



ANGLICAN CHURCH OF AUSTRALIA

Diocese of Brisbane

First Session of the Eightieth Synod 2021



BUSINESS PAPERS

First Session of the Eightieth Synod 2021

Contents

Each heading on
this page is a
clickable link ↓

| | <i>PAGE</i> |
|---|-------------|
| Program..... | 6 |
| Order of Business | 7 |
| Friday, 24 September 2021 | 7 |
| Saturday, 25 September 2021 | 9 |
| Sunday, 26 September 2021 | 10 |
| Notices of Motion..... | 11 |
| Part A – Proposed Orders of the Day..... | 13 |
| Part B – Motions of which Notice has been Given | 15 |
| Reports & Extra Documentation..... | 31 |
| Memorandum regarding regulations to be tabled at Synod | 33 |
| Regulations to be tabled at Synod | 35 |
| Report of the Synod subcommittee examining the possible omission of the Filioque clause | 55 |
| Nominations Committee Report..... | 57 |
| Information on Elections | 65 |
| Draft Budget 2022 | 73 |
| Synod Roll & Diocesan Statistics..... | 97 |
| Handbook for Synod..... | 119 |
| Notices..... | 135 |
| Prayers & Readings | 143 |

Note: The times for Synod to sit, as set out in the program and order of business, are subject to alteration by Synod.



OUR MISSION

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
-  To live as one holy Catholic and apostolic Church



OUR VISION

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

OUR VALUES

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

OUR KEY FOCUS AREAS

-  Comprehensive Anglican identity and purpose
-  Energising, nurturing and mobilising ACSQ’s people
-  Flourishing parishes and faith communities
-  Engagement with each other and the wider community
-  Stewardship and sustainability of resources

*“I am the vine, you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” **John 15:5***

*“They are like trees planted by streams of water, which yield their fruit in its season, and their leaves do not wither.” **Psalms 1:3***

Program

to be held at St John's Cathedral, Ann Street, Brisbane

| | | |
|-----------------------|--------|--|
| Friday 24 Sept | 7pm | Synod assembles for the Synod Eucharist |
| | 9.30pm | Synod in session Adjournment |

to be held at Anglican Church Grammar School, Oaklands Parade, East Brisbane

| | | |
|-------------------------|---|--|
| Saturday 25 Sept | 8.30am | Morning prayer Welcome and house keeping Synod in session <i>President's Inaugural Address</i> |
| | 10.30am | Morning tea |
| | 11am | Synod in session |
| | 1pm | Lunch |
| | 2pm | Synod in session |
| | 3.30pm | Afternoon tea |
| | 3.45pm 5pm 6pm | Synod in session Election nominations close Evening prayer |
| Sunday 26 Sept | 9.30am | Lay conference |
| | 11am | Morning tea |
| | 11am | Voting opens |
| | 11.30am | Morning prayer Synod in session |
| | 1pm | Lunch |
| | 2pm | Synod in session |
| | 3pm | Voting closes |
| | 3.30pm | Afternoon tea |
| 4pm 6pm | Synod in session Synod adjourns <i>sine die</i> | |

Order of Business – Friday 24 Sept 2021

Synod in Session

1. Proceedings are opened with prayer.
2. Election of Secretaries.
3. Election and Appointment of Office Holders of Synod.

On behalf of the Diocesan Council, the General Manager to move:

- (1) Election of Chair of Committees and Deputy Chair of Committees
- (2) Appointment of Committee of Elections and Qualifications
- (3) Appointment of Minutes Committee
- (4) Appointment of Time Keeper and Deputy Time Keeper

4. On behalf of the Diocesan Council, the General Manager to move:

(a) That the closing time for the nomination of members of Diocesan Council and other Boards, Councils and Committees as required by Canon be 5pm on Saturday 25 September 2021.

(b) That the hours for the conduct of the election ballots be from 11am to 3pm on Sunday 26 September 2021.

5. Reports of the Diocesan Council and other Reports are noted as tabled.

6. Petitions.

7. On behalf of the Diocesan Council, the General Manager to move:

- (1) "That consideration of the following business be made an Order of the Day in accordance with the following table:

| Business being considered | Order of the Day for: |
|--|--|
| Finance and Diocesan Services Commission Report Motion No.1 Auditors Report and Statement of Accounts Motion No.2 Budget 2022 Motion No.3 Appointment of Auditors for 2022-23 | Saturday at 4pm Business to be considered consecutively |
| Motion No.4 ABM November Appeal | Saturday at 3.15pm |

(2) "That Synod give leave to the following persons to address Synod or the Committee if called upon by the President or Chairman of Committees:
(Synod to be advised)

(3) "That Synod give leave for the distribution of the following literature:-
(Synod to be advised)"

8. Notices of Questions and Motions (see SO C.6 & SO C.13).
9. Call over of Notices of Motion on supplementary business paper for approval to include.
10. Call over of business paper and taking of formal motions.
11. Motions of which notice has been given.

Order of Business – Saturday 25 Sept 2021

Synod in Session at 8.30am

1. Proceedings are opened with prayer.
2. President's inaugural address. Copies will be emailed to members who receive papers electronically. Limited copies will be available in the Foyer.
3. To note:
The closing time for the nomination of members of the Diocesan Council and other Boards, Councils and Committees as required by Canon is 5pm on Saturday 25 September.
4. Petitions
5. Notices of Questions and Motions (see SO C.6 & SO C.13).
6. Call over of Notices of Motion on supplementary business paper for approval to include.
7. Call over of business paper and taking of formal motions.
8. Consideration of Reports

| | |
|---|--|
| Diocesan Council Cathedral Chapter Community Services Commission Ministry Education Commission Parishes and Other Mission Agencies Commission Anglican Schools Commission Financial and Diocesan Services Commission Financial Statements and 2022 Budget | To be advised The Very Rev'd Dr P C Catt Dr K Forrester Mr D Porter Mrs C Grant The Right Rev'd J Greaves Mr B Wilson Ms S Long |
|---|--|
9. Canons – Consideration of General Principles, Committee Stage and Passing.
10. Motions of which notice has been given.

Order of Business – Sunday 26 Sept 2021

Synod in Session at 11.30am

1. Proceedings are opened with prayer.
2. Confirmation of minutes of previous day's sitting.
3. Petitions.
4. Call over of Notices of Motion on Supplementary Business Paper for approval to include.
5. Call over of business paper and taking of formal motions.
6. Canons – Consideration of General Principles, Committee Stage and Passing.
7. Motions of which notice has been given.
8. Confirmation of minutes of this day's sitting. (only if required – see Motion No 5)
9. Synod adjourned *sine die*.



NOTICES OF MOTION

Part A – Proposed Orders of the Day

Saturday 25 Sept, 4pm

Presentation of the Finance & Diocesan Services Commission report

1. Auditor’s Report & Statement of Accounts

The General Manager to move; Mr David Sneesby seconding:

“That the Auditor’s Report and Statement of Accounts of The Corporation of the Synod of the Diocese of Brisbane and related entities, and The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane for the year ended 31 December 2020 as incorporated in the Report Book, be adopted.”

2. Budget 2022

The General Manager to move; Mr David Sneesby seconding:

“That this Synod approves the Budget for the year ending 31 December 2022 as detailed in the attached summary and in so doing notes that:

- this Budget has been prepared six months in advance of the year of operation;
- the Budget will need revision and approval by Diocesan Council in the light of any unforeseen external economic factors and more up-to-date estimates of revenue and costs which may emerge in the intervening period; and
- whilst Synod acknowledges that the budget may require a refresh in light of changed circumstances, the intent of operational initiatives included in the budget as submitted will be honoured where possible.”

3. Appointment of Auditors for 2022-23

The General Manager to move; Mr David Sneesby seconding:

“That this Synod appoints Ernst & Young as Auditors of the Diocese of Brisbane for all Diocesan audits for the years ending 31 December 2022 and 2023”.

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

Saturday 25 Sept, 3.15pm

4. Anglican Board of Mission November Appeal

The Rev'd Eron Perry to move; Mrs Marilyn Oulds seconding:

That this Synod:

1. Commends the people of the Diocese for their support of ABM in the difficult and challenging year of 2020 and in particular the 2020 Archbishop's November Appeal through which over \$26,809 was raised to help support the resourcing of the Diocese of North Queensland (Torres Strait Islands).
2. Commends the people of the Diocese for their support of ABM, generally, with over \$94,455 being raised for ABM in 2020.
3. Encourages the people of the Diocese to support the 2021 Archbishop's November Appeal to continue to support the Diocese of North Queensland's ministries with Torres Strait Islander peoples in this year of the 150th anniversary of the Coming of the Light through:
 - Development of Torres Strait Islander leadership and;
 - Supporting other priority mission activities by the church in the Torres Strait under the oversight of the Bishop of North Queensland.
4. Commends the Anglican Schools as they support ABM Projects.
5. Encourages the people of the Diocese to collect used stamps, the sale of which benefited ABM by over \$7,500 last financial year.
6. And, finally, commends the people of the Diocese to keep in constant prayer for the people of Myanmar (refer to Prayer-card) and for other ABM partners in mission.

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

Part B – Motions of which Notice has been Given

5. Standing Orders – Approval of Minutes

The General Manger to move; Mr D O'Connor seconding:

That the Standing Orders of the Synod be amended as follows:

1. In SO B.2(5), delete:

“Before the final adjournment of a session, any member may move without notice that confirmation of the minutes for the final day of the session be delegated to the Diocesan Council. If so delegated”

and insert

“Unless Synod resolves otherwise before the final adjournment of a session, the confirmation of the minutes for the final day of the session is delegated to the Diocesan Council and”.

2. Delete paragraph (j) of SO C.3 and substitute:

“If Synod has resolved before the final adjournment of the session that the minutes of that day’s business are to be confirmed by the Synod, on the last day of a session of Synod before the final adjournment the minutes of that day’s business are to be confirmed.”

Explanatory note: It has long been the practice of Synod to resolve to delegate the approval of the final sitting day’s minutes to Diocesan Council under SO B.2(5). This avoids the delay in producing minutes for approval before the day’s sitting is completed. The proposed changes to the Standing Orders in this motion will make that delegation to Diocesan Council the default position without need for a resolution to that effect. Synod retains the power to resolve to confirm the minutes itself before the end of the day’s sitting.

6. Standing Orders – Ordering of Motions

The General Manger to move; Mr D O'Connor seconding

That the Standing Orders of the Synod be amended as follows:

Delete SO C.6(3) and substitute:

“(3) Subject to the Standing Orders, the order in which such notices of motion are placed in the business paper shall be determined by the Order of Business Committee in such a way

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

as will, in its opinion, best facilitate Synod's dealing with the business before it from day to day. Any notices of motion not so ordered by the Order of Business Committee shall be placed in the business paper in the order in which they are received by the General Manager.”

Explanatory note: The current Standing Order C.6(3) in effect provides that motions are to be ordered on the business paper in the order in which they are received by the General Manager, subject to any alteration in such order made by the Order of Business Committee.

Diocesan Council considered ways in which business could be ordered to better utilise the time of Synod and prioritise its work. This includes ordering motions in like categories of subject matter and having regard to the likely impact of the motion on the life of the Church and time required for it to be dealt with.

As a result, Diocesan Council proposes a change of emphasis in SO C.6(3) so that the Order of Business Committee can have a clearer mandate to order the business in the way that it considers to be most effective.

Nothing in the change to the Standing Order prevents Synod resolving to order its business in another way, such as through orders of the day.

7. Responding to Domestic and Family Abuse

The Rev'd Gillian Moses to move; The Rt Rev'd Cameron Venables seconding:

That this Synod:

1. Acknowledges with sadness the National Anglican Family Violence Research Project which revealed a higher rate of Intimate Partner Violence (IPV) among people affiliated with Anglican faith communities than in comparable studies of the general population, and which highlighted particular areas in which the Anglican Church of Australia can do more to support those affected by IPV;
2. Gives thanks for the survivors of IPV who contributed to the study by sharing their own experiences, and to all who participated in the various surveys and interviews which helped to compile the study;
3. Affirms the equal value of all human beings, laments the pain and trauma caused by the abuse of power in relationships, and grieves with victim survivors of Domestic and Family Abuse (DVA);
4. Adopts the 'Ten Commitments for Preventing and Responding to Domestic and Family Violence' recommended by the NAFVP research report and requests that Diocesan Council reports to Synod in 2022 on progress made in response to these Commitments;
5. Endorses Diocesan policies that ensure workplace safety and support for employees, clergy and licensed church workers working for ACSQ impacted by DVA
6. Encourages the Diocesan Domestic and Family Violence Working Group to source and distribute resources that will assist parishes and agencies of ACSQ to more effectively Prevent, Intervene, and Respond to the reality of DVA recognising that this work needs to be resourced adequately.

Explanatory note: In 2017, the General Synod Standing Committee appointed a Family Violence Working Group to conduct research into the nature and prevalence of family violence within the Australian Anglican Church population, and to develop a “best practice” framework

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

for responding well to situations involving family violence within our parishes and organisations.

This mandate has resulted in the National Anglican Family Violence Project (NAFVP) which was released in June this year. Out of the three studies into the Prevalence of Intimate Partner Violence, Clergy and Lay Leader Responses to IPV, and the Experiences of Anglican Victim-Survivors of IPV, the Working Group has developed a set of Ten Commitments for Prevention and Response to Domestic and Family Violence in the Anglican Church of Australia which every diocese is being asked to adopt. These Commitments can be found at <https://anglican.org.au/wp-content/uploads/2021/06/Ten-Commitments-April-2021.pdf> and the TopLine Results of the research projects can be accessed at <https://anglican.org.au/wp-content/uploads/2021/06/NAFVP-Top-Line-Results-Report-NCLS-Research.pdf>

Th ACSQ has been proactive in this area in creating policies which cover all employees and church workers of ASCQ, including clergy. The policies can accessed through the ARC. The Domestic and Family Violence Working Group has also worked with *anglicanfocus* to generate stories, reflections and articles on Domestic and Family Abuse to help raise awareness and to educate members of the Anglican community in the areas of prevention, intervention, and response.

Terminology: While the GS Working Group has used the term Domestic and Family *Violence*, most practitioners prefer to use the term Domestic and Family *Abuse*, which covers behaviours which do not necessarily include physical violence, but which can still be recognised as abusive. This includes behaviours such as coercive control. This motion uses *violence* when referring to the GS Working Group and its materials, and *abuse* in other instances.

The term *victim-survivor* is preferred to the terms *victim* or *survivor* alone, as it acknowledges that people on the receiving end of abuse can be both vulnerable and resilient. In working with victim-survivors it is always advisable to ask them which terms they would prefer to use.

8. Faithfulness in Service

The Rt Rev'd Jeremy Greaves to move; The Very Rev'd Dr Peter Catt seconding:

That this Synod:

1. Affirms the adoption of Faithfulness in Service as the code for personal behaviour and the practice of pastoral ministry by clergy and church workers within the Diocese of Brisbane in the form of that document as at 24 May 2019;
2. Rescinds that part of the adoption resolution passed at the 2006 session of Synod which adopted Faithfulness in Service "as revised from time to time by the Standing Committee of General Synod";
3. In relation to future amendments to Faithfulness in Service:
 - a. Synod can by resolution amend Faithfulness in Service as it applies in the Diocese of Brisbane;

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

- b. Amendments to Faithfulness in Service made by the Standing Committee of General Synod must be put by Diocesan Council to the next session of Synod for consideration;
- c. Diocesan Council may approve on an interim basis amendments to Faithfulness in Service as it applies in the Diocese of Brisbane:
 - i. to correct any manifest error,
 - ii. to provide clarification of its requirements, or
 - iii. in the case of an urgent change reasonably required to address unforeseen circumstances, but any such amendments must be tabled for confirmation at the next session of Synod.

Explanatory note: Faithfulness in Service (FiS) was adopted by resolution of Synod in 2006:

That this Synod:

1. Receives the Report of the Professional Standards Implementation Task Group at pages 83-84 of the Synod 2006 Business Papers.
2. Notes and supports the resolution made at the Bishops' meeting of 9 March 2006 to recommend to General Synod Standing Committee that paragraph 7.4 of *Faithfulness in Service* be amended to read "You are to be chaste and not engage in disgraceful conduct of a sexual nature", and encourages the Standing Committee to approve this amendment.
3. Adopts *Faithfulness in Service*, as revised from time to time by the Standing Committee of General Synod, as the code for personal behaviour and the practice of pastoral ministry by clergy and church workers within the Diocese of Brisbane.
4. Requests the Professional Standards Implementation Task Group to develop material which will assist parishes and church organisations to implement *Faithfulness in Service*."

The motion puts the power regarding changes to FiS substantially in the hands of Synod except in limited circumstances.

The principal reason for this change is to put the standards of conduct required of clergy and church workers in this Diocese within the control of our own Synod, rather than the General Synod Standing Committee. While it has always been open to the Diocese to add to FiS through adopting additional codes of conduct, this Diocese does not have control over whether it adopts or otherwise amendments to FiS made by another body, i.e. Standing Committee.

The above motion allows Synod to make changes to FiS that suit the particular circumstances and views of the Diocese of Brisbane and not adopt changes automatically with which it may not agree.

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

9. Appellate Tribunal Determinations

The Very Rev'd Dr Peter Catt to move; tba seconding:

This Synod:

1. Notes the Appellate Tribunal determinations on Diocese of Wangaratta Blessing Service and Diocese of Newcastle Discipline Ordinance published in November 2020.
2. Notes that the determinations do not settle deeply held convictions on the issue of the blessing of Marriages solemnised under the Marriage Act of 1961.
3. Acknowledges that the Diocese of Brisbane seeks to express Anglican comprehensiveness by valuing unity and diversity.
4. Encourages clergy to work within the canons of the church to respond pastorally to LGBTIQ+ people.

Explanatory note: In November 2020 the Appellate Tribunal of the Anglican Church of Australia published its Opinion on the Primate's References regarding *The Wangaratta Blessing Service* and *The Newcastle Discipline Ordinance*.

1. The Wangaratta Diocese Blessing Service

This matter concerned a Regulation passed by the Diocese of Wangaratta requiring a particular form of service to be used in that diocese when clergy blessed *Persons Married According to the Marriage Act 1961*. Since 2017 under Australian law such marriages have included marriages of two persons of the same sex.

The Tribunal held that:

Wangaratta Diocese's proposed service for the blessing of persons married in accordance with the Marriage Act does not entail the solemnisation of marriage; is authorised by the Canon Concerning Services 1992; and is not inconsistent with the Fundamental Declarations and Ruling Principles of the Constitution of the Church.

The Tribunal noted:

As its title indicates, the Blessing of Persons Married According to the Marriage Act 1961 Regulations 2019 of the Diocese of Wangaratta does not involve the solemnisation of marriage. It deals with the blessing of persons who are already married "according to the Marriage Act 1961". The liturgy blesses the couple in particular terms, in an explicitly Christian setting, and offers prayers for their welfare.

2. The Newcastle Diocese Discipline Ordinance

The Newcastle matter concerned the passing by Newcastle Synod in 2019 of the *Clergy Discipline Ordinance 2019 Amendment Ordinance 2019* which declared that:

It shall not be proper for a Diocesan Tribunal to hear a charge which alleges an offence, breach or misconduct by a member of the clergy because that member of the clergy

- a) *has participated in a service, whether or not in a church building, in which they have pronounced the blessing of a marriage solemnised in accordance with the Marriage Act 1961 or similar Act in another jurisdiction in which the persons being married are of the same sex;*
- b) *has declined to participate in a service, whether or not in a church building, or declined to pronounce a blessing of a marriage solemnised in accordance with the Marriage Act 1961 or similar Act in another jurisdiction in which the persons being married are of the same sex;*

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

c) is married to a person of the same sex where such marriage has been solemnised in accordance with the Marriage Act 1961 or similar Act in another jurisdiction;

The Tribunal held that:

The Synod of the Diocese of Newcastle has authority to amend its own diocesan clergy discipline regime in relation to clergy who bless or are party to a same-sex marriage. But this would not affect the constitutional jurisdiction of diocesan tribunals to determine charges for offences created by the Constitution of the Anglican Church of Australia or by any Canon of the General Synod that is in force in the Diocese.

3. More information

The Tribunal's Opinion and associated material on the Wangaratta Blessing Service can be found on the General Synod website [here](#).

The Tribunal's Opinion and associated material on the Newcastle Discipline Ordinance can be found on the General Synod website [here](#).

10. Same Gender Marriage

The Rev'd Michael Uptin to move; The Rev'd Dr Timothy Nicholson seconding:

That this Synod:

1. Rejoices in the existence of, and continual interplay between, the three pillars of tradition, scripture and reason in our church;
2. Notes that in relation to same-gender marriage there are deeply held differing positions based on said tradition, scripture and reason;
3. Urges caution on the part of all Australian Anglicans in relation to any action taken in response to two recent Anglican Church of Australia Appellate Tribunal determinations entitled "Wangaratta Blessing Service Opinion" and "Newcastle Clergy Discipline Ordinance Opinion"; and therefore
4. Requests the Archbishop to wait until the outcome of discussions and debates at the upcoming General Synod before giving approval of any liturgy to affirm or bless same-gender civil marriages.

11. Nicene Creed

The Rev'd Dr Cathy Laufer to move; The Rev'd Canon Richard Tutin seconding:

That this Synod:

1. requests the Archbishop to authorise the trial use of the Nicene Creed without the Filioque clause in public worship in parishes applying for such authorisation for a period of three to six months;
2. asks parish councils to consider being part of the trial and, if they so choose, to request permission from the Archbishop to take part;
3. asks a subcommittee made up of the Rev'd Dr Cathy Laufer and the Rev'd Canon Richard Tutin to provide parishes taking part in the trial with a study guide and a link to a feedback survey to be completed by 30 April 2022;

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

4. asks the subcommittee to collate the feedback and report back to Synod 2022.

Explanatory Note: When the Nicene Creed was agreed at the Council of Constantinople in 381, the clause about the Holy Spirit read (in Greek):

We believe in the Holy Spirit, the Lord, the giver of life, who proceeds from the Father, who with the Father and the Son is worshipped and glorified, who has spoken through the prophets.

Latin speaking western congregations slowly began adding the words "and the Son" (Latin: *filioque*) after "proceeds from the Father". The addition slowly became commonplace even though it was never formally agreed to at a Church Council. The Greek speaking east was horrified. The addition of *filioque* was a major contributor to the schism between east and west in 1054.

Recent discussions have recommended the removal of the *filioque* clause from the western creed, including Anglican-Orthodox dialogues and Lambeth Conferences. Synod 2019 set up a Subcommittee to look into this. The Subcommittee's Report is included with the Synod documents.

The Subcommittee's recommendation is that this Diocese trial the omission of the Filioque for a limited time in parishes that choose to take part. This motion sets up the necessary guidelines for such a trial to occur. Further details are in the Subcommittee's Report to Synod.

12. Vacant Parishes

The Rev'd Dr Rodney Wolff to move; The Rev'd Dr Graham Warren seconding:

That, in respect of parishes with vacancy in incumbency ("vacant parishes"), this Synod:

1. notes that vacancies in parishes can be substantially prolonged;
2. affirms the importance of vacant parishes to be represented fully in Synod;
3. affirms the importance of well-being for all clergy, including those in locum tenens positions in vacant parishes; and thus
4. requests the Archbishop-in-Council to bring to the next meeting of this Synod comprehensive draft amendments to the Canons which will create a distinctive category of locum tenens appointment for vacant parishes, where such appointments will have the right:
 - a. to be a member of Synod; and
 - b. to accumulate paid annual leave, personal leave, long service leave, and all other forms of leave afforded to parish incumbents, so far as is lawful.

Explanatory note: Broadly speaking, a "locum tenens" appointment in a parish can comprise a clergy appointment for: (1) a small number of worship services; or (2) a short period while the parish priest is on leave; or (3) a vacancy in incumbency. This motion addresses category (3), which normally entails a depth of effort in sustaining ministry and operations over an extended period. It is important for parishes which are vacant at the time of Synod to have the opportunity for voices of both its clergy and laity heard in that forum. It is critical for the well-being of clergy in a vacant parish, especially ones of substantial duration, to have access to appropriately remunerated leave. Therefore, this motion mimics some provisions of Fair Work Australia by proposing an "acting parish priest" as a distinctive fixed-term appointment

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

in a vacant parish, in contrast to a shorter "casual" appointment in other circumstances, and attaching the necessary rights of Synod participation and well-being to the former.

13. Support for Regional, Rural and Remote Areas of our Diocese

The Rev'd Michael Uptin to move; The Rev'd Peter Palmer seconding:

That this Synod:

1. Notes that:
 - a. Over 65% of the land area of our state remains drought declared and all but five of the local government areas in our Diocese remain drought declared (source www.longpaddock.qld.gov.au/drought/drought-declarations);
 - b. The long-term trend of population movement from regional and rural areas to urban and coastal areas continues with over 73% of our state living in the South East corner in 2020 compared to 65% in 2016 (Source: www.abs.gov.au)
2. Encourages all parishes, schools and agencies to consider how they might be able to further support churches and communities in regional, rural and remote areas of our Diocese.

14. Equitable Participation Working Group

The Rev'd Ann Edwards to move; The Rev'd Canon Linda McWilliam seconding:

That this Synod:

1. Recognises the establishment of the Equitable Participation Working Group, according to the request of Synod in 2018 (per the Disability Access & Action motion).
2. Adopts the following pledge, developed by the Equitable Access Working Group, as a commitment to the full inclusion and participation of all people in our community:

The Anglican Church Southern Queensland pledges to broaden our inclusive environment where equitable participation in the full range of church activities is the basic right of all community members. The enrichment that is offered by diversity is a cause for celebration and community members are respected for contributing in whatever capacity they are able to do so rather than excluded on the basis of what they are unable to do.

We will achieve this by developing an Equitable Participation Plan, with our primary focus on the wellbeing, safety and positive experiences of each individual. We will build upon current initiatives while removing existing attitudinal and environmental barriers to full participation.

This is our pledge.

3. Supports the Working Group's current projects and commits to the use of the resources developed –
 - a. Development of a resource about understanding Autism and ADHD (neurodiversity) for parishes
 - b. Piloting of the Accessible Community Self-Audit Matrix for parish use

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

4. Asks the General Manager to bring the contents of this motion to the attention of all Parish Councils for their action.

15. Celebrating the Eucharist

Mr Gerald Shannon to move; Mrs Marilyn Taylor seconding:

That parish priests be encouraged by the Archbishop and Bishops to implement ways of celebrating the Eucharist, so that members of the congregation receive both bread and wine.

Explanatory note:

This could be by either of the following ways:

1. That the wine be blessed in individual, disposable cups, and these then shared with the communicants;
2. That the celebrant tinct each piece of bread, (wafer), prior to sharing it with the communicant. Such tinted bread could be reserved.

16. Clergy Mental Health

The Rev'd Dr Gemma Dashwood OAM to move; The Rev'd Selina McMahon seconding:

That this Synod:

1. Notes the significant amount of mental illness found within both the community and the clergy.
2. Recognises that while Flourish is an excellent resource for promoting some wellbeing and coping strategies, the Diocesan assistance for clergy with severe and chronic mental illness could be improved.
3. Refers the issue of severe mental illness amongst the clergy to the Clergy Wellbeing and Development Group (PMC) to ensure that there is a transparent and well recognised process to assist clergy in the Diocese with severe chronic mental illness
4. Requests the Clergy Wellbeing and Development Group (PMC) to ensure that there is adequate support for clergy who may be supporting their colleagues with severe mental illness
5. Encourages Bishops and Archdeacons to undertake mental health first aid courses in order to support clergy with severe mental illness and to ensure that education on severe mental illness is available to all clergy in the Diocese.

Explanatory note: In Australia, 45% of people suffer from a mental disorder at some time in their life.¹ Although research is sparse, it has been found that 11% of Clergy respondents to a survey admitted to being depressed, with 23% acknowledging that they struggle with a mental illness.² The purpose of this motion is to request that the Diocese recognise the issue of severe mental illness within the clergy and look at ways to improve the church's response.

¹ <https://www.aihw.gov.au/reports/australias-health/mental-health> July 2020

² <https://today.duke.edu/2013/08/clergydepressionnewsrelease>

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

17. St Francis College

The Ven Olaf Anderson to move; The Rev'd Elizabeth Donald McConnell seconding:

That this Synod

1. notes the unique place that St Francis College has within the Diocese of Brisbane;
2. expresses pleasure at the growth in enrolments and income over the last few years; and
3. values the place of the College and all its activities – tertiary theological teaching, library, development of parish and ACSQ educational programs, AYC&F work, Community of the Way, spiritual direction formation, training for clergy supervision, Barooka Farm and the residential community – in ACSQ life and witness.

18. The Rt Rev'd Vernon Cornish

The Rev'd Canon Paul Mitchell to move; The Rt Rev'd Jonathan Holland seconding:

That this Synod welcomes the recent publication of a biography of The Rt Rev'd Vernon Cornish (Dr. Christine Ledger, *Who is this Vernon Cornish?*) and gives thanks to God for his ministry in this Diocese and across the Australian Anglican Church.

Additional Information:

Details of Vernon's ministry:

Born: 13 October 1931, Maleny

Died: 26 September, 1982, Hobart

Made Deacon: 21 December 1957, St John's Cathedral, Brisbane

Ordained Priest: 21 December 1958, St John's Cathedral, Brisbane

Consecrated Bishop: 19 May 1979, St George's Cathedral, Perth

Parishes where Vernon served:

Acting Precentor, St John's Cathedral, 1958-1961

Chaplain, St John's College, UQ, 1959-1960

Chaplain, The Southport School, 1962-1966

Rector, St Matthew's Sherwood 1966-1972

Rector, St Luke's Toowoomba 1972-1976

Archdeacon of the Downs, 1973-1976

Dean, St George's Cathedral, Perth 1976-1979

Assistant Bishop, Perth 1979-1981

Bishop-elect, Tasmania 1982

19. Motion of Thanks

The Rev'd Dr Cathy Laufer to move; tba seconding:

That this Synod expresses its deepest gratitude to Stephen Harrison and Belinda Macarthur for their ongoing work during the pandemic, in reading government directives, extracting the relevant sections and communicating them to clergy and lay ministers in a clear and easily understood format. Their efforts have relieved much stress and anxiety, allowing ministry to continue in new ways, thus advancing the kingdom of God.

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

20. Mother Eunice and Society of the Sacred Advent

The Rev'd Jan Crombie cSSA, to move; The Rev'd Gillian Moses cSSA, seconding:

That this Synod:

1. Gives thanks for the life, work and witness of Mother Eunice SSA (d 14/06/21), for her contribution to religious life and education in the Province of QLD, her spirituality and wisdom, which have guided generations, and her faithful and visionary leadership of the Society of the Sacred Advent for nearly 30 years.
2. Acknowledges the ongoing work of the Society of the Sacred Advent, in particular the SSA Schools, St Margaret's and St Aidan's as they embody and hand on the faith and ethos of the Sisters
3. Offers its prayerful support and encouragement to the Society as it engages in a process of revisioning itself as a religious community over the coming years.

21. Holy Hermits Online Ministry

The Very Rev'd Dr Peter Catt to move; tba seconding:

That this Synod:

1. Celebrates the emergence of the Holy Hermits Online community as an example of the church's response to the Covid-19 pandemic.
2. Expresses its appreciation to the Rev'd Jamee Callard and the Holy Hermits leadership team for their stewardship of the emerging community.
3. Commends to the diocesan community the opportunity to enter into conversation with the Holy Hermits Online Community to explore ministry partnerships and other opportunities to enact the mission of Holy Hermits Online Community to make the Church accessible to people who cannot join in physical community life.

Explanatory note: Holy Hermits Online Community emerged during the first Covid-19 induced lockdown in 2020 as the parish of St John's, Bulimba, strived to connect its community online. Holy Hermits Online Community is now hosted by the Cathedral in a special ministry partnership which seeks to foster growth of online outreach within both communities through collaboration and mutual sharing of resources and initiatives.

Holy Hermits Online is an ecumenical community making space for gathering and worshipping God online. The Community uses technology to break down barriers for people living with disability, isolation, changing life circumstances, chronic illness, social preferences, and those with other reasons for not physically attending Church. Holy Hermits Online seeks to invite people into to an inclusive and interactive community space.

More information can be found about the Holy Hermits Online community at: <https://holyhermits.com.au/about>

Information about ministry partnerships can be found here: <https://holyhermits.com.au/about/partners-in-ministry>

You can also hear from some members sharing their favourite things about Holy Hermits Online in the new promotional Video – '*Come as you are – Just as you are!*' at YouTube using this link: <https://youtu.be/aWhBhsvbnME>

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

22. Gambling Community Benefit Fund

The Rev'd Suzanne Grimmett to move; The Rev'd Dr Ann Solari seconding:

That this Synod:

1. Notes recent reports which show an increase in problem gambling with the onset of Covid in Qld, with \$2.8 billion lost in Queensland's poker machines in the last 12 months.³
2. Recognises that a significant proportion of gambling profits in Qld is drawn from poker machines, which are designed psychologically to incentivise continued play and corresponding financial loss.
3. Acknowledges that problem gambling is frequently a key factor involved in a range of other issues including criminal activity and domestic violence.
4. Asserts that in the acceptance of grants from the Community Gambling Fund by parishes and other agencies there is strong pressure for self-censorship of the church's prophetic voice in calling for reform to the gambling industry.
5. Requests parishes and other agencies to not apply for Gambling Fund Community Grants given that such a large proportion of these funds are obtained through poker machines which account for four out of five problem gamblers.⁴
6. Encourages Diocesan Council to explore other sources of funding and seeks ways that support can be provided to assist in applying for these alternatives.

23. Afghanistan

The Very Rev'd Dr Peter Catt to move; The Rev'd Dr Rodney Wolff seconding:

That this Synod:

1. notes the ongoing humanitarian crisis in Afghanistan associated with the withdrawal of Australian and other armed forces in April/May 2021, and the collapse of elected government in August 2021.
2. Calls on the Australian Government:
 - a. to make expanded and generous accommodation for refugees and asylum seekers, waiving statutory eligibility conditions on compassionate grounds to the greatest extent possible; and
 - b. to call on its allies to continue to expand their accommodations for refugee and asylum seekers.
3. Requests that the General Manager communicates to the Prime Minister the requests contained in this motion.

³ Queensland government figures of poker machine losses in late 2012 compared to late 2020. (*ABC News*)

⁴www.pc.gov.au/_data/assets/pdf_file/0004/95692/09-chapter6.pdf *Anglican Church Southern Queensland Social Responsibilities Committee Productivity Commission Inquiry Report (2010) Gambling* Volume 1, No. 50, 26

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

24. Australian Defence Force (ADF) and Veterans Chaplaincy

The Rev'd Stephen Briggs to move; The Rev'd Michelle Philp seconding:

That this Synod:

1. Thanks God, for the citizens of Australia who serve our nation in the Royal Australian Navy, the Australian Army and the Royal Australian Air Force and, in this difficult time, assures the sailors, soldiers, aviators and their families of our love, support and appreciation.
2. Notes the emerging issues, within the Australian Defence Force (ADF), of suicide, moral injury, mental health issues and spiritual wounds as identified by enquiries and reports including from the Senate and Royal Commissions.
3. Notes the work of ADF chaplains particularly with those struggling in body, mind and spirit and the reported widespread acceptance of this ministry by Defence members and their families and notes the constant call for more chaplains.
4. Thanks God, for and affirms the ministry of ADF chaplains full-time and part-time (Reserve) who minister to defence personnel and their families to bring God's Gospel, love, healing, hope and pastoral care; and notes the difficulties and personal cost of this ministry to chaplains and their families and assures them of our love and support.
5. Notes the suffering of many veterans after their service and calls on the Commonwealth Government to lead, coordinate and fund the extension of the work done by ADF chaplains in support of veterans and their families.
6. Commits to encourage more clergy to become ADF chaplains, particularly in the Reserves to support serving members and their families and to be a bridge between the ADF and local parish churches.

