



YEAR BOOK 2021



YEAR BOOK

of the

Diocese of Brisbane

Province of Queensland

Anglican Church of Australia

2021

VOLUME I

REPORTS TO SYNOD

Of:

DIOCESAN COUNCIL

CATHEDRAL CHAPTER

COMMISSIONS & COMMITTEES

DIOCESAN ORGANISATIONS

MISSIONARY AGENCIES

COLLEGES & SCHOOLS

with

STATEMENTS OF ACCOUNTS



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Cover picture: Summer and Taylor at their First Communion with The Rev'd Frances Andrews, and their grandmother Debbie Fairbrother, at St Andrew's Anglican Church, Pittsworth on 30 August 2020.

Back cover: The Most Rev'd Dr Phillip Aspinall, Ranjani – a refugee from Sri Lanka, The Rt Rev'd Bill Ray and The Rev'd Samuel Dow in the gardens of Baroona Farm at St Francis College following the official launch and blessing on 7 March 2020.

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Year 3 St Hilda's students Alessandra and Lila with the stones they painted for their school's Kindness Path.

Diocesan Council

2020 Report

Overview & Outlook

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

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

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

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

Throughout 2020, Diocesan Council members continued to address the challenges facing the Anglican Church in Southern Queensland.

Central to Diocesan Council's governance activities in 2020 were:

- Ongoing engagement with the Commissions, approving their strategic plans and receiving reports on their implementation.
- The Diocese's response to the COVID-19 pandemic, including ongoing advice to parishes on public gatherings, applications for JobKeeper payments, support through parish communications grants and monitoring of the impact on schools and Anglicare.
- Continuing to address policies for safer ministry and responding to claims relating to child sexual abuse.

While responding to the COVID-19 pandemic occupied a good deal of Diocesan Council's time in 2020, Council continued to work on a response to the questions of its vision and values and what were the key areas of focus for the Diocese.

Ultimately, Diocesan Council approved a vision statement for Anglican Church Southern Queensland:

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

together with a statement of aspirational values:

We aim to be:

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

and key focus areas:

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

This vision and the values and key focus areas are shaping the priorities of Diocesan Council for ACSQ as we move through 2021 into 2022.

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

Functions of Diocesan Council

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

- Provide advice to the Archbishop, as required between sessions of Synod, for the good governance of the Church.
- Oversee and direct the broad directions and priorities of the Church in this Diocese and oversee, monitor and control the directions, policies and operations of the Commissions formed under the Diocesan Governance

Canon, so as to achieve the mission and fundamental objectives of the Church in this Diocese.

- Prepare the business for each session of the Synod to ensure the effective governance and management of the Church in this Diocese.
- Listen to, debate and formulate responses to issues confronting this Diocese, the Anglican Church of Australia and the world-wide Anglican Communion in order to fully participate in the Anglican Communion.
- Discharge its responsibilities under the Constitutions and Canons in force in the Diocese.

Diocesan Council Membership & Meetings

The Diocesan Council met on 11 occasions during the year with the Archbishop presiding at all meetings. Membership during 2020 was as follows:

		No of meetings attended	No of meetings while a member
The Most Rev'd Dr PJ Aspinall		11	11
The Rt Rev'd JD Greaves		11	11
The Rt Rev'd AJ Roundhill		9	11
The Rt Rev'd CD Venables		10	11
The Rev'd Canon GF Harch		10	11
The Rev'd Canon L McWilliam	Appointed on 26 March 2020	8	9
The Ven G Hoyte		11	11
The Rev'd A Lowe		10	11
The Rev'd G Moses		10	11
Dr G Dashwood	Resigned from Diocesan Council on 26 November 2020	8	10
Mrs J Dyke	Resigned from Diocesan Council on 24 March 2020.	0	1
Mr J Kotzur	Appointed on 23 April 2020	6	8
Dr RS Kerr		11	11
The Hon Justice D Mullins (Chancellor)		11	11
Mr D Sneesby		11	11

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

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

Archbishop's Matters

The Archbishop informed Council:

- The Archbishop of Canterbury has rescheduled the Lambeth Conference to the summer of 2022.
- The Eighteenth Session of General Synod has been postponed to 2022.

- Archbishop Glenn Davies had announced that he will remain the Archbishop of Sydney until he resigns or attains the age of 70 years and six months (on 26 March 2021).

Elections & Appointments

The Archbishop reported:

- The Most Rev'd Geoff Smith, Archbishop of Adelaide, had been elected as Primate, and assured him of our prayers as he takes on that role.
- The Very Rev'd Peter John Grice had been elected Bishop of the Diocese of Rockhampton.
- The Rt Rev'd Rick Lewers had resigned as Bishop of Armidale effective 30 January 2021. He has accepted the invitation from the Archbishop of Sydney to be the Rector of Shoalhaven Heads.
- The Rev'd Rod Chiswell had been elected by the Armidale Diocese Synod to be its new Bishop
- Mrs Janet Dyke had resigned from Diocesan Council effective 24 March 2020.
- Dr Gemma Dashwood has resigned from Diocesan Council as a lay member from 26 November 2020. The Archbishop ordained Dr Gemma Dashwood as deacon on 5 December 2020 in St John's Cathedral.

Appellate Tribunal determinations on Diocese of Wangaratta Blessing Service and Diocese of Newcastle Discipline Ordinance

On 11 November 2020, the Appellate Tribunal published its opinion on the Primate's references re Wangaratta Blessing Service and the Primate's References re Newcastle Discipline Ordinance.

In summary, 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 Declaration and Ruling Principles of the Constitution of the Church.

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:

1. *Has participated in a service in which they have pronounced the blessing of a marriage solemnised in accordance with the Marriage Act 1961;*
2. *Has declined to participate in a service or declined to pronounce a blessing of a marriage solemnised in accordance with the Marriage Act 1961;*
3. *Is married to a person of the same sex.*

In summary, 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.

Diocesan Council Matters

Outcomes from Synod 2019

Diocesan Council discussed and noted the interim report from the committee investigating possible cessation of saying the filioque clause. The Archbishop approved the request from the Rt Rev'd Dr J Holland to contact the Rev'd Dr Cathy Laufer to discuss the report.

General Synod Environmental Report

Diocesan Council approved the report being sent to the General Synod Office with the inclusion of the Barooka Farm initiative.

Use of Bequest Property Sale

Diocesan Council approved that \$30,000 from the sale of the bequeathed property at 4/10 Halle St, Everton Park be used to help the 'Neurodiversity and Access Project' and that the remainder of the bequest be directed to Anglicare for use in its disability support programs involving housing.

Abuse Claims Funding

The funding working group has endorsed four key principles as guiding approach to funding of abuse claims.

1. Transparency;
2. Survivors are prioritised;
3. Reflection of a whole of Church response; and
4. Sustainability and financial distress.

Diocesan Council discussed the options provided and agreed to the following recommendations:

- “Whole of Church” response. Each of the three key operating sectors of the Corporation make a contribution according to their ability to pay on a sustainable basis.
- What is “*sustainable*” is in the context of:
 - the capacity of any entity to contribute
 - sustainability of reasonable strategic goals over time together with funding of claim payments (i.e. managing the opportunity cost)
 - other mechanisms available to an entity for funding claims (e.g. loans)
- The mechanism through which this can be achieved is either option 1 (meet own uninsured claims) or option 2 (proportional split on agreed basis) or some other appropriate sharing arrangement.
- Each of the three segments can decide how to fund their contributions.
-

After receiving a report on further consultation with affected schools, it was resolved that Diocesan Council:

- a) Welcomes that Dr Paul Browning and the Rev’d David Ruthven have been exploring how St Paul’s School and the five surrounding parishes might work together to leverage their assets for a greater community connection and the advancement of the Kingdom of God, and encourages them to continue that exploration.
- b) Notes the suggestion of an alternative way forward and is open to considering a detailed proposal which has the agreement of all interested parties.
- c) Confirms that affected schools and Anglicare will fund the uninsured portion of their respective claims from 1 January 2019, unless and until an agreed alternative proposal is adopted by Diocesan Council.
- d) Directs the FDSC through ANFIN to negotiate financial support for claims funding where necessary to any school or agency requiring such support.

Correspondence from St Paul’s School re Redress and Claims Funding

Diocesan Council members discussed the request to set up a “Redress Working Party”. The Chair and General Manager reminded Diocesan Council that an extensive consultation and thinking process was undertaken over 12 months to examine alternate proposals for funding claims.

Members further noted that St Paul’s School is keen to explore the possible use of its surplus land and encouraged the General Manager and the ED, FDSC to commence discussions with the school.

Diocesan Council, having regard to the steps that have already been taken to consider alternate methodologies for the funding of claims, decided not to form such a working party but remains open to suggestions for alternative ways forward and to consider a detailed proposal which has the agreement of all interested parties.

Diocesan Council noted the letter from St Paul's School and asked the General Manager to respond to the school on behalf of Diocesan Council.

Report of the Professional Standards Committee (2018 to 2019)

There has been a significant change in the focus of the Office of Professional Standards (OPS) since 2019. This is due to the majority of redress and claims matters being managed through the Redress and Claims team.

The Professional Standards Committee and OPS have also revisited matters that were previously dealt with.

The management of Persons of Concern in parishes continues to be a key priority. In January 2019, a policy for safe ministry in a parish where there is a risk of sexual abuse by a Person of Concern commenced. The policy introduced improved processes for assessing potential Persons of Concern in parishes. The policy also contains detailed processes for implementing safety agreements in relation to such persons.

National Redress Scheme – Membership and Operational Update

The General Manager informed Diocesan Council that he has written again to All Saint's Anglican School, Cannon Hill Anglican College and Hillbrook requesting an update on their intentions regarding joining the National Redress Scheme.

Bishop Jeremy Greaves stated that the Board of Matthew Flinders Anglican College have decided not to join the National Redress Scheme.

St John's College UQ Report

Diocesan Council discussed the report and requested that future reports should include the mission and spiritual identity of the College.

The General Manager met with the Rt Rev'd J Roundhill, Chair and Warden of the College, to clarify future reporting requirements to Diocesan Council in line with the memorandum of understanding between the Diocese and the College and to address any communication issues that the College feels are current.

Parishes Regulation Canon – Regulation XX – Maranoa-Warrego Anglican Mission Area

Diocesan Council approved the renewal of Regulation XX of the Parish Regulation Canon for a further three-year period.

Parishes Regulation Canon – Regulation XXI – Leichardt-Chinchilla Anglican Mission Area

Diocesan Council approved the re-making of Regulation XXI of the Parish Regulation Canon for a three-year period commencing on 25 November 2019.

Diocesan Audit and Risk Committee (DARC) membership term extensions

Diocesan Council approved the extension of Mr Gary Brady's term on DARC to 30 June 2022 and extended Mr Craig Hutley's term on DARC to 30 April 2023.

Report on the 2019 Internal Student Protection School Audit of Four Anglican Schools and three associated Education and Care Services (ECSs)

Between July and December 2019, The Springfield Anglican College, St John's Anglican College, St Aidan's Anglican Girl's School and Cannon Hill Anglican College were audited by the new external auditor, Dr Kathleen Felton. The audit was expanded to include Education and Care Services associated with the schools.

The audit performance rating system used was "exceeding, meeting, working towards or unsatisfactory". "Working towards" indicates the requirement were not met across all the important relevant areas, but progress is being made towards meeting.

There is encouraging improvement with three of the four schools achieving zero Blue Card breaches.

Synod 2020

With the imposition of limits of public gathering arising from COVID-19 health directive, the annual ordinary session of Synod scheduled for June 2020 was postponed and rescheduled for 25-27 September 2020.

Subsequent to that, it was concluded that it was not clear what health directives may apply in September 2020 and no published information on when or how gatherings of a larger number might be allowed.

There are platforms which have the capacity for an online meeting of this size, however, they would need to ensure that procedural matters on questions and members without a device could be accommodated.

Diocesan Council discussed the options and respectfully requested the Archbishop to convene a special session of Synod for the purpose of deferring the annual ordinary session of Synod to June 2021 or such other time that the Archbishop determines under section 6(3) of the Synod Canon.

The General Manager subsequently informed Diocesan Council that plans were underway to schedule the special session of Synod for the afternoon of 24 September 2020, in St John's Cathedral.

The sole business for the special session was to deal with the Synod Deferral Canon 2020.

Election of Member of House of Laity to General Synod

Diocesan Council discussed and considered the appointment of a Lay Member of General Synod to replace Mr Grant Sparks, who has resigned due to his move interstate.

It was moved by the Rt Rev'd C Venables and seconded the Rev'd Canon G Harch that Diocesan Council appoint Ms Wynona Newby-Clark as a General Synod representative from this Diocese, subject to her confirming her availability.

Parish Responsiveness to Auditor Requests

The Director of Professional Standards (DoPS) presented the report.

At the July 2019 Diocesan Council meeting, the DoPS was requested to monitor data on time taken by parishes to implement audit recommendations and gather information on the issues causing the slippage.

The Auditor, Avryl Gratton, had observed that at times, audit finalisation was being lost in the general operations of the parish. In 2019, the Auditor was rigorous with following up parishes in writing and, where necessary, by personal contact.

In 2020, the Auditor observed a significant improvement in the response rate from eight months to three months by parishes to ensure compliance.

Diocesan School Charters

Diocesan Council:

- a) as the governing body of the schools, adopted the charters for the 11 schools listed:
 1. Anglican Church Grammar School
 2. Coomera Anglican College
 3. Fraser Coast Anglican College
 4. The Glennie School
 5. St Andrew's Anglican College
 6. St Hilda's School
 7. St Luke's Anglican School
 8. St Paul's School
 9. Toowoomba Anglican School
 10. The Southport School
 11. West Moreton Anglican College
- b) approved the generic school charter to replace the existing school constitutions which are repealed; and
- c) authorised the ASC to approve site variations (where permitted in the charter and/or as previously approved in the repealed constitution) to suit the

requirements of each individual school.

Canterbury Fellowship Trust

Diocesan Council approved The Corporation of the Synod of the Diocese of Brisbane acting as trustee of the Canterbury Fellowship Trust benefitting Newton Theological College, PNG.

Parishes Regulation Canon – Proposed Regulation XXII – Parish Annual Meetings

Diocesan Council approved the making of Regulation XXII of the Parishes Regulation Canon to provide for virtual annual meetings if needed due to COVID-19 restrictions.

Covid-19 Pandemic

During the course of the year, Diocesan Council received regular updates from the General Manager and each of the Commissions regarding the COVID-19 pandemic. Important matters submitted for consideration and noting by Diocesan Council included the following:

Diocesan Operations

The team leaders in Diocesan Operations have been meeting regularly to formulate responses to the COVID-19 public health crisis.

Staff had moved to the option to work from alternate locations as soon as practical. Managers worked with their teams on meeting and communication protocols for remote working and what is required for business continuity in providing our services.

The General Manager sent regular communications to the Ann Street and Milton precincts with suggestions on how everyone can remain connected.

Anglican Schools Commission

By lunchtime on 25 March 2020, the attendance rate had decreased by 80% at many of our Early Education and Care Services. The current funding model does not provide payment when the student is not in attendance. ASC assisted centres impacted by low attendance with applying for special assistance from the Government.

Many of our schools had moved to online learning. Schools remained open for children of essential workers and vulnerable children. The out of hours school care and after-hours school care continued to operate.

Where parents chose for their child to continue learning at home, supervision and continuity of learning were the responsibility of the parent. Schools offered advice about learning activities, but the classroom teacher was not responsible for providing a home-based learning program.

ASC conducted a forum on 25 March 2020 for the Principals and Business Managers to discuss how to manage positions which were to be stood down or dispensed with.

Residential boarding facilities remained closed during this period.

Community Services Commission

A significant issue was the supply of the necessary personal protective equipment to manage any episodes of isolation. The sector has raised the issue with the state and federal health departments.

Anglicare NSW aged care centre Newmarch, in Western Sydney, had been impacted with more than 40 cases of COVID-19. Unfortunately, the *Today* show on Channel 9 used images from Anglicare Southern Queensland website for the news story across Australia. The images were removed by Channel 9 by midday on 23 April 2020. ASQ has apologised to staff and clients that appeared in the footage.

Anglicare maintained all services throughout the COVID-19 restrictions. Staff had been working on strengthening responses if there was an outbreak in our residential aged care services.

The Commission was using the national COVID-19 safe workplace principles to ensure all operating sites are fully compliant.

Finance & Diocesan Services Commission

Markets have been volatile in response to the outbreak of COVID-19. The combined result across our investment portfolios has been a paper loss of approximately 10.6%.

ACSQ has not crystallised these losses. There is no short-to-medium-term requirement for ACSQ to draw on these funds.

The focus was on assessing whether ACSQ and its employees are eligible for the Jobkeeper subsidy. The majority of parish staff and clergy who were paid through the central payroll system and under the ANFIN ABN were eligible for the subsidy. The payment added approximately \$3.4m to the parish areas.

Staff who are paid under The Corporation of the Synod of the Diocese of Brisbane ABN were also eligible for the Jobkeeper subsidy round one. The payment added approximately \$2m to the Corporation.

Ministry Education Commission

All lectures were held online. The transition to full-time online learning was smooth.

In keeping with government regulations, the chapel was closed. St Francis College livestreamed services and approximately 100-130 people logged in daily for the morning and/or evening prayers.

Parishes & Other Mission Agencies Commission

One of the focuses in 2020 was resourcing churches to respond to the issues caused by the COVID-19 pandemic. PMC also shifted its thinking about how to support clergy when our parishes reopen.

All parishes were encouraged to apply for the Parish Communication Grant which was designed to support communication-related costs involved with providing ministry and staying connected to parishioners and the community in the COVID-19 environment.

Many of our pantries and emergency relief programs continued to operate throughout the COVID-19 restrictions.

anglican focus e-news has played a critical role in circulating news and providing positive information.

Strategic Issues

Work Health & Safety

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

Vision Paper Post Workshop

The General Manager presented the report.

With inputs from the Visioning Day, the Diocesan Leadership Team had developed a paper capturing the common threads from the conversations at the Visioning Day.

The aim was to develop vision and strategic directions/priorities for communication to the Diocese. At the visioning day, we considered the gaps between our present state and the vision of where we would like to be. The facilitator distilled the thread into five key critical success factors:

1. Leadership
2. Parishes
3. Anglican Identity
4. Engagement
5. Financial Sustainability

Diocesan Council:

1. Approved the proposed vision statement.
2. Confirmed the values, key focus areas and goals and actions derived from the input on the Visioning Day, as described in the attached paper.

3. Asked the DLT to finalise the presentation of the material, develop a plan for communicating the vision statement and supporting material to the Diocese and report to Diocesan Council for final approval.

The Diocesan Leadership Team subsequently undertook a review of the draft key focus areas (KFAs) that were presented to Diocesan Council in June 2020.

The main theme of that feedback was to have a more outward-facing vision statement with emphasis on engagement with the wider community.

The proposed vision statement was:

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

Diocesan Council approved the vision statement, values, key focus areas and goals and actions.

Queensland Community Alliance

The Ven Geoff Hoyte welcomed Mr Tim Draper, Ms Cresta Richardson and Mr Devett Kennedy and invited the guests to introduce themselves and their organisations.

The Queensland Community Alliance (QCA) is a community organisation that brings together faith groups, trade unions, community and ethnic associations. The QCA was formally founded in 2017. ACSQ has been involved in the QCA since its inception, via the Social Responsibilities Committee and the Parish of Logan.

Recently, the QCA hosted an online assembly with 260 participants to meet with the State Opposition Leader, Deb Frecklington MP. The LNP committed to recognise and work with the QCA toward the practical principles contained the *Maroonprint* document (copy in the Council papers). The QCA is now seeking similar commitments from the State Premier, Annastacia Palaszczuk MP and the Australian Labor Party.

It was resolved that Diocesan Council:

- a) endorse the *Maroonprint*, and offers ACSQ support and participation in further efforts to enact its principles; and
- b) endorse the Alliance, and commits to deeper engagement, with a view to committing the ACSQ to becoming a member, should such participation prove compelling, within the next 12 months; and
- c) nominate representatives of Diocesan Council, or delegates, to work with the SRC and Logan Anglican Parish towards these two actions.

2021–2023 Reconciliation Action Plan

ACSQ's previous Reconciliation Action Plan (RAP) expired in 2018. Work has continued over 2019/2020 in designing a new Innovate RAP.

The new RAP will commence in 2021 and end in 2023.

Diocesan Council requested some minor editorial changes and endorsed the draft RAP 2021-23 for lodgement with Reconciliation Australia for review and comment.

Diocesan Council thanked the RAP Working Group for their work on the Plan.

Parish Data 2019

The Rev'd A Lowe presented the report.

On average, we have approximately 11,200 people attending services across the Diocese on Sundays. The largest seven churches represent 17% of average Sunday attendance. There has been a consistent decline of attendance on Easter Day since 2011. Most pastoral services have also experienced decline.

In 2019, 67% of parishes had an average attendance of 100 or less. Only nine parishes had an average attendance of more than 200. Of those, two parishes had an average attendance over 300. More parishes are shifting into the very small category. No parishes grew beyond 200 between 2018 and 2019.

ACSQ has a growing proportion of parishes in the struggling and slipping categories. Three parishes have had three years of consecutive growth.

Age distribution of parishes is skewed towards an older demographic. On average, more than half of a parish is over 60 years old. The 18-30s are the smallest group represented. Larger churches have the highest proportion of those under 60 years old, and the smallest proportion of aged over 60 years old.

Overall, larger parishes are ageing slower. Contribution to offertory ratio is relatively steady.

Diocesan Council discussed and noted the 2019 Parish data.

Policy Issues

Whistleblower Policy

Diocesan Council approved the Whistleblower Policy.

Compliance policy / ACSQ policy framework

Diocesan Council approved the Compliance Policy and ACSQ Policy Framework.

Proposed Amendments to Policy – Professional Ethics Training for Ordinands, Licensed Persons and Certain Lay Church Workers

Diocesan Council adopted the proposed amendments to the Policy – Professional Ethics Training for Ordinands, Licensed Persons and Certain Lay Church Workers.

Blue Card Policy

On 31 August 2020, amendments to the legislation dealing with Blue Cards commence in Queensland. Some of the changes include “No Card, No Start” and stricter requirements for people who rely on an exemption to work or volunteer with children.

In response to the changes, amendments have been made to the Blue Card Policy to comply with the Act and Blue Card Services’ revised administrative practices.

Information on these changes were circulated to Parishes and Executive Directors by the General Manager.

Diocesan Council adopted the proposed changes to the Policy – Requirements for Blue Cards or Exemption Cards from 31 August 2020.

Proposed Amendments to Policy – Professional Ethics Training for Ordinands, Licensed Persons and Certain Lay Church Workers

Diocesan Council adopted the proposed amendments to the Policy – Professional Ethics Training for Ordinands, Licensed Persons and Certain Lay Church Workers.

Report from Domestic Violence Working Group (DVWG)

The Domestic Violence Working Group was established by the Archbishop and Diocesan Leadership Team and confirmed by Synod in 2019. The Working Group has undertaken the task of reviewing and developing policies and exploring how to best support parishes and Commissions in education and resourcing around domestic and family violence.

The Working Group has also developed a Domestic and Family Violence Policy and Action Framework to structure its work. The policy is intended to sit alongside other policies including those developed by Anglicare and will apply to all employees of ACSQ, other than Anglicare employees and all employees employed under the Queensland Anglican Schools Enterprise Agreement 2018.

The Framework adopts the three pillars of action recommended by organisations working in the field: prevention, intervention and response.

Diocesan Council noted the workplace and health safety risk if no provisions are made for clergy who are victims of domestic and family violence. There is also potential reputational damage if ACSQ does not adopt a consistent and whole of church approach to education and training in line with national best practice standards.

Diocesan Council members also discussed the reporting of abuse by a member of clergy and the processes a parish should adopt where a Church Leader has perpetrated or been accused of perpetrating domestic and family violence.

Diocesan Council:

1. Noted the Domestic and Family Violence Action Framework.
2. Approved the Domestic and Family Violence Policy for parishes and agreed a commencement date of 1 December 2020.

Proposed Amendments to Policy – Mandatory Child Protection Training

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

Privacy Policy

Diocesan Council approved the amended privacy policy.

Safe Ministry for Children and Vulnerable Adults – Proposed Assessment of Culturally and Linguistically Diverse Communities in the Anglican Church Southern Queensland

The Director of Professional Standards presented the report and recommend an assessment of certain Culturally and Linguistically Diverse Communities (CALD).

The decision to recommend the assessment was triggered by an external investigation of allegations made against a person associated with a CALD and a report detailing potential concerns relating to sexual misconduct not associated with ACSQ, but with implications for ACSQ CALDs.

Diocesan Council approved the proposed assessment as set out in the Director of Professional Standards' report.

Proposed Amendments to the Policy and Procedures for the protection of children – Parishes

Diocesan Council members discussed the Policy and Procedures and noted that the Policy sets out measures to help prevent child abuse in ministry settings. It makes clear how church workers are to respond to information about child sexual abuse or harm. The Policy complements and supports the other safe ministry policies.

Diocesan Council thanked Ben Oberhardt and the OPS team for their contribution and work on the Policy and Procedures.

Diocesan Council adopted the proposed amendments to the Policy and Procedures for the Protection of Children – Parishes. The amendments take effect from the commencement of s 229BC of the Criminal Code. If s 229BC has not commenced by

1 March 2021, the policy is to be again reviewed for consideration at the March 2021 Diocesan Council meeting.

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

Reports Received by Diocesan Council

During the course of the year, Council received regular reports from each of the Commissions and from the Diocesan Audit and Risk Committee. Reports from the Commissions to Synod include highlights of the work of Commissions in 2020. Important matters included in those reports for consideration and action by Council included the following:

Anglican Schools Commission

Membership of Commissioners to the Anglican Schools Commission (ASC)

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

- Dr Mark Sly (reappointment)
- Mrs Suzanne Bain (reappointment)

Confirmation of continuing members:

- The Rt Rev'd Jeremy Greaves
- Dr Judy Smeed
- Mr Dan O'Connor

Diocesan Council approved the recommendation of membership to the ASC for:

- Ms Robyn Kronenberg
- Dr Gavin Nicholson
- Mr Geoff McLay
- Ms Alison Reid

Ethos Statement for Anglican Schools

Diocesan Council noted the Ethos Statement and that consultation is ongoing. Comments and feedback will be emailed directly to ED, ASC.

Working with Children in Anglican Education Policy

Diocesan Council approved the Working with Children in Anglican Education Policy as version 1.0 for use within relevant Anglican Schools and ECS once related legislative amendments come into effect.

The Southport School

The ED, ASC provided an update on the “Blackout Room” incident at The Southport School.

The investigation conducted by a national law firm found that there were no grounds for reporting the incident to police. However, the investigation did find that the teachers had breached the school’s expectations with respect to conduct.

The incident has been reported to The Queensland College of Teachers and communication of the incident has occurred with the police.

Community Services Commission

Membership

Diocesan Council approved the reappointment of:

- Mr Ken Thomson
- Ms Kim Rayner

Diocesan Council appointed Ms Nicole Bunning to the Community Services Commission.

Queensland Child Protection Week

Queensland Child Protection Week Committee has selected Cultural Support Worker, Lalanía Tusa as the 2020 Award Winner in the Professional non-government category.

Finance & Diocesan Services Commission

Membership

Diocesan Council:

1. Noted the retirement of Mr John Davies.
2. Approved in accordance with the Canon, the re-appointment for a further three-year term, the Rev’d Canon Emeritus Gary Smith and Dr Ruth Kerr OAM.

Allocation of Proceeds of Sales

Parish of Brisbane Valley, St George’s Church, Linville Property Disposal

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

- a) All costs associated with the valuation and sale of the property are to be deducted from the proceeds of sale.
- b) Nil contribution to Going for Growth or Diocesan Property Operations.

- c) The remaining proceeds of sale to be deposited into a diocesan held parish bank account with the funds to be used for property improvements in the Parish of Brisbane Valley.

Parish of Kingaroy – 23 Safflower Street, Memerambi Disposal of vacant land

Diocesan Council approved the distribution of proceeds of sale:

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

Parish of Drayton - St Peter's Church, Wyreema – Distribution of Remaining Proceeds of Sale

Diocesan Council approved the remaining proceeds of sale from Wyreema to be used by the Parish of Drayton for maintenance and repair works, and capital projects within the Parish of Drayton.

Parish of Auchenflower-Milton: allocation of proceeds

Diocesan Council approved the allocation of the proceeds of sale from St Alban's Auchenflower as follows:

- a) \$300,000 to the Emergency Works Fund;
- b) \$1,269,824 to the Going for Growth Fund;
- c) \$100,000 to the Parish of Auchenflower Milton.

Parish of South Brisbane: amendment to allocation of proceeds

Diocesan Council approved the re-allocation of \$90,000 of the sale proceeds from Beaconsfield Street, Highgate Hill from accommodation costs of a new assistant clergy to refurbishment of the Parish Hall.

Sale of church hall land to South Burnett Regional Council (SBRC) – St Michael's and All Angels

Diocesan Council:

- a) Approved the sale of the 123m² portion of land to SBRC.
- b) Approved no contribution be made to the Going for Growth Fund or Diocesan Operations.
- c) Approved that the proceeds of sale, after deduction of expenses be held in a Diocesan Property Account for use by the Parish of Kingaroy for property related capital works, repairs and maintenance.

Allocation of Proceeds – Parish of Dalby

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

- a) Expenses to be deducted from proceeds of sale.
- b) Nil contribution to Going for Growth or diocesan property.
- c) The remaining proceeds of sale be transferred to a diocesan held property account for use by the Parish of Dalby for property related capital works projects, repairs and maintenance.

Allocation of Proceeds – Parish of Kingaroy

Diocesan Council:

- a) Approved that no contribution be made to the Going for Growth Fund or diocesan property;
- b) Approved the proceeds of sale, after deduction of expenses be held in a diocesan property account for use by the Parish of Kingaroy for property related capital works, repairs and maintenance.

Allocation of Proceeds – Parish of Gympie

Diocesan Council approved:

- a) Payment of 5% of the remaining proceeds after deduction of cost of sale items, to the Diocese to offset operational costs in relation to property management.
- b) The remaining balance to be placed in an interest-bearing Property Trust account and applied to the construction of the new Parish Centre at St Peter's Church, Gympie.

Allocation of Proceeds – Parish of Crows Nest

Diocesan Council approved:

- a) The remaining proceeds of sale from Holy Trinity Church, Geham to be put towards the purchase of a multi-purpose premises including appropriate accommodation for a priest, with any surplus funds not used in the purchase to be used by the Parish of Crows Nest for property related capital works projects, repairs and maintenance.
- b) No contribution be made to the Going for Growth Fund or Diocesan Property.

Allocation of Proceeds: Sale of St Mark's, Gooburrum, 1280 Moore Park Road, Gooburrum – Parish of Bundaberg

Diocesan Council approved:

- a) Payment of 5% to the Diocese to offset operational costs in relation to property management.

- b) 0% to be allocated to the Going for Growth Fund.
- c) The remaining balance to be placed in an interest-bearing parish property trust account with ANFIN to be applied to a specific capital works project as approved by the Regional Bishop.

Allocation of Proceeds – 8 Mascot Street, Mt Gravatt

Diocesan Council approved:

- a) 5% of the sale proceeds be allocated to offset operational costs in relation to property management;
- b) The remaining proceeds of sale to be placed in a property reserve account (similar to a parish) to be prioritised for other more favourable property income producing opportunities for the Diocese, approval to be by FDSC.

Distribution of Sale Proceeds from former St John the Evangelist Church, Haden, Parish of Crows Nest

Diocesan Council approved:

- a) The remaining proceeds of sale from the former St John the Evangelist Church to be put towards the purchase of the multi-purpose premises with any surplus funds not used in the purchase to be used by the Parish of Crows Nest for property related capital works projects, repairs and maintenance;
- b) No contribution be made to the Going for Growth Fund or diocesan property.

Allocation of Proceeds – Parish of Freshwater, Lease of Church Property at Burpengary

Diocesan Council approved 100% of the nett rental income from the lease to Connections Inc be made available to the Parish of Freshwater.

Cash Flow Booster Allocation

Diocesan Council endorsed the allocation of the \$100,000 received under the Federal Government Boosting Cash Flow for Employers scheme to the Parish Property Emergency Fund.

Lutwyche Property Project Closure

In January 2019, Ray White commenced an expression of interest campaign which included joint venture, land lease and development options.

In May 2019, negotiations commenced with a party which agreed in principle to a 51-year lease with an alternative option of buying the land, subject to a land subdivision.

At a parish meeting in July 2020, the lease and sale options were presented including the benefits of the increased missional and ministry support that the opportunity will provide.

The Parish rejected the options in favour of raising funds through growth in additional offerings and other mission initiatives.

The Archbishop noted that canonical changes might be required to prevent withdrawal from an opportunity at a late stage of negotiation, unless there were exceptional circumstances and subject to satisfactory completion of due diligence.

Diocesan Council noted:

1. The Parish of Lutwyche no longer supports the lease or partial sale of surplus land, contrary to an MOU between with the previous Parish Council.
2. The Lutwyche property project will be closed.
3. Internal and external costs associated with the project will not be recouped as a result of it not proceeding.
4. Parish support for property projects can change during the period of a project and FDSC management is considering ways to increase the probability of a prospective project continuing to fruition or the probability of recouping monies spent in project development.

Parishes Regulation Canon [Reg IV Stipends]

Diocesan Council:

1. Approved a zero-percentage increase to stipends for 2021.
2. Noted that professional supervision for clergy will commence in 2021, Diocesan Council approved the increase to the EFB percentage for Clergy from 30% to 35%.

Parishes & Other Mission Agencies Commission

Membership

Diocesan Council reappointed Neil Crisp to the PMC.

Benefice Classifications

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

- the Parish of All Saints Brisbane retains its benefice classification;
- the Parish of Grovely retains its benefice classification;
- the Parish of Nundah shall no longer, for the time being, be a benefice;
- the Parish of Mt Gravatt retains its benefice classification;
- the Parish of Caloundra Glasshouse retains its benefice classification;
- the Parish of The Gap retains its benefice classification;
- the Parish of Lutwyche shall no longer, for the time being, be a benefice;
- the Parish of Woolloongabba retains its non-benefice classification;
- the Parish of Maleny shall retain its non-benefice classification;
- the Parish of Banyo shall retain its non-benefice classification; and

- the Parish of South Brisbane shall retain its benefice classification.

Church Closures

Council agreed to the closure of the following churches:

- St George's, Linville, Parish of Brisbane Valley, and
- Church of the Holy Spirit, Burpengary, Parish of Freshwater.

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

- St Luke's, Kin Kin, Parish of Cooroora,
- St Mary the Virgin Harristown, Parish of Drayton, and
- St Mark's Gooburrum, Parish of Bundaberg.

Parish Contributions

In relation to parish contributions, Council approved the reduction in parish contribution for two parishes for 2020.

Ministry Education Commission

Membership

Diocesan Council approved the reappointment of the Rev'd Sarah Plowman and the appointment of Dr Robin Ray and Mr Ross Switzer to the MEC. It thanked Mr Steven Goakes for 12 years of faithful service, and acknowledged with gratitude the contribution of Professor George Kearney to the MEC, following the sadness of his death.

Reported Matters

Diocesan Council:

- Applauded the growth in student numbers despite flat Formation numbers.
- Noted the roll-out of the St Francis Learner Journey recommendations.
- Noted the increase of course and subject offerings.
- Noted improvements to various facilities to enhance the student learner journey.
- Endorsed the proposal to consolidate historic bequests left to SFC.
- Received reports on adult lay education, Community of the Way, AYC&F, the Spiritual Directors Formation Program and Baroona Farm.

Bequests 2019

Diocesan Council noted the following bequests with grateful thanks:

Estate of the late Frederick Charles Ainsworth – \$10,000 for the *“general charitable purposes of the Parish of St. Cecilia’s Chinchilla”*.

Estate of the late Elsie Anders – \$72.66 distribution for the *“general purposes of St Barnabas Church Red Hill”*; and \$72.66 for the *“Hall Fund of St Mark’s Anglican Church, The Gap”*.

Estate of the late May Connolly Barsby – \$5,863.57 as to a *“one-tenth share thereof for St Peters Church of England Gympie for its general purposes”*.

Estate of the late Francis Thomas Benson – \$6,800 distribution for the *“general charitable and religious purposes of the Parish of the Church of the Holy Spirit Coolumb Beach.”*

Estate of the late Lynette Mary Boydell – \$2,000 for the *“general charitable and religious purposes of the Parish of Robina Anglican Church”* with a wish *“that one half of the gift be used for the benefit of the Remembrance Garden”*.

Estate of the late Audrey Joyce Brittan – \$1,000 for the *“general purposes of Spiritus Bayside”* (now known as Spiritus Bayside).

Estate of the late Trevor John William Bulled – \$209,389.11 final distribution *“to set up as a bequest fund held in a Common Fund for the purpose of preservation of such capital and the application of income earned thereon for the sole general and charitable purposes of the Parish of Holy Trinity Fortitude Valley”*.

Estate of the late Miriam Winifred Burgess – \$10,000 for the *“general charitable purposes of St Luke’s Anglican Church, 193 Ekibin Road, East Ekibin Qld 4121”*.

Estate of the late Noel Leonard Carter – \$170.82 representing final distribution for the *“general and charitable purposes of ... St Andrew’s Anglican Church Caloundra ”*, with a wish *“that such gift be used exclusively for the benefit of the St Andrew’s Anglican Church Caloundra section of the parish”*.

Estate of the late Joyce Challands – \$42,014.88 *“as to a one-fifth part or share thereof for the use and benefit of The District Nursing Association”* (now known as Anglicare Southern Queensland, the current trading name of the former St Luke’s Nursing Service).

Estate of the late Mary Lavinia Maud Collman – \$10,000 for *“Anglicare Southern Queensland, to be applied for use in the Mackay area”*. This bequest was subsequently transferred to Anglicare North Queensland to be applied for use in the Mackay area as per the bequest.

Estate of the late Shirley Fay Dacey – \$537.44 distribution for the *“general religious purposes of St Margaret’s at Rainbow Street, Sandgate in the State of Queensland”*.

Estate of the late Alfred David Daniel – \$5,000 for the *“general charitable and religious purposes of the Parish of St Barnabas Anglican Church, Red Hill, Brisbane”*.

Estate of the late Clare Ena Driscoll – \$1,815.57 for the *“general charitable purposes of the Parish of Sandgate Northpoint”*.

Estate of the late Elsie May Elias – \$95,499.05 being legacy of \$50,000 plus \$45,499.05 1/22 share of residue *“to the Maleny Anglican Parish”*.

Estate of the late John Finnick – \$28,501.39 to *“Anglican Church Southern Queensland, in such a manner as Anglicare SQ may determine”* with *“a general charitable intention”*; and \$28,501.39 to *“St Barnabas Anglican Church of 28 St Barnabas Place, Red Hill”*.

Estate of the late Joan Glover – \$2,000 for the *“general charitable and religious purposes of Saint Anne’s Anglican Church of 26 Highfields Road, Highfields”*.

Estate of the late Francis David Goudge – \$85,000 – initial distribution *“for the purposes of Spiritus including its community and nursing care services for elderly persons in the Toowoomba region”*.

Estate of the late Margaret May McLean Hamilton – \$65,729.47 *“as to a ten percent (10%) share to be applied for the benefit of Spiritus (formerly St Luke’s Nursing Service) or the successor to that organisation”* (now known as Anglicare Southern Queensland).

Estate of the late Margaret Anne Ireland – \$76,999.23 for *“Anglicare, Webber House, 439 Ann Street, Brisbane QLD 4000”*.

Estate of the late Charles Albert Jeays – \$4,000 *“for the purpose of maintaining and upkeeping St Margarets Anglican Church at Sandgate”*.

Estate of the late Alexander James Marchanton Lowe – \$1,386.22 final distribution for the *“general charitable purposes of the Corporation of the Synod of the Diocese of Brisbane”*; \$1,386.22 for the *“general charitable purposes of the Church Missionary Society (Australia & Overseas Work)”*; and \$1,386.22 for the *“general charitable purposes of the Anglican Board of Mission Australia”*.

Estate of the Late Diana Mary Luker – \$465.66 further distribution to be *“applied towards the completion including repayment of any loan, principal or interest relating to the completion of St John’s Cathedral, or if the cathedral has been complete as at the date of the deceased’s death (3 Feb 2016) (or to the extent that this bequest is not required to complete the cathedral) then for the maintenance, upkeep and improvement of the cathedral building, fixtures and fittings”*.

Estate of the late Joan Marsh – \$4,472.54 for *“St Bartholomew’s Toowoomba”*.

Estate of the late Edith Rachel McCulloch – \$117,386.73 being a final distribution “for use in the St James’ Parish Toowoomba”.

Estate of the late Selim Mellick – \$1,000 for “The Corporation of the Synod of the Diocese of Brisbane”.

Estate of the late Bishop Bevan Stanley Meredith – \$40,000 to “St Faith’s Anglican Parish of PO Box 647, Strathpine” and \$1k to “Anglicare of Webber House, 439 Ann Street, Brisbane”.

Estate of the late Dr Stephen Christopher Morrison – \$10,000 for the “general charitable and religious purposes of the Parish of Christ Church, St Lucia”.

Estate of the late Graham Roy Phillips – \$10,000 to the “Anglican Bush Ministry Fund for its general charitable purposes” and \$30,000 to “Anglicare Southern Queensland for its general charitable purposes”.

Estate of the late Edith Isabell Robertson – \$196,382.73 being 50% of the balance of the net proceeds from the sale of the property at 45 Eyre Street, Seaview Downs to “Anglican Parish of Coorparoo – St Stephens”.

Estate of the late Peter William Sanderson – \$117.96 final distribution for “the Corporation of the Synod of the Diocese of Brisbane”.

Estate of the late Eric Gordon Sinclair – \$2,000 for the “use and benefit of the Church Missionary Society and the Australian Board of Missions” (now known as the Anglican Board of Mission – Australia).

Estate of the late Norma Evelyn Swann – \$10,000 to the “St Clements Anglican Church, Stafford”.

Estate of the late Thomas Colin Telford – \$1,000 for the “general charitable and religious purposes of the Parish of Allora”.

Estate of the late Dorothy Ray Walls – \$983.40 final distribution for “St Mark’s Anglican Church in Buderim for its general charitable purposes”.

Estate of the late David Miller Willis – \$15,000 for “St John’s Cathedral Ann Street Brisbane to be used towards the cost of constructing or erecting the spire on the Cathedral” and \$66,506.28 for the “for the benefit of St Lukes Nursing Service for its general charitable purposes” (now known as Anglicare Southern Queensland).

Estate of the late Leith Elsie Vera Wittmack – \$2,000 for the “general charitable purposes of St James Anglican Church Mort Street Toowoomba”.

Trusts

The following distributions were received from trusts:

Bancroft, L

Australian Board of Mission	\$100.00
Foreign Missions	\$66.31
Home Mission Fund	\$66.32
St Francis College	\$66.32

CH Boden Trust

St John's Cathedral – Building Fund	\$6,165.78
Parish of Redcliffe	\$6,154.08

Canon Ivor Church

St Francis College	\$0.00
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EC Evans Trust

St Luke's Nursing Service	\$1,819.43
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Richard Harper Ferris Trust

Parish of Hamilton (St Augustines)	\$4,598.28
St Luke's Nursing Service	\$4,598.28

Natalie Gray Trust

St Andrew's South Brisbane	\$6,565.42
St John's Cathedral	\$6,565.42

Florence May Harrison Trust

St Matthew's, Holland Park	\$2,471.40
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Dorothy Frances Hooper Trust

St Luke's Nursing Service	\$578.30
Mission & Service Fund (Anglicare)	\$578.30

Marguerite Hester Hyland Memorial Trust

St Luke's Nursing Service	\$5,293.50
The Holy Spirit Church, Kenmore	\$5,293.50

Dr David Clements Jackson Trust

Completion and maintenance of St John's Cathedral	\$199,979.53
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Victor Lionel Meise Trust

Care of disadvantaged children (which can include accommodation options through foster care)	2019	\$24,076.44
	2020	\$7,295.88

Thelma Noble Trust All Saints Wickham Terrace	\$0.00
John O'Rourke Trust Trinity Pantry, Fortitude Valley	\$2,587.39
Penberthy Trust St Luke's Nursing Service	\$1,711.39
Ethel May Scott Trust St Luke's Nursing Service	\$4,776.49
Nancy Service Trust Tuffnell Welfare Service	\$6,248.64
Lizzie Stokes Trust Tuffnell Home	\$915.45
ABM	\$915.46
Relief and treatment of the homeless, drug users, people suffering from HIV/AIDS and Aboriginal people of Australia	\$915.46
Toowoomba St Luke's Anglican Church	\$2,746.37
James Taylor Trust The Glennie School	\$10,267.30
Toowoomba Anglican School	\$10,267.30
Doris L Waraker Trust St Luke's Nursing Service	\$2,738.27
Olive Nancy White Trust St Luke's Nursing Service	\$1,615.46
Anglican Foundation for Disabled and Aged Persons	\$3,230.91
F&L Wilkinson Diocese of Papua New Guinea	\$382.93

Diocesan Audit & Risk Committee (DARC) Report

1. Purpose

The purpose of this report by the Diocesan Audit & Risk Committee (DARC) is to detail the activities of the committee for the period 1 Jan 2020 through to 31 Dec 2020.

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

2. Introduction

The committee's membership is appointed by DC. As at 31 Dec 2020, the members of the committee were as follows:

- **Mr David Sneesby** – appointed Sep 2012, and as Chair Feb 2016.
- **Mr Craig Hutley** – appointed in Apr 2017.
- **Mr Gary Brady** – appointed in Aug 2017.
- **Dr Judy Smeed** – appointed in Apr 2018.
- **Dr Ruth Kerr** – appointed in Apr 2018.
- **The Rev'd Gillian Moses** – appointed in Dec 2018.

There were no changes to the committee in 2020.

DC, at its Jun 2020 meeting, approved the extension of Mr Gary Brady's and Mr Craig Hutley's terms on DARC. Mr Gary Brady's term now finishes on 30 Jun 2022, and Mr Craig Hutley's term finishes on 30 Apr 2023.

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

DARC operates under a charter approved by DC, which is reviewed annually by the committee.

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

3. Risk Management and Compliance

The year 2020 was the third full year of the implementation of the recommendations of the Governance and Shared Services Review, which recommended DARC receive twice yearly reporting from the Community Services Commission (CSC), the Finance and Diocesan Services Commission (FDSC) and the Anglican Schools Commission (ASC) in relation to each areas' Governance, Compliance and Risk Management (GCR) activities. Since 2019 DARC has also received a twice-yearly report from the General Managers' Office (GMO).

