

YEAR BOOK 2023



YEAR BOOK

of the

Diocese of Brisbane

Province of Queensland

Anglican Church of Australia

2023

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: Participants of the sack race at the 2022 On Earth festival at St Francis College held on 8 October 2022.

Back cover: St Mark's, Warwick community members – including St Mark's, Warwick Rector The Ven Lizzie Gaitskell and President of the St Mark's Women's Guild, Winsome Anderson – waiting for the 18-metre-high flower tower to be hoisted and hung on the belltower as part of 2022's Jumpers and Jazz in July Festival.

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L-R: The Rev'd Zoe Browne (The Parish of Dalby), The Rev'd Dr Cathy Laufer (The Parish of Coolum Beach), The Rev'd Scott Windred (The Parish of Sunnybank) and The Ven. Bronwyn Pagram (The Parish of Goodna) hanging out at Churchie during lunch on the Sunday of 2022 Synod.

Diocesan Council

2022 Report

Overview and 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.

The Vision of the Anglican Church in Southern Queensland is:

Flourishing faith communities: proclaiming and serving, worshipping and learning

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 2022, Diocesan Council members continued to address the challenges facing the Anglican Church in Southern Queensland and considered these challenges in the framework provided by the Vision Statement, Key Focus Areas and our aspirational values.

Central to Diocesan Council's governance activities in 2022 were:

- Ongoing engagement with the Commissions, approving their strategic plans and receiving reports on their implementation.

- Receiving reports and monitoring progress in planning and implementing projects related to the Key Focus Areas adopted by Diocesan Council in 2021.
- Considering issues of financial sustainability and reducing or eliminating deficits in the Diocesan Operations budget.
- Committing to a process of organisational redesign to determine the optimum governance and operations structure for ACSQ.
- Continuing to respond to claims relating to child sexual abuse.

Work continued on the key outcomes under the Key Focus Areas, which 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.
 - 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.

Some key events and outcomes included:

- The launch in early 2023 of the Anglican Identity video series: www.anglicanidentity.au
- A Guide to Strengthening Comprehensive Anglican Identity and Purpose in Communications was promoted in October 2022.
- Confirming St Francis College as a member college of the University of Divinity.
- QUT/ACSQ 2022 Leadership Program completed with clergy and lay participating as Leadership pairs.
- Clergy wellbeing survey complete and reported was presented to PMC and DC.
- The diagnostic process and viability dashboard for parishes was tested and approved by the Parish Diagnostics Subcommittee. Recommended actions for some selected parishes were proposed, and various members of the Diagnostics Subcommittee have started engaging with these parishes.
- A Community Engagement guidebook has been compiled and published on faithfulandeffective.com
- Salisbury “Little Angels” early learning centre was completed and is due to be open and operational in the first half of 2023.
- Continuing the expression of interest campaign regarding the Milton site at 233 Milton Rd with the project moving to a new phase of exploring a retirement living proposal.
- A variety of parish property projects completed or underway to make best use of property.
- The launch of the [ACSQ Sustainability Roadmap 2023-2030](https://www.anglicanchurchsq.org.au/sustainability).
<https://www.anglicanchurchsq.org.au/sustainability>

A Budget Working Group was appointed by Diocesan Council. The objective and scope were to provide a strategic direction on service delivery, associated revenues and expenditure across all Commissions with a view to materially reduce the budgeted net deficit and deliver a financially sustainable strategy for the 2023 budget refresh.

An outcome from this group’s work was for Diocesan Council to commit to undertaking a process of organisational redesign. In early 2023, a process plan was approved that includes extensive consultation that will be rolled out in 2023.

There is significant work to be done to develop this organisational redesign. The outcomes of this work will likely require Synod approval and amendments to the Diocesan Governance Canon in 2024. The Five Commission model was what was needed and

worked in its time, but it was considered that perhaps it is time for something new to suit present circumstances both financially and missionally.

Given the vacancies that arose in 2022 at PMC in Executive Director and Chair, DC agreed to enter a holding pattern where the PMC key activities and responsibilities continue under the leadership of the Regional Bishops.

2022 saw the resignation as Archbishop of the Most Reverend Dr Phillip Aspinall AC, which took effect on 2 February 2023. Diocesan Council gives thanks to God for the ministry and leadership of Archbishop Phillip over the last 21 years and looks forward to the election and installation of a new Archbishop.

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 and meetings

The Diocesan Council met on 10 occasions during the year with the Archbishop presiding at five meetings. The Rt Rev'd C D Venables presided at four meetings and the Rt Rev'd J D Greaves presided at one meeting. Membership during 2022 was as follows:

| | No. of meetings attended | No. of meetings while a member |
|--|---------------------------------|---------------------------------------|
| The Most Rev'd Dr P J Aspinall AC | 5 | 10 |
| The Rt Rev'd J D Greaves | 8 | 10 |
| The Rt Rev'd A J Roundhill | 8 | 10 |
| The Rt Rev'd C D Venables | 7 | 10 |
| The Rev'd Canon N Colledge | 7 | 10 |
| The Ven G Hoyte | 10 | 10 |
| The Rev'd A Lowe | 8 | 10 |
| The Rev'd Dr R Wolff | 8 | 10 |
| The Rev'd Dr C Wynne | 9 | 10 |
| Ms J Basham | 8 | 10 |
| Judge Kevin Laphorn | 8 | 10 |
| The Hon Justice D Mullins (Chancellor) | 8 | 10 |
| Ms A Norman | 8 | 10 |
| Mr D O'Connor | 9 | 10 |
| Mr D Sneesby | 10 | 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 Episcopal Standards Board of the Anglican Church of Australia published its determination in relation to the conduct of Roger Herft, former Bishop of Newcastle and former Archbishop of Perth in December 2021.

The determination of the Board pursuant to s49 of the Episcopal Standards Canon 2017 is as follows:

- a) pursuant to s49(d) of the 2017 Canon, the Board is satisfied that Bishop Roger Herft is unfit to remain in Holy Orders;
- b) pursuant to s49(m) of the 2017 Canon, the Board determines that Bishop Roger Herft be deposed from the exercise of Holy Orders.

Archbishop Philip Freier has given effect to the determination as the relevant Metropolitan required to act in accordance with the Episcopal Standards (Child Protection) Canon 2017.

The Commissary reported:

- The national Bishops were invited by the Primate to meet with the Archbishop of Canterbury, Justin Welby, in Melbourne.
- The Archbishop of Canterbury visited Australia from 4–14 October 2022. He travelled from Perth to Thursday Island, visiting Adelaide, Sydney, and regional centres.

Elections, appointments and retirements

The Archbishop reported:

- Bishop John Stead retired as Bishop of Willochra on 2 July 2022.

The Commissary reported:

- On 29 August 2022, Archbishop Phillip Aspinall announced his resignation as Archbishop of Brisbane from 2 February 2023, which will also mark 21 years as Archbishop of Brisbane. He will lay up his crozier when the Diocesan family gathers in St John's Cathedral for the ordinations on 3 December 2022.
- A Choral Evensong on 9 September 2022 and a special service on 20 September 2022 was held in St John's Cathedral to commemorate the life of Queen Elizabeth II. Diocesan Council acknowledge the Very Rev'd Dr Peter Catt and the St John's Cathedral staff for their work in arranging the services.

- The Rev'd Peter Judge-Mears and several parishioners from the Parish of Wishart have left ACSQ and joined the Diocese of the Southern Cross.

Diocesan Council matters

Professional Standards memberships

Diocesan Council appointed Ms Janelle Hansen to the Professional Standards Committee.

Diocesan Council reappointed the Rev'd Canon Paul Mitchell and Dr Stephen James Lee to the Professional Standards Board panel. Those terms to expire on 24 May 2026 unless reappointed.

Diocesan Council appointed the Hon Justice David Thomas as a Professional Standards Board panel member and President of the Professional Standards Board from 24 May 2022 to 24 May 2026.

Diocesan Council appointed Ms Fotini Hardy to the Professional Standards Committee.

Diocesan Council:

1. Reappointed Mr Peter Dunning QC to the:
 - a) Professional Standards Board panel, his term to expire on 23 Feb 2024; and
 - b) as the Deputy President of the Professional Standards Board.
2. Reappointed Mr John Fradgley and Dr Annette Quayle to the Professional Standards Board panel, their terms to expire 23 February 2024.
3. Reappointed Mr Douglas Murphy QC to the Professional Standards Board panel, his term to expire 26 July 2026.
4. Reappointed the Rev'd Canon Nicole Colledge to the Professional Standards Board panel, her term to expire 18 August 2026.

Diocesan Council approved the appointment of the following PSC convenors:

- Dr Yvonne Darlington - January to March 2023;
- Peter Lyons KC - April to June 2023;
- The Rev'd Rod Winterton - July to September 2023; and
- The Rev'd Di Murphy - October to December 2023.

Should a convenor not be able to attend a Professional Standards Committee meeting, another member is permitted to act as convenor for that meeting.

Appointment of two Associate Directors of Professional Standards

Diocesan Council approved the appointment of:

- a. Mrs Paula Redford-Bell as an Associate Director of Professional Standards from 4 October 2022; and
- b. Ms Susan Leanne Heitman as an Associate Director of Professional Standards from 9 January 2023.

St John's College UQ membership

Diocesan Council re-appointed the Rt Rev'd John Roundhill and Mr Swain Roberts to the St John's College Council for a term of 12 months.

DARC membership

Diocesan Council approved the appointment of the Rev'd Dr Ceri Wynne for a three-year term to 28 February 2025.

Diocesan Council appointed Mr Duncan Unwin as a member of the Diocesan Audit and Risk Committee.

Angligreen Committee

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

- Jeremy Fraser (Cathedral Community – Holy Hermits); and
- The Rev'd Melissa Conway (St James, Toowoomba).

Cathedral Chapter membership

Pursuant to section 16(b) of the Cathedral Canon, Archbishop-in-Council appointed John Postle to the Cathedral Chapter.

Service Personnel Anglican Help Society Ltd (SPAHS) – Appointment of Director

Diocesan Council approved the Rev'd Stephen Briggs as a director of SPAHS.

Apology to LGBTIQ+ Community

Diocesan Council appointed the following people to the task group regarding an apology to the LGBTIQ+ community:

1. The Ven Geoff Hoyte
2. The Rev'd David Ruthven
3. The Rev'd Dr Margaret Wesley
4. The Rev'd Canon Gary Harch
5. Dr Nadine Garraway
6. The Rev'd Deb Bird
7. The Very Rev'd Dr Peter Catt

Election of lay member of Archbishop Election Committee

Diocesan Council conducted a ballot to appoint a lay member of Synod as a member of the Archbishop Election Committee as Dr Anna McKinlay has ceased to be eligible.

Dr Nadine Garraway was elected as a lay member of the Archbishop Election Committee.

Modern Slavery Statement 2021

Diocesan Council approved the Diocesan 2021 Modern Slavery Statement for lodgement with Australian Border Force.

St John's College UQ biannual reports

October 2021 to March 2022

Diocesan Council discussed the report and the spiritual direction of the College and noted the importance of embracing the vision of flourishing faith communities and maintaining a strong connection with the Anglican comprehensive identity and purpose.

Members requested the College to provide more information about academic outcomes and an update to the Annual Corporate Governance Statement.

April to October 2022

The General Manager informed members that St John's College UQ has released its inaugural Culture Report, which was prepared by Elizabeth Jameson AM and culture and corporate educator Dr Christina Turner. The College Council commissioned the independent review in February 2022 in line with the recommendation from the first national Student Safety Survey.

The review found that the College had a strong culture. There is great pride that the College strives for excellence for its students. The findings in relation to safety and wellbeing were in line with what is occurring in other educational institutions across Australia.

The report provided 15 recommendations that fell into four categories:

1. People matters;
2. College values;
3. Traditions, practices, behaviours; and
4. Safety and wellbeing.

Archbishop Phillip and Bishop John Roundhill met with the Chair and Warden of the College regarding the report, and raised a number of observations including the lack of reference to the Anglican identity and spirituality.

A framework for action had been developed to guide the College's response to the report. It sets out actions for short and medium terms, aligned with the principles of safety, respect and inclusive diversity.

The Archbishop has requested that Diocesan Council be regarded as a stakeholder in this process and that members are kept informed.

Election of General Synod Representative – Laity

The resignation of Mr Daniel Aspinall as a General Synod representative meant a replacement representative from the House of Laity needed to be appointed for the meeting of General Synod which was held on 8-13 May 2022.

Diocesan Council elected Dr Nadine Garraway as a lay representative to General Synod to replace Mr Daniel Aspinall.

Correspondence from St John’s Cathedral Chapter re. Webber House

Members discussed the report and expressed concerns and disappointment that work to integrate the Church’s mission across various agencies and departments might be compromised when Anglicare vacates the Ann Street precinct.

Diocesan Council noted the letter from the Dean on behalf of Cathedral Chapter.

Parishes Regulation Canon (Reg IV Stipends)

Diocesan Council approved a 4.6% increase for stipends to take effect from 1 Jan 2023.

Remuneration Review: Non-Award or EA Covered Employees (excluding Anglicare) for 2023

Diocesan Council approved a 4.6% increase for non-Award employees to take effect from 1 January 2023.

Redress and Claims Reports

Diocesan Council continued to receive monthly reports on the current number of historical sexual abuse claims managed by the General Manager’s Office.

Work Health & Safety

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

Service to Anglican Church Southern Queensland

Diocesan Council gives thanks to God for the ministry and leadership of Archbishop Phillip over the last 21 years: in particular, for his part in systematically making the Church safer for children and vulnerable people, and more compassionate in its responses to survivors of sexual abuse. Further, that Diocesan Council prays for God’s blessing upon Archbishop Phillip and Christa in their next season of life.

Diocesan Council give thanks to God and acknowledges Pixie Annat for her service and contribution to Anglicare.

Pixie Annat dedicated many years of volunteer service to Anglicare as a Commissioner on the Community Services Commission from 1992 until 2016. Pixie also chaired the Ethics Committee and was a member of the Clinical and Care Governance subcommittee. Pixie held many volunteer roles across several non-profit organisations after a long nursing career that included Director of Nursing and CEO at St Andrew's War Memorial Hospital before her retirement in 1992. Pixie was often referred to as a champion of nurses and this became the title of her autobiography published in 2015.

Strategic Issues

Anti-Discrimination Act Review: Joint Churches Submission

The Chair welcomed the Rev'd D Baker and Professor Nick Aroney to the meeting and invited them to present the paper.

In May 2021, the Attorney-General asked the Queensland Human Rights Commission (QHRC) to undertake a review of the Anti-Discrimination Act 1991.

Brisbane Heads of Churches engaged Professor Aroney to draft a joint submission to the QHRC, which member churches will be invited to sign.

In the document, Professor Aroney addresses the issue that human dignity is core to Christian faith. He also challenges the Act in the places that it does not adequately reflect the breadth of human rights described in international declarations and covenants. He has endeavoured to ensure that the document emphasises that the churches do not regard freedoms such as religious freedom as ends in themselves but as means of enabling religious and other organisations to contribute to human flourishing.

Diocesan Council resolved that ACSQ be a signatory to the submission.

Expression of Interest campaign for the Diocesan site at 233 Milton Road, Milton

Diocesan Council:

- 1) Noted the progress related to the Expressions of Interest campaign for the Old Bishopsbourne site at 233 Milton Road Milton, and
- 2) Noted the same information has been provided to the Ministry Education Commission and the Finance and Diocesan Services Commission.

Clergy Remuneration Working Group recommendations

1. Diocesan Council endorsed the recommendations of the Clergy Remuneration Working Group as follows:

- a. Submissions for input from parishes and clergy into the Clergy Stipend recommendations are called for in August/September of each year through the Monthly Memorandum process;
- b. That guidelines be provided to parishes on how to manage the submission process; and
- c. That FDSC consider the parish and clergy submissions, along with broader economic data, when making a recommendation to Diocesan Council for future stipend increases.

2. Diocesan Council noted the comparative stipend data in Appendix 1.

Budget Working Group

The Budget Working Group was appointed by Diocesan Council. The objective and scope were to provide a strategic direction on service delivery, associated revenues and expenditure across all Commissions with a view to materially reduce the budgeted net deficit and deliver a financially sustainable strategy for the 2023 budget refresh.

The final report incorporates an organisational redesign that includes the various proposals submitted to the Group. That conceptual redesign produced some cost savings and potential productivity gains.

There is significant work to be done to develop this conceptual organisational redesign. The outcomes of that work will require Synod approval and amendments to the Diocesan Governance Canon. The Five Commission model was what was needed and worked in its time, but it was considered that perhaps it is time for something new to suit present circumstances both financially and missionally.

Members noted that while significant work has been completed by the Budget Working Group, further clarity regarding plans for 2023 is required including ensuring there is sufficient support for pursuing other income generation possibilities.

Diocesan Council:

1. Approved the recommended changes for 2023 as a holding pattern, recognising that a significant portion of realised savings are vacancies frozen (whilst further review is undertaken).
2. Delegated responsibility to the General Manager, in consultation with the Bishops for a plan to enact the holding pattern.
3. Commit to undertaking a process of organisational redesign and delegate responsibility to the General Manager (in consultation with the Diocesan Leadership Team) to present a detailed process proposal to Diocesan Council by March 2023.
4. The General Manager and Diocesan Leadership Team discern how capacity can be released in FDSC to prioritise time and energy for income generation, especially through the leveraging of assets by March 2023

Appointment of Domestic and Family Violence Project Officer

Jennifer Clark has commenced as Domestic and Family Violence Project Officer in the General Manager's Office.

At the 2021 Diocesan Synod, Resolution 7 acknowledged the pain and grief experienced by all Anglicans whose lives are affected by domestic violence and abuse and committed itself to responding to the issue actively and broadly. Synod also committed to working through the [Ten Commitments for Prevention and Response to Domestic and Family Violence in the Anglican Church of Australia](https://anglican.org.au/wp-content/uploads/2021/06/Ten-Commitments-Prevention-Response-to-Domestic-and-Family-Violence-in-the-Anglican-Church-of-Australia.pdf). <https://anglican.org.au/wp-content/uploads/2021/06/Ten-Commitments-April-2021.pdf>

Risk and Compliance Uplift program

The Diocesan Audit and Risk Committee (DARC) have realised over some time that the environment in which the Diocese operates is becoming more complex in terms of regulations and obligations.

As part of the recent staff changes within the Diocese areas of risk and governance it was determined that some risk maturity benchmarking exercises would be performed. This process sits well within the insurance operations of the Diocese and the process of obtaining insurance cover including the pressures around insurance premiums at present.

The benchmarking work was carried out across Diocesan operations excluding the CSC, ASC and Schools / Education & Care Services. Areas were excluded because of the already tight risk and governance systems in place, the fact they are already extensively tested by external regulatory bodies.

The self-assessment process indicated the current risk maturity for the relevant Diocesan operations was considered initial or foundational. Foundational is only one level below a "systematic" level of risk maturity. Systematic is considered an environment where controls are considered sufficiently robust to better protect the Diocese and its operations from the risk of an adverse event occurring (such as fraud, injury, lack of resources etc). We are never going to reduce the risk of an adverse event to zero but what this aims to do is to better reduce the likelihood of an adverse event occurring.

This exercise is about improving the systems and controls we have in place across the Diocese to a more robust and mature level to better protect Diocesan operations.

Diocesan Council:

- a) Noted the Risk and Compliance Maturity Benchmarking and Uplift Proposal in Annexures A-C.
- b) Requested a further report clarifying where areas of non-compliance exist, along with the resulting associated risk that the Diocese is exposed to.
- c) A Risk and Compliance Maturity Uplift Program Report be produced in consultation with all key stakeholders, and detail the action required as part of the program along with any additional resources that would likely be required.

Progress report from the Sustainability Committee

Diocesan Council approved the [ACSQ Sustainability Roadmap 2023-2030](https://www.anglicanchurchsq.org.au/sustainability).
<https://www.anglicanchurchsq.org.au/sustainability>

From the Heart partnership

Diocesan Council approved ACSQ becoming an official partner of From the Heart, the campaign for constitutional recognition and a voice to Parliament.

Policy Issues

ACSQ COVID-19 Vaccination Requirement Policy

On 2 March, the General Manager announced the intention to review the COVID-19 Vaccination Requirement Policy and invited all staff, clergy and churchwardens to provide feedback.

The themes of the feedback include:

1. That the Policy continues to create a division between congregation members who are vaccinated and those members who are not vaccinated.
2. That the Policy insinuates that unvaccinated congregation members are a threat to vaccinated congregation members.
3. That the Policy is ineffective as both vaccinated and unvaccinated congregation members can attend services, morning tea and other activities together.
4. That parishes would like more autonomy in self-managing the SARS-CoV-2 hazard and be empowered by local level parish decision making processes.

It was noted that the communication would need to carefully explain that risk assessments continue to be required under the proposed revised WHS policy and that controls to mitigate risk to unvaccinated people may still be required or may need to be amended.

Diocesan Council:

1. Rescinded the ACSQ COVID-19 Vaccination Requirement Policy; and
2. Approved the updated ACSQ WHS policy.

Delegations of Authority Policy and schedule

Diocesan Council approved the updated ACSQ Delegations of Authority Schedule.

Role of Director of Professional Standards, Professional Standards Committee and Professional Standards Board of the Anglican Church Southern Queensland with Other Dioceses in the Province of Queensland

Diocesan Council adopted the following resolutions on this matter:

1. The Anglican Church Southern Queensland revoked the *Protocol – Role of Director of Professional Standards with Other Dioceses in the Province of Queensland*.
2. In accordance with sections 3, 14, 23 and 36 of the *Professional Standards Canon*, the Anglican Church Southern Queensland adopted the *Protocol – Role of Director of Professional Standards, Professional Standards Committee and Professional Standards Board of the Anglican Church Southern Queensland with Other Dioceses in the Province of Queensland*.
3. Diocesan Council endorsed the proposed resolutions in Annexure B for adoption in appropriate form and as needed by the Dioceses of Rockhampton, North Queensland, and the Northern Territory.

Amendments to the Protocol for Responding to Child Sexual Abuse and Sexual Misconduct

Diocesan Council adopted proposed amendments to the Protocol for Responding to Child Sexual Abuse and Sexual Misconduct including that:

1. Those clauses 1.1.8, 1.2.6, 4.1, 4.2 and amendments to Appendix E, under the heading “Investigations by the Professional Standards Committee” commence on 29 July 2021.
2. That the following amendments commence from 1 January 2022:
 - a) The deletion of the sub-section of Appendix D titled “Monthly Report”; and
 - b) The deletion of the second paragraph of Appendix D titled “Appendix D – Ad Hoc Advice 1: The Archbishop”.

ACSQ Policy and Procedure Framework

Diocesan Council:

1. Endorsed the proposed ACSQ Policy and Procedure Framework noting exceptions for CSC and ASC.
2. Endorsed the concept of the ACSQ Policy and Procedures Library on the ARC which ensures accessibility by staff and other relevant persons to current ACSQ Policies and related supporting documentation.
3. Repealed the existing three-tier Policy Framework as approved by Diocesan Council in March 2020 on the basis that its contents have been incorporated into this replacement Policy and Procedure Framework.

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

The Director, OPS recommended amendments to the Policy to account for changes in name to existing policies and to add new policies and procedures.

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

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 2022. 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:

- Ms Suzanne Bain
- Mr Geoff McLay
- Dr Gavin Nicholson

Pursuant to the provisions of the Diocesan Governance Canon 53 (a)(iv), Diocesan Council noted the continuing membership of the following ASC members:

- Mr Dan O'Connor OAM
- Ms Alison Reid
- Mrs Robyn Kronenberg
- The Rev'd Mary-Anne Rulfs

Glennie School

The Glennie School has been identified as being in a vulnerable financial position.

On 16-19 June 2021, members of the school executive and the Chair of Council participated in a workshop conducted by PLA Consulting to review the current financial state of the school and its operational performance metrics.

This deterioration is primarily driven by continued decline in enrolments. Efforts have been made by ASC Staff to assist The Glennie School. However, there has been little willingness to address the concerns identified in the PLA workshop. This is occurring both at a council and executive level.

Diocesan Council resolved:

- a. To note the resolution of the ASC to adopt the report on the School.
- b. Pursuant to clause 13.1 of The Glennie School Charter (School Charter) that the Diocesan Council suspend all sections of the School Charter that assign or delegate powers, functions or responsibilities that relate to the financial administration of The Glennie School.

- c. The suspension of the abovementioned sections of the School Charter are suspended only so far as required for the working Committee of the Anglican Schools Commission to effectively carry out its duties and responsibilities regarding the financial and business management of The Glennie School.
- d. The abovementioned sections of the School Charter will commence on 25 February 2022. These abovementioned sections of The Glennie School Charter are suspended until the earlier of:
 - i. six months from the date of resolution; or
 - ii. further resolution.

Diocesan Council thanked the ASC for their proactive approach to addressing the issue.

Fraser Coast Anglican College – Change of Vision and Mission Statements

At the Diocesan Council meeting in November 2021, members expressed concerns over the proposed Statement and requested the ED, ASC to schedule a meeting with the Principal of FCAC and invited members of Diocesan Council to make contributions to the statements.

At that meeting, the Principal outlined the process the College had followed and their commitment to the Anglican Ethos, Vision and Mission. It was agreed that the ASC Director of Mission would work with Diocesan Council members, the Principal and the Senior Leadership team of the College to draft a new proposal.

Diocesan Council approved the adoption of the new Vision and Mission Statements, as amended, for Fraser Coast Anglican College.

Protecting Children and Young People in Anglican Education: training

Diocesan Council resolved to require Schools and ECS to deliver the child protection training developed by the ASC for 2023, to:

- a) all staff, undertaking work at the School or ECS, by the end of April 2023 (within the first three months of the school year)
- b) all members of the School Council or ECS Management Committee, by the end of April 2023 (within the first three months of the school year)
- c) all new staff or members who commenced during 2023 but after April, within one month of their commencement.

FSAC Ltd Constitution changes

Diocesan Council authorised the General Manager to sign a resolution on behalf of the Corporation as member of FSAC Ltd (St Johns Anglican College and The Springfield Anglican College) to adopt changes to the FSAC Ltd Constitution as tabled at the meeting.

Community Services Commission

Membership

Diocesan Council:

1. Approved the reappointment of Ms Kim Rayner and Ms Nicole Bunning as members of the Community Services Commission.
2. Approved the appointment of three (3) new Commissioners to the Community Services Commission: Melanie Mayne-Wilson, Austin Whittaker and Phyllis Marsh.
3. Approved the appointment of Mr Duncan Unwin to the Community Services Commission.

2022 Results

The 2021/2022 financial year has been challenging. The net deficit of \$1,070,000 is concerning, however, at points during the year, it was anticipated to be significantly worse.

The ongoing COVID-19 situation has created staff shortages in Residential Aged Care resulting in the need for greater use of agency staff. There has also been a significantly higher spend on personal protective equipment and waste removal. CSC has applied for COVID-19 funding from the Commonwealth Government

COVID-19 has also disrupted delivery of services in Home and Community Service (HAC) from both sides, i.e. Anglicare being unable to deliver services due to staff shortages and clients cancelling because of illness or general unease at having staff entering their homes. There is a major reform agenda on the horizon for HAC. Work has commenced to position Anglicare to manage through what is expected to be significant disruption.

A new role, Director of Client Experience, has been introduced to the Anglicare leadership team. The role will focus on service delivery, business transformation including oversight of the brand, reputation and engagement with clients and strategic planning.

The Fundraising team has experienced a major decline in income over the past six months due to increased competition and COVID-19. The team has continued to strengthen relationships with the school communities and Parishes, engaging and speaking about the work of Anglicare.

A review of the fundraising operating model has been undertaken by the Director of Client Experience and a refreshed strategy will be developed with an increased financial target and diversification strategy.

Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability

The ED, CSC informed members that Anglicare was summoned to provide evidence at the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability on 31 March 2022. The incident the subject of the evidence occurred in 2018.

The hearing was livestreamed and commenced with a pre-recorded video statement from the client and her mother. This was followed by a line of questioning from the Senior Counsel assisting the Commission and the four Commissioners regarding Anglicare's management of the incident including care and support of the client. The Service Manager was required to give evidence and provided an apology and demonstrated remorse and regret for the incident and failings in follow up and pastoral care for the client and her family. The hearing was attended by the Chair and ED, CSC and the Service Manager.

Members acknowledged the distress the incident had caused the client and her family and requested the CSC to provide a full report on the learnings and recommendations to Diocesan Council.

It was identified that, despite the serious nature of the incident, a critical incident review was not undertaken. Critical incident reviews investigate serious incidents or matters to identify contributing factors and make recommendations for practice, policy and procedure improvements.

The review now undertaken found that since 2018, changes have been made within Anglicare that has addressed deficiencies. Clinical governance is now an integral component of Anglicare providing assurance that systems are in place to deliver safe and high-quality care. The establishment of the Governance Risk and Assurance team, redesign of the corporate committee structure and developments in document management (particularly Policy and Procedure), supports a shared understanding of clinical governance among everyone working at Anglicare.

Diocesan Council discussed and noted the findings and recommendations.

Finance and Diocesan Services Commission

Membership

Diocesan Council reappointed in accordance with the Canon:

- The Rev'd Canon Emeritus Gary Smith – until first Diocesan Council meeting after Synod 2023; and
- Dr Ruth Kerr – until 25 February 2025.

Reporting Entity Status

Diocesan Council:

- 1) Endorsed that The Corporation is not a reporting entity and continues to produce special purpose financial statements on that basis.

- 2) Noted that as The Corporation is classified as a Basic Religious Charity it is exempt from providing any financial reports to ACNC.

Sale of Property – Parish of Wishart

Diocesan Council approved the distribution of the sales proceeds as follows:

- a. 5% of the sales proceeds be allocated to offset operational costs in relation to property management; and
- b. the remaining net proceeds of sale be placed in a parish property account with ANFIN for the purpose of acquiring a new rectory/investment property to be approved by the Regional Bishop and FDSC.

Sale of Sherwood Parish Rectory at 41 Kathleen Street, Corinda

Diocesan Council approved the distribution of the sale proceeds as follows:

- 1) 5% of the net sales proceeds be allocated to offset operational costs in relation to property management; and
- 2) the remaining net proceeds of sale be placed in a Parish Property Account with ANFIN pending the purchase of a new rectory property to be approved by the Regional Bishop and FDSC.

Sale of St Paul’s Church – Parish of Manly

Diocesan Council:

1. Noted the Finance and Diocesan Services Commission’s (FDSC) approval to dispose of the St Paul’s church property at 97-99A Ernest Street, Manly to the Department of Education in the sum of \$3.5m (ex GST) with the terms and conditions of the contract to be approved by Group Manager-Property (Lots 119-121 RP33032);
2. Noted that sale related expenses will be deducted from the proceeds of sale; and
3. Approved the distribution of funds as follows:
 - a) 5% of the sales proceeds be allocated to offset operational costs in relation to property management
 - b) payment of \$600,000 to the Manly Parish to be deposited in a Parish Property Account with ANFIN to be allocated as approved by the Regional Bishop
 - c) payment of the remaining proceeds to a capital fund, being the Going for Growth Fund.

Reconfiguring Quilpie Parish property for a more sustainable future

Diocesan Council approved the net sale proceeds be allocated to upgrade the hall to a standard that will provide a reliable income stream to pay for ongoing operational costs (including property maintenance and insurance).

Sale of Buderim Parish Rectory at 24 Wilguy Crescent, Buderim

Diocesan Council:

1. Noted the minimum sale price will be set at no more than 10% below the registered valuer's valuation (to be obtained), and that sale related expenses, including necessary maintenance, will be deducted from the proceeds of sale; and
2. Approved the following in relation to the distribution of the sales proceeds:
 - a. repay the existing ANFIN loan associated with the 24 Wilguy Crescent property
 - b. 5% of the sales proceeds be allocated to offset operational costs in relation to property management;
 - c. the remaining proceeds of sale be placed in a Parish Property Account with ANFIN pending the purchase of a new rectory/investment property to be approved by the Regional Bishop and FDSC.

Sale of Maryborough Parish Rectory at 3 Parkview Court, Maryborough

Diocesan Council:

1. Noted the minimum sale price will be set at no more than 10% below the registered valuer's valuation (to be obtained), and that sale related expenses will be deducted from the proceeds of sale; and
2. Approved the following in relation to the distribution of the sales proceeds:
 - a. 5% of the sales proceeds be allocated to offset operational costs in relation to property management;
 - b. the remaining proceeds of sale be placed in a Parish Property Account with ANFIN pending the purchase of a new rectory/investment property to be approved by the Regional Bishop and FDSC.

Parish of Gympie – sale of Christ Church, Gunalda

Diocesan Council approved the following distribution of the sale proceeds:

1. 5% of the net sales proceeds be allocated to offset operational costs in relation to property management; and
2. The remaining net proceeds of sale be placed in a Parish Property Account with ANFIN and be applied to the construction of the new Parish Centre within the grounds of St Peter's Church at Gympie.

Parish of Gympie – proposed building project at St Peter's Gympie

Diocesan Council:

1. Approved the construction of the St Peter's Gympie Parish Centre at 15 Amy Street, Gympie with a project cost of up to \$812,500, subject to:
 - a. successful material changes of use development application; and

- b. successful sale of Christ Church, Gunalda.
2. Approved that the proceeds from the sale of Anglican Church properties in Imbil and Kandanga held in the Gympie Property Account with ANFIN be applied to St Peter's Gympie Parish Centre building project.

Parish of Toowoomba West – allocation of funds from sale of vacant land at Lot 49 Gowrie Junction Road, Gowrie Junction, Toowoomba

Diocesan Council approved the recommendations below regarding the distribution of sale proceeds:

1. Sale related expenses to be deducted from the proceeds of sale;
2. 5% of the sales proceeds to offset operational costs in relation to property management; and
3. The remaining proceeds of sale to be held in an interest-bearing Diocesan held property account for use by the Parish of Toowoomba West for property related missional infrastructure and maintenance.

Sale of property – Parish of Bundaberg Rectory

Diocesan Council approved the following in relation to the distribution of the sales proceeds after deducting the costs incurred during the sale process:

- a. 5% of the net sales proceeds be allocated to offset operational costs in relation to property management; and
- b. the remaining proceeds of sale be placed in a Parish Property Account with ANFIN for the purpose of purchasing an appropriate residential property.

Parish of Freshwater – lease of Church property at Burpengary

Diocesan Council approved that 100% of the net rental income from the lease to Younity Community Services be made available to the Parish of Freshwater.

Parish of Rochedale Rectory – sale of property

Diocesan Council approved the following in relation to the distribution of sales proceeds:

- 1) Pay down the \$290,000 debt owed to private donors;
- 2) Pay down the \$550,000 ANFIN loan in part or in full;
- 3) 5% of the sales proceeds be allocated to offset operational costs in relation to property management; and
- 4) The remaining proceeds of sale be placed in a Parish Property Account with ANFIN to be applied to a future capital works project.

Parishes and Other Mission Agencies Commission

Membership

Diocesan Council:

1. Reappointed Trish Rathie to the PMC; and
2. Appointed Sarah Gover to the PMC.

Oversight of the Equitable Participation Working Group

Diocesan Council endorsed the:

1. EPWG becoming a subcommittee of the PMC.
2. Proposed terms of reference for the EPWG and to include consultation with Parishes.

Benefice Classifications

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

- The Parish of Bundaberg West shall retain its benefice classification.
- The Parish of Strathpine shall retain its benefice classification.
- The Parish of Surfers Paradise shall retain its benefice classification.
- The Parish of Rochedale 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.

Church closures

Council agreed to the closure of the following Churches:

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

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

- Christ Church Murgon, Parish of Barambah
- St David's Boonara, Parish of Barambah
- St Faith's Mondure, Parish of Barambah

Commencement of process to sell a Church property and transition the congregation to a different location

Members noted that the process to permanently close St Paul's, Manly, and transition the congregation to a different location within the Manly-Lota-Tingalpa area, has commenced.

Ministry Education Commission

Membership

Pursuant to the provisions of the Diocesan Governance Canon, Archbishop-in-Council approved the re-appointment to the Ministry Education Commission of Dr Robin Ray and Mr Ross Switzer.

St Francis College – letter of financial support to University of Divinity

In support of St Francis College's application to join the University of Divinity as a member college, Diocesan Council:

1. Approved providing financial grants to support St Francis College and Library at the current level of operation for a minimum term of five years from 2023-2027.
2. Authorised the General Manager to issue a letter of financial support.

Partnership with University of Divinity

The Collegiate Agreement between St Francis College and the University of Divinity has been signed. A celebration Eucharist took place on 30 September 2022 in the Chapel of the Holy Spirit, St Francis College.

Bequests 2022

Diocesan Council noted the following bequests with grateful thanks:

Estate of the late Frederick Charles Ailwood – A bequest in the amount of \$1,000 from the estate of the late Frederick Charles Ailwood the sum of *“\$1,000 for the charitable purposes of St Francis Theological College at Milton Brisbane”*.

Estate of the late Joan Kathleen Atkinson – A bequest in the amount of \$869.05 from the estate of the late Joan Kathleen Atkinson *“2 (5) parts to the Corporation – St Lukes Home Nursing Service”*.

Estate of the late Ian Robert Bramley – A bequest in the amount of \$10,007.45 from the estate of the late Ian Robert Bramley *“to Anglicare Queensland (formerly St Luke’s Nursing Service) 138 Juliette Street, Greenslopes for their general purpose”*.

Estate of the late Iris Frances Clarice Brown – A bequest in the amount of \$197,600.94 being a final distribution from the estate of the late Iris Frances Clarice Brown the rest and residue of the estate *“for the use and benefit of St John’s Cathedral Brisbane”*.

Estate of the late Veronica Pearl Brumm – A bequest in the amount of \$20,000 from the estate of the late Veronica Pearl Brumm for the *“purposes of the Garden of Memories Brookfield Church”*

Estate of the late Allan James Connell – A bequest in the amount of \$109,515.56 from the estate of the late Allan James Connell for the *“purposes of the Parish of Maryborough Organ Maintenance Fund”*.

Estate of the late Susan Elizabeth Ensor – A bequest in the amount of \$351,000.00 from the estate of the late Susan Elizabeth Ensor as to a *“one half share to the Parish of the Anglican Church of Noosa, Queensland for their Samaritan purposes”*.

Estate of the late Alan Sidney Faulkner – A bequest in the amount of \$10,000 from the estate of the late Alan Sidney Faulkner *“for the general charitable purposes of St Pauls Anglican Church at Roma”*.

Estate of the late Joan Katherine Hendrikz – A bequest in the amount of \$200.00 being the final 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 Lillian Rhoda Hoult – A bequest in the amount of \$321.26 as the final distribution from the estate of the late Lillian Rhoda Hoult *“two percent (2%) to St Matthews Perpetual Care for their use and benefit”*.

Estate of the late Colin Graydon Illingworth – A bequest in the amount of \$70,000 from the estate of the late Colin Graydon Illingworth *“\$20,000 for the general charitable purposes of Anglican Parish of Ekibin”; “\$20,000 to St Andrew’s Anglican Church – South Brisbane for its general charitable purposes”; “\$10,000 for the general charitable*

purposes of St Lukes Theatre Society”; “\$20,000 for the general charitable purposes of St John’s Cathedral”.

Estate of the Late Diana Mary Luker – A bequest in the amount of \$2,010.08 representing an interim distribution from the abovenamed Estate to be *“applied towards the completion including repayment of any loan, principal or interest relating to the completion of St John’s Cathedral, or if the cathedral has been complete as at the date of the deceased’s death (3 Feb 2016) (or to the extent that this bequest is not required to complete the cathedral) then for the maintenance, upkeep and improvement of the cathedral building, fixtures and fittings”.*

Estate of the late Peter William Maas – A bequest in the amount of \$1,000 from the estate of the late Peter William Maas *“to be applied for the purposes of Anglicare Southern Queensland (ABN 87 813 355 862) (“Anglicare SQ”)”.*

Estate of the late Fay Delaine Muir – A bequest in the amount of \$5,000 from the estate of the late Fay Delaine Muir to *“The Corporation of the Synod of the Diocese of Brisbane”.*

Estate of the late Joyce Swinton Murray – A bequest in the amount of \$30,000 from the estate of the late Joyce Swinton Murray *“two percent (2%) to St Matthews Perpetual Care for their use and benefit”.*

Estate of the late Maureen Patricia O’Connor – A bequest in the amount of \$1,000 from the estate of the late Maureen Patricia O’Connor *“to Spiritus Care Bayside Branch Cleveland for the general purposes of such organisation”.*

Estate of the late Hazel Jean Park – A bequest in the amount of \$4,000 from the estate of the late Hazel Jean Park *“the sum of two thousand dollars (\$2,000) to the Corporation of the Synod of the Diocese of Brisbane for the use of St Luke’s Anglican Church Ekibin” and “the sum of two thousand dollars (\$2,000) for Anglicare of Webber House, 439 Ann Street Brisbane”.*

Estate of the late Graham Roy Phillips – A bequest in the amount of \$2,502,085.95 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 Joan Barbara Sparkes – A bequest in the amount of \$2,000 from the estate of the late Joan Barbara Sparkes *“for the Parish of the Holy Trinity, Fortitude Valley”.*

Estate of the late Richard John Sternes – A bequest in the amount of \$231,847.29 from the estate of the late Richard John Sternes to *“give to the Anglican Parish of Christ Church St George the amount which is the lesser of 25% share of the balance of the estate; and \$250,000.00”.*

Estate of the late Sheela Marion Turner – A bequest in the amount of \$2,000 from the estate of the late Sheela Marion Turner for *“Symes Thorpe Home for the Aged in Toowoomba”.*

Estate of the late Charles Leighton Webb – A bequest in the amount of \$485,000 as the first distribution from the estate of the late Charles Leighton Webb *“The whole of my estate to The Corporation of the Synod of the Diocese of Brisbane for the general charitable purposes”*.

Estate of the late David Miller Willis – A bequest in the amount of \$1,314 being a final distribution from the estate of the late David Miller Willis for the *“general charitable purposes of St Lukes Nursing Service (now known as Anglicare Southern Queensland, the current trading name of the former St Lukes Nursing Service).”*

Estate of the late Malcolm Wilson –A bequest in the amount of \$10,000 to *“St John’s Anglican Church Dalby”* for general charitable purposes.

Trusts

The following distributions were received from trusts:

| | | |
|---|----|-----------|
| Bancroft, L | | |
| Australian Board of Mission | \$ | 100.00 |
| Foreign Missions | \$ | 142.83 |
| Home Mission Fund | \$ | 142.83 |
| St Francis College | \$ | 142.83 |
| C H Boden Trust | | |
| St John’s Cathedral - Building Fund | \$ | 6,803.84 |
| Parish of Redcliffe | \$ | 6,790.92 |
| Canon Ivor Church | | |
| St Francis College (for Student T Newton) | \$ | 70,000.00 |
| E C Evans Trust | | |
| St Luke’s Nursing Service | \$ | 2,702.16 |
| Richard Harper Ferris Trust | | |
| Parish of Hamilton (St Augustines) | \$ | 6,725.76 |
| St Luke’s Nursing Service | \$ | 6,725.76 |
| | | |
| | | |

| | | |
|--|----|------------|
| Natalie Gray Trust | | |
| St Andrew's South Brisbane | \$ | 10,657.59 |
| St John's Cathedral | \$ | 10,657.59 |
| Florence May Harrison Trust | | |
| St Matthews, Holland Park | \$ | 4,697.75 |
| Dorothy Frances Hooper Trust | | |
| St Luke's Nursing Service | \$ | 980.00 |
| Mission & Service Fund (Anglicare) | \$ | 980.00 |
| Marguerite Hester Hyland Memorial Trust | | |
| St Luke's Nursing Service | \$ | 5,371.46 |
| The Holy Spirit Church, Kenmore | \$ | 5,371.46 |
| Dr David Clements Jackson Trust | | |
| Completion and maintenance of St John's Cathedral | \$ | 283,576.98 |
| Barbara Gay Klavikoski | | |
| For aged care or any or such other similar charitable organisation | \$ | 8,208.92 |
| Victor Lionel Meise Trust | | |
| Care of disadvantaged children (which can include accommodation options through foster care) | S | 11,441.47 |
| Thelma Noble Trust | | |
| All Saints Wickham Terrace | \$ | 0.00 |
| John O'Rourke Trust | | |
| Trinity Pantry, Fortitude Valley | \$ | 8,885.17 |
| Penberthy Trust | | |
| St Luke's Nursing Service | \$ | 4,915.71 |

| | | |
|---|----|-----------|
| Ethel May Scott Trust | | |
| St Luke's Nursing Service | \$ | 4,835.00 |
| Nancy Service Trust | | |
| Tufnell Welfare Service | \$ | 6,330.00 |
| Lizzie Stokes Trust | | |
| Tufnell Home | \$ | 1,342.29 |
| ABM | \$ | 1,342.29 |
| Relief and Treatment of the Homeless, Drug Users, people suffering from HIV/AIDS and Aboriginal people of Australia | \$ | 1,342.29 |
| Toowoomba St Lukes Anglican Church | \$ | 4,026.87 |
| James Taylor Trust | | |
| The Glennie School | \$ | 14,667.18 |
| Toowoomba Anglican School | \$ | 14,667.18 |
| Doris L Waraker Trust | | |
| St Luke's Nursing Service | \$ | 3,821.56 |
| Olive Nellie Stratham White Trust | | |
| St Luke's Nursing Service | \$ | 1,639.20 |
| Anglican Foundation for Disabled and Aged Persons | \$ | 3,278.40 |
| F & L Wilkinson | | |
| Diocese of Papua New Guinea | \$ | 664.58 |

Diocesan Audit & Risk Committee (DARC) Report

1. Purpose

The purpose of this report by the Diocesan Audit & Risk Committee (DARC) is to detail the activities of the Committee for the period 1 January 2022 through to 31 December 2022.

DARC is a subcommittee of Diocesan Council (DC), established to aid 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 2022, Committee structure and membership was as follows:

| Ref | Member Details / Position | Appointment Date | Scheduled End of Term | Maximum Term (Charter) | Available Extension (to Max term) | Notes on max term |
|-----|---------------------------|--|-----------------------|------------------------|-----------------------------------|---|
| 1 | David Sneesby (Chair) | MEMBER September 2012 DARC CHAIR Feb-16 | 31-Dec-24 | 6 | Feb-22 | Exception approved by DC to extend beyond maximum term permitted under the Charter. |
| 2 | Craig Hutley (Member) | Apr-17 | 30-Apr-23 | 6 | Apr-23 | Extended by DC in June 2020 to maximum term. |
| 3 | Duncan Unwin (Member) | July -22 | 21-July -25 | 6 | Jul-28 | New appointment with provision for further extension to term. |

| | | | | | | |
|---|---------------------------------|--------|-----------|---|--------|--|
| 4 | Dr Ruth Kerr (Member) | Apr-18 | 30-Apr-24 | 6 | Apr-24 | Extended to maximum term |
| 5 | Rev'd Dr Ceri Wynne (Member) | Feb-22 | 24-Feb-25 | 6 | Feb-28 | Provision for further extension to term. |
| 6 | Suzanne Bain (Member) | Apr-22 | 28-Apr-25 | 6 | Apr-28 | Provision for further extension to term. |

The following Committee resignations were noted during the period:

- Mr Gary Brady (June 2022).

Mr Gary Brady was replaced by the new Chair of the Community Services Commission (CSC) Audit and Risk Committee – CSC's nominee for appointment to DARC. At its July meeting, DC approved the appointment of Mr Duncan Unwin to DARC for an initial term to 21 July 2025. The Committee is very grateful to Mr Gary Brady for his rigorous contributions to DARC over the period of his appointment.

DARC operates under a Charter approved by DC, reviewed annually by the Committee and DC. DARC acknowledges the ongoing support of DC in the performance of its role of monitoring Governance, Risk and Compliance Management (GRC) activities across the Diocese, in line with the Charter.

3. Commission reporting & governance model

2022 was the fifth full year of the implementation of the recommendations of the Governance and Shared Services review which recommended DARC receive twice yearly reporting from the Anglican Schools Commission (ASC), Finance and Diocesan Services Commission (FDSC) and the Community Services Commission (CSC) in relation to each area's GRC activities.

Since 2019, DARC has also received a twice-yearly report from the General Manager's Office (GMO). From 2020, a once-yearly report has been received from the Parishes and Other Mission Agencies Commission (PMC), with the Ministry Education Commission (MEC) now included in the Committee's reporting remit on a bi-annual reporting frequency, commencing from December 2022.

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

4. Reporting coverage

Commissions report 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 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.

At its December 2022 meeting the Committee observed the operational nature of Commission reporting and agreed that:

- structured, intentional and standardised reporting is required, with a template designed around the Committee's core functions and purposes.
- A proposed reporting template be developed by DARC for approval by DC and adoption by the Commissions.
- the Committee focus remain on ensuring minimum standards of audit assurance and the efficacy of risk management and compliance practices across all areas of the Diocese, supporting integrated risk management.
- further consideration be given to the viability of introducing an Enterprise Risk Management System and process to deliver standardisation and improved ease and speed of reporting, acknowledging clinical risk management would need to remain standalone; and
- a risk appetite statement with tolerance levels should be developed to support core operational and strategic risk elevation to DARC.

5. Reporting highlights

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

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

- sustainability of the Diocesan business model which continues to be flagged as a significant risk given operating deficits and the risks associated with further operational cuts.
- establishment of the Diocesan Budget Working group to uphold the commitment to Synod to reduce operating expenditure and address sustainability risks with a focus on cost and productivity optimisation.

- risks surrounding premature deterioration of Diocesan property and the devolved nature of the organisation with management of assets incumbent on parishes and other church bodies with limited resources.
- review of remuneration frameworks and investigation on mitigation to address risks associated with failure to attract and retain skilled personnel.

In terms of budget, the Committee remains focused on risk and governance processes, acknowledging the Committee remit does not extend to budget approval but rather financial processes and financial and non-financial risks arising to the Diocese.

An annual presentation on the state of Diocesan buildings including maintenance liabilities and associated exposures has also been sought by the Committee from the Group Manager Property, to better quantify the size and scale of any issue.

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

- declining attendances in parishes remaining a critical risk for the Diocese with consideration to be given to whether the Diocese should change the way it conducts 'church' including through engagement strategies for multicultural communities.
- work underway to re-establish the Diocesan Strategic Risk Working Group to enhance enterprise risk management practices across the Diocese and provide strategic direction and guidance in the achievement of ACSQ's objectives including the development of a risk informed culture.
- the outcome of child protection audits and status/volume of national redress and PIPA claims.
- the tightening of the insurance market and the impact of this on the 2022 Diocesan insurance renewal with significant pricing increases and a claw back in cover following Industrial Special Risks (ISR) and cyber events.
- work undertaken by the Director Insurance, Governance and Risk and the insurance team with Diocesan entities to promote both cyber cover and mitigation spending to ensure (amongst other matters) capability and capacity to respond to a cyber incident noting cyber as an increasing threat across all sectors.

The Executive Director – CSC presented on the:

- bi-annual review of enterprise risks undertaken in the context of the Strategic Plan 2022-2025 with all risks within target and no extreme risks noted.
- review and update of the CSC Risk Management Framework, Risk Appetite Statement and risk criteria thresholds with linkage introduced to strategy.
- risk maturity benchmarking review findings which evidenced an increase in maturity to systematic/integrated.
- review of key policy directions including risk and resilience, emergency and crisis management, and business continuity.
- operational losses incurred in connection with COVID-19 contributed to a full year loss for financial year ending 30 June 2022, acknowledging peak staffing and employee expense impacts coincided with the opening of the Queensland

border in December 2021 in the lead up to the peak of the COVID-19 pandemic in Queensland.

- significant (and dynamic) nature of legislative, regulatory and funding reforms impacting the sector with prioritisation underway including on system enablement for program delivery with a focus on cost and quality optimisation.
- continued uncertainty surrounding changes to the Home Support Program funding model now deferred to 1 July 2024 and the future of Refundable Accommodation Deposits (RAD).
- work underway to improve culture and retention strategies, professional development and staff wellbeing, particularly considering the highly competitive labour market.
- interim findings from the Disability Royal Commission which suggest systems themselves had reasonable integrity, raising information at the right levels, with risks resulting from a failure to follow procedures.

The Executive Director – ASC presented on:

- strategic risk reports of Anglican Schools.
- sustained focus being placed on safeguarding and child safety processes and training, embedding culture and strategies to assess and mitigate risks by focusing on safety and support needs of children and young people, including with respect to online safety.
- the adoption of the Diocesan Vision by all schools within the ASC remit, to support strategic alignment throughout the Diocese, with work progressing on implementation via updates to strategic plans.
- financial sustainability of schools, with a move from prescribing set benchmarks to monitor financial sustainability exposures to a more qualitative assessment which allows Councils to approve ratio and benchmark targets. ASC continues to develop a model to support the schools' understanding of variances and to ensure that methodology around ratings remains transparent.
- increasing building and construction tender costings which remain symptomatic of the current state of the construction industry with building/construction tender responses proving difficult to secure, particularly for small construction projects.

The Executive Director – PMC reported to DARC on the:

- escalating risks from significant decline in the religious landscape.
- findings of a review of parish websites and Mission Action Plans against criteria for Anglican identity which show many Anglican churches wishing to appear generically Christian, losing their point of difference with the need to lean more into the Anglican identity and achieving the Marks of Mission.
- risks associated with failure to develop clergy leadership capability with data evidencing that sustained growth of parishes and parish communities requires exceptional leaders. PMC strategic programs were considered by PMC to be somewhat experimental in nature with a long lead time to show evidence of improvement.

- increasing conflict evident within parishes, between clergy and lay people and lay people and lay people and the mitigation programs introduced in response to the same.

The Committee noted strategy gaps were evident, with strategic initiatives not addressing strategic risks or delivering on objectives over a long term. Despite the uptrend in offertory income during COVID (likely attributed to the introduction of online giving during that period) the financial viability of the parishes remains a risk.

The Executive Director – MEC reported to DARC on the:

- continued strategic importance of St Francis College (SFC) to the Diocese with funding committed until 2027 to support continued operation of the theological College and the Roscoe Library. Whilst mitigating risks for the Anglican Church in securing the availability of comprehensive Anglican theological teaching, funding gaps remain for AYCF, Lay Education, Ordained and Spiritual Direction formation programs with the adequacy of funding and foregone revenue from lost accommodation and car parking revenue (at the point of any proposed redevelopment) representing significant risks to continued operations.
- viability of MEC remaining reliant on Diocesan funding with many unknowns associated with the Milton EOI process including distribution of proceeds. Increasing salary pressures have also been contributing to increased overheads.
- strategic risks surrounding provider accreditation materialised during the period with transition to a new Higher Education Provider (Semester 1 of 2023). Continued risks remain with the transition to the new Higher Education Provider with development and delivery of a new course curriculum.
- considerable reforms continue to impact the higher education sector with downstream impacts for St Francis College through significant key performance deliverables.
- heightened behavioural risks associated with residential tenancies which continue to be monitored and managed, with transition to a third-party real estate agent for longer term rentals being recommended to improve rental arrears management, reduction of reputational risks, and clarification of roles and responsibilities and improve compliance with residential tenancy obligations.
- considerable outlay projected for Old Bishopsbourne and Chapel (given heritage constraints) with circa \$1M allocated by the Diocese with hopes development proposals may attend to some needs within the facilities.

St John's College at The University of Queensland reported to DARC on the:

- findings of the National University Student Survey on Sexual Assault and Sexual Harassment which was facilitated by the Human Rights Commission in the context of residential colleges.
- Appointment of a wellbeing coordinator and work undertaken to strengthen complaint policies and procedures, and the training of students in leadership and responsibilities.

- the appointment and subsequent review findings of the independent external consultants engaged to perform a review on Culture and Behaviour at the College (findings published October 2022).

The Committee noted an improvement in the reporting received from St John's over the years however highlighted the need for the Committee and Diocesan Council to better understand:

- how the College has integrated the Diocesan vision within its Strategic Plan.
- the quality of its Anglican Identity.
- the robustness of the College's Risk Management Frameworks and risk practices; and
- student demographics and the scope and nature of the pastoral care programs offered.

6. External audit oversight

The 2021 ACSQ Financial Statements and EY External Audit Closing Report were presented to the Committee at the March 2022 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 2021 ACSQ financial statements was performed by EY following their reappointment by Synod as external auditor for the Corporation and Anglicare Southern Queensland in the 2022 and 2023 financial reporting periods.

The focus areas of the 2021 ACSQ financial audit were as follows:

- valuation of land and building measures as a proxy for fair value,
- revenue recognition and acquittals – Commonwealth grants and other revenue streams; and
- provision for legal claims and disclosure of contingent liabilities.

In October 2022, the 2022 CSC Financial Statements and EY External Audit closing report were presented, again with an unqualified audit opinion. The audit focused on:

- investment properties and land and buildings measured at fair value,
- provisions for legal claims and disclosure of contingent liabilities,
- employee benefit expenses and provision,
- revenue recognition and acquittals (block funded grants and other revenue streams),
- prudential compliance with the Aged Care Act 1997 and the Fees and Payment Principles 2014 (no 2), and

- accounting for Cloud Computing Arrangements.

The status and outcome of financial audits at the individual school, education and care service, parish and other church body level is currently not reported to the Committee.

7. *Internal audit*

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

During 2022:

- GMO reported on the status and progress of child protection audits.
- CSC reported on the 2022/2023 Deloitte Internal Audit Plan including audit reports/findings for:
 - fleet management (November 2021),
 - validation of internal audit actions (November 2021)
 - Business Continuity Management Phase 1 and 2 (July 2022); and
 - validation of internal audit management actions (July 2022).
- CSC also reported on the outcome of independent audit assessment undertaken by HDAA (third party auditing firm) against the Human Services Quality Standards noting that no non-conformances were found, and undertook to report back to the Committee on the following audits initiated in 2022:
 - validation of internal audit actions
 - payroll
 - compliance, and
 - care systems governance.

CSC placed significant focus during the period on the close out of open/unresolved audit actions, with independent oversights via Deloitte prior to closure.

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

In respect to Diocesan Operations, the FDSC Internal Audit Program was placed into hibernation following reallocation of the internal audit 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 audits. The last internal audits conducted by Deloitte under this engagement related to the 2019 Risk Management Framework, Treasury and Cash Management and Information Management Framework review. Audits proposed for 2020 (onwards) were discontinued.

No other internal audit activities were reported to DARC during the period.

8. Acknowledgements

DARC acknowledges the last couple of years dealing with COVID and the transition to the new COVID normal has been very challenging for the Diocese. The Committee looks forward to 2023 with renewed hope.

We would like to thank the General Manager for his support during 2022; the Executive Directors of the Commissions for their ongoing reporting to DARC, and the Committee Secretariat for performing secretarial duties during the period.

*Mr David Sneesby,
Chair*

Cathedral Chapter

2022 Pastoral Report

Our lives begin to end the day we become silent about things that matter.

Martin Luther King Jr.

As this report was taking shape, the USA was observing MLK (Martin Luther King) Day and Greta Thunberg had been arrested in Germany for protesting the expansion of coal mining. Two very different prophets who remind us of the diversity of ways that the work of the unfolding kingdom is proclaimed.

Preach the kingdom at all times and if necessary, use words.

St Francis of Assisi

The year 2022 began with the COVID pandemic continuing to unfold with lockdowns, devastating flooding in many parts of Australia and elsewhere, and the invasion of Ukraine. It ended with COVID continuing to kill hundreds each week, while the great bulk of people tried to live as if the pandemic was over; with the war in Ukraine continuing; with yet more flooding, and with unprecedented winter storms raging in the USA and Canada, while Europe endured unseasonal warmth. There were also the revelations that Exxon had accurately predicted the effects of increasing CO₂ on the climate in the 1970s and had deliberately engaged in a campaign of disinformation to prevent action being taken. Exxon, of course, was aided and abetted by the many who saw their ongoing contrariness and denial of evidence as an expression of enlightenment, as well as those who benefited from the status quo and so supported the disinformation campaign for gain.

The war in Ukraine affected the availability and price of commodities and so increased food insecurity for the world's poor. Some large corporations made windfall profits while the world's vulnerable faced increased stress.

Climate Change continues to make the weather more extreme, adding further uncertainty to the lives of the world's poor and vulnerable and, as will be discussed later in this report, is even beginning to affect our capacity to do the work we believe God is calling us to do.

All this serves to remind us of the complexity of the world in which we seek to live and minister, and reinforces the need to engage the world and ministry in new and imaginative ways.

As has been reported in the last few annual reports, the Cathedral community has been exploring the use of complexity theory and dialogical techniques to allow us to discern what ministry opportunities are emerging for us. We are learning to attend to our life as a Christian community, to the complex needs of the world and to the whisper of the spirit, as we seek to join with God in God's mission to the world.

Encounter

In my 2021 report, I discussed the importance of learning how to attend, reflecting on how the Liturgy of the Orthodox churches and the life of many monastic communities contain practices that enable the members of the community, collectively and individually, to attend to the work of the Spirit and to attend to the 'signs of the times'. In this past year, I explored this theme with those on retreat in preparation for ordination, and illustrated the idea by referring to the prophetic ministry of Thomas Merton in the Ordination homily: (https://drive.google.com/file/d/1Kqd4LNY3XhSnWsZTepsAQ6gKs-7yRdJ/_view?usp=share_link)

Merton predicted the race riots of the 1960s years before they occurred. When asked by those who were taken by surprise by the riots how he had known, he replied that he was observing that which was there for everyone to see. He could see it because he was looking; attending. Others were blinded by ideology and by the comfort of the status quo.

*Where shall the word be found, where will the word
Resound? Not here, there is not enough silence..."*

TS Eliot, *Ash Wednesday*

At the heart of the Christian experience is an encounter. In the Eucharist, we encounter the crucified and risen one, we encounter one another, and we encounter the vision of who we are called to be and the way the world should be. The two visions are incredibly similar. We want our church and the whole world to be places where all are welcome, all are fed, all are appreciated, and all equipped in such a way that everyone is working towards a better world. This invites us to see the church as a prophetic microcosm of the world, and challenges us to live as a foretaste of the commonwealth of God.

At our best, the worship experience – one people gathered around one table, fed, supported, and equipped – gets replicated in our community life. We see the fruits of this when leadership is shared, when deep listening is taking place, when the community responds to the needs that it sees before it, and new ministries emerge as the community attends to the movement of the Spirit.

Our community experience helps us to learn that encounter leads to connection, and connection builds relationship. We take this framing into our interaction with the wider world.

In 2022, our Visioning Day was delayed until June because the number of COVID cases was increasing rapidly as our planned February date approached. The theme for the day was:

*In what ways can we be a source of hope
and transformation
in a topsy-turvy world?*

*Sometimes the mountain
is hidden from me in veils
of cloud, sometimes
I am hidden from the mountain
in veils of inattention, apathy, fatigue,
when I forget or refuse to go
down to the shore or a few yards
up the road, on a clear day,
to reconfirm
that witnessing presence.*

Denise Levertov

Once again, we used Open Space Technology to enable us to identify the areas of life and ministry that attendees wished to discuss and explore.

The day saw the community reveal a passion for and desire to take responsibility for several important actions. These are:

- Improve relational connections in Cathedral as foundation for more outward connections – care and kindness actions, such as those targeting alleviation of loneliness.
- Start a Cathedral homeless hope action group.
- Inclusive language – commence a working group on further exploration of this topic.
- Host LGBTQI+ luncheon and Progress ideas for LGBTQI+ outreach.
- Mainly Music and Youth Group.
- Investigate doing BlackCard training or other training that addresses 'whiteness'.

The various action areas demonstrate that members of the community are attending to the issues and needs of our time.

Engagement

The various action items led us to engage more intentionally with several groups of people and some of the issues that affect our common life and the life of the wider community.

In some cases, the action areas could be dealt with in a straight-forward manner. The development of Mainly Music, for example, involved some simple planning and dealing with issues of compliance. This took time, but it was a simple, if involved, process.

In other cases, deeper engagement led to us to hearing stories of lived experience and of unique situations. The people with whom we engaged became three-dimensional; their needs and desires became more apparent, enhancing our desire to act. However, our engagement with them also led us to discover the complexity of some of the issues that we were desiring to deal with.

By way of example, consider some of the experience of the action group that wished to respond to the needs of the homeless. This action attracted a lot of interest from members of the Cathedral community and from people in the wider community.

After a few meetings the group discovered that homelessness is produced by the interaction of a complex of complex issues: some personal, many societal and others that are institutional. This discovery led to two responses.

First, the group looked for the simple things that could be addressed. These included refining the way we provide bedding and food and doing some advocacy with the City Council, to asking that public toilets in Cathedral Square might be opened for use at night.

While the latter seemed straight forward to us, we still have not achieved the desired outcome. The toilets remain locked. We have discovered that seeking to achieve even this simple idea has unearthed some complexities.

The second response to the complexities we uncovered was to embrace the idea of complexity itself; a much better response than simply deciding that complex things should be abandoned as 'too hard'.

Part of the process of embracing complexity was to hold a session, open to all interested people, on Theory U (https://en.wikipedia.org/wiki/Theory_U) which outlines a process for engaging with complexity.

Being open to complexity in this way has enabled us not to lose heart and has encouraged us to continue to attend to the parts of the problem that we can address. This in turn has seen transformative change in the lives of many of those who sleep on the Cathedral site. This has been achieved through the deepening of relationships between members of the cathedral staff, the State Government Security officers, the Police, and those who sleep on the Cathedral precinct.

In terms of broad picture learnings, we have become more aware of the systemic injustices that collude to make people homeless, leading us to be advocates as well as people seeking to meet immediate need. We have also seen that increased awareness leads to less blaming of the victim and makes it intolerable for one to stand by and watch.

1. Co-Initiating

Build Common Intent
stop and listen to
others and to what life
calls you to

2. Co-Sensing

Observe, Observe, Observe
go to the places of most
potential and listen with
your mind and heart wide
open.

3. Presencing

Connect to the Source of Inspiration and Will
go to the place of silence and allow the inner
knowing to emerge

5. Co-Evolving

Embody the New in
Ecosystems
that facilitate seeing
and acting from the
whole

4. Co-Creating

Prototype the New
in living examples to
explore the future by doing



Image: Theory U

Ministry with Rough Sleepers

Ministry with the rough sleepers continues to assist 10-30 rough sleepers on a nightly basis. Unhoused people are allowed to sleep in the grounds on the St Martin's House side of the Cathedral every night.

We store bedding which is put out every night and endeavour to keep it clean, washing sheets and pillow cases most days. Towels are placed in the public toilets so that people without access to bathrooms can wash, and we have an accessible tray where they can find toiletries and sanitary products. Our sanitary products are mainly provided by Share the Dignity.

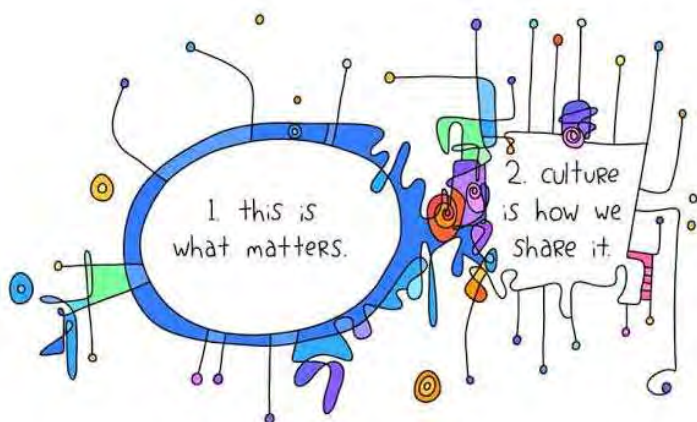
We are providing food for rough sleepers several times a week. On Tuesdays we are making twice as much bread and soup for the meditation group and putting half on a trolley outside for the rough sleepers to serve themselves. On one other night in the week when there is nothing in the Cathedral, we are making them a hot meal and allowing the sleepers to serve themselves. If there is nothing happening in St Martin's House this happens in the kitchen, and they can make snacks and drinks as well.

On nights when nothing is happening in both the Cathedral and St Martin's we are opening the kitchen for half an hour so the sleepers can make sandwiches, snacks and hot drinks. We have started a small free library outside the southeast door of the Cathedral which has been welcomed.

The Cathedral staff have been working with the sleepers to improve communication which has resulted in a much calmer and tidier environment.

The feedback we are getting from our regular sleepers is positive, they tell us that they are enjoying being treated as people. Most of the issues with property damage and threatening behaviour around the precinct seem to be related to people who are affected by exacerbations of mental illness or drugs and alcohol, wandering onto the precinct. These people disrupt us throughout the day as well as disturbing the sleepers at night. They are generally not the people who are sleeping here.

Any members of our community who would like to see what we are doing or who would like to be involved in the program are invited to talk to the Rev'd Dr Ann Solari.



gapingvoid
Culture Design Group

@gapingvoid

Outpourings

Marriage

In 2011, the Synod of the Diocese committed to exploring the use of dialogical techniques to engage with the complex issues facing the Church and the wider world. One of the first uses of the techniques that enable us to do this were the Talking Circles held in 2014, to explore what members of the Diocese were thinking about the future of marriage and family life.

In 2022, we revisited this topic in the light of the rulings by the Appellate Tribunal of the Anglican Church of Australia, which determined that there was no constitutional reason why any marriage between two persons could not be blessed.

Eight Talking Circles were conducted across the Diocese. Several hundred people, including a number from the Cathedral community, accepted the invitation to take part. These were very powerful events. The process of listening revealed that most participants had an overwhelming desire to provide a church that was genuinely welcoming and inclusive. The Circles also allowed those for whom the issue is complex to express this. They too wanted to be welcoming but found themselves conflicted because of their reading of scripture. For a small minority, the issue was clear-cut; the answer was 'no'.

In 2021, the Cathedral Visioning Day produced an action group that hosted a Talking Circle to hear the voices of LGBTIQ+ people in the Cathedral community on marriage equality. It provided a safe place that allowed other members of the community to hear voices that are often drowned out, particularly in churches.

In June 2022, The Cathedral Council decided that:

- since the meeting of General Synod, held in May, did not produce any barriers to the blessing of marriages;
- and given the many years of talking, listening and debate, along with the various cathedral and diocesan offerings and conversations;
- the issue of blessing marriages had been sufficiently explored.

They also expressed the opinion that the Cathedral Community was ready to proceed with offering blessing of marriages. They therefore decided that we should therefore proceed, subject to the outcomes of the Diocesan Synod, with Marriage Blessings.

The Diocesan Synod also did not produce any barriers and so we announced in late June that we would proceed to offer blessings. The decision was affirmed by the Cathedral Chapter.

LGBTIQ+

As we saw with the homeless issue and have seen in the past through our engagement with refugees and those seeking asylum, engagement leads to advocacy.

It was therefore a delight for me to be asked to appear as a positive Christian voice, advocating for the rights of LGBTIQ+ people, in the episode of *Australian Story* (<https://www.abc.net.au/news/2022-10-31/losing-faith-citipointe-controversy/101599654>) that dealt with the decision by Citipointe School to alter the school contract in ways that were an outright attack on LGBTIQ+ children. It was a particular pleasure to be able to say that my views were consistent with those of our Diocesan Synod which over recent years has affirmed our Anglican Schools for their care and support of sexuality and gender-diverse children.

This aspect of our church's life was further affirmed by a rich and diverse group of people at a pre-election community forum examining the possibility of Religious Discrimination legislation. Once again, I had the privilege of being invited as a positive Christian voice into what might otherwise be a hostile forum for Christians. In this appearance I was able to quote The Public Affairs Commission of The Anglican Church of Australia submission

(<https://anglican.org.au/wp-content/uploads/2019/10/191001-PAC-Religious-Discrimination-submission.pdf>) which advocated that any such legislation should be framed so to provide a shield that would offer protection to religious peoples' freedoms while not allowing them to use it as a sword to attack minorities and vulnerable people. The phrase 'A shield rather than a sword' was adopted by many as the debate about the proposed legislation progressed.

My appearance at the community forum and on *Australian Story* resulted in a number of important pastoral conversations with people from outside our Cathedral community and has also produced a number of invitations to speak.

First Nations and the Voice to Parliament

The Visioning Day produced a working group that has been advancing our relationship with First Nations people. Outcomes included a session at which the members of the Cathedral Council listened intently to Aunty Sandra King, Diocesan RAP Coordinator, as she shared her story.

The annual Brisbane Peace Lecture, which is hosted by St John's, was given by Professor Megan Davis. In the lecture, she offered support for the Voice to Parliament. The Lecture can be viewed here: https://youtu.be/6_D2Hb68sca

Peace Making

I had the privilege of being a panel member for the IPAN (Independent and Peaceful Australia Network) People's Enquiry into the effects of Australia's involvement in US led wars. I was responsible for the Social and Community Impacts Chapter.

Participating in this exercise was an eye-opening experience for me. I learnt a lot about the social as well as the financial costs of our current policies. We need to have some serious conversations in this nation about who we are and how we position ourselves.

The report shows how the current way of operating is making us less safe. At the same time, we have hugely underfunded social programs, so our social fabric is being eroded.

The report is called *Charting our Own Course*, and can be obtained here: <https://ipan.org.au/read-or-order-the-report-of-peoples-inquiry/>

*It isn't enough to talk about peace.
One must believe in it.
And it isn't enough to believe in it.
One must work at it.*

Eleanor Roosevelt

Resource Church

The Cathedral is privileged to be part of the Diocesan Resource Church initiative. As well as the day-to-day support given to faith communities across the Diocese and beyond on

matters to do with liturgy, faith formation, governance, ministry with children and the homeless, and social policy we have been given some resources to allow us to host gatherings of faith communities which are intended to enable them to explore how to adapt our ministry to these complex times.

We have been honoured to work with the team at Complexity (<https://www.complexability.com.au/>) to offer these sessions.

Some of our resources are in the process of being commercialised for use across the world.

Climate and environment

The Cathedral community continues to work with the Diocesan Social Responsibilities Committee to advocate for better outcomes for the environment and meaningful action on Climate Change. Each year we offer a number of liturgies that seek to promote this need. As a community we observe the Season of Creation (<https://seasonofcreation.org/>) each September. We are also seeking ways to ensure that the operation of the Cathedral is more environmentally sustainable.

In 2022, we held a special art exhibition to highlight the plight of the Toondah wetland in Moreton Bay, a Ramsar wetland under threat from development.

*The tree which moves some to tears of joy
is in the eyes of others only a green thing
that stands in the way.*

*Some see nature all ridicule and deformity...
and some scarce see nature at all.*

*But to the eyes of the man of imagination,
nature is imagination itself.*

William Blake

Faith Formation

Faith formation is central to our life here at St John's. The On the Way podcast (<https://omny.fm/shows/on-the-way>) continues to be an important tool in assisting people to explore an engaging faith in these complex days. The Education report fills out the many ways in which we seek to form a community of informed and convinced Christians.

Headwinds

We constantly find that our ministry is hindered by Christian groups and organisations that get reported in the news. We often find ourselves in apologetic mode seeking to overcome the idea that Christians are misogynistic, hostile to LGBTIQ+ people and anti-science. We have not been helped by the foundation of the breakaway church, the so-called Diocese of the Southern Cross. This new Church is not part of the Anglican Church of Australia.

The single greatest threat to our sustainability is Climate Change.

Much of the reporting of Climate Change is done in the form of future casting:

- By 2050 the temperature will have risen by...
- The number of severe storms will have increased by...
- By 2100 the sea-level will have increased by...

The problem with this is that it ignores the fact that the effects are happening now and will escalate into the future. It is not just a problem for the future.

One measure of the current effect on Climate Change is the rapidly escalating cost of insurance. These costs are directly associated with increasing climate extremes. The insurance industry noted this when it released its Climate Change Roadmap (<https://insurancecouncil.com.au/issues-in-focus/climate-change-action/>) in Nov 2022.

Insurance premiums for ministry units in our Diocese have been increasing at more than 25% per annum for several years.

- In 2022, the Cathedral premium was \$433,521.90.
- In 2023, it will be \$574,330.29, an increase of 32%.

One populist response to this is to blame the insurance companies. The reality is that our insurer and many others have made losses in some of the past years and so increasing premiums simply reflect increasing costs.

As it is for many households, insurance premium costs are now beginning to inhibit our capacity to operate. This year we will have to find \$140,000 extra to fund insurance. As of 2023, the cost of insurance will be the Cathedral's single greatest expense, passing the cost of staff. For several years, we have been seeking to increase the amount of money available for music and to bring the clergy team back to full strength. We have postponed these initiatives because of the extra cost of insurance these past few years.

In the life of the Diocese, the Cathedral is unique. No other ministry unit faces the same challenge as the Cathedral does when it comes to insurance. However, the Cathedral is the 'canary in our coalmine'. If premiums continue to rise at more than 25% per annum, they will soon place similar pressures on parishes. There is no way that any of us can increase our income to cover such an escalating cost in the long term.

The Cathedral Chapter is consulting with people familiar with the insurance industry in order to explore ways to mitigate the threat to our viability that the insurance costs pose. In the long term, however, the answer lies in reversing Climate Change.

The very real effects of Climate Change are beginning to affect us in our privileged lives. One can only imagine what effect it is having on those who are more vulnerable than we.

The cost of Climate inaction will cost the Cathedral community \$140,000 (not counting the cost of previous increases) in 2023. This Climate inaction payment will reduce our capacity to achieve the things we believe God is calling us to do.