Explanatory note:

Government reports including two Senate Standing Committee Reports, a Productivity Commission Report have highlighted:

- the substantial increase in the incidence of suicide amongst veterans, and
- the specific welfare needs particularly of medically discharged veterans and their families.

The Royal Commission into Defence and Veterans Suicide has just commenced. It appears ADF chaplains are one of the factors protecting members against self-harm and suicide, thus contributing to ADF serving members having a lower than community rate of suicide. The absence of similar chaplaincy effect may be a factor in the increased incidence of suicide after service amongst veterans.

ADF chaplains are part of the welfare network for serving members and their families and the absence of this chaplaincy effect for veterans and families may also be a factor in the poor welfare of some veterans.

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

25. Emissions Reduction Target

Mr Graeme Smyth to move; The Ven Bronwyn Pagram seconding:

That this Synod:

1. Acknowledges:
 - a. that Diocesan Council has identified 'stewardship and sustainability of resources' as a key focus area of the ACSQ Vision 2021 and that this focus area is consistent with the Anglican Communion Mark of Mission 'to strive to safeguard the integrity of Creation and sustain and renew the life of the Earth;'
 - b. the unambiguous scientific consensus that global heating, caused by human activities and burning of fossil fuels, poses a profound and serious risk to natural systems, human health and societies now and into the future;
 - c. that it is not too late to limit global warming to remain within the goals of the Paris Agreement if immediate, rapid and large-scale reductions in emissions are achieved; and that doing so will avert the worst impacts of climate change.
2. Thanks those individual members, Parishes, schools, commissions and agencies of the Diocese who are active in reducing their environmental footprint;
3. Supports the adoption of ACSQ-wide greenhouse gas emissions reduction targets of:
 - a. 50% reduction of Scope 1 and Scope 2 emissions by end of 2030 based on 2021 baseline; and
 - b. Net-zero Scope 1 and Scope 2 emissions by end of 2040; and
 - c. work with existing and new supply chain partners to minimise other indirect Scope 3 emissions consistent with the above targets and timeframes.
4. Requests the Diocesan Council, in conjunction with the Sustainability Committee and Angligrreen to:
 - a. complete a comprehensive and credible baseline assessment of greenhouse gas emissions associated with all ACSQ entities inclusive of Parishes, schools and other associated agencies;
 - b. establish an emissions reduction roadmap and initial targets toward the achievement of the targets in part (3);
 - c. develop guidance, support and financing frameworks to assist Parishes, schools and other agencies toward the achievement of emissions reduction targets;
 - d. write to Archbishops and Bishops of other Australian Diocese notifying them of this resolution and inviting collaborative knowledge sharing toward advancing the goals of the Protection of the Environment Canon, 2007;
 - e. report to each ordinary session of this Synod, and of the General Synod, progress toward the achievement of the targets in part (3).

Explanatory note:

1. The General Synod Protection of the Environment Canon 2007 (Canon No. 11, 2007) was adopted by this Diocese in 2009 and reaffirmed by resolution of the Synod in 2018.
2. Definitions:
 - a. Scope 1 emissions: greenhouse gases that an organisation creates directly at the source eg exhaust from vehicles or combustion of natural gas in a boiler for heating a building. Scope 2: emissions that are indirectly caused by the energy consumption of an organisation but which are emitted from equipment or

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

sources controlled by other parties eg emissions at a power station supplying electricity to the electrical grid. Scope 3: indirect emissions that come from all the other activities an organisation engages in and is sometimes referred to as emissions from the supply chain upstream or downstream from the organisation eg purchased goods or services and business flights.

- b. Net-zero emissions target is one that reduces emissions to the maximum extent possible and balances remaining greenhouse gas emissions against the amount of greenhouse gases removed from the atmosphere.

26. Affirming the Canonical Scriptures

The Rev'd Peter Judge-Mears to move; The Rt Rev'd Jeremy Greaves seconding:

That this Synod, affirming the canonical scriptures as the ultimate rule and standard of faith, encourages the clergy and laity of the Diocese to read *How to Eat Bread* by Miranda Threlfall-Holmes (or a similar book) to encourage us all to better read, mark, learn and inwardly digest the said canonical scriptures.

27. Clergy Personal Leave

Mr Graeme Smyth to move; tba seconding:

That this Synod:

1. Requests:
 - a. that the Diocesan Council undertake a procedural and legal review of current provisions and obligations of Canons regarding clergy sickness, accident and personal leave ('sick leave') including the following considerations:
 - i. paid sick leave annual entitlements including whether entitlements are accruing;
 - ii. processes and reporting obligations (e.g. to churchwardens, deacons, Finance and Diocesan Services Commission and/or Archbishop) for absences due to sickness or accident of less than the minimum coverage of the Diocesan Sickness and Accident and Maternity Leave Compensation Scheme (seven days);
 - iii. obligations of parishes, Diocese and subject clergy in instances of extended absences especially beyond the maximum coverage of Diocesan Sickness and Accident and Maternity Leave Compensation Scheme (55 weeks) including:
 1. whether responsibility for ongoing remuneration transfers from parishes to Diocese;
 2. obligation of subject clergy to assess and report capacity to continue appointment;
 3. powers of Archbishop to make a ruling in regard to capacity for subject clergy to continue appointment; and
 4. obligation of subject clergy to draw from other accrued leave entitlements during, or after, the 55-week period;
 - iv. right to privacy of clergy in taking sick leave;

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

- v. financial, leadership and spiritual impact on parishes especially for extended periods of clergy sick leave;
- vi. any other relevant matters.
- b. presentation to a future Synod of summary recommendations endorsed by Diocesan Council from the review in part (a), including proposed changes to Canon, if applicable.

Explanatory note: The Canons provide guidance, procedural obligations and financial compensation for coverage of clergy absences due to sickness and accident under: (a) WorkCover for coverage of remuneration where injuries are sustained during the act of undertaking work; and otherwise (b) Diocesan Sickness and Accident and Maternity Leave Compensation Scheme for coverage of applicable costs for periods of absence between 7 days and 55 weeks.

The Canons do not provide guidance with respect to clergy sickness, accident or personal leave for periods of less than seven days or more than 55 weeks, potentially leading to confusion amongst parishioners against contemporary standards and expectations of leave entitlements, reporting obligations, transparency and accountability.

The considerations included in item 1.a.iii.B to D are intended to resolve an apparent discrepancy between the Diocesan Handbook (paragraph E.7.5.) and Canons noting that Canons do not reflect any equivalent obligation implied by the use of 'must' and 'should' in this part of the Handbook:

1. Diocesan Handbook Section E.7.5: "*Where clergy are absent from duty for an extended period, consideration must be given to the question of their capacity to continue their appointment. Should this indicate obvious incapacity, clergy should consider action in relation to their superannuation entitlements.*"

28. Leadership Appointments

The Rev'd Lynda Johnson to move; The Rev'd Charlie Lacey seconding:

That this Synod

1. Welcomes the development and publication of a new Vision for the Anglican Church in Southern Queensland;
2. Notes the explanation of the vision, values and key focus areas, by the Archbishop, at recent clergy conferences;
3. Welcomes his articulation of the key focus area, "Comprehensive Anglican identity and purpose", as incorporating catholic, evangelical and liberal/progressive dimensions;
4. Asks the Archbishop and Diocesan Council to encourage and facilitate leadership appointments in the episcopate, the Commissions, parishes, lecturers at St Francis College, speakers at Diocesan events/retreats/conferences to reflect the breadth of this key focus area; and
5. Asks Diocesan Council to regularly report to Synod the progress in relation to these appointments reflecting comprehensive Anglicanism.



Each heading on
this page is a
clickable link ↓

REPORTS & EXTRA DOCUMENTATION

| | |
|--|----|
| Memorandum regarding regulations | 33 |
| Regulation II – Insurance | 35 |
| Regulation III – Sickness and Accident and Maternity Leave Compensation Scheme | 39 |
| Regulation XX – Maranoa-Warrego Anglican Mission Area | 45 |
| Regulation XXI – Leichardt- Chinchilla Anglican Mission Area..... | 48 |
| Regulation XXII – Parishes (COVID-19 and Annual Meetings) Regulation 2020..... | 51 |
| Report of the Synod subcommittee re the Filioque clause | 55 |
| Nominations Committee Report | 57 |

MEMORANDUM

| | | |
|--------------|--|----|
| TO: | Synod Members | |
| FROM: | Tim Reid General Manager / Registrar | |
| RE: | Regulations to be laid before Synod | |
| DATE: | 20 August 2021 | TR |

A number of Regulations have been made by Diocesan Council under the Diocesan Governance Canon and the Parishes Regulation Canon which, under the respective terms of those Canons, must be laid before Synod.

Diocesan Governance Canon

The following Regulations were made under section 73 of the Diocesan Governance Canon, which allows Diocesan Council from time to time to make, amend or repeal Regulations under the Canon. Under section 75 of the Canon, a copy of such a Regulation must be laid before the next ordinary session of Synod after it is made. Any member of Synod may present a motion for the amendment or repeal of the Regulation (see section 75).

Regulation II – Insurance made on 25 July 2019

The principal purpose of the Regulation is to provide for the Finance & Diocesan Services Commission to arrange and manage required insurance. The regulation was made consequent on the repeal of the Insurance Canon and its regulations at the 2019 Synod.

Regulation III – Sickness and Accident and Maternity Leave Compensation Scheme made on 25 July 2019

The principal purpose of the Regulation is to provide for the Finance & Diocesan Services Commission to arrange and manage a sickness and accident and maternity leave compensation scheme. The regulation was made consequent on the repeal of the Insurance Canon and its regulations at the 2019 Synod.

Parishes Regulation Canon

The following Regulations were made under section 4 of the Parishes Regulation Canon, which allows Diocesan Council from time to time to make, amend or repeal Regulations under the Canon. Under section 4(3) of the Canon, a copy of such a Regulation must be laid before the next ordinary session of Synod after it is made. Any member of Synod may present a motion for the amendment or repeal of the Regulation (see section 4(4)).

Regulation XX – Maranoa-Warrego Anglican Mission Area made on 25 June 2020

Renewal of the arrangement under which the parishes of Mitchell, Charleville and Cunnamulla are dealt with by the Diocesan administration and managed internally as one parish called the Maranoa-Warrego Anglican District.

Regulation XXI – Leichardt-Chinchilla Anglican Mission Area made on 25 June 2020

Renewal of the arrangement under which the parishes of Leichardt and Chinchilla are dealt with by the Diocesan administration and managed internally as one parish called the Leichardt-Chinchilla Anglican Mission Area.

Regulation XXII - Parishes (COVID-19 and Annual Meetings) Regulation made on 26 November 2020

Regulation to provide special arrangements for holding Annual Meetings of parishioners in the context of the public health emergency caused by the COVID-19 pandemic.

Regards

Tim Reid
General Manager / Registrar

Anglican Church of Australia - Diocese of Brisbane
Regulation under the Diocesan Governance Canon

REGULATION II

INSURANCE

Made by the Archbishop-in-Council on 25 July 2019 to come into effect on 1 August 2019.

1. Under section 73 of the Canon, the Archbishop-in-Council prescribes, for the purposes of section 24(a) of the Canon that the Finance & Diocesan Services Commission is to arrange and manage required insurance for the Diocese of Brisbane.

Interpretation

2. In this Regulation, except as set out below, expressions defined in the Diocesan Governance Canon have the same meaning as set out in the Canon and:

"Fund" means the Insurance Fund of the Diocese of Brisbane;

"Maternity Leave" means approved leave taken by female Licensed Clergy in the parishes or female lay workers employed by the parishes or any other female Clergy or female lay worker approved by the Board from time to time, in relation to that Clergy or lay worker giving birth to a child;

"Policies" mean policies or procedures relating to insurance placement and management established by the FDSC and the Diocesan Council;

"Property" means the Property of the Corporation or its controlled entities, including but not limited to Buildings, Contents, Motor Vehicles, Watercraft and also associated revenue; and includes the Property of the Corporation of the Lesser Chapter of the Cathedral Church of Brisbane;

"Public Liability" means all sums which the Corporation or its controlled entities including the Corporation of the Lesser Chapter of the Cathedral Church of Brisbane becomes legally liable to pay for compensation in respect of -

- (a) bodily injury and, or
- (b) damage to property

arising as a result of an occurrence happening in connection with their operations;

"Responsible Person" means a person responsible for Property, and includes a churchwarden, parish council, governing body of a school and any other person, board, committee or council responsible for Property;

"Sickness and Accident" means personal sickness and, or accident occurring in respect of Licensed Clergy in the parishes or lay workers employed by the parishes or any other Clergy or lay workers approved by the Board from time to time, which totally or partially incapacitates the Clergy or lay workers so that they are unable to carry out normal duty.

The Fund

3. (a) There is a Fund called the Insurance Fund of the Diocese of Brisbane.
- (b) Moneys will be received into and paid out of the Fund for any purpose arising from the exercise of powers under this Regulation
- (c) The Fund shall be under the direction of the Finance and Diocesan Services Commission.

Income of the Fund

4. All receipts from insurance contributions together with all donations and bequests specifically given to the Fund shall be placed to the credit of an account to be called "The Insurance Fund".

Insurance Placement

5. The Finance and Diocesan Services Commission is to:
 - (a) ensure that Property and Public Liability is adequately insured and that the Corporation has all other necessary insurance that a prudent person of business would deem necessary and appropriate, having regard to the risks and other factors considered relevant;
 - (b) arrange for a scheme of compensation for sickness and accident and maternity leave;
 - (c) act for other insureds associated with the Church in arranging insurance of all kinds should they seek its assistance;
 - (d) arrange for any necessary accident insurance for workers and other persons through self-insurance or otherwise in accordance with statutory requirements;
 - (e) enter into contracts of reinsurance where the Corporation is not the reinsurer;
 - (f) do all things necessary for efficient administration of the Insurance Fund.

Contributions

6. The Finance and Diocesan Services Commission shall set rates of contribution payable by parishes, schools and agencies of the Corporation and insureds who are legal entities in respect of:
 - (a) insurance arranged for the Corporation
 - (b) the Sickness and Accident and Maternity Leave compensation scheme

Regulation II – Insurance

- (c) any other kind of insurance arranged by the Corporation
- having regard to the risks and other factors considered relevant.

Duty to Contribute

- 7. (a) Responsible Persons shall contribute to the Fund from the funds controlled by the Responsible Persons in that capacity for the insurance for the Property and activities for which they are responsible.
- (b) Parishes and other entities operating within the authority of the Corporation who pay stipends or who are employers shall contribute to the scheme for Sickness and Accident and Maternity Leave.

Duty to disclose particulars

- 8. Responsible Persons shall provide full details of -
 - (a) the Property;
 - (b) activities and uses carried on at the Property;
 - (c) alterations and additions to the Property;
 - (d) matters that may affect risk in relation to the Property.

Contributions to be paid on time

- 9. Contributions shall be paid within the time set for payment by the Finance and Diocesan Services Commission.

Failure to comply with Canon or Regulations

- 10. If any Responsible Person fails to comply with this Regulation, any amount out of the Fund which would otherwise have been payable may be withheld until the Responsible Person does comply.

Events to be reported

- 11. Responsible Persons who become aware of an event that -
 - (a) may give rise to an insurance claim; or

- (b) may give rise to a claim under the Sickness and Accident and Maternity Leave compensation scheme,

shall at the earliest possible time report the event and provide such details as required in accordance with any Policies made under this Regulation.

Payments from the Fund

12. All payments from the Fund other than as prescribed in sections 13 and 14 of this Regulation shall be at the discretion of the Finance and Diocesan Services Commission but limited to –
- a) The meeting of claims made on the Fund by a Contributor following a reportable event but only in a manner that follows the form of a relevant policy of insurance or reinsurance held by the Fund
 - b) The acquiring of policies of insurance and reinsurance including the cost of service for a professional insurance intermediary
 - c) The investigation or acquiring of relevant risk mitigation, minimisation or management programs or services
 - d) The cost of administration of the Fund

Disposal of surplus

13. After providing fully for all obligations undertaken, and having first given due consideration to the usage of funds to mitigate the scope of future contributions, the Finance and Diocesan Services Commission, from time to time, may approve the disposal and appropriation to purposes approved by Diocesan Council, sums not exceeding in any one year 90% of the residue of net contributions and 90% of the residue of net income from investments.

Amalgamation

14. The Archbishop-in-Council may amalgamate the Insurance Fund with any similar fund in or under the control of any part of the Anglican Church of Australia whose objects are substantially identical.

Anglican Church of Australia - Diocese of Brisbane
Regulations under the Diocesan Governance Canon

**REGULATION III - SICKNESS AND ACCIDENT AND
 MATERNITY LEAVE COMPENSATION SCHEME**

Made by the Archbishop-in-Council on 25 July 2019 to come into effect on 1 August 2019.

1. Under section 73 of the Canon, the Archbishop-in-Council prescribes, for the purposes of section 24(a) of the Canon that the Finance & Diocesan Services Commission is to arrange and manage a sickness and accident and maternity leave compensation scheme for the Diocese of Brisbane.

Primary object

2. The primary object of this Regulation is to provide some compensation to those responsible for the remuneration of certain clergy and lay workers when the clergy or lay workers enrolled in the Scheme are unable to work because of sickness, accident or maternity leave.

How the primary object is to be achieved

3. For the achievement of its primary object, this Regulation provides for -
 - (a) the enrolment of certain clergy and lay workers into a Compensation Scheme;
 - (b) limitations considered necessary upon the scope of the Scheme;
 - (c) the payment of contributions so that the Scheme can be funded;
 - (d) notifications so that the Scheme can be administered;
 - (e) the payment of compensation to those responsible for remunerating the clergy and lay workers who are enrolled in the Scheme.

Interpretation

4. In this Regulation, unless the context or subject matter otherwise requires or indicates -

"Enrolled Member" means a person who has been enrolled in the Scheme;

"FDSC" means the Finance and Diocesan Services Commission

"Maternity Leave" means approved leave taken by a female Enrolled Member commencing no more than six weeks and no less than two weeks before the expected date of confinement

Regulation III Sickness and Accident and Maternity

"Remunerating Body A" includes, subject to section 5, The Corporation of the Synod of the Diocese of Brisbane;

"Remunerating Body B" includes, subject to section 5, The Corporation of the Synod of the Diocese of Brisbane in relation to the employment of School Chaplains;

"Scheme" means the Sickness and Accident and Maternity Leave Compensation Scheme provided for in this Regulation.

Remunerating Body

5. References to the Remunerating Body in this Regulation shall be taken to apply not only to the Corporation as a corporate entity, but also to those persons individually who manage or administer the affairs of the body, and in particular who are responsible for remunerating an Enrolled Member by way of stipend, salary or wages.

Example for s.5 - In a parish: the parish priest, churchwardens, parish councillors; in an agency: the manager, office bearers, committee members.

Enrolled Member

6. The following persons are declared to be eligible to become Enrolled Members for Sickness and Accident purposes -
- (a) clergy who hold office pursuant to the Canons of the Church in the Diocese and hold a licence from the Archbishop;
 - (b) stipendiary lay persons who are employed by the Remunerating Body.
7. The following persons are declared to be eligible to become Enrolled Members for Maternity Leave purposes -
- (a) female clergy and female stipendiary lay ministers who hold office pursuant to the Canons of the Church in the Diocese and hold a licence from the Archbishop;
8. The FDSC may determine that particular persons or classes of persons who are eligible to become Enrolled Members are to be enrolled in the Scheme; and shall cause a roll to be maintained of those persons who have been enrolled in the Scheme.
9. The Remunerating Body shall if requested cause to be submitted a health report in respect of any person who becomes eligible to be an Enrolled Member.

Notifications to the Board

10. The Remunerating Body or the Enrolled Member shall, within fourteen days after the sustaining of bodily injury or the commencement of any other cause of disablement specified herein or within such further time as the FDSC may allow or in the event of maternity leave no later than three months before the expected date of confinement, give written notice containing full particulars of the event to the FDSC.

Regulation III Sickness and Accident and Maternity Leave

11. An Enrolled Member as often as reasonably required by the FDSC shall submit to medical examination on behalf of the Scheme at the Scheme's expense.
12. All certificates and evidence required by the FDSC shall be in such form and of such nature as the FDSC shall prescribe.

Contribution

13. The FDSC shall set and determine the rate of contribution to be paid by the Remunerating Body in respect of each Enrolled Member and shall notify the Remunerating Body in writing of the contribution payable in respect of each Enrolled Member for whom the Remunerating Body is responsible under the Scheme.
14. The Remunerating Body shall pay to the FDSC the contribution fixed in respect of each Enrolled Member for whom the Remunerating Body is responsible under the Scheme by the due date notified by the FDSC.

Payment of compensation for Sickness and Accident purposes

15. Except as hereinafter provided the FDSC shall pay to the Remunerating Body responsible for the remuneration of the Enrolled Member reimbursement of **VOUCHED** expenses incurred to provide replacement ministry in the case of Remunerating Body A, and **ACTUAL** expenses incurred for a Chaplains appointment in the case of Remunerating Body B, as set out below in the event of:
 - (a) Total disablement from engaging in or attending to the usual duties of office for a period of not less than seven days from the date of commencement of medical attention for the disability, limited to 55 weeks for a permanent appointment commencing on the expiration of the said seven days, an amount per week not exceeding 1/52 part of the annual minimum rate of stipend for parish priests as provided under the Parishes Regulation Canon at the time covered by the compensation.
 - (b) Partial disablement from engaging in or attending to the usual duties of office for a period of not less than seven days from the date of commencement of medical attention for the disability, limited to 55 weeks for a permanent appointment commencing on the expiration of the said seven days, an amount per week not exceeding the percentage of disablement times 1/52 part of the annual minimum rate of stipend for parish priests as provided under the Parishes Regulation Canon at the time covered by the compensation.
 - (c) Disablement as set out above, a supplementary allowance for each week that compensation is paid in accordance with this section for additional expenses of ministry necessarily incurred not exceeding the percentage of disablement times (1/52 part of – the annual minimum rate of stipend for parish priests plus 0.55% of MRS) less the actual compensation paid under clause (a) or (b) above for the same week.
 - (d) For a part time appointment, the payments in clauses (a), (b) and (c) above will be pro rata based on a six day working week.
 - (e) Disablement as set out above a minimum benefit of 30% of the entitlement the remunerating body would have under clauses 15(a), (b) and (d) if the replacement

Regulation III Sickness and Accident and Maternity Leave

ministry was provided. When a payment of compensation is finalised and the reimbursement of vouched expenses is less than this 30% minimum, the difference shall be paid to the remunerating body.

- (f) An Enrolled Member being entitled to receive compensation under a WorkCover Queensland policy, the benefits set out in clauses (a) to (e) reduced by any WorkCover Queensland 'wages' payments. A claim must be lodged with WorkCover Queensland when an entitlement exists.
16. The amounts of compensation per week referred to in the previous section may be rounded off by the FDSC to the nearest whole \$5 for ease of administration.
17. Entitlement to the payment of sickness and accident compensation shall cease on the earliest occurrence of -
- (a) The date which completes the entitlement to the payment of compensation.
- (b) The date on which the Enrolled Member ceases to be disabled.
- (c) The date on which the Enrolled Member dies.
- (d) The date on which the Enrolled Member's application for a Total & Permanent Disablement Benefit from another source is accepted by that source.
- (e) The date on which the Enrolled Member ceases to be remunerated.

Payment of compensation for Maternity Leave purposes

18. Except as hereinafter provided the FDSC shall pay to the Remunerating Body responsible for the remuneration of the Enrolled Member reimbursement of **VOUCHED** expenses incurred to provide replacement ministry in the case of Remunerating Body A, and **ACTUAL** expenses incurred for a Chaplains appointment in the case of Remunerating Body B, as set out below in the event of:
- (a) Approved maternity leave preventing the Enrolled Member from engaging in or attending to the usual duties of office, limited to 12 weeks for a permanent appointment commencing no more than six weeks and no less than two weeks before the expected date of confinement, an amount per week not exceeding 1/52 part of the annual minimum rate of stipend for parish priests as provided under the Parishes Regulation Canon at the time covered by the compensation.
- (b) Maternity Leave as set out above, a supplementary allowance for each week that compensation is paid in accordance with this section for additional expenses of ministry necessarily incurred not exceeding (1/52 part of - the annual minimum rate of stipend for parish priests plus 0.55% of MRS) less the actual compensation paid under clause (a) above for the same week.

Regulation III - Sickness and Accident and Maternity

- (c) Maternity Leave as set out above, a minimum benefit of 30% of the entitlement the remunerating body would have under clause 18(a) if the replacement ministry was provided. When a payment of compensation is finalised and the reimbursement of vouched expenses is less than this 30% minimum, the difference shall be paid to the remunerating body.
 - (d) For a part time appointment, the payment in clause (a) above will be pro rata based on a six day working week.
19. Entitlement to the payment of maternity leave compensation shall cease on the earliest occurrence of -
- (a) The date which completes the entitlement to the payment of compensation.
 - (b) The date on which the Enrolled Member dies.
 - (c) The date on which the Enrolled Member ceases to be remunerated.

Exclusions

20. Compensation under the Scheme does not apply to any:
- (a) amounts which the Enrolled Member has received as 'wages' compensation under a policy issued by WorkCover Queensland;
 - (b) event which at the discretion of the FDSC -
 - (i) is an event in respect of which the Enrolled Member is entitled to receive compensation under any policy of insurance other than a WorkCover Queensland policy;
 - (ii) results from an Enrolled Member's engaging in or taking part in:
 - (A) flying in an aircraft or aerial device other than as a passenger in an aircraft licensed to carry passengers; or
 - (B) training for or engaging in professional sports of any kind;
 - (iii) results from any intentional self-injury or attempt at same, suicide or any illegal or criminal act committed by an Enrolled Member;
 - (iv) results from the use, existence or escape of nuclear weapons material or ionising radiation from or contamination by radio-activity from any nuclear fuel or nuclear waste from the combustion of nuclear fuel;
 - (v) results from pregnancy, childbirth or miscarriage, except for the complication of these conditions. This exclusion only applies in relation to Sickness and Accident compensation;

Regulation III - Sickness and Accident and Maternity Leave

- (vi) happens whilst the Enrolled Member by intoxicating liquor narcotics or drugs is rendered less capable than usual of taking care of him or herself or which event is directly or indirectly attributable thereto or consequential thereon.
21. Compensation under the Scheme does not apply in respect of any consequence of war, invasion, act of foreign enemy, hostilities [whether war be declared or not], civil war, rebellion, revolution, insurrection or military or usurped power or terrorism.

Anglican Church of Australia

Regulations under the Parishes Regulation Canon

**REGULATION XX – MARANOA-WARREGO ANGLICAN
MISSION AREA**

made by the Archbishop acting by and with the advice of the Diocesan Council on 29 June 2017 and re-made on 25 June 2020.

[Sections 4(1A), 4(1B)]

The Archbishop-in-Council makes the following exemptions, provisions and modifications from terms of the Parishes Regulation Canon for the purpose of allowing alternative forms of ministry not provided for in the Canon.

1. Parishes affected

This Regulation affects the Parishes of Mitchell, Charleville and Cunnamulla.

2. Parish and District structure

- [1] Except as otherwise provided for in this Regulation or as required by the Archbishop or the Regional Bishop the three parishes affected by this Regulation shall be dealt with by the Diocesan administration and managed internally as one parish called the Maranoa-Warrego Anglican District (“Parish”).
- [2] The Parish shall be managed as if comprised of three Districts, viz. Mitchell, Charleville, Cunnamulla.

3. District arrangements

- [1] Each District will hold an annual meeting of Parishioners, and such other special meetings of Parishioners as may be required.
- [2] The business of each District annual meeting will include:
 - [a] the election by the Electors of one District Churchwarden;
 - [b] in a year required by the Synod Canon, the election by the Electors of one representative in Synod;
 - [c] the election by the Electors of two Parish Councillors.
- [3] [a] If desired by the District annual meeting and by the Parish Priest, a District Council may be formed.
 - [b] Those Parishioners belonging to the District who by election or appointment become members of the Parish Council are ex officio members of the District Council.

- [c] The Electors at the District annual meeting may elect further members of the District Council and the Parish Priest may appoint further members of the District Council up to one-half of the number elected by the Electors;
 - [d] Where a District Council is formed, its duties and responsibilities shall be determined by the Parish Council, which shall devolve upon the District Council so much of the duties and responsibilities of the Parish Council as is practicable.
- [4] [a] The Parish Priest may convene a special meeting of the Parishioners of the District, and must do so on receiving a written requisition to that effect signed by the District Churchwarden or by a majority of the members of the District Council or by ten Parishioners of the District.
- [b] Notice of the special business to be considered at the meeting shall be given in the same way as notice is given for holding the District annual meeting.

4. Parish arrangements

- [1] Each of the District Churchwardens shall be deemed to be a Churchwarden of the Parish.
- [2] The Parish Priest may appoint an additional Parish Churchwarden.
- [3] The Parish Priest may appoint up to three Parish Councillors, without regard to the District from which they come.
- [4] The Parish Council shall consist of –
- the Parish Priest,
 - the Churchwardens,
 - the Synod representatives,
 - the Parish Councillors elected by the Districts or appointed by the Parish Priest,
 - the Parish Treasurer appointed by the Parish Council.
- [5] [a] The Parish Council may make up the number of representatives of the Parish in Synod to four by the appointment of a suitably qualified person.
- [b] If a District fails to elect a representative in Synod, or if there is a vacancy in the position of representative in Synod, the Parish Council may make the appointment or fill the vacancy from any suitably qualified person in the Parish, after taking advice where appropriate from the relevant District Council.
- [6] The Parish Priest, the Parish Churchwardens and the Parish Council must ensure that the duties and responsibilities set out in the Canon for the officers of a parish and in particular for the Churchwardens [sec. 59] and the Parish Council [sec. 60], and any other administrative or management requirements of the Canon, such as those required to be dealt with at the Annual Meeting [sec. 43], are discharged.
- [7] A Special Meeting of the Parishioners of the whole Parish must be held if required under sec. 48 of the Canon, but an Annual Meeting of the Parishioners of the whole Parish need not be held.

5. General

- [1] All of the persons elected or appointed to the positions described in this Regulation, whether in the Districts or in the Parish, must be Electors.
- [2] Only one set of annual returns to the Diocese will be required for the Parish.
- [3] One contribution to the Diocesan budget will be set for the Parish.
- [4] In the case of any dispute as to the operation of this Regulation, or if other matters relating to the administration of the Parish or of a District need to be resolved, the Archbishop-in-Council refers the settling of the matter to the Regional Bishop, who may take such advice as he sees fit from the Parishioners, the Parish Priest and the Archdeacon. The authority of the Archbishop-in-Council set out in sec. 68 of the Canon is not affected by this referral.

Note: Under section 4(1B) of the *Parishes Regulation Canon* this Regulation will cease to have effect on the third anniversary after the Regulation is made, unless within three months before that date it is renewed by the Archbishop-in-Council, with or without amendments.

Anglican Church of Australia

Regulations under the Parishes Regulation Canon

REGULATION XXI – LEICHARDT-CHINCHILLA ANGLICAN MISSION AREA

Made by the Archbishop acting by and with the advice of the Diocesan Council on 25 June 2020.

[Sections 4(1A), 4(1B)]

The Archbishop-in-Council makes the following exemptions, provisions and modifications from terms of the Parishes Regulation Canon for the purpose of allowing alternative forms of ministry not provided for in the Canon, to take effect on and from 25 November 2019.

1. Parishes affected

This regulation affects the Parishes of Leichardt and Chinchilla.

2. Parish and Mission Area Structure

[1] Except as otherwise provided for in this Regulation or as required by the Archbishop or the Regional Bishop the two Parishes affected by this regulation shall be dealt with by the Diocesan administration and managed internally as one parish called the Leichardt-Chinchilla Anglican Mission Area (“Parish”).

[2] The Parish shall be managed as if comprised of two Mission Areas, viz. Leichardt, Chinchilla.

3. Mission Area arrangements

[1] Each Mission Area will hold an annual meeting of Parishioners, and such other special meetings of Parishioners as may be required.

[2] The business of each Mission Area annual meeting will include:

[a] the election by the Electors of one Mission Area Churchwarden;

[b] in a year required by the Synod Canon, the election by the Electors of one representative in Synod;

[c] the election by the Electors of two Parish Councillors.

[3] [a] If desired by the Mission Area annual meeting and by the Parish Priest, a Mission Area Council may be formed.

[b] Those Parishioners belonging to the Mission Area who by election or appointment become members of the Parish Council are ex officio members of the Mission Area Council.

[c] The Electors at the Mission Area annual meeting may elect further members of the Mission Area Council and the Parish Priest may appoint further

members of the Mission Area Council up to one-half of the number elected by the Electors;

- [d] Where a Mission Area Council is formed, its duties and responsibilities shall be determined by the Parish Council, which shall devolve upon the Mission Area Council so much of the duties and responsibilities of the Parish Council as is practicable.
- [4] [a] The Parish Priest may convene a special meeting of the Parishioners of the Mission Area, and must do so on receiving a written requisition to that effect signed by the Mission Area Churchwarden or by a majority of the members of the Mission Area Council or by ten Parishioners of the Mission Area.
- [b] Notice of the special business to be considered at the meeting shall be given in the same way as notice is given for holding the Mission Area annual meeting.

4. Parish arrangements

- [1] Each of the Mission Area Churchwardens shall be deemed to be a Churchwarden of the Parish.
- [2] The Parish Priest may appoint an additional Parish Churchwarden.
- [3] The Parish Priest may appoint up to three Parish Councillors, without regard to the Mission Area from which they come.
- [4] The Parish Council shall consist of –
 - the Parish Priest,
 - the Churchwardens,
 - the Synod representatives,
 - the Parish Councillors elected by the Mission Areas or appointed by the Parish Priest,
 - the Parish Treasurer appointed by the Parish Council.
- [5] [a] The Parish Council may make up the number of representatives of the Parish in Synod to four by the appointment of a suitably qualified person.
- [b] If a Mission Area fails to elect a representative in Synod, or if there is a vacancy in the position of representative in Synod, the Parish Council may make the appointment or fill the vacancy from any suitably qualified person in the Parish, after taking advice where appropriate from the relevant Mission Area Council.
- [6] The Parish Priest, the Parish Churchwardens and the Parish Council must ensure that the duties and responsibilities set out in the Canon for the officers of a parish and in particular for the Churchwardens [sec. 59] and the Parish Council [sec. 60], and any other administrative or management requirements of the Canon, such as those required to be dealt with at the Annual Meeting [sec. 43], are discharged.
- [7] A Special Meeting of the Parishioners of the whole Parish must be held if required under sec. 48 of the Canon, but an Annual Meeting of the Parishioners of the whole Parish need not be held.

5. General

- [1] All of the persons elected or appointed to the positions described in this Regulation, whether in the Mission Areas or in the Parish, must be Electors.
- [2] Only one set of annual returns to the Diocese will be required for the Parish.
- [3] One contribution to the Diocesan budget will be set for the Parish.
- [4] In the case of any dispute as to the operation of this Regulation, or if other matters relating to the administration of the Parish or of a Mission Area need to be resolved, the Archbishop-in-Council refers the settling of the matter to the Regional Bishop, who may take such advice as he sees fit from the Parishioners, the Parish Priest and the Archdeacon. The authority of the Archbishop-in-Council set out in sec. 68 of the Canon is not affected by this referral.

Note: Under section 4(1B) of the *Parishes Regulation Canon* this Regulation will cease to have effect on the third anniversary after the Regulation is made, unless within three months before that date it is renewed by the Archbishop-in-Council, with or without amendments.

Anglican Church of Australia

Regulations under the Parishes Regulation Canon

**REGULATION XXII – Parishes (COVID-19 and Annual Meetings)
Regulation 2020**

made by the Archbishop acting by and with the advice of the Diocesan Council on 26 November 2020.

1. Primary object

A Regulation to provide special arrangements for holding Annual Meetings of parishioners in the context of the public health emergency caused by the COVID-19 pandemic.