In 2020, DARC received a report for the first time from the Parishes and Other Mission Agencies Commission (PMC) in relation to this Commission's GCR activities. It is anticipated that PMC will report annually to DARC.

DARC has adopted a reporting template for the commissions that requires the reporting to DARC in relation to the following matters:

- internal and external audit matters;
- financial reporting;
- risk management;
- compliance; and
- governance.

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

In line with the Memorandum of Understanding between the diocese and St John's College UQ, a governance report from the college is received by the diocese twice yearly. This report is initially reviewed by DARC prior to being presented to DC.

Highlights of reports received during the period were as follows:

- The Executive Director – Anglicare Southern Queensland stepped DARC through the Anglicare Pandemic Response Plan, detailing the risks and processes in place to limit identified risks.
- The Executive Director – ASC stepped DARC through the impacts of the COVID-19 pandemic on Anglican Schools, particularly in relation to the impacts on school finances, enrolments, international students and online learning.
- The Executive Director – ASC also presented the updated ASC Risk Management Framework to the committee. DARC noted that the framework was very comprehensive, but further noted its effectiveness would only be as good as its implementation and that detailed training would be required across all school staff.
- The Executive Director – FDSC stepped DARC through the process for the 2020-21 insurance renewal, noting that the process ran very smoothly for the diocese.

- FDSC reported that 75% of the diocese's parishes have now had a Workplace Health and Safety (WHS) support visit. These visits have identified a high level of WHS compliance within the diocese's parishes.
- The Executive Director – PMC reported to DARC around the current model of 'Church' within the diocese and the future of this model.
- The Executive Director – PMC also detailed the impacts of the COVID-19 pandemic on the operations of parishes, particularly in relation to church services and parish finances.

In addition to the above listed reporting, the General Manager presented the Diocesan Vision Statement to DARC. The approved diocesan vision is: 'Flourishing faith communities: proclaiming and serving, worshipping and learning'.

There are also a series of key focus areas, goals and actions designed to help achieve this vision.

The Vision Statement encapsulated the central purpose questions for ACSQ:

- Who are we as a diocese?
- What do we stand for?
- What is God's purpose for us?

DARC noted the Vision Statement detailed a strong, comprehensive Anglican vision that allowed for differing points of view.

4. Audit Oversight Role

External Financial Audit

The 2019 ACSQ financial report and external audit report were presented to the committee at DARC's March 2020 meeting. This was the second of the external audits to be performed by EY.

The focus areas of the financial audit were as follows:

- the valuation of land and buildings;
- the revenue recognition policies of the diocese;
- recoverability of loans;
- contingent liabilities;
- the impact of new accounting standards, particularly in relation to financial instruments, revenue from customers, not-for-profit income and leases; and
- the liquidity of ACSQ.

The 2019 audit did not find any uncorrected misstatements that either, individually or in aggregate, could have a material effect on the financial report for the year ended 31 Dec 2019. EY were therefore in a position to sign an unmodified audit opinion.

In Oct 2020, the CSC external audit report and annual report for the year ended 30 Jun 2020 were presented to DARC, again with an unmodified audit opinion.

Internal Audit

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

Commissions have been reporting the results of completed Internal Audit through to DARC. This reporting has not indicated any concerns for the committee in relation to commissions addressing issues arising from Internal Audits.

During 2020, FDSC presented the Information Management Internal Audit to DARC in March, while CSC reported on the Cyber Security Maturity and Microsoft Dynamics Project Management internal audits.

DARC acknowledges that 2020 has been a difficult year within the diocese, the commissions of the diocese and across society as a whole. We look forward to 2021, with the hope that the COVID-19 pandemic is nearing its end. We would like to thank the General Manager for his support during 2020, the executive directors of the commissions for their ongoing reporting to DARC and Mr Nick Gentner for performing secretarial duties.

*Mr David Sneesby,
Chair*

Cathedral Chapter

2020 Pastoral Report

We're still on the road to Emmaus in church.

John Behr

https://www.ancientfaith.com/podcasts/svsvoices/women_disciples_of_the_lord_part_one

In late October of 2020 we held our annual celebration of the Cathedral's Dedication and Consecration, the Feast of Saints Simon and Jude.

Our Dedication Festival is an annual opportunity to celebrate the gift of the Cathedral building and the community that calls it home. In 2020, as the COVID restrictions were quite relaxed at the time, we were fortunate enough to be able to eat together as well as enjoy worship together.

The Dedication Festival provides an opportunity for us to reflect on who are being called to be and what we are called to do.

During the homily on that day, I observed that the Greek Orthodox liturgy begins with some prayers and antiphons that signify the gathering of the people. There is then a ritual element called The Small Entrance during which the clergy, including the Deacon carrying the book of gospels, enter through the doors of the iconostasis and approach the altar. Something similar to the way our liturgy begins. The Deacon then says words that can be translated, 'Wisdom! Attend!' Or 'This is Wisdom. Let us attend!'

*The importance of [the Emmaus road story]
Is how they come to know who [Jesus] is.
It's not by seeing Him on the cross.
It's not by seeing the empty tomb.
It's not by seeing the Risen Lord.
It's by understanding all of that by the opening of the Scriptures
and the Breaking of the Bread.
And the importance of that is that's what we still do in church.*

John Behr

https://www.ancientfaith.com/podcasts/svsvoices/women_disciples_of_the_lord_part_one

'This is Wisdom. Let us attend!'

To attend is to be present. It is also to notice what else is present. The Orthodox expect the risen Christ to be present as they celebrate the Divine Liturgy. They expect to encounter Wisdom, *Sophia* – the feminine, creative principle of the Divine. And they intentionally declare that they will attend to Wisdom and to the Christ.

Let us attend.

It is an interesting and revelatory first invitation.

Let us attend.

*The practice of Statio is meant to center us
and make us conscious of what we're about to do
and make us present to God who is present to us.*

*Statio is the desire to do consciously
what I might otherwise do mechanically.*

Statio is the virtue of presence.

Joan Chittister, *Wisdom Distilled from the Daily*

When the members of a Benedictine community gather for prayer, they commence by standing still, in silence, for a full minute; a practice they call *Statio* – The Holy Pause. At the end of the prayer service, they do the same thing; stand in silence for a full minute.

The practise of *Statio* is designed to ensure that the nuns and monks stop doing one thing before commencing another. They acknowledge that they have stopped doing the gardening, preparing a meal, studying an interesting topic or having a heated exchange, and they become present to the time of prayer and to the presence they expect to encounter as they come to prayer.

It is about being present to the present, and to the presence that inhabits the present.

At the end of the prayer time, they take the time to become present to and for the activity that follows, even if that next activity is the eating of lunch.

They seek to be present to the action of eating.

To attend to eating.

To notice the food.

To notice its taste, its texture.

How many of us attend to our lunch in that way?

Let us attend.

Statio.

Life in the western world is often characterised by busyness and distraction:
We can flit from one thing to another
and so not attend to anything in particular;
meals are often snatched and bolted down;
multi-tasking is considered a virtue.

During 2020, the disruption, and resultant stress, caused by COVID-19, exacerbated the dislocating, disabling effects of culture that many live with all the time.

*Time and again we try to cope with situations
using collective instruments that are out of tune.
Rather than stopping to tune them,
we increase the pace,
hire consultants who want to increase productivity
by further reducing the time devoted to tuning and practicing,
hire new conductors who promise to conduct even faster,
and so forth.
But the obvious thing to do
– to stop and tune the instruments collectively –
doesn't come easily
because it requires a shift of the mind to a deeper level of operating.*

C. Otto Scharmer, *Theory U: Learning from the Future as It Emerges*

The study of history reminds us that crises can be situations from which opportunity emerges. As the old passes away or crumbles, new opportunities can begin to materialise.

For emerging opportunities to be grasped we need to be able to firstly notice them.
We need to see them.
We need to attend to them.
We need to pause long enough to notice that which is there to see.
We need to notice what God is up to.
We need to notice what the Spirit is inviting us to see and to respond to.

On a regular basis throughout the COVID-affected days of 2020, the members of the Cathedral community were invited to pause in order to notice that which was emerging as we lived through that very different year. Like the Orthodox and the Benedictines, we had to be, and on an ongoing basis need to be, intentional in our attending and noticing.

So, on a number of occasions, we took time to reflect on the following questions:

What am I finding difficult?
What am I enjoying?
What has surprised me?
What am I noticing about myself?
What am I noticing about my community?
What am I learning?

To answer those questions we had to pause,
practice our own form of *Statio*,
attend to our feelings,
examine our lives,
and notice that which was emerging.

*Energy follows attention.
Wherever you place your attention,
that is where the energy of the system will go.
“Energy follows attention” means
that we need to shift our attention
from what we are trying to avoid
to what we want to bring into reality.*

C. Otto Scharmer, *Leading from the Emerging Future: From Ego-System to Eco-System Economies*

In their book, *Presence*¹, Peter Senge and his co-authors suggested that the future is a field that makes itself known when one attends carefully to what already is and to what is emerging.

Attend to what is:

attend to the people,
attend to the place,
attend to the Spirit.

Attend to these and the future will make itself known.

There are a number of conditions that, if in place, can assist communities to engage in such activities. These conditions all have to do with the capacity to enter into dialogue, to be collaborative and to be comfortable with working adaptively in response to emerging situations.

*The ability to shift from reacting against the past
to leaning into and presencing an emerging future
is probably the single most important leadership capacity today.*

C. Otto Scharmer, *Leading from the Emerging Future: From Ego-System to Eco-System Economies*

By seeking to attend, the St John's community has begun to notice the emerging future and, through various processes, we are now in the process of taking steps to embrace it.

¹ *Presence: Human Purpose and the Field of the Future*. Peter M. Senge, C. Otto Scharmer, Joseph Jaworski and Betty Sue Flowers, Crown Business, 2008.

The Resource Church Project based at the Cathedral in 2021 is one of the processes we are using to do this. We often use techniques such as talking circles to ensure that dialogue is advanced. Each year we develop ministry priorities using Open Space Technology at our visioning day.

Each month, the members of Cathedral Council begin their meeting with a time for reflection. At various times we have been using the time to reflect on the values and principles that we hold dear or would like to advance. In the later part of 2020, we began to reflect on 'the pillars' that support our societies current way of operating, including doing the difficult and challenging work of recognising how we might be supporting the pillars that hold up structures of injustice and environmental degradation.

*Attention, taken to its highest degree,
is the same thing as prayer.
It presupposes faith and love.
Absolutely unmixed attention is prayer.
If we turn our mind toward the good,
it is impossible that little by little the whole soul
will not be attracted thereto in spite of itself.*

Simone Weil

We are also seeking to develop the spirituality of paying attention; attending to questions so that we live into them; and seeking to use questions such as those listed above to invite community members to reflect on what is happening around us. Several groups meet intentionally to do reflective work.

*Historically, pandemics have forced humans
to break with the past and imagine their world anew.
This one is no different.
It is a portal, a gateway between one world and the next.*

Arundhati Roy

<https://www.ft.com/content/10d8f5e8-74eb-11ea-95fe-fcd274e920ca>

2020 was certainly a year we could not have anticipated.

When COVID-19 first started to spread across the world most anticipated that our 'normal' life might be disrupted for several months. Six months was seen as the likely maximum. As I write this report, we have just passed the anniversary of the outbreak being declared a Global Health Emergency by the World Health Organisation (WHO) and are fast approaching the anniversary of the WHO's declaration that the outbreak had become a pandemic. As we pass these milestones, concerns about variants of the virus and the likelihood that the poorer nations of the world may not get adequate or timely access to vaccinations is leading some to predict that things like international travel may not be properly restored for four or five years.

The prolonged nature of the pandemic means that many in our community of faith have had a very tough time indeed. Some saw their businesses and livelihoods evaporate

before their eyes, others lost their jobs or are living with elevated levels of uncertainty. Some with complex health issues have become more or less housebound. Many of us have had to deal with mental health issues as a result.

Even in the times covered by lesser restrictions our community life has been limited by distancing requirements and the requirement to sanitise the building between activities. For example, the provision of morning tea has been more complicated due to the implementation of COVID-safe food and beverage handling and the need to move morning tea outside, so that the Cathedral can be sanitised in time for the services and other activities that follow worship. COVID-related registration processes have required the Cathedral staff to do a lot more. The Christmass services were huge logistical exercises. We are deeply appreciative of the efforts of so many that saw them go off without a hitch.

Love is the only emotion that expands intelligence...

Peter M. Senge, *Presence: An Exploration of Profound Change in People, Organizations, and Society*

We have been deeply touched by the way in which members of the community have rallied to support one another. It is a significant sign of the quality of life that we enjoy in our community. This is not to say that some people haven't felt abandoned, and we regret deeply the way some have felt left behind. We apologise for this shortcoming.

For some years we had been talking about streaming our services. When the lockdown was declared in March 2020, we quickly had to develop the capacity to do that. Within a short period of time, we had developed the capacity to stream live and recorded services using YouTube. Providing these during the 12 weeks of lockdown (March to May) was particularly demanding, as for much of that time the number of people who could be in the Cathedral at any one time was severely limited; sometimes it was as few as two people. We are extremely grateful to the singers, members of the music team and other members of the Cathedral staff who worked so hard under those difficult conditions to produce the services.

*We have learned well in our time to go through life nonstop.
Now it is time to learn to collect ourselves from time to time
so that God can touch us in the most hectic of moments.
Statio is the monastic practice that sets out to get our attention
before life goes by in one great blur
and God becomes an idea out there somewhere
rather than an ever present reality here.*

Joan Chittister, *Wisdom Distilled from the Daily*

One side benefit of the lockdown was that the ABC did a national live broadcast of a church service from Brisbane for the first time in many years, beaming our Palm Sunday

liturgy to people across the nation. We were honoured to be chosen to provide this service to so many across the country.

The online ministry has been appreciated by members of our Cathedral community and by people across the globe. We have been contacted by people subject to lockdown in various parts of the world who have described how our ministry has helped to keep them on a more even keel.

We are deeply appreciative of the many people who have generously supported the purchase of the new equipment that has allowed us to do the streaming.

During the lockdown, members of the Cathedral community embraced the use of YouTube, Facebook and Zoom with relative ease. These technologies allowed us to not only stream services but also to continue most of our various ministries during the lockdown and to even introduce new ones. There are now a multiplicity of groups meeting from a distance. 'Coffee with the Dean' and 'Coffee with the Preacher' have allowed gatherings that we could never have hosted in person because of the distances at which people live from the Cathedral precinct. The online environment has provided the opportunity to build community and to enable people to meet in small faith formation groups. The Dean's Weekly Update, which was intended to be a stopgap measure for the 12 weeks of lockdown has become something of an institution and will continue.

*If I am present to this child before I dress her,
then the dressing becomes an act of creation.
If I am present to my spouse in the living room,
then marriage becomes an act of divine communion.
If I am present to the flower before I cut it,
then life becomes precious.
If I am present to the time of prayer before I pray,
then prayer becomes the juncture of the human with the Divine.*

Joan Chittister, *Wisdom Distilled from the Daily*

The various online tools also enabled us to participate in a (reduced) number of community activities and commemorations. We were able to participate live or via recording in the anniversary service for the Queensland apology to those affected by forced adoptions, the launch of The Queensland Community Alliance, the Palm Sunday rally, and the launch of the IPAN enquiry into the effects of our alliance with the USA on our culture and economy.

Despite that fact that the Cathedral community has remained dedicated, committed and loyal, the COVID-19 pandemic has had a dramatic effect on our income. One of our income streams is dependent on the use of the Cathedral for weddings, wedding blessings, photo shoots, concerts, corporate events and the like. During 2020, many of these events were cancelled and the Cathedral starved of a significant amount of income.

We were fortunate in that much of the shortfall was made up by the Federal Government's JobKeeper program. We also cut back on several roles in the Cathedral such as the

communications and website role, and the assistant precinct manager. The remaining staff have stepped up to fill these roles. We acknowledge that this has been done at a personal cost and thank them for their dedication, loyalty and commitment.

*The crisis of our time isn't just a crisis of a single leader,
organization, country, or conflict.
The crisis of our time reveals
the dying of an old social structure and way of thinking,
an old way of institutionalizing and enacting collective social forms.*

C. Otto Scharmer, *Theory U: Learning from the Future as It Emerges*

During the COVID-19 pandemic, those of us who live in Australia have been blessed by the presence of clear and effective leadership from our political leaders. One hallmark of their response has been their willingness to follow the science that has produced the health advice and to put the care of people at the top of the priority list. They have done this despite pressure to dilute the health advice in the interest of imagined benefits. The way that the population, on the whole, has behaved in response has revealed a deep communitarian heart. This speaks well of our nation and its culture. It also provides a rich opportunity for the church to affirm the Australian response at both a government and community level, for they are consistent with the gospel values that promote communitarianism and human flourishing. In our utilitarian culture we are rarely provided with such an opportunity.

Our situation stands in stark contrast to that those who live in the USA and the UK, to name two countries that many see as being most similar to ours, find themselves. In those nations self-indulgent and incompetent leadership, the use of simplistic, false dichotomies that pit public health against economic health, and faux arguments about 'rights' have colluded together to produce situations in which large numbers of people have died and the economies have been brought to their knees.

*To understand the kind of damage
that climate change will inflict,
look at COVID-19
and spread the pain out over a much longer period.*

Bill Gates

<https://www.gatesnotes.com/Energy/Climate-and-COVID-19>

Bill Gates is not the only one to recognise that our handling of the COVID crisis stands as a parallel and prophetic parable for what we might face as we seek to deal with Climate Change. Sadly, our political leaders do not yet seem to be as clearly focused on following the science, and honouring the rich communitarian spirit that they manifested during COVID-19, when it comes to dealing with the climate and ecological catastrophes. I think that the church has an important role to play in assisting our political leaders to embrace the need to do this. Our spirituality which celebrates and honours our connection to all

things, our understanding of the earth as a gift and of humans as stewards of that gift, along with our concern for the poor and vulnerable, combine to enable the church to be a clear and compassionate advocate.

In seeking to honour this call, the Cathedral used some money provided by *Sunrise* to employ Gill King as a Climate Advocate. The Rev'd Graham Warren was also commissioned as a Climate Advocate. Graham's work involved working with parishes and preaching about the role the church can play in addressing Climate Change. Gill did extensive work building networks across the churches of Queensland and building relationships with other groups working in the climate area. The *Sunrise* grant also allowed us to host Climate Conversations which drew participants from across the churches. One of the conversations involved participants hearing and entering into dialogue with First Nations people. We also revived a grant from the National Council of Churches (NCCA) that allowed us to resource a number of conversations for the NCCA, which it is hoped will give rise to a Churches Environmental Taskforce.

*If sometimes our poor people have had to die of starvation,
it is not that God didn't care for them,
but because you and I didn't give.
We were not an instrument of love in the hands of God,
to give them that bread, to give them that clothing;
because we did not recognize him,
when once more Christ came in distressing disguise,
in the hungry man, in the lonely man,
in the homeless child, and seeking for shelter.*

Mother Teresa

During the early days of the lockdown, our rough sleepers went through a very chaotic time. Many services abruptly closed, and we found ourselves supporting many hungry people. This was followed by a time when services for our vulnerable community groups were better organised and many people were moved into temporary accommodation and we had far fewer rough sleepers around.

The Rev'd Dr Ann Solari noted at the time that those who were housed improved in physical health, had fewer trips to hospital, were safer and subject to less violence, and enjoyed much improved mental health.

After the lockdown, much of the temporary housing in hotels and motels ceased. This was followed by the gradual withdrawal of the Coronavirus Jobseeker Supplement. As result as 2020 approached its end, the number of rough sleepers increased.

As this unfolded, Ann noted that those who found themselves back on the streets once again suffered a decline in physical health, had more trips to hospital, were subjected to increased levels of violence, and suffered a decline in mental health.

In response to their plight and drawing on international experience which demonstrates the cost savings to the economy as well as benefits to individuals, the Cathedral Council and members of the Cathedral community contacted their local Federal members to

advocate for the housing-led COVID recovery that had been suggested by various community groups, building industry organisations and NGOs working with the homeless.

*There is a lot that happens around the world we cannot control.
We cannot stop earthquakes, we cannot prevent droughts,
and we cannot prevent all conflict,
but when we know where the hungry,
the homeless and the sick exist,
then we can help.*

Jan Schakowsky

Members of the Cathedral community along with the myself continued their advocacy requesting changes in policy towards those seeking asylum in this country. Of particular focus in 2020, was the plight of those detained in the Kangaroo Point Alternate Place of Detention, a hotel in which up to 100 men have been detained for many, many months. The Cathedral community has also continued to give practical support in the form of groceries through our weekly grocery collection at worship. These goods are supplied to the Romero Centre for distribution.

*Apart from love nothing whatever has existed,
nor ever will.
Its names and actions are many.*

St. Symeon the New Theologian

The Appellate Tribunal of the Anglican Church of Australia ruled in 2020 that there is nothing in the constitution of the church to prevent a priest blessing any marriage solemnised by a civil celebrant. This ruling was very welcome. In the early part of 2021, the Cathedral community will be invited to attend to how we might respond to this development.

As we reflect on the precious gift of community, we give thanks for those who gave of themselves as part of our community and died in 2020: Terry Field, Joyce Stewart, Suzi Krimmer, George Kearney, Elva Emmerson, Joan Jell and John Stalley. May light perpetual shine upon them.

We also give thanks for the Cathedral staff, the wardens, Cathedral Council and all the members of the community who enrich our life through the dedicated use of their gifts and talents. I am incredibly grateful for all my colleagues.

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

Peace,

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

*When Christ appears to them [on the Emmaus Road],
they don't recognize Him....
It's been like three days, and they don't recognize Him.*

*[So] There is no historical distance
[between us and the disciples on the Emmaus Road.
Being there didn't help them. They didn't get it.
We're still on the road to Emmaus in church.
There's no historical distance.....*

https://www.ancientfaith.com/podcasts/svsvoices/women_disciples_of_the_lord_part_one

FINANCIAL STATEMENTS

OF

THE CORPORATION

OF THE

LESSER CHAPTER

OF THE

CATHEDRAL CHURCH

OF BRISBANE

ABN: 33 671 722 573

FOR THE YEAR ENDED 31 DECEMBER 2020

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clickable link ↓

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

**FINANCIAL STATEMENTS
For the year ended 31 December 2020**

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INDEPENDENT AUDITOR'S REPORT

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

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane (the Entity), which comprises the balance sheet as at 31 December 2020, the income and expenditure statement, the statement of changes in accumulated funds and reserves and the cash flow statement for the year then ended, and notes to the financial report, including a summary of significant accounting policies, and other explanatory information, and the Statement by The Lesser Chapter.

In our opinion the accompanying financial report presents fairly, in all material respects, the financial position of the Entity as at 31 December 2020 and of its financial performance and its cash flows for the year then ended in accordance with the basis of accounting described in Notes 1 and 2.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report. We are independent of the Entity in accordance with ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter - Basis of accounting

We draw attention to Notes 1 and 2 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Entity to meet the requirements of its members. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.



Responsibilities of management and those charged with governance for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report, and have determined that the basis of preparation described in Notes 1 and 2 is appropriate to meet the requirements of its members and for such internal control as management determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

The members are responsible for overseeing the Entity's financial reporting process.

Auditor's responsibilities for the audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of our auditor's report.

BDO Audit Pty Ltd

R M Swaby
Director

Brisbane, 23 March 2021

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

STATEMENT BY THE LESSER CHAPTER

The attached financial statements, being the Balance Sheet of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane ("the Lesser Chapter") as at 31 December 2020, the Income and Expenditure Statement, Statement of Changes in Accumulated Funds & Reserves, and Cash Flow Statement for the year then ended, have been prepared for distribution to the members of the Lesser Chapter to fulfil the Lesser Chapter's financial reporting requirements.

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

- (a) the attached Balance Sheet presents fairly the financial position of the Lesser Chapter as at 31 December 2020; and
- (b) the attached Income and Expenditure Statement presents fairly the results of the operations for the year ended 31 December 2020; and
- (c) the attached Statement of Changes in Accumulated Funds & Reserves presents fairly the movements in accumulated funds and reserves for the year ended 31 December 2020; and
- (d) the attached Cash Flow Statement presents fairly the cash flows of the identified funds for the year ended 31 December 2020.

The Lesser Chapter has, in respect of the financial year ended 31 December 2020:

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

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

The Very Reverend Dr P Catt
Dean of Brisbane

Mr Tim Reid
Chapter Clerk

Dated: 23-3-2021
St Martin's House
373 Ann Street
Brisbane

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

**INCOME AND EXPENDITURE STATEMENT
For the year ended 31 December 2020**

	Notes	2020 \$	2019 \$
OPERATING INCOME			
Bequest Income, Gifts & Donations		248,992	355,991
Offerings		195,842	225,475
Rental and Parking Income	4	741,440	758,382
Use of Cathedral		91,162	250,657
Interest Income		1,454	3,339
Royalty Income		-	-
Ministerial Services Income		4,327	1,849
Grants – Synod		50,375	69,672
Grants from Other Sources		-	44,049
Sales and Commission – Shop		35,993	54,036
COVID-19 Income		362,808	-
Other Income		2,178	4,664
		1,734,571	1,768,114
OPERATING EXPENDITURE			
Staffing Costs	5	(718,245)	(811,154)
Ministry & Worship Expenses	5	(145,040)	(152,794)
Giving	5	(26,350)	(34,837)
Occupation Expenses	5	(447,220)	(497,379)
Administration & Other Expenses	5	(334,121)	(415,122)
		(1,670,976)	(1,911,286)
NET OPERATING SURPLUS/(DEFICIT) FOR THE YEAR	3	63,595	(143,172)
TOTAL SURPLUS/(DEFICIT) FOR THE YEAR		63,595	(143,172)

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

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

**BALANCE SHEET
As at 31 December 2020**

	Notes	2020 \$	2019 \$
ASSETS			
Current Assets			
Cash and Cash Equivalents	6	550,766	327,827
Trade and Other Receivables	7	166,098	206,795
Inventory		49,186	48,821
Deposits and Payments in Advance		24,337	320,785
		<u>790,387</u>	<u>904,228</u>
Non-Current Assets			
Property, Plant and Equipment	8	249,557,242	249,710,637
Investment and Loans	9	30,000	30,000
Other Receivables	7	176,860	155,825
		<u>249,764,102</u>	<u>249,896,462</u>
TOTAL ASSETS		250,554,489	250,800,690
LIABILITIES			
Current Liabilities			
Trade and Other Payables	10	235,558	496,329
Revenue in Advance	11	570,762	578,588
Staff Leave Provisions		189,245	153,976
Interest Bearing Borrowings	12	139,743	139,743
		<u>1,135,308</u>	<u>1,368,636</u>
Non-Current Liabilities			
Other Payables	10	80,000	70,000
Revenue in Advance	11	863,826	1,374,459
Interest Bearing Borrowings	12	743,224	829,832
		<u>1,687,050</u>	<u>2,274,291</u>
Capital Funds			
General & Ministry Funds	14	2,290,122	2,289,982
		<u>2,290,122</u>	<u>2,289,982</u>
TOTAL LIABILITIES		5,112,480	5,932,909
NET ASSETS		245,442,009	244,867,781
ACCUMULATED FUNDS & RESERVES			
Revaluation Reserve		240,692,424	240,692,424
Capital Reserve	19	8,570,350	8,059,717
Accumulated Deficit		<u>(3,820,765)</u>	<u>(3,884,360)</u>
TOTAL ACCUMULATED FUNDS & RESERVES		245,442,009	244,867,781

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

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

**STATEMENT OF CHANGES IN ACCUMULATED FUNDS & RESERVES
For the year ended 31 December 2020**

	Notes	Revaluation Reserve	Capital Reserve	Accumulated Surplus/ (Deficit)	TOTAL
		\$	\$	\$	\$
Balance at 1 January 2019		240,692,424	7,549,084	(3,741,188)	244,500,320
NPD Rent in Advance Allocation	19	-	510,633	-	510,633
Net Surplus/(Deficit) for the Year		-	-	(143,172)	(143,172)
Balance at 31 December 2019		240,692,424	8,059,717	(3,884,360)	244,867,781
NPD Rent in Advance Allocation	19	-	510,633	-	510,633
Net Surplus/(Deficit) for the Year		-	-	63,595	63,595
Balance at 31 December 2020		240,692,424	8,570,350	(3,820,765)	245,442,009

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

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

**CASH FLOW STATEMENT
For the year ended 31 December 2020**

	Notes	2020 \$	2019 \$
Cash Flows from Operating Activities			
Cash Payments to Employees, Suppliers and Others		1,823,184	1,879,296
Cash Used by Operations		(1,438,479)	(1,640,489)
Cash Used by Operations		384,705	238,807
Interest Received		1,102	2,215
Interest Paid		(22,093)	(38,860)
Net Cash from Operating Activities	6	363,714	202,162
Cash Flows from Investing and Construction Activities			
Net Investment in Plant and Equipment		(33,623)	(25,251)
Third Party Donations and Receipts to Finance Construction Activities		102,437	2,102
Construction Costs: Cathedral Completion		(122,981)	(75,877)
Proceeds on Sale of Property, Plant and Equipment		-	-
Net Cash Inflow (Used in)/from Investing and Construction Activities		(54,167)	(99,026)
Cash flows from Financing Activities			
Increase/(Decrease) in General & Ministry Funds		-	(91,456)
Proceeds from Borrowings		-	50,000
Payment of Capital Element of Interest Bearing Loans		(86,608)	(95,217)
Net Cash Inflow (Used in)/from Financing Activities		(86,608)	(136,673)
Net Increase/(Decrease) in Cash and Cash Equivalents		222,939	(33,537)
Cash and Cash Equivalents at beginning of the year		327,827	361,364
Cash and Cash Equivalents at end of the year	6	550,766	327,827
Consisting of:			
Cash and Cash Equivalents - Operating Funds		(1,739,356)	(1,962,155)
Cash and Cash Equivalents – General & Ministry Funds	14	2,290,122	2,289,982
Cash and Cash Equivalents in Funds as per Balance Sheet	6	550,766	327,827
Bank Overdraft	13	-	-
Total Cash and Cash Equivalents	6	550,766	327,827

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

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

NOTE 1: BASIS OF PREPARATION

The attached financial statements, being a special purpose financial report, comprising an Income and Expenditure Statement, Balance Sheet, Statement of Changes in Accumulated Funds & Reserves and Cash Flow Statement, of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane for the year ended 31 December 2020 have been prepared for distribution to the members of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane to fulfil the Diocesan Services Commission's financial reporting requirements.

NOTE 2: SUMMARY OF ACCOUNTING POLICIES

(a) Basis of Accounting

These financial statements are a special purpose financial report prepared for use by the members of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane (the "Lesser Chapter"). The Diocesan Services Commission has determined that the Lesser Chapter is not a reporting entity.

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

The financial statements are prepared on an accruals basis and are based on historical costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report.

(b) Going Concern

The financial information is prepared on a going concern basis which contemplates the continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.

(c) Income Tax

No provision has been made for Income Tax as the Lesser Chapter is exempt from Income Tax under section 50-5 of the Income Tax Assessment Act 1997 as a religious institution.

(d) Revenue and Expense Recognition

Revenue is generally recognised on an accruals basis. Donations and offerings collected, including cash and proceeds from shop sales, are recognised as revenue when the Lesser Chapter gains control, economic benefits are probable and the amount of the donation/offering/shop sale can be measured reliably. Revenue from the disposal of other assets is generally recognised when the Lesser Chapter has passed control of the asset to the other party.

Expenses are generally recognised on an accruals basis following receipt of goods or services.

(e) Bequests

Bequests are transfers made to the Lesser Chapter according to the provisions of a deceased person's will.

General bequests are allocated to the Lesser Chapter's projects based on the discretion of management. If the bequest is allocated to the Cathedral Completion account it is capitalised to the Cathedral Completion account when it is probable that the future economic benefits will flow to the entity. Specific bequests in relation to the Ministry Fund (or any other specific fund) are credited to those specific Reserves.

Returns on invested bequests are credited to those specific Reserves.

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

NOTE 2: SUMMARY OF ACCOUNTING POLICIES continued

(f) Borrowing Costs

Borrowing costs are recognised in the Income and Expenditure Statement in the period in which they are incurred.

(g) Goods and Services Tax (GST)

GST is not charged or received where the transaction is between the Lesser Chapter and another member of the Anglican Diocese GST Group as defined by the Australian Tax Office.

All other revenue, expenses and assets are recognised net of goods and services tax (GST) except:

- (i) where the amount of the GST is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- (ii) for receivables and payables which are recognised inclusive of GST.

The net amount of GST recoverable from or payable to the taxation authority is included in receivables or payables.

(h) Employee Benefits

Provision is made for the Lesser Chapter's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with entitlements arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at their nominal amount.

The long service leave provision is calculated using nominal pay rates based on employees who have seven or more years' service with the Lesser Chapter. This calculation is expected to approximate the present value of the estimated future cash outflows to be made for those benefits. The total employee benefits liability as at 31 December 2020 is \$189,245 (2019: \$153,976)

Contributions are made to superannuation funds on account of employees in accordance with governing legislation and are charged as expenses when incurred. The Lesser Chapter has no obligation to cover any shortfall in the superannuation funds' obligation to provide benefits to employees on retirement or death or disablement.

Where staff are "clergy", contributions are paid to the Anglican Clergy Long Service Leave Scheme in Melbourne with entitlements being due from that Scheme at a base rate.

The number of employees at the end of 2020 was 23, including 4 full-time employees and an additional part-time contractor. (2019: 28 employees, 4 being full-time and 1 part-time contractor)

(i) Investments

(i) Investment in subsidiary

The Lesser Chapter owns 100% of Cathedral Quarry Pty Ltd, an entity that operated a quarry at Helidon on land that was owned by the Lesser Chapter. The quarry and business operated by Cathedral Quarry Pty Ltd was sold during 2013. Cathedral Quarry Pty Ltd changed its name from Ablatio Pty Ltd at the time of the business sale. This entity is not consolidated, and any profit or loss of the subsidiary is not consolidated by the Lesser Chapter.

(ii) Other investments

Other investments are recorded at cost.

(j) Leased Assets

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as an expense in the period in which they are incurred.

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

NOTE 2: SUMMARY OF ACCOUNTING POLICIES continued

(k) Property, Plant and Equipment

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

(i) Land and buildings

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

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

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

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

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

(ii) Plant and Equipment

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

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

(iii) Goods in-kind

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

(iv) Depreciation

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

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

Land and buildings are not depreciated.

(l) Receivables

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

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

NOTE 2: SUMMARY OF ACCOUNTING POLICIES continued

(m) Impairment and Recoverable Amount of Non-Current Assets

The Lesser Chapter assesses, at each reporting date, by evaluating conditions specific to the Lesser Chapter that may lead to impairment of assets. Non-current assets are written down to recoverable amount where the carrying value of any non-current asset exceeds recoverable amount. In determining the recoverable amount of non-current assets, the expected net cash flows have not been discounted to their present value.

(n) Cathedral Completion Commitments

Following commitments made by a number of donors to repay all net costs incurred by the Lesser Chapter associated with the Completion of the Cathedral, the net costs incurred are reported as a receivable – Cathedral Completion Commitments. The costs incurred with the Completion of the Cathedral are not shown in Property Plant & Equipment at the time of acquisition being offset by the donations and bequests received specifically for the Completion of the Cathedral.

(o) Revenue in Advance

Bookings made in advance for the use of the Cathedral (for example – weddings) are recognised as Revenue in Advance on the Statement of Financial Position, with the majority an equal and opposite adjustment to Trade and Other Receivables.

Northern Precinct Development (“NPD”) – Rent Received in Advance

Rent in Advance was received from Anglican Financial Services (“ANFIN”) and Anglicare Southern Queensland (“Anglicare”) in December 2012 for \$5,616,968, representing a prepayment of rent for 11 years, as a means to fund the NPD capital project.

Rent in Advance – Northern Precinct Diocese Funding represents the balance remaining of the prepayment of rent, for 11 years received from ANFIN and Anglicare, to be allocated over the term of the leases. The Lesser Chapter has decided to account for the allocation of this prepaid rent equally over the term of the leases, commencing on 10 September 2012, directly in a Capital Reserve – NPD Funded Prepaid Rent and not as rental income in the Income & Expenditure Statement.

The total balance of the rent received in advance at the end of 2020 is \$1,374,459 (2019: \$1,885,092).

(p) Presentation of General and Ministry Funds

General and Ministry Funds are disclosed at the level of historical bequests received, and does not reflect actual cash on hand.

Two types of Cash are disclosed in the financial statements:

1. Capital Funds, being the amount of cash that will be put aside for future investment, initially received as direct bequests.
2. Operating Funds and Cash on Hand, being cash received from other sources and includes the deficit of cash that needs to be built up to meet the capital fund requirements.

(q) Critical Accounting Estimates and Judgements

Estimates and judgments incorporated into the financial information are based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Lesser Chapter.

(r) Interest Bearing Borrowings

Interest bearing borrowings are recognised as a liability at nominal value.

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

	2020	2019
	\$	\$
NOTE 3: CHAPTER OPERATING INCOME & EXPENDITURE OVERVIEW		
Cathedral Operations		
Income	1,462,383	1,452,806
Expenses	<u>(1,022,910)</u>	<u>(1,262,055)</u>
Surplus/(Deficit)	<u>439,473</u>	<u>190,751</u>
Music		
Income	67,406	32,561
Expenses	<u>(255,806)</u>	<u>(250,068)</u>
Surplus/(Deficit)	<u>(188,400)</u>	<u>(217,507)</u>
Cathedral Maintenance		
Income	204,782	282,747
Expenses	<u>(392,260)</u>	<u>(399,163)</u>
Surplus/(Deficit)	<u>(187,478)</u>	<u>(116,416)</u>
TOTAL CHAPTER		
Operating Income	1,734,571	1,768,114
Operating Expenses	<u>(1,670,976)</u>	<u>(1,911,286)</u>
NET OPERATING SURPLUS/(DEFICIT)	<u>63,595</u>	<u>(143,172)</u>

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

	Notes	2020 \$	2019 \$
NOTE 4: RENTAL & PARKING INCOME			
Gross Rental & Parking Income		996,460	1,010,585
Rental Discount – Diocese Offices		(255,020)	(252,203)
TOTAL RENTAL & PARKING INCOME		741,440	758,382
NOTE 5: OPERATING EXPENDITURE			
Staffing Costs			
Ministry		264,501	329,780
Music		130,672	122,524
Administration, Vergers and Operations		323,072	358,850
		<u>718,245</u>	<u>811,154</u>
Ministry & Worship Expenses			
ACGS Scholarship		71,309	59,728
Other Ministry & Worship Expenses		73,731	93,066
		<u>145,040</u>	<u>152,794</u>
Giving			
Parish Contribution to the Diocese		26,115	34,310
Other Diocese Levies & Giving		235	527
		<u>26,350</u>	<u>34,837</u>
Occupation Expenses			
Electricity & Gas		14,874	16,718
Insurance - Property		291,110	273,598
Repairs & Maintenance		37,623	85,981
Other Occupation Expenses		103,613	121,082
		<u>447,220</u>	<u>497,379</u>
Administration & Other Expenses			
Audit Fees		11,600	13,000
Consulting Fees		7,554	6,175
Depreciation	8	187,018	183,280
IT Expenses		23,899	23,496
Hire office equipment		13,848	13,866
Stationery and Postage		10,694	27,612
Telephone/Internet		8,108	11,734
Interest Paid		22,093	38,860
Marketing Expenses		5,892	20,233
Cost of Sales - Shop		23,131	30,368
Other Expenses		20,284	46,498
		<u>334,121</u>	<u>415,122</u>
TOTAL OPERATING EXPENDITURE		1,670,976	1,911,286

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

	Notes	2020 \$	2019 \$
NOTE 6: CASH & CASH EQUIVALENTS			
Operating Funds		(1,739,356)	(1,962,155)
General & Ministry Funds	14	2,290,122	2,289,982
TOTAL CASH & CASH EQUIVALENTS IN FUNDS		550,766	327,827
Bank Overdraft	12	-	-
TOTAL CASH & CASH EQUIVALENTS		550,766	327,827
 Reconciliation of Net Cash Provided by Operating Activities to Net Surplus/(Deficit)			
Net Surplus/(Deficit)		63,595	(143,172)
Non-Cash Flows in Operating Deficit:			
Depreciation		187,018	183,280
Interest Forgone – Cathedral Completion		(491)	(1,662)
Financing Activities Interest Income		140	538
Changes in Provisions:			
Employee Benefits		35,269	(1,996)
Changes in Assets and Liabilities:			
Decrease/(Increase) in Trade Debtors		40,697	222,297
Decrease/(Increase) in Prepayments		296,448	(310,273)
Decrease/(Increase) in Inventories		(365)	(17,074)
Increase/(Decrease) in Payables		(258,597)	270,224
Net Cash Generated from Operations		363,714	202,162
 NOTE 7: TRADE & OTHER RECEIVABLES			
Current			
Trade Debtors		34,894	133,820
Other Debtors & Receivables		131,204	72,975
		166,098	206,795
Non-Current			
Cathedral Completion Commitments	16	176,860	155,825
TOTAL TRADE & OTHER RECEIVABLES		342,958	362,620

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

	Notes	2020 \$	2019 \$
NOTE 8: PROPERTY, PLANT & EQUIPMENT			
Land & Buildings - at Valuation		247,899,000	247,899,000
Motor Vehicles - at Cost		11,500	11,500
Less: Accumulated Depreciation		(11,500)	(11,500)
		<u> -</u>	<u> -</u>
Computer Software - at Cost		33,833	33,833
Less: Accumulated Depreciation		(29,632)	(21,849)
		<u> 4,201</u>	<u> 11,984</u>
Furniture and Fittings - at Cost		553,006	553,006
Less: Accumulated Depreciation		(351,805)	(314,136)
		<u> 201,202</u>	<u> 238,870</u>
Musical Instruments - at Cost		5,000	5,000
Less: Accumulated Depreciation		(4,627)	(4,127)
		<u> 373</u>	<u> 873</u>
Office Equipment - at Cost		71,968	68,174
Less: Accumulated Depreciation		(62,191)	(56,039)
		<u> 9,777</u>	<u> 12,135</u>
Computer Equipment - at Cost		135,132	108,188
Less: Accumulated Depreciation		(104,874)	(91,095)
		<u> 30,258</u>	<u> 17,093</u>
Plant & Equipment - at Cost		2,224,529	2,221,642
Less: Accumulated Depreciation		(900,534)	(783,609)
		<u> 1,323,993</u>	<u> 1,438,033</u>
Helidon Quarry - at Cost		143,185	143,185
Less: Accumulated Depreciation		(54,747)	(50,536)
		<u> 88,438</u>	<u> 92,649</u>
TOTAL PROPERTY, PLANT & EQUIPMENT		<u>249,557,242</u>	<u>249,710,637</u>

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

	Notes	2020 \$	2019 \$
NOTE 8: PROPERTY, PLANT & EQUIPMENT continued			
MOVEMENTS IN PROPERTY, PLANT & EQUIPMENT			
Land & Buildings			
Carrying value at beginning of financial year		247,899,000	247,899,000
Revaluation Increment		-	-
Additions		-	-
Carrying value at end of financial year		247,899,000	247,899,000
Motor Vehicle			
Carrying value at beginning of financial year		-	-
Depreciation		-	-
Carrying value at end of financial year		-	-
Computer Software			
Carrying value at beginning of financial year		11,984	10,716
Additions		-	8,712
Depreciation		(7,783)	(7,444)
Carrying value at end of financial year		4,201	11,984
Furniture and Fittings			
Carrying value at beginning of financial year		238,870	277,509
Additions		-	2,448
Depreciation		(37,668)	(41,087)
Carrying value at end of financial year		201,202	238,870
Musical instruments			
Carrying value at beginning of financial year		873	1,373
Disposals		-	-
Depreciation		(500)	(500)
Carrying value at end of financial year		373	873
Office equipment			
Carrying value at beginning of financial year		12,135	14,182
Additions		3,794	2,059
Depreciation		(6,152)	(4,106)
Carrying value at end of financial year		9,777	12,135
Computer equipment			
Carrying value at beginning of financial year		17,093	23,998
Additions		26,945	3,458
Depreciation		(13,780)	(10,363)
Carrying value at end of financial year		30,258	17,093

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

	Notes	2020 \$	2019 \$
NOTE 8: PROPERTY, PLANT & EQUIPMENT continued			
Plant and equipment			
Carrying value at beginning of financial year		1,438,033	1,545,028
Additions		2,884	8,574
Depreciation		(116,924)	(115,569)
Carrying value at end of financial year		1,323,993	1,438,033
Helidon Quarry			
Carrying value at beginning of financial year		92,649	96,860
Depreciation		(4,211)	(4,211)
Carrying value at end of financial year		88,438	92,649
TOTAL			
Carrying value at beginning of financial year		249,710,637	249,868,666
Revaluation Increment		-	-
Additions		33,623	25,251
Disposals		-	-
Depreciation	5	(187,018)	(183,280)
Total Carrying value at end of financial year		249,557,242	249,710,637
 NOTE 9: INVESTMENTS AND LOANS			
Shares at Cost – Cathedral Quarry Pty Ltd		30,000	30,000
TOTAL INVESTMENTS AND LOANS		30,000	30,000

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

	Notes	2020 \$	2019 \$
NOTE 10: TRADE & OTHER PAYABLES			
Current			
Trade Accounts Payable		33,434	379,166
Net Taxes Payable		7,810	20,414
Giving	18	7,826	4,385
Other Creditors, Accruals & Payables		186,488	92,364
		235,558	496,329
Non-Current			
Other Payables		80,000	70,000
TOTAL TRADE & OTHER PAYABLES		315,558	566,329
 NOTE 11: REVENUE IN ADVANCE			
Current			
Weddings Booked		38,825	27,450
Rent in Advance - Northern Precinct Diocese Funding		510,633	510,633
Other Income in Advance		21,304	40,505
		570,762	578,588
Non-Current			
Rent in Advance - Northern Precinct Diocese Funding		863,826	1,374,459
TOTAL REVENUE IN ADVANCE		1,434,588	1,953,047
 NOTE 12: INTEREST BEARING BORROWINGS			
Current			
Bank Overdraft	13	-	-
Unsecured Loan for Northern Precinct Development	13	134,021	134,021
Unsecured Loan for Deanery Balcony	13	5,722	5,722
		139,743	139,743
Non-Current			
Unsecured Loan for Northern Precinct Development	13	704,090	785,554
Unsecured Loan for Deanery Balcony	13	39,134	44,278
		743,224	829,832
TOTAL INTEREST BEARING BORROWINGS		882,967	969,575

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

	Notes	2020 \$	2019 \$
NOTE 13: AVAILABLE FACILITIES			
Bank Overdraft			
Current	12	-	-
Balance	6	-	-
Maximum Facility		300,000	300,000
Unsecured Loan for Northern Precinct Development			
Current	12	134,021	134,021
Non-Current	12	704,090	785,554
Balance		838,111	919,575
Maximum Facility		1,400,000	1,400,000
Unsecured Loan for Deanery Balcony			
Current	12	5,722	5,722
Non-Current	12	39,134	44,278
Balance		44,856	50,000
Maximum Facility		50,000	50,000
NOTE 14: GENERAL & MINISTRY FUNDS			
Chapter Capital Funds			
Special Funds	15	55,718	55,714
Ministry Funds	15	1,742,848	1,742,848
Music Funds	15	190,861	190,861
Maintenance Funds	15	300,695	300,559
Total Chapter Capital Funds	15	2,290,122	2,289,982
TOTAL GENERAL & MINISTRY FUNDS	6	2,290,122	2,289,982

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

NOTE 15: CHAPTER CAPITAL FUNDS

Total Chapter Capital Funds	Special \$	Ministry \$	Music \$	Maintenance \$	Total \$
Opening Balance - Prior Year	55,708	1,742,848	228,552	300,027	2,327,135
Bequests and Donations					
Other Donations	-	-	-	-	-
Total Bequests and Donations	-	-	-	-	-
Interest/Other Income	6	-	-	532	538
Less: Outlays	-	-	-	-	-
Less: Choral Music Trust reported independently	-	-	(37,691)	-	(37,691)
Closing Balance – Prior Year	55,714	1,742,848	190,861	300,559	2,289,982
Bequests and Donations					
Other Donations	-	-	-	-	-
Total Bequests and Donations	-	-	-	-	-
Interest/Other Income	4	-	-	136	140
Less: Outlays	-	-	-	-	-
Closing Balance – Current Year	55,718	1,742,848	190,861	300,695	2,290,122
Closing Balance – Prior Year					
Represented by:					
Interest Bearing Deposits	1,671	-	-	43,844	45,515
Chapter Loan	54,043	1,742,848	190,861	256,715	2,244,467
Closing Balance – Prior Year	55,714	1,742,848	190,861	300,559	2,289,982
Closing Balance – Current Year					
Represented by:					
Interest Bearing Deposits	1,675	-	-	43,980	45,655
Chapter Loan	54,043	1,742,848	190,861	256,715	2,244,467
Closing Balance – Current Year	55,718	1,742,848	190,861	300,695	2,290,122

Lesser Chapter has decided, for internal management accounting purposes only, to determine the notional interest required for the Chapter Capital Funds to maintain at least CPI annual growth, commencing in 2011. It is the intention of Lesser Chapter to defer the recognition of this notional interest until after repayment of the loan for the “Northern/Cathedral Precinct” building projects (approximately in 2025) when it is expected Lesser Chapter will then have the ability to repay these amounts from the commercial rental returns expected to be achieved. At 31 December 2020 total accumulated notional deferred interest on Chapter Capital Funds is \$367,565 (2019: \$351,968).