The very real cost of climate inaction that we will pay this year makes the actions of Exxon mentioned at the beginning of this report more egregious. The fact that our governments continue to use our taxes to subsidise fossil fuel extraction (<https://australiainstitute.org.au/post/australian-fossil-fuel-subsidies-surge-to-11-6-billion-in-2021-22/>) means that we are not only paying to deal with the consequences of Climate Change, but also paying to make the problem worse. The case for the church being involved in advocacy on Climate policy could not be clearer or more urgent.

*Our very survival depends on our ability to stay awake,
to adjust to new ideas,
to remain vigilant and to face the challenge of change.*

Martin Luther King Jr.

Drawing 2022 to a close

St John's featured in the ABC series, *The Stuff the British Stole*, (<https://www.abc.net.au/news/2022-11-15/shellal-mosaic-australian-war-memorial/101570464>). The story was about the Shellal Mosaic, a fragment of which is in the Sanctuary floor of St John's.

In early December, we hosted the Diocesan ordination. At the conclusion of the service, the Archbishop laid up his pastoral staff, giving practical effect to his resignation which happened in February 2023. We are deeply indebted to him for his effective and incisive leadership over 21 years. He was a great support to the work of the Cathedral community and to me personally.

It was wonderful to welcome people back to the Cathedral for Christmass after the incredible disruption to our life in 2020 and 2021 caused by COVID. The atmosphere was positive and electric. The choir was in excellent form.

I am personally deeply indebted to the Cathedral staff, the wardens, the Chapter, the Council, and the incredible group, numbered in the hundreds, of people who offer leadership in so many ways. The Cathedral is a complex organism, and I am in awe of the dedication of the people who give it life. The reports in this book are testament to their dedication, passion and efforts. Thanks to each and every one of you.

As always, our journey was enhanced by the example of those who lived the faith before us. At the beginning of the year, we recalled the exceptional example of Desmond Tutu, former Anglican Archbishop of Capetown (<https://youtu.be/MduNBtpfQUU>) and in September we gave thanks for the ministry of her Majesty, The Queen (<https://youtube.com/live/-M3OMdT4Kxk>). We also give thanks for the members of our

community of faith whose life and ministry we celebrated in 2022: Mary Bostrom, Marjorie Bol, George Kearney, Bishop John Bayton and Spencer Routh.

*My favorite definition of God is Thomas Merton's:
God is "mercy within mercy within mercy".*

Mary Lou Kownacki, OSB

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



L-R: Community of the Way Chaplain Rev'd Dr John Rolley and Stacey McCowan took part in a COTW initiative to hand out care packages and home cooked dinners to rough sleepers outside the Cathedral during the March 2022 floods.

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 2022

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

**FINANCIAL STATEMENTS
For the year ended 31 December 2022**

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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 2022, 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 managements' assertion statement.

In our opinion the accompanying financial report presents fairly, in all material respects, the financial position of the Entity as at 31 December 2022 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.

Other information

The directors are responsible for the other information. The other information obtained at the date of this auditor's report is information included in managements' assertion statement, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and 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 on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of management and 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.

Those charged with governance 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

This description forms part of our auditor's report.

BDO Audit Pty Ltd

R M Swaby

Director

Brisbane, 31 March 2023

**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 2022, 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 2022; and
- (b) the attached Income and Expenditure Statement presents fairly the results of the operations for the year ended 31 December 2022; 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 2022; and
- (d) the attached Cash Flow Statement presents fairly the cash flows of the identified funds for the year ended 31 December 2022.

The Lesser Chapter has, in respect of the financial year ended 31 December 2022:

- (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: 30 - 3 - 2023
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 2022**

| | Notes | 2022 \$ | 2021 \$ |
|---|-------|-----------------|-----------------|
| OPERATING INCOME | | | |
| Bequest Income, Gifts & Donations | | 463,793 | 370,404 |
| Offerings | | 207,730 | 207,336 |
| Rental and Parking Income | 4 | 786,455 | 769,639 |
| Use of Cathedral | | 387,273 | 234,565 |
| Interest Income | | 4,012 | 527 |
| Royalty Income | | - | - |
| Ministerial Services Income | | 1,812 | 4,682 |
| Grants – Synod | | 25,000 | 73,778 |
| Grants from Other Sources | | 20,000 | 14,144 |
| Sales and Commission – Shop | | 44,515 | 42,250 |
| COVID-19 Income | | - | 60,675 |
| Other Income | | 3,765 | 1,949 |
| | | 1,944,355 | 1,779,949 |
| | 3 | | |
| OPERATING EXPENDITURE | | | |
| Staffing Costs | 5 | (680,722) | (633,366) |
| Ministry & Worship Expenses | 5 | (54,806) | (63,586) |
| Giving | 5 | (37,013) | (36,140) |
| Occupation Expenses | 5 | (799,183) | (708,630) |
| Administration & Other Expenses | 5 | (404,103) | (382,061) |
| | | (1,975,827) | (1,823,783) |
| | 3 | | |
| NET OPERATING SURPLUS/(DEFICIT) FOR THE YEAR | 3 | (31,472) | (43,834) |
| TOTAL SURPLUS/(DEFICIT) FOR THE YEAR | | (31,472) | (43,834) |

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 2022**

| | Notes | 2022 \$ | 2021 \$ |
|---|-------|--------------------|--------------------|
| ASSETS | | | |
| Current Assets | | | |
| Cash and Cash Equivalents | 6 | 708,955 | 688,015 |
| Trade and Other Receivables | 7 | 265,169 | 219,668 |
| Inventory | | 43,343 | 46,263 |
| Deposits and Payments in Advance | | 246,915 | 383,852 |
| | | 1,264,382 | 1,337,798 |
| Non-Current Assets | | | |
| Property, Plant and Equipment | 8 | 291,613,819 | 249,401,194 |
| Investment and Loans | 9 | 30,000 | 30,000 |
| Other Receivables | 7 | 235,233 | 217,554 |
| | | 291,879,052 | 249,648,748 |
| TOTAL ASSETS | | 293,143,434 | 250,986,546 |
| LIABILITIES | | | |
| Current Liabilities | | | |
| Trade and Other Payables | 10 | 203,486 | 555,244 |
| Revenue in Advance | 11 | 470,955 | 634,958 |
| Staff Leave Provisions | | 215,410 | 208,629 |
| Interest Bearing Borrowings | 12 | 93,788 | 120,131 |
| | | 983,639 | 1,518,962 |
| Non-Current Liabilities | | | |
| Other Payables | 10 | 425,000 | 265,000 |
| Revenue in Advance | 11 | - | 353,193 |
| Interest Bearing Borrowings | 12 | 580,389 | 650,415 |
| | | 1,005,389 | 1,268,608 |
| Capital Funds | | | |
| General & Ministry Funds | 14 | 2,486,437 | 2,290,168 |
| | | 2,486,437 | 2,290,168 |
| TOTAL LIABILITIES | | 4,475,465 | 5,077,738 |
| NET ASSETS | | 288,667,969 | 245,908,808 |
| ACCUMULATED FUNDS & RESERVES | | | |
| Revaluation Reserve | | 282,972,424 | 240,692,424 |
| Capital Reserve | 19 | 9,591,616 | 9,080,982 |
| Accumulated Deficit | | (3,896,071) | (3,864,598) |
| TOTAL ACCUMULATED FUNDS & RESERVES | | 288,667,969 | 245,908,808 |

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 2022**

| | Notes | Revaluation Reserve | Capital Reserve | Accumulated Surplus/ (Deficit) | TOTAL |
|---|-------|---------------------|------------------|--------------------------------|--------------------|
| | | \$ | \$ | \$ | \$ |
| Balance at 1 January 2021 | | 240,692,424 | 8,570,350 | (3,820,765) | 245,442,009 |
| NPD Rent in Advance Allocation | 19 | - | 510,633 | - | 510,633 |
| Net Surplus/(Deficit) for the Year | | - | - | (43,834) | (43,834) |
| Balance at 31 December 2021 | | 240,692,424 | 9,080,983 | (3,864,599) | 245,908,808 |
| Additions to and revaluations of non-current assets | | 42,280,000 | | | 42,280,000 |
| NPD Rent in Advance Allocation | 19 | - | 510,633 | - | 510,633 |
| Net Surplus/(Deficit) for the Year | | - | - | (31,472) | (31,472) |
| Balance at 31 December 2022 | | 282,972,424 | 9,591,616 | (3,896,071) | 288,667,969 |

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 2022**

| | Notes | 2022 \$ | 2021 \$ |
|---|----------|----------------|----------------|
| Cash Flows from Operating Activities | | | |
| Cash Payments to Employees, Suppliers and Others | | 1,730,838 | 1,732,853 |
| Cash Used by Operations | | (1,818,819) | (1,395,765) |
| Cash Used by Operations | | (87,981) | 337,088 |
| Interest Received | | 4,388 | 573 |
| Interest Paid | | (26,806) | (19,548) |
| Net Cash from Operating Activities | 6 | (110,399) | 318,113 |
| Cash Flows from Investing and Construction Activities | | | |
| Net Investment in Plant and Equipment | | (107,945) | (27,749) |
| Third Party Donations and Receipts to Finance Construction Activities | | 224,611 | 36,120 |
| Construction Costs: Cathedral Completion | | (44,689) | (76,815) |
| Proceeds on Sale of Property, Plant and Equipment | | - | - |
| Net Cash Inflow (Used in)/from Investing and Construction Activities | | 71,977 | (68,444) |
| Cash flows from Financing Activities | | | |
| Reduction in Trust, Agency and Fund Balances | | 155,731 | - |
| Payment of Capital Element of Interest Bearing Loans | | (96,369) | (112,420) |
| Net Cash Inflow (Used in)/from Financing Activities | | 59,362 | (112,420) |
| Net Increase/(Decrease) in Cash and Cash Equivalents | | 20,940 | 137,249 |
| Cash and Cash Equivalents at beginning of the year | | 688,015 | 550,766 |
| Cash and Cash Equivalents at end of the year | 6 | 708,955 | 688,015 |
| Consisting of: | | | |
| Cash and Cash Equivalents - Operating Funds | | (1,777,482) | (1,602,153) |
| Cash and Cash Equivalents – General & Ministry Funds | 14 | 2,486,437 | 2,290,168 |
| Cash and Cash Equivalents in Funds as per Balance Sheet | 6 | 708,955 | 688,015 |
| Bank Overdraft | 13 | - | - |
| Total Cash and Cash Equivalents | 6 | 708,955 | 688,015 |

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 2022**

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 2022 have been prepared for distribution to the members of The Corporation of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane.

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").

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 2022

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 2022 is \$215,410 (2021: \$208,629)

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 2022 was 25, including 3 full-time employees (2021: 21 employees, 3 being full-time)

(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 2022**

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 2022 insurance renewal in April 2022 proving a \$42,280,000 revaluation increment over the previous independent valuation obtained in July 2017.

(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 2022**

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 2022 is \$353,193 (2021: \$863,826).

(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 2022**

| | 2022 | 2021 |
|--|------------------------|------------------------|
| | \$ | \$ |
| NOTE 3: CHAPTER OPERATING INCOME & EXPENDITURE OVERVIEW | | |
| Cathedral Operations | | |
| Income | 1,623,092 | 1,534,935 |
| Expenses | (1,236,435) | (1,168,130) |
| Surplus/(Deficit) | <u>386,657</u> | <u>366,805</u> |
| Music | | |
| Income | 4,195 | 26,427 |
| Expenses | (193,632) | (202,621) |
| Surplus/(Deficit) | <u>(189,437)</u> | <u>(176,194)</u> |
| Cathedral Maintenance | | |
| Income | 317,068 | 218,587 |
| Expenses | (545,760) | (453,032) |
| Surplus/(Deficit) | <u>(228,692)</u> | <u>(234,445)</u> |
| TOTAL CHAPTER | | |
| Operating Income | 1,944,355 | 1,779,949 |
| Operating Expenses | (1,975,827) | (1,823,783) |
| NET OPERATING SURPLUS/(DEFICIT) | <u>(31,472)</u> | <u>(43,834)</u> |

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2022**

| | Notes | 2022 \$ | 2021 \$ |
|--|-------|------------------|------------------|
| NOTE 4: RENTAL & PARKING INCOME | | | |
| Gross Rental & Parking Income | | 1,054,680 | 1,031,051 |
| Rental Discount – Diocese Offices | | (268,225) | (261,412) |
| TOTAL RENTAL & PARKING INCOME | | 786,455 | 769,639 |
| | | | |
| NOTE 5: OPERATING EXPENDITURE | | | |
| | | | |
| Staffing Costs | | | |
| Ministry | | 176,674 | 204,657 |
| Music | | 114,634 | 126,221 |
| Administration, Vergers and Operations | | 389,414 | 302,488 |
| | | <u>680,722</u> | <u>633,366</u> |
| Ministry & Worship Expenses | | | |
| Other Ministry & Worship Expenses | | 54,806 | 63,586 |
| | | <u>54,806</u> | <u>63,586</u> |
| Giving | | | |
| Parish Contribution to the Diocese | | 36,228 | 35,340 |
| Other Diocese Levies & Giving | | 785 | 800 |
| | | <u>37,013</u> | <u>36,140</u> |
| Occupation Expenses | | | |
| Electricity & Gas | | 15,723 | 12,954 |
| Insurance - Property | | 387,074 | 319,469 |
| Repairs & Maintenance | | 284,255 | 261,617 |
| Other Occupation Expenses | | 112,131 | 114,590 |
| | | <u>799,183</u> | <u>708,630</u> |
| Administration & Other Expenses | | | |
| Audit Fees | | 14,050 | 13,107 |
| Consulting Fees | | 16,180 | (4,327) |
| Depreciation | 8 | 175,320 | 183,797 |
| IT Expenses | | 25,280 | 28,116 |
| Hire office equipment | | 6,255 | 8,672 |
| Stationery and Postage | | 15,768 | 14,054 |
| Telephone/Internet | | 7,789 | 5,292 |
| Interest Paid | | 26,806 | 19,548 |
| Marketing Expenses | | 33,620 | 34,604 |
| Cost of Sales - Shop | | 25,625 | 25,857 |
| Other Expenses | | 57,410 | 53,341 |
| | | <u>404,103</u> | <u>382,061</u> |
| TOTAL OPERATING EXPENDITURE | | 1,975,827 | 1,823,783 |

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2022**

| | Notes | 2022 \$ | 2021 \$ |
|---|-------|------------------|----------------|
| NOTE 6: CASH & CASH EQUIVALENTS | | | |
| Operating Funds | | (1,777,482) | (1,602,153) |
| General & Ministry Funds | 14 | 2,486,437 | 2,290,168 |
| TOTAL CASH & CASH EQUIVALENTS IN FUNDS | | 708,955 | 688,015 |
| Bank Overdraft | 12 | - | - |
| TOTAL CASH & CASH EQUIVALENTS | | 708,955 | 688,015 |
| Reconciliation of Net Cash Provided by Operating Activities to Net Surplus/(Deficit) | | | |
| Net Surplus/(Deficit) | | (31,472) | (43,834) |
| Non-Cash Flows in Operating Deficit: | | | |
| Depreciation | | 175,320 | 183,798 |
| Interest Forgone – Cathedral Completion | | | - |
| Financing Activities Interest Income | | 376 | 46 |
| Changes in Provisions: | | | |
| Employee Benefits | | 6,781 | 19,384 |
| Changes in Assets and Liabilities: | | | |
| Decrease/(Increase) in Trade Debtors | | (45,501) | (53,570) |
| Decrease/(Increase) in Prepayments | | 136,937 | (359,515) |
| Decrease/(Increase) in Inventories | | 2,920 | 2,921 |
| Increase/(Decrease) in Payables | | (355,760) | 568,883 |
| Net Cash Generated from Operations | | (110,399) | 318,113 |
| NOTE 7: TRADE & OTHER RECEIVABLES | | | |
| Current | | | |
| Trade Debtors | | 163,447 | 137,757 |
| Other Debtors & Receivables | | 101,722 | 81,911 |
| | | 265,169 | 219,668 |
| Non-Current | | | |
| Cathedral Completion Commitments | 16 | 235,233 | 217,554 |
| TOTAL TRADE & OTHER RECEIVABLES | | 500,402 | 437,222 |

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2022**

| | Notes | 2022 \$ | 2021 \$ |
|--|-------|--------------------|--------------------|
| NOTE 8: PROPERTY, PLANT & EQUIPMENT | | | |
| Land & Buildings - at Valuation | | 290,179,000 | 247,899,000 |
| Motor Vehicles - at Cost | | 11,500 | 11,500 |
| Less: Accumulated Depreciation | | (11,500) | (11,500) |
| | | - | - |
| Computer Software - at Cost | | 33,833 | 33,833 |
| Less: Accumulated Depreciation | | (33,833) | (32,535) |
| | | - | 1,298 |
| Furniture and Fittings - at Cost | | 553,006 | 553,006 |
| Less: Accumulated Depreciation | | (426,098) | (389,660) |
| | | 126,908 | 163,346 |
| Musical Instruments - at Cost | | 5,000 | 5,000 |
| Less: Accumulated Depreciation | | (5,000) | (5,000) |
| | | - | - |
| Office Equipment - at Cost | | 72,253 | 71,968 |
| Less: Accumulated Depreciation | | (66,454) | (65,649) |
| | | 5,799 | 6,319 |
| Computer Equipment - at Cost | | 167,066 | 162,881 |
| Less: Accumulated Depreciation | | (133,675) | (119,192) |
| | | 33,391 | 43,689 |
| Plant & Equipment - at Cost | | 2,326,672 | 2,224,528 |
| Less: Accumulated Depreciation | | (1,137,970) | (1,021,214) |
| | | 1,188,702 | 1,203,314 |
| Helidon Quarry - at Cost | | 143,185 | 143,185 |
| Less: Accumulated Depreciation | | (63,166) | (58,957) |
| | | 80,019 | 84,228 |
| TOTAL PROPERTY, PLANT & EQUIPMENT | | 291,613,819 | 249,401,194 |

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2022**

| | Notes | 2022 \$ | 2021 \$ |
|--|-------|-------------|-------------|
| NOTE 8: PROPERTY, PLANT & EQUIPMENT continued | | | |
| MOVEMENTS IN PROPERTY, PLANT & EQUIPMENT | | | |
| Land & Buildings | | | |
| Carrying value at beginning of financial year | | 247,899,000 | 247,899,000 |
| Revaluation Increment | | 42,280,000 | - |
| Additions | | - | - |
| Carrying value at end of financial year | | 290,179,000 | 247,899,000 |
| Motor Vehicle | | | |
| Carrying value at beginning of financial year | | - | - |
| Depreciation | | - | - |
| Carrying value at end of financial year | | - | - |
| Computer Software | | | |
| Carrying value at beginning of financial year | | 1,298 | 4,201 |
| Additions | | - | - |
| Depreciation | | (1,298) | (2,903) |
| Carrying value at end of financial year | | - | 1,298 |
| Furniture and Fittings | | | |
| Carrying value at beginning of financial year | | 163,346 | 201,201 |
| Additions | | - | - |
| Depreciation | | (36,438) | (37,855) |
| Carrying value at end of financial year | | 126,908 | 163,346 |
| Musical instruments | | | |
| Carrying value at beginning of financial year | | - | 373 |
| Disposals | | - | - |
| Depreciation | | - | (373) |
| Carrying value at end of financial year | | - | - |
| Office equipment | | | |
| Carrying value at beginning of financial year | | 6,319 | 9,777 |
| Additions | | 1,616 | - |
| Depreciation | | (2,136) | (3,458) |
| Carrying value at end of financial year | | 5,799 | 6,319 |
| Computer equipment | | | |
| Carrying value at beginning of financial year | | 43,689 | 30,258 |
| Additions | | 4,184 | 27,749 |
| Depreciation | | (14,482) | (14,318) |
| Carrying value at end of financial year | | 33,391 | 43,689 |

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2022**

| | Notes | 2022 \$ | 2021 \$ |
|--|-------|---------------------------|---------------------------|
| NOTE 8: PROPERTY, PLANT & EQUIPMENT continued | | | |
| Plant and equipment | | | |
| Carrying value at beginning of financial year | | 1,203,314 | 1,323,994 |
| Additions | | 102,144 | - |
| Depreciation | | (116,756) | (120,680) |
| Carrying value at end of financial year | | <u>1,188,702</u> | <u>1,203,314</u> |
| Helidon Quarry | | | |
| Carrying value at beginning of financial year | | 84,228 | 88,438 |
| Depreciation | | (4,209) | (4,210) |
| Carrying value at end of financial year | | <u>80,019</u> | <u>84,228</u> |
| TOTAL | | | |
| Carrying value at beginning of financial year | | 249,401,194 | 249,557,242 |
| Revaluation Increment | | 42,280,000 | - |
| Additions | | 107,945 | 27,749 |
| Disposals | | - | - |
| Depreciation | 5 | (175,320) | (183,797) |
| Total Carrying value at end of financial year | | <u>291,613,819</u> | <u>249,401,194</u> |
| NOTE 9: INVESTMENTS AND LOANS | | | |
| Shares at Cost – Cathedral Quarry Pty Ltd | | <u>30,000</u> | <u>30,000</u> |
| TOTAL INVESTMENTS AND LOANS | | <u>30,000</u> | <u>30,000</u> |

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2022**

| | Notes | 2022 \$ | 2021 \$ |
|---|-------|----------------|----------------|
| NOTE 10: TRADE & OTHER PAYABLES | | | |
| Current | | | |
| Trade Accounts Payable | | 19,572 | 453,597 |
| Net Taxes Payable | | 4,430 | 10,181 |
| Giving | 18 | 6,719 | 5,289 |
| Other Creditors, Accruals & Payables | | 172,765 | 86,177 |
| | | 203,486 | 555,244 |
| Non-Current | | | |
| Other Payables | | 425,000 | 265,000 |
| TOTAL TRADE & OTHER PAYABLES | | 628,486 | 820,244 |
| NOTE 11: REVENUE IN ADVANCE | | | |
| Current | | | |
| Weddings and Functions Booked | | 32,575 | 51,850 |
| Rent in Advance - Northern Precinct Diocese Funding | | 353,193 | 510,633 |
| Other Income in Advance | | 85,187 | 72,475 |
| | | 470,955 | 634,958 |
| Non-Current | | | |
| Rent in Advance - Northern Precinct Diocese Funding | | - | 353,193 |
| TOTAL REVENUE IN ADVANCE | | 470,955 | 988,151 |
| NOTE 12: INTEREST BEARING BORROWINGS | | | |
| Current | | | |
| Bank Overdraft | 13 | - | - |
| Unsecured Loan for Northern Precinct Development | 13 | 89,354 | 114,432 |
| Unsecured Loan for Deanery Balcony | 13 | 4,434 | 5,699 |
| | | 93,788 | 120,131 |
| Non-Current | | | |
| Unsecured Loan for Northern Precinct Development | 13 | 549,446 | 616,059 |
| Unsecured Loan for Deanery Balcony | 13 | 30,943 | 34,356 |
| | | 580,389 | 650,415 |
| TOTAL INTEREST BEARING BORROWINGS | | 674,177 | 770,546 |

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2022**

| | Notes | 2022 \$ | 2021 \$ |
|--|-------|------------------|------------------|
| NOTE 13: AVAILABLE FACILITIES | | | |
| Bank Overdraft | | | |
| Current | 12 | - | - |
| Balance | 6 | - | - |
| Maximum Facility | | 300,000 | 300,000 |
| Unsecured Loan for Northern Precinct Development | | | |
| Current | 12 | 89,354 | 114,432 |
| Non-Current | 12 | 549,446 | 616,059 |
| Balance | | 638,800 | 730,491 |
| Maximum Facility | | 1,400,000 | 1,400,000 |
| Unsecured Loan for Deanery Balcony | | | |
| Current | 12 | 4,434 | 5,699 |
| Non-Current | 12 | 30,943 | 34,356 |
| Balance | | 35,377 | 40,055 |
| Maximum Facility | | 50,000 | 50,000 |
| NOTE 14: GENERAL & MINISTRY FUNDS | | | |
| Chapter Capital Funds | | | |
| Special Funds | 15 | 251,627 | 55,720 |
| Ministry Funds | 15 | 1,742,848 | 1,742,848 |
| Music Funds | 15 | 190,861 | 190,861 |
| Maintenance Funds | 15 | 301,101 | 300,739 |
| Total Chapter Capital Funds | 15 | 2,486,437 | 2,290,168 |
| TOTAL GENERAL & MINISTRY FUNDS | 6 | 2,486,437 | 2,290,168 |

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2022**

NOTE 15: CHAPTER CAPITAL FUNDS

| Total Chapter Capital Funds | Special \$ | Ministry \$ | Music \$ | Maintenance \$ | Total \$ |
|---------------------------------------|-----------------------|------------------------|---------------------|---------------------------|---------------------|
| Opening Balance - Prior Year | 55,718 | 1,742,848 | 190,861 | 300,695 | 2,290,122 |
| Bequests and Donations | - | - | - | - | - |
| Other Donations | - | - | - | - | - |
| Total Bequests and Donations | - | - | - | - | - |
| Interest/Other Income | 2 | - | - | 44 | 46 |
| Less: Outlays | - | - | - | - | - |
| Closing Balance – Prior Year | 55,720 | 1,742,848 | 190,861 | 300,739 | 2,290,168 |
| Bequests and Donations | - | - | - | - | - |
| Other Donations | 197,601 | - | - | - | 197,601 |
| Capital funds donated | (1,708) | - | - | - | (1,708) |
| Interest/Other Income | 14 | - | - | 362 | 376 |
| Less: Outlays | - | - | - | - | - |
| Closing Balance – Current Year | 251,627 | 1,742,848 | 190,861 | 301,101 | 2,486,437 |
| Closing Balance – Prior Year | | | | | |
| 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 |
| Closing Balance – Prior Year | 55,720 | 1,742,848 | 190,861 | 300,739 | 2,290,168 |
| Closing Balance – Current Year | | | | | |
| Represented by: | | | | | |
| Interest Bearing Deposits | 1,690 | - | - | 44,386 | 46,076 |
| Chapter Loan | 249,937 | 1,742,848 | 190,861 | 256,715 | 2,440,361 |
| Closing Balance – Current Year | 251,627 | 1,742,848 | 190,861 | 301,101 | 2,486,437 |

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 2022 total accumulated notional deferred interest on Chapter Capital Funds is \$683,408 (2021: \$469,389).

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2022**

| | Notes | 2022 \$ | 2021 \$ |
|---|----------|----------------|----------------|
| NOTE 16: CATHEDRAL COMPLETION COMMITMENTS | | | |
| Cathedral Completion Commitments at beginning of period | | 217,554 | 176,860 |
| Total Completion Costs during the year | | 44,689 | 76,814 |
| Less: Bequests and Donations Received | | | |
| National Trust St John's Cathedral Appeal | | (25,000) | (25,000) |
| Diana Mary Luker Bequest | | (2,010) | - |
| Other Donations and Income | | - | (11,120) |
| Total Bequests and Donations Received | | (27,010) | (36,120) |
| Net Increase/(Decrease) in Total Commitments | | 17,679 | 40,694 |
| TOTAL CATHEDRAL COMPLETION COMMITMENTS | 7 | 235,233 | 217,554 |

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 2022**

| | Paid 2021 \$ | Balance 2021 \$ | Received 2022 \$ | Paid 2022 \$ | Balance 2022 \$ |
|---|--------------------|-----------------------|------------------------|--------------------|-----------------------|
| NOTE 18: SUMMARY OF GIVING | | | | | |
| Congregation Giving | | | | | |
| Homeless Outreach | 2,300 | 3,944 | 1,625 | 2,651 | 2,918 |
| Cathedral Outreach | 23,829 | 525 | 13,425 | 10,734 | 3,216 |
| Gifts for Clergy | 1,430 | 785 | 1,910 | 2,110 | 585 |
| Mothers' Union | 1,948 | 35 | 1,849 | 1,884 | - |
| Defence Force Chaplaincy | 600 | - | 821 | 821 | - |
| Total Congregation Giving | 30,107 | 5,289 | 19,630 | 18,200 | 6,719 |
| Special Events | | | | | |
| Loaves & Fishes | | | | | |
| Last event was in 2019 | - | 9,214 | - | - | 9,214 |
| Total Congregation & Special Events Giving | 30,107 | 14,503 | 19,630 | 18,200 | 15,933 |
| Other Giving by Lesser Chapter | | | | | |
| Parish Contributions to Diocese | 35,340 | | | 36,228 | |
| Other Discretionary Funds | 800 | | | 787 | |
| TOTAL GIVING PAID | 36,140 | | | 37,015 | |

| | General \$ | NPD Rent in Advance Allocation \$ | TOTAL \$ |
|---------------------------------------|------------------|--|------------------|
| NOTE 19: CAPITAL RESERVE | | | |
| Opening Balance - Prior Year | 4,327,840 | 4,242,510 | 8,570,350 |
| Transfers to Reserve - Prior Year | - | 510,633 | 510,633 |
| Closing Balance - Prior Year | 4,327,840 | 4,753,143 | 9,080,983 |
| Transfers to Reserve - Current Year | - | 510,633 | 510,633 |
| Closing Balance - Current Year | 4,327,840 | 5,263,776 | 9,591,616 |

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

Commission membership

The Most Rev'd Phillip Aspinall AC (to 2 Feb 23)
Dr Douglas Porter (chair to 8 Feb 23)
Dr Robin Ray (interim chair from 9 Feb 23)
Dr George Mellick
Ms Janine Schmidt
Mr Ross Switzer
The Rev'd Dr Rodney Wolff

In attendance

General Manager: Mr Tim Reid
Executive Director: The Rev'd Dr Ruth Mathieson
Business Manager: Mr Rodney Mengel

MEC staff

Executive Director: The Rev'd Dr Ruth Mathieson (from 1 July 22)
Business Manager: Mr Rodney Mengel
Administration Officer: Ms Linda BurrIDGE (0.8 FTE)
Academic Dean & Senior Lecturer: Dr Peter Kline
Dean of Students (Registrar) & Senior Lecturer: Dr Sheilagh O'Brien
Lecturer in Practical Theology: Vacancy
Lecturer in Biblical Studies: Recent vacancy (early retirement of Dr Marie-Louise Craig)
Library: Ms Eve James (Manager), Ms Susan Thomas (0.2 FTE)
Anglican Youth, Children & Families Ministry: Ms Elissa Cotroneo (Director)
Community of the Way Chaplain: *In recess from Nov 22*
Lay Education: Mr Jonathan Sargeant (Director), Ms Fiona Hammond (0.6 FTE)
Spiritual Direction Formation:
Ms Dale Keenan (Director 0.6 FTE), Ms Wendy Dann (0.4 FTE)
Chaplain: The Ven Olaf Anderson (0.2 FTE)

Also located at St Francis College

Ordained Ministry Formation & Discernment: The Rev'd Sarah Plowman (Director), The Rev'd Ray Clifton (0.6 FTE Assistant Director), Ms Prue Conaghan (0.8 FTE).

Milton Anglican Parish Office in Main Wing (& Chapel of the Holy Spirit on Sundays): The Rev'd Ceri Wynne, Kym Reid.

Queensland Churches Together in Old Bishopsbourne, upstairs: The Rev'd David Baker (General Secretary), Jackie Fewtrell (Admin Officer).

University of Divinity School of Indigenous Studies staff in Main Wing, Office 1. Professor Anne Pattel-Gray, Des Rogers, Sarah-Jane Hollingsworth.

1. Comprehensive Anglican identity and purpose

KFA 1.1 Anglican Identity Course

In 2022, the major project of the Lay Education team (FormEdFaith), Jonathan Sargeant and Fiona Hammond was the development of the *Anglican Identity* (AI) course. It was launched in February 2023 at St Francis College by Bishop Cameron. This eight-part online video course includes 180 minutes of unique video content, as well as supporting educational materials such as workbooks and transcript documents, all designed to have participants gain an understanding of comprehensive Anglicanism. As well as exploring our stories of faith, history, and governance, there are standalone episodes for Anglicare and Anglican Schools. The script for the project was developed by Jonathan and Fiona, in consultation with the Archbishop, bishops, various clergy and lay people of every theological flavour.

A website to showcase the AI materials (<https://anglicanidentity.au>) soft-launched in December 2022 for trialling in volunteer parishes. This website enables individuals or groups to explore the course through eight episodes, but also by following themes which cut the longer episodes into segments under categories like *The Diocesan Vision*, *Valuing Anglican Faith* and *Anglicanism Made Visual*. These shorter videos have proved successful with casual browsers before launching them into the course as a whole.

The development of this course has led Fiona and Jonathan around the diocese, filming everything from worship, ordinations, clergy conferences, small groups at work and in fellowship, to mission projects and personal stories. They visited parishes of diverse theological outlooks and saw diverse wonderful worship styles. Meanwhile, a wide-ranging group of 35 individual presenters were filmed back at the studio at St Francis College, which has developed into a fully functional video creation space with basic but effective equipment.

All in all, the course is the largest project ever attempted by the FormEdFaith team with a cast into the hundreds, and locations to match. What would involve a crew of 5-10 at any other production company was completed by 1.6 staff members: Jonathan and Fiona.

They note that they have received the great gift through the production process: true experience of wonderful comprehensive Anglicanism in the love and support of people all over our Diocese.

Anglican colleges in the University of Divinity

Three of the four colleges that signed Collegiate Agreements with the University of Divinity in the latter half of 2022 are Anglican. There are now four Anglican colleges in the University of Divinity: Trinity Theological College (Melbourne), Wollaston (Perth), St Barnabas College (Adelaide) and St Francis College (Brisbane). The four Principals met at Trinity College on 1 March to talk about collaboration possibilities.

Colleges and universities of the Anglican Communion (CUAC)

St Francis College has joined CUAC in readiness to participate in the international conference being held in Melbourne (Trinity College and Janet Clarke Hall) in July 2023. The Rev'd Canon Sarah Plowman will represent St Francis College at this event.

2. Energising, nurturing and mobilising ACSQ's people including leadership development

Ordained Ministry Formation

In 2022, the Ordained Ministry Formation program relocated back to St Francis College. I find it hard to imagine life at St Francis College without them on site. The Rev'd Sarah Plowman is half-time Director of Formation (MEC) and half-time Director of Discernment (Episcopal Leadership). The Rev'd Ray Clifton is part-time Assistant Director with responsibility for graduate clergy and the clergy who supervise them. The regular feedback giving to formation students is clear and respectful. The good attendance at meetings of supervisors of formation students and graduate clergy and of examining chaplains shows how the in-service training and opportunity to meet are valued.

In 2023, there are six new students in formation making a total of 14, with about 7 in the discernment process. With the University of Divinity we are able to offer a Masters of Divinity alongside a Bachelor of Theology which enables graduates in other disciplines the opportunity to undertake a foundational course in theological studies at a Masters level. Previously, to be able to complete all the ordination requirements, formation students needed to complete a Bachelor of Theology as the Graduate Certificate option did not have enough space for all the required subjects.

University of Divinity

In late 2021, St Mark's Theological Centre advised that it wished to terminate the arrangement with St Francis College, Brisbane (and St Barnabas College, Adelaide) to provide Charles Sturt University, School of Theology, awards through a third party arrangement. An environmental scan was undertaken early in 2022, and it was decided to apply to become a member College of the University of Divinity.

The University of Divinity arose from the Melbourne College of Divinity, which was founded by a Victorian Act of Parliament in 1910 to provide Australian degrees for Australian ministers. In the 1970s, Roman Catholic institutions joined, and then in 2006 the Salvation Army (now Eva Burrows the national Salvation Army college), in 2010 the Australian Lutheran College (based in Adelaide), and in 2012 St Athanasius College (Coptic Orthodox). In 2022, Stirling College (Church of Christ) withdrew to amalgamate with ACOM (Australian College of Ministries, Sydney) and four new Colleges joined – St Barnabas (Adelaide), St Francis, Uniting College for Leadership and Theology (Adelaide), and Wollaston (Perth). One reason for this is that ecumenical collaborations established in the 1970s to enable partnerships with public universities to offer theology courses have declined in both church membership and student numbers. During the last decade, both Flinders (Adelaide College of Divinity) and Murdoch (Perth College of Divinity) have closed their theology departments.

| Institution | 2016 EFTSL | 2021 EFTSL | % change |
|--------------------------------|------------|------------|----------|
| Alphacrucis | 541 | 1604 | + 296% |
| Australian College of Theology | 1524 | 1212 | -21% |
| Avondale | 956 | 845 | -12% |
| Campion College | 90 | 124 | +37% |
| Moore Theological College | 306 | 254 | -17% |
| Sydney College of Divinity | 554 | 446 | -20% |
| Perth Bible College | 34 | 28 | -18% |
| University of Divinity | 730 | 618 | -16% |

Source: Presentation by Peter Sherlock, Vice-Chancellor at the Future Directions Workshop of the University of Divinity, March 2023.

The remaining providers of theological education in the university sector are Australian Catholic University (ACU), Avondale, Charles Sturt University, Divinity, Notre Dame Australia. In addition, the Australian College of Theology and Sydney College of Divinity provide higher education accreditation.

There has been massive growth in the University sector since the 1960s, but a significant decline in humanities. Most providers of theological education are moving into related

areas such as education and health, which is reflected in some of the providers with large EFTSLs.

Scholarships and bursaries

The Diocese provided the airfares for Community of the Way members – Aaron, Eleanor, Stacey – to take up the opportunity to be stewards at the **Lambeth Conference** in August 2022.

The Ivor Church Bursary was awarded to Timothy Newton to undertake a two-year Masters of Applied Theology at Oxford University. He, his wife Steph and daughter Winnie are living at St Stephen's House, where Tim is participating in ordination formation programs with the Diocese of Oxford. Reports are shared with Sarah, our Director of Formation.

The Christian Needham Travelling Scholarship was awarded to the Rev'd Melissa Conway and Ms Allana Wales to facilitate their participation in the Canterbury Cathedral Course for recently ordained clergy and seminarians from across the Anglican Communion, held in February 2023.

Spiritual Direction Formation

The Spiritual Direction programs currently have 26 participants, with five to graduate in April. There are about six enquires for the Art of Contemplative Listening and four experienced spiritual directors enrolling in the Supervision of Spiritual Directions Course, which is unique to St Francis College.

Professional supervision

In 2023, St Francis College will again offer the Graduate Certificate in Professional Supervision through St Mark's, Canberra RTO. There are 13 enrolments for the St Francis College cohort of this course. Nicky Lock will again co-ordinate this course which includes eight days of intensives, with some components being taught by the Ven Olaf Anderson rather than Ms Dale Keenan.

The University of Divinity would like us to transition to encouraging students to attend the centrally taught University of Divinity Graduate Certificate in Pastoral Supervision, which is now part of the School of Pastoral Practice.

University of Divinity, School of Professional Practice

On 8 February 2023, the University Council formally established the School of Professional Practice, following in-principle approval from the University Executive and Academic Board in late 2022. (See <https://divinity.edu.au/university/school-of-professional-practice/>). The School coordinates and delivers the University's awards in Professional Supervision and Counselling, and units in Clinical Pastoral Education, and will become the home for a proposed Graduate Certificate in Spiritual Care. There are also plans for a program in the University's Graduate Certificate in Leadership, and for professional development programs.

Counselling was formerly offered by Stirling College. In 2023, a full three-year BCourse, professionally accredited by the Australian Counselling Association, is being offered by the School of Professional Practice, UD
<https://divinity.edu.au/study/counselling/>

Colleges, such as ours, are encouraged to find ways of collaborating with agencies in our churches to partner with the specialist resources of the School of Professional Practice to develop programs to suit particular industry needs.

3. Flourishing parishes and faith communities

Lay education

Jonathan Sargeant and Fiona Hammond continue to work at creating, curating, and delivering adult faith formation resources, as well as advocating for adult faith formation throughout our diocese, with a focus on parishes. They work under the badge of *FormEdFaith*, unpacked as FORMation, Education in FAITH.

SFC short courses: The raft of SFC Short Courses created by the team also continued to receive a great deal of attention. To the close of 2022 there have been more than 11,000 views of the short course videos. In 2023, with the *Anglican Identity* course completed, Jonathan and Fiona will begin work on creating “St Francis College Certificates” for various kinds of lay ministry through the micro-credentialing of a specified program of SFC Short Courses. Then attention will turn to completing an on-line confirmation course.

The 360 Project: Promoting and delivering workshops in the 360 Project stable has continued in 2022, though take-up seems to have been affected by the lull in group gatherings brought on by the COVID-19 pandemic. In 2022, Jonathan and Fiona delivered courses to only ten groups totalling around 230 participants. This is a significant though perhaps fortunate drop, as the team spent that time channelling efforts into *Anglican Identity* travelling and filming.

Diocesan videos: In 2022, Jonathan was called on to create videos to promote two other specific projects. One was the Diocesan Vision and the other, Comprehensive Anglicanism. Jonathan filmed Archbishop Phillip Aspinall delivering workshops at St Bartholomew’s Anglican Parish, Mt Gravatt and reworked the material into two long-form videos that are now housed at <https://www.anglicanchurchsq.org.au/vision>. In 2022, the Diocesan Vision video received 170 views, with more than 600 for the Comprehensive Anglicanism video. As well as these Jonathan worked with Archbishop Phillip in the studio to create a series of videos also illustrating the Diocesan Vision, unpacking the idea of Flourishing Faith communities, our values and our Key Focus Areas. In 2022, these videos were viewed more than 1000 times.

FormEdFaith website: The area of Jonathan and Fiona’s work that has most borne the brunt of the extra time taken to create *Anglican Identity* has been the FormEdFaith website at <http://www.formedfaith.org/>. Regular posting has been more difficult, though

conversely the newsletter email list grew from 525 to 675 during the year. People are hungry for the effective resourcing the website provides. This is an area of ministry that will receive more attention in 2023.

Child protection training: Monitoring and assisting with the delivery of the Child Protection Training Course created by FormEdFaith for the Office of Professional Standards continued with a steady stream of questions and opportunities to help participants continued. There were 572 course completions in 2022.

Lay Preacher license

The academic requirements for Lay Preaching and Youth Ministry licenses will need to be reviewed in the light of now offering courses through the University of Divinity.

Youth, Children and Families Ministry

One of the AYCF projects which emerged from the AYCF Vision Day in November 2022, is to develop a network of people involved in youth (and children’s) ministry in parishes to share resources and offer encouragement.

4. Engagement with each other and the wider community

KFA 4.3a Anglican Youth, Children and Family Ministry

Elissa Cotroneo began as the Director of AYCF in September 2022, allowing Erica Skerman to resign after seven significant years in AYCF roles. Erica kindly stayed on for handover including attendance at the Junior Ichthus as a cook, to provide support if needed. The impact of COVID is evident in the decline of numbers attending camp.

| Senior (Grades 10-12 – Usually held in June) | | | | | | |
|--|---------|-----------|--------|---------|-----------|--------|
| Year | 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 | 2 | 21 | 23 | 2 | 12 | 14 |

| Junior (Grades 7-9 – Usually held in September) | | | | | | |
|--|---------|-----------|--------|---------|-----------|--------|
| Year | Campers | | | Leaders | | |
| | 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 |
| 2022 | 4 | 24 | 28 | 1 | 14 | 15 |

| Primary (Grades 4-7 – Usually held in January) | | | | | | |
|---|---------|-----------|--------|---------|-----------|--------|
| Year | Campers | | | Leaders | | |
| | 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 |
| 2022 | Cancelled due to COVID risk | | | | | |
| 2023 | 15 | 8 | 23 | 2 | 15 | 17 |

KFA 4.3b The Community of the Way in recess

The Community of the Way went into recess after a service of thanksgiving on Monday November 28, 2022. This was prompted by the ordination of the Mission Chaplain, the Rev'd Dr John Rolley concluding his year's contract, and two of the three then current members signalling that they did not want to continue for another year. The underlying motivation for the development of the Community of the Way remains, that is, nurturing the faith formation of youth and young adults, and my understanding is that there is a Diocesan working group tasked with this. The 2023 budget allows for a half-time Mission Chaplain appointment in this space starting July 2023, allowing time for a position description to be developed.

Roscoe Library

The Roscoe Library continues to be a resource for the whole Diocese. The computer for student access in the library is now connected to the University of Divinity Library Hub. Conversations about changing library systems to transition our library to the University of Divinity Library hub are continuing. The first 'Reading with Spiritual Eyes' book club meeting for the year was held 31 January, and four more are planned across the year.

On Earth festival

On October 8, 2022, St Francis College hosted the On Earth festival for a second time, and held the St Francis College Open Day at the same time. Despite the weather, it was a well-attended event with a variety of community groups involved. It was a lot of work for a few people and, therefore, there are conversations with the Social Questions Committee about the wisdom of this being an annual event.

Speakers and presenters

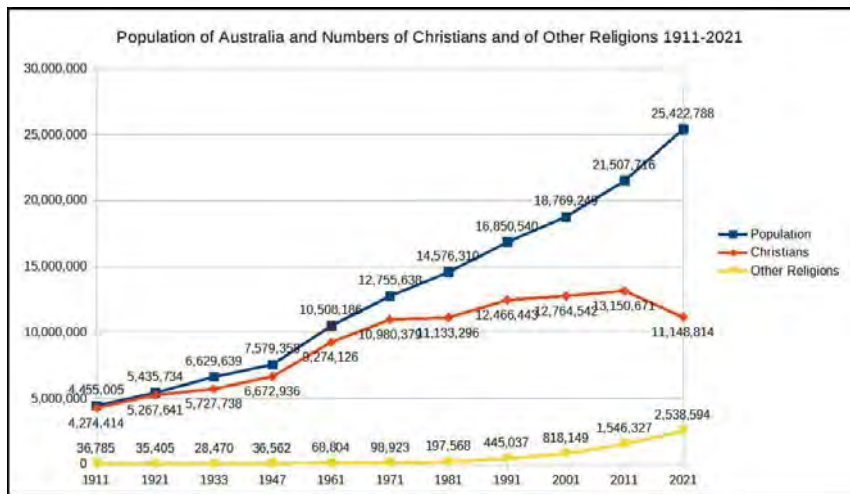
St Francis College staff are invited to be speakers and presenters at a variety of events. Dr Peter Kline delivered the QCT Bishop Putney Memorial Lecture in November 2022, and a session on Dignity to the Anglican Schools Professional Development on February 9, 2023. Jonathan Sargeant and Fiona Hammond also gave presentations on that day. They regularly visit parishes to deliver the 360 Project workshops and Jonathan is facilitating two training days for Lay Ministers in the Diocese of Grafton during February. Dr Sheilagh O'Brien has been asked to deliver presentations on Constructive Alignment

in Curriculum Writing to Teaching and Learning Seminars in the University of Divinity and to teach in the Graduate Research Methodologies Unit. The Rev'd Dr Ruth Mathieson presented keynote addresses at the Northern and Southern Region Clergy Conferences in August 2022, the Western Region Clergy Muster in September 2022 and the Clergy Summer School in January 2023. She will conduct the Cathedral Lent Retreat in late February and has been the preacher and celebrant on Sundays in several parishes.

5. Stewardship and sustainability of resources

Theological education in 21st Century Australia context

The number of Australians identifying as Christians, as a percentage of the population, is declining rapidly. The numbers in the 2021 Census are the same as in the 1981 Census. As the population of Australia has grown over the 40 years, this results in a drop in the proportion of population from 76% (1981) to 44% (2021). Furthermore, Christians are likely to be older than the average population.



Source: P. Hughes, *Australia's Religious and Non-Religious Profiles: Analysis of the 2021 Census Data (CRA 2022)*, presented by Peter Sherlock, Vice-Chancellor of the University of Divinity at the Future Directions Workshop, March 2023.

Enrolments

Twelve students had their Charles Sturt University graduations recognised at the St Francis College Commencement Service at Evensong on 19 February 2023 at St

Peter's Cathedral. Dr Jeanette Mathews, from St Mark's Theological Centre and current Head of the Board of Theology, CSU, gave the charge to students.

Number of St Francis College students 2018-2022 (including auditing students):

| | 2018 | 2019 | 2020 | 2021 | 2022 |
|--------------------|-----------|------------|------------|------------|------------|
| <i>Sem I</i> | 42 | 47 | 55 | 65 | 81 |
| <i>Sem II</i> | 37 | 41 | 46 | 57 | 94 |
| <i>Sem III</i> | 2 | 15 | 30 | 27 | 21 |
| <i>Prof Super.</i> | - | 11 | 12 | 21 | 12 |
| TOTAL | 82 | 114 | 143 | 170 | 208 |

St Francis College Equivalent Full-Time Student Load (EFTSL) 2018-2022¹

| | 2018 | 2019 | 2020 | 2021 | 2022 |
|--------------------|---------------|--------------|--------------|-------------|---------------|
| <i>Sem I</i> | 11.375 | 10.125 | 12.375 | 15.87 | 12.38 |
| <i>Sem II</i> | 8.375 | 10.000 | 11.125 | 14.125 | 9.125 |
| <i>Sem III</i> | .375 | 2.50 | 3.75 | 2.75 | 2.50 |
| <i>Prof Super.</i> | - | 1.375 | 1.50 | 2.75 | 1.5 |
| TOTAL | 20.125 | 24.00 | 28.75 | 35.5 | 25.505 |

In September 2022, the Anglican Church Southern Queensland signed the Collegiate Agreement with the University of Divinity. We have developed new curriculum and have accreditation to teach first semester units this year. Tribute needs to be paid to the curriculum writing team, Dr Sheilagh O'Brien, Dr Peter Kline and the Rev'd Dr John Rolley for the quality of the curriculum developed and for their engagement with the sessional lecturers teaching the units that have been developed. The Semester 1, 2023 enrolment patterns are presented below and show similar numbers to Semester 2, 2022.

¹ An EFTSL represents a single student who takes on a full-time study load. For an undergraduate this is 8 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.

| SEMESTER 1 2023 Lecturer | B.Th./M.Div. | B.Th. | M.Div | AUDIT |
|-------------------------------------|---|--------------|--------------|--------------|
| Ruth Mathieson | BS1001/BS8001 Reading The Bible 1: Introduction To Biblical Texts | 12 | 3 | |
| Greg Jenks | BA2001/BA9001 Becoming The People Of God: The Pentateuch In Context | 9 | 1 | 1 |
| Margaret Wesley | BN3001/BN903 Loving God: The Theological Imagination of John's Writing | 5 | | 1 |
| Sheilagh O'Brien | CH1001/CH8001 Telling History: Introduction To Church History | 15 | 4 | |
| Peter Kline | CT1001/CT8001 Thinking Theologically 1: Tasks And Methods* | 5 | 3 | |
| Peter Kline | CT2001/CT9001 Becoming Flesh: The Incarnation Of God | 5 | | |
| Wendi Sargeant | DA1001/DA8001 Forming Communities: Introduction To Church And Ministry | 10 | | |
| Jonathan Sargeant | DA2001 Growing Faith: Forming Christians In Multiple Contexts | 3 | 6 | |
| John Rolley | DL3001/DL9031 From Birth To Death: Life, Loss, And Liturgy | 4 | 1 | |
| TOTAL | UNIT ENROLMENTS | 68 | 18 | 2 |
| TOTAL EFTLS | 11.5 for Semester One | 8.5 | 3 | |

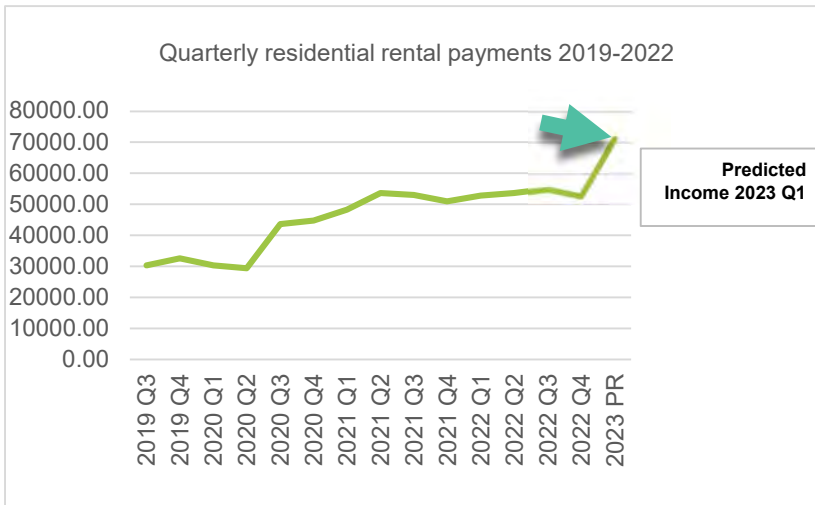
In addition, we have several expressions of interest in undertaking Higher Degree by Research (M.Theol & PhD), and a few of enrolments in the Graduate Certificate in Research Methodology, which is a qualifying award for entry into doctorates as the University of Divinity does not have Honours programs to use in this way.

There are also:

- Fifteen students enrolled in the Grad Certificate of Professional Supervision for 2023, which is a VET course offered at St Francis College by St Mark's National Theological Centre, Canberra, Registered Training Organisation.
- Twenty-five students involved in Spiritual Direction Formation Programs.

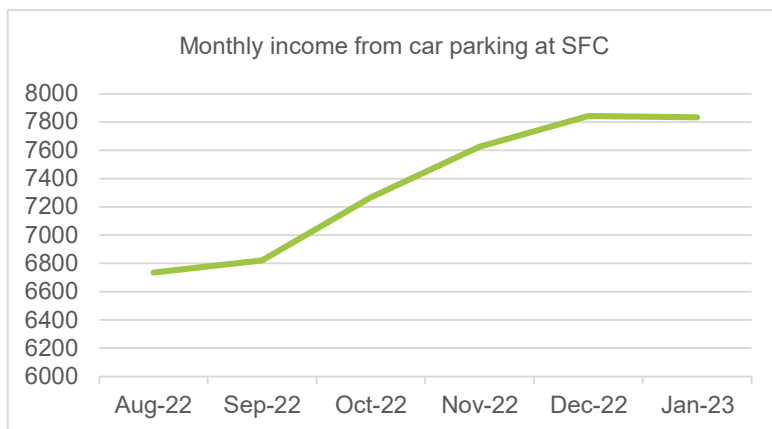
Property management

All our residences and shared accommodation are currently being rented, except for the few rooms that we keep for short stay accommodation for intensives and suchlike. At the end of 2022, the decision was made to engage **William's Real Estate** to manage all of the Residential Leases and these were transferred to Williams Real Estate on 31 January 2023. Even allowing for their commission, the projected income for 2023 is approximately \$250,000 per annum.



Six local businesses and several private individuals hire **car parking** spaces on site during the week. The graph on the next page shows the monthly income for this regular car parking income and does not include event parking.

The opportunity to **fundraise** by charging \$15 for carparking at St Francis College when there are events at Suncorp Stadium has been taken up by volunteers from Baroona Farm a couple of times in recent months, raising up to \$600 an event. AYCF plan to use the opportunity a few times this year to fundraise so that the youth camp leaders who already give up time and casual shifts do not need to pay as much to attend the camp.



Baroona Farm

Baroona Urban Farm is a wonderful work of sustainability and justice undertaken by the Rev'd Samuel Dow, with Bishop Bill Ray as chair of the working group. In recent months, Baroona Urban Farm has had good harvests of ginger, okra, bitter melon and eggplant and provides this to the Romero Centre (Mercy Community), with whom a Memorandum of Understanding is being developed. An MUO has been signed with OzHarvest to enable their volunteers to work in the garden.

Finances

It is worth noting that one of the reasons for the actual expenditure being less than the budget was that there was a vacancy in one full-time lecturing position in the first half of 2022, and two in the second half of 2022. To function well as a College of the University of Divinity, more lecturers will need to be appointed.

Milton property development

In June 2022, developers were invited to submit expressions of interest in developing the St Francis College site at Milton in such a way that St Francis Theological College would still operate on the site and the heritage of Old Bishopsbourne and the Chapel of the Holy Spirit would be preserved. The Milton Property Development group is in conversation with two shortlisted developers.

*The Rev'd Dr Ruth Mathieson,
Executive Director*

Anglican Schools Commission

This report reviews the work of the Anglican Schools Commission for the year 2022.

Membership of the Anglican Schools Commission (ASC) for the year 2022 was:

President: The Most Rev'd Dr Phillip Aspinall AC, Archbishop, ACSQ

ASC Chair: The Rt Rev'd Jeremy Greaves, Bishop for the Northern Region, ACSQ

Members:

- Ms Suzanne Bain
- Mrs Robyn Kronenberg
- Mr Geoff McLay
- Dr Gavin Nicholson
- Dr Daniel O'Connor OAM
- Ms Alison Reid
- The Rev'd Mary-Anne Rulfs
- Dr Judy Smeed
- Ms Sherril Butterworth

Dr Judy Smeed resigned from the ASC effective 16 February 2022.

The Commission met formally ten times during 2022 and had one special meeting. Meetings were a mix of online and face to face.

Anglican Schools Office staff

| | |
|---|----------------------------|
| Executive Director | Ms Sherril Butterworth |
| Director of Mission | The Rev'd Richard Browning |
| Manager – System Operations | Mr Robert Nettleton |
| Manager – System Finance | Mr John Gregg |
| Child Safety Advocate | Ms Heather Bryce |
| Religious Education: Teaching and Learning Advisor | Mrs Vanessa Gamack |
| Executive Assistant to the ED | Ms Lorelle Armitage |
| Events, Publishing & Social Media | Mrs Kerry Smith |
| Administration Assistant | Ms Levina Fuller |
| Education & Care Services | |
| Coordinator | Ms Catriona MacGregor |
| Manager Early Years | Mrs Sharon Mehan |
| Media Advisor | Ms Hilarie Dunn |
| Director of Indigenous Education | Mr Paul Paulson |

At the end of 2022 we farewelled the following Heads:

- Dr Mark Sly from Coomera Anglican College. Mark was the founding Principal at Coomera Anglican College and, in February 2022, announced his intention to retire at the end of the year, after 27 years of leading the school. In August 2022, the Chair announced the appointment of Mr Patrick Innes-Hill as the next Principal at Coomera Anglican College.
- Mr Craig Merritt from St Luke's Anglican School. Craig commenced at St Luke's in 2017. In November 2022, the Chair announced the appointment of Mrs Virginia Warner as Principal for 2023.

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,
- Early Education and Care Service Directors Network, and
- Student Protection Officers.

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

The Heads' Retreat with the Bishops and Archbishop early in Term 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. Regrettably, the Heads' Retreat for 2022 was cancelled due to the heightened and ever-evolving COVID-19 situation. At the Bishops' suggestion, Heads set aside some time to virtually 'meet' with their Regional Bishop and enjoy a virtual morning or afternoon tea with a focus for discussion being the book *Fearful Times, Living Faith* by Robert Boak Slocum and Martyn Percy. Although not the same as gathering together for the Heads' Retreat, it was nonetheless a valued sharing of time together.

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, and
- St Hilda's School.

Events

In 2022, the Anglican Schools Commission hosted an unprecedented number of events. Due to the impact of the past two years of cancellations, the Anglican Schools Music Festival had to be moved from May to August to secure QPAC as a venue. In addition to the Music Festival, the ASC also hosted Goodji Festival, the Anglican Schools Australia Conference Brisbane Hub, Trivia Dinner and a number of Student Protection Officer training workshops across the state. And Religious Education PD days.

The breakdown for event attendees is as follows:

| Event | Students | Staff/Guests | Total |
|--|-----------------|---------------------|--------------|
| Anglican Schools Music Festival | 311 | 44 | 355 |
| Anglican Schools Music Festival Ticketed Guests (QPAC) | | 502 | 502 |
| Anglican Schools Music Festival VIP Event | | 77 | 77 |
| Student Protection Officer Training | | 294 | 294 |
| ASA Brisbane Hub | | 122 | 122 |
| Trivia Dinner | | 89 | 89 |
| Goodji Festival | 300 | 50 | 350 |
| Religious Education Professional Development Days | | 78 | 78 |
| Nyuemba Indigenous Education Research Institute Workshop | | 36 | 36 |
| Total | | | 1,903 |

System finance

The vast majority of diocesan-owned and controlled schools achieved enrolment growth over 2021 enrolments. Overall enrolment increased by 3.14% to 16,752.5 students.

The following table includes the controlled schools:

- Cannon Hill Anglican College
- St John's Anglican College
- The Springfield Anglican College

| Enrolment Snapshot | | | | |
|---|-----------------|---------------|--------------|--------------|
| As per Commonwealth August Census | | | | |
| Diocesan Owned | 2022 | 2021 | Mov't | % |
| Domestic Students | 13,060.5 | 12,640 | 420.5 | 3.33% |
| International Students | 168 | 168 | 0 | 0.00% |
| Total Students | 13,228.5 | 12,808 | 420.5 | 3.28% |
| Boarders (included in above) | 863 | 858 | 5 | 0.58% |
| Indigenous Students (included in above) | 231 | 218 | 13 | 5.96% |
| Controlled | 2022 | 2021 | Mov't | % |
| Domestic Students | 3,479 | 3,373 | 106 | 3.14% |
| International Students | 45 | 61 | (16) | -26.23% |
| Total Students | 3,524 | 3,434 | 90 | 2.62% |
| Indigenous Students (included in above) | 33 | 27 | 6 | 22.22% |
| Diocesan owned and controlled | | | | |
| Domestic Students | 16,539.5 | 16,013 | 526.5 | 3.29% |
| International Students | 213 | 229 | (16) | -6.99% |
| Total Students | 16,752.5 | 16,242 | 510.5 | 3.14% |
| Indigenous Students (included in above) | 264 | 245 | 19 | 7.76% |

The strong enrolment growth enabled all schools to exceed their budgeted Earnings Before Interest & Depreciation (EBIDA) and the vast majority to reach the ASC/FDSC minimum benchmark targets for Debt Service Coverage and Cash Coverage Ratio. The only school to miss the Cash Coverage Ratio only did so as a result of using cash reserves ahead of their approved ANFIN loan to fund a progress payment of their capital project.

2022 saw the first year of schools being funded under the Direct Measure of Income (DMI), the new Commonwealth funding model. All schools, with the exception of

St Hilda's School, received a higher DMI score than their score under the previous Socio-Economic Score (SES) funding model. A higher score results in a reduction to the base funding provided for primary and secondary students. Under the new funding model, the ASC System received \$110,498,285 in Commonwealth Grants in 2022. This was \$2,502,842 lower than had schools been funded under their previous SES score.

However, despite the new DMI model providing lower funding than under the previous SES model, 2022 funding was \$7,276,748 higher than 2021 funding due largely to the strong enrolment growth.

The Commonwealth is providing transitional assistance to schools who are experiencing significant reductions in funding. In 2022, diocesan schools received \$939,263 in Transitional Support Funding made available under the Commonwealth's Choice and Affordability Fund (CAF). This funding will continue until 2029.

Mission

The Director of Mission has key accountabilities in the areas of Anglican literacy, staff formation and support of Chaplains in the areas of worship, mission and evangelism.

Exploring purpose and ethos

A process was rolled out in 2022 designed to help schools deepen their understanding of their individual identity and purpose. This process assists the schools align with the Christian narrative and Anglican Ethos.

In 2022, West Moreton Anglican College, Fraser Coast Anglican College, St Luke's Anglican School and Canterbury College participated in this exercise.

A video induction series for forming new (and returning) staff was filmed and prepared. It draws down on the Diocesan Vision and Mission statements and communicates this in a school context. The six marks of Anglican Identity in Schools and the four domains of purpose are explored in detail. Its use serves chaplains and executive staff shaping colleagues into the culture of their school and the Anglican ethos.

Chaplains' Network

The Director of Mission supports the work of Chaplains in Anglican Schools. We welcomed four new chaplains in 2022: the Rev'd Jess Grant (ACGS), the Rev'd John Dougherty (TSS), the Rev'd Jonathan Kemp (TSAC) and the Rev'd Melusi Sibanda (Canterbury). Resources and worship materials are provided and shared, supplementing the creative work prepared by Chaplains in their own contexts.

Goodji Festival

This festival was run for the first time with minimal COVID restrictions. St John's senior students were hosts and proved to be outstanding. Three hundred delegates came from 13 schools, two of which were from NSW. Quality speakers were joined by outstanding student speakers and performers.

This is a public event of disruptive inspiration, agitating for increased student engagement in service to the common good. It is a large scale event that gives student leaders the opportunity to synthesise their learning and collaborate on a real world project-based learning opportunity. It is a cross-school experience affirming Anglican identity and engagement in social change making, and engaging in three of our marks of mission. The event helps to grow a culture of increased participation in the work of serving the common good amongst students and within our schools.

Religious Education: teaching and learning

2022 was a challenging year for teachers in schools but, as always, the dedicated religious educators in Anglican schools managed to shine through despite the challenges. The professionalism of these religious educators was inspirational and we acknowledge their commitment to excellence. We are abundantly grateful to these staff who have been able to let their light shine and bring glory to God. It is with a grateful heart that we acknowledge the precious gift of working alongside religious educators in Anglican schools in this 2022 report.

“Who is wise and understanding among you? Let them show it by their good life, by deeds done in the humility that comes from wisdom.”

James 3:13 NIV

Diocesan theme – Being Together, Embracing Joy

“For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in the one Spirit we were all baptized into one body – Jews or Greeks, slaves or free – and we were all made to drink of one Spirit.”

1 Corinthians 12:12-13 (NRSV)

In 2022, the Diocesan theme of ‘Being Together, Embracing Joy’ focused on celebrating the way that our differences help to make us whole and the importance of diversity. In schools, teachers unpacked the concept of ‘joy’ and how we can seek to live in peace despite difference and build relationships of openness and trust. Schools were able to unpack this theme in a way that suited their own context. The Anglican Schools Commission created and shared many resources and teaching ideas to assist schools in this work. The key Bible verse underpinning this work is from Romans 14:19 (NRSV): *“Let us then pursue what makes for peace and for mutual upbuilding.”* It was such a joy to work with schools as they embraced the ideas of fostering peace and mutual upbuilding.

Professional learning for Religious Educators

Each year, the Anglican Schools Commission designs, develops and implements professional learning opportunities for all religious educators in Anglican schools in Southern Queensland. We also invite religious educators from across Australia and New Zealand to join us and learn with us. Our aim is to support teachers by building their capacity and confidence to ensure the best possible outcomes for all students. Our key event for 2022 was the inaugural National Conference called Connections, held on 29 March 2022. This conference was a joint initiative of the Western Australian Anglican Schools Commission, the Newcastle Anglican Schools and the Anglican Schools Commission, Southern Queensland. The organising committee included Penelope

Russell, from Western Australia, Ian Parr from Newcastle and Vanessa Gamack from Queensland. The purpose of the conference was to connect with Religious Educators across Australia to encourage and equip teachers to develop and implement academically challenging and personally affirming programs to support and enhance Religious Education in Anglican schools.

The conference was an opportunity for religious educators from the three systems to connect online as a professional learning community.

The aims of the conference were:

- to provide opportunities for Religious Educators across Australia to learn from one another,
- to facilitate sharing, collaboration and networking across Anglican schools,
- to inspire teachers to develop outstanding programs of Religious Studies that enable students to flourish,
- to equip teachers to be confident leaders and skilful teachers, and
- to encourage teachers to strive for excellence in all they do.

An outstanding group of professional teachers and leaders from across Australia presented on the day. We were extremely grateful to our own Archbishop, The Most Rev'd Dr Philip Aspinall, who shared his knowledge about Religious Education with us. The Most Rev'd Kay Goldsworthy also shared her reflections with us, as did the Rt Rev'd Dr Peter Stuart, Bishop of Newcastle. Teachers were inspired and so grateful.

In Term 2, we held our second day of professional learning for Religious Educators called, For Their Flourishing, on 28 April. We are very grateful to the Bible Society for arranging for Tim Costello, Simon Smart and Justine Toh to speak at this day. These three speakers are held in the highest regard by Religious Educators and we were so grateful to them for offering to speak at our day.

Our keynote speaker for our Term 4 Day of Professional Learning, held on Thursday 13 October, was Dr Maurice Ryan. Dr Ryan explored the Infancy Narratives with us. We were absolutely delighted that Bishop Jeremy was able to join us for part of this day also. This day ended with a conversation session hosted by Dom Day, the Faith and Spirituality Coordinator at Coomera Anglican College. There was much robust conversation and many challenging ideas were exchanged throughout the day! The opportunity to engage critically with the content was greatly appreciated.

In addition to hosting our own professional learning events throughout the year, we were kindly invited by our colleagues in Western Australia and to join their Christian Purposes Day on 26 February. It was great honour to be included.

Developing a network for Religious Educators

Throughout 2022, we continued to foster a wider professional network and we did this by including more and more schools in our *Monday Manuscript* distribution. The *Monday*

Manuscript is simply an email shared across many schools in Australia and New Zealand. It is a way of sharing information, ideas and resources with schools, Education and Care Services and parishes. We find this is a way to include many teachers and friends of Anglican schools in our work of continually improving Religious Education in Anglican schools. We share the *Monday Manuscript* as an expression of prayer for all who work and learn in Anglican schools.

The Leaders of Religious Studies continued to meet throughout 2022. Penelope Russell from the Western Australia Anglican Schools Commission, Ian Parr from the Newcastle Diocese and Vanessa Gamack from Brisbane were able to meet via Zoom to discuss current trends in Religious Education and explore ways to support Anglican schools to deliver effective programs across Queensland, New South Wales, Western Australia and Victoria. This network provided excellent opportunities for authentic collaboration and sharing of knowledge and skills across a wide range of schools.

Curriculum development in Religious Education

In addition to providing outstanding professional development for teachers, curriculum development support, offered by the Anglican Schools Commission, continued to be priority for many of the schools in 2022. Anglican schools are committed to the ongoing review of the curriculum to ensure that what is taught continues to reflect best practice and that it meets the needs of the students. The Religious Education curriculum in Anglican schools is dynamic, responsive and reflects current research in the areas of teaching and learning. While each school develops its own curriculum, the Anglican Schools Commission, in association with teachers, has developed the Shared Syllabus, which is available for all schools to use.

Throughout 2022, many Anglican schools undertook school based curriculum reviews and explored new curriculum initiatives. The Anglican Schools Commission was grateful to be able to support teachers and chaplains in this work. We were delighted to provide some assistance to Cannon Hill Anglican College, as their Head of Faculty, Life and Faith, Maria Thompson, wrote and developed an outstanding Primary Curriculum, ready for implementation in 2023. St Aidan's staff also wrote and implemented a new curriculum for their Religious Education program in the primary context. The Rev'd Gillian Moses and primary teacher, Susanna Rigby, led this initiative and the ASC was grateful to be able to join this learning journey and offer support as needed. Other schools, such as The Springfield Anglican College, under the guidance of the school Chaplain, the Rev'd Jonathan Kemp, looked at restructuring their curriculum. At the Glennie, both the Junior school staff and the Senior school staff took on greater roles in developing and delivering the school's program of Religious Education.

Supporters of Anglican schools

Across the Diocese, Anglican schools are extremely fortunate to have a number of generous and supportive friends. Once again, in 2022, Dr Peter Lewis, author, numismatist and historian was tireless in his support of schools. Along with The Rev'd Dr Greg Jenks, Executive Director of the Centre for Coins, Culture and Religious History, Dr Lewis provided advice and support to schools wishing to host exhibitions of coins and

ancient artefacts to support Religious Education in schools. We are so grateful to Dr Peter Lewis and the Rev'd Dr Greg Jenks for their ongoing support of Anglican schools.

Further afield, we continued to be very grateful to Margaret Naylor and the Queensland Faith Communities Council who also very kindly shared resources and information that was available for use by teachers in Anglican schools.

Throughout 2022, we were also very grateful to connect with ISCAST (Institute for the Study of Christianity in an Age of Science and Technology) once again. ISCAST has been supporting Anglican schools for several years. ISCAST is known for the work they do exploring science and Christianity – “Christianity. Science. In Conversation.” We have been delighted to be included in some of their research proposals. We have looked at ways of working together in a number of initiatives, including supporting the work of Tony Rinaudo, world-renowned agronomist. ISCAST generously offer support, resources and information to all Anglican schools.

We have also continued to work with the Queensland Children’s Ministry Network, and this is another organisation that helps us to remain connected to the wider community and enables us to access resources and information from a range of ministry networks across Australia and beyond. We are very grateful to this group of generous colleagues who share so willingly with us. We are able to pass on information about resources and events that may be useful for Anglican schools.

Our connection with parishes has continued and we would particularly like to acknowledge the generous support of St Paul’s East Brisbane. Through the parish, we have received a huge bundle of Trauma Teddies – which we call Prayer Bears – that have found homes in many Anglican schools. We are immensely grateful to the Mothers’ Union and St Paul’s East Brisbane. The adorable ‘Prayer Bears’ have been loved and valued by many and hold a treasured place in the hearts of many students.

Eve James, Manager of the Roscoe Library, has once again offered wisdom and guidance to the Anglican Schools Commission and we are so grateful to Eve and her colleagues for their continued support of the work of the religious educators in schools. Eve recommends resources for use in schools and sources relevant books as needed. Her wisdom serves to inspire teachers and engage students!

The Anglican Schools Librarians Association Network – ASLAN – continued to thrive throughout the year. We were thrilled to visit schools and learn from the library staff at Hillbrook and St Aidan’s.

Religious Education and Anglican identity in schools

In 2022, the Anglican Schools Commission remained committed to supporting all schools and felt privileged to accompany so many remarkable religious educators as they worked tirelessly to design, deliver and implement their outstanding programs of Religious Education. Students in Anglican schools are explicitly taught lifelong skills, including: how to hold balanced, respectful and well informed conversations, how to think critically about complex problems, how to reflect on issues from an ethical or philosophical perspective

and how to express opinions with discernment. In Religious Education in Anglican schools, students can think about big ideas such as belonging, meaning, purpose and truth. In addition, students can explore big questions such as, “What counts as worthwhile?” or “What or who can be trusted?”

We are grateful to the teachers of Religious Education for the light they shine, for their good works and for their wisdom in leading Religious Education. Religious Education sits at the heart of an outstanding Anglican education in Southern Queensland and we give thanks for the opportunity to accompany staff as they work in this most important area of education.

Indigenous Education

Reconciliation Action Plans

The Indigenous Education program across the schools is matured to a point where 17 schools are undertaking or, are planning to undertake, a Reconciliation Action Plan. There are several schools who have almost completed their first RAP. Two schools who were not previously part of the Indigenous program have willingly joined the program and are keen to demonstrate their commitment by undertaking RAPs and contribute overall to the Indigenous space with programs involving elder and traditional owner connections between the school and the Indigenous community. Overall, our Indigenous student population has increased significantly.

In total, a couple of our schools have submitted their RAP to Reconciliation Australia for endorsement for approval in the 2023 year. I was invited by Lindisfarne Anglican College and Bishop Druitt College late in the year to visit and assist with their RAP journey, which I have agreed to do. I have also accepted to assist the Grafton Anglican Diocese with their RAP journey.

Traditional Aboriginal Games Festivals

This year we planned the return of the Traditional Aboriginal Games Festivals at Coomera Anglican College and St Johns Anglican College. This was due to occur in May, however, torrential rain ruined both the events and are scheduled to return in 2023. Hillbrook has expressed interest in hosting the secondary games segment of the games as an extension of the RAP activities. They hope to include non-Anglican schools to the carnival in the spirit of community reconciliation and sharing. These games are planned to occur during Reconciliation Week in 2023.

Partnerships

During the year, the Director of Indigenous Education has been liaising with multiple agencies aligned with the ASC vision to achieve a greater impact than we could alone with the Indigenous education aspect of the overall program.

Nyuemba Indigenous Education Research Institute

On the 28 September, the Social Research Centre was engaged by the ASC and conducted a workshop with members of our stakeholders' interview group. This group (36 participants) included heads of schools, community groups, government bodies, visiting academics from universities. The workshop was a huge success and received very positive feedback.

Of the five universities in attendance, each have indicated they are keen to partner with the Nyuemba Institute, with a view to share resources as well as undertake collaborative research projects and programs.

The Social Research Centre has submitted a full report with the accompanying literature review, results from the stakeholder interviews and supplying key findings from those subsequent interviews.

Stakeholders identified the following areas across different levels of the school environment which contributed to challenges in providing equity in education: teacher confidence, ensuring culturally safe schools in which students can embrace their identity, and engagement with the local community.

The Social Research Centre in collaboration with the Director of Indigenous Education has also developed an Evaluation Framework to accompany the development report which demonstrates the methodology in undertaking the various streams of work.

Significant findings:

Many stakeholders felt that culture identity and engagement should be viewed as part of the solution, because there is evidence that links between cultural attachment and successful participation in education and training. However, schools are seeing different perspectives on cultural identity from their students.

Some stakeholders noted that Aboriginal and/or Torres Strait Islander students may not feel comfortable acknowledging their identity at school. A few suggested that this may be due to a school environment which is perceived as not being culturally safe, or one which operates within a predominantly white and middle-class socio-cultural-economic context.

Another described Aboriginal and/or Torres Strait Islander students not willing to embrace their identity and advocate for their needs as being the biggest 'handbrake' in 'putting Indigenous education on the agenda' at their school. Some students have expressed to their school that they don't wish to be singled out or get special treatment, while others are taking leadership roles in teaching culture and participating in RAP committees.

Whilst there is other significant evidence in the report which highlights the gaps in knowledge, application, and process in providing equitable environments in our schools, this singular takeout is important for Anglican schools, as we wish to create an inclusive and safe place (culturally) for all our Indigenous students across our entire network.