2. Interpretation

(1) In this Regulation –

“online service of public worship” means a form of service of a parish that is transmitted via the internet as a livestream or pre-recorded video that is intended as a temporary substitute for services of public worship in the church building(s) while those services are suspended or are subject to public health directives or guidelines.

“Prescribed Period” means the period starting on the commencement of this Regulation and for the purposes of –

- (a) an annual meeting – ending on 15 March 2021 or such later date determined by the Archbishop in writing, and
- (b) any other parish meeting – ending on the date determined by the Archbishop in writing.

(2) Definitions in the *Parishes Regulation Canon* as in force from time to time apply to this Regulation, subject to the modifications set out in this Regulation.

3. Options for conducting annual meetings of parishioners during the Prescribed Period

During the Prescribed Period the parish council may –

- (a) subject to clause 4, convene the annual meeting of parishioners remotely by the use of technology, if in the opinion of the parish council holding the meeting by this means is reasonably practicable in the circumstances; or
- (b) subject to clause 5, the parish may convene the annual meeting of the parishioners of the parish by the traditional means set out in Part V of the *Parishes Regulation Canon*.

4. Annual meetings of parishioners conducted remotely through the use of technology

For the purposes of Clause 3(a) –

- (a) the annual meeting may be held using one or more technologies that give all participants entitled to attend a reasonable opportunity to participate without being physically present in the same place;
- (b) all persons so participating in the annual meeting are taken for all purposes (for example, a quorum requirement) to be present at the meeting while so participating;
- (c) the annual meeting is convened –
 - (i) by notice in accordance with sections 30(2) and 30(3) of the *Parishes Regulation Canon*; and
 - (ii) by notice in an electronic communication to parishioners (but only to the extent that the parish holds relevant contact information for its parishioners) not less than ten days including two Sundays immediately preceding the day of the Annual Meeting and such notice shall include the information required in Schedule 1 of the *Parishes Regulation Canon*; and
 - (iii) by announcement at each online service of public worship (if any) of the parish not less than ten days including two Sundays before the day of the meeting, of the date, time and instructions necessary for a person to make nominations and to join the meeting.
- (d) the parish council must include in the notice information about how those parishioners entitled to attend can participate in the meeting including how they can participate in a vote taken at the meeting, and speak at the meeting, to the extent they are entitled to do so;
- (e) a vote taken at the meeting for persons attending by electronic means may be taken by:

- (i) the Chair asking if there is any dissent to the motion and if none, the motion is taken as passed; or
- (ii) using one or more technologies that give each person entitled to vote the opportunity to participate in the vote in real time and for their vote to be recorded and counted by technological means.

5. Annual meetings of parishioners conducted in a physical location

- (1) For the purposes of Clause 3(b) –
 - (a) the annual meeting may be convened if –
 - (i) it is lawful for the gathering to be held (including with respect to the location and the number of parishioners that might attend in the meeting); and
 - (ii) public health directives or guidelines in effect at that time are followed.
- (2) The annual meeting is convened –
 - (a) by notice in accordance with sections 30(2) and 30(3) of the *Parishes Regulation Canon*, and
 - (b) by notice in an electronic communication to parishioners (but only to the extent that the parish holds relevant contact information for its parishioners) not less than ten days including two Sundays immediately preceding the day of the Annual Meeting, and of any other Church in the Parish used for worship during the said period of notice and such notice shall be in the form set out in Schedule 1 of the *Parishes Regulation Canon*; and
 - (c) by announcement at each online service of public worship (if any) of the parish not less than ten days including two Sundays before the day of the meeting, of the date, time and instructions necessary for a person to make nominations and to join the meeting.

6. Hybrid Meetings

For the avoidance of doubt, nothing in this Regulation prevents an Annual Meeting from being conducted partly in a physical location and at the same time remotely using one or more technologies.

7. Effect of modified provisions

Anything done in accordance with the provisions modified by this Regulation is as valid and effective for all purposes as if it had been done in accordance with those provisions contained in the *Parishes Regulation Canon* in their unmodified operation.

8. Inconsistency

This Regulation applies notwithstanding and to the exclusion of the provisions in the *Parishes Regulation Canon*, but only to the extent of inconsistency.

9. Repeal

This Regulation is repealed at the end of the period of 6 months beginning on the day after it was made.

Report of the Synod Subcommittee Examining the Possible Omission of the Filioque Clause

In 2019, Synod passed this motion:

That this Synod set up a committee comprising the Rev'd Dr Cathy Laufer, the Rev'd Canon Dr Jim McPherson and the Rev'd Canon Richard Tutin, with power to co-opt, to investigate the possible cessation of saying the Filioque clause in the Nicene Creed in worship in the Diocese, to liaise with the General Synod Ecumenical Relations Committee on this matter, and to report back to Synod 2020.

As Synod did not meet in 2020, the subcommittee's report is herewith presented to Synod 2021. Note that in 2021, the Rev'd Canon Dr Jim McPherson stepped down from the subcommittee.

Prior to the pandemic, the subcommittee met, referred questions to the General Synod Ecumenical Relations Commission (ERC), investigated the views of other denominations and had a conversation with the Archbishop. Since the pandemic, we have had discussions online. The ERC has not met since 2019; ecumenical meetings have also been on hold due to the pandemic. However, we can report as follows.

Background: Lambeth Resolutions:

The Anglican-Orthodox Joint Doctrinal Commission issued a statement in August 1976 which recommended that the Filioque clause not be included in the Nicene Creed because it was "introduced without the authority of an Ecumenical Council and without due regard for Catholic consent" (Moscow Statement, Clause 21 (b)). This recommendation was repeated in the 1984 Dublin Agreed Statement of the Commission (Dublin Statement, Clause 44).

In response, the Lambeth Conference of 1978 asked the Provinces of the Anglican Communion to consider returning to the original wording of the Nicene Creed. The 1988 Lambeth Conference reaffirmed this, recommending to the Provinces of the Anglican Communion that in future liturgical revisions, the Nicene Creed be printed without the Filioque Clause (1988 Lambeth Resolution 6.5).

General Synod Ecumenical Relations Commission (ERC):

- The ERC feels it is worth pursuing this matter. As General Synod will not meet until 2023, it would be helpful if one diocese trialled the omission of the Filioque clause prior to that meeting.
- Article 5 of the 39 Articles describes the Holy Ghost as 'proceeding from the Father and the Son'. Given the place of the 39 Articles in our Constitutions, this could raise problems but the ERC felt these would not be insurmountable.

Other Denominations:

- The Roman Catholic Church is bound by decisions of the Magisterium. At present, Rome's view is that the Filioque is appropriate for the Latin form of the Creed. Many local Catholic churches are now using the Apostles' Creed in Sunday Mass instead of the Nicene Creed so the Filioque is not being said publicly in those parishes.
- The Filioque is a current topic of discussion amongst Pentecostals.
- Lutherans would probably support the omission. The topic has not been raised at national level.

- The Uniting Church of Australia has already removed the Filioque from liturgical use.

A Trial in the Anglican Church Southern Qld:

The subcommittee recommends that this Diocese trial the omission of the Filioque for a limited time in parishes that choose to take part. A motion to Synod for this to occur is in the Business Papers.

According to the Constitution of the Anglican Church of Australia, s4, in order to vary the liturgical use of the Nicene Creed, a parish would first need to vote on doing so and then ask the Archbishop's permission to make the variation. The Archbishop is willing to consider requests for such a variation during a trial period.

The subcommittee has prepared a Study Guide for parishes. It is designed to be used in a small group, with discussion, taking about 60-90 minutes. It can also be used individually. The guide will be available online.

The subcommittee will make a brief survey available online for parishioners to complete after the trial period.

The process for a parish to take part in the trial is as follows:

1. Parish Council goes through the Study Guide, as a group or individually, and then votes on taking part in the trial.
2. Parish Council applies to the Archbishop for permission to omit the Filioque in public worship for a period of between three and six months.
3. Parish groups (Bible study, home groups, etc) and individual parishioners are encouraged to work through the Study Guide prior to the trial's commencement.
4. The Parish omits the Filioque for the agreed upon time. How this is done will depend upon the medium the parish uses for Sunday services. If the service is on PowerPoint or is printed out in full, omitting the Filioque is simple. If the parish uses prayer books, it is recommended that an insert be used with the Nicene Creed printed out omitting the Filioque clause.
5. At the end of the trial period, parishioners are invited to take the online survey about the experience.

The Rev'd Dr Cathy Laufer & The Rev'd Canon Richard Tutin

Nominations Committee Report to Synod

The Diocesan Council nominates the following for election for the next term of Diocesan Council:

Lay Nominees:

Ms Debbie Kemish

Mr John Kotzur

Miss Amy Norman

Mr Dan O'Connor

Mr David Sneesby

Clergy Nominees:

The Rev'd Canon Nicole Colledge

The Ven Geoff Hoyte

The Rev'd Adam Lowe

The Rev'd Canon Paul Mitchell

The Rev'd Dr Ceridwen Wynne

These nominations are made in accordance with the Diocesan Council Canon s3 (3).

Profiles of the recommended candidates and the matrix of Skills, Experiences and Capabilities needed by members of Diocesan Council are attached to this report.

*Geoff Hoyte,
Chair, Diocesan Council Nominations Committee*

Profiles for Lay Candidates

Ms Debbie Kemish

Dip Quality Auditing, Master of Applied Linguistics, DipEd, BA (Modern Asian Studies)

Debbie is an active member of the Parish of Aspley Albany Creek, having served on parish council and as warden for many of the past 15 years. This includes experience in the roles of parish nominator and Synod representative. She is active in support of ABM, most recently through the Larapinta Trail Fundraising Walk. Debbie believes her life should reflect her faith, in service to others and respect for God's creation.

Now retired, her role as Director of the International School at St Paul's School meant she experienced an Anglican School through changes and adjustments over nearly 20 years and has extensive experience in strategic planning, staff management and training. Originally an English as a Second Language teacher, her international marketing and administrative work enhanced her skills of negotiation and advocacy, both in terms of listening to others and in encouraging collaboration to ensure that ideas are understood and shared. She is well respected for her professional approach and her careful follow through of ideas.

Her life in semi-retirement involves work in international education consultancy and college quality assurance (unfortunately reduced in 2020/21), regular tutoring of some migrants, mentoring some young people with various challenges through the *Drive for Life* program as well as continuing parish involvement.

Debbie grew up in PNG, attended boarding school at St Hilda's School in Southport and, prior to Aspley Albany Creek, was an active member of the then parish of North Rockhampton.

Mr John Kotzur

BCom, Member: Chartered Accountants in Australia and New Zealand

John Kotzur is a current member of Diocesan Council, a member of FDSC, and a member of the Credit Control Committee

John was born and raised in the Lutheran Church at Rochedale. In early married life he attended a Baptist Church. The family joined the Anglican parish of Coorparoo in 2011 to allow the children to be closer to a youth group and children's ministry. John has been a member of the Parish Council, Warden and nominator for eight years.

John is managing partner of Mazars (Brisbane) which is a large international accounting firm. He has a broad range of accounting, taxation and business management experience with commercial businesses including a deep understanding of the agribusiness, property and mining services sectors.

John holds several non-executive board positions, including a current role as non-executive director of Reed and Mackay Travel, a UK private equity owned travel agency in Sydney. In addition, John provides board advisory services to numerous clients in his industries of expertise, providing the right balance of financial rigour, risk management, thought leadership and commercial acumen.

In his spare time John collects cans and bottles with his kids together with attending rugby with the sons. "I have had two sons in attendance at Churchie and I'm looking forward to the day when I have no more school fees."

Miss Amy Norman

BE (Hons) RPEng (Civil) RPEQ

Amy Norman is an active member in the governance of the local church, serving on Parish Council and as the Western Region Youth Synod Representative since 2017. She has been a member of Diocesan Council since 2021. She is also a former student of The Glennie School and alumnus of St John's College, The University of Queensland.

Amy is a Registered Professional Civil Engineer, where she has worked as Project Manager and Transport Engineer for a global consulting firm. Her primary technical experience is in the strategy, planning, and design coordination of complex transportation infrastructure projects. Amy is experienced in evaluating risk, managing local and state government requirements and clients, and evaluating interim to long term projects.

For over five years, Amy has been an active member of St Bart's Anglican Church (Toowoomba). Across this time she has served in a variety of roles, including as a Parish Councillor, Liturgical Assistant, Finance Committee Member, Team Leader for Welcoming and Ushering of major events, and as part of the new evening service plant (6pm). In 2018, Amy undertook an internship in Children's and Families Ministry, which included co-curriculum development for Sunday School and co-development of family discipleship resources.

Amy is now part of the ministry team at St Bart's Anglican Church. In her current role as a Lay Minister in Discipleship, she oversees key pathways (integration of new people and discipleship pathways) and leads the St Bart's Centre for Work and Faith. Each of these areas include resource development, training, and events. Amy brings a comprehensive understanding of the local church, and excited to continue to serve the church in any capacity as it seeks to make and mature disciples of Jesus.

Mr Daniel (Dan) O'Connor OAM

DipTchg, BEdSt (Qld), LLB (QUT), LLM (Qld), FIML

Dan is a current member of Diocesan Council, Chair of the Diocesan Legal Committee, and a member of the Anglican Schools Commission. He was educated at the Church of England Grammar School (Churchie), is a parishioner at St John's Cathedral, and is the former Chairman of the Ambassadors of St John's. In 2009, he was appointed to the Churchie School Council and appointed Chairman in 2013.

In 1990, he was called to the Queensland, New South Wales, and Victorian Bars, and the High Court of Australia. Between 1994 and 2012, he was Chief Executive of the Bar Association of Queensland and Secretary of the Australian Bar Association. In 2012, he was appointed a Deputy President of the Queensland Industrial Relations Commission (QIRC); Deputy President of Industrial Court of Queensland in September 2013; and Vice President in December 2018.

Since 2000, he has been a member of the Council of the Royal National Association and is currently its Senior Vice President. Dan has been involved in other charitable and not-for-profit organisations, in particular, as a founding Director of the Queensland Public Interest Law Clearing House (now LawRight) a pro bono community-based legal organisation; a trustee of the Royal Agricultural Society of the Commonwealth; Chairman of the Residential Committee – Red Shield Appeal; and, as a trustee of the Edinburgh Declaration Trust, a body working to protect the rule of law. Dan is committed to use his legal, governance, and management skills

together with his experience in the charity and not-for-profit sector to further the mission of the Church in whatever capacity he may have the honour to serve.

Mr David Sneesby

BBus, GradDipAppFin and Inv, FFin, FCA

David is a current member of Diocesan Council and Chair of the Diocesan Audit and Risk Committee, having been a member of that committee since 2012. He is member of the congregation and Parish Councillor at St Paul's Ashgrove.

David is married to Jennifer and they have two children.

Having grown up on a farm and, being a member of a parish with then six churches (now reduced to two) with a voluntary minister, he has first-hand experience of the issues surrounding the Church in rural areas as well as suburban parishes.

David enjoys participating in parish life at St Paul's Ashgrove by fundraising; and participating in community activities including fetes and book fairs. He has also participated in fundraising activities for Mater Little Miracles and the Heart Foundation.

The role of the Diocesan Audit and Risk Committee is to assist Diocesan Council in discharging its governance responsibilities to oversee financial reporting, risk management and internal control and compliance with laws and regulations. In his role as Chair of the Diocesan Audit and Risk Committee (as well as being a member of Diocesan Council), David has gained an understanding of the diverse operations of the Diocese and the risks associated with those activities past, present and future. David has also served on other sub-committees including the diocesan-wide Governance Review as well as reviewing separately incorporated schools within the Diocese.

David has nearly 30 years accounting experience, and has lived and worked in Lismore (NSW), New Jersey (USA), Vienna (Austria) and Brisbane. He is a partner at a three-partner accounting practice in Brisbane.

David is a Fellow of Chartered Accountants Australia and New Zealand (CAANZ) and a Fellow of Financial Services Institute of Australasia (FINSIA). David has a Bachelor of Business with majors in Accounting and Computing as well as a Graduate Diploma of Applied Finance and Investment. David is a Registered Company Auditor and a Registered Tax Agent, as well as a Registered Self-Managed Super Fund Auditor.

Profiles for Clergy Candidates

The Rev'd Canon Nicole (Nicki) Colledge

BA, GradDipEd (Secondary), MTh, MEd Leadership

Nicki is currently Rector of St Mark's, Clayfield. Ordained for over 20 years, she has been School Chaplain at St Paul's School, Bald Hills (2000–2006) and St Margaret's Anglican Girls School, Ascot (2007–2019). At St Margaret's, Nicki was a member of the Senior Leadership Team, and completed a Masters in Educational Leadership with an emphasis on leading a community of faith from an ordained perspective.

At present, Nicki is Area Dean of Brisbane North-East Deanery, Residentiary Canon of St John's Cathedral, Archbishop's Examining Chaplain, on the Board of Professional Standards, and a member of the Queensland Churches Together Executive (until October 2021).

Nicki's ministry has been characterised by innovative examples of sharing liturgy and the Good News with all stages of faith. She has shown skills in coordinating teams, including all ages, in bringing vision to reality. She is passionate about growth of individuals in their journeys of faith, and in the possibilities of outreach between parishes and communities.

Nicki has been a long-time supporter of youth in the Diocese; running camps, leading workshops, Chaplain for Primary Ichthus camps, and developing all-ages worship experiences such as SPLAT (St Paul's – Live and Terrific), Sundays@Sunset, Travelling Church, Pop-Up Prayer Spaces and, most recently, "Let's be Frank".

Nicki spent time in the Diocese of Europe (Belgium), and Durham, UK (1999-2000). She is committed to seeing the Anglican Church of Southern Queensland flourish into the future.

The Ven Geoff Hoyte

BTh, MA (Stud Rel)

Geoff has been a priest in the Diocese since 1989, in a variety of parishes and chaplaincy roles. He has been Rector of Logan Parish for 11 years. Logan is a very multicultural city and the congregations include about 10 ethnic groups. Geoff leads teams which deliver welfare ministries, advocacy ministry, several children's and youth ministries.

Geoff is an Archdeacon and his passion is parish ministry; but along the way he has been involved in some other things. Multi-faith dialogue and ecumenism have been passions for many years, and Geoff is a member of the *Queensland Faith Communities Council*, a former member of *The Forum of Christians Muslims and Jews* and a former Chair of the Diocesan Ecumenical Committee. He is a past Secretary of the *Ecumenical Tertiary Chaplaincy Committee* – which employed Chaplains at Griffith Uni and at QUT. Logan Parish has joined the Qld Community Alliance, a network of Churches, Trade Unions and other Community Groups, through QCA the Parish has made a difference in Logan. Geoff serves on the Board of Qld Community Alliance Inc. as Treasurer. He was Chaplain at Senior Ichthus 2014-2016.

As a member of Diocesan Council (2008-14, 16-11) Geoff reads and researches the agenda and is active, independent and outspoken in meetings.

The Rev'd Adam Lowe

BBehSc, BPsych (Hons), BTh, MOrgPsych, MA Theology & Religion, MAPS

Adam has served at St Bart's Anglican Church (Toowoomba) since December 2013, currently as Rector. During this time, Adam has served on Diocesan Council, the council of Toowoomba Anglican School, is a member of General Synod, and has shared responsibility for diocesan statistics relating to parish growth and decline (as part of the Resource Church project). He has experience in the evaluation of governance boards, having served on the board of Arrow Leadership Australia and as a founding director of Beanhunter. He holds a Bachelor of Behaviour Science (Clinical Psychology), Bachelor of Psychology with Honours, Masters in Organisational Psychology, Bachelor of Theology, and an MA in Theology and Religion. Before serving at St Bart's, Adam was Assistant Curate at the Anglican Church of Noosa and Sessional Lecturer in New Testament at CSU, School of Theology. During this time, Adam

was also the Project Officer for BIBLE360. From 2009 to 2010, he completed postgraduate study at St John's College, Durham University focusing on the Employment Life Cycle of Clergy. Before studying in the UK, Adam worked as an Assistant Curate and Pastoral Assistant at St Mark's Clayfield (Brisbane), whilst also consulting as a Psychologist internationally (focusing on global strategic HR along with psychometric test development and deployment). Adam's passion in ministry is particularly within the areas of preaching, leadership, strategic planning, and enabling the mission of the church (locally and as a Diocese) in the making and maturing of disciples of Jesus.

The Rev'd Canon Paul Bentley Mitchell

BA, BTh, GradDipPS, GradDipEd (RE)

Paul has served in this Diocese since 2017, when he came from South Australia to St Luke's, Toowoomba. He is currently Area Dean of the Toowoomba Deanery and in 2021 was appointed as a Residentiary Canon of St John's Cathedral. Paul also serves on the Panel for the Professional Standards Board and is an Examining Chaplain. Prior to 2017, across 32 years of ordained ministry, Paul has served in the Dioceses of Adelaide and Perth, in remote rural and urban ministries. In the Diocese of Adelaide, Paul served as Archdeacon for seven years, served on the Diocesan Council, organised youth pilgrimages with Archbishop Jeff Driver, taking young people from the Diocese to Africa and the Middle East, and was responsible for leading the partnership between the Diocese of Adelaide and the Anglican Church in South Sudan (including seven trips to South Sudan).

Paul is passionate about preaching and good liturgy as communication of, and invitation into, our relationship with God. Paul recognises that even though he has been serving in ordained ministry for 32 years he is still learning and enjoys the challenge of engaging communities of faith with our increasingly complex world.

The Rev'd Dr Ceridwen (Ceri) Wynne

BSc (1st Hons), PhD, BTh, MTh

After completion of her doctoral thesis at the University of Queensland in the area of biochemistry, Ceri worked in a specialised pathology laboratory at Royal Brisbane Hospital. Working in the area of the diagnosis of rare inborn error of metabolism, she was involved in both routine diagnosis and the establishment of methods to measure extremely rare disorders of metabolism in patients both nationally and overseas.

Ceri was ordained in 2010 and has worked in a variety of ministries; school chaplaincy and university residential college chaplain and director of academics, parish ministry and tertiary theological education (as both a sessional lecturer at CSU and for six months as St Francis Academic Dean).

Ceri is currently Priest-in-Charge at Milton Anglican, and has served on the Churchie School Council as the Archbishop's nominee for the last eight years.

Ceri is passionate about belonging to a community of Christ followers. She is also very grateful for our Anglican tradition, with its historic commitment to a rich diversity of church expression and the upholding of faith that seeks understanding and dialogue as an essential part of the faith journey.

| Skills, Experiences and Capabilities needed by Diocesan Council members |
|---|
| <i>Technical Skills</i> |
| Accounting and financial |
| Legal |
| Industry/commercial/business |
| Specific and current leadership in: |
| <ul style="list-style-type: none"> • Education |
| <ul style="list-style-type: none"> • Diocesan Administration |
| <ul style="list-style-type: none"> • Health, welfare and social justice |
| <ul style="list-style-type: none"> • Governance |
| <ul style="list-style-type: none"> • As Chief Executive Officer |
| <i>Other Experience</i> |
| <ul style="list-style-type: none"> • Stewardship and fundraising |
| <ul style="list-style-type: none"> • Not-for-profit organisations and planning |
| <ul style="list-style-type: none"> • Parish leadership |
| <ul style="list-style-type: none"> • Mission |
| <ul style="list-style-type: none"> • Safer church experience |
| <ul style="list-style-type: none"> • Marketing |
| <ul style="list-style-type: none"> • Justice/ethics board /social justice |
| <i>Member Capabilities of all Members</i> |
| Commitment to the whole Mission of the whole Church |
| Ability to assimilate and synthesise complex information |
| Capacity to develop and deliver a cogent argument |
| Innovative thinking |
| Leadership ability |
| Communication/interpersonal/relationship management skills |
| Passion for the Church and time for the preparation work for Diocesan Council |
| Willingness to do appropriate board membership training |



INFORMATION ON ELECTIONS

Information on Elections

Nominating

Nominations close at 5pm on Saturday 25 September 2021. Refer to **Positions to be Filled** for detailed information on the list of positions.

All forms are available online at <https://anglicanchurchsq.org.au/synod/elections>

Before Synod

To nominate for positions to be filled, nominees are required to:

1. Complete a **Nomination Form** for each position being nominated for. *Signatures for **both** Nominator and Seconder are required for **each** position.*
2. Email the completed **Nomination Form** for each position to synodnominations@anglicanchurchsq.org.au
3. Complete the [Nominee Information Form](#), selecting all positions you are nominating for.

During Synod

It is preferable that all nominations be submitted before Synod. If unable to do this, nominees are required to:

1. Complete a **Nomination Form**, available online or from the Secretaries of Synod for each position being nominated for. Signatures for **both** Nominator and Seconder are required for **each** position.
2. Complete the electronic [Nominee Information Form](#) (preferred) or the **Nominee Information Form**, available online or from the Secretaries of Synod.
3. Hand a completed **Nomination Form** for each position, and a completed **Nominee Information Form** (if not completed electronically) to a Secretary of Synod.

Voting

Voting is open from 11am to 3pm on Sunday 26 September 2021.

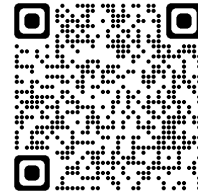
All who are eligible to vote will receive an email that contains your **Voter ID** and **Voter Key**. Have this email handy during the voting period for simplified voting. If you do not have access to your own device on the day, please follow the signs to the **Voting Room** at Synod.

Information on Candidates

Information supplied by candidates is available online

<https://anglicanchurchsq.org.au/synod/elections>

A limited number of printed copies of this information will be available in the Voting Room during Synod.



How to Vote

1. The Voting portal is accessible in the following ways



EITHER:

- a. Click on the link in the email you have received, OR
- b. Go to <https://acsqsynod.electionrunner.com> or scan the QR code on your own internet enabled device (phone, tablet, laptop), OR
- c. Follow the signs to the **Voting Room** at Synod to vote on an ACSQ provided device.

2. Click on one of the two (2) elections. *One election is for All Members of Synod, whilst the other will be specific to your House (Clergy or Laity).*
3. Enter your **Voter ID** and **Voter Key** as shown in this leaflet. *Skip this step if you clicked on the link in the email you received (See 1a).*
4. Select the checkbox to the left of your preferred nominee/s. *Each ballot states the maximum number of candidates to be elected and will not allow you to vote for more than the maximum number.*
5. When you have made your selections for each ballot, record your vote by clicking on the **Submit Vote** button.
6. Repeat steps 2 to 5 to vote in the other election.

WARNING: Please check your selection before clicking on the Submit Vote button. **When your vote has been recorded, it cannot be changed. Each Voter ID and Voter Key is valid for one use only.**

Only elections which require a ballot (i.e. where the number of nominees exceed the positions available) will be included on your voting screen. There may not be a ballot required for all of the elections listed below.

Positions to be Filled

Diocesan Council

Five (5) clergy members of Synod to be elected by all members of Synod
 Five (5) lay persons who are Electors to be elected by all members of Synod

The Diocesan Council is the governing body of the Diocese to which Synod delegates governance powers and which acts as a council of advice to the Archbishop.

Commissioners under the Benefices Avoidance Canon

Three (3) clergy members of Synod to be elected by all members of Synod
 Two (2) lay members of Synod to be elected by all members of Synod

Beneficed clergy (Rectors and some others, but not Priests in Charge) can be removed from office under this Canon. The Commissioners enquire into and advise the Archbishop on questions involving the expediency of removing a beneficed member of the clergy from office.

Board of Enquiry under the Tribunal Canon

Two (2) clergy members of Synod to be elected by all members of Synod
 Two (2) lay members of Synod to be elected by all members of Synod

The Archbishop appoints another person to be Chairman of the Board and an additional clergy member and lay member of Synod.

The Tribunal Canon provides for the trial of clergy charged with an offence. An offence might be breach of Faith Ritual Ceremonial or Discipline, unchastity, drunkenness, neglect of ministerial duty, or conviction for a serious criminal offence. The Board of Enquiry investigates any charge referred by the Archbishop to determine whether the charge should be committed to trial.

Panel of Triers under the Tribunal Canon

Four (4) clergy members of Synod elected by the House of Clergy
 Four (4) lay members of Synod to be elected by the House of Laity

When a trial is required under the Tribunal Canon a Diocesan Tribunal is constituted by the President appointed by the Archbishop (a senior lawyer) and at least two clergy members and to lay members of the Panel of Triers.

Diocesan Nominators

Two (2) clergy members of Synod elected by the House of Clergy
One (1) lay member of Synod to be elected by the House of Laity

From the same ballot reserve clergy and lay Diocesan Nominators will be elected. The next six (6) clergy members and the next three (3) lay members in the ballot are Reserve Nominators.

The Parishes Regulation Canon requires a Presentation Board to be constituted when an appointment needs to be made to a Benefice (i.e. a Rector). Each Presentation Board includes the Diocesan Nominators (clergy and lay), the Parish Nominators and the Archbishop or Regional Bishop.

Archbishop Election Committee

Eleven (11) clergy members of Synod elected by the House of Clergy
Eleven (11) lay members of Synod to be elected by the House of Laity

The Committee is convened whenever the position of Archbishop becomes vacant to elect the next Archbishop.

Cathedral Chapter

Two (2) lay persons who are Electors to be elected by all members of Synod

The Cathedral Chapter superintends the buildings, furnishings and ornamentation of the Cathedral, controls the Cathedral finances and regulates the duties of the Cathedral staff.

We, the undersigned, hereby nominate:

Name of Nominee

For election as Member of:

Name of Position

Signature of Nominator

Signature of Seconder

Name of Nominator (Print)
Clergy / Laity *(Circle One)*

Name of Seconder (Print)
Clergy / Laity *(Circle One)*

I consent to the above nomination:

Signature of Nominee

Date

Complete this form for each position you are nominating for. *Each position requires a separate form.*

1. Email the signed form to synodnominations@anglicanchurchsq.org.au or hand to the Secretary of Synod at Synod
2. Complete the **Nominee Information Form** found online at <https://anglicanchurchsq.org.au/synod/elections>

If you require assistance, please contact: Lisa Sargeant (Assistant Registrar) | 07 3835 2253 | lsargeant@anglicanchurchsq.org.au

| Positions | Elected by | Eligibility |
|--|----------------------|--|
| Diocesan Council | | |
| Five (5) clergy | All members of Synod | Member of Synod Nominator and Seconder must be Members of Synod |
| Five (5) lay | All members of Synod | Elector Nominator and Seconder must be Members of Synod |
| Commissioners under the Benefices Avoidance Canon | | |
| Three (3) clergy Two (2) lay | All members of Synod | Member of Synod Nominator and Seconder must be Members of Synod |
| Board of Enquiry under the Tribunal Canon | | |
| Two (2) clergy Two (2) lay | All members of Synod | Member of Synod Nominator and Seconder must be Members of Synod |
| Diocesan Nominators | | |
| Two (2) clergy; Six (6) reserve | House of Clergy | Member of Synod |
| One (1) lay; Three (3) reserve | House of Laity | Nominator and Seconder must be Members of Synod and from the same House as the nominee |
| Panel of Triers under the Tribunal Canon | | |
| Four (4) clergy | House of Clergy | Member of Synod, but must NOT be a member of the Board of Enquiry |
| Four (4) lay | House of Laity | Nominator and Seconder must be Members of Synod and from the same House as the nominee |
| Archbishop Election Committee | | |
| Eleven (11) clergy | House of Clergy | Member of Synod |
| Eleven (11) lay | House of Laity | Nominator and Seconder must be Members of Synod and from the same House as the nominee |
| Cathedral Chapter | | |
| Two (2) lay | All members of Synod | Does not need to be a Member of Synod, but must be an Elector Nominator and Seconder must be Members of Synod |

First Ordinary Session of the Eightieth Synod 2021 Nominee Information Form

| | | | | |
|--|--|--|--|---------------------------------|
| Name | | Age | | <input type="checkbox"/> Clergy |
| | | eg <i>The Reverend John Smith, Mr John Smith</i> | | <input type="checkbox"/> Laity |
| Email Address | | | | |
| Parish/Office | | | | |
| eg <i>Dalby Parish or St Margaret's School</i> | | | | |
| Number of Years in Orders | | Present Licensed Appointment or Occupation | | |
| | | Clergy: eg <i>Rector or Priest in Charge</i> ; Laity: <i>current occupation eg Retired or Accountant</i> | | |
| Positions being nominated for | | <input type="checkbox"/> Diocesan Council <input type="checkbox"/> Commissioners under the Benefices Avoidance Canon <input type="checkbox"/> Members of the Board of Enquiry under the Tribunal Canon <input type="checkbox"/> Diocesan Nominators <input type="checkbox"/> Panel of Triers under the Tribunal Canon <input type="checkbox"/> Archbishop Election Committee <input type="checkbox"/> Cathedral Chapter (Laity Only) | | |
| Please provide information on any diocesan or parish experience and any other relevant information. | | | | |
| <div style="position: absolute; top: 50%; left: 50%; transform: translate(-50%, -50%); opacity: 0.1; font-size: 100px; pointer-events: none;"> Example Only </div> | | | | |
| Up to 100 words | | | | |

Please ensure that a **Nomination Form** has been completed and either emailed to synodnominations@anglicanchurchsq.org.au or handed to the Secretary of Synod.

The Nomination Form can be found online at <https://anglicanchurchsq.org.au/synod/elections> and must be completed for each position being nominated for.

If you require assistance, please contact:
 Lisa Sargeant (Assistant Registrar)
 07 3835 2253
lsargeant@anglicanchurchsq.org.au



DRAFT BUDGET 2022



The Corporation of the Synod of the Diocese of Brisbane

2022 Budget For the year ending 31 December 2022

Each heading on
this page is a clickable
link ↓

Contents

1. Executive summary
2. Basis of preparation
3. Summary of 2022 Budget unrestricted result
4. Summary of 2022 Budget restricted result
5. Recommendation

Annexures

- A. Summary of outcomes by KFA
- B. Summary of KFA net expenditure
- C. 2022 Diocesan Budget – Unrestricted Minimum
- D. 2022 Diocesan Budget – Detailed with KFAs allocated to Commissions

1. Executive summary

The FDSC and Diocesan Council accepted management's previous assessment that a key principle for the 2022 Budget would be for a balanced budget before the cost of claims. It was agreed that this would only be achieved through a more fundamental review of the Diocese's operating structure and requirements.

The Diocesan Leadership Team adopted a framework – endorsed by the FDSC and Diocesan Council - that could be enduring and provide an agreed basis for justifying individual decisions. A key element of that framework was determining the baseline cost to deliver the compliance, governance, and basic operational requirements of the Diocese.

The agreed framework has two components:

- **Part 1:** review all the activities of the Diocese that could be broadly defined as being required for compliance or governance and then running a risk lens over those activities before determining the resources required at a minimum to complete the activity within the agreed risk profile. The benefit of this approach is that it removes the consideration of individuals and focusses on the activity. Attached as Annexure C is a summary of the 2022 Budget for this Minimum in respect of the Unrestricted Diocesan operations.
- **Part 2:** Agreeing the key outcomes to be delivered for each of the five Key Focus Areas (“KFAs”) forming part of the Diocesan Vision, prioritising them and resourcing appropriately. A summary of the agreed outcomes from the KFAs is included as Annexure A. Attached as Annexure B is a summary of the net expenditure planned for the KFAs.