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

	Notes	2020 \$	2019 \$
NOTE 16: CATHEDRAL COMPLETION COMMITMENTS			
Cathedral Completion Commitments at beginning of period		155,825	80,388
Total Completion Costs during the year		123,472	77,539
Less: Bequests and Donations Received			
National Trust St John's Cathedral Appeal		(81,321)	-
Diana Mary Luker Bequest		(466)	-
David Miller Willis Bequest		(15,000)	-
Other Donations and Income		(5,650)	(2,102)
Total Bequests and Donations Received		(102,437)	(2,102)
Net Increase/(Decrease) in Total Commitments		21,035	75,437
TOTAL CATHEDRAL COMPLETION COMMITMENTS	7	176,860	155,825

NOTE 17: SUBSEQUENT EVENTS

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

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2020**

	Paid 2019 \$	Balance 2019 \$	Received 2020 \$	Paid 2020 \$	Balance 2020 \$
NOTE 18: SUMMARY OF GIVING					
Congregation Giving					
Bush Ministry Fund	31	-	-	-	-
Cathedral Outreach	13,471	3,800	18,132	15,301	6,631
Gifts for Clergy	1,895	585	790	250	1,125
Mothers' Union	2,417	-	473	403	70
Defence Force Chaplaincy	750	-	570	570	-
Total Congregation Giving	18,564	4,385	19,965	16,524	7,826
Special Events					
Loaves & Fishes					
Hummingbird House	34,500	9,393	-	179	9,214
Total Congregation & Special Events Giving	53,064	13,778	19,965	16,703	17,040
Other Giving by Lesser Chapter					
Parish Contributions to Diocese	34,310			26,115	
Other Discretionary Funds	-			-	
TOTAL GIVING PAID	87,374			42,818	

NOTE 19: CAPITAL RESERVE	General \$	NPD Rent in Advance Allocation \$	TOTAL \$
Opening Balance - Prior Year	4,327,840	3,221,244	7,549,084
Transfers to Reserve - Prior Year	-	510,633	510,633
Closing Balance - Prior Year	4,327,840	3,731,877	8,059,717
Transfers to Reserve - Current Year	-	510,633	510,633
Closing Balance - Current Year	4,327,840	4,242,510	8,570,350

NPD Rent in Advance Allocation

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

Ministry Education Commission

St Francis College

The Ministry Education Commission had a good year in 2020, COVID-19 notwithstanding. Enrolments in our tertiary courses grew 20%, new courses and subjects were launched, and proficiency in 'blended learning' via Zoom was appropriated. This latter element was made that much easier through our intentional use of online platforms since 2017. The result was that we were sufficiently confident to transfer to Zoom and make the most of it in 2020.

The Commission met seven times in 2020, mostly by Zoom. Our current membership is:

- The Most Rev'd Dr Phillip Aspinall
- Mr Douglas Porter (*Chair*)
- The Rt Rev'd Jonathan Holland (*Exec Dir.*)
- Dr Ann Dashwood
- The Rev'd Canon Sarah Plowman
- Dr Robin Ray
- Mr Ross Switzer
- The Rev'd Rodney Wolff

Mr Ross Switzer and Dr Robin Ray are new members having been elected by Diocesan Council in February 2020. I would like to record my deep gratitude to Mr Douglas Porter as Chair of the MEC, who has been a great support and source of wisdom; and to all board members. The collective wisdom, common sense, encouragement and energy have been real gifts to both myself, and all staff at the MEC.

The MEC works from four key values:

- **Education & Formation.** We aim to provide excellent teaching and formation in the Anglican faith. This is our core business, which each department in our suite of services is engaged in: tertiary theological courses, the formation program, the lay adult education programs, the work of the Anglican Youth Children and Families ministry, the Spiritual Direction Formation program, the Roscoe Library, the Community of the Way and the Baroona Farm ministry. We hope that all our students and others engaged in our education and formation programs will grow not only in knowledge, but also in love and faithfulness.

- **Community Life & Activity.** We have a residential community of 40 or so adults and children, a Community of the Way, members of a community of 'Baroona Farm', the community of staff who work at St Francis College, and a community of 70 or more students. As well, members of the Parish of Auchenflower-Milton meet for worship on Sundays making up another community. We aim to foster these communities as expressions of the Body of Christ and as part of the evangelistic mission of Church.
- **Service to Others.** A large number of diocesan and secular groups and individuals use our facilities. Local businesses rent car parking spaces from us; others book rooms for overnight accommodation or for daytime meetings. We aim to offer generous hospitality to all, as an expression of Christian service.
- **The Site: Buildings & Grounds.** The grounds and buildings are a 'hidden garden'. The buildings work for us as lecture rooms, meeting spaces, library resources and residences. Old Bishopsbourne, the Chapel and Main Wing in particular need special care as witnesses to the long history of faithful Anglicans in ACSQ. The gardens and grounds provide an ambience of peace in the midst of busy roads, businesses and shops around us.

Education & Formation

Last year was a productive year for the SFC Education and Formation programs.

Formation Students

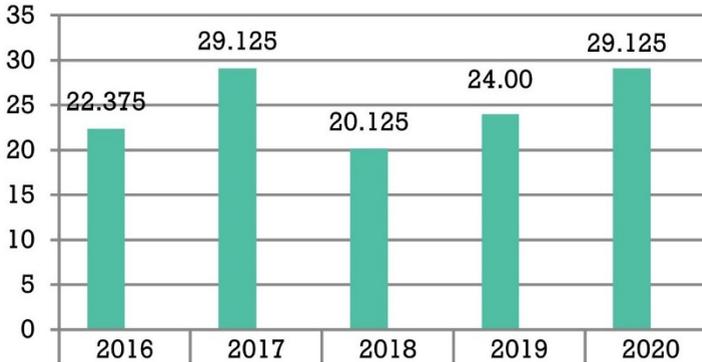
Six formation students were ordained in December 2020 in a happy celebration at the Cathedral. We received four new Formation students for 2021. The yearly cohorts remain low (24 in 2017; 19 in 2018; 17 in 2019; 14 in 2020; and 13 in 2021). However I understand that 18 are currently in 'discernment', of whom a number have commenced theological study with us, so there is reason for some optimism for the years ahead.

Student Numbers

Student numbers for our tertiary subjects were encouraging and increased by 20% again in 2020. It looks like we will have another year of 20% growth in 2021 (to around 32-34 EFTSLs) giving us the best annual enrolment data since we signed an MOU with St Mark's Theological College, Canberra and joined the Charles Sturt University School of Theology as an affiliated member in 2009.

Enrolled Students

Equivalent Full Time Student Load (EFTSL)



2020	Semester 1 enrolments	12.375 EFTSL
	Semester 2	11.125
	Semester 3	4.125
	Grad Cert Prof Supervision	1.500
	Total	29.125 EFTSLs

Most of 2020 was spent delivering lectures via Zoom. However, by Semester 2 and for Semester 3 (Nov 2020-Feb 2021) we were able to return, at least to some degree, to face-to-face lectures. Numbers in Semester 3 were particularly buoyant with 24 enrolled for *THL315 Anglican Foundations* and a further 10 in *THL211 Ecological Theology*, a new subject for us and which sprang partly out of the interest in Barooka Farm and more broadly an interest in environmental issues. We were able to get 'single subject credit' for this, which means people could enrol without the need to indicate that it would be part of a bigger award. As well we had 20 auditing students, 10 in each subject. These Semester 3 figures have surprised us and underline the value of having commenced Semester 3 subject offerings, which we did in 2018.

The 2020 EFTSLs represent around 60 individual students who enrolled in one or more subjects over the year. Continuing to grow that student base is a key aim of SFC. Considering only 11 of the 14 Formation cohort engaged in tertiary study (compared to nearly all of the 24 in 2017) the result is pretty good. We were a bit on edge about enrolments for Semester 2 following modest losses due to COVID-19 disruptions mid-Semester 1 but were reassured with solid enrolments in both Semesters 2 and 3.

Whereas once the college existed for Formation students with others tagging along, today there are many more who are not on the Formation track, but who are choosing to study with SFC. Some of these are in 'discernment' or even 'pre-discernment' about a possible ordained vocation, but it is really pleasing to see growing numbers who are simply interested in theology. Teasing out the exact ratio has been a little difficult but our data suggests it is around 40% in Formation or discernment or some kind of church work, and 60% studying for the sake of deeper knowledge and understanding and a richer faith. Our teaching continues to prioritise those in Formation, but we are glad to see others on board too and I am sure the future lies in extending our reach beyond Formation students to the very many others who want to understand the faith at a depth level.

I have included below some auditing figures. Auditing students are those who sit in on lectures but are not enrolled and do not submit assignments for marking. We welcome auditing students within limits and have made an attempt to attract auditing students especially to *THL315 Anglican Foundations*. For a few years, we thought auditing might be a way of encouraging future enrolments, but the numbers who transition from auditing to enrolments are low. Nevertheless, we continue to welcome those who are interested in a subject but do not seek a grade. A few clergy seeking to refresh their expertise in a particular subject look to audit.

	2017	2018	2019	2020
Biblical	11	16	16	5
Historical	21	16	24	14 (inc Anglican Foundations)
Systematic	6	17	10	15
Practical	9	24	3	7
Totals	47	73	53	41

Once these auditing numbers are included in the enrolment data, the numbers accessing our tertiary subjects increases significantly, to an average of about 100 or more.

This year, 2021, has begun really well. Enrolments are around 130, representing about 70 students. It is uncommon for us to go over 100 enrolments in any given semester, so 130 is excellent, the most we have had for some time. When added to the fully subscribed 25 enrolments for the *Graduate Certificate in Professional Supervision*, (up from 12 last year) the numbers are excellent and set us on track for another year of 20% growth and the best EFTSLs since 2009 when Charles Sturt University became our accrediting body.

Subject	Enrolled	Auditing	Lecturer
THL101/417 Greek 1	7	1	Marie-Louise Craig
THL102/416 Hebrew 1	8		Marie-Louise Craig
THL105/408 Intro to Old Test.	20	1	Malcolm Coombes
THL111/460 Intro to Christian Theology	16	2	Jim McPherson
THL115/490 Church Worship	13		Jonathan Holland
THL131 Early Church History	16		Jonathan Holland
THL208 Synoptic Gospels	10	2	David Neville
THL203 Paul and His Letters	12		Marian Free
THL306 Hebrew 3	4		Marie-Louise Craig
THL308 Prophetic Literature	9		Marie-Louise Craig
THL316 Triune God	8	1	Cathy Laufer
THL354 Youth Culture and Mission	0	1	Jonathan Sargeant
MIN400 Reflective Practice in Contemporary Ministry	7		Wendi Sargeant
Graduate Certificate in Professional Supervision	25		Nikki Locke, Dale Keenan
TOTAL	159	8	

These overall numbers are a maximum and we always lose a few before the date for withdrawing without penalty occurs. But the numbers are nevertheless very healthy, and that is despite a hefty fee increase by the Commonwealth government for humanities subjects, which includes theology. New students in the School of Theology will pay around \$1,800 per undergraduate subject compared with \$830 in previous years. Luckily most students can access FEE-HELP.

One of our aims is to keep growing the student numbers, but we don't want to be driven uncritically by what might be seen as a self-serving goal. Rather we try to remind ourselves that our task is to:

- try and meet the theological and ministry training needs of the Diocese,
- help build parish health and capacity, and
- encourage engagement with theological study as a way of deepening faith.

To meet these challenges SFC has been intentional in:

- ***opening up more courses and greater subject options.***

In April 2019 faculty staff put together a document – *Building SFC Courses: a development plan* – which took two themes that were then currently uppermost in ACSQ's mind: 'growing effective leaders' and 'building healthy parishes'. We tried to think of ways, at both tertiary and non-tertiary levels, of adding value to those areas through the

development of current courses or the creation of new ones. As a result we prepared and/or launched the following:

- The *Graduate Certificate in Professional Supervision* (12 students in 2019, 12 in 2020, and 25 enrolled for 2021). This course is designed to prepare those enrolled to be supervisors of clergy and in response to a Royal Commission recommendation. Its implementation will support both parish health and enable more effective clergy.
- The *Graduate Certificate in Ministry*. This was prepared in 2020 and launched in Semester 1 2021 with eight students. The certificate has an emphasis on leadership, evangelism, management and mission and is aimed at helping clergy become more effective parish leaders.
- *Leadership Toolbox Workshops*. A six-week introduction to some basics of parish leadership – leadership styles, setting a strategic direction, conflict resolution, managing change, etc – and aimed at Formation students and the newly ordained. A pilot program was delivered in 2020.
- The *SFC Certificate in Theology and Ministry*. Plans to badge four of our short online modules (on Jesus, the bible, Anglicanism and worship) as an internal 'Certificate in Theology and Ministry' were undertaken in 2020 and modelled on the 'Ridley Certificate in Ministry'. We created the online modules in the last couple of years and made them available free online. To date we have had around 10k 'hits' (representing individuals and groups) accessing these short courses. We hope their badging as a 'Certificate in Theology and Ministry' will help enable parish health through greater understanding of the faith and we hope will be especially appropriate for lay leaders in parishes.
- *Special subjects*:
 - *Ecological Theology* delivered in Semester 3, 2020 and with eight enrolments.
 - *Ethics Course*. Another six-week course exploring contemporary ethical issues and aimed at Formation students, but open to all, to be delivered later in 2021.

The launching of these courses is consistent with the St Francis Learner Journey (SFLJ) report, which was delivered by Helen Skippen in 2019 and which has guided our direction for the last couple of years.

Other courses are also under consideration or construction, although one or two courses fell by the wayside. These include both the BMin and the MEd (Christian Studies) which CSU were no longer willing to underwrite once the financial implications of COVID-19 became apparent.

- ***offered Semester 3 subjects.***

This allows students to pick up some subjects by intensive mode and keep the pace of their studies moving along. We have now offered a couple of subjects in Semester 3 in

2019 and 2020. Behind this is a motivation to be as flexible as we can in making study at SFC possible.

Addressing these points has meant a steady increase in enrolments and greater engagement with more people accessing our study offerings.

There are further reasons why I think enrolments are growing. We are *improving our IT capacity* with a view to providing improved reliability and efficiency. We want to keep the *quality of the teaching high* and I like to think we have excellent teachers. Marie-Louise Craig in Biblical languages, Peter Kline in Doctrine and David Neville in New Testament must be at the top of Australian teachers in their respective fields. Being a small college, we are also able to offer *personalised help*. Last year Robin Ray, (formerly a lecturer with James Cook University, now retired to Caboolture) offered to assist students with assignments and essay writing. Her help has been a great blessing and she is increasingly approached by students especially those for whom English is not a first language. Other staff too are readily accessible. We try to be as *flexible as possible in delivering our subjects*, offering face-to-face, online or recorded options. All subjects from last March onwards were taught via Zoom, allowing staff to become much more familiar with blended teaching or what some prefer to call 'flexible delivery'. Finally we make it clear that we are *open to anyone* who is a searcher after truth and are not limited to Anglicans.



Lecture Room 1 refurbished.

These may be small things in themselves but together they add up. And perhaps a final small point: *we are improving the facilities*. We have an eye for improvements that assist the student learner experience. Improved IT has already been noted. Over the summer holidays, Lecture Room 1 was refurbished. Early in 2021 students saw a new podium/lectern, walked on a new carpet, placed their computer and books on new desks and sat in new, comfortable chairs. (The removal of the old carpet – about 30 years old – seems also to have removed the low-grade lingering smell of LR1.) This speaks of a college interested in making the student learner experience as enjoyable, engaging and as easy as possible.

Adult Lay Education: FormedFaith

Jonathan Sargeant and Fiona Hammond work at creating and delivering a range of non-tertiary courses for use in parishes, schools, seminars, etc. In 2020, they were also asked, as a matter of some priority, to create a new regime of online and face-to-face programs for the training of 'church workers' in the new *Policy and Procedures for the Protection of Children* documents. These new documents, not yet completed, are being developed by the Professional Standards office. The draft versions are considerably longer than the previous iteration, so one of the challenges has been (and still is) to create training that is not onerous or overly complex. There is a raft of training materials (online, face-to-face with PowerPoint and DVD delivery methods) and the project is expected for completion at the end of May 2021, although this was contingent on receiving final versions of the *Policy & Procedures* documents.

Whilst the Child Protection training project has been a priority, Jonathan and Fiona have also been looking to the next online 'short course', this one called 'Comprehensive Anglicanism'. This online course will primarily be an orientation program for new ACSQ staff (whether in Anglicare, schools or the diocesan offices) although it might be useful too for parishes, and for new members seeking to join the Anglican Church. This will mean that six online 'short courses' on various aspects of the Christian faith have been made. They are available to download and use, free of charge, at the St Francis College website. <https://www.stfran.qld.edu.au/whataresfcsc>

Jonathan and Fiona have also continued to promote Project 360 (a series of modules around Faith, Mission and the Bible: see <http://www.formedfaith.org/>) in parishes and other dioceses. These are face-to-face teaching opportunities. One of the challenges is to train up others capable of delivering a Project 360 module in an engaging and knowledgeable way. Jonathan and Fiona do this really well. Here is one response after a presentation of the 'Bible360' module given in Grafton Diocese:

"I believe the presentation by Jonathan Sargent on Bible360 was the most informative and exciting teaching on the Bible that I have experienced in my 40 odd years as a Lay Minister and before (ever since confirmation). He is obviously a very practiced lecturer from St Francis College. His personal style is endearing, genuine and captivating. Please pass on my appreciation to him, and I am sure there are many others that would offer similar praise. It was a very mature and informative choice to provide this style of instruction. I have

previously done the EFM Course in Canberra, but this was a big step up in the manner of revealing the way the Bible was assembled.”

St Francis’ Spiritual Direction Formation Program

The Spiritual Direction Formation Program is offered under the leadership of Dale Keenan. It operates through two four-day intensives a year, which were delivered in 2020 online. Some restructuring of learning activities was required but both intensives went well, despite the length of time students had to sit at a computer screen. Good feedback was received from students, especially those who would normally have travelled from Adelaide, Mackay, Sydney, northern NSW and western Queensland.

As a result of the success of the online format, the delivery for 2021 has been changed to a blend of online and face to face. More enquiries are coming from people who do not live in Brisbane, so we are hoping that the online format will attract enrolments from a wider demographic.

Ten new students entered the program in 2020 and seven students graduated in October with the *Certificate in Spiritual Direction*. The total student cohort last year was 20 students over the four years of the course. Advertising has commenced for the next intake in May 2021.

The Spiritual Direction Formation Program offers three streams:

- A four-year spiritual direction formation course, leading to the *Certificate*.
- A one-year course, ‘The Art of Contemplative Listening’. This course targets those who are already having contemplative conversations in their work or volunteer ministry, and who wish to develop more of the skills of contemplative listening. Most who complete this course continue on to do the four-year course.
- Two professional development programs a year for graduate students of the Spiritual Direction Formation course, and any currently enrolled students. The development programs are usually a full day. In the past, six or eight have registered, but with the program being offered online in 2020 that figure trebled!

Staff

The Rev’d Josephine Inkipin, part-time lecturer in Church History, accepted an invitation from Pitt St Uniting Church to be their Minister and left SFC at the end of February 2021. The Rev’d Penny Jones, Director of Formation, and also Parish Priest of Milton Parish, who is married to Jo, accompanied her to Sydney.

I met with the Archbishop, Regional Bishops and others to discuss options for replacing Jo and Penny. We thought this was a good opportunity to look for one or more first-class scholars, perhaps from overseas, without being too prescriptive about their field of endeavour (although a Practical Theologian on staff would be good, but we could accommodate lecturers in other fields too.) As well, we needed a Director of Formation and it wasn’t clear whether we should link that with the Parish of Milton (as with Penny)

or pursue other possible combinations. Penny's departure seemed to be a good time to consider exactly how we deliver Formation, especially given changing circumstances and emerging questions: fewer parishes that can afford a curate, when certain elements are best delivered, whether the academic subjects need complementing with more 'ministry' subjects, whether we need special elements for those anticipating extra-parochial ministries such as school chaplaincies, and so on.

We asked Bishop Bill Ray to be interim Director of Formation, while we consider these things, which he kindly agreed to do. Bishop Bill with the Rev'd Canon Sarah Plowman (Diocesan Director of Ordinands) and myself drew up some Terms of Reference for a 'think-tank' that might explore these issues, combinations and options. Bishop Bill has been in touch with the 13 Formation students and has begun to organise the 2021 Formation Intensives and other matters. With Jo moving on, we lost a lecturer in Church History and have had to call on sessional lecturers fairly heavily for Semester 1, 2021.

St Francis Learner Journey

As mentioned above we continue to be directed by the six recommendations of the St Francis Learner Journey (SFLJ) report. A Steering Group met occasionally during 2020, mostly via Zoom, and much of what has been recorded above corresponds to the recommendations below.

1. Review Partnership arrangements.

Our key partnership is with the School of Theology, at Charles Sturt University. We are affiliated through an MOU with St Mark's Anglican Theological College, Canberra. From time to time it is worth looking at the benefits of that partnership with CSU through St Mark's. On examination we saw no reason to change the partnership arrangement: we were a newish set of teaching staff at SFC, who after three years were just becoming established in our various roles; and our affiliation with St Mark's had its advantages. It gave us much more income than we would get elsewhere; the fees were the lowest for students of any theological consortium by hundreds of dollars – surely a competitive edge; and there was some thought about creating an Anglican Studies Centre between SFC, St Mark's and St Barnabas' in Adelaide. We also had a good working relationship with St Mark's even though we were conscious of some drawbacks: (clumsy enrolment processes, invisibility on the CSU School of Theology website, and constraints in offering 'distance education'). When coronavirus struck, it seemed even more sensible to stay put, the dislocation and insecurity arising from coronavirus enough to deal with, without adding to it.

2. Renew the Commission membership.

Two vacancies on the MEC were filled. The first vacancy came through the death of George Kearney, a long-time member of the MEC board, in July 2020. He had been unwell for about a year with difficulties following an operation. George was a significant contributor to the MEC. His words were always measured and encouraging and he brought together both his insights and experience of the tertiary world (he was a foundation Deputy Vice-Chancellor of Griffith University) with a love and knowledge of

the Anglican Church. From time to time he chaired MEC meetings, always with calmness and always looking to where SFC's best interests lay. We miss not only his contributions, but as much his presence and sheer goodness. Also in 2020, Stephen Goakes stepped down after 14 years on the MEC. He was another who contributed significantly, always in a measured way, and who had a keen eye for the development of the Milton site and the interests of the College, and who was also immersed in Anglicanism. I thank him deeply for his contribution to SFC and the work that the MEC oversees over many years. In February 2021, Diocesan Council ratified the appointments of Mr Ross Switzer and Dr Robin Ray to the MEC, each of whom have significant experience in the tertiary sector. This leaves one further vacancy to be filled.

3. Learning Design: develop an end-to-end learner continuum for ACSQ from discernment through to retirement.

This is about new courses along a spectrum of the 'learner journey' and is underway with new courses being created and promoted and others under preparation or planning, as indicated above. As well, a 'Staff-Formation Think Tank' was convened at the direction of the Archbishop last April to review discernment, formation, and post-ordination learning options and ongoing formation. This 'Think Tank', chaired by Bishop Bill Ray, has yet to meet at the time of writing; and has been asked to undertake a holistic examination of the Formation/training program for ordained leadership and to suggest a refreshed role and/or staffing structure which would meet the requirements for such a comprehensive program.

4. Marketing, branding and communication.

Wanting to increase our student numbers further we began some significant work in marketing and promotion in 2020 with Edmonds Marketing. Initial steps late in 2020 included a review of the current situation at SFC (student numbers, the kinds of people studying with us, current advertising, ages and gender, etc), and garnering student and staff feedback designed to highlight how people hear about SFC and what attracted them to study here. We have now collected a bag full of images of our students to use in publicity, thought through what our key messages might be, put together a marketing planner for the year, analysed our target markets, reviewed our Open Days, and begun a critical evaluation of our website. Much of 2021 will be spent developing our marketing and promotions. This represents a first step in meeting this SFLJ recommendation.

5. Digital Learning Community.

No specific activities have been undertaken to progress this recommendation as it is dependent on the review of existing partnerships and capability that can be leveraged from those partnerships.

6. ICT resources.

This is gradually being actioned and took some steps forward last year with new technology in LR1 and more recently IT upgrades to advance the easier use of Zoom as a platform for the delivery of lectures. We are now looking to improve the IT in Lecture

Room 2. We have come a long way since a few years ago when staff had to use their own PCs, upload and download speeds were very slow, and Wi-fi unstable. Our thanks particularly to Patrick Meuleman, ACSQ Group Manager Digital Innovation for all his work and advice in driving this area forward.

Community Life & Activity

Community of the Way

Through all of the complexity and chaos of 2020, members of the Community of the Way learned to adapt. There was much personal and communal growth. There has been no problem in attracting new members for 2021 and, as a result, the Community expanded from two households to four (Annexe, Waldorf, Main Wing and one of the three-bedroom flats). We currently have 13 residential members, an increase by four from 2020, and that probably represents the limit of the number of Community residents we can accommodate for the time being.

Each member is asked to draw up a Rule of Life for the year in conjunction with the Chaplain, the Rev'd Jazz Dow. That Rule contains promises to follow more closely the way of Jesus through intentional prayer, some theological or biblical study, and specific service of the wider community.

Corporately, all members are expected to come together on Wednesday Nights for a variety of reflective and/or spiritual activities: Bible studies, worship, campfire talks, community engagement and training/teaching; and occasionally, what is called, 'Spirituality in the Pub'. On the first Saturday of the month all members participate in 'Wellbeing and Development Days'; and on Sundays each member is expected to participate in their home church.

In 2020, we initiated the idea of interns to assist Jazz. Job descriptions were drawn up: one for a 'Community Life' intern to focus on programing, communications, and growth of the Community; and another centered on 'Community Engagement' including research, mission and service links in the community, including research for a potential social enterprise to be developed onsite at St Francis College. The intention with the interns is not only to facilitate Community well-being, but also to give responsibility to Community members and help develop their leadership potential.

Anglican Youth & Children's Ministry (AYC&F)

The Director of AYC&F Jonathan Kemp resigned at the end of 2020 after ordination to the priesthood to take up a full-time curacy in the Parish of Kenmore. Following conversations with Stephen Harrison (Executive Director, PMC), Sarah Plowman (Director of Ordinands) and others, Erica Skerman (who had been assistant to Jonathan) was invited to be the new Director of AYCF. She brings lots of experience and understanding about the AYC&F as well as energy, imagination and good administrative skills and she gets on well with others. She is a member of the Parish of Coorparoo.

Primary Ichthus was held in the first week of January with 47 campers – it was good to get back to on-site camps even if the week was cut a day short by the sudden weekend

lockdown at that time. There was also a leadership team of 26, including five new junior leaders stepping up. Fostering inchoate leadership skills through these camps is an important part of the camping ministry.

Rather than replace Erica's former position, we decided to offer two bursaries to interns. This is both a cost-saving measure, but also a way of further fostering younger leadership and belonging within the Anglican Church. The two AYCF Interns were Aaron Vidyasagar and Emma Williams (both also in the Community of the Way) and they started at the beginning of 2021.

There are some key projects underway which we hope will come to fruition this year including a Young Adult Council, research into potential Gap Year Programs, development of the Young Adult Worship Nights, and establishing a more engaged professional development/formation programs for youth ministers in parishes.

Residential Committee

A Residential Committee, made up of members who live on site including a couple of Community of the Way members, was initiated to foster greater on-site cohesion and care. It began planning a number of residential gatherings and events for the year. We have two refugee families living on site and perhaps a few who otherwise would be in danger of being homeless. In these small ways we try to live out our Christian calling and take our part in fulfilling the ACSQ commitment to the Anglican Communion's 'Marks of Mission', in this case 'to respond to human need by loving service'.

Baroona Farm

Baroona Farm had a short lockdown during 2020, but by year's end compost bins had been returned to the Baroona Road entrance for public contributions, and much garden produce was regularly sent to the Romero Centre for refugee and asylum families. A chicken coop was built and has eight healthy looking chickens laying plenty of eggs. Working bees are regularly held, and it is great to have this added extra as part of SFC.

Service to Others

For much of 2020 the site was largely empty in feel as COVID-19 constraints kicked in. It is good to see groups once more coming to the College to use its facilities now that meeting restrictions have eased. Local businesses have leased more car parking spaces. Diocesan groups are once more using our facilities. An acapella choir, the Accordance Bible Training group, the Third Order of the Franciscans, a grief counselling group and so on, book our facilities. Indeed, much of what we do – whether in education or in community activities, Baroona Farm activities, etc may be categorised as 'service to others'.

We would like to use Old Bishopsbourne more and one day make it the centre of our theological administration and lecture rooms. But first it needs air conditioning – a quote comes in at \$89k– largely because there are two levels with high ceilings and large spaces, and it is a heritage listed building meaning any air-conditioning has to meet certain heritage requirements. But once Old Bishopsbourne is air conditioned it will allow

it to be used more for conferences, seminars and small wedding receptions and will add to the numbers of those using our facilities.

Site: Grounds & Buildings

The MEC manages three sites.

- Pointro is a camping site 30km south of Boonah, on the banks of Maroon Dam. It is occasionally used by campers, and is being maintained and increasingly utilised both privately and more recently by a few ACSQ groups. It may be a useful camping site for our children's and youth ministries one day if we can upgrade the facilities further. A caretaker lives on site and Pointro provides a small but valuable income stream.
- The sale of Brookfield was expected to be finalised in mid-2021. In this liminal time for Brookfield the MEC has continued to manage its ministry and care for its grounds and facilities. An Anglican Land Advisory Group (the Rev'd Jan Crombie and Clive Bolger – ACSQ Property) has been liaising with the new owners (UnitingCare) over continuing Anglican worship on the site after the sale.
- The third site is St Francis College, Milton, the hub of our teaching and learning and intentional and residential communities. We receive many comments on the beauty and peace of the SFC site. A survey of students showed that it is one of our competitive edges when it comes to promoting our courses. It is a real treasure for the Diocese: both beautiful and accessible with a number of diocesan groups using our facilities on a regular basis. (Once Old Bishopsbourne is air-conditioned it will be even more enjoyable to host meetings.) With recent rains the lawns are green, the flowers are in bloom, the trees in leaf. Maintenance on our buildings is slowly being undertaken; and we are grateful to FDSC Property for their assistance in projects of a more capital works nature. That the ACSQ does not have a capital works fund is an unhelpful constraint. It means that every 'capital works' project requires some thought about where the financing will come from.

Some capital works:

Library. We are in the process of replacing the library roof and then the ceiling. The roof – now at the end of its days – has leaked water in recent times causing the ceiling to become wet and drip, and both roof and ceiling need to be replaced. The ceiling will be replaced under insurance; the roof at our own cost.

Chapel. A successful grant application meant that the collapsing gables at the east end of the Chapel were repaired along with the soffits. The plastic (and holed) downpipes will also be replaced with galvanised iron pipes in keeping with heritage requirements and all wood involved has now been painted. We are grateful to Shane and Hiro of FDSC Property for overseeing this and the Library project.

SFC sits on nine acres of land. It is within 3km of the city centre, accessible by train, bus and private car with shops, hotels, restaurants and accommodation within a short walking distance. There is plenty of parking. A number of the buildings are heritage listed and of Anglican historic value. A large number of ACSQ groups use the facilities free of charge.

Yet there is some uncertainty about the future use of the Milton site by ACSQ. On the one hand, the MEC has its own Master Plan for the site. Early in 2019, in response to concerns that the Roscoe Library had become too small and lacked disabled access, Wilson Architects presented a plan for its redevelopment into a more welcoming and flexible building with space for books, computer pods, small lectures, a cafe, a lift and a library stack room. They later produced a Master Plan for the whole site which would see Old Bishopsbourne, the Chapel and the Roscoe Library as the educational hub for the college and main wing used for sympathetic activities such as 'art and theology' or 'health and wellbeing' activities. This Master Plan envisages growing use of the site alongside incremental improvement of buildings with more substantial improvements in places notably the Roscoe Library. The MEC believes this is the way forward.

On the other hand, others want to see SFC and all other on-site activities relocated elsewhere and the whole site released to developers for a boost to our ACSQ finances. Where SFC might be relocated is unclear. ACSQ would lose use of the site but gain some money – the amount at the moment being unclear.

Maybe there is a middle way but until this uncertainty – whether SFC is to stay on site or be relocated – is resolved, SFC cannot go forward as quickly as it would like. Plans to refurbish buildings such as the Library are simply put on hold. If there were certainty about staying on site, the college could operate with much more confidence; and repair and refurbish with some sense of lasting benefit.

Meanwhile MEC board members and college staff are focussed on continuing action to achieve our strategic goals originally set out in a Strategic Plan (2017-2019) and now shaped more by the St Francis Learner Journey report. I am pleased to say that there have been some encouraging signs of progress and growth, not the least in tertiary enrolments, which in 2021 look like being the best we have had since joining the CSU School of Theology in 2009. So we are at a point where we need to sustain the important initiatives and activities we have begun and which will be the stepping stones to the long term success of the college.

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

Anglican Schools Commission

This report reviews the work of the Anglican Schools Commission for the year 2020.

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

President:	The Most Rev'd Dr Phillip Aspinall, Archbishop, Anglican Church Southern Queensland
Interim ASC Chair:	The Rt Rev'd Jeremy Greaves
Members:	Ms Suzanne Bain Mrs Robyn Kronenberg (<i>appointed Dec 2020</i>) Mrs Sue Larsen (<i>resigned Jun 2020</i>) Mr Geoff McLay (<i>appointed Jun 2020</i>) Ms Sherril Molloy Mr Gavin Nicholson (<i>appointed Dec 2020</i>) Dr Daniel O'Connor OAM Ms Alison Reid (<i>appointed Feb 2020</i>) Dr Mark Sly Dr Judy Smeed

The Commission met formally ten times during 2020. Most meetings were via Zoom. One meeting was held at The Southport School on 3 Mar 2020.

Anglican Schools Office Staff

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

At the end of 2020 we farewelled Mr Greg Wain from The Southport School. Greg was the eighth Headmaster of TSS, and retired after having been Headmaster for 17 years.

Ms Wendy Lauman was appointed as Principal at St Hilda's after having been Acting Principal since 12 Sep 2019.

Ms Mary Anne Evans was appointed Principal of The Glennie School from 1 Oct 2020.

Queensland Anglican Schools Network

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

- Heads Network,
- Chaplains, through the Byam Roberts Community,
- Business Managers Network,
- Risk & Compliance Managers Network,
- HR Network,
- Cyber Champions Network,
- Early Education and Care Service Directors Network,
- Student Protection Officers, and
- Arts & Music Directors Network.
- The Anglican Schools Senior Leaders Network is to be revived in 2021. This will provide a network of peers for our emerging school leaders. In addition to meetings held every term, the Senior Leaders network will participate in an emerging leaders conference and be invited to attend the 2022 ASCENT conference.

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

The Heads Retreat with the Bishops and Archbishop, early in Term 1 each year, is an event all principals look forward to and provides a time for spiritual nourishment and reflection as well as strengthening the relationships with each other. The 2020 Heads Retreat was very well attended, and feedback from the Heads and Bishops was very positive. This year, the focus for discussion throughout the retreat was the book, *How Then Shall We Live?* by the Rev'd Dr Sam Wells.

Queensland Anglican Schools Approved System Authority

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

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

- Toowoomba Anglican College and Preparatory School,
- West Moreton Anglican College,
- Coomera Anglican College,
- The Southport School, and
- St Hilda's School.

System Finance

The year 2020 proved to be a challenging year for all schools. COVID-19 had serious impacts on how schools operated, with lockdowns forcing online learning and with social distancing forcing the cancellation of many school activities and events. Initial concerns were that enrolments may decline, and schools would experience financial stress. In response, ANFIN offered schools up to six months interest only on their loans to ease the pressure on cash flow.

Thankfully, all schools delivered a high-quality online learning platform and six of the 11 System schools were eligible for JobKeeper. No schools experienced any significant decline in enrolments, and all schools finished the year in a strong financial position.

The year saw the introduction of the Commonwealth's new Direct Measure Income (DMI) funding model which will fund schools according to the adjustable taxable income of their parent body. This is a move away from the previous Area Based Model (SES) which profiled the area in which a student lived, rather than the capacity of each parent or guardian to pay.

The Commonwealth is assisting schools to make the transition to the new funding arrangement by allowing them to remain on their existing lower SES score for both 2020 and 2021.

By 2022, all non-government schools will be funded on their DMI scores. It is expected that several of our schools will experience large increases in their DMI scores over their current SES scores, and this will result in a loss of funding. All schools have prepared long-term strategic financial reports modelling the impact of the funding changes.

Governance

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

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

Mission

The vocation of Anglican schools is education, driven by a vision for humanity shaped by the image of God, made visible in Jesus, present in every human being. This lies at the heart of our ethos. Though 2020's incredible challenges, schools – teachers especially – worked extraordinarily hard. Within these demands, a heart for our vocation remained,

doing much more than just surviving. The mission work is always trained towards developing and maintaining rich relationships with principals, chaplains and other staff. The work of the Director of Mission includes contributing to school strategic planning and ethos development, staff induction, worship resourcing, chaplain and principal mentoring, service-learning development. Recent chaplain appointments aside, there remains an urgency to identify, train and ordain people who feel called to school chaplaincy.

Religious Education: Teaching & Learning

The ongoing development of Religious Education in Anglican schools continues to be a key area of focus for the Anglican Schools Commission. It has been very exciting to see the outstanding learning that has taken place in Anglican schools. The Anglican identity of schools is closely linked to the quality of the Religious Education programs delivered throughout all Anglican schools. Therefore, the ASC is committed to supporting each school so that their teachers may deliver an academically rigorous program that is meaningful, relevant, and engaging for all students.

We feel that the added dimension of an outstanding Religious Education program that cultivates wisdom, compassion and critical thinking equips students to flourish, not only at school, but long after they leave school. Religious Education promotes the spiritual development of students while also enhancing social, emotional and moral development, and student wellbeing. In accordance with the Melbourne Declaration on Educational Goals for Young Australians, an effective program of Religious Education helps students to become successful learners, confident and creative individuals, and active and informed citizens. Religious Education in Anglican schools fosters the self-worth of students and allows students to develop personal values to help them lead healthy and satisfying lives. In Religious Education, students have the opportunity to learn how to act with moral and ethical integrity and this helps to equip students to navigate their lives successfully. Our commitment to ensuring excellence in Religious Education continues to inform our work at the ASC.

Religious Educators have continued to take advantage of professional learning opportunities provided by the Anglican Schools Commission. While 2020 saw a number of our planned events postponed due to COVID-19, we were able reschedule for early 2021. In Term 1 of 2021, the ASC was delighted to have the Very Rev'd Dr Gregory Jenks and Dr Peter Lewis as keynote speakers at the *Digging for Wisdom* Professional Development Day. Other speakers on that day included The Rev'd Jonathan Whereat, who spoke about Habits of Heart, Randal and Susan Dennings who shared about the use of labyrinths in schools and Fiona Hammond who shared about the St Francis Short Courses and Formed Faith. The Term 2 day of professional learning for 2021 shall be facilitated by Dr Chris Mulherin from ISCAST. The ASC feels very blessed to have such accomplished and highly qualified and experienced speakers lead our learning days.

The ASC has also been able to facilitate the first meeting of ASLAN this year, which was also postponed in 2020 due to COVID restrictions. ASLAN is the Anglican Schools Librarians Association Network. Teacher librarians and Information Technology managers in Anglican schools are key to the success of Religious Education and we acknowledge the tremendous work they do to support religious educators in Anglican

schools. In an effort to support the teacher librarians, we invited all Anglican school librarians to join our Term 1 RE PD Day. The librarians had a session with Mrs Eve James, Manager of the Roscoe Library, at St Francis Theological College. This allowed the librarians to connect with one another and develop their own professional network.

In addition to regular school visits by Mrs Vanessa Gamack, the Religious Education professional learning, community-maintained connections through the weekly *Monday Manuscript*. This email is a magazine-style communication that keeps all religious educators connected and informed. The *Monday Manuscript* allows professional sharing of resources and ideas across Australia and New Zealand. We proudly share what we do with more than 100 educators. We are also very glad that many school heads, deputies and other school leaders read the *Monday Manuscript*, in addition to the chaplains and teachers.

We also have a wonderful group of dedicated 'friends' of Anglican schools who continued to offer their support to all we do, despite the challenges of COVID. Included in our group of friends are Randal and Susan Dennings, who continued to share their knowledge, skills and passion for labyrinths with our community of learners. We are extremely grateful to Randal and Susan for the generous support of all we do. We also acknowledge the generous work of Dr Peter Lewis, researcher with the Centre for Coins, Culture and Religious History. Dr Lewis curates all the exhibitions of ancient coins, artefacts and manuscripts that we share with our schools. These exhibitions are world class and are freely available to all Anglican schools. During COVID we shared boxed sets of resources, which were delivered by hand or posted to the schools for use.

Anglican schools are also supported by a range of people across the Diocese, and we are profoundly grateful for their support in 2020. We acknowledge and thank all the staff of the MEC, including Rod Mengel and Linda Burridge for their remarkable support and Fiona Hammond and Jonathan Sargeant for their educational support. Ms Eve James, Library Manager of the Roscoe Library provided resources most weeks to be used by the schools. Peter Branjerdporn, from the Justice Unit, shared information and resources regularly with us so that we may help the schools in the area of social justice. The Rev'd Jazz Dow also supported us, particularly to connect in with resources around the Anglican Board of Mission.

The year 2020 saw the completion of the review of the Religious Education Shared Syllabus for Anglican Schools in Southern Queensland, available for use in all Anglican schools. Mrs Stephanie Cotroneo, (Anglican Church Grammar School), Ms Maria Thompson, (Cannon Hill Anglican College), Mrs Catherine Syms, (St Hilda's School) and Mrs Caro Emslie, (St Paul's School) made up the Curriculum Review Committee. These dedicated professionals reviewed the document to ensure it reflects current curriculum expectations. These teachers spent much of their own time on this project, including working over the school holidays. We are very grateful to these teachers for their time and their expertise. The Shared Syllabus was originally written by Scott Huntington, (Anglican Church Grammar School) and Karen Bonini (Cannon Hill Anglican College), with the help and input from many religious educators from most Anglican schools. We are very proud that our syllabus has been created entirely by Anglican religious educators for use in Anglican schools.

The year also saw the Leaders in Religious Studies in Anglican Schools Network commence. This group – including Penelope Russell, Director of Teaching and Learning, Anglican Schools Commission WA, and Ian Parr, Religious Education Officer Newcastle Anglican Schools Corporation – allows us the opportunity to share and reflect on best practice in religious education. As an initiative of our colleagues in Western Australia, we are thrilled to be a part of this most important network. The network met monthly via Zoom and the opportunity to share ideas, resources, knowledge and experiences has been richly rewarding.

Mrs Vanessa Gamack continues to work across Anglican schools and has been overjoyed at the work being done in schools. From Prayer Spaces to Kindness Paths, there is always something wonderful going on in Religious Education in Anglican schools. In an effort to focus more on the needs of the religious educators in Anglican schools, the role of Mrs Vanessa Gamack changed in 2020 from Mission and Education Advisor to Religious Education: Teaching and Learning Advisor.

Child Protection

During 2020, work continued on implementing legislative amendments to Working with Children processes, the National Principles for Child Safe Organisations and other relevant Royal Commission recommendations, most notably through commencement of the new Working with Children in Anglican Education Policy, Guidelines and Procedures. The purpose of the Policy is to reflect and provide a policy foundation for Anglican Schools and Education & Care Services' (ECS) commitment and capacity to create safe and nurturing environments for the children and young people they serve. The Policy establishes responsibilities for the application of child safe principles and practices within school and service operations, using the governance, development and implementation of child and youth risk management strategies to provide a mechanism to drive effective actions, where responsibilities are consciously and systematically met.