The ASC Indigenous Cultural Immersion and Competency program

The year-long development of this program has been completed, a portal is being developed to sit inside the new ASC website to create a digital platform for our schools to log into and have access to all our resources, which include lectures, webinars, professional workshops, resource gathering and guides on community engagement, elder liaison, and other initiatives our schools maybe interested in adopting in their schools.

Included in this program is the ***Binanma: The Stolen Generations Teacher's Guide***: which is a teacher's manual and guide on how to teach this subject in our schools from Years 6-12.

Child protection

There was a focus on supporting implementation of the Protecting Children and Young People in Anglican Education Policy, Guidelines and Procedures across the schools and Education and Care Services (ECS') in 2022.

These documents, approved in December 2021, 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.

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; and 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 Non-State Schools Accreditation Board (NSSAB) 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.

In addition to legislated reporting of child protection concerns to statutory authorities, duty-of-care responsibilities and liability place a substantial onus on an ability for schools and services to assess risks posed to children's safety; mitigate these risks to an extent that is reasonable to the circumstances; and implement plans to support children's needs.

Training

In 2022, as a key part of supporting the implementation of the new child protection policy documents, the Child Safety Advocate facilitated full-day sessions with over 200 school and service leaders. Titled Contemporary Management of Child Protection in Schools and Services, these days focused on both providing critical information, and opportunity for participants to undertake reflection, critical analysis and planning on how they prepare for, respond and manage child protection concerns.

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. For schools, this training is required as part of their accreditation as a non-state school. 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
 - provides an awareness of child and youth risk management.

In addition to this, the Child Safety Advocate also provided:

- Student Protection Officers in schools and relevant staff in ECS with in-person induction sessions to support their responses to child protection matters. Over 80 staff attended one of these sessions; and
- A one-hour session for all relevant staff on preventing child sexual abuse through understanding grooming and the importance of professional boundaries, for localised delivery in each school and service.

Online safety

Schools were continued to be 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

In 2022, YSafe began working with schools. YSafe provided (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.

Very positive feedback was received from the schools and YSafe were contracted to continue and expand service delivery in 2023 and 2024.

Early Education and Care Services (Angel Services)

2022 proved to be another eventful year for the Education and Care sector as it continued to pivot in response to the impacts of COVID, weather events and Government policy direction.

ASC ECS team

A highlight for the ECS team was welcoming Catriona MacGregor in March 2022. Catriona was the Director of Rainbow Town Early Learning Centre for many years and brings with her a wealth of experience and enthusiasm.

Staffing shortages

Education and Care Services across Australia struggled to secure and keep staff following the impact of COVID. This is due in part to:

- Workforce exhaustion – as an essential service the workforce remained operational throughout COVID and as a result dealt with increased parental and community angst.
- Low remuneration – the Early Years workforce is predominately made up with low paid females who have continued to leave the sector to take on positions in better paying industries as a result of the skills shortage experienced across multiple sectors.

By the end of 2022, the staff shortage had reached crisis point resulting in many Anglican services closing rooms and, in some instances, non-Anglican service closing whole services due to lack of available staff. The ASC's experience has mirrored the wider sector to a varying degree depending on the service location. Our school-based services fared better than parish services to secure staff most likely due to the difference in pay and conditions offered under the Anglican Schools EBA vs the Children's Services Award.

The Anglican Schools Commission noted that, by the end of the 2022, all new staff interviewing for positions were confidently requesting above award conditions and pay regardless of experience, qualifications and positions applied for.

The ASC provided ongoing support to our education and care services in the form of:

- Operational adjustments services could consider, to enable continued operation during staff shortage.
- Communication templates for staff and families where staffing is impacted.
- Risk assessment considerations regarding supervision and safety should a service experience disruption and/or scenarios where staff are not familiar with the service and children.

In August, the ASC worked with services ahead of a planned unprotected strike action to ascertain possible service disruption. The ASC worked closely with parish-based services to ensure rostering was scheduled so as to enable staff who wished to strike were able to do so whilst maintaining supervision and safety as the priority. The ASC saw a small number of parish-based employees participate and no school-based employees engage in the workforce action.

The ASC provided all Directors, Nominated Supervisors and Business Managers with a strike action letter for distribution to employee to inform them of the legal requirements regarding pay during an unprotected strike.

The ASC expects the difficulties to attract and retain staff in Education and Care Services to continue for a number of years and will likely require further Government policy intervention to rectify. A National Early Years Summit is planned for 2023 to look at the ongoing staffing crisis being felt across Australia.

Nominated Supervisor training

The ASC provided ongoing support for all new and existing Nominated Supervisors throughout 2022 as part of its duty of care to employees. The ASC's focus in this area has been to equip staff with the skills and resources to perform the legal requirements of the Nominated Supervisor position to the expectations of the Approved Provider. Where possible the ASC has sought to have two staff trained at all centres to ease coverage and understanding during periods of change.

As the Approved Provider is responsible for the appointment of Nominated Supervisors, the ASC worked with school-based services to ensure candidates were suitable for the role of Nominated Supervisor position where applicants with greater skills in school years were put forward.

Changes to funding COVID-related definition

Temporary measures introduced by the State Government introduced primarily for funding purposes at the start of had a negative impact on the already low morale within the sector.

Definition of close contact in an essential service:

Changes to the definition of close contact within an essential service meant staff within an ECS were not considered to be a 'household like contact' and as such were not subject to isolation requirements for close contacts where they are non-symptomatic. This decision was based on the impacts being felt by staff shortages and the low impact of COVID on young children. To address the increasing staff crisis, the State Government began issuing staffing waivers, to allow services to operate with staff that are less qualified provided the ratio is being met. The Anglican Schools Commission provided ongoing support and encouragement to staff throughout this time to ensure they felt heard, seen, and valued by their Approved Provider.

QKFS audits

The Approved Provider was subject to a review of its Queensland Kindergarten Funding Scheme (QKFS) allocation during 2022. This saw five services undergo a detailed desktop audit by State Government. The results of which found four of the five services had used funds within the funding guidelines, where one service was required to return \$22,900.05 funding.

Funding covers expenditure for items such as:

- Resources,
- staffing wages,
- staffing professional development, and
- reduction of fees.

Federal funding

The ASC was provided with notice from Department of Education, Skills and Employment (DESE) that between 5 July 2021 and 3 July 2022 at least 10% of all sessions of care were reported outside the timeframes by one of its school-based services. The ASC worked with the Nominated Supervisor to ensure this was rectified, and required reporting to the ASC and the School Line Manager noting changes to be made including:

- the processes for reporting – including role titles of person who submits session reports,
- a copy of the position description for the person who completes session reports – showing responsibility for reporting,
- the process for providing advance notice of upcoming reports to the person who is responsible for reporting,
- the process for ensuring reports are completed on time and accurately in the absence of the person whose main responsibility it is to do session reports,
- The process for checking reporting is completed on time with advance notice – including role title,
- a copy of the position description for the person who is responsible for checking reports are completed on time and accurate – showing responsibility for oversight of process and accuracy,
- the process for ensuring the person reporting has uninterrupted time to submit reports, and
- a copy of training certificate or acknowledgement that training was provided to the person responsible for reporting sessions to ensure knowledge and skillset.

Overview of incidents

The ASC dealt with approx 30 reportable incidents throughout 2022. This included:

- approx 22 physical injuries,
- approx three allegations of harm (including sex based and psychological),
- approx two incidents of children unaccounted for, and
- approx three administrative concerns.

Weather events

There were multiple closures and re-openings as a result of weather events during 2022.

The ASC closed and opened 11 services within a 24-hour period, some at the direction of the State Premier and some to ensure staff were able to get to their respective schools and ECS to collect children and make it to their residences before roads were closed.

One ECS remained closed for several weeks as a result of flooding. State Government Funding was made available to the Approved Provider for flood affected ECS, however, our services did not meet the criteria.

Little Angels Salisbury Early Learning Service

The ASC continued to work with the Property team and the Department of Education to make structural changes to achieve a service approval. The ASC continued to communicate with families on the waiting list to provide updates and held a number of very successful meet and greet evenings with the local community. The ASC has worked with a marketing company to establish a website and continues to work with the Diocese to establish other operational requirements including IT and bank accounts.

Closure

With only one year left to run on our Sunnybank Early Learning Centre lease from the State Government the decision was taken to cease operations at the end of 2022. The service felt the impact of COVID with the service never fully recovering. The rooms in operation consist largely of families continuing their care arrangements rather than new enrolments which was consistent across the 2021-2022 period. The suburb of Sunnybank saw two newly built Early Learning Centres open in the surrounding streets placing increased pressure on enrolments. Families attending the Sunnybank service were provided with opportunity to attend the new Anglican ELC in Salisbury less than 10-minute drive from Sunnybank.

Trinity Family Support Network

The ASC coordinated the 'amendment to funding' for Trinity Family Support Network. The funding variation saw a change in reporting requirements where the focus moved to targeted aged children (five years) within the program. A second amendment to funding variation saw the reporting measures move back to financials to support the data collected on eligible-aged children.

Director Network meetings

The ECS team provided two face-to-face opportunities for Directors to gather as a group at ASC led Director Network meetings. One meeting was held in Brisbane and one was held at St Luke's Anglican Early Learning Centre in Bundaberg. Each meeting was well attended and offered an opportunity for the Directors to network, share resources and learnings whilst viewing new environments.

Assessment and Rating

The ASC provided administrative and operational support to three services:

- Sunnybank ELC
- Rainbow Town
- Coomera ELC

who underwent assessment and rating in 2022. All services achieved Meeting Quality Standard.

Child Protection audits

Throughout 2022, the ASC ECS team supported an external Child Protection Auditor with a review of each service's approach to child protection. The ASC ECS team coordinated each visit, attended each review and the collection of findings.

Policy and procedures

The ASC ECS team has written and reviewed approx 28 policy and procedures as required to meet legislation. Each policy is developed with consideration to:

- legislative requirements,
- governance functions being met,
- quality benchmarking for Angel services, and
- recognised industry expert advice.

All policies have been reviewed and endorsed by the ASC.

The next phase of policy development will include an annual review and development of associated documents and forms and is expected to commence in 2023.

In closing

Our hope was that 2022 would show a return to 'normal' operations but from the report above you can see there were residual effects of COVID, together with population growth in Queensland has put our Early Education and Care Services and Schools under pressure. The report, particularly when read in conjunction with school reports highlights the achievements and work of the Anglican School Commission.

The ASC is a small team with a sincere commitment to building and enabling flourishing Schools and ECSs, that are safe environments for staff and students alike.

*The Rt Rev'd Jeremy Greaves,
Bishop for the Northern Region,
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 2022 with optimism and vigour, seeking to achieve highly across the life of the School despite commencing the year with initial setbacks due to flooding and a brief period of 'school-at-home'. Fortunately, the remainder of the year brought about a much-anticipated return to normal with camps, events, and curricular activities in their original formats. Pleasingly, the School's first international tour to the USA since 2019 was undertaken in December.

The following achievements exemplified Churchie's mission in 2022, 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 graduating Year 12 students achieved strong academic results across the QCE and IB pathways, with a highlight of four perfect 99.95 ATARs.
- Many students attained strong results across QCE, IB and VET pathways thus providing a broad range of post-school pathways.
- Ambitious master plan projects continued, with the completion of a full refurbishment of the School's boarding accommodation facilities a testament to the special and enduring place of boarding in the life of the School.
- The cocurricular programme was very successful, securing three GPS premierships (Rugby, Chess, Debating) and being well supported by students and parents. Further, Churchie Chess won the national schools chess championship, both primary and secondary, Churchie Football reached the national finals of the Bill Turner Cup and Churchie Volleyball Firsts won the Australian Volleyball Schools Cup.
- The Churchie Research Centre launched a website to commence partner programs with schools around Australia and the world, to share the world-leading insights of Churchie's study skills intervention program, A Learner's Toolkit. Many schools around Australia have connected with this initiative and are sharing student performance data to advance learning for all.

Worship and Christian ministry

During 2022, worship activities sometimes featured as a virtual service and other times, face to face, with attending 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 was held over until 2023 due to episcopal attendance at Lambeth Conference. The Prep School held its Admissions to Holy Communion program with two services allowing for five baptisms and 25 students participating with guests in attendance.

Highlights for the year were the House Chapels planned by their Sacristans, their final Eucharist, and Valedictory services. The annual Year 6 Graduation Service was, as always, a genuine highlight and led by Prep Lay Chaplain Stephanie Cotroneo. House Sacristans led their houses in weekly prayer at house meetings and were an example to their peers in exploring and expressing their faith.

Prayers are always offered at the commencement of staff meetings and assemblies.

Engagement with local parishes

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

Churchie worships in St John's Cathedral three times a year for Founder's Day in February and for Prep services at Easter and Christmas and is pleased to have a longstanding partnership in educating the Cathedral Choristers. Members of Anglicare assist and participate in the Preparatory School Christmas Service. Deacon Dr Ann Solari visited to speak to Year 5 about responding to the challenge of homelessness in our local community. Students acted in response to what they heard and learnt. They worked with teachers to raise awareness on assembly and in our school newsletter. Students called for community support with invitations to collect suitable food items, blankets and bedding as well as personal hygiene items. The community response was overwhelmingly generous, in addition to the learning and engagement of the students.

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 Senior Chaplain supported the worshipping life of local parishes through preaching and Churchie students were involved with Anzac Day and Remembrance Day observances.

Relationships

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

Chaplaincy

In 2022, the chaplaincy team at Churchie consisted of:

- The Rev'd Jessica Grant, Senior Chaplain
- Mrs Stephanie Cotroneo, Lay Chaplain Prep School
- Mr Max Condon, Head of Religious Education Faculty
- Mr John Collins, Director of Service (Term 1)
- Mr Clayton Kelly, Director of Service (Terms 2 to 4).

The Religious Education leaders (coordinators) were:

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

Diversity

Churchie values and respects the cultural backgrounds and religious beliefs of all students, encouraging engagement in the Anglican faith while valuing and encouraging celebration of diversity. The Chaplaincy team worked with the Anglican Schools Commission to ensure that our chapel program and RE curriculum reflect the diversity of the student body and wider community. During 2022, progress commenced towards embedding of Indigenous spirituality in the curriculum.

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 2022, activities were structured as necessary according to health authority and government directions around COVID. However, Churchie students successfully completed outreach and service initiatives in the local and international community.

Service activities in the Prep School included sustainability and recycling initiatives and the community response to collecting items to assist and support those sleeping rough and seeking assistance through Dr Ann Solari at St John's Cathedral.

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 2022, there were 13 Yalari Scholars enrolled at Churchie. This program plays a fundamental role in advancing Indigenous education throughout the School and wider community.
- 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 2022.
- Aboriginal artist, Yuwaalaraay woman Ms Wendy Rix was commissioned to work with Year 6 students to connect with their unit, 'How we express ourselves'. Students created their own piece of art inspired by Wendy's work and story, which was displayed for our community in a mural which reflected the opportunity and experience.
- A member of the Chaplaincy team and a Prep School teacher attended the Reconciliation Week presentation St John's Cathedral. The Chaplaincy team was also represented at the NAIDOC Week Service at Green Hills Parish and the Coming of the Light Service at Fortitude Valley.
- Staff members from the Prep School attend Educator's Circles regularly at Benarrawa, Graceville.
- The School provides boarding house accommodation and staff to coach and support an Indigenous team in the annual Murri Rugby League Carnival. Young Indigenous athletes travel from all over Queensland and NSW to participate in this team.

School values

As recognised in the current school strategic plan, *Our Strategy 2018 to 2022*, Churchie values:

- future-focused learning and thinking,
- a balanced curriculum,
- emotional intelligence, wellbeing, and resilience,
- tradition, culture, and community,
- commitment to excellence,
- respect, compassion, and support, and
- openness and integrity.

In the Senior School, learning values are imagination, discipline, diligence, preparation, and determination. Behavioural values are humility, integrity, honesty, dignity, chivalry, and loyalty.

The Prep School's values are celebrated and discussed regularly via 'values of the week' in the newsletter. As an IB World School delivering the Primary Years Program, values of respect, cooperation, trust, chivalry and enthusiasm are paired with learning attributes of the IB learner profile attributes, to prompt discussion of each supporting the other.

Achievements and 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 2022

Churchie's class of 2022 achieved excellent results, and we commend them on their success. We also acknowledge teachers and parents for their dedication, support, and encouragement.

- Four Queensland Certificate of Education Churchie students achieved the maximum possible ATAR of 99.95, three from the QCE pathway and one from the IB pathway
- The School's achieved its first IB perfect score of 45.
- Seven QCE students received an overall result of 100 in different QCE subjects and another 16 QCE students achieved an overall result of 99.
- Eleven IB students received a perfect score in at least one of their IB subjects.
- The median QCE ATAR was 91.90 and the median IB ATAR equivalent score was 93.25.
- Several students were awarded university scholarships, including scholarships to leading universities.

| | QCE results 2022 | IB results 2022 |
|----------------------------|-------------------------|------------------------|
| 99+ ATAR (IB score of 42+) | 15% | 14% |
| 98+ ATAR (IB score of 41+) | 20% | 19% |
| 95+ ATAR (IB score of 37+) | 36% | 43% |
| 90+ ATAR (IB score of 34+) | 58% | 67% |

We also acknowledge the success of students who completed our vocational pathway, many receiving Diploma of Business and Certificate IV qualifications.

Events

Major events in the Churchie community include 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. Also, a special event at Churchie was held to commemorate the 30th anniversary of the ordination of women in the Anglican Church of Australia. Special Guest Rev'd Jocelyn Pitt visited and attended Prep School chapel services on 2 November. The occasion was also an opportunity to celebrate Rev'd Jocelyn's special connection to Churchie, as a teacher and then Chaplain.

Major projects

During 2022, the School delivered key projects under the current Master Plan aimed to enhance service to the academic and pastoral programs. These included refurbishments in Prep School learning areas and the Gerald boarding house with planning continuing towards the future performing arts centre.

Archbishop's message

Churchie values the Archbishop's annual message for the commencement of the school year. The theme for 2022 'Being Together, Embracing Joy' has permeated many aspects of the curriculum and worship.

The Archbishop's theme was the basis for all Prep School Religious Education lessons and Chapel services in term, and all staff and students viewed the Archbishop's message during chapel. Students showed their understanding of 'Embracing Joy' through drawing cover pages, reflecting on and celebrating diversity, creating an Essential Agreement for a safe and happy RE class, and exploring related Biblical text.

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 can achieve their personal best in all life's dimensions for the benefit of the global community.

CHAC celebrated its 34th year in 2022, and throughout the year, the College enjoyed many opportunities for growth and celebrated numerous achievements. Construction was completed on the redeveloped primary precinct, and students enjoyed the addition of newly covered sports courts.

The tone of the year was set by the College's 2022 theme *Attitudes and Actions*, 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 and 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.

Our community worship services were enjoyed with the enhancement of our CHAC@4 Community Worship. A social time before the service was reintroduced, along with an exceptional line-up of guest speakers including the Rev'd Daniel Hobbs and The Rev'd Dr Ann Solari. 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.

The College held the biennial Outback Tour, which saw 35 students plus staff travel to outback Queensland for a week of service learning and cultural experiences. The group visited Roma's Anglicare, where they donated 10 boxes full of stationery collected by the College community. They learnt about the history of the Anglican church and listened to how the donations would contribute to the lives of children in care. The tour group also visited the Royal Flying Doctor Service, where they presented a donation.

Primary and Secondary Chapel services were ably supported by the College's Spiritual Leaders, who continued to offer reflections and prayers at assemblies and chapel services. New ways of approaching Primary Chapel resulted in Year 4 students inviting a Year 12 class to join them for a combined service. Reflections created by Spiritual Leaders are shared with our community regularly in the College newsletter.

The 2022 College Captains held numerous 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 day fundraisers, and our Primary students supported Hummingbird House through a fundraiser, while our Year 6 students donated the profits from their CHACpreneurs stall to the Mater Little Miracles Foundation.

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. In conjunction with the Mater Hospital, the College's support of the Zonta breast cushion project saw CHAC receive favourable media coverage on ABC Brisbane *Breakfast* and 7 News.

The committee also arranged a breakfast to raise awareness of local homelessness issues with the Rev'd Donna Peterson from St Peter's Anglican Parish, Wynnum as guest speaker. The Social Justice Committee again held the CHAC Christmas Food Appeal, donating a truck full of food and stationery items to Pete's Pantry in Wynnum.

CHAC 2021 graduate and recipient of the St Francis and St Clare Shield, Kelly-Ann Sparks, was also awarded the prestigious CHAC Cross Pin during the College's Honours Assembly in February. This is presented in recognition of significant contribution to the spiritual life of the College.

The Life and Faith Program at CHAC upholds the Anglican tradition of a fearless exploration of the scriptures and church tradition, as well as the development of critical and creative thinking skills in the context of religious studies. From Prep to Year 12, all students participate in classroom learning about the Christian Faith, which 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 led by the Chaplain.

Engagement with local parishes

CHAC's participation in Diocesan events is long-standing, and in 2022 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 Goodji Festival at St John's Anglican College. Five Year 10 students represented CHAC at this significant event.

Representations of local parishes also attended the CHAC@4 Community Worship Services.

Alison Stone from Franciscan Schools Australia addressed Year 11 and 12 Spiritual Leaders about collaborative opportunities for 2023.

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, 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. Primary raised money for the Hummingbird House through a bake sale, and Secondary held a BBQ to raise funds for Tonga following the tsunami that struck there early in the year.

Primary again held its successful fashion swap to raise awareness of the environmental impact of fast fashion.

The Boys' Committee continued to support and nurture boys in our community through events and programs such as the Boys for Success Breakfast with guest speaker CHAC Alumni Lachlan Seawright from The University of Queensland, along with the successful Boys' and Men's Weekend at Kenilworth.

The Girls' Committee organised an International Women's Day Breakfast, and, together with the Boys' Committee, joined with Zonta to help pack 200 birthing kits for women in developing countries and 250 breast cushion packs for distribution in the local east Brisbane area.

Two Year 6 students were named Highly Commended in this year's Brisbane City Council WasteSMART Awards. Recognised for their efforts to recycle clothing as part of their 2022 'Fashion House' project, they were one of 397 nominations in this year's event.

CHAC's community service activities included:

Social Justice Committee:

- Tonga BBQ fundraiser,
- Social Justice Breakfast,
- Christmas appeal,
- fundraiser to support people in south east Qld impacted by flooding, and
- free dress day to raise funds for the Goodna Anglican Welfare Ministries.

Environment Committee:

- #CHACpledge video initiative,
- Lob-a-choc to support the work of Deathrow Unchained (animal welfare organisations),
- paper recycling program, and
- Environmental Carnival Games to raise money for in-school sustainability initiatives.

Boys' and Girls' Education Committees:

- Boys for Success breakfast,
- International Women's Day breakfast,
- Packing birthing kits with Zonta,
- Zonta breast care cushion assembly,
- Boys' and Men's weekend, and
- Girls' movie night.

Primary:

- Primary composting and recycling initiative,
- Primary bake sale raising \$1200 for Hummingbird House,
- introduction of a new waste system, and
- worm farms and compost gardens were added to the primary gardens.

Staff development

The year saw our educators continue their professional commitment to our students, and our various service teams were diligent in administering the business operations of the College in support of its educational goals.

Throughout the year, staff undertook professional development for advanced skills in a variety of areas, continued to serve on national and state education bodies, applied for Highly Accomplished Teacher and Lead Teacher classifications, and pursued lifelong learning opportunities through further study. During 2022, two College teaching staff were awarded Highly Accomplished Teacher status.

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 and 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 2022 saw CHAC secure the top spot in the TAS competition for the fourth year in a row.

Students also continued prolific representation at leading competitions, including:

- in an Opti-MINDs first, all four CHAC secondary teams were awarded state titles;
- the Year 10 Ethics Olympiad team was awarded gold at the Queensland Senior Ethics Olympiad and competed in the international final, while our Year 11 team achieved Bronze in the state competition; and
- the College was named champion school in the TAS (The Associated Schools) inter-school sporting competition.

Major projects

In 2022, the College continued 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 completed on the new Primary precinct, which includes a contemporary library and facilities for Primary staff.

Future plans

The College has a number of contemporary facility projects included in the latest iteration of the Masterplan and is awaiting approval from a Ministerial Infrastructure Designations application.

Coomera Anglican College

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

In 2022, Coomera Anglican College completed its 26th year of operation, and farewelled its founding, and only Principal, Dr Mark Sly.

This momentous occasion was marked in many ways throughout the year, most notably at the Foundation Principal's Celebration Soiree in Term 3. This event witnessed the coming together of past and present students, families, and staff to honour Dr Sly's outstanding dedication and commitment to the College community over 26.5 years. Dr Sly's immeasurable contribution was also acknowledged with a cocktail party attended by members of the ASC, APS Heads, representatives from local and state government and invited members of the College community.

Mr Patrick Innes-Hill has been appointed to replace Dr Sly as College Principal.

College purpose

Inspire Excellence in Teaching, Learning, Service and Faith.

We operate with a Purpose Statement rather than a Mission or Vision Statement, we believe this is a more contemporary approach to education. This statement is well known by all staff and students, and is lived through our decisions and applications each day. It underpins our strategic goals, which address our five strategic pillars: *teaching, learning, wellbeing, service-and-faith* and *people-and-place*. In 2022, we sought to implement an extensive range of developments to further our strategic goals and reinforce our purpose.

Ethos and 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 2021, work with The Rev'd Richard Browning, Director of Mission, extended this work to encapsulate the identity of Anglican schools in Southern Queensland. This continued to shape our culture and operations as an Anglican College in 2022.

Worship and Christian ministry

The worship life of the College remained strong with worship bands (directed by Mrs Natasha Materne) operating on all College campuses. In 2022, worship services were held weekly for our Primary and Senior Secondary (Years 10-12) students, and fortnightly for our Junior Secondary students. Worship services lasted 40 minutes and were held (predominantly) in our School hall (IGC). Annual house worship services were held each term. Worship was contemporary in style, using music designed to connect with the student body, yet still use an intentional liturgy of words, prayers, readings etc.

At the end of Term 1, our Worship program was featured in a keynote address at the Queensland Anglican Schools conference. In particular, the College's focus on authentic engagement through music in the worship space was explored and explained. As a result of this keynote address, we were invited to provide a two-page feature article for the *Anglican Schools Australia* magazine.

In Term 3, the students created their fourth original song with Griffith University popular music lecturer, Caleb James. With a focus on gratitude, this song was dedicated to Dr Sly in appreciation of his support of the Worship Band Program.

Worship during 2022 continued to be shaped and led by Dom Fay, who was joined by Mrs Rachael Steltzer. Miss Lucy Maud (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.

In the Secondary School, worship in 2022 was inspired by Alexander John Shaia's work of connecting the Gospels to the four seasons of life. We explored times of change (autumn) through the Gospel of Matthew, times of suffering (winter) through the Gospel of Mark, times of new life/joy (spring) through the Gospel of John, and times of maturing in service (summer) through the Gospel of Luke. This connection between the seasons of nature and the stories of our faith proved to be a very effective way to engage students in the relevancy this tradition has to their own lives.

In the Primary School the theme of 'Mind, Heart, Soul, Strength' informed the focus for each term's worship, as did the Anglican focus on 'Dignity, Wisdom, Hope, Justice'. Term 3 in the Primary ('hope') incorporated a focus on the Lord's Prayer, based on 'Flourishing at the edge of Faith' by Andrew Decort.

Engagement and relationships

Last year St Matthew's (Gold Coast North Parish) congregation hosted the Pre-Preps for their introductory sessions to church in Term 2. Volunteers from the congregation came at our Chaplain's invitation to be part of Under 8s Day. The parish celebration at the end of last year was held in the Ivan Gibbs Centre.

In Secondary, our students visit St Matthew's often. The Year 12 Life & Faith program was partly held there, with students spending ten or so sessions over the course of the year in the space as they explore the deeper questions of their lives.

The Senior Worship Band provided the music for the Gold Coast North Celebration event in collaboration with The Rev'd Gary Smith. The Rt Rev'd John Roundhill was in attendance along with members of the local Gold Coast North parishes, Dr Mark Sly, Virginia Warner, Dom Fay, Natasha Materne and Richard Wills. This event also honoured Dr Sly's contributions to the local Anglican Church community over the past 26 and a half years.

The Senior Worship Band engaged with Robina Anglican Church staff (Jackson King, Rev'd Stewart Perry) for reflection activities on Friday 17 June as a conclusion activity for their 2022 Mini-Mission Trip.

We are also connected to Robina Anglican Church through Rev'd Mary-Anne Rulfs (previous CAC Chaplain) and Jackson King (previous CAC student and employee). This connection has led to Liz Hampson (Head of Art) and a selection of CAC students installing an art piece that used hundreds of origami doves that were created by parishioners at Robina Anglican Church. Further, six Senior Worship Band students worked in conjunction with Jackson King and the Robina music team to provide music at Robina Anglican Church Christmas Carol events.

Chaplaincy

The College remained without an ordained Chaplain for the whole of 2022 and has not yet found an ordained replacement. However, Mr Dom Fay (full-time) and Mrs Rachael Stelzer (0.8 FTE) have taken on the mantle of much of the Chaplaincy work.

The College 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.

Mrs Natasha Materne and Mrs Lucy Maud both contribute significantly to the Chaplaincy life of the school.

Diversity

We are seeing increasing diversity in our school on all fronts. In 2022, this is expressing itself in many ways. For example, we have had students from Hindu and Buddhist backgrounds engaging with the worship space and seeing the College as a space for them to explore their own spirituality. We have also been very grateful to sit within the wide embrace of the Anglican Church on matters of human gender and sexuality, which has enabled us to proactively create a safe and supportive space at the College for students who identify as part of the LGBTIQ+ community. To be able to affirm our very diverse student body is one of the great gifts of being in our Anglican space.

Religious Studies

Co-coordinators: Mrs Natasha Materne (Secondary) and Miss Lucy Maud (Primary)

All students in the College studied Religious and Values Education (RaVE) in 2022. Each primary student took one lesson, and each secondary student took two lessons per week. Our College is unusual in that most of the secondary teachers teach RaVE, something which enabled the Christian perspective to be reinforced across many subject disciplines, not just in RaVE.

Miss Lucy Maud took on the teaching of primary RaVE from Mr Blake Reynolds, and has re-invigorated the subject through her own creative dynamism and commitment to the children, and also through the incorporation of Godly Play into the curriculum in the primary department from the ELC to Year 6.

The Year 12 Life and Faith Program (led by Mr Dom Fay) continued to develop with strong engagement from students and staff in this program.

Missional engagement

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.

The Senior Worship Band provided concerts and engaged with Redlands District Special School, Coomera State Special School and Crossroads Disability service in 2023.

Thread Together (based at Indooroopilly Anglican Church) provided information and a forum for our Year 10 students studying sustainability and the fashion industry in the unit, Money.God.

We were pleased to once again support St John's Anglican Crisis Care by collecting items for the hamper appeal.

Large numbers of 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).

Staff development

Faith and FAISS

The Faith and Spirituality Team (Dom Fay, Rachael Stelzer, Natasha Materne, Lucy Maud) attended all Professional Development days provided by Anglican Church of Southern Queensland (one per term) for Religious Educators and Chaplains. This is a

valuable experience, both for topical lectures and collegiate support. They also attended a seminar and Q and A session in Melbourne with Rob Bell as part of his 'Everything is Spiritual' tour.

Lucy Maud and Rachael Stelzer attended a three-day Godly Play PD at Matthew Flinders Anglican College run by Kathrin Koning with Godly Play Australia.

Dr Mark Sly, Virginia Warner, Bek Duykers, Carolyn Thistlethwaite, Natasha Materne, Dom Fay and Rachael Stelzer attended the 2022 Anglican Schools Conference.

Natasha Materne was a keynote speaker at the national Anglican Schools Conference – Connections in March 2022.

Richard Browning (Director of Mission), presented to all CAC staff and then worked specifically with RaVE staff in a professional development session at the College focusing on "What are we educating fordignity, wisdom, hope and justice."

Teaching and learning

Dr Ron Ritchhart, Senior Research Associate and Principal Investigator at Harvard University's Project Zero, spent a week working with all staff (ELC-Yr 12) to reflect on the visibility of thinking in classrooms and the cultural forces as they help us 'inspire excellence' in our learners and learning.

Reconciliation Action Plan

The College's RAP is continuing to evolve and has been presented (in draft form) to the College Council. The RAP committee meets on a termly basis comprising of members from all pockets of the community (including the College Council), who come together to consider ways to initiate and implement Indigenous perspectives into our programs and physical domains. NAIDOC Week, Reconciliation Week and Harmony Day are just a few of the more visible contributions the RAP is making in our community.

College values

At Coomera Anglican College the language of our values culture is expressed by a strong yet simple message – iLR – imagine, listen, respect. iLR helps all members of our community encapsulate what it means to belong to Coomera Anglican College. This effective language frames our values culture and is employed at the College and at home by parents with great success as it provides consistency and predictability for children. As a community working with children from 2 to 18 years of age, engaging this simple approach effectively ensures that the College ethos permeates all that we do, and reinforces the culture of our College effectively for students and their families. We often remind our students that we are all connected because we attend the same College but belonging is a choice. We are delighted with the commitment of our students who understand the difference and choose to belong. They also understand that 'where one of us go, we all go'. This mantra reinforces for students the idea that they are each personally responsible for maintaining their own reputation and that of the College. It also reinforces the sense of belonging. Values such as this continue to enhance our theme of

Building Community, and our reputation in the community, as a caring Anglican community.

Achievements and contributions of the College

'Anything is Possible' is a lyric from our College Song written in 1997. It is a call to be forward-thinking, confident, and aspirational as we all look to innovate and stretch our thinking, our learning, and to co-design a future of flourishing for today and tomorrow. This year we introduced a series of Student Think Tanks to encourage our young people to wonder and imagine the future and to capture student voice as they consider the skills, dispositions, and knowledge they will need to thrive and shape a future yet to be designed.

High respect for intellectual endeavour

Our College has a high respect for intellectual endeavour. In 2022, 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, and were broadly in line with so-called 'similar schools'. There were many students who studied Certificate courses in Business and Fitness and Recreation in 2022. Our Year 12 results were, again, strong, with students doing significantly better than results across the State.

Thirty three percent of students attained an ATAR of over 90%, 60% achieved a score in excess of 80%, and 95% had a score above 60%. 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, debating and public speaking, and participation levels in sport remain very high.

Major projects and future development

In 2022 significant efforts were made to secure financial and commercial support for the much hoped-for major sporting precinct. Plans were also approved for the Primary Playground update and the Community Innovation Centre that were identified in 2021.

Archbishop's message

We commenced the year hearing the Archbishop's message to schools about 'Being Together, Embracing Joy'. The message was played for families at House worships, at the Leadership Induction ceremony and for staff induction. The College was able to use the message to enhance community togetherness and engagement.

*Mr Patrick Innes-Hill,
Principal*

Fraser Coast Anglican College

Principal: Mr Joe Wright
MEd, BEd, BTeach, GradCertTheol

At the Australian Educators Awards in August in Sydney, there was immense pride when it was announced Fraser Coast Anglican College was officially Australia's 'Best Regional School'. As Principal, I have always known we have something special here at FCAC, and to have that recognised in front of independent and state schools from across the nation was truly a highlight in our College's history.

An independent panel of judges from leaders in education, academia and industry placed FCAC at the top of eight finalists from across Australia. Key factors for being awarded this title were:

- Consistently outstanding academic results (NAPLAN and ATAR).
- A range of quality programs available to students.
- Demonstrated innovation in teaching and learning.
- Development of modern, flexible learning paces (inside and outside).
- Effective management of finances and resources.
- Our response to challenges.

The College has been built around the ethos of, 'enriching body, mind and spirit', and all that has been achieved is the result of outstanding staff, supportive families and courageous leadership at all levels.

Of course, our College community is greater than the sum of all these parts. The Apostle Paul in 1 Corinthians 12:12, used the metaphor of the human body acting as one whilst being made up of many different members; each member is honoured for their unique contribution to the common good. This is true for the College, where many diverse members coming from different backgrounds and possessing differing gifts come together to form a 'beloved community'.

It's difficult to measure those less tangible things that make a school special and a 'beloved community'. However, a devastating loss of a well-liked student brought the College community together and Jesus' message to love one another was clearly evident in the weeks following the tragedy as people from across the College and the community offered support.

The College community came together to grieve and honour their missing classmate and friend, Brody Smith, with fitting tributes and a moving memorial service attended by the whole school and members of the wider community.

The Year 12 graduating class showed extraordinary resilience with 90.6% receiving an ATAR score above 80, 40% above 90 and with one student achieving 99.4. Whilst we

can be proud of these results, we are most proud how students supported each other in their final term and the way they honoured their missing classmate.

Worship and Christian ministry

The Archbishop's theme for 2022 this year, 'Being Together, Embracing Joy' was shared to the College community at the commencement of the school year. As every human bears the image of God, staff and students were asked to look for opportunities to convey the wondrous beauty and joy of diversity. Celebrating our differences and the importance of diversity was a focus in worship and in the classroom.

- For the start of the academic year, The Rev'd Richard Browning, ASC Director of Mission, attended the whole staff worship service at St John's Anglican Church.
- During term time, weekly Wednesday morning staff devotions were conducted in the Chapel. These were a chance to pray and reflect and added a sense of common purpose, connection and belonging.
- In 2022, Secondary students and staff attended Chapel each week based on a roster of House groups led by our College Chaplain, the Rev'd Jeffrey Jarvis. In Primary, students attended Chapel service led by Mrs Leigh Bebington and our College Chaplain.
- Special services were held for the Induction of School Leaders, Celebration of Effort, Ash Wednesday, Anzac Day and a Christmas Carols service.
- Poignant/emotional/moving services included the Memorial Service for Brody Smith and the Year 12 Valedictory Service lead by the Rev'd Jeffrey Jarvis.
- The Mother's Union held a service at the College Chapel followed by a catered morning tea provided by the hospitality department and students.
- Year 11 students led a prayer for the war in Ukraine and created a Prayer Space for all to leave messages, prayers and reflections.

College Chapel Services have supported the classroom learning provided in Religious and Values Education lessons and allowed students to reflect on current social issues with an emphasis on Christian teachings and the scriptures.

Relationships

The College continues its close relationship with St John's Anglican Parish, Hervey Bay with Priest-in-Charge the Rev'd Greg Loumeau, a frequent visitor to the College campus.

Highlights include the St John's Mothers' Union service and morning tea hosted at the College. A toy drive in Term 4 where students donated toys to be distributed by St John's Parish. Year 7 students donated items for Operation Christmas Child. Year 9 students donated some profits from their '\$20 Boss Program' to the Anglican Board of Mission. Some 10 students elected to support the St John's Parish food bank with generous donations as part of their Make a Difference Project. The year ended with a combined FCAC and St John's Community Christmas Carols Service.

On the September staff only day, St Luke's Anglican School staff members travelled to the Fraser Coast to visit the College, spending time comparing notes and taking away

ideas on curriculum and pastoral care. The day continues to provide valuable connections and opportunities for sharing with our Anglican counterparts from Bundaberg.

In the Secondary School, the introduction of Vertical tutor groups in 2022, has been a strategic direction for the College and added to our pastoral care programs and structures. Throughout 2022, these tutor groups have enriched the connections students have made with one another across different year levels. Additionally, each tutor group has had access to two adults, their tutor, (secondary teachers) and a co-tutor (another adult from across the school community). This has enabled our students to not only have connections between students from differing year levels, but authentic and meaningful relationships with their tutor and co-tutor as active advocates and informal mentors to the students in the care.

Included in the College's approach to help nurture well-rounded young members of the Fraser Coast community and leaders of tomorrow, students are also given the freedom and responsibility to have their say on issues affecting them. Whether it's providing input on new sports shorts, reviewing policies or organising events, students are consulted. This creates real opportunities for our students to develop meaningful relationships with the Executive Leadership Team and to develop their own leadership skills, whilst making real decisions and contributions to shape the College.

Religious Studies

Both Primary and Secondary school students attend weekly Religious and Values Education (RaVE) lessons where students can explore the Bible and church traditions and develop philosophical and critical thinking skills in religious and contemporary contexts. Our RaVE program has continued to be strengthened, overseen by Mrs Leigh Bebington in the Primary School and Mrs Lana Priebbenow in the Secondary School. It has been wonderful to have support from Rev'd Richard Browning and Vanessa Gamack from ASC with resources and affirming messages of encouragement.

Students were involved in the Lenten service and were encouraged to actively prepare for Easter by being involved in Easter dramas and completing Lenten tasks every week. The JAM (Jesus and Me) group, which is made up of Year 3-6 students, had a great time rehearsing and performing dances to Christian music that were performed at various community events.

In the Secondary School, the curriculum for Years 7-10 follows the six strands of the Anglican Schools Commission – Religious Education Framework. In Years 11 and 12, students have trialed two newly developed courses. Year 11, based on themes around Anglican Identity and leadership development. Whilst Year 12 has participated in a 'Rites of Passage' program with students exploring, 'their past, their present and their future' as they experience their final year of schooling and plan for a future beyond the school gate.

Throughout the year it has been wonderful to have regular visits from Rev'd Richard Browning from the ASC and his acknowledgement of the professionalism, passion and dedication of the RaVE team headed by Co-Ordinator Mrs Lana Priebbenow and Chaplain, the Rev'd Jeffrey Jarvis. It was also wonderful to have welcomed the Rt Rev'd

Jeremy Greaves for a Q&A session with Year 11 students, where they were able to ask all the 'big' questions on their mind.

Overall, the RaVE program upholds the Anglican traditions and prompts our students to appreciate Christian values, as we endeavour to follow Christ's example in every aspect of College life.

Staff development

A major focus for 2022 was in developing the staff's skills in Youth Mental Health First Aid. FCAC ran a number of courses for staff, parents and community members through MHFA Australia. In conjunction with this, we have reviewed our strategic approach to student wellbeing by developing a Wellbeing Framework for the College, which is due to be released in 2023.

Over the last 12 months, like many educational facilities, staffing has been a struggle especially for a regional setting. By providing training and leadership opportunities our staff have been able to take advantage of opportunities to grow professionally and personally.

Reconciliation Action Plan

As well as the regular NAIDOC Week celebrations and visits with Butchulla elders, the College established a new connection with Kal'ang Respite Care Centre through our association with the close parish. The College supported the centre's Reconciliation Week event and have had discussions on future projects. Additionally, we awarded three scholarships to Indigenous students living locally.

School values

The College's revised Mission and Values Statement was constructed in collaboration with students, staff, parents, the Director of Mission, the ASC and representatives from Diocesan Council over a number of years and was formally adopted in 2022. This Mission and Values Statement is a true reflection of the College's ethos and will be the foundation upon which we grow our community into this new chapter of FCAC's history.

Achievements and contributions

The Fraser Coast region is a low socio-economic area with one of the lowest levels of disposable income per capita in Australia. Yet the College has achieved some truly remarkable achievements, contributions, and academic outcomes. This was recognised with Fraser Coast Anglican College being awarded the best Regional School in Australia at the 2022 Australian Education Awards. The driving force behind this prestigious award is quality staff that make everything possible and attracting people who see the College's vision for education. Whilst there is a strong academic focus, the College offers a holistic approach to education which focuses on the personal development of the student in body, mind and spirit.

Major projects

Utilising the natural environment of the 62 acres of the College is central to the philosophy when considering development of the College grounds. Fraser Coast Anglican College continues to update its campus and facilities. A particular focus is placed on enhancing the outdoor spaces of the campus with playgrounds, social and outdoor learning spaces.

The College was excited to announce the commencement of the Casuarina Multipurpose Centre (CMC) upgrade, a project that the community has been expecting for over a decade. Due to open in mid-2023, the multipurpose facility will provide top class playing surfaces and performance spaces.

Archbishop's message

Throughout 2022, the College community shared the Diocesan theme, 'Being Together, Embracing Joy'. The message invited us to; value the wellbeing of others, treat others with respect and dignity and to act with honesty and integrity in our interactions. The theme was woven into pastoral care lessons, religious education courses, and in Chapel services and assembly reflections.

In our classrooms, we have focused on providing opportunities to appreciate the diversity of student's social identities: race, class, gender, sexual orientation and age with the use of appropriate language to remove obstacles to connection to school. Our classrooms are 'identify safe' spaces of trust and support for each other simply as humans.

Primary students embraced the opportunity to truly experience the Archbishop's theme on 'Embracing Joy'. They explored every aspect of what joy looks like, feels like and sounds like in their everyday life. Students acted out and reflected on Bible verses and stories that echoed the theme of joy. The Year 6s spent time being 'Joy Spotters' and then created presentations to share their experiences. They also spent time during their lunch breaks being 'Joy Givers', where they were involved in flash dance mobs, blowing bubbles for the Prep-2s, organising games for younger students and fundraising.

In the Secondary School, Year 7 looked at community and how we can give joy to others and celebrate diversity. Year 8 examined the Beatitudes and the Jesus' messages on attitudes and behaviours towards others. Year 9 focused on social justice issues of equity and fairness and how giving to others can enhance our own joy. Year 10 celebrated the diversity of other religious communities. Year 11 and 12 examined their own personal values and those of others with a view to understanding our world better.

Conclusion

This year our College has faced significant challenges resulting from the pandemic and the loss of one of its own. As Principal, I thought I could not be any prouder of this community as I received, on behalf of the College, the 'Best Regional School' award. However, it was in the way the community responded in the depths of tragedy and despair that evoked the greatest feelings of pride. We talk a great deal about being a Christian community and, in 2022, we have proved to each other just how strong this FCAC community is.

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 2022 was the Year of Connectedness, which tied in with the Archbishop's theme of 'Being Together, Embracing Joy'.

With the continued presence of COVID in the community, the College continued to adapt teaching practices to allow for periods of absence by both staff and students. Student wellbeing remained a focus during 2022, and staff also undertook many wellbeing activities during the year, including water colours, crocheting, cooking and various sporting activities.

The Seniors of 2022 faced the year with confidence, determination and a positive mindset despite the delayed start to the academic year. 4% 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 placing them in the top 10%. The highest ATAR was 99.25, with the median ATAR for the 2022 cohort being 81.9. These students have experienced disruption to their learning for the entirety of their senior years due to COVID.

These results highlight the dedication shown by our teaching staff, and the resilience of the students to continue to succeed in very challenging circumstances.

Worship and Christian ministry

With the delayed commencement to the academic year, the College was unable to hold its annual Commencement and Leadership Service for staff and students at St John's Cathedral.

The College marked the changes of liturgical seasons through special services held on Ash Wednesday, Easter celebrations and Christmas.

The Rev'd Juliana Bate officiated at Eucharist Services for staff and students, while also preparing students for Baptism and Confirmation into the Anglican Church.

The College was able to hold the 2022 Valedictory Service in the Cathedral, with staff, Year 12 students and families in attendance at this very special service.

Engagement with local parishes

St John's again connected with the local parish of Centenary Suburbs. Following his retirement during 2022, the Rev'd John Coleman continued to assist the College as required in conducting services. The College will continue to maintain its relationship with the parish following the induction of The Rev'd Elizabeth Donald McConnell.

Chaplaincy

The Rev'd Juliana Bate continued to conduct Chapel services on both campuses during 2022, and prepared Junior School students to be inducted into the Anglican faith through Baptism and Confirmation.

The College conducted Prayer Spaces at both the Junior and Secondary campuses, allowing our students the opportunity to reflect and refocus during their busy and often stressful periods of schooling. Themes included personal reflection, kindness, challenges and growth, hope and prayer.

Religious Studies

The College follows the Anglican Church Religious and Christian Education Prep-12 syllabus. Both Junior and Secondary students attend RaVE lessons providing them with religious and values education.

The Rite Journey is a unique educational program designed to support the development of resourceful, responsible, respectful and resilient adults. Throughout this year long program, our Year 9 students are given many opportunities for growth, to start making the transition from childhood to adulthood. To become the best version of themselves. In small class groups, highly trained teachers integrate physical challenges, group discussion and mentorship to deliver this special and highly regarded program. The program is taught in single gender classes. During the course of the year they acknowledge and celebrate the student's shift into adulthood and offer the opportunity for conversations and experiences to guide this transition. The focus of the program is encourage the students to discover their strengths and to build self-awareness and responsibility.

Middle School students (Years 7-9) worked from a shared curriculum, while Year 10 and 11 students trialled a Certificate III course in Theology and Ministry. Year 12 students explored Indigenous culture and spiritualities throughout the year.

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 2022, with the annual Christmas Tree appeal supporting Mission to Seafarers.

Students and staff participated in various fundraising activities during the year, including Shave for a Cure, and the Pony Tail Project. 2022 saw the return of the annual Cake

Auction, a much loved event on the College calendar. Students baked cakes which were auctioned off, with funds raised going to Anglicare.

2022 saw the recommencement of the Inala Refugee Homework Club, with students and staff providing academic support and tutoring to refugee families. Students participated in service activities through the Duke of Edinburgh Awards and Leos Club.

Staff development

Despite the continuing challenges presented by the pandemic, staff participated in a number of physical and online professional development opportunities. The College continued its relationship with the Science of Learning Research Centre at the University of Queensland to continue the work commenced on the Wellbeing Framework. Collaborations with ISQ also continued on Teacher Growth and Development, and Oracy. St John's values mentoring the next generation of teachers, and during 2022 hosted several pre-service teachers from a number of universities.

Reconciliation Action Plan

NAIDOC and Reconciliation themed chapel services were held on both campuses. Mrs Mclvor and the Rev'd Juliana Bate continue to work the Anglican Schools Commission to develop relationships with the Indigenous community.

Achievements and contributions

In conjunction with the Anglican Schools Commission, St John's hosted the Goodji Festival on 5 August 2022.

Under the guidance of the Rev'd Richard Browning, Director of Mission, Anglican Schools Commission, the Rev'd Juliana Bate and Mrs Petta Scheiwe, Service Coordinator, students in Years 10 to 12 organised this event to provide a feast of disruptive inspiration for a bigger and shared good. Year 10 students from Anglican schools in Brisbane attended the festival, and participated in workshops, listened to speakers and musical items, and were generally inspired.

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 well being 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 Middle School Precinct was officially opened in April 2022 with Her Excellency, Dr Jeanette Young, Governor of Queensland in attendance, together with The Most Rev'd

Dr Phillip Aspinall, Archbishop of Brisbane. The Middle School Precinct created a vibrant, flexible learning environment for our students.

Other building projects completed in 2022 included two new classrooms on the Junior campus, and the refurbishment of a lower Junior School block consisting of four classrooms. The new classrooms were required to accommodate student enrolment growth, and the refurbishment project brought existing classrooms into alignment with current teaching standards.

Future plans

The College continues to plan for the next major project, the St John's Aquatic Centre. The St John's Aquatic Centre will involve the construction of nine new classroom spaces, office, gymnasium, learn to swim pool, 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 challenging year.

Dr Carla Tromans assumed the role of Chair of Council and FSAC Ltd Director in 2022, following the departure of Mr Stephen Scott. The College also welcomed Mrs Kristy Hammond as a Council Member.

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, MEd, GAICD, MACEL

The College has grown considerably in the past 24 years, and with this growth comes considerable change. Change is inevitable as we build more facilities, welcome new families and new staff and farewell families and staff who have been part of our College for a long time. However, change also brings new opportunities, and we were excited to launch our new Strategic Plan in February 2022. The plan details our College's vision, motto, values and future aspirations under the pillars of Excellence, Confidence, Compassion, Community and Environment.

Worship and Christian ministry

Weekly whole-school Chapel services on each campus are student-led with prayers, readings, and hymns/songs, as guided by the Chaplain, who also offers a reflection on the readings. Prayers and responses taken from Anglican liturgy are intended to familiarise our students with what they may find when attending an Anglican Church. The Secondary Chapel Services routinely include musical performances and personal reflections from students. On the Primary Campus, Chapel is led by a different class each week on roster and includes age-specific themes, Bible readings, prayers and hymns with a summative reflection from the Chaplain.

Memorable services in 2022 included Anzac Day where Guest Speaker (and College Parent) Wing Commander Dr Carmel Cash gave two very engaging addresses, and also a 'Cultural Week' service where students represented their respective cultural heritages in dance, to great acclaim from their peers.

In accordance with the College's Strategic Intents, Clan Chapels were reintroduced in 2022 on the Secondary Campus. The Clan Chapels allow the College's Pastoral Care groups to experience Anglican worship with Holy Communion each term. These services also included initiatives such as a live hookup with the Rev'd Nicholas Whereat who was staging a nine-day time of fasting outside St John's Cathedral to draw attention to the plight of asylum-seekers.

Other highlights from Primary Campus ministry this year included a series of Fathers' Day events where the Chaplain assisted staff in the Tiny Tartans Kindergarten to honour and celebrate our fathers.

Engagement with local parishes

The College continued to support the parish of St Andrew's, Springfield who meet on College grounds for worship and other activities, including children's ministry and the fortnightly ThreeSixTeens (3:16s) group which is attended by College students and friends. The College also promotes St Andrew's Parish activities regularly to students and

parents through assemblies, social media and other platforms. The Rev'd Charlie Lacey, Priest-in-Charge of St Andrew's, assisted with special College services throughout the year and attended our Year 8 outdoor education camp.

The College installed new banners reflecting the liturgical seasons in our combined College-Parish worship space.

Relationships

Year 9 student leaders participated in the successful Goodji Festival at St Johns Anglican College, Forest Lake, with students from many other Anglican schools. Students watched performances, participated in workshops, and heard from a series of innovators in a range of fields of endeavor.

TSAC Senior students also supported the 'Thread Together' charity, based at the parish of St Andrew's Indooroopilly, which distributes new clothes to those in need. A short video outlining our Threads work was created and edited entirely by students for submission to the ASA Conference.

The Chairman of the College Council, Principal, Chaplain, and other staff represented the College at Diocesan Synod and the Anglican Schools Australia conference, taking advantage of opportunities to develop relationships with colleagues from far afield.

Chaplaincy

The Rev'd Jonathan Kemp (*BA (Hons), PGDipEd, MEd, BTh*) was commissioned as full-time College Chaplain by the Rt Rev'd John Roundhill, Bishop of the Southern Region, on 26 April.

Rev'd Jonathan's role includes oversight of worship and service activities as well as chairing the College RAP Working Group, and other roles requiring extensive liaison with staff, students and others inside and outside the College community. Additionally, Principal Steven Morris was licensed as a Liturgical Assistant, to recognise his role in worship in the College.

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.

A spectacular demonstration of multicultural diversity came during the Cultural Week Assembly when students celebrated their respective heritages through dance performances from their own countries of origin. Our students embraced the opportunity to organise and participate in a wide variety of cultural experiences during the week. These experiences included food, dance, art, games and languages of the many cultures represented at the College.

Religious Studies

On the Secondary Campus, the Religious and Values Education program offers age appropriate content suited to the needs and interests of the students. Some of the programs include how to provide generous hospitality, the history of the Christian Church, the Alpha Youth series and hot topics likely to confront a young person today.

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 key values of forgiveness, justice and compassion.

Missional engagement

During 2022, our Year 11 and 12 students and College staff once again volunteered with Rosies: Friends on the Street in Ipswich, spending time each month chatting and sharing friendship and food with their friends on the street. Additional support was provided to Rosie's by the Year 12 Health students who collected a prodigious number of noodle cups for distribution through Rosies.

The Secondary Campus Student Leadership group also supported the Ponytail Project, the Kids' Cancer Project and Anglicare Southern Queensland. The Giving Tree project was held across both campuses in Term 4, providing gifts and funds to support the work of Anglicare during the Christmas period.

Reconciliation Action Plan (RAP)

In 2022, the RAP Working Group, chaired by the Chaplain, reviewed deliverables for current goals and added additional goals and actions to the RAP. The Working Group is pleasingly representative of both campuses and most employee sectors of the College.

School values

Building on previous work, the College community explored creative ways of integrating our Values of Respect, Integrity and Courage into all we do. These values support our established College Motto of Faith, Honour, Service.

Events

As a young College, we are very much focused on serving the needs of our current and prospective students. As the 25th Anniversary approaches, it is now appropriate that we begin to develop our Alumni network. This year, we have made considerable headway in contacting our past students to hear about their personal milestones and professional achievements. We have invited many of them back to the College as guests to special events such as our musical, *Mamma Mia!*, and held the first Alumni versus First Team football match. Next year we will re-launch our Alumni Association and have our first reunion. We look forward to forging new relationships with our past students.

Major projects

Throughout 2022, the College has continued to progress the plans of the new Sports Centre, which is almost at the end of its detailed design phase. Participation in school sports is a vital part of a holistic education. The centre will help to break down barriers to participation and help to promote an active and healthy lifestyle for our students, providing indoor sports courts, classroom space and an assembly and awards presentation place. The new facility represents an investment in our students' health and well-being, as well as teaching and learning opportunities. Construction is due to commence in 2023.

Archbishop's message

The message of 'Being Together, Embracing Joy' provided an upbeat and welcome focus to many activities throughout the year, including the 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 Spirit of our students.

On the Primary campus, 'Being Together, Embracing Joy' was communicated through a range of media including the Spiritual Development Teaching and Learning Program, Nexus Parent Communication Pages, weekly Chapel services, Prayer Spaces and the Kindergarten Mentoring program.

The Year 6 Leaders communicated the message through the evolving Prayer Space displays in the Primary Campus library and through connections with Chapel themes such as the Fruits of the Spirit, and in a now traditional move, the annual Christmas Chapel on the Primary Campus was led by our Prep students with the students' grandparents being invited to the full-dress rehearsal. It was lovely once again to see the interactions between our Prep students and their grandparents; a true celebration of Being Together and Embracing Joy simultaneously.

Future plans

The College will celebrate its 25th Anniversary in 2023, with some exciting events planned to include the launch of the TSAC Alumni Association, our first reunion weekend, and the P&F 25th Anniversary Ball.

In 2023, the College will invest in solar panels on both campuses to gradually increase our solar capability and decrease our reliance on carbon-based energy. Our Primary students will be the beneficiaries of our first stage of a new Nature Play area, and the College will finalise the new master planning exercise to prioritise future building needs.

The construction of The Sports Centre will be the most significant project in 2023. Located at the entry to the Secondary Campus, adjacent to the existing Sports Dome, it will be visible to all who drive on the new expanded Springfield-Greenbank Arterial and the thousands of people expected to visit the new stadium opposite the Secondary Campus. In addition, the new Sports Centre will be utilised by our whole College community, with the capacity to host whole-College events, such as Speech Night.

St Andrew's Anglican College

Principal: The 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, 2022 was relatively smooth for our college! The College continued to experience significant enrolment growth throughout the year as a flow on from COVID relocations. 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, and
- innovative thinking.

Creates Opportunities

That:

- develop the individual,
- embed Christ-like action, and
- promote personal best.

Builds Connections

For:

- respectful relationships,
- community engagement, and
- service to others.

Worship and Christian ministry

Our weekly Chapels held in our multi-purpose facility, continue to be an integral part of College life.

In 2022, our Chaplain, the Rev'd Gary McLellan, continued to lead worship across our Primary and Secondary Schools. However, with the appointment of some key new leaders, we were able to share that load. Once again, our worship services were focused on various themes, which included unpacking our College Prayer, responding to significant events, leading self and others, and finding balance.

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 has continued to grow both in terms of 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. Our function venues at the front of the College are now great places for regular Connect Groups, Bible studies and catch ups for our congregation.

Our greatest connection is still with the local Noosa Anglican Church.

Chaplaincy

In 2022, we had the following full-time staff:

- Tim Barrett, Head of SAIL (executive position). This role oversees this strategic pillar of the College as well as Global and Service Learning and Christian Ministry.
- Gary McClellan, College Community Chaplain.
- Sarah-Jane Alley, Director of Personal Capacity.
- Simon Surgenor, Head of Personal Capacity teacher (Primary).

Full-time staff who assist with Christian Education teaching:

- Grant Harbour, Director of Professional Practice.
- Brett Moller, Director of Knowledge Services.
- Emma White, Secondary teacher.
- Chris Ivey, Principal.

The team above came about as a result of a restructure at the end of 2021. Our purpose was to bring greater alliance between Christian ministry and our core strategic pillar of Personal Capacity.

Diversity

By virtue of our location, our college is relatively mono-cultural. Whilst this is slowly changing the number of students from other faiths and other non-European cultures is small. We have an increasing promotion and enrolment of first nations students which is encouraging.

Religious Studies

The College continues to commit to quality teaching in this area and continues to employ qualified Christian Education teachers from Pre to Year 12. Our program is overseen by our Director 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.

Christian Education in the Secondary School continued to be one the exemplars of self-paced learning. Modules across a broad range of topics were developed, and students were able to work through these at their own pace, focusing on areas of interest.

Missional engagement

The College continues to regularly participate in charity programs. In 2022, it was great to get back to a wider range of events, such as:

- Pink Day donation McGrath Foundation,
- Valentine's Day,
- Kokoda Challenge,
- World's Greatest Shave,
- Butterfly Foundation,
- Christmas Tree appeal in conjunction with the local Salvation Army and Anglican Church, and
- Working on Country with local first nations people in Mitchell, Qld.

Staff development

The College has continued to support staff keen to pursue a Highly Accomplished or Lead teacher through the ISQ accreditation process. From a staff professional learning perspective, our focus in 2022 was on Restorative Practice, working towards a modified approach to how we manage challenging situations.

The College continues to develop a strong relationship with USC to support the training of graduate teachers. The Principal continues to undertake the role of National Chair of AHISA (Association of Heads of Independent Schools, Australia)

Reconciliation Action Plan

The College developed a new RAP during 2022 and with a new First Nations Officer many new initiatives were implemented.

- Student voice and advocacy
- Stradbroke Island and Mitchel programs
- Embedding welcome to and acknowledgement of country into everyday practice.

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 2023 and beyond given how much we know this aspect of our college builds the personal capacity of our students.

Achievements and contributions

The College once again received quite a few awards throughout 2022, including the prestigious 5-star innovation award. Whilst the College does not focus on ATAR results, the College's results in 2022 saw it place incredibly well in tables produced by external bodies. In particular, 63% of our students achieved an ATAR of 90 and above.

Events

The year saw many of our events return including the Secondary Musical and other important events that enable us to celebrate together. A focus in 2022 was planning for our 20th anniversary in 2023.

Major projects

- Reviewing the College Master Plan and a specific development of our Landscaping Plan.
- Completion of Stage 14 – underground car park and artificially turfed hardcourts.
- Application to Sunshine Coast Council to grow the College to 1450 students, up from our current cap of 1300.

Archbishop's message

'Being Together, Embracing Joy' was easy in a community that continually focuses on joy of relationships between staff, students and our wider community. As a College, this has been central to all we do since we opened in 2003. Our community speaks to and recognises this characteristic which helps explain why prospective parents choose us.

Future plans

Our goals for the next few years:

- Implementation of Cultures of Thinking across the College.
- Continued implementation of our Strategic Plan with a strong focus on our commitment to building Personal Capacity in our students and our desire to grow our campus.
- Stage 15 – Music and Drama teaching and rehearsals spaces, new administration, and courtyard precinct.

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

In 2022, Ms Wendy Lauman held the position of Principal until December 2022. From January 2023, Mrs Amanda Shuttlewood (*MEd, GradDipEd, GradCertEd, BEd, BA, Cert IV Workplace Trainer MACEL, MALEA*) was appointed Acting Principal following Ms Lauman's retirement.

The Acting Principal's professional memberships include: The Association of Heads of Independent Schools of Australia (pending), Alliance of Girls' Schools Australasia, Australian Literacy Educators Association and the Australian College of Educational Leaders. The Acting Principal represents St Hilda's School through 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 has continued a focus on implementing the School's strategic priorities for the next four years. The School's mission, values, and motto were focused on through our four strategic platforms, and will continue to be the platform from which forward planning and action is undertaken.

Learning Platform

An evaluation of our ATAR results, and planning for the School's 2022 Non-State Schools Accreditation Board (NSSAB) audit, focused on a review of our curriculum design and pedagogical practice throughout 2022. Teachers based 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 PrePrep–12 environment. Allocating time and space for teachers to engage in dialogue and team work to review the revised Australian Curriculum v9.0 was a key feature of our strategy to achieve our school improvement focus and manage the additional time demands of COVID from the start of the year.

Enriching Platform

Students in Junior School and Middle Senior School were involved in a range of personal development courses and workshops to build their self-efficacy and understanding of values. The courses helped to guide student decisions and who they are as they grow into young women. The GROW, Life Education and YLead programs in the Junior School and the Thrive Connect, Student Leadership workshops and Thrive Succeed programs in the Middle Senior School ensure the students are enriched in their own development and their ability to contribute to their community.

Sustaining Platform

Our sustainability objectives continued to focus on resourcing in the School with further installation of solar panels, and the installation of timed air-conditioning and lighting, sustainable flooring and water filling stations in the Bourne Fittock building. A focus on sustainability was enhanced with the reinstatement of programs to support student leadership (sustainability captains), alumni and community connections.

Engaging Platform

Continuing to strengthen the partnership with our brother school, TSS, focused the development of joint curriculum and co-curricular activities across the two schools from Prep to Year 12. A volunteering program involving Year 11 and 12 students, assisting with mathematics and English initiatives in the Junior School, supported engagement across the sub-schools bringing our community together.

Worship and Christian ministry

With the delayed start to the 2022 school year due to COVID, altered worship practices were implemented to ensure that worship continued each week.

Prep to Year 6 students attended Chapel; 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, our Chaplain ensured prayer was part of the weekly Staff Briefing. All student leadership roles are inaugurated in a worship service, where students and staff were 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 2022 year with a service led by Fr Patrick and an inspiring choir accompanied on organ.

Engagement with local parishes

St Hilda's has a 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 from Junior, Middle and Senior School 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, with a focus on fundraising for services they provide to others. In 2022, this included the students collecting vegetables each week to help provide food to St John's Crisis Centre, writing cards of care for elderly citizens engaged with Anglicare and the Junior School Prep students engaging with the Respite Centre located at St Peter's Church.

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 and John Dougherty 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. A number of staff teach Religious Education within our curriculum program led by Head of Faculty, Ms Catherine Syms. Mrs Ingrid McIlwraith teaches Religious Education in the Junior School and provides the Junior School students with a lunch time prayer space and spiritual guidance and support.

Diversity

The School's student population identify religious affiliation at enrolment as largely Christian including, Anglican (312), and Roman Catholic (250), 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 Religious Education Faculty across the campus, and Studies of Religion studies. Each student at St Hilda's has an hour lesson of Religious Education each week from Pre-Prep to Year 12. Each year level is approached differently with a syllabus appropriate to the 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. Due to COVID, the initiatives were reduced in number.

The Junior School supported a range of charities, often through creative events delivered via our House structure, including:

- writing cards of support and care to ABRI residents;
- collecting vegetables to donate to St John's Crisis Centre;
- fundraising through the Colour Run raising \$8,430 to support local charities; ASD4Kids, Billie B Kinder and The Smith Family;
- collecting donations of items to help flood victims especially the foster care organisation that lost everything in Lismore;
- in our Middle and Senior School, the girls continued to support the education of two students at St Jude's in Tanzania, and supported charities including the Cancer Council and Surfers Paradise Anglicare Giving Tree;
- volunteered at Rosies – helping to feed disadvantaged and homeless people in our community; and
- Year 12 students continued the tradition established by earlier Senior cohorts, supporting the children's' charity Variety, with a 'hair chop' which raised \$36,195.

Staff development

Throughout 2022, staff professional development centered on three main areas:

- gaining a deep understanding of the changes to the Australian Curriculum 9.0 made under the review process,
- developing inclusive teaching programs that supported students' diverse needs, and
- continuation of our engagement with a feedback cycle while also engaging with the newly developed learning and teaching framework in Junior School and Middle Senior School.

Three Junior School teachers completed professional development focused on 'Embedding Indigenous Perspectives into the Curriculum'. Our Head of Junior School was invited to be part of a small Queensland Curriculum and Assessment Authority (QCAA) working party to develop teacher professional development courses in Assessment Literacy which were released across Queensland at the end of 2022.

Reconciliation Action Plan

A Reconciliation Action Plan has been developed by a school committee chaired by Pre-Prep Director, Mrs Lisa Cleverly. The RAP has been produced using the Narragunnawali RAP framework and is assessed annually. The committee has representatives from each sub-school and has extended its membership to include a parent and student

representatives. In 2022, an audit of the scope and sequence documents and syllabuses in the School was undertaken to see how Reconciliation and Indigenous perspectives were being taught or discussed across the year levels and in various subjects. This focus is an essential part of the annual audit process of our curriculum.

School values

The COVID environment continued to impact on the breadth of activities 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, continued to focus the School's values (Love, Compassion, Forgiveness, Hope and Grace) and provided opportunities to observe days dedicated to social justice issues and the stewardship of our environment.

Achievements and contribution

Our Year 6 students created, produced and performed a story dance focused on the message of diversity, sustainability and immigrants as part of the Wakakirri festival. The students and teachers involved were successful in being awarded one of only five schools to perform at the final night in the national level of the festival.

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 focused on student projects that worked to embed Indigenous perspectives in the curriculum and into the life of the wider school community. Projects included bush tucker recipes and gardens, storytelling, and interpreting the weather patterns to sustain plant and animal growth in the native environment.

Events

In 2022, we hosted a number of significant school events including Open Morning, School Fete, OGA Ball, Gala Concert and St Hilda's Day. The School Fete returned as a significant event on the School calendar in 2022, after not being held for three years due to COVID. While the weather made it a difficult start to the day, thousands of attendees braved the wet conditions to ensure the Fete was a great success.

St Hilda's also conducted a series of events to celebrate the Old Girls' Association reaching 100 years. A formal ball was held to recognise this special occasion and Old Girls travelled considerable distances to attend and enjoy reminiscing about their time as a student at St Hilda's School. In addition, a Chapel service, tours of the school and high tea were also hosted during the year to welcome and recognise visiting Old Girls.

Major projects

The School's Master Plan development continued with the completion of the new Bourne Fittock building. The restricted supply of materials, due to COVID and weather, hindered the completion of the new Junior School building. The building was completed and open for teaching in July in time for the start of Semester 2. The Master Plan redevelopment involved the demolition of the Granowski building in readiness for the development of a new building, to include music classrooms and an auditorium and plans were prepared to develop a new Health Precinct including the realignment of the oval and new sporting facilities.

Archbishop's message

The Archbishop's message, 'Being Together, Embracing Joy', 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 Term 1 Senior School service and was an underlying theme with the weekly Prep-Year 2 and Years 3-6 Assemblies and 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 2022, the School Council and the School Senior leadership planned the work ahead to continue to address the strategic priorities for the next five years. The School's future plans will focus on advancing infrastructure with our Master Building Plan which includes new music rooms and theatre space in the Granowski development and the construction of a state of the art health precinct. These developments will ensure students and families have access to the highest quality of facilities and will strengthen the reputation of the school within the community. The School has enjoyed growth in student numbers over the course of 2022, which will require ongoing attention from our Senior Leadership Team and School Council with regards 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: Mrs Virginia Warner
BPE/DipEd, MTM, Dip in Ed Leadership, GAICD

2022 has been another year of success for St Luke's. We give thanks that after a delayed start St Luke's was able to operate relatively normally throughout the year; no lockdowns, no homeschooling, just some minor inconvenience caused by Covid. While there were COVID related staff and student absences, the community continued to rally in support of one another.

Our students continued to thrive and they achieved success academically, culturally, and on the sports fields. In 2022, 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.

The new Performing Arts and Sports Centre remained our main building project in 2022. 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 nearly completed. 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.

St Luke's recorded the highest enrolment numbers in the history of the school in 2022. 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. We are committed to being able to offer Anglican, 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.

Opportunity for meaningful and relevant worship

There was a sense of joy and great happiness when the community could finally worship together. We gather together weekly in both Primary and Middle/Secondary to Worship. Through song and dance, we create a worshipful space where the scripture is reflected upon through story, videos and drama. Students write and offer prayers based on each week's theme.

Increasingly, our worship has become more student led. During 2022, every Middle and Senior Pastoral Care class took ownership, creating and presenting their own Worship Service to the School community. Students were able to reflect on ideology and respond to community needs bringing their life to worship.

We spent the first Term exploring the Archbishop's message, 'Embracing Joy' through worship services and during Ethics and Faith lessons. Themes included:

- What makes us unique as an individual and what connects us to others.
- Being unique, special and created in the image of God.
- Accepting differences and embracing our own uniqueness.
- A body has many different parts – realizing our part in the body.
- By embracing our uniqueness, we are embracing joy.

Over the course of the year, we celebrated – Ash Wednesday and Lent, Easter, Pentecost, St Luke’s and ANZAC Day Services. The sacraments were conferred on some through the year: In 2022, there were 11 Baptisms, 23 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. Staff, students, parents and members of local Anglican Parishes are most welcome. At each Term’s end there is also a Whole School Eucharist attended by staff and students from the Preparatory to Year 12.

Relationship with parents and local parishes and the wider Mother Church

We continue to support the Anglican Parish of Bundaberg through their 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 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. 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.

This year, we engaged the help from Priests of local parishes to celebrate special events and services within the school. We worked with Rev. Erika Williams from Good Shepherd Anglican Church to create and deliver an Admission to Holy Communion Couse for our Year 5 students. Fr Keith Dean-Jones from Christ Church officiated the Baptism and Holy Communion service later in the year.

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 come along for the evening.

Much of our connection to the wider community was halted this year due to Covid restrictions. We are looking forward to resuming our connection with Meilene Aged Care Home next door to the school. We fortunately were still able to design, create and deliver Christmas presents to the residents.

Chaplaincy

Implementation of an appropriate program of Religious Studies

Within the Primary School, we continue to use the Connect and Big Questions materials published by CEP as a base from which our curriculum is derived. The material helps to communicate many of the great Biblical stories of which most of our students have no prior knowledge. These stories provide opportunities for the students to relate the stories they have heard in class to their everyday life. All lessons in the Primary School include an element of stillness, mindfulness, reflection and prayer which has been a growing focus.

Year 7s looked at the Youth Alpha course for faith formation and explored sacred spaces and sacred places. Year 8s explored the stations of the cross in preparation for Easter and Religious Festivals from around the world, as well as supporting a Buddy program with a class in the Early Learning Centre. This experience helped promote personal growth, connection and community between the teens and early childhood students. The bonds they formed are ongoing and precious to observe. Year 9s explored the different worldviews between science and religion, ethical decision making, Hinduism and the Beatitudes. Year 10s looked at creation, Abrahamic faiths, social justice and spirituality.

Opportunities for Christian ministry and 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.

Commentary and reflection on the characteristics of the School

This year with the help of the Anglican Schools Commission and Fr Richard Browning we have been undertaking a review of Our Story and the core values that underpin our identity and purpose. In the words of Fr Richard, "We are growing the picture of St Luke's identity and purpose, the stories behind them and how alignment to them makes St Luke's a truer, freer, more powerful educational community."

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.

Academic results

St Luke's Anglican School's Year 12 ATAR results for 2022 were well received, with 42% of students receiving an ATAR score between 90.00 - 99.95 and 72% receiving an ATAR score greater than 70.00. Over 90% of our Year 12 cohort has received an offer from QTAC.

NAPLAN results from students at St Luke's far exceeded the mean National results in all domains, but particularly in Year 5 and 9 Numeracy where students' scores were considered 'substantially above'. Most pleasing, however, was relative student gain between testing periods. Considering these measures, students at St Luke's scored stable or above average in the majority of domains.

At St Luke's, except 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

Students organised fundraising activities during the year to support organisations such as Angels Community, Relay for Life, Anglican Bush Ministry and the Breast and Prostate Care Association.

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.

Cultural

Community and connection was truly at the heart of the Performing Arts Department in 2022. Our incredibly strong Year 12 cohort were amazing in driving a sense of connection between our students from as early as Year 3 up to Year 12. This was genuinely evident in our end of year Cultural Celebration Evening when everyone came together.

Alongside our traditional Performing Arts Calendar which includes junior and senior music camps, solo, small group and large group performances, AMEB examinations, competitions, theatre productions, Australian and State Honours programs we also added a Year 4 Choral Program which was a huge success. With the growth of the school happening after Year 3, the Department needed to find a way to create an inclusive co-curricular music experience for our new students. SLASFactor (the name of the Year 4 Choral Program) was the perfect way to do this. There were 4 rounds of interclass competitions throughout the year. Students learnt valuable choral and performance skills in a warm and welcoming environment. This is still a topic of concern that is on our radar, as there is significant growth happening in all year groups. How we navigate keeping that 'all rounder' culture in the school is a long term project for our department.

The 2022 production "The Crucible" was also an excellent experience for all involved. Our students went on a journey of discovery and learning in regards to society, the patriarchy and truth. It was incredible to see the students interacting with such deep philosophical content. With the hiring of new staff for 2023 and with imminent growth and

change that would occur in 2023, the Instrumental Music team met to strategise our purpose and direction moving forward.

We spent time discovering what we want the cultural life of the school to be now and our preferred future moving forward into the years ahead. After some really productive conversations we established that our purpose moving forward towards 2023 is to 'Nurture the creative child, through the pursuit of music excellence, in a warm and welcoming community'.

Sport

Our Sport Development Programs have continued to assist student athletes to develop their holistic athleticism, no matter what their ability and individual goals. The Athlete Development program has been crafted to ensure Year 7-10 student athletes have the opportunity to achieve success both personally and through contributing towards a team environment. Students are supported and trained to reach their athletic ability/potential in safe environments that reduce the risk and severity of injuries. Athletes were introduced to the physical competency needed to carry out the sports-specific activities.