A detailed Diocesan 2022 Budget is contained in Annexure D which allocates KFA income and expenditure to each Commission and includes both Unrestricted and Restricted operations. This is summarised below:

| | 2021 Budget | 2022 Budget | Movement |
|-------------------------------------|--------------------|--------------------|------------------|
| | \$ | \$ | \$ |
| Income | | | |
| Interest/Investment income | 8,747,420 | 8,764,534 | 17,114 |
| Business operations income | 4,885,875 | 3,441,367 | (1,444,508) |
| Insurance premiums received | 5,539,026 | 6,528,273 | 989,247 |
| Anglican Belonging fee | 2,378,656 | 2,378,656 | - |
| Commonwealth School Funding | 100,958,767 | 103,044,654 | 2,085,886 |
| School Levies | 3,142,993 | 3,091,478 | (51,515) |
| Parish contributions | 1,235,000 | 1,345,397 | 110,397 |
| Donations and fundraising | 108,160 | 105,760 | (2,400) |
| Claim reimbursements | 2,320,000 | 2,320,000 | - |
| Total income | 129,315,897 | 131,020,118 | 1,704,221 |
| Expenses | | | |
| Employee expenses | 12,140,624 | 11,215,676 | (924,948) |
| Business operations expenses | 7,674,498 | 6,482,176 | (1,192,323) |
| Insurance premium expenses | 4,883,709 | 5,755,850 | 872,141 |
| Distribution of C'th School Funding | 100,750,929 | 102,844,654 | 2,093,725 |
| Interest expense | 2,228,596 | 722,083 | (1,506,513) |
| Depreciation | 64,084 | 100,561 | 36,477 |
| Claim settlements | 4,420,000 | 4,420,000 | - |
| Total expenses | 132,162,441 | 131,541,000 | (621,441) |
| Surplus/(deficit) | (2,846,543) | (520,882) | 2,325,662 |
| Unrestricted | (3,166,815) | (1,486,117) | 1,680,698 |
| Restricted | 320,272 | 965,235 | 644,963 |
| Surplus/(deficit) | (2,846,543) | (520,882) | 2,325,661 |

2. Basis of preparation

The 2022 Budget sets out the expected income and planned expenditure for the Diocese, covering the following operational segments:

- Anglican Schools Commission (ASC)
- Ministry Education Commission (MEC)
- Parishes and Other Mission Agencies Commission (PMC)
- The Episcopate and Leadership Team (E&L)
- General Managers Office, including Professional Standards (GMO)
- Finance & Diocesan Services Commission (FDSC)
- The Mission Alive Fund (MAF)
- Anglican Financial Services (ANFIN)
- Insurance Funds
- Special Reserves
- Going for Growth Fund
- General Trust Funds

The budget does not include the income or expenditure for Anglicare Southern Queensland (ASQ) other than showing the *Belonging Fee* and *Service Fees* received from ASQ. Similarly, the budget includes *Parish Contributions* and *School Levies*, but not the detailed income and expenses of those parishes and schools.

The 2022 Budget summarised above reflects the prioritising of the delivery of the outcomes under each of the KFAs set out in the recent ACSQ Vision Statement and the minimisation of costs required to operate the Diocese. In order to deliver this there are envisaged a number of key changes to the structure of the operations of the Commissions including:

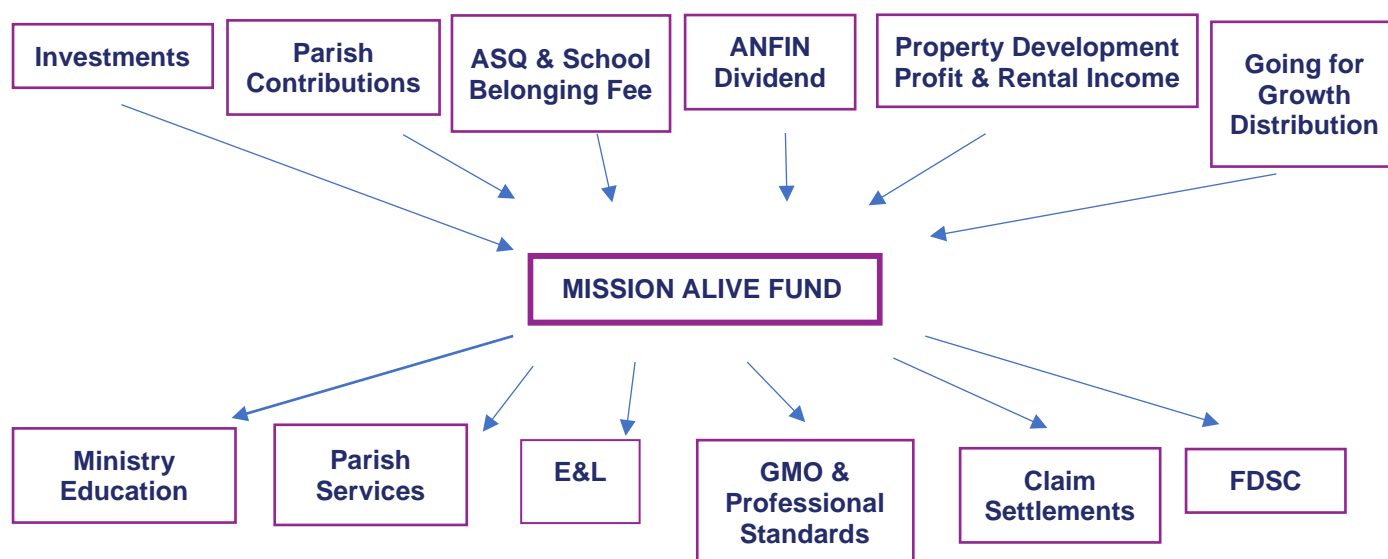
- Risk, compliance and insurance is consolidated;
- Professional Standards and Safe Ministry are separated but both functionally managed by the General Managers Office;
- E&L and PMC will work more closely together and a more formal coming together may be considered during 2022;
- The operating budget required to fund current St Francis College (SFC) operations has been included within KFA 2.1 on the basis that it is missionally critical to achievement of the ACSQ Vision and is integrally linked to that KFA;
- Staff performing activities in relation to KFA outcomes will separately allocate their time and costs to the relevant KFA however will continue to be functionally managed within their existing Commission.

In order to improve the transparency of the financial outcomes for each Commission and to ensure that cost centre managers are accountable for the controllable costs within their area, for financial reporting purposes we have introduced a 'Corporate Overhead' segment. Within this segment we have included all of the costs and services that are provided by the Diocese at a centralised corporate level, specifically payroll, IT and occupancy. Payroll and IT costs have been assumed in the 2022 Budget to be on charged to Commissions based on specified usage that the Commissions have control over, however as occupancy is a general cost to the Diocese that individual Commissions have limited control over these costs have not been on charged. The one exception to this is in relation to carparking spaces which are specifically requested by each Commission and on charged specifically as part of motor vehicle expenses.

The budget includes activities whose net surpluses are "Restricted" and cannot be used to offset other Diocesan operating costs. These include Government grants paid to the Anglican Schools' Commission, ANFIN's retained profits after dividend distribution, Trusts, Insurance funds and Parish property accounts. As a result of the above approach, the unrestricted deficit in the 2022 Budget is \$1.5m compared to the 2021 Budget unrestricted deficit of \$3.2m. The 2022 Budget has a restricted surplus of \$1.0m resulting in a total 2022 Budget deficit of \$521k compared to the total 2021 Budget deficit of \$2.8m, an improvement of \$2.3m.

3. Summary of 2022 Budget Unrestricted Result

The operational Unrestricted result for the Diocese is driven by the funding made available from the activities of the Mission Alive Fund (MAF). The diagram below illustrates the flow of funding into and out of the Mission Alive Fund.



The Diocesan “Unrestricted” budget position is summarised below.

| | 2021 Budget | 2022 Budget | Movement |
|---|--------------------|--------------------|--------------------|
| | \$ | \$ | \$ |
| Income | | | |
| See estate - Interest/Investment income | 308,200 | 530,000 | 221,800 |
| MAF - Interest/Investment income | 4,909,420 | 6,003,551 | 1,094,131 |
| MAF - Anglican Belonging fee | 2,346,656 | 2,346,656 | - |
| MAF - Parish contributions | 1,235,000 | 1,345,397 | 110,397 |
| MAF - Going For Growth contribution | 500,000 | 500,000 | - |
| MAF - Profit on sale of assets | 1,165,000 | - | (1,165,000) |
| Business operations income | 2,492,276 | 2,544,410 | 52,134 |
| Total income | 12,956,552 | 13,270,014 | 313,462 |
| Expenses | | | |
| Employee expenses | 8,697,640 | 8,083,226 | (614,415) |
| Business operations expenses | 5,032,815 | 4,354,920 | (677,895) |
| Interest paid to Trusts | 242,764 | 117,481 | (125,283) |
| Total expenses | 13,973,219 | 12,555,626 | (1,417,592) |
| Operating Surplus | (1,016,667) | 714,387 | 1,731,054 |
| Claims Expenses | (4,420,000) | (4,420,000) | - |
| <i>add back</i> Claims reimbursements | 2,320,000 | 2,320,000 | - |
| Result after Net Claims Expenses | (3,116,667) | (1,385,613) | 1,731,054 |
| <i>less Depreciation</i> | (63,952) | (100,504) | (36,552) |
| UNRESTRICTED RESULT | (3,180,619) | (1,486,117) | 1,694,502 |

The improvement in Unrestricted operating result of \$1.7m from 2021 has been achieved through the following most significant drivers:

- Staff wage rates have been escalated by 2.0% for both Lay staff and Clergy however this has been offset by further operating expenditure savings and overall a reduction in employee expenses of approx. \$0.6m is anticipated;

- an expected improvement in the net interest margin in ANFIN of approx. \$900k coming through as the MAF Interest/Investment income;
- Parish contributions have been assumed to remain at the current actual 2021 levels, albeit this is a slight increase to what had been budgeted for 2021;
- Anglicare contribution maintained at same level as 2021;
- KFA activities are envisaged to require a total \$2.8m investment in 2022 including \$599k to fund current SFC operations.
- There is nil profit on sale of assets included in the 2022 Budget as there are no planned sales of sufficient certainty to include, whereas the 2021 Budget included the profit arising from the one-off committed sale of the Brookfield site.

3.1. Key unrestricted income assumptions

3.1.1. Interest/Investment Income

The tables below show the breakdown of unrestricted interest and investment income for 2022, as well as the key assumptions used in these estimates.

| | 2021 Budget | 2022 Budget | Movement |
|---------------------------------------|------------------|------------------|------------------|
| | \$ | \$ | \$ |
| See Estate - Dividend Income | 249,200 | 480,000 | 230,800 |
| See Estate - Franking credits | 59,000 | 50,000 | (9,000) |
| MAF - Interest Income | 89,420 | 33,551 | (55,869) |
| MAF - Dividends - Australian Equities | 183,000 | 505,000 | 322,000 |
| MAF - Dividends - ANFIN | 4,400,000 | 5,300,000 | 900,000 |
| MAF - Franking credits | 237,000 | 165,000 | (72,000) |
| TOTAL INVESTMENT INCOME | 5,217,620 | 6,533,551 | 1,315,931 |

Dividend income from Australian shares is expected to increase over the 2021 budget level, based on an improvement in the dividend yield. Managed fund income returns assume a distribution yield 3.2%, with the actual distribution from the Going for Growth fund budgeted at 2.5% of the prior year's estimated closing value. The interest rate earned on our deposits is expected to remain low at 0.10%.

| Assumptions | Estimate |
|---------------------------------------|----------|
| Yield on Australian Equities | 3.5% |
| Impact of franking credits | 1.1% |
| Managed Fund income yield | 3.2% |
| Impact of franking credits | 0.4% |
| Ave. Interest rate (Overnight cash) | 0.1% |
| Ave. Interest rate (12 months @ Term) | 0.4% |

3.1.2. Mission Alive Funding – dividend - ANFIN

The tables below show the breakdown of the key assumptions used for the estimate of ANFIN's distribution of \$5.3m to the Mission Alive Fund. Assets under management are expected to remain stable on the basis of Schools and Anglicare continuing to maintain a similar level of revenue and expenditure. Interest income will be driven by a higher level of managed fund investments, with the income distribution budgeted at 3.9% including franking credits. Margins on lending are budgeted at the same rate as 2021, with the spread over BBSW paid on ANFIN client deposits expected to remain low at around 0.10%.

| ANFIN Distribution assumptions | Estimate |
|--------------------------------|----------------|
| Average Assets (\$m) | \$345m |
| Interest Income (\$000) | \$6,895 |
| Interest Expense (\$000) | \$665 |
| Net Interest Income | \$6,230 |
| Operational Expenses (\$000) | \$863 |
| Surplus | \$5,367 |
| Distribution (\$000) | \$5,300 |

| ANFIN Asset/Liability Assumptions | Estimate |
|--|----------|
| Average Loans | \$119m |
| Average Cash Investments | \$143m |
| Average Long-Term Investments (\$m) | \$83m |
| Lending Margin over BBSW - Schools | 2.5% |
| Lending Margin over BBSW - Parishes | 2.0% |
| Ave. margin over BBSW paid on deposits | 0.1% |

3.1.3. Business operation income

| | 2021 Budget | 2022 Budget | Movement |
|---|------------------|------------------|---------------|
| | \$ | \$ | \$ |
| Expenses Recovered | - | 189,702 | 189,702 |
| Corporate Overhead recovery | - | 461,426 | 461,426 |
| Rental income | 503,765 | 512,077 | 8,312 |
| Education and Conference Income | 408,300 | 397,340 | (10,960) |
| Other operating income | 1,009,937 | 454,622 | (555,315) |
| Service Fees | 529,280 | 529,243 | (37) |
| Grant Income | 40,994 | - | (40,994) |
| TOTAL BUSINESS OPERATIONS INCOME | 2,492,276 | 2,544,410 | 52,134 |

Expenses recovered represent income arising from the recharging of costs incurred by the Diocese on behalf of parishes, Schools and Anglicare. In 2021 this income was recognised in “Other operating income” but in 2022 this has been specifically carved out to “Expenses recovered” given its nature. In 2022 this income is predominantly in relation to recovery of Legal team costs from Anglicare (\$113k), and payroll processing fees and software as a service fees from parishes (\$76k).

Corporate overhead recovery income is new in the 2022 Budget and arises due to the on charging of costs by the Corporate Overhead teams for payroll and IT services provided to Diocesan Commissions. This amount is eliminated on consolidation in the total 2022 Budget.

Rental income arises from the commercial and residential property managed by the FDSC property team, as well as for residential property at the St Francis College site managed by MEC. Generally rental income rates have been assumed to increase by 2% in comparison to 2021, however note that rental expenses are similarly assumed to increase by 2% such that there is little difference in the net position between 2021 and 2022. However, the 2022 Budget takes into account that a few properties will be non-income producing for a period in 2022 as they undergo refurbishment.

Education income at MEC from the university and EFM courses offered at the St Francis campus has been budgeted at consistent levels to 2021 totalling \$240k. In 2022 the Clergy Retreats, workshops and events organised by PMC are anticipated to generate \$32k in Conference income which is a reduction from the position of \$41k anticipated for 2021 due to the variable COVID restrictions that are still being experienced. The income anticipated being derived by the GMO from Synod of \$30k in the 2022 Budget is assumed to be in line with that currently anticipated to be received for the 2021 Synod. This is a reduction of \$50k from that budgeted for 2021 levels largely arising from reduced catering and Synod paper recoveries (as a greater leveraging of technology is being utilised in relation to Synod paper dissemination).

Other operating income in 2022 is primarily coming from carparking at the St Francis College site at rates consistent with 2021, yielding \$68k in the 2022 Budget. In the 2021 Budget other operating income included \$551k being earned by the FDSC property team effectively as management fees on the sale of Diocesan properties (eg Brookfield) or development of such properties. For the 2022 Budget such income has been assumed to be nil on the basis that such transactions are one-off in nature and the timing of them is too uncertain for there to be a reasonable basis for including them. However, in the 2022 Budget it has been assumed that the property team will earn project management fees in relation to the development of commercial opportunities of \$267k, offset by wages costs incurred but resulting in a nil net position overall as otherwise the Diocese would have incurred external project management fees in developing these commercial opportunities.

Service fees are paid by ASC to various Commissions (see further discussion below at 4.1) but they are fully eliminated on consolidation.

3.2. Key Unrestricted expense assumptions

| | 2021 Budget | 2022 Budget | Movement |
|---|------------------|------------------|------------------|
| | \$ | \$ | \$ |
| Computer, Software & Licenses | 185,430 | 231,805 | 46,374 |
| Grant & Income Distribution | 378,799 | 253,616 | (125,183) |
| Hospitality Expenses | 152,112 | 66,616 | (85,496) |
| Insurance Expense | 89,218 | 112,200 | 22,982 |
| Management Fees | 213,270 | 223,934 | 10,664 |
| Minor Equipment Purchase & Hire | 19,144 | 173,043 | 153,899 |
| Motor Vehicle Expenses | 230,047 | 188,761 | (41,287) |
| Occupancy Expenses | 922,768 | 891,123 | (31,645) |
| Professional Services & Consultants | 1,507,027 | 1,299,159 | (207,868) |
| Telephone , Fax & Internet | 59,342 | 219,513 | 160,172 |
| Training, Conference & Education | 393,207 | 243,705 | (149,501) |
| Professional Development | 211,413 | 112,361 | (99,051) |
| Travelling | 156,966 | 87,531 | (69,435) |
| Other | 514,071 | 251,552 | (262,519) |
| TOTAL BUSINESS OPERATIONS EXPENSES | 5,032,815 | 4,354,920 | (677,895) |

The 2022 Budget has largely been built on a bottom up basis whereby the actual costs for each item was considered, and then any drivers as to the usage of the item were applied. For example, in relation to motor vehicle costs the historic lease payments, tolls, services and fuel were considered. Then the impact of the current review of Diocesan operations was considered to see if there was any change in the likely use of the vehicle due to a change in a transfer of the staff to work on KFAs for instance.

The table above presents the costs prior to any intra-group eliminations being applied which potentially distorts the movement. This would apply to Computer, Software and licences, Insurance, Occupancy, Telephone etc.

Professional services, Training and Professional development have been budgeted to decrease by \$208k, \$150k and \$99k respectively, due partly to the planned reduction in employees under the minimum scenario as well as the fact that this level of expenditure is more in line with the actual 2020 expenditure in those areas.

Travel has been reduced significantly with the rollout in March 2021 of the Teams technology to enable easier organisation of online meetings, and in light of the familiarity with these processes in a post-COVID environment.

Generally a 2% uplift for CPI has been applied to all non-service related costs.

3.2.1. Key Focus Area expenditure

Included in the budgeted 2022 Unrestricted operating deficit of \$1.49m are the direct costs associated with achieving the KFA outcomes discussed and attached as Annexure A. The table below summarises the \$2.8m of net expenditure related to the KFAs into its key components and this is included also in Annexure B.

| Key Focus Area | Income | Employee expenses | Business operations expenses | Income distribution | Consultant fees | Training conferences and education | Travelling | Total |
|--|----------------|-------------------|------------------------------|---------------------|-----------------|------------------------------------|---------------|------------------|
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| 1.1 - Anglican identity - meaning | - | 160,837 | 1,500 | - | 8,000 | - | - | 170,337 |
| 1.2 - Anglican identity - demonstrated | - | - | 8,000 | - | 2,000 | - | - | 10,000 |
| 2.1 - Energising people - theological education | - | - | - | - | 40,000 | - | - | 40,000 |
| 2.1 - Energising people - current SFC operations | 564,773 | 766,679 | 307,673 | - | 34,962 | 54,855 | - | 599,397 |
| 2.2 - Energising people - formation | - | - | 4,650 | - | 23,250 | - | 2,150 | 30,050 |
| 2.3 - Energising people - leadership | - | 119,776 | 3,150 | - | 52,200 | 4,500 | 200 | 179,826 |
| 2.4 - Energising people - health wellbeing | - | 77,318 | 1,231 | - | 18,000 | 3,500 | - | 100,049 |
| 3.1 - Flourishing - parishes and faith | - | 184,165 | 2,100 | 200,000 | 32,000 | 5,650 | 3,100 | 427,015 |
| 4.1 - Engagement - community | - | - | 1,500 | - | 20,000 | 6,500 | 2,000 | 30,000 |
| 4.2 - Engagement - chaplaincy | 67,898 | 404,953 | 17,100 | - | 89,812 | - | 6,000 | 449,967 |
| 4.3 - Engagement - children youth | - | 152,879 | 2,200 | - | 15,000 | 1,250 | 500 | 171,829 |
| 4.4 - Engagement - first nations | - | - | - | - | - | - | - | - |
| 5.1 - Stewardship - new revenue | - | 163,825 | 18,525 | - | 16,000 | - | 1,650 | 200,000 |
| 5.2 - Stewardship - records | - | 126,536 | 6,500 | - | 45,000 | 6,500 | 500 | 185,036 |
| 5.3 - Stewardship - outcomes | - | 182,593 | - | - | - | - | - | 182,593 |
| | 632,671 | 2,339,561 | 374,129 | 200,000 | 396,224 | 82,755 | 16,100 | 2,776,099 |

* Employee expenses for KFA4.4 Engagement - First nations are included in the Minimum and there are no other operating costs currently envisaged

As indicated above, the 2022 Budget has been prepared based on the initial plan that staff performing activities in relation to KFA outcomes will separately allocate their time and costs incurred to the relevant KFA, however will continue to be functionally managed within their existing Commission, such that no additional staff overhead costs have been included for budget purposes. In relation to KFA 4.4 Engagement – First Nations it has been assumed that the Minimum covers 100% of employee expenses. Apart from the new positions of Injury/Complaints Management Officer and Ministry Development Officers, all of the KFA positions are planned to be filled by existing staff.

Across the KFA activities employee expenses accounts for the largest allocation of funding taking up 68.6% of the total, with the Chaplaincy program in KFA 4.2 needing the highest level of employee input outside current SFC operations. Consultant fees aimed mainly at assisting with the production of resources and toolkits to enable the KFA outcomes to be achieved takes up 11.6% of the KFA budget allocation.

Attached as Annexure B is an alternate breakdown of the net expenditure by Commission. The operating budget required to fund current SFC operations has been included within KFA 2.1 on the basis that it is missionally critical to achievement of the ACSQ Vision and is integrally linked to that KFA. The operating budget takes into account the income arising from currently planned student course fees and rental income at the SFC site.

Annexure D contains the detailed Diocesan 2022 Budget which allocates KFA income and expenditure to each Commission.

3.2.2. Abuse Claims

There has been no change to the assumptions in the 2022 Budget from those underlying the 2021 Budget. The Budget only includes the impact on the Diocese of alleged abuse claims arising from parish operations or now defunct business operations (such as the Slade School). Following on from a resolution by the ACSQ Diocesan Council in 2020 where all claims are to be fully funded from the relevant business segment where a claim arose, Anglicare and the Schools reimburse the Diocese for any costs incurred in relation to the settlement of the claims arising from their sphere of operations. Consequently, the Budget does not include the gross abuse claim reimbursements or costs of settlement for these.

Claim reimbursements are in relation to the recovery under our insurance of settlement costs/legal fees incurred for abuse claims and have been maintained at \$2.32m in 2022.

Claim expenses of \$4.02m include the costs of settlement, counselling costs, legal fees, costs not covered by our insurance and a provision for new Parish abuse claims. Whilst there has been a slowdown in the number of new PIPA and NRS claims in the June 2021 quarter, given the recommendations contained in the recently released biannual review report on the NRS to commence an advertising campaign in relation to abuse claims it was deemed more conservative to maintain the current level of claims expense in the 2022 Budget

4. Restricted 2022 Budget results

4.1. Anglican Schools Commission

| | 2021 Budget | 2022 Budget | Movement |
|-------------------------------------|--------------------|--------------------|------------------|
| | \$ | \$ | \$ |
| Interest/investment Income | 8,000 | 2,000 | (6,000) |
| Business operating Income | 36,600 | 38,600 | 2,000 |
| Anglican Belonging Fee | 32,000 | 32,000 | - |
| Commonwealth School Funding | 100,958,767 | 103,044,654 | 2,085,886 |
| School Levies | 3,142,993 | 3,091,478 | (51,515) |
| Total income | 104,178,360 | 106,208,731 | 2,030,371 |
| Employee Expenses | 1,797,388 | 1,740,775 | (56,612) |
| Business operating expenses | 498,247 | 334,650 | (163,597) |
| Corporate office recoveries | 466,500 | 466,496 | (4) |
| Professional Services & Consultants | 651,492 | 722,309 | 70,817 |
| Distribution of C'th School Funding | 100,750,929 | 102,844,654 | 2,093,725 |
| Total expense | 104,164,556 | 106,108,884 | 1,944,328 |
| Surplus/(deficit) | 13,803 | 99,847 | 86,044 |

Commonwealth funding of Schools in 2022 is budgeted to increase by \$2.1m or approximately 2.1% to \$103.0m. Final funding will be dependent on the results of the 2021 School Census.

The method by which the ASC distributes the pool of funds is consistent with prior years and assumes each school is funded as if it is a stand-alone school not part of the system. This method provides some surplus funds to assist in funding the ASC Office. The surplus reduces each year and in 2022 is budgeted at \$200k, a reduction of 3.8% from 2021. Any reduction will be met by increased school levies.

The ASC contributes the following amounts as Service Fees to other Commission areas for services provided in 2022 at rates consistent with 2021:

- \$266,495 for corporate services
- \$37,747 for Legal team costs (equivalent to 1 day a week)
- \$100k for Professional Standards support
- \$100k for Bishopry support paid to E&L

Further, \$25k for Ordinands and Vocation support is paid to E&L but has been recognised by ASC as an employee expense. All of these amounts are eliminated on consolidation in the total 2022 Budget.

4.2. ANFIN

| | 2021 Budget | 2022 Budget | Movement |
|---------------------------------|------------------|------------------|------------------|
| | \$ | \$ | \$ |
| Interest Income - Investments | 1,377,776 | 680,258 | (697,518) |
| Interest Income - Overdrafts | 63,937 | 29,437 | (34,500) |
| Interest Income - Loans | 3,418,056 | 3,036,406 | (381,651) |
| Dividend income | 2,340,231 | 2,863,564 | 523,333 |
| Franking credits | 350,000 | 287,067 | (62,933) |
| Other operating income | 1,600 | 1,600 | |
| Total income | 7,551,600 | 6,898,332 | (653,268) |
| Employee Expenses | 453,448 | 387,696 | (65,752) |
| Business operating expenses | 152,580 | 148,425 | (4,155) |
| Computer, software and licences | 249,600 | 252,348 | 2,748 |
| Bank charges | 80,000 | 75,000 | (5,000) |
| Interest expense | 2,200,000 | 665,453 | (1,534,547) |
| Dividend Payment | 4,400,000 | 5,300,000 | 900,000 |
| Total expense | 7,535,628 | 6,828,922 | (706,706) |
| Surplus/(deficit) | 15,972 | 69,410 | 53,438 |

Interest/Investment income in ANFIN is generated from:

- Interest earned by ANFIN on its lending portfolio
- Interest income on cash and term deposits
- Distributions from our managed funds
- Realised gains through sale of units in managed funds

The specific assumptions which underpin the 2022 Budget for ANFIN's financing activities have been detailed in paragraph 3.1 above. The gross value of interest income and interest expenses budgeted for 2022 is lower than the 2021 budget amounts (\$3.7m vs \$4.8m in income, and \$729k v \$2.2m in expense), reflecting lower market yields. However, the net interest income (before investment dividends) is expected to increase in 2022 from \$2.6m to \$2.9m due to an increase in the assumed margin spread between our assets and liabilities. Note that \$87k in interest income and \$69k in interest expense that have arisen from ANFIN's dealings with internal Diocesan operating units will be eliminated on consolidation.

The higher gross interest income and expenses budgeted in 2021 were driven by higher interest rates used in comparison to the current budget, however, this is more a reflection on the high level of uncertainty that existed at the time of making the assumptions for the 2021 Budget at the early stages of the COVID-19 pandemic in June 2020. In the last year the government has demonstrated a commitment to a fiscal policy pinned to historically low cash rates to stimulate economic recovery from the effects of the pandemic, and indications are that this low level of cash rates will continue for a few years yet. Consequently, the assumed interest rates of 0.1%-0.4% in the 2022 Budget reflect these market conditions and we will continue to appropriately manage the margin spread in 2022 to generate a positive outcome for the Diocese.

Assets under management in 2022 are expected to remain similar to 2021, with some slight growth in the lending portfolio as school projects recommence. On average the 2022 Budget assumes that there will be \$109.4m loaned to Schools representing 91.8% of the loan portfolio, with the amounts loaned to parishes expected to remain stable.

The decision to invest additional cash into managed funds in 2021 due to, amongst other factors, the low money market yields, has driven a \$1.2m or 39% increase to \$3.1m in dividend and franking credit income in the 2022 Budget. The distribution from managed funds is assumed to be 3.9% in 2022, a slight increase over 2021.

The distribution to the Mission Alive Fund from ANFIN's financing activities is budgeted to increase by \$900k from the 2021 Budget totalling \$5.3m. This amount is eliminated on consolidation in the total 2022 Budget.

4.3. Insurance

| | 2021 Budget | 2022 Budget | Movement |
|-------------------------------|------------------|------------------|-----------------|
| | \$ | \$ | \$ |
| Interest Income - Investments | 11,483 | 1,007 | (10,476) |
| Insurance premiums received | 5,657,569 | 6,638,524 | 980,955 |
| Total income | 5,669,052 | 6,639,531 | 970,479 |
| Employee Expenses | 159,781 | 300,253 | 140,472 |
| Business operating expenses | 18,505 | - | (18,505) |
| Insurance premiums | 4,883,709 | 5,723,390 | 839,681 |
| Insurance claims expense | 601,184 | 631,243 | 30,059 |
| Total expense | 5,663,179 | 6,654,887 | 991,708 |
| Surplus/(deficit) | 5,873 | (15,357) | (21,229) |

The Insurance Fund pays external insurance premiums on behalf of Diocesan entities. Recovery of those payments is made from the insured entities after adjusting for the cost of managing the Fund and providing for a claim's allowance.

We have budgeted for an increase in insurance premiums of 17% over the 2021 budgeted amount, based on current indications of tightening conditions across the insurance market. The net claims expenses from the Diocesan Insurance Fund is budgeted at \$631k vs \$581k in 2021, which factors a 5% escalation in claim values as well as one additional Maternity Leave fund claim. The 2022 Budget takes into account a new Director of Insurance and Risk commencing.

4.4. Going for Growth

| | 2021 Budget | 2022 Budget | Movement |
|-------------------------------|----------------|----------------|----------------|
| | \$ | \$ | \$ |
| Interest Income - Investments | 25,012 | 3,000 | (22,012) |
| Dividend income | 462,500 | 640,000 | 177,500 |
| Franking credits | 60,000 | 100,000 | 40,000 |
| Other operating income | 10,000 | - | (10,000) |
| Total income | 557,512 | 743,000 | 185,488 |
| Employee Expenses | 10,807 | 11,068 | 260 |
| Interest expense | 6,720 | 14,148 | 7,428 |
| Income distribution to MAF | 500,000 | 500,000 | 183,177 |
| Total expense | 517,527 | 525,216 | 190,866 |
| Surplus/(deficit) | 39,985 | 217,784 | (5,378) |

The Going for Growth distribution to Mission Alive of \$500,000 in 2022 has been funded out of the investment returns on an estimated beginning year fund value of \$20m. The budgeted rate of 2.5% is consistent with the advice of the Investment Committee to budget income at a rate of between 2.5% -3.0% of the fund's value to ensure the fund is retaining a level of earnings to assist in meeting its objective of growing the real value of the corpus. This amount is eliminated on consolidation in the total 2022 Budget.

4.5. Trusts and other funds

| | 2021 Budget | 2022 Budget | Movement |
|-------------------------------|------------------|------------------|------------------|
| | \$ | \$ | \$ |
| Interest Income - Investments | 127,801 | 38,922 | (88,879) |
| Dividend income | - | 6,482 | 6,482 |
| Rental income | 730,100 | 685,545 | (44,555) |
| Expenses recovered | 1,120,746 | 1,162,361 | 41,615 |
| Other operating income | 125,760 | 125,760 | - |
| Total income | 2,104,406 | 2,019,070 | (85,336) |
| Employee Expenses | 1,046,559 | 717,658 | (328,901) |
| Donations expense | 80,000 | 20,000 | (60,000) |
| Income distribution | 315,265 | 320,691 | 5,425 |
| Interest expense | 72,960 | 72,945 | (15) |
| Other | 331,179 | 294,227 | (36,952) |
| Total expense | 1,845,963 | 1,425,520 | (420,443) |
| Surplus/(deficit) | 258,443 | 593,550 | 335,107 |

The restricted Trust and other funds held by the Diocese are in relation to parish property accounts, bequest accounts and some special reserves set up for particular parish property development projects that are being run by the Diocese.

The same budgeting financing assumptions noted earlier have been consistently applied to the Trusts. Trust funds invested in cash (or notionally receiving a cash return) are assumed to receive earnings of 0.40%.

Rental income accrues in respect of the 3 commercial premises that are leased to third parties. In 2022 it has been assumed that there will potentially be a period of vacancy with the lease at one of the tenant's due to expire in January 2022. The tenant has already acknowledged that they will not be looking to renew the lease.

Expenses recovered arise predominantly from the reimbursement of the wage costs for Chaplains from Schools etc, and for which only minor movements are anticipated in the coming year.

Employee expenses have been budgeted to decrease in line with the shift of some staff to focus on KFA activities.

Income distributions represent the portion of the net profit arising from the commercial rent that is passed on to the parish.

5. Recommendation

It is recommended that the Corporation of the Synod of the Diocese of Brisbane **APPROVE** the Diocesan 2022 Budget including the net expenditure on KFAs.