The Diocese also reported to the National Office of Child Safety regarding the progress of the implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse, as relevant to schools.

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

Online Safety

Throughout 2020, the online safety advocate, Mr Steven Window, continued to work with the Office of the eSafety Commissioner, and in February 2020, The Anglican Schools Commission became the first schooling system to be recognised as a Trusted eSafety Provider and listed with the eSafety Commissioner's Office.

Our Online Safety Advocate is part of a national eSafety Community of Practice lead by the Office of the eSafety Commissioner.

The Anglican Schools Commission became an inaugural member of the State Cross Sectoral Online Safety Reference Group for education sector representatives in Queensland. Steven introduced the group to the principles of child safe organisations, online safety educational framework and to members senior researchers from the Royal Commission and members from Task Force Argos.

During quarantine, Steven produced an online safety in distance learning guide for teachers which was distributed to schools via their online safety champions. An enhanced Online Safety Action Plan for 2021 was developed, which incorporates the eSafety Commissioner's Online Safety Educational Framework for schools and the Online Safety Took Kit for schools. The eSafety Commissioner's Framework and Took Kit were both developed in response to the Royal Commission into Institutional Responses to Child Sexual Abuse, specifically recommendations 6.19 and 6.20.

In addition to the advocacy work, Steven provided support to schools regarding digital reputation management issues and continued to run information sessions for parents, students and the cyber champions network for all the 'champions' within Anglican Schools to complying with Royal Commission recommendation 2.26.

Early Education & Care Services (Angel Services)

The ASC Education and Care Services (ECS) team began the year with continued implementation of the Anglican Education and Care Service's (Angel) Governance Framework across its 19 school and parish based services. As ECS are directly influenced by government policy and workforce participation rates, the sector felt the immediate effect of COVID-19. Commonwealth Government quickly identified Education and Care Services as an essential service, and implemented a range of funding and policy measures to ensure services remained operational. In response to COVID-19, the ECS team immediately pivoted workflow to implement business activity designed to keep Angel services afloat whilst supporting its people as they weathered the personal and professional impacts of COVID-19.

From March to November 2020, the work of the ECS team centred across two main streams:

- **People** – retention of jobs, meaningful work, COVID-19 safe practices, parent and staff communications, and support service referrals.

- **Operations** – business continuity planning, funding, enrolments, rostering, operating hours, online schooling, ECS connection planning for post pandemic retention.

At the core of the ECS team strategy was a strong communication plan to support community capacity building which saw the *Ange/* services collectively unite to share information, resources, and support for each other across all service types and locations. The ASC remains extremely grateful and proud of each and every Education and Care Service staff member and management team who, in the face of adversity, shared wisdom, strength, and support, and in doing so embodied the values of the church during a time of great pressure. To enable timely communication the ECS team implemented weekly, fortnightly, monthly, and 'as requested' meetings with nominated supervisors, directors, and school-based business managers, established communication templates, FAQs and liaised with the Diocese, government departments and peak sector bodies.

The ECS team worked to ensure its *Ange/* services remained viable as government funding models changed. Over a period of approximately nine months, *Ange/* services contended with dramatic funding policy changes including an initial 50% and then 75% revenue reduction, employment restrictions and attendance rate increases due to free childcare. The ASC coordinated funding eligibility and compliance across seven State and Commonwealth funding streams to ensure Anglican Education and Care services remained operational and able to support the communities in which they were located.

Compliance reporting and solution support, lead staff orientations, nominated supervisor and medical conditions training remained strong workflow actions as did representation at Reconciliation Industry Network Group (RING) and parish-based ECS Committee meetings.

As 2020 drew to a close, and funding returned to a pre-COVID-19 state, the ECS team redirected focus towards ensuring Anglican ECS policy and practice was reviewed to ensure compliance with changing legislation, industry standards and learnings resulting from a year of consistent change. In directing its workflow, the ECS team remains determined that *Ange/* services maintain a strong position, are responsive, and closely aligned to the values and ethos of the Anglican Church Southern Queensland.

Implementation of an LMS

In February 2020, as we progressed into the COVID-19 lockdowns and isolation periods, the Anglican Schools Commission (ASC) began working in Alternate Working Environments (AWE) outside of the office. This, combined with Government directions and recommendations in relation to meetings and social distancing, also required the ASC to postpone and cancel various meetings and training sessions that it had identified to be undertaken in 2020, most specifically in relation to **Student Protection** and **Early Learning Centres**.

Due to the ASC staff working in AWE, and the Government directions and recommendations related to COVID-19 social distancing, the ASC determined that the possibility of holding and hosting various training in person was not a practicable one.

However, as the commission responsible for the Governing Body of our Schools, our responsibility to provide the training remained.

To this end, the ASC engaged with CompliLearn to develop the implementation of a Learning Management System that would see the ASC being able to provide training and assessment to all staff within both the ASC and schools that require it.

The project was completed at the end of 2020, in time to deliver school and ECS Student Protection training online for the start of the 2021 school year.

In Closing

The constantly changing environment for schools and ECSs throughout 2020 saw the dedicated team that makes up the Anglican Schools Commission stretched to the limit, assisting with business continuity plans, government funding, JobKeeper and weekly meetings with the Education Department as well as all that goes with 'business as usual'.

Throughout the challenges of 2020, the ASC remained focused on and committed to its mission, building on the work of previous years to ensure that everyone who is part of the Anglican Schools community in the Diocese was appropriately supported and resourced for the work we are called to do together.

I would like to thank Sherril Molloy and the staff of the ASC for their hard work during this unprecedented year, as well as my fellow commission members who give their time and expertise freely and willingly for the benefit of schools and students in our Diocese.

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

Diocesan Owned Schools

Anglican Church Grammar School

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

The 2020 school year commenced with students and staff of Anglican Church Grammar School (Churchie) ready to fulfil the school's mission through study, competition, performance and service in local, national and international environments. However, as the coronavirus pandemic impacted travel, events and school operations, the community demonstrated purpose, resilience and innovation to achieve highly across all domains.

In response to the coronavirus pandemic, the school developed and implemented a variety of digital engagement platforms, practices and services, to achieve a seamless continuation of delivery for curriculum, co-curricular and community engagement activities throughout a challenging year.

The following achievements exemplified Churchie's mission in 2020, across the school's strategic focus areas of excellence in learning; excellence in teaching and leading; balance across our tenets; global focus; and world-class corporate services:

- The school's and Queensland's inaugural cohort of Year 12 students completed the revised QCE/ATAR.
- The school's second cohort of International Baccalaureate Diploma Program students graduated.
- The school continued to deliver Master Plan projects (*Our Master Plan 2019*), primarily a new Preparatory Arts and Year 3 building, specialist learning area and a new Viking Café, with additional pastoral and learning areas.
- Four students from the class of 2019 secured positions at leading international universities: Princeton, Cornell, Stanford and Durham.
- Lachlan Toovey (2019) received a QCE Award for the Highest Achievement by an Aboriginal or Torres Strait Islander Student.
- Senior School Visual Art Teacher, Mr Ben Hugheston-Roberts, received a TEACHX Award in the early career category at the annual Queensland College of Teachers Excellence Awards
- The school's service program continued its global focus, fundraising for the Prajna Vihar School in India to support the purchase of computers.

- Churchie's primary chess team won the 2020 National Interschool Chess Championship, and the premier team placed second in the open division.
- The co-curricular program achieved five GPS premierships in debating, volleyball, basketball, swimming (junior) and cross country (junior) – the premierships of all GPS schools.
- The school's university partnerships and industry-leading research programs advanced the knowledge of educators and Churchie and across the world through empirical studies in study skills, learning spaces and emotional intelligence.

Worship & Christian Ministry

Churchie values the Archbishop's annual message for the commencement of the school year. In 2020, we followed his urging to be peacemakers.

During 2020, worship activities continued where possible, sometimes as a virtual event and other times with limited numbers, in accordance with the prevailing health authority and government requirements. When public services were cancelled, they were broadcast online. Before the first lockdown in March, the school was able to celebrate Cohort and House Eucharists. Confirmation was almost the last service. Following the easing of restrictions from mid-May, the prep school held a revised Admissions to Holy Communion course. The response to Confirmation and First Communion was wonderful and inspiring.

In Term 1, when the doors of the Canon Jones Memorial Chapel were required to be closed, a Calvary was established in the Porch, with a candle burning before the Crucifix and the Icon of St Magnus to remind us of our ongoing prayers for the world and our community. The chaplains prayed daily for our absent congregations and gathered them, in a virtual sense, before God. Each day as a candle was placed before the Icon of Patron St Magnus we asked for his prayers and protection.

The Year 12 cohort of 2020 missed many of the usual markers for their senior year. The House Sacristans were not able to lead the usual wide number of services in the chapel, Morris Hall and the Cathedral. However, they concentrated on leading their houses and fellow students through prayer and by example. It is unusual for a house meeting to commence without the Sacristan leading in prayer. We salute and commend the Year 12s for their resilience, for returning to school after home learning and making the year memorable in all the right ways.

Engagement with Local Parishes

Churchie and the school's Canon Jones Memorial Chapel opened its doors to the community through services and prayer.

Churchie worships in St John's Cathedral three times a year, for Founder's Day in February, and for services at Easter and Christmas. The school is pleased to educate the Cathedral Choristers. Members of Anglicare join us and help lead the Christmas Service.

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

Chaplaincy

In 2020, the chaplaincy team at Churchie consisted of:

- The Rev'd Bryan Gadd, Senior Chaplain,
- The Rev'd David Johnstone, part-time Associate Chaplain,
- Mrs Stephanie Cotroneo, Lay Minister Prep School,
- Mr Max Condon, and
- Mr John Collins, Director of Service.

The Religious Education Leaders (coordinators) were:

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

Religious Studies

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

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

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

Missional Engagement

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

In 2020, due to COVID-19 restrictions, all activities were reduced according to health authority and government directions. However, Churchie students successfully completed outreach and service initiatives in the local and international community.

Prep school students in Years 5 and 6 wrote to residents of aged-care facilities, which were closed to visitors. The school community overwhelmingly supported ANZAC Day from their homes, and students from senior and prep schools continued to fundraise for charities, both local and internationally.

Reconciliation Action Plan

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

- Acknowledgement of Country commences the service for new boarding families, Prep Easter and Christmas services and weekly Prep school assemblies.
- Churchie has a key partnership with Yalari Foundation to enrol Indigenous boys in Years 7 to 12. In 2020, there were 13 Yalari Scholars enrolled at Churchie;
- Year 4 students explore the Acknowledgement of Country and identify the traditional custodians of the land. Student-designed signs are displayed in the Prep school office acknowledging our traditional custodians.
- the Aboriginal and Torres Strait Islander flags are flown on one of the school's flagpoles daily.
- Staff are made aware of, and are encouraged to attend, professional development opportunities, Aunty Sandra King and Gaja Kerry Charlton's PD *Cultural Protocols, Language and Song* during NAIDOC Week 2020.
- Churchie has a long-standing relationship with local indigenous elder Uncle Albert Holt and Mr Bill Synnot.
- A Year 2 unit of inquiry includes Indigenous presenters exploring Indigenous perspectives.
- Year 4 students explore Aboriginal culture and community.
- Year 7 students complete an Indigenous awareness workshop with Dr Grant Sarra and Uncle Albert Holt, which is explored further in a Year 7 English unit about Australian identity.
- Aunty Sandra King (RAP coordinator) was invited to the Prep School on 3 November to support the Year 6 students in developing an understanding of Connection to Country. Year 6 students engaged in a unit with lines of inquiry investigating Connection to Country, Traditional Custodians and Indigenous culture. Nick and Madonna Thompson from Nyanda Cultural Group also visited to explain and perform a smoking ceremony.
- Aboriginal Artist, Ms Wendy Rix was commissioned as an artist in residence to design and paint a freestanding cross for the Prep school. The cross was unveiled and blessed by the Senior Chaplain at an assembly during NAIDOC Week, with Ms Rix explaining the symbols present on the cross.

Achievements & Contribution

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

Academic Results 2020

Churchie's class of 2020 achieved some excellent results, and we commend the students on their success. We also acknowledge teachers and parents for their dedication, support and encouragement.

- One student, Declan Fletcher, completed the Queensland Certificate of Education (QCE) and achieved the highest possible ATAR of 99.95.
- Another 15 students achieved an ATAR of over 99 from both senior ATAR pathways, the QCE and IB Diploma Program.
- Several students received early tertiary offers and were awarded university scholarships.
- 43% of the QCE/IB 2020 cohort achieved an ATAR over 90.00.
- The IB cohort achieved an average IB mark of 34.3 (world average 29.9).

International Scholars

The school is pleased to see, each year, students considering and applying for international study. During 2020, four students from the class of 2019 received offers from leading international universities:

- Theo Milbourne (2019), Cornell University, USA,
- Ky Robinson (2019), Stanford University, USA,
- Gus John (2019), Durham University, UK, and
- Lachlan Toovey (2019), Princeton University, USA – Lachlan also received a QCE Award for the Highest Achievement by an Aboriginal Student or Torres Strait Islander Student.

Cannon Hill Anglican College

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

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

CHAC celebrated its 32nd year in 2020, and experienced a number of important developments such as the commencement of our new Chaplain and Director of Missions, and the opening of the new cafeteria and classroom precinct. The year was also punctuated by the challenges and opportunities of the COVID-19 health situation.

The year was marked with the theme *My Best, Your Best, Community Success*, which served as a compass to guide our path through an unprecedented year that called for grit, empathy, innovation, wellbeing and a strong sense of community. Our students embraced the values and ethos of CHAC with energy and authentic appreciation in new ways, while our staff continued to create a rich learning environment and displayed exceptional commitment to our students.

Worship & Christian Ministry

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

The social distancing guidelines presented challenges to community worship. In an effort to sustain our college community's connection and sense of wellbeing, a number of services were filmed and distributed to families. Prior to Brother Nathan James' arrival at the college, and as Queensland moved into the home-learning period, he filmed an Easter message in far North Queensland, that was shared with CHAC families. The annual ANZAC Day service was also filmed, and the St Francis and St Clare Celebration was pre-recorded and distributed to the broader CHAC community as a video.

Chapel services were filmed and emailed to students to watch during the home-learning period, and once school resumed on campus, these were streamed to homerooms, where students shared in these occasions as a community. During Terms 3 and 4, we were fortunate to be able to recommence both primary and secondary chapel services. Our spiritual leaders continued to offer reflections and prayers at assemblies and chapel services.

Students led a number of fundraising events, such as Pancake Day, to support Beyond Blue, RSPCA, OzHarvest, Koala Foundation, R U OK?, InSync – Mt Gravatt, Zonta, and others.

The events of 2020 emphasised the need for community in fresh, relevant ways, and the secondary and primary spiritual leaders were given the opportunity to lead and support their peers through a variety of avenues. Students were involved in the Commissioning of Brother Nathan, broadcasting weekly reflections and prayers to the college, and an online Family Service.

Engagement with Local Parishes

CHAC's participation in diocesan events is longstanding, however, COVID restricted direct involvement with a number of parishes, including Anglican agencies. Brother Nathan met with several local parish clergy to discuss possible partnerships once restrictions were eased. In the one Family Service, conducted in February, we were delighted to welcome representatives from a number of local Anglican parishes.

Relationships

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

In spite of the challenges in 2020, the CHAC community continued to demonstrate a heightened sense of social responsibility. Events such as the Social Justice Breakfast directly address social justice issues, and draw on the experience of members of our wider Anglican community for input.

Diakonos committees in primary and secondary operated with positive outcomes. The Boys' Education Committee continued to support and nurture the boys in our community through events and programs such as the Boys for Success Breakfast.

The Girls' Education Committee organised an International Women's Day Breakfast, and, together with the Boys' Committee, joined with Zonta to help pack 400 birthing kits for women in developing countries.

CHAC's community service activities included:

Social Justice Committee:

- Packing birthing kits with Zonta, and
- Two OzHarvest food drives – lunch and breakfast.

Environment Committee:

- Clean Up Australia Day activities,
- composting initiative,
- RSPCA animal shelter food and animal necessities drive, and
- paper recycling program.

Boys' and Girls' education committees:

- mentoring breakfasts,
- Boys for Success Breakfast, and
- International Women's Day Breakfast.

Primary:

- MS Readathon,
- Jump Rope for Heart, and
- two OzHarvest food drives – lunch and breakfast.

New Initiatives:

- R U OK? Day fundraising bake sale,
- Beyond Blue free dress fundraiser,
- Pride free dress fundraiser to raise money for support services for young people, and
- The Smith Family student2student reading program.

Chaplaincy

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

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

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

The college was blessed to welcome Brother Nathan James SSF as the new Chaplain and Director of Mission. Brother Nathan commenced his role at the height of the social distancing restrictions, and as students moved to an online learning model in Term 2. He brought a wealth of experience, humility, warmth, and compassion to the college at this important time.

Religious Studies

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

Staff Development

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

Throughout the year, staff undertook professional development for advanced skills in a variety of areas, continued to serve on national and state education bodies, applied for Highly Accomplished Teacher and Lead Teacher classifications, and pursued lifelong learning opportunities through further study. During 2020, a number of college teaching staff were awarded either Highly Accomplished or LEAD Teacher (HALT) status – CHAC currently has the highest number of HALT certified teachers in Queensland.

The college delivered the 15 Disciplines Leadership Program to 14 staff members from all walks of college life, with the intention of upskilling and empowering them to lead across the college. Despite the challenges of a COVID year, staff thrived on the experience and embraced the opportunity to explore leadership.

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

School Values

CHAC's Christian culture is evident through interactions within the college and wider community, and value is placed on respectful and compassionate conduct.

During 2020, the college worked tirelessly to ensure its community remained connected and supported during the COVID-19 pandemic. In line with the college's Christian ethos, a variety of support mechanisms were initiated during the year including freezing school fees, providing bursary assistance, and developing a business directory to support businesses within the college community.

Academically, consistency in teaching and learning across all year levels was rewarded with excellent Year 12 results, attesting to the learning and growth that arose from the individual and collective efforts of our students. As the first Year 12 cohort to graduate with an ATAR score, the college was encouraged by the outstanding outcomes achieved by our students. While the results are not able to quantify the college's strong culture, and social and spiritual growth, CHAC's notable statistic-based results underpin the

continued growth in CHAC's reputation for excellence in education across the holistic breadth of intellectual, physical, social, spiritual emotional and aesthetic domains.

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

Achievements & Contribution

Students again engaged and succeeded across the breadth of their holistic education – through the written word and application to learning, competition results, spirit of adventure, the never-give-up, respectful attitude in sport, and outstanding creativity in the arts. Participation in The Associated Schools (TAS) and Junior TAS has seen memorable championships and premierships, and 2020 saw CHAC secure exceptional results in the TAS competition, despite the shortened playing season.

Students also continued prolific representation at leading competitions, including securing second place in the state in the AI for Good Schools Challenge. A Year 12 student was awarded the Peter Doherty Outstanding Senior STEM Award, and three students were selected to participate in the highly competitive 2021 National Youth Science Forum.

Major Projects

In 2020, the college was privileged to continue the development and refurbishment of the campus, further enabling the intellectual and physical growth of students through teaching and learning in flexible, contemporary spaces.

The year saw the opening of CHAC's new student precinct. This contemporary facility houses flexible teaching spaces and a new catering centre. The facility was an extremely popular venue and was well utilised by students and staff during the second half of 2020.

Future Plans

The college has a number of contemporary facility projects included in the latest iteration of the Master Plan. The college plans to commence an extensive redevelopment of the primary school facilities and the Tuggerah sports facilities in 2021.

Coomera Anglican College

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

In 2020, Coomera Anglican College completed its 24th year of operation. We commenced the year hearing the Archbishop's message to schools about 'Being Together – Practising Peacemaking'.

College Theme for 2020

Our college theme for 2020 was *Building Community*. Having a theme assists in focusing our efforts for the year. When we chose this theme at the end of last year, we had no idea how appropriate this would become in a year like no other where the world was severely impacted by the COVID-19 pandemic. The importance of our community and supporting those within it, became even more important in 2020.

College Purpose

Inspire Excellence in Teaching, Learning, Service and Faith.

We operate with a purpose statement rather than mission and vision statements as we believe this is a more contemporary approach to education. Our purpose statement provides a clear testimony about what motivates us and what we are trying to achieve every day. This statement is well known by all staff and students and is lived through our decisions and applications each day.

Ethos & Values

Coomera Anglican College is a diocesan-owned school and operates under the Anglican Church Southern Queensland's 2009 *Vision Statement for Anglican Schools*. This statement articulates the ideal characteristics of an Anglican school: to share the mission of the church to proclaim the good news of the kingdom of God through faith, vocation and service. This document, along with the former *Ethos Statement for Anglican Schools*, provides a framework for our Anglican ethos and strong values culture. While the current Vision Statement provides a framework, we still defer to the former statement in our daily operations.

The Synod Report that follows reflects how the Anglican Ethos was expressed at Coomera Anglican College throughout 2020.

COVID-19

The academic year had just begun when we first encountered COVID-19. There was much confusion in the community about what was happening, and what that meant for

us and our college community. We had to send some of our International students back to their homestay families for a period of isolation in line with the federal government advice, and contact all families who had been overseas over the summer break. There was conflicting advice from federal and state health and education ministers, so we followed the recommendations of the state government throughout.

We implemented stricter cleaning regimes, educated our students about the new requirements of strict hand hygiene, coughing and sneezing protocols, and physical distancing. Our students and staff responded very well, and our parent body was very sensible despite some initial panic in the wider community. We recognised that some families were deeply impacted with loss of employment and prospects and we responded as a college to support our community by reducing fees to all families for Terms 2 and 3. This gesture was very much appreciated by all. Those who were able, donated their discounts back to the college to enable us to assist the neediest families even more. This was a wonderful example of our theme *Building Community* in action.

The learning-from-home phase was handled well by our staff and students. They took this change in their stride and continued to make daily contact with each other as we followed our regular timetable and routines, while accommodating up to 100 essential workers' children on campus. Teachers found new ways of interacting with their students and the students demonstrated remarkable resilience throughout this period. Personal growth for all was evident and staff probably gained five years' worth of professional development in five weeks.

Worship & Christian Ministry

In 2020, weekly worship provided many challenges but also opportunities for staff and student engagement. Our Chaplain, the Rev'd Mary-Anne Rulfs, continued to work with students and staff to make worship an exciting and engaging activity. Worship was live-streamed during the learning-from-home phase and continued that way once students returned to the college due to the COVID restrictions. It was lovely to hear singing coming from every classroom during this latter phase.

The junior and senior worship bands had to find different ways to operate, and hygiene became a major priority with cleaning microphones and distancing on stage. Mass community singing was restricted. Our senior worship band, *Angligang*, wrote another COVID and community inspired song, with assistance from former student and professional musician, Scott Dalton.

As the year progressed, whole of campus worship recommenced despite some limitations, and students enjoyed being together again. We held separate worship services for junior secondary and senior secondary students, and lower primary, junior primary and senior primary students, to enable the services to be age specific and hence more relevant for the age and maturity of the students.

Mrs Cathy Harrison (Head of Primary RaVE) and Mrs Natasha Materne (Head of Secondary RaVE), continued to support the Chaplain by working with class teachers and RaVE teachers and their classes, to help prepare students for worship.

House worships were confined to Term 3 to make up for lost time due to COVID-19. These worship had a different look with physically distanced family groups and no Eucharist in line with diocesan protocols.

Engagement & Relationships with the Local Parish & Wider Church

Members of Gold Coast North Anglican Parish founded Coomera Anglican College in 1997. The college is located in the geographical centre of the parish, so there is a strong association between the two. Clearly much of the usual engagement was curtailed during 2020 due to COVID-19, and the diocesan protocols around parish operations. We conducted several meetings with the regional Bishop and college and parish personnel to discuss how the college could best assist and support the parish in 2020 and beyond.

Principal Mark Sly continues to serve the Diocese through his role on the Anglican Schools Commission (ASC), as the Chair of the Heads Network group of the ASC. Mark was also the Immediate Past President of the Anglican Schools Australia (ASA), the national network of Anglican schools, and represents Coomera Anglican College and the ASC in this capacity.

Chaplaincy

The Rev'd Mary-Anne Rulfs is our only ordained Chaplain at Coomera Anglican College. During 2020, she continued her excellent work as College Chaplain under difficult conditions.

In 2020, we appointed Dominic Fay as a part time Chaplaincy Assistant. He was an excellent support to our Chaplain and did some great work with our Year 12 students in the Life and Faith Program in particular. We continued our search for a second chaplain to assist in growing faith across the college. This is an extremely difficult prospect as there is a significant shortage of suitable chaplains across the country.

Religious Studies

All students in the college studied Religious and Values Education (RaVE) in 2020. Each primary student took one lesson, and each secondary student took two lessons per week. In 2020, Mrs Natasha Materne continued to provide excellent leadership as Head of RaVE. She did a wonderful job of supporting our staff in this position.

Our college is unique in that most of the secondary teachers teach RaVE. While there are some shortcomings to this model, it does enable the Christian perspective to be reinforced across many subject disciplines, not just in RaVE lessons. Mrs Cathy Harrison continued to teach primary RaVE during 2020 and made her way into the Early Learning Centre for Godly Play as well when possible.

Students enjoy a dynamic curriculum that is challenging and captures current thinking, issues and dilemmas confronting the church today. It was great to have Rev'd Richard Browning and Vanessa Gamack from ASC as valuable resources to our staff. Teachers and students gain a great deal from this program, which fits nicely into our iLR framework.

Our College adopted the ASC approved *A Revised Religious Education Philosophy and Curriculum Framework*.

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

Missional Engagement

While COVID-19 restricted our outreach in this area in 2020, our students still raised over \$21k from various events including those run by the Student Representative Council (SRC) and Interact Club. Details are listed in the spreadsheets provided with this report.

We were pleased to support Surfers Paradise Anglican Crisis Care (SPACC) with food hampers at Christmas and students brought in hundreds of items of non-perishable food, as well as practical toiletries and gifts for children. The Christmas tree in the Ivan Gibbs Centre foyer was awash with items donated by students. A rough estimate of monetary value for these contributions was perhaps \$3k, but it is the intrinsic value that is priceless.

Community service remained a focus for our college despite the cancellation of the Year 9 Service Week. Nevertheless, individual students across the college recorded the number of hours they donated to the community through volunteer work in community groups, such as the Animal Welfare League, Surf Life Saving, their local parish and others. Service Awards went to students who donated 50 hours (Bronze), 100 hours (Silver) and 150 hours (Gold). These selfless acts by students are impressive and seem to be increasing in frequency. Many more students are actively involved in their community and do not seek recognition through Service Awards.

Reconciliation Action Plan

Our college continued to develop our own Reconciliation Action Plan. A committee comprising staff, students and parents gathered together and worked through the ASC template to establish our own RAP. There were some excellent initiatives including Indigenous student-designed jerseys for our open sport teams which will be used in 2021, our 25th year. It is great to have staff and students with Indigenous heritage as part of our RAP committee.

College Values

At Coomera Anglican College the language of our values culture is expressed by a strong yet simple message – iLR – imagine, listen, respect; that helps all members of our community encapsulate what it means to belong to Coomera Anglican College. This effective language frames our values culture and is employed at the college and at home by parents, with great success, as it provides consistency and predictability for children. As a community working with children from two to 18 years of age, engaging this simple approach effectively ensures that the college ethos permeates all that we do, and reinforces the culture of our college effectively for students and their families. We often remind our students that *we are all connected* because we attend the same college, but *belonging is a choice*. We are delighted with the commitment of our students who

understand the difference and choose to belong. They also understand that ‘where one of us go, we all go’. This mantra reinforces for students the idea that they are each personally responsible for maintaining their own reputation and that of the college. It also reinforces the sense of belonging. Values such as this continue to enhance our theme of *Building Community*, and our reputation as a caring Anglican community.

Achievements & Contributions of the College

Our college has a high respect for intellectual endeavour, as is stated in our purpose to inspire excellence in teaching and learning. In 2020, there was no NAPLAN and we changed from OP to ATAR for Year 12 students. Our Year 12 results for the first ever ATARs were very strong, with students doing significantly better than results across the state. Thirty-two percent of students had ATARs above 90, and 67% were above 80. While these results are very pleasing, ATAR statistics do not always tell the full story of what constitutes success, as they measure one aspect of student achievement. More meaningfully, all Year 12 students who applied through QTAC ended up with a tertiary offer. Other students continued their apprenticeships and training or entered the workforce. We were delighted with the record number of students who gained early entry or won scholarships to Griffith, Bond, Southern Cross and other Queensland universities.

Students continued to perform well in all areas of the arts and sport, although opportunities were obviously limited in 2020, as debating and public speaking and many sporting events were cancelled due to COVID-19.

Major Projects & Future Development

In 2020, we commenced and completed the extension and refurbishment of our junior secondary classroom block. This is a magnificent learning environment for students in Years 8 and 9. Throughout 2020, we continued to work with our architects on Master Planning. This process has taken three years working with Gold Coast City Council.

Archbishop’s Message

This report has highlighted the many ways in which we worked with the Archbishop’s theme of ‘Being Together – Practising Peacemaking’. Having a world pandemic has enabled us to stop and reflect on what is most important. *Building Community* for our college has been a priority.

College Council

Our College Council in 2020 consisted of:

- The Most Rev’d Dr Phillip Aspinall, Archbishop (*President*),
- Mr Stephen Knott (*Chair*),
- Mrs Pam Roberts,
- Mr Michael Temperton,
- The Rev’d Canon Gary Smith (*Archbishop’s nominee*),
- Professor Donna Pendergast, and
- Ms Jan Bartlett (*ASC Nominee*).

In 2020, the Rev'd Canon Gary Smith completed his term on Council. He has provided excellent guidance and wisdom over many years and will be missed. Mr Adam Gilbert also left the Council after making a valuable contribution. Mrs Robyn Kronenberg joined the team from late in the year. As a former school Principal, Mrs Kronenberg brings a wealth of knowledge and a lot of educational leadership experience. The College Council made some important decisions about assisting our parents with fee discounts, and loans for our building project in 2020. They continued to ensure that the college set a sound budget, made responsible decisions regarding our future planning and remained faithful to the mission of the church and our college, as we went about the important business of educating our students in different circumstances in 2020.

Under the leadership of the Chair Stephen Knott, the College Council continued to oversee the College, on behalf of the Diocese, most effectively in 2020. Executive Director of the Anglican Schools Commission, Ms Sherril Molloy, and Bishop Jeremy Greaves were unable to visit our College Council meeting in person, but attended a meeting via Zoom. During this 'visit', we were able to report on how we fulfilled the mission of the church through the different elements of the ethos statement. As part of the ongoing accountability requirements of the Diocese, quarterly financial reports and regular financial updates were sent to the ASC.

Our college continues to operate in a positive manner thanks to good governance, strong fiscal management and excellent commitment from our staff, students and families. The continued growth of the northern Gold Coast has assisted us in our growth, but surrounding population alone will not ensure our success. There is a lot of competition in our area, with new schools opening on a regular basis. We enjoy an excellent reputation in the local and wider educational community. It is a privilege to lead Coomera Anglican College. I think we performed particularly well in this COVID-impacted year.

Fraser Coast Anglican College

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

Fraser Coast Anglican College celebrated its 25th year as an educational leader on the Fraser Coast. The college is known for its adherence to high standards, the positive outcomes achieved by its students and its involvement within the community. Its ethos is encapsulated in its motto of 'Enriching Body, Mind and Spirit'. An FCAC education is an education for the whole child. Building relationships, personal development and giving of your best are a hallmark of the FCAC culture.

All institutions were tested by the restrictions put in place to address COVID-19 and our college community responded positively to what was the greatest challenge of a generation. During the lockdown period, FCAC was able to care for the children of essential workers on campus while simultaneously providing a quality online learning experience for those families required to quarantine at home. It was a period of significant stress for parents and educators and the community came together to support one another and to provide a calm and safe environment for the children.

The College Executive and Council provided clear lines of communication so that the community had all the information it needed at any given time. Financial support was provided to those college families adversely affected by actions taken to tackle the pandemic to ensure a continuity of schooling for their children. A Business Directory was created to promote college family businesses. Restrictions on gatherings provided us with an opportunity to review our events, and a wealth of creative video content was made available during this period.

The college completed its Strategic Plan for the next five years, in consultation with staff, parents and students. Throughout 2020, some of our college traditions were reinvented and, significantly, the college's sports and house shirts underwent their most significant design change in over 20 years. The new design was created in consultation with Student Council through every step of the process, and the student representative body gave the new look its unanimous endorsement. FCAC continues to strategically move towards an operational model that promotes student empowerment and allows the student body to be part of the decision making process in regards to the future direction of their college.

The year also saw the first year of the ATAR system for Year 12 students, and we are pleased with the way our staff and students have engaged with this change. The Class of 2020 missed out on many of the events that make their final year of school special; however, they showed great initiative in creating other positive opportunities to make the year memorable. The positive and proactive way that this cohort approached the rigors of 2020 is a credit to the character of the students and the commitment of their families and teachers.

Worship & Christian Ministry

As many of our students reflect a society with a secular focus, worship provided opportunities for students to share in an inheritance of over 2,000 years of Christian culture and values, based on the Anglican foundations of scripture, reason and tradition. In 2020, from Prep to Year 12, chapel services were a wonderful way to reinforce God's message and share the Good News of the Gospel. The student body is actively involved in chapel, through ringing the chapel bell, carrying the cross, candles and Bible to the altar during the entrance procession, reading the Gospel and saying prayers.

Our Religious Education teachers, Mrs Lana Priebbenow (middle and senior school) and Mrs Leigh Bebington (junior school), have continued to support our Chaplain, the Rev'd Jeffrey Jarvis, in preparing students for worship. The impacts of COVID-19 in 2020 limited some joint worship services such as Ash Wednesday, Easter and Christmas services. However, in the classroom, there were opportunities to reflect on these liturgical calendar events.

In 2020, so much has happened and our staff, students and families have successfully adapted to the unusual situations we have found ourselves in. There has been a great learning curve that has taken place for the students and the staff in terms of how to utilise remote learning tools to ensure spiritual connections continued during a time of such rapid change and uncertainty. But on the flipside we have seen great creativity, resilience, care and humour from our FCAC community. During online learning, the college community was creative in finding avenues that allowed our students and teachers to connect with each other promoting wellbeing for all.

The interruption to our lives caused by COVID-19 has provided many of us a period of enforced reflection. Throughout the world there has been unfathomable grief. The things that normally distracted us; sport, concerts, theatres, dining out, outdoor activities and even going to church worship were taken away. We had a time of forced stillness where we had to rediscover time with our family members. The lessons learned included appreciating what we have, that we can have all we need if we look around us and to give gratitude for the many blessings we have in our lives. COVID-19 caused a shift in our world but also for many people a shift in our hearts. Hopefully, this shift is one that many of us will want to keep.

Relationships

The restrictions around gatherings throughout 2020 required us to think differently about how we can engage and connect with each other and our community.

While we did not have the same physical presence within the community, we still found opportunities to support others. Our Year 7 students supported St John's Operation Christmas Child with generous donations. Year 9 students donated the funds raised through their '\$20 Boss Project' to the Anglican Board of Missions and highlighted the great work of the ABM through RaVE class presentations. Year 10 students contributed to the 'Share the Dignity' project through donations of sanitary products. In the latter part of the year, Mother's Union members enjoyed a service in the College Chapel followed

by a COVID-safe boxed morning tea and musical entertainment, all provided by our students.

We were very proud to have Year 12 student, Hannah Stanton, nominated in the 'Best Young Writer' category Australasian Religious Press Association (ARPA) Awards for her piece on 'Rebirth and Reminders'. Using *Luke 21: 1-4*, her artwork depicted the story of the widow donating coins, showing aspects of resilience and doing what one can even when the odds are against you.

Reconciliation Action Plan

The FCAC community was pleased to finalise a Reconciliation Action Plan (RAP) with Reconciliation Australia. Through the RAP, we aim to forge closer relationships with the Butchulla people in the coming years.

Religious Studies

In 2020, the world found itself trying to find its way through a global pandemic. Our RaVE teachers, Mrs Priebbenow (middle and senior school) and Mrs Bebington (junior school), not only continued to offer an engaging online Religious and Values Education program, they also worked to support fellow staff, students and families during the lockdown period and in the following months. Education has the ability to transform communities with the acquisition of knowledge and skills. However, during these trying times it was just as important for our young people to know they are profoundly loved by God.

What will our students remember of 2020? We have been through a collective experience that involved many challenges and extraordinary examples of 'Grace'. We learnt not all heroes wear capes: they wear hospital scrubs, deliver parcels, stand behind cash registers and teach online. Throughout 2020, our aim was to ensure our students felt supported, guided and challenged to learn, with Christ's example of sacrifice and caring for others as part of their spiritual journey.

In the junior school, students followed the 'GodSpace' curriculum which is based on knowing God more than just knowing Bible stories. Throughout the year, students were given opportunities to build a relationship with God through engaging fun-filled lessons, discussions, songs and quiet prayer times. A wide range of activities during online learning, provided great opportunities for students to continue their walk with God and strengthen their spirituality.

The junior school embraced the Archbishop's theme of 'Practising Peacemaking', with the focus on how God wants us to be filled with his peace. Also, what it means to be a peacemaker. The JAM (Jesus and Me) group had a great time rehearsing and performing to the song 'My Lighthouse'.

In the secondary school, the integration of digital tools was fast tracked as Religious and Values Education (RaVE) is often a discussion-based program, so new and innovative ways were found to continue sharing our ideas using online platforms.

The RaVE program for Years 7-12 covered the following six aspects of learning:

- The Bible and Christian Belief,
- Christian Traditions and Practice,
- Christian Living,
- World Religions,
- The Inner Life, and
- Thinking about Religion.

In the middle and senior schools, students developed an excitement for learning and an appreciation of other religious faiths and an awareness of religious and ethical questions. Each year level also participated in peacemaking and service projects.

In Year 7, students studied religious Sacred Spaces, creating their own space. Students explored the care of God's creation and students contributed to the 'Love in a Shoebox Christmas' project. In Year 8, students deepened their awareness of how our attitudes impact on others through studying the Beatitudes of Jesus, and through the film *Wall-E* students reflected on consumerism and caring for others. In Year 9, students explored the origins of the universe and the Genesis creation story. Students also examined the Hindu faith and then the charity and mission work of the Anglican Church. In Year 10, students examined the Islamic faith. Students also studied the lives of young people of faith who have lived courageous lives. Then students were challenged to make a difference in the world through a personal project. Year 11 and 12 critically evaluated Jesus' message, 'to love your neighbour' and linked this to current world situations such as the pandemic and social movements.

A highlight for senior students was a Q&A session with Bishop Jeremy Greaves, where topics discussed included: science vs religion, the National Redress Scheme, cloning, benefits of religion, voluntourism, political use of religion, Black Lives Matter and 'what is the meaning of life?' For middle school students, they enjoyed spending time with the Rev'd Richard Browning, exploring the concept of Peacemaking and also appropriate ways to serve others to empower all participants in the process.

In 2020, although we were often apart, the world also came together. The college continued to offer 'Grace' to others and encourage spiritual connection through chapel and RaVE classes.

Archbishop's Message

The Archbishop's theme for 2020, 'Being Together – Practising Peacemaking' was shared across the junior, middle and senior schools. A coordinated approach resulted in a range of thoughtful reflection activities by students on 'Practising Peacemaking'.

Junior school students created a Peace wall, Peace tree and completed an 'I am a Peacemaker' reflection. Year 1 and 2 sang songs about 'peace' and explored that peace is a fruit of the Spirit. Art was used as a vehicle to explore the concept of peace and different ways to symbolise it. Students were also given a 'Peacemaker' card to remind them to be a peacemaker, or they could give it away if they thought someone else needed a reminder.

Our Year 7 students made peace prayer PowerPoints to share in chapel where they conveyed an inspirational message of peace to others. Year 8, as part of a learning unit based on the Beatitudes, made peace doves with messages to remind us of Jesus' call to be peacemaker in our world. They also created peacemaking pavement messages around the college using chalk designs and logos, spreading a message of peace throughout the college community. They additionally made a poster describing what peace looks like, feels like and sounds like, for classroom display. Year 9 examined the role of peace as a social justice issue for worldwide communities. Year 10 looked at conflict and how we should try to see others point of view.

In response to social justice issues revolving around 'Black Lives Matter', students created a series of questions for a Q&A session with Bishop Jeremy. They also examined, Martin Luther King's call for non-violence and viewed the film *Selma*. Students developed an action plan for peace in their own lives.

Mrs Priebsenow (RaVE Co-ordinator) has become involved in an initiative to introduce Peace Education through the Global Campaign for Peace Education to FCAC. This involved training sessions on a new unit on 'The Theology and Practice of War and Peace' for the Years 10-12 range. This global initiative has the strategic intention: to reach peace and teach peace.

In a world full of conflict there is a need to continually remember God offers us his love, acceptance and forgiveness. 'Being Together – Practising Peacemaking' requires hard work and practice as we move into the future and the messages learnt during 2020 will be important for a peaceful future world.

Future Plans

FCAC will begin to enact its new Strategic Plan in collaboration with staff, students and parents. Central to this plan are a range of infrastructure projects including playgrounds, flexible classroom spaces, classroom refurbishments and the completion of the Casuarina Multipurpose Centre (CMC). The Teaching and Learning Framework implementation will be ongoing and an action group has been put together to develop a Wellbeing Framework for our students. Our college community continues to grow in size and spirit.

FSAC Ltd (Forest Lake, Springfield Anglican Colleges)

St John's Anglican College

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

St John's started 2020 embracing the Archbishop's message of 'Being Together: Practising Peacemaking', which tied in with the St John's Year of Being Kind: kind to ourselves, kind to each other and kind to our environment. 2020 was also the year of professional growth, where the college embarked on a framework to reflect on our practice, and nurturing professional and personal growth.

During Term 1, the announcement was made that COVID-19 was deemed a pandemic, with state and federal governments implementing various restrictions across the nation. St John's had to adapt the delivery of lessons, assemblies and chapel services to account for these restrictions.

Teaching staff were amazing in their ability to adapt their face-to-face lessons with online remote learning, including uploading of lesson content on to OneNote, teaching via Microsoft Teams at the same time as face to face with those students who were required to come to campus, and ensuring that our students' wellbeing was also looked after, all at very short notice. Staff worked hard over the Easter school holiday break to ensure that our students were able to receive the best education they could in the circumstances. The return of students to school following the lockdown period provided a different set of challenges as students faced the anxiety of returning to classes, and our international students remained online in their home countries. Our staff members have coped with all these different challenges with the utmost professionalism.

The year 2020 also saw the first cohort receiving their ATARs following the introduction of the QCE/SATE. The results illustrate the outstanding cohort of young adults who have demonstrated resilience, perseverance and maturity beyond their years in not only coping with all the myriad challenges, but rising to the challenge and excelling. 32% of the cohort received an ATAR between 91 and 99.95, which is the equivalent of an OP1-5. The Year 12 cohort performed at a high level in all subjects with greater than 97% of grades in all assessments falling within the A-C range. Each year, the QCAA awards Certificates of Academic Commendation for students who achieved the highest overall grade (A) in at least six general subjects. The college had nine students receive this academic honour.

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

Worship & Christian Ministry

The year began with the Commencement and Leadership Service for Staff, Year 12, Year 9 and Year 6 students, and families, held at St John's Cathedral.

The college marked the changes of liturgical seasons through special services held on Ash Wednesday and Christmas.

St John's adapted to the COVID restrictions by filming chapel services which were watched during home group lessons. Once the restrictions had been relaxed, the college was able to resume face-to-face chapel services at both campuses, albeit with reduced numbers.

The college encouraged its families to participate in ANZAC Day commemorations through standing on their driveways at dawn and being with their local community in that space. Students also participated with an online service with their home groups.

Engagement with Local Parishes

St John's again connected with the local parishes of Centenary Suburbs and Inala throughout the year. In the continued absence of a College Chaplain, the Rev'd John Coleman (Centenary Suburbs) officiated at Eucharist Services. We also supported the Inala Parish through a Christmas in July appeal, donating food and gifts for those in need.

Relationships

The college continues its connection with St John's Cathedral with the annual Commencement and Leadership Service held in early February 2020. Due to COVID, the college was not able to hold other significant events, such as the Year 12 Valedictory Service and annual Cathedral Concert. The college participated in the Night at St John's Cathedral sleep out, with 25 students attending. Funds were raised to support homeless and disadvantaged people in the community.

Chaplaincy

The recruitment process for a full-time Chaplain continued in 2020. Mrs Robern Hinchliffe, Deputy Principal Pastoral Care, and Mrs Sandra Hawken, Head of Primary Deputy Principal – assisted by other staff and students – conducted chapel services during 2020, whether online or face to face. The Rev'd John Coleman continued to provide support by officiating at staff Eucharists and special student services such as Christmas. We thank the Rev'd Coleman, as well as Mrs Hinchliffe and Mrs Hawken for their continued support during this recruitment process.

During Term 4, it was announced that the Rev'd Juliana Bate would be returning to the college in 2021 as the full-time Chaplain. The Rev'd Juliana spent a year at St John's in 2018 as a student of St Francis College. The college looks forward to the Rev'd Juliana's commencement and welcoming her and her family to the St John's community.

Religious Studies

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

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

Missional Engagement

The college continues its awareness of service to others, both globally and locally.

The whole college supported Operation Christmas Child in 2020, with 131 boxes being sent to children in the Pacific region. The college also raised \$908.05 to assist with postage of the boxes.

Students and staff participated in various fundraising activities during the year, including Shave for a Cure, Pony Tail Project, Jeans for Genes Day and the annual Cake Auction. Funds raised supported causes such as the Cancer Council, Anglicare and the Queensland Medical Research Institute.

While the usual operations of the Inala Refugee Homework Club were not able to take place due to COVID, the relationships were maintained through pen pal letters. St John's staff and students also conducted a transition session for those students in Year 6 entering high school in 2021. Students participated in service activities through the Duke of Edinburgh Awards and Leos Club.

In 2020, the college completed its full MYP Community Service Project which saw Year 9 students champion a cause and present their projects to the St John's Community. Projects included the use of social media to support young people during COVID, assisting the elderly to connect with family and friends through the use of technology, and brightening up classrooms and staffrooms through the use of plants which were maintained by the students.

The service program is being reassessed and redesigned to suit the new strategic direction of the college.

Staff Development

Due to COVID-19, a number of conferences which staff would have attended were cancelled. However, staff continued to participate in online professional development where available. The college hosted pre-service teachers during 2020 to continue the development of new teachers.