The Dynamic Movement Program was launched in 2022 for Year 5 and 6 students to develop their fundamental movement skills and they were introduced to specialised movement skills (i.e. sports skills). Students have developed their understanding of and the importance of Physical Literacy.

In 2022 St Luke's was part of the Bundaberg Interschools Sport Carnivals and Competitions. We were crowned the Bundaberg Champion School in Swimming, the Blue Ribbon Head of River Trophy event, Teams Cross Country, Senior School Cross Country and Senior School Athletics. We offered various After School Sporting Activities, which were well supported by our students who were craving for the opportunity to play sports.

St Luke's competed at the QISSN Netball Carnival that was held in Mackay and took a boys' team away as well for the first time. Throughout the year St Luke's also competed in a number of other carnivals and competitions. These include Queensland Rugby Q7's Carnivals, Year 10 Boys Broncos Rugby League Challenge, Bill Turner Cup Football, Bundaberg Futsal Titles, Vicki Wilson Netball, Queensland Cricket Streetsmart T20 Cup and the Wide Bay and Queensland All Schools Touch Football Carnivals.

A special mention to the following teams:

- The Intermediate (Year 7-9) Cricket team who were crowned the Wide Bay winners and represented our Region in the Area Finals against teams from South East Queensland.
- The Year 10 Boys Rugby League team who lost in the Wide Bay Final for the Broncos Challenge.
- The u15 Rugby 7's team finished as Runners-up at the Fraser Coast 7's in Hervey Bay, won the Wide Bay 7's and finished 3rd in the Sunshine Coast 7's. Our Open Boys were crowned the Champions at the Wide Bay 7's, and our u13's finished as Runners-up at the Wide Bay and Sunshine Coast 7's.

- The u15 Girls Touch Football who qualified for the Final 16 out of 96 teams in their age division.

The large number of students who played at a representative level in 2022 is a credit to the Sporting program at St Luke's. There were 145 Bundaberg representatives, 85 Wide Bay representatives and 10 Queensland representatives among the sporting community of St Luke's. Two athletes managed to win two gold and one silver medal between them at the Australia All Schools Athletics National Championships in 2022.

In 2023 there will be a major focus to further develop our Athlete Development Program, Dynamic Movement Program, as well as our Strength and Conditioning Program to prepare our student athletes for the goals they are setting for themselves to be active and healthy human beings.

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. It is indeed 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, 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.

As we all know, the challenges of COVID-19 continued throughout 2022. Schools across Brisbane were closed for the first two weeks of the year. Borders then reopened and we were faced with several waves of the virus. Staff were not only falling ill throughout the year, but also becoming exhausted as they covered for their colleagues. Then the School was closed for a week because of the floods. But like everyone, we got through and are looking to a smoother, more normal year in 2023.

Worship and Christian ministry

Now life is all but back to normal, the School has been able to resume its normal pattern of Chapel and worship.

A group of staff continued to meet before school on a Tuesday and Thursday for a devotion and prayer, but for 2022, 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.

Building on the work of a parent who established a Parent Connections group to help better engage families in the School, we made the decision to appoint a Head of Family Engagement from the beginning of 2023. Stephen Brown has been appointed to this role. His job is essentially a ministry role for the parent community by building a stronger sense of community, connectedness and engagement for them.

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, with the opening of the international borders we have seen a rebound in the program. We are back at some 130 full-time international students from countries all around the world. These students, along with an increased cultural diversity in the local population, 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 Nigel Grant, the Executive Director of Faith and Community (Caro Emslie was on leave).

An interesting observation was made by the teachers of that program, and those directly involved in the ministry of proclamation was that 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.

Following a research project on the part of Nigel Grant, through Morling College, we are looking at strengthening the Religious Studies program further. There is an increasing need to educate young people spiritually.

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.

In September 2022, two staff members visited the communities on Santo to re-establish the relationships, and excitingly, we are putting together a trip for students to visit in the 2023 June/July holidays.

Major projects

After a 12-month delay due to COVID-19, at the beginning of 2022, 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. 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, that was 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 were 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.

The new facility, as with most construction projects around the country, has experienced a number of delays. We are now hoping to be in the new facility by mid-March 2023.

Archbishop's message

The 2022 year began with the ongoing pandemic still casting a shadow of disruption and uncertainty over our School as it did with many. Another year where we knew there would be children online for the first days, and the sense of excitement and joy usually associated with first days would be missed.

However, the start of year staff service was a wonderful time of coming together to worship, to pray and to give thanks for our School and all we are blessed with. It was also a chance to pray for the opportunities we would be given, and to ask for help with the challenges that lay ahead in this new school year. Of course, none of us probably wanted to begin another year with remote learning, mask wearing and social distancing. But it was what it was.

It would have been easy to become caught up in the negativity that surrounded many at the time, and overwhelmed by the numerous examples of distress, distrust, dissention and division as each new day and world events brought more anxiety and uncertainty.

However, as a school founded on the faith of Jesus Christ, God's son and our saviour, we were prepared to look beyond the current circumstances with hope, trusting God would be with us. As we listened to Archbishop Philip's message to Anglican schools and the theme of 'Being Together, Embracing Joy' was announced, it became our aim to live that out at every opportunity, and we didn't have to wait long.

Over the last two years, many of our International School and overseas students were either unable to return home or had been learning online. Early in the School year, as travel restrictions were wound back, we were able to welcome back students who had been learning at St Paul's but had never been to the School. A celebration was held as they came to the campus and buddies and fellow students certainly entered into the spirit of embracing with joy their arrival into the School and classes.

Throughout the year, as restrictions diminished, we were able to recommence numerous activities such as camps, excursions and larger gatherings where it was clear the chance to nurture relationships through wider interactions and involvement was constantly surrounded by a sense of joy that had been missing through the absence of such occasions.

As the year drew to its final weeks, two occasions provided a finale epitomising St Paul's School's engagement with the Diocesan theme. For the first time since COVID we were able to gather for a full School Foundation Day service, which included the confirmation by Bishop Jeremy of our much-loved Science Teacher and Acting Head of Taja House, Mr Des Hylton. Added to this was the gathering of over 50 baskets of food items students joyfully collected to go towards those still struggling in our local communities, providing Christmas hampers and relief parcels through local Anglican Parishes. As a fitting finale ten days later, we returned for the first time since 2019 to the cathedral for our Valedictory Service. A wonderful and fitting way to end our year of Embracing Joy.

The Glennie School

**Principal: Ms Mary Anne Evans
BA, DipEd**

Our theme for 2022 was 'Be the one to go beyond'. When launched, our School Captains made it very clear to the student body what this meant. They felt that to go beyond didn't mean doing the most. It did not necessarily mean doing more. However, it meant that the girls were encouraged to think about it as going beyond what they had done before: going beyond their comfort zone; going beyond what they had done before, and trying something new; going beyond friendship groups, and branching out to new relationships; and going beyond old habits and creating new ones that voice gratitude and compassion.

Going 'beyond' is a standard that is determined individually and by the girls' values. There is no specific measurement or parameter by which we can measure 'going beyond' and that is the beauty of it. To be the one who goes beyond is to let go of your fear of standing apart from the crowd – to know your power to make a lasting impact on those around you. Even the smallest actions can make the biggest differences.

The girls were encouraged to 'back themselves' and their ideas, strive to show kindness in their actions and remember that everyone has something unique and special to offer our community.

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 to go beyond, 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, and we saw countless examples of 'Being the one to go beyond'.

2022 proved itself to be a challenging year managing change in a positive way that reinvigorates growth in all facets of school life. We were thrilled to be successful in receiving BGA Funding for our Resource Centre. We have completed some much need refurbishments of the boarding houses as well as the dining hall. This has been well received by all.

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 and 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 2022 for the Induction of School Leaders, Ash Wednesday, Easter, Founders Day, Anzac Day, Remembrance Day and our Valedictory Graduation Service and Christmas Carols Service held at St Luke's Church.

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 are privileged to have a number of members of School Council also involved in local Anglican parishes.

Chaplaincy

The Rev'd Sharon Mitchell continued as full-time Chaplain in 2022.

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.

It was a pleasure to welcome the Rev'd Richard Browning (Director of Mission – ASC) in April to assist in exploring the Anglican Ethos Statement, what we are educating for and how this is lived out in the culture and life of Glennie. This work on ethos and culture continues.

Diversity

The most dominant religions captured through the School's TASS system is Catholic and Anglican. This data shows that 26% of students identify as Catholic, 20.8% of students identify as Anglican, varied small percentages identify as Uniting, Church of England, Hindu Muslim, non-denominational and Christian, whilst 20.8% of students are recorded as unknown religion or no religion specified. It should be noted that whilst 20.8% 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 2022, there were 54 students who identified as First Nation students.

Religious Studies

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 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 through support of the Rosies outreach van, and Protea Place. 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 with funds raised continuing the work of the Australian Cancer Research Foundation.

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 made available to be distributed to local primary schools.

Other fundraising activities throughout the year supported the Bush Ministry Fund, Winter Shelter Blanket Appeal, Wear It Purple Day and Share the Dignity.

Staff development

Teacher professional development is a critical component of ensuring that educators are equipped with the knowledge, skills and resources necessary to provide educational excellence and to maximise student learning outcomes. In an Anglican setting, ensuring that the Anglican ethos permeates into the classroom and into how teachers interact is also of great importance. Professional development opportunities in 2022 allowed staff to stay up to date with the latest research, best practices and innovative teaching methods in a variety of domains, as well as Queensland Curriculum and Assessment Authority (QCAA) compliance requirements. Additionally, professional development opportunities for Curriculum Middle Leaders helped support and develop leadership skills, improve collaboration and communication, and enhance the strategic direction of teaching and learning within the School.

Opportunities for staff included, but were not limited to the following:

- ABSA Boarding Conference and ABSA Duty of Care workshops;
- Religious Education – Vocational Discernment Conference; For Their Flourishing – a day of conversations; RE National Conference;
- ISQ Global Schools Summit; ISQ embedding Indigenous perspectives in curriculum days; ISQ middle leadership PD and difficult conversations;
- Thoughtful Educators Conference – building and sustaining a culture of thinking in complex times;
- QCAA lead marking training and external assessment marker training for Agricultural Science, Modern History, PE, Science, Specialist Mathematics,
- Harvard University – Project Zero – Cultures of Thinking courses, and
- keynote addresses from the Rev'd Richard Browning – *The Anglican Ethos at Glennie* and Dr Bruce Addison – *Lifting Hearts and Minds: Phosphorescent Classrooms, Personal Pedagogical Gifts and Intelligent Accountability*.

Glennie staff contributed to the teaching profession by presenting at the following conferences:

- HERN (regional Queensland History Teachers Association) – preparing for the Modern/Ancient History external examinations,
- Global Action Research Collaborative – National Coalition of Girls' Schools Conference, and
- Annual Conference of the National Science Teachers' Association.

Reconciliation Action Plan

In 2022, our school Chaplain led services during Reconciliation Week using the resources from Common Grace. Students were invited to reflect on the theme 'Love in Action' and heard the stories and the significance of National Sorry Day, the 1967 Referendum and Mabo Day. The boarding students in their Chapel service were invited to create a 'Tree of Life', writing leaves with words of hope and the acknowledgement of past and continuing hurts.

NAIDOC week was celebrated in July 2022 with a full school assembly on the steps of the school oval. Local Elder Conrad Bauwens conducted a Welcome to Country and smoking ceremony, and Glennie First Nations students shared personal stories of the importance of NAIDOC celebrations.

School values

The Glennie School core values of compassion, respect, integrity and courage support the guiding principles that help our school grow and prosper into the future. Through the experiences and opportunities presented to students throughout their time at the School, whether it is in the academic classroom, Chapel services, School assemblies, the French immersion program, the arena of co-curricular sport, performing arts or service, or through the challenges embraced on boarding, students develop a lifetime love of learning and curiosity, spiritual awareness and reflection, a global outlook and perspective, and an overall belief to strive towards personal best to be all they can be.

Achievements and contribution

Significant achievements by our community in 2022 included:

- The school's highest achieving student for 2022 received a 99.75 ATAR.
- Two students achieved an ATAR of 99 and above
 - Dux 99.75
 - Proxime Accessit 99.50

The above two scores were the highest in the Darling Downs, with the next highest result being 99.45.

- 56% students achieved an ATAR of 85 and above compared with 15% across Queensland.
- 36% students achieved an ATAR of 90 and above compared with 10% across Queensland.
- 14% students achieved an ATAR of 95 and above compared with 5% across Queensland.
- Glennie students obtained four perfect scores in external examinations: French, French Extension, English and Literature Extension.
- A Year 12 student received a Silver Award in the National History Challenge.
- In the BEAQ Accounting Challenge, a Year 12 student was one of only five awardees from a pool of 271 participants, receiving a Highly Commended.
- A Year 12 student participated in the Queensland Youth Parliament held at Parliament House, Brisbane.
- A Year 12 student was awarded the Queensland Training Awards Darling Downs South West – School-Based Trainee of the Year, and was the Queensland Training Awards State Finalist – School-Based Trainee of the Year.
- A Year 12 student was a finalist in the Queensland Tourism Industry Council – Salute to Excellence Awards. As a prize, she was selected to attend a three-day work experience program at the Royal Pines Resort.
- A Year 12 student won Gold for Australia in the Hammer Throw at the Oceania International Athletics Championships; Gold for Queensland in the Hammer

Throw at the National Athletics Championships and First in the Hammer Throw, First in Shot Put and Second in Discus at the Queensland School Athletics Championships.

- A Year 12 student was elected Vice Captain of the Queensland Equestrian team at the Australian Interschool Equestrian Championships.
- A Year 12 student was selected for the U19 Queensland Reds Rugby Union Squad.
- Three Year 12 students played in the Queensland Country Rugby League Team.

Events

February

Shrove Tuesday Pancake Stall and Junior Years Pancake Races
Whole School Ash Wednesday Service (online due to COVID).

April

Whole School Easter service
Anzac Day service

May

Rankin Leaders' Dinner

June

The Glennie Fair – rescheduled to June due to COVID.

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

November

Remembrance Day Service
Year 6 Celebration and Service of Thanksgiving
Year 12 End of Year Celebrations including Valedictory
Speech Day
Carols Service

Major projects

Major projects were the development of a reception area between Brown and Dowson boarding houses. This is an inviting space where parents can relax with refreshments and bathroom amenities after a long drive delivering their daughters to the boarding house. This also allows for a streamlining of staff between the boarding houses.

Boarding facilities have also been repainted, re-carpeted and re-curtained. This facelift was much needed and the families are thrilled.

The refurbishment of the Dining Hall has begun. Chartwells have now taken over catering at the School, and already we have seen an improved standard.

Archbishop's message

In the Junior Years, the theme of 'Being Together, Embracing Joy' permeated our Term 1 Religious Education classes. Younger students focussed on the Fruits of the Spirit. Older students conducted an exploration of Joy in the Bible and were encouraged to seek joy in their everyday interactions and experiences. Several beautiful songs about Joy became themes for our Assemblies.

In the Senior Years, Chapels in Term 1 focused on this theme and in Term 3, several Years 8 and 10 students created prayer posters on joy and love to put up around the school grounds.

We learnt a new Chapel song by Rend Collective, 'The Joy of the Lord is our Strength' and the theme formed the basis for the Year 12 Valedictory Eucharist in November.

Future plans

With our BGA Funding we will be looking for a 2024 Stage 1 build of the Resource Centre. In Term 2, 2023 we will use the second amount of BGA Funding, \$240,000, to convert old locker rooms into a Wellbeing Hub. In July 2023, we will be renovating the Junior Years Assembly Hall and bathrooms.

The Southport School

Headmaster: Mr Andrew Hawkins
BAAppSc, BEd, MEd Guidance and Counselling

School values

Following extensive consultation with our school community, past and present, The Southport School's Strategic Vision (2023-2026) was launched in the latter stages of 2022, intended as the first section of a decade-long focus on strategic renewal. This plan gathers together the collective vision for our school. A key priority is to maintain the heritage of our 121-year-old story commenced by our founder Bishop Horace Henry Dixon in 1901, while engaging our community in the journey of strengthening our focus on contemporary education, and enhancing our pastoral and spiritual education at TSS.

The four strategic pillars to be implemented over the next four years to enable our students and staff to flourish are:

- sector-leading wellbeing and student protection support programs;
- high-quality teaching and professionalism through our TSS Ideal Teacher Program;
- improved academic performance to ensure all students are reaching their potential; and
- outstanding resources and facilities that strengthen our focus on learning, and engage our school and the local community.

Already in 2022, we saw the beginnings of our four strategic pillars coming to life:

- creation and launch of the Yarning Circle during National Reconciliation Week as designed in conjunction with our First Nations' boarding students – our 'Banam Bowai' brothers – a space that has since become a place of genuine interaction between students, staff and the wider community where relationships can be built and trust can be embraced;
- recruitment and retention of world-class individual professionals to propel TSS forward as leading education innovators;
- provision of student pathways to enable all students to find their voice and master their craft in local, national and international programs including Duke of Edinburgh's Award, Round Square Network, Tournament of Minds, F1 in Schools STEM Challenge, Model United Nations, Ethics Olympiad, continued fundraising efforts, international tertiary acceptances;
- numerous graduating students achieved overall marks in excess of 95 across a range of subjects, with two students achieving 100 in English Literature Extension;
- dual GPS premierships achieved for the first time in our history in First XV Rugby and First V Basketball; and

- commencement of major building projects with our new Day House Precinct set to transform the daily experience of our current students, plus the new Old Southportonians' Pavilion being given the nod to revolutionise game day experiences for athletes and spectators alike.

Our Crest is a symbol of the Good Shepherd reminding us of our goal each day to grow modern men who protect the vulnerable, support the weak, and help the afflicted.

We seek to embody the Anglican Church Southern Queensland ethos and vision for its schools to be: flourishing faith communities; proclaiming and serving, worshipping and learning.

Palmam Qui Meruit Ferat - *Let he who merits it, bear the palm.*

Worship and Christian ministry

Staff worship

- **All Staff Eucharist:** due to loss of student-free days, only one Staff Eucharist was held in 2022, on the last day of the year (a Staff Christmas Eucharist).
- **Weekly Eucharist:** a Eucharist was held each Wednesday morning at 7.45am during term time in The Memorial Chapel of Saint Alban, with staff, students and members of the wider TSS community in attendance each week.

Student worship – Preparatory School

Whole School worship

The Preparatory School gathered as one to worship on three occasions in 2022 in The Preparatory Hall:

- A New Beginnings Chapel was held in the first week of Term 1;
- An Easter Chapel was held in the final week of Term 1;
- A Christmas Chapel was held at the end of Term 4.

An ANZAC service was held in Term 2.

Weekly year group Chapels

These were held during term time, with the students grouped into the following year levels:

- Reception to Year 2;
- Year 3 and Year 4;
- Year 5 and Year 6.

The Chapels were generally based on the student wellbeing Bounceback themes.

Clay and Candles

The Clay and 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 boys' families.

Assemblies

Assemblies in the Preparatory School continue to incorporate a moment of prayer for the school community.

Student Worship – Senior School

Whole School worship

The Senior School gathered as one to worship on three occasions in 2022, in The Annand Theatre:

- An Easter Chapel was held in the final week of Term 1;
- A Thanksgiving Eucharist was held in the second last week of Term 3;
- A Christmas Chapel was held in the final week of Term 4.

Weekly student Chapels

Weekly Chapels were held during term time, with the students gathering in House groups:

- Monday evenings – boarding,
- Tuesday mornings – day houses,
- Wednesday mornings – day houses, and
- Thursday mornings – day houses.

A variety of themes were covered in 2022, including the whole school theme of Teamwork.

Senior School house Chapels

The houses gathered for their annual house Patron Eucharist – held throughout the year; 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 and Rowing Boats, First XV Prayer Services, etc.).

Pastoral services

Eighteen Baptisms and four weddings were celebrated in 2022.

Engagement with local parishes

Headmaster Mr Andrew Hawkins was invited to read the Gospel and present his address at the annual Founder's Service held at St Peter's Church Southport on Sunday 11 September. TSS Chaplain was included in the Sanctuary Party; TSS students were also invited to do a reading and recite a poem:

- **Gospel:** The Gospel of our Lord Jesus Christ according to St John Chapter 15 from verse 9.
- **Reading:** from the letter of Paul to the Romans Chapter 14 verse 7-9.
- **Poem:** *High Flight* by John Gillespie Magee.

In addition:

- The TSS second Senior Catafalque attended an ANZAC service at Anglicare South Queensland Abri Residential Aged Care at Southport in April.
- The Southport School supported the Annual Founder's Eucharist at St Peter's Southport, held in September.
- Members of TSS' choir Acafellas sang for the All Soul's Memorial Service held at Anglicare South Queensland Abri Residential Aged Care in November.
- Many of our staff are connected to local parishes and as such, we share many associations with local churches and their clergy.

Relationships

TSS has excellent relationships with St Peter's Southport, our sister school St Hilda's and Anglicare South Queensland Abri Residential Aged Care at Southport

Chaplaincy

- In 2022, there was one full-time ordained Chaplain, The Rev'd John Dougherty, working across the school as School Chaplain.
- The Rev'd Trevor Sketcher is assistant Community Chaplain.
- Mr Timothy Newton, a formation student, was engaged for a period of six months to assist with chapels in the Preparatory School.

Diversity

The Southport School is accepting of all faiths. There is an expectation that all students will be part of our Chapel services, and Life and Faith lessons, and demonstrate respect for Christianity, upholding the values and beliefs of Anglican Schools. We do have students who have diverse religious beliefs; however they all take part in each service. In turn, we respect their beliefs also.

Religious Studies

Curriculum issues

At TSS Senior Campus we endeavour to follow a model where a Religious Education teacher has the same class for the academic year. With such a large teaching staff (22 staff), continuity of teaching is sometimes disrupted by staff timetable changes, however the learning of students in classes that have a change of teacher are minimally impacted as we operate a centralised RE curriculum.

Religious Studies Coordinator

The current Head of Life and Faith at the Senior School is David Ellis, and the current Head of Life and Faith at Preparatory School is Kerrie Aquilina; both these roles are separate from the role of the School Chaplain Rev'd John Dougherty.

Missional engagement

TSS supported many outreach programs 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, Leukaemia Foundation.

TSS continues to support 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

David Ellis, Head of Life and Faith (Senior School) attended the Religious Educators Day of Professional Learning hosted by Anglican Schools Commission at St Francis'

Theological College, Milton in October. The course focused on aligning what we teach to four key values that can be used as a lens to evaluate lesson content – Dignity, Wisdom, Hope and Justice – to be further embedded in all that we do in Anglican schools.

In a following session on Christmas narratives, we were encouraged to use scripture, the Gospels, to engage students over the accuracy of how Christmas is portrayed by the media and society today. In this sense, we can see this as a catalyst for discussion over the importance of faith in today's world. Finally, a presenting Chaplain who has his own podcast, *'On the Way'*, discussed the recent episode regarding personal belief and the crossover into public life (the Essendon AFL CEO).

Contribution to educational bodies

Four members of staff attended the International Boys' schools Coalition Annual Conference held at St Mark's, Dallas, Texas during the mid-year break. The theme 'The Path to Manhood' referenced the journey our boys make from childhood to adulthood. The conference focused on five specific elements of education: character and leadership education, civic engagement, best teaching practices for boys, school leadership, and healthy communities.

Other events attended by TSS staff included: Indigenous Leadership Summit; Celebrate Reading Conference; It Takes a Spark Conference (STEM); Educate Plus; ACHPER Conference; EduTECH; NAPLAN Data Analysis; Languages Roadshow; InitialIT; ALIA Conference; Youth Mental First Aid; Indigenous Mental Health Workshop; AHISA Conference; ABSA Conference; SONY Camp Conference; and Learning Connections – Early Childhood Conference.

Pre-service teachers

TSS supported 35 pre-service teachers from across our Preschool (3), Preparatory School (21) and Senior School (11) in their in-school placements from Griffith University, Southern Cross University and University of Southern Queensland. Beyond classroom duties they were invited to Chapel services and offered 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 encourages the next generation of teachers to model a Christian ethos in their conduct and manner.

Reconciliation Action Plan

Practices implemented from our RAP include:

- Yarning Circle opening (Term 1).
- P&F Banam Bowai Design approved for Pudding Drive in Community (Term 4),
- Banam Bowai Tie design approved and ordered (Term 4),
- Education sessions to both Prep and Senior groups in Yarning Circle (Terms 3-4).
- Yarning Circle PD for staff (Term 2),

- **Banam Bowai BBQs at Yarning Circle (Terms 2-4), and**
- Cooking classes – Damper and other Flora and Fauna Sessions with Ken Brown.

Achievements and contribution

Local, national, and international academic programs

- Tournament of Minds,
- Future Problem Solving,
- REA Foundation's F1 in Schools STEM Challenge,
- World Scholar's Cup,
- Reader's Cup,
- World Science Festival, and
- Additional Academic Competitions:
 - Griffith University Gold Coast Science Competition,
 - ACER Global Challenge,
 - Australian Problem-Solving Mathematics Olympiad,
 - ICAS/REACH,
 - Science Teachers Association Queensland (STAQ),
 - Australian Problem-Solving Mathematics Olympiad (APSMO),
 - Australian Brain Bee Challenge (ABBC),
 - SPARQ-ed, and
 - Prime Minister's Spelling Bee.

Global citizenship

- TSS Model United Nations (TSS MUN),
- Bond University High School Model United Nations (BUHMUN), and
- Ethics Olympiad – Junior & Senior.

Arts

Students continued to perform well in all areas of the Arts, including debating, public speaking, music, art and drama. The Senior School was excited to produce its first Musical in the new state of the art Annand Theatre – OLIVER! This production encapsulated an array of talented students from years 5 to 12, many of whom had not taken to the stage before. It was a pleasure to open our doors to the boys from the Senior and Prep Schools and girls from our sister school St Hilda's. On the back of the season we received several award nominations at the Gold Coast Theatre Awards taking out the top prize for Best Supporting Actor, Best Director and Best Musical Director.

Round Square

- World's Greatest Shave (Leukaemia Foundation) provides families facing blood cancer with accommodation and life-saving treatment at no cost and support at every step. The School's Round Square program raised funds through a barbeque, free-dress day, hair shaving and crazy colouring.

- **Anglicare** provides a range of essential services for vulnerable community members, including the elderly, victims of domestic violence and those suffering from mental health issues. In collaboration with the TSS Accounts department, Round Square boys brainstormed, planned and executed an efficient ordering and payment system, utilising an innovative pre-order system for a barbeque to raise funds for the not-for-profit service, resulting in a streamlined event with much less food loss and waste, aligned to our vision of *Take Less Be More!*
- Every day, **St John's Crisis Centre** provides food, clothing and other essential services for Gold Coasters in their time of crisis. TSS families supported St John's with a ute tray full of non-perishable food items during our food drive. Four TSS boys supported St. John's through volunteering at their very successful Christmas in July fundraiser.
- The **OzHarvest Cooking for a Cause** program empowers students with information about how they can prevent food loss and waste and its impact on our environment and communities. Students cooked a three-course meal using food which would have otherwise been wasted, which was then shared with community members in need.
- The highlight of the 2022 Round Square program has been the return to face-to-face attendance at the **Round Square 2022 International Conference**, held in Oxford, UK. Students represented the school with insightful and thoughtful participation in discussions on the conference theme, focused on environmentalism, personal growth and becoming the next generation of positive change leaders.

Events

- **Commissioning and installation of the Rev'd John Dougherty** as the 15th Chaplain of The Southport School, resided by the Rt Rev'd Cameron Venables.
- **Official opening of TSS Yarning Circle**, an initiative of the TSS Indigenous program to promote harmony and building of relationships.

Major Projects

Larger Projects 2022 – new buildings/facilities

- Townhouses constructed (5) – \$2.2m staff accommodation,
- Day houses – \$9m (under construction) Student Home Rooms,
- Brolga Avenue Duplexes Purchased (2) – \$1.3m future Prep site, and
- Old Boys Pavilion – \$2.1m (under construction) sporting changerooms and function space.

Archbishop's message

The Southport School has identified three values by which to model our thoughts and actions, and also inform our goals and ideals: **T**eam, **S**cholar, **S**ervice. The first of these values, Team, was the focus of our 2022 year and underpinned much of what we did as a school, as colleagues, as members of the community. The Archbishop's 2022 message, 'Being Together, Embracing Joy' was implemented continuously throughout the year and worked in superbly with this identified value. It was referred to in our staff and student Chapels, assemblies, staff meetings; the value of Team was discussed in faculties, in classrooms, in corporate meetings; it was embodied in the opening and subsequent use of our Yarning Circle.



The Southport School students and staff travelled to Lismore in March 2022 to assist with the flood clean-up and to support the community, including (L-R) Jack Stockbridge, Jace Harold, Brayden Hudson, Nick Doyle, Morgan Guy, Murphy Baker, Jack Thornton, Saxon Luke and Joe Madden.

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.

We are committed to improving the educational outcomes for all young Australians. This is central to the nation's social and economic prosperity and will position young people to live fulfilling, productive and responsible lives. Our vision is for a world class education system that encourages and supports every student to be the very best they can be, no matter where they live or what kind of learning challenges they may face.

Worship and Christian ministry

During 2022, we held three Chapel services that were divided into three age groups (Prep-2, 3-6, 7-12) for over 600 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 during the year; including the commissioning/induction of Year 12 and student leaders and the annual Carol Service.

Engagement with local parishes

Toowoomba Anglican School continues our partnership with St Bart's Anglican Church and ministers. Ministers from St Bart's regularly attended school functions and led the Thursday Chapel Services. We were pleased to have the Rt Rev'd Cam 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.

During the September school holidays Toowoomba Anglican School hosted the Western Downs Region Clergy Muster for the second year in a row.

We held our annual carols service at St Luke's Church in November.

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) has meet with key staff to discuss service opportunities.

Chaplaincy

Mr Pat Wysel was appointed as the School Counsellor and Religious Education Coordinator at the commencement of 2022. Pat Wysel works in conjunction with the St Bart's team in leading services in both Primary and Secondary.

Religious Studies

Religious studies are taught to students from Prep to Year 10. The Secondary structured timetabled classes take place in Year 7-10. Pat Wysel has been appointed as the Religious Education Coordinator and leads this curriculum.

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, so to educate students, staff and community members. Students have taken a clear role in the leadership of these services, so to encourage a sense of understanding and ownership in the journey of reconciliation.

School values

Our school values are displayed through service learning and daily interactions.

The 2023 Strategic Plan has been developed to take our school forward over the next five years, again with purposeful direction, clear vision for the future, and aspirational yet attainable goals. Consultation with key stakeholders included staff, Student leaders, Parents and Friends, The School Foundation, Past Students Association, the School Council and the Anglican Schools Commission. From this consultation, we have developed a more succinct series of values that we as a school community can all rally around and what better way to symbolise our school values than with our very own Cape Chestnut tree! Our Core Values are Together we **BELIEVE**, Together we **CARE**, Together we **LEARN** and Together we **THRIVE**. We plan to infuse these values into our traditions, events, curriculum from this year onwards.

Achievements and 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.

Events

The year 2022 saw Toowoomba Anglican School celebrate 50 Years of Coeducation. The Past Students Association, School Foundation and Parents and Friends Association held a black tie ball in celebration.

Financial matters and 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 50 Years Ball, 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.

Our community remains strong and this year we had great success in our fundraising efforts for charities. Our students raised over \$3,200 for UNICEF and those children in need in Ukraine and raised over \$500 for the Toowoomba Hospice through the Primary Discos this year.

Major projects

2022 saw the development of the next stage of the Strategic Plan which includes an updated Campus Master Plan.

Phase 1 of the Campus Master Plan focusses 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 which will include a fitness centre, two General Learning Areas and office spaces, and the potential to increase learning areas in the Secondary campus currently sits with the regional council for planning permission.

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.

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

With the development of the Strategic Plan and Campus Master Plan the aim is to continue to develop Queenies Paddock and the Gill Precinct.

West Moreton Anglican College

Principal: Mr Geoff McLay
MEd, MBA, FIML, FCEO, CCEO, GAICD

In 2022, our third year of disruption and interruption, unexpected changes seem to be the new normal. It is understandable that at times we have felt a little irritated by the lingering impact of the COVID-19 pandemic.

It was a taxing time for everyone; some argue that it was the most challenging period in the history of education in this country. Unsurprisingly, many of our challenges in 2022 could be classified as flowing from the dynamics of external factors related to health and economic aftershocks of the COVID-19 pandemic.

Despite the challenges of 2022, we have continued to grow and evolve as a community while seeking to retain the certainty of routine and the comfort of community along with progress and growth.

Our 2022-2024 Strategic Plan was completed early in the year and is well-advanced in its implementation. This plan is deliberately focused on fewer strategic initiatives than our previous three plans, as it serves to bring to fruition some longer term strategies that have emerged from work previously completed. This current plan has a range of foci, including quality teaching, student learning and growth, child protection and safety, wellbeing, organisational cultural enhancement, and capital infrastructure improvements. The plan lays the foundation for an inspiring future for our community.

One very fine example of our organisational cultural growth has emerged from a body led by Mrs Phyllis Marsh, our Learning Innovator – Indigenous Perspectives. We have been undertaking this work over the last four years to develop a meaningful, uniquely WestMAC approach to embedding Indigenous perspectives at the College. What has emerged is an approach called Dandiiri. Dandiiri is the Yugara word for *'coming together'* and it holds important symbolism and significance for our approach.

Dandiiri or 'coming together' is beautifully aligned with and enriches our ethos as an Anglican school – education driven by a vision of humanity shaped by the image of God made visible in Jesus, present in every human being. We still have much to learn and do, but I can say with confidence that Dandiiri means that we continue to grow and become better through coming together.

Worship and Christian ministry

In 2022, we were pleased to be able to continue to offer a weekly Chapel service from prep to Year 12, which in keeping with our Anglican Identity was drawn from our Anglican Prayer book and complimented by the contribution of our students in worship songs, reflections and prayers.

Junior School classes regularly created and led Chapel services with the support of the Chaplain who offered a reflection. Informal Christian ministry was further extended by weekly activities such as God gang in the Junior School where students explored their faith through craft and shared discussion, and LIFT (Living in Faith Together) in the Middle and Senior School, which took the form of a youth group.

Support to staff and the broader community was offered through morning prayer before school, and shared reflections twice weekly in morning briefing.

We have been pleased to resume our regular Worship @ WestMAC services on Sunday throughout 2022 and welcomed Bishop Cameron for Baptism and Confirmation services. The popular Messy Church family services continued to be popular and a source of enrichment for our WestMAC families.

Engagement with local parishes

The Rev'd Selina McMahon from St Paul's Ipswich has been a regular visitor to our College, and along with Fr Richard Browning has taken a Chapel service once a term. WestMAC was also pleased to welcome the Ministers from the local Deanery to a shared Eucharist and luncheon in 2022. Rev'd Louise, conducted the ANZAC service in Rosewood, and also assisted with services in the region as requested by Archdeacon Elizabeth Gaitskill at various parishes when needed.

Chaplaincy

In mid-2022 we farewelled our Chaplaincy Support Officer the Rev'd Brenda Davis. Rev'd Brenda's ministry has been very much appreciated in the Junior School and the broader community, and we wish her well in her retirement.

The Chaplaincy team has had the privilege of presiding over a range of ceremonies during the academic year including Student Commissioning ceremonies, the ANZAC Commemoration Service, Presentation Services, and the Year 12 Valedictory Service, which we were pleased to hold in The Chapel of The Good Shepherd.

Archbishop's message

As Anglicans we are aware that every single member of our community, being made in the image of God made visible through Jesus, contributes to the life culture and ethos of our school community as we strive to serve God and the common good. This is made all the richer by the celebration not only of our commonality but of our diversity.

We have experienced joy throughout the year as we have shared and supported one another and strived to serve the broader community. An example being a Grade 5 student, who created a whole school initiative where drink bottles and lunch boxes were collected for Zephyr Education which supports disadvantaged children. The Junior School students also initiated a bake-off stall which raised funds for Lisa's Lunches, our Seniors had a Spirit Ed festival which raised money for UNICEF, and the community experienced joy in engaging in The World's Greatest Shave.

But apart from these big events we have found joy simply within our day-to-day community. As the students jump and sing ‘When Jesus says Yes,’ in Chapel, to our sports teams, our dance, and music cohorts who meet regularly and support one another.

As always, it has been a joy to see our students live in community, and to blossom into leadership roles, as they leave a legacy for others to follow.

Religious Studies

At WestMAC, Religious and Values Education (RaVE) is studied by all students in Prep to Year 10. In 2022 our Year 11 students enjoyed a full day workshop presented by Peer Power. This workshop was called Supermarket Spirituality and was well-received by students with high attendance on the day. We accepted the Archbishop’s challenge to take up the theme for Anglican Schools – ‘Being Together, Embracing Joy’.

Key members of the RaVE team engaged with the ASC RE teachers’ network and attended professional learning days. Our goal for 2023 is to undertake a review of our RaVE program with a focus on greater alignment with the Anglican Syllabus and improvement student engagement.

Reconciliation Action

The College has an established working Reconciliation Action Committee of 13 staff members. The Committee has committed to achieving 29 Actions and has successfully completed 25.

The Committee has formally published our College RAP and works under the College’s Dandiiri Approach, to raise knowledge to enhance the education.

Vision

West Moreton Anglican College is owned by the Anglican Church of Southern Queensland (ACSQ). The ACSQ’s vision is: Flourishing faith communities: proclaiming and serving, worshipping and learning. West Moreton Anglican College’s motto: Faith, Knowledge, Service – provides significant alignment with the ACSQ vision.

Ethos

As a Diocesan-owned school, West Moreton Anglican College seeks to express the values and behaviours imbued in the Anglican Schools Southern Queensland Ethos Statement. This Ethos Statement is: The vocation of Anglican Schools is education driven by a vision of humanity shaped by the image of God made visible in Jesus, present in every human being.

More specifically, we seek to be:

- Incarnational: God is Love, perfect and in person.
- Essential words live in us: they become real when lived.

- Intellectual: We embrace a comprehensive liberal education.
- Pastoral: We practise respect for the whole person in community.
- Missional: We form people for the transformation of the world, in the service of God and the common good.
- Faithful: We keep sacred rhythms attending to the goodness of life, celebrating the story and sovereignty of God.
- Hospitable: We have a place for all to belong.

Values

Our values are the guiding principles that underpin our decisions and behaviour. The following are integral to our ethos:

- Wisdom: learning, hope, faith, resilience, and confidence
- Kindness: compassion, love, service, empathy, and generosity
- Courage: integrity, truth-seeking and confident
- Respect: acceptance, inclusion, dignity, integrity, trust, listening to others' views.

Major projects

Following a collaborative and extensive planning period, the Campus Master Plan, *Towards 2040*, was unveiled at the College's 29th Founders' Day Ceremony. This is a bold, aspirational masterplan that will ensure the campus can deliver ever improving educational outcomes to all our students for generations to come. This Master Plan builds upon the existing identity by strengthening the cultural heart of the College and surrounding it with social, teaching and learning spaces.

Initial planning has commenced on the development of Stage 1-Student Hub. The functions contained in this new building provide integrated and centralised student services that better serve the full range of needs of all students. Indeed, the overall functionality of this new building will provide an integrated response to meet individual student needs that reflects the diversity of the human condition.

Anglican Schools Associated with the Diocese

All Saints Anglican School

Headmaster: Mr Patrick S Wallas
BA (Hons), PGCE, MACE

It is certainly fair to report that 2022 did not offer us the smooth start for which we were all hoping. The invisible assassin we had come to know so well, fuelled to some extent by governments finding themselves with powers that might previously have been inconceivable, saw us begin the year with two weeks of online learning. The repercussions were troublesome – missed opportunities with our Year 12 leadership teams, seminal start-of-the-year events having to be postponed or cancelled and a general cloud of unsettled anxiety replacing the optimistic energy that normally accompanies the start of a school year. Then the floods came. More cancellations, more last-minute adjustments that raised our stress levels and encouraged a ‘bunker down’ approach.

Yet, as we look back on the year as a whole, it is remarkable to observe that it was actually an incredibly successful year for Anglican schools. We are enjoying strong enrolments; we managed through a mixture of determination and creativity to just about squeeze in all our signature events and we maintained our busy co-curricular programs. Indeed, there was a sense in which our schools managed to triumph over adversity, revealing our distinct, yet universally resilient, characters and finishing the year with our collective heads held high.

Worship and Christian ministry

We continue to hold weekly chapels for all members of our school community. Chapel Captains are becoming more involved in the presentation of Chapel services. The Chapel bands in Middle School continue to grow. Whilst the Junior School has been impacted by the resignation of a music teacher who supervised and coached their Chapel band, an alternative option is being considered. The Senior School bands continue to thrive.

The delayed start to the year resulted in the cancellation of our Celtic service and baptisms which we will reintroduce in 2023.

Our Whole School Easter service was a collaboration between All Saints' students and Anglican Church Robina, a partnership which continues to grow.

A Middle School Faith Group developed from our Ash Wednesday service and continued to meet weekly throughout the year.

2020's **Gratitude** vine which 'grew' around the Chapel, in vine leaves filled with messages of thanksgiving, bore curiosity fruit in 2021. The school theme of Cherish your **Curiosity** gave impetus to this liturgical practice. 2022 saw the introduction of **Compassion** butterflies, which was the completion stage of this art installation circling the walls of the School Chapel, endearing itself to the entire community as a vibrant symbol of resilience, hope and compassion throughout the 'COVID years'. It was disassembled at the end of 2022.

Engagement with local parishes

We continue to extend our relationship with Anglican Church Robina, despite the restrictions of COVID. Our annual Messy Church, held at the Parish attracted greater attendance than the previous year drawing students and their parents from Pre-Prep to Year 2.

The Rev'd Stewart Perry, Priest-in-Charge at Robina continues to sit on our School Council and is also a member of our Finance Committee. He regularly helps us with worship and many members of his congregation come from All Saints.

The Rev'd Eron Perry from the Parish of Burleigh Heads graciously volunteers his time to teach Christian Living to two Year 11 classes, which has proved a wonderful connection. He too is a regular helper at our various worship services.

It is recognised that our schools value their engagement with the whole Church and welcome the opportunity to celebrate those relationships.

Our intern programme with Anglican Church Robina continues to inspire, and the number of our students who have joined the teens and young adults group at the parish is steadily increasing.

Our first *Happening! A Christian experience* weekend was cancelled due to the late start to the school year, but *Happening #9* was a great success. The weekend, in offering a safe space for young people to explore their faith, proves transformative for those attending. Many staff are involved, including our Senior Chaplain, our three Lay Chaplains, our Service Learning Co-ordinator and the Headmaster who bakes cookies for the occasion and delivers a talk on grace.

Relationships

Our relationship with St John's Crisis Care centre continues to develop and we were able to re-engage our students who assisted with serving meals to the homeless on a regular basis. Collections of blankets and food and Christmas gifts were given to the organisation. This year we initiated a program for Year 9 students at Burleigh Heads parish Op Shop. Students visited the Op Shop weekly to assist with packing shelves, tidying and assisting in the Op Shop.

We expanded our music concert visits to various nursing homes, but also held a concert at Robina Anglican Church and at St Peter's Anglican Church Southport. This is a program which we wish to extend.

Our Yr 11 Social Justice Unit invites Anglicare to offer a presentation to students which has proved 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.

Chaplaincy

Our Chaplaincy team consists of our Senior Chaplain, Ann McGuinness, an ordained member of the Anglican church, supported by three full time Lay Chaplains and our Service-Learning Co-ordinator. This team meets regularly and together with the Headmaster and the Chair of School Council, oversee and develop our Christian mission as a school.

Diversity

All Saints currently has 117 students from overseas, with 17 countries of origin, studying at school. We have two boarding houses, both situated on campus, where many of our international students live, with 30% of them choosing to live with a homestay family.

We currently have 26 indigenous students enrolled at the school and we have an Indigenous Engagement Co-ordinator who is working to achieve our aspiration that every student graduating from our school will have a knowledge, understanding and appreciation of the First Nations people who originally walked this corner of South East Queensland and of the wider struggle that our First Nations people have endured since colonisation occurred.

The school holds a Harmony Day each year when we celebrate our diversity. The day begins with a whole school assembly which is always loud, colourful and joyful.

We also celebrate NAIDOC week with various activities designed to heighten awareness and understanding. This year we completed, published and launched our Reconciliation Action Plan and we have a RAP committee that meets regularly to ensure that we are implementing the aspirations contained therein. We are also working on hosting an Indigenous Games tournament, involving all schools from the Gold Coast who wish to be involved. We have been most grateful for the ongoing support of Paul Paulson and Sandra King (OAM) in our various endeavours in this area.

Religious Studies

Christian Living is taught from Pre-prep to Year 11 and we recently undertook a recalibration of our curriculum in the hope of making the learning more relevant and engaging for our students. It is a subject that is taken seriously in our school, with formal assessments and a reporting line.

Missional engagement

We continue to promote the benefits of selfless service in our community through our outreach services and our Service-Learning program. Some of the projects undertaken as part of this program this year include:

| Junior School | |
|---|---|
| Event Overview | Time of Year / Frequency |
| Little Mates Mentoring program Year 3 students & Year 12 mentors Varied Activities for mentors/mentees Introducing Indigenous cultural themed activities this year – Ochre Art | Terms 2 / 3 Tuesday afternoons 3-4 pm |
| Pen Pals program Year 5/6 students correspond & meet with residents/parishioners 2 x morning tea events. <ul style="list-style-type: none"> - Earle Haven Retirement Village - Cypress Gardens & Anglican Church Burleigh Heads - Gardens on Lindfield - Anglican Church Robina | Whole year program Term 2 – students visit Pen Pals facilities Term 4 – Pen Pals visit ASAS |
| Prep – Giving Garden Prep students grow herbs & veg in line with curriculum learning re: growth, then donate to St John’s Crisis Centre for meals to support homeless. Speaker: Di Eadeh – St John’s CC | Term 2 / 3 |
| JS Corelli Strings Concert – students from Yrs 3-6 Residents from Earle Haven Retirement Village visit ASAS for a student concert & morning tea served to them by students. | Term 4 Booked |
| Middle School | |
| Year 7 Christian Living Compassion class projects – including specialist speakers to present to individual classes for each project. Consolidating Anglican marks of mission: - 3. <i>Respond to human need by loving service</i> 5. <i>To strive to safeguard the integrity of creation and sustain and renew the life of the earth</i> <ul style="list-style-type: none"> - Learn about / undertake environmental recycling project – Food Conservation. Presenter: Erin Merrin , Head of SS Humanities - Collect / deliver donations for Robina Anglican Kids Op Shop. Presenter: Lyn Farrar | Across the whole year |

| | |
|---|--|
| <ul style="list-style-type: none"> - Buk Bilong Pikinini – Book Drive – delivery to PNG children’s libraries. Presenter - Revegetation of Koala habitat – tree planting – Presenters: City of Gold Coast Environmental Officers - Learn about / collect / deliver donations to Baby Give Back <p>Presenter: Carly Fradgley</p> <ul style="list-style-type: none"> - Raise awareness/correspond with – ASAS World Vision Sponsor Children (8) - Care Packs for elderly in Aged Care facilities (HillView Care) - Christmas Giving Tree – Promotion, collection, delivery of Christmas gifts for disadvantaged / homeless families through St John’s Crisis Centre Surfers Paradise | |
| <p>Year 7 Walk for Water Program – run by MS Teacher Karen Couch</p> <ul style="list-style-type: none"> - Experiential Day long program where students collect / purify / analyse / cook & clean with water from the wetlands. This promotes understanding of daily hardships for many African children as students learn elements of water conservation and science. Also fundraising for Water purification / pumps for Kenyan villages. | <p>Modified form run in 2021 due to COVID Should run in full form 2022</p> |
| <p>Year 9 volunteering – Burleigh Heads Anglican Church Op Shop & community garden</p> | <p>Terms 2, 3 and 4 Thursday each week Between morning tea and lunch</p> |
| <p>Year 9 service-learning camp – two major events 190 + students</p> <ul style="list-style-type: none"> - Sunshine Coast Council Envirocom - Beach Clean-up – students collect litter then classify and collate data - Students visit aged care facilities on Sunshine Coast – facing difficulties due to COVID and need for student flu vax - Currently organising Indigenous cultural emersion experience for these students | <p>Term 1-3 days at Alexandra Headlands Camp – Sunshine Coast</p> |
| Senior School | |
| <p>Year 11 Christian Living social justice assignment: students research a range of social service providers available for specific community needs, then present to class</p> <ul style="list-style-type: none"> - A variety of speakers from Anglicare showcase the diverse range of services they provide to the disadvantaged and homeless within our local community. | <p>Term 3</p> |
| <p>Year 12 health students Homelessness Matters week Week-long events run by students raising funds and awareness of homelessness.</p> <ul style="list-style-type: none"> - Speakers from Gold Coast Youth Service - Collections – Clothing / shoes/ socks for the homeless – for St John’s Crisis Centre | <p>Term 1 and Term 2 - DigniBreakfast</p> |

| | |
|--|--|
| <ul style="list-style-type: none"> - Feminine hygiene products for 'Share the Dignity' - Dignibreakfast – speakers/fundraising and awareness for 'Baby Give Back' and 'Share the Dignity' | |
| Year 12 Little Mates Mentoring Program – see Junior School | Terms 2 & 3 |
| Years 10-12: St John's Crisis Centre – student volunteering Student volunteers visit St John's CC on a weekly basis helping with packing of hampers, sorting clothing, serving meals to the disadvantaged and homeless. | Weekly during term time – not possible during COVID and exam shutdowns |
| Years 10-12: SS Music Honours student concert – HillView Care Retirement Complex These students provide an outstanding concert followed by helping to serve afternoon tea and spending time sharing with the very frail aged. | Term 2 – booked Term 4 – hopefully |
| Other Projects – current and previous | |
| <ul style="list-style-type: none"> - Flood Appeal food collection and delivery – whole of school - Care Packs for students in lockdown over the border - Care Packs for IH Students in lockdown overseas - Senior students visit Mudgeeraba Special School on a weekly basis - IH Visit to immigrant students at Milperra State High School delivering some of our school's excess art supplies and building relationships. | |

We also continue to operate our annual Giveathon appeal with over \$1,500,000 raised since we began the project in 2002. Our Saints Outreach Service (SOS), made up of Year 12 students, invites all members of our community to submit a charity they think we should support. Those submitting a charity are required to have some personal involvement with the organisation they are promoting. On average we receive about 50 suggestions. The members of the SOS then choose three local, three national and three international charities to support, with each sub-school (Junior, Middle, Senior) adopting one of each. Our emphasis is on encouraging our students to understand the value of serving others by undertaking community-based tasks to raise money for the appeal.

School values

Our school values are espoused in our website.

Academic achievement is obviously a core part of our operations as a school, but we are aware that the correlation between academic success and a meaningful, purposeful, satisfying life is somewhat tenuous, whereas the correlation between a life lived with a core set of sustaining values, a capacity to form healthy relationships, an understanding of the importance of meaningful connections, self-awareness, self-discipline, integrity, a sense of purpose, a sustaining faith in God and a meaningful life is much more direct.

As a non-selective school we are always proud of the way our students give of their best and, whilst we are delighted with the results of the Class of 2022, we are much more

delighted in the knowledge that 100% of them find themselves on positive pathways of their choosing.

| | | Cumulative | Percentage |
|-----|----|------------|------------|
| 99+ | 8 | 8 | 4.65 |
| 95+ | 40 | 48 | 27.91 |
| 90+ | 28 | 76 | 44.19 |
| 85+ | 23 | 99 | 57.56 |
| 80+ | 29 | 128 | 74.42 |
| 65+ | 32 | 160 | 93.02 |
| 60+ | 4 | 164 | 95.35 |

ATAR 2022

Conclusion

For those of us who love our church, there is a sadness in the predicament in which we find ourselves in current times. As if fires and floods and pandemics were not enough, the source of comfort which helps us to deal with such adversities, our sustaining mother church, seems on a national level to be riven with discord and dissonance. The All Saints community has been profoundly grateful for the calming, intelligent, compassionate influence of our Archbishop over so many years. Anglican schools are more affected than some might imagine by the ruptures in our church. Collectively, we have a significant influence on the future of Anglicanism in Australia. We urgently promote the teachings of Jesus, so radical and profound and so steeped in the call to love our neighbours as ourselves. Our prayer is that our church, the church we love, will find a way of living the gospel and thus provide a nurturing home for our young folk who, despite what the media might tell us, are thirsty for salvation.

Canterbury College

Principal: Mr Daniel Walker
BA (Econ & Gov), BEd, MEd, MACEL

2022 was a significant year for Canterbury College, as the College continued to seek a closer relationship with the Anglican Church, the Anglican Schools Commission and fellow Anglican schools. The College celebrated its 35th anniversary in 2022, and we celebrated the evolution of Canterbury from small community school to significant central educational, sporting and community hub of Logan City.

Our vision, '*To inspire and nurture confident, optimistic and compassionate young people who are ready for the world*' continued to inform our priorities and continual improvement strategies.

Worship and Christian ministry

A suite of Chapel services were planned and administered during 2022, including those that required rethinking due to COVID realities:

- Whole College Foundation Day Chapel,
- six separate family Chapel services on Sundays for each of the houses: Becket, Cranmer, Goldsworthy, Kime, Ramsey and Temple,
- Whole College Ash Wednesday Chapel,
- St John's Cathedral service, for all students in Years 6 to 12,
- Valedictory Chapel in Canterbury's very special 'bush chapel',
- four staff Chapel services on student-free days, and
- hymns, prayers, reflections and blessings at weekly assemblies.

The College has worked hard in 2022 to continue strong connections with clergy in local parishes.

To the west, Jimboomba Anglican Church – Area Dean, the Rev'd Dan Talbot has supported many College initiatives and presided over services.

To the east, the College welcomed the Ven Geoff Hoyte to many College functions and appreciated his support of major events and Chapel services through the year.

ASC Director of Mission, the Rev'd Richard Browning, also worked closely with Canterbury Chaplain, the Rev'd Melusi Sibanda.

Chaplaincy

The Rev'd Melusi Sibanda was the College Chaplain in 2022. Rev'd Sibanda joined Canterbury from Rockhampton, where he served as Dean of St Paul's Cathedral.

Diversity

Canterbury celebrated its diversity at our yearly United Nations Day. This event celebrated the food and culture of over 20 ethnic, national and cultural groups. The event, attended by over 1,300 people was a highlight of the school year.

Canterbury serves a community with over 200 language groups, with large numbers of Hindi and Punjabi families joining us in recent years. This is in addition to a large Filipino, Pasifika, Chinese and Korean community which has been well established in Logan for decades. Over 15% of students speak two languages at home, with this percentage growing every year. From a faith perspective, Islam, Hinduism, Buddhism are widely represented, and a range of Christian denominations are also present in our community.

Religious Studies

The RaVE program has been well-supported by teaching staff. A new compulsory subject for all Year 10 students, creating one QCE point, was Religion and Ethics. The College had a RaVE coordinator in both the Junior and Secondary Schools.

Missional engagement

Outreach has included: the Cancer Council, Rosies Beenleigh and local community-based charity organisations; culminating in a massive Christmas Appeal, where over \$20,000 of gifts were donated from Canterbury families.

College values

- Scholarship – commit to mastering the unfamiliar and the challenging. Seek to improve every day.
- Compassion – choose forgiveness, demonstrate generosity and ‘take a walk in other people’s shoes.’
- Social Responsibility – promote equality, justice, the voice of the marginalised and care for the environment.
- Integrity – be accountable for your decisions and earn trust by matching words with actions, even when nobody is watching.
- Respect – treat everyone with decency and kindness, regardless of their ethnicity, gender, culture or religion.
- Community – take pride in being part of something bigger than yourself. With parents, teachers, students and alumni joining together, we can achieve so much more.

Future plans

A major building project has been in the planning in 2022, which allows for increased growth of the Junior School from its current size of 680 to a future size of 800. This new classroom block will consist of eight classrooms, three specialist teaching spaces, a new multipurpose undercover area, toilets and staffroom. It will be under construction in 2023 and will open in 2024 to Year 1 and 2 classes.

Hillbrook

Principal: Mrs Maria Woods
MEd, BEd, Dip Teach. Cert Residential Care MAICD, MACEL, MACE, AIMM

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 Ugarapul 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 2022, we warmly welcomed our new Principal, Maria Woods. Maria immediately began working collaboratively with the community immersing herself in Hillbrook Anglican School's culture.

2022 presented both challenges and opportunities. The year began in remote learning for Years 11 and 12 students which highlighted thoughtful teacher planning and preparation via Online@Hillbrook. The return to face to face was celebrated by all members of the community.

The unprecedented February floods showcased the resilience, agility and the ability of the community to adapt accordingly for a significant period of time during which flood mitigation and rectification could occur. The usual events and routines of the school year were interrupted with only one carnival able to be held this year. NAPLAN, and all external tests for Year 12, plus all Year 12 end of year events occurred with record numbers of parents, past students and extended family here at school to celebrate.

The year was also significantly impacted for our students and their wellbeing with the tragic loss of a student and then, late in 2022, the untimely and unexpected loss of a parent. The care and sense of community has come to the fore in the support provided throughout both periods.

The students rose to the challenges and achieved outstanding results in 2022 and more broadly across the board with their involvement beyond the school in sport, academia, community and public service.

Worship

In 2022, 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

After making contacts with Anglicare, our Year 10 students put together 99 backpacks for children entering emergency care. This special project was a continuation of our whole school project that was conducted the year before. Unfortunately, with Anglicare now no longer accepting backpacks, we are seeking new organisations with whom to partner. We hope we can find ways to partner with Anglicare in the future.

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 Learning and Wellbeing Team, classroom teaching, and coordinating school ceremonies. His contribution to the planning committee for the commissioning and welcome ceremony of Hillbrook's new principal, Mrs Woods helped to make a very special celebration.

Of further note was the support for the community Mr Adams provided throughout a time of school community grief. This culminated in the planning, organising, and leading of a community prayer service. Richard Browning, Director of Mission, provided wonderful pastoral support and additional ministry to our Hillbrook community during this time.

Mr Adams has also facilitated a series of student focus groups that sought to respond to the wellbeing needs that were raised as part of a whole school survey.

Engaging in fun activities with students across the year levels certainly helps to build connections with our Chaplain. His technical and creative skills aided in our highly successful School Musical.

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 essentials of scripture, tradition, reason and experience. Students are encouraged to reflect critically on and actively explore and dialogue about the correlation between the traditions and grounding stories of the Christian faith, their own experiences and the grounding questions and notions of human life.

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 Years 7-10 and is an elective subject alongside a compulsory Religious Studies program in Years 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 we explored the concept of a 'Word for the year'; a word to focus us on what is most important and will help steer us in meaningful directions.

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 2022, 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. A plan was developed to extend the values and practices of altruism and community engagement from Years 7-12 which will be implemented over 2023.

Academic life

Our Class of 2022 has worked with purpose and pride to contribute to the life of Hillbrook, balancing this with a focused commitment on their academic studies. Despite the number of challenges we collectively faced this year, our Year 12s gave back in many important ways to our school community. They are to be proud of their tenacity and grit to deliver wonderful performances in *Charlie and the Chocolate Factory* amidst COVID, our Athletics Carnival despite the impact of floods, numerous music concerts and our School Dance; all commitments that brought our community together. We thank them for their dedication and care at pivotal moments throughout the year.

We are delighted to share some of the outstanding outcomes for our Year 12s:

- Two students achieved an ATAR of 99 or above, 24 students achieved an ATAR of 95 or above, and 41 students achieved an ATAR of 90 or above.
- Sixteen of our students received As across their top 5 subjects, with 2 students achieving 100% in a senior subject.
- Across the cohort, 80% of subject results achieved were As and Bs.

- Ten students studied and completed qualifications (at a certificate, diploma and university level) while completing Senior.
- Early tertiary offers have been accepted by 48 students.
- All eligible students obtained their Queensland Certificate of Education.

We are inspired by our graduates and extremely proud of their commitment and contributions to our community. We look forward to continuing our positive relationship with them and wish each of them every success and happiness in this next chapter of their lives.

We would especially like to acknowledge the role parents and families play in supporting and walking alongside their children throughout the course of their education, especially during Year 12. We are humbled by the trust and belief all our families have placed in Hillbrook, especially during the last few years as we've faced many challenges together.

Reconciliation Action Plan

As part of our Reconciliation Action Plan, our community acknowledges, respects and celebrates the cultures and heritage and continuing contribution of Aboriginal and Torres Strait Islander peoples. It is envisaged that actively respecting Aboriginal and Torres Strait Islander perspectives will be considered an everyday part of the educational landscape at Hillbrook. 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 strong partnerships with First Nations elders and community members who work alongside our teachers, students and children in learning activities. Having their 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.

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 Anglican School, 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 a person's identity.

Major projects

Flood rectification and mitigation works – redevelopment of recreational centre and refurbishment of flood damaged areas

Hillbrook Anglican School suffered major flood damage on the last weekend of February 2022 due to the overflow of the Kedron Brook, which backs on to the Northern end of the campus. The School's Recreational Centre (Sports Hall) suffered the most damage with approx. 1.5m of flood water recorded in the centre, which flowed in from the outside courts and sports field.

2022 was therefore a year of major disruption for the School, with the Recreational Centre being closed for the full year due to major redevelopment.

This work included:

- professional mould cleaning as per insurance assessment requirements and drying out of the Centre's concrete slab (approx four months),
- removal and reinstallation of high-grade sports/courts flooring, after professional moisture tests on the concrete slab provided positive results,
- demolition and reinstatement of student amenities, staff room and storage rooms,
- re-cabling and installation of significant audio-visual equipment,
- rebuilding of flood damaged walls and fixtures, repainting, decommissioning, and recommissioning of electrical, data cabling, plumbing, mechanical and fire control services,
- rebuilding areas, which has mitigated the risk of future flood damage and school closure periods, and
- fixed furniture and equipment replacement, which most of the school's furniture and equipment was written off.

Other areas throughout the School were damaged by significant water ingress and refurbished in accordance with insurance assessment requirements, which included a full mould cleaning and protection service before any refurbishment commenced. This work was carried out sequentially throughout 2022.

Archbishop's message

The Archbishop's 2022 message and theme of 'Being Together, Embracing Joy' 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 2022.

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 and Christian ministry

Throughout 2022, 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 because numbers exceeded the Chapel space.

Unfortunately, COVID-19 continued to make itself known in 2022, especially in Term 1, when the start of the academic year was delayed by two weeks; and then end of the term saw renewed social restrictions in response to a spike in COVID cases. Sadly, this meant that, for the third year running, the planned Whole-College Easter Service had to be cancelled. Fortunately, we have all learnt to pivot, and so the Easter message was shared with the community as a film.

Across both the Primary and Secondary Schools, students attended a Chapel service at least twice, sometimes even three times each term.

The following is a summary of the services conducted in 2022:

- Ash Wednesday was marked across the College, beginning with a service of the Imposition of Ashes for staff, parents and the wider community at 7:30am. The two Houses in the Secondary School who were scheduled for a Chapel service that day also partook in a service of the Imposition of Ashes in the Chapel; while Primary School class groups were provided with the means to observe the day in their classrooms. During the two timetabled breaks, the Chaplain walked around the Secondary School campus, offering 'Ashes on the Go' to any students or staff who wanted to receive these.
- The whole school gathered to mark ANZAC Day and Remembrance Day; with each sub-school celebrating an age-appropriate Christmas service.
- As was the case in 2021, the Secondary School's Wellness Festival (end of Term 3) began with a Worship Service in the Sports Centre. Developed by a group of Year 11 students and the Chaplain, it was entirely led by said students, with lively participation by all. Once again, a student-staff band accompanied the singing, which was a highlight.
- 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.
- Similarly, the Chaplain visited Year 6 students while on camp and Year 11 students while on retreat, offering a time of reflection and a guided Labyrinth walk for both groups, which was well-received.
- 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. The eight Houses and the Year 7 cohort in the Secondary School continue to take turns in writing/sourcing prayers. In the Primary School, prayers are still largely provided by the Chaplain and the RaVE teacher. However, during their RaVE lessons students are increasingly given the opportunity to formulate their own prayers to be published on *My Flinders*.
- 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, whether face-to-face or online, also always contain prayers and reflections provided 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 has established itself as a much anticipated and enjoyed tradition. For the first time since commencing at the College in 2020, the Chaplain was able to offer Holy Communion at the end of year service in 2022 – a great joy!

- Chapel services have largely focused on the lectionary readings, while also highlighting the Archbishop's theme 'Being Together, Embracing Joy'. The times and seasons of the Church year were observed throughout.
- A Wednesday morning Eucharist was offered to the College community at 7.30am, during school terms.
- Outside of school hours, services were offered once a month during term time on either Saturdays or Sundays, together with the high festivals of Good Friday, Easter and Christmas, during the school holidays. Messy Church was introduced into the rotation, as well as a German language service, not only on Christmas Eve but also on Easter Sunday. These services were open to all and enjoyed an average attendance of 29 adults and nine children. The Rt Rev'd Jeremy Greaves visited the College on Pentecost Sunday, where we celebrated several baptisms, confirmations, as well as the admission of children to Holy Communion. In 2022, a total of six people were baptised, two students were confirmed and nine children were admitted to Holy Communion.
- Not included in the figures, above, was the College's Community Carols Service, which has become increasingly popular. Held in the Performance Centre, it saw more than 350 people attend.
- We continue to build a culture within the College that is at home in the Chapel and feels, in spite of different faith backgrounds, or none, a sense of connection and belonging.

Engagement with local parishes

Our Chaplain 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. The College, too, has cemented a connection to this parish in its support of the Wednesday Community Meal. Thiele House has taken this on as their service-learning commitment, meaning that the College not only provides food 3-4 times a term but members of Thiele House also go along to serve in the kitchen on these occasions.

Both the Anglican parishes of Caloundra and Buderim welcomed a new Priest-in-Charge in the latter half of 2022, and the College Chaplain has met with both. Together, we will explore ways for the College community to be engaged with these parishes in 2023.

Relationships

The school continued College-wide charitable partnerships with the following organisations negotiated through our Chaplain and other members of staff throughout 2022:

- **Buddies Refugee Support Program**
After a long hiatus, we were delighted to host one of Buddies' Learn English holiday programs during the September break in 2022. Around 27 refugees participated, including nine children. Most of the participants came from Ukraine, but Syria, Iraq, Afghanistan, Tibet and Iran were also represented.

Several students and staff volunteered to support the program, and we hope to offer the use of our school again in 2023.

Year 6 students also focused their studies on the plight of refugees in Terms 2 and 3, whereby they worked closely with members from Buddies, who facilitated information sessions and organised visiting refugees to tell their story.

- **The Anglican Mission District of Leichhardt-Chinchilla and Murilla Community Centre**

While we were unable to take students to the Leichhardt-Chinchilla Mission District, two staff members visited that community to explore possibilities to take Year 9 students there in 2023. We are delighted to report that two such trips have been planned as part of the Year to Rise program in Term 2, 2023.

- **Gateway Care Community Centre**

Oliphant House in the Secondary School continues its partnership with Gateway Care Community Centre in Caloundra, established in 2018. Most Friday mornings, two to four students 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 and the ensuing housing and rental crisis.

This service-learning project is well-supported and valued by participants; and it is wonderful to note the firm sense of ownership of this service activity amongst members of Oliphant House.

- **Hibiscus Retirement Village/s**

The College has long-standing 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.

This connection was extended and strengthened by the establishment of an intergenerational Pen Pals Club, which grew from strength to strength in 2022. The number of Primary School students wanting to write to residents at Hibiscus has grown so much that our colleagues at the retirement village are struggling to find sufficient elderly correspondents. Consequently, in 2023, we will explore connections with other nearby retirement villages for the same model of pen friends.

- **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. For the first time, in 2022, one of these events was enriched by a live music performance.

- **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 all the partnerships, above, 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 P-6 receive weekly RaVE lessons from a specialist teacher; and in the Secondary School, six teachers

shared the delivery of the RaVE program with Years 7-10 students receiving two lessons per fortnight, while Years 11-12 students received 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 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 2022. Here is a snapshot of the successes we could celebrate:

- Several 'Welcome to Country's 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 continues to operate in the Secondary School, working to raise awareness and educate peers about matters of Reconciliation, especially by marking significant events such as National Reconciliation Week on campus. In 2022, the RAP Captains accompanied the Chaplain and one other staff member to attend the local Aunty Betty Memorial Walk during National Reconciliation Week.
- Teaching staff have developed units of work to include Aboriginal and Torres Strait Islander histories and cultures; and the RAP unit in Year 4, in particular, has made a visible impact on the students.
- Members of the local indigenous community have visited the classrooms on several occasions.
- Staff members continue to participate 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 have a good relationship with Paul Paulson (Director of Indigenous Education, Anglican Schools Commission) and are looking to connect with St Andrew's Anglican College, in the shared local cultural consultant with Kabi Kabi elder, Aunty Bev Hand.
- The College engaged the services of Design Company *Gilimbaa*, to workshop with members of the school community and local Kabi Kabi representative, Lyndon Davis, in creating a bespoke artwork to reflect our commitment to

Reconciliation, and to make this visible around the campus and on College publications. This project was successfully conducted in 2022, with the College taking ownership of the style guide during the summer break. An official launch will occur in Term 1, 2023.

- Plans are taking shape for past student, Wakka Wakka man David Williams to join one of the College's music ensembles, playing the Didgeridoo for a significant event in 2023.

The College's ratified RAP document will be up for review in May 2023. It will be interesting to note our progress since we began work in this area in 2021.

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.

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 2022 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)

The ethos of a school is an idea that is often spoken of in formal publications like this, but not readily encountered in the push and pull of daily life. Ethos is something that sounds good but is expected to give way to expediency, or cost.

I am always encouraged by the way ethos is lived out at St Aidan's and not just paid lip-service. We know our story, and even better, we believe it. We expect that the values of the Society of the Sacred Advent will be experienced in both the joys and challenges of our shared life. And we happily share that story, because we want others to know it too.

This year brought many opportunities for the St Aidan's ethos to shape our life together. From the delayed start and all the challenges of a pandemic that emerged throughout the year, through the visceral effects of flooding on our doorstep, and over the doorsteps of members of our community, to some staff changes; we have all been asked to be humble, compassionate, courageous, faithful, resilient and wholehearted.

Worship and Christian ministry

Worship continues to reside at the heart of St Aidan's common life, in keeping with the ethos of the Society of the Sacred Advent. Unfortunately, the delayed start to the school year prevented us from beginning the year with our usual, two significant worship events held in collaboration with our sister school St Margaret's; a joint staff eucharist to mark the beginning of the year, and the Mother Emma's Day celebration in St John's Cathedral.

Chapel is held for each year level from Prep to Year 12, once a term. This approach enables us to tailor services to the needs of each year level and offers more meaningful engagement with our Anglican faith. Messy Church was celebrated in the Junior School, and is an effective way of facilitating intergenerational community-building. We also celebrated baptism and first communion in Year 5, and confirmation in the senior school.

Year 7 students spent Quiet Days at 'Fancutt's House', situated at Ambiwerra, our beautiful sports grounds, located on Oxley Creek, in Corinda. Students participated in quiet worship and reflection. This is a much-appreciated break from the pace of regular school life, and hearkens to both the practices of the Sisters of the Society of the Sacred Advent, and to the pattern of St Aidan of Lindisfarne.

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 embraced the challenge to find other ways to nurture our community. The student sacristans, Monica Behrenbruch and Beth Miller, provided outstanding spiritual leadership to their peers, under the guidance of the Rev'd Gillian Moses.

Engagement with local parishes

We were able to return to a greater level of engagement with local parishes in 2022. We continue to build working relationships with both neighbouring parishes and other parishes in our local area. Rev'd Gillian is committed to inviting parish clergy to join us in the liturgical life of St Aidan's, wherever possible.

Relationships

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. Rev'd Gillian is working with the Society of the Sacred Advent, as it continues to grow, providing administrative and pastoral assistance to the Society, now as a vowed member of the Chapter.

Religious Studies

Religious and Values Education is taught in all year levels from Prep to Year 12. In 2022, students engaged in a diverse field of topics including Indigenous Spiritualities, World Religions, Environmental Spirituality, Sacramentality and Peace and Non-violence Education. Year 10 students attended a RaVE Master Class, during their Futures Week, with the focus activity on identity formation and global citizenship.

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, understanding that student voice and agency is critical to the values of St Aidan's.

Staff development

St Aidan's is a Research-Invested school. For the past five years, St Aidan's has strategically moved towards securing research at the centre of its staff learning culture by embedding research methodology into our evidence-based decision-making processes. We have successfully led our culture from one that drew upon research and conducted action-research projects on the periphery, to a culture with research as the linchpin of teaching and learning practice. No longer merely consumers of research, our staff are co-creators. Our partnerships with universities, primarily our special relationship with the University of Queensland, has established us at the cutting edge of innovation in the educational research landscape.

New to St Aidan's is a bespoke leadership development program, offered and facilitated by Principal, Ms Toni Riordan. Forty staff, primary and secondary, teaching and non-teaching, experienced and non-experienced have opted in to an 18-month course, which investigates the 'disciplines' of leadership, firmly embedded in an ethical framework of action. In a time of flux, leadership practices, which unify with a common purpose, is crucial for the development and growth of staff, as well as the culture of St Aidan's.

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. We were delighted to learn last year's introduction 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 Qld Girls' Secondary Schools' Sports Association calendar was picked up by the QG Association, and the QGSSSA Reconciliation Round of Autumn fixtures is now an annual event for the schools' sporting association. The year was completed with the inception of a new staff role to support First Nations students – Indigenous Students Support Officer.

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 schools' 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 2022, Alumni Awards were presented to Royal Australian Navy Lieutenant Sarah Kaese (the Emma Betts Award for Young Alumnus), sculpture and installation artist Hannah Gartside (the Mother Emma Award for Entrepreneurship and Innovation) and Professor Michele Sterling, a clinical physiotherapist currently leading a NHMRC Centre of Research Excellence in Road Traffic Injury Recovery at UQ (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 third Giving Day was supported widely and raised almost \$252,000 for both the Building Fund – Ambiwerra Redevelopment and Hardship Fund – Born to Fly Bursary and Old Girls Association Bursary.

Achievements and contribution

St Aidan's senior students achieved outstanding results, with 12% of the graduating cohort achieving an ATAR above 99, and 77% achieved an ATAR above 90. Significantly, the median ATAR score was 94.15. Seven students achieved perfect subject scores of 100%, and 56% of the senior cohort achieved straight As in all five subjects.

On the sporting fields, St Aidan's demonstrated strong performance in Touch Football with Open, 10A, 8A, 8B and 7A teams securing QGSSSA premierships. Other exceptional results were achieved in the state Equestrian competition, the national All Schools Athletics competition, and the All Schools Touch Football competition.

A Senior visual art student received commendation in the Creative Generation Awards for Excellence in Visual Art. A Year 3 student and two Year 5 students achieved highly commended awards for their submissions in the Independent Education Union Awards for Excellence in Art Design.

Events

It was a pleasure to continue to welcome parents and friends back to school for many of our usual events in 2022, with almost no modifications for COVID-19. Major events such as the St Aidan's Celebrates Awards night, Open Day, Senior Vaedictory and Final Assembly were enjoyed by the community. We saw a wide range of musical performances from students as part of our assemblies, events and services this year.

Major projects

Our commitment to connecting community is the integration of the Brisbane campus of the Japanese School of Queensland into the St Aidan's site. In the most literal, physical sense, we've introduced an entire group of people to our space, welcomed people from another part of the world into our own, and vice versa. Inviting these students into our school has given them a new vantage point from which to view Australia, and sharing our space with them means we access to Japan, its people and its culture.

Likewise, the approval for the construction of our sporting facilities at Ambiwerra presents a new world of possibilities for St Aidan's. By welcoming the wider Ambiwerra community to use those facilities, we will effectively expand the community in a mutual exchange. We aim to signal that St Aidan's is not just a physical place, a collection of buildings, or a place purely for academia. We want to make it clear that we are members of the wider community, and that the wider community also belongs to the St Aidan's family.

Archbishop's message

The diocesan theme of 'Being Together, Embracing Joy' invited us to focus on a part of our shared life that is vitally important for a post-lockdown world. Our school sacristans and prefects lead by example in creating space for girls to be joyful together. On an annual basis, we enjoy the Year 7 and 8 students supported by their Year 11 and 12 buddies in a 'dance off' to claim the best Lip Synch House.

The colour of House celebrations on St Aidan's Day, our student-led Pride Assembly, and Culture Week co-ordinated by our International Captains are moments we can mark our way of life, one which embraces joy when we are together.

Future plans

St Aidan's moves into the first phase of the Centenary Projects in 2023. School Master Planning has focused on considerable facilities upgrades to our Ruthven Street and Ambiwerra campuses, leading to the School's Centenary birthday in 2029. We look forward to the completion, in 2023, of the Sports Performance Centre at Ambiwerra and Aidan's Place, a new cafeteria and meeting space.

St Margaret's Anglican Girls School

Principal: Ms Ros Curtis
BA (Hons), DipEd, MLitSt, MEd,
ASDA, FACE, FACEL, FAIM, GAICD

Once again, in 2022, together with our broader ACSQ school communities, we navigated COVID-19, online learning and significant illness through the winter months. No school year is without challenge. We pivoted as our community faced the February floods, and severe storm warnings. Our pontoons may have floated down the river and the Windsor Park clubhouse may have been inundated from the floods, but our students and staff adapted, showing courage and integrity as they navigated disrupted routines and personal challenges. Even in the midst of challenge we celebrated and held fast to the Archbishop's Message and 'Embraced Joy' in our diverse and vibrant community.