Annexure A – Summary of outcomes by KFA

| KFA Ref | KFAs | Outcome | Measurement | Required actions | Time Frame | Commission with Primary Responsibility |
|---------|--|--|---|---|---|--|
| 1.1 | Comprehensive Anglican Identity and Purpose | Increased ownership, articulation of what living a comprehensive Anglican identity and purpose means | <p>Number of people who have attended an Anglican Identity and purpose course</p> <p>Number of Parishes with a clearly articulated comprehensive Anglican identity and purpose (part of MAP)</p> <p>Improving result as part of a cultural survey</p> | <ol style="list-style-type: none"> 1. Curate and develop resources (course) to facilitate dialogue across all areas across the Diocese 2. Review Parish MAPs in the context of ensuring clearly articulate comprehensive Anglican identity and purpose 3. Measure as part of a cultural survey | <p>1 year and then reassess</p> <p>2 years and then reassess</p> <p>Biannual (2022 being first)</p> | <p>MEC</p> <p>PMC</p> <p>PMC</p> |
| 1.2 | | Our shared understanding of comprehensive Anglican identity is demonstrated | <p>Annual audit of stories told in anglicanfocus against agreed targets. Targets to include stories that connect</p> <p>Reporting via quarterly dashboard</p> | <ol style="list-style-type: none"> 1. Agree annual article spread targets 2. Identify and collate articles 3. Develop and deliver reporting against targets | 1 year and then reassess | PMC |
| | Energising and Mobilising ACSQ's People | Well-formed and developed clergy and laity, Diocese is spoilt for choice for Parish vacancies and leadership roles | | | | |
| 2.1 | | Theological Education: Future clergy/leaders in the Diocese have access to highly regarded theological education | Increasing numbers of high quality ordinands/lay leaders equipped to play a role in the Diocese | <ol style="list-style-type: none"> 1. Identify the criteria and options to determine how to deliver highly regarded theological education and ministry formation | 9 Months plus ongoing operation of St Francis College | E&L |

| KFA Ref | KFAs | Outcome | Measurement | Required actions | Time Frame | Commission with Primary Responsibility ⁸⁸ |
|---------|---|--|--|--|----------------------|--|
| 2.2 | | Formation: Students are well formed and ready for the challenges of parish life (incl appropriate mix of academic and ministry skills) | Student outcomes are measured | <ol style="list-style-type: none"> 1. Agree the outcomes to be delivered in formation 2. Develop the plan to deliver those outcomes 3. Implement that plan | 1 year Year 2 | MEC |
| 2.3 | | Leadership: Pathways for building leadership capability are clearly defined There is a leadership culture aligned to deliver our Vision and Values | <p>Number of suitable internal candidates for leadership roles (target set)</p> <p>Pathways for building leadership capability are clearly defined</p> <p>As determined via a cultural survey (target set)</p> | <ol style="list-style-type: none"> 1. Clarify leadership responsibilities throughout the Diocese (role of Bishops, Archdeacons, Clergy, Parish Council, Lay) 2. Build capability to enable role holders to demonstrate leadership in action 3. Source/build survey instrument (e.g. NCLS) to measure leadership effectiveness at the Diocese, Parish and individual level | 2 years | FDSC |
| 2.4 | | Health and Wellbeing: Healthy and well clergy | <p>Clergy wellbeing survey (Personal Wellbeing Index)</p> <p>Frequency of absence due to mental health issues</p> <p>Use of EAP</p> <p>Number and type of complaints</p> | <ol style="list-style-type: none"> 1. Rollout Personal Wellbeing Index Survey 2. Review results and establish Target result going forward 3. Develop resource response to identified need 4. Develop regular reporting and monitor trends 5. Develop regular reporting and identify lead indicators of issues | 2 years | PMC |
| 3.1 | Flourishing Parishes and Faith Communities | Increasing number of Parishes that are classified as Flourishing (Target to be set) | Via developed Parish Diagnostic Tool e.g. Growing average Sunday attendance Growth of giving | <ol style="list-style-type: none"> 1. Develop diagnostic Tool 2. Rate all Parishes 3. Communicate results 4. Set interventions (e.g. from closing to full support) | 3 years | PMC |

| KFA Ref | KFAs | Outcome | Measurement | Required actions | Time Frame | Commission with Primary Responsibility |
|----------------|---|--|---|--|--|--|
| | | | Presence of youth and children's ministry Number of adults baptised | 5. Complete NCLS Life Survey 6. Empower and enable Ethnic Congregations | | |
| 4.1 | Engagement with Each Other and the Wider Community | Increased engagement with the community in relation to relevant community issues Demonstrated living of the vision of Flourishing Faith Communities – Proclaiming and Serving, Worshipping and Learning | Number of Parishes (Faith Communities) that have incorporated into their MAP community engagement relevant to their community | 1. Develop resources to assist Parishes identify local community needs 2. Develop resources to assist Parishes implement a Community engagement strategy that will focus on Proclaiming and Serving, Worshipping and Learning | 2 years | PMC |
| 4.2 | | A sustainable model for the delivery of chaplaincy services | Replacement of funding for hospital chaplaincy over a three-year period. | 1. Shift model of chaplaincy to being fully ecumenical 2. Develop independent employing body and local chaplaincy committee model | 3 years | PMC |
| 4.3 | | Increasing engagement of Children and youth with the Diocese Increasing number of attendees at children's and youth camps Community of the Way being a thriving Faith Community (and a | Increasing number of Parishes (Faith Communities) with active Children's and Youth programs Percentage increase in attendance at Diocesan camps Level of involvement of Community of the Way members in the Diocese | 1. Determine how to increase engagement of Parishes in Children's and Youth Ministry 2. Determine appropriate delivery model for Diocesan camps 3. Determine the ongoing delivery model for Community of the Way | 1 year 1 year | MEC MEC |

| KFA Ref | KFAs | Outcome | Measurement | Required actions | Time Frame | Commission with Primary Responsibility ⁰⁶ |
|---------|--|--|--|---|----------------------|--|
| | | model that can be rolled out elsewhere) | | | | |
| 4.4 | | Increasing engagement with First Nations people | As outlined in the RAP | 1. Implement the RAP | 3 years | GMO |
| 5.1 | Stewardship and Sustainability of Resources | New revenue sources through developments and leases, and business investment opportunities | Number of capital and incoming producing projects leading to new revenue sources for parishes and/or Diocese Eg Halse Lodge Ekibin ECS, Salisbury ECS | 1. Develop decision making framework for evaluating and approving development opportunities 2. Evaluate and implement relevant opportunities | 3 years | FDSC |
| 5.2 | | Key Diocesan records are securely filed, readily accessible and retained and disposed of appropriately | Information Management Framework has been completed in accordance with the approved plan Digitisation has been completed in accordance with the approved plan A stable and secure Clergy Database has been developed | 1. Implement the Information Management Framework throughout Diocesan Operations 2. Digitise Diocesan records in accordance with the digitisation plan 3. Replace Clergy Database | 3 years | FDSC |
| 5.3 | | Improved accountability, transparency and reporting of outcomes being delivered via the KFAs | Increased level of understanding and satisfaction with the information reported. | 1. Design and implement reporting and measurement framework for agreed outcomes 2. Ensure the appropriate governance structures are in place for the new operating model. | 1 year 1 year | FDSC GMO |

Annexure B – Summary of KFA net expenditure

Summary by key type of expense

| Key Focus Area | Income | Employee expenses | Business operations expenses | Income distribution | Consultant fees | Training conferences and education | Travelling | Total |
|--|----------------|-------------------|------------------------------|---------------------|-----------------|------------------------------------|---------------|------------------|
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| 1.1 - Anglican identity - meaning | - | 160,837 | 1,500 | - | 8,000 | - | - | 170,337 |
| 1.2 - Anglican identity - demonstrated | - | - | 8,000 | - | 2,000 | - | - | 10,000 |
| 2.1 - Energising people - theological education | - | - | - | - | 40,000 | - | - | 40,000 |
| 2.1 - Energising people - current SFC operations | 564,773 | 766,679 | 307,673 | - | 34,962 | 54,855 | - | 599,397 |
| 2.2 - Energising people - formation | - | - | 4,650 | - | 23,250 | - | 2,150 | 30,050 |
| 2.3 - Energising people - leadership | - | 119,776 | 3,150 | - | 52,200 | 4,500 | 200 | 179,826 |
| 2.4 - Energising people - health wellbeing | - | 77,318 | 1,231 | - | 18,000 | 3,500 | - | 100,049 |
| 3.1 - Flourishing - parishes and faith | - | 184,165 | 2,100 | 200,000 | 32,000 | 5,650 | 3,100 | 427,015 |
| 4.1 - Engagement - community | - | - | 1,500 | - | 20,000 | 6,500 | 2,000 | 30,000 |
| 4.2 - Engagement - chaplaincy | 67,898 | 404,953 | 17,100 | - | 89,812 | - | 6,000 | 449,967 |
| 4.3 - Engagement - children youth | - | 152,879 | 2,200 | - | 15,000 | 1,250 | 500 | 171,829 |
| 4.4 - Engagement - first nations | - | - | - | - | - | - | - | - |
| 5.1 - Stewardship - new revenue | - | 163,825 | 18,525 | - | 16,000 | - | 1,650 | 200,000 |
| 5.2 - Stewardship - records | - | 126,536 | 6,500 | - | 45,000 | 6,500 | 500 | 185,036 |
| 5.3 - Stewardship - outcomes | - | 182,593 | - | - | - | - | - | 182,593 |
| | 632,671 | 2,339,561 | 374,129 | 200,000 | 396,224 | 82,755 | 16,100 | 2,776,099 |
| * Employee expenses for KFA4.4 Engagement - First nations are included in the Minimum and there are no other operating costs currently envisaged | | | | | | | | |

Summary by Commission

| Key Focus Area | FDSC | PMC | E&L | GMO | MEC | Total |
|--|----------------|----------------|---------------|---------------|----------------|------------------|
| | \$ | \$ | \$ | \$ | \$ | \$ |
| 1.1 - Anglican identity - meaning | - | 6,333 | - | - | 164,004 | 170,337 |
| 1.2 - Anglican identity - demonstrated | - | 10,000 | - | - | - | 10,000 |
| 2.1 - Energising people - theological education | - | - | 40,000 | - | - | 40,000 |
| 2.1 - Energising people - current SFC operations | - | - | - | - | 599,397 | 599,397 |
| 2.2 - Energising people - formation | - | - | - | - | 30,050 | 30,050 |
| 2.3 - Energising people - leadership | 179,826 | - | - | - | - | 179,826 |
| 2.4 - Energising people - health wellbeing | 24,053 | 75,996 | - | - | - | 100,049 |
| 3.1 - Flourishing - parishes and faith | 184,165 | 242,850 | - | - | - | 427,015 |
| 4.1 - Engagement - community | - | 30,000 | - | - | - | 30,000 |
| 4.2 - Engagement - chaplaincy | - | 449,967 | - | - | - | 449,967 |
| 4.3 - Engagement - children youth | - | - | - | - | 171,829 | 171,829 |
| 4.4 - Engagement - first nations | - | - | - | - | - | - |
| 5.1 - Stewardship - new revenue | 200,000 | - | - | - | - | 200,000 |
| 5.2 - Stewardship - records | 185,036 | - | - | - | - | 185,036 |
| 5.3 - Stewardship - outcomes | 105,472 | - | - | 77,120 | - | 182,593 |
| | 878,552 | 815,147 | 40,000 | 77,120 | 965,280 | 2,776,099 |

* Employee expenses for KFA4.4 Engagement - First nations are included in the Minimum and there are no other operating costs currently envisaged

Annexure C –2022 Diocesan Budget – Unrestricted Minimum compliance and governance

| Anglican Church of Southern Queensland | Minimum - Unrestricted | | | | | | | | Total Unrestricted Minimum |
|--|------------------------|------------------|--------------------|--------------------|--------------------|----------------------------|--------------------|--------------------|----------------------------|
| 2022 Budget | FDSC | PMC | E&L | GMO | Claim Settlements | Comm. Non-Mission Property | Mission Alive Fund | Corporate overhead | |
| Interest/Investment Income | - | 123 | 530,000 | - | - | - | 702,655 | - | 1,232,778 |
| Business Operating Income | 291,710 | 32,640 | 94,800 | 143,142 | - | 284,077 | - | 536,900 | 1,383,269 |
| Service Fees | 266,496 | - | 125,000 | 137,747 | - | - | - | - | 529,243 |
| Anglican Belonging Fee | - | - | - | - | - | - | 2,346,656 | - | 2,346,656 |
| Commonwealth School Funding | - | - | - | - | - | - | - | - | - |
| School Levies | - | - | - | - | - | - | - | - | - |
| Insurance Premiums Received | - | - | - | - | - | - | - | - | - |
| Parish Contributions | - | - | - | - | - | - | 1,345,397 | - | 1,345,397 |
| Donations & Fundraising | - | - | - | - | - | - | - | - | - |
| Going for Growth Contribution | - | - | - | - | - | - | 500,000 | - | 500,000 |
| ANFIN Dividend | - | - | - | - | - | - | 5,300,000 | - | 5,300,000 |
| Profit on sale of assets | - | - | - | - | - | - | - | - | - |
| TOTAL INCOME | 558,206 | 32,763 | 749,800 | 280,890 | - | 284,077 | 10,194,708 | 536,900 | 12,637,343 |
| Employee Expenses | 1,975,342 | 773,657 | 1,412,945 | 1,385,268 | - | - | - | 196,453 | 5,743,665 |
| Business Operating Expenses | 506,037 | 155,325 | 454,607 | 726,253 | - | 73,062 | 137,777 | 1,131,107 | 3,184,168 |
| Insurance premium expenses | - | 7,246 | 4,554 | 26,778 | - | 1,052 | - | 61,912 | 101,543 |
| Distribution of C'th School Funding | - | - | - | - | - | - | - | - | - |
| Interest Expense | - | - | - | - | - | - | 117,481 | - | 117,481 |
| Depreciation | - | - | - | - | - | - | - | 100,504 | 100,504 |
| Dividend Paid | - | - | - | - | - | - | - | - | - |
| TOTAL EXPENDITURE | 2,481,379 | 936,228 | 1,872,106 | 2,138,299 | - | 74,114 | 255,258 | 1,489,977 | 9,247,361 |
| OPERATING SURPLUS/(DEFICIT) | (1,923,173) | (903,465) | (1,122,306) | (1,857,410) | - | 209,962 | 9,939,450 | (953,077) | 3,389,982 |
| Claim Reimbursements | - | - | - | - | 2,320,000 | - | - | - | 2,320,000 |
| Claim Settlements | - | - | - | - | 4,420,000 | - | - | - | 4,420,000 |
| NET SETTLEMENTS | - | - | - | - | (2,100,000) | - | - | - | (2,100,000) |
| NET SURPLUS/(DEFICIT) | (1,923,173) | (903,465) | (1,122,306) | (1,857,410) | (2,100,000) | 209,962 | 9,939,450 | (953,077) | 1,289,982 |

Annexure D –2022 Diocesan Budget - Detailed with KFAs allocated to Commissions (B + C)

| Anglican Church of Southern Queensland | Minimum and KFA - Unrestricted | | | | | | | | | Total Unrestricted |
|--|--------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|----------------------------|--------------------|--------------------|--------------------|
| 2022 Budget | FDSC | PMC | E&L | GMO | Ministry Education | Claim Settlements | Comm. Non-Mission Property | Mission Alive Fund | Corporate overhead | |
| Interest/Investment Income | - | 123 | 530,000 | - | 773 | - | - | 702,655 | - | 1,233,551 |
| Business Operating Income | 291,710 | 100,538 | 94,800 | 143,142 | 611,000 | - | 284,077 | - | 536,900 | 2,015,167 |
| Service Fees | 266,496 | - | 125,000 | 137,747 | - | - | - | - | - | 529,243 |
| Anglican Belonging Fee | - | - | - | - | - | - | - | 2,346,656 | - | 2,346,656 |
| Commonwealth School Funding | - | - | - | - | - | - | - | - | - | - |
| School Levies | - | - | - | - | - | - | - | - | - | - |
| Insurance Premiums Received | - | - | - | - | - | - | - | - | - | - |
| Parish Contributions | - | - | - | - | - | - | - | 1,345,397 | - | 1,345,397 |
| Donations & Fundraising | - | - | - | - | - | - | - | - | - | - |
| Going for Growth Contribution | - | - | - | - | - | - | - | 500,000 | - | 500,000 |
| ANFIN Dividend | - | - | - | - | - | - | - | 5,300,000 | - | 5,300,000 |
| Profit on sale of assets | - | - | - | - | - | - | - | - | - | - |
| TOTAL INCOME | 558,206 | 100,661 | 749,800 | 280,890 | 611,773 | - | 284,077 | 10,194,708 | 536,900 | 13,317,014 |
| Employee Expenses | 2,699,168 | 1,231,875 | 1,412,945 | 1,462,388 | 1,080,396 | - | - | - | 196,453 | 8,083,226 |
| Business Operating Expenses | 660,762 | 580,151 | 494,607 | 726,253 | 486,002 | - | 73,062 | 137,777 | 1,131,107 | 4,242,721 |
| Insurance premium expenses | - | 7,246 | 4,554 | 26,778 | 10,657 | - | 1,052 | - | 61,912 | 112,200 |
| Distribution of C'th School Funding | - | - | - | - | - | - | - | - | - | - |
| Interest Expense | - | - | - | - | - | - | - | 117,481 | - | 117,481 |
| Depreciation | - | - | - | - | - | - | - | - | 100,504 | 100,504 |
| Dividend Paid | - | - | - | - | - | - | - | - | - | - |
| TOTAL EXPENDITURE | 3,359,930 | 1,819,273 | 1,912,106 | 2,215,419 | 1,577,054 | - | 74,114 | 255,258 | 1,489,977 | 12,703,131 |
| OPERATING SURPLUS/(DEFICIT) | (2,801,725) | (1,718,612) | (1,162,306) | (1,934,530) | (965,281) | - | 209,963 | 9,939,450 | (953,076) | 613,883 |
| Claim Reimbursements | - | - | - | - | - | 2,320,000 | - | - | - | 2,320,000 |
| Claim Settlements | - | - | - | - | - | 4,420,000 | - | - | - | 4,420,000 |
| NET SETTLEMENTS | - | - | - | - | - | (2,100,000) | - | - | - | (2,100,000) |
| NET SURPLUS/(DEFICIT) | (2,801,725) | (1,718,612) | (1,162,306) | (1,934,530) | (965,281) | (2,100,000) | 209,963 | 9,939,450 | (953,076) | (1,486,117) |

| Anglican Church of Southern Queensland | | Restricted | | | | | Total Restricted | Total Unrestricted & Restricted | Intra Entity Adjustments | 2022 Budget | 2021 Budget | Movement |
|--|--------------------|-----------------------------|------------------|------------------|------------------|------------------------|--------------------|---------------------------------|--------------------------|--------------------|--------------------|------------------|
| 2022 Budget | Total Unrestricted | Anglican Schools Commission | Insurance Funds | ANFIN | Going for Growth | Trusts and other Funds | | | | | | |
| Interest/Investment Income | 1,233,551 | 2,000 | 1,007 | 6,896,732 | 743,000 | 45,404 | 7,688,143 | 8,921,694 | (157,159) | 8,764,534 | 8,747,420 | 17,114 |
| Business Operating Income | 2,015,167 | 38,600 | - | 1,600 | - | 1,847,906 | 1,888,106 | 3,903,273 | (461,906) | 3,441,367 | 3,678,095 | (236,728) |
| Service Fees | 529,243 | - | - | - | - | - | - | 529,243 | (529,243) | - | 42,780 | (42,780) |
| Anglican Belonging Fee | 2,346,656 | 32,000 | - | - | - | - | 32,000 | 2,378,656 | - | 2,378,656 | 2,378,656 | - |
| Commonwealth School Funding | - | 103,044,654 | - | - | - | - | 103,044,654 | 103,044,654 | - | 103,044,654 | 100,958,767 | 2,085,886 |
| School Levies | - | 3,091,478 | - | - | - | - | 3,091,478 | 3,091,478 | - | 3,091,478 | 3,142,993 | (51,515) |
| Insurance Premiums Received | - | - | 6,638,524 | - | - | - | 6,638,524 | 6,638,524 | (110,251) | 6,528,273 | 5,539,026 | 989,247 |
| Parish Contributions | 1,345,397 | - | - | - | - | - | - | 1,345,397 | - | 1,345,397 | 1,235,000 | 110,397 |
| Donations & Fundraising | - | - | - | - | - | 125,760 | 125,760 | 125,760 | (20,000) | 105,760 | 108,160 | (2,400) |
| Going for Growth Contribution | 500,000 | - | - | - | - | - | - | 500,000 | (500,000) | - | - | - |
| ANFIN Dividend | 5,300,000 | - | - | - | - | - | - | 5,300,000 | (5,300,000) | - | - | - |
| Profit on sale of assets | - | - | - | - | - | - | - | - | - | - | 1,165,000 | (1,165,000) |
| TOTAL INCOME | 13,270,014 | 106,208,731 | 6,639,531 | 6,898,332 | 743,000 | 2,019,070 | 122,508,664 | 135,778,678 | (7,078,559) | 128,700,118 | 126,995,897 | 1,704,221 |
| Employee Expenses | 8,083,226 | 1,740,775 | 300,253 | 387,696 | 11,068 | 717,658 | 3,157,450 | 11,240,676 | (25,000) | 11,215,676 | 12,140,624 | (924,948) |
| Business Operating Expenses | 4,242,721 | 1,523,455 | 631,243 | 459,858 | 500,000 | 620,264 | 3,734,820 | 7,977,541 | (1,495,365) | 6,482,176 | 7,674,498 | (1,192,322) |
| Insurance premium expenses | 112,200 | - | 5,723,390 | 15,915 | - | 14,597 | 5,753,902 | 5,866,101 | (110,251) | 5,755,850 | 4,883,709 | 872,141 |
| Distribution of C'th School Funding | - | 102,844,654 | - | - | - | - | 102,844,654 | 102,844,654 | - | 102,844,654 | 100,750,929 | 2,093,725 |
| Interest Expense | 117,481 | - | - | 665,453 | 14,148 | 72,945 | 752,546 | 870,027 | (147,944) | 722,083 | 2,228,596 | (1,506,513) |
| Depreciation | 100,504 | - | - | - | - | 57 | 57 | 100,561 | - | 100,561 | 64,084 | 36,477 |
| Dividend Paid | - | - | - | 5,300,000 | - | - | 5,300,000 | 5,300,000 | (5,300,000) | - | - | - |
| TOTAL EXPENDITURE | 12,656,131 | 106,108,884 | 6,654,887 | 6,828,922 | 525,216 | 1,425,520 | 121,543,429 | 134,199,560 | (7,078,559) | 127,121,001 | 127,742,441 | (621,440) |
| OPERATING SURPLUS/(DEFICIT) | 613,883 | 99,847 | (15,357) | 69,410 | 217,784 | 593,550 | 965,235 | 1,579,118 | - | 1,579,118 | (746,543) | 2,325,661 |
| Claim Reimbursements | 2,320,000 | - | - | - | - | - | - | 2,320,000 | - | 2,320,000 | 2,320,000 | - |
| Claim Settlements | 4,420,000 | - | - | - | - | - | - | 4,420,000 | - | 4,420,000 | 4,420,000 | - |
| NET SETTLEMENTS | (2,100,000) | - | - | - | - | - | - | (2,100,000) | - | (2,100,000) | (2,100,000) | - |
| NET SURPLUS/(DEFICIT) | (1,486,117) | 99,847 | (15,357) | 69,410 | 217,784 | 593,550 | 965,235 | (520,882) | - | (520,882) | (2,846,543) | 2,325,661 |



SYNOD ROLL & STATISTICS

President: The Most Rev'd Dr Phillip J Aspinall, BSc, Grad Dip RE., BD (Hons), PhD, MBA
 Archbishop of Brisbane and Metropolitan of Queensland
 The Right Rev'd Jeremy D Greaves, KSJ, BTh
 Assistant Bishop of the Diocese of Brisbane (Northern Region)
 The Right Rev'd Andrew (John) Roundhill, MA (Hons), BTh (Hons).
 Assistant Bishop of the Diocese of Brisbane (Southern Region)
 The Right Rev'd Cameron D Venables BA (Hons); BTh.
 Assistant Bishop of the Diocese of Brisbane (Western Region)

ACTIVE LICENSED CLERGY

| Name | Appointment |
|----------------------------------|--|
| The Right Rev'd Daniel Deng Abot | Mission Chaplain, Parish and other Mission Agencies Commission |
| The Rev'd Nicole Anderson | Priest-in-Charge, Parish of Carindale |
| The Ven Olaf Anderson | Rector, Parish of New Farm |
| The Rev'd Simon Arok | Honorary Assistant Priest, Parish of St Paul's, Ipswich |
| The Rev'd Gerard Bahre | Honorary Deacon, Parish of Mitchell |
| The Rev'd Ian Bailey | Priest-in-Charge, Parish of Brisbane Valley |
| The Rev'd Graheme Baldock | Rector, Parish of Redcliffe and Area Dean of the Redcliffe Deanery |
| The Rev'd Jeffery Balnaves | Associate Priest, Parish of Maryborough (p/t) |
| The Rev'd Susan Barker | Priest-in-Charge, Parish of Goonaneman (p/t) |
| The Rev'd Christopher Bate | Priest-in-Charge, Parish of Booval |
| The Rev'd Juliana Bate | Chaplain, St John's Anglican College and Honorary Assistant Curate, Parish of Booval (p/t) |
| The Rev'd Daniel Berris | Priest-in-Charge, The Lakes Anglican Church |
| The Rev'd Deborah Bird | Priest-in-Charge, Parish of Maleny |
| The Ven Canon Bruce Boase | Priest-in-Charge, Parish of Green Hills Anglican Community Honorary Canon, St John's Cathedral Area Dean, Deanery of Brisbane North West |
| The Rev'd Timothy Booth | Honorary Deacon, Parish of New Farm |
| The Rev'd Kevin Booth | Mission Chaplain, Parish of Moggill-Mt Crosby |
| The Ven Kevin Bourke | Rector, Parish of Stafford and Archdeacon of Lilley |
| The Rev'd Canon Dr Ralph Bowles | Priest-in-Charge, Parish of Nambour (p/t) |
| The Rev'd John Bretz | Honorary Deacon, Parish of Waterloo Bay |
| The Rev'd Stephen Briggs | Priest-in-Charge, Parish of Grovely |
| The Rev'd Jonathan Bright | Priest-in-Charge, Parish of Alexandra Hills |
| The Rev'd David Browne | Priest-in-Charge, Parish of Dalby |
| The Rev'd Zoe Browne | Honorary Assistant Priest, Parish of Dalby |
| The Rev'd Richard Browning | Director of Mission, (Mission Chaplain) Anglican Schools Commission |
| The Rev'd Helen Button | Priest in Charge, Parish of Zillmere |
| The Rev'd Michael Calder | Assistant Priest, Parish of St Bartholomew's Toowoomba |
| The Rev'd Jamee-Lee Callard | Associate Priest (p/t), St John's Cathedral |

SYNOD ROLL – ACTIVE LICENSED CLERGY 2021

| Name | Appointment |
|---|--|
| The Rev'd Donald Campbell, (Bro Donald Campbell SSF) | Priest-in-Charge, Parish of Annerley and Priest-in-Charge, Parish of East Brisbane Archdeacon of Moreton |
| The Ven Mark Carlyon | Rector, Parish of Toowoomba, St James' and Archdeacon of the Downs |
| The Very Rev'd Dr Peter Catt | Dean of St John's Cathedral |
| The Rev'd Jilleen Chambers | Priest-in-Charge, Parish of Kilcoy |
| The Rev'd Elizabeth Chol | Honorary Assistant Priest, Parish of St Paul's Ipswich |
| The Rev'd Danielle Clark | Associate Priest, Parish of East Redland |
| The Rev'd Raymond Clifton | Mission Chaplain, Spiritual & Pastoral Care Manager Anglicare |
| The Rev'd Jennifer Colbrahams | Priest-in-Charge, Parish of Gatton – Ma Ma Creek |
| The Rev'd Bill Colbrahams | Priest-in-Charge, Parish of Ithaca-Red Hill p/t and Associate Priest, Parish of Gatton – Ma Ma Creek |
| The Rev'd Canon Nicole Colledge | Rector, Parish of Clayfield Honorary Canon, St John's Cathedral Area Dean, Brisbane North East Deanery |
| The Rev'd Jan Crombie | Rector, Parish of Kenmore-Brookfield |
| The Rev'd Susan Crothers-Robertson | Chaplain, St Margaret's Anglican Girls School |
| The Rev'd Dr Gemma Dashwood OAM | Honorary Assistant Curate, Parish of Goodna |
| The Rev'd Brenda Davis | Deacon & Chaplaincy Support Officer, West Moreton Anglican College and Honorary Deacon, Parish of Rosewood |
| The Rev'd Robert Dean | Assistant Priest, p/t, Parish of Caboolture |
| The Ven Keith Dean-Jones | Rector, Parish of Bundaberg and Archdeacon of Burnett |
| The Rev'd Heather Dearden | Priest-in-Charge, Parish of Roma |
| The Rev'd David Deng | Honorary Assistant Priest, Parish of Caboolture |
| The Rev'd Michael Donaldson | Priest-in-Charge, Parish of Sandgate- Northpoint |
| The Rev'd John Dougherty | Priest-in-Charge, Parish of Gold Coast North |
| The Rev'd Jasmine Dow | Chaplain, St Margaret's Anglican Girls School |
| The Rev'd Samuel Dow | Honorary Assistant Priest, St Francis' College |
| The Rev'd Patrick Duckworth | Chaplain, St Hilda's Anglican School |
| The Rev'd Ann Maree Edwards | Assistant Priest, Parish of The Gap (p/t) |
| The Rev'd Tania Eichler | Rector, Parish of Maroochydore |
| The Rev'd Moira Evers | Priest in Charge, Parish of Buderim |
| The Rev'd Mark Fairhurst | General Secretary, CMS Qld and Nth NSW |
| The Rev'd Canon Dr Marian Free | Rector, Parish of Hamilton |
| The Rev'd Cameron Freese | Rector, Parish of East Redland and Area Dean, Deanery of Moreton |
| The Rev'd Ian Furby | Chaplain, St Luke's Anglican School |
| The Rev'd Bryan Gadd | Senior Chaplain, Anglican Church Grammar School |
| The Ven Elizabeth Gaitskell | Rector, Parish of Warwick and Archdeacon of Cunningham |
| The Rev'd Rosemary Gardiner | Priest-in-Charge, Parish of Woolloongabba p/t |
| The Rev'd Jeremy Gehrman | Mission Chaplain, Diocese of Brisbane |
| The Ven Richard Gowty | Archdeacon Emeritus and Priest-in-Charge, Parish of Palmwoods |

| Name | Appointment |
|---|--|
| The Rev'd Avriel Green | Rector, Parish of Caboolture and Area Dean, Deanery of Redcliffe |
| The Rev'd Peter Grevett | Honorary Deacon, Parish of Logan |
| The Rev'd Suzanne Grimmett | Priest-in-Charge, Parish of Indooroopilly and Area Dean, Deanery of Brisbane West |
| The Rev'd Richard Gummow | Priest-in-Charge, Parish of Drayton (p/t) |
| The Rev'd Scott Gunthorpe | Rector, Parish of Waterloo Bay |
| The Rev'd James Hall | Mission Chaplain, Defence and PTO Parish of Maroochydore |
| The Rev'd Kenneth Hansen | Honorary Deacon, Parish of Dalby |
| The Rev'd Canon Gary Harch | Priest-in-Charge, Parish of Kangaroo Point, Area Dean, Deanery of Brisbane South East and Residentiary Canon St John's Cathedral |
| The Rev'd Phillip Hardie | Priest-in-Charge, Parish of Gold Coast South |
| The Rev'd Pauline Harley | Priest-in-Charge, Parish of Toowoomba West |
| The Rev'd Darryl Harris (Br Nathan James) | Chaplain, Canon Hill Anglican College |
| The Rev'd Kay Hart | Rector, Parish of Goondiwindi and Area Dean, Deanery of the Southern Downs |
| The Rev'd Daniel Hobbs | Priest-in-Charge, Parish of Manly (p/t) |
| The Rt Rev'd Jonathan Holland | Mission Chaplain – Executive Director MEC and Principal St Francis' College |
| The Rev'd Martyn Hope | Priest-in-Charge, Parish of Morningside |
| The Ven Geoffrey Hoyte | Rector, Parish of Logan and Archdeacon of the Gold Coast |
| The Rev'd Quinn Humphreys | Honorary Assistant Curate, Parish of Hamilton |
| The Rev'd Christopher Ivey | Principal, St Andrew's Anglican College |
| The Rev'd Richard James | Assistant Priest, Parish of Redcliffe |
| The Rev'd Jeffrey Jarvis | Chaplain, Fraser Coast Anglican College |
| The Rev'd Daniel Paulraj Jayaraj | Rector, Parish of Chermside |
| The Rev'd Peter Jeffery | Priest-in-Charge, Parish of Bardon |
| The Rev'd Christopher Johnson | Rector, Parish of Noosa |
| The Rev'd Lynda Johnson | Associate Priest, Parish of Noosa |
| The Rev'd Shaji Joseph | Rector, Parish of Gympie |
| The Rev'd Peter Judge-Mears | Rector, Parish of Wishart |
| The Rev'd Jonathan Kemp | Assistant Priest, Parish of Kenmore-Brookfield |
| The Rev'd Rebecca King | Priest-in-Charge, Parish of Yeronga |
| The Rev'd Michele Knight | Honorary Deacon, Parish of Ipswich |
| The Rev'd Kathrin Koning | Chaplain, Matthew Flinders Anglican College |
| The Rev'd Charles Lacey | Priest in Charge, Provisional Parish of Springfield |
| The Rev'd Max Lambourne | Priest-in-Charge, Parish of Wilston |
| The Rev'd Dr Catherine Laufer | Priest-in-Charge, Parish of Coolum |
| The Rev'd Mark Leam | Chaplain St Paul's School |
| The Rev'd Gregory Loumeau | Priest-in-Charge, Parish of Hervey Bay |
| The Rev'd Adam Lowe | Rector, Parish of St Bartholomew's Toowoomba |
| The Rev'd Gary McClellan | Community Chaplain, St Andrew's College |
| The Rev'd Elizabeth McConnell | Assistant Curate, Parish of Nundah (p/t) |
| The Rev'd Ian McGrath | Associate Priest, Parish of South Brisbane |
| The Rev'd Canon Ann McGuinness | Chaplain, All Saints Anglican School |
| The Rev'd Selina McMahan | Rector, Parish of Ipswich |
| The Rev'd Canon Linda McWilliam | Director of Mission & Social Justice, Anglicare and Honorary Canon, St John's Cathedral |
| The Rev'd Angela McNeill | Honorary Assistant Curate, Parish of Moggill-Mt Crosby |

SYNOD ROLL – ACTIVE LICENSED CLERGY 2021

| Name | Appointment |
|--------------------------------|---|
| The Rev'd Claye Middleton | Priest-in-Charge, Parish of Freshwater |
| The Rev'd Canon Paul Mitchell | Rector, Parish of St Luke's Toowoomba and Area Dean, Toowoomba Deanery |
| The Rev'd Sharon Mitchell | Chaplain, The Glennie School and Honorary Associate Priest, Parish of St Luke's Toowoomba |
| The Rev'd Stephen Monsieigneur | Associate Priest, Parish of Ipswich (with special responsibility for Ipswich North) |
| The Rev'd Iain Moore | Rector, Parish of Hendra-Clayfield |
| The Rev'd Gillian Moses | Chaplain, St Aidan's Anglican Girl's School |
| The Rev'd Dr Howard Munro | Archbishop's Chaplain |
| The Rev'd Dr Timothy Nicholson | Priest-in-Charge, Parish of Ekibin and Area Dean, Deanery of Brisbane South West |
| The Rt Rev'd Robert Nolan | Priest-in-Charge, Parish of Moggill-Mt Crosby |
| The Rev'd Dr Imelda O'Loughlin | Hon. Associate Priest, Parish of Nundah (p/t) |
| The Rev'd Louise Orpe | Priest-in-Charge, Parish of Rosewood Senior Chaplain, West Moreton Anglican College |
| The Rev'd Andrew Osborne | Mission Chaplain, Enoggera Barracks and Parish of Stafford |
| The Rev'd Helen Paget | Priest-in-Charge, Parish of Boonah-Harrisville and Area Dean, West Moreton Deanery |
| The Rev'd Robert Paget | Priest-in-Charge, Parish of Samford |
| The Ven Bronwyn Pagram | Priest-in-Charge, Parish of Goodna and Archdeacon of Oxley |
| The Rev'd Carol Palmer | Priest-in-Charge, Parish of Inala |
| The Rev'd Peter Palmer | Rector, Parish of Beenleigh |
| The Rev'd Donald Parker | Rector, Parish of Southport |
| The Rev'd Eron Perry | Priest-in-Charge, Parish of Burleigh Heads |
| The Rev'd Canon Stewart Perry | Rector, Parish of Robina-Mermaid Beach, Area Dean, Gold Coast Deanery and Honorary Canon St John's Cathedral |
| The Rev'd Dr Andrew Peters | Rector, Parish of Everton Park |
| The Rev'd Donna Petersen | Rector, Parish of Wynnum |
| The Rev'd Michelle Philp | Deacon, Parish of Wishart |
| The Rev'd Canon Sarah Plowman | Mission Chaplain, Diocesan Director of Ordinands and Vocations |
| The Rev'd Desmond Potter | Priest-in-Charge, Parish of Strathpine |
| The Rev'd Fang Ling Qusted | Chaplain, St John's College |
| The Rev'd Michael Qusted | Mission Chaplain, Enoggera Barracks and Parish of South Brisbane |
| The Rev'd Morris Rangiwai | Honorary Assistant Priest, Parish of Algester |
| The Rev'd Kate Ross | Assistant Priest, Parish of Bundaberg |
| The Rev'd Dr Daniel Rouhead | Assistant Priest, Parish of St Bartholomew's Toowoomba |
| The Rev'd Mary-Anne Rulfs | Associate Priest, Parish of Robina-Mermaid Beach |
| The Rev'd David Ruthven | Rector, Parish of North Pine |
| The Rev'd Michael Saminathan | Honorary Assistant Priest, Parish of Annerley |
| The Rev'd Andrew Schmidt | Rector, Parish of Bundaberg West and Area Dean, Burnett Deanery |
| The Rev'd Steven Schwarzrock | Rector, Parish of Bribie Island |
| The Rev'd Canon Cheryl Selvage | Honorary Asst Priest, Parish of Mt Gravatt, Diocesan Hospital Ministry Co-ordinator and Residentiary Canon, St John's Cathedral |

| Name | Appointment |
|-----------------------------------|--|
| The Rev'd Daniel Sitaram | Priest-in-Charge, Parish of Stanthorpe |
| The Rev'd Matthew Skelton | Assistant Curate, Parish of Warwick with special responsibility for Allora-Clifton |
| The Rev'd Bruce Sligo | Priest in Charge, Parish of the Gap (p/t) |
| The Rev'd Trevor Sketcher | Assistant Priest, Parish of Surfer's Paradise |
| The Rev'd Howard Smith | Rector, Parish of Bramble Bay |
| The Rev'd Dr Ann Solari | Honorary Deacon, St John's Cathedral |
| The Rev'd Michael Stalley | Rector, Parish of Mt Gravatt |
| The Rev'd George Stuart | Priest-in-Charge, Parish of Rochedale |
| The Rev'd Thomas Sullivan | Rector, Parish of Toowong and Area Dean, Brisbane West Deanery |
| The Rev'd Anthony Swansson | Rector, Parish of Beaudesert |
| The Rev'd Daniel Talbot | Rector, Parish of Jimboomba, Police Chaplain and Area Dean, Deanery of Logan |
| The Rev'd Dr Mervyn Thomas | Assistant Priest, Parish of Indooroopilly |
| The Rev'd Beverley Thorogood | Honorary Assistant Priest, Parish of St James' Toowoomba |
| The Rev'd Canon Richard Tutin | Residentiary Canon, St John's Cathedral |
| The Rev'd Christopher Tyack | Priest-in-Charge, Parish of Eastern Hills |
| The Rev'd Michael Uptin | Mission Chaplain, Regional Officer, Bush Church Aid Qld and Nth NSW |
| The Rev'd Canon Julia Van Den Bos | Associate Priest, St John's Cathedral |
| The Rev'd Shan Vierow | Area Dean, Deanery of Moreton |
| The Rev'd Mark Vincent | Honorary Assistant Priest, Parish of East Brisbane |
| The Rev'd Dr Graham Warren | Priest-in-Charge, Parish of Nundah p/t |
| The Rev'd Dr Margaret Wesley | Priest-in-Charge, Parish of Ithaca-Ashgrove |
| The Rev'd Jonathan Whereat | Chaplain, The Southport School |
| The Rev'd Nicholas Whereat | Rector, Parish of Aspley-Albany Creek |
| The Rev'd Erika Williams | Associate Priest, Mt Gravatt |
| The Rev'd Susan Wilson | Rector, Parish of Maryborough (p/t) |
| The Rev'd Scott Windred | Priest in Charge, Parish of Sunnybank |
| The Rev'd Steven Wockner | Rector, Parish of Kawana Waters and Area Dean, Deanery of Sunshine Coast |
| The Rev'd Prof Rodney Wolff | Priest-in-Charge, Parish of Fortitude Valley |
| The Rev'd Ceridwen Wynne | Priest-in-Charge, Parish of Milton (p/t) |
| The Rev'd Josephine Yarham | Honorary Assistant Priest, Parish of Kenmore-Brookfield |