Reconciliation Action Plan

In 2020, staff received professional development about small ways we can begin to educate our students by "learning through culture and not just about culture." This

presentation included learning about yarn circles and linking to our wellbeing through a resource called *Yarn Circles Wellbeing Cards*. Every year level has these cards now and are utilising the yarn circle to check in with the children, alongside sharing the traditions and values of the learning yarning circle.

Also shared was the *8 Ways Framework of Aboriginal Pedagogy*. A junior school focus group (including two teachers from the middle school and senior school) are trialling this in different ways in their classrooms. Learnings from these focus groups will be shared with staff in 2021.

An online professional development with Your Mob Learning has been organised to run a free trial with a group of eight junior school teachers and a teacher aide. From this we shared professional dialogue about the learning, and the college is continuing dialogue with Your Mob to support them in building resources for teachers to assist with the Aboriginal perspective of many of the learning topics within our curriculum.

Events

The Principal's Welcome to the Community event was held in late February 2020, and the new strategic enterprises were launched, together with the new mission, vision and values of the college.

The sports centre redevelopment project was completed in June 2020, and officially opened in July 2020 with His Excellency, the Honourable Paul de Jersey, Governor of Queensland and His Grace, the Most Rev'd Dr Phillip Aspinall, Archbishop of Brisbane, in attendance.

As a result of the pandemic and government restrictions, a number of major events such as the College Carnival and Foundation Gala Dinner were cancelled. The college also had to reimagine regular events such as Night of Celebration and other end of year events to allow for these restrictions. Instead of one large event for Years 5-12, the college had a number of smaller events, focusing on different year levels so that we could celebrate the students' academic, sporting and performing arts achievements with their families in attendance, either face-to-face or through live streaming.

Major Projects

The college is currently collaborating on a project with the Science of Learning Research Centre at UQ. The project commenced in February 2020, however stalled due to COVID. The project continued in Term 4 and will continue in 2021. The focus of this project is to examine how the college's current practices align with the new mission, vision and values and how this contributes to the positive wellbeing outcomes for staff and students. Initially, the project will focus on the transition year levels of Year 6 and Year 9, though this was changed to Year 8 due to concerns within that cohort.

The outcome of the project is to provide a clear link between wellbeing and personal learning success: without one, the other will not happen. Consistence and common language between the campuses are to be maintained, together with the message that wellbeing is everyone's business.

Future Plans

Our next project, which was to be the refurbishment of the Year 7 precinct, has been delayed due to the pandemic, and we look forward to being able to recommence that project in the near future. Other future plans include the addition of two classrooms on the junior campus which are required as a result of the growth in enrolments.

The college will also be launching a Faith, Mission and Wellbeing Centre, with the conversion of an existing staffroom into a space that houses the Chaplain, College Psychologist and Heads of House.

Conclusion

In what was a remarkable and challenging year for all Australians, I would like to thank our families for placing their trust in the college to continue to educate their children during this unpredictable year. We have been challenged on all fronts and experienced school closure, remote online learning, blended learning and transitions to and from face-to-face learning. We have communicated with our community via livestreaming and video and witnessed firsthand the community's resilience. We have been able to provide stability for our students and kept a sense of fun alive in our learning.

At the beginning of Term 3, Mrs Sandra Hawken, Head of Primary Deputy Principal advised that she was intending to leave at the end of 2020. Mrs Hawken was instrumental in leading the primary campus through a series of positive changes, improving teaching and learning programs, building the community culture, all of which resulted in increased enrolments. The college farewelled Mrs Hawken at its end of year services, and we extend our sincerest thanks to Sandra for her years of service to the college and offer our profound good wishes for her future.

The College Council has shown leadership and courage during this strange year which was so greatly impacted by a worldwide pandemic. The Council welcomed Rev'd John Coleman and Mr Grant Williamson to its ranks, while at the same time farewelling Mr James Mason OAM. Mr Mason has provided dedicated service as a Council Member for six years with humility and wisdom, and we thank Mr Mason for his service and wish him all the best for his future endeavours.

We continue to thank the College Council and FSAC Ltd Board for its guidance, strategic direction and support through this unusual year.

The Springfield Anglican College

Principal: Mr Steven Morris
MAppSc, MMusSt, Dip Ed, BMus

History could not prepare us for the ensuing events we were to witness in 2020: the sheer devastation created by uncontrollable bushfire storms, a pandemic, lockdown, shutdown, border closures, economic crisis, an international human rights movement, global recession and the ongoing effects of our changing climatic conditions. Understanding these ongoing problems is particularly confronting for the young. Developing solutions is incredibly difficult, but the one thing we know is that children and young people worldwide, irrespective of race, religion or quality of life, all deserve the opportunity to be educated and attend school whenever and wherever they can.

With very little notice, we all adapted to a new way of learning and a new way of educating children. Teachers quickly learned new technologies, developed new resources and learned how to lead their student learners online. Students began developing skills to become responsible for their own learning, time management and how to be more self-sufficient with their schooling. Parents became more involved in the education of their children, whilst managing a household, working from home and dealing with the anxiety of the unknown.

Two TSACs exist for those who are a part of this place. One is the physical environment made of the bricks and mortar, populated by those who pass through the college gates. People come and go and, in the big scheme of things, none of us is part of this built environment for very long. The other TSAC is the one that has spirit; a sense of belonging that provides an opportunity for lifelong growth, lasting relationships and cherished memories. It is this *Spirit of TSAC* that our students help enrich, during their time with us. It is a spirit that bears witness to God's presence in our college. It is this spirit that allows us to adjust our sails when the wind changes direction so that we can continue our journey and reach our destination.

Worship & Christian Ministry

On the secondary campus, students and staff meet weekly for assembly/chapel, which includes a theme, Bible reading, Chaplain reflection, hymns/songs, celebrations and notices, and a blessing. Similarly, on the primary campus staff and students meet weekly for chapel which is led by a different class each week. The form of worship includes a theme, Bible reading, explanation by the leading class, Chaplain's reflection, hymns/songs, prayers, Lord's Prayer, Chapel Awards and a blessing.

Assemblies and chapels were held online via Zoom during the pandemic restrictions, and college staff and students adapted quickly to this digital platform. Our focus remained on bringing the primary campus student and parent community together in worship through live streaming and video recordings. Each week, chapel was recorded so parents were also able to remain connected to chapel and the community.

Engagement with Local Parishes

The college continues to provide support to St Andrew's Parish allowing use of college facilities to meet for worship, activities, children's ministry and youth groups.

Throughout the height of the pandemic St Andrew's adapted to online worship offering online services and kids church online. St Andrew's stayed committed to building up our children and young people in their faith during the COVID-19 restrictions.

As restrictions eased, St Andrew's recommenced face-to-face services offering two services each Sunday that abided with government guidelines. A 9am service for vulnerable people and a 10.30am service.

The ThreeSixTeens (3:16s) discipleship group returned to regular sessions in the Cedar Building on the secondary campus following a period of online session during COVID-19.

The Rev'd Charlie Lacey has continued his support of the college by attending and participating in our Primary Campus Chapel and assisting with our school services throughout the year.

Relationships

Our service program was impacted significantly due to the COVID-19 pandemic and the restrictions put in place. The college was delighted to be able to run 'The Giving Tree' initiative through our Christmas Assembly and Chapel, which enabled the college to connect with other Anglicare services including Anglicare Southern Queensland, and support their service with our donations of gifts for children and adults. Anglicare Southern Queensland distributed the gifts to their homelessness services, foster care services, residential care services and family support services.

Chaplaincy

The Chaplain has continued her ongoing support and pastoral care to our students, their families and our staff. 2020 has been historically challenging for the college with a catastrophic hail storm hitting Springfield on October 2020 on the back of the COVID-19 pandemic. The hail storm caused devastating damage for many college families, with houses and/or cars destroyed during the storm that battered thousands of homes in Springfield and surrounding Ipswich suburbs.

During the period of at home learning, there was a focus on self-care. The Chaplain and College Psychologist set up 'connect' pages on Nexus where primary and secondary student and staff could access a variety of resources. These resources assisted with self-care, physical care, spiritual care and mental health. There was an online prayer wall and an opportunity to connect via virtual hangouts.

Religious Studies

The College Chaplain rewrote the program to allow further alignment with the ethos and values of the Anglican Church. The program covers a range of topics that explore the role

of a Christian in the modern world, how to provide generous hospitality to others, and includes the Alpha Youth program, which is designed to engage students in conversations about life, faith and Jesus.

On the primary campus the classroom Spiritual Learning program continued to focus on Christian values through the teaching of age-appropriate Bible lessons and parables from the Jesus Storybook Bible (early years) and the Friends and Heroes Program (middle and upper primary). Each day the students commence the day in Prayer, and special events for the Christian calendar year were modified to ensure students and staff were able to observe and celebrate apart, but together in learning and faith.

Missional Engagement

During Term 1, our senior students in Years 11 and 12 got the opportunity to volunteer with staff to assist Rosie's Friends on the Street, before services were suspended due to COVID-19. Rosie's reaches out to those on the streets, offering them community and a sense of belonging by being present with them. Our staff and students spent time chatting, sharing friendship, a drink and food with their patrons and friends on the street.

Reconciliation Action Plan (RAP)

Several initiatives took place during 2020 which included:

- cultural awareness training for staff,
- Uncle Joe shared the history of Ipswich through a video message that was played to the college community through virtual assemblies and chapels during National Reconciliation Week, and
- Uncle Joe worked with a small group of students to paint an aboriginal cross for the college.

School Values

Learning is not possible without a deliberate effort to support each students' wellbeing. Operating under COVID-19 restrictions has not been easy. We have remained committed to the care of the individual student and to providing a safe, nurturing and collaborative environment where students learn as equals, side by side as well as receiving the personalised support they need to thrive and excel. Coupled with this is our Christ-centred approach to schooling where faith, honour and service remain at our core.

Achievements & Contribution

The Commissioning Service of Mr Steven Morris, Principal, was held on Tuesday 15 September 2020 and officiated by the Rt Rev'd John Roundhill, Bishop of the Southern Region. The ceremony was conducted in front of a small audience of invited guests and a representation of the student body to ensure that the COVID-19 regulations were met. The ceremony was captured on video and made available online for the entire college community.

Events

At the start of 2020, the Term 1 events were able to take place as normal and we celebrated together as a college for the Staff Commencement Service at St John's Cathedral and the Student Leadership Induction Services on both primary and secondary campus in January. In February, the Ash Wednesday Services also took place on primary and secondary campus. By end of March, with tight COVID-19 restrictions put in place, and schools in Queensland beginning a period of learning from home, the ANZAC Service and Whole College Easter Service were unable to take place.

During this time and continuing throughout Term 2, the TSAC community stayed connected via Nexus and social media. Student leaders created messages of motivation and inspiration for other students, along with the Executive Leadership Team and College Council. A big favourite for the community was the Teachers Bloopers Reel, which instilled how real learning at home was, that we were all learning in this together.

Term 3 saw the return of some college events albeit under a strict COVID-19 safe plan. With COVID-19 safety measures in place, the college was able to successfully hold the Secondary Open Day, The Tiny Tartan Open House, Principal Commissioning Service and Kurrajong, Centre for Senior Learning Opening.

During Term 4, the college successfully held the Year 12 Graduation, Year 6 Valedictory Service, Rite Journey Graduation Ceremonies, Sports Awards, Secondary Orientation for New Parents, Subject Selection Information Evenings and Speech Day.

Major Projects

The two new state-of-the-art science laboratories opened to students in Term 1. These laboratories have provided students, with greater access to hands-on and engaging learning experiences. Both are equipped with cameras for activity demonstrations and student pods, each with their own LCD monitors, to promote collaborative and interactive learning. The new facilities also feature a climate-controlled extended experimental investigations room, furnished with grow lights, which provides a space for senior students to conduct independent research.

The new Centre for Senior Learning (Kurrajong Building) opened in Term 3. This project ends, a two-year process of planning and construction and adds an outstanding facility to our secondary campus. The new building offers our senior students six spacious and modern general learning areas, three private study rooms, and a large open flexible learning space. The area is completed with restrooms for our senior students, a dedicated student kitchenette complete with microwaves, and a fridge for our Year 12 students. Furniture and fittings have been carefully selected with the learning of our senior students in mind, with numerous charging ports built into the tables and desks for laptops. Generous outdoor undercover areas, complete with outdoor furniture and beautiful landscaped areas, compliment the area, making it an inspiring place to undertake learning.

Archbishop's Message 'Being Together – Practising Peacemaking'

The message of 'Practising Peacemaking' and 'Being Together' really started at the beginning of COVID-19. Our Year 6, 9 and 12 leaders recorded video messages for our TSAC community to communicate we were all together during this time. These messages were distributed through the college's social media channels.

Throughout the year, this theme was also communicated in our Primary Campus Spiritual Development Programs and Primary Chapel Services. In Semester 2, the Year 6 leaders created a Prayer Tree to help them focus on 'Being Together: Practising Peacemaking' in the lead up to Christmas. Students decided the gift of prayer would be a great way to spread the message of hope, joy and peace, so decorated the Prayer Tree with prayers wrapped in ribbons.

On the secondary campus, 'Practising Peacemaking' was the theme for the Inter-Clan Spectacular where each clan performed two songs to portray this message through clan involvement in singing with movement.

Future Plans

A Year 7-12 curriculum review will be undertaken during 2020/2021. The changes to Year 7 will include a restructure to reduce assessable subjects, return to a single teacher for core subjects and allow for a greater focus on numeracy and literacy. The Year 8 and 9 review will consider continuity and rigour in the middle years, while the Year 10 to 12 review will look at the senior phase of learning and the point of contact for students wishing to enter university, vocational education and the workforce.

The Year 6 classroom refurbishment project that was delayed in 2020 due to COVID-19, will proceed in 2021. The project involves converting the two existing large Year 6 General Learning Areas into three Year 6 General Learning Areas. Two of the Year 6 classes currently enjoy large, if not, unconventionally shaped classrooms, whilst the third is currently housed in a small, thin Instrumental Music classroom that has been temporarily converted to a classroom. The completion of this project will complete the primary campus as a three-stream campus. It will also allow the Creative Arts/Instrumental Music Program to move back into its purpose-built classroom.

St Andrew's Anglican College

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

Underpinned by our strategic intent; *Based on our Christian Foundation within the Anglican tradition, we leverage our positive energy and supportive community to enable our students to move confidently into their futures*, 2020 was as for all, one of challenge, persistence and ultimately success. It was a year in which we took full advantage of the learnings that the lockdown and subsequent restrictions taught us, to the point where we developed our Headway Project. Our aim here is to ensure we don't forget many of the great learnings that 2020 gave us. At the same time, because of our location and continued commitment to provide a quality experience for our community, the college experienced unprecedented demand for enrolments. This was possible because we remained true to our intent and we achieved this intent through our value statements.

Encourages Learning through our...

- energetic staff,
- global perspectives, and
- innovative thinking.

Creates Opportunities that...

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

Builds Connections for...

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

Worship & Christian Ministry

Our weekly chapel, held in our multi-purpose facility, continues to be an integral part of college life. COVID-19 encouraged us to think more creatively about how we engage students and staff in worship, and online is something we want to think further about. It enabled teachers to stop and chat with their students about what was being shared, it created more dialogue than would normally happen in a large gathering.

In 2020, we focused on women and men, Christian and non-Christian, from who we can learn lessons.

- Term 1 – "What would Jesus say to...?" *Oprah, Lance Armstrong, Donald Trump, The Queen, Aunty Joan, Us.*
- Term 2 – "Who's Who?" (online chapels) We interviewed SAAC non-teaching staff about what they do. What's in their top draw? Which Bible character would they like to hear about? We covered *Esther, Mary, Jesus, Peter, Thomas, St Andrew, Ruth, John, Mary Magdalene.*
- Term 3 – "Unsung Heroes" People who have done great things yet are not highly known or recognised. We learnt about life from amazing human beings like *Kim Phuc, Alan Turing, Richard Harris, Harold Thomas, Tenzing Norgay, Irena Sendler.*
- Term 4 – "Looking Up" Christians who can help us develop our character such as *Dietrich Bonhoeffer, Nick Vujicic, Eric Liddell and others.*

We also shared a short Christmas series (*The Crown & the Cradle*), plus a focus on NAIDOC week in Term 4.

As a college, we continued with our focus on significant services as best we could. The All Staff Chapel, at both the beginning and end of the year, continued to be a highlight for many staff and an appropriate way to 'book end' what happens in the life of our college.

Engagement with Local Parishes

Our school-based congregation was struggling with no leadership in the early parts of 2020, and so COVID-19 was a small blessing for the team who had been responsible for every aspect of this ministry each week. We welcomed Chris and Lynda Johnson in July, and we were able to relaunch the congregation later in the year. This has been positive with new staff and families joining the congregation. Unfortunately, there was not a lot of opportunity for real connection given the year that was.

Relationships

Our greatest connection outside the parish is with Anglicare. In 2020, we continued with '*St Andrew's serves*'; however, this was cut short and was not re-instated. It is ready to be re-launched in 2021.

Chaplaincy

In 2020 we had the following full-time staff:

- **Tim Barrett** *Head of Christian Ministry & Global Learning (Executive position)*
- **Gary McClellan** *College Community Chaplain*
- **Andrew Lucas** *Primary Christian Education Teacher*

Three full-time staff assisted part-time with Christian Education with the Chaplaincy team:

- **Grant Harbour** *Director of Professional Practice*
- **Brett Moller** *Director of Knowledge Services*
- **Chris Ivey** *Principal*

Religious Studies

The college continues to commit to quality teaching in this area, and continues to employ qualified Christian Education teachers from Prep to Year 12. Our program is overseen by our Head of Christian Ministry and meets the diverse expectations of the Vision and Framework for Anglican Schools, but is appropriate to the college and our approach to Christian ministry.

During COVID-19 lockdown, Christian Education in the secondary school was one the exemplars of online and self-paced learning. Modules across a broad range of topics were developed and students were able to work through these at their own pace, focus in on particular areas of interest and the feedback through our post lockdown surveys gave many staff an insight into the benefits of both face-to-face and online learning.

Missional Engagement

The college continues to regularly participate in charity programs. In 2020, we were limited to the number of events we could run. We held most of these events within the college grounds:

- Pink Day donation to Cindy Mackenzie Foundation,
- Valentine's Day, and
- World Vision sponsor of child.

Overseas trips to Cambodia and Thailand were suspended; however, fundraising activities took place to raise funds to ensure programs could continue on the ground in these countries.

Staff Development

The college had a commitment in 2020 to continue Professional Conversations; however our secondary staff were overwhelmed taking our first Year 12 cohort through the ATAR system. Many of our staff have now undertaken new roles as markers and confirmers for the Queensland Curriculum and Assessment Authority.

The Principal is the National Chair of AHISA (Association of Heads of Independent Schools, Australia).

The college continues to have a strong connection with the University of the Sunshine Coast, and we have entered a partnership through our Learning Institute where we have access to in-service opportunities, and we support several pre-service teachers on a regular basis.

Reconciliation Action Plan

The college developed its RAP plan for 2020; however very little was enacted. We have employed a new First Nations Officer who has given this aspect of college life a much needed boost and focus that we are now experiencing in 2021.

School Values

The college is based on the Christian principles of respect, tolerance and understanding. The college encourages all – staff and students – to value the differences and gifts that each one of us possesses. The St Andrew's environment is one of mutual respect and consideration between staff, students and parents, and this upholds the gospel values on which we are founded. This isn't something we simply say in our marketing brochures or Synod reports. People who visit the college talk openly about the wonderful sense of community and positive encouragement they see and feel.

The college pastoral care teams work incredibly hard to ensure this continues to be a hallmark of our college. In 2020, the Council and Executive re-framed our approach to wellbeing under one of our five strategic banners – Personal Capacity.

The staff and student body are very open and supportive, and our rates of bullying are very low. We now track our pastoral care conversations in order to support these claims. People will choose this college because of the perception in the community that we care for and encourage the individual. Students feel comfortable at St. Andrew's striving for academic success and stimulation, and broadening their intellect.

Our global and service programs continue to grow in both numbers, and depth of experience and opportunity. The careful balance of local, national and international opportunities is important, and we are seeing through our CQ (cultural intelligence) data, the positive impact these experiences are having on our students.

Achievements & Contributions

2020 was a year in which the college was recognised nationally for its commitment to co-curricular programs during COVID-19. Our online stage band rehearsals as shared by ABC, our national co-curricular award and so many other efforts, acknowledged by external parties are tribute to the great work of our staff and students.

Major Projects

Despite the challenges of COVID-19, the college spent the later months planning the next five years of our College Master Plan which begins with additional amenities for our highly successful Aquatic Centre, more car parking and hardcourts and culminating in our Performing Arts Centre. These projects will enable the college to potentially grow to 1,450 students, up from our current cap of 1,300.

Reflection on the Archbishop's Message

Being together was an interesting challenge in the year that was COVID-19, and so many of our normal plans were set aside. However, whilst we didn't get to actually practice being together or peacemaking on a regular basis, there were a number of projects that stem from COVID-19 that we hope to implement in 2021:

- We focused on how to listen, care for and encourage others in the online environment and we hope to continue this for students and staff who often find themselves out of daily contact with the college.
- As a staff, COVID-19 actually encouraged a number of new initiatives whereby staff would spend more time with each other in activities outside of normal college conversation, to build relationships.
- In conjunction with support from the Federal Government, the college developed and built a peace and sensory garden for primary students to enjoy. This was opened early 2021.

Future Plans

Our goals for 2021 focus around a repurposing of our current strategic plan in light of our learning from COVID-19, our commitment to building personal capacity in our students and our desire to grow our campus.

Summary

St Andrew's is a place where it continues to live and breathe its motto of *Vision and Spirit* and I pay tribute to all those involved in making it such an exciting place to work. St Andrew's enjoys a wonderful reputation across the Sunshine Coast, and I give thanks for the wisdom and support of our College Council and Executive Leadership team for their passion and commitment. We didn't just survive, but thrived in 2020!

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

St Hilda's School

Principal: Ms Wendy Lauman
AACM (Td), BEd (Drama), MEd (Counselling & Guidance),
MEd (Behaviour Management), AIMM, MACEL

Ms Wendy Lauman's appointment as Principal was announced by the Chair of School Council, Professor Susan Brandis, on behalf of the Most Rev'd Dr Phillip Aspinall, to the community and friends of St Hilda's School on 19 May 2020.

The Principal's professional memberships include:

- The Association of Heads of Independent Schools of Australia,
- Alliance of Girls' Schools Australasia,
- Australian Institute of Management, and
- the Australian College of Educational Leaders.

The Principal represents St Hilda's School by an active involvement in:

- the Queensland Girls Secondary Schools Sporting Association,
- the Isolated Children's Parents' Association,
- Independent Schools Queensland,
- Australian Boarding Schools Association,
- Yalari,
- the Anglican Schools Commission Heads Advisory Network, and
- Anglican Schools Australia.

Under the leadership and guidance of our Chair, Professor Susan Brandis, and our School Council, 2020 saw the school continue to engage with the advancement of our 2018-2025 Strategic Plan platforms whilst attending to the operational and strategic risks identified in the COVID-19 environment.

The Anglican Schools Commission provided opportunities for discussion and direction with the dissemination of a Business Continuity Plan template which assisted with the identification of risk and risk mitigation. A Communication Plan, with designated responsibilities and identified communication channels, did much to circulate information and preserve relationships with stakeholders. Looking after our community, in terms of health and wellbeing support, professional learning, and management of financial assistance were key considerations throughout the year. Networks were strengthened as schools liaised with each other to support boarding families, the logistics of complying with health directives with residential facilities, and the development and delivery of remote/online learning.

The school's mission, values, and motto focused thought and action in responding to the ever-changing environment and needs.

Worship & Christian Ministry

The COVID-19 environment created change in the way the school celebrated worship as we implemented the required health and social distancing guidelines. When students returned after the lockdown period, worship services for the junior school from Prep to Year 6, were attended by one year level. Senior school students were able to meet for worship in house groups, and boarders' chapel services were also organised into smaller groups to comply with social distancing advice. The main services of the liturgical calendar were similarly managed. We appreciated the sense of loss of community brought about by these changes, particularly for staff and families who would normally be part of this ministry.

Our assemblies commence with the School Prayer, and in the absence of being able to meet weekly as a staff, our Chaplain ensured weekly prayer became part of the electronically available staff briefing each day. All student leadership roles are inaugurated in a worship service, where students and staff are invited to commend their service to God. The Principal's Commissioning was celebrated in our Sports Complex with the Archbishop and a small number of invited guests and students. A livestream of the service enabled the community to participate from other parts of the school or from home. At the end of the school year, we were overjoyed as a community to be able to celebrate a Staff Eucharist together again to conclude a challenging but rewarding year.

Engagement with Local Parishes

Much of our ability to be out in the community or to invite guests into the school was limited by the requirement to comply with Queensland Health directives to manage health and safety risk during this time. We were fortunate to have had visiting clergy in Terms 1, 3 and 4, to minister with our Year 7 to 12 house groups. Our main engagement with our local parishes, however, was with our response to fundraising for services they provide to others.

Chaplaincy

There is one full-time Chaplain who is assisted in services by students and other members of staff. Our Chaplain, Father Patrick Duckworth teaches across the junior, middle and senior schools and takes time to build positive relationships with girls and their families. He leads our 155 boarders in Chapel each Thursday evening and joins them for dinner regularly. Our guest chaplains in 2020 included the Rev'd Trevor Sketcher from Surfers Paradise and the Rev'd Richard Browning, ASC Director of Mission.

Curriculum

During 2020, the Religious Education Faculty, under the leadership of Mrs Catherine Syms, continued to review and update the St Hilda's RE curriculum based on guidelines provided by the Anglican Schools Commission syllabus. A review of our school priorities regarding how we were apportioning time for student wellbeing programs, in particular spiritual wellbeing, enabled an increase in curriculum allocation each week for students in Years 11 and 12. We are delighted that there has been considerable growth in senior

school students nominating to undertake Studies of Religion in 2020. With two classes it has been possible to assign another teacher to the RE Faculty.

The junior school Religious Education curriculum is based on Anglican Schools Commission guidelines around Knowledge and Understanding, including Reflection and Empathy. The Chaplain, the Leader of Learning and Teaching in Junior School and the Religious Education teachers collaborate regularly. The program links the subject to our School Values and other curriculum areas, for example Year 6 English. Additionally, Religious Education classes support the Social and Emotional Framework within the Junior School.

Missional Engagement

In keeping with our school motto: *Non Nobis Solum – Not for Ourselves Alone* – our girls continued to reach out to the local, national and international community to provide support and fund raising. Albeit, due to COVID-19, this was not to the same extent as previous years.

The junior school supported a range of charities, often through creative events delivered via our house structure. These included:

- 4ASD kids Charity,
- Animal Welfare League,
- The Currumbin Wildlife Hospital Foundation,
- Rize-Up Australia, and
- B Kinder Day.

Some of these involved the girls giving gifts of their time, money, support or information sharing.

In our middle and senior school, the girls demonstrated *Non Nobis Solum* in many ways, which were not only valued by the girls themselves, but connected them to their broader communities. They raised awareness for different causes including Rosie's Christmas packages, the Surfers Paradise Anglicare Giving Tree Appeal, Surfers Paradise Anglican Crisis Centre, Support the Girls and Share the Dignity, to name a few.

Year 12 students continued the tradition established by earlier senior cohorts, supporting the children's' charity Variety, with a 'hair chop' which raised \$12k.

St Hilda's association with the School of St Jude in Tanzania continued through the financial support of two students through their secondary years.

Staff Development

With the Queensland Curriculum and Assessment Authority's implementation of the Queensland Certificate of Education (QCE), 13 of the school's senior teachers were appointed to support roles. In the junior school, our Leader of Learning and Teaching was appointed to the QCAA Queensland Teacher Reference Group for Technologies as part of the ACARA review and is the Queensland representative for the P-6 ACARA Teacher Reference Group for Technologies.

Throughout 2020, staff professional development was focused in three main areas. Jim Knight's Instructional Coaching model was introduced across the school to foster a partnership philosophy to improving instruction. Partnerships ultimately underpinned our approach to applying pedagogies to better understand our students' needs with online learning, and with training to support the use of new technologies. Our curriculum focus continued to center on QCE Senior subjects, preparation for additional STEM curriculum, and in junior school reading comprehension strategies.

Reconciliation Action Plan

The 2020 RAP Action Plan saw the strengthening of connections with the Kombumerri traditional owners. Introduction of the singing of the National Anthem in Yugambeh at major events and, recognising days of significance for the Aboriginal and Torres Strait Islander peoples. Our bush tucker garden project continued with the RAP working committee meeting with Justine Dillon (Kombumerri woman), and the committee engaging with the School's Sustainability Prefects to incorporate community involvement tending to the garden on a Saturday.

School Values

The breadth of our service activities was disrupted during 2020; however, students were able to maintain an educative focus on tolerance and respect for difference through groups including Amnesty International Group, Student Council and Thrive Succeed class 'focus weeks'. The observation of campaigns such as the National Day of Action against Bullying and Violence, and Child Protection Week, continue to create positive change for students and staff.

The COVID-19 environment promoted different responses to engaging in a sense of social responsibility. Students and staff identified means by which to support our boarding community in the online environment, and with some boarding families enrolling their daughters as day girls, new relationships and outreach were built during the year.

Recognition and respect for intellectual endeavour was celebrated in our assembly program. Peer recognition of high achievement, individual progress, and accomplishments in external competitions is key in our environment in increasing student's academic identity and intrinsic motivation.

Our history has cemented the importance at St Hilda's School of a commitment to tradition and dignity in school life. Parent expectations and feedback from support groups supports this position, and our student body similarly shows a high regard for the Anglican traditions of the school and the practices of past students which have centered our focus on our motto *Non Nobis Solum*.

Achievements & Contribution

The junior school was invited by the Expo 2020 Dubai Steering Committee to participate in the GEMS School SCOPE Sustainability Conference 2020. The event was livestreamed (another COVID-19 management plan) with St Hilda's Year 6 student Billie Reynolds presenting a powerful speech on one of the 21 United Nations' top priorities during a session called "There is no Planet B". Her topic was gender equality. The Head

of Junior School also addressed over one hundred delegates on how sustainability is taught in junior schools and how Australian schools have supported student's learning during the COVID-19 pandemic.

Events

The school was able to continue with the majority of our students' calendar events, including those which celebrated significant milestones in the girls' lives such as the Year 6 Farewell Chapel Service, Year 11 Presentation Ball, Year 12 Formal, Reflection Service, Graduation, and speech days. Like other schools we found the creative thinking and willingness of our community to adjust to the requirements of the COVID-19 environment, made possible these milestones of the school year. In many cases, the feedback indicated the COVID-19 alternative to be a preferred staging for future years.

Major Projects

School Council agreed the design and project works for major capital projects in the school's Master Plan would be continued with the redevelopment of junior school Fittock and Bourne classroom spaces, and the secondary school Granowski building for an auditorium and music classrooms.

Archbishop's Message

The Archbishop's message 'Being Together – Practising Peacemaking'.

At the commencement of 2020 in the Principal's address, the Archbishop's message assisted the school as a community to lay the foundation for expectations of each other and healing. The message was well received; however, the message took on a new significance in terms of the way we would enact this practice, as the implications of COVID-19 directives were felt in our boarding community. Schools provide a service, and with this principle in mind, the Archbishop's message underpinned how as a community and a business we sought to listen and reach out to each other.

Future Plans

Our principal goals for 2021 include taking forward our Master Plan building redevelopments, and the continuation of our response to feedback sought on the School's Strategic Plan platforms.

St Luke's Anglican School

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

The year 2020 has certainly been a unique year. It seems like such a long time ago that we first heard about this strange virus impacting part of China. Never in our wildest imagination did we think it would pan out the way it has. The particular challenge we faced during Terms 1 and 2 was how to respond with certainty when presented with such great uncertainty over a long period of time.

Throughout 2020, our priority focused on continuing to offer a high-quality educational experience for the students, irrespective of their year level. Moving into the learning-at-home mode was a challenging time for all, yet it enabled the school to continue to keep students engaged and learning. This experience has opened a number of new opportunities for blended learning we intend to take forward in future years.

As always, people are the key when responding to such volatile and complex events as we faced. Leaders don't have all the answers, people working collaboratively, demonstrating initiative to bring about innovative solutions to such complex problems, do. The time, energy, and initiative shown by the staff across the school to adapt and respond to online learning was phenomenal. St Luke's is blessed to have such dedicated and professional staff.

This was the second year of the implementation of our strategic priorities, *Our Future: Strategic Priorities 2019-2022*. It is pleasing to declare the continued progress with the implementation of these priorities, even considering the impact of the pandemic. Continuing our focus on the quality of teaching and learning, two of our teachers Jo Harris and Natasha Johnson were accredited as Highly Accomplished Teachers under the national AITSL standards. This is a great acknowledgment not only for Jo and Natasha, but for the professionalism of all our staff at St Luke's.

The year was certainly a lesson in resilience and agility for all. Thank you to our parents and school community for the ongoing support throughout the year. The tempo of decision-making around what we could do and couldn't do was relentless. The school has been humbled by the generosity of spirit and support demonstrated by our parents and community throughout the year.

Opportunity for Meaningful & Relevant Worship

There is a quiet sense of joy and happiness and a hush of expectation when the school community gathers for both primary and senior worship every week. Using songs and dancing, we create a worshipful space where the scriptures can be heard and prayers can be said. Enabling all of this to occur are the incredible talents of those who play in our bands and lead our singing and dancing.

Increasingly, our worship has become more and more student-led, and this has brought its own benefits. The students thus feel enabled to contribute and be a part of the worship of our community, even to the point of students providing the message to the community as well as participating in the other elements of our worship.

Over the course of the year, we have celebrated Ash Wednesday and Lent, Easter, Pentecost, St Luke's and ANZAC Day services. The sacraments were conferred on some through the year: three Baptisms, five Admissions to Holy Communion and an increasing number of both students and staff receiving Holy Communion at our Eucharistic Services. Many of these services were unable to run due to COVID-19 restrictions.

Each week, there is a celebration of the Eucharist on Tuesday mornings to which staff, students and parents are most welcome. At each term's end there is also a Whole School Eucharist attended by staff and students from Prep to Year 12. Staff also gather as a group to celebrate the Eucharist at the beginning of each semester.

Relationship with Parents, Local Parishes & the Wider Mother Church

We continue to support the Anglican Parish of Bundaberg through their Soup Kitchen. During Lent, our students are encouraged, in Pastoral Care classes throughout the middle and senior schools, to collect food for the Parish Pantry. Our Christmas Appeal does the same, this time with the students from the primary school. In both appeals, the food collected is presented to the parish at both our Easter and end-of-year Christmas Service.

In addition, during Lent, the Anglican Men's Society holds a Lenten Soup Dinner. The school is represented at this meal by students who assist with the serving of the soup, as well as by the presence of some staff and students as guests. Sadly, this was disrupted this year due to COVID-19 restrictions.

Our Year 3 students have forged a relationship with the residents of Meilene Aged Care Home next door to the school. The students regularly visit the centre and have built a wonderful relationship with the residents. Moreover, there is a group of students who have been writing letters to those in the independent living units at the home. Much of this has also been disrupted through this year.

Once a month, students regularly visit the Parish Hall to assist in setting up tables and preparing food for the Soup Kitchen. Members of our staff also gave their time and energy to assist with the sausage sizzle on Saturday evenings once a month, cooking sausages, making coffee and talking with the homeless folk who come along for the evening.

Implementation of an Appropriate Program of Religious Studies/Chaplaincy

Within the primary school, we continue to use the Connect and Big Questions materials published by CEP as a base from which our curriculum is derived from. The material helps to communicate many of the great Biblical stories of which most of our students

have no prior knowledge. These stories provide opportunities for the students to relate the stories they have heard in class to their everyday life.

Our middle school students are still using Rev'd Elroy Mee's curriculum, however, it has been revised and enhanced for our use. The result, a new framework that is more accessible to the students. In addition, there is now included a greater emphasis on spirituality and its development as well as reflection activities.

Our Year 10 course is broken into four different units:

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

In Years 11 and 12, the students are involved in a number of workshop groups studying the scriptures, social issues, cults and different religious traditions. This takes the form of a student discussion based around some of the issues they face and work with as they journey through our senior school.

Opportunities for Christian Ministry & Service

Throughout the year, and despite COVID-19 restrictions, students continued to show outstanding participation and involvement in a variety of service activities. At each activity and event, students participated with little hesitation, exceptional efforts, tons of enthusiasm and excited smiles. There have been many service fundraisers, held throughout the year, which have included visits to aged care facilities, raising money with the community, a range of Interact club fundraisers and participation in a number of service opportunities.

As usual, love was in the air the first couple of weeks of school, as students took their turn expressing and receiving declarations of love with the buying and selling of roses for Valentine's Day. Profits raised from this school-wide event went to the Salvation Army to assist those who have suffered severely because of the pandemic.

The annual Relay for Life was cancelled this year, but our students still participated in Relay for Life on our school's back oval.

Commentary & Reflection on the Characteristics of the School

Our core values of *Faith, Performance, Honour* - lived out in following what we call the *St Luke's Way* - all of which being grounded upon Gospel values, underpin the way our school operates. We continue to pride ourselves on the strong sense of tolerance and respect which we have and will continue to build, amongst our staff and students.

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

As a school community, we continue to follow the traditions of the Anglican Church, and have built many of our own which run alongside these. Our worship and school life are dedicated to preserving these traditions with the dignity they deserve.

Our students are expected to follow the school motto of *Faith, Performance, Honour* through the *St Luke's Way* by serving God, showing respect both for themselves and others, being tolerant and socially responsible. Students are expected to be organised and set personal goals, be committed to being involved in the life of the school community and to take pride in their work, presentation and their school.

Academic Results

St Luke's Year 12 ATAR results for 2020 are in, with 23% of students receiving an ATAR score between 95.50% and 99.95% (the equivalent OP of 1-3) and 37.5% receiving an ATAR score between 91.50% and 99.95% (the equivalent OP of 1-5).

The former Overall Position (OP) system of past years included, these are some of St Luke's highest graduate scores to date. Over 75 of our Year 12 cohort has received an offer from QTAC.

NAPLAN tests were not completed in 2020 due to COVID-19.

Service

Although COVID-19 made completing service activities harder than usual, our students managed to find ways to give back to the community. The Interact Club was involved in a number of fundraisers within the school, including Valentine's Day flowers and the Biggest Morning Tea.

Students and staff continued to support the Dorcas Soup Kitchen, by involvement in weekly preparation of food for the homeless, run by the Christ Church Anglican Parish. Staff also participated in the weekend event once per month.

Although students were unable to participate in the Community Relay for Life event, a number of staff and students organised our own event at the school. A number of fun activities were undertaken and money raised was donated to the Relay for Life organisation.

Cultural

As it did for many, 2020 presented numerous unexpected challenges for St Luke's. However, there were countless positive effects from such an unusual year. When we had to cancel many of the performance opportunities and move lessons online, our biggest concern was student disengagement. Fortunately, we couldn't have been more wrong.

Students consistently attended their online music lessons, and even checked in for ensemble meetings. Our dedicated staff set ensemble music either through sharing the parts through Google docs or via the Smart Music platform.

When students arrived back at school, their attendance, practice and commitment was wonderful. The staff often engaged in conversations with our students about the impact of these changes, and so many students reinforced that for them, music was their escape time. Their chance to step away from the computer, away from work and escape into the land of music. They were inspired by the YouTube videos of people in lockdown making music from their balconies, and realised how lucky there were to also have this outlet. No matter your circumstances, music can always bring people together.

We also had to cancel our Theatre Restaurant performances 10 days from opening night. The staff and students had worked incredibly hard, but realised it was the right thing to do. Fortunately they were still able to perform a small section of the production as a part of our Cultural Celebration at the end of the year.

Though quite different from our usual end of year concert, our Cultural Celebration still happened. We were able to do an recording of our Year 3 to 12 groups which we distributed electronically. And we were extremely fortunate to be able to hold an intimate concert with only our senior performance groups performing and only our Year 12 parents in attendance.

The year 2020 will always be in our minds as one of our most unusual years. However, what we learnt from this year is that we have extremely intelligent, adaptable and versatile teachers that proved nothing is impossible. And that the Performing Arts education that we are able to provide for our students is helping to build resilient, open minded and creative individuals that can overcome any challenges.

Sport

Many sporting events and trials were cancelled as a result of COVID-19 in 2020. However, at St Luke's we continued to create as many opportunities as possible for our students to stay active and continue to prepare for their sports post- restrictions.

We developed an e-learning platform, iAthlete, with more than 1,000 video resources available for athletes to develop their technical skills, strength and conditioning, speed and agility, to mention a few. All secondary school students at St Luke's had access to this resource through our learning management system, Canvas.

St Luke's was the only school in Bundaberg to host an Interhouse Athletics Carnival in 2020, where all our Kindy-Year 12 students had a day of fun, and the opportunity to compete against their peers. This event was streamed to parents who were not permitted to attend. Our school was also part of the Bundaberg District Secondary Sport Committee who organised and hosted a complete Term 3 Winter Sport Competition, despite the restrictions.

Apart from Term 2, we managed to offer various after-school sporting activities to our students, which was well supported by our students who were craving for the opportunity to play sport.

One of the sporting highlights at St Luke's during 2020 was our Rugby Union 7's teams who competed at the Qld All Schools Carnival, where our U15 boys finished runners-up and our U13 boys qualified for the semi-finals. We also successfully convened a local Bundaberg Secondary Schools Rugby 7's Competition.

St Luke's was well represented in Bundaberg, Regional and State Teams, and we also had students placing at National Championships and representing Australia. Our students are always proud to represent the School and push each other for spots to make teams – a culture we should always uphold. No matter our ability, we will always give our best.

In Term 3, we continued our partnerships with the University of Sunshine Coast. We took 32 athletes to visit the University's High Performance Sports Unit and Sports Clinic, where students had the opportunity to experience a University high performance sport environment.

Our Athlete Development Program started this year, with a focus on the holistic athletic development of our Year 6-10 students. A lot of emphasis was placed on the strength and conditioning development of athletes. Next year, we will take this program to the next level, with a focus on running technique and ball skills. Our Personalised Performance Program also catered for the individual needs of our talented performers, assisting them on how to balance their sporting commitments and their academic work. In 2021, there will be a major focus to further develop our team sports, with skill development opportunities and participation in carnivals around the state.

School Council

The virus crisis has transformed education across the world, and 2020 will be remembered for many years to come. The sudden focus on COVID-19 overshadowed the uncertainty that was associated with the National Curriculum as Queensland transitioned from the OP system to the ATAR system. The 2020 Year 12 students were the first to participate in this new system, and despite the COVID-19 addition to the challenges, new opportunities arose.

St Luke's was prepared with an online learning management system, Canvas, which was implemented a couple of years ago. Staff accepted the challenge to think of innovative ways in which they could deliver their lessons to ensure minimal educational disruption to our students. Reliability and technical support provide by our amazing IT staff were of utmost value when translating face-to-face teaching to e-learning platforms without compromising the integrity and quality of education.

COVID-19 also brought with it a new appreciation for the work that teachers do, and I am confident that this appreciation will establish stronger collaborative networks and bonds between our teaching and parent communities.

The commitment of our staff to student learning is certainly evident in the amazing ATAR results the Year 12 students have achieved:

- 1 x 99.50%
- 2 x 99.00%, and
- 3 x 98.00%

In the old system it would have meant that 23% were OP 1-3 and 37% were OP 1-5.

These results also reflect on the strong foundation skills building by our primary staff for the secondary staff to build upon.

School Council was mindful of the challenging year many families experienced and offered a 15% discount on Term 2 fees last year. Some families donated to a Scholarship and Bursary Fund to support families who suffered significant unplanned loss.

School Council limited the total fee increase for Prep to Year 12 to an average increase of 1.7% for 2021, and there were modest increases to the Early Learning Centre fee and for private music tuition.

Although COVID-19 delayed our planning, extensions, and refurbishment to the Early Learning Centre, it has now been completed at the end of 2020. The next stages of the built environment Master Plan will incorporate a new performing arts and sports centre, including a new, enclosed purpose-built centre to host cultural performances, sport events and assemblies. The upper primary and lower primary precincts are next in line to be upgraded, before adding a high-performance gym, cardio room and 21st Century learning spaces to the performing arts and sports centre. The final stage consists of a student wellness hub, café, and staff administration area. We are committed to keep abreast of the ever-changing demands to prepare our students for great futures.

Mr Merritt has proven to be a strong, level-headed leader who stayed calm amidst the crisis and carefully considered viable options. He led positively and compassionately towards stable outcomes for our staff, students and parents. The strong support from our senior leadership team supporting and leading change during the COVID-19 crisis, is also highly commendable. We have an amazing parent community who supported St Luke's all the way during these testing times.

As a School Council, we are honoured to be a part of the St Luke's community. We certainly are building a strong reputation to be the school of choice in the region.

Conclusion

At St Luke's Anglican School we are inspired by Christ, educating to develop exceptional individuals. Our graduates will be known for their strength of heart, mind and character, with a clear understanding of their place in God's world. Thank you for your support of our school throughout the year, and what an exciting time to be part of the St Luke's community.

St Paul's School

Headmaster: Dr Paul Browning
Dip Teach, BEd, MEd Admin (Hons), PhD, MACE, MACEL

The year 2020 was the school's 60th year. It is important to know where you have come from; as the stories, rituals, traditions and history shape the organisation you are today.

On 5 November 1960, a foundation stone was laid, marking the beginning of the third custodian's story of this land (the first being the local Indigenous people). Instead of a traditional foundation stone; Mr NR Henry, a pathologist at the Princess Alexandra Hospital, was commissioned to create a unique sundial to be the foundation stone for the new grammar school for boys on the northside of Brisbane.

In front of a crowd of some 1,500 people, the Governor of Queensland unveiled the sundial. The next day, *The Courier Mail* reported the then Education Minister as saying, "St Paul's is certainly starting off being different". And it would seem we have lived up to those words. St Paul's School is now known as one of the most innovative learning organisations in the world.

The school's 60th year was probably the most disruptive one it has ever experienced. However, St Paul's School, true to its reputation, embraced the challenges and turned them into opportunities.

Our experience of COVID-19 began at the end of January, when 78 Chinese students returned from their home to continue (or start) their education at St Paul's School. Three students could not come because they were from Wuhan, the epicentre of the outbreak of a new coronavirus.

From that day on, we were dealing with the uncertainties and ambiguities of the pandemic. Being an organisation accustomed to scenario planning, we began the preparations for a potential shutdown. Systems were developed and staff and students were trained in readiness for what did eventually transpire. As a result of that preparation, the School's Net Promoter Score (parent satisfaction score) went from 25 points to 50 points (the Australian average for schools is 9).