School values

Maya Angelou said, "At the end of the day, people won't remember what you said or did, they will remember how you made them feel." The St Margaret's Way proposes we ask two questions of ourselves each day, "How do I want to feel every day when I come to school?" and "What am I doing to ensure others can feel this way?" How you make people feel is how they will remember you. There are many things we can do or not do that will influence how we make ourselves and others feel.

It is in this context that the school revisited its values this past year, asking whether the existing values were still serving us well in supporting how we wanted our community to feel. We embarked on a substantial community consultation. What came out of this was six core values, borne from our Christian faith, through our Anglican tradition. Whilst these appear remarkably similar to those that come before, they have been updated to address our contemporary context. Inclusivity resonated loudly amongst our community, and this has been included as a new value in 2022: "A St Margaret's girl knows that every single person reflects the image of God and deserves to be treated with dignity. She demonstrates inclusivity by acting with compassion and charity, celebrating the gifts of every individual." This new value aligns with the vocation of Anglican Schools in the Diocese of Brisbane, "education driven by a vision of humanity shaped by the image of God made visible in Jesus, present in every human being."

The School's six core values are born from our Christian faith through our Anglican tradition – spirit, inclusivity, integrity, courage, respect and passion. These are embedded in every endeavour that students and staff undertake and shaped the culture and achievements of our school throughout 2022.

Worship and Christian ministry

At the beginning of 2022, the continuing COVID-19 story meant that we once again reimagined worship services. Ash Wednesday occurred a few days after the floods,

considering this and COVID-19, we focused on what it meant to be a community, how we were connected and stronger together, and then committed to an act of kindness for Lent. These were written or drawn on Post-it notes and placed on a kindness wall. Pre-Prep to Year 12 visited the station throughout the day and were given a cross sticker to wear on their uniform.

When large gatherings resumed, St Margaret's joined St Aidan's at St John's Cathedral for the annual celebration of Mother Emma and the Society of the Sacred Advent. Over 500 students and staff gathered for the Eucharist, and to reflect on the impact and legacy of the SSA. At the end of Term 1 we joyously celebrated Easter and the commissioning of the Rev'd Jazz Dow as our School Chaplain.

In Term 2, Rev'd Jazz facilitated Admission to Holy Communion preparation during Year 4 RaVE, and for secondary students at lunch times. Twenty seven students were admitted to Holy Communion, and ten baptisms took place across the School community throughout the year. In June, we celebrated our annual confirmation service with the Rt Rev'd Jeremy Greaves. Four students were confirmed.

Each term, we continued to run the international Prayer Space program, where students were invited to reflect on big ideas and spirituality in an interactive, self-directed, scaffolded space. Our regular pattern of liturgical life resumed, with year level chapels and primary chapel, Family Services, end of year celebration liturgies, and culminating with our Whole School Christmas Celebration where we were able to give thanks to God for the joy and achievements of 2023.

Chaplaincy

The Rev'd Susan Crothers-Robertson was on long service leave until May 2022. She then returned to St Margaret's two days per week for the remainder of 2022. At the end of the year, Rev'd Susan retired. We give thanks for her creativity, expertise, and great contribution to the St Margaret's community. Rev'd Jazz took on the role of School Chaplain at the beginning of 2022.

Religious Studies

The Religious and Values Education curriculum runs from Pre-Prep through to Year 12. RaVE is embedded within the weekly Primary and Secondary timetables. In the Secondary School, the RaVE curriculum sits within the Socio-cultural Studies Faculty which is led by Mrs Louise Brown. Louise has designed a curriculum for year 7-10 that is intellectually robust and provides a solid exploration of the Bible, core doctrines and rituals of the church, ethical frameworks, and empowers students to engage with the big questions of life. Louise regularly collaborates with the Chaplain and the Anglican Schools Commission on the content of the program.

In Year 11 and 12, students participate in an RaVE Masterclass each term. These masterclasses cover such things as deep dives into ethics and decision making, leadership, vocation, etc. Rev'd Jazz facilitates this program, drawing on the expertise of

our broader church community. Through our Chapel, RaVE and Philanthropy programs we continue to grow our relationships with Anglicare.

Reconciliation Action Plan

The fact that the value of inclusivity resonated with our community is no surprise. It is congruent with the philosophy of the Sisters of the Society of the Sacred Advent and long embraced and practised by this community.

The Sisters first established the School to give opportunity to young women and children who lacked an education. The first three enrolments were boarders, and we have continued to include and provide an education to the rural and remote daughters of Australia. Inclusivity is also inherent in our long-standing and proud partnership with Yalari – providing opportunities for Aboriginal and Torres Strait Islander students from across Australia.

We have continued with the implementation of our Reconciliation Action Plan across the School and were excited to launch a second anthology, Mulu Maguydan, by our First Nations community, with the focus on Elder stories. We are so privileged to be able to read these first-hand accounts of the lives of First Nations peoples, and this publication, along with Gidhal, now serve as wonderfully authentic educational tools for the School.

Diversity

Inclusivity and respect are already such strong themes in the School as we welcome and learn with girls from all backgrounds – here and overseas. Our international students contribute to the rich cultural fabric of the School and we delight in all they share with us and all we can learn from them.

And in further delivering on our promise as a local school with our global outlook, our global exchange program swung into action again after a two-year hiatus. Our students are leading with our values across Canada, Germany, South Africa and the USA, and planning is well underway for next year with additional schools participating from Japan and New Zealand.

Inclusivity can also be seen in the addition to some new sports to St Margaret's. Not only did we field our first open team in the Queensland Girls Secondary Schools Sports Association AFL competition, we appointed three eSports captains this year and led the way with an inaugural Girls in Gaming Invitational – an all-girls gaming event across multiple schools. Our spirit and passion for competing was also brought to life through academic endeavours and we proudly fielded five teams in the Queensland Titration Competition at UQ. One of the School's strategic goals is enriching the St Margaret's experience, and this means providing a wide range of opportunities inclusive of a wide variety of interests.

Achievement and contribution

The St Margaret's boarding house is a dynamic part of our School community. This year the boarding house was the recipient of the Australian Boarding Schools Association and

IEBA Excellence in Indigenous Boarding Award. Our submission highlighted some key features included in the boarding program, including our See My Difference See My Worth Festival, the School's RAP plan and our First Nations students' representation on the RAP Committee, our two First Nations' authored publications 'Gidhal' and 'Mulu Maguydan', our First Nations students' involvement in sharing cultural practices with the Primary School, and our Reconciliation Week celebrations and activities.

In 2022, Principal Ms Ros Curtis was named among Australia's Most Influential Educators of 2022 by *The Educator*. Our head of Socio-Cultural Studies Faculty (which includes RaVE), Mrs Louise Brown, was awarded the National Excellence in Teaching Awards. Mrs Kerry Daud was named in the 2022 Hot List, an annual award conducted by *The Educator*. From hundreds of applicants nationwide, Kerry was recognised for her work in pioneering girls' participation in eSports.

The St Margaret's learning journey offers its diverse community of students a range of pathways to cater for their interests and aspirations, and their passions and strengths. St Margaret's is a non-selective school which consistently achieves above state and national averages across the key academic markers. The graduates of 2022 were no exception and achieved outstanding academic results, including a median ATAR of 94.05 and two students achieving a 99.95 ATAR.



Events

Our St Margaret's Day celebration in 2022 honoured Sister Gillian and her contribution to the St Margaret's community. Our celebration was marked with joy and gratitude for the Society of the Sacred Advent. In an interview during the service, Sister Gillian paid tribute to her fellow Sisters who have left the School and church with a valuable legacy.

Over the year we also saw the incredible passion and spirit of our community through both The MAYO Arts Festival and Primary Arts Spectacular. These events were led by incredibly dedicated staff and an equally amazing amount of passion and spirit from all staff, students, parents and friends pitching in and working closely together. Both events showcased the extraordinary talent of the St Margaret's arts community.

Financial Matters/Fundraising

The courage, respect and integrity of our School community was a joy to witness once again this year through the Ponytail project. One hundred girls, and six teachers, rocked the chop and raised close to \$100,000. The Ponytail Project emerged from an idea generated from four of our now Old Girls in 2015. Since then, it has been officially adopted by The Cancer Council of Australia. It has raised almost \$2 million from over 30,000 students from across Australia.

Major projects

In 2022, School Council signed off on an Environment Social Governance Framework – which addresses our environmental, social and governance practices and guides us to better look after our planet through sustainability measures; to better look after our people through social measures, such as gender equity and inclusion and the continued advancement of our First Nations people; and to ensure accountability and the application of highest standards of integrity in decision-making that is underpinned by the School's values and the Philosophy of the Sisters.

We have started to streamline the number of uniforms required to participate in different sports; we are reducing the number of 'merch' items that ultimately find their way into landfill; we will be investing in renewable energy; we will be encouraging our students to 'walk the last mile' to school; and to decrease their reliance on plastic wraps and we will be reducing our dependence on paper. These are just a few simple examples.

The challenges of our times are many and we hope that by amplifying ESG through the curriculum and through our own actions, we are equipping our future leaders with the skills and knowledge to address these issues, while holding ourselves accountable today.

Future plans

In 2023, work will begin on the development of 'The Forest' at St Margaret's. This is a stage of the future cafeteria. The Forest will see the Avoca lawn transformed into a shaded area for students to gather and build community.

Our School continues to strive to achieve our five strategic goals of: Strengthening the St Margaret's experience; Focusing on academic excellence; Growing our staff; Leading in education; and, Resourcing our future.

We give thanks for the legacy, and look forward to how that legacy continues to shape our values and goals as a School community.

Community Services Commission

Anglicare

Commissioners

- Archbishop of Brisbane, The Most Rev'd Dr Phillip Aspinall AC
- *Chair* – Mr Gary Brady (from 1 Jan 2022)
- The Rt Rev'd Cameron Venables
- Mr Ken Thomson
- Ms Kim Rayner
- Professor Karen Healy
- Ms Nicole Bunning
- Mr Duncan Unwin (from 13 May 2022)
- Ms Melanie Mayne-Wilson (from 21 Jul 22)
- Mrs Phyllis Marsh (from 21 Jul 22)
- Mr Austin Whittaker (from 21 Jul 22)
- *Executive Director* – Mrs Susan Cooke

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 and Mr Duncan Unwin

Anglicare executives

- Mrs Sue Cooke – *Executive Director*
- Mr Nick Hansen – *Director of Services*
- The Rev'd Canon Linda McWilliam – *Director of Mission* (to 26 Aug 22)
- Ms Amanda Davies – *Director Governance Risk & Assurance*
- Ms Sandra Long – *CFO*
- Mrs Anna Zilli – *Director Organisational Development*
- Mr Lee Davis – *Chief Digital Officer* (to 14 Apr 22)
- Mr Barry Mather – *Chief Digital Officer* (from 23 May 22)
- Ms Chloe Henry – *Director Client Experience* (from 3 May 22)
- Dr Stephen Harrison – *Director of Mission, Research and Advocacy* (from 5 Dec 22)

Introduction

On behalf of the Community Services Commission, I am pleased to present this report for Anglicare Southern Queensland for 2022. 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.

Where 2020 and 2021 brought COVID into our daily conversations and encouraged flexible and innovative ways of working, communicating and relating, 2022 delivered the real test against our two years of preparation and planning for a COVID outbreak in all our service areas. Our response to the transmission of COVID through the community and across our residential and community settings, whilst not seamless, was exemplary, with the overall health impact on residents, clients and staff kept to a minimum.

Throughout 2022, Anglicare Southern Queensland:

- Supported more than 49,000 clients, residents, children, young people, and families.
- Provided 1.174 million hours of community aged care and disability support to 30,628 clients.
- Provided 226,472 nights of residential aged care to 872 residents in its eight aged care homes.
- Provided 42,861 hours of support for women and young people experiencing homelessness.
- Supported 1,696 foster and kinship carers to provide 373,551 nights of care for children and young people.
- Provided children, parenting and early intervention support and education to 4,861 parents and children.
- Delivered 7,415 family law, family, and relationship counselling sessions.
- Supported 6,017 adults and young people with alcohol and drug counselling treatment sessions.

Strategic Plan 2021–2025

Key highlights for each strategic focus area in 2022 included:

Families, youth and children – a working group has scoped the design of a youth homelessness accommodation model and we have procured an appropriate block of land in Beenleigh.

Seniors – we now have a roadmap outlining the plan to transform our community aged care operating model in response to the identified changes through ongoing aged care reform.

Wellbeing for all – of the 57 recommendations outlined in the report from the inquiry into the opportunities to improve mental health outcomes for Queenslanders, Anglicare has several recommendations which will support and leverage existing services provided by Anglicare, including our broader counselling workforce.

Our people – the Diversity, Equity and Belonging (DEB) strategy has been developed in consultation with the DEB working group and is currently with the Diversity & Inclusion steering committee for feedback. The Strategy is due to be approved and finalised by the end of February 2023.

Client voice – the Client Engagement Strategy will enable several new insights programs and bring together qualitative and quantitative data into a succinct Voice of the Client document highlighting ways ASQ can improve the experience of our clients.

Excellence in service – the Anglicare Sustainability Strategy was approved by the Commission in December 2022, and an Environmental Sustainability Committee has been established to work through the implementation of the key initiatives identified.

Financial performance

Anglicare SQ activities resulted in a loss from continuing operations of \$1,790,000 for the year ended 30 June 2022. This compares to a deficit from continuing operations in 2021 of \$1,834,000. There was an increase in the valuation of properties of \$10,666,000 that contributed to the Total Comprehensive Income of \$8,876,000 for the year ended 30 June 2022.

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. 2022 was a year where there has been significant investment in IT systems and cyber security controls with the intention of positioning Anglicare SQ for the impact of the changes to government funding models affecting both aged and community care over the next two years. Further investment is going to be required in 2023.

Mr Gary Brady
Chair, Community Services Commission

Our services

In 2022, Anglicare was awarded Service Provider of the Year (Queensland) and took out an Innovative Service Design (Queensland) award from our peak body, Aged Care Services Australia (ACSA) at their 2022 Aged Care Awards. This followed on from Anglicare being named, for the fourth year in a row, as Australia's Most Trusted Brand in Aged Care and Retirement Villages in the annual *Reader's Digest* Trusted Brands survey.

Children and families

Anglicare has continued to support approximately 1,250 young people each day throughout 2022. Of these young people supported, the percentage of Aboriginal and/or Torres Strait Islander children in our care increased to 28%.

Fostering and kinship

Our fostering and kinship services have continued to recruit new carers over the past 12 months, which provides placement opportunities for children and young people. Across the sector, there has been a significant shift in recruiting and attracting general carers, this is largely due to society changing from two parent families where one parent stays home to both parents working, and in single families that person working, as well as people living busier lifestyles. This has resulted in it being harder to attract general carers and the number of children they are able to take into their homes. Anglicare is a participant in many working groups across regions looking at solutions in recruiting and retaining carers.

Across our fostering services we have seen a huge increase in supporting Kinship Carers, which equates to 50% of our current carers. This change is extremely positive as one of the Department of Child Safety's strategic objectives is to have 70% of all children in out-of-home care placed with Kin Carers.

Kin Finder

In 2021, Anglicare (Gympie) piloted the Kin Finder program and, in 2022, were successful in securing another 12 months funding. This program has now been extended to the Sunshine Coast for 12 months with the goal of reunifying more children and young people with family.

Residential care

The recruitment and retention of staff across Children and Families especially within the residentials has been extremely difficult over the past few years. In reviewing feedback of staff exiting and new staff coming onboard, it was identified that staff felt a little 'lost' during the induction phase. An Onboarding Coordinator was appointed for a 12-month contract to increase the support and connection with the new staff member for the first three months of the employment. This has strengthened and lifted our recruitment and retention of staff.

Youth justice

Anglicare was successful in tendering for the Intensive Bail Initiative on the Gold Coast, which commenced in March 2022. Across these services we have seen a decrease in youth offending for the clients that we work directly with.

Home and community

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.

When Queenslanders were impacted by floods in early 2022, our staff went above and beyond to assist clients who were cut off by flood waters, including assisting some clients to access emergency services for urgent medical care and evacuation.

A sizeable proportion of 2022 was once again dedicated to ensuring that our clients and staff stayed safe during the ongoing 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.

Workforce supply remains a critical issue, with talent acquisition and retention remaining a high priority. The Fair Work Commission announced a 15% pay increase for aged care workers with a second sitting to consider timings and clarify further which staff are to be included.

Throughout the year, Anglicare was granted funding to extend the Commonwealth Home Support Program's (CHSP) hoarding and squalor service, along with expanded respite services and domestic assistance services. We have also continued to grow our Home Care Package (HCP) program and renew funding agreements for transitional (TCP) and other care (including palliative care) with local hospital and health services.

Further to this, we have undertaken several projects and responded to significant aged care reforms in 2022. Client engagement continues to be high, and a client survey conducted in August 2022 reported very positive feedback from clients about their services and the staff delivering them, with a Net Promoter Score of +65.

Mental health and wellbeing

Homelessness services – women and families

In 2022, Anglicare provided programs for residential supported accommodation, outreach accommodation and support, family support, justice and housing support and service systems navigation. Support was provided for 314 women, 46 men and 159 children. Homelessness Services 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.

Homelessness services – youth (InSync)

Our InSync program provides housing and support to young people aged 16 to 25 that are at risk of homelessness. Our teams work 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. Staff are equipped with skills to look behind challenging behaviour and identify trauma, assisting them to support young people more effectively. The InSync service provided 2,830 bed nights of crisis accommodation and 5,996 bed nights of transitional accommodation to 90 young people in 2022.

Coming out of the pandemic lockdowns has seen higher numbers of referrals for both our accommodation services and our centre-based and mobile support services. Affordability and limited availability are forcing more young people to search for accommodation outside of private rentals. There has been a marked increase in young people and young families living in cars or tents or sleeping rough, unable to find housing. More people of all ages, experiencing homelessness, are walking into our services looking for whatever support they can find. Staff are quick to provide food and connect them to Emergency Relief.

Anglicare continues to work with peak bodies and the government to develop new models of supported accommodation that will, in future, provide additional housing and support to those facing the challenges of homelessness.

Mental health and 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, alcohol and other drugs and family and relationships.

Our Domestic and Family Violence program underwent accreditation against the new practice standards for Working with Perpetrators accreditation. Along with this, our alcohol and other drugs programs underwent accreditation against the National Drug and Alcohol Treatment Framework, with full compliance being achieved.

In 2022, our Children, Parenting and Early Intervention Support Services (programs included Children and Parenting, Cooloola Hub, Family Mental Health Support Services, Operation Kinder Community and Reconnect) provided 3,916 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 counselling to 1,750 individuals, couples, and families in the last year. Our Specialist Family Violence Counsellors provided advocacy and therapeutic support to 910 clients within the cycle of domestic and family violence. Our team delivered behavioural change programs to 374 men. Within our Alcohol and Other Drug Services (programs included Assisting Mothers to End the Need for Drugs, Youth in Charge and Drug Diversion) Counsellors provided 1,909 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 4,714 sessions of financial crisis, material aid and emergency relief.

Residential aged care and retirement living

In 2022, our aged care homes continued to face and respond to the challenges of the COVID-19 pandemic. During this 12-month period, we faced several COVID-19 outbreaks, with our teams tackling these challenges and implementing rigorous infection control practices, ensuring the safety and wellbeing of our residents, relatives, and staff. Towards the end of 2022, we observed an easing of initial responses and restrictions relating to COVID-19.

Responding to Aged Care Reforms has been at the forefront of the operations of our leadership team. 2022 has seen the introduction of major industry regulatory compliance requirements and changes which have included the implementation of the new national Aged Care Code of Conduct for workers, the implementation of the Aged Care Facilities Star Ratings and the transition to the Australian National Aged Care Classification (AN-ACC – the new funding model for residential aged care services) completed. These changes have resulted in an increase in industry compliance reporting with includes reporting staffing hours per resident per day and submitting quarterly financial reports which details organisational performance against set industry key performance indicators.

In addition to responding to Aged Care Reform and directions, the leadership team spent much of 2022 planning for further change. This includes the expansion of the Mandatory Quality Indicator Program (to be implemented 1 April 2023), Mandatory Care Minutes (October 2023) and enhanced governance structures, including the establishment of a consumer advisory body and quality care advisory body. It has been an extraordinary team effort to support staff, residents and relatives through this process and equip these key stakeholders for upcoming service impacts.

Despite these busy times, the team has successfully maintained close to budgeted occupancy across all homes. Additionally, the team has remained committed to continuous improvement opportunities focused on care outcomes for residents i.e., implementation of enhanced wound management practices/products, introduction of a new resident/relative newsletter and strengthening the new admissions process.

Capital works continued with the redevelopment of Meilene (Kalkie, Bundaberg). On 20 December 2022, the ~\$19 million upgrade was completed which resulted in an additional 36 rooms (total of 88) and creating ~40 additional jobs in the region. Hutchinson Builders completed the redevelopment over six stages with complete works including improved multi-purpose community facilities that can be used for special events and celebrations; an upgraded community area; a self-serve café and lounge area for visitors that opens onto an outdoor area; a multimedia and library area; new outdoor children's play area; new furnishings, fixtures and fittings throughout the home; individual air conditioning to each room; and improved car parking.

Our retirement village operations continue in Toowoomba, Bundaberg and Brisbane. The team worked with residents to continue to respond to maintenance requests and village improvements such-as security enhancements, ground maintenance and accommodation unit upgrades.

Corporate services

Our Corporate Services include the following departments:

- Mission,
- Research and Advocacy,
- Organisational Development,
- Governance, Risk and Assurance,
- Finance, Property and Procurement,
- Information and Technology and PMO (Project Management Office),
- Marketing and Communications, and
- Fundraising.

Mission

The Mission team's focus of work includes the provision of spiritual and pastoral care to clients, developing relationships between Anglicare and the wider church including schools and parishes and assisting the organisation to understand and connect with the mission of the Anglican Church Southern Queensland.

Staffing

In 2022, significant change occurred in the Mission team. The Manager Spiritual and Pastoral Care, the Rev'd Ray Clifton, resigned in February to take up a role in the Ministry Education Commission. He was replaced in April by Mr Colin Lim who was working for Anglicare as a Spiritual and Pastoral Care Co-ordinator.

The Rev'd Linda McWilliam retired as Director of Mission in August after 12 years of service. Dr Stephen Harrison commenced as Director of Mission, Research and Advocacy in December 2022.

Spiritual and pastoral care activities

Spiritual and pastoral carers work across Anglicare residential age care homes and in-home and community locations. They provide dedicated emotional and spiritual support to our clients, their family members and fellow Anglicare staff. Throughout 2022, changes to the team required recruitment and onboarding at several Anglicare facilities. Anglicare also facilitates the placement and supervision of students of pastoral and chaplaincy care within our centres.

Annual Services of Remembrance were able to resume this year, after being put on hold in previous years due to COVID-19 restrictions. All attendees appreciated the time to grieve and remember the loss of their loved ones, but more importantly, it gave them an opportunity to offer and receive meaningful support for one another.

The Mission team was grateful for the ongoing generosity and encouragement of Mother's Union and the financial support it provided in 2022. This donation was used to supplement the training and professional development of spiritual and pastoral care co-ordinators and pastoral care volunteers.

Education and professional development

Staff spirituality retreats run by the Mission team provide Anglicare staff with an opportunity to explore their own spiritual journey. Two of these were run in 2022.

The Anglicare leadership team participated in an education session on Anglican Identity led by the Most Rev'd Dr Phillip Aspinall AC and the Rt Rev'd Dr Jonathan Holland.

The Director of Mission contributed to the Comprehensive Anglicanism courses being developed by Jonathan Sargeant through the Ministry Education Commission. These courses include sections focusing on Anglicare's values and how they connect with core Anglican theology and practice.

Projects

After a brief hiatus and loss of volunteers during the COVID-19 restrictions, the volunteer biography program was able to recommence late 2022 when restrictions were lifted, and new volunteer biographers were recruited.

Relationships

The Director of Mission and other Anglicare staff presented to a number of Anglican Schools in 2022. These presentations assist schools to understand the services Anglicare delivers in the community and how these services benefit those who receive them.

The Mission team assisted in the organisation of a number of key events in 2022 including the Mental Health Service and Harmony Day Service.

Two information sessions were hosted this year through the Anglicare Ambassadors Program, which not only provided people in the community with information about aged

care and Anglicare services, but more importantly offered emotional support for the loss of health and wellbeing they are facing.

Research and advocacy

In 2022, Anglicare's advocacy has continued to be underpinned by its commitment to help create a more just and inclusive society, in which individuals and communities can not only survive, but flourish. Our work is shaped by the voices of those we work with and for; and is supported by strong relationships and partnerships with those who share our values, and a rigorous evidence base that we both draw upon and help to contribute to.

This year, we continued to provide support to the Home Stretch Queensland campaign, driving activities such as the launch of 'Our Perspective' video interviews with young people about their experiences of leaving care, held at New Farm Cinemas in April. After more than three years of active advocacy by the steering group and others, we were very pleased by the announcement made in July by Minister for Children and Youth Justice, The Hon Leanne Linard MP, that the option of extended care to 21 years would be implemented for all children in care from July 2023. This effectively brings the Queensland campaign to a successful close.

The partnership between Thread Together, Anglicare SQ and St Andrew's Anglican Parish at Indooroopilly has continued to expand beyond expectations. In the two years since the project was launched, our 'mobile wardrobe' van schedule has expanded to approximately 35 sites and directly assisted more than 5000 people with brand new clothing, saved from landfill. In October 2022, responding to demand, we also opened our new referral-only 'retail hub' at St Andrew's. The hub, which was jointly launched by the Most Rev'd Dr Phillip Aspinall AC and the Hon Dame Quentin Bryce, former Governor of Queensland and former Governor-General of Australia, has been an immediate success, with a regular flow of bookings from referral agencies for people in need.

This year, we also initiated a new research project with homelessness researcher Professor Cameron Parsell and his team at the University of Queensland. The project, which has formal Human Research Ethics Committee approval, will engage young people from our InSync and Intensive Bail Initiative (IBI) programs in a process of co-design to take photographs and reflect upon what home and homelessness mean to them. The young people will be mentored by a professional photographer, and jointly selected photographs will be displayed at an exhibition launch in 2023. The project outcomes will help shape our advocacy, inform the design of the new Anglicare youth homelessness accommodation, provide content for our fundraising for the new building, and support continuous improvement in service delivery through staff workshops conducted by University of Queensland staff. The project is supported by a small grant from the UQ Life Course Centre.

Our three-year Young Women's Voices ARC Linkage project with QUT, Flinders University and four other Anglicare agencies is continuing to progress. The research, which emerged as a direct result of a previous Anglicare SQ project, Youth Voices, focuses on improved service delivery for girls and young women in human services and the justice system. Ahead of data collection, starting in 2023, the team has been exploring

the implications of Indigenous data sovereignty for the way in which the data and ultimate findings of the project are gathered, interpreted, disseminated and used. A statement has been developed that includes a commitment to undertake all aspects of the project in ways that ultimately aim to benefit Indigenous young women, families and communities.

Organisational Development (OD)

During 2022, the Wellbeing, Health and Safety (WHS) team progressed the redevelopment of the Health and Safety Management System (HSMS). The redevelopment of the HSMS project has been monitored via the Health & Safety Governance Committee (WHSGC) with the purpose of overseeing and driving the HSMS redesign and continuous improvement. Key improvements implemented as part of the HSMS include:

- Development of 38 HSMS procedures with supporting tools. These procedures create the important foundation for the HSMS and enhancing Anglicare's WHS compliance and safety culture.
- Development and roll out of a Safety Leadership training to support sound WHS practices for our leaders
- WHS Due Diligence training for the Community Services Commission and Executive Leadership Team

The WHS team also continued to support services with the ongoing changing work environments from COVID-19, focused on maintaining COVID-safe workplace practices and advice regarding personal protective equipment. In 2022, the WHS team facilitated the Annual Flu Vaccination Program with our service provided by Vax Works. In 2022, Anglicare provided employees with 1129 flu vaccinations delivered through 37 Clinics and 33 vouchers.

During 2022, the **Leadership, Culture and Engagement** team launched a new employee feedback program called Employee Voice and a volunteer program called Volunteer Voice. The first Employee Voice survey was held in May 2022 (74% engagement score) and a pulse survey was held in November 2022 (74% engagement score). The first Volunteer Voice survey was launched in September 2022 (82% engagement score).

Overall, the results showed that we find our roles very meaningful and a good fit with our skills. We also have a strong connection with the mission of Anglicare and feel proud of how we put our clients' needs first. The key aspects for improvement were communication and collaboration across teams, and the way information is shared about the organisation's strategy. As an action, the Executive Leadership Team hosted 15 Regional Forums to provide opportunities for employees to engage in conversations about anything and everything, with transparency and direction as the main goal.

In May, the team led the second Excellence Awards event, which was an opportunity to recognise and celebrate our employees and volunteers who, within the scope of their role, consistently exceed expectations and role model the values, attitudes and work ethic to ensure we provide excellence in service, advocacy and wellbeing for all.

The team led the design of a new Diversity, Equity and Belonging Strategy, which has been drafted after extensive consultation with staff, clients, and volunteers. The strategy will demonstrate our commitment to fostering, cultivating and preserving a culture that values diversity and inclusiveness.

As a sign of Reconciliation, in 2022 Anglicare gave our staff an option to either work on Wednesday 26 January or take an alternative day off. To further our RAP activities, Anglicare included the delivery of a First Nations 'Day of Sharing' forum for members of the Community Services Commission and Executive Leadership Team.

As part of the CHSP multicultural program the team delivered a Harmony Day event hosted at St John's Cathedral, developed an Inclusive Engagement Toolkit which has been translated into 40 languages and delivered two digital literacy programs with Brisbane City Council. As part of the Disability Employment and Engagement Program, the team delivered disability awareness training to management, leaders and buddies at Symes Thorpe RAC home and completed a review of accessibility and inclusion of our recruitment policies and procedures for people with disability.

The **Learning and Development (L&D) team** continued with implementation of the Learning Management System (Alex) in 2022, which included the roll out of instructor-led training now being processed and recorded in Alex. This means that most online and face-to-face mandatory training is now being recorded in, and reported on, using Alex.

The Career Pathways team is exploring a number of traineeship models to increase pathways for new and existing staff working across multiple service areas. Partnerships and contracts with TAFE Queensland, ARC Training and Ashley Institute are now in place, and these providers are supporting pilot traineeships. The pilots include a newly created role – School Based Trainee – in Symes Thorpe and three existing staff in Home and Community. We have also partnered with the Aged & Community Care Providers Association (ACCPA) to participate in their Nursing Transition to Practice Programs. These programs are for graduate registered and enrolled nurses in their first year of practice within aged care. Anglicare currently has 12 staff from Residential Aged Care (RAC) and Home and Community (HAC), participating in the program.

Our student placement program continues to grow, with 160 students placed across Anglicare in 2022. RAC facilities supported 92 students and HAC Services assisted 42 students with their work placement. Overall, RAC and HAC supported placement for 66 Cert III Individual Support students and 39 nursing students. Within Children and Families (CAF) Services, 22 students were placed studying Diploma of Youth Work, Community Services and Bachelor or Master degree qualifications, while four students undertook placements within the Mental Health and Wellbeing (MHWB) service group. This year, the team commenced a pilot of school work experience placements. As a part of this new initiative, two school students were placed within Marketing & Communications team, and two students were placed at Kilcoy HAC and Symes Thorpe RAC respectively.

Workplace Relations provided support to managers regarding the management of day-to-day performance/disciplinary matters. Under our guidance, the team have implemented several organisational changes across the different services that will improve our services to our clients/residents.

The team developed and launched a new Code of Conduct (Anglicare Code) for all our staff. The new Code provides staff with a clear outline of expected behaviours for the way we work. It helps guide our daily work and demonstrates how to practically apply our commitment to uphold ethical work practices. The launch of a new Code also incorporates and supports the implementation of a new national Code of Conduct for Aged Care (Aged Care Code) for RAC and HAC as well as specific requirements for CAF and MHW.

The **HR and Advisory team** finalised Anglicare's Strategic Workforce Plan 2021-2025. The Strategic Workforce Plan outlines the high-level action plan and strategic deliverables for the Organisational Development team.

A significant focus for the team in 2022 was the establishment of new talent pipelines. The workforce shortage, a consequence of the ageing population, and impacted by closed borders as a result of the pandemic, significantly impacted recruitment in 2022. These new pipelines include entering into partnerships with various organisations, including agencies who specialise in placing culturally and linguistically diverse people, registered training providers (RTO) and group training providers (GTO), career fairs and expos and offshore recruiters. The workforce shortage has seen a change for the team in how they source applicants, from targeting active job seekers through job boards to direct targeting and sourcing of non-active job seekers through social media platforms. The competition for workforce in our sector resulted in the team reviewing employee benefits and included the expansion of hybrid working arrangements.

In 2022, Volunteer Services applied for, and were successful, in receiving significant additional funding from the Community Visitors Scheme (CVS) Grant. The CVS program arranges visits to older people receiving government-subsidised aged care services to provide friendship and companionship. Volunteer Services also had its Commonwealth Home Support Program (CHSP) Sector Support and Development (SSD) funding extended.

Governance, risk and assurance

The Governance, Risk and Assurance team supports the development of organisational policy, procedures, practice frameworks and responses to risk management and quality assurance activities. Reports are regularly provided to the CSC Sub-committees of Clinical and Care Governance and Audit and Risk (ARC). Benchmarked quality indicator data has been introduced to the reporting cycles and a review of risk maturity was presented to ARC in April 2022 which identified risk maturity had increased from fragmented in 2018 to systemic/integrated.

The Risk Management team also delivered on the Anglicare Internal Audit Plan. Detailed reviews in 2022 included Business Continuity Management July 2022, Validation of Internal Audit Management Actions, Care Systems Governance, Compliance System and Payroll, the outcomes of which have driven improvement activities.

The Policy team continued with implementation of the Policy Governance Framework and successfully delivered an information technology solution that manages the policy lifecycle. This enhances access to all policies and procedures across the organisation, including via mobile devices.

The Quality Assurance team continued to support Residential and Community Aged Care services to respond to the increasing compliance obligations from the Aged Care Quality and Safety Commission and to adopt the significant reforms are continuing in the aged care sector with increasing reporting obligations under the Aged Care Act. The team has also supported successful re-certification against the Human Services Quality Standards in Children and Families, assessment against the National Standards for Mental Health Services for Homelessness Services – Women and Families and the many Aged Care Quality and Safety Commission assessment and re-accreditation visits.

Finance, property and procurement

During 2022, the Finance, Property and Procurement team has delivered a number of key projects and initiatives from the Anglicare Southern Queensland Strategic Plan 2021-2025 including:

- Implementing Dynamics 365 as a new finance system to create improved efficiencies within the finance processes.
- Developing and commencing the implementation of a Sustainability Strategy 2022-2025 to reduce the environmental footprint of Anglicare Southern Queensland, and as an interim step to reaching the Diocesan target of net zero emissions by 2040.
- Developing and commencing the implementation of a Property Strategy 2023-2026 to ensure property assets are fit for purpose and supporting the delivery of the many varied services offered by Anglicare Southern Queensland
- Further maturing a 10-year financial forecast model to ensure that the impacts from the significant legislative reform agenda are known and can be responded to appropriately.
- A deliberate focus to automate many of the very manual processes across this group to reduce the costs of supporting the delivery of services.

The procurement function has also delivered significant savings through tendering and contract renegotiations.

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 expansion and partial redevelopment of our Meilene Residential Aged Care site in Bundaberg has now been completed. The construction of The Village Manly retirement village at our Manly site in Brisbane's east has been put on hold, with all the challenges in the construction industry. During this time the development application for the second stage has been progressed ready to commence construction as soon as the market is ready.

Information and communication technology

In May 2022, a new Chief Digital Officer, Barry Mather, was appointed. Barry has worked in health technology for ~19 years holding deeply technical roles along with more than 7 years' experience in senior leadership roles across large public, private and not-for-profit organisations.

ICT has continued to invest in and mitigate cyber risks with a focus on remediating legacy application risk and maintains a workplan dedicated to cyber risk mitigations.

In partnership with business leaders, the ICT project management office has prioritised the portfolio of deliverable projects to align with both business transformation and legacy application renewal with a core focus of making it easier to work for or be a client/resident of ASQ. The core portfolio consists of:

- *Human Capital Management (HCM) system implementation*
A renewal of payroll, rostering, time and attendance systems along with an enterprise capable, integration application.
- *Procura replacement*
Replacing the end-of-life Home and Community platform with a fit for purpose application enabling our diverse and mobile workforce.
- *Client Relationship Management (CRM)*
An aggregator application suite to ensure ASQ's clients or residents needs are managed effectively and efficiently.
- *Client communications portal*
Making it easy for clients to engage with ASQ through a digital medium.
- *Assistive technology*
Initial research works into how digital technologies can help clients in home and community services.
- *Continued development of business intelligence and data analytics*
Building on a modern data warehouse platform with digital KPI dashboards and machine learning experiments.
- *Modern workplace design*
Seeking to design, and subsequently implement, an end user computing environment that is fit for purpose and gives employees access to applications and information easily and quickly while reducing costs.

Several of these projects span multiple financial years of deliverables.

Building on previous years' work, the ICT team has maintained high stability in workforce turnover, as evidenced through the Employee Voices Survey where ICT scored a very high level of employee connectedness.

ICT has orchestrated several rounds of equipment donations, such as a fleet of iPhone 6s, through key suppliers to give to clients in need. We continue to build in elements of commercial or in-kind donations to ASQ fund raising team through commercial supply contract negotiations.

In line with an ever changing and maturing digital systems environment, ICT is currently redefining the ASQ Digital strategy in line with project portfolio deliverables and a deep thirst for using digital systems to enhance productivity and 'make it easy' for clients and employees.

Marketing and communications

In 2022, the Marketing and Communications team continued to strengthen Anglicare's brand and engagement using a mix of digital, local area marketing and media strategies. Through storytelling, clients were front and centre of the creative, highlighting the organisation's values throughout the community.

Major key events were celebrated across the year including Seniors' Month, Foster Care Week, Mental Health Week, Aged Care Employee Day, NAIDOC week and a host of other important Anglicare related events. In conjunction with the major campaigns listed below, millions of Queenslanders were engaged with almost 13 million touchpoints across channels and advertising platforms.

NRL partnership

The NRL partnership concluded in 2022 with three major campaigns aimed at building brand awareness across Queensland with new and younger audiences. Working with NRL stars, Valentine Holmes, Scott Prince and Petero Civoniceva, the campaigns were aligned to our Children and Families and Mental Health and Wellbeing services. A large-scale advertising campaign ran across all major platforms including digital, billboard, TVC, fitness studios and the NRL networks including online and in-game advertising – *State of Origin Game III* and regular NRL games.

Advocacy support

Working alongside the Advocacy team, the Marketing team supported with media, events and video production for the 'Home Stretch' campaign, Thread Together program and 'Housing Affordability Snapshot' campaign.

Foster care

The 'You Be You' campaign continues to lead our foster care recruitment and with major advertising campaigns across on-demand TVC, cinema, digital and radio, and an always-on digital marketing campaign.

Aged care recruitment

In support of the Human Resource team (Organisational Development department) tackling industry-wide recruitment challenges, Marketing and Communications began work to increase the volume of candidates applying for high-need aged care roles including home care workers, support services workers and personal care workers. This included the buildout of improved website content, advertising campaigns and video production. Early results from this work showed that the advertising is having a positive impact on applications, and this will increase with further plans in 2023.

Fundraising and events

In 2022, the Fundraising Team delivered grassroots and community initiatives, leveraged by campaigns and appeals to build awareness. From in-kind donations, bequests and cash donations, the generous community has contributed \$383,000 in donations over the year. \$84,000 was bequeathed by those who have passed and wished to continue their legacy. Anglicare would like to thank the 1079 donors for their generosity and continued support in helping those in need.

The Christmas and Tax Appeals focused on youth homelessness highlighting the ongoing rental affordability challenges for our clients.

Christmas time was a flurry of activity with several van loads of gifts, hampers and food generously donated to those in need. Families in our Early Intervention Program particularly benefited from several food hampers brightening up their Christmas dinner table.

Redeveloping the Fundraising Strategy has been a strong focus for 2022, whilst reviewing current process, policies and procedures. As the fundraising landscape is getting more competitive and fragmented, a refreshed strategy for the next five years will be critical in allowing Anglicare Southern Queensland to deliver on its mission. Over 2022, only 5% of the database was active, highlighting the criticality of building and strengthening the donor database.

Parishes and Other Mission Agencies Commission

This report reviews the work of the Parishes and Other Mission Agencies Commission (PMC) for 2022.

Commission membership

Membership of The Commission in 2022 was:

- Chair:** Ms Cathy Grant (until Dec 2022)
- Members:** The Most Rev'd Dr Phillip Aspinall AC
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 OGS
The Ven Elizabeth Gaitskell
The Ven Geoff Hoyte
The Ven Bronwyn Pagram
Ms Gwen Amankwah-Toa, Northern Region
Mrs Stephanie Cotroneo, Southern Region
Mr Neil Crisp, Northern Region (to Jun 2022)
Mrs Sarah Gover, Northern Region (from Aug 2022)
Mr Mamuor Malueth Kunpeter, Western Region
Mrs Kate Littman-Kelly, Southern Region (to Oct 2022)
Dr Trish Rathie, Western Region
Dr Stephen Harrison, Executive Director

The Commission met formally six times during 2022.

PMC staff

| | |
|--|------------------------------------|
| Executive Director: | Dr Stephen Harrison (to Dec 2022) |
| Ethnic Congregations Specialist: | The Rt Rev'd Daniel Abot |
| Ministry Development Officer: | The Rev'd Timothy Booth |
| Hospital Ministry Coordinator: | The Rev'd Canon Cheryl Selvage |
| anglican focus Editor/ | |
| Resource Church Specialist: | Ms Michelle McDonald |
| Clergy Wellbeing and Development Officer: | Mrs Rebecca McLean |
| Administrator: | Ms Belinda Macarthur (to Jan 2023) |
| Administration Assistant: | Mrs Joanne Rose |
| Project Consultant: | The Rev'd Adam Lowe |

Key focus areas (KFA) of Diocesan Strategic Plan

Comprehensive Anglican identity and purpose

KFA 1.1: Increased ownership and articulation of what living a comprehensive Anglican identity and purpose means.

Action 2: Support parishes in the development of Mission Action Plans with clearly articulated comprehensive Anglican identity and purpose.

In consultation with parish clergy, criteria were developed for evaluating comprehensive Anglican identity and purpose in Mission Action Plans (MAPs) and websites. It was identified early in this project that websites and not just MAPs needed to be the focus of work. All parish websites and MAPs were reviewed against criteria to assist in the development of resources. From this work, 'A Guide to Strengthening Comprehensive Anglican Identity and Purpose in Communications' was developed and promoted to parishes.

KFA 1.1: Increased ownership and articulation of what living a comprehensive Anglican identity and purpose means.

Action 3: Develop culture survey to evaluate Anglican identity and purpose.

This project was not delivered in 2022. It was originally planned that the survey be completed however initial evaluations identified a longer timeframe and larger budget were needed to ensure that wide consultation occurred. With the departure of the Executive Director this project was put on hold.

KFA 1.2: Shared understanding of comprehensive Anglican identity demonstrated.

Action 1: Agree on approach to auditing anglican focus for Anglican comprehensiveness.

anglican focus is a key element in assisting the Diocesan community understand and embrace Anglican comprehensiveness. Criteria to audit *anglican focus* for Anglican comprehensiveness were developed and approved by the PMC at its April 2022 meeting. *anglican focus* was then audited using the criteria developed. The report included identified gaps and proposed strategies for addressing the gaps.

Energising and mobilising ACSQ's people

KFA 2.4: Improved clergy wellbeing.

A survey measuring the Personal Wellbeing Index (PWI) was distributed to all clergy with an active or PTO licence at the start of August. The survey period closed in mid-September with a 46% return rate. The data was analysed for the Clergy Wellbeing and Development Group to review for the identification of issues and development of strategic responses.

Flourishing parishes and faith communities

KFA 3.1: Increasing number of parishes that are classified as 'flourishing'.

Actions 1-4: Develop diagnostic tool, assess parishes, communicate results, implement interventions.

The diagnostic process and viability dashboard for parishes was tested and approved by the Parish Diagnostics Subcommittee in 2022. Recommended actions for some selected parishes were proposed, and various members of the Diagnostics Subcommittee engaged with these parishes. The development of viability dashboards (and their analysis) and the implementation of actions is ongoing mission work.

KFA 3.1: Increasing number of parishes that are classified as 'flourishing'.

Action 5: Empower and support ethnic congregations.

The Rt Rev'd Daniel Abot as Ethnic Congregations specialist did considerable work within the Diocese through 2022. He was required some periods of the year to return to South Sudan to step down as Bishop of Duk and assist in the transition of the new Bishop. Daniel also attended Lambeth as Bishop of Duk.

An Ethnic Congregations Survey was completed in 2022. It provided insight into the needs of Sudanese and South Sudanese parishes in the Diocese. Initial work commenced to investigate the process and cost for translation of key Diocesan documents that can be used for training of leaders and volunteers in Sudanese and South Sudanese congregations.

The Tiit De Nyiin (Pastoral Care) Project was established in 2022. The project seeks to provide Sudanese and South Sudanese pastoral carers with resources to enable them to care for and support their refugee and migrant communities more effectively.

Engagement with each other and the wider community

KFA 4.1: Increased engagement with the community in relation to relevant community issues.

Action 1: Develop resources to assist parishes identify local community needs.

A resource for identifying local community needs was finalised and promoted in 2022. The resource is published on the faithful and effective website. <https://www.faithfulandeffective.com/wp-content/uploads/2022/08/Identifying-local-community-needs.pdf>

KFA 4.1: Demonstrated living of the vision of 'Flourishing Faith Communities' – Proclaiming and Serving, Worshipping and Learning.

Action 2: Develop resources to assist parishes implement a community engagement strategy focused on 'Proclaiming and Serving, Worshipping and Learning'.

A series of case studies to assist parishes to engage with the wider community was developed in 2022. The case studies outline specific approaches to community engagement with extended examples of how parishes have implemented these approaches. The resource is published on the faithful and effective website.

https://www.faithfulandeffective.com/wp-content/uploads/2022/08/Guidebook_community_engagement.pdf

KFA 4.2 – A sustainable model for the delivery of chaplaincy services.

Considerable work was done on seeking to develop a new model of chaplaincy services throughout the year. This included an issues paper on the current hospital chaplaincy model and possible alternatives and ongoing consultation with ecumenical partners.

PMC Strategic Plan (Parish Growth Framework)

Introduction

The current PMC Strategic Plan (also referred to as the Parish Growth Framework) is conceptualised as three key pillars – Leadership, Strategy and Resources, with key building blocks underneath 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

Use the Wellbeing Framework to identify needs, develop responses and monitor the wellbeing of clergy and their families, along with other parish staff.

Progress

Following investigation into the ACSQ's existing approach to assisting clergy with mental illness, and consultation with the Bishops and others on the desired approach to providing support to clergy in the future, a decision was made to explore offering Mental Health First Aid (MHFA) training across the Diocese. In late June 2022, a group of nine people including Bishops, Archdeacons, Area Deans and selected diocesan staff members completed a two-day in person MHFA training course to become accredited MHFA officers, whilst assessing the fit of an external training provider to deliver training across the Diocese. Training for a wider group of clergy and laity was held in November, with many other clergy and laity expressing interest in attending a MHFA course in 2023.

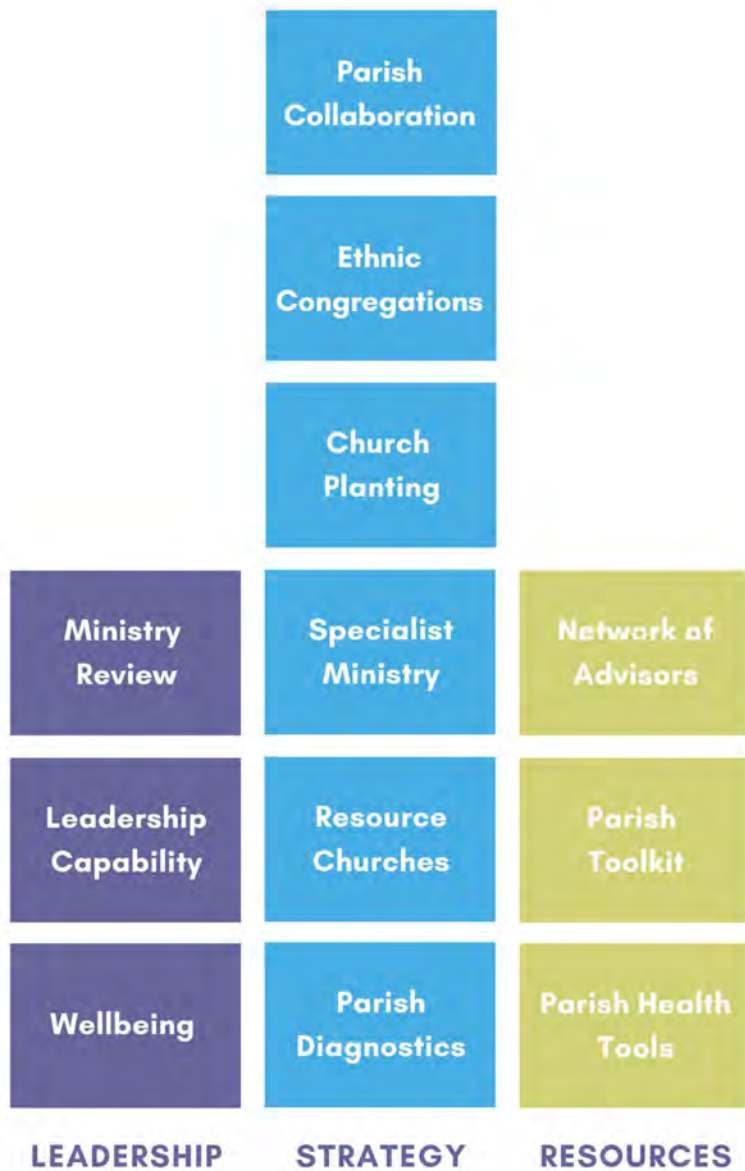


Figure 1 — The Parish Growth Framework 2022

During August and September 2022, all active and retired clergy were asked to participate in the 2022 Clergy Wellbeing Survey. A 46.34% response rate was received (190 respondents). As was used in the 2021 Established Clergy Wellbeing Survey, the Personal Wellbeing Index (PWI) was again used in 2022 to gauge clergy satisfaction levels across 9 areas of wellbeing.

Whilst exact comparisons cannot be made between 2021 and 2022 data due to the different criteria applied to who was invited to participate in each survey (i.e., 2021 – respondents were ordained for at least five years and not older than 65yrs; 2022 – all active and retired clergy invited to participate), it was encouraging to find that average satisfaction levels across all nine wellbeing areas was higher in 2022 than 2021. In both years, satisfaction with their standard of living was rated highest, and satisfaction with their health rated lowest.

Further comparisons were made against surveyed Australians in 2021, revealing that our clergy rated higher levels of satisfaction in seven out of eight comparable wellbeing areas. Satisfaction with health was the one wellbeing area that the surveyed Australian population rated higher in. This lower rating for health amongst our surveyed clergy could be a result of the average age of clergy respondents being quite a bit higher than the average age of surveyed Australians. The survey did however provide data that will assist the Clergy Wellbeing Development Group to develop further work.

The Creating Caring Communities Course was run throughout the year in the following parishes: Ashgrove, Strathpine, Stafford, North Pine, Gympie, Crows Nest and Dalby. This course seeks to equip parishioners with skills and information to enable, enhance and encourage caring Christian communities. Additional trainers for the Creating Caring Communities Course were trained in June.

A small cohort of clergy participated in coaching sessions in 2022 aimed at equipping and supporting clergy in handling challenging people management situations. This was the second trial of this approach, and the feedback confirmed the value of the process.

The annual Exploring Retirement and Superannuation seminars were run in September.

The Executive Director continued to visit Deanery Meetings in 2022 with a focus on wellbeing discussions.

Leadership capability

Goal

Investigate what areas of training and education beyond that of the ACSQ Leadership Framework are needed by clergy pre and post ordination.

Progress

In 2022, PMC changed the direction of its work in the leaderships space. The focus shifted to developing a plan to address gaps in current clergy education and training.

The Learner Journey 'Knowledge, Skills and Character' Matrix that was developed for St Francis College was reviewed and formatted to enable consultation with stakeholders. The matrix was developed to determine what character, skills and knowledge clergy

would need to fulfill their roles, and what might be expected at different points in their formation journey. Consultation about the matrix occurred with key stakeholders, and was approved by the PMC. With change in leadership at St Francis College and a change in tertiary service providers, this project was put on hold until the formation and graduate clergy programs are settled.

Ministry review

Goal

Develop an integrated approach to reviewing clergy ministry.

Progress

Ministry reviews are a recommendation of the Royal Commission into Institutional Responses to Child Sexual Abuse. The Clergy Performance and Development Review Subcommittee has been working on the implementation of this recommendation since 2021.

The Anglican Church of Australia's Safe Ministry Commission was tasked with assisting each diocese to implement mandatory national standards to ensure that people in religious or professional ministry undergo regular ministry reviews. A national policy and guidelines were developed, outlining the minimum requirements for a ministry review program in each diocese.

A Ministry Review Pilot Study was held in the Anglican Church Southern Queensland in late 2021/early 2022, testing five different review formats. Following the completion of the pilot, a summary and recommendations paper was shared and discussed by the Clergy Performance and Development Review Subcommittee. The Subcommittee agreed to a further pilot of one review format, trialling updates made following some of the feedback received from pilot participants. A final report and recommendations were provided to PMC at the December meeting.

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

Progress on the parish diagnostics building block is reported on earlier in this report under KFA 3.1 — Increasing number of parishes that are classified as 'flourishing' (Action 1: Develop diagnostic tool).

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 A).

Specialist ministry

Goal

Develop flexible approaches to specialist ministry including ministry internships and role decentralisation.

Progress

In March 2022, a survey was developed and distributed to better understand specialist ministry in parishes. The purpose was to gain a snapshot of specialists so that the PMC might better support and connect those who are serving in specialist ministries. A report on the analysis of this survey was presented to the PMC at its August 2022 meeting.

It was clear from the survey that specialists, both lay and ordained, paid and voluntary, would value more support from the Diocese. This is particularly true for both the clergy group and paid laity group. There is potential to develop general and specific networking opportunities for all the groups. The general networking may be valuable for those in paid lay and clergy positions, while networking and training in specific areas would be of value across the specialisations.

Future work could include the following actions:

1. Recruiting specialists for a 'network of advisors' based on specialisation, willingness, training and experience.
2. Developing general networking opportunities for clergy and lay specialist ministers.
3. Developing training and professional development opportunities for specific specialist areas, in particular, community engagement and discipleship.

After consultation with relevant parishes, Diocesan Organisational Development and the Episcopal Team, an approach to formalising ministry internships was approved by the PMC at its April meeting. A regulation for the employment of interns was taken to the December meeting of PMC.

Church planting

Goal

Define overall goals, priorities, agreed typology, method, and resourcing for church planting.

Progress

A Church Planting Subcommittee was formed in 2022. A paper on Church Planting with recommendations was presented to the PMC at its October 2022 meeting.

*Ethnic congregations***Goal**

Implement an approach to growing and developing ethnic congregations.

Progress

Progress on the ethnic congregations building block is reported on earlier in this report under KFA 3.1 — Increasing number of parishes that are classified as ‘flourishing’ (Action 5: Empower and support ethnic congregations).

*Parish collaboration***Goal**

Nurture the development of a culture whereby parishes collaborate with each other to enhance mission.

Progress

Talking points about exploring collaboration opportunities in parishes were provided to Archdeacons to use in their discussions with clergy. A Parish Collaboration Seminar was held in September for clergy and laity.

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**

Establish the use of the NCLS Church Life Survey and associated supporting resources across the Diocese.

Progress

At its September 2021 meeting, the PMC endorsed the roll out of the Church Life Survey by region. In consultation with the Regional Bishops, it was decided that parishes in the Southern Region will complete the Church Life Survey in 2022. Every parish priest/locum in the Southern Region was contacted about the survey and received further information and a survey order form in late March. Very few parishes chose not to participate. There are a number of parishes who have recently completed the NCLS, and therefore did not need to redo it. An insight and planning day, to assist parishes with interpreting and actioning the survey results, was held in November with six parishes participating.

Parish toolkit

Goal

Develop a broad set of resources relating to key areas of parish ministry.

Progress

A 'Parish Toolkit' was established in 2022 with a toolkit based on 12 key areas of church life and ministry, and a corresponding list of specialist advisors. The toolkit can be found on the faithful and effective website <https://www.faithfulandeffective.com/toolkit/>

Network of advisors

Goal

Develop an informal network of advisors that can provide specialist advice in key areas of parish ministry.

Progress

Recruitment of advisors commenced in 2022. Information about advisors was published on faithful and effective. <https://www.faithfulandeffective.com/resources/advisors/>

Parish support and development

The PMC resourced and supported clergy and parishes through the following initiatives in 2022.

Parish consultations

In his newly established role, the Rev'd Tim Booth assisted parishes to discern their ongoing place in God's mission for a changing world, particularly through group dialogue methodologies like Talking Circles, World Café, Appreciative Inquiry and Open Space to promote intra- and inter-parish collaboration. Tim assisted in delivering four parish visioning days, worked with 12 parishes on their mission action planning. Tim has been active in contacting and meeting clergy, and this has included visiting the Southern and Northern Region Clergy Conferences.

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.

Faithful and effective website

The [faithfulandeffective.com](https://www.faithfulandeffective.com) website continued to be a key repository for resources for parish leaders. This included the publishing of blog articles by PMC team members throughout the year.

Training and events

A day on Voluntary Assisted Dying was run in October with presenters from the medical and legal world providing input. The focus of the day was on the implications of VAD in Queensland for pastoral care. Seventy people attended and there was a good mix of clergy and hospital pastoral carers.

The Executive Director presented on the topic of missional imagination at the Northern and Southern Region clergy conferences in August. He also presented two Leadership Lunchbox sessions in November.

Three clergy retreats were held in July, May and October 2022 with a total of 40 clergy attending.

Pathways

The parishes of Kawana Waters, Logan, Hervey Bay and The Gap participated in the Pathways process in 2022. A Pathways Training Day was held in June. This training involved a small team from each parish learning about Pathways and commencing initial plans. Each parish leader received regular coaching to assist them in the process.

Professional supervision

The date by which Rectors and Priests in beneficed parishes were required to have a Professional Supervision arrangement in place was 1 July 2022. The focus for the continued implementation of Professional Supervision in 2022 was on assisting these clergy with the registration of their supervision arrangement, as well as continuing to provide education and support for those clergy who were yet to initiate supervision.

The resources available to clergy to support their engagement of a supervisor continued to grow, with the introduction and promotion of the new Queensland Churches Together (QCT) Clergy Professional Supervision LinkedIn group early in the year. This LinkedIn group connects pastoral supervisors in Christian churches with those who are seeking professional supervision. The 2022 Professional Supervision Education days were advertised to clergy, offering separate Northern, Southern and Western region days for anyone seeking more information and support.

Consultation on the draft Canon and Regulation required to make professional supervision mandatory occurred in March, with Archdeacons and Area Deans consulted first, followed by consultation with all clergy and Synod representatives. Some adjustments were made following the feedback received, and the revised draft Canon and Regulation were approved by Synod in June.

Grants

The PMC provided financial assistance to three parishes in 2022:

- 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

National Reconciliation and NAIDOC Week resources were developed and promoted through 'Wednesday Weekly' and on faithfulandeffective.com in 2022. Previous video recordings were reedited for ongoing use, and the Rev'd Canon Bruce Boase wrote new intercessory prayers. Three 'Untold Histories' workshops led by Sandra King, Reconciliation Action Plan Co-ordinator, were run and supported by PMC in 2022. Resources to assist parishes to celebrate the Coming of the Light were produced and promoted. A number of videos of Aunty Rose were filmed and edited.

The RAP artwork continued to travel the Diocese through 2022 including schools and parishes.

Inclusion resource for parishes

A study resource for use in parishes and ministries was produced in 2022. The resource covers the themes of 'Disability, impairment and neuro diversity'; 'Age and life stage'; 'Sexuality'; 'Life events'; 'Socio-economic situation'; 'Sexuality'; and, 'Ethnic and cultural and linguistic diversity'. Each session includes an opening prayer and scripture, an activity, stories (four stories per theme sourced from Anglicans locally and nationally) and reflection questions. The study is part of the work that emerged from the Talking Circles at Synod in 2019 and subsequent visioning days and Talking Circles.

Church closures

The PMC approved the closure of two churches in 2022:

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

Staffing

The Rev'd Tim Booth joined the PMC staff team in February 2022 in the role of Ministry Development Officer. Tim's role with the PMC is multi-faceted. He works with parishes,

assisting them with processes to discern their future and discern and implement actions for improving health and growth. Tim is also worked with the Resource Churches, assisting them as they support parishes across the Diocese.

The Rt Rev'd Daniel Abot returned to South Sudan towards the end of March to step down from his role as Bishop of Duk and then again in November to assist with the transition to a new Bishop.

Belinda Macarthur announced her resignation from her role as PMC Administrator effective on the 4 January 2023. Belinda joined the ACSQ in February 2012 as the Secretary of the Anglican Schools Commission. She was appointed to the role of PMC Administrator in December 2013 and has served faithfully in the role, supporting three Executive Directors over nine years.

Stephen Harrison announced his resignation as Executive Director of PMC in July to take up the role of Director of Mission with Anglicare. Stephen served as Executive Director of PMC since August 2018.

anglican focus

Overview

The vision of *anglican focus* is for “An engaging and collaborative online news publication, nourishing and connecting a flourishing Diocesan faith community.” The mission of *anglican focus* is “To deliver a free community-owned news site for diverse ACSQ members to proclaim the Gospel, reflect, inform, advocate and resource in order to nourish spirituality and connect 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.

In 2022, the publication gained 93 additional individual contributors across our Diocesan community and received 283,070 page views from a monthly average of 9,190 ‘active users’ (i.e. active devices). By the end of 2022, *anglican focus* had a total of 653 individual contributors, with well over 100 of these being parishioners and Anglican school students under the age of 18 years.

The 2020 to 2022 *anglican focus* Strategic Plan was underpinned by the four pillars of Evangelisation; Engagement and Participation; Justice and Advocacy; and Resourcing. Each of these pillars had five to eight goals, which the editor reported on monthly during the three-year period.

Traffic to *anglican focus* is largely driven by the fortnightly ‘*anglican focus* e-news’, ACSQ Facebook and ‘Wednesday Weekly’. Web searches, such as via Google, also drive a significant amount of traffic to the news site.

Diocesan-wide priorities

In 2022, *anglican focus* actively promoted the ACSQ's vision, mission, values and key focus areas. For example, 19 items were published on the news site supporting the key focus area, 'Comprehensive Anglican identity and purpose', and the value, 'comprehensive'.

The 2022 Diocesan theme was supported by the publishing of 26 items tagged with 'Being Together, Embracing Joy'.

Parish and Chaplaincy support

As well as sharing stories about how our parishes are engaged in the Church's mission, during 2022 *anglican focus*' work in supporting parishes involved:

- Sharing Resource Church content and promoting Resource Church initiatives.
- Supporting clergy in their wellbeing, in collaboration with Rebecca McLean.
- Supporting the initiatives of Ethnic Congregations Specialist, the Rt Rev'd Daniel Abot.
- Communicating how parishes are creating communities of care.
- Providing 'tips' content to church leaders.
- Publishing resourcing features for church leaders.
- Supporting the Bush Ministry Fund via 'The Baru Beat' column and other content.
- Highlighting parish-to-parish collaboration.
- Highlighting parish collaboration with other commissions or ministries.
- Promoting Holy Hermits Online and other digital church ministry.
- Communicating the benefits of professional supervision.
- Supporting clergy in retirement preparation.
- Coaching parish priests and parish council members on media alert writing, media release writing and advocacy messaging.

Three items were published in support of hospital and prison chaplaincy, which came under the Parish and other Mission Agencies Commission in 2022.

Support for other Commissions

In addition to supporting parishes in 2022, *anglican focus* published 51 items tagged with 'Anglicare Southern Queensland'; 43 items tagged with 'Anglican Schools'; 31 items tagged with 'St Francis College'; and, five items written about Finance and Diocesan Services Commission initiatives.

Support for committees and working groups

anglican focus promoted the initiatives of diverse committees and working groups in 2022, with 33 items tagged with 'Reconciliation' for the Reconciliation Action Plan Working Group and the Social Responsibilities Committee; 20 items tagged with 'climate change' and 25 items tagged with 'creation care', five items tagged with 'human

trafficking' and 'slavery', and 22 items tagged with 'refugees and people seeking asylum' for the Social Responsibilities Committee; five items tagged with 'disability' for the Equitable Access Working Group; and, five items tagged with 'domestic and family violence' for the Domestic and Family Violence Working Group.

Ministries and agencies

In 2022, the work of other ACSQ ministries and agencies was supported by *anglican focus*, including St John's College within the University of Queensland, Mothers Union, Mission to Seafarers, the Diocesan Anglican Board of Mission committee, GFS – An Anglican Ministry, Cursillo, St John's Crisis Centre, Angligrreen, Anglican Youth Children and Families, the Roscoe Library, FormEDFaith and Community of The Way.

Ongoing contribution to the ACSQ's COVID-19 response

By the end of 2022, 245 items were published on the news site tagged with 'COVID-19'. Throughout 2022, 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.

Site development

The Editor worked with the web developer to implement a number of changes to the site. These included a 'pop-up' with a 'subscribe' call to action that appears when readers access the news site from different devices. This 'pop up' function more than doubled the number of subscribers each month.

Chaplaincy

Prison Chaplaincy

With a number of retirements in 2022 we finished the year with three volunteer Anglican Chaplains ministering across three correctional centres. In 2022, prison chaplains continued to meet bi-monthly for professional development, with the program including morning prayer, time for sharing of stories and a focus on a particular issue.

Police Chaplaincy

Our only Diocesan employed Police Chaplain Jane Vines resigned November 2022.

Hospital Chaplaincy

Hospital chaplaincy is a significant ministry for the ACSQ. It involves 13 paid staff and 30 volunteers across most hospitals in Southern Queensland.

Two sessions of professional ethics training tailored to the hospital and prison chaplaincy context were held in 2022. In recent years, it was identified that much of the content presented in the ACSQ professional ethics training was not appropriate for hospital and

prisons chaplains. Working with the training provider, a tailored course was developed to ensure vital Chaplaincy-related content is covered, while focussing on the chaplaincy context and the issues Chaplains face.

Hospital Coordinators continued to participate in quarterly professional development meetings in 2022.

Alex Chuc commenced as Chaplain at the Queensland Children's Hospital. This role is funded by GFS. Peter Mayen has been appointed to the Toowoomba Hospital.

Carol O'Ryan and Judy Shepherd, both long serving chaplains at the Royal Brisbane Women's Hospitals retired in December 2022.

Appendix A

Resource Churches

Resource Church Report and Review 2019–2022

Introduction

The Resource Church Pilot Project was proposed and approved by the PMC, Diocesan Council and Synod in 2019. It was proposed as a four-year pilot running until the end of 2022.

Despite the significant disruption to the project during 2020 and 2021 caused by the COVID-19 pandemic, the end of 2022 is an appropriate time to review the project and make decisions about its future.

This review provides a complete overview of the project, including how it has operated, its achievements, key learnings and the current status.

Strategic overview

Resource Church function

A Resource Church is a particular *category* of parish who, in partnership with their Regional Bishop, seek to resource mission within a region. These parishes typically have an outlook 'beyond themselves', seeking where appropriate and invited to share programs, expertise, events and facilities.

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

Figure 1: Core functions of Resource Churches



1. Resourcing others

This function involves resourcing others through:

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

2. Developing leaders

This function involves:

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

3. Church planting and revitalisation

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

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

as appropriate missionally for the region. See the CofE's diverse approach to church planting that includes the establishment of network churches.)

- Revitalising existing parishes with sending teams (and intentionally trained curates).

Implementation strategy (four-year pilot project)

Given that Resource Churches have experienced some success in the UK and form an integral part of our “strategic framework to enable parish growth”, the ACSQ committed to a Resource Churches pilot project over four years (set up first year (2019) plus three-year pilot (2020–2022)). It was decided that a funding review would be conducted at the end of 2022 to determine continuation of funds to support the project.

The initial set up of the pilot involved the following steps:

1. **Identify** parishes that may meet the selection criteria and also publicly invite any parish to submit expressions of interest in becoming a Resource Church.
2. **Assess** identified parishes *and those who have expressed interest* and assess if they meet the essential criteria and share the core values of a Resource Church (generosity, collegiality, audacity, humility).
3. **Invite** capable parishes (those that currently meet the criteria) and those who have the potential with support to meet the criteria (up to ten) to participate in a three-year pilot program as a Resource Church.
4. Support the Resource Churches through:
 - a) the establishment of a Resource Church Learning Group.
 - b) a suitable coach for the leader of each Resource Church.
 - c) the employment of specialists with skills in the following areas key to church growth (plus any other areas as identified and required e.g. liturgy, communication, administration, processes):
 - Mission planning and implementation
 - Lay ministry and leadership development
 - Youth and children's ministry
 - Faith formation and discipleship
 - Community engagement (mission and evangelism)
5. **Review** the Resource Churches on an annual basis in relation to functions and growth, with pilot project review at the end of 2022.
6. **Ascertain** (optional) if there is opportunity for any of the Resource Churches to be involved in church planting and/or other forms of revitalisation.

Specialists were designated to work across all the Resource Churches in their particular area of expertise. The specialist's role was to be more than advisory and they could work intensely in a potential Resource Church for a period to develop its capacity.

The work specialists do in developing Resource Churches is also intended to benefit surrounding parishes directly, for example, through advisory networks and training events.

Risk

Three risks were identified and assessed at the commencement of the project, as outlined below.

1. Resource Churches are not fruitful in enabling growth.

Resource Churches are a relatively new strategy in the life of the church. Their primary testing ground has been in the Church of England (CofE). The CofE's approach to Resource Churches developed initially in an organic way through strong healthy churches offering to replant churches that were on the brink of closure. Since then, the CofE has invested heavily in using Resource Churches in a strategic way. Resource Churches have been demonstrated to be a successful way of catalysing mission across a city as a whole. While attendance decline in our Diocese continues and potentially accelerates, the window of opportunity to act with a plan to turn it around may be closing. While there is some risk that the Resource Church model may not be fruitful in enabling growth, it is unlikely the current decline will be halted through continuation of our existing 'business-as-usual' strategies. A more audacious attempt at halting and reversing decline is necessary.

2. The congregations and leadership team of a Resource Church are negatively impacted.

The risk involved with a church becoming a Resource Church before it is ready and without adequate support must be considered. It is possible and even likely that some leaders and congregations may find the added responsibility of being a Resource Church a cause of stress that impacts on their own health and wellbeing.

3. An insufficient number of parishes capable of being Resource Churches.

In establishing the Resource Church pilot it was recognised that there may be insufficient churches strategically placed in the Diocese that have the capacity to be Resource Churches at this time. At the start of implementation, there were nine churches in the Diocese with average Sunday attendance of over 200 (many of these churches are not growing), while two of these churches have attendances over 300 (one with attendance over 400). While size is not the single most important factor it does give some indication of the capacity of a church to absorb the responsibility of being a Resource Church and contribute to other churches. There was also the likelihood that many churches in the top ten for Average Sunday Attendance will not meet other essential criteria. Further, the need for Resource Churches to be established in strategic locations may also limit the number of potential Resource Church candidates

in particular areas. The use of specialists to work with potential Resource Churches across the Diocese may enable them to function as such within a few years.

Operation of the project

Timeline of key events

- Resource Church Pilot Project proposed and approved by the PMC, Diocesan Council and Synod in 2019.
- Churches recruited and announced towards the end of 2019. Resource Church leaders began meeting as part of a learning community.
- The process of appointing specialists began but was halted in March 2020 when Covid-19 sent our churches into lockdown.
- While the leaders continued to meet throughout 2020, the project was largely on hold while churches adapted to the significant disruption that COVID-19 caused. However, throughout 2020 the key Resource Churches did provide some significant resourcing to other churches.
- The project tentatively restarted in the last quarter of 2020.
- Funding was extended for the whole of 2021 (in light of the COVID-19 disruption) but was significantly reduced for 2022.

The churches

Eight churches were selected to participate in the Resource Church Project at the end of 2019. Five of these were in the ideal size range and another three smaller churches were invited to participate as they had successive years of growth. The hope was that the project would help them develop and grow further.

Early work in 2021 provided the smaller Resource Churches with the opportunity to review their involvement. 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 end of 2021, due to the significant cuts in funding, the number of Resource Churches was reduced to four.

Currently we have three key Resource Churches and leaders:

- St Bart's, Toowoomba — Adam Lowe
- Robina Anglican Church — Stewart Perry
- The Cathedral — Peter Catt

Each of these churches employs specialists and are involved in specific activities or projects supporting other parishes.

St Paul's Ipswich (led by Selina McMahon) is also a Resource Church but has not reached the same level of functioning as the other three.

The specialists

The way that specialists are employed has evolved over the course of the pilot. While some specialists (Michelle McDonald and the Rt Rev'd Daniel Abot) are employed by the PMC, the bulk are employed by the three key Resource Churches.

Across the life of the project to date, specialists (whose roles have been subsidised to some degree) have included:

- **The Rt Rev'd Daniel Abot:** PMC, Ethnic congregations
- **The Rev'd Daniel Hobbs:** Cathedral, Mission planning and implementation and lay ministry and leadership development
- **Mr Dale Lennon:** Robina, Young Adults ministry and digital ministry
- **Mrs Betrys Lowe:** St Bart's, Children's (and link to Youth) Ministry
- **Ms Michelle McDonald:** PMC, Communications and community engagement
- **Mr Bowen Miller:** Robina, Robina, Community engagement and digital ministry
- **Ms Amy Norman:** St Bart's, Faith formation and discipleship
- **The Rev'd Mary-Anne Rulfs:** Robina, Community engagement (mission and evangelism)
- **Ms Angie Mooney:** Cathedral, Complexity Support
- **Mr Jackson King:** Robina, Digital & Ministry Support

In 2022, due to funding cuts and role changes, funded specialists were most focused, with:

- **Mr Dale Lennon:** Robina, Young Adults ministry and digital ministry
- **Mrs Betrys Lowe:** St Bart's, Youth and children's ministry
- **Mr Bowen Miller:** Robina, Robina, Community engagement and digital ministry
- **The Rev'd Mary-Anne Rulfs:** Robina, Community engagement (mission and evangelism)
- **Mr Jackson King:** Robina, Digital & Ministry Support
- **Ms Angie Mooney:** Cathedral, Complexity Support

Communications

Over the three years the Resource Churches project has been running, many stories have been shared via *anglican focus* detailing the project and promoting the churches, specialists and the resources they are offering. Resource Church content is popular with readers, as demonstrated by Google Analytics and high 'e-news' click rates. Items that directly resource parishes, such as tips features, are particularly popular. For example, the recently published 'Blueprint plan for parish collaboration', <https://anglicanfocus.org.au/2022/07/28/blueprint-plan-for-parish-collaboration/>, which was co-written by the Rev'd Canon Stewart Perry and the Rev'd Eron Perry who cleverly blended narrative with tips, has had 422 pageviews since it was published in late July. These stories can be viewed at <https://anglicanfocus.org.au/tag/resource-churches/>

The budget

The bulk of the Resource Churches project budget has been allocated to assisting with the employment of specialists.

| | 2019 | 2020 | 2021 | 2022 |
|-----------------------|---------------|----------------|----------------|----------------|
| Income | - | - | - | - |
| Expenses | | | | |
| Employment | 17,169 | 101,423 | 358,075 | - |
| Grant distribution | - | 124,197 | 13,997 | 120,000 |
| Other | 10,153 | 3,337 | 17,219 | - |
| Total expenses | 27,321 | 228,957 | 389,291 | 120,000 |
| Budget | 335,583 | 590,000 | 590,000 | 120,000 |
| Variance to budget | 308,261 | 361,043 | 200,709 | 0 |

Review

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 <https://anglicanfocus.org.au/2021/06/16/five-resource-church-leaders-share-stories-and-resources/>. This means that they are engaged with other churches and sharing resources to vary degrees.

Leadership and Specialist Ministry Network

Throughout 2020–2022, 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. This work has also helped identify resources to share.

Development of key strategic plan elements

The Resource Church Project has assisted the PMC in the development of other elements in its strategic plan.

The employment of the Rt Rev'd Daniel Abot as a Resource Church Specialist has enabled the Ethnic Congregations element of the strategic plan to be initiated. Daniel's work has focused on establishing relationships with the congregations, developing a survey for evaluating the current status of ethnic congregations and working with emerging pastoral issues.

The 'Specialist Ministry' and 'Network of Advisors' elements of the PMC 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 the pilot phase of the project, the main focus has been 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.