**SYNOD ROLL – CLERGY WITH PERMISSION TO
OFFICIATE IN THE DIOCESE**

The Rev'd Frances Andrews
The Rev'd John Barnes
The Rev'd Jonathan Brook
The Rev'd Roslyn Clifton
The Rev'd James Edward Cosgrove
The Rev'd Julie Craig-Leaves
The Rev'd Marilyn Cullen
The Rev'd David Curry
The Ven Michael Faragher
The Rev'd Stephanie Frances
The Right Rev'd Godfrey Fryar
The Rev'd Dr Richard Gibson
The Rev'd Robert Hay
The Rev'd Dr Carol Hebron
The Rev'd Lindsay Howie
The Rev'd Sandra Kjellgren
The Rev'd Alfred Leong
The Ven David Lunniss
The Rev'd Peter Deng Mayen
The Rev'd John Pattison
The Ven Allan Paulsen
The Rev'd Carolyn Payne
The Rt Rev'd William Ray
The Rev'd William Redman
The Rev'd John Searle
The Rev'd Judith Shepherd
The Rev'd David Snape
The Rev'd Ronald Spindler
The Right Rev'd Dr Douglas Stevens
The Ven Robert Sutherland
The Rev'd Jane Trigg
The Rev'd Peter Uther
The Rev'd Shan Vierow
The Ven Rodney Winterton

SYNOD ROLL – RETIRED CLERGY WITH PERMISSION TO OFFICIATE IN THE DIOCESE

| | |
|------------------------------------|------------------------------------|
| The Rev'd Trevor Adams | The Rt Rev'd Leonard Eacott, OAM |
| The Rev'd John Arnold | The Rev'd Edwin Edgerton |
| The Rev'd Andrew Baldwin | The Rev'd Canon Dr Donald Edwards, |
| The Rev'd Dr Raymond Barraclough | The Rev'd Kevin Ellem |
| The Rev'd Hugh Begbie | The Rev'd Canon Mary Florence |
| The Rev'd Beverley Bell | The Rev'd Terry Frewin |
| The Rev'd John Bell | The Rev'd Doug Frith |
| The Rev'd Malcolm Bell | The Rev'd Denis Galloway |
| The Rev'd Michael Bennett | The Rev'd Gillian Gardiner |
| The Rev'd Dianne Black | (Sister Gillian, SSA) |
| The Rev'd Robert Blackburn | The Rev'd Alex Gater |
| The Rev'd Paul Bland | The Rev'd Lee Gauld |
| The Rev'd Gary Blundell | The Rev'd Andrew Gilbert |
| The Rev'd Terrence Booth | The Rev'd Dr Graeme Goldsworthy |
| The Rev'd Anne Bottomley | The Rev'd Allan Goodwin |
| The Rev'd Christopher Boyce | The Rev'd John Graham-Freeman |
| The Ven Robert Braun | The Rev'd Val Graydon |
| The Rev'd Lima Bray | The Rev'd William Guttormsen |
| The Rev'd Thomas Brown | The Rev'd Tom Hall |
| The Rev'd Canon Emeritus Ron Bundy | The Rev'd Anthony Halstead |
| The Rev'd Alfred Burgess | The Rev'd Katherine Hammer |
| The Rev'd Canon Ross Burnett | The Rev'd John Hammer |
| The Rev'd Ingrid Busk | The Rev'd Ian Harris |
| The Rev'd Trevor Butler | The Rev'd Deborah Hay |
| The Rev'd Robyn Cairns | The Rev'd Dr George Henry |
| The Ven Donald Campbell | The Rev'd Canon Bruce Henzell |
| The Rev'd Marjorie Charrington | The Rev'd David Heussler |
| The Ven Michael Chiplin | The Rev'd Pamela Hill |
| The Rev'd Robert Chippendale | The Ven Valerie Hoare |
| The Rev'd Ian Chevis | The Rev'd Brian Hughes |
| The Rev'd Elsie Clack | The Rev'd Martin Hunnybun |
| The Rt Rev'd Bruce Clark | The Rev'd Jackie Hurren |
| The Rev'd Maurice Collins | The Rev'd Pamela Hynd |
| The Rev'd Clive Cooper | The Rev'd Roderick Irvine |
| The Rev'd John Corner | The Rev'd Jeanette Jamieson-Foard |
| The Rev'd John Cornish | The Rev'd Dr Beverley Jane |
| The Rev'd David Cox | The Rev'd John Keyt |
| The Rev'd Jillian Crawford | The Rev'd Canon Neville Knott |
| The Rev'd Canon Elisabeth Crossman | The Rev'd David Lamont |
| The Rev'd William Crossman | The Rev'd Dr Cecilie Lander |
| The Rev'd John Cuffe | The Rev'd Dr Mervyn Lander |
| The Rev'd Alan Dale | The Rev'd Terrence Leonard |
| The Rev'd Dorothy Daniels | The Rev'd Kevin Lewis |
| The Rev'd Brian Darbyshire | The Rev'd Peter Lockyer |
| The Rev'd Robert Davidson | The Rev'd Alexander Macqueen |
| The Rev'd Lorraine Dawson | The Rev'd Eleanor Mancini |
| The Rev'd David Dean | The Rev'd George Markotsis |
| The Rev'd Barbara Diery | The Rev'd Rex Marre |
| The Rev'd Graham Dorman | The Rev'd Alexander Marshall OAM |
| The Rev'd Patrick Doulin | The Rev'd Ian Marshall |
| The Rev'd Lynette Dunn | The Rev'd Andrea Maslin |

SYNOD ROLL – RETIRED CLERGY WITH PERMISSION TO OFFICIATE IN THE DIOCESE

| | |
|---|------------------------------------|
| The Rev'd Daniel Matthews (Brother Daniel SSF) | The Rev'd Leisha Rule |
| The Rev'd Canon Bruce Maughan OAM | The Rev'd Arthur Savage |
| The Rev'd Ian McGilvray | The Rev'd Harry David Sharman |
| The Rev'd Greg McGrory | The Rev'd Garth Shaw |
| The Rev'd Robert McKennay | The Rev'd Tony Sheehan |
| The Rev'd John McNamee | The Rev'd Allan Shephard |
| The Rev'd Canon Dr Jim McPherson | The Rev'd Ann Shepperson |
| The Rev'd Ian McWilliam | The Rev'd Julie Simpson |
| The Rev'd Elroy Mee | The Rev'd Jennifer Simson |
| The Rev'd Jane Mitchell | The Rev'd Cameron Smith |
| The Rev'd Thomas Milton | The Rev'd Canon Gary Smith |
| The Rev'd Karol Misso | The Rev'd Mary Smith |
| The Rev'd Alan Moore | The Rev'd Kenneth Spreadborough |
| The Rev'd Peter Moore | The Rev'd Michael Stephenson |
| The Rev'd Canon Prof John Morgan | The Rev'd Dr Donald Stewart |
| The Rev'd Canon Dr Montague Morris | The Rev'd Philip Stewart |
| The Rev'd Dianne Murphy | The Rev'd James Stonier |
| The Rev'd Lynette Neil | The Rev'd Rosanne Stower |
| The Rev'd Frank Nichols | The Rev'd Owen Strong |
| The Rev'd Dr Colin Nicholson | The Rev'd James Kenneth Suddick |
| The Rev'd Beryl Nielsen | The Rev'd Theodor Svensen |
| The Rev'd Masanja Ngweso | The Rev'd Bernard Thomas |
| The Rev'd Graham Oates | The Rev'd Lucille Thompson |
| The Rev'd Dr Jonathan Osborne | The Rev'd Ian Turnbull |
| The Rev'd Canon James Oulds | The Rev'd Malcolm Twine |
| The Rev'd Peter Paine | The Rev'd John Tyler |
| The Rev'd Carol Palmer | The Rev'd Michael Vercoe |
| The Rev'd Ronald Paschke | The Rev'd Norman Wagstaff |
| The Rev'd Lorna Pattison | The Rev'd Diana Ware |
| The Rev'd Dr Robin Payne | The Rev'd Herbert Watson |
| The Rev'd William Pearson | The Rev'd Stuart Weatherley |
| The Rev'd Lionel Peiris (Br Lionel) | The Rev'd Joy White |
| The Rev'd Aubrey Pedwell | The Rev'd Christopher Whittall OAM |
| The Rev'd Richard Penny | The Rt Rev'd Ronald Williams |
| The Rev'd Robert Perry | The Rev'd Allan Wood |
| The Rev'd Rosemary Peterson | The Rt Rev'd Clyde Wood |
| The Rev'd David Pettett | The Rev'd Rodney Wood |
| The Rev'd Frank Phillips | The Rev'd Theodore Woods |
| The Rev'd Wilfred Pinson | The Rev'd Christine Woolner |
| The Rev'd Kay Pitman | The Rev'd Bob Woolner |
| The Rev'd Jocelyn Pitt | The Rev'd Bruce Worthington |
| The Rev'd David Pope | |
| The Rev'd John Pryce-Davies | |
| The Ven Laurel Raymond | |
| The Rev'd Stephen Redhead | |
| The Rev'd Geoffrey Reeder | |
| The Rev'd George Roberts | |
| The Rev'd Philip Robinson | |
| The Rev'd Sidney Rogers | |
| The Rev'd Carol Roth | |
| The Rev'd Bill Ross | |

**RETIRED CLERGY WITH THE ARCHBISHOP'S
CERTIFICATE FOR OFFICIATING ON SPECIAL OCCASIONS**

The Ven Frederick Ailwood
 The Rev'd Derek Allton
 The Rev'd Derek Barrett
 The Rev'd Dr Richard John Bowie
 The Rev'd Geoffrey Bransgrove
 The Rev'd Colin Cussen
 The Rev'd Peter Daugaard
 The Rev'd Wilbur Doak
 The Rev'd Jim Edson
 The Rev'd Graham Farrell
 The Rev'd Welburn Finlay
 The Rev'd Keith Foote
 The Rev'd Alan Gate
 The Rev'd Gerald Greaves
 The Rev'd Ronald Grigg
 The Rev'd Anthony Hallin
 The Rev'd Alwyn Hayes
 The Rev'd Ronald Herbert
 The Rev'd Warwick Humphries
 The Rev'd Arthur Johnson
 The Rev'd David Johnstone
 The Rev'd Drew Jorgensen
 The Rev'd John Keeley
 The Rev'd Dianne Leitch
 The Rev'd Robert Long
 The Rev'd Alatheia Livingstone
 The Rev'd Illyd Loveluck
 The Rev'd John Magee

The Rev'd Leslie Monaghan
 The Rev'd Peter Moss
 The Rev'd Canon Len Nairn
 The Rev'd Canon Allen Neil
 The Rev'd Gay Nye
 The Rev'd Canon Gavin Ott
 The Rev'd Judith Phillips
 The Rev'd Desmond Pritchard
 The Rev'd Colin Roberts
 The Rev'd Mary Roberts
 The Rev'd Ronald Robins
 The Rev'd Graham Ross
 The Rev'd Alan Sandaver
 The Rev'd Dr George Shaw
 The Rev'd Dr Barry G Shield
 The Rev'd John Simpson
 The Rev'd Graham Stephens
 The Rev'd Dr John Strugnell
 The Rev'd Jamieson Tait
 The Ven Heather Toon
 The Rev'd Robert Walsh
 The Rev'd Clarence White
 The Rev'd Robert Wisken

SYNOD ROLL LAY MEMBERS 2021

| NAME | PARISH |
|------------------------|---------------------------------|
| Mrs Gail Abbott | CARINDALE |
| Mr James Adol | TOOWOOMBA, ST JAMES' |
| Mr Dave Allen | ROCHEDALE |
| Ms Rose Alwyn | ST JOHN'S COLLEGE |
| Ms Alexandra Amankwah | STAFFORD |
| Mr Neil Anderson | TOOWOOMBA, ST BARTHOLOMEW'S |
| Ms Jane Andrews | ROBINA |
| Mr Daniel Aspinall | HAMILTON |
| Mrs Bronwyn Barber | BANYO |
| Mrs Annette Barnes | NUNDAH |
| Ms Patricia Bartkowiak | INDOOROOPILLY |
| Mrs Janet Bateman | BRISBANE VALLEY |
| Mr Ewan Beach | MEC - ANGLICAN YOUTH MINISTRIES |
| Mr Joshua Beausang | MORNINGSIDE |
| Mrs Jean Benham | ROMA |
| Mr Eli Best | FRESHWATER |
| Dr John Bingley | ST LUCIA |
| Mrs Jan Black | KANGAROO POINT |
| Mrs Narelle Blunt | SUNNYBANK |
| Dr Andrew Bode | MUDGEERABA |
| Mrs Vicki Bond | PITTSWORTH |
| Mr Henry Bradley | ASPLEY - ALBANY CREEK |
| Mrs Alex Bramley | BUNDABERG WEST |
| Mrs Susan Brandis | ST HILDA'S SCHOOL |
| Ms Josie Brandt | ASPLEY - ALBANY CREEK |
| Ms Maryanne Bray | COOROORA |
| Mrs Lesley Briggs | IPSWICH NORTH |
| Mrs Helyn Brockman | GOODNA |
| Mrs Christine Bromwich | EKIBIN |
| Ms Wendy Brown | ZILLMERE |
| Dr Paul Browning | ST PAUL'S SCHOOL |
| Mr Leigh Buchanan | FORTITUDE VALLEY |
| Mrs Judith Burt | GREEN HILLS |
| Mr Peter Buttery | SUNNYBANK |
| Dr Alan Campbell | ANGLICAN CHURCH GRAMMAR SCHOOL |
| Mrs Robyn Casey | CAMP HILL - NORMAN PARK |
| Ms Sandra Chapman | KINGAROY |
| Mrs Rosalyn Cheales | ST ANDREW'S ANGLICAN COLLEGE |
| Mr Geoff Clarke | INALA |
| Mrs Pamela Clemments | ZILLMERE |
| Mrs Janet Clempson | MAROOCHYDORE |
| Mr Timothy Coates | INDOOROOPILLY |
| Mr Warren Collins | WATERLOO BAY |
| Mrs Hermina Conradie | ST LUKE'S ANGLICAN SCHOOL |
| Ms Sue Cooke | Anglicare SQ - Leadership |
| Ms Mary Couche | NOOSA |

SYNOD ROLL LAY MEMBERS 2021

| NAME | PARISH |
|-------------------------|-----------------------------------|
| Mrs Jennifer Crocker | MARANOA-WARREGO ANG MISSION AREA |
| Mrs Jennifer Crocker | MITCHELL |
| Ms Rebecca Crockett | COOLUM |
| Miss Leanne Cronk | TOOWONG |
| Mrs Felicity Crosato | CROWS NEST |
| Ms Karen Crouch | CSC |
| Ms Roslyn Curtis | ST MARGARET'S SCHOOL |
| Ms Coralie Dart | BOOVAL |
| Mr Thomas Dawson | BEENLEIGH |
| Mrs Kristy de Freitas | TAMBORINE MOUNTAIN |
| Ms Claire Dean | GOLD COAST SOUTH |
| Mr Gabriel Deng | GOODNA |
| Mrs Lynne Doneley | STRATHPINE |
| Mrs Bernice Donovan | LUTWYCHE |
| Mr Callum Downie | NEW FARM |
| Mr Kenneth Drysdale | TOOWOOMBA ANGLICAN SCHOOL |
| Dr Tim Dudgeon | ST LUCIA |
| Mr Julius Durairay | ANNERLEY |
| Mr Geoffrey Dutton | NORTH PINE |
| Mrs Nadine Dwyer | EAST BRISBANE |
| Mrs Jennifer Eagles | NUNDAH |
| Mr Samuel Eagles | SPRINGFIELD, ST ANDREW'S PARISH |
| Ms Sue Ellis | BOOVAL |
| Ms Susan Eltherington | BOONAH-HARRISVILLE |
| Dr Rose Elu | TORRES STRAIT ISLANDER |
| Mr Francisco Estevao | ROBINA |
| Mrs Debra Eustace | BRIBIE ISLAND |
| Ms Mary Evans | THE GLENNIE SCHOOL |
| Mrs Leanne Ferguson | IPSWICH |
| Mr Tom Finn | CATHEDRAL |
| Mrs Marie Flegler | MAROOCHYDORE |
| Dr Kim Forrester | CSC |
| Mr John Fradgley | ALL SAINTS' ANGLICAN SCHOOL |
| Ms Irene Frances | CHARLEVILLE |
| Mrs Gail Frankcom | NEW FARM |
| Mr David Frarricciardi | EKIBIN |
| Mrs Gail Fulton | ALLORA-CLIFTON |
| Miss Petrina Gardiner | MILTON |
| Mr Christopher Gehrmann | YERONGA |
| Mr Leo Giddens | HENDRA-CLAYFIELD |
| Mr Paul Gierke | TOOWOOMBA WEST |
| Mrs Sandra Gierke | TOOWOOMBA WEST |
| Mr Evan Gilbert | MATTHEW FLINDERS ANGLICAN COLLEGE |
| Mr Stephen Goldsworthy | SOUTH BRISBANE |
| Dr Christopher Gourlay | CATHEDRAL |
| Ms Sarah Gover | NORTH PINE |

SYNOD ROLL LAY MEMBERS 2021

| NAME | PARISH | |
|-----------|-------------------|-----------------------------------|
| Mrs | Catherine Grant | PMC |
| Mrs | Catherine Grant | KENMORE-BROOKFIELD |
| Ms | Allison Gray | REDCLIFFE |
| Mr | Howard Greaver | BULIMBA |
| Mr | Anthony Green | CABOOLTURE |
| Mrs | Karen Green | CHELMER-GRACEVILLE |
| Mr | Stephen Green | ST AIDAN'S SCHOOL |
| Mr | David Hale | ANNERLEY |
| Mr | David Hampson | WISHART |
| Mr | Patrick Hanly | ROMA |
| Mr | Andrew Hawkins | THE SOUTHPORT SCHOOL |
| Ms | Jenna Haywood | BARDON |
| Mrs | Cheryl Heidrich | MUNDUBBERA-EIDSVOLD-MONTO |
| Mr | Fredrich Heidrich | MUNDUBBERA-EIDSVOLD-MONTO |
| Mr | Peter Hill | KANGAROO POINT |
| Mr | Ross Hodson | WYNNUM |
| Mrs | Rosemary Hogan | BURLEIGH HEADS |
| Dr | Ewen Wynne | MILTON |
| Ms | Cynthia Humphries | CALOUNDRA WITH GLASSHOUSE COUNTRY |
| Mr | Desmond Hunt | IPSWICH |
| Mr | Frederick Hurman | OAKEY |
| Mrs | Janet Hurman | OAKEY |
| Mr | Kevin Hutton | NOOSA |
| The Rev'd | Christopher Ivey | ST ANDREW'S ANGLICAN COLLEGE |
| Mrs | Steph Humphreys | GOLD COAST SOUTH |
| Mr | Lawrence Johansen | GATTON-MA MA CREEK |
| Mrs | Marjorie Johansen | GATTON-MA MA CREEK |
| Mrs | Judith John | MT GRAVATT |
| Mrs | Melanie Johnson | CENTENARY SUBURBS |
| Mr | Richard Johnson | KAWANA WATERS |
| Mr | Lloyd Johnston | PALMWOODS |
| Mrs | Rosemary Kake | ALGESTER |
| Ms | Karen Kasper | THE GAP |
| Mr | Dylan Katthagen | THE LAKES ANGLICAN CHURCH |
| Ms | Kirsti Kee | FRASER COAST ANGLICAN COLLEGE |
| Mr | Brett Kerrison | LOGAN |
| Mr | Robert Kersnovske | SAMFORD |
| Mrs | Kim Kimber | GOLD COAST NORTH |
| Mr | Stephen Knott | COOMERA ANGLICAN COLLEGE |
| Ms | Cheryl Kotzur | COORPAROO |
| Mrs | Laura Van Zyl | STRATHPINE |
| Mr | Greg Kretschmann | HOLLAND PARK |
| Mrs | Karen Kronk | PITTSWORTH |
| Mr | Alex Kutuzov | ROCHEDALE |
| Mrs | Ann Lacey | WOOLLOONGABBA |
| Mr | Ian Lacey | WOOLLOONGABBA |

SYNOD ROLL LAY MEMBERS 2021

| NAME | PARISH | |
|--------------------|------------------------|-----------------------------------|
| Mrs | Nicole Lamerton | GROVELY |
| Mr | Simon Lamerton | GROVELY |
| Mr | Kevin Laphorn | MALENY |
| Ms | Kay Lauchland | SURFERS PARADISE |
| Ms | Wendy Lauman | ST HILDA'S SCHOOL |
| Ms | Suzanne Lazarevski | LAIDLEY |
| Mr | Simon Lees | TOOWOOMBA ANGLICAN SCHOOL |
| Ms | Josephine Leveritt | BUNDABERG |
| Dr | Heather Little | BURLEIGH HEADS |
| Mr | Richard Lloyd-Jones | WYNNUM |
| Mr | Ian Lupton | WEST MORETON ANGLICAN COLLEGE |
| Dr | Kathryn Mainstone | KENMORE-BROOKFIELD |
| Mr | Scott Malcolmson | ITHACA - RED HILL |
| Dr | Russell Manfield | SOUTHPORT |
| Mr | Earl Marken | WISHART |
| Mrs | Helen Marsden | CHINCHILLA |
| Mrs | Helen Marsden | CHINCHILLA |
| Mr | Maurice Marsden | CHINCHILLA |
| Mr | Arthur Martin | DALBY |
| Mrs | Yvonne Martin | DALBY |
| Mrs | Irene May | BEAUDESERT |
| Mrs | Annabelle McDonald | ALL SAINTS, BRISBANE |
| Mr | Michael McDonnell | BEENLEIGH |
| Mr | York McFadzean | ST GEORGE |
| Mrs | Pamela McHardy | MARYBOROUGH |
| Mrs | Maria McIvor | St John's Anglican College |
| Mrs | Anna McKinlay | BUDERIM |
| Mr | Geoff McLay | WEST MORETON ANGLICAN COLLEGE |
| Mr | Christopher McLoughlin | BUNDABERG |
| Mrs | Dianne McRae | HERVEY BAY |
| Mrs | Coral McVean | NAMBOUR |
| Mr | Stuart Meade | MATTHEW FLINDERS ANGLICAN COLLEGE |
| Mr | Craig Merritt | ST LUKE'S ANGLICAN SCHOOL |
| Mr | Barry Miller | CROWS NEST |
| Mrs | Judith Miller | BRISBANE VALLEY |
| Mr | Ian Mitchell | LOGAN |
| Ms | Shelagh Moore | JIMBOOMBA |
| Mr | Steven Morris | The Springfield Anglican College |
| Mr | Bruce Moy | CANNON HILL ANGLICAN COLLEGE |
| The Hon Justice | Debra Mullins | Chancellor |
| Mrs | Susan Myring | MALENY |
| Mr | Justen Nasona | YERONGA |
| Ms | Maureen Neems | SANDGATE NORTHPOINT |
| Ms | Wynona Newby-Clark | MEC - ANGLICAN YOUTH MINISTRIES |
| Mr | Geoff Newton | HILLBROOK ANGLICAN SCHOOL |
| Mr | Darren Nicholls | HERVEY BAY |

SYNOD ROLL LAY MEMBERS 2021

| NAME | PARISH | |
|------|---------------------|-----------------------------------|
| Mrs | Paddy Nichols | THE GLENNIE SCHOOL |
| Miss | Amy Norman | MEC - ANGLICAN YOUTH MINISTRIES |
| Mr | Gary O'Brien | CANNON HILL ANGLICAN COLLEGE |
| Mr | Daniel O'Connor | ANGLICAN CHURCH GRAMMAR SCHOOL |
| Mr | James Orpe | ROSEWOOD |
| Mrs | Marilyn Oulds | CABOOLTURE |
| Mrs | Gillian Outen | ITHACA - ASHGROVE |
| Ms | Carolyn Page | MORNINGSIDE |
| Dr | Diane Payton | ALEXANDRA HILLS |
| Mr | Fraser Perrin | THE SOUTHPORT SCHOOL |
| Mr | Timothy Peters | EVERTON PARK |
| Ms | Sarah Phillips | CHELMER-GRACEVILLE |
| Mr | Alan Postle | LEICHHARDT |
| Mrs | Karen Pratten | STAFFORD |
| Ms | Roslyn Putland | ALEXANDRA HILLS |
| Miss | Vaishi Rajanayagam | MT GRAVATT |
| Ms | Malini Ramachandrom | ALGESTER |
| Mrs | Trish Rathie | TOOWOOMBA, ST BARTHOLOMEW'S |
| Mrs | Pamela Ray | WILSTON |
| Ms | Alison Reid | CLAYFIELD, ST MARK'S |
| Ms | Eleanor Reid | MEC - ANGLICAN YOUTH MINISTRIES |
| Mr | Timothy Reid | Brisbane |
| Mr | Timothy Reid | The Springfield Anglican College |
| Mrs | Kay Rhodes | GOONDIWINDI |
| Mrs | Catherine Richards | CALOUNDRA WITH GLASSHOUSE COUNTRY |
| Ms | Toni Riordan | ST AIDAN'S SCHOOL |
| Ms | Debbie Robinson | THE GAP |
| Mr | Christopher Rohde | MANLY-TINGALPA |
| Mrs | Isobel Rohde | MANLY-TINGALPA |
| Mrs | Joanne Rose | CARINDALE |
| Miss | Susan Ross | SURFERS PARADISE |
| Mr | Ian Russell | THE LAKES ANGLICAN CHURCH |
| Mr | Joseph Samson | TOOWONG |
| Mr | Robert Schonfeld | TOOWOOMBA, ST LUKE'S |
| Mrs | Lee Scott | BANYO |
| Mr | Steve Scott | St John's Anglican College |
| Mr | Bart Seaton-Said | EAST BRISBANE |
| Mr | Robert Seljak | HILLBROOK ANGLICAN SCHOOL |
| Mr | Gerald Shannon | SHERWOOD |
| Mrs | Nancy Shannon | SHERWOOD |
| Mr | Paul Sime | EAST REDLAND |
| Mrs | Florine Simon | BRAMBLE BAY |
| Mr | Aaron Simpson | WILSTON |
| Ms | Aileen Sinclair | MUDGEERABA |
| Mrs | Angela Slack | GAYNDAH |
| Mrs | Robbyn Slack | GAYNDAH |

SYNOD ROLL LAY MEMBERS 2021

| NAME | PARISH | |
|--------------------|-----------------------|---------------------------------|
| Dr | Mark Sly | COOMERA ANGLICAN COLLEGE |
| Mrs | Courtney Smith | ROSEWOOD |
| Ms | Debbie Smith | ST MARGARET'S SCHOOL |
| Ms | Louisa Smith | SANDGATE NORTHPOINT |
| Mr | Victor Smith | EVERTON PARK |
| Mr | Graeme Smyth | COORPAROO |
| Mr | David Sneesby | ITHACA - ASHGROVE |
| Mr | David South | NAMBOUR |
| Mrs | Karissa Stallwood | KINGAROY |
| Mr | Robert Standish-White | CLAYFIELD, ST MARK'S |
| Mrs | Kathryn Swansson | BEAUDESERT |
| Mrs | Gail Symons | BRAMBLE BAY |
| Ms | Christine Taylor | IPSWICH NORTH |
| Mrs | Marilyn Taylor | CHARLEVILLE |
| Mrs | Vivien Taylor | INALA |
| The Hon Justice | David Thomas | Deputy Chancellor |
| Mr | Jeff Thomas | CANTERBURY COLLEGE |
| Mr | Allan Thomson | BULIMBA |
| Ms | Peta Tierney | TAMBORINE MOUNTAIN |
| Dr | Philip Towers | MOGGILL-MT CROSBY |
| Dr | Samantha Towers | MOGGILL-MT CROSBY |
| Mrs | Rosalyn Tribe | GOONDIWINDI |
| Mrs | Gayle Tuckwood | EAST REDLAND |
| Mr | Simon Underwood | TOOWOOMBA, ST LUKE'S |
| Mr | Duncan Unwin | ITHACA - RED HILL |
| Mr | Leonard Van Den Bos | KAWANA WATERS |
| Mrs | Pamela Vercoe | BUNDABERG WEST |
| Mr | Allan Vollmerhause | MARYBOROUGH |
| Mr | Lewis von Stieglitz | WARWICK |
| Mr | James Waithaka | SPRINGFIELD, ST ANDREW'S PARISH |
| Mr | Milton Walit | LAIDLEY |
| Mr | Dan Walker | CANTERBURY COLLEGE |
| Ms | Heather Walker | HOLLAND PARK |
| Ms | Meredith Walker | BUDERIM |
| Mrs | Suzanne Walker | GREEN HILLS |
| Mr | Patrick Wallas | ALL SAINTS' ANGLICAN SCHOOL |
| Ms | Linda Wallis | SAMFORD |
| Mr | David Ward | COOLUM |
| Mrs | Ann-Marie Ware | HENDRA-CLAYFIELD |
| Mr | Allan Warren | STANTHORPE |
| Mrs | Margaret Warren | STANTHORPE |
| Mr | Michael Warren | SOUTH BRISBANE |
| Mr | David Webster | FORTITUDE VALLEY |
| Mr | Tony Weder | HAMILTON |
| Ms | Pagan West | BOONAH-HARRISVILLE |
| Mr | Daniel Weston | CHERMSIDE |

SYNOD ROLL LAY MEMBERS 2021

| NAME | PARISH |
|----------------------|-------------------------------|
| Miss Eleanor Whereat | WARWICK |
| Mr Raymond White | REDCLIFFE |
| Mr Koda Whitney | JIMBOOMBA |
| Mrs Sandra Whybird | TOOWOOMBA, ST JAMES' |
| Mr Peter Williams | ALL SAINTS, BRISBANE |
| Mrs Glenys Willocks | KILCOY |
| Mrs Karen Winters | CHERMSIDE |
| Mrs Tina Woodall | DRAYTON |
| Mrs Ellen Wright | GYMPIE |
| Mr Joe Wright | FRASER COAST ANGLICAN COLLEGE |
| Dr John Wright | GYMPIE |
| Mr Eric Yates | LUTWYCHE |
| Ms Joeann Yowe | CENTENARY SUBURBS |
| Mr Jason Zagami | SOUTHPORT |

DIOCESAN STATISTICS

SYNOD – 1 July 2020 - 30 June 2021

DEATHS

| | |
|-------------------------------------|--------------------|
| The Rev'd Keith Norman Briggs | Died 7 July 2020 |
| The Rev'd Geoffroy Gerard Sampson | Died 6 Sept 2020 |
| The Rev'd Jacqueline Lake | Died 21 Oct 2020 |
| The Rev'd Brian Hanley | Died 29 Oct 2020 |
| The Rev'd Gavin Ian Talbot | Died 27 Nov 2020 |
| The Rev'd Thomas Macdonald Pamflett | Died 26 Dec 2020 |
| The Ven John Carver Thompson | Died 15 Jan 2021 |
| The Rev'd Douglas Edwin Lloyd | Died 19 Feb 2021 |
| The Rev'd Edmond Francis Dungleison | Died 14 March 2021 |
| The Ven Clifford James (Jim) Nolan | Died 21 June 2021 |

ORDINATIONS

5 Dec 2020

Priests

| | |
|-----------------------------------|---|
| CALDER, The Rev'd Michael William | Assistant Priest, Parish of St Bartholomew's Toowoomba |
| EDWARDS, The Rev'd Ann Maree | Honorary Assistant Priest, Parish of Indooroopilly |
| JAMES, The Rev'd Richard John | Assistant Priest, Parish of Redcliffe |
| KEMP, The Rev'd Jonathan David | Assistant Priest, Parish of Kenmore-Brookfield |
| KONING, The Rev'd Kathrin | Chaplain, Matthew Flinders Anglican College |

Deacons

| | |
|-----------------------------------|---|
| DASHWOOD, The Rev'd Dr Gemma Joan | Honorary Assistant Curate, Parish of Goodna |
| HUMPHREYS, The Rev'd Quinn | Honorary Assistant Curate, Parish of Hamilton |
| McCONNELL, The Rev'd Elizabeth | Assistant Curate, Parish of Nundah (p/t) |
| McNEILL, The Rev'd Angela Jane | Honorary Assistant Curate, Parish of Moggill-Mt Crosby |
| SKELTON, The Rev'd Matthew Thomas | Assistant Curate, Parish of Warwick with special responsibility for Allora-Clifton |

NEW LICENCES

| | |
|--|--|
| ABOT, The Right Rev'd Daniel Deng | Mission Chaplain, Parish and other Mission Agencies Commission |
| ANDERSON, The Rev'd Nicole Patricia | Priest in Charge, Parish of Carindale |
| BARKER, The Rev'd Susan Alexandra | Priest in Charge, Parish of Goonaneman (p/t) |
| BATE, The Rev'd Juliana Marie | Chaplain, St John's Anglican College |
| BIRD, The Rev'd Deborah Leanne Talitha | Priest in Charge, Parish of Maleny |
| BRIGGS, The Rev'd Stephen Peter | Priest in Charge, Parish of Grovely |
| CALLARD, The Rev'd Jamee-Lee | Associate Priest (Chaplain Holy Hermits), St John's Cathedral |
| CAMPBELL, The Ven Donald George | Archdeacon of Moreton |
| CAMPBELL, The Ven Donald George | Priest in Charge, Parish of Annerley (extended 12 months Age Limitation Canon) |
| CAMPBELL, The Ven Donald George | Priest in Charge, Parish of East Brisbane (extended 12 months Age Limitation Canon) |
| CHAMBERS, The Rev'd Ellen Jilleen | Priest in Charge, Parish of Kilcoy (extended to 31 Dec 2022 Age Limitation Canon) |