The innovations put in place because of the pandemic continue this year. At the start of 2021, we had enrolled 24 full time virtual students from a variety of countries around the world. Online learning is here to stay.

Worship & Christian Ministry

In 1961, the school utilised a double classroom as a weekly meeting place for worship, with special services held at the start and the end of each term, at St George's Church in Bald Hills.

As the school grew, the double classroom could not cater for the number of boys, thus began the era of the Barn (a farm shed) for assembly and worship. The Barn holds the fondest memories for the past students of that era. It was demolished in 1983 to make way for the Physical Education Centre.

In 1962, a classroom in the Sutton Building was converted to the Oratory, which was always open for worship and used for the weekly celebration of Holy Communion.

The form and pattern of worship that began in 1961 at St Paul's continues to this day. Although, we no longer worship at St George's, or in the Barn or the Oratory, as we have a purpose-built Chapel for 330 and a hall for 1,500.

However, one significant change between the early days of St Paul's School and today is to the background of the students and families. Where the school was originally a very white, Anglo-Saxon boys' school, we are now a very multicultural community. While all faiths are represented, respected and valued in our community, we remain an Anglican School, sharing the Christian faith in a manner that every student and staff member can make their own decisions about who God is. Worship seeks to be accessible to all students regardless of their faith or cultural background, while also providing opportunity for specific worship within the Anglican tradition.

An exciting outcome of our witness has been the baptism of a number of Iranian international students who had been Muslim. God the Father, and God the Holy Spirit, are speaking into the hearts of all at the school in fresh and powerful ways.

Strategically, we have been praying and thinking about what "church" could look like for an "unchurched" and "de-churched" community. We have found a significant number of people in our community who no longer attend a worship service because of significant hurt caused by a church. In response to this challenge, we are forming a new group called Wayfarers.

Engagement with Local Parishes

After 12 faithful years of service to the School Council – many as Deputy Chair and the last two as Chair of Council – Rev'd Lynda Johnson was farewelled at the 2021 Student Leaders Induction Service. The Rev'd Lynda performed an extraordinary role and we are indebted to her service.

This year, we welcomed Rev'd David Ruthven as the new Chair of Council. David is the new Parish Priest at North Pine Anglican Church in Petrie. The new appointment brings new opportunities for a collaborative partnership between the two organisations. We are currently exploring new ideas for ministry and hope to have an exciting new model to share in the fullness of time.

Archbishop's Message

As we celebrated 60 years of St Paul's School in 2020, we were aware of the tension of celebrating 60 years of educating children within the Anglican tradition, alongside the

suffering of those who, through that time, the school and church had failed; and for whom peace may have been, and still may be, a commodity in short supply. However, with this knowledge, it meant we would ensure the current staff and students would receive opportunities to explore 'practising peacemaking' as part of our life at St Paul's.

As we launched the theme in January at our Start of Year Eucharist, no one could have anticipated the chaos that would ensue in the coming months with a global pandemic. However, this only strengthened our resolve to integrate practising peacemaking into as many areas of school life as we could. Certainly, the need for ways to practise community and personal peace became paramount.

Through worship, the theme was threaded through our teaching and practice with all students engaging in quiet time, reflection, and relaxation as well as teachings focused on resolving conflict and exploring notions of what peace is (physically, emotionally, in community and spiritually).

An unexpected outcome of recorded regular worship going into homes of children in isolation, was that parents were exposed directly to the theme through word, song, and prayer as they spent time supervising children engaging in online worship. The feedback from this has been positive and parents welcomed the opportunity to be able to engage with the ideas and practices their children were experiencing. As children used the ideas offered, they created their own quiet spaces and prayer stations at home, proudly sending pictures of their peaceful places to their teachers and the Chaplain via their online learning platforms.

During and post isolation, labyrinths were laid down outside the Chapel for learning and reflection exercises. These were used by staff, class groups, and students, who spent some of their breaktime individually or with peers walking the labyrinth. In addition, some junior school students were encouraged to walk the labyrinth prior to counselling sessions or other activities to help reduce anxiety or to collect their thoughts. Proving useful in some situations, students dealing with conflict with peers were invited to walk the labyrinth and reflect on the situation and consider ways they could resolve the conflict.

The RaVE (Religion and Values Education) Program saw units dovetailed into the theme with specific activities and teaching. The Year 8 Program focused on the Sermon on the Mount and how Christ's teaching of "Blessed are the peacemakers", can be a basis for a worldview lived out, where practising peacemaking would be the foundational driving principal of faith in action. A Year 7 unit introduced students to Anglicanism and examined the notion of sacred spaces within the school as places of peacefulness and safety. The unit culminated in an activity where students created a "Pilgrim Walk" of their sacred spaces within the school and presented junior school students to the walk as an introduction to exploring peace at St Paul's.

Opportunities for outreach and peacemaking were reduced due to COVID-19 restrictions throughout the year. However, initiatives for one-off or longer-term activities meant although the focus for practising peacemaking was weighted towards personal peace, and peacemaking in the school community, it provided avenues for students to begin exploring practical peacemaking daily as part of their St Paul's life.

Achievements & Contribution

St Paul's School continues to be an influencer in educational circles. Following significant research and development, we have trademarked our unique approach to teaching we call 'Realms of Thinking'.

Realms of Thinking helps students to become innovative thinkers. It is an approach to learning that helps students master the basics, while also growing their capacity to ask better questions, navigate failure, develop empathy, and spark their imaginations.

We have now created a certification tool for teachers, a resource kit, a website, and associated materials with the view of on-selling to other schools keen to ensure they foster every child's creativity.

With the University of Queensland Press and ABC's Steve Austin, the Headmaster launched his new book *Principled: 10 Leadership Practices for Building Trust* in March. This book is widely available in bookstores across the country. His work and leadership development resources are being used as part of the UK's National Professional Qualification for Head Teachers course.

Major Projects

COVID-19 delayed the start of a significant building project at the school, but we hope to commence construction in August of this year. The first buildings on the school site have reached the end of their useful life, and are well and truly no longer fit for purpose. We will be demolishing Blocks 1 and 2 (the foundation stones of which were laid by Archbishop Halse in 1960 and 1963) to make way for an Innovation Centre that will become the new home of our Centre for Innovators and Entrepreneurs, our library, new hospitality kitchens, and Realms of Thinking team.

This project will significantly change the look and feel of the campus. Past students might like to come and take a last look at the old classrooms and the space that was the Oratory.

Conclusion

While an incredibly disrupted one, the 60th year for the school was a remarkable one. Returning to where we began with the story of our foundation in 1959, the sundial is a wonderful metaphor. Its purpose is to tell the time. But it only works if it is in the light.

In the Gospel of John, Jesus declares: "I am the light of the world. Anyone who follows Me will never walk in the darkness but will have the light of life."

We were designed with a purpose in mind. I have come to realise that that purpose can only be truly fulfilled if we are standing in the light of Jesus.

2020 was a great year of celebration: 60 years of remarkable Faith, Learning and Community on 125 acres in Bald Hills.

The Glennie School

Principal: Ms Mary Anne Evans
BA, DipEd

Our theme for 2020 was 'Be so good you can't be ignored'. The theme worked to generate questions about purpose and direction in life. We had the opportunity to consider character and the way we would translate the idea behind the theme into educational opportunities for the girls and staff. Behind the theme was the implication that life requires courage; relevant to every year of life and most of the concerns that life brings.

In 2017, we introduced our core values: *Integrity, Respect, Compassion and Courage*. Along with our theme, these have continued to be valued within the community. As time has passed, we have found many ways to implement the values in a practical way.

The real benefit of having core values is that they emerge to protect a school, and all within the community, when faced with difficulties. Core values help the search for solutions. Dilemmas are resolved by the good sense of following the solution that best fits the values. Staff spent much time drilling down into our core values, determining what they mean to us and what they look like in practice – in the classroom and beyond. We determined that it is important for us, as staff, and the students, to understand exactly what our values mean – they aren't just words on a page – they are living actions.

Added to this has been the natural connection between these new core values, and our traditional values as found in our School Prayer. The poetry of the prayer still has profound power to inspire, and a capacity to provide a groundedness that gives direction when a problem may confound. This is the power of God at work.

*Teach us, good Lord, to serve thee as thou deservest; **Respect**
to give and not to count the cost; **Compassion**
to fight and not to heed the wounds; **Courage**
to toil and not to seek for rest;
to labour and to not ask for any reward save that of knowing that we do thy will;
Integrity
through Jesus Christ our Lord*

Amen

It was a joy to join the Glennie community at the start of Term 4. It has been a privilege to learn about the traditions of the school, to hear the stories that give heart to the personality of the school and to work alongside a staff and student community committed to each other. Our purpose as a school is to pursue great education. This incorporates an expectation of academic success, and prizes the development of character. There is no single answer about what this looks like for the girls. As they are different, so is the definition of success. Yet, we know that their wellbeing will blossom as they build

resilience, substance and a graceful style, built on our modern values statement and our traditional values preserved in our School Prayer.

Worship & Christian Ministry

Worship and Christian ministry is central to life at Glennie. Students in the day school attend chapel fortnightly in various combinations of year levels. Boarding students have a weekly chapel service before dinner on a Monday. Additionally, House Eucharists are held in the middle and senior years.

These patterns were disrupted in 2020. We developed a number of alternative worship settings with pre-recorded services, and smaller group online discussions during lockdown and the weeks where meeting together for worship was restricted.

Special services were held in 2020, for the induction of school leaders, Ash Wednesday, Founders Day, Remembrance Day and a virtual Christmas Carols service. We give thanks for the ministry of Bishop Cameron Venables, and the assistance provided during our Chaplain's sick leave this year.

Sunday family communion services did not go ahead in 2020.

Engagement with Local Parishes

Glennie has a number of connections with the parishes in Toowoomba and further afield. Our significant events that would usually be held in St Luke's Anglican Church were cancelled in 2020 due to a restriction of numbers able to attend. Students support the St Luke's Parish Pantry with goods to be given to those in need in our local community.

The Chaplain continued to visit the Parish of St George with Dirranbandi, connecting with Old Girls and current families as part of the partnership arrangement with St Luke's Anglican Parish.

Relationships

Glennie raised money for the Bush Ministry Fund. We continue to look for opportunities to be involved in our local community and our Anglican agencies, particularly in the area of service learning.

Our Chaplain is a member of the ASCent Conference organising committee and attends local area deanery meetings.

Chaplaincy

The Rev'd Sharon Mitchell continued as Chaplain at The Glennie School in 2020, with a period of sick leave during Term 1 and early Term 2. We give thanks to Mr Steve Warren for stepping in, leading Chapel services and teaching Religious Education classes during Sharon's recovery from surgery.

The Chaplain mentors a group of Year 12 leaders as the Chapel Committee. Their role is to lead the community in Anglican ethos, services and activities. This year's group was ably led by Captain Olivia Sharpe and Vice-Captain Claire Sigley. Their enthusiasm and commitment made celebrations for Ribbon Day and selling pancakes for Shrove Tuesday a great success. They also led school chapel services and provided support for middle and senior years students in the Recharge Room during breaks.

Religious Studies

The Glennie School curriculum continues to reflect the six strands of the *Anglican Schools Commission – Religious Education Framework*:

- The Bible and Christian Belief;
- Christian Traditions and Practice;
- Christian Living;
- World Religions;
- The Inner Life; and
- Thinking about Religion.

In 2020, it was decided that there needed to be a rebranding of Religious Education at the Glennie School in order to reflect the different emphasises in the curriculum of the middle years (Years 7-9) and the senior years (Years 10-12). The middle years curriculum is now referred to as RaVE (Religion and Values Education) and the senior years curriculum is now referred to as EPR (Ethics, Philosophy and Religion).

The topics of the units within this curriculum range from studies of the Abrahamic faiths of Christianity and Judaism; to discussions about religious persecution and what it means to live a spiritual life. In the senior years, topics start to take on an element of ethics and philosophy, as students deliberate over issues such as capital punishment, euthanasia and the morality of scientific developments and possibilities, such as stem cell research and cloning.

There has also been the continuation of the teaching tool of Philosophical Inquiry, where students will get to learn how to think, rather than what to think. There has been continued Professional Development for Religious Education staff in this area.

The Glennie School curriculum allows students to explore and engage with lessons about what they can learn from studying religion, spirituality and ethics.

There has been a lot of positive feedback about the program from staff and students, particularly around the commitment to Religious Education being a discussion and inquiry-based subject that focuses on development of thinking rather than academic achievement.

Missional Engagement

This year, the Glennie community generously gave from their blessings to a diverse range of charities and organisations. Girls have served the community with visits to Glenvale

Villas although these were in suspension for some time during COVID-19 restrictions. They also participated in the Smith Family *Student 2 Student* reading program and made shoe boxes for Operation Christmas Child.

One of our major fundraisers during the year was Ribbon Day – a day set aside to raise money for cancer research and learn about why it is so important that we continue to fund this research. Funds raised are donated to the Australian Cancer Research Foundation.

A second mission focus is the support we provide for the St Luke's parish larder. Girls are encouraged to donate non-perishable goods that can be given to families in need in our local area. This year, the girls decided to weigh their contributions to see how much they could donate. In two pantry drives across both the junior years and middle and senior years campuses, the girls donated one tonne of goods to the pantry. The demand for this service continues to increase, and we hope to be able to provide future assistance.

Students also responded to a need in our local community for stationery and school resources to be provided for children who were attending school without basic necessities. Led by student Sandra Miller, Sonder was formed, and this initiative was well supported by the student body, with many donations being able to be distributed to local primary schools.

Our Lent fundraising and Shrove Tuesday profits were donated to the Bush Ministry Fund. The Food Technologies and Hospitality students held several baked goods stalls with profits being shared with St Luke's Pantry, Drought Angels and Sonder. The Hospitality students made morning tea for National Neo Nates day at the Special Care Nursery at Toowoomba Base Hospital, donating their time, talents and about \$80 worth of products.

The Interact Club engaged with the local community as much as was allowable under the restrictions with many of their usual events cancelled. The Share the Dignity Drive was a highlight of the year for this group.

Staff Development

Staff development in 2020 included:

- further training of Student Protection Officers as well as all staff,
- training of staff and embedding Philosophical Inquiry practices in Religious Education Years 7-12,
- embedding pedagogical practices underpinned by school values,
- building conversational practices,
- supported numerous pre-service teachers across all year levels and subject areas,
- training all teachers in online learning tools and Google platforms to ensure consistent remote learning and on return to normal schooling, and
- embedding wellbeing check-in framework and processes for teachers monitoring students wellbeing during remote learning.

Reconciliation Action Plan

Our school is working towards reconciliation as a way of assisting, encouraging and supporting Aboriginal and Torres Strait Islander girls at school. We have a small number of First Nations girls at Glennie and have a First Nations Support Teacher Aide. The support worker assists the girls in classes, and language skills classes are offered to all First Nations girls. The Teacher Aide also helps with after school tutoring and mentoring.

During the year, the First Nations girls used Reconciliation Week to spend time in both the junior years and middle and senior campuses to educate fellow students about the importance of Reconciliation Week, through storytelling, dance and jewellery making and as a connection to culture.

Chapel time was also used to pray for continued understanding in working towards mutual understanding and respect. Dinner for the boarders was a time to share their culture with the girls they spend so much time with, and included traditional dancing and singing.

Glennie displays both the Aboriginal and Torres Strait flags regularly at the entrance of the school. Professional Development has been given to enhance the knowledge on how best to teach to First Nations students. At weekly Assembly, the girls lead the Acknowledgement to Country, which has been a way to show respect to our students and their culture.

Events

February

- Shrove Tuesday pancake stall and junior years pancake races, and
- whole school Ash Wednesday service.

March

- The Glennie Fair, and
- JY Grandparents Day cancelled due to COVID-19.

April

- iLoveGlennieSchooling program launch for remote learning during COVID-19 lockdown, and
- Easter and Anzac Day services were filmed and shared.

May

- iLoveGlennieSchooling in place until Week 6 of Term 2 for Years K-10. Years 11 and 12 returned to onsite schooling in Week 4 of term.

August

- official renaming of the Wendy Ashley-Cooper Performing Arts Centre and Founders Day Service, and
- Ribbon Day to raise money for Cancer Research.

September

- MSY Grandparents Day cancelled due to COVID-19.

October

- World Teacher Day celebrations.

November

- Remembrance Day service,
- Year 6 Celebration and Service of Thanksgiving,
- Year 12 End of Year celebrations,
- Speech Day, and
- Virtual Carols Service.

Archbishop's Message

Projects that students at The Glennie School have been involved in:

- collecting pantry items to support St Luke's Parish Pantry,
- whole school collection of personal hygiene items which were shared between Basement and Salvation Army,
- free dress day to support Australian Cancer Research Foundation,
- donation to Bush Ministry Fund,
- junior year donation to Indigenous Literacy Fund as part of NAIDOC activities,
- the Rev'd Sharon Mitchell welcomed a number of Glennie Old Girls back for baptisms, two weddings were held in our chapel, and
- a Year 11 student promoted the Sonder initiative in which students donate unused or new stationery. This was delivered to Newtown State School and Harlaxton State School. Funds from recycled cans and bottles were also used to purchase stationery to donate. This initiative will be ongoing.

Future Plans

In 2020, we discussed the school culture as we needed to start the foundation work for the next School Strategic Plan. The school has a depth of tradition and we are looking to develop a clear understanding of how our faith, the stories within our history and the best of modern educational research can be combined to create an understanding of our culture that can direct the daily purpose of our school.

We are looking to relocate the offices of the senior staff to an area within the school where it will be possible to connect more organically with the girls. We know that the quality of relationships within the school are built on natural interactions that are enabled by connecting the learning areas with the administrative areas.

We have enjoyed thinking about (and deciding on) plans to relocate the Kindergarten and Prep areas of the school. We see simple adjustments to the way we use the campus that will bring substantial benefits to this part of the school.

The Southport School

Headmaster: Mr Andrew Hawkins
BA AppSc (HMS), BED (UQ), MEd (UQ)

School Vision

The Southport School is a world-class day and boarding school for boys, a balanced and wholistic Christian learning community in the Anglican tradition, working with families to nurture outstanding young men who are confident, healthy, emotionally intelligent and responsible, imbued with intelligent dispositions and advanced skills in academics, creativity, higher order thinking and wellbeing health; and who have developed leadership capabilities enriched by the principles of positive psychology.

COVID-19 Pandemic

The COVID-19 pandemic severely impacted the operation of the school during 2020, with all lessons being conducted online for the latter half of Term 1 and the entirety of Term 2 for our Years 7-9 boarders. All co-curricular activities were cancelled, however the school was able to successfully conduct online assemblies, chapel services and house meetings to keep the boys connected.

New QCE Curriculum & ATAR

The school has been preparing for the new QCE and ATAR systems since 2013, making calendar and timetable adjustments, strategic recruitment decisions and upskilling teachers in the new senior curriculum. Teachers of Years 11 and 12 worked incredibly hard to deliver the new, more rigorous curriculum with excellent results from the class of 2020. It is a credit to our teachers and support staff that TSS students gained very pleasing results across all subjects with 28% of all grades in the A band, 99% of all Grades C or better, a significant number of students with ATARs above 95, and one student achieving the highest ATAR of 99.95 – one of just 30 students in Queensland.

Appointment of New Headmaster & Deputy Headmaster

With the retirement of long-serving Headmaster Mr Greg Wain, current Deputy Headmaster Mr Andrew Hawkins was appointed the ninth Headmaster of The Southport School. With the position of Deputy Head now vacant, the school was thrilled to be able to announce Mr Karel Bos – who previously held the position of Boarding Housemaster and Dean of Students – as the new Deputy (Head of Senior School).

Chaplaincy

The theme for the annual house chapel services in 2020 was 'Faith for Testing Times'. When this was decided, it was totally unknown that 2020 was certainly to become one of those testing times.

The theme was inspired by a movie called *Just Mercy* about the work of lawyer Bryan Stevenson. Stevenson earned a Doctor of Jurisprudence degree from Harvard Law School and a Master's Degree in Public Policy at the John F Kennedy School of Government. His strong Christian faith and his interest in human rights lead him to work for Stephen Bright's Southern Centre for Human Rights – an organisation that represents death-row inmates throughout the South.

The movie focuses on one particular case, where Stevenson presented the evidence for the acquittal and release of Walter 'Johnny D' McMillian, an African-American man who was convicted of the 1986 murder of a white woman, Ronda Morrison. Stevenson discovered that the prosecution hinged on the testimony of convicted felon Ralph Myers, who had provided a highly dubious story in exchange for a lighter sentence in his own pending trial. It took a full six years for Stevenson to achieve McMillian's acquittal – hence the theme, 'Faith in Testing Times'.

As it turned out, Delpratt House was the only house to hear this sermon, as all other house services were cancelled due to COVID-19. All other regular services were also cancelled, except the Holy Communion service on Wednesday morning. This service was not possible in Term 2, but was offered in Term 3 and 4 with COVID-safe practices.

There were two other significant changes to the Wednesday morning service in Term 3: the start time was changed to 7.45am to allow time for staff from the Prep school to join in before the school day started, and the retirement of the Prep school's Lay Chaplain Robert Baker was announced. After 7.5 years of service, Robert's life was wonderfully redirected when he met Tess, who lived in Sydney. His regular travel between the Gold Coast and Sydney was made complex by COVID-19, and the requirement to isolate for two weeks each time, so it made sense for him to tender his resignation with the school's best wishes.

The Old Boys Service and year level services were also cancelled, but there was an exception on 31 July when three significant events were celebrated in the chapel:

- the blessing of the St Alban statue from a decommissioned church in Auchenflower that had been generously given to TSS by an Old Boy,
- the induction of two prefects at the first opportunity, and
- the decommissioning of the old house banners and the blessing and installation of the 12 new house banners.

The old banners were taken from the chapel accompanied by the bagpipes playing 'Dances with Wolves', before the 12 new banners were brought in to Alan Silvestri's 'Portals' from *Avengers: Endgame*. As we could not have a totally full chapel, each house had a representative from each year level.

The annual Valedictory Service is the beginning of the three-part farewell to the Year 12 cohort. The service provides an opportunity for boys to gather for the final time in the chapel and give thanks for the wonderful blessings of their time at TSS. The service always includes a short reflection from a guest preacher, and this year it was Pastor Andy Gourley – the Founder of Red Frogs, a Christian organisation that provides extra care and support to young people during events such as ‘Schoolies’ and university festivals.

As 2020 comes to an end, the whole school is looking forward to a brand new year where all the normal services and traditions can be enjoyed.

Engagement with Local Parishes

Connecting beyond TSS

The school's Chaplain, the Rev'd Jonathan Whereat regularly attends St James Biggera Waters in the Parish of Gold Coast North, where he also occasionally preaches and celebrates. Father Jonathan also attends the Gold Coast deanery meetings and special occasions when possible.

Staff Development

During 2020, most staff development opportunities were not available because of restrictions due to COVID-19, however the learning curve that was required of our teachers to successfully facilitate online learning for an extended period of time was both intense and uncharted. For the school to remain viable, the success of online learning was crucial.

Not only did our teachers have to learn a whole new range of technology skills, but they were also required to drastically adjust lesson content, assessments, behaviour management and pastoral care practices. It could be suggested that this represented a 12-week intensive staff development program.

The school was overwhelmed by the goodwill shown by its teachers and corporate staff, ensuring that the online learning offering was second-to-none. Interestingly, during the lockdown period, the school's enrolment figures increased as parents heard of the success of our online learning program.

Reconciliation Action Plan

Indigenous Education Program

Approximately \$50k was raised for Indigenous education, most of which came from a donor. Historically, most funds come from our TSS Foundation Business Breakfasts. With venue restrictions on most venues on the Gold Coast we were only able to host two of these events in 2020. For the final breakfast we asked departing Headmaster, Mr Greg Wain, to speak and he did a great job explaining the combination of research and relationships required to run a business.

TSS has always acknowledged important days in the Indigenous calendar such as Mabo Day. Some of the funds provided by donors has been used for initiatives such as purchasing books and having our boys read and discuss them. One example is the Jonathan Thurston autobiography. We have also sent our Year 12 students to celebrate the AFL Indigenous Round in Victoria. These are special weekends aimed at educating boys on the importance of Reconciliation.

Achievements & Contributions

Community Service & Round Square

The Southport School is a member of the international Round Square group of schools that emphasise service, environment, leadership, international understanding and adventure.

Due to the global pandemic, all Round Square projects, conferences and initiatives were cancelled in 2020.

The TSS community, however, supported a relatively new initiative created by one of our younger Old Boys, past School Captain, Jim Chapman. Jim has started the Nice Coffee Co which is a social enterprise that returns 100% of its profits to poverty-stricken areas in Kibera Slum in Kenya to plant trees and fund school projects.

Educational Initiatives

The year saw the rollout of a new academic assessment system. While COVID-19 had a major impact on the school, it is worth noting that Year 12 students only missed two school weeks. As a result, our boys still received some amazing results including our first 99.95 student, Vishaak Gangasandra.

TSS was commended on its online platform, and managed to continue to teach online after only one student-free day. This was a remarkable achievement and the IT team and Head of Learning and Teaching were incredible throughout the journey.

Moving forward, the school is embarking on a school improvement initiative through Independent Schools Queensland. We are also looking to employ a Director of Performing Arts to build a program that fully utilises our amazing new Performing Arts Auditorium.

Major Projects

During 2020, construction commenced on the new Annand Theatre and Music Centre. This state-of-the-art facility has the capacity to seat nearly 1,200 people and will provide our music department with much needed new facilities including soundproof rehearsal rooms, storage areas and classrooms.

Archbishop's Message

The Archbishop's message for 2020 was 'Being Together – Practising Peacemaking' was challenging to bring to fruition in 2020 due to COVID-19. We did, however, have many

students embark on 'virtual exchanges' throughout COVID-19. Initiatives such as these are remarkable. Our weekend sport provided a very good opportunity to bring the community together, within reason, to practice peacemaking. This was not possible in our chapels due to restrictions. Our Round Square program is a wonderful and organic opportunity for our boys to practise peacemaking.

Future Plans

Staff townhouses are being built over two stages on campus, with four being built in 2021, and four in 2022, with the hopes that we will become more attractive to the best staff possible for TSS.

The construction of the new day house precinct is well overdue, and the project will go to tender in early 2021, with a projected completion in late 2021. The new Prep administration building on the Prep campus will be constructed in 2021.

Our Youth Male Summit held on 11 March 2021, will host over 25 local schools that will focus on healthy relationships and other men's health issues.

Corporate Governance

The school continues to operate on a better than sound financial basis, incorporating key performance indicators with strong and effective corporate governance from the School Council. The Council covers present and recent past parents, and Old Boys who have a keen interest in the school and are in touch with the school community. These Council members also bring expertise in terms of theology and the church, accounting, law, agricultural business, medicine, architecture and commerce.

TSS will complete its five-year non-state school accreditation in 2021 to ensure best practice in corporate governance.

By the end of 2020, enrolments were at the highest in the history of the school standing at 1685 students which represents an enrolment growth of over 20% since the GFC. This was the ninth year in a row of enrolment growth and has been matched in boarding with 325 boarders now living on site, the majority from country areas of New South Wales and Queensland. Whilst this growth is very encouraging, we remain committed to listening to regular feedback through parent surveys and providing the best possible environment for the balanced and wholistic development of the boys to ensure our parents feel positive about the school and rate The Southport School highly in terms of 'value for money'.

Finally, we thank our dedicated and hard-working staff for their many contributions and service to the boys.

Toowoomba Anglican School

Head of School: Mr Simon Lees
FRGS, BA (Hons), PGCE, Med (Leadership), NPQH, MAICD

Toowoomba Anglican School is a co-educational day and boarding school for primary and secondary students. Since 1911, we have worked diligently to establish a transformative place of learning and leadership. Our school is a remarkable place to make lifelong friends while gaining a world-class education.

Worship & Christian Ministry

In Term 1, we held three chapel services for over 500 students divided into three age groups (Prep-2, 3-6, and 7-12), using a whole school theme in age-appropriate worship styles. The services were held in the Chapel of Saint Aidan and were 'Praise and Proclamation' style services (non-Eucharistic). For whole school worship such as the Easter service, we moved into the main hall. From Term 2 onwards, our chapel services were online and delivered via a pre-recording to the different year levels. Due to the restrictions of COVID-19, our annual Carol Service was held as a students' only event and live-streamed to the school community.

Staff worship is held at the beginning of each term, and staff share in Holy Communion. A range of special liturgies and worship events take place throughout the year; including the commissioning and induction of Year 12 and student leaders.

Missional Engagement with Local Parishes

Unfortunately, due to the restrictions put in place during the year, our interactions with local parishes was limited. However, we were pleased to have the Rt Rev'd Cameron Venables lead the commissioning of the School Leaders and Year 12 students in January. Bishop Cam also attended and gave a Blessing at the Year 12 Graduation Assembly in November.

The St Luke's Parish Pantry was also a continued recipient of donations from Prep-2 students. The items were collected in chapel and delivered to St Luke's.

Relationships

There is a continued drive to foster relationships with various bodies of the Anglican Church. The Anglican Schools Commission Director of Mission (the Rev'd Richard Browning) visited the school during the year, providing both support and leadership to Rev'd Zoë Browne and the school executive team.

Chaplaincy

The Rev'd Zoë Browne was employed as School Chaplain (0.6FTE) and oversaw the worship and Religious Education for the school. Rev'd Zoë Browne resigned from this position at the end of 2020 for family reasons. We have much to thank Zoë for and wish her well in Dalby.

Religious Studies

Religious Studies are taught to students from Prep to Year 10 on a weekly basis. The secondary curriculum redevelopment for Years 7-10 engages with the new QCAA Syllabus and 'Cognitive Verbs'. In primary there is continued use of 'Connect' (CEP) Religious Instruction materials. The school Chaplain currently leads Religious Education for P-10. The subject is taught by the Chaplain, with assistance from other teaching staff.

Reconciliation Action Plan

Toowoomba Anglican School continues to work towards the goals of ACSQ's Reconciliation Plan.

Chapel services include the Acknowledgement of Country as a core component of the Gathering of God's people. Significant milestones, such as the National Apology, Sorry Day, NAIDOC and Reconciliation Week, have been integrated into the school's calendar of worship, so to educate students, staff and community members. Students have taken a clear role in the leadership of these services, so to encourage a sense of understanding and ownership in the journey of Reconciliation.

School Values

Our school values are displayed through service learning and daily interactions.

In 2020, the School continued to make headway with its Service programs which enabled students to spend more time supporting the local and regional communities.

Achievements & Contributions

Despite the many events cancelled in 2020, students were still given the opportunity to perform in the secondary musical, *Beauty and the Beast*. With a cast and crew comprising of students from Years 7-12, this long awaited performance was certainly a highlight for the year.

We also congratulate Miss Trina Faint, Head of Secondary who was selected for *The Educator's* annual Hot List. Now in its fifth year, this prestigious list recognises and celebrates 75 professionals who represent the cutting edge of educational excellence in Australia.

We were excited to announce that Toowoomba Anglican School was selected as a finalist in the Australian Education Awards for 'Boarding School of the Year'. Head of School Simon Lees was nominated as a finalist for 'School Principal of the Year'. The Australian

Education Awards celebrate the outstanding achievements of the country's top performing schools, principals, department heads and teachers.

Financial Matters/Fundraising

We are very thankful for our three major support bodies, the Parents and Friends Association, The School Foundation and the Past Students Association for helping to keep our community strong. Evidence of our community support is displayed at events such as the fete, sports and arts events, the tennis and golf days, or one of the many other events; where we have had over 600 volunteers supporting our programs.

Major Projects

In 2020, TAS was proud to announce and build two new learning spaces in 2020. The centrepiece of the project was the creation of a new adaptive learning area called The Glass House. This space has moved beyond traditional building design to create a unique learning space for our students. The Glass House will also be used as a community resource, and will be made available for community groups.

Our students are loving the new Film, Television and Drama workspace. We can't wait to see the amazing work that comes out of this room in the years to come from all of our students. Complete with an industry standard green screen, the new Film, Television and Drama workspace is starting to take shape.

The dining room upgrade is now complete and students and staff have been enjoying the new space. From Term 2, Chartwells brought their expertise and a model based on quality, innovation and smart food options created on nutritional requirements.

In addition to changing all of the school lighting to LEDs. We are also delighted that we will be adding 100kilowatts of solar power during 2021. This project was paused due to COVID-19 but will help provide economic and environmental sustainability for years to come.

Archbishop's Message

The Archbishop's Message was shared with staff and students in various services at the beginning of the school year.

Future Plans

We are mindful the COVID-19 pandemic is not over and, in turn, are taking a measured and precautionary approach to planning in 2021. In particular, we will continue to hold any major building works and will focus on medium to minor upgrades. As part of Faith Formation, we are delighted to have entered into a 12-month relationship with the Parish of St Barts Toowoomba. This relationship will help with Faith Formation whilst we continue to search for a new Chaplain.

West Moreton Anglican College

Principal: Mr Geoff McLay
MEd, MBA, FIML, GAICD

Reflecting on the events of 2020 will inevitably stir a range of emotions and memories. We all dealt with some extraordinary circumstances due to the impact of the COVID-19 pandemic. Despite this, I have been mightily impressed with the manner in which the college community has navigated the various challenges of this unpredictable year. While there were many changes to our programs as a result of government health directives, here are just a few noteworthy innovations we used during the 2020 year:

- online learning-from-home lessons and resources,
- video conferencing classes and meetings,
- virtual competitions of various kinds – maths, spelling, writing, dancing, cattle show judging to name just a few,
- virtual performance and exhibition in music, dance and visual art,
- online culminating events such as Music Showcase, Dance Concert and Senior School Presentation Night, and
- an outdoor Valedictory extravaganza on the Ott Amphitheatre.

There are many other examples, but this list provides a sense of the commitment that staff brought to overcoming the many challenges that came their way in 2020.

At our end-of-year presentation events, many students shared the ways they managed the challenges of learning during this year. They all spoke about their gratitude for the support and encouragement of their families and teachers. They also recognised their personal growth from coping with significant, sudden changes to their routines.

Our students' mature and thoughtful end-of-year reflections were made possible by an extraordinary collective effort during the year. In response to government health directives to close schools, our staff had to learn rapidly and adapt constantly as they re-imagined, redesigned and re-worked our entire academic, pastoral and support systems in a matter of days to ensure our learn-from-home programs were fit for purpose. They embraced opportunities to engage with new and innovative teaching and learning methods. During this demanding time the WestMAC staff were diligent, courageous and resilient – they were remarkable.

Our families also played a critical role in supporting the learn-from-home arrangements. In many instances, parents and carers juggled working from home, supporting student learning, and managing suddenly different household dynamics. As a community, we remain indebted to our families for the part they played. Their collective contributions were an important factor in the success of our learn-from-home programs. In addition, each family provided specific feedback through our direct phone contact during the learn-from-home phase. We gathered significant data that allowed us to continually adapt our programs as well as solve any problems in a timely manner.

Our students have also been remarkable during the year. The memory that resonates most strongly in my mind is the vision of smiling faces of many students and staff on the morning the entire student body returned to campus following the learn-from-home period. It is also important to acknowledge our Year 12 students – the Class of 2020. I can't help but think that they were exactly the right people for this time. They've spent 13 years preparing to be impressive during a year like this. Right from the beginning of their schooling journey, our 2020 graduates met all challenges that came their way. They were the first full cohort of compulsory Prep students, the first cohort to enter secondary school in Year 7, and the first to lead the most significant change to senior assessment in Queensland in 50 years. They were always going to be amazing as the first cohort to endure a pandemic in 101 years.

Despite the enormous challenges that 2020 has presented, the way our community persevered with energy and enthusiasm through to the end of the school year was impressive. I am grateful for the many ways that our staff and families worked together, demonstrating resilience and determination in the best interests of all our students.

Worship & Christian Ministry

Due to restrictions brought upon us in 2020, chaplaincy had a creative year, and we learnt many new skills as we explored supporting the spiritual life of the school through a variety of means. This included recording chapel services online for our students who were learning from home. Occasionally our Chapel Captains were able to attend and take part in recording and writing prayers for their respective junior, middle and senior school communities, which was appreciated and brought us all some normality. These changed circumstances also allowed the chaplaincy team to build relationships and support staff who were preparing classes for their students at home in a way that is not always possible in our mainstream learning.

Due to restrictions in 2020, we were restricted to a couple of Worship@WestMAC Services which were well appreciated and attended. On the return of students to school, small group chapel services commenced and the chaplaincy team visited junior school classes, which was a gift in itself as we shared with the students in a different way. While it has been a challenging year, these changed circumstances clearly blessed us as a community as God was present in the midst of our activities. Special services such as our Easter services and ANZAC Day were pre-recorded and available online.

Engagement with Local Parishes

The WestMAC community was pleased that the Rector of St Paul's Parish, Ipswich could join us for our Valedictory Service which took place in the college's Chapel of the Good Shepherd. WestMAC also continued to host an annual Eucharist and luncheon for deanery Ministers in the region when restrictions permitted, and welcomed priests from the region to share in our chapel services when they resumed.

Chaplaincy

Our chaplaincy team consists of two part-time Chaplains and a Chaplaincy Support Officer, who assists with a range of ministry throughout the college. When normality

resumed, the chaplaincy team was able to resume activities such as Art Space and God Gang. The team has the privilege of presiding over a range of ceremonies and celebrations during the academic year including: Student Leadership Commissioning Ceremonies, Academic Assemblies, the ANZAC Commemoration Service, Presentation Evenings and the Year 12 Valedictory Service.

Religious Studies

During the learn-from-home period, RaVE (Religious and Values Education) adapted, becoming universal, easy to access, and flexible. This allowed all students to grow in their Biblical Literacy and benefit in learning from and about scripture that, unlike life this year, has remained unchanged for millennia. Students had the opportunity to reflect on these short lessons and, if inspired, could respond and converse with their peers and teachers through forums or private online submissions.

Students were able to reflect inwards in several ways; they wrote prayer poems, discussed Easter family traditions and went on online tours of distant stars, medieval cathedrals and the Great Barrier Reef as they pondered God and spirituality and what they mean to them personally. Upon return to campus, it was time to 'do what's possible' and resume the rich curriculum planned for 2020. Lessons ranged from examining Bible stories that unpack life challenges, faith and courage, such as Esther and Moses, to comparing Islamic, Jewish and Christian spiritual connections to the city of Jerusalem. Students also journeyed to the past, holding and feeling authentic coins from the time of Jesus, on loan from the Centre for Coins, Culture and Religious History.

Reconciliation Action Plan

Currently the college has an established Reconciliation Action Committee which meets regularly throughout each term. The committee has agreed on 18 actions in establishing Reconciliation action within the college. Although the committee is yet to formally submit the College RAP via Reconciliation Australia through the Narragunnawali online platform, it has already achieved the following:

- embedding of Indigenous perspectives available to all sub-schools and classrooms through our Learning Innovator – Indigenous Perspective employee (Mrs Phyllis Marsh),
- celebration and acknowledgement of Reconciliation and NAIDOC week, led by college students, and
- display of the Aboriginal and Torres Strait Islander flags.

School Values

As an Anglican College, living according to Christian values is fundamental to all our endeavours. Our values centre on the three elements of our college motto – *Faith, Knowledge, Service*.

Faith

- keeping Christ at the centre of our mission,

- living out the Gospel values (love, forgiveness, honesty, humility, gratitude, perseverance), and
- authenticity in our own lives and in our relationships with others (managing emotions, teamwork, fairness).

Knowledge

- developing each person's gifts, talents and creativity,
- acting with curiosity, perseverance and zest through searching for knowledge and skills, and
- developing a love of learning and striving to reach our potential.

Service

- respecting others,
- valuing differences,
- alleviating injustice, and
- acting compassionately and bravely.

Events

The year saw many changes to college events as a result of COVID-19 restrictions. Many events were either cancelled, went ahead in a significantly reduced format, or were pre-recorded without an audience for video viewing by stakeholders. Importantly, however, for the graduating class of 2020, the Year 12 Formal was able to occur, albeit with no dancing, along with a modified culminating Valedictory Service. Our innovative responses to hosting various events, including our annual Open Day, has provided us with opportunities to change many future events in ways that are more responsive to our community's needs.

Major Projects

College Council's Facilities Sub-Committee continues to oversee the college's Master Plan with the commencement of the development of the Master Plan *Towards 2040*. The plan will identify and embrace educational shifts in learning environments and technology as well as the college's desire to anticipate changes whilst promoting a balanced school experience with diverse opportunities that prepare students of the 21st Century's rapidly changing world. This will optimise new and existing infrastructure to achieve a future vision that aligns with the college's Strategic Plan and the ethos of Anglican Education. A significant project currently in its design phase is the extension and refurbishment of one of the college's original buildings. Construction is expected to commence in Term 3, 2021.

Archbishop's Message

The college was able to 'practise peacemaking' as a community by supporting one another in a new way of being. At times it seemed that even our future was unsure, yet there was no blame or ill feeling as the community, led by the Principal, did themselves proud, showing courage and resilience as we supported our WestMAC students and their families to the best of our ability.

Anglican Schools Associated with the Diocese

All Saints Anglican School

Headmaster: Mr Patrick S Wallas
BA (First Class Hons), PGCE, MACE

Few will argue that 2020 was a year that will linger in the memory. Whilst the global pandemic continues to cause disruption, anxiety and distress, it is clear that many valuable lessons have been learned and that we are blessed indeed to hail from South East Queensland, where the pandemic has thus far been well controlled.

All Saints Anglican School was one of the first schools in Australia to transition to online learning. The decision was made on 9 March 2020 and the students officially transitioned on the following Monday 16 March. The decision followed a period of increasing absenteeism, with parents choosing to keep their children home for fear of infection. It was felt that these children, through no fault of their own, were being disadvantaged. Whilst making it clear that **all** pupils were welcome to attend school with no special circumstances required, the school announced that it would, until further notice, be teaching students virtually online from 16 March. We were helped enormously by having had a week with the pupils to talk them through Microsoft Teams and the other software programs we would be using. As a result, the transition was effected incredibly smoothly.

Some found online learning harder than others. For the younger pupils it was most certainly a challenge. Also, some of those students with learning challenges found it hard to keep up. Some loved it! We were blessed to have a lockdown which lasted just seven weeks and for some year groups, just five weeks, and it was a joyful day when school returned. Perhaps it was the teachers who found online learning the greatest challenge. Technically they were extraordinary in rising to meet the challenge (like many other schools it felt like we achieved years of professional development advances in a few short weeks). In wandering around the school during lockdown, however, there are few more forlorn sights than seeing a teacher sitting at their desk talking to a screen in an empty classroom which would normally be filled with excited, chattering pupils. Our teachers greatly missed their pupils.

Worship & Christian Ministry

Our worship services were necessarily disrupted by the pandemic, but our chapel committee produced weekly online services which were well received. The Chaplain and the Headmaster also regularly communicated with parents about our Christian ministry online and prepared an Easter presentation for all families.

Engagement with Local Parishes

All Saints continues to delight in its close relationship with Anglican Church Robina and with the Priest in Charge, the Rev'd Stewart Perry. Of the six interns currently working with Stewart, four of them attended All Saints and Stewart continues to minister regularly to our staff and students here at school. He is a wonderful asset to our ministry team, and we are truly grateful for his input. Stewart also sits on our school council. We have also been greatly encouraged by the Rt Rev'd John Roundhill who has taken a great interest in our school and who regularly attends both formal and informal occasions.

Chaplaincy

We have five full-time members of our chaplaincy. Ann McGuinness heads up the team which comprises a Junior School Lay Chaplain, a Middle School Lay Chaplain (both of whom are qualified teachers), a Senior School Lay Chaplain and a Service Learning Co-ordinator. They are a cohesive, passionate team who impart a powerfully benevolent influence in our school.

Religious Studies

All pupils from Pre-prep to Year 11 have weekly Christian Living classes and chapel services. The Christian Living curriculum is constantly refined and improved.

Missional Engagement

Sadly, we had to cancel our service learning trip to Tanzania because of the pandemic, but our other projects continued unabated.

Staff Development

We start and end each term with a staff Eucharist held in our chapel, but social distancing meant that numbers were compromised in 2020.

Reconciliation Action Plan

All Saints is proud to offer a 'Pursue Your Passion' grant to all members of staff – teaching and non-teaching. If they are passionate about a particular area, and they feel their input could enhance what we offer as a school, then they are relieved from all duties and classes on full pay so they can research their area, write a report and make recommendations. In Term 1 2021, one of our senior teachers has received a PYP grant to audit the success with which Indigenous studies are embedded into our curricula and to reimagine and revitalise our RAP. Thirty four members of staff, including the entire

executive, together with our Chair of School Council and other School council members will be attending a cultural learning program on Saturday 30 January with the Banaam Applied Cultural Intelligence Group.

Achievements & Contribution

All Saints was delighted with the results of the class of 2020, with two of our pupils achieving a perfect score of 99.95% (only 30 were awarded in the state); 28% of our pupils receiving an ATAR over 95%, and 44% receiving an ATAR over 90%. Most importantly, 100% of those seeking university entrance (85% of the cohort) achieved a place, with the vast majority (93%) gaining their first or second preference.

Financial Matters/Fundraising

The school decided against providing a blanket discount on fees in favour of setting up a fund for those families who most needed our support. It was declared at the outset that no child would be forced to leave because of financial stress caused by the pandemic, and none did. The funds set aside to help our families were significant, and our school families have been extremely grateful for the support they have received.

Major Projects

The school announced the completion of the McIntosh Administration and Conference Centre, on time and under budget, which will officially open (along with Harmony House, our International Boarding facility completed in 2019) by the Archbishop on 25 May 2021.

Archbishop's Message

The staff and pupils look forward to the Archbishop's message at the start of the year. We love the way on which he delivers a separate talk for primary and secondary students and his words always strike home. Whilst our theme this year is *Curiosity* (following on from *Kindness*, *Everything with Joy* and last year *Gratitude*) we have decided to be curious about how we might most effectively be 'peacemakers' in our community.

Conclusion

We begin 2021 with unbridled optimism and a profound sense of gratitude for the many ways in which we have been spared the worst effects of the pandemic. We have yet to record a single infection in our school community. We have been grateful too for the support of both our State and Federal governments, for the Anglican Diocese of Brisbane and for our links with Anglican Church Robina. Our numbers of pupils for 'Happening' (our spiritual retreat) in 2021 are such that we have had to provide two separate events. We have emerged from 2020 financially secure and with our sense of community heightened and appreciated as never before. Demand for places in our school is greater than it has ever been, we currently have 6,877 children on our waiting list, and we are receiving over 100 new registrations each month. We are far from perfect as an institution, but we remain committed to continual improvement in all areas of our operations and to supporting our school parents in developing young people of character and compassion, whilst consistently modelling the countless benefits of a life lived in faith.