Project would benefit from a dedicated co-ordinator

The project would have benefitted significantly over the last few years from a dedicated person coordinating the project. There were a number of false starts over the last few years in seeking to appoint a person, primarily driven by uncertainty around COVID-19 in 2020 and the budget in 2021. When it emerged early in 2021 that it was unlikely the Resource Church budget would be sustainable for 2022, it did not seem reasonable to appoint a person to the role.

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 in a less pressured and more organic 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 for us 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 is given individual attention and shapes their resourcing in a way that suitable for their context.

Current status of Resource Churches

Overview

In 2022, the Resource Churches have set targets for the number of churches they are seeking to support and the types of resources they are seeking to share. At the end of 2021, a model was developed outlining three levels of parish partnerships and resourcing:

1. Formal partnerships that may involve arrangements such as MOUs and significant budget implications.
2. Informal partnership focused on direct and ongoing relationships with activities such as intense resource sharing and coaching.
3. Self-service partnerships where resources are provided on the web and accessed as needed.

The plans Resource Churches have developed for sharing in these areas do not preclude any church from seeking assistance at any time.

St Bart's, Toowoomba

St Bart's, Toowoomba is the exemplar among the Resource Churches sharing a wide range of resources, <https://anglicanfocus.org.au/2021/05/17/making-and-maturing-disciples-of-jesus/> including in the areas of children's ministry, discipleship, vision, governance, and pastoral care. St Bart's has formed significant partnerships with St Andrew's, Springfield and Toowoomba Anglican School. Almost all of the team at St Bart's have been involved in sharing resources and meeting with people from other parishes in the Diocese. This has included ongoing support to dozens of parishes from a wide range of backgrounds. The digital media facilities at the church have also been shared with the Western Region by hosting their ministry conference. With the support of the project, St Bart's has actively worked to make as many resources available online (in formats that enable people to use and contextualise them readily) that have been accessed in large numbers. An activity report from St Bart's, Toowoomba is attached.

St John's Cathedral

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 main 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 in 2021, with three of these engaged deeply.

St John's Cathedral has also developed a number of key resources for sharing, including the climate and creation care communications messaging resource and workshops. An activity report from The Cathedral is attached.

Robina Parish

Robina Anglican Church has developed a formal partnership with Burleigh Parish in areas including administration, young adults and digital ministry. Areas where Robina Parish is able to support other parishes include: Young Adults and Internship Programs, Digital Ministry, Music Ministry, Community Engagement particularly focused on op shops.

*Dr Stephen Harrison,
Executive Director, PMC*

Appendix B Hospital ministries

It is a great pleasure to offer this report for the Hospital Ministries for the Anglican Church of Southern Queensland.

***“Dear Cheryl,
Another massive year for the Pastoral Care service! Thank you to you and your team for always being where you need to be – I hear nothing but positive comments from our community and staff.”***

Imagine my delight to see such a message from the Executive Director of the PAH at the beginning of the New Year. This response probably sums up our ministry across the many hospitals of south east Queensland.

Throughout south east Queensland we continue to hold our staff for another year. This too is to be celebrated also as we have not always felt this would be the case. We give thanks that we have the following staff as our four regional coordinators, covering over 40 hospitals in the south east of Queensland and the demand continues to rise.

- Mary Coates Kavanagh – Sunshine Coast and Northern Region
- Peter Mayen – Toowoomba and Western Region
- Michelle Philp – Gold Coast Region
- Cheryl Selvage – Brisbane Region

The greater Brisbane region, with its concentration of acute hospitals, that continue to service large numbers of patients from all over the state and interstate, benefits from its own dedicated leadership.

This year we have farewelled Carol O’Ryan after over 20 years of dedicated service to both the RBWH and the Queensland Children’s Hospital. It was our privilege to be able to attend her retirement gathering to give thanks for such a faithful servant in bringing care and love to so many in their time of great need. We also bid farewell to Rev’d Judy Shepherd at the same time as she had shared a small part of that role just over more recent years. We give great thanks for their outstanding service over such a long time.

“I just want to thank what you all do especially Chaplain Alex for making her visits to see me.... After the talks with Chaplain Alex my faith has strengthen to a great level. I still have a little work but know I am on the journey I should be.”

Another patient email of thanks from RBWH.

We have now welcomed Alexandra Chuc to this new position, as you can see. Alex is not entirely new to us as she had already taken over the part-time position at the Children’s Hospital recently. GFS Brisbane continues to generously fund this one day a week also, to provide a presence at The Queensland Children’s Hospital. It is wonderful to have her on board. We are also privileged to have Fiona Bennett with us as Coordinator at The Prince Charles Hospital. Unfortunately, not for very much longer however as she has indicated her intention to retire in March, so we hope to be able to find a replacement for her position also. We will give great thanks for Fiona’s leadership in this position over past years and look forward to celebrating that ministry with her and her colleagues before she leaves us.

“Thank you, Fiona, for coming to visit me when I was ‘sick’ and an Inpatient in Ward 2c at The Prince Charles Hospital. I drew support and care from your visit. You were a great blessing. Peace and Goodwill”

“So grateful to see you on 18 March when I had my open heart operation – especially as the restrictions were in place. You do a very worthwhile job. With many thanks...”

Then as always, we need to offer 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 supported, challenged, loved, prayed, and financially contributed to our ministry during this year. There is still work to do in building our volunteer numbers.

Hospital ministry is also supported by a willing band of parish priests on the Northside who graciously offer to cover emergency call out on a roster basis. The Southside partially paid on call service for out-of-hours emergency continues highly successful. We again give great thanks to God for those who are part of that dedicated team, Rev’d Jonathan Bright, Rev’d Jane Mitchell and Rev’d Trevor Butler. We are delighted to report that this wonderful team now covers the full monthly roster, thanks to their generosity.

The backbone of our service remains the wonderful and faithful band of volunteers who continue to offer their services throughout the many hospitals every week of the year.

The following comments offered to our Pastoral Carers illustrate some of the many positive comments:

“I asked the visitor in ED, last week; was she alright, she said she was fine and told me her mother was not well.

I asked her would she like a cup of tea she said she would, and she burst out crying. She said to me that I was ‘one of God’s angels’ I brought her tea back to her and she asked me if she could hug me. We had a big hug and I realised that God appears in the small things that we do.”

Mary Coates Kavanagh, Regional Anglican Coordinator, Sunshine Coast Hospital and Health Service

From the Gold Coast, ***“it is the impact of our ‘Tea for the Soul’ has had on our staff. The small task of pouring a lovely hot tea for a staff member from a pretty pot, handing it to them along with a small treat has been amazing. When we explain who we are, how the program came about, and then check in with them, the response is overwhelming.”***

We have made a difference in their day.

“The staff have said they feel valued and noticed, some have said that they really needed this today, staff have enjoyed meeting our team. We have noticed an increase in the number of referrals we receive from those wards in the following weeks.”

Michelle Philip, Coordinator Gold Coast Hospitals.

These are but a few of hundreds of cases all Pastoral Carers could share with you. We celebrate with you all those who come to know the care and love of God when they are supported by one our many trained and credentialed coordinators and volunteers. A process we continue to monitor to ensure all those acting in our mission are suitably qualified to work with such vulnerable populations.

Never has this been more evident than as we contemplated Voluntary Assisted Dying Legislation coming into action on 1 January 2023. There has been a concerted training effort supported by both Church and 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. More recently we have been approached for feedback around a National Document, ‘National Model for Spiritual Care in Health’, as we, as a nation, grapple with ‘truly holistic health care services.’

We have seen many examples where this is happening, whether that is by inclusion in CHQ Remembrance day – Pastoral Care Blessing and Lighting of the Candle Ceremony, VAD Working Group Qld, Palliative Care Team Journal Club PD, 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 the very creative list goes on.

In the second half of the year the PC Leadership team gave thanks for being able to gather for a short retreat at the very beautiful St Teresa under the leadership of the Rev'd Tim Booth. It was a wonderful time of setting apart, sharing, learning, and teaching for all – helping to strengthen the team and discover new resources and support. We have all found it to be a very important part of our leadership development and team building.

We know that 2023 will bring new challenges not only with changed leadership 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 actively move “to respond to human need by loving service and spread the Good News.”

*The Rev'd Canon Cheryl Selvage,
Anglican Hospital Ministries Coordinator*



L-R: Belinda Macarthur, Rebecca McLean, Michelle McDonald, Stephen Harrison and the Rt Rev'd Daniel Abot. Despite his rigorous South Sudan trip schedule, Bishop Daniel Abot still found time while overseas to buy gorgeous gifts for his fellow PMC team members (June 2022).

Missions

Anglican Board of Mission

Working for Love, Hope & Justice

Anglican Board of Mission continues to make a tangible difference in the lives of some of the most vulnerable people in the world. Seeking to make the world a better place in the name of Jesus, ABM provides a holistic mission, serving all people in every aspect of life, including physical, spiritual, and social needs of individuals and communities. Working with our sisters and brothers on the ground, ABM not only strengthens governance and management processes of partner churches and related organisations but also provides theological training, worship resources, small group studies, health and education programs, literacy courses, emergency relief with partner organisations, and establishes water and sanitation systems.

The ministry of ABM today

ABM looks very different than it did decades ago and continues to work to stay relevant and useful. In 2021, ABM separately incorporated ABM's Development programs as Anglicans in Development (AID) which has the green ABM – Anglicans in Development logo. Documentation from ABM will now have either the more recognisable red ABM - Anglican Board of Mission logo or the green logo. Anglicans in Development (AID) continues to work with the same partnerships and programs and has the same vision and values, but has have the advantage of being recognised as a Public Benevolent Institution.

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 this 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 support to several recipients through recent appeals including the Vanuatu emergency appeal, appeal for Victims of Earthquakes in Türkiye and Northern Syria, Eastern Australia Flood appeal, and the third phase of the

Myanmar Emergency appeal. More information about all our appeals and projects can be found at www.abmission.org.

Visit our Facebook page 'ABM in Southern Queensland' for regular updates, resources, and interesting local stories.

Year of discernment and transition

As we re-emerge from the years of COVID-19 and come to terms with a new normal, the ACSQ ABM Committee have discovered that it is no longer possible to do business as usual. The committee just doesn't have the capacity it once had. To that end, the committee decided, in January 2023, to spend this year in discernment and transition. We are exploring possible ways forward to continue to support and promote the work of ABM within our Diocese and to encourage and celebrate the fantastic advocates we have within parishes across Southern Queensland. We will be making changes to the way we operate and streamline the committee's organisation and operational structure and functioning.

2022 Archbishop's November Appeal

The focus for the 2022 Archbishop's Appeal was Newton Theological College in Papua New Guinea. To date approximately \$20,000 was raised, through individual and church donations. More funds are expected to slowly come in that will bolster the 2022 Archbishop's November Appeal. We thank everyone that has raised much needed funds for our brothers and sisters to the north who are doing it tough. Every dollar helps and the money that we have raised will make a significant difference to the students, their families and the ongoing running of the Theological College. The ACSQ ABM committee wish to thank everyone who has donated to the 2022 Archbishop's Appeal.

2023 Archbishop's November Appeal

A decision on the ABM Archbishop's November Appeal for 2023 is still being considered by the Bishops of the province (as of the date of writing). It is hoped that we will be able to reveal the recipients of the 2023 Archbishop's November appeal at Synod.

Resources

Through the ABM website a growing number of resources are available. This includes another fantastic Lenten Study (2023), which was sold out nationwide, as well as resources for group and personal study. Studies and articles on topical subjects such as climate change and Reconciliation are timely and informative. Many of the resources that have been developed are available for download free of charge from the ABM website. These resources have been hugely popular and the feedback from people that have used them is overwhelmingly positive.

Please visit the website for more information: www.abmission.org.

Stamps

The bright point of the year was thousands of stamps that were collected and sold in 'sale by tender' events. Mrs Margaret Warren ably assisted by Mr Brough Warren have been the champions of the stamp drive and through their great efforts and dedication thousands of dollars have been raised in 2022.

As stamps start to wane the committee has decided to diversify and include coins and bank notes as part of the 'sale by tender' events. Thank you to Margaret Warren and her team, as well as members of the ABM committee for helping at the sales. Several further stamp sale days are planned in the next 12 months. Please check our Facebook page for regular updates. If you have stamps, coins or bank notes we would love to hear from you. Thank you for your ongoing support and donations of stamps.

The Brisbane ABM Auxiliary

This year saw the final meeting of the Brisbane ABM Auxiliary. Mrs Lynette Keyes faithfully lead the diocesan ABM Auxiliary for many years, but with ageing members and decreasing capacity the difficult decision was made to wind up the Auxiliary. The Committee thanks Mrs Keyes and the many members of the Auxiliary who have served ABM over the years.

The current committee

The current Brisbane Committee consists of the following members:

- The Rev'd Jan Crombie,
- The Rev'd Rosemary Gardiner,
- Mrs Lynette Keyes,
- The Rev'd Rebecca King,
- The Rev'd Danni Newby-Clark,
- Ms Marilyn Oulds,
- The Rev'd Eron Perry (Chair), and
- The Rev'd Julia Van den Bos.

During this year of discernment and transition the composition of the committee will likely change by years' end.

I'd like to thank Mrs Sarah Gover for her diligent and faithful ministry as part of the ABM Committee. Sarah has stepping down from the ABM Committee as she moved interstate. Serving as the committee's Secretary for a number of years her hard work and expertise will be sorely missed.

Thank you

The Committee thanks the Archbishop as well as the staff of ABM for their support, in particular Meagan Schwarz, the Committee Support Officer. A big thank you to all parishes and parishioners for all your support both financially and with prayers.

Thank you to the dedicated and faithful supporters of Anglican Board of Mission. 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.

As Chairman of the Committee I would ask for your prayers as we discern what the structure and functioning of the committee will look like going forward.

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 compassionate patrons. I urge you to continue to support the fantastic work of ABM.

Blessings,

*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 the Anglican Board of Mission – Australia, which it does through prayer, fundraising, and awareness-raising in the dioceses where it operates.

Branches

In this diocese, there have been, for many years, two active branches: Brisbane and Maryborough. In the past, there were also several affiliated guilds.

Maryborough branch

This branch continues to operate under its president, Mrs Noela Thomson. They have a very busy ongoing sewing and craft program. They run several stalls each year, especially at Mothers' Day and Christmas. In addition, as they are well known in the district, they have many standing orders for their handiwork. With the proceeds, they support various ABM projects.

Brisbane branch

The branch continued to meet until May 2022. Due to declining numbers, however, it was decided at the February meeting that the branch would close from May 2022. The final event was a very successful Missionary Lunch in May, from which the proceeds were sent to ABM Sydney. The guest speaker was Margaret Warren, who is the Stamps Coordinator for the Diocese. Members of the (now former) Auxiliary continue to help at the regular ABM Stamp Auctions (an activity of the ABM Diocesan Committee) and at the Synod stall, which was held in June 2022.

The Auxiliary gives thanks to God for the opportunity to serve God through ABM over many years. Members will continue to support ABM through their parishes.

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 regional, rural and remote Australia and we have missionaries (or field staff as we call them) in nearly all 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 Dioceses of North Queensland, Rockhampton (Central Queensland), Brisbane (Southern Queensland), Armidale and Grafton. This report outlines the significant events and ministry in that region of the Society for the 2022 calendar year.

Missionaries (field staff)

During the year there were ten locations partnering with BCA to fund ministry:

Cloncurry Community Church – this is a combined Anglican/Uniting Church – welcomed the arrival of the Rev'd Simon and Mrs Angela Owen in April 2022. Having come from the southern suburbs of Sydney there has been much to learn for the Owen family, but they rejoice that God has led them to Cloncurry and has provided them with the support of sisters and brothers in Christ. Mainly Music and teaching Religious Instruction in schools (in both Cloncurry and Julia Creek) have provided the basis for a growing families ministry. Simon and Angela also contributed to this growing families ministry with the birth of their third child, Josiah, in December.

Longreach Anglican – For another year the full-time leadership role for the communities of Longreach, Barcaldine and Winton has been vacant. The communities have been well served by a Locum based in Rockhampton. BCA continues to liaise with the local Bishop and these communities to seek the Lord's will for the best way forward.

Emerald/Blackwater Anglican – this was a new partnership with the Diocese of Rockhampton. Unfortunately, a suitable candidate has not been found, to date, to fill the role of Priest in Charge of this combined parish. We continue to pray that God will guide the right person to go and care for the wonderful people in this area.

Moranbah Anglican – 2022 was the 'Year of Refreshment' at St Francis Anglican Church. The Rev'd Luke and Mrs Julia Collings and their three children led the church in providing refreshment for a community that was still recovering from COVID but had also suffered through mine tragedies and the uncertainty in the fossil fuel industry. Many people accepted the offer and the ministry through Messy Church grew over the year.

Keppel Anglican/Anglican Diocese of Rockhampton – throughout 2022, BCA provided support for the Rev'd Phillip and Mrs Jessica van't Spyker and their four children

based in Yeppoon 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. There were many highlights including co-operation with the regional Presbyterian Church to run youth leadership camps. Phillip accepted the role as Assistant Minister at the Anglican Church in Moree commencing January 2023 meaning that this Diocesan Role concluded at the end of 2022.

Anglican Diocese of Rockhampton – The Rev'd Jen Hercott commenced as full-time Registrar of the Diocese of Rockhampton in January 2022. Because of its strategic role in building infrastructure and pastoral support for all churches in the Central Queensland Diocese, BCA agreed to fund her position for four years. Even though she is based in Rockhampton, Jen's ministry takes her anywhere from Miriam Vale to Moranbah to Winton to Blackall. Already fruit is beginning to be seen from building a solid trellis for the vine of the gospel to grow on.

Lightning Ridge Community Church – The Rev'd Kurt and Mrs Rebecca Langmead continue leading this enthusiastic group of believers to reach out to the unique community of Lightning Ridge as well as providing pastoral support and leadership to the Christians in the community of Goodooga (about 80km NW of 'the Ridge'). One of the highlights for the year was being part of the 'Opal Festival' and especially having conversations about Jesus with some of the thousands of visitors who descended on the town.

Barwon Special District Anglican – The Rev'd George and Mrs Carmel Ferguson lead the churches in this district. The main centres in the district are Walgett and Collarenebie and one of the major highlights has been getting Kids' Clubs off the ground in both towns. These Kids' Clubs are held in the front yard of the churches. They attract many young people, are fun and interactive, with opportunities to talk to parents over a sausage sizzle.

South Tamworth Anglican – the position of Indigenous Ministry Trainee was filled for three months during 2022 but the call of country and family meant the trainee resigned from the position and returned home. South Tamworth Anglican remains committed to train a young indigenous man or woman in ministry and BCA continues to work with them and pray with them to make this happen.

Northern Beaches Anglican/Anglican Diocese of Grafton – The Rev'd Simon and Mrs Alison Reeve and their three children concluded their service with BCA and across the entire Diocese of Grafton at the end of 2022. Simon was appointed as the Senior Minister at Northern Beaches Anglican (Woolgoolga), having previously been the part-time Youth and Children's Minister at that church. The church continued to grow in 2022 as God's Word was proclaimed and lived out.

Mission support

Whilst our missionaries (or field staff) are at the frontline of proclaiming the good news of Jesus there are a whole raft of individuals who provide support for them.

First is the Regional Office. I am thankful for the ministry of Craig Buchanan (Office Manager) in administration, social media, information technology and co-ordination of our volunteers.

Second is the Regional Committee. Praise God for the passion and wisdom of our Chairman, the Rev'd Ian McGilvray, as well as for the enthusiasm and commitment of Terry, Marj, Charmaine, Ruth and Peter.

Third there are the 'pray-ers'. Whether it is every month on Zoom or every day via the Prayer Diary, Prayer-Mate app or email there are faithful men and women gathering to pray for the ministry of Christ in rural and remote Australia.

Finally, there are the churches. One of the major blessings of my role is getting to meet with and speak with different churches every weekend. I have the privilege of seeing people with a heart for people around the world to know Jesus. I have the privilege of linking them to other believers in Australia. And I have the privilege of partnering with our mission agencies to lift people's eyes to the call to be witnesses to the ends of the earth.

In 2022, the following sisters and brothers welcomed me into their community: Warwick, Crows Nest, Logan, Holland Park, Surfers Paradise, Nundah, Bribie Island, Coorparoo, Gold Coast North, The Gap, Wishart, Sunnybank, Nambour, St Barts Toowoomba, Sandgate, Goombungee, Kawana Waters, Waterloo Bay, Caboolture, Dalby, Maryborough, Drayton, Rochedale, Springfield and Maroochydore. Thank You!!

Some misconceptions

Having been in my role for two years there are two things which I continue to hear, and which need clarifying.

The first is our understanding of mission. As I read the Scriptures and look at the history of the church, mission involves two things – proclamation and action. I continue to experience a tendency of disciples of Christ to focus on one at the exclusion of the other. Some (the minority) will focus so much on speaking about the Gospel that they have little time or energy for putting that into action in loving service. Others (the large majority) will focus so much on doing that they never get to explain why they are doing and what Jesus has to do with it. I continue to pray that God gives us all a full picture of the mission to which he has called us.

The second is that BCA is hoarding money and takes a substantial portion of donations to fund administration. The truth of the matter is that BCA have been blessed over many years with generous donations and bequests. These have enabled us to be in a position where we fund all of our administration costs from the income from investments or bequests. It is true that a cursory glance at our Balance Sheet will reveal a substantial amount of funds in investments, but this money is not being hoarded. It is being used to pay for ALL administration costs. It is therefore the case that: **EVERY DOLLAR GIVEN BY INDIVIDUALS OR CHURCHES GOES 100% TO MISSION AND MISSION SUPPORT.**

All praise to God that He has provided so that this is the case. May God continue to provide for His mission (proclamation and action).

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 2022 as we all emerged from the COVID pandemic and restrictions. 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 2022, the prayers and generosity of many Anglican parishes and parishioners helped the CMS Queensland with Northern NSW (CMS-QNNSW) branch to support 20 missionaries and short-term workers. 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-QNNSW branch missionaries for 2022

CMS QNNSW missionaries served in the following locations and ministries during 2022:

South & Central 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.
- Workers learning language and culture in Central Asia, preparing for ministry in agricultural development and community health.

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 churches through children's ministry, leadership, preaching, 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.

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 sharing the love of Jesus in health care.

Uganda

- Workers teaching alongside local tutors in a Bible college in the Diocese of North Kigezi.

New missionaries

- A new missionary preparing for student ministry in Japan.
- A new family preparing for ministry in South East Asia.

Short-term workers

Solomon Islands

- A worker teaching at Bishop Patteson Theological College.

Conferences

Due to COVID, an in-person Summer School had to be cancelled in January 2022. Instead, an online Summer School program was held over three nights in mid-January. A new youth camp, MELT was held in April with 68 campers and 31 leaders attending. In August 2022, the Mission Encounter Conference was held in Tamworth with 170 adults and 45 children attending.

The Rev'd Mark Fairhurst
Executive Director
CMS Queensland with Northern NSW

All Other Reports

Anglican Cursillo Movement in the Diocese of Brisbane

The Cursillo Movement of Southern Queensland is in its 38th year. Being a ministry of lay people to lay people and guided by the teachings of Scripture, there are 3,853 Cursillistas on the database. Parishioners, endorsed by their parish clergy, attend the Cursillo three-day weekend short course. These weekends are held annually worldwide in over 50 nations.

Cursillo aims to build disciples, equipping lay people to live out their faith in ministry in practical ways and all are encouraged to continue their spiritual development. Parishes have benefitted from Cursillistas in action, thriving to build God's kingdom on earth. Many Cursillistas take on ministries within, and outside of, their parishes. The Cursillo Southern Queensland database indicates that many current Anglican Church of Southern Queensland diocesan leaders, both ordained and lay, have participated in a Cursillo weekend. The Rt Rev'd Cameron Venables is the present Diocesan Episcopal Overseer, and we thank him for his unending support and encouragement along with the Rev'd Valerie Hoare, the Diocesan Spiritual Advisor to Cursillo Southern Queensland.

The Archbishop of Canterbury, the Most Rev'd Justin Welby describes Cursillo this way. "Through Cursillo the love of God is experienced afresh, an experience that draws us into prayer and compassionate action. Because of this, Cursillo is a much-needed instrument for the renewal of the life of the church today, and one for which I give thanks".

The three-day weekend: A typical team for a three-day weekend consists of a lay irector, three spiritual advisors (clergy), three proctors, a musician and approximately ten table leaders. Cursillo Southern Queensland is blessed to have many supportive clergy who join and manage the spiritual aspect, with creative and meaningful experiences for the candidates and whole team. Cursillo is a structured weekend, offering selected talks by team members, followed by discussions. Times of worship, prayer, laughter, music and songs, with times of reflection and silence are programmed into each weekend. Everyone's three-day weekend is unique due to the experience of Christian community differing from person to person. New friendships are forged, and confidence built during these weekends of fun, food, fellowship and spiritual enhancement.

Connecting: Cursillo in Southern Queensland survived the COVID curveball. Weekends had to be deferred but new initiatives were introduced allowing Cursillistas to keep in touch. Cursillo Southern Queensland was the first diocese in Australia to hold a group

gathering (Spanish name/Ultreya) by Zoom. This first Zoom Ultreya was attended by over 120 Cursillistas from Queensland and as far away as Bunbury, Western Australia. Following 2020/2021, events continued with record numbers attending. Today, parishes decide whether to supplement their Ultreyas with Zoom to be inclusive of those who cannot attend in person. The Cursillo Tech Team has supported many groups in this way by traveling to parishes across our Diocese to provide this service. With a diocesan area of 500,000 sq kms and comprising three designated regions – Western, Northern and Brisbane/Southern), Cursillo Southern Queensland’s vibrant website and two Facebook groups – private and public, keep Cursillistas in touch.

Pilgrimages: During 2021 and 2022, secretariat and servant community members spent weekends visiting groups of Cursillistas in the Western and Northern Regions. More structured pilgrimages, which are supported by Cursillistas throughout Southern Queensland are held every two years. The very successful 2022 Northern Pilgrimage ventured through Gympie, Bundaberg, Maryborough and Gayndah. 2024 has been scheduled for a pilgrimage to the Stanthorpe and Warwick areas. These pilgrimages provide opportunities to gather and support Cursillistas in their faith journey.

Cursillo continues to grow steadily, and the 2023 Combined Men’s and Women’s weekend will be held at the Glennie School in Toowoomba from 21-24 September. This ministry is dedicated to developing a strong future for all parishes, through enthusiastic parish volunteers in the Diocese of Southern Queensland. All thanks be to God!

More Information:

- Visit the Cursillo Southern Queensland stall at Synod.
- Website: www.cursillo-brisbane.com
- Facebook: <https://www.facebook.com/CursilloSQ> (open group)
<https://www.facebook.com/groups/353034122401577> (private group)
- YouTube: ‘Cursillo Hope for the Anglican Church’
<https://www.youtube.com/watch?v=3BVFe9VJgel>

*Mrs Margaret Carr,
Diocesan Lay Director*

Cursillo Ultreyas

(planned for 2023 – with more events in the planning stage)

29 April

Bundaberg West at the Church of the Good Shepherd
1pm BYO lunch from 12 noon, *Livestreamed Zoom*

10 June

Toowoomba West at St Augustine's
1pm BYO lunch from 12 noon, *Livestreamed Zoom*

9 September

Warwick at St Mark's
1pm BYO lunch from 12 noon, *Livestreamed Zoom*

14 October

Peninsula at the Church of the Risen Christ, Deception Bay
1pm BYO lunch from 12 noon, *Livestreamed Zoom*

25 November

Diocesan Ultreya at a venue TBC
1pm BYO lunch from 12 noon, *Livestreamed Zoom*

Anglican Men's Society

Dear Friends in Christ,

Having experienced a couple of difficult years working through the COVID-19 pandemic, we finally met to conduct our three-day Conference and Annual General Meeting in Dalby from 20-22 May 2022, which was very well organised by the Rev'd David Brown. However, as this weekend fell at the same time as the Federal Election, we had a number of apologies, due to prior commitments.

We are very grateful to our National Chairman, the Rt Rev'd Jeremy Greaves, who has worked closely with the AMS management team and supported our proposed new National Constitution, which makes the Pacific Islands full members, while also engaging them to nominate a Bishop from their area as National Chairman. They are also allocated a National Vice Chairman jointly with an Australian.

Finances

Bendigo Bank:

| | |
|----------------------------|-------------|
| Balance as per 31 December | \$83,043.91 |
| Trading Account | |

| | |
|------------------------|--------------|
| St Oswald Trust | \$31,836.03, |
|------------------------|--------------|

| | |
|--------------|-------------|
| ANFIN | \$15,128.98 |
|--------------|-------------|

Donations

| | |
|---|---------|
| Dalby Parish 'Youth Program' | \$7,000 |
| The Lakes Parish 'Youth Program' | \$7,000 |
| St Andrew's Springfield Parish 'New Branch Start' | \$6,000 |
| All Saints Parish, Cherside 'Food Program' | \$5,000 |
| CRI 'Religious Instructions' | \$4,000 |
| AMS Honiara 'Works in progress' | \$5,000 |
| St James Parish, Toowoomba 'Bell Restoration' | \$5,000 |

Management team

| | |
|-----------------------------|------------------------------------|
| Chairman: | Mr Jim Smith, Toowoomba |
| General Manager: | The Rev'd Daniel Jayaraj, Cherside |
| Membership Chairman/ | |
| Director: | Mr Andy Brodersen, Springfield |
| Directors: | Mr Howard Kingston, Bundaberg |
| | Mr Trevor Andrew, Deception Bay |
| | Mr William Slee, Dalby |
| | Mr Stephen Clarke, Cherside |

AMS Accountant: Bachmayer Accounting, Bundamba
AMS Solicitor: Millwater Tyrrell Law, Ipswich

Annual conference

The 2023 conference will take place in Gayndah from 19–21 May, at which six or more AMS members from Honiara will be invited at our cost.

The 2024 conference will take place in Bundaberg in May.

Blessings,

The Rev'd Daniel Jayaraj
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, which began in the United Kingdom in 1876. As a worldwide fellowship of Christians united in prayer, worship and service to the community, MU has grown to be an organisation 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: Is of a world where God's love is shown through loving, respectful and flourishing relationships.

Aim and purpose: Is 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 the Diocesan Council and an Executive Committee, with the Diocesan President chairing both meetings. The Diocesan Council, consisting of the Executive Committee and the President and Secretary of each Branch, meets four times each year. All members are welcome at these meetings. In 2022, the Executive Committee consisted of the Diocesan President, four Vice Presidents, 10 Deanery Presidents, four Department Coordinators, Secretary, Treasurer and Chaplain and met six times during the year.

Relationship with the Diocese & the wider church

The AMUA in Brisbane Diocese had 46 branches and a total of 781 financial members in 2022. The 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 includes activities and events which relate to the Mission of AMUA and must be approved by the priest. Within these branches, members, showing Christian care for children and families, are involved in projects and activities within the parish, the community at large, the entire Diocese and on a national and global basis.

Retiring collections: In 2022, AMUA facilitated two retiring collections in the parishes. On Mothering Sunday, 27 March, \$16,812.95 was collected for the MU Overseas Target Project – Disaster and Climate Change Management in the Pacific. The annual collection in August for Anglicare Southern Queensland Chaplaincy amounted to \$12,499.80 and will be presented to Stephen Harrison on Lady Day. Both sums are substantially more than last year.

Donations for other Diocesan outreach projects: Through voluntary contributions from branches donations were received for the following projects:

- Emergency Relief Fund – \$3,998.00;
- Family Holiday – \$170.00;
- Fresh Start baskets – \$585.00;
- Anglicare Women's Shelter – \$2,591.25;
- Kids at Risk – \$1,245.00;
- Northern Outreach Fund – \$5,599.50;
- And, Overseas Fund – \$2, 983.75.

Disaster relief fund: In early 2022, the AMUA Diocesan Council approved \$6,000 to be sent to Anglicare North Coast Flood Appeal to assist residents in Lismore who had been flooded. Towards the end of the year, \$2,000 was donated to the Anglicare South Queensland Precinct Pantry which helps the homeless in particular.

AMUA bursaries for clinical pastoral education: The three recipients for 2022 were Sara Hansen, Courtney Smith and Katherine Littmann-Kelly who gave a short sketch of their spiritual journey to members at the February Council Meeting. Each received \$1,500 in financial assistance to complete the compulsory clinical pastoral education component of their ministry studies.

Diocesan stoles and AMUA kits: Six final year students were given a Diocesan red and white stole, and four Deacons who were ordained early in December 2022 were presented with AMUA kits. It is hoped that these gifts will promote an interest in the presence and work of AMUA in the Diocese. In fact, several members of the clergy are already AMUA members.

Lady Day: Each year, the AMUA celebrates the Annunciation of the Blessed Virgin Mary as a major festival in St John's Cathedral in Brisbane. Lady Day in 2022 was of special significance to members because most other activities and events earlier in the year were cancelled due to the COVID-19 pandemic and floods in south-east Queensland. The service, celebrated by the Most Rev'd Dr Phillip Aspinall AC, was attended by 140 members. The livestreamed service began with an impressive procession of banners and featured the Bluebird Choir directed by Milly Blakeley. Our patron, Her Excellency the Honourable Dr Jeanette Young AC PSM Governor of Queensland, was also in attendance. Canon Linda McWilliams was presented with a \$12,000 cheque for Anglicare Chaplaincy. Beverley Perry presented bursary certificates to 2021 recipients, Mamuur Kumpeter and Peter Kur, and Life Vice President badges and certificates to Mrs Shirley Beale and Mrs Eve Knott. The latter was unable to be present because of ill health. Archbishop Aspinall announced his new appointments: AMUA Diocesan President – Mrs Jenny Bullock and AMUA Diocesan Chaplain – the Rev'd Jane Mitchell. Lady Day was also celebrated at Childers and St Luke's Toowoomba.

Her Majesty Queen Elizabeth II: Some 60 members attended the Platinum Jubilee Service of Thanksgiving for Her Majesty the Queen's 70 years of service, which was held at St John's Cathedral in Brisbane on 5 June. Then with the passing of Her Excellency Queen Elizabeth II, many of our members sent messages and condolences to the British Royal family.

Activities during the financial year

The Diocesan Executive Council met five times during 2022 at St Francis College in Milton. The first meeting of the year was held electronically due to the floods and the COVID-19 restrictions.

The AMUA Diocesan Council was held on 15 November at St John's Cathedral after the scheduled February meeting was cancelled. Two Country Council meetings were held during the year. Guest speakers for the meeting in Caboolture on 17 May were Elizabeth Glenbar and Tracey Hughes from Anglicare Family Intervention Services in Caboolture. At the Country Council Meeting in Gympie on 16 August, the Rev'd Sue Barker related some experiences from her time as a Prison Chaplain.

The Annual General Meeting was cancelled in 2022 because of flooding in south-east Queensland and the effects of the coronavirus. Much of the business due to be settled on this day was dealt with on Lady Day.

16 Days of Activism against Gender-Based Violence: Support for this campaign which was started by the United Nations, and ran from 5 Nov to 10 Dec 2022, has grown steadily in branches across the Diocese over the last four years. Members strive to raise awareness of the issue, challenge discriminatory attitudes and call for improved laws and services to end gender-based violence for good. Different branches distributed prayer leaflets, held prayer services, staged peaceful protests, set up displays with empty shoes to remember victims and listened to guest speakers, often working in conjunction with other community groups like Zonta. A growing number of branches have installed a Red Bench in their church grounds or in a park nearby to raise awareness of this scourge.

Branch activities: As well as supporting the Diocesan events mentioned above and making voluntary contributions to the Diocesan projects, each branch organises a program for members to follow, creating much fellowship and a ministry of love, care and support within their parishes and communities. Members knit, sew, collect items for organisations like the Seafarers' Mission or Zephyr Education, make prayer shawls, fiddle rugs and memory boxes, present gifts to the newly baptised, participate in Mainly Music or Messy Church, welcome a variety of guest speakers and so on.

AMUA theme for 2022 – Transformation NOW: In 2020/21 AMUA members showed great resilience and adaptability, and 2022 was the time to build on this experience by:

- transforming personally and spirituality,
- transforming the churches and communities they work with, and
- transforming AMUA to be relevant for 21st century life.

The logo for this new theme depicted the stages in the life of a butterfly.

Financial position

Anglican Mothers' Union of Australia (AMUA) Brisbane Diocesan Council recorded a subscription total of \$27,365 and donations of \$47,625 as part of the revenues totalling \$78,421. After a considerable surplus in 2021 during COVID-19 times, expenditure in 2022 resulted in a deficit of \$8,214. AMUA as of 31 December 2022 has a total asset of \$215,629. All is 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 in 2022 was \$2,659 with total expenses being \$3,379. That left a deficit of \$720. As of 31 December 2022, the publication department has total assets of \$49,981. All is 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, Kid's 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: Members are engaged in discussions to plan for change in the future. They are seeking ways to change attitudes and influence social issues in their communities. They are also looking for ways to improve members' computer skills and increase membership.

*Mrs Jenny Bullock,
AMUA Diocesan President*

Angligreen

2022 was a productive year for Angligreen as we adjusted to the Angligreen Charter which now governs our activities. We are encouraged by the Synod's support for real moves to reduce our impact on the planet and the ACSQ Sustainability Roadmap 2023-2030. The change of policy by the Australian Government also gives some hope for real action, but we realise that the science indicates that urgent stronger action is still required. The good news is that strategies and solutions are now available. The bad news is that the will to apply them is not present. We need to continue our work to educate and encourage individuals and organisations to do what they can do and to join with others to advocate for stronger action.

The Angligreen 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.

The Rev'd Melissa Conway and Jeremy Fraser were appointed to the committee by The Archbishop-in-Council (DC) from 21 July 2022 replacing Rev'd Graham Warren and Rev'd Deb Bird who had resigned. The current committee comprises:

- The Rev'd Peter Moore (Chair) – *Logan*
- Jelita Hutchison (Secretary) – *Aspley-Albany Creek*
- Rob Farago (Treasurer) – *South Brisbane*
- Mrs Alex Bramley – *Bundaberg West*
- Angie Mooney – *Cathedral Community*
- Jeni Nix – *Annerley*
- The Rev'd Melissa Conway – *St James Toowoomba*
- Jeremy Fraser – *Cathedral Community – Holy Hermits*

Angligreen continues to work closely with and be active in Ecumenical and inter-faith groups. We also collaborate with secular bodies, working together for a just recovery from the effects of COVID-19 and a rapid transition away from fossil fuels. Groups we network with include:

- ACSQ Sustainability Committee (the Rev'd Peter Moore a member)
- The Diocesan Social Responsibilities Committee (SRC) (the Rev'd Peter Moore a member),
- ACSQ Justice Unit,

- Anglican Communion Environmental Network (ACEN),
- Queensland Churches Environmental Network (QCEN) a Commission of Queensland Churches Together (QCT) (Fr Peter Moore is Chair QCEN),
- The Australian Religious Response to Climate Change (ARRCC) (interfaith group) (Fr Peter Moore a committee member (ARRCC) and coordinates Qld ARRCC group),
- GreenFaith International (launched November 2020) of which ARRCC is an inaugural partner, and
- Better Futures Australia. Angligreen has signed the Better Futures Australia declaration.

Over the course of the year in 2022, we continued to develop and improve our resources for parishioners and parishes endeavouring to strengthen our links with parishes and clarify our membership list.

The February 2023 Newsletter was successfully delivered to 269 people, 96 of whom have completed the membership form. The newsletter was opened by 239 people. Many of the subscribers have not completed the details to indicate whether they wish to be Members or Friends of Angligreen.

Articles were written for Anglican Focus (anglicanfocus.org.au).

- One for the Australian Overshoot Day, 23 March 2022, the day when we would have consumed all that the earth could produce in one year if everyone in the world consumed resources at the rate Australia does. I was titled, *'What you can do to help on Australia's Overshoot Day'*.
- For World Environment Day *'Plastic pollution is a big problem that we can collectively take small steps to solve'*
- A review of *'The Forest Underground'* by Tony Rinaudo
- Season of Creation: *'Listen to the Voice of Creation'*

Angligreen worked with ACSQ Justice Unit, QCEN, Common Grace, ARRCC and Climate Action Network Australia (CANA) to follow up on COP-26 and prepare for COP-27 which included promoting the ARRCC letter to the Prime Minister just before COP-27. The letter humbly and respectfully requested that Australia:

- Stops approving new coal and gas projects,
- Ends public subsidies for coal and gas projects,
- Fully respects First Nations peoples' rights to protect Country,
- Re-starts contributions to the United Nations Green Climate Fund,
- Assists extractive industry workers to prosper through jobs in sustainable industries, and
- Actively participates in creating and endorses a Fossil Fuel Non-Proliferation Treaty.

This letter was signed by over 100 faith leaders from Australia and the Pacific including our three regional bishops, one as Archbishop's Commissary.

Angligreen Co-Sponsored an ARRCC Action at St John's Cathedral, Faiths 4 Climate Justice 13th October 2022 to encourage people in the parishes to sign the letter to Albanese and to sign the Fossil Fuel non-proliferation treaty.

During the Federal Election campaign Angligreen supported others (Justice Unit, QCEN, Common Grace, ARRCC, CANA) in a non-partisan way to highlight the need for a strong response to the Climate Crisis. This included a Vigil outside Trevor Evans MP Office co-sponsored with ARRCC.

Angligreen contributed to the discussion on the Future development of St Francis' College expressing concern for the preservation of the stand of trees with an environmental covenant, asking that the development include adding native endemic species to increase the biodiversity and create a place of spiritual refreshment, meditation and relaxation, an oasis in the suburb.

On Earth Festival, 8 October 2022, was used to promote the work of Angligreen and QCEN and two presentations were included in the programme. John Oxenford (Angligreen) speaking about making our homes more energy efficient and Kumi Abeyuriya (QCEN) on reducing our environmental footprint through food choices. Their papers have been included in Angligreen Resources available online.

Fr Peter Moore accepted an Invitation to present at Clergy Summer School, January 2023, about what individuals can do and also how to advocate for sustainable living. This resource, '*Being Environmentally Responsible - Reducing our Carbon Footprint*' is also available.

The Lambeth Calls on Environment and Sustainability indicated the importance of these issues in the life of our church, and Angligreen contacted the Archbishop of Canterbury at Lambeth Palace and The Rev'd Canon Rachel Mash Coordinator/Secretary ACEN regarding the Archbishop of Canterbury's and Anglican Communion's response to the proposed Fossil Fuel Non-Proliferation Treaty. Although the Archbishop was not willing to sign a letter of endorsement, ACEN took it to Anglican Consultative Council (ACC18) in Accra, Ghana and a resolution was passed in support of the Fossil Fuel Non-proliferation Treaty:

5(b) Moratorium on New Fossil Fuel developments

The Anglican Consultative Council:

- i. Notes that the Fossil Fuel Non-proliferation Treaty (to stop the increase of fossil fuel projects) offers a practical way to live out the fifth mark of mission in response to the climate crisis
- ii. Supports the Treaty and requests that the Secretary General sign the Treaty on behalf of ACC and
- iii. Encourages Primates and Bishops to sign on behalf of the Churches and Dioceses of the Communion and advocate with their governments to halt new gas and oil exploration. (<https://fossilfuel treaty.org/>)

Angligreen has also endorsed Better Futures Australia Open Letter: It's time to safeguard climate, https://www.betterfutures.org.au/safeguard_climate_20230215

The Angligreen Committee continues to focus our operations and activities on the 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 Sustainability Committee, parishes and agencies to take action to reduce their institutional environmental footprint on the planet.

Angligreen does not have a budget allocation, relying on donations and individual supporters to cover expenses. We have a current bank balance of \$4,013.32. The Financial Report for 2022 is attached. We are supported by SRC in covering the costs associated with our social media accounts, web hosting and the electronic distribution of our newsletter.

Angligreen plans for 2023

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. The Five Leaf Eco-Awards are an Australian ecumenical environmental change program specifically designed for churches and religious organisations. Using a series of non-competitive awards the program assists, inspires and rewards faith communities for taking environmental action and becoming more sustainable in response to God's call to care for creation.
3. Continue to concentrate on current campaigns:
 - a. COP-27 Follow-up
 - b. Working with others to highlight environmental issues in the community, with the Federal and State governments and industry to promote the Move Beyond Coal. Groups such as ACSQ Justice Unit, QCEN, Common Grace, ARRCC, CANA are cooperating on this campaign.
 - c. Encouraging members to meet their Federal and State Member and participate, where they can, to raise environmental issues. Training is being provided through ARRCC and Australian Climate Council.
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 2023 to be a busy and exciting year. It is expected that environmental issues will play an important part in our lives this year. 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 programmes, share resources and speak on environmental issues from a faith perspective.

The science is clear and there are solutions available but now we need to recognise there is only a small window for action to avoid reaching the tipping point where it will be impossible to reverse the trend towards more and more severe climate disasters. We need the will to act.

We are encouraged by the ACSQ Sustainability Roadmap 2023-2030 and will continue to work with the ACSQ Justice Unit, SRC, DC and the Diocesan Executive to follow that map and 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*



L-R: The Rev'd Peter Moore from Angligreen, and The Very Rev'd Dr Peter Catt, a constituent of Trevor Evans MP, were forced to slip their climate action requests under Evans' Albion electoral office door after they were locked out during their Australia's Overshoot Day vigil on 23 March 2022.

Bush Ministry Fund

I continue to be thankful for the parishes, schools, and individuals who partner with rural communities in the western and northern regions of ACSQ through the Bush Ministry Fund (BMF). In 2022, the BMF helped to enable and sustain resident ministers in four parishes, provide subsidy for two parishes whose clergy provide curacy oversight, pay for a weekly worship resource to three parishes, and subsidise itinerant sacramental and pastoral ministry to five 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*
- \$12,000 – *Subsidised a part-time stipended ministry for Brisbane Valley*
- \$ 5,000 – *Contributed to Toowoomba West parish for the curacy supervision at Brisbane Valley*
- \$13,000 – *Paid for weekly worship resource: video/readings, and homily for MWAMA parishes*
- \$ 5,000 – *Subsidised itinerant sacramental ministry St George, Mitchell, Charleville, Cunnamulla, and Quilpie.*

Please pray for all rural and remote communities in our Diocese, 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. We are currently seeking full-time ministers at St George and Stanthorpe, and a part-time minister at Chinchilla.

If, like me, you 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 about fund-raising events, donations, or regular giving... please call Helen Briffa at the Western Region Office on (07) 4639 1875, or email hbriffa@anglicanchurchsq.org.au.

The Rt Rev'd Cam Venables

Diocesan Director of Discernment & Vocations

In the area of Discernment and vocational development, 2022 proved to be a year of change. The year began with a full team:

- The Rev'd Canon Sarah Plowman (Director of Discernment and Formation)
- The Rev'd Ray Clifton (Deputy Director of Formation)
- Ms Prue Conaghan (EA to the Director of Discernment)

Late in 2021, the Director relocated to offices on the St Francis College campus, a move which enhanced the collaborative work of encouraging vocations and theological study among enquirers.

Key trends and observations

In 2021, the following trends were observed and noted in the Synod report:

- Inspirational leadership inspires vocations,
- Faith Formation is the number one commonality,
- retired clergy have a surprising influence, and
- the challenge of Theological Education creates excitement.

These observations remain accurate and should be noted by all who have an interest in the future of the church.

Participation

In 2022, we saw the following:

- | | |
|---|----|
| • Enquirers in Vocational Reflection 2022 | 8 |
| • Candidates at Vocation Discernment Conference (VDC) | 9 |
| • Invitations to begin Formation for ordination | 6 |
| • Attendance at Seekers Day (Sept) | 13 |
| • Candidates in Vocational Development Program | 3 |
| • Enquirers invited to Vocational Discernment 2023 | 8 |

We continue to aim to have 12 people enter the Ordained Ministry Formation program each year. However, we are not there yet.

Strategic Initiatives 2022

Online Vocation Conversations

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 discernment process. These continue to bring forward seekers and curious people from all walks of life. The numbers of consistent attendees at these online sessions in 2022 was 15.

Director of Discernment and Formation

The combined role of Director of Discernment and Formation has been in place for a full calendar year, providing stability and direction for both the Discernment and Ordained Ministry Formation programs. Greater collaboration between St Francis College, Field Supervisors and Examining Chaplains means that the assessment and reporting of candidates' suitability and readiness for ordination have been strengthened. This resulted in an increased capacity to make clear recommendations to the Archbishop, supported by sound evidence from a variety of sources. This kind of collaboration and accountability will continue to be pursued into the future.

Vocational Development Program

The Vocational Development Program completed its first iteration, with two of the three participants being selected to enter the Ordained Ministry Formation program. Two other people continue in their development journey, with the likelihood of entering in the future. This pathway reduces the disappointment for those who are not ready to enter formation yet, keeping them in the Discernment program on a developmental pathway, rather than losing them altogether.

Other discernment activities

Vocations Task Group

The Vocations Task Group (VTG) continues to meet under the leadership of Bishop John Roundhill.

Current VTG Membership includes members involved in parish, school, youth and online ministry. Like other groups supporting the work of the Director of Discernment, this group reflects the diversity which is a key characteristic of this diocese. The Task Group meets bimonthly and provides support and ideas to the Director of Discernment in ways to attract interest in ordained ministry. The Task Group is reliant on the engagement and involvement of parishes and agencies in promoting vocations activities and encouraging individuals who may show interest in and suitability for ordained ministry.

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. These people offer significant time and energy into the role, and I am grateful for their faithfulness and prayerful commitment to this ministry.

After a number of retirements in 2021 and 2022, we are blessed to have five new appointments to the role: three laypeople and two clergy. These people were intentionally selected to represent the comprehensive nature of our diocese and will bring diverse skills, experience and spirituality to the group.

We give thanks for the committed service of the following clergy and laypeople who stepped down as Examining Chaplains in 2022:

- Dr Rachel McFadyen
- Ms Janet Dyke
- Brother Donald Campbell SSF

Future vision

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 was a privilege to be asked by Archbishop Phillip to take on the role of chairperson of this Committee following the resignation of the Rt Rev'd Doug Stevens. I am grateful for the confidence the Archbishop has in me to fulfil this role and I thank Doug for his excellent chairmanship of the committee in the past. I thank the Archbishop and the Bishops for their continuing support, as well as 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 achieve further growth in relations between our Anglican Diocese and both the Roman Catholic Archdiocese of Brisbane and the Diocese of Toowoomba, as well as the Uniting Church.

The committee still did not meet face to face during 2022 because of COVID considerations and distance, however we did meet several times via Zoom.

Membership

In 2022, the committee comprised the following:

- Chairperson (till Sept 2022), the Rt Rev'd Doug Stevens,
- The Rev'd Helen Paget (Chairperson from Sept 2022),
- 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, and
- Mr David Hale.

Activities/events

Throughout 2022, our chairperson met regularly via Zoom, and face to face, with the chairs of the Roman Catholic and Uniting Churches ecumenical committees to exchange information and organise some events which were still able to go ahead as a gathering. The annual shared Anglican and Roman Catholic clergy day was held at St Colomb's Clayfield, and the Rev'd Professor Elizabeth MacKinlay and the Rev'd Dr Tom Elich spoke on how we pastorally respond to individuals and their families who are seeking voluntary assisted death.

The annual service for Anglican Roman Catholic Reconciliation was held in the Roman Catholic Cathedral Toowoomba this year.

The Joint Ecumenical Committees' Dinner was held on 4 August at Southern Cross Sports Club, Mt Gravatt with a discussion on Receptive Ecumenism by Dr Antonia Pizzey.

The Michael Putney Memorial Lecture is an annual lecture event, co-hosted by Queensland Churches Together and Brisbane Roman Catholic Council for Ecumenism, which commemorates the extensive impact Bishop Michael Putney had on ecumenism not only in the Catholic Dioceses in Queensland, but also our own Anglican Dioceses. This year, the lecture was held on November 17, in the Hanley Room of St Steven's Catholic Cathedral, and it took the form of a panel discussion, hosted by Archbishop Mark Coleridge, with Dr Peter Kline, Dean of St Francis College, and Janet Staines from Chermiside Kedron Community Church (Uniting), discussing 'New Sparks of Christian Unity'. The lecture was well attended and was also livestreamed via YouTube.

During 2022, our committee has continued to look for opportunities to promote and support ecumenical activity on both the local and regional level.

Before leaving the role of Chairperson, the Rt Rev'd Doug Stevens contacted many Area Deans and Archdeacons seeking information on ecumenical activity in the parishes of the Diocese. One example of the feedback on these activities is exemplified by the Rev'd Bruce Boase, one of the committee's members.

Each year, during Reconciliation Week, I and many others are invited and attend the Annual Reconciliation Service hosted by Father Gerry Hefferan at the Church of St Joseph and St Anthony at Brackenridge. Father Gerry invites me and any other church people present to take part in the service with readings and prayers. There is a rite of reconciliation conducted as well. We at the Anglican Parish of Green Hills in our turn invite Father Gerry and his congregation to take part in our Annual Reconciliation Service traditionally held later in that week. Father Gerry is a regular attendee as are some of his parish. Participants include Aunty Jean Phillips, members of the Catholic Justice Group and Murri Justice as well as our Reconciliation Action Group Coordinator and other members of the RAP group. It is a genuine sharing albeit with the one subject. We are one in prayer and spirit.

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 member churches, and to disseminate ecumenical programs from the National Council of Churches. Our new Chairperson, Rev'd Helen, is a member of the QCT executive. The primary programs are the 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 continue 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 changes over time. New ways of being faithful to this call, while maintaining a focus upon action in addition to dialogue, continue to be sought. New models of chaplaincy in the tertiary setting are currently being developed, and it has taken time for this process to see any clear shape for its future. This shape is still not clear, although some areas are developing clarity. Prayer in the continuing journey for this is needed.

The year ahead

In 2023, our committee continues to seek to promote ecumenical education, particularly among those engaged in ordination formation.

A point to ponder: When speaking at the QCT AGM, the Archbishop shared his reflections on the World Council of Churches Assembly, held in Germany 2022. A copy of his reflections, together with background information and listings of documents worth checking out can be found at <http://www.qct.org.au/images/PresentationAbpAspinall.pdf>

I found inspiring the final reflection the Archbishop shared with us:

"One final reflection, not from the assembly, but from the Anglican Orthodox theological dialogue that I attended in Athens last week. Metropolitan Athenagoras of the Ecumenical Patriarchate, several times quoted the words of Cardinal Mercier to the Malines Conversations in the 1920s, which set the dialogue ball rolling between Roman Catholics and Anglicans. Cardinal Mercier said a century ago:

In order to unite with one another,
we must first love one another;
in order to love one another,
we must first know one another;
in order to know one another,
we must first go and meet one another.

There's talk in some circles of an ecumenical winter, a loss of passion, energy and resolve about Christian unity. Perhaps that pessimism reflects nothing more than the fact that in the years since the 1920s, we've become so accustomed to meeting one another we've lost sight of the fact that that is the very means by which the Holy Spirit begins to transform us. Let us then not tire of meeting one another so that we can know one another, in order to love one another and eventually be united in that unity for which Christ himself prayed."

*The Rev'd Dr Helen Paget,
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. 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.

Other members besides the Chairman on the GFS Executive Council for 2022 were:

- Mrs Di Bell and Mrs Dianne Bocquee (Vice Chairmen),
- Mrs Jennifer Tutin was the Chairman's appointment as a Vice Chairman,
- Mrs Bronwyn Barber (Treasurer),
- Mrs Lesley Gee (Minutes Secretary),
- Mrs Cheryl Russell (Grant's Coordinator), and
- Mrs Margaret Humphries, Mrs Chris Rooney and Mrs Roslyn Lumsden (Elected Members to Executive Council).

The Executive co-opted Mr Ian Russell onto the Executive Council as IT/Communications expert and gave Mrs Chris Rooney the added responsibility as Leader/Personal Development Officer. Mrs Margaret Humphries is our GFS Office Administrator and Mrs Tracey McGuinness our Honorary Auditor.

The Rev'd Canon Cheryl Selvage was appointed by the Archbishop as GFS Brisbane Chaplain and the Rev'd Kaye Pitman was appointed as Chaplain Emeritus. Rev'd Kaye had been GFS Chaplain for many years and we treasure her greatly, but her health issues and distance to travel to attend GFS functions was becoming difficult for her, so appointing Cheryl as Chaplain and Kaye as Chaplain Emeritus provided us with the option of either or both being able to attend our events.

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. 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 continue to support the Anglican Youth, Children and Family Ministry at St Francis College 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 2022 were Lavinia Viviani and Justen Nasona. We support a Chaplain at the Children's Hospital by paying her wage for one day a week. GFS was approached late in the year by the Domestic and Family Violence Committee asking if we would support a Domestic and Family Violence Project Officer by paying her wage for one day a week. GFS agreed to do this and a member of GFS joined the committee as a stake holder. It was a pleasure to meet Jennifer Clark who was appointed to the position, and see her enthusiasm and professionalism for the position.

Each year we have a Diocesan Project that we support and in 2022 this was to support Anglicare with fund raising to build a 30 bed Youth Homeless Facility. We donated \$5,000 to this project. Our 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 COVID-19 has been held over to be held in August 2023.

Activities

GFS Brisbane Executive Council meets on a bi-monthly basis and our meetings are held at St. Francis Theological College, Milton. We hold two Outreach events each year, the first was held in May when we visited The Telstra Museum. This was an interesting visit, and was open to all past and present members of GFS. Our second event in September began with our GFS World Day of Prayer Service, which was written by GFS Sri Lanka, where we also celebrated 140 years of GFS Ministry in the Brisbane Diocese. We held the service at St. Bartholomew's at Mt. Gravatt. The Rev'd Canon Cheryl Selvage was presented with Life Membership of GFS Brisbane during this service. After the service we had a catered lunch in the church hall where we heard from two GFS members on their GFS journeys and saw a display of GFS memorabilia. This is a great time of fellowship and catching up with old friends, and a testament to the relevance and longevity of GFS and the commitment of its members.

Finances

As at 31 December 2022 our financial balances were:

- ANFIN Working Account (General Account) \$4,147.47
- ANFIN Investment Account \$647,817.88
- BOQ Account \$3,396,398.30

A portion of the interest from the ANFIN investment account goes towards paying the wages of the Children's Hospital Chaplain and will be where the funds for the Domestic Violence Project Officer comes from.

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.

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. This person is Mrs Bronwyn Barber.

We were asked by GFS Australia if we would become guarantors for them to be a part of the National Redress Scheme. This we agreed to do, so along with GFS Perth, we are guarantors for a period of 10 years. A letter to formalise this agreement was drawn up by Paul Paxton Hall Solicitors to safeguard us in this endeavour.

Other matters

Our new Constitution was formally introduced to our members at our AGM in March 2022. We are now working on a Policies and Procedures document to work alongside our Constitution. A number of these have been adopted while others are a work in progress. Our existing two Townsend groups for adult members were still in operation throughout 2022, 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 aging and many don't like night time driving. A new Townsend group was formed at the end of 2022 at Kenmore called the Kenmore Townsend Journeyers. We wish them every success.

Mrs Kathleen Brecknell, the leader at Bundaberg Kids Plus Group, celebrated 30 years of GFS ministry during the year. Three members from Brisbane travelled to Bundaberg to join her in celebrating this achievement. Congratulations to Kathleen on this amazing achievement.

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 2022.

*Mrs Lesley Briggs,
GFS Chairman Brisbane*



Cutting of the KidsPlus+ 30th anniversary cake: (L-R) Nash Carrol, Brenna Criffis, India Lawrence (hidden), Kathy Brecknell (Mrs B), Peta Ward, Ella Carroll, Ellah Hodgetts, Andrew Challen, Melissa Hodgetts. Photo taken in the parish hall, Christ Church, Bundaberg on 16 July 2022.

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

| | |
|------------------|-----------------------|
| President | Capt Ross Nicholls |
| Secretary | Ms Lisa Davis |
| Treasurer | Mr Rick Domann |
| Member | Capt Marcus Bochenski |
| Member | Mrs Wendy Firmin |
| Member | Capt Kasper Kuiper |
| Member | Mr Tony Fry |
| Member | Mrs Marianne Ross |
| Member | Vacant |
| Member | Vacant |

Honorary Chaplains

- The Rev'd Ian McGilvray
- The Rev'd Stephen Briggs (PinC Anglican Parish of Grovely, RAN Chaplain)

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.

2022 Annual General Meeting

The Mission to Seafarers Brisbane Inc AGM was held at 2 Seafarers Street, Port of Brisbane on Saturday 11 March 2023 at 10am.

President's Report

I am pleased to present the President's Annual Report on The Mission to Seafarers Brisbane Inc for 2022.

The direct impacts of the pandemic on our Mission are now predominantly behind us, however we face several challenges as we emerge into world where certain social demographics within our communities will continue to influence how we operate into the immediate future.

The past year has demonstrated our ability to adapt, improve our resourcefulness and fuel our proactivity within the port, enhancing our resilience while continuing to meet the elements of our Mission, Vision and Values. These key learnings we have gathered over the past two years will hopefully assist us in building a more resilient future.

The relaxation of restrictions on seafarer's shore leave has seen a gradual return of numbers attending the centre. The return of the seafarers smiling faces, the sounds of their children laughing on telephone calls and the general upbeat vibe of assisting seafarers has the centre looking, feeling and sounding like it's meant to be. By the conclusion of 2022, the number of seafarers returning to the centre however was around only 15% of the pre-COVID numbers, indicating most seafarers are still not accessing shore leave in Brisbane. This statistic alone indicates the heightened need for ship visiting, open communications with seafarers and access to our online shop facility to meet their basic needs.

Our decisions in early 2020 to establish an online shop has proven to be extremely beneficial throughout the past two years and has continued to provide for the wellbeing of our seafarers and ultimately our ongoing financial security. It is intended to continue providing essential products through the online shop to cater for the needs of seafarers who cannot access shore leave or shops, which even in years past was approximately 25% of the number of seafarers calling to the port. To this end we have created a new role at the centre to provide the necessary focus that our key income streams require to be efficient and sustainable, while also providing additional support to Heather, our Centre Supervisor.

Our relationships with the local industry stakeholders and organisations further afield continued to provide the necessary support to allow us to operate efficiently as we return to the new 'normal' following the pandemic. The communication and collaborative working relationship, specifically with AMSA, ITF, Maritime Safety Queensland, specific shipping agents, Poseidon sea pilots and terminal operators, has been pivotal in the local management of seafarers issues and ultimately their welfare.

Beyond our local maritime industry our supporters from the Anglican community through to local schools and a cross section of engaged community groups, tirelessly knit, make gifts, gather personal products and deliver 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 seafarers life more bearable, providing that much needed connection with the outside world. We continue to be enormously grateful for their ongoing support and commitment to assisting us achieve our goals.

One year on, our 'union' under one roof with Stella Maris has proven to be very beneficial for each of our organisations. The benefits of increased resources, improved communications and the support in reaching our mutually beneficial goals has proven that the collaboration between our seven organisations can enhance the welfare service provision in our port. The working relationship between Heather and Wil has enabled the success of this sharing arrangement.

Sadly, it was also a year where we mourned the loss but celebrated the life of our Chaplain Emeritus, The Rev'd William Robert Pearson, affectionally known to the industry as 'Father Bill'. The cheeky blessings and forthright approach to a seafarer's spiritual support, for which Father Bill was renowned, have been tempered but his spirit and sayings remain.

The year ahead for us will undoubtedly continue to provide us with challenges as we look to provide our welfare services to a slowly increasing number of seafarers. Our greatest challenge as we emerge from the restriction imposed upon seafarers, is our key resource – volunteers. While we are not alone in the need for volunteer staff, we have been focussing energy on rebuilding our volunteer team and while it has been slower than anticipated, the green shoots are starting to show. The regular advertising via Volunteering QLD, advertising via Facebook, LinkedIn, our website, *anglican focus*, online through GIVIT and the soon to be enacted Corporate Volunteering initiative will allow us to engage more closely with key industry stakeholders and hopefully provide us with the intellectual security we will require to sustain our services into the future.

Key statistics for 2022

The following statistics highlight the activity of the Seafarers centre for the past year.

| | | |
|---------------------------------------|---------------|--------------------------|
| No. of Ships calling Port of Brisbane | 2,350 | (2,350 in 2021) |
| No. of Seafarers visiting the centre | 1,450 | (43 in 2021) |
| No. of bus trips for Seafarers | 1,305 | (68 in 2021) |
| No. of Kilometres driven | 10,500 | (4,500 in 2021) |
| No. of Supervisors | 1 | (1 in 2021) |
| No. of Volunteers | 15 | (30 in 2021, 55 in 2020) |

| | | |
|--|-----------------|--------------------|
| Minimum No. of Volunteer Hours | 4,500 | (1,300 in 2021) |
| No. of Ship Visits | 154 | (4 in 2021) |
| No. of Hospital Visits | 10 | (15 in 2021) |
| Value of Donations – Goods and 'in kind' | \$69,000 | (\$52,000 in 2021) |

Key activities for 2022

Each year, the seafarers center 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. We are continuously engaging with our port community and industry stakeholders to pursue a range of projects that will ultimately benefit the eight services we can provide to seafarers. While 2022 was initially a quieter year, we're hopeful that the year ahead will allow us to again be a catalyst in bringing our port community together.

I highlight some of these key activities below.

Online shop

Our online seafarers' shop was established early after the closure of the seafarer's 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 2022, there had been a total of 511 orders and net earnings of \$167,261.33 through the online shop, since its inception in 2020. The orders have generally focused on communications 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, personal hygiene products, vitamins and some electronics for entertainment. Our online shop continues to provide a sense of normality and comfort that comes with the isolation onboard ship without easy access to shops.

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.

Many a Facebook post shows the smiling faces of seafarers who have just received their online order while also reconnecting again with our Mission, albeit at the bottom of a gangway.

Ukrainian seafarers

Ukrainian seafarers account for around 4% of the total number of seafarers engaged on the worlds commercial shipping fleet. The invasion of Ukraine, while another world away from us geographically, was brought closer to home by the number of Ukrainian seafarers

regularly arriving in Brisbane and seeking support of our welfare services. The predominant need from these seafarers was, understandably, communications back home and with their families. This need is often followed up with emotional and spiritual support as required. The ongoing war in the Ukraine will require us to remain ever vigilant in recognising the support these seafarers need as they negotiate a life of isolation and upheaval while their families and friends are directly impacted by the conflict back at home.

One such Ukrainian seafarer needed more than communications back home when he was emergency airlifted off his ship on short notice due to a heart attack. While heart attacks are all too common today, to have one offshore aboard a ship, with a potential 4-5 hour wait time to receive emergency support is truly frightening. Anatoili was one Ukrainian seafarer who experienced just that, fortunately with a good outcome only to be faced with the prospect of being repatriated and apart from his family due to the invasion of his home country. The care and support from the Mission to Seafarers Chaplains, staff and volunteers enabled Anatoili to recover and return to Ukraine where today he has been safely reunited with his family. Our efforts to provide a high level of welfare support for Ukrainian seafarers continue.

Gender inclusivity

Seafaring has been historically recognised as a male dominated industry and remains so today with less than 2% of the worlds seafarers being women. Fortunately, these statistics are growing organically as the role of a seafarer is promoted more broadly and young women see it as an opportunity to undertake an adventurous role and receive above average pay for their country of origin.

Our Values at the Brisbane Seafarers Centre capture inclusivity and diversity and seafaring today would not function without it, given the sourcing arrangements for the worlds fleet. Locally we recognised that our contributions must incorporate welfare support of women seafarers. We have established a women's department for clothing and health care products and have committed to arrange shopping trips to ensure their specific needs are met around their work commitments. In conjunction with these initiatives, we have also arranged external support from female Chaplains in the event 'one on one' spiritual support and guidance is required.

We are also encouraged that 40% of our workforce at the Brisbane Seafarers Centre are women who truly recognise the needs of women and seafarers.

Chaplains reach out/Sea Sunday

Our Chaplains continue to reach out to seafarers in a variety of ways. For two years, during the shore leave restrictions, Rev'd Ian recorded and posted weekly reflection videos to Facebook given we were unable to hold physical services. These videos were very well received by seafarers and Christian followers of our page. In conjunction with these videos, our Chaplains attended seventeen hospitalised seafarers, 21 ships and coordinated a number of hospital chaplains to provide the essential spiritual support to seafarers often required in these more stressful situations. It was also recognised that with a slowly growing number of female seafarers, having access to a female chaplain

would enhance our service offering. Two 'on demand' external female chaplains have joined our broader team to provide a more inclusive service to our seafarers.

Sea Sunday, an international day for the Mission to Seafarers to recognise the commitment and sacrifices of Seafarers, was held in the All Saints Parish of Grovely, where beanies were required for entry. It is our intention to recognise this day each year in a supporting Parish to engage more closely with our followers and supporters.

Our Chaplains provide us with spiritual grounding and a strong connection within the merchant navy, Royal Australian Navy and Christian communities enabling us to provide a broad level of welfare and pastoral care required by all seafarers.

National Welfare Providers Conference

A National Welfare Providers Conference was convened in Melbourne during September 2022 to ensure that the strong connections between providers, welfare centres and the key stakeholders of seafarers' welfare and rights within Australia continue to receive the focus they require.

Heather represented our seafarers centre, connecting and collaborating across all levels of the national and international organisations attending the conference.

Mission meets the Governor

Our ability to network across all levels of society, including Government is a vital requirement given seafarers welfare is on a state, national and international playing field. International Day of the Volunteer often passes without fanfare, however this year, Mission to Seafarers Brisbane was invited to join the Governor, Her Excellency the Hon Dr Jeannette Young AC PSM for afternoon tea at Government House, in recognition of the work volunteers do within our community.

The afternoon tea was attended by Heather and Marcia Scholes OAM who had the opportunity to meet the Governor and network with a range of organisations who rely upon the generosity of volunteers to sustain their business model.

Our people and succession

Each year I am humbly reminded of the role our frontline people play in not only the day-to-day services we provide but also on how we prepare ourselves for the future. Everyone working at the seafarers centre contribute from their hearts ensuring that we compassionately cater for the physical, emotional and spiritual wellbeing of seafarers. I can't thank Heather, Rick our Treasurer, our committee and volunteers enough for their ongoing dedication and passion for what we do. This level of dedication and passion is evident by the feedback we receive and the five stars that adorn our Google home page where seafarers provide us with open feedback.

The impact of COVID-19 on our operations has reduced our volunteer pool by a dramatic 75%, limiting our opening to Monday to Friday. This has been our most significant challenge, recognising that shipping operates 24/7 and a seafarers access to shore leave

is now further limited by our shorter, less flexible opening hours. Our commitment to the year ahead is to again expand the opening hours of our services but this is easier said than done with a national shortage of volunteers.

The cohabitation of the seafarers with Stella Maris has teased out the synergies from each organisation and we have developed a stronger, more collaborative and efficient working arrangement for the provision of seafarers welfare services in the port. This will hopefully be enhanced further by the creation of a Corporate Volunteering program which has been structured to commence in 2023, providing greater stability and hopefully longevity to the Management Committee.

The Mission continues to maintain its community profile by engaging in range of ways that interact and regularly communicate with our key stakeholders, supports and followers. The year ahead will be no different:

Financial matters

Our financial health has been challenged over the reporting period and the two years immediately prior given the impact that COVID-19 has had on seafarers access to the centre. Without sufficient sales from our “online shop”, adequate distributions from our investment income and prudent expense management, our operational status would have been significantly different than it is. The variability of these income sources reminds us how financially vulnerable we are and the critical importance of our centre being open to seafarers on a seven-day basis.

Our financial results for 2022 will show Mission to Seafarers Brisbane has delivered an operating profit for the year, which has been substantially due to investment income distributions and 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. Without similar income in the year ahead, we are forecasting an operating loss.

Continued prudence in managing our expenditure for the year ahead, along with assessing opportunities to improve our more sustainable sources of income from our shops and an increase in volunteer numbers will allow us to maintain and hopefully extend our operations and services to meet the needs of our seafarers.

Conclusion

The past year has reminded us of our vulnerabilities but also driven us to consider opportunities to sustain our service into the future. The union with Stella Maris at the seafarers centre, the development of a Corporate Volunteering arrangement with key industry stakeholders and the evolution of our online store will underpin the future provision of our services in meeting the needs of seafarers.

The issues that continue to impact the employment and welfare of seafarers are still prevalent and widespread in the shipping industry. While attempts to address these at an international level are progressing, the reality is the working environment remains

challenging, their isolation in this very connected world is pronounced and the impact of very commercial competitiveness in shipping culminates in a significant impact on a seafarer's wellbeing. These factors reinforce the ongoing need for our services not only in our port but worldwide.

We are blessed that AMSA, the ITF, our Port, MSQ and other key stakeholders continue to provide us with support and guidance that enable us to be a vital and trustworthy connection for seafarers.

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.

2022

The tide of excitement following the wonderful festivity of our 110th birthday, combined with the delayed celebration of our 30 years of co-residency at the end of 2021, continued for the start of 2022, despite the challenges brought about by COVID and the floods. Whilst St John's was largely unaffected by the floods, many of our students stepped up to assist in the recovery efforts, eager to lend a helping hand both locally in St Lucia and further afield.

When listening to stories from our Old Johnians at the Gala dinner the common themes were around connection, community and a strong sense of belonging. 112 years on, it is this tradition that is just as important now, as it was then. The pandemic certainly

highlighted a basic fact about humanity; we thrive and excel when we feel a strong sense of belonging and connection to a community. What's more, high performance requires a culture where inclusion, belonging and believing we matter are well and truly embedded. Community building is not something that happens by chance but through all we do within the College, whether it be in the Dining Hall over a meal, in the library, exploring our spirituality, on the sports field, on the stage or in the corridors.

Our positive relationship with The University of Queensland is evident through the Create Change initiative which affirms our commitment to support students experiencing financial and personal hardship to study at The University of Queensland and live at St John's. Key strategic priorities for 2022 included a review of our student culture; recruiting for a more diverse student community; an expansion of our student wellbeing program and commencing work on a new Masterplan.

The Student Club and student life

The Student Club Executive was led by Mr Flynn Stewart and supported by an enthusiastic Student Club Executive and capable team of Resident Advisors. One of the highlights of the year was the recapture of the Old Collegians' Cup (men's sport) which we won outright for the first time in 22 years. We also won the men's weighted shield. The women were placed second in the Collegians' Cup and the weighted shield (behind The Women's College and King's College) and we were placed second behind Emmanuel College in the Cultural Competition. The overall result was a tribute to the dedicated efforts of our convenors and captains.

The wellbeing of our residents is the highest priority at the College. Following the Council Strategy session held in July and extensive consultation with students, staff, Wellbeing Queensland, the College has developed our own Wellbeing Program.

Academic success continues to be a focus for the College with various opportunities to celebrate this including the Academic and Professional Dinner held in May with guest speaker, Professor Hoegh-Guldberg FAA, one of the world's leading climate scientists. Professor Deborah Terry AO, Vice Chancellor and President of UQ presented academic awards and students enjoyed the opportunity to connect a range of leading professionals and academics, many of whom were old Johnians.

St John's offers the most comprehensive tutorial program of all the colleges within The University of Queensland with 170 subjects offered by 60 tutors. Total engagement is 61.6% (194 students). In terms of our capacity to fulfil EOI for all subjects is 73% (170/233). The College has also increased our support to QUT students from an equity perspective this year. 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 College as a place of education and excellence.

Support from our alumni this year, through leadership from the Foundation Board has ensured we have fulfilled our commitment and pledges for the Create Change initiative. I am thankful for the leadership of the Foundation Chair and other Foundation Board

Directors, including Professor George Mellick and Catherine Parkinson for their role on the scholarships committee.

There were a range of student led social events for the intercollegiate community including Jazz Night, John's Fest and the College Ball featuring our own College Jazz Band and Rock and Roll Band Who Is John?.

Other events included our 2nd Annual International Women's Day breakfast with guest speaker Ms Susan Rix AM and our Scholars and Donors Function, which was combined with the launch of our Create Change initiative with the University of Queensland.

A successful National Reconciliation Week lunch with guest speaker Dr Jackie Huggins AM was held during NRW. Among the 130 attendees were three Council members, two Honorary Fellows members of the Anglican Reconciliation Action Plan Committee, Father Bruce Boase, Aunty Dr Rose Elu staff from The University of Queensland Indigenous unit indigenous students from St Margaret's school in addition to other indigenous and Anglican church representatives, students and heads of other colleges.

A range of services were held during the year in the College Chapel, and I am grateful to Rev'd Suzanne Grimmer and Rev'd Richard Browning who availed themselves often at short notice to lead and preside over services. We look forward to appointing a new Chaplain early in 2023 to bring into focus our alignment with Anglican ethos, to providing leadership and nurturing of students in an active and intelligent expression of faith and rich and faithful worship experiences in an age appropriate manner.

The cultural review

The College engaged nationally respected governance consultant Elizabeth Jameson AM and Dr Christina Turner to conduct a review of the College's Culture and Behaviours which commenced in May 2022 with the report released in October 2022. We are pleased to be the first college at the University of Queensland to undertake such a review, and thank all those who participated, particularly our students, who provided open and honest views of their experience at St John's College. The student voice is vital in providing us with a better understanding of culture, and in finding ways to work together to make it the best it can be.

The purpose of the review was to understand stakeholders' views on what works well, what needs improvement and what needs to change to build a strong, positive culture for the future. It was undertaken over several months and involved interviews with staff and students, focus groups, student survey results, and policy analysis.