DIOCESAN STATISTICS

| | |
|---|--|
| CLARK, The Rev'd Danielle Louise | Associate Priest, Parish of East Redland |
| COLBRAHAMS, The Rev'd William Francis | Priest in Charge, Parish of Ithaca-Red Hill (p/t) |
| COLLEDGE, The Rev'd Canon Nicole | Residentiary Canon, St John's Cathedral |
| DEAN, The Rev'd Robert George | Assistant Priest, Parish of Caboolture (p/t) |
| EDWARDS, The Rev'd Ann-Maree | Assistant Priest, Parish of The Gap (p/t) |
| FREESE, The Rev'd Cameron Maurice Robert | Rector, Parish of East Redland |
| FREESE, The Rev'd Cameron Maurice Robert | Area Dean, Deanery of Moreton |
| GAITSKELL, The Rev'd Elizabeth Lucia | Archdeacon of Cunningham |
| GARDINER, The Rev'd Rosemary Claire | Priest in Charge, Parish of Woolloongabba (p/t) |
| GEHRMANN, The Rev'd Jeremy | Mission Chaplain, Diocese of Brisbane |
| GUMMOW, The Rev'd Richard Peter | Priest in Charge, Parish of Drayton (p/t) |
| HALL, The Rev'd James Matthew | Mission Chaplain, Defence and PTO Parish of Maroochydore |
| HARCH, The Rev'd Canon Gary Frederick | Area Dean, Deanery of Brisbane South East |
| JEFFERY, The Rev'd Peter | Priest in Charge, Parish of Bardon |
| JOHNSON, The Rev'd Christopher Delpratt | Rector, Parish of Noosa |
| JOHNSON, The Rev'd Lynda Beth | Associate Priest (p/t), Parish of Noosa |
| JOSEPH, The Rev'd Shaji | Rector, Parish of Gympie |
| McGUINNESS, The Rev'd Canon Ann Irene | Honorary Canon, St John's Cathedral |
| MITCHELL, The Rev'd Canon Paul Bentley | Residentiary Canon, St John's Cathedral |
| MONSIEGNEUR, The Rev'd Stephen Emmanuel | Associate Priest, Parish of Ipswich |
| NICHOLSON, The Rev'd Dr Timothy Michael | Area Dean, Deanery of Brisbane South West |
| O'LOUGHLIN, The Rev'd Imelda Mary | Honorary Associate Priest (p/t), Parish of Nundah |
| OSBORNE, The Rev'd Andrew Peter | Mission Chaplain, Defence Force, Parish of Stafford |
| PAGRAM, The Rev'd Bronwyn Frances | Archdeacon of Oxley |
| PERRY, The Rev'd Canon Stewart Robert | Honorary Canon, St John's Cathedral |
| PLOWMAN, The Rev'd Canon Sarah Patricia | Honorary Canon, St John's Cathedral |
| QUESTED, The Rev'd Michael Charles | Mission Chaplain, Defence Force, Parish of South Brisbane |
| ROSS, The Rev'd Kate Elizabeth | Assistant Priest, Parish of Bundaberg |
| RULFS, The Rev'd Mary-Anne | Associate Priest, Parish of Robina-Mermaid Beach |
| RUTHVEN, The Rev'd David James | Rector, Parish of North Pine |
| SLIGO, The Rev'd Bruce | Priest in Charge, Parish of The Gap (p/t) |
| SMITH, The Rev'd Canon Gary Leonard Douglas | Associate Priest, Parish of Mt Gravatt (extended) |
| STALLEY, The Rev'd Michael David | Rector, Parish of Mt Gravatt |
| UPTIN, The Rev'd Michael Charles | Mission Chaplain, Regional Officer, Bush Church Aid Qld and Nth NSW |
| WARREN, The Rev'd Dr Graham John | Priest in Charge, Parish of Nundah (p/t) |
| WILLIAMS, The Rev'd Erika Louise | Chaplain, Coomera Anglican College |
| WILLIAMS, The Rev'd Erika Louise | Associate Priest, Parish of Mt Gravatt |
| WINDRED, The Rev'd Scott Robert | Priest in Charge, Parish of Sunnybank |
| WOCKNER, The Rev'd Steven | Area Dean, Deanery of Sunshine Coast |

PERMISSION TO OFFICIATE

| | |
|---------------------------------------|---|
| ANDREWS, The Rev'd Frances Mary | Permission to Officiate, Parish of St James' Toowoomba |
| BROOK, The Rev'd Jonathan Peter | Permission to Officiate, Parish of Green Hills |
| CHIPPENDALE, The Rev'd Robert William | Retired Permission to Officiate, Parish of Nanango |
| CUFFE, The Rev'd John Norman | Retired Permission to Officiate, Parish of Moggill Mount Crosby |
| ELLEM, The Rev'd Kevin George | Retired Permission to Officiate, Parish of Booval |
| FARAGHER, The Ven Michael Allan James | Permission to Officiate, Parish of Toowong and Archdeacon Emeritus |
| FREWIN, The Rev'd Terence Gwynne | Retired Permission to Officiate, Parish of Toowoomba West |
| HOLBROOK, The Rev'd Peter Ronald | Deacon, Permission to Officiate, Parish of Hervey Bay |
| HUNNYBUN, The Rev'd Martin Wilfrid | Retired Permission to Officiate, Parish of Gold Coast North |

DIOCESAN STATISTICS

| | |
|--|--|
| JAMIESON-FORD, The Rev'd Jeanette Anna | Retired Permission to Officiate, Parish of Caloundra |
| MAYEN, The Rev'd Peter Deng | Permission to Officiate, Parish of St Bartholomew's Toowoomba |
| MOORE, The Rev'd Alan Keith | Retired Permission to Officiate, Parish of Coorparoo |
| NICHOLS, The Rev'd Frank Bernard | Retired Permission to Officiate, Parish of Redcliffe |
| NICHOLS, The Rev'd Frank Bernard | Retired Permission to Officiate, Parish of All Saints Brisbane |
| OSBORNE, The Rev'd Dr Jonathan Michael | Retired Permission to Officiate, Parish of Sandgate Northpoint |
| PASCHEK, The Rev'd Ronald John | Retired Permission to Officiate, Parish of Carindale |
| PAULSEN, The Ven Allan John | Permission to Officiate, Parish of Tamborine Mountain |
| PAULSEN, The Ven Allan John | Archdeacon Emeritus |
| PAYNE, The Rev'd Dr Robin Ashley | Retired Permission to Officiate, Parish of The Gap |
| PETTETT, The Rev'd David Bramwell | Permission to Officiate, Parish of Coorooora |
| PETTETT, The Rev'd David Bramwell | Permission to Officiate, Parish of Kawana Waters |
| RAYMOND, The Ven Laurel Anne | Retired Permission to Officiate, Parish of St James' Toowoomba |
| RAYMOND, The Ven Laurel Anne | Archdeacon Emeritus |
| SHEPPERSON, The Rev'd Ann | Retired Permission to Officiate, Parish of Maleny |
| SIMSON, The Rev'd Jennifer Gay | Retired Permission to Officiate, Parish of Lutwyche |
| SLIGO, The Rev'd Bruce James | Retired Permission to Officiate, Parish of North Pine |
| STOWER, The Rev'd Rosanne May | Deacon, Retired Permission to Officiate, Parish of Gold Coast North |
| SUTHERLAND, The Ven Robert Geoffrey Strafford | Permission to Officiate, Parish of Chelmer-Graceville |
| VIEROW, The Rev'd Shan | Permission to Officiate, Parish of East Redland |
| WINTERTON, The Ven Rodney Douglas | Permission to Officiate, Parish of St James' Toowoomba |

RESIGNATIONS

| | |
|--|---|
| ANDREWS, The Rev'd Frances Mary | Resigned/Retired, Priest in Charge, Parish of Pittsworth |
| BLAXLAND, The Rev'd Gregory Montgomery Alfred | Resigned Arch. Cert due to ill health 13 July 2020 |
| BOWER, The Rev'd Thomas Graham | Resigned Permission to Officiate, Parish of Allora Clifton |
| BROWNE, The Rev'd Zoe Jane | Resigned as Chaplain, Toowoomba Anglican School |
| CHAPMAN, Mr Raymond | Resigned Lay Minister Licence |
| COLYER, The Rev'd Alan Stewart | Resigned Permission to Officiate, Parish of Stanthorpe |
| FARAGHER, The Ven Michael Allan James | Resigned/Retired, Rector, Parish of St Lucia and Archdeacon Oxley |
| GEHRMANN, The Rev'd Jeremy | Resigned, Rector, Parish of Coorparoo |
| GUMMOW, The Rev'd Richard Peter | Resigned, Assistant Priest, Maranoa Warrego Anglican Mission Area |
| INKPIN, The Rev'd Dr Josephine McDonnell | Resigned St Francis College Mission Chaplain and Lecturer |
| JAMIESON-FORDE, The Rev'd Jeanette | Resigned/Retired Priest in Charge, Parish of Maleny and Area Dean of the Sunshine Coast Deanery |
| JONES, The Rev'd Penelope Howson | Resigned as Priest in Charge, Parish of Auchenflower- Milton and Director of Formation, St Francis College |
| MARTIN, The Rev'd Michael Winnington | Resigned PTO Parish of Kawana Waters – role as Honorary Chaplain at Currimundi Retirement Village. |
| MOORE, The Rev'd Alan Keith | Resigned/Retired Rector Parish of South Brisbane and Area Dean of Brisbane South East Deanery |
| O'BRIEN, The Rev'd Michael Aidan | Resigned Permission to Officiate, Parish of Redcliffe |
| PALMER, The Rev'd Carol Lind | Resigned/Retired as Priest in Charge, Parish of Inala |

DIOCESAN STATISTICS

| | |
|--|--|
| PAULSEN, The Ven Allan John | Retired as Priest in Charge, Parish of Holland Park and Archdeacon of Moreton |
| PROSSER, The Rev'd James Arthur | Resigned Retired Permission to Officiate, Parish of Toowoomba Wst |
| ROGERS-SMITH, The Rev'd David Barry | Finished in role of Mission Chaplain, Bush Church Aid Society Qld |
| SHAYLER-WEBB, The Rev'd Peter | Rector, Parish of Sherwood |
| SMITH, The Rev'd Canon Gary Leonard Douglas | Finished in role of Assoc Priest, Parish of Mt Gravatt |
| SWIFT, The Rev'd John Edward | Resigned Ret Permission to Officiate, Parish of Aspley-Albany Ck |
| TRAILL, The Rev'd Geoffrey Conway | Mission Chaplain, Defence Force |
| UPTIN, The Rev'd Michael Charles | Resigned from Rector, Parish of Surfers Paradise |

ARCHBISHOP'S CERTIFICATE OF OFFICIATE ON SPECIAL OCCASIONS

AILWOOD, The Ven Frederick Charles
 BARRETT, The Rev'd Derek Leonard
 BRANSGROVE, The Rev'd Geoffrey Kench
 JOHNSTONE, The Rev'd David
 LONG, The Rev'd Robert Milton
 NAIRN, The Rev'd Canon Leonard Hilton
 NEIL, The Rev'd Canon Allen
 PRITCHARD, The Rev'd Desmond Albert
 ROBINS, The Rev'd Ronald Peter
 STEPHENS, The Rev'd Grahame Frederick
 SWIFT, The Rev'd Anthony Ernest



HANDBOOK FOR SYNOD

Handbook for Synod

This handbook is intended to assist members of Synod, particularly those attending for the first time, to follow proceedings. It has been revised from time to time, but any member of Synod who has any comments or suggestions should convey these to the General Manager in writing so that further revision might take account of these views.

A Touch of History

The Synod of the Diocese of Brisbane is our church parliament, where church laws may be passed, and the health and work of this part of the Anglican Church of Australia reviewed and strengthened.

The first Synod in Brisbane met in 1868 under Bishop Tufnell. The other Synods of the Australian church were being set up about then, and they all were modelled to some degree upon the English parliamentary system, where there were three tiers of government:

the Queen,
the House of Lords,
the House of Commons.

Our Synod continues that three-tiered arrangement, although we all sit and debate together, not in separate places. We are called three "houses":

the Archbishop,
the clergy,
the representatives of the laity.

We usually vote together, but there is provision for each house to vote separately if a matter is very contentious, and then there has to be a majority in each house. Note that the Archbishop forms a house alone, and takes a full part in the debates and decision making (that is, the Archbishop is not a figure-head or a mere symbol, like the Queen in our present parliamentary system). The Assistant Bishops vote in the house of clergy.

In this Diocese, we understand that the clergy or lay representatives do not come to Synod merely as delegates of their particular parish, but they try to represent the people of the whole Church. Naturally, there will be times when they will be asked to raise a matter, or put a point of view, on behalf of the "people back home", but that is only part of their job. It is also part of their job to represent the rest of the Church to the people of their home parish, when they return from Synod.

Taking a Vote

The ways in which votes may be taken are set out in Figure 1 [Figures appear at the end of this Handbook]. Rarely do we get past the voices or show of hands.

Diocesan Council may approve a method of electronic voting. If electronic voting is used, the method will be explained to members at Synod.

Standing Orders

The Standing Orders are the rules that Synod makes to regulate its own business. A copy of the Standing Orders is printed as Appendix 1 to the *Constitution and Canons of the Diocese of Brisbane*, and should be kept up to date whenever changes are made by Synod. In this Handbook, we occasionally refer to the Standing Orders, so that you can read the actual wording if you wish – e.g. SO/E.2 would mean "refer to Standing Order E.2".

The Standing Orders may be suspended for any particular instance by motion, and notice of this should be given in the usual way (SO/C.12). However, where a member considers that there is a case of urgency, ten members of Synod are required to support the mover, and if Synod agrees that there is an urgent case, then suspension of Standing Orders can be moved without notice.

It is clear that Synod is basically in charge of its own business and has very wide powers to act for the good of the Diocese.

Seating

The Archbishop sits at the main table, with the General Manager on the right and the Chairman of Committees on the left. To the far right of this table sit the two Secretaries of Synod, one clerical and one lay. To the far left of this table sits the Archbishop's Chaplain and behind the table is the timekeeper.

The table on the main floor of Synod is used by the Chancellor, the Assistant Bishops and by members of Synod involved in presenting business.

The other members of Synod, both laity and clergy, sit in the main hall area designated for them, and must not try to speak or vote from outside of that area.

Speaking from the members' seats is usually ineffective, and it is essential in practice for members to use one of the microphones. Members are advised to place themselves near a microphone before they are called on to speak, so as to save Synod's time.

Each day of Synod, all members indicate their attendance by signing a card and placing it in the designated box at the main entrance. The boxes are cleared each day, late in the day's sitting, by the Secretaries – these cards are the record of who was present that day in Synod. The Diocesan Council may approve an alternative method for recording attendance.

Presiding Officer

The Archbishop is the President of Synod, and is usually addressed as "Mr President" or "Your Grace".

Members of Synod always address the presiding officer, never another member, and must stand to do so.

Starting a Debate

1. Debates on motions

You can start a debate in Synod by moving a motion. The passage of a motion is outlined in Figure 2 [Figures appear at the end of this Handbook].

There are **three ways** in which a motion can be placed on the business paper -

- (a) **1st way** – by giving written notice of motion, signed by the mover, to the General Manager at least five weeks before the first day of the session.

- (b) **2nd way** – by giving written notice of motion, signed by the mover, to the General Manager at any time from the five weeks before the start of Synod up to the end of the second day of sitting. These notices of motion are dealt with by the Order of Business Committee [as set out later in these notes].
- (c) **3rd way** – by standing in Synod when the item "Notices of Questions and Motions" is called, and moving: "That Synod give leave for a notice of motion [*dealing with ...*] to be given." The Synod will probably want to hear the text of the motion, or at least the subject matter, and may want to hear some justification for its being brought up at this stage. There is no guarantee that the Synod will agree to the inclusion of the motion on the notice paper.

2. Late motions

Under the **2nd way** [see above] the role of the Order of Business Committee is to decide whether, in their opinion, the motion should go on a supplementary business paper. The criteria they are to use are set out in SO/C.6 – either under sub-section (5), where all of the criteria in (a), (b) and (c) have to be satisfied, or under sub-section (6). If the Committee agrees that the motion ought to be considered at this Synod, they issue a Certificate of Inclusion, and the motion goes on a supplementary business paper.

On the 1st, 2nd and 3rd days of sitting, the supplementary business paper will be called over by the President. Anyone can object to including the motion which is on the supplementary business paper in the actual business paper, and the person objecting has to move: "That the motion be **not** included in the business paper." The motion must be seconded, and may be debated before the Synod decides. If no-one objects, or if the Synod does not uphold the objection, each notice of motion goes across to the actual business paper of Synod.

The business paper, now including the motions accepted from the supplementary paper, together with any motions which on a previous day have been included by leave of Synod, is called over by the President as described in section 4 "Callover of the business paper".

3. Motions involving expenditure

Notices of motion that will, if passed, result in expenditure affecting the budget for the current year, or the budget for the next calendar year, cannot be included in the business papers unless certain information is also provided. This is set out in SO/C.7A(1).

The method by which Synod handles such motions is set out in detail in SO/C.7A(2)-(5). The first question that the President puts to the Synod is "That the Synod agree to the general principles of the motion". Here, the policy involved in the proposal is debated, and agreed to or not.

If the general principles of the motion are agreed to, and if the Chair of the Finance & Diocesan Services Commission is of the opinion that any net increase in expenditure in one financial year will not exceed \$10,000, the President puts to the Synod the question "That the motion be agreed to". If this is carried, the relevant budget [either for the current year or for the following year] is deemed to have been amended accordingly.

If the general principles of the motion are agreed to, and if the Chair of the Finance & Diocesan Services Commission is of the opinion that any net increase in expenditure will be more than \$10,000 a year, the mover of the motion [or someone else with leave of Synod] can move for the relevant budget [or draft budget] to be altered to incorporate the proposed expenditure. Synod then has to debate, and vote on, this question.

If the general principles of the motion are agreed to, but no alteration has been made to a budget or draft budget, the matter is automatically referred to the Diocesan Council for consideration.

4. Callover of the business paper

Early on each day of sitting (after the first day) or at any other time the President considers it would be helpful, the President calls over the list of motions on the business paper, including any that have just been brought in from the supplementary business paper, and any that have been included on the business paper by leave of Synod. The object of this Callover is to identify and deal with "formal" motions (SO/C8). This is a way of saving the time of Synod.

Any member who wishes later to debate the motion being called, or propose an amendment to it, should call out "Object!" when the President calls out its number – otherwise the motion will be treated as formal. If the President does not hear anyone call "Object!", the President may call the number again, and perhaps read the first few words of the motion, or indicate the subject matter, so that members have full opportunity of objecting to the treatment of the motion in this formal way. If no one objects to the motion being treated as a formal motion, the President will invite the mover to move the motion formally, and speak for no more than two minutes. No amendment or further debate is allowed. A vote on the motion is then taken.

The only person who cannot object to the Synod's dealing with a motion formally is the mover.

5. Order of business

Motions are usually listed on the business paper in the order in which they have been received. The Order of Business Committee may however alter this order for the more efficient working of Synod. Synod may, for example, order certain motions to be debated together, or set a motion down for debate at a fixed time (called an "Order of the Day").

6. Speaking to a motion

If the motion is to be debated, i.e. not taken formally, then the mover usually speaks first for up to ten minutes.

The seconder may be called on to speak next, but if they decline, there is no guarantee they will have an opportunity to speak later in the debate.

With the leave of Synod, a member may move (as set out in SO/C.7 (2)) that someone who is not a member of Synod have a seat on the floor and address Synod either:

- a) if the mover consents, in lieu of the mover speaking; or
- b) during the debate on the motion.

7. Handouts & presentations

With the leave of Synod, a member may move that specified information or other material relating to a motion may be distributed to Synod members (including electronically). The President must be of the opinion that it is proper to do so.

If a mover wishes to use any form of digital or electronic visual, or sound display, or presentation in presenting their motion, the mover must submit an electronic version for approval by the President. A written request must be sent to the General Manager at least four business days before Synod. This is set out in SO/D.18. The time limits for movers of motions still apply.

8. Amendments & procedural motions

During debate on a motion, a member may move to amend the motion. An amendment requires a mover and a seconder and is debated separately from the principal motion. An amendment is in that sense a "debate within a debate" and may be stopped in the same way as any other debate (see below).

The debate on the principal motion cannot continue until after the amendment has been dealt with.

Amendments to a motion, and procedural motions, do not require notice. Amendments should be in writing in order to ease the work of the President and the Secretaries.

9. Assent of the Archbishop

All resolutions of the Synod, including resolutions for the passing of a Canon, require the assent of the Archbishop. The Archbishop's assent is usually assumed, but it is possible for the Archbishop to withhold assent on any resolution.

Stopping a Debate

There are the following ways of stopping a debate –

- a) By no one else getting up to speak. The mover of the original motion then has the right of reply (SO/D.4, D.13) and then the vote is taken.
- b) By moving "that the question be now put" (sometimes called "the gag"). If this is carried, the debate is ended at once; the mover of the original motion has no right of reply; and the vote is taken at once. If the gag is not carried, the debate continues.
- c) By moving "that the question be not now put" (sometimes called "the previous question" – SO/D.8). It requires a seconder, and can only be moved upon a motion, not while an amendment is being discussed. It cannot be moved in Committee. The previous question itself may then be debated, and the main motion, a vote on which it is desired to forestall, may be debated. If the previous question is carried, the original motion is dropped, and no decision is taken upon it at all – and Synod goes on to its next business. If the previous question is not carried, the original motion is put to a vote at once, except that the mover has right of reply.
- d) By moving "that the Synod (or Committee) proceed to the next business". This motion requires a seconder, but can be moved and seconded only by persons who have not previously spoken to the motion. It is put to the vote at once, without any amendment or debate. If it is carried, the original motion is dropped, and no decision is taken upon it at all – and the Synod goes on to its next business. If it is not carried, the discussion on the original motion continues.

The President has a discretion as to whether to allow the gag, the previous question, or the next business to be moved.

In Committee

Synod sometimes goes into "Committee of the whole Synod". This is usually for detailed debate on the wording of a Canon, or of a very lengthy or complicated motion, or for detailed consideration of a report.

In Committee, the presiding officer is the Chairman of Committees, not the Archbishop (SO/D.14), and is usually addressed as "Mr Chairman". When the Committee's work is done, the Chairman formally reports this to the President of Synod.

The advantages of working in Committee are –

- a) it is no great bother to go back over an earlier part of the business that is before the Committee;
- b) motions do not require a seconder (SO/D.1);
- c) the restriction that you may normally speak only once to a motion in Synod (SO/D.13) does not apply – you may speak no more than three times on a motion in Committee (SO/D.15);
- d) you do not need to give notice of a motion.

Canons

Canons come in two kinds – (a) people, and (b) church laws.

“People” Canons

These canons are members of the clergy chosen by the Archbishop, and come in three groups – residentiary, honorary and minor. The residentiary Canons are members of the Cathedral Chapter, which has the task of running the Cathedral. The lay members of the Cathedral Chapter are known as Lay Canons.

“Law” Canons

When it is proposed to pass a canon, you find that they are given a greater "going-over" by Synod than a simple motion is, and they go through various stages before they are passed. Once they are passed, however, it takes just as much trouble (in fact the same procedure exactly) to alter or remove them. The passage of a Canon is outlined in Figure 3 [Figures appear at the end of this Handbook].

Notice of a proposed Canon has to be given to members at least 21 days before the meeting of Synod. Most canons are presented at the request of the Diocesan Council. However, any member of Synod is at liberty to propose a Canon – see SO/G.2 for the procedure.

The FIRST step for a Canon is for Synod to agree to the motion "that the Synod agree to the general principles" of the proposed Canon. This is where the proposed Canon is debated in principle, and often at great length. The proposed Canon could be thrown out at this stage if its main proposals are not agreeable to Synod (SO/G.5).

Early in the first step, **QUESTIONS** can be directed by members of Synod to the mover and seconder – once the mover has spoken, and the motion has been seconded (SO/G.6).

The SECOND step for a canon is for it to be considered in Committee of the whole Synod. Here it is considered section by section if necessary, and any part of it may be altered, tidied up, or deleted. When it has been fully worked over, the Chairman of Committees, who presides over this part of the business, reports to the President that the Committee has done its work: the Synod then accepts this work (or not) by agreeing that the Chairman's report be adopted (SO/G.8).

The second step is omitted if no one indicates an intention to propose an amendment to the wording of the Canon (SO/G.7).

The THIRD step for a canon is the passing of the canon, which gives Synod a final chance to consider the proposed canon (SO/G.9). It would be unusual for Synod to debate this step.

The FOURTH step for a Canon is for the Archbishop to signify assent to, or dissent from, the proposed canon (SO/G.11).

The church laws called Canons are binding upon all the church people of the Diocese; they are acknowledged as binding by anyone who takes an official position with the Diocese (e.g. the clergy, churchwardens, members of Synod and certain other officials) by signing the "Declaration of Submission to Synod".

Reports

One of the jobs of Synod is to review the working of the Diocese over the past year, and so various reports are presented. This principle of the accountability of councils, commissions, boards and committees to Synod is considered to be important, which is why the consideration of the major reports has a priority in the arrangement of the business.

The major reports are dealt with in Committee of the whole Synod. Any member of Synod is at liberty to ask questions about these reports as they are being discussed, and to comment as may be thought fit.

The same principles apply to the financial reports (including the Finance & Diocesan Services Commission Report) and the Diocesan accounts.

Specially appointed select committees may produce reports with recommendations which the committee wants Synod to adopt. Synod cannot amend the reports presented to it – the report is the "property" of the body producing it.

The usual options open to Synod in dealing with a report are –

- a) to receive the report;
- b) to refuse to receive the report;
- c) to endorse the report;
- d) to ask the body or some other body to do further work.

When Synod starts working on a recommendation in such a report, however, it has the freedom to shape the recommendation into a motion that expresses the agreed mind of Synod. This recommendation, with whatever amendments are made by Synod, then expresses the policy of the Synod.

Budget

Each year the Synod is asked, by way of a motion, to approve the Diocesan budget and the schedule of agreed parish contributions for the following *calendar* year.

The budget papers are provided to members before the commencement of the Synod and are the result of careful consideration and painstaking work on the part of the Executive Director of the Finance & Diocesan Services Commission and the General Manager and their staff.

However, it is open to any member to move an amendment to the budget or the schedule of contributions. The budget is usually considered line by line in Committee. This is the appropriate time to move an amendment to the budget, unless the matter is or has been the subject of a notice of motion (see above under "Starting a Debate", sec. 3 "Motions involving expenditure"). Before doing so, members should consider the following –

- The Executive Director of the Finance & Diocesan Services Commission and General Manager put much work into the preparation of the budget. It is only common courtesy to give them adequate notice before Synod commences of any concerns you have or amendments you would like to make.
- Your amendments should be written down and given to either the Chairman of Committees or one of the Secretaries before the budget debate begins. In this way the Chairman can help the Synod deal with the amendments quickly and efficiently.
- If you want to amend the budget to increase expenditure items, also outline consequential amendments to the income items to fund these increases in spending. If you do not, any of the following consequences may occur –

- a) the lack of funding for the increase in spending will be a strong argument against your amendment;
- b) the parish contributions may need to be uniformly increased to cover the extra funds required; or
- c) the amendment may be of such a nature that, without a suggestion on funding, it cannot be efficiently dealt with by the Synod and therefore be ruled out of order.

It is always a good idea to consult the Executive Director of the Finance & Diocesan Services Commission first if you have any concerns about the budget.

Elections

At the first annual session of each three-year Synod, the Synod has the duty of electing people to a number of positions, such as Diocesan Council, Archbishop Election Committee, etc. The people elected serve for a three-year term. The exception to this are the elections for representatives in General Synod. These representatives are usually elected in the year prior to a session of those bodies.

Nominations for the elections are given in writing to the Secretaries on the first day, and on the second day of sitting up to 4pm [unless the Synod sets a different closing time]. The nomination form must be signed by the two nominators and by the person being nominated or otherwise be submitted electronically by any approved method.

In some ballots, the clergy only vote for the clergy, and the laity only for the laity – but in most ballots, we all have the right to vote for both clergy and laity. Whatever groups appear in your ballot material, they are the ones you can vote for.

In an election where the clergy only vote for the clergy, and the laity only for the laity, the nominators must be members of the appropriate house of Synod.

On the third day of Synod, at the times set down in SO/F.8 (and repeated in the Program and Order of Business), the ballot will open. Voting papers are obtainable at the entrance to the Synod hall by each member of Synod, or, if electronic voting is used, the method of voting will become available. If you spoil a voting paper, you can always obtain a fresh one. An electronic vote, once submitted, is final.

You vote for a candidate by placing a cross in the box beside the candidate's name on a voting paper or otherwise in accordance with any electronic method being used. You can vote for any number of candidates in a ballot, up to the number of persons who have to be elected – this number is shown on the ballot material. If you vote for more candidates than you are entitled to, your vote will be informal, and will not be counted.

Results are usually announced on the last day of sitting. Full details on elections are found in SO/F.

Questions

A member of Synod may give notice of a question to the President, usually to clarify a matter, or to gain information about some aspect of the Diocese. SO/C.13 should be studied carefully to see what matters may be the subject of questions, and how questions are to be framed. By giving notice of the question, you give the President time to research the answer, or have someone on the Diocesan staff work on it.

The Order of Business provides an opportunity on all but the final day of the session for notice of a question to be given. The question is read aloud to the Synod, and a copy is then provided to one of the Secretaries.

At a later time in the session, the President will read the question again to the Synod, and then read the answer. Both question and answer are recorded in the minutes, and printed in the abridged proceedings of Synod in the Year Book.

Behaviour in Synod

Every member of Synod is expected to observe certain standards of behaviour to promote the efficient running of Synod. In summary, members are expected –

- a) not to interrupt a speaker other than through the President;
- b) to be silent while another member is speaking;
- c) to speak only on the subject matter of the debate before Synod at the time;
- d) to address all comments, questions etc. to the President (or the Chairman if in Committee) and not directly to other members; and
- e) to avoid making personal reflections on another member or imputing improper motives.

Members must resume their seats and be silent if the President or Chairman of Committees is speaking.

Members are expected to attend each session of Synod. It may be necessary for members to enter or leave the floor while Synod is in session. If this is the case, a member should silently acknowledge the President or Chairman (customarily by a small bow of the head) and leave or enter so as to cause as little disruption or distraction as possible. Members should not pass between the Chair and the member who is speaking.

Members should also be conscious that noise in the precincts of the Synod venue may disrupt or distract Synod while in session. Therefore, members are requested to keep such noise to a minimum.

With increased use of digital devices by members to interact with Synod business, members are expected to not allow these devices to be a distraction to others. This includes:

- a) making sure your device is on mute or silent;
- b) not using your device for non-Synod business or entertainment (including not using headphones);
- c) limiting your use of the venue's WiFi capability to Synod related business.

The Chancellor

The Chancellor is the Archbishop's adviser on Church law.

During a session of Synod, the Chancellor is available to any member to assist in understanding a proposal that may be coming before Synod, and to assist with the wording of any motion or amendment that a member may be contemplating. The Chancellor will explain any point of Synod procedure to a member, and advise on the best way for a member to achieve the member's objectives within the limitations of normal Synod practice.

The Archbishop has appointed a Deputy Chancellor, who is similarly available during a session of Synod.

The Timekeeper

A timekeeper is appointed (usually with a deputy), to ring a bell when a speaker has got to the end of the allotted time for a speech.

The schedule of how much time is given to speakers is to be found in SO/D.10. Extensions of time are provided for.

The Public

The public, especially church people who are not members of Synod, are welcome to attend and observe the proceedings. They sit in the area designated for visitors, not in the main hall area allocated to members of Synod.

Representatives of the news media are invited to attend, and may report the debates and decisions of Synod.

On very rare occasions, Synod has decided by motion to exclude the press and the public, and for a particular debate to sit in secret ("in camera") – but these occasions are certainly not common.