Canterbury College

Principal: Mr Daniel Walker
BA (Econ & Gov), BEd (UQ), MEd (Monash), MACEL

2020 was a significant year for Canterbury College, as the college continued to seek a closer relationship with the Anglican Church, the Anglican Schools Commission and fellow Anglican schools. The college also pursued a range of new strategies, as described in the *Strategic Direction 2020-23*, all of which progressed in spite of the challenges posed by the uncertainty of the COVID pandemic. The 'World Ready' focus of the college, which informs the vision, is "To inspire and nurture confident, optimistic and compassionate young people who are ready for the world."

Worship & Christian Ministry

A refreshed suite of chapel services were planned and administered during 2020, including those that required rethinking due to COVID realities:

- whole college Foundation Day chapel,
- six separate family chapel services on Sundays for each of the Houses: Becket, Cranmer, Goldsworthy, Kime, Ramsey and Temple,
- Whole College Ash Wednesday Chapel,
- St John's Cathedral service, originally planned for the whole College, but subsequently reduced to include only Year 6 and 12 to respect social distancing requirements,
- Valedictory Chapel in Canterbury's very special 'Bush Chapel',
- Four staff chapel services on student-free days,
- Whole day retreats for every year level in the Secondary School, including special Chapel services at St George's Muddoolun and St George's Tamborine Mountain,
- The adoption of a new college hymn, *Be Thou My Vision*, and
- Hymns, prayers, reflections and blessings at weekly assemblies.

The college has worked hard in 2020 to reach out to the three nearby parishes.

To the west, St James Anglican Church Area Dean, the Rev'd Dan Talbot has supported many college initiatives.

To the east, the college welcomed the Rev'd Jeff Hoyt to many college functions and continued support of St Mark's Daisy Hill service initiatives.

To the south, the Rev'd Peter Palmer from St George's Beenleigh has been a regular at many college events.

ASC Director of Mission, the Rev'd Richard Browning, has also worked closely with Canterbury Chaplain and Director of Student Development in the increase of our community service program.

Chaplaincy

The college retained the Rev'd Elroy Mee on a part-time basis (three days per week) during Term 1, 2020 as the acting Chaplain.

The chaplaincy was filled by Nia Vivian, who was Assistant (Lay) Chaplain in Term 2 and subsequently full time (Lay) Chaplain from Term 2, after Rev'd Mee departed.

Religious Studies

In 2020, the college appointed two new Religious and Values Education (RaVE) Coordinators – Jake Compton (Secondary) and Taryn Hirst (Junior School). Jake and Taryn were tasked with a full audit and then Prep-12 scope and sequence document. They have been supported assiduously by Vanessa Gamack from the ASC who has been generous and wise in her support of this program.

This new revitalised Anglican RaVE program has been well-supported by teaching staff.

Missional Engagement

Over \$32k was raised for a range of charities in 2020, including the Archbishop's appeal, Cancer Council, Rosie's Beenleigh and a local COVID appeal.

Reconciliation Action Plan

2020 was a preliminary planning year for the RAP Committee. A Committee was formed and some preliminary work has commenced.

College Values

- Scholarship – commit to mastering the unfamiliar and the challenging. Seek to improve every day.
- Compassion – choose forgiveness, demonstrate generosity and 'take a walk in other people's shoes.'
- Social Responsibility – promote equality, justice, the voice of the marginalised and care for the environment.
- Integrity – be accountable for your decisions and earn trust by matching words with actions, even when nobody is watching.
- Respect – treat everyone with decency and kindness, regardless of their ethnicity, gender, culture or religion.
- Community – take pride in being part of something bigger than yourself. With parents, teachers, students and alumni joining together, we can achieve so much more.

Archbishop's Message

The Archbishop's 2020 message, 'Being Together – Practising Peacemaking', was represented in one of the college's major new undertakings in 2020. A whole college multicultural festival began in 2020, which represented over 18 different cultures, including 25 food stands, six cultural dances and 16 food stalls representing Samoa, Tonga, New Zealand Maori, Korea, China, India, Bangladesh, Sri Lanka and Pakistan. This has established Canterbury as Queensland's most diverse Anglican school and provides a moment of true social inclusion and a practical manifestation of the Archbishop's desire for practising peacemaking.

Future Plans

A new \$9m Aquatic and Tennis Centre was opened by the Bishop of the Southern Region, the Rt Rev'd John Roundhill, in November 2020. New co-curricular and extra-curricular sporting opportunities in these facilities are growing rapidly and both College and community use is expanding.

The college is embarking on an expansive consultation process regarding a new Master Plan for the built environment. This will see investments in the next decade in the vicinity of \$45-55m.

Hillbrook

Principal: Mr Geoff Newton
MEd (L'Ship & M'ment), BSc DipEd GradDip Computing,
GradDip Educational Admin, FACEL (Aust)

The year 2020 has been a very different year for all of us. I believe Hillbrook's response, like many Anglican Schools, was exceptional. The commitment from staff was extraordinary and students were well prepared for the lockdown which, thankfully, did not last long. Families were also well supported with regular direct contact with staff, and we also provided for the children of essential workers to attend school. I believe the response spoke clearly to our underlying values as a community.

We have also completed the second stage of our Campus Development Plan and have now completed the following:

- development and construction of the library under croft area,
- procurement and installation of solar panels for the undercover courts, B Block and Library,
- technology, design and visual arts centre, and
- multi-purpose recreational centre and music rooms

The campus is now almost ready for our projected size of 900 students in three years' time. Our Year 12s weathered the year well and achieved our best results in a long time.

2021 will mark the 14th year of Geoff Newton's principalship and, sadly, it will be his last at Hillbrook. He has decided to retire and leaves Hillbrook in great shape, a modern outward and forward-looking school wholeheartedly engaging with the demands of a contemporary, pluralistic society and world.

Expression of our Anglican Ethos

Opportunity for Meaningful & Relevant Worship

In 2020, students and staff attended chapel each week in house colour groups led by our School Chaplain. Chapel provides opportunities for students to reflect on current social issues relevant to adolescents with an emphasis on scripture and Christian teachings.

Relationship with Parents, Local Parishes & the Wider Mother Church

2020 saw some opportunities to build community with our parents, local parishes and the wider mother church. We continue to have strong connection with local parishes including teaming up with St Paul's Anglican Church at Samford in supporting Foundation Day and collecting food for Trinity Pantry.

Chaplaincy

Mr David Adams is the current Lay Chaplain. His role includes leading Chapel and other services, Subject Co-ordinator of Religious Studies, membership of the Student Support and Wellbeing Committee, Director of the Giving Tree (charity arm of Hillbrook), classroom teaching, and coordinating school ceremonies.

Implementation of an Appropriate Program of Religious Studies

Our Religious Studies program endeavours to link and explore the three areas of traditional religious belief and practice, personal beliefs and practice, and the existential questions of human existence. As an Anglican school, Hillbrook's ethos and its Religious Studies course offers students ways of understanding God, themselves and the 'big' or existential questions of life grounded in an Anglican expression of the Christian faith. This Anglican expression of faith rests on the four essentials of scripture, tradition, reason and experience. Students are encouraged to reflect on and actively explore and dialogue about the correlation between the traditions and grounding stories of the Christian faith, their own experiences, and the grounding questions and notions of human life.

Philosophical Inquiry continues to be a major support for the school and adds richness and value to our Religious Studies program. PI is taught alongside Religious Studies in Years 7 and 8, then taught in Years 9 and 10 with exclusive focus on philosophy, and is an elective subject alongside a compulsory Religious Studies program in Year 11 and 12. Other areas explored include issues of justice in our world, philosophy and ethics, and developing the students' own sense of self and spirituality. There is also a strong emphasis on the need to value creation, and honour the stewardship given to us by both personally experiencing the beauty of creation and actively engaging in protecting it.

During Chapel and through dedicated time with mission organisation, Year 11 students were challenged to reflect on their place in the world and their responsibility as individuals and within a community to consider how they can make a positive difference in the lives of others.

Community Life & Service

Hillbrook values both community involvement and leadership. We also believe that one way of implementing the aim of intellectual, spiritual, personal and physical growth is having the school function as a small community involved in the life of the wider community. Our Community Action Program provides opportunities for students to expand their experience in these areas. This is achieved by students taking a proactive role in seeking out and obtaining placements with a community-based program that makes a positive difference to the lives of others.

In 2020, all the Year 11 students were involved in a minimum of 20 hours of their own time to help in local charity and community organisations. The whole school continues to collect donations for Holy Trinity Fortitude Valley Pantry at Christmas time. We also

continue our relationship with the Romero Centre, which assist refugees to integrate into the community.

Academic Life

Our 121 Year 12 students experienced a significantly different year to most graduating groups; from remote learning, reimagined special events and rites of passage, to a change to their assessment program. Without a doubt, they've had it all. We were very fortunate to have full school events such as our wonderful school musical and energetic COVID Carnivals occur, inspired by the sheer enthusiasm of our Year 12s who were determined to continue their contribution in their final years of schooling. We couldn't be prouder of their confidence, resilience and resolve, and believe that they have accomplished incredible things during their time at high school and in particular, this year. While the academic outcomes of our students will be expressed differently from this year, the purpose is the same. As a community we share in, and recognise, the wonderful efforts of all of our students as their time with us comes to an end, and they open the door to the next step in their lives.

In 2020, 118 of our 121 Year 12s were ATAR eligible. At the time of preparing this information, 104 students have provided us with access to their ATAR. We congratulate three of our Year 12s who achieved a rank of 99 or above, and 42 students who received an ATAR of 91.15 or above (OP1-5 equivalent). We also celebrate with 73 out of 104 students achieving an ATAR of 77.85 or above (OP1-10 equivalent) and 92 out of 104 students receiving an ATAR of 62.55 or above (OP1-15 or equivalent). One hundred and five graduates obtained their Queensland Certificate of Education.

Year 12 2020 – ATAR Distribution by Bands		
ATAR Bands	ATAR Range	Hillbrook %
8	90.00-99.95	42.3%
7	80.00-99.95	66.3%
6	70.00-99.95	78.8%
5	60.00-99.95	90.3%
4	50.00-99.95	95.1%
3	40.00-99.95	97.1%
2	30.00-99.95	100.0%
1	<30.00	-

* *available ATARs*

In addition to these outstanding outcomes, three of our students received Certificate qualifications in Tourism and Dance, with two students awarded their Australian Music Examinations Board (AMEB) qualifications. Two of our Year 12s also completed a university subject, while studying Senior, with QUT and UQ. Excitingly, a large number of our students received early tertiary offers.

We recognise the commitment of our staff whose contribution has been optimistic, selfless, and focused on exactly what our young people have needed. The support of our families has also been instrumental in a wonderful final year at Hillbrook for their children.

Our congratulations and very best wishes to each of our 121 graduates as they embark upon their future studies and endeavours.

School Board

The work of the board this year centred on:

- reviewing board operations and developing a number of recommendations regarding risk management including COVID-19 response, and
- implementing the second stage of our Campus Development Plan.

The members for 2020/21 are:

- Mr Robert Seljak (Chair)
- Mr Scott Kennelly (Deputy Chair)
- Mr Andrew Devenish
- Mr Michael Gillard
- Ms Vicki Hansen
- Mr David Marsland
- Mr Russell Reeves
- Mrs Loris Phair
- Mr Glenn Stevenson
- Mrs Erzsibeth Suranyi
- Mr Geoff Newton (Principal)
- Mr Brent Durham (Company Secretary)

The board is made up of five teacher members and five non-teacher members, and the Principal as an ex-officio voting member.

Finances

The school continues to be in strong financial position. The 2020 Financial Statements reflect the school's net surplus of \$1.5m and total equity of \$35.3m. The school invested approximately \$13.9m in property, plant and equipment for 2020, which was largely funded by borrowings. The cash balance at year-end was \$4.8m and borrowings were \$25.7m. The final phase of the intensive two-year building program is due to be completed in early 2021, allowing the student numbers to grow to 900 by 2024 (up from 780 in 2020).

Conclusion

Hillbrook continues to support the church and the Anglican Schools Commission in many and varied ways. We have a Memorandum of Understanding with the Anglican Schools Commission, signed in 2021, that is currently being reinvigorated. We continue to support the mission of the church through our approach in all we do.

Matthew Flinders Anglican College

Principal: Mr Stuart Meade
BA, DipEd, MEd, FIML, MACE, MACEL

It is with pleasure that I present the activities of the college during 2020.

Matthew Flinders Anglican College is a separately incorporated co-educational day school which is affiliated with the Anglican Church. It is situated in a natural bush setting of 20 hectares in Buderim on the Sunshine Coast of Queensland.

At Matthew Flinders Anglican College, we educate for excellence in learning and life. We value courage, compassion, respect and integrity. We welcome students, parents and staff with diverse backgrounds and cultures, in accordance with our Christian principles.

Our Mission

To challenge our students to develop the character and competencies required to achieve academic excellence and a successful future of contribution and leadership in local, national and global communities.

Our Vision

- To be a dynamic learning community that provides our students with an outstanding contemporary education which prepares them for tertiary study and beyond.
- To enhance the performance of our staff in a supportive and collaborative environment, enabling them to flourish as professionals for the benefit of our students.
- To build our traditions whilst responding to emerging evidence of new and improved ways of educating our students for excellence in learning and life.

Worship & Christian Ministry

Throughout 2020, the Chaplain, together with volunteering students and staff led multiple worship services in single/double cohort or (in the secondary school) in house groups. Services were predominantly held in the Chapel of St Nicholas, though occasionally the college's Performance Centre was used, especially in view of COVID-19 restrictions.

During the remote learning phase, the Chaplain created regular reflections in the form of short film clips that were uploaded on the college's intranet to be viewed by respective age groups and their families. This format continued even when students returned to school, due to COVID restrictions.

In Semester 2, chapel services resumed and, following COVID safety guidelines, student groupings were adjusted to meet requirements.

In the primary school, students attended a chapel service twice each term. In the secondary school, students started the year with a twice-per-term rotation; but this was changed to once a term, following adjustments to the timetable, in response to the pandemic. In 2021, two secondary school houses will attend chapel services together on any given occasion, meaning that the number of services will return to two per term.

- Ash Wednesday was marked across the College, as were Easter, ANZAC Day, Remembrance Day and Christmas, albeit by way of pre-recorded films, in view of the pandemic.
- The chapel was open for All Saints and All Souls Days, to which the college community was invited to a labyrinth walk.
- Primary and Secondary Assemblies are held several times a term, and there is always time for prayer.
- The weekly primary and secondary staff briefings also always contain prayers and reflections led by the Chaplain. Furthermore, the whole staff gather for a time of worship at the beginning and at the conclusion of each academic year.
- Chapel services have largely focused on the lectionary readings, while also highlighting the Archbishop's theme 'Practising Peacemaking'. The times and seasons of the church year were observed throughout.
- We continue to build a culture within the college that is at home in the Chapel and provides, in spite of our different faith backgrounds or none, a sense of connection and belonging.
- Some Sunday services for the college and local community are being planned for 2021, when the Chaplain will have been priested; COVID permitting. A German-language Christmas Eve service was offered in 2020 and very well attended.

In the course of the year, we celebrated one baptism. Unfortunately, the annual Admissions to Communion service was unable to go ahead.

Engagement with Local Parishes

Our Chaplain attended deanery meetings when possible, most of which were held via video conferencing in 2020.

As Deacon, the Chaplain was linked to the Anglican Parish of Maroochydore, St Peter's; and this association will continue now that she is Priest. Plans are in place for the college community to get involved in volunteering for the parish's weekly community meal. It is envisaged that students, staff and parents will cook for this outreach program once a month.

The pandemic hindered us from extending our practical partnership with bush parishes out west. However, plans are being developed to reinvigorate the connection in 2021.

Relationships

The college continued college-wide charitable partnerships with these organisations, negotiated through our Chaplain and other members of staff, throughout 2020:

Buddies Refugee Support Program

While, under normal circumstances, we are a host school for one of the twice-yearly Learn English Holiday Program, for which our students and staff volunteer; the event had to be cancelled in 2020, due to COVID. There are plans for the college to host the language program in 2021.

However, the Year 6 students focused their studies on the plight of refugees in Term 3, whereby they worked closely with members from Buddies, who facilitated information sessions and organised visiting refugees to tell their story. Students were so engaged and personally moved by their learning, that they decided to gift the proceeds of their business unit in Term 4 to Buddies, as well as packing care hampers for refugee families. This curriculum connection is planned to be repeated in 2021.

The Anglican Mission District of Leichhardt-Chinchilla & Murilla Community Centre

This rural Queensland partnership was established in 2018. Unfortunately, in 2020, the partnership was continued in prayer only. Our plans of taking a Year 9 class tour to the western regions had to be cancelled; and in the financial climate of the pandemic, fundraising was curtailed.

However, plans are in place for Year 9 students to visit in Term 3 2021; and ideas for fundraising to support the rural communities are currently being discussed.

Gateway Care Community Centre

In past years, the college has established a partnership with Gateway Care Community Centre on the Sunshine Coast through one of the pastoral care houses in the secondary school. Each week, students and staff have gone to assist at this centre, which provides essential support to low-income families through a food centre.

In 2020, it was not possible to conduct this community service. However, plans are in place to recommence regular visits in March 2021. Furthermore, a second of the pastoral houses has joined this service learning project.

Hibiscus Retirement Village

The college has had a connection with the nearby Hibiscus Retirement Village, whereby particularly the music department has taken ensembles to play for residents; or, on other occasions, residents have been invited to college performances.

In 2020, this connection was extended through letter writing. During remote learning, students were encouraged to write letters to the elderly, who were particularly isolated during the pandemic. This correspondence continued for the whole year, and we are planning to strengthen it further in 2021.

Interfaith relations – the Bahá'í Community

A relationship started in 2019, the college has continued to extend a welcome to the Sunshine Coast Bahá'í Community in organising monthly interfaith reflections (during term time). The Chapel of St Nicholas is used for these events, which comprise of readings on a given topic, with music interludes. On average 25-30 people attend these gatherings.

Anglicare

The College once again supported the annual Anglicare Christmas Appeal in Term 4, with families from both the primary and secondary Schools donating generous amounts of non-perishable food and other items.

St Peter's Anglican College, Broulee/NSW

The major fundraising efforts for our college were directed to support St Peter's Anglican College in Broulee, NSW, whose campus was severely damaged by bushfires in January 2020. Through various events across our whole school community, we were able to contribute over \$10k to St Peter's, to support their plans in rebuilding the primary school playground, together with adjoining gardens. Our plans to extend the connection between our two schools by way of reciprocal visits have, thus far, been curtailed by COVID-19.

The chief aim of these partnerships is to encourage a fuller relationship with a range of groups. We would like our community, and especially the students, to have not only the opportunity to fundraise but to form more meaningful engagements and offer service to those whose stories are different from their own.

Chaplaincy

The college employs a full-time Chaplain. The Rev'd Kathrin Koning was commissioned as College Chaplain on 17 February 2020. While the college does not have a chaplaincy team as such, Rev'd Kathrin works in close pastoral association with colleagues across the campus.

Religious Studies

The college is fortunate to have teachers committed to the delivery of a meaningful Religious and Values Education (RaVE) program. Students in Years Prep-6 receive weekly RaVE lessons; and in the secondary school, four teachers share the delivery of the RaVE program with Years 7-10 students receiving two lessons per fortnight while Year 11-12 students receive one lesson per fortnight.

We do not have any curriculum issues. We receive a lot of support from the Mission and Education Advisor of the Anglican Schools Commission in this regard and our curriculum is based on the Prep-12 Syllabus for Religious and Christian Education of the Anglican Schools Commission, Southern Queensland.

Staff Development

Our staff regularly undertake professional development – including faith development i.e. FAISS, and hold membership with, and contribute to, national and state educational bodies. The College also regularly hosts, supports and develops pre-service teachers.

Reconciliation Action Plan

In Term 4 of 2020, a College Reconciliation Action Plan (RAP) working group was established, comprising teaching and non-teaching staff, students, parents and a community member. An elder from the local Kabi Kabi people will join the group,

periodically. Much good work had already been happening in various areas of the school, e.g. a curriculum unit in Year 4 that saw students familiarise themselves with the required RAP actions and then – in consultation with a First Nations elder – working in small groups to present their proposals to the school administration for implementation of same. The RAP working group will streamline reconciliation action across all sectors of the college.

Having met only twice in 2020, the group conducted surveys for staff and students; established a co-curricular interest group on the secondary school campus; ensured a Welcome to Country was part of the opening of the academic school year; and presented its purpose and vision to a Prep-12 staff meeting in January. It is hoped that the first draft of the formal RAP document for the college can be submitted to the Narragunnawali website for review in early 2021.

By way of implementing RAP, we are currently auditing all curriculum areas to ascertain where indigenous histories and cultures are covered across the subjects and/or year levels. We are exploring a professional development session to enable all staff to gain an understanding of indigenous cultures, so that they feel better equipped to incorporate it into their teaching. Various avenues to make reconciliation more visible on campus, are also being explored.

Students have made it their goal to raise awareness and educate their peers about the significance of First Nations flags; as well as planning activities to celebrate events such as National Reconciliation Week and NAIDOC Week.

While an Acknowledgement of Country has been a regular part of assembly agendas and other formal occasions, this practice is now a natural part of all gatherings across the college, including chapel services. It is the college's aim to request a Welcome to Country from Kabi Kabi elders once every term for significant occasions.

Embarking on the formal RAP process has heightened everyone's awareness. Students and staff are noticing, questioning and suggesting things from a RAP perspective, e.g. thinking about what role local First Nations people might play in the dedication of the newly-built Year 5/6 precinct; and noticing some questionable wording in the school song.

Much more could be said: the response and feedback from the school community has been most supportive of the RAP. All augurs well for this to become a lasting 'way of being and doing' at Matthew Flinders Anglican College.

School Values

The college values are *Courage*, *Compassion*, *Respect* and *Integrity*. These are addressed in many different forums with a conscious desire for all students to, not only understand them, but to model them on a daily basis.

Anglican schools, perhaps unlike many Anglican parishes, are places where community members come from a range of walks of life. We estimate that 90% of our student population do not have a particular faith background, or one that is not specifically Christian. The most recent college survey reminds us that many families do not enrol with

Anglican Schools because we are Anglican, but because of the greater opportunities for academic and social 'success'. It is vital for us to equip our students with the skills they need to be courageous, grateful and resilient in times of challenge and adversity, in a world where they are insulated from hardship by the wealth and privilege we take for granted. We are mindful in this climate, of being a college that articulates our Gospel values in ways that broaden that concept of success. God does not call us to be 'successful' but invites us to follow in the footsteps of Christ and to use our gifts and talents to bless the world He loves.

Any worthwhile education must have a noble purpose, must be based on strong ethical foundations, must nurture a genuine love of learning and must truly address the deep human yearning for meaning and direction. This college's mission, to equip students with the character and competencies for achieving academic excellence and a future of contribution and leadership in local and global communities, is predicated on clearly articulated Christian values and an understanding of our place in the wider world and how we can serve to make it even better.

Archbishop's Message

The Archbishop's message was shared with the college community on the relevant internal portals. The Chaplain highlights the Archbishop's message and theme through chapel services and assembly reflections, together with a display in the chapel foyer, for everyone to revisit.

St Aidan's Anglican Girls' School

Principal: Ms Toni Riordan
BEd, MEd Le, MACEL, MACE, GAICD

For St Aidan's, as for all schools, 2020 was a year of challenge as our best laid plans gave way to COVID-19 and all that entailed. Through the pivot to online learning, and the return to face-to-face classes, as well as the unknown territory of a new senior assessment system, St Aidan's has emerged strong and confident, and always deeply embedded in the ethos of the Society of the Sacred Advent.

There was no aspect of our school life that was unaffected by the pandemic, however our academic results and the story of 2020 indicate that, with our eyes fixed firmly on our values, and with a clear understanding of mission, we were able to respond to all that the year brought with compassion, resolve and courage.

Worship & Christian Ministry

The faith life of the school began with our first Commencement Eucharist, which took the place of the Senior Leaders' Induction Service. The Commencement Eucharist ensured that we still began the year liturgically.

While most of the services of Term 1 occurred as planned – including Ash Wednesday, the Year 6 Leadership Eucharist, and our Mother Emma's Day combined Eucharist with St Margaret's – by the end of term it was clear that normal service would not resume for some time. It was with sadness that we realised we would not be celebrating Easter as a school community, although families were provided with online Holy Week at Home resources to enable them to incorporate the liturgical rhythms of Holy Week in their own places.

Chapels in Term 2 were all facilitated through classroom and form teachers, and this was an invaluable formation opportunity for staff. Each teacher was provided with resources for leading chapel with their own class, either online or face to face as circumstances allowed. In this way, occasions such as ANZAC Day and Sorry Day could also be observed.

While chapels resumed in Term 3, major school services were slower to resume, and when they did so it was in a highly modified form. Despite these restrictions we still celebrated Admission to Communion with Year 5 students and their families, Year 6 Transition Service, and Junior and Senior School Christmas Services. The Valedictory Eucharist was celebrated as a student-only in the round liturgy which was livestreamed to parents. Junior School classes each received a Messy Christmas in a box, thanks to the efforts of the P&F, and were able to have Messy Church activities in their own classrooms, before gathering for the final celebration as a whole junior School.

Engagement with Local Parishes

St Aidan's continued to work closely in a shared ministry models with the parishes of Sherwood and Chelmer-Graceville. Although all of our activities were restricted, we were able to welcome parish clergy to school services, and the Chaplain took services in both parishes on Sundays and on other occasions. We greatly appreciated the ministry and inspiration received from the Sherwood Messy Church team who helped us think about COVID-safe Messy Church.

Chaplaincy

The School Chaplain, the Rev'd Gillian Moses, continued to work in a full-time capacity across the junior and senior schools, as well as ministering with staff, alumni and the wider school community. This included the ministries of baptism and funerals. The Chaplain worked closely with staff from music and art faculties in the staging of school services. The work with the Society of the Sacred Advent, to ensure the Sisters' stories and ethos are lively, and embedded in the daily life of the school, was especially rewarding and we anticipate this work bearing much fruit in the years to come, as the Society once again is able to take a more active part in school life.

Religious Studies

Religious and Values Education falls under the auspices of the Chaplain and is taught in all year levels from Prep to Year 12. In 2020, students engaged in a diverse field of topics including Indigenous Spiritualities, World Religions, Environmental Spirituality, Sacramentality and Peace and Nonviolence Education. Year 12 students attended their first RaVE Master Class, on the topic of Vocation, and heard from members of staff and they reflected on their own experience of vocation.

During home-based learning, students were encouraged to continue their reflective practices and to journal their reflections regularly as a way of maintaining spiritual life. Year 9 students planned prayer spaces at home and were able to construct and host these on their return to school.

Missional Engagement

Hands-on missional activity was curtailed this year, and it is with some sadness that we acknowledge some of our previous activities may never return. The hiatus has provided us with an opportunity to revisit our service learning framework and to create a program that is more educationally rich and transformative for our students.

Students across the junior and senior schools undertook to write cards to residents in the local aged care facility, and students in the junior school also wrote to their peers in Victoria during the long lockdown those students experienced in the second half of the year.

School families responded enthusiastically to the Anglicare food and toy drive for Christmas. Many boxes of food and gifts were collected for distribution through Anglicare's networks.

Staff Development

Many teachers in the senior school were actively involved with QCAA in the preparation, administration and marking of external exams, and have gained valuable insight into the system, to the benefit of our students.

All teaching staff engaged in extensive preparation and training for online learning, with much peer-to-peer training in Teams and other platforms, and collaboration in developing resources for students to access. It is a testament to the dedication and professionalism of our teaching staff that the online learning environment proved so successful.

Research plays a significant part in the development of sound pedagogy at St Aidan's and, in 2020, the school partnered with a range of university-based research projects with Griffith University, the University of Queensland, and the University of NSW in fields including social justice, pedagogy, technology and community.

In 2020, the Karen Spiller Teaching Fellowship was awarded to mathematics teacher Ms Samantha Lee who is undertaking research into peer-to-peer tutoring as a tool for enhancing independent learning.

Reconciliation Action Plan

The St Aidan's RAP was approved by Reconciliation Australia in June. This achievement represents a milestone in our developing relationships with local elders and the Aboriginal and Torres Strait Islander communities. St Aidan's continues to participate actively in the Educators' Learning Circle hosted by local elders through Benarrawa Community Development Association and values their guidance in the work of reconciliation.

Although local Sorry Day observances were cancelled because of COVID, we were able to hold our own Sorry Day observances in classrooms, using resources created by Benarrawa Elders.

School Values

St Aidan's values are informed by the values of the Society of the Sacred Advent. Those values include humility, courage, compassion, resilience, faithfulness and whole-heartedness. The Sisters' values find expression in the school values of developing and promoting authentic, caring, confident, creative and connected women who value reason, imagination, truth, compassion and responsibility.

The school's values are embodied in the presentation of Alumni Awards each year to past students who serve as exceptional role models in the school community. In 2020, Alumni Awards were presented to Bhavisha Bakranie (the Emma Betts Award for Young Alumna), Claire Baguley (the inaugural Mother Emma Award for Entrepreneurship and Innovation) and Catherine Thomas (the Caroline Amy Award for Continuous and Significant Contribution).

The school's values were also evident during the initial lockdown as the tuckshop shifted from serving student lunches to providing take-home dinners for staff on site. As the lockdown continued, the tuckshop was able to continue to provide meals to the wider St Aidan's community, ensuring the financial continuity of tuckshop services and offering a much appreciated service to families.

Achievements & Contribution

In the first year of the ATAR system, St Aidan's senior students achieved outstanding results, with 12.5% of the graduating cohort achieving an ATAR above 99, and 69% achieved an ATAR above 90. Significantly, the median ATAR score was 92.0. Three students achieved perfect subject scores of 100%. It should also be noted that 97% of the senior cohort was ATAR eligible.

On the sporting fields, St Aidan's retained the Percentage Cup in the QGSSSA Athletics Competition. Although some of the core sports did not take place in 2020, students continued to prepare, and to compete wherever possible.

Senior visual art students Paloma Jacobsen, Alexandra Spalding and Kayleigh Viviers achieved success in the Creative Generation Awards for Excellence in Visual Art.

Senior science teacher Mr Shane McDonald was awarded the prestigious Peter Doherty Award for Outstanding Teacher of STEM.

Events

COVID offered St Aidan's students opportunities to reimagine some of the major events of the school year. Innovative approaches included a virtual cross-country competition run during home-based learning, as well as art in the back yard and the St Aidan's Couch Choir which recorded a version of the Beatles classic, *Let it Be*.

At the end of Term 2, St Aidan's held its first ever Giving Day. Staff, families, alumni and members of the wider community all contributed generously to the day, and we exceeded our target of \$60k to raise over \$72k. This money will be used to support Born to Fly bursaries to support St Aidan's students experiencing financial hardship now and into the future. As COVID continues to affect families financially, these bursaries will be more important than ever.

The Senior Formal took place early in the year, as planned, although Year 11 students waited patiently until the last week of the school year for their Semi-formal. Some camps took place in modified forms, and at different times of the year, ensuring students still gained the educational and social benefits of the camp program.

Major events such as the Annual Awards night were livestreamed to parents at home as well as to family and friends all over the world. The capacity to livestream events going forward means that families overseas or interstate can still celebrate with their students, and this has proved to be one of the benefits of our 2020 experiences.

In October, we farewelled former School Principal Miss Marjorie Neil, with a memorial service at the school. Miss Neil oversaw much modernisation of St Aidan's during her tenure in the 1980s and her legacy lives on in the Ambiwerra Sporting Fields, the school chapel and the professionalism of teaching staff.

Major Projects

In 2020, Retire Australia donated Fancutt's House to St Aidan's. This former residence of the Fancutt tennis family has been located at the Ambiwerra playing fields and will be a valuable additional resource for the school.

Fancutt's House represents the first stage of a major building project located at Ambiwerra, which will see the upgrading and expansion of sporting and teaching facilities for the school over the next 10 years.

Archbishop's Message

The diocesan theme of 'Being Together – Practising Peacemaking' was celebrated at St Aidan's not least through the introduction of a Peace and Nonviolence curriculum for Year 10 and 11 students. We have also built on the work of Talking Circles and encourage their use in classrooms and elsewhere, as a tool for complex conversations. This has led to many rich discussions about topics that students long to explore safely, and to healthy approaches to conflict management.

Future Plans

In 2021, St Aidan's aims to learn the lessons from 2020 in being flexible and building a resilient community that will meet any challenges. Our students are well-placed to engage in external assessment, online learning, fast-developing technology and the enduring gift of relationships and common life. Our families are valuing new ways of staying connected, while appreciating all opportunities to be physically present at the school.

The faith of the Society of the Sacred Advent is a resurrection faith, so we hold fast to the promise of new life always emerging, often when we least expect it. While 2020 could have brought disappointment, loss and hardship, it has instead energised the school for future growth and enterprise, and we remain hopeful about all that lies ahead.

St Margaret's Anglican Girls School

Principal: Ms Ros Curtis
BA (Hons), DipEd, MLitSt, MEd (Leadership & Management),
ASDA, FACE, FACEL, FIML, GAICD

What a year it has been – the school's 125th anniversary year, and to use a line from one of Powderfinger's best known songs: "These days turned out nothing like we had planned".

Just a few of the celebratory events early in the year could proceed as planned, before COVID created havoc with the school calendar. It has been a year of learning to live and work with the challenges that the pandemic brought; yet at the same time, we have experienced great creativity, and extraordinary teaching and learning. Somehow in amongst all the disruption, we learned to be together as a community even if it meant we were separated by vast distances. As we progressed through the latest road map and restrictions, new words crept into our vocabulary; words like disruption, pivot, flexible, new normal, and reimagine, to name just a few. However, through all this, our staff, students and families have learnt new ways of being, some of which they will continue if we finally move on from the pandemic.

We commenced our 125th anniversary year with a service at St John's Cathedral for over 1,000 staff, students and guests. Archbishop Phillip Aspinall preached and presided. We were thrilled to have Sisters Gillian, Eunice and Sandra in attendance; special badges were blessed, which the students have worn with pride throughout the year; and we gave thanks for all who had come before us to arrive at this point in time where the school is thriving with record enrolments, an excellent reputation and strong community sentiment.

Worship, Christian Ministry & Chaplaincy

In early March, just before the restrictions started to encroach on the life of the school, we held Mother Emma's Day Service at the Cathedral. Each year we share this service with St Aidan's, our sister school. St Margaret's past student the Rev'd Canon Sarah Plowman preached at the service.

It was not long before we started to cancel or postpone many of our planned services and 125th celebrations and reimagine what we could do as a school community. The Year 12 Sacristans are to be commended for their work during 2020. With so many changes they rose to the occasion and started reimagining their role. They recorded the Mother's Day service and assembly prayers while isolated at home. Together with Rev'd Susan Crothers-Robertson, they shared in creating a video for a new Prayer Space activity – the memory box – which allowed the students an opportunity to acknowledge the disappointments and loss they experienced because of the pandemic.

In Term 2, the boarder chapel service was led via Microsoft Teams. Girls participated from all over the world. Rev'd Susan, along with the Sacristans, filmed an end of Term 2 chapel and a special St Margaret's Day chapel service, which was shared across the

school community. In Term 3, the primary chapels were led via Teams with the primary chapel assistants and students from various grades participating online. In Term 3, our face-to-face boarder chapel services started back and, with COVID restrictions being observed, the services had to be altered. In Term 4, as the restrictions were being lifted, we were able to hold our Year 12 Thanksgiving service at St John's Cathedral; however, the restrictions meant limited numbers could attend. We are grateful that we were able to give our Year 12 students a very fitting farewell, and we were also able to hold all our end-of-term chapel services.

Sacraments

We were able to hold our Years 7 and 8 Family Service in February where four students were admitted to Holy Communion. While we were not able to hold our Confirmation Service, which is now planned for early 2021, we did have a small service to receive two staff members into the Anglican Church. Five babies were baptised in our school chapel; it is very special when our past students come back to the school in order to baptise their children.

Prayer Spaces in Schools

This year, Prayer Spaces in Schools Dadirri, became flexible, portable and, sometimes, outdoors. While we were able to hold our Lent/Easter Prayer Space in Term 1 in the chapel, the COVID restrictions meant that the Term 2 Prayer Space was cancelled. However, by Term 3 we began being more creative. Our Term 3 Prayer Space became an outdoor Prayer Space for the whole school to use. The prayers and reflections the students put up in the Avenue of Prayers were very moving. Many of the students prayed for those who were suffering because of the pandemic. For our Year 11 Spiritual Development Seminars, a portable Prayer Space in the classroom was created with individually packed resources for each student. While the Prayer Space for Term 4 was planned for outside, the storms drove us into the Chapel. Term 4 Prayer Space was centred around the Christmas story. Rev'd Susan continues to work with people all over Australia who are interested in creating Prayer Spaces in their own school or parish settings.

Engagement with Local Parishes

We are very fortunate to have close relationships with our local parishes. Rev'd Susan met with a number of the parish priests when the restrictions allowed. However, this year with the COVID restrictions, we have not been able to work together as we normally would do. The Rev'd Canon Bruce Boase preached at the launch of *Gidhal*, a collection of stories from our Aboriginal and Torres Strait Islander students. Reverend Susan assisted The Rev'd Canon Nicki Colledge as she conducted the funeral of much loved Philip Harris, a Patron of St Margaret's, at the end of 2020. Rev'd Susan will once again be working closely with the local parishes in 2021.

Religious Studies

In the secondary school, Religious and Values Education sits within the Sociocultural Faculty and is led by Mrs Louise Brown. The year has seen several new developments

in Religious and Values Education at St Margaret's. In Term 2, the faculty responded to the circumstances brought about by COVID. In online learning, students were guided to examine a range of character strengths such as resilience, cooperation and kindness. Back in the classroom, the Year 10 curriculum has been enhanced by a new unit on Ethics, which combines spiritual development with academic rigour and critical thinking. In Term 4, students' understanding of altruism in the local community was enhanced by a talk from Tiffany Berg, Senior Fundraiser with Anglicare. Older students attended Religious and Values Education Masterclasses throughout the year.

In 2021, the students are looking forward to a visit from Chris Mulherin, Executive Director of ISCAST, on the interface of science and religion. The Year 9 curriculum is developing Archbishop Phillip Aspinall's 2021 message to schools on Nurturing Relationships. The new unit on 'Connection' explores ideas of connection to others, connection to self and connection to God. The St Margaret's RaVE curriculum in 2020 benefited significantly from our connections with the Anglican community, in particular, the guidance of Mrs Vanessa Gammack, Teaching and Learning Advisor with the Anglican Schools Commission. We look forward to further strengthening these connections in 2021.

Staff Development & Leadership in COVID Times

As the COVID crisis grew, the school leadership team met daily, planning for what would happen if we had a COVID case; and what we needed to do to successfully implement online learning, which rapidly became a 'not if, but when' scenario. Teachers collaborated extensively to plan for this outcome and everyone became speedy adopters of all the required technology, much of which was already in place.

The year then became a bit like a mash up game of Simon Says and Musical Chairs as we diligently aligned our operations to all advice from Queensland Health, adjusting and readjusting strategies on a, sometimes, daily basis and calculating and recalculating the numbers of chairs and people we could have in any one space and at any one time. At all times our priorities remained the health and wellbeing of all members of our community and the ongoing provision of a high-quality education. To respond with the agility we did speaks to the strength of the St Margaret's community as we weathered the storm together.

Our student leaders came to the fore with fun challenges to keep the student body united from afar; our sports staff and coaches encouraged online sporting challenges to keep the girls fit and healthy and engaged; and some of our sports staff pivoted to become classroom supervisors.

While many staff worked from home, others came in to care for those children whose parents were essential workers – which included children of education staff.

We assembled take-home learning packs for our younger learners as well as take-home meal packs for our exhausted parents who were juggling working from home and supervising online learning.

When we slowly returned to school under such measures as keeping 1.5m apart in the playground, which required staggered lunchtimes, support staff emerged from behind their desks to help supervise students.

We all did what we had to do, and parents were very grateful for everyone's efforts throughout this extraordinary time and the school was very grateful for the efforts of our parents for their cooperation and supervision of home schooling.

Reconciliation Action Plan (RAP)

St Margaret's Anglican Girls School currently has 21 Indigenous and Torres Strait Islander students (16 of these are the result of our partnership with Yalari).

A new RAP group was formed in 2020. Staff, students (Yalari students) and parents were invited to join the group. Our Reconciliation Action Plan aims to create a school culture that understands, values and respects the histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples. This will be achieved through a review of what we do and areas where we can further develop. This year, we also shared a variety of Acknowledgement of Country options for staff and students.

This year, St Margaret's staff and students produced a new book, *Gidhal*. We had a very special celebration in Term 3 to launch the book. The book features stories and artwork by our Aboriginal and Torres Strait Islander students and their families.

Because of COVID and the change of date for NAIDOC week, we were unable to hold a NAIDOC week chapel service.

Achievements & Contribution

On the back of being named Boarding School of the Year in 2019, we were again awarded Boarding School of the Year in 2020, in the Australian Education Awards, along with Excellence Awards for the Best STEM Program and Principal of the Year – Non-Government Schools. These are all national awards. Our Head of Faculty – Science and Technology, Chris Dunn, was named Outstanding STEM teacher in this year's Peter Doherty Awards and Primary Teacher Kimberley Bachmann was named in the 2020 Educator Hot List. In addition, 22 of our teachers received nominations in the National Excellence in Teaching Awards.

St Margaret's was also named as one of Australia's most innovative schools for the third consecutive year.

Events

After much work and planning, our amazing new sports precinct was opened in August. While the pandemic meant we could not have the anticipated fanfare, we were still able to celebrate and give thanks for the donors and the many people who had the vision and courage to build such an exceptional sports precinct. It was still a very moving ceremony with many staff and students involved. His Excellency the Honourable Paul de Jersey AC, Governor of Queensland, formally opened the precinct and His Grace, The Most Rev'd Dr Phillip Aspinall, Archbishop of Brisbane, dedicated and blessed the precinct.

Financial Matters/Fundraising & Missional Engagement

Community philanthropy has remained incredibly strong despite a challenging year. Our Year 5 students raised funds towards a COVID vaccine; and students again turned up to have their locks lopped for the Ponytail Project, raising over \$80k to be split between the Cancer Council and the Minotti Trust. The school donated around 80 meals to frontline staff at the Royal Brisbane Women's Hospital.

Major Projects

COVID and weather were weapons against a more timely completion of the sports precinct which we had hoped to have opened at the beginning of Term 3; however, at the end of Term 3 we took possession of the new Philip Harris Gym, tennis courts, heated pool and HPE building and in Term 4 we had our first swimmers in the pool. The logistics of redeveloping one third of the campus have been huge, with sports and some primary operations requiring creative solutions throughout the build. The patience, resilience, and commitment from staff, students and parents was most admirable. It's a magnificent facility and the short-term pain has been worth every bit of this long-term gain that will extend for decades and generations of St Margaret's students.

Archbishop's Message

As is the custom of the school, we began the school year by sharing the Archbishop's message with staff and students at assembly and in our chapel services. The concept of 'Practising Peace' echoed throughout assemblies and chapel services, especially in 2020, with the many challenges our staff, students and families faced.

Future Plans

In 2021, we will refurbish an area of the school adjacent to the library. This refurbishment creates a Senior Study Centre and offices for Heads of Years 11 and 12. The Study Centre will be opened by the end of March.

Last year, St Margaret's released a new Strategic Plan. This year, School Council is developing a new Master Plan with a focus on planning for the school of the future. We don't know what 2021 will hold; however, in 2020 we have proved we can navigate even the most uncharted territory together and we will prevail for, hopefully, another 125 years.

Community Services Commission

Anglicare

Commissioners

- Archbishop of Brisbane, The Most Rev'd Dr Phillip Aspinall
- Dr Kim Forrester (*Chair*)
- The Rt Rev'd Cameron Venables
- Mr Gary Brady
- Mr Ken Thomson
- Ms Kim Rayner
- Prof Karen Healy
- Ms Nicole Bunning (*appointed May 2020*)
- Mrs Karen Crouch (*Executive Director*)

Sub-Committees

1. Clinical and Care Governance *Chair:* Prof Karen Healy
2. Nominations and Remuneration *Chair:* The Rt Rev'd Cameron Venables
3. Audit and Risk *Chair:* Mr Gary Brady

Anglicare Executives

- Mrs Karen Crouch – *Executive Director*
- Mrs Susan Cooke – *Director of Services*
- The Rev'd Canon Linda McWilliam – *Director of Mission*
- Ms Amanda Davies – *Director Governance Risk & Assurance*
- Mrs Anna Zilli – *Director Organisational Development*
- Mr Lee Davis – *Chief Digital Officer*
- Mr David Barrie – *Director Finance, Property & Strategy* (to Nov 2020)
- Mr Warren Linnell – *Director Finance, Property & Procurement* (from Nov 2020)

On behalf of the Anglican Community Services Commission, I am pleased to present this report for Anglicare Southern Queensland for 2020. This year presented us all with many challenges, including severe weather, bushfires and flooding, followed by the COVID-19 pandemic. We also faced difficult economic conditions, with Australia suffering its first recession in almost three decades. Despite these challenges, Anglicare continued to experience growth and provided services for the diverse group of people we support, and to those who need us now more than ever.

Our Client Services

The total number of clients and residents supported during 2020 was approximately 51,700 people. During the year, Anglicare provided:

- 51,657 Queenslanders with support,
- 1.365m hours of community aged care and disability services,
- 748,714 hours of residential aged care,
- 224,166 bed nights in residential aged care,
- 360,465 nights of out of home care for children,
- 50,137 hours of mental health and counselling support,
- 18,621 hours of support for women and youth at risk of homelessness, and
- 3,830 nights of accommodation for young people experiencing homelessness.

Financial Performance

The 2019-20 year generated total revenue of \$250.8m, an increase of 5.7% on the 2018-19 financial year. Whilst government revenue grew at 2.1%, revenue from clients and other sources grew at 12.0%, primarily driven by the ongoing development of our new Retirement Village at Taigum. These results translated to an operating surplus of \$4.2m for the financial year, an increase of \$3.2m over the prior year. This surplus allows Anglicare to continue its strategy of reinvesting in services to benefit the community.

Major Projects

Work continued on capital projects across the residential aged care homes and retirement villages portfolio, with some key milestones achieved whilst adjusting to the COVID-19 environment in 2020.

The Village Taigum, developed in partnership with the Village Retirement Group, is nearing completion with the final stage of the 299 new units completed in December 2020. 261 units had settled by the end of 2020, with the majority of the remaining stock anticipated to settle through the first half of 2021.