The Report highlighted many positive aspects of the culture at St John's and identifies opportunities to make the College even safer and more inclusive. The Report showed us there are many positive attributes of College culture, with students and other stakeholders talking positively about supportive and inclusive practices, and also about having a high level of pride in being a Johnian. For many, College is their home, and they feel part of a family where enduring friendships begin. The report also highlighted some adverse aspects of College culture and that we can, and must, do better. In addressing the key

target areas and recommendations proposed in the Report, a Framework for Action was developed as an initial response with a detailed Action Plan to be rolled out in early 2023.

Student recruitment

The College undertook a new approach to promoting the College to attract a more diverse membership with the establishment and implementation of a new Student Engagement and Recruitment Plan. The College continues to have more women enrolled than men (53% female, 47% male) with increased numbers outside Queensland following COVID. The majority of students are enrolled at the University of Queensland (84%) with 14% at QUT and 2% at the Griffith Conservatorium of Music.

The Council members are listed below:

- The Most Rev'd Dr Phillip Aspinall, Archbishop of Brisbane
- Mr John Peden KC (Chair)
- Professor George D Mellick
- Mr Hamish Bonifant
- Dr Alan Campbell
- Ms Kate Charters
- Mr Swain Roberts
- Mr Robert Jones (UQ Senate appointee)
- Mr Cameron Mana
- The Rt Rev'd J Roundhill
- Dr Sasaka Bandaranayake
- Ms Laura Whitton

Summary of financial performance against Budget 2021

The College incurred a surplus of \$422k for the second half of the year, 1 July 2022 to 31 December 2022 against a revised budgeted surplus of \$806k. The unfavourable variance of \$380k results from the unrealised gains on investments variance of \$173k being offset against the unfavourable operations variances of \$553k. The unfavourable operating variance is as a result of higher costs due to inflationary pressures.

Our students have some of the best academic and career support of any College in Australia and we are committed to ensuring this continues. I am enormously grateful to the staff that make up our Student Experience Team and they are each here to ensure everyone has supportive, enjoyable, and positive learning experience at St John's. Finally, all of us in the College have much appreciated the support and ready assistance of the Chair of Council, Mr John Peden KC, reinforced by all Council members during the year.

Ms Rose Alwyn
Warden and Chief Executive

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 41 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:

| | |
|-------------------------|---|
| President | Mrs Diann Eadeh |
| Treasurer | Mr Chris Bevans |
| Secretary | Ms Sonya Blackburn |
| Committee Member | The Rev'd Don Parker – Rector of the Anglican Parish of Southport |
| Committee Member | Mr Raj Anand |
| Committee Member | Mr Mario Fairlie |
| Committee Member | Ms Fiona Browne |
| Committee Member | Ms Nicole Bricknell |

Diann has extensive experience in business both in Australia and USA. After working in the travel industry for over a decade as a sales Manager for a travel wholesaler, Diann has owned and operated 14 pizza franchise outlets, a fresh seafood business in Australia and an entrepreneurial enterprise based around compactable bedding furniture. Diann has previously been involved with a Cancer Fund as a support worker for terminally ill patients and their families for nearly 12 years, and has also been actively involved in the welfare support for St John Crisis Centre. Diann brings with her a strong business acumen and a strong understanding of non-profit operations.

Chris has extensive experience in the banking and financial services sector having worked for the past 15 years in ultra-high net worth relationship management and wholesale investment markets. Chris is highly proficient in corporate governance, risk and compliance and stakeholder engagement and has been engaged in wide ranging change management processes in the corporate finance industry. Chris has strong ties to the local community and expansive networks in the business community. Prior to moving to the Gold Coast in 2012, Chris was involved with various volunteer organisations in Townsville, QLD.

Sonya has worked in various roles within the development and construction industries over the past 15 years following completion of her degree at Bond University where prior to that, completing high school at St Hilda's in Southport. Recently, Sonya has launched her own building company with a key focus in supporting the health and commercial sectors. Sonya has strong community ties and brings with her a robust business acumen, risk governance & compliance understanding and a solution orientated leadership style.

Sonya's passion is finding outside the box ideas to further aid those in need on the Gold Coast.

Under SPACC's constitution (rule 18) the Rector of the Anglican Parish of Surfers Paradise is automatically a member of SPACC and is exempt from paying a membership fee.

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, and learning to respect and understand homelessness. Through first-hand 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 41 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 7,000 families and individuals in crisis,
- served over 35,000 meals,
- provided over 200 Christmas hampers to families in crisis,
- provided over 3,000 lunches to children that attended Surfers Paradise Primary school with no lunch,
- Community Welfare Nurse,
- Justice of the Peace,
- Centrelink access, and
- Job Provider Network.

SPACC's revenue for the 2021 financial year was \$1,164,263 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 at least 70 cents goes directly to those in crisis, which is significantly more than other Not for Profit organisations.

With the relaxing of COVID-19 restrictions we are very happy to be able to welcome our clients back into the church for morning tea, games mornings, Men's Art Therapy Groups, and a hot meal in the dining room. This is an important part of our ministry as it promotes inclusion and community.

Last year we predicted that we would be facing a large increase in the numbers of people requiring emergency assistance, and the recent Foodbank Hunger Report 2021 has key findings that are confronting as it describes a growing prevalence of food insecurity in Australia which confirms our prediction. The first report was released in 2012 and highlighted the issue of people going hungry in “the lucky country”. While the awareness of the issue is growing, so is the problem. Food relief is now not only for the homeless and unemployed but single parents, First Nations people, refugees, school leavers and **working people**. There are many reasons that lead to food insecurity; such as unexpected expense or large bill, trying to survive on a low income or pension, increased rent, living off savings that have run out, work hours reduced, or loss of job.

- One in six adults in Australia haven't had enough to eat in the last year.
- 1.2 million children have gone hungry in the last year.
- One in three people are struggling to meet their food needs and are new to the situation.
- Uncertain access to food affects Australians from all walks of life.
- **64%** of food-insecure Australians have a job.

Also, the lack of affordable housing, family breakdown and increasing mental health challenges are continuing to add to the pressure of feeding, clothing, and caring for the families and children who present to us daily seeking our aid.

Our Board of Management is comprised of eight volunteer board members who all have particular skills to ensure good clinical governance. We have two full-time staff members, three part-time paid staff members, and one casual paid staff member.

SPACC has been fortunate to receive ongoing corporate sponsorship from the James Frizelle Charitable Foundation, Sales Corp 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, Oz Harvest, Queensland Community Fund, and the State and Federal Governments. Our Emergency Relief funding and our Community Nurse is funded by the Federal Government.

In July 2022, we celebrated 41 years of service with a 'Christmas in July' fundraiser which raised over \$220,000, giving a considerable boost to our ability to continue our services.

Our partnership with St Peter's Anglican Church in Southport, from whom we rent two two-bedroom units for SPACC to use as emergency accommodation, is a successful program, with eight families fleeing domestic family violence and successfully transitioning into safe sustainable accommodation. SPACC is keen to replicate the program with other parishes and welcomes enquiry.

Over the past 41 years, SPACC has provided over 718,000 meals to people in crisis. Since 2009, SPACC has assisted over 39,500 people in crisis and over 16,500 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.

During the challenging times that we have been through I want to acknowledge the love, dedication and commitment shown by our volunteer work force, board members and staff to our clients. Our mission to serve, feed, clothe and house our most vulnerable Australians cannot be done without their invaluable help to give a “hand up, not a handout”.

God Bless,

*Mrs Dianne Kozik,
General Manager*

Service Personnel Anglican Help Society

On behalf of the Board, it is with great pleasure that I present the annual report to the General Synod of the Anglican Diocese of Brisbane for the Service Personnel Anglican Help Society Ltd (SPAHS) for 2022. This was the society's 107th year of operation. This report satisfies our obligation to report on SPAHS as an Anglican Church Body. This report will detail our progress in meeting our charitable objects and inform of the range of activities we have undertaken in the 2022 calendar year.

The year was eventful with SPAHS changing from an incorporated association to a company limited by guarantee and adopting a new constitution on the 21 June 2022. SPAHS is now governed by a seven-member board of directors, five of which are elected by members and two are appointed by the Diocesan Council on recommendation of the Anglican Archbishop of Brisbane. To effect the required change the Rev'd Jim Cosgrove and the Rev'd Denis Galloway resigned and the Rev'd Don Parker (Nominee of the Archbishop of Brisbane Diocese) and the Rev'd Stephen Briggs (Garland Director) were appointed. I thank Jim and Denis for their service to SPAHS and welcome Don and Stephen.

Thanks to the Most Rev'd Dr Phillip Aspinall AC and the Diocesan Council for the support we have been given in the journey of governance improvements. I look forward to liaising with the new Archbishop when appointed.

Good governance and a skills-based board is the key for SPAHS success now and into the future. The board is further split into sub committees being:

- a) Finance Audit and Risk
- b) Governance and People
- c) Stakeholder engagement

I welcome Major General Chris Field DSC, AM, CSC who has been appointed as an external member of the Finance Audit and Risk committee. His contemporary ADF knowledge will be invaluable for us understanding the life of the modern veteran and their family.

Our objects

The Company is established to be a charity whose purpose is advancing social or public welfare by undertaking activities such as:

- (1) providing affordable respite accommodation and support for former and current ADF personnel and their families or dependents, particularly those who:
 - a) have suffered or are suffering from physical, mental or moral injury as a consequence of their employment within the ADF; or

- b) are in personal crisis, or at the risk of suffering personal crisis, as a consequence of such things as marriage or family breakdown, homelessness, domestic violence or separation, caused by service related physical or mental conditions.
- (2) providing respite accommodation and support for former and current personnel of other defence forces and their families or dependents, at the absolute discretion of the Board, particularly those who:
 - a) have suffered or are suffering from physical, mental or moral injury as a consequence of their employment within a defence force; or
 - b) are in personal crisis, or at risk of suffering personal crisis, as a consequence of such things as marriage or family breakdown, homelessness, domestic violence or separation, caused by service related physical or mental conditions.
- (3) facilitating ADF Anglican chaplaincy support for the welfare of ADF members and their families affected by their service or to reduce the harm that service may cause.

Company directory

The current directors and key personal are:

- Jennifer Walker (Chair)
- David O'Hagan, RFD
- Hal Morris
- Alicia Irving
- David Phillips, OAM
- Rev'd Don Parker (Archbishop nominee)
- Rev'd Stephen Briggs (Garland director)
- Norman Yorston, Company Secretary / General Manager

Relationship with the Diocese and wider church

SPAHS has two directors that are appointed by the Diocesan Council, they are the Rev'd Don Parker (Archbishops nominee) and the Rev'd Stephen Briggs (Garland director).

SPAHS abides by the Church Institutions Cannon and has a close working relationship with Defence Force Anglican Chaplaincy Incorporated (DFACI).

Activities in 2022

The current year surplus of \$914,716, compared with the 2021 year of \$698,659, was a welcome upturn for us given that the emergence of COVID-19 created so much uncertainty. Total revenue was \$2,303,396, \$1,590,252 from accommodation; \$693,428 from investments and \$19,716 other.

A breakdown of the components of our income is summarised as:

- St George's Holiday Suites made an operating surplus of \$453,163.

- We also received a donation of \$10,000.
- In our investment portfolio, a realised gain of \$654,774 was recorded in the profit and loss, and an unrealised capital loss of \$1,890,451 was debited to the financial asset revaluation reserve.

Our room rates are considerably less than the market rate to make holidays affordable for many veterans. This equates to a discount of around \$1,421,000 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. The good works payments in 2022 was \$203,221.

SPAHS, as at 31 Dec 2022, had current assets of \$13,183,992, non-current assets of \$13,700,000 and a net asset position of \$25,832,023. SPAHS has no contingent liabilities.

Risk management

SPAHS has a Risk Appetite Statement and Risk Register that is reviewed regularly by the Finance Audit and Risk Committee. We have adopted a comprehensive suite of policies and procedures including specific risk management procedures to minimise risk. The policy and procedures are living documents and are reviewed annually.

SPAHS does not manage children directly as the children are always under the supervision of their parents, however all staff and board members have blue cards.

Future direction

SPAHS has purchased four two-bedroom apartments at 73 Coolangatta Road with settlement occurring on 24 Feb 2022 for \$2,900,000. The property will be both an investment and used as temporary accommodation for veterans in need.

The property will require renovations estimated to be \$300,000.

SPAHS has no planned changes to the operations or mission of the society except for the purchase and operation of 73 Coolangatta Road.

Summary

I feel confident that with continued good governance, a skills-based board, and competent staff, SPAHS will meet its objectives now and into the future.

Ms Jenny Walker
Chair

Social Responsibilities Committee

Our members

The SRC membership for 2023 is below. Any member would welcome a conversation:

- The Very Rev'd Dr Peter Catt, Chair & Dean of St John's Cathedral,
- Dr Stephen Harrison, Director of Mission, Anglicare Southern Queensland,
- Eve James, Library Manager, Roscoe Library, St Francis Theological College,
- The Ven Bronwyn Pagram, Priest, Goodna Anglican & Archdeacon of Oxley,
- The Rev'd Peter Moore, Chair of Angligrreen, and
- Dr Ruth Kerr, Anglican Parishioner and member of the Finance and Diocesan Services Commission, Audit Committee; and Records & Archives Committee.

Hope in the time of despair

In February 2022, there was extensive flooding in south-east Queensland and one of the biggest floods in Australian modern history inundated the New South Wales town of Lismore, displacing hundreds of residents, just south of the Queensland border. As stewards of Creation, this was a reminder to people of faith that we have the God-given responsibilities to care for the Earth and restore balance to our changing climate, which is making natural disasters continually worse.

The Russian invasion of Ukraine added even more burden to the already overwhelmed humanitarian efforts around the world that support displaced peoples amid the rising costs of living, Australia included. Highlighted during the World Cup in Qatar, forced migration is just one of the many injustices contributing to Modern Slavery not only in developing nations, but right here in our supply chains and services as well.

All of this in a year when our country's politics produced some of the most shocking revelations of abuse, corruption, cover-ups, and desire for power and profit over the well-being of the First Nations people, the poor and marginalised, and of future generations.

How can we find, and *be* hope in a time of despair? 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 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.

Followers of Jesus are people of hope. And this hope is an *active* hope. We are called to speak up for social and environmental justices. Ours is a God who “has shown you, O mortal, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.” (Micah 6:8)

As we approach 2023, doing justice in a time of increasing polarisation means bringing people with opposing views together. Our task is to advocate for understanding, empathy and compassion among all people regardless of their background, faith and politics, so that they are heard and affirmed as children of God, and extend the invitation to work together, where possible, for the good of all people, and for the Earth.

Union Theological Seminary's Dietrich Bonhoeffer Professor of Philosophy & Christian Practice, Dr Cornel West says that “Justice is what love looks like in public.” The SRC is thankful to God for all the people who collaborated with us to show God's love through the justice advocacy and enabling work of the Church and beyond.

Doing Justice together in 2022

1. Resourcing People for Climate and Creation Care
 - i. Doing Justice Lent Reflections 2022: this biblical, reflective and practical resource for individuals and groups was produced with the wonderful assistance of The Rev'd Deb Bird from the Maleny-Montville-Kenilworth (Reflections) and ACSQ Justice Enabler Peter Branjerdporn (Editing & Design). The popular resource had over 2,500 individual online engagements.
 - ii. 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 March.
 - iii. Season of Creation: we provided links to liturgical and other resources, and encouraged all parts of the Church to celebrate 'Listen to the Voice of Creation.' from 1 September – 4 October.
 - iv. On Earth Festival: Building on the success of the inaugural festival in 2021, hundreds of diverse people from across our diocese gathered at the beautiful grounds of St Francis College to celebrate, connect, explore, discuss, and inspire one another for actions for justice. Once again through music and the arts, as well as workshops and interviews, people young and old engaged with one another around sustainability, refugee justice, wholistic spiritual practices and diversity and inclusion. We are deeply grateful for the wonderful hospitality shown by the newly appointed Principal of St Francis College and Executive Director of the Ministry Education Commission, Dr Ruth Mathieson and the amazing college staff, as well as members of Community of The Way. The 2022 festival program featured a wide variety of contributions from across ACSQ including the Thread Together clothing van from Anglicare and the Indooroopilly Parish, an African dance troop from the Yeronga parish, a refugee art exhibition

co-ordinated by the Milton parish, music performances by a young ministry staff from the Robina Parish and a First Nation Theological Student from the Maleny Parish, a workshop on faith and sustainability by Angligrreen in collaboration with the Queensland Churches Environmental Network, and sustainable gardening workshops by Baroona Farm, a Labyrinth workshop by the Anglican Labyrinth Working Group, Guided Meditation workshop by the Red Hill Parish, an interview with the host of St John Cathedral's On The Way podcast, and an uplifting performance by the Brisbane Pride Choir who regularly perform at the Cathedral.

- v. Collaboration with Angligrreen, ABM, Act For Peace, Common Grace, Tearfund, on local and national Christian environmental campaigns
- vi. Collaboration with organisations in the Climate Action Network Australia and the Queensland Conservation Council to promote environmental protection campaigns in ACSQ.
- vii. Support the Queensland Community Alliance to advocate for a safe and just transition for industry and workers to renewable energy in Queensland
- viii. Faiths For Climate Justice – liaising with the Australian Religious Response to Climate Change in Queensland, and nationally, to advocate for an international Fossil Fuel Non-Proliferation Treaty, supported by former Archbishop of Canterbury The Rev'd Dr Rowan Williams, and subsequently endorsed by The Anglican Consultative Council (ACC18) in Accra, Ghana.
- ix. Promoted and supported the work of the Baroona Farm community, St Francis College, by sharing updates and assisting with their quarterly gatherings.

2. Seeking Justice for Refugees and People Seeking Asylum

- i. Supported, organised and promoted faith vigils in conjunction with Love Makes A Way, an ecumenical Christian movement seeking justice for people seeking asylum.
- ii. The Very Rev'd Dr Peter Catt, Chair of the SRC, spoke at the Palm Sunday Rally for Peace and Refugees in Brisbane CBD
- iii. Supported and promoted the Nine Day Fast for Refugees and mid-week vigil, calling for compassion for people seeking asylum who have suffered nine years of indefinite detention and trauma, at St John's Cathedral with The Rev'd Nicholas Whereat, Rector of the Aspley-Albany Creek Parish. The events engaged many people from across our Diocese and received media coverage through ABC Radio.
- iv. Supported the Ukrainian community through continued involvement with the Brisbane Refugee and Asylum Seeker Support (BRASS) Network. The Justice Enabler, Peter Branjerdporn, assisted parishes to connect with refugee organisations, resourced parishes and schools with the latest information and national advocacy campaigns, regularly provided information and promoted refugee events to BRASS monthly newsletter (850 subscribers), via social media (3,600

Facebook Subscribers), as well as organise, promoted and co-chaired the monthly BRASS meetings on the last Friday of the month at Justice Place, Woolloongabba, with the Executive Officer of the Catholic Justice and Peace Commissioner.

- v. Promoted the Community Refugee Integration and Settlement Pilot (CRISP) which assists faith communities to provide 12 months of practical support to refugee families when they first arrive in Australia.

3. Amplifying The Voices of First Nations People for Justice

- i. Promoted the #ChangeTheHeart online service on 25 January featuring The Rev'd Canon Bruce Boase, Wakka Wakka man and Chair of the ACSQ Reconciliation Action Plan Working Group.
- ii. Supported ACSQ Reconciliation Action Plan (RAP) Working Group Co-ordinator, Auntie Sandra King OAM, to host and promote Reconciliation and NAIDOC Week conversations and events at St John's Cathedral.
- iii. Promoted educational material around The Voice to Parliament (The Voice) provided by From The Heart, the national body tasked with informing Australians around The Uluru Statement From The Heart
- iv. Amplified the support for The Voice from the National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC)

4. Becoming Slavery Free

- i. Worked with ACSQ Risk and Compliance Manager Teresa Day on approaches to Modern Slavery reporting requirements and questions. The SRC is immensely thankful for Teresa's vision and efforts to progress this work which all commissions and entities are now required to complete.
- ii. Collaborated with Be Slavery Free (BSF) on a Submission to the Federal Government's Review of Australia's Modern Slavery Act 2018
- iii. Promoted BSF's Chocolate Scorecard highlighting products and companies who have made progress towards being slavery-free, and #PayUpFIFA campaign bringing attention to the exploitation of migrant workers leading up to the 2022 World Cup.

5. Others

- i. In conjunction with the Queensland Conservation Council, Asylum Seeker Resource Centre, The Cooperative – Wesley Mission Queensland and other local organisations, we hosted a Brisbane Community Candidates Forum at St John's Cathedral.
- ii. Promoted the #EndGamblingAds campaign by the Alliance For Gambling Reform advocating for a ban on gambling advertising.

- during popular sport broadcasts, particularly because of its normalising effect on young people as young as 13.
- iii. Sponsored or aided in the development of the following motions at Synod.

Climate Change – call to Government

The Very Rev'd Dr Peter Catt to move; The Rev'd Dr Rodney Wolff seconding:

This Synod:

1. Notes:

a. Paragraph 5 of Resolution R78/18 of The General Synod of Australia which called 'on the Australian Government, the community and all people of faith, to support Pacific and Aboriginal and Torres Strait Islander communities in their call for urgent reductions in emissions of greenhouse gases by

(i) accepting that climate change is a pressing human security challenge;

(ii) recognising the long-term activism of both Pacific national and Christian leaders on addressing climate change globally;

(iii) requesting the largest emitters and contributors, including Australia, act immediately to meet the Paris global warming target;

(iv) providing financial support to assist affected Pacific and Aboriginal and Torres Strait Islander communities to adapt and protect their lands, islands, lives and futures; and

(v) encouraging Australian research into, and generous foreign aid for, mitigation, adaptability and resilience measures, especially in developing nations, because many of the impacts resulting from the changing climate are locked in for centuries (as the IPCC notes).

b. that at Easter 2022, 37 Christian leaders, including heads of churches, leaders of ecumenical bodies, Anglican and Catholic Archbishops, Bishops and Deans signed a statement calling on those offering for election at the May 2022 Federal Election to 'take powerful action to preserve and protect God's creation by:

(i) Halving carbon emissions this decade, in line with the recommendation of scientists and the targets of our major trading partners;

(ii) Transforming our energy system towards 100% renewable electricity while delivering a planned and just transition for energy workers; and

(iii) Investing in programs to support communities on the frontlines to plan, prepare and adapt to the extreme weather events.'

2. Congratulates those elected to parliament at the recent election and calls on them to pursue as a matter of urgency the goals outlined in the Christian Leaders' Easter Statement.

3. Requests the General Manager to communicate this resolution to the Prime Minister, the Leader of the Opposition, the Speaker of the House of Representatives, and the President of the Senate.

Gambling reform

The Rev'd Suzanne Grimmett moved, the Rev'd Dr Rodney Wolff seconding:

That this Synod, noting Resolution R60/18 of the General Synod of Australia, calls on the Queensland Government to implement the measures proposed by the General Synod of Australia to the broadest equivalent within the state jurisdiction and the widest extent possible, such as but not limited to:

1. banning all sports gambling advertising on TV, radio and online, (or at least before 10.00pm at night);
2. regulating casinos and online gambling at a state level, for example by creating an appropriate regulator and/or ombudsman;
3. banning donations from any gambling license holder, including Board or committee members of gambling license holders, or their peak bodies to political parties and candidates.

This Synod requests the General Manager to communicate this resolution to the State Premier, Leader of the Opposition, and Speaker of the Legislative Assembly.

Climate Change – call to the Church

The Very Rev'd Dr Peter Catt to move; The Rev'd Dr Rodney Wolff seconding:

That this Synod, noting Resolution R55/18 of the General Synod of Australia which 'Encourages the Dioceses and Agencies of the Anglican Church of Australia to work towards net zero carbon emissions by 2040, and to consider faster reductions where possible':

1. Requests the Diocesan Council and Diocesan Sustainability Committee to work collaboratively with Angligrreen and The Social Responsibilities Committee to develop, by 31 December 2022, a Diocesan Strategy for working towards net zero carbon emissions by 2040 or sooner.
2. Encourages Parishes, Schools and Agencies to embrace the challenge of reducing net carbon emission to zero by 2040 or sooner; to report this to their communities in their Annual Report for 2022; and to furnish the same to the Diocese in the gathering for Annual Returns early in 2023.

Raising the age of criminal responsibility

The Very Rev'd Dr Peter Catt to move; The Rev'd Dr Rodney Wolff seconding:

That this Synod, noting the Resolution of the General Synod of Australia:

1. supports raising the age of Criminal Responsibility from 10 to 14 years;

2. asks the General Manager to convey this resolution and support for it to the Federal Attorney-General, The Attorney-General of Queensland and the Meeting of Attorneys-General.

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, and gambling and its social impacts.

The SRC is also a member of the Queensland Community Alliance, in which it participates alongside the Logan, Mt Gravatt and Stafford parishes. The QCA is comprised of dozens of organisations spanning civil society including churches and other faith groups, unions, community organisations and ethnic associations organising for shared issues and the common good.

Gratitude for the Rev'd Prof Rodney Wolff

The SRC would like to express a word of thanks to The Rev'd Prof Rodney Wolff for his many years of faithful service in this committee. His sharp, analytical mind and ability to use the available processes to succinctly, and prophetically, call out the injustices in our own communities and the wider world will certainly be missed. May God's every blessing be upon him and all those he leads, and cares for, through his many ministries in and beyond the church.

How is God calling you to Do Justice?

As always, we are thankful to everyone who contributed to our work in and beyond this Diocese. We are always opened to potential collaboration on any social or climate justice projects, and appreciate any feedback or suggestions you may have. The work of justice cannot be left to any one person, a committee or one part of the church alone. Our focus is to enable all parts of the body of Christ to do justice *together*. You can reach us through the small Justice Unit within the Diocese that supports our work: contact@doingjustice.org.au.

*The Very Rev'd Dr Peter Catt,
Chair*

Finance & Diocesan Services Commission

Report for the year ending 31 December 2022

Commissioners

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

FDSC Chair: Bruce Wilson AM

Members:

- The Rt Rev'd John Roundhill
- The Rev'd Canon Stewart Perry
- The Rev'd Canon Emeritus Gary Smith
- Kerry Brinkley (*retired 4 September 2022*)
- John Kotzur
- Dr Ruth Kerr OAM
- Emeritus Professor Christine Ryan (*retired 4 July 2022*)
- Joanne Stone (*from 2 May 2022*)
- Greg Windsor (*retired 6 April 2022*)

The Commission met 11 times during the year.

Sub-committees

- Diocesan Investment Advisory Standing Committee
- Credit Control Committee
- Records and Archives Committee

Group managers

- Joanne Stone – ED FDSC | CFO (*from 2 May 2022*)
- Patrick Meuleman – Acting ED FDSC (*to 1 May 2022*);
- Group Manager Digital Innovation (*to 30 June 2022*)
- Warren Armitage – Group Manager Digital Innovation (*from 23 May 2022*)
- David Burton – Group Manager – Treasury and Investments (*to 28 June 2022*)
- Dr Stephen Hart – Group Manager – Organisational Development
- Hiro Kawamata – Group Manager – Property
- Naomi Penrose – Diocesan Financial Controller

Introduction

The Finance & Diocesan Services Commission (FDSC) supports the mission of the Church by providing strategic direction and monitoring of administrative systems across the Diocese, managing and controlling all real property of the Corporation and ensuring the proper management of all financial, banking, investment and treasury services across the Diocese.

This report to Synod is for the operation of FDSC for the calendar year 2022.

Major achievements and challenges

Property

The Property Group continued to work with parishes to maintain and enhance their parish property settings such as churches and halls. This is an important element in contributing to the Diocesan Key Focus Areas of 'Flourishing Parishes and Faith Communities', and 'Engagement with Each Other and the Wider Community'.

During 2022, construction costs including building repair costs continued to increase in Australia. The Cordell Construction Cost Index rose by 11.9% in 2022 in addition to the 7.3% increase in 2021. This has placed pressure on the extent to which construction and maintenance projects could be undertaken across the Diocese.

Many parishes are proactively considering better ways to utilise and manage their property assets in line with their missional objectives. This includes engaging independent assessors to conduct building assessments to identify building maintenance requirements over the long term. At the request of some parishes, the Property Group has also been undertaking assessments of their property holdings, and opportunities for development or strategic alignment of properties. The discussions shape a long-term view to identify opportunities to improve the Diocese's and parishes' stewardship and sustainability of our property resources.

The following property and building related activities contributed to the Diocesan vision and the Key Focus Areas.

Early learning centre development

The construction of the Salisbury early learning centre (ELC) reached practical completion toward the end of 2022. The building has been handed over to the Anglican Schools Commission (ASC) which will operate the centre to generate income and contribute to the Church's mission. This is an initiative contributing to the Key Focus Area of "Stewardship and Sustainability of Resources".

Construction tenders were called for the Ekibin ELC during 2022. Due to the highly inflated and active construction market, an appropriate tender price to make the project

viable could not be achieved. The market is being monitored during 2023 to assess the situation and potential re-tendering of the project.

Halse Lodge

Anglican Church Southern Queensland (ACSQ) carried out an expressions of interest campaign to enhance the future financial outcome from Halse Lodge in Noosa. The key risk and issue to be considered in finalising the assessment is how the local council may assess the development application by the ACSQ's preferred proponent. The process has been delayed due to the high level of uncertainty surrounding the potential planning assessment outcome; the preferred proponent has withdrawn from the process as a result. The project is being reassessed in terms of the best financial outcome for the ACSQ.

Milton – St Francis College site

During 2022, an extensive expressions of interest campaign seeking all opportunities for the site was conducted within the context of the Church's missional needs. The marketing campaign was preceded by an extensive community stakeholder engagement exercise including a video message from the Archbishop to the broader Diocesan community.

The shortlisted proponents were provided with an opportunity to make a presentation at the end of 2022. The final assessment will occur during the first quarter of 2023 and a recommendation made to the Diocesan Council about the preferred proponent for the Church to commence exclusive dealings to further develop the development concept, and for the proponent to conduct further due diligence.

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 2022 included the following:

- Maintenance works and improvements in multiple parishes, such as external conservation works at St Luke's Toowoomba, refurbishment and improvements at two churches and a rectory in Cooroora parish, refurbishment of the former rectory to accommodate a commercial tenancy and functionality improvements to the church and hall at Fortitude Valley parish, development application to reconfigure the lots to separate the child care centre and church precinct at St Paul's, Stanthorpe;
- Completion of the new parish ministry centre, and extension and improvements to the rectory, Dalby Parish;
- Management of various leases and licences in relation to church hall/commercial space in various parishes including co-location opportunities with Anglicare;
- Property sales in 2022 included the following:

- vacant land (Lot 105 on W5541) in Wetheron (Gayndah parish),
- former Wishart parish rectory (25 Fenimore Street, Wishart),
- St Thomas' church, 11 Main Street, Coalstoun Lakes (Goonaneman parish),
- subdivided vacant lot at 1091 Waterworks Road, The Gap (The Gap parish),
- former Sherwood parish rectory (41 Kathleen Street, Corinda),
- former Buderim parish rectory (24 Wilguy Crescent, Buderim),
- vacant land (Lot 49 on A341717) in Gowrie Junction (Toowoomba West parish),
- former Maryborough parish rectory (3 Parkview Court, Maryborough),
- St Paul's church, 97-99a Earnest Street, Manly (Manly parish), and
- St Barbabas' church, Amby, 27 Queen Street, Amby (Mitchell parish).

Disposal of property continues to be driven by strategic considerations and sound stewardship of resources falling generally 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 asset.

Organisational Development

The Organisational Development Unit integrates the functions of Organisational Development, Human Resources and Work Health and Safety to bring together expertise to enable us to support parishes and commissions in a more efficient and strategic manner.

The Work Health and Safety function has continued to work closely with parishes to build and sustain a positive safety culture. This work includes safety management training 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 including changes to Parish Council members, and movement of clergy and locums. Parish safety management training continued through 2022 using virtual sessions and will continue in 2023, with a blended delivery method of face-to-face and virtual sessions.

Injury management continues to be an important part of Organisational Development, providing employees and clergy with support for rehabilitation and return to work strategies, for both physical and psychological injuries and illness.

The effectiveness of our injury management program aims to minimise work disruption and reduce costs to both employee and employer.

Throughout 2022, the Organisational Development team led the ACSQ Leadership and Capability Development Lunchbox Program. This program involved the design and facilitation of 12 workshops based on the six Leadership Framework Domains. The sessions were open to all clergy and laity across ACSQ, with the majority of participants identifying as clergy members.

We continue to provide extensive support from the Human Resources function, working with hiring managers and developing attraction and advertising strategies to source the best candidates.

Our temporary activities sponsorship visa was renewed for another five years which means we can continue to bring clergy from overseas under this arrangement. It also means our applications will be processed more quickly. We have had three overseas parish priests coming to our Diocese under this arrangement this year. Permanent residency applications for our two existing clergy on visas were lodged towards the end of 2022.

Digital Innovation

Legacy database applications

ACSQ has several legacy database applications which are of critical importance, but hosted on a platform no longer supported by Microsoft. The database supporting our physical and digital archives has been redeveloped using a modern Microsoft Sharepoint platform. Work is well underway on a similar migration for the clergy, insurance and bequests databases and should be finalised in the first quarter of 2023.

Parish IT support services

Synod 2022 identified the need to better support our Parish IT out of hours. This issue was a focus for the team and all parishes may now access telephone-based IT technical support from our managed services provider blueAPACHE, at no cost, seven days a week.

Security

Various activities have been undertaken to improve ACSQ's Cybersecurity posture, including our first external penetration testing of our network, undertaken by Sekuro. Minor recommendations for improvement resulting from the review have been completed. ACSQ now routinely conducts ethical phishing campaigns with our user community. Additional training has been provided to users who demonstrated unsatisfactory security practices during the campaign.

ACSQ recently changed cyber insurance providers to provide better cover. We have also undertaken a comprehensive onboarding process with a provider for cyber incident response services.

Documentation relating to business continuity and disaster recovery has received some recent improvements and will be further developed during 2023. ACSQ's technical architecture has been reviewed and the network/platform configuration documented in increased detail.

Insurance

The overall 2022-23 insurance renewal premium increased by 32% on the prior year, resulting in significant premium increases, particularly for schools and parishes.

In an effort to support the parishes in managing the costs of buildings maintenance and insurance, the insurance team is working with the parishes to review the basis upon which they insure their buildings.

A major review of ACSQ's entire insurance program will be carried out in 2023 following completion of an insurance broker tender exercise in quarter one.

Property:

The property insurance market was extremely difficult in 2022 due to large catastrophe losses, with the February/March 2022 flooding in SE Queensland and NSW resulting in total insured losses of \$5.76bn, making it Australia's costliest natural disaster event on record.

ACSQ suffered significant losses during this event, with around 30 insured claims at a total of \$3.8m (63% schools and 26% parishes).

As a result of this event our property insurance premium increased by 46% at the 31 Dec 22 renewal, although this also included an overall increase of 13% for building replacement values, which continued to be impacted by supply-chain and inflation issues.

In addition, property insurance was subject to major changes in the policy excesses, including an increase in the basic policy excess from \$25k to \$35k. Also, the previously applicable \$50k weather event excess was removed and replaced with a \$150k Flood excess, increasing to \$300k each for three of our schools. The new flood excesses now apply to each location rather than per event.

Liability/ sexual abuse:

The insurance team continues to work with our broker to try to secure cover for sexual abuse, which was removed from our program (other than for aged care) at the prior year renewal in October 2021.

Insurance reserves:

The balances in the insurance reserves as at 31 Dec 22 were as follows:

| | Diocesan Insurance Fund | Sickness and Accident | Maternity | Total Insurance Reserves |
|---|----------------------------|--------------------------|---------------|-----------------------------|
| Opening balance of reserve 01-Jan-2022 | 2,319,828 | 419,524 | 76,764 | 2,816,116 |
| Operating Surplus/(Deficit) as at 31-Dec-2022 | -753,498 | 17,864 | 8,265 | -727,369 |
| Closing balance of reserve as at 31-Dec-2022 | 1,566,330 | 437,388 | 85,029 | 2,088,747 |

ANFIN / Treasury and investment management

Anglican Financial Services (ANFIN) is a trading name of ACSQ and is responsible for treasury and investment for the Diocese. Key responsibilities for ANFIN are to ensure:

- ACSQ meets financial liabilities,
- strategic and missional priorities can be funded,
- investment into Diocesan business activities is financially sustainable, and
- 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 2022 financial performance summary

The significant increases in RBA interest rates in the second half of 2022 have improved ANFIN's net interest earnings:

- Effective investment strategy and a one-off additional distribution of \$1.4m improved investment earnings for the year above expectations.
- The operational surplus provided a distribution of \$7.15m to the Diocese which was above the original forecast distribution of \$5.3m.
- There was a decrease of 13% in deposits at year end to \$246m, driven by lower cash balances held by Anglicare.
- The value of loans on our book declined from \$98m to \$78m, however the start of 2023 has seen an upward shift in market value.

The return on assets in ANFIN was impacted by the increase in interest rates on term deposits offered by Australian banks following the successive increases in the cash rate by the Reserve Bank of Australia in the latter half of 2022. The last twelve months return on margin-based assets doubled during the course of the year to end at 3.48%, a level not seen since before COVID.

The higher than budgeted interest income was offset by increased interest expenses on deposits, such that net interest income earned was slightly above budget at \$3.3m. The increases in the RBA cash rate had a positive impact on short-term money market yields. This eased the 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 which rose significantly to \$2.7m in 2022. ANFIN's rolling gross margin rose to 2.36% at year-end, a substantial improvement from the historic low of 1.2% in the prior year.

ANFIN delivered a significantly higher than budgeted distribution to the Diocese in 2022, the result of higher than anticipated dividend distributions from our managed funds and a tripling of interest earned on our externally held term deposits. While our fund managers met their performance objectives in total delivering an average return of 6.8%, there was a \$5.2m decrease in valuation over the year as investors priced in concerns on inflation and the increasing probability of recession. We had budgeted for a surplus of \$5.3m from ANFIN in 2022; this increased by \$1.85m against the budgeted amount as a result of the higher interest earnings and investment distributions from our fund managers. The distribution to the Diocese of \$7.15m was above the 2021 distribution payment of \$3.3m.

Client investments and lending

Funds on deposit with ANFIN at year end decreased by \$37m to \$247m. The decrease was the result lower cash balances held by Anglicare.

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 needs of our Diocesan depositors as they draw on their expenses through the year, with minimal risk. The funds held on a longer-term are invested 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 is no loan growth over 2022, with some capital expenditure being funded from cash reserves and delays due to construction costs and issues with construction supply chain.

Treasury

As trading and liquidity conditions continued to normalise over 2022, ANFIN maintained its external bank facilities at \$30m but has not needed to call upon these facilities during the period. ANFIN continued to maintain a conservative-moderate investment approach with the majority of its cash holdings in term deposits with Australian financial institutions.

Anglicare and some schools deferred major building projects in 2021 and this trend continued in 2022. We still expect to see a significant pipeline of capital investment in coming years, in part due to these deferred projects coming on line. Diocesan-owned schools are still expected to re-invest the bulk of their combined surpluses over the next five 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.

| | | \$ |
|---|-----------|-------------------|
| OPENING BALANCE 1 JANUARY 2022 | | 22,850,849 |
| DEPOSITS | | |
| Investment Income | | |
| Interest Income | 51,766 | |
| AMP Income | 1,064,731 | |
| Schroders Income | 176,339 | 1,292,836 |
| Distributions from Property Sales | | |
| Manly | 2,695,395 | 2,695,395 |
| Bequests & Donations | | |
| Bequest - F D Muir | 5,000 | |
| Bequest - C Webb | 485,000 | |
| Donations | 4,920 | 494,920 |
| TOTAL DEPOSITS | | 4,483,151 |
| DISTRIBUTIONS | | |
| Payment of Springfield Rectory Loan | - | 17,315 |
| Distribution to Mission Alive Fund | - | 500,000 |
| Operating Expenses | - | 4,641 - 521,956 |
| NET MOVEMENT | | 3,961,195 |
| CLOSING BALANCE 31 DECEMBER 2022 | | 26,812,044 |

Going for Growth fund

Our investment managers continued to generate solid levels of income for the funds in 2022 at \$1.9m, which was a 6.9% return on investment. Their strong diversification and risk focus helped buffer the portfolio from some market volatility, albeit inflation and recession concerns resulted in a \$2.0m market value reduction in the year.

The Diocesan Investment Committee will continue its review of the funds in conjunction with external advisors, and the opportunity to add additional investment strategies as appropriate to improve the prospect of exceeding the investment objective.

As of 31 Dec 22, the Going for Growth Fund had a balance of \$26.8m reflecting the impact of a net increase of \$4.0m in 2022.

Some of the key missional initiatives in Parish Services and Ministry Education that were funded in part by the Going for Growth Fund included:

| Description | Commission | Net Cost |
|---|-------------------|-----------------|
| | | \$ |
| RE & Children's Ministry | MEC | 141,294 |
| Faith Formation and Anglican identity | MEC | 167,983 |
| Hospital Chaplaincy | PMC | 383,022 |
| Parish grants | PMC | 179,278 |
| External grants including Murri indigenous ministry support | PMC | 20,800 |
| Total | | 892,377 |

As the Diocese generates financial benefits from strategic property projects, it is anticipated that 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 activities.

At the 31 December 2022, the See Estate Fund had a balance of \$13.1m.

| | | \$ |
|---|----------|-------------------|
| OPENING BALANCE 1 JANUARY 2022 | | 12,746,731 |
| DEPOSITS | | |
| Investment Income | | |
| AMP Income | 678,082 | |
| Schroders Income | 211,340 | 889,422 |
| | | |
| DISTRIBUTIONS | | |
| Transfer Income to See Estate | -497,968 | -497,968 |
| | | |
| NET MOVEMENT | | 391,453 |
| CLOSING BALANCE 31 DECEMBER 2022 | | 13,138,184 |

See Estate fund

Finance

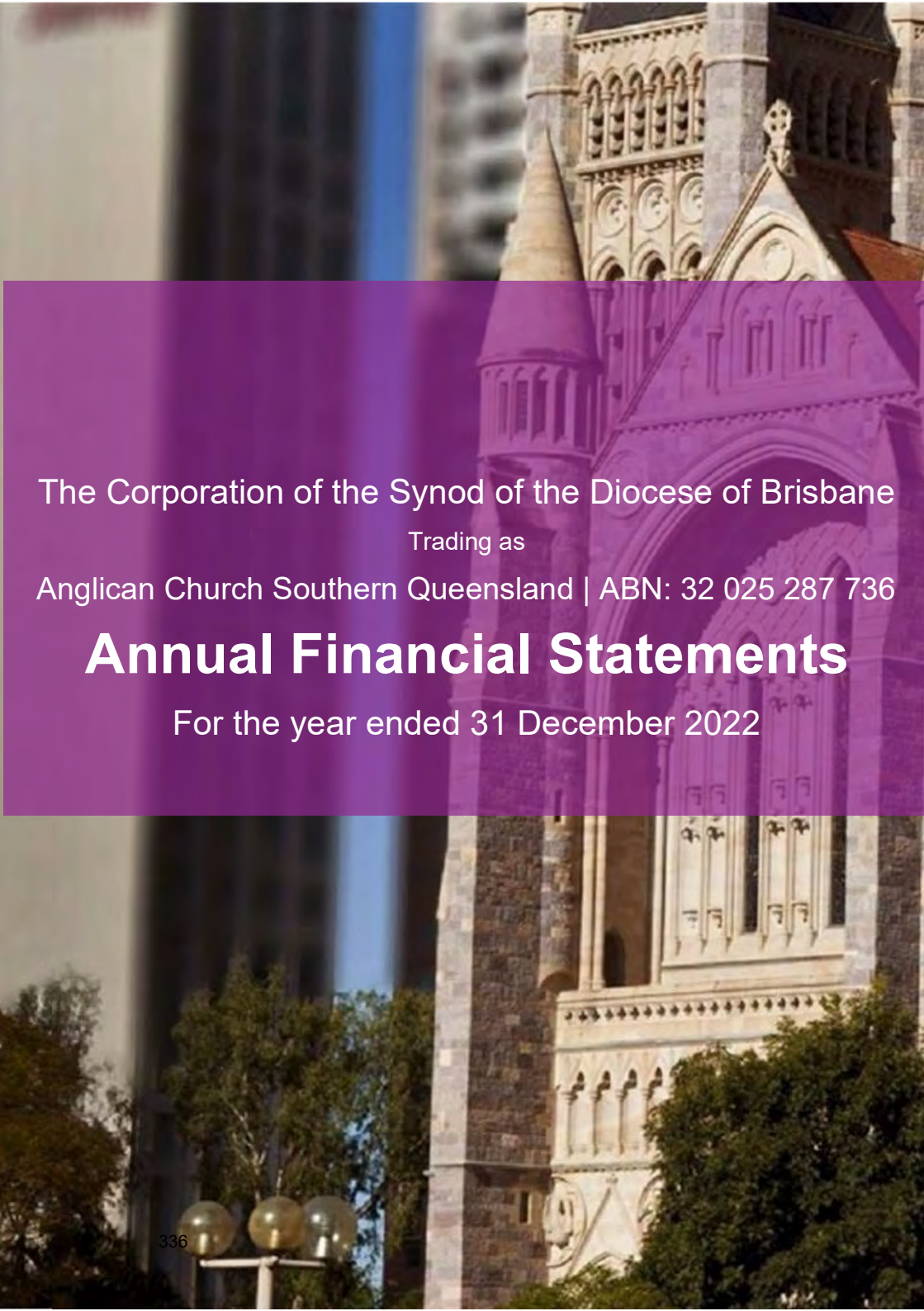
Key areas of work the FDSC Finance team include:

- Ensuring the sustainability of the Diocesan operating budget, including working with other Commissions to review the Diocese's operating model and embedding operational and strategic plans aligned with our Vision and Key Focus Area.
- Assessing the feasibility of capital investment across the Diocese.
- Supporting the work of the property team in assessment of strategic investment initiatives aligned to the Diocese's mission.
- 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.

Ongoing financial sustainability of ACSQ is a key function for FDSC. During 2022, the FDSC supported Diocesan Council in significant work to review the way in which we generate and use our resources. This included significant consultation across all Commissions and identified opportunities for change.

The 31 Dec 21 year-end audit for the Diocese was completed in Mar 22 with an unqualified audit opinion provided by Ernst & Young. An interim audit for the 31 Dec 22 year-end was conducted by Ernst & Young in Nov 2022, with the final audit to be completed by Apr 2023.

*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 2022

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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 2022. The Financial Statements were authorised for issue by Diocesan Council on 27 April 2023.

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 km² and people who identify as members of the Anglican Church of Australia form about 25% of the area’s population of approximately 4 million.

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*.

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

The Corporation is the approved system authority for the Anglican Schools Queensland System. These schools form part of the Corporation and are reported separately as listed above. The Corporation receives Commonwealth Recurrent Grants for the system which are distributed in full to member schools and used in accordance with the Australian Education Act (2013). These grants are reported in full in the Annual Financial Statements of the system schools which are audited in accordance with Section 38 of the Australian Education Regulation 2013.

A significant change was implemented to the presentation of the Financial Statements in 2022 in that the distribution of these grants has been reported as a contra-income, recognising the Financial Operations included in these statements do not control the use of the funds.

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 2022 was significant in our history as the Anglican Church of Southern Queensland. Following twenty years of faithful service to the Diocese, The Most Reverend Dr Phillip Aspinall AC announced his retirement as Archbishop of Brisbane. St Francis Theological College entered a new phase of teaching and learning in partnership with the University of Divinity; we continued to deliver on our Key Focus Areas and resources were directed to matters discerned at Synod.

COVID restrictions in Australia eased however, the economic impact of the war in Ukraine was marked by a continuation of economic uncertainty, inflation, and the threat of recession. In an effort to combat recession the Reserve Bank of Australia (RBA) lifted interest rates eight times during the year, with the target cash rate rising from 0.1 per cent in May to 3.1 per cent in December. The share market remained volatile and wages markets came under pressure with families impacted by cost-of-living increases.

Against this backdrop, ACSQ continued to leverage strategies to operate within financial constraints and seek opportunities to improve financial sustainability.

The following table summarises the financial results of ACSQ in relation to the reported activities in 2022:



Summary financial results

| | Movement \$'000 | 2022 \$'000 | 2021 \$'000 |
|---|--------------------|----------------|----------------|
| Normalised operational result | | | |
| Income | 5,833 | 25,349 | 19,515 |
| Expenditure | 3,697 | 28,420 | 24,723 |
| | 2,137 | (3,071) | (5,208) |
| One-off or key non-operational income | | | |
| Reimbursement of abuse claims | 4,297 | 10,578 | 6,281 |
| Reimbursement of insurance claims | 1,936 | 3,012 | 1,076 |
| Recovery of school loan receivable debt | (5,000) | - | 5,000 |
| Dividends and managed funds income | 4,111 | 7,574 | 3,463 |
| Profit on sale of land and building assets | (978) | 1,137 | 2,115 |
| | 4,367 | 22,301 | 17,935 |
| One-off or key non-operational expenditure | | | |
| Abuse claim expense | 3,422 | 11,282 | 7,860 |
| Insurance claim expense | 2,457 | 4,075 | 1,618 |
| Impairment of assets (non-cash) | (133) | - | 133 |
| | 5,746 | 15,357 | 9,611 |
| | 757 | 3,873 | 3,116 |
| Other comprehensive income | (77,866) | (11,144) | 66,722 |
| Total Comprehensive surplus | (77,109) | (7,271) | 69,838 |

Our normalised operational result has seen an improvement of \$2.1m but the normalised operational result continues to be a 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.

The key items underlying the movement in the normalised operational result between 2021 and 2022 are:

- **Net interest income** – increased by \$245k. This has largely been driven by the significant increases in the cash rate, especially in the last half of 2022. Interest income from our externally held term deposits increased by \$1.9m.
- **Net insurance premiums** – decreased by \$564k. The 2022-23 insurance renewal premium increased by 32% on the prior year, and hence premium costs increased by \$1.2m. Due to negotiations with Anglicare, schools and parishes in relation to the amount of excess contributions to be made to the Diocese in the event of any claims, not all of the premium increase has been passed on such that insurance recoveries were \$593k less than in 2021
- **School levies** – increased by \$760k. Levies are paid by member schools to contribute to the costs of the Anglican Schools commission.
- **Employee costs** – increased by \$617k. Generally Diocesan staff were awarded a 2% increase in salary from January 2022, and further there were a number of operating units that undertook a market benchmark review of salaries. 2022 also saw the full year impact of the appointment of key new roles, including the Director of Insurance and Risk. These factors were partially offset by continuing vacancies in some other positions.

In relation to the significant one-off or non-operational items impacting results between 2021 and 2022:

- **Net abuse claims income** – increased by \$875k net of claim costs. In 2022 we have slightly amended the accounting approach as to the timing of recognition of insurance recoveries to be at the time the insurer accepts liability (as opposed to the time of receiving the payment). This has resulted in \$4.4m in income being recognised in relation to parish abuse claims in 2022.
- **Net insurance claims costs** – increased by \$520k net of recoveries. This is largely due to timing differences in incurring claim rectification costs and the receipt of insurance reimbursements. The



catastrophic weather event in February/March 2022 is predominantly the reason why claim costs were \$4.1m in 2022.

- **Recovery of school loan receivable** – This was a one-off event in 2021 when we received \$5.0 million from a school to repay a loan receivable that had been written off in a prior year.
- **Dividend income** - Dividend and managed fund income has improved with portfolio managers actively managing our funds for dividend return across the year which were \$4.1 million higher than 2021. However \$2.2 million of this was a one-off dividend reinvestment by one fund. At the same time the value of the portfolio decreased by \$9.4 million. Predominantly the investment portfolio has a ten-year horizon that seeks to provide an average return across the period. In operation this means that some years will outperform others, and strong returns provide buffer against weaker years. It is not anticipated that an improvement in dividend income is sustained each year.
- **Profit on sale of fixed assets** - During 2022 ACSQ disposed of nine properties that were surplus to operational requirements.

Other Comprehensive Income for 2021 reflect land and building revaluations.

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 2022 which would require adjustment of the Financial Statements as presented.



STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2022

| Revenue | Note | 2022 \$ | 2021 \$ |
|---|-------------|---------------------|-------------------|
| <i>Investment income</i> | | | |
| Dividends and managed funds distributions | | 7,574,434 | 3,462,697 |
| Interest income from loans and advances | | 3,158,959 | 2,657,215 |
| Interest income from deposits with other financial institutions | | 2,750,266 | 888,336 |
| <i>Operating income</i> | | | |
| Australian Government Funding for Schools net of distributions | | 1 | 188,109 |
| Reimbursement of claims | | 13,590,240 | 7,356,634 |
| Insurance premiums received | | 6,908,042 | 6,385,476 |
| Donations, fundraising, levies and contributions | | 3,789,836 | 3,857,862 |
| School levies | | 3,709,799 | 2,949,330 |
| Other operating income | | 4,149,682 | 2,084,493 |
| Service fees | | - | 42,780 |
| Other income | E1 | 2,018,934 | 7,577,484 |
| Total Revenue | | 47,650,193 | 37,450,416 |
| Expenses | | | |
| <i>Investment expenses</i> | | | |
| Interest expense from client investments | | 2,839,439 | 720,968 |
| <i>Operating expenses</i> | | | |
| Employee expenses | C2(i) | 12,344,399 | 11,726,871 |
| Claims expense | | 15,356,949 | 9,478,082 |
| Service delivery | | 9,475,848 | 7,744,299 |
| Grant and income distribution | | 882,864 | 1,776,776 |
| Asset management | | 1,745,075 | 1,749,230 |
| Depreciation | B5(i) B5(v) | 550,203 | 573,158 |
| Office operations | | 364,172 | 299,109 |
| Other expenses | E2 | 217,797 | 265,566 |
| Total Expenses | | 43,776,746 | 34,334,059 |
| Surplus/(Deficit) for the Year | | 3,873,447 | 3,116,357 |
| Other Comprehensive Income | | | |
| Items that will not be reclassified subsequently to profit or loss: | | | |
| Revaluation of Land and Buildings | | - | 61,071,499 |
| Reversal of revaluation on assets disposed and transferred to held for sale | | (2,461,299) | (109,718) |
| Gain on recognition/derecognition of Parish Property | | 2,410,008 | 2,830,794 |
| Trust Funds drawn down during the year | | (1,234,046) | (2,583,937) |
| | | (1,285,337) | 61,208,638 |
| Items that may be reclassified subsequently to profit or loss: | | | |
| Net fair value gain/(loss) on Financial Assets during the year | | (9,391,648) | 6,016,505 |
| Reclassification adjustments relating to Financial Assets disposed of during the year | | (467,471) | (503,162) |
| | | (9,859,119) | 5,513,343 |
| Total Other Comprehensive Income/(deficit) | | (11,144,456) | 66,721,981 |
| Total Comprehensive Surplus/(deficit) for the Year | | (7,271,009) | 69,838,338 |

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 2022

| | Note | 2022 \$ | 2021 \$ |
|--------------------------------------|---------|----------------------|----------------------|
| ASSETS | | | |
| Current assets | | | |
| Cash and cash equivalents | B6 | 143,843,044 | 166,028,103 |
| Loan receivables | B1(iii) | 12,507,395 | 16,125,848 |
| Other loan receivables | B4(iii) | 161,520 | 161,520 |
| Claims receivable | B3(ii) | 21,073,598 | 16,467,186 |
| Other current assets | E3 | 13,824,552 | 10,259,957 |
| Assets held for sale | B5(iii) | 631,402 | 9,000 |
| Total current assets | | 192,041,511 | 209,051,614 |
| Non-current assets | | | |
| Investments | B1(v) | 59,463,361 | 63,319,834 |
| Other investments | B4(iv) | 40,360,766 | 43,206,644 |
| Loan receivables | B1(iii) | 65,156,523 | 82,006,654 |
| Other loan receivables | B4(iii) | 363,437 | 524,957 |
| Property, plant and equipment | B5(i) | 801,666,985 | 805,296,093 |
| Right-of-use lease assets | B5(v) | 370,197 | 841,594 |
| Total non-current assets | | 967,381,269 | 995,195,776 |
| TOTAL ASSETS | | 1,159,422,780 | 1,204,247,390 |
| LIABILITIES | | | |
| Current liabilities | | | |
| Interest bearing liabilities | B1(ii) | 245,743,555 | 282,730,967 |
| Other Interest bearing liabilities | B4(ii) | 1,717,194 | 1,664,332 |
| Claims provision | B3(ii) | 24,977,718 | 21,513,945 |
| Trade and other payables | C3 | 10,800,183 | 13,692,315 |
| Lease liabilities | B5(v) | 371,135 | 470,878 |
| Employee entitlements | C2(ii) | 1,335,837 | 1,285,336 |
| Provisions | E4 | 270,274 | 226,186 |
| Total current liabilities | | 285,215,896 | 321,583,959 |
| Non-current liabilities | | | |
| Other Interest bearing liabilities | B4(ii) | 28,170,726 | 28,968,023 |
| Lease liabilities | B5(v) | 16,347 | 390,537 |
| Employee entitlements | C2(ii) | 244,974 | 259,023 |
| Total non-current liabilities | | 28,432,047 | 29,617,583 |
| TOTAL LIABILITIES | | 313,647,943 | 351,201,542 |
| NET ASSETS | | 845,774,837 | 853,045,848 |
| ACCUMULATED FUNDS | | | |
| Retained earnings | | (1,393,554) | (3,741,300) |
| Asset revaluation reserve | | 574,665,245 | 592,190,457 |
| Insurance reserves | C4(i) | 2,088,747 | 2,816,116 |
| Other reserves | C4(ii) | 270,414,399 | 261,780,575 |
| TOTAL ACCUMULATED FUNDS | | 845,774,837 | 853,045,848 |

The accompanying Notes form part of these Financial Statements.



STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2022

| | Retained Earnings - Diocese | Retained Earnings - ANFN | Retained Earnings - Total | Parish Property Reserve | Other Reserves and Special Accounts | Reserves and Special Accounts Note Cf (i) | Insurance Reserves Note Cf (i) | Asset Revaluation Reserve - Equities | Asset Revaluation Reserve - Property | Asset Revaluation Reserve - Total | TOTAL RESERVES |
|---|-----------------------------|--------------------------|---------------------------|-------------------------|-------------------------------------|---|--------------------------------|--------------------------------------|--------------------------------------|-----------------------------------|----------------|
| Opening Balance (1/1/21) | (9,353,392) | 2,332,404 | (7,020,988) | 206,826,923 | 51,125,261 | 257,952,184 | 2,186,902 | 1,985,385 | 529,348,049 | 531,333,434 | 784,451,332 |
| 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) | (1,073,238) |
| Transfer to Asset Revaluation Reserve | - | - | - | (1,048,115) | 1,048,115 | - | - | - | - | - | - |
| Transfer to Trust Funds from Disposal of Parish Property | - | - | - | - | - | - | - | - | - | - | - |
| Other Comprehensive Income | - | - | - | - | - | - | - | - | - | - | - |
| 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 | - | - | (109,718) | (109,718) | 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) |
| Closing Balance (31/12/21) | (6,442,387) | 2,701,087 | (3,741,300) | 207,214,699 | 54,565,876 | 261,780,575 | 2,816,116 | 7,498,728 | 584,681,729 | 592,180,457 | 853,045,848 |
| Opening Balance (1/1/22) | (6,442,387) | 2,701,087 | (3,741,300) | 207,214,699 | 54,565,876 | 261,780,575 | 2,816,116 | 7,498,728 | 584,681,729 | 592,180,457 | 853,045,848 |
| Profit/(loss) for the year | 2,297,661 | 50,085 | 2,347,747 | - | 2,253,070 | 2,253,070 | (727,369) | - | - | - | 3,873,447 |
| Transfer from Asset Revaluation Reserve | - | - | - | (2,706,130) | 5,204,794 | 5,204,794 | - | - | (5,204,794) | (5,204,794) | - |
| Transfer to Trust Funds from Disposal of Parish Property | - | - | - | 2,706,130 | - | - | - | - | - | - | - |
| Other Comprehensive Income | - | - | - | - | - | - | - | - | - | - | - |
| Revaluation of Land and Building | - | - | - | - | - | - | - | - | - | - | - |
| Reversal of revaluation on assets disposed and transferred to held for sale | - | - | - | - | - | - | - | - | (2,461,299) | (2,461,299) | (2,461,299) |
| Gain on recognition/derecognition of Parish Property | - | - | - | 2,410,008 | - | 2,410,008 | - | - | - | - | 2,410,008 |
| Trust Funds drawn down during the year | - | - | - | - | (1,234,048) | (1,234,048) | - | - | - | - | (1,234,048) |
| Net fair value gain on financial assets during the year | - | - | - | - | - | - | - | (9,391,648) | - | (9,391,648) | (9,391,648) |
| Reclassification adjustments relating to financial assets disposed of in the year | - | - | - | - | - | - | - | (467,471) | - | (467,471) | (467,471) |
| Closing Balance (31/12/22) | (4,144,726) | 2,751,172 | (1,393,554) | 206,918,577 | 63,495,822 | 270,414,399 | 2,088,747 | (2,360,391) | 577,025,636 | 574,665,245 | 845,774,837 |

The accompanying Notes form part of these Financial Statements



STATEMENT OF CASH FLOWS

For the year ended 31 December 2022

| | | 2022 | 2021 |
|---|---------------|---------------------|--------------------|
| | Note | \$ | \$ |
| Cash flows from operating activities | | | |
| Cash receipts from operations | | 140,259,255 | 129,465,638 |
| Interest received | | 4,650,700 | 3,528,449 |
| Dividends and franking credits received | | 3,981,053 | 3,523,567 |
| Cash paid to suppliers and employees | | (154,927,357) | (133,418,225) |
| Interest paid | | (2,174,566) | (730,932) |
| Interest bearing liabilities deposited with the Corporation | | (33,799,845) | 12,187,454 |
| Interest bearing liabilities repaid by the Corporation | | (3,187,119) | (6,260,697) |
| Loans and advances granted by the Corporation | | (5,135,565) | (9,886,364) |
| Loans and advances repayments received by the Corporation | | 25,765,670 | 26,145,502 |
| Net cash provided by operating activities | <i>B6(ii)</i> | (24,567,774) | 24,554,392 |
| Cash flows from investing activities | | | |
| Proceeds from sale of property, plant and equipment | | 9,047,471 | 10,059,846 |
| Proceeds from disposals of investments | | 3,036,681 | 4,225,161 |
| Purchase of investments | | (3,478,518) | (4,052,278) |
| Purchase of property, plant and equipment | | (6,233,389) | (2,799,108) |
| Net cash flows provided by investing activities | | 2,372,245 | 7,433,621 |
| Net increase in cash and cash equivalents | | (22,195,529) | 31,988,013 |
| Cash and cash equivalents at beginning of period | | 166,028,103 | 134,040,090 |
| Cash and cash equivalents at end of period | <i>B6(i)</i> | 143,832,574 | 166,028,103 |

The accompanying Notes form part of these Financial Statements



NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2022

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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

In preparing the Financial Statements ACSQ does not adopt 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 & 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 adopt 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. Specifically in 2022 there has been a re-statement of the comparative amounts for 2021 in relation to the change in classification of the Commonwealth Recurrent Grants distribution to system schools as a contra-income as opposed to an expense.

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 audited financial statements are prepared separately for each of the excluded business streams.

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"> • 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 Managers 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) | <ul style="list-style-type: none"> • Parishes, except for real property assets that have been included in the Financial Statements • Individual Schools owned or controlled by the Corporation • The Community Services Commission (CSC) trading as Anglicare Southern Queensland (Anglicare SQ) |

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 \$140.4m (2021: \$162.3m).

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 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

| | 2022 | 2021 |
|---|-------------------|------------------|
| | \$ | \$ |
| Investment income | | |
| Interest income from loans and advances | 3,320,912 | 2,718,460 |
| Dividends and managed funds distributions | 4,622,352 | 1,637,607 |
| Interest income from deposits with other financial institutions | 2,726,698 | 708,051 |
| | 10,669,962 | 5,064,118 |
| Investment expense | | |
| Interest expense from client investments | 2,715,580 | 627,361 |
| Gross margin | 7,954,382 | 4,436,757 |
| Other income | | |
| Other minor operating income | 2,034 | 1,461 |
| Other income | 91,750 | 19,425 |
| | 93,784 | 20,886 |
| Other expenses | | |
| Employee expenses | 399,404 | 442,671 |
| Asset management | 254,421 | 253,364 |
| Loan impairment | - | - |
| Service delivery | 151,727 | 75,361 |
| Grant and income distribution | 10 | - |
| Office operations | 13,681 | 17,564 |
| Depreciation | 28,838 | - |
| | 848,081 | 788,960 |
| Surplus for the year | 7,200,085 | 3,668,683 |
| ANFIN dividend paid to ACSQ | (7,150,000) | (3,300,000) |
| Net surplus for the year | 50,085 | 368,683 |

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.

| | 2022 | 2021 |
|--|--------------------|--------------------|
| | \$ | \$ |
| Current (Unsecured - at amortised cost) | | |
| <i>Funds at call</i> | | |
| Anglicare | 32,729,541 | 87,978,052 |
| Schools | 74,031,933 | 73,458,142 |
| Parishes and other Anglican entities | 23,649,986 | 21,598,012 |
| | 130,411,460 | 183,034,206 |
| <i>Term Investments</i> | | |
| Anglicare | 87,582,433 | 74,568,161 |
| Schools | 15,464,110 | 12,740,554 |
| Parishes and other Anglican entities | 12,285,551 | 12,388,046 |
| | 115,332,094 | 99,696,761 |
| Total Interest bearing liabilities | 245,743,555 | 282,730,967 |

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:

| | 2022 | 2021 |
|-------------------------|-------------------|-------------------|
| | \$ | \$ |
| Equity lending facility | 30,000,000 | 30,000,000 |
| Business loan facility | - | - |
| Used at balance date | - | - |
| Unused at balance date | 30,000,000 | 30,000,000 |

The Equity lending facility is secured by Investments in managed funds of \$19,900,331 (2021: \$21,348,973) – see *Note B1(v) ANFIN Investments*.



(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 |
|--------------------------------------|-------------------|-------------------|-------------------|
| | \$ | \$ | \$ |
| ANFIN loan receivables 2022 | | | |
| Anglicare | - | - | - |
| Schools | 11,858,519 | 60,520,744 | 72,379,263 |
| Parishes and other Anglican entities | 575,379 | 5,021,689 | 5,597,068 |
| Overdrafts | 73,497 | - | 73,497 |
| | 12,507,395 | 65,542,433 | 78,049,828 |
| Allowance for impaired loans | - | (385,910) | (385,910) |
| | 12,507,395 | 65,156,523 | 77,663,918 |

| | Current | Non-current | Total |
|--------------------------------------|-------------------|-------------------|-------------------|
| | \$ | \$ | \$ |
| ANFIN loan receivables 2021 | | | |
| 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 |
| | 16,125,848 | 82,411,168 | 98,537,016 |
| Allowance for impaired loans | - | (404,514) | (404,514) |
| | 16,125,848 | 82,006,654 | 98,132,502 |

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 \$77,590,420 (2021: \$98,073,567) remain outstanding from Diocesan agencies and parties related to ACSQ. Of these loans \$4,469,787 (2021: \$5,916,755) 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 \$31,130,191 (2021: \$26,339,191).

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 2022 there were nil loan impairments (2021: 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

| | 2022 | 2021 |
|------------------------------|-------------------|-------------------|
| | \$ | \$ |
| Investments in managed funds | 59,463,361 | 63,319,834 |
| | 59,463,361 | 63,319,834 |

Of the balance invested in managed funds \$19,900,331 (2021: \$21,789,555) is held as security for a \$30m (2021: \$30m) line of credit (see *Note B1(ii)* above).

During the year, the market value of the investment portfolio decreased by \$5,208,268 (2021: increased by \$3,068,081) 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*).

| Financial assets | Level 1 | Level 2 | Level 3 | Total |
|---|-------------------|----------------|----------------|-------------------|
| At 31 December 2022 | \$ | \$ | \$ | \$ |
| Financial assets at fair value at FVOCI | | | | |
| Investments in managed funds | 59,463,361 | - | - | 59,463,361 |
| | 59,463,361 | - | - | 59,463,361 |
| At 31 December 2021 | | | | |
| Financial assets at fair value at FVOCI | | | | |
| Investments in managed funds | 63,319,834 | - | - | 63,319,834 |
| | 63,319,834 | - | - | 63,319,834 |

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 2022.

The fair value of investments as at 31 December 2022 reflects the conditions known as at that date. 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.

| | 2022 | 2021 |
|--|------------------|------------------|
| | \$ | \$ |
| Operating income | | |
| Australian Government Funding for Schools net of distributions | 1 | 188,109 |
| School Levies | 3,709,799 | 2,949,330 |
| Anglican Belonging | 42,355 | 41,325 |
| Interest income from deposits | 32,388 | 2,712 |
| Other operating income | 384,486 | 134,426 |
| Reimbursement of insurance claims | 1,582 | - |
| Other income | - | - |
| | 4,170,611 | 3,315,902 |
| Operating expenses | | |
| Employee expenses | 2,126,154 | 1,745,815 |
| Service delivery | 1,664,946 | 1,072,216 |
| Office operations | 139,967 | 233,086 |
| Asset management | 93,056 | 91,528 |
| Interest expense | 3,756 | - |
| Depreciation | 72,749 | 264 |
| Grant and income distribution | 34,344 | - |
| Other expenses | - | - |
| | 4,134,972 | 3,142,909 |
| | 35,639 | 172,993 |

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 distribution is reported as contra-revenue. Commonwealth recurrent grants are reported in full through schools reporting in accordance with Section 38 of the Australian Education Regulation 2013 and acquitted to the Department of Education and Australian Charities and Not-for-profit Commission. The gross amount of the funding received and distributions made are noted below:

| | 2022 | 2021 |
|---|-------------|----------------|
| | \$ | \$ |
| Australian Government Funding for Schools | 110,503,282 | 103,275,049 |
| Distribution of Government funding for schools | 110,503,281 | 103,086,940 |
| Australian Government Funding for Schools net of distributions | 1 | 188,109 |

Levies are received from Schools in order to cover the operational costs of running the Anglican School Commission.

The Anglican Schools Commission also govern a number of Education and Care Services within ACSQ.



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

| | 2022 | 2021 |
|---|-------------------|--------------------|
| | \$ | \$ |
| Abuse claims income | | |
| Reimbursement of uninsured claims costs | 10,577,806 | 5,280,554 |
| Grant income - recovery of claim legal costs from Brookfield net proceeds | - | 1,000,000 |
| | 10,577,806 | 6,280,554 |
| Abuse claims expenses | | |
| Claims expense | 15,888,292 | 11,555,069 |
| Movement in reimbursement of claims that have been provided for | (4,606,412) | (3,695,333) |
| Service delivery expenses | (1,909) | 576 |
| Office operations | - | 17 |
| | 11,279,971 | 7,860,329 |
| Net abuse claims management operating result | (702,165) | (1,579,775) |

(ii) Abuse claims provision

| | 2022 | 2021 |
|--|--------------------|--------------------|
| | \$ | \$ |
| Abuse claims reimbursement receivable | 21,073,598 | 16,467,186 |
| Provision for known uninsured Abuse claims | 24,977,718 | 21,513,945 |
| Net Abuse claims provision | (3,904,120) | (5,046,759) |

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.

From 2022 a receivable for the reimbursement of parish claim settlements from an insurer is recognised on receipt of a written acceptance of indemnity by the insurer. This change has been implemented following successful negotiation with our insurance panel in 2021 which clarified the ambit of the insurance cover available to the Diocese, in conjunction with the insurance panel providing reimbursements for a number of historic claims in contention.

For the financial year end, ACSQ has recognised an increase in the receivables for reimbursement of abuse claims totalling \$4,606,412 (2021: an increase of \$3,695,333) 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

| | 2022 | 2021 |
|---|-------------------|------------------|
| | \$ | \$ |
| Investment income | | |
| ANFIN dividend income | 7,150,000 | 3,300,000 |
| Other external dividend income and managed fund distributions | 3,450,050 | 2,080,258 |
| Interest income from deposits with other financial institutions | 319,196 | 248,379 |
| Interest income from loans and advances | - | 14,784 |
| | 10,919,246 | 5,643,421 |
| Investment expense | | |
| Interest expense | 583,594 | 228,098 |
| | 10,335,652 | 5,415,323 |

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.

| | 2022 | 2021 |
|---|------------------|------------------|
| | \$ | \$ |
| Current (Unsecured - at amortised cost) | | |
| <i>Funds at call</i> | | |
| ASC Portable Long Service Leave | 1,283,492 | 1,252,495 |
| Unspent salary sacrifice funds | 315,207 | 293,790 |
| Canterbury Fellowship trust | 18,195 | 18,047 |
| | 1,616,894 | 1,564,332 |
| <i>Term investments</i> | | |
| Canterbury Fellowship trust | 100,300 | 100,000 |
| Total Current Other interest bearing liabilities | 1,717,194 | 1,664,332 |

Non-Current (Unsecured - at amortised cost)

| | | |
|---|-------------------|-------------------|
| Funds held on behalf of Anglicare | 28,170,726 | 28,968,023 |
| Total Other interest bearing liabilities | 29,887,920 | 30,632,355 |

(iii) Other loans receivable

| | Current | Non-current | Total |
|------------------------------------|----------------|----------------|----------------|
| | \$ | \$ | \$ |
| Other loan receivables 2022 | | | |
| Schools | 161,520 | 363,437 | 524,957 |
| Allowance for impaired loans | - | - | - |
| | 161,520 | 363,437 | 524,957 |
| Other loan receivables 2021 | | | |
| Schools | 161,520 | 524,957 | 686,477 |
| Allowance for impaired loans | - | - | - |
| | 161,520 | 524,957 | 686,477 |

(iv) Other Investments

Other investments represent funds that are managed by ACSQ outside of ANFIN's operations.

| | 2022 | 2021 |
|------------------------------------|-------------------|-------------------|
| | \$ | \$ |
| Investments in managed funds | 27,179,380 | 28,983,255 |
| Externally managed share portfolio | 13,181,386 | 14,223,389 |
| | 40,360,766 | 43,206,644 |

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 decreased by \$4,183,380 (2021: increased by \$2,948,424) 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 \$372,783 (2021: \$433,083) (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*).

| Financial assets | Level 1 | Level 2 | Level 3 | Total |
|---|-------------------|----------------|----------------|-------------------|
| At 31 December 2022 | \$ | \$ | \$ | \$ |
| Financial assets at fair value at FVOCI | | | | |
| Investments in managed funds | 27,179,380 | - | - | 27,179,380 |
| Externally managed share portfolio | 13,181,386 | - | - | 13,181,386 |
| | 40,360,766 | - | - | 40,360,766 |
| At 31 December 2021 | | | | |
| 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 |
| | 43,206,644 | - | - | 43,206,644 |

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 2022.

The fair value of investments as at 31 December 2022 reflects the conditions known as at that date. The investment markets are expected to continue to be more volatile for at least the near term.

(v) Other business operating income

| | 2022 | 2021 |
|---------------------------------|-------------------|-------------------|
| | \$ | \$ |
| Insurance premiums received | 7,033,363 | 6,385,476 |
| Insurance claims reimbursement | 3,034,802 | 1,138,347 |
| Service fees | 529,243 | 529,280 |
| | 10,597,408 | 8,053,103 |
| Other operations income | | |
| Sundry income | 5,131,431 | 6,841,966 |
| Rental income | 1,241,508 | 1,089,288 |
| Education and conference income | 496,877 | 369,987 |
| Expenses recovered | 245,572 | 299,735 |
| Grants received | 32,056 | 30,600 |
| | 7,147,444 | 8,631,576 |
| Total | 17,744,852 | 16,684,679 |

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 \$5.1 million in 2022 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*).