Taking a Vote

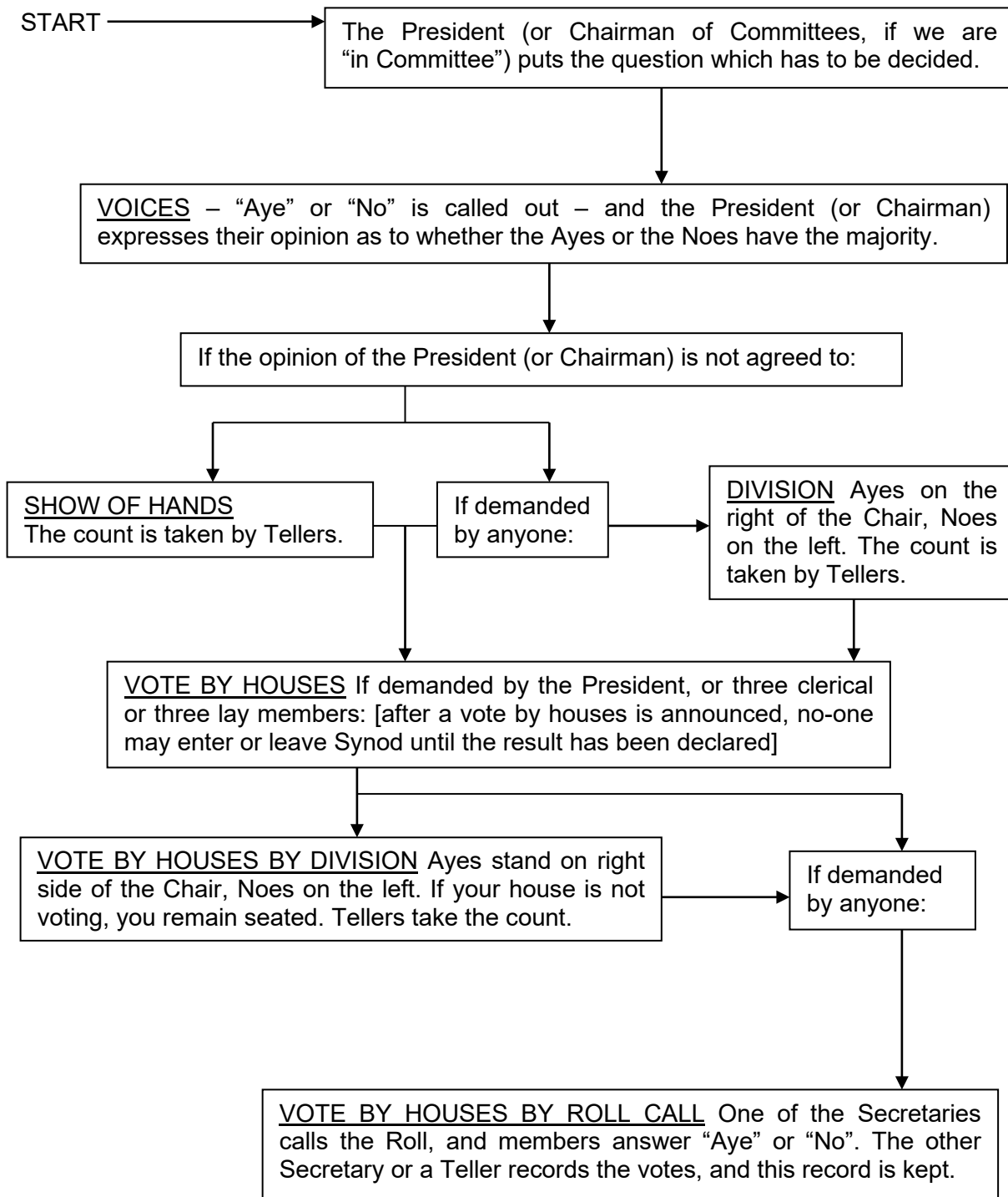


Figure 1

Passing a Motion

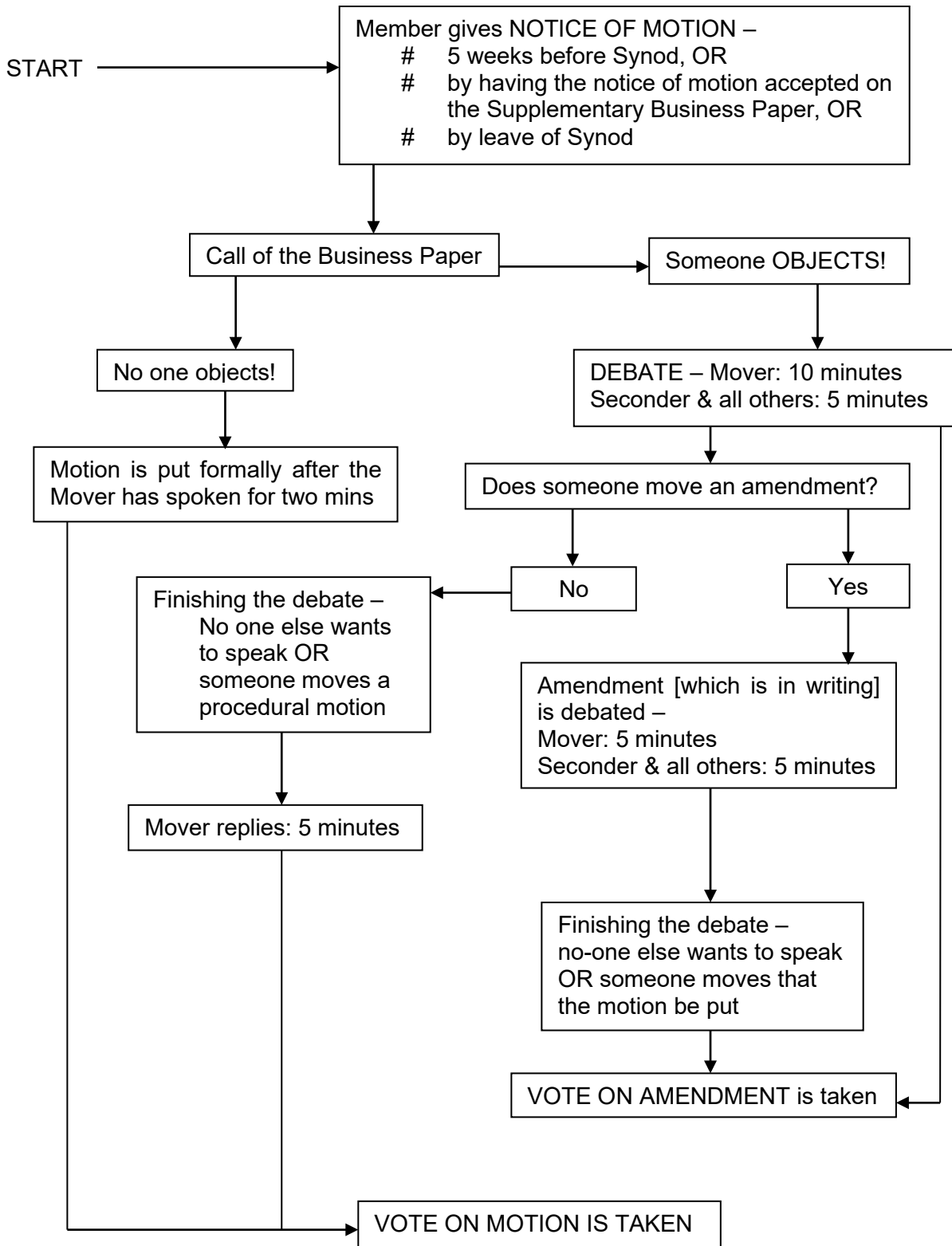


Figure 2

Passing a Canon

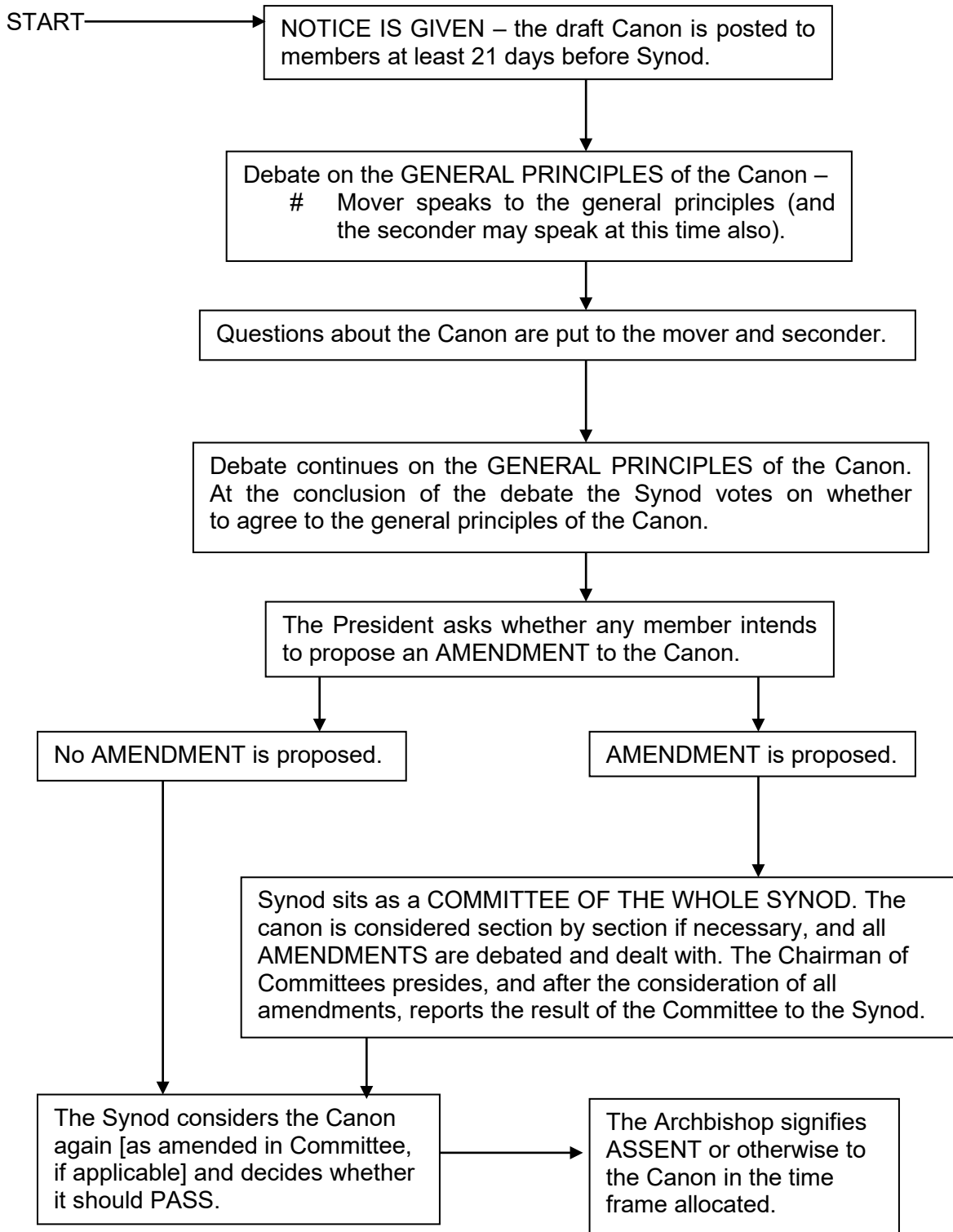


Figure 3



NOTICES



BUILDINGS

- 1 THE ANNEX
- 2 ARNOTT
- 3 BRENNAN PAVILION
- 4 THE CAMPBELL CENTRE
- 5 DARNELL
- 6 FISHER
- 7 HAYWARD MIDSON
- 8 JACKSON
- 9 JENSEN
- 10 LANSKEY
- 11 MAGNUS
- 12 MORRIS HALL
- 13 OLD BOYS PAVILION
- 14 THE CENTENARY LIBRARY
- 15 SCHOOL HOUSE
- 16 SIR JOHN PIDGEON SPORTS COMPLEX
- 17 STANLEY & MARY SMITH SCIENCE CENTRE
- 18 WALSH

FACILITIES

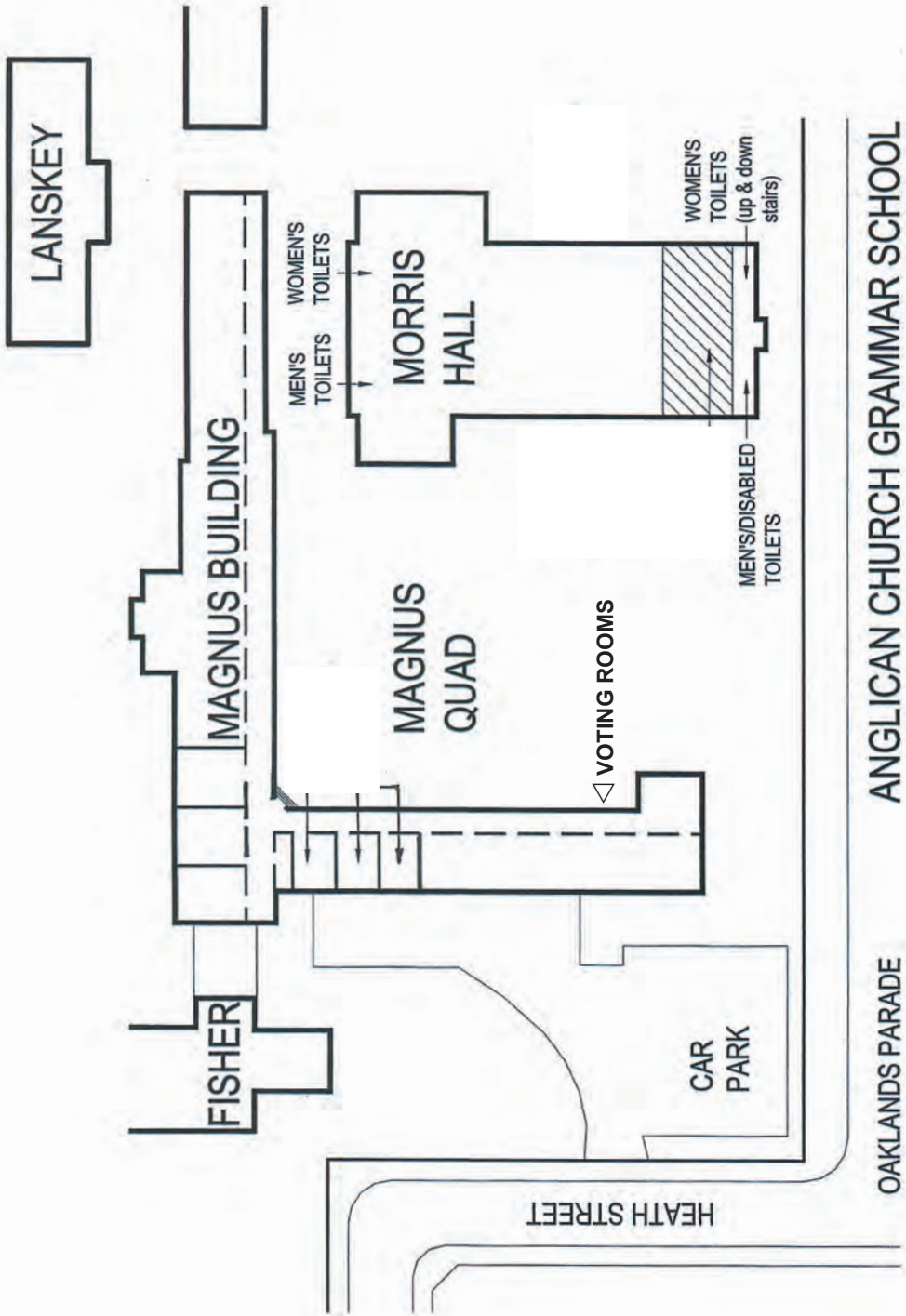
- 19 Administration Prep School
- 20 Barry McCarr t Aquatic Centre
- 21 Chapel
- 22 Churchie Shop
- 23 David Turbayne Tennis Centre
- 24 Gerald House
- 25 Goodwin House
- 26 Health Centre
- 27 Oaklands Child Care & Kindergarten
- 28 Prep School
- 29 Property & Works Office
- 30 Viking Café
- 17 Administration Senior
- 20 Barry McCarr t Aquatic Centre
- 21 Chapel
- 26 Churchie Shop
- 23 David Turbayne Tennis Centre
- 24 Gerald House
- 25 Goodwin House
- 22 Health Centre
- 10 Lanskey Auditorium
- 15 Library
- 8 Main Reception
- 17 Nichols Theatre
- 27 Oaklands Child Care & Kindergarten
- 28 Prep School
- 29 Property & Works Office
- 30 Viking Café

- Public Entry Gate
- Information Map
- Visitor & Student Toilets

Caretaker Contact: 0411 749 008

SITE MAP





ANGLICAN CHURCH GRAMMAR SCHOOL

OAKLANDS PARADE

HEATH STREET

Parking Notice

ALL SYNOD REPRESENTATIVES

IMPORTANT NOTICE REGARDING SYNOD PARKING ON FRIDAY

Cathedral Square – Parking Arrangement Protocol

On Friday 24 September to be able to park in the car park across the road from St John's Cathedral you can **pre-book online** for \$10 plus booking fee, or simply drive in after 4pm and park for \$12.

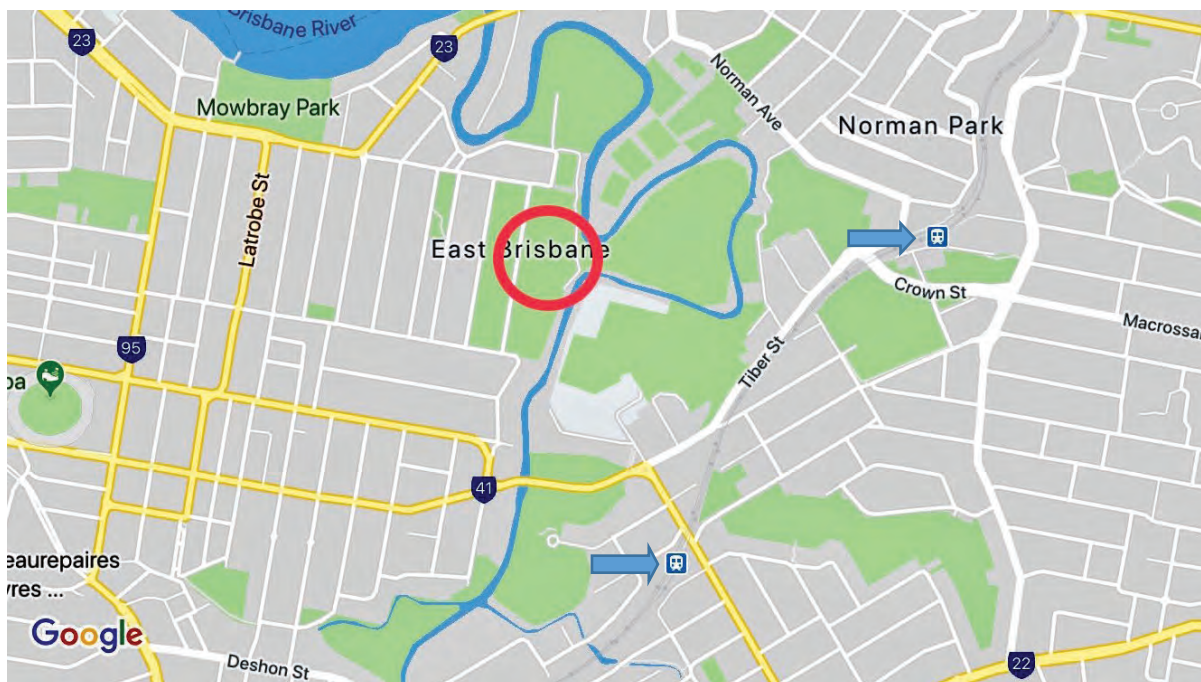
The Website is:

<https://www.secureparking.com.au/en-au/car-parks/australia/queensland/brisbane/brisbane-cbd/cathedral-square-car-park>

Transport

Synod is being held at:

Anglican Church Grammar School
“Churchie”
Oaklands Pde
East Brisbane QLD 4169



To find the best directions from where you are to Churchie, please use the journey planner tool at <https://jp.translink.com.au/plan-your-journey/journey-planner/>

Simply type 'Anglican Church Grammar School' or 'Churchie' into the TO field, and your starting point into the FROM field.

Change the date and *leave after/arrive before* time to find out the most appropriate bus or train to get you there.

The closest train stations to Churchie are Norman Park and Coorparoo stations, both around 1.5 km from Churchie.

Notices

Media Presence

The Archbishop-in-Council established the following policy with regard to media presence from the 1993 session of Synod:-

"That members of the media be allowed on the floor of the Synod after prayers for 10 minutes only each day; that full access be given from the gallery."

Telephone

A mobile telephone has been arranged for receiving calls on URGENT matters only:

0407 034 266

Please see the events co-ordinator should a landline be required.

Synod Meals

Before the Synod Eucharist, you are invited to enjoy a light meal in the Cathedral from **5.30pm on Friday 24 September 2021**.

Meals will not be provided during the day on Saturday 25 and Sunday 26 September at Churchie. This is due to the risk of wasting food due to a snap lockdown and to enable more effective social distancing.

Please bring your own packed lunch, morning and afternoon tea.

Those staying in the Boarding House will be provided with breakfast and a packed lunch/snacks for the Saturday 25 September and Sunday 26 September.

Please remember to bring and wear your name tags.



PRAYERS & READINGS

Friday Night

O God, make speed to save us.
O Lord, make haste to help us.

Make me a clean heart, O God,
and renew a right spirit within me. (*Psalm 51.11*)

**Jesus, Saviour of the world,
come to us in your mercy:
we look to you to save and help us.
By your cross and your life laid down,
you set your people free:
we look to you to save and help us.
When they were ready to perish, you saved your disciples:
we look to you to come to our help.
In the greatness of your mercy, loose us from our chains,
forgive the sins of all your people.
Make yourself known as our Saviour and mighty deliverer;
save us and help us that we may praise you.
Come now and dwell with us, Lord Christ Jesus:
hear our prayer and be with us always.
And when you come in your glory:
make us to be one with you
and to share the life of your kingdom.**

Almighty and everliving God,
give wisdom and understanding to the members of the Synod of this Diocese.
Teach us in all things to seek first your honour and glory.
May we perceive what is right, have courage to pursue it
and grace to accomplish it, through Jesus Christ our Lord. **Amen.**

The Collect of the Day or the following prayer is said

Lord Jesus Christ, we thank you
for all the benefits that you have won for us,
for all the pains and insults that you have borne for us.
Most merciful redeemer,
friend and brother,
may we know you more clearly,
love you more dearly,
and follow you more nearly,
day by day.
Amen. (*after Richard of Chichester –1253*)

The Lord's Prayer is said.

**Our Father in heaven,
hallowed be your name,
your kingdom come,
your will be done,
on earth as in heaven.
Give us today our daily bread.**

**Forgive us our sins
as we forgive those who sin against us.
Save us from the time of trial,
and deliver us from evil.
For the kingdom, the power, and the glory are yours
now and for ever. Amen.**

May Christ our Saviour give us peace.
Amen.

Saturday Morning

O God, make speed to save us.
O Lord, make haste to help us.

Your love, O Lord, reaches to the heavens
and your faithfulness to the clouds. (*Psalm 36.5*)

A Song of the Word of the Lord

**Seek the Lord while he may be found:
 call upon him while he is near;
 Let the wicked abandon their ways:
 and the unrighteous their thoughts;
 Return to the Lord,
 who will have mercy:
 to our God, who will richly pardon.
 'For my thoughts are not your thoughts:
 neither are your ways my ways', says the Lord.
 'For as the heavens are higher than the earth:
 so are my ways higher than your ways
 and my thoughts than your thoughts.
 'As the rain and the snow come down from above:
 and return not again but water the earth,
 'Bringing forth life and giving growth:
 seed for sowing and bread to eat,
 'So is my word that goes forth from my mouth:
 it will not return to me fruitless,
 'But it will accomplish that which I purpose:
 and succeed in the task I gave it.'**

(Sit)

Psalm 138

1 I will give you thanks, O Lord, with my whole heart:
 even before the gods will I sing your praises.
**2 I will bow down toward your holy temple and give thanks to your name:
 because of your faithfulness and your loving-kindness, for you have made your
 name and your word supreme over all things.**
 3 At a time when I called to you, you gave me answer:
 and put new strength within my soul.
**4 All the kings of the earth shall praise you, O Lord:
 for they have heard the words of your mouth;**
 5 And they shall sing of the ways of the Lord:
 that the glory of the Lord is great.
**6 For though the Lord is exalted, he looks upon the lowly:
 and he comprehends the proud from afar.**
 7 Though I walk in the midst of danger, yet will you preserve my life:
 you will stretch out your hand against the fury of my enemies, and your right hand shall
 save me.

**8 The Lord will complete his purpose for me:
your loving-kindness, O Lord, endures for ever; do not forsake the work of your
own hands.**

To you we come radiant Lord,
the goal of all our desiring,
beyond all earthly beauty;
gentle protector, strong deliverer,
in the night you are our confidence;
from first light be our joy;
through Jesus Christ our Lord. **Amen**

Jesus said, I am the resurrection and the life.
Those who believe in me will never die.
(cf John 11.25,26)

Almighty and everliving God,
give wisdom and understanding to the members of the Synod of this Diocese.
Teach us in all things to seek first your honour and glory.
May we perceive what is right, have courage to pursue it
and grace to accomplish it, through Jesus Christ our Lord. **Amen.**

The Collect of the Day or the following prayer is said

God be in my head, and in my understanding;
God be in my eyes, and in my looking;
God be in my mouth, and in my speaking;
God be in my heart, and in my thinking;
God be at mine end, and at my departing.
Amen. *(Sarum Primer)*

The Lord's Prayer is said

**Our Father in heaven,
hallowed be your name,
your kingdom come,
your will be done,
on earth as in heaven.
Give us today our daily bread.
Forgive us our sins
as we forgive those who sin against us.
Save us from the time of trial,
and deliver us from evil.
For the kingdom, the power, and the glory are yours
now and for ever. Amen.**

May Christ dwell in our hearts by faith.
Amen.

(Stand)

AHB 42 From all who dwell below the skies

1

From all who dwell below the skies,
let the Creator's praise arise;
Hallelujah!
Let the Redeemer's name be sung,
through every land, by every tongue.
Hallelujah!

2

Eternal are your mercies, Lord,
eternal truth attends your word:
Hallelujah!
Your praise shall sound from shore to shore,
till suns shall rise and set no more.
Hallelujah!

Saturday Evening

Grace to you and peace
from God our Father and the Lord Jesus Christ.
 (Ephesians 1.2)

Glory to God; Father, Son and Holy Spirit:
as in the beginning, so now, and for ever. Amen.

The Opening Canticle, A Song of the Shepherd

The Lord is my shepherd:
 therefore can I lack nothing.
 He shall make me lie down in green pastures:
 and lead me beside still waters.
 He shall refresh my soul:
 and guide me in right pathways for his name's sake.
 Though I walk through the valley of the shadow of death,
 I will fear no evil:
 for you are with me;
 your rod and your staff comfort me.
 You spread a table before me in the presence of those who trouble me:
 you have anointed my head with oil,
 and my cup shall be full.
 Surely your goodness and loving-kindness
 shall follow me all the days of my life:
 and I will dwell in the house of the Lord for ever. (Psalm 23)

The Opening Prayer

The day is now past and the night is at hand.
 Let us pray with one heart and mind.

Silence may be kept

Father of lights, receive the prayer and praise we offer you as our evening sacrifice; make us
 a light for all the world, delivered by your goodness from all the works of darkness; through
 Jesus Christ your Son our Lord.

Amen.

(Sit)

The Psalms as appointed

Psalm 64

- ¹ Hear my voice, O God, in my complaining:
 preserve my life from fear of the enemy.
- ² **Hide me from the conspiracy of the wicked:
 from the throng of evildoers,**
- ³ Who sharpen their tongues like swords:
 who string the bow, who take arrows of bitter words,
- ⁴ **To shoot from hiding at the blameless:**

to strike at them suddenly and unseen.

⁵ They are confirmed in an evil purpose:
they confide it to one another while they lay the snares,
saying 'Who will see them?'

**⁶ They hatch mischief, they hide a well-considered plan:
for the human heart and mind are very deep.**

⁷ But God will shoot at them with his swift arrows:
they shall be suddenly struck through.

**⁸ The Lord will bring them down
for what their tongues have spoken:
and all that see it shall toss their heads in scorn.**

⁹ Then all shall fear:
and tell what the Lord has done, and ponder his works.

**¹⁰ The righteous shall rejoice in the Lord,
and find in him their refuge:
and all the upright in heart shall exult.**

Psalm 67

¹ Let God be gracious to us and bless us:
and make his face shine upon us,

**² That your ways may be known on earth:
your liberating power among all nations.**

³ Let the peoples praise you, O God:
let all the peoples praise you.

**⁴ Let the nations be glad and sing:
for you judge the peoples with integrity,
and govern the nations upon earth.**

⁵ Let the peoples praise you, O God:
let all the peoples praise you.

**⁶ Then the earth will yield its fruitfulness:
and God, our God, will bless us.**

⁷ God shall bless us:
and all the ends of the earth will fear him.

At the end there may follow

Lord Christ, eternal Word and Light of the Father's glory: send your light and your truth that we may both know and proclaim your word of life, to the glory of God the Father; for you now live and reign, God for all eternity.

Amen.

One or two readings from the Bible as appointed.

Ephesians 6.10-24

¹⁰ Finally, be strong in the Lord and in the strength of his power. ¹¹ Put on the whole armour of God, so that you may be able to stand against the wiles of the devil. ¹² For our struggle is not against enemies of blood and flesh, but against the rulers, against the authorities, against the cosmic powers of this present darkness, against the spiritual forces of evil in the heavenly places. ¹³ Therefore take up the whole armour of God, so that you may be able to withstand

on that evil day, and having done everything, to stand firm. ¹⁴ Stand therefore, and fasten the belt of truth around your waist, and put on the breastplate of righteousness. ¹⁵ As shoes for your feet put on whatever will make you ready to proclaim the gospel of peace. ¹⁶ With all of these, take the shield of faith, with which you will be able to quench all the flaming arrows of the evil one. ¹⁷ Take the helmet of salvation, and the sword of the Spirit, which is the word of God. ¹⁸ Pray in the Spirit at all times in every prayer and supplication. To that end keep alert and always persevere in supplication for all the saints. ¹⁹ Pray also for me, so that when I speak, a message may be given to me to make known with boldness the mystery of the gospel, ²⁰ for which I am an ambassador in chains. Pray that I may declare it boldly, as I must speak. ²¹ So that you also may know how I am and what I am doing, Tychicus will tell you everything. He is a dear brother and a faithful minister in the Lord. ²² I am sending him to you for this very purpose, to let you know how we are, and to encourage your hearts. ²³ Peace be to the whole community, and love with faith, from God the Father and the Lord Jesus Christ. ²⁴ Grace be with all who have an undying love for our Lord Jesus.

The reading may be followed by a period of silence for reflection, a hymn or

May your word live in us
and bear much fruit to your glory.

(Stand)

The Canticle, the Easter Anthems

**Christ our Passover has been sacrificed for us:
 so let us celebrate the feast,
 Not with the old leaven of corruption and wickedness:
 but with the unleavened bread of sincerity and truth.
 Christ once raised from the dead dies no more:
 death has no more dominion over him.
 In dying, he died to sin once for all:
 in living, he lives to God.
 See yourselves, therefore, as dead to sin:
 and alive to God in Jesus Christ our Lord.
 Christ has been raised from the dead:
 the first fruits of those who sleep.
 For since by one man came death:
 by another has come also the resurrection of the dead,
 For as in Adam all die:
 even so in Christ shall all be made alive.**

The Prayers

Lord have mercy.
Christ have mercy.
 Lord have mercy.

The Lord's Prayer and the Collect of the Day

**Our Father in heaven,
 hallowed be your name,
 your kingdom come,
 your will be done,
 on earth as in heaven.**

**Give us today our daily bread.
 Forgive us our sins
 as we forgive those who sin against us.
 Save us from the time of trial
 and deliver us from evil.
 For the kingdom, the power, and the glory are yours
 now and for ever. Amen.**

O God,
 whose blessed Son became poor
 so that we through his poverty might become rich:
 deliver us from an inordinate love of this world,
 so that, inspired by the devotion of your servant Sergius of Moscow,
 we may serve you with singleness of heart,
 and attain to the riches of the age to come;
 through Jesus Christ our Lord,
 who lives and reigns with you, in the unity of the Holy Spirit,
 one God, now and for ever. **Amen.**

Loving Father,
 whose Son Jesus Christ has taught us
 that what we do for the least of our brothers and sisters
 we do also for him:
 give us the will to be the servant of others
 as he was the servant of all,
 who gave up his life and died for us,
 and yet lives and reigns with you and the Holy Spirit,
 one God, now and for ever. **Amen.**

Intercessions and Thanksgivings may be made according to local custom and need.

Let us pray to God the Father,
 who has reconciled all things to himself in Christ:
 let us pray to the Lord: **Lord, have mercy.**

For peace among the nations, that God may rid the world of violence
 and let peoples grow in justice and harmony:
 let us pray to the Lord: **Lord, have mercy.**

For those who serve in public office,
 that they may work for the common good:
 let us pray to the Lord: **Lord, have mercy.**

For Christian people everywhere,
 that we may joyfully proclaim and live our faith in Jesus Christ:
 let us pray to the Lord: **Lord, have mercy.**

For those who suffer from hunger, sickness or loneliness,
 that the presence of Christ may bring them health and wholeness:
 let us pray to the Lord: **Lord, have mercy.**
 Let us commend ourselves, and all for whom we pray,
 to the mercy and protection of God.

The Evening Collect

Come to visit us, Lord, this night,
 so that by your strength we may rise at daybreak
 to rejoice in the resurrection of Christ your Son,
 who lives and reigns for ever and ever.

Amen.

The Lord be with you.

And also with you.

Let us praise the Lord.

Thanks be to God.

I am the Alpha and the Omega, says the Lord, the first and the last, the beginning and the end. Even so, come Lord Jesus. (Revelation 22.13)

Amen.

(Stand)

TIS 458 The day you gave us Lord is ended

1

The day you gave us, Lord, is ended,
 the darkness falls at your behest;
 to you our morning hymns ascended,
 your praise shall sanctify our rest.

2

We thank you that your church unsleeping,
 while earth rolls onward into light,
 through all the world her watch is keeping,
 and rests not now by day or night.

3

Across each continent and island
 as dawn leads on another day,
 the voice of prayer is never silent,
 nor dies the strain of praise away.

4

The sun that bids us rest is waking
 our friends beneath the western sky,
 and hour by hour fresh lips are making
 your wondrous doings heard on high.

5

So be it, Lord; your throne shall never,
 like earth's proud empires, pass away;
 your kingdom stands, and grows for ever,
 till all your creatures own your sway.

Sunday Morning

O God, make speed to save us.
O Lord, make haste to help us.

My heart tells of your word, 'Seek my face.'
Your face, Lord, will I seek. (*Psalm 27.10*)
We praise you, O God,
we acclaim you as the Lord;
all creation worships you,
the Father everlasting.
To you all angels, all the powers of heaven,
the cherubim and seraphim, sing in endless praise:
Holy, holy, holy Lord, God of power and might,
heaven and earth are full of your glory.
(from Te Deum Laudamus)

(Sit)

Psalm 19

- 1 The heavens declare the glory of God:
and the firmament proclaims his handiwork;
- 2 One day tells it to another:**
and night to night communicates knowledge.
- 3 There is no speech or language:
nor are their voices heard;
- 4 Yet their sound has gone out through all the world:**
and their words to the ends of the earth.
- 5 There he has pitched a tent for the sun:
which comes out as a bridegroom from his chamber,
and rejoices like a strong man to run his course.
- 6 Its rising is at one end of the heavens,**
and its circuit to their farthest bound:
and nothing is hidden from its heat.
- 7 The law of the Lord is perfect, reviving the soul:
the command of the Lord is true,
and makes wise the simple.
- 8 The precepts of the Lord are right,**
and rejoice the heart:
the commandment of the Lord is pure,
and gives light to the eyes.
- 9 The fear of the Lord is clean, and endures for ever:
the judgements of the Lord are unchanging,
and righteous every one.
- 10 More to be desired are they than gold,**
even much fine gold:
sweeter also than honey,
than the honey that drips from the comb.
- 11 Moreover, by them is your servant taught:
and in keeping them there is great reward.
- 12 Who can know their own unwitting sins?:**
O cleanse me from my secret faults.

13 Keep your servant also from presumptuous sins,
lest they get the mastery over me:
so I shall be clean, and innocent of great offence.

**14 May the words of my mouth and the meditation
of my heart be acceptable in your sight:
O Lord, my strength and my redeemer.**

Christ the sun of righteousness,
rise in our hearts this day,
enfold us in the brightness of your love
and bear us at the last to heaven's horizon;
for your love's sake. **Amen**

Jesus said, I am the living bread that came down from heaven.
Whoever eats of this bread will live for ever. (*John 6.51a*)

Almighty and everliving God,
give wisdom and understanding to the members of the Synod of this Diocese.
Teach us in all things to seek first your honour and glory.
May we perceive what is right, have courage to pursue it
and grace to accomplish it, through Jesus Christ our Lord. **Amen.**

The Collect of the Day or the following prayer is said

Christ be with me, Christ within me,
Christ behind me, Christ before me,
Christ beside me, Christ to win me,
Christ to comfort and restore me.
Christ beneath me, Christ above me,
Christ in quiet, Christ in danger,
Christ in hearts of all that love me,
Christ in mouth of friend and stranger. **Amen.**
(*from St Patrick's Breastplate*)

The Lord's Prayer is said.

**Our Father in heaven,
hallowed be your name,
your kingdom come,
your will be done,
on earth as in heaven.
Give us today our daily bread.
Forgive us our sins
as we forgive those who sin against us.
Save us from the time of trial,
and deliver us from evil.
For the kingdom, the power, and the glory are yours
now and for ever. Amen.**

May God who made both heaven and earth bless us. **Amen.**

(Stand)

TIS 585 I heard the voice of Jesus say

1

I heard the voice of Jesus say,
'Come unto me and rest;
lay down, O weary one, lay down
your head upon my breast.'
I came to Jesus as I was,
weary and worn and sad;
I found in him a resting-place,
and he has made me glad.

2

I heard the voice of Jesus say,
'Behold, I freely give
the living water; thirsty one,
stoop down and drink and live.'
I came to Jesus, and I drank
of that life-giving stream;
my thirst was quenched, my soul revived,
and now I live in him.

3

I heard the voice of Jesus say,
'I am this dark world's light;
look unto me, your morn shall rise,
and all your day be bright.'
I looked to Jesus, and I found
in him my star, my sun;
and in that light of life I'll walk
till travelling days are done.

(UK) Common Worship: Times and Seasons, material from which is included in this service, is copyright © The Archbishops' Council 2006. Additional liturgical resources are derived from **A Prayer Book for Australia** which is copyright © 1995, The Anglican Church of Australia Trust Corporation, and published under the imprint Broughton Books. Used by permission. Hymns: The Australian Hymn Book Pty. Ltd., from *Together in Song*, published by William Collins Publishers, Pty. Ltd