(vi) Donations, fundraising, contributions

| | 2022 | 2021 |
|-------------------------------|------------------|------------------|
| | \$ | \$ |
| Anglican Belonging Fee income | 2,313,126 | 2,306,946 |
| Diocese/Parish contributions | 1,794,531 | 1,352,555 |
| Donations | 159,824 | 678,407 |
| | <u>4,267,481</u> | <u>4,337,908</u> |

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

| | 2022 | 2021 |
|--|------------------|------------------|
| | \$ | \$ |
| Employee expenses | 9,818,841 | 9,563,384 |
| Grant and income distribution | 5,640,820 | 8,994,060 |
| Service delivery expenses | | |
| Insurance | 6,329,370 | 5,133,477 |
| Professional services and consultants | 1,339,377 | 1,082,013 |
| Training, conference and education | 271,666 | 373,554 |
| Anglican Church Australia statutory assessment fee | 168,272 | 166,610 |
| Professional development | 75,868 | 104,674 |
| Audit and accounting fees | 115,045 | 101,579 |
| Hospitality and Synod | 62,402 | 61,794 |
| Anglican Church Australia special assessment fee | 54,492 | 46,660 |
| Bank Charges | 858 | 1,092 |
| | <u>8,417,350</u> | <u>7,071,453</u> |

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 (2021: Ernst & Young) and audit fees in 2022 were \$115,045 (2021: \$100,000).



| | 2022 | 2021 |
|--|-----------------------|-----------------------|
| Office operations | \$ | \$ |
| Photocopying, printing, postage and stationery | 74,141 | 79,821 |
| Travelling | 61,384 | 64,510 |
| Telephone, fax and internet | 68,965 | 58,017 |
| Sundry expenses | 19,753 | 51,781 |
| Removals and relocation | 34,043 | 26,246 |
| Advertising and marketing | 5,169 | 6,302 |
| | <u>263,455</u> | <u>286,677</u> |

| | 2022 | 2021 |
|------------------------------------|-------------------------|-------------------------|
| Asset management | \$ | \$ |
| Occupancy expenses | 531,408 | 593,921 |
| Repairs and maintenance | 454,108 | 440,706 |
| Computing, software and licenses | 190,918 | 171,630 |
| Motor vehicle expenses | 129,418 | 130,411 |
| Minor equipment purchases and hire | 173,837 | 70,198 |
| | <u>1,479,689</u> | <u>1,406,866</u> |

(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 at valuation | Buildings at valuation | Work in Progress at cost | Other PPE at cost | TOTAL |
|--|----------------------|---------------------------|-----------------------------|----------------------|--------------------|
| Balance at 1 January 2021 | 380,102,481 | 365,293,432 | 919,834 | 707,375 | 747,023,122 |
| 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) | - | (58,787) | - | (133,787) |
| Transferred to Assets held for sale (Note B5(iii)) | (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 |
| Balance at 31 December 2021 | 421,990,592 | 382,431,245 | 716,771 | 268,652 | 805,407,260 |
| Additions | 521,804 | 1,718,271 | 5,341,622 | 142,095 | 7,723,792 |
| Completed projects capitalised/expensed | - | 4,848,532 | (5,162,973) | - | (314,441) |
| Impairment write-down | - | - | - | - | - |
| Transferred to Assets held for sale (Note B5(iii)) | (6,013,554) | (2,519,772) | - | - | (8,533,326) |
| Disposals/Adjustments | - | - | - | - | - |
| Revaluation adjustments - Assets transferred to Held for sale and disposed | (1,520,136) | (941,163) | - | - | (2,461,299) |
| Revaluation of Land and buildings | - | - | - | - | - |
| Balance at 31 December 2022 | 414,978,706 | 385,537,113 | 895,420 | 410,747 | 801,821,986 |
| ACCUMULATED DEPRECIATION | | | | | |
| Balance at 1 January 2021 | - | - | - | (333,410) | (333,410) |
| Impairment write down | - | - | - | - | - |
| Accounting policy change - SaaS Implementation costs | - | - | - | 71,473 | 71,473 |
| Disposals | - | - | - | 187,013 | 187,013 |
| Depreciation expense | - | - | - | (36,243) | (36,243) |
| Balance at 31 December 2021 | - | - | - | (111,167) | (111,167) |
| Impairment write down | - | - | - | - | - |
| Disposals | - | - | - | - | - |
| Depreciation expense | - | - | - | (43,834) | (43,834) |
| Balance at 31 December 2022 | - | - | - | (155,001) | (155,001) |
| WRITTEN DOWN VALUE | | | | | |
| Carrying value at 31 December 2021 | 421,990,592 | 382,431,245 | 716,771 | 157,485 | 805,296,093 |
| Carrying value at 31 December 2022 | 414,978,706 | 385,537,113 | 895,420 | 255,746 | 801,666,985 |

"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. A desktop review of fair value was conducted for 31 December 2021 which involved the application of an indexation process. The previous fair values were 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.

As broadly the number, type and nature of ACSQ's land and buildings remains stable in comparison to the prior financial year, Management considers that the carrying amount of land and buildings does not differ materially in 2022 from that which would be determined using fair value. Consequently, there is no requirement for an independent valuation to be obtained for the purposes of the preparation of the 2022 Financial Statements.

Consistent with the approach taken in 2021 a desktop review of fair value for 2022 has been conducted in relation to the land, building and structure assets recorded in the system. This has included the following procedures:

- Any assets disposed of during the financial year have been recognised as disposed.
- Any new assets acquired during the financial year have been recognised. In relation to any new assets constructed, it is noted that the value recognised included any internal project management time that was directly attributable to the asset.
- Any material change to the condition of components of assets has been reflected.

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 |
|--------------------------------|---------|--------------------|--------------------|--------------------|
| | \$ | \$ | \$ | \$ |
| At 31 December 2022 | | | | |
| Land | - | 414,978,706 | - | 414,978,706 |
| Buildings and other structures | - | 28,702,973 | 356,834,140 | 385,537,113 |
| | - | 443,681,679 | 356,834,140 | 800,515,819 |
| | | | | |
| | Level 1 | Level 2 | Level 3 | Total |
| | \$ | \$ | \$ | \$ |
| At 31 December 2021 | | | | |
| Land | - | 421,990,592 | - | 421,990,592 |
| Buildings and other structures | - | 28,087,910 | 354,343,335 | 382,431,245 |
| | - | 450,078,502 | 354,343,335 | 804,421,837 |

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 determine 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

| | 2022 | 2021 |
|---|----------------|--------------|
| | \$ | \$ |
| Land held for sale | | |
| Opening balance | 9,000 | 1,006,482 |
| Transferred from Property, plant and equipment (Note B5(i)) | 6,013,554 | 3,024,167 |
| Disposals | (5,801,529) | (4,021,649) |
| | 221,025 | 9,000 |
| Buildings and Improvements Held for Sale | | |
| Opening balance | - | 3,009,191 |
| Transferred from Property, plant and equipment (Note B5(i)) | 2,519,772 | 1,806,899 |
| Disposals | (2,109,395) | (4,816,090) |
| | 410,377 | - |
| Total Assets held for sale | 631,402 | 9,000 |

(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.

| | 2022 | 2021 |
|--|----------------|----------------|
| | \$ | \$ |
| Lease expenses | | |
| Depreciation - Right-of-use lease assets | 506,368 | 536,915 |
| Interest expense - Lease liabilities | 25,679 | 44,038 |
| | 532,047 | 580,953 |

Right-of-use lease assets have been classified as part of property, plant and equipment in the Balance Sheet.

| Right-of-use lease assets | 2022 | 2021 |
|----------------------------------|----------------|----------------|
| Non-current | \$ | \$ |
| Premises | 307,841 | 766,135 |
| Motor Vehicles | 62,356 | 75,459 |
| | 370,197 | 841,594 |

Lease liabilities have been classified into current and non-current liabilities.



| Lease liabilities | 2022 | 2021 |
|--------------------------------|----------------|----------------|
| Current | \$ | \$ |
| Premises | 363,015 | 415,567 |
| Motor Vehicles | 8,120 | 55,311 |
| | 371,135 | 470,878 |
| Non-current | | |
| Premises | - | 368,117 |
| Motor Vehicles | 16,347 | 22,420 |
| | 16,347 | 390,537 |
| Total lease liabilities | 387,482 | 861,415 |

Leases for premises are generally for 10 to 12-year terms, with the current premises having less than a year 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

| | 2022 | 2021 |
|--|---------------------------|---------------------------|
| | \$ | \$ |
| Cash at banks and other financial intermediaries | 140,369,637 | 162,275,819 |
| Restricted cash | 3,473,406 | 3,752,284 |
| | <u>143,843,043</u> | <u>166,028,103</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

| | 2022 | 2021 |
|--|----------------------------|--------------------------|
| | \$ | \$ |
| Net surplus/(deficit) for the period | 3,873,447 | 3,116,357 |
| Adjustments for: | | |
| Non-cash items: | | |
| Less: Non-cash distribution from Investments | (2,342,148) | (71,210) |
| Add: Impairment of Property plant and equipment | - | 132,596 |
| Less: Bequest property and investment received / disbursed | - | - |
| Add: Lease Adjustment | (2,536) | 14,845 |
| Add: Depreciation | 43,834 | 36,242 |
| Gain on sale of fixed assets | (1,136,547) | (2,114,976) |
| Gain on sale of investment | (372,783) | (433,083) |
| Decrease in receivables | 12,459,097 | 12,337,986 |
| Increase in payables | (2,853,988) | 3,702,724 |
| Increase in employee entitlements | 36,451 | 41,547 |
| Increase in provisions | 3,459,247 | 2,794,842 |
| Increase in interest bearing liabilities | (37,731,848) | 4,996,522 |
| Net cash flows provided by operating activities | <u>(24,567,774)</u> | <u>24,554,392</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 2022

| | AMFN | ASC | Chimney Settlements | Total other segments | FDSC | MCC | PMC | Episcopate & Leadership | General Offices | Corporate Overhead | Grant For Growth | Mission Avenues Fund | Treas and Funds | Eliminations | TOTAL |
|--|-------------------|------------------|---------------------|----------------------|--------------------|--------------------|--------------------|-------------------------|--------------------|--------------------|------------------|----------------------|--------------------|---------------------|-------------------|
| Investment income | | | | | | | | | | | | | | | |
| Dividends and managed funds distributions | 4,622,352 | - | - | 10,600,050 | - | - | - | 497,988 | - | - | 1,241,069 | 7,964,745 | 886,288 | (7,647,888) | 7,574,434 |
| Interest income from loans and advances | 3,320,912 | - | - | 319,196 | - | - | - | - | - | - | 51,766 | 69,773 | 194,394 | (161,953) | 3,188,959 |
| Interest income from deposits with other financial institutions | 2,720,686 | 32,366 | - | - | - | 2,688 | 432 | 145 | - | - | - | - | - | (328,016) | 2,750,266 |
| Operating income | | | | | | | | | | | | | | | |
| Business operations Income | | | | | | | | | | | | | | | |
| Australian Government Funding for Schools net of reimbursement of claims | - | 1 | 10,577,896 | - | - | - | - | - | - | - | - | - | - | - | 1 |
| Reimbursement of claims | - | 1,582 | - | 3,034,802 | - | 2,150 | - | - | - | - | - | - | 3,032,652 | (23,950) | 13,590,240 |
| Insurance premiums received | - | - | - | 7,033,363 | - | - | - | - | - | - | - | - | 7,033,363 | (128,321) | 9,988,042 |
| School fees | - | 3,709,799 | - | - | - | - | - | - | - | - | - | - | - | - | 3,709,799 |
| Service fees | - | - | - | 529,243 | 266,500 | - | - | 99,996 | 162,747 | - | - | - | - | (629,243) | - |
| Other | 2,034 | 384,486 | - | 7,147,444 | 570,734 | 827,736 | 166,957 | 63,643 | 147,943 | 283,140 | 2,695,395 | - | 2,392,296 | (3,384,282) | 4,149,682 |
| Donations, Fundraising and contributions | | | | | | | | | | | | | | | |
| Anglican Baking income | - | 42,365 | - | 2,313,126 | - | - | - | - | - | - | - | 2,313,126 | - | (900,000) | 2,356,481 |
| Diocese Parish contributions | - | - | - | 1,794,531 | - | - | - | - | - | - | - | 1,794,531 | - | (20,000) | 1,294,531 |
| Donations | - | - | - | 139,624 | 1,040 | 7,720 | 2,755 | - | 761 | - | 4,920 | - | 142,628 | (20,000) | 139,624 |
| Other gifts from investment sales | - | - | - | 373,783 | - | - | - | - | - | - | - | 372,783 | - | - | 373,783 |
| Other | 61,750 | - | - | 2,133,376 | - | 5,205 | - | - | - | - | 480,000 | - | 1,638,174 | (678,876) | 1,846,154 |
| TOTAL INCOME | 10,763,746 | 4,170,611 | 10,577,896 | 35,437,741 | 838,274 | 846,489 | 168,754 | 661,750 | 311,451 | 283,140 | 4,483,160 | 12,514,968 | 15,329,785 | (13,259,711) | 47,650,193 |
| EXPENSES | | | | | | | | | | | | | | | |
| Investment expense | | | | | | | | | | | | | | | |
| Interest expense | 2,715,590 | 3,756 | - | 593,594 | 623 | 419 | 569 | 418 | - | 19,253 | 17,315 | 400,140 | 144,857 | (463,491) | 2,839,439 |
| Operating expense | | | | | | | | | | | | | | | |
| Employee expenses | 399,404 | 2,126,154 | - | 9,818,841 | 2,620,964 | 1,259,399 | 1,102,532 | 1,239,899 | 1,670,860 | 220,098 | 4,636 | - | 1,709,523 | - | 12,344,999 |
| Claims expense | - | - | 11,281,680 | 4,099,019 | 1,146 | 2,150 | - | - | - | - | - | - | 4,695,723 | (23,890) | 15,396,949 |
| Service delivery expenses | 151,727 | 1,664,946 | (1,909) | 8,417,350 | 446,692 | 136,462 | 136,663 | 255,828 | 627,340 | 332,453 | - | 110,039 | 6,371,863 | (796,266) | 9,475,684 |
| Grant and income distribution | 10 | 34,344 | - | 5,640,620 | 930 | 500 | 329,940 | (2,365) | 25,000 | 25,000 | 500,000 | 64,677 | 4,722,168 | (4,732,310) | 882,864 |
| Office operations expenses | 13,081 | 139,967 | - | 259,465 | 37,263 | 62,959 | 32,384 | 35,028 | 65,343 | 2,557 | 5 | - | 10,968 | (62,831) | 194,172 |
| Asset management expenses | 294,421 | 93,056 | - | 1,479,669 | 89,600 | 416,396 | 41,084 | 15,032 | 36,049 | 448,646 | - | - | 34,969 | (82,819) | 1,746,078 |
| Depreciation | 28,536 | 721,749 | - | 19,910 | 5,925 | 23,070 | 11,986 | 23,392 | 406 | 376,502 | - | - | 5,325 | (7,450,000) | 217,397 |
| Other (non-funding) expenses | 7,150,000 | - | - | 217,797 | 160 | - | - | - | - | - | - | - | 217,617 | - | 7,150,000 |
| TOTAL EXPENSES | 10,713,661 | 4,134,972 | 11,279,671 | 30,969,191 | 3,200,151 | 1,897,145 | 1,655,110 | 1,667,210 | 2,441,988 | 1,399,911 | 521,966 | 574,965 | 17,610,844 | (13,321,033) | 43,776,746 |
| OPERATING SURPLUS/(DEFICIT) | 50,085 | 35,639 | (702,165) | 4,468,550 | (2,351,877) | (1,051,646) | (1,486,356) | (1,005,460) | (2,130,547) | (1,118,771) | 3,961,194 | 11,940,102 | (2,281,079) | 21,328 | 3,873,447 |

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Segment report
For the year ended 31 December 2021

| | AMFN | ASC | Chimney Settlements | Total other segments | FOSC | MCC | PMC | Episcopate & Leadership | General Managers Office | Corporate Overhead | Going For Growth | Mission Ave Fund | Trusts and Funds | Eliminations | TOTAL |
|--|------------------|------------------|---------------------|----------------------|--------------------|--------------------|--------------------|-------------------------|-------------------------|--------------------|------------------|-------------------|--------------------|---------------------|-------------------|
| Investment income | 1,637,607 | - | - | 5,380,256 | - | - | - | - | 416,196 | - | 641,168 | 4,051,211 | 261,653 | (3,555,188) | 3,482,897 |
| Dividends and managed funds distributions | 2,718,480 | - | - | 14,764 | - | - | - | - | 14,764 | - | - | - | - | (76,029) | 2,857,219 |
| Interest income from deposits with other financial institutions | 705,051 | 2,712 | - | 245,579 | - | 1,185 | 99 | (177) | - | - | 3,253 | 192,516 | 51,450 | (70,806) | 885,336 |
| Operating income | 181,109 | - | - | - | - | - | - | - | - | - | - | - | - | - | 181,109 |
| Business operations Income | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Australian Government Funding for Schools net of reimbursement of claims | - | 6,280,554 | - | 1,138,347 | - | 66,248 | - | - | - | - | - | - | 1,072,059 | (62,267) | 7,355,134 |
| Insurance premiums received | - | 2,949,330 | - | 6,395,476 | - | - | - | - | - | - | - | - | 6,395,476 | - | 6,395,476 |
| School fees | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 2,949,330 |
| Service fees | - | - | - | 529,280 | - | 386,500 | - | - | 142,780 | - | - | - | - | - | 42,780 |
| Other | 1,461 | 134,426 | - | 8,631,576 | 448,109 | 671,183 | 151,124 | 235,347 | 741,307 | 66,478 | 2,215,405 | - | 4,771,623 | (6,682,970) | 2,084,493 |
| Donations, Fundraising and contributors | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Anglican Bidding income | - | 41,325 | - | 2,306,946 | - | - | - | - | - | - | - | 2,306,946 | - | - | 2,348,271 |
| Diocese Parish contributions | - | - | - | 1,352,355 | - | - | 13,600 | - | 1,352,355 | - | 1,581 | 500,000 | 154,197 | (621,371) | 1,352,555 |
| Donations | - | - | - | 676,407 | 1,739 | 7,300 | - | - | - | - | - | - | - | - | 157,036 |
| Other gifts from investment sales | - | - | - | 433,083 | - | - | - | - | - | - | - | 433,083 | - | - | 433,083 |
| Other | 19,435 | - | - | 7,134,976 | - | - | - | - | - | 2,938 | 10,000 | 5,000,000 | 2,112,138 | - | 7,144,014 |
| TOTAL INCOME | 5,085,004 | 3,315,902 | 6,280,554 | 34,224,607 | 834,348 | 745,919 | 164,823 | 651,366 | 217,087 | 853,316 | 2,871,417 | 13,851,095 | 14,806,636 | (11,455,111) | 37,450,115 |
| EXPENSES | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Investment expense | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Interest expense | 627,361 | - | - | 229,098 | 44,038 | - | - | - | - | - | 9,859 | 99,184 | 75,017 | (134,491) | 720,989 |
| Operating expense | 442,671 | 1,745,815 | - | 9,563,364 | 2,837,334 | 1,191,929 | 1,367,546 | 1,265,779 | 1,624,366 | 206,280 | 8,796 | - | 931,355 | (24,999) | 11,726,871 |
| Employee expenses | - | - | - | 1,680,613 | - | - | - | - | - | - | - | - | 1,680,613 | (62,267) | 9,478,662 |
| Claims expense | - | - | - | 7,071,453 | - | 217,160 | 105,056 | 427,069 | 530,953 | 256,870 | - | 166,710 | 51,913,949 | (76,307) | 17,744,259 |
| Service delivery expenses | 75,361 | 1,072,216 | 976 | 8,948,060 | 230,572 | 46,252 | 227,697 | 58,005 | 541,725 | 10,139 | 500,000 | 31,620 | 81,062,872 | (47,217) | 21,518,018 |
| Grant and income distribution | 17,564 | 233,095 | 17 | 46,865 | 48,272 | 48,272 | 18,879 | 19,870 | 43,995 | 314,697 | 9 | - | 339,250 | (2,828) | 1,749,320 |
| Office operations expenses | 253,394 | 91,526 | - | 1,408,856 | 78,873 | 423,871 | 28,335 | 189,870 | 43,995 | 314,697 | - | - | - | (1,628) | 1,749,320 |
| Asset management expenses | - | - | - | 572,894 | 535,748 | 2,852 | - | 4,061 | 465 | 29,691 | - | - | - | - | 573,169 |
| Depreciation | - | 284 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Other (non-operating) expenses | - | - | - | 265,566 | 2,628 | - | - | - | - | - | - | - | - | - | 265,566 |
| Income distribution | 3,300,000 | - | - | - | - | - | - | - | - | - | - | - | - | (3,300,000) | - |
| TOTAL EXPENSES | 4,718,321 | 3,142,909 | 7,860,329 | 30,058,611 | 3,835,861 | 1,884,603 | 1,687,414 | 1,967,774 | 2,531,014 | 817,667 | 618,684 | 237,514 | 16,588,100 | (11,455,111) | 34,134,059 |
| OPERATING SURPLUS/(DEFICIT) | 368,683 | 172,993 | (1,578,775) | 4,164,456 | (3,001,513) | (1,138,684) | (1,522,691) | (1,316,408) | (2,313,927) | (748,351) | 2,352,753 | 13,623,881 | (1,780,404) | - | 3,116,357 |



C2 EMPLOYEE EXPENSES AND ENTITLEMENTS

(i) Employee expenses

| | 2022 | 2021 |
|----------------------|-------------------|-------------------|
| | \$ | \$ |
| Salaries and wages | 11,219,529 | 10,663,458 |
| Superannuation | 1,121,486 | 976,925 |
| Termination benefits | 3,385 | 86,488 |
| | <u>12,344,400</u> | <u>11,726,871</u> |

Included in the above are the employee expenses of \$399,404 for ANFIN and \$2,126,154 for ASC operations (2021: \$442,671 and \$1,745,815 respectively) also disclosed in Notes B1 ANFIN and B2 Anglican School Commission respectively above for the current year.

(ii) Employee entitlements

| | 2022 | 2021 |
|------------------------------------|------------------|------------------|
| | \$ | \$ |
| Current | | |
| Annual leave | 938,146 | 885,646 |
| Long service leave | 397,691 | 399,690 |
| | <u>1,335,837</u> | <u>1,285,336</u> |
| Non-Current | | |
| Long service leave | 244,974 | 259,023 |
| | <u>244,974</u> | <u>259,023</u> |
| Total Employee entitlements | <u>1,580,810</u> | <u>1,544,359</u> |

(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

| | 2022 | 2021 |
|----------------------------|--------------------------|--------------------------|
| | \$ | \$ |
| Trade creditors | 292,296 | 6,857,527 |
| Fees in advance | 7,590,749 | 5,741,055 |
| Accrued and other expenses | 1,430,758 | 377,892 |
| Interest payable (ANFIN) | 526,566 | 47,405 |
| Superannuation payable | 402,742 | 227,072 |
| PAYG tax payable | 81,438 | 126,938 |
| Sundry current liabilities | 404,132 | 302,667 |
| GST payable | 71,502 | 11,759 |
| | <u>10,800,183</u> | <u>13,692,315</u> |

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

| | 2022 | 2021 |
|---|-------------------------|-------------------------|
| | \$ | \$ |
| Diocesan Insurance fund | 1,566,331 | 2,319,829 |
| Sickness & Accident fund and Maternity Leave fund | 522,416 | 496,287 |
| | <u>2,088,747</u> | <u>2,816,116</u> |

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

| | 2022 | 2021 |
|-------------------------------------|---------------------------|---------------------------|
| | \$ | \$ |
| Going for Growth fund | 26,812,043 | 22,850,849 |
| Parish Property proceeds | 15,875,991 | 11,384,210 |
| Parish Property recognition reserve | 206,918,577 | 207,214,699 |
| Other reserves and special accounts | 20,807,788 | 20,330,817 |
| | <u>270,414,399</u> | <u>261,780,575</u> |

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 net 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*.

| | 2022 | 2021 |
|---|--------------------|--------------------|
| | \$ | \$ |
| ANFIN Interest bearing liabilities | | |
| At call | 196,431,749 | 226,276,960 |
| Up to 3 months | 49,311,806 | 56,053,007 |
| 3 months up to 1 year | - | - |
| 1 year to 5 years | - | - |
| Later than 5 years | - | - |
| | 245,743,555 | 282,329,967 |
| Other interest bearing liabilities | | |
| At call | 1,616,894 | 1,564,332 |
| Up to 3 months | - | - |
| 3 months up to 1 year | 100,300 | 100,000 |
| 1 year to 5 years | - | - |
| Later than 5 years | 28,170,726 | 28,968,023 |
| | 29,887,920 | 30,632,355 |
| ANFIN loan receivables | | |
| Up to 3 months | 3,615,837 | 4,099,352 |
| 3 months up to 1 year | 8,891,558 | 12,026,496 |
| 1 year to 5 years | 40,007,472 | 40,121,895 |
| Later than 5 years | 25,534,961 | 42,289,273 |
| | 78,049,828 | 98,537,016 |
| Other loan receivables | | |
| Up to 3 months | 40,380 | 40,380 |
| 3 months up to 1 year | 121,140 | 121,140 |
| 1 year to 5 years | 363,437 | 524,957 |
| Later than 5 years | - | - |
| | 524,957 | 686,477 |
| Lease liabilities | | |
| At call | - | - |
| Up to 3 months | 123,201 | 123,615 |
| 3 months up to 1 year | 247,934 | 367,341 |
| 1 year to 5 years | 16,347 | 370,459 |
| Later than 5 years | - | - |
| | 387,482 | 861,415 |



(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 Chief Financial Officer, with oversight from the FDSC. Liquidity management is supported by the Operations Manager, ANFIN, who assesses expected cash flows on a daily basis. 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 Chief Financial Officer 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 Operations Manager, ANFIN with oversight from the Chief Financial Officer. 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 2022 the Fund held fixed rate swap and cap agreements with a total notional value of \$5,356,702 (2021: \$6,486,359) 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:

| | 2022 | 2021 |
|---|----------------|----------------|
| Facilities available for bank guarantees | \$ | \$ |
| Total facility | 500,000 | 500,000 |
| Used at balance date | 271,515 | 278,678 |
| Unused at balance date | 228,485 | 221,322 |

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 2022 (2021: \$ nil).

ACSQ has the following capital commitments with respect to capital expenditure contracted for at balance date but not yet incurred:

| | 2022 | 2021 |
|----------------------------|-----------|-----------|
| Capital Commitments | \$ | \$ |
| Buildings | 54,374 | 718,859 |

The capital commitments are in relation to a building works contract entered into in December 2022 for repair works.

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 2022 which would require adjustment of the Financial Statements as presented.



E OTHER

E1 OTHER INCOME

| | 2022 | 2021 |
|---|-------------------------|-------------------------|
| | \$ | \$ |
| Bad debts recovered | 18,604 | 5,019,425 |
| Profit on sale of fixed assets | 1,136,547 | 2,114,976 |
| Other gains from investment share portfolio sales | 372,783 | 433,083 |
| Other income | 491,000 | 10,000 |
| | <u>2,018,934</u> | <u>7,577,484</u> |

Property sales are recorded as a profit or loss against book value and any related revaluations are reversed out of the Asset Revaluation Reserve.

E2 OTHER EXPENSES

| | 2022 | 2021 |
|------------------------------------|-----------------------|-----------------------|
| | \$ | \$ |
| Withdrawals of Funds Held in Trust | 217,797 | 132,970 |
| Impairment of PPE | - | 132,596 |
| | <u>217,797</u> | <u>265,566</u> |

E3 OTHER CURRENT ASSETS

| | 2022 | 2021 |
|-------------------|--------------------------|--------------------------|
| | \$ | \$ |
| Prepayments | 7,156,194 | 5,456,209 |
| Trade debtors | 1,714,181 | 2,650,667 |
| Accrued income | 1,050,984 | 673,811 |
| Other receivables | 3,903,193 | 1,479,270 |
| | <u>13,824,552</u> | <u>10,259,957</u> |

E4 OTHER PROVISIONS

| | 2022 | 2021 |
|--------------------------------|-------------|-------------|
| | \$ | \$ |
| Current | | |
| Property maintenance provision | 270,274 | 226,186 |

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 are no changes or new accounting Standards that have a substantive impact on the preparation of the 2022 Financial Statements.

At the date of authorisation of the Financial Statements, the Standards and interpretations listed below were on issue but not yet effective. ACSQ will take into consideration the proposed amendments for reporting in the financial year commencing January 2023.

| Standard/Interpretation and the relevant Amending Standards | Effective for Annual Reporting Periods Beginning on or After | Expected to be initially applied in the Financial Year Ended |
|--|---|---|
| AASB 7 Financial Instruments: Disclosures | 1 January 2023 | 31 December 2023 |
| AASB 101 Presentation of Financial Statements | 1 January 2023 | 31 December 2023 |
| AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors | 1 January 2023 | 31 December 2023 |
| AASB 134 Interim Financial Reporting | 1 January 2023 | 31 December 2023 |
| AASB Practice Statement 2 Making Materiality Judgements | 1 January 2023 | 31 December 2023 |



DIRECTORY

MEMBERS OF THE DIOCESAN COUNCIL

Chair

The Most Reverend Dr P Aspinall BSc GDip RE BD (Hons) PhD MBA (*Retired 2nd February 2023*)

Assistant Bishops

The Right Reverend C Venables BA (Hons) BTh (Western Region) (*Appointed Chair 3rd February 2023*)

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

The Reverend Canon N Colledge BA, GradDipEd(Sec), MTh, MEd(Leadership)

The Reverend G Hoyte BTh MA (Stud Rel)

Judge Kevin Laphorn LLB

The Reverend A Lowe BBehSc BPsych (Hons) BTh MOrgPsych MA Theol&Rein MAPS

Ms A Norman BE(Civil)(Hons) RPEng (Civil) RPEQ

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

The Reverend Dr C Wynne BSc (1st), PhD, BTh, MTh



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.

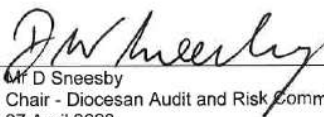
In the opinion of Diocesan Council, the Financial Statements set out on pages 6 to 47:

1. present a true and fair view of the financial position of ACSQ as at 31 December 2022 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 fell 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 Right Reverend C Venables
Chair
27 April 2023



Mr D Sneesby
Chair - Diocesan Audit and Risk Committee
27 April 2023

INDEPENDENT AUDITOR'S REPORT



Ernst & Young
111 Eagle Street
Brisbane QLD 4000 Australia
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Fax: +61 7 3011 3100
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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 2022, 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:

- giving a true and fair view of the financial position of the Corporation as at 31 December 2022 and of its financial performance for the year ended on that date; and
- 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 should not be distributed to or used by parties other than the Synod. 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.

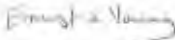
As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- ▶ 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.

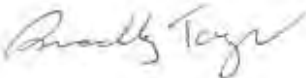


- ▶ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- ▶ Evaluate the appropriateness of accounting 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
27 April 2023

AUDITOR'S DECLARATION OF INDEPENDENCE



Ernst & Young
111 Eagle Street
Brisbane QLD 4000 Australia
GPO Box 7070 Brisbane QLD 4001

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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 2022, and in accordance with the requirements 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
27 April 2023



The Corporation of the Synod of the Diocese of Brisbane

Anglican Community Services Commission Trading as Anglicare Southern Queensland

Annual Financial Report for the Year Ended 30 June 2022

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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 2022.

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 | 16 December 2021 | 5 | 5 |
| The Most Rev'd Dr P J Aspinall | 2 February 2005 | - | - | 10 |
| The Right Rev'd C D Venables | 1 June 2016 | - | 8 | 10 |
| G Brady | 1 January 2015 | - | 10 | 10 |
| K Crouch | 26 February 2013 | 10 September 2021 | 1 | 2 |
| K Rayner | 24 May 2018 | - | 10 | 10 |
| K Healy | 1 December 2018 | - | 9 | 10 |
| K Thomson | 1 October 2017 | - | 9 | 10 |
| N Bunning | 27 February 2020 | - | 8 | 10 |
| D Unwin | 13 May 2022 | - | 2 | 2 |

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 2021-2022 financial year, a number of changes and challenges have occurred in various areas of operation.

- With the opening of Qld borders in December 2021, we experienced our first Covid outbreak in Residential Aged Care (RAC) at Taigum. The ongoing Covid situation created staff shortages resulting in the need for greater use of Agency staff, as well as the payment of pandemic leave and sick leave. There has also been a significantly higher spend on personal protective equipment and waste removal. The Federal Government has offered Covid grants for organisations that have been affected.
Our residential aged care property portfolio strategy to refurbish and extend our homes continued with the extensions to Meilene Home for the Aged in Bundaberg progressing according to plan with the project scheduled for completion in late October 2022.
- Covid has also played havoc on the delivery of services in Home and Community Services (HAC). This is from both sides, with Anglicare being unable to deliver services due to staff shortages and clients cancelling because of illness or just general unease at having staff entering their homes.
- At the end of November 2021, Anglicare SQ exited from the delivery of community-based services to NDIS participants and transitioned approximately 300 clients to other NDIS providers. We remain operating under the NDIS program and standards whilst we continue to provide support to NDIS participants living in our residential aged care facilities.
- Our Home Care Package client numbers continued to increase with the release of packages announced in the Commonwealth budget and we opted in to payment for services delivered via package balance draw down which commenced February 2022. For new HCP clients this has also meant a change from holding allocated package balances to claiming for services delivered from Services Australia (Medicare).
- We commenced preparation for the transition of the Commonwealth Home Support Program and Home Care Package Program to one "Support at Home" program with a focus on service and system improvements. The incoming Labor government deferred the commencement date from July 2023 to July 2024 however the transformational work required has continued.
- The Village at Taigum welcomed its last resident in July 2021 and became fully operational. Work is progressing on the detailed design drawings for the construction of Stage 1 of the Village at Manly. Due to the continuing supply issues in the construction industry, the actual commencement date of construction is still not locked in, but not likely to be until early 2023.

- Our Children and Families (Out of Home Care – Residential and Foster/Kinship Care) portfolio continues to expand in complexity and size. We currently operate 31 residential homes across the Diocese and provide support for 1,250 children each night through residential care, semi-independent living and foster and kinship programs. Covid also impacted young people living in our residential and the workforce delivering out of home care services. The Mental Health and Family Wellbeing Department of Social Services continued an extension of 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.

Operating and Financial Review

Anglicare SQ activities resulted in a loss from continuing operations of \$1,790,000 for the year ended 30 June 2022. This compares to a loss from continuing operations in 2021 of \$1,834,000. There was an increase in the valuation of properties of \$10,666,000 that contributed to the Total Comprehensive Income of \$8,876,000 for the year ended 30 June 2022.

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 2022 year (2021: 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 operations of Anglicare SQ are subject to various Commonwealth and State environmental legislation and regulations. Anglicare SQ aims to control the impact of its activities on the environment to the greatest extent reasonably possible and to ensure that its operations are conducted in accordance with legislative requirements. The Commission believes that Anglicare SQ has sufficient systems in place for its ongoing management and compliance with environmental regulations. Anglicare SQ is not aware of any material breach of environmental requirements or conditions.

Likely Developments

Anglicare SQ will continue to pursue its vision and mission to improve the quality of life of the community by responding to identified social and welfare needs and seeking to transform unjust social and welfare structures and practices in our society.

Considerable government reforms are continuing in Aged Care and in our 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. Anglicare SQ is positioned to respond to changes resulting from the reforms.

Auditor Indemnity

To the extent permitted by law, Anglicare SQ has agreed to indemnify its auditors, Ernst & Young Australia, as part of the terms of its audit engagement agreement against claims by third parties arising from the audit (for an unspecified amount). No payment has been made to indemnify Ernst & Young during or since the financial year.

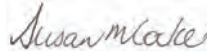
The Corporation of the Synod of the Diocese of Brisbane Trading as Anglicare Southern Queensland

Dated: 14 October 2022

On behalf of the Commission Members



Gary Brady
Commissioner and CSC Chair
Anglican Community Services Commission



Susan M Cooke
Commissioner
Anglican Community Services Commission

Commissioners' Qualifications, experience and special responsibilities

| Name | Qualifications | Experience | Special Responsibilities |
|---|---|---|--|
| The Most Rev'd Dr Phillip J Aspinall | BSc; Grad Dip RE; BD (Hons); PhD; MBA | Archbishop of Brisbane from 2002 and held the position of Primate of the Anglican Church of Australia from 2005 to July 2014. | President |
| Gary Brady | BEcon; MBus (Mktg); GAICD | Senior management experience in ASX20 companies in marketing, sales and operations. Tertiary sector background in research funding and stakeholder engagement. Special interest in assistive technologies and fundraising for aged and community care. Director Centre for Enterprise Governance and Program Director (tertiary sector) Master of Laws in Enterprise Governance. | Chair – Audit and Risk Committee (until July 2022) Member – Diocesan Audit and Risk Committee-ex officio (until July 2022) Observer Diocesan Council – ex officio Member, Chairs Committee, Anglicare Australia |
| The Right Rev'd Cameron D Venables | BA; BTheology | Extensive ministry experience and wide community participation in Rockhampton, previously Bishop and Council Member at Diocese of Rockhampton from 2005 to 2014, currently Bishop of the Western Region and Diocesan Council member. | Chair - Nomination and Remuneration Committee |
| Kim Rayner | RN; GAICD; MSc; MING (NPac); Grad Dip Ng (Community); Grad Cert Ed & Training (Tertiary); Cert Ng (Sexual & Reproductive Health N.P); | 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 and Clinical Governance Committee |
| Professor Karen Healy | Dip. Social Science (D.D) B Social Work; PhD; Grad Cert Applied Statistics; GAICD; Member of Order of Australia | Professor Healy is currently <i>Professor of Social Work at the University of Queensland</i> . Her leadership roles include her current post as Head of Social Work and Counselling disciplines at the University of Queensland. She was previously Director of research from 2008-2015 in the School of Social Work and Applied Human Sciences, and from 2011-2017 was the National President of the Australian Association of Social Workers. | Chair – Care and Clinical Governance Committee |
| Ken Thomson | MA; MEng; ACMA; CGMA | Extensive experience in business finance, e-commerce, management consultancy, external and internal audit functions and project work. | Member – Audit and Risk Committee |
| Nicole Bunning | MBA; Grad Dip Psych; BBehSc; GAICD | A people and culture executive with extensive experience spanning state government, local government, private sector and the higher education sector. Specialties include organisational and culture change, people and culture strategy, diversity and inclusion, employee experience and employee engagement. | Member – Nomination and Remuneration Committee |
| Duncan Unwin | M. Information Systems, CiBCom (IFS), MAICD | National practice manager for Digital & ICT Advisory at Business Aspect. Academic researcher in ICT Economics of Health Care. Lead author of national standards for Cybersecurity in transport, and researcher in the cybersecurity of critical systems. Active Anglican (Parish Warden, Treasurer and Synod Rep). | Chair – Audit and Risk Committee (from July 2022) |

The Corporation of the Synod of the Diocese of Brisbane Trading as Anglicare Southern Queensland

Anglicare Southern Queensland
Consolidated Statement of Profit or Loss and Other Comprehensive Income
for the Year Ended 30 June 2022

| | Note | 2022 \$'000 | 2021 \$'000 |
|---|------|------------------|------------------|
| Revenue from continuing operations | | | |
| Revenue from contracts with government | | 166,077 | 157,717 |
| Revenue from contracts with clients | | 86,511 | 84,211 |
| Interest revenue | | 412 | 551 |
| Revenue from trust funds | 19 | 153 | 597 |
| Net gain on disposal of property, plant and equipment | | (99) | 2,844 |
| Realised investment properties gain | 7 | - | 2,276 |
| Change in fair value of investment properties | 7 | 272 | - |
| Change in value of investments | | (74) | - |
| Other revenue | 2 | 12,550 | 12,776 |
| Total Revenue | | 265,802 | 260,972 |
| Expenses from continuing operations | | | |
| Employee expenses | 3 | (197,537) | (188,917) |
| Client services expenses and consumables | | (52,547) | (46,690) |
| Depreciation expense - non Right of Use assets | 11 | (6,185) | (6,176) |
| Depreciation expense – Right of Use assets | 11 | (5,952) | (6,063) |
| Rates and service fees | 5 | (3,363) | (3,427) |
| Operating lease costs | | - | (3) |
| Other expenses | 4 | (2,008) | (3,622) |
| Change in fair value of investment properties | 7 | - | (7,908) |
| Total Expenses | | (267,592) | (262,806) |
| Profit/(Loss) for the year from continuing operations | | (1,790) | (1,834) |
| <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 | | 10,666 | 10,268 |
| Total Comprehensive Income/(Loss) for the year | | 8,876 | 8,433 |

The accompanying notes form part of these financial statements

Anglicare Southern Queensland
Consolidated Statement of Financial Position as at 30 June 2022

| | Note | 2022 \$'000 | 2021 \$'000 |
|---|------|----------------|----------------|
| ASSETS | | | |
| Current Assets | | | |
| Cash and cash equivalents (unrestricted) | 8 | 41,751 | 57,828 |
| Cash and cash equivalents (restricted) | 8 | 84,233 | 99,035 |
| Trade and other receivables | 9 | 11,100 | 16,156 |
| Other assets | 10 | 1,965 | 1,869 |
| Total Current Assets | | 139,049 | 174,888 |
| Non-Current Assets | | | |
| Other receivables (unrestricted) | 9 | 24,386 | 24,404 |
| Other receivables (restricted) | 9 | 4,227 | 4,920 |
| Investment properties | 7 | 149,959 | 153,990 |
| Property, plant and equipment (restricted) | 11 | 133,082 | 113,287 |
| Property, plant and equipment (unrestricted) | 11 | 47,430 | 41,063 |
| Right of Use Property, plant and equipment | 11 | 7,925 | 10,029 |
| Financial assets at FV OCI (restricted) | 12 | 443 | 1,277 |
| Other assets | 10 | 39 | 104 |
| Total Non-Current Assets | | 367,491 | 349,074 |
| TOTAL ASSETS | | 506,540 | 523,962 |
| LIABILITIES | | | |
| Current Liabilities | | | |
| Trade and other payables | 13 | 39,405 | 63,758 |
| Employee entitlements | 14 | 23,866 | 21,247 |
| Interest bearing loans and borrowings | 15 | - | 366 |
| Other financial liabilities | 16 | 203,648 | 197,165 |
| Right of Use liabilities | 16 | 4,547 | 4,130 |
| Provisions | 17 | 10,694 | 10,669 |
| Total Current Liabilities | | 282,160 | 297,335 |
| Non-Current Liabilities | | | |
| Employee entitlements | 14 | 2,486 | 3,358 |
| Interest bearing loans and borrowings | 15 | - | 5,680 |
| Right of Use liabilities | 16 | 2,605 | 4,625 |
| Provisions | 17 | 736 | 595 |
| Total Non-Current Liabilities | | 5,827 | 14,258 |
| TOTAL LIABILITIES | | 287,987 | 311,593 |
| NET ASSETS | | 218,553 | 212,369 |
| FUNDS | | | |
| Retained earnings | | 167,511 | 172,057 |
| General reserve | 19 | 2,588 | 2,566 |
| Trust reserve | 19 | 15,001 | 14,959 |
| Asset revaluation reserve | 19 | 33,453 | 22,787 |
| TOTAL ACCUMULATED FUNDS & RESERVES | | 218,553 | 212,369 |

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 2022**

| | Retained Earnings | General Reserve | Trust Reserve | Asset Revaluation Reserve | TOTAL |
|---|-------------------|-----------------|---------------|---------------------------|----------------|
| Balance at 30 June 2020 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| Net profit/(loss) for the year | 165,643 | 2,704 | 23,207 | 12,519 | 204,073 |
| Restricted Funds Release to retained earnings | (1,834) | - | - | - | (1,834) |
| Transferred to/(from) retained earnings | 8,515 | - | (8,515) | - | - |
| Movement in reserves | (267) | - | 267 | - | - |
| | - | (138) | - | 10,268 | 10,129 |
| Balance at 30 June 2021 | 172,057 | 2,566 | 14,959 | 22,787 | 212,369 |
| Net profit/(loss) for the year | (4,790) | - | - | - | (1,790) |
| Restricted Funds Release to retained earnings | - | - | - | - | - |
| Transferred to/(from) retained earnings | (42) | - | 42 | - | - |
| Movement in reserves | (2,714) | 22 | - | 10,666 | 7,974 |
| Balance at 30 June 2022 | 167,511 | 2,588 | 15,001 | 33,453 | 218,553 |

The accompanying notes form part of these financial statements

The Corporation of the Synod of the Diocese of Brisbane Trading as Anglicare Southern Queensland

Anglicare Southern Queensland
Consolidated Statement of Cash Flows for the Year Ended 30 June 2022

| | Note | 2022 \$'000 | 2021 \$'000 |
|--|------|------------------------|------------------------|
| Cash flows from operating activities | | | |
| Receipts from contracts with governments and clients | | 249,509 | 273,966 |
| Payments to suppliers | | (68,037) | (65,798) |
| Payments to employees | | (196,696) | (167,176) |
| Interest received | | 449 | 682 |
| Finance costs | | (319) | (334) |
| Net cash flows from/(used in) operating activities | 18 | <u>(15,094)</u> | <u>41,340</u> |
| Cash flows from investing activities | | | |
| Proceeds from sale of property, plant & equipment | | 171 | 285 |
| Payments for property, plant and equipment | | (20,320) | (15,157) |
| Payments for investment properties | | (197) | (25,410) |
| Net cash used in investing activities | | <u>(20,346)</u> | <u>(40,282)</u> |
| Cash flows from financing activities | | | |
| Proceeds from refundable accommodation deposits/accommodation bonds and ILU entry contributions | | 29,299 | 47,728 |
| Repayments for refundable accommodation deposits/accommodation bonds and ILU entry contributions | | (13,212) | (23,862) |
| Payments for Lease Liabilities | | (5,480) | (5,370) |
| Loans from / (paid to) Department of Social Services & Other | | (6,046) | (366) |
| Net cash flows from/(used in) financing activities | | <u>4,561</u> | <u>18,130</u> |
| Net increase/(decrease) in cash held | | (30,879) | 19,188 |
| Cash at the beginning of the financial year | | 156,863 | 137,675 |
| Cash at the end of the financial year | 8 | <u>125,984</u> | <u>156,863</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.

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 2022 for issue on the 14th October 2022.

(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 that 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 2022.

(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 2022.

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 2021.

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 2022. None of these have been early adopted and their impacts on the financial report are not expected to be material.

| Standard/Interpretation | Application date |
|--|-------------------------|
| 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

| | 2022 | 2021 |
|---|----------------------|----------------------|
| | \$'000 | \$'000 |
| Rental Income | 1,395 | 1,202 |
| Recoveries of expenses and services | 3,859 | 5,121 |
| Donations and Bequests | 431 | 509 |
| Bond retentions and accommodation charges | 6,865 | 5,943 |
| | <u>12,550</u> | <u>12,775</u> |

3 EMPLOYEE EXPENSES

| | | |
|---------------------------------------|-----------------------|-----------------------|
| Wages and salaries | 174,571 | 165,797 |
| Other associated personnel expenses | 8,437 | 7,963 |
| Contributions to superannuation funds | 14,529 | 15,157 |
| | <u>197,537</u> | <u>188,917</u> |

4 OTHER EXPENSES

| | | |
|---------------------|---------------------|---------------------|
| Audit fees (note 6) | 189 | 179 |
| Bank charges | 98 | 94 |
| Bad debts | 356 | 475 |
| Claims expense | 884 | (58) |
| Other | 481 | 2,932 |
| | <u>2,008</u> | <u>3,622</u> |

5 RATES AND SERVICE FEES

| | | |
|-----------------------------|---------------------|---------------------|
| Rates on property assets | 1,226 | 1,070 |
| Diocese shared services fee | 78 | 298 |
| Anglican Belonging Fee | 2,059 | 2,059 |
| | <u>3,363</u> | <u>3,427</u> |

6 REMUNERATION OF AUDITORS

| | | |
|--|-------------------|-------------------|
| Audit services provided by Ernst & Young | 189 | 179 |
| Non-audit services provided by Ernst & Young | - | - |
| | <u>189</u> | <u>179</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 |
|--|-------------------------------|---|-----------------|
| 2021 | | | |
| Balance at 1 July | 3,800 | 132,705 | 136,505 |
| Additions at cost | 23,118 | - | 23,118 |
| Transfer to finished properties | (26,918) | 26,918 | - |
| Realised investment properties gain/(loss) | - | 2,275 | 2,275 |
| Gain(loss) on fair valuation | - | (7,908) | (7,908) |
| Balance at 30 June | - | 153,990 | 153,990 |
| 2022 | | | |
| Balance at 1 July | - | 153,990 | 153,990 |
| Additions at cost | - | 197 | 197 |
| Transfer to finished properties | - | - | - |
| Transfer land to fixed assets | - | 4,500 | 4,500 |
| Realised investment properties gain/(loss) | - | - | - |
| Gain(loss) on fair valuation | - | 272 | 272 |
| Balance at 30 June | - | 149,959 | 149,959 |

Fair value

The fair value of investment properties as at 30 June 2022 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 13.6% to 18% dependent on market area (i.e. regional or metropolitan area).
- Property price growth rates of 2.42% to 3% in the medium and long term.
- Average subsequent tenure period of 9.3 to 11.3 years.

Investment properties under construction are initially measured at cost and subsequently stated at fair value at each balance date where fair value can be reliably determined. Fair value of investment properties under construction is primarily determined using direct comparison of active market prices, adjusted for any difference in the nature, location or stage of completion of the specific asset. Any gain or loss arising from a change in fair value is recognised in the consolidated statement of profit or loss and other comprehensive income.

Fair valuation of investment properties may in some cases be subjective and may depend on the inputs used in the calculations. To provide an indication about the reliability of the inputs used in determining fair value, Anglicare SQ has classified its investment properties into the three levels prescribed under the accounting standards. Refer to Note 1(q) for further details on the fair value methodology.

Details of investment properties and information about the fair value hierarchy are as follows:

| | Level 1 \$'000 | Level 2 \$'000 | Level 3 \$'000 | Total \$'000 |
|---------------------|-------------------|-------------------|-------------------|-----------------|
| 30 June 2022 | | | | |
| Retirement villages | - | 149,959 | - | 149,959 |
| 30 June 2021 | | | | |
| Retirement villages | - | 153,990 | - | 153,990 |

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

| | 2022 \$'000 | 2021 \$'000 |
|---|----------------|----------------|
| Cash at bank and other financial institutions | 45,272 | 77,205 |
| Deposits at call | 1,207 | 1,204 |
| Cash investments at cost | 79,505 | 78,454 |
| | <u>125,984</u> | <u>156,863</u> |
| Restricted Cash | | |
| Residential Aged Care Bonds & Accommodation | | |
| Deposits ⁽ⁱ⁾ | 23,973 | 22,698 |
| Retirement Villages entry contributions ⁽ⁱⁱ⁾ | 17,445 | 15,415 |
| Bequest Funds ⁽ⁱⁱⁱ⁾ | 8,988 | 8,135 |
| Employment Action Centre Limited ^(iv) | 3,015 | 3,005 |
| Surplus refund liability and deferred income ^(v) | 28,119 | 47,045 |
| Independent Living Units maintenance and capital reserves ^(vi) | 2,693 | 2,737 |
| | <u>84,233</u> | <u>99,035</u> |
| Unrestricted Cash | | |
| | <u>41,751</u> | <u>57,828</u> |
| Total Cash and Cash Equivalents | <u>125,984</u> | <u>156,863</u> |

- (i) Residential Aged Care Bonds & Residential Accommodation Deposits (RAD)
Aged care bonds & refundable accommodation deposits of \$89.13m (2021: \$79.91m) (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 2022, 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 2022, Anglicare SQ has determined to hold a minimum of 15% based on the current year's balance (2021: 15%).
- (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**

| | 2022 | 2021 |
|-----------------------------------|----------------------|----------------------|
| | \$'000 | \$'000 |
| Fees receivable ⁽ⁱ⁾ | 10,853 | 15,606 |
| GST receivable | 439 | 288 |
| Sundry receivables ⁽ⁱ⁾ | 374 | 923 |
| Expected Credit Losses | <u>(566)</u> | <u>(661)</u> |
| | <u>11,100</u> | <u>16,156</u> |

(i) Anglicare SQ does not charge interest on fees or sundry receivables.

- NON CURRENT**Restricted**

| | | |
|---|--------------|--------------|
| Trust funds invested within the Corporation ⁽ⁱⁱ⁾ | 4,227 | 4,920 |
| Other bequest funds | <u>-</u> | <u>-</u> |
| | 4,227 | 4,920 |

Unrestricted

| | | |
|--|----------------------|----------------------|
| Amounts invested within the Corporation ⁽ⁱⁱⁱ⁾ | <u>24,386</u> | <u>24,404</u> |
| | <u>28,613</u> | <u>29,324</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 2022 the rate was 0.6% (2021: 0.3%).

(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 2022 this rate was 0.6% (2021: 0.3%).

10 OTHER ASSETS PREPAYMENTS**- CURRENT**

| | | |
|-----------------------|---------------------|---------------------|
| Insurance | 495 | 396 |
| Other – miscellaneous | <u>1,470</u> | <u>1,473</u> |
| | <u>1,965</u> | <u>1,869</u> |

- NON CURRENT

| | | |
|-----------------------|------------------|-------------------|
| Other - miscellaneous | <u>39</u> | <u>104</u> |
| | <u>39</u> | <u>104</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 2022, 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 2022 has taken into account:-

- The most recent independent valuation obtained from Herron Todd White in 2022;
- Depreciation for the 2022 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 2022. The external valuations were undertaken by Herron Todd White during the period.

Work in progress

The carrying value of work in progress relates to the The Village Manly development, the residential aged care facility development costs at Meilene and preliminary work at Buckland Road, Nundah, 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 |
|---------------------------------------|---|---|---|---|-----------------------------|------------------------|--------------------------------|--------------------------|-----------------|
| COST OR VALUATION | | | | | | | | | |
| Balance at 30 June 2020 | 82,084 | 41,239 | 17,046 | 11,787 | 19,293 | 3,148 | 6,783 | 5,113 | 186,493 |
| Additions | - | - | - | 1,700 | 430 | 1,128 | - | 6,320 | 9,578 |
| Impairment write down | - | - | - | - | - | - | - | - | - |
| Transfers | 1,431 | 779 | 67 | 221 | 740 | - | - | (3,238) | - |
| Revaluation | - | 9,182 | - | 1,086 | (3,866) | (540) | - | - | 10,268 |
| Disposals | - | - | - | (1,609) | - | - | - | - | (6,015) |
| Balance at 30 June 2021 | 83,515 | 51,200 | 17,113 | 13,185 | 16,597 | 3,736 | 6,783 | 8,195 | 200,324 |
| Additions | 46 | - | - | 1,666 | 647 | 2,527 | - | 12,728 | 17,614 |
| Impairment write down | - | - | - | - | - | - | - | - | - |
| Transfers | 7,822 | 6,195 | - | 244 | 1,165 | - | 61 | (10,993) | 4,494 |
| Revaluation | - | 8,144 | - | 2,522 | (611) | (438) | (618) | - | 10,666 |
| Disposals | - | - | - | - | - | - | - | - | (1,667) |
| Balance at 30 June 2022 | 91,383 | 65,539 | 17,113 | 17,617 | 17,798 | 5,825 | 6,226 | 9,930 | 231,431 |
| ACCUMULATED DEPRECIATION | | | | | | | | | |
| Balance at 30 June 2020 | (16,258) | (2,666) | (3,793) | (4,205) | (13,432) | (1,767) | (3,734) | - | (45,795) |
| Elimination on disposal of assets | - | - | - | 1,609 | 2,448 | 533 | 1,407 | - | 5,997 |
| Revaluation | (2,288) | (216) | (507) | (124) | (105) | (342) | 405 | - | (6,176) |
| Depreciation Expense | - | - | - | - | (2,115) | (584) | (584) | - | - |
| Impairment write down | - | - | - | - | - | - | - | - | - |
| Balance at 30 June 2021 | (18,546) | (2,882) | (4,240) | (2,720) | (13,204) | (1,576) | (2,806) | - | (45,974) |
| Elimination on disposal of assets | - | - | - | - | 608 | 237 | 395 | - | 1,240 |
| Revaluation | (2,199) | (213) | (508) | (159) | (1,988) | (618) | (500) | - | (6,185) |
| Depreciation Expense | - | - | - | - | - | - | - | - | - |
| Impairment write down | - | - | - | - | - | - | - | - | - |
| Balance at 30 June 2022 | (20,745) | (3,095) | (4,748) | (2,879) | (14,584) | (1,957) | (2,911) | - | (50,919) |
| Carrying Value at 30 June 2022 | 70,638 | 62,444 | 12,365 | 14,738 | 3,214 | 3,868 | 3,315 | 9,930 | 180,512 |
| Carrying Value at 30 June 2021 | 64,969 | 48,318 | 12,873 | 10,465 | 3,393 | 2,160 | 3,977 | 8,195 | 154,350 |

Total Restricted Property, Plant and Equipment is \$133,081,000 (2021: \$113,287,000) and Total Unrestricted Property, Plant and Equipment is \$47,430,000 (2021: \$41,063,000). Non Right of Use Depreciation expense for Anglicare SQ activities for the 2022 year was \$6,185,000 (2021: \$6,088,000).

The Corporation of the Synod of the Diocese of Brisbane Trading as Anglicare Southern Queensland

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 | 24,478 | Bequest of Phillip James Symes | To provide facilities and convenience for the comfort of aged persons |
| Symes Thorpe | 161 Rowbotham Street, Rangeville | 7,147 | 4,392 | Bequest of Phillip James Symes | To provide facilities and convenience for the comfort of aged persons |
| St John's Home | 15 Exmouth Street, Toowoong | 4,248 | 93 | Gift for charitable purpose | That the house be used for one of the welfare activities of the Church |
| EM Tooth | 162 Oceana Terrace, Lota | 7,270 | 13,701 | 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 | 7,199 | 1,010 | 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 |
| Nelson Home (decommissioned) | 2 Roseberry Terrace, Chelmer | 13,750 | - | Nelson Bequest | Land was gifted on condition that it is to be used as an aged persons' home, upon sale proceeds to be used for general charitable purpose with "Nelson" used to describe the facility |
| Tufnell | 230 Buckland Road, Nundah | 15,930 | - | Tufnell Bequest | For the acquisition of land and improvements for use as an orphanage |
| Van Estate - Murgon | 43 Krebs Street, Murgon | 796 | 79 | 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 | 6,343 | 5,357 | Deed of Grant of Land | Upon trust for the erection of female refuge |
| Stanley Lane | 47 Stanley Lane, Gympie | 640 | - | Beachmere Bequest | For the care of children |
| Tufnell | 39 Dennis Road, Springwood | 825 | 275 | Tufnell Bequest | For charitable purpose of Tufnell Home |
| Mielene | 4 Meager Street, Kalkie | 3,217 | 8,582 | Baker & Lovell Bequests | For general charitable purposes |
| Calabash Street, Ormeau | 5 Calabash Street, Ormeau | 997 | 304 | Miscellaneous | For the care of children |
| Total Restricted | | 74,811 | 58,271 | | |
| | | 133,082 | | | |

Non-current assets held for sale

There are no Non-current assets held for sale at 30 June 2022.

11 RIGHT OF USE ASSETS

| | Motor Vehicles | Building | Office Equipment | Total |
|---------------------------------------|----------------|----------------|---------------------|-----------------|
| Balance at 30 June 2020 | 4,537 | 11,288 | 337 | 16,162 |
| Additions | 1,832 | 3,529 | 127 | 5,488 |
| Disposals | (1,058) | (2,087) | (129) | (3,274) |
| Balance at 30 June 2021 | 5,311 | 12,730 | 335 | 18,376 |
| Additions | 1,254 | 2,582 | 40 | 3,876 |
| Disposals | (1,592) | (1,335) | (98) | (3,025) |
| Balance at 30 June 2022 | 4,973 | 13,977 | 277 | 19,227 |
| ACCUMULATED DEPRECIATION | | | | |
| Balance at 30 June 2020 | (1,898) | (3,510) | (144) | (5,552) |
| Disposals | 1,058 | 2,081 | 129 | 3,268 |
| Depreciation Expense | (1,796) | (4,107) | (160) | (6,063) |
| Balance at 30 June 2021 | (2,636) | (5,536) | (175) | (8,347) |
| Disposals | 1,564 | 1,335 | 98 | 2,997 |
| Depreciation Expense | (1,725) | (4,135) | (92) | (5,952) |
| Balance at 30 June 2022 | (2,797) | (8,336) | (169) | (11,302) |
| Carrying Value at 30 June 2022 | 2,176 | 5,641 | 108 | 7,925 |
| Carrying Value at 30 June 2021 | 2,675 | 7,194 | 160 | 10,029 |

Right of Use Depreciation expense for Anglicare SQ activities for the 2022 year was \$5,952,000, (2021: \$6,063,000).

12 FINANCIAL ASSETS AT FAIR VALUE THROUGH OTHER COMPREHENSIVE INCOME

| | 2022 | 2021 |
|---------------------------------------|---------------|---------------|
| | \$'000 | \$'000 |
| Listed investments at fair value in:- | | |
| Shares | 443 | 1,277 |
| | <u>443</u> | <u>1,277</u> |

Movement in Financial Assets at Fair Value through OCI

| | | |
|----------------------------------|--------------|--------------|
| Balance at 1 July | 1,277 | 1016 |
| Additions | - | - |
| Reclassification as Bequest | (760) | - |
| Revaluation increment(decrement) | (74) | 261 |
| | <u>443</u> | <u>1,277</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 ⁽ⁱ⁾ | 4,396 | 5,061 |
| Accrued expenses | 2,762 | 5,606 |
| Deferred income ⁽ⁱⁱ⁾ | 28,119 | 47,045 |
| Sundry accruals | 4,128 | 6,046 |
| | <u>39,405</u> | <u>63,758</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 | 13,171 | 11,814 |
| Long service leave | 10,695 | 9,433 |
| | <u>23,866</u> | <u>21,247</u> |

- NON CURRENT

| | | |
|--------------------|--------------|--------------|
| Long service leave | 2,486 | 3,358 |
| | <u>2,486</u> | <u>3,358</u> |

15 INTEREST BEARING LOANS AND BORROWINGS**- CURRENT**

| | | |
|----------------|----------|------------|
| Loan repayable | - | 366 |
| | <u>-</u> | <u>366</u> |

- NON CURRENT

| | | |
|-----------------|----------|--------------|
| Loans repayable | - | 5,680 |
| | <u>-</u> | <u>5,680</u> |

16 OTHER FINANCIAL LIABILITIES

| - CURRENT | 2022 | 2021 |
|---|----------------|----------------|
| | \$'000 | \$'000 |
| Maintenance reserve fund | 1,037 | 957 |
| Refundable accommodation deposits/accommodation bonds | 89,131 | 79,909 |
| Entry contributions | 101,549 | 106,974 |
| Deferred revenue liability | 11,931 | 9,325 |
| Right of use liability | 4,547 | 4,130 |
| | <u>208,195</u> | <u>201,295</u> |
| - NON CURRENT | | |
| Right of use liability | 2,605 | 4,625 |
| Total Other Financial Liabilities | <u>210,800</u> | <u>205,920</u> |

17 PROVISIONS

| - CURRENT | | |
|--|---------------|---------------|
| Provision for lease make good (i) | 714 | 665 |
| Provision for claims (ii) | 9,980 | 10,004 |
| | <u>10,694</u> | <u>10,669</u> |
| - NON CURRENT | | |
| Provision for lease make good | 736 | 595 |
| | <u>736</u> | <u>595</u> |
| Total Provisions | <u>11,430</u> | <u>11,264</u> |
| (i) <u>Lease Make Good</u> | | |
| Reconciliation of Carrying Value | | |
| Balance at 1 July | 1,261 | 1,373 |
| Provision made during the year | 189 | (112) |
| Provision used during the year | - | - |
| Balance at 30 June | <u>1,450</u> | <u>1,261</u> |
| (ii) <u>Claims</u> (refer note 22 Contingent Liabilities) | | |
| Reconciliation of Carrying Value | | |
| Balance at 1 July | 10,004 | 12,471 |
| Provision made during the year | 884 | (58) |
| Provision used during the year | (909) | (2,409) |
| Balance at 30 June | <u>9,980</u> | <u>10,004</u> |

18 RECONCILIATION OF CASH FLOW FROM OPERATING ACTIVITIES TO SURPLUS

| | 2022 | 2021 |
|--|-----------------|----------------|
| | \$'000 | \$'000 |
| Net Surplus/(deficit) for the period | (1,790) | (1,834) |
| Adjustments for non-cash and non-operating items: | | |
| Depreciation | 12,136 | 12,239 |
| Change in fair value of investment properties | (272) | 7,908 |
| Realised investment properties (gain)/loss | - | (2,276) |
| Net (gains)/loss on disposal of assets | 256 | (172) |
| Receivable for disposal of assets | - | - |
| Bond retentions and deferred management fees | (6,865) | (5,942) |
| Transfers to reserves | 22 | (138) |
| Impairment of property, plant and equipment | - | - |
| Operating cash flows before changes in working capital and provisions | 3,487 | 9,785 |
| (Increase) /decrease in trade and other receivables | 5,767 | 6,262 |
| (Increase) /decrease in other assets | 831 | (260) |
| (Increase) /decrease in financial assets at FV OCI | - | (261) |
| (Decrease)/increase in trade and other payables | (27,092) | 20,609 |
| (Decrease)/increase in employee entitlements | 1,748 | 2,241 |
| (Decrease)/increase in provisions | 165 | (2,579) |
| (Decrease) /increase in reserve | - | - |
| (Decrease) /increase in liabilities | - | 5,543 |
| Net cash flows from/(used in) operating activities | (15,094) | 41,340 |

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.

| | 2021 | Cash flows | Other changes | 2022 |
|---|----------------|-------------------|----------------------|----------------|
| | \$'000 | \$'000 | \$'000 | \$'000 |
| Maintenance reserve fund | 957 | 80 | - | 1,037 |
| Refundable accommodation deposits/accommodation bonds | 79,909 | 9,222 | - | 89,131 |
| Entry contributions | 106,974 | 1,440 | (6,865) | 101,549 |
| Deferred revenue liability | 9,325 | 2,606 | - | 11,931 |
| Right of use liability | 4,130 | 417 | - | 4,547 |
| Total other financial liabilities | 201,295 | 13,765 | (6,865) | 208,195 |

Other changes for entry contributions and accommodation deposits/accommodation bonds include deferred management fee and retention revenue.

19 RESERVES

| | 2022 \$'000 | 2021 \$'000 |
|--|----------------|----------------|
| Asset Revaluation Reserve (ARR) | | |
| Balance at beginning of year | 22,787 | 12,519 |
| Increase/(decrease) arising on revaluation of properties | 10,666 | 10,268 |
| Transfers | - | - |
| Balance at end of year | 33,453 | 22,787 |
| General Reserves | | |
| Balance at beginning of year | 2,566 | 2,704 |
| Transfers | 22 | (138) |
| Balance at end of year | 2,588 | 2,566 |
| Trust Reserves (i, ii and iii) | | |
| Balance at beginning of year | 14,959 | 23,207 |
| Additions | 42 | 267 |
| Transfers | - | (8,515) |
| Balance at end of year | 15,001 | 14,959 |
| Total Reserves | 51,042 | 40,312 |

Trust Reserves

| | Balance as at 30/06/2021 \$'000 | Released to retained earnings \$'000 | Trust funds received during year \$'000 | Interest Accrued \$'000 | Balance as at 30/06/2022 \$'000 |
|---|---------------------------------------|---|--|-------------------------------|---------------------------------------|
| (i) Invested with the Corporation (refer to Note 9) | 4,920 | (710) | 17 | - | 4,227 |
| (ii) Invested in Cash or Cash Equivalents (refer to Note 8) | 8,135 | (3) | 21 | 835 | 8,988 |
| (iii) Invested in financial investments (refer to Note 12) | 1,277 | (834) | - | - | 443 |
| Other Transfers | 628 | (1) | (1) | 717 | 1,343 |
| | 14,960 | (1,548) | 37 | 1,552 | 15,001 |

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 ⁽ⁱ⁾ | Archbishop | - | - |
| K Crouch | Executive Director | - | 10 September 2021 |
| S Cooke | Director of Services | - | 10 September 2021 |
| S Cooke | Executive Director | 11 September 2021 | - |
| N Hansen | Director of Services | 11 September 2021 | - |
| A Davies | Director Governance, Risk & Assurance | - | - |
| Rev'd Canon L McWilliam | Director of Mission | - | - |
| W Linnell | Chief Financial Officer | - | 9 July 2021 |
| S Long | Chief Financial Officer | 10 July 2021 | - |
| L Davis | Chief Digital Officer | - | 22 May 2022 |
| B Mather | Chief Digital Officer | 23 May 2022 | - |
| A Zilli | Director Organisational Development | - | - |
| C Henry | Director Client Experience | 3 May 2022 | - |

(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:

| | 2022 | 2021 |
|-------------------------------|---------------|---------------|
| | \$'000 | \$'000 |
| Short-term employee benefits | 1,861 | 1,883 |
| Post-employment benefits | 193 | 186 |
| Balance at end of year | 2,054 | 2,069 |

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:-

| | | 2022 | 2021 |
|---|--|---------------|---------------|
| | | \$'000 | \$'000 |
| Anglican Financial Services | Interest earned | 213 | 449 |
| | Interest paid | - | - |
| | Net balances held at year-end | 74,670 | 74,463 |
| 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 | - | - |
| Anglican Parishes | Outgoings and car park charges per lease | 464 | 434 |
| | Rent paid for premises | 429 | 420 |
| The Corporation of the Synod of the Diocese of Brisbane | Insurance premium prepaid | 495 | 396 |
| | Shared services fee | 2,137 | 2,357 |
| | Trust funds invested | 4,227 | 4,920 |

21 COMMITMENTS

| 2022 | < 1 year | 1-5 years | > 5 Years | Total |
|--|--------------------|------------------|-------------------------|---------------|
| Capital Commitments | | | | |
| Property, plant and equipment | 13,965 | - | - | 13,965 |
| Total Capital Commitments | 13,965 | - | - | 13,965 |
| Finance Lease Commitments | | | | |
| Equipment | 673 | - | - | 673 |
| Total Finance Lease Commitments | 673 | - | - | 673 |
| | | | | |
| 2021 | < 1 year | 1-5 years | > 5 Years | Total |
| Capital Commitments | | | | |
| Property, plant and equipment | 55,402 | - | - | 55,402 |
| Total Capital Commitments | 55,402 | - | - | 55,402 |
| Finance Lease Commitments | | | | |
| Equipment | 912 | 222 | - | 1,134 |
| Total Finance Lease Commitments | 912 | 222 | - | 1,134 |

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 \$271,515 (2021: \$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.

| 2022 | Residential \$'000 | Community Services \$'000 | Total \$'000 |
|---------------------------------------|-------------------------------|--|-------------------------|
| Revenue from external parties | | | |
| Governments | 53,933 | 112,144 | 166,077 |
| Clients and residents | 16,476 | 70,035 | 86,511 |
| Other sources | 8,689 | 4,525 | 13,214 |
| Total revenue | 79,098 | 186,704 | 265,802 |
| Surplus/(deficit) for the year | | | |
| Depreciation expense | 4,506 | 7,631 | 12,137 |
| Impairment loss | - | - | - |
| Capital expenditure | 15,338 | 2,276 | 17,614 |
| Business Stream Assets | 386,660 | 119,880 | 506,540 |
| Business Stream Liabilities | (241,982) | (46,005) | (287,987) |
| 2021 | | | |
| Revenue from external parties | | | |
| Governments | 50,169 | 107,548 | 157,717 |
| Clients and residents | 13,505 | 70,706 | 84,211 |
| Other sources | 13,480 | 5,563 | 19,043 |
| Total revenue | 77,154 | 183,817 | 260,972 |
| Surplus/(deficit) for the year | | | |
| Depreciation expense | 4,777 | 7,462 | 12,239 |
| Impairment loss | - | - | - |
| 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) |

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.

| | 2022 | 2021 |
|--|----------------|----------------|
| | \$'000 | \$'000 |
| Trade and other payables | | |
| less than 1 year | 39,405 | 63,758 |
| Total Trade and other payables | 39,405 | 63,758 |
| Loan Repayable | | |
| less than 1 year | - | 366 |
| 1-2 years | - | 733 |
| 2-5 years | - | 2,199 |
| more than 5 years | - | 2,748 |
| Total Loan Repayable | - | 6,046 |
| Lease Liability | | |
| less than 1 year | 4,547 | 4,130 |
| 1-2 years | 2,137 | 2,966 |
| 2-5 years | 468 | 1,659 |
| more than 5 years | - | - |
| Total Lease Liability | 7,152 | 8,755 |
| Refundable accommodation deposits/accommodation bonds and entry contributions | | |
| less than 1 year | 190,681 | 186,884 |
| Total refundable accommodation deposits/accommodation bonds and entry contributions | 190,681 | 186,884 |

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 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 the Internal Treasury 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**

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 had 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. This loan was repaid in full during the year.

Anglicare SQ assesses its short term cash requirements and invests these at call. The balance of the cash may be invested in term deposits or other longer term fixed interest securities.

The following table illustrates sensitivities to Anglicare SQ exposures to changes in interest rates and equity prices. The table indicates the impact on how surplus and equity values reported at balance date would have been affected by changes in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

| | Surplus \$'000 | Equity \$'000 |
|--------------------------------|-------------------|------------------|
| Year Ended 30 June 2022 | | |
| +/- 1.0% in interest rates | 1,579 | 1,579 |
| Year Ended 30 June 2021 | | |
| +/- 1.0% in interest rates | 1,518 | 1,518 |

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 | | | |
| Balance at 30 June 2022 | <u>443</u> | <u>44</u> | <u>(44)</u> |
| Balance at 30 June 2021 | <u>1,277</u> | <u>128</u> | <u>(128)</u> |

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 3rd party auditors, supplemented by audits carried out by internal teams.
- Research into and monitoring of likely future market trends.
- Regular reviews of strategic and operational plans and delivery against those plans.
- The development of business continuity plans.
- Achievement of accreditation for all services where this is relevant
- An Audit and Risk Committee made up of qualified professionals who are responsible for the oversight of the areas of statutory and external financial reporting, internal control systems, risk management systems as they apply to operational and financial risk, compliance with applicable Laws and Regulations, and internal audit functions.

27 FINANCIAL INSTRUMENTS COMPOSITION AND MATURITY ANALYSIS

The following table summarises the interest rate profile of Anglicare SQ's interest bearing financial instruments.

| | Weight effective interest rate | 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 |
| 2022 | | | | | | | |
| Financial Assets | | | | | | | |
| Cash and cash equivalents | 0.29% | 51,315 | 73,138 | 1,532 | - | - | 125,985 |
| Receivables | | - | - | - | - | 11,100 | 11,100 |
| | | 51,315 | 73,138 | 1,532 | - | - | 137,085 |
| Financial liabilities | | | | | | | |
| Trade and other payables | | - | - | - | - | - | (39,405) |
| Loan repayable | | - | - | - | - | - | - |
| Refundable accommodation deposits/accommodation bonds and entry contributions | | - | - | - | - | - | (190,681) |
| Lease liabilities | | - | (4,547) | (2,137) | (468) | - | (7,152) |
| | | - | (4,547) | (2,137) | (468) | - | (230,086) |
| Net financial assets/(liabilities) | | 51,315 | 68,591 | (605) | (468) | - | (100,153) |

| | 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 |
| 2021 | | | | | | | |
| Financial Assets | | | | | | | |
| Cash and cash equivalents | 0.43% | 82,400 | 72,936 | 1,527 | - | - | 156,863 |
| Receivables | | - | - | - | - | - | 16,156 |
| | | 82,400 | 72,936 | 1,527 | - | - | 175,019 |
| Financial liabilities | | | | | | | |
| 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) | - | (265,443) |
| Net financial assets/(liabilities) | | 76,354 | 68,806 | (1,439) | (1,659) | - | (92,424) |

The Corporation of the Synod of the Diocese of Brisbane Trading as Anglicare Southern Queensland

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 | |
| 2022 | | | | | | | |
| Trade and term receivables | 10,287 | 10,315 | 9 | 163 | 81 | 285 | (566) |
| Other receivables | 813 | 813 | - | - | - | - | - |
| Total | 11,100 | 11,128 | 9 | 163 | 81 | 285 | (566) |
| 2021 | | | | | | | |
| Trade and term receivables | 14,945 | 13,361 | 519 | 269 | 283 | 1,174 | (661) |
| Other receivables | 1,210 | 1,210 | - | - | - | - | - |
| Total | 16,156 | 14,571 | 519 | 269 | 283 | 1,174 | (661) |

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 2022 and 30 June 2021 are as follows:

| | 2022 \$'000 | 2021 \$'000 |
|----------------------------|----------------|----------------|
| Current Liabilities | 282,160 | 297,335 |
| Current Assets | 139,049 | 174,888 |
| Current ratio | (49.28%) | (58.82%) |

The current ratio shows that for the years ended 30 June 2022 and 30 June 2021, 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 (\$89.1m, 2021 \$79.9m) and Entry Contributions (\$101.5m, 2021 \$106.9m) 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 11.2 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 \$26.6m (2021 \$26.6m) for Refundable Accommodation Deposits and \$9.1m (2021 \$9.1m) for Entry Contributions or collectively \$33.7m (2021, \$33.7m). This would represent an expected maximum cash outflow of "resident deposits" no greater than \$35.7m (2021 \$33.7m) compared with the total collective "resident deposits" amount reported within the current liabilities above of \$186.8 (2021 \$186.8m).

COMMISSION MEMBERS' DECLARATION

The Commission Members declare that:

- (a) the annual financial statements and notes set out on pages 6-44:
 - 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 2022 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 6-44:
 - 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 2022 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 14th day of October 2022.

On behalf of the Commission Members



Gary Brady
Commissioner and CSC Chair
Anglican Community Services Commission



Susan M Cooke
Commissioner
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 Anglicare Southern Queensland for the financial year ended 30 June 2022, 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:

- a. No contraventions of the auditor independence requirements of any applicable code of professional conduct; and
- b. No non-audit services provided that contravene any applicable code of professional conduct.

Ernst & Young

Brad Tozer
Partner
14 October 2022

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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 2022, 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 2022 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.

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.

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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 estimates and related disclosures made by the Commission Members.
- Conclude on the appropriateness of the Commission's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the 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.



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- 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.

A handwritten signature in cursive script that reads "Ernst & Young".

Ernst & Young

A handwritten signature in cursive script that reads "Brad Tozer".

Brad Tozer
Partner
Brisbane
14 October 2022

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**2023 Year Book
Volume I**

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