Demolition was completed at Tufnell House Nundah, and early stage design commenced on the new Residential Aged Care facility over part of this site. Hutchinson Builders were appointed on the extension and refurbishment of the Meilene Residential Aged Care site in Bundaberg, with construction commencement due early 2021.

The new Retirement Village at Manly, also developed in partnership with the Village Retirement Group, gained approval from the existing residents to the Redevelopment Plan to allow the first stage to be released for sale in early 2021.

*Dr Kim Forrester,
Chair,
Community Services Commission*

Our Services

After a year where a response to the COVID-19 global pandemic was everyone's primary focus, we maintained service provision to more than 50k residents, clients, children and families. Service disruption during the peak of the pandemic in Queensland impacted our community social groups and outings, group counselling sessions, programs and playgroups, though with in-home and individual supports continuing as close to normal as possible. Our residential aged care services remained agile in response to the frequent change in directions from the Chief Medical Officer, from lockdowns to visitor restrictions to ongoing screening. We arrived at the end of 2020 confident in the COVID-19 Safe plans we had implemented, and entered the new year with a robust Outbreak Management Plan and improved capability across all our services in infection control practice. In this report to Synod, we are pleased to highlight the many achievements of 2020 still made possible by the extraordinary efforts of our extraordinary people.

Children & Families

The Children and Families program experienced significant growth in family-based placements, residential care and outreach support services. We continued to support approximately 1,100 young people each day throughout 2020. Of these, the percentage of Aboriginal and/or Torres Strait Islander children in our care increased slightly to 24%. We have been encouraged by an increase in foster carers in all regions which also resulted in additional funding for our programs in Moreton, Sunshine Coast, Brisbane and South East, Logan and Gold Coast regions.

Our South East, Logan and Gold Coast services were successful in obtaining funding for 'High Plus' foster care support which will enable a step-up and step-down model for children placed with carers who require additional support for a short period of time.

Residential care services continued to grow due to higher demand for placements for children and young people unable to be supported in foster care. The drivers behind this increase included: a lack of available foster carers; the children and young people displaying more challenging behaviours at a younger age; and carers not having the qualifications and experience to positively support these children. In the last 12 months we have seen a 60% increase in children under 12 years of age being placed in residential homes.

In December 2020, Anglicare was advised the Supported Community Accommodation (SCA) services were not continuing at the end of the Service Agreement (31 January 2021). The independent evaluation which was presented to the Department stated that the outcomes for the young people who went through the services were very positive however the service model was too expensive to continue. The Department have continued to fund the (outreach) Bail Support Service (BSS) which was part of the Service Agreement. This service has provided outstanding outcomes for young people and their families and in most cases the young people either cease or reduce offending behaviours.

Of our 396 staff who work in this area, approximately 9% are Aboriginal and/or Torres Strait Islander. We have successfully recruited Cultural Support Workers in every service across Children and Families including residential care. We have made strong

connections with the Elders and Aboriginal and Torres Strait agencies which often hold special days where we come together to yarn and share experiences with both the staff and young people.

Community Services – Aged & Disability

Anglicare's Community, Aged and Disability Services provides a diverse range of personalised care and support services to assist people to remain living at home safely and as independently as possible.

A significant proportion of 2020 was dedicated to ensuring that our clients, staff and volunteers were safe during the COVID-19 global pandemic. Throughout the pandemic, we continued to deliver services to people most in need and, reassure and educate people on how to keep safe. We were granted additional COVID-19 funding for the Commonwealth Home Support Program for delivered meals and for the Home Assist Secure Program under home modifications. The Commonwealth Government directed the suspension of social support group services for a period of time and public health directives were advising vulnerable populations to self-isolate. During this period, clients who regularly attended groups were offered individual services in home, and we offered additional supports such as shopping services and delivered meals. Mental wellbeing of clients was paramount and innovative ways of keeping in touch were developed. New activities such as virtual groups and pen pal groups were set up, as well as ensuring regular telephone support for clients. Procedures were quickly developed to keep people safe such as individual risk assessments prior to every visit, social distancing, vehicle and transport guidelines, and additional cleaning protocols.

Further to this, we have undertaken a number of service-wide projects and additional reforms in 2020 including but not limited to:

- transition of three programs, A Place to Belong, Alina and Reading and Writing program under the management of Brisbane South NDIS services,
- finalisation of the CSIRO Smarter Homes monitoring technology research project,
- progression of digital transformation with digitalisation of client office records into Procura (Client Management system), and
- implementation of NDIS nursing service type.

Towards the end of 2020, it was particularly pleasing to receive acknowledgement as 'Best Home Care Operator' at the Asia Pacific ElderCare Innovation Awards. Our submission was based on our excellent results from our client voices survey net promoter score and our client centred model of care, which showcased one of our clients who also volunteers teaching art classes.

Mental Health & Wellbeing

Homelessness Services, Women & Families

In 2020, Anglicare provided programs for residential supported accommodation, outreach accommodation and support, family support, justice and housing support and service systems navigation. Support was provided for 199 women, 38 men and 75 children.

Homelessness Services provides accommodation, court systems support, sustainable tenancy support and education, parenting, and goal planning support.

Through a trauma informed, recovery, person-centred case management approach the service had the capacity to support in the areas of mental health, substance misuse, child protection concerns, domestic and family violence, housing needs and long-term debts. The service works with people to break down the barriers and explore the elements that contributed to their homelessness. The service also works with people to find longer term housing coupled with education and learning for sustainable tenancy. A highlight of our approach when working with young mothers is the development of positive parenting practices and life-skills that encourage bonding and attachment between the mothers and their children.

Homelessness Services, Youth

The InSync program continued to support young people facing homelessness. The service provided 3,279 hours of centre-based and outreach support for young people in the community. InSync also provided 38 young people 2,593 bed nights of crisis accommodation and 39 young people/young families 6,253 bed nights of transitional accommodation. The services support these young people to develop and achieve their goals around health, education, employment and training, housing, relationships, cultural connections and life skills. With understanding and targeted support, young people can overcome barriers and work towards a better future.

COVID-19 presented a unique challenge in working with young people this year. Having young people adhere to lock down restrictions, good hygiene practices and social distancing tested the resilience of all parties involved and was an opportunity for personal and professional growth.

Our food van project, the Good Grub Club (GGC), completed another year in providing nutritional education and employment experience for young people facing homelessness. As for all food services, the pandemic caused significant disruption with events cancelled for much of the year. Instead, the GGC increased our offering of food and nutrition training to young people living in homelessness services with COVID-19 Safe planning in place. Prior to the pandemic, we provided paid work experience to two young people at eight events. Over the year we also provided 25 nutrition training classes for 18 young people when restrictions allowed us to do so.

Mental Health & Family Wellbeing

Anglicare's Mental Health and Family Wellbeing services are dedicated to improving the lives of individuals, families and children. Our counselling and support services focus on prevention and early intervention, as well in specialised support in alcohol and other drugs, domestic and family violence, and male sexual abuse.

Mental Health and Family Wellbeing continued to provide services across Southern Queensland to meet community needs in the areas of:

- alcohol and drug counselling, including adults and youth,
- children and parent services,

- early intervention for youth homelessness,
- domestic and family violence programs,
- family and relationship counselling,
- family law counselling,
- family mental health support services,
- multicultural cultural inclusion program,
- male sexual abuse counselling, information and resources (www.livingwell.org.au), and
- emergency relief – financial support service.

This year, we focused on innovative service delivery to respond to the challenges posed by COVID-19 on individuals and families. In response to COVID-19, our service was successful in increasing funding for alcohol and other drugs counselling, along with funding to support emerging needs around financial pressures, and increased prevalence of domestic and family violence.

We offered multiple modes of service delivery including face to face, outreach and on-site service delivery, where it was safe to do so. We adapted our service to increase telephone support, online counselling and support chat, including online video conferencing. Groups for children and families were delivered online, and in smaller groups, and in some instances streamed online on social media. Families were supported with activity packs to continue learning and development and play activities at home.

Residential Aged Care & Retirement Living (RAC)

In 2020, Anglicare continued its journey on a new path to delivering a contemporary person-centred care and support model for all residents across our eight residential aged care homes. The Rhythm of Life model, officially launched in February 2019, continued to be embedded across all homes and will be reviewed in early 2021.

From 1 July 2019, the new Aged Care Standards were introduced, including the reporting of mandatory quality indicators and all homes remain accredited and meet all aged care standards. As four of our homes are due for reaccreditation in early 2021, much of 2020 was spent on preparing team members and residents for the transition, along with reviewing each home's self-assessment against the new standards.

As with other Anglicare service streams, a sizable proportion of 2020 was dedicated to ensuring that our residents and team members were safe during the COVID-19 global pandemic. This also extended to supporting our resident's families and friends throughout four periods of lockdown and ongoing changes to visiting requirements. Throughout this period, team members and our service partners continued to care for all residents at our aged care homes, while implementing innovative ideas to keep people engaged and active. These included:

- virtual and window visits from families, friends and volunteers,
- telehealth initiatives with our health service providers,
- corridor exercises and other lifestyle activities,
- scenic drives,
- in-room movies,

- pen pal programmes with students from Anglican Church schools, and
- telephone support from our Spiritual and Pastoral Care Co-ordinators.

All homes implemented stringent visitor and team members sign-in, health check and health declaration processes to comply with Public Health directives. Daily monitoring of all residents for COVID-19 symptoms commenced in March and continues.

Procedures and supporting tools were developed to support the operations of our homes including risk assessments for those entering or exiting an aged care home, social distancing, transport guidelines, additional cleaning protocols, emergency PPE and stock guidelines.

All RAC team members undertook additional infection prevention and control training developed by Anglicare, followed up by learning modules provided by the Department of Health.

Corporate Support Services

Mission

Many of the usual events coordinated by Mission throughout the year were cancelled due to COVID-19 restrictions. These included precinct morning teas, Anglicare presentations in parishes, Anglicare Ambassador events, Services of Remembrance and the National Volunteer Week Service.

Education & Professional Development

Pastoral care sessions were provided for second year St Francis College formation students. Three chaplains completed a course in Clinical Pastoral Education (CPE). Another Chaplain continues her studies in Counselling, and The Art of Contemplative Listening is providing another Chaplain valuable insight for pastoral ministry. *Active Listening*, a manual for training volunteers, has been produced by the Mission team in consultation with the Volunteer Services Lead. This training will be offered as a resource to strengthen competency and contribute to motivating volunteers. Regular supervision and training have been provided for 12 Chaplains and 30 pastoral care volunteers within Anglicare. Thirty two Anglicare staff attended a spirituality retreat providing them with an opportunity to explore or rediscover their own faith and focus on their own individual journey in the company of likeminded people. The Mission department is grateful for the generosity of Mother's Union as it continues to provide financial support for the professional development of our team of Chaplains and pastoral care volunteers.

Key Events

The following key events occurred during 2020:

- the opening and blessing of a new specialised dementia care program unit,
- the blessing of Nambour community aged care and disability office,
- the blessing of Caboolture community aged care and disability office, and
- National Mental Health Week Service 2020.

Schools

#OLDMATE Queensland, Anglicare Southern Queensland's campaign to reduce loneliness in older Queenslanders by connecting them with younger people, was implemented as a pen-pal activity during COVID-19 in EM Tooth and Symes Grove Residential Aged Care homes. This program, connecting school children from Cannon Hill Anglican College and Churchie to aged care residents, featured on *10 News* and was a great success with many of the residents and the students. EM Tooth Facility Manager, Glenda Phillips, appreciated the Mission teams' assistance in reading letters to the residents and helping to write a letter back to the student.

Biography Program

The Mission department received grant funding through the Danks Trust to deliver a pilot Biography Program within our Residential Aged Care homes. The program sought to recruit volunteer biographers and transcribers who would encourage residents to share their life stories. These stories will be recorded, transcribed and published in a soft cover book. The book would provide a permanent legacy for loved ones. Due to COVID-19 and restrictions placed on volunteers in Residential Aged Care homes, volunteers have been unable to visit residents. Unfortunately, we were unable to advertise and recruit new volunteers for this program. The program was put on hold for some time however this provided an opportunity to fully develop the manual and appropriate supporting documentation. As there was a requirement to report on the status of the project to Danks Trust a decision was made to train the Residential Chaplains and two existing volunteers in the program. Eventually when we can advertise, recruit and train volunteers the chaplains will be able to provide supervision and direction to the newly trained volunteer biographers. One chaplain has nearly completed her first biography with a resident at Symes Thorpe in Toowoomba.

Organisational Development (OD)

COVID-19 response was initiated in February 2020 and during this period Organisational Development (OD) were responsible for managing the workforce risks associated with the pandemic.

OD established a dedicated 24/7 COVID-19 Information Line (phone and email) to ensure that employees felt safe in the workplace and to be fully informed so they could continue to care for themselves and clients.

Throughout the duration of the pandemic, OD prepared organisation-wide communications, including 'frequently asked questions' fact sheets and a range of tactics to ensure employees could continue their work throughout the pandemic.

OD established a dedicated response team to focus on employee and manager support which:

- built a COVID-19 intranet page with tailored resources and information, including access to an automated 'Symptoms Log' for reporting suspected or confirmed cases of COVID-19,

- developed a policy and procedure to support Corporate staff and Service Support staff to rapidly re-deploy to work from home as instructed by the Queensland Government,
- developed and managed the Anglicare Pandemic Leave Procedure,
- designed and deployed digital education sessions on how to use technology (e.g. Microsoft Teams) for business continuity,
- built a comprehensive COVID-19 Training SharePoint site that covered COVID-19 Awareness, Hand Hygiene, Infection Control and PPE procedures, as well as housing Department of Health training and resources, and
- created the 'Rapid Response Team' to ready the workforce should an outbreak occur with internal recruitment campaigns to ready front-line staff which resulted in employees committing to 24-hour deployment if required.

The Wellbeing, Health and Safety team were focused on supporting services throughout Anglicare in creating COVID Safe workplaces. This included:

- COVID Safe Plans for all Anglicare sites, documenting the local and organisation-wide controls in the following key areas:
 - physical and social distancing,
 - health and hygiene,
 - training and consultation,
 - response planning/business continuities, and
 - compliance and record keeping.

The COVID Safe Plans are displayed in all workplaces and provide vital information to both our employees, clients and visitors.

During 2020, the HR and Advisory team advertised 876 vacancies and processed 751 employee letters of offer. The first phase of the FlareHR implementation was launched for new employees in April 2020. All pre-employment contracts for new employees are now generated online and sent through the FlareHR platform. This removed the manual and time-consuming step for hiring managers to review, print, sign and send contracts to candidates and is now managed centrally.

In 2020, OD progressed Anglicare's commitment to being a Child Safe Organisation and adhering to the National Principles for Child Safe Organisations by:

- developing a Child Safety and Wellbeing Public Commitment Statement displayed at all Anglicare sites,
- integrating Child Safe elements and language in existing documentation and processes including Code of Conduct, Recruitment, On-boarding/Induction, training, audits and risk assessments,
- developing tools for team approaches to being Child Safe including Child Interaction Mapping Tool, Quick Quiz on 'How Child Safe is our Team?' and Team Action Planning,
- launching and promoted the Child Safe intranet page, supporting material and tools, and
- launching the Child Safe Landing page on the Anglicare public website.

The Learning and OD team piloted the Leadership Excellence program from March to August 2020 to a cohort of 20 Anglicare Team Leaders and Service Coordinators. The program included six facilitated workshops, a mentoring program, and on-the-job challenges throughout the six-month period. The program culminated with project presentations to the Executive Leadership Team (ELT) and mentors.

The Anglicare First Nations Cultural Protocols Guide and Resource was approved and published in October 2020. The First Nations Cultural Protocols documents are provided as a quick and easy guide to cultural protocols for the first peoples of Australia. Anglicare employees and volunteers are encouraged to access and use the guides to facilitate their learning and or practice development when working with First Nations people. Cultural protocol Guides include:

- Connection to Country
- Acknowledgement of Country
- Welcome to Country
- Smoking Ceremony
- Sorry Business
- Yarning Circle

Governance, Risk & Assurance

The Governance, Risk and Assurance team ensures Anglicare's governance systems are in place so that our community, funders and external regulators all have confidence in the quality and safety of the services we deliver for our clients.

The focus of the Policy Team in 2020 has been the implementation of the Policy Governance Framework. Fourteen new policy positions have been presented to the CSC and work has commenced to draft approximately 120 new policy directions for Anglicare. A policy handbook has also been developed to support implementation. The development of this policy documentation will support the organisation to meet legislation and relevant standards.

The team has also developed a system for monitoring legislative and standards updates. Any changes where Anglicare holds an obligation are now documented in the Quality Risk Safety System Compliance Module.

The Policy Team has also facilitated publication of documents relating to the organisations COVID-19 response.

The Research and Innovation Team have focused on designing Anglicare's Research Strategy. This work has included an analysis of the research functions at comparable community sector organisations across Australia. Consultation has occurred with key stakeholders, including an all-staff survey to understand perspectives of Anglicare's staff on the value of research and evaluation and areas considered a priority.

This has required us to revise our governance structures to review research applications, translate evidence to practice, and evaluate research benefits.

Over the past year, Anglicare has been involved in the CSIRO Smarter Safer Homes Research Project. This has required daily monitoring of a portal reporting on the daily activity of research participants through home-based sensor technology with community-based clients.

As part of our Multicultural Program, Anglicare has developed a *Pocket Aged Care Guide* providing key contacts, advice and guidance on Australia's aged care system. This pocket guide has been produced in English and translated into nine languages including Arabic, Burmese, Chinese, Croatian, Dutch, Tagalog, German, Farsi and Vietnamese.

Another key achievement of the Research and Innovation Team in 2020 is the Anglicare Dementia Care Framework, developed to highlight the strengths of current service offerings, as well as opportunities to ensure best quality care and experiences for clients moving through their journey with dementia.

The Assurance and Risk Team have had a very busy year with successful certification against the National Standards for Mental Health Services undertaken in February 2020 at Homelessness Women's and Families Services Toowong. Anglicare was also successful in its first certification against the new NDIS Practice Standards in July 2020.

As a result of COVID-19, the Aged Care Quality and Safety Commission has implemented additional infection control monitoring at our residential aged care homes.

The Internal Audit Plan (undertaken by Deloitte) has included detailed reviews including cybersecurity, incidents and complaints management and project management with recommendations to support continuous improvement.

Finance, Property & Procurement

During 2020, the Finance Team has invested a significant amount of time and effort into process improvement, documenting and streamlining procedures and preparing for the implementation of a new core finance system. The annual audit and completion of the Annual Financial Statements at 30 June 2020 was completed without issue and a clean audit opinion was received.

The various teams responded well to the challenges presented by COVID-19 and continued to support the service delivery areas without interruption. The Strategic Property and Procurement Teams have been bolstered by the appointment of experienced managers who are lifting the quality and capability of the teams.

The Property Team was very busy coordinating significant refurbishments of existing properties and sourcing of additional premises to support the growing requirements of the various portfolios. Our Taigum Retirement Village development was completed in December 2020 and only has a small number of unsold units. Expansion and partial redevelopment of our Meilene Residential Aged Care site in Bundaberg is due to commence construction in March 2021 followed shortly by a Retirement Village at our Manly site in Brisbane's east.

Information & Communication Technology (ICT)

Our focus in 2020 was enabling the delivery of the digital strategy, modernising obsolescent services and improving our security posture. In 2020, we modernised the entire Anglicare voice and data network. Visiting and upgrading network infrastructure, data lines and phone systems across over 70 sites during a pandemic was challenging, but with the support of our service delivery teams, achieved. We also modernised the Client Service Centre (CSC) with a new cloud-based contact centre platform, reducing costs and providing a contemporary platform upon which we can deliver new service channels to clients and other external parties.

In responding to the global pandemic, ICT rapidly deployed a range of security measures and a new communications and collaboration platform. This enabled staff to securely work remotely, accessing all their business applications and continue to meet through video conferencing.

Security has received a lot of focus in 2020 with the development of a new security strategy. The strategy provided focus and through 2020 ICT has implemented a range of measures to keep our clients, staff and organisation's data as safe as possible. Related to this, ICT also implemented new resilience capabilities with an improved back-up solution and in February 2020, tested a disaster recovery scenario recovering all essential business services into our secondary facility.

A major project for ICT involved modernising our office productivity suite (Microsoft Office) from an old 2013 version to the latest version, Office 365. This was completed to all laptops and desktops along with our 800+ Citrix users. Also, we upgraded email from a legacy platform to Exchange Online and at the time of writing are halfway through migrating all staff email and calendars to the new platform.

The Business Intelligence Team completed an evaluation of future architectures to support Anglicare beyond 2020 and ensure we can leverage the vast sources of data we manage. This involved the development of a new 'Modern Data Warehouse' and introduction of the latest analytics tools. The next step in our analytics journey is the development of organisation wide Key Performance Indicators (KPI), defining key measures that are approved by management. Once defined the Business Intelligence Team will deliver a range of agreed dashboards to managers.

Projects

Following the development of the digital strategy in early 2020, we established a new Project Management Office (PMO) to deliver on the portfolio of projects. Prioritising the portfolio considered the Anglicare strategy, the digital strategy and staff feedback via the culture survey. The agreed priorities include:

- modernising our legacy finance system with a contemporary finance platform,
- a new intranet available to all Anglicare staff and volunteers for improve communication and collaboration,

- a learning management system to optimise our learning capability and improve compliance,
- delivery of document management and collaboration platform,
- a rostering and workforce management system for our Children and Families service, and
- modernisation and optimisation of Procura; our community, aged and disability management platform.

These projects are of varying scales but will start delivering benefits from March 2021 onwards.

Marketing & Communications

2020 marked Anglicare Southern Queensland's 150th anniversary and to celebrate the MarComms team launched several successful campaigns celebrating our staff and commitment to Queensland. Below is summary of key campaigns, activations and results.

150th Anniversary, Staff Thank You and 24/7

For our anniversary we launched a large-scale integrated campaign that focused around thanking our staff, celebrating our history and showcasing our 150-year relationship with Queensland and Queenslanders.

The campaign featured outdoor media; billboards, light projections, city banners and even featured an outstanding street mural depicting our history in Fortitude Valley. Brisbane bridges, the Gateway and Story Bridge lit up Maroon to also honour us.

We appeared in print, farewelling most of the Queensland print newspapers that shut down, featuring a letter in each final edition. We also featured throughout the year in the *Courier Mail*.

Finally, we rounded out our campaign with a television commercial (TVC) featuring resident and NRL Legend Lionel Morgan. The TVC was featured on free to air tv, SBS on Demand, YouTube and Facebook.

The campaign reached more than 2.5m and returned more than 105% in total media spend as we were able to negotiate significant discount and cement large partnerships with the NRL and NewsCorp.

NRL Partnership

We partnered with the National Rugby League with two key activations: our tribute to Lionel Morgan television commercial (TVC) and our residents Joe and Gavin delivering the match ball to State of Origin Game 3. Our brand was also featured prominently in both Women and Men's state of Origin and our content and stories shared on nrl.com

Our partnership and TVC has garnered more than 7m impressions and our prompted brand awareness which we measured directly after the State of Origin increased to 85%

from 73% and four out of ten Origin viewers recall seeing an Anglicare Southern Queensland TVC or branding.

By Request

In response to COVID-19 and the isolation that we were all feeling during the pandemic we launched By Request – a campaign connecting eight of our residents to eight of Australia's most prominent singers. The campaign centred around how music connects us all. We launched By Request with a live stream premier connecting all of eight residential aged care homes with Anglicare staff.

By Request was a huge success having been viewed by more than 1m viewers and broadcast on live television screen nationally to an audience more than a million people.

The series was picked up by a number of television networks, including 7 News and syndicated across their networks, including Brisbane, Toowoomba, Sunshine Coast and Wide Bay, which was viewed by an audience of over 40k.

Updated Logo & Cultural Capability Artwork

To mark our commitment to Queensland, and our 150th Anniversary, we updated our logo from red to maroon. We rolled out our Cultural Capability artwork across cars and uniforms to overwhelmingly positive feedback from staff and clients.

Australia's most Trusted in Aged Care & Retirement, and other Industry Accolades

Despite Anglicare Sydney's and Newmarch House receiving negative media coverage nationally due to their COVID-19 outbreak, Anglicare SQ continued to build on its trusted reputation in 2020.

Anglicare SQ was awarded, for the second year in a row, Australia's Most Trusted in Aged Care and Retirement from *Reader's Digest*. We also took out a Gold Quality Service award for Aged Care and won the Eldercare Asia Award as Best In-home care Provider in Australasia.

Foster Care

Our standalone foster care sub brand 'You be you' enjoyed its second year with great results. We launched its first above the line campaign, across print, radio, digital and TV. The TVC for 'You be you' features our foster care staff.

Our 'You be you' campaign benefitted from heavily discounted media, where we received 240% return on media investment. Our campaign reached more than 2m and we are thrilled to advise that foster care applications and EOI have increased and are meeting or exceeding contract target in each region.

Communications & Media

Our proactive media strategy resulted in an increased television, radio and online presence for Anglicare Southern Queensland, resulting in total audience reach of 5.6m.

Our By Request video series, featuring well-known Australian musicians singing the favourite songs of aged care residents, was covered by the *Today Show*, *The Project*, ABC, the *Courier Mail*, *The Senior* and regional online news sites.

Anglicare SQ's dedication to our aged care residents' wellbeing during the COVID-19 pandemic was showcased nationally and internationally. An Elvis Presley and Roy Orbison-inspired concert by St Martin's resident John Pascoe, that was livestreamed from the home, was featured by *10 News*, *Hit105*, *USA Today* and *FOX News*. The video of John's performance was viewed more than 150k times.

Staff member, David Le Franke, who organised volunteer pilots to fly much-needed PPE and supplies to regional areas at the outbreak of the pandemic, was featured by *7 News*, ABC and regional online news sites.

As part of our 150th anniversary commemoration, Anglicare SQ's Women's Homelessness Service and EM Tooth aged care resident Uncle Lionel Morgan – the first Aboriginal man to play rugby league for Australia – were featured in the *Courier Mail Q Weekend* magazine. Two of our new Children and Families initiatives were also featured on *Totally Wild*.

Anglicare SQ featured as an advocate in news segments on rental affordability (ABC), jobs availability (ABC, 4BC, WIN News), and declining community trust in the aged care sector (ABC).

The Marketing and Communications team also continued to monitor and respond to ongoing coverage of community protests against the Lota House retirement village development, as well as closely following the hearings of the Royal Commission into Aged Care Quality and Safety, and media coverage of the COVID-19 outbreak at Anglicare Sydney's Newmarch House.

Fundraising & Events

Over the last year, not-for-profit organisations in Australia have faced significant challenges with government funding, economic disruption, public scrutiny, and a global pandemic. The last year has been impactful and has changed how we do business and it's for the better. Despite the environmental chaos, we experienced great financial success in fundraising.

In March 2020, it became evident that we would need to change the way we work in fundraising and that we needed to come up with solutions to move us towards prosperity, in an ever-changing economic market. Australian Charities faced much public scrutiny in the news after some leading charities did not release funds raised to support victims of the Australian bushfires. Whilst we were not involved, at this time we decided to increase

contact with our donors, build on our personal relationships with them and tailor correspondence to let them know, their funds supporting Anglicare, were going to Anglicare. This helped us build their trust and sustain their donations.

On the back of this hurdle, in April, the global pandemic COVID-19 spread. With the unprecedented financial stress on the economy, we worried people would not be able to give to charities. As an essential service provider, the community's need for services significantly increased. In our campaigns and appeals, we were able to highlight our Anglicare Hero's and Health Care Workers, working on the frontline 24 hours day, whilst the world was in remote working and isolation. This was impactful for our donors and we noticed significant increases in donations and giving.

We would like to thank 2,200 generous donors who gave \$1,920,538 to Anglicare this year. All donations whether large or small, made a difference and helped us to support others with love, hope, care, and humility. Thank you to every individual, family, school, parish, community group and business for your donations.

Community Outreach

Our direct mail appeals share information with our donors about the wonderful work we do in the community and how they can contribute. Anglicare's annual Easter Appeal, Tax Appeal and Christmas appeal helped raise over \$92,001. During the year, we had over 80 third-party events hosted to help fundraise for Anglicare including free dress days, Hearts Teas, Bunnings BBQs, Bake Stalls and many more. The community raised an amazing \$255,960 to support a range of Anglicare services. A large number of our donors left a lasting legacy with over \$1,213,946 given in bequests. Our donors and supporters are a highly valued part of the Anglicare community and play an important role in helping us continue delivering our services to those in need.

Research, Social Policy & Advocacy

Anglicare's advocacy aims to be deeply informed by the voices of those we work with; and to build on relationships and engagement with others, including change makers, partners and allies in the community sector, and with the community. Our activity in 2020 has reflected these approaches in several major initiatives.

We were fortunate in 2020 to be funded for Young Women's Voices, a three-year, \$244k Australian Research Council Linkage project that aims to discover how the youth justice system, and human services that have touch points with justice, could be improved to generate better outcomes for young women. The project emerged from the 2017 Anglicare SQ Youth Voices project, that sought the views of young people about effective supports in their lives. Young Women's Voices is a partnership with the QUT School of Justice, The Australian Alliance for Social Enterprise at the University of South Australia, and four other Anglicare organisations around the country.

We were thrilled to establish the first Thread Together partnership in Queensland in 2020 with St Andrews Parish at Indooroopilly. Thread Together is a not-for-profit organisation that sources the tonnes of excess new clothing from the fashion industry that normally

end up in landfill and redistributes these items through community partners to those who need them most. Our Thread Together 'mobile wardrobe' (Toyota HiAce) is operated by St Andrews Parish volunteers and supported by Anglicare staff. The van visited two Anglicare sites in 2020, and will expand in 2021 to service further Anglicare and other community sites.

Anglicare also continues to actively engage in the Queensland Home Stretch campaign, which advocates for the option of extended care to be made available to all young people in the care of the state until at least the age of 21 years. We are a member of, and provide extensive support for and advice to, the Queensland steering group, which comprises 14 major care providers, peak and representative organisations; a youth advisor with lived experience of the care system; and the national Home Stretch office in Anglicare Victoria. This year was particularly focused on engagement with Members of Parliament, the opposition and all candidates for the 2020 state election.

This year we also continued our partnership with Anglicare Australia on the annual Rental Affordability Snapshot, which highlights the challenges faced by people on low incomes when searching for an affordable home in the private rental market. The results have been relentlessly dire, year after year. 2020 was unique however in that we had the opportunity to explore the difference made by the COVID-19 supplement. For the first time in more than a decade of snapshots, we saw some signs of increased rent affordability and evidence that fewer people had to make distressing trade-offs between things like eating and getting medical treatments, or keeping a roof over their family's head. The Snapshot results provide a strong argument for 'raising the rate for good', above the poverty line.

Further information about all of the projects above and others can be found on the Anglicare advocacy website at anglicaresq.org.au/advocacy

Parishes & Other Mission Agencies Commission

This report reviews the work of the Parishes and Other Mission Agencies Commission (PMC) for the year 2020.

Commission Membership & PMC Staff

Membership of The Commission for the year 2020 was:

Chair: Ms Cathy Grant

Members: The Most Rev'd Dr Phillip Aspinall
The Rt Rev'd Jeremy Greaves
The Rt Rev'd John Roundhill
The Rt Rev'd Cameron Venables
The Venerable Olaf Anderson
The Ven Kevin Bourke
The Ven Donald Campbell (*from Oct 2020*)
The Ven Mark Carlyon
The Ven Keith Dean-Jones
The Ven Michael Faragher
The Ven Geoff Hoyte
The Ven Allan Paulsen (*retired Sep 2020*)
The Ven Laurel Raymond (*retired Nov 2020*)
Mrs Stephanie Cotroneo, Southern Region
Mr Neil Crisp, Northern Region
Dr Stephen Harrison, Executive Director
Mrs Jalane Lennon, Southern Region
Dr John Murray, Northern Region (*retired Nov 2020*)
Dr Trish Rathie, Western Region
Ms Sandy Vigar, Western Region

The Commission met formally six times during 2020.

PMC Staff

Executive Director:	Dr Stephen Harrison
Chaplaincy Services Manager:	Ms Andrea Colledge (<i>until Nov 2020</i>)
Hospital Ministry Coordinator:	The Rev'd Canon Cheryl Selvage
Focus Editor/Resource Church Specialist:	Ms Michelle McDonald
Administrator:	Ms Belinda Macarthur
Administration Assistant:	Mrs Joanne Rose
Project Consultant:	The Rev'd Adam Lowe

COVID-19 Response

A significant amount of the PMC's time and focus in 2020 was devoted to assisting parishes respond to COVID-19. Initial work in March 2020 focused on interpreting Government requirements and developing communications to guide parishes in conducting ministry in a way which kept our communities safe and minimised the spread of the virus. This included the creation of the 'COVID-19 Guidance and Information' webpage on the Anglican Church Southern Queensland (ACSQ) public website, which became one of the main repositories for information. This single page became multiple pages covering resources for ministry, advice for digital ministry, and the sharing of livestreamed and pre-recorded services.

During the crisis phase of the pandemic, it became clear that gathered church services would be stopped. In response to this, a grant for parish communication was developed in consultation with Finance and Diocesan Service Commission (FDSC) staff and the General Manager. The purpose of the grant was to assist parishes in making the shift to online service/ministry delivery, and to help their communities stay connected. Grants of up to \$1k per parish were supplied through a redirection of funding from the Resource Church project, recognising that staffing for that project would be on hold for some time because of the COVID-19 situation. By the end of 2020, 87 parishes had applied for and been granted funding, at a total cost of \$75,549 and an average cost per parish of \$868. The grant money was spent on a range of items including video equipment, phone and internet plans, and subscriptions to online communications platforms such as Zoom.

In April 2020, the focus shifted from crisis response to working on resourcing parishes for a longer term in the changed environment. A cross-commission group was brought together to develop resources and provide practical support in areas such as online liturgy, hybrid church and digital communications. This group developed a number of resources for the ACSQ COVID-19 webpages.

In order to support parish clergy and other parish leaders following the closure of church buildings and the subsequent shift to alternative ministry channels, the PMC staff developed an easy-to-communicate '*4 Ps messaging*' approach. In line with this strategy, *anglican focus* encouraged readers to *pray* for parish leaders; *pay* via *Parish Direct*; *participate* in church initiatives; and, *practically assist* parish clergy. Reflections on each of these elements were written by clergy and shared via the *anglican focus* e-news, *Wednesday Weekly*, social media, and the *faithful + effective* website blog.

In response to the significant number of COVID-19 related items submitted to *anglican focus*, which had somewhat panic-inducing or otherwise unconstructive messaging, the *anglican focus* Editor created an 'ACSQ messaging guidelines for COVID-19 related communications' document. The document was created in collaboration with staff from the Anglican Schools Commission, and was approved by the Diocesan Cross-Commission COVID-19 Resource Collaboration Group. The messaging guidelines were developed to assist clergy, lay leaders and other staff involved in any communications tasks. Rather than inducing panic or fear, these guidelines encouraged and emphasised messaging that promoted hope; agency and participation; collective responsibility and community; humanising and people-centred language; and Christian mission.

In May and June 2020, with the introduction of stage 1 and 2 easing of COVID-19 restrictions in Queensland, considerable work was undertaken to develop COVID-19 safety guidelines for parishes. This involved direct communications to parishes, website updates and responding to questions. The Executive Director was involved in the consultation process for the COVID-Safe Industry Plan for Places of Worship, and the subsequent development of advice for parishes.

In mid-May 2020, a scenario-based planning guide titled 'Discerning the future in the midst of COVID-19: A guide for parish leaders' was developed and distributed to parish leaders to assist them in considering the future of their parish in light of the COVID-19 environment. This was followed up with a questionnaire in late June 2020 from the Regional Bishops seeking information about the most likely future scenario of each parish.

The Diocesan Cross-Commission COVID-19 Resource Collaboration Group facilitated a range of learning opportunities for parishes on Zoom across the year. These sessions covered topics such as the emerging hybrid church model, building a culture of collaboration, and fostering online communities. A separate group of clergy was brought together to develop funeral and memorial resources for use during COVID-19, which were made widely available.

The PMC partnered with Digital Team Coach (a Melbourne-based consultancy) to offer ACSQ church leaders training in online engagement and digital systems during the months of July to September 2020 to help support church operations in the COVID-19 environment. A range of online training workshops were offered on topics including livestreaming for beginners, powerful online storytelling, the church management software Elvanto, and website development.

In August and September 2020, communication of stage 3 easing of restrictions required significant alteration to the ACSQ 'COVID-19 Guidance and Information' webpage due to changes to the COVID Safe Industry Plan for Places of Worship.

At the end of 2020, the church entered a new phase in relation to COVID-19. After many months of constant change, a period of relative stability began. However, this stability was in a place halfway between lockdown and a full return to 'normal'. How long this stability would last was unknown, however it was assumed that the new COVID-19 environment and associated restrictions would persist well into 2021.

Parish Growth Framework

The Parish Growth Framework is PMC’s strategic plan. The Framework seeks to address parish decline and enable growth by partnering directly with parishes, identifying broader support mechanisms, developing leaders, and implementing medium to long-term strategic initiatives. The Parish Growth Framework comprises three strategic pillars of Leadership, Strategy, and Resources, each with their own sub-goals.

Figure 1: The Parish Growth Framework



Leadership Pillar

Clergy Wellbeing (Goal L1)

The Clergy Wellbeing Development Group (CWDG) met five times in 2020.

The CWDG defines wellbeing as “the balance point between an individual’s resource pool and the challenges faced” (Dodge et al 2012).

The following domains of wellbeing are used as part of the wellbeing framework:

- Health and energy (spiritual, physical, mental and emotional).
- Relationships and connection (including family, congregations, parishioners, colleagues and friends).
- Material and financial resources (including housing and household income).
- Agency and structures (the capacity to participate in the life of the wider church).
- Spirituality and vocation (spiritual and professional growth including vocational clarity and authenticity).

At the start of 2020, six goals were proposed by the CWDG. These were:

1. Increase awareness of clergy wellbeing needs and issues.
2. Explore the people management needs of clergy, and develop appropriate responses to identified needs.
3. Develop a response to the transition to retirement needs of clergy.
4. Develop a pilot proposal for individual clergy growth plans with biennial conversation with their Regional Bishop.
5. Develop program proposal to enable parishes to care more effectively for clergy.
6. Develop effectiveness measures to monitor clergy wellbeing.

A wellbeing communications plan was developed each quarter throughout 2020, utilising the main diocesan communication channels including *anglican focus*, the General Manager’s monthly memorandum, *Wednesday Weekly*, Twitter, and YouTube. The plan included regular posting of articles and resources about wellbeing and ongoing promotion of Flourish, the Diocesan employee assistance program. In response to the Nation Church Life Survey (NCLS) wellbeing survey results and Flourish usage data, an *anglican focus* series on clergy wellbeing commenced in September 2020. The six-part series contained a balance of fact-based resourcing content and personal stories.

In relation to the operational goal to “explore the people management needs of clergy and develop appropriate responses to identified needs”, the CWDG developed and commenced a peer supervision/group coaching pilot in 2020. This approach draws on principles of experiential learning and research on the importance of action to drive behaviour change. The pilot involved a group of clergy attending a 60-90-minute meeting every two months over a 12-month period. In these sessions, the group works with an experienced and suitable facilitator to explore difficult or demanding issues relating to people management and interaction. The group setting provides participants with an opportunity to support and coach one another, and to learn from one another’s

experiences. The facilitator's role is to guide the process and provide tools, resources, models and methodologies for the participants to try out as appropriate. The Deanery of Brisbane North East agreed to participate in the pilot, which commenced in October 2020.

A brief concept paper on a tool for clergy self-reflection and development goals was provided to the Regional Bishops for their consideration in 2020. The paper was also provided to the CWDG and the Clergy Performance and Development Review Sub-Committee. This project will continue into 2021.

In December 2019, preliminary analysis of data from a survey of clergy aged over 65 was completed. An article was published in *anglican focus* about the initial results, highlighting the contribution of those over the age of 65. While this group of clergy generally feel valued and reported positively about their wellbeing, more work is required to support their wellbeing. The CWDG organised two webinars in response. Eighteen clergy participated in the 'Exploring Clergy Retirement' webinars and six clergy participated in the 'Preparing Financially for Retirement' webinars, both of which were held in October 2020. Feedback from these sessions was positive and the PMC intends to run these sessions again in future years.

The CWDG is currently focusing on effectiveness measures to monitor clergy wellbeing. Future meetings will explore international benchmarks, the existing data points, and how to ensure the framework aligns with the definition of wellbeing. A goal relating to effectiveness measures was reshaped for further work in 2021.

Clergy Leadership (Goal L2 and L3)

Much work has been done by different ACSQ Commissions in the area of leadership over many years. It was discerned that a cross-commission working group be formed in order to address and progress the following goals in the PMC Strategic Plan:

- *Goal L2: Equipping ordinands: Develop an integrated approach to growing ordinand leadership capability.*
- *Goal L3: Developing clergy: Implement an integrated approach to developing clergy leadership capability.*

For operational and reporting purposes, these goals have been combined into a single goal and project:

- *Develop and implement an integrated approach to growing ordinand and clergy leadership.*

In late January 2020, members of the PMC, Ministry Education Commission (MEC), FDSC, Social Responsibilities Committee (SRC) and the Diocesan Director of Ordinands (DDO) met as representatives of those currently contributing to leadership development. The group emphasised and agreed upon an integrative and collaborative approach. Stephen Hart, Group Manager of Organisational Development, FDSC, who has extensive knowledge and experience in leadership frameworks, led the project through 2020. A Leadership Framework was developed and extensive consultation across ACSQ concluded in 2020. The next phase in the project is a roadmap for implementation.

Clergy Review (Goal L4)

A Clergy Performance and Development Review Sub-Committee, led by Dr Trish Rathie, PMC Member, was established and held its first meeting in June 2020.

The role of the Clergy Performance and Development Review Sub-Committee is to:

1. Investigate the practice of clergy performance and development reviews in other dioceses in Australia and overseas.
2. Consider issues of concern for the implementation of clergy performance and development reviews in this Diocese.
3. Provide a draft policy document and implementation strategy for review and approval by the PMC.
4. Provide oversight of any pilot projects of clergy performance and development reviews.
5. Be a source of further review for the implementation of the policy and program as needed.

An issues paper was prepared and presented to the PMC for discussion in November 2020.

Strategy Pillar

Parish Diagnostics (Goal S1)

One of the goals in the PMC Strategic Plan is to adopt an agreed approach to measuring parish health and discerning action. With the significant decline in parish health witnessed over a multi-year period and the compounding impact of the COVID-19 pandemic, it is evident that a more strategic and diagnostic approach to measuring parish health, and deciding upon an appropriate course of action, is required. Work on this element of the Strategic Plan was planned to formally start in April but was disrupted by COVID-19. The PMC approved the creation of a Parish Diagnostics Sub-Committee at its November 2020 meeting.

Resource Churches (Goal S2)

The Resource Church project was significantly affected throughout 2020 as Resource Churches adapted to the new COVID-19 environment. Despite the interruption, the Resource Church Learning Community (comprising the eight Resource Church leaders and the Executive Director PMC) met monthly throughout the year. The goal of the Resource Church Learning Community is to provide the space and opportunity for each of the Resource Church leaders to pray, learn, and be equipped by one another. It is also an important opportunity for accountability and encouragement.

The COVID-19 change did present an opportunity for some Resource Churches to provide other churches with a range of assistance in 2020. However, it is important to note that the main focus of the first phase of the project is building the *capacity* of Resource Churches to serve other parishes.

An 'Expression of Interest' for specialists was advertised in early February 2020 and discussions with some potential applicants occurred later that month. Specialist work and

recruitment was progressing until March, when the employment of two further specialists was put on indefinite hold following the COVID-19 situation.

Specialists working across Resource Churches in 2020 included:

- Community Engagement and Communications — Michelle McDonald (PMC)
- Children & Families Ministry — Bettrys Lowe (St Bart's Toowoomba)
- Discipleship and Children's Ministry — Amy Norman (St Bart's Toowoomba)
- Mission Planning and Implementation/Leadership Development — various consultants (Partners in Ministry, Sodía and Christian Coaching Institute)

The resource church leaders met in October 2020 to plan for 2021 and to consider the shape the project will take in the continued COVID-19 environment. The opportunities and threats facing us in the next 12 months were explored. A plan for the employment of specialists was discussed and included elements covering digital technology and engagement, ethnic congregations, youth and children's ministry, and partnerships with HeartEdge and Partners in Ministry.

Resources Pillar

Parish Health Tools Pilot (Goal R1)

The PMC approved the establishment of a Parish Toolkit Sub-Committee at its November 2020 meeting. One of the outcomes in the PMC Strategic Plan is to develop a broad set of resources relating to key areas of parish ministry. The PMC website (faithfulandeffective.com) currently lists a limited range of recommended ministry resources for parishes. A more systematic and comprehensive approach to identifying and supplying relevant parish tools and resources, with input from clergy and laity, is needed.

The 11 parishes involved in the Parish Health Tools pilot completed an NCLS survey in early 2020 and have since received their results. Workshops were held in February and March 2020 to assist participating parishes to understand their survey results, discern future directions, and to communicate with their parish. This pilot project was disrupted by COVID-19 and put on hold until 2021.

Parish Support & Development

The PMC resourced and supported clergy and parishes through the following initiatives in 2020:

Training & Events

PMC staff coordinated the launch of the diocesan-wide theme, 'Being together: practicing peacemaking' in February 2020. This included the development of the liturgy, organisation of leaders for the activity, promotion, and catering.

PMC staff supported St Paul's East Brisbane with the 'Leading small churches' seminar by Karl Vaters through promotion and event registration coordination.

Beginning in March 2020, the Executive Director began presenting at a number of Parish Council Training Days organised by FDSC. The main focus was on church health and growth, as well as community and clergy wellbeing. Unfortunately, a number of these days were cancelled in the early crisis phase of the pandemic before people began shifting to Zoom and other online platforms.

Apart from the events run by the Diocesan Cross-Commission COVID-19 Resource Collaboration Group, few parish training activities occurred throughout 2020 due to COVID-19. The September and October clergy retreats, which were both capped at 20 people due to COVID-19 density restrictions, had 17 and 20 participants respectively. Due to border restrictions, Bishop Matt Brain was unable to travel from Bendigo to lead the October clergy retreat in person, but provided video sessions instead.

Annual Returns & Parish Dashboards

Parish dashboards, based on 2019 annual return data, were produced in August 2020. The dashboards, which were previously automatically supplied to every parish, are now available to parishes upon request. The dashboards have been distributed internally to key groups of people including Diocesan Council and Archdeacons.

Grants

The PMC provided financial assistance to three parishes in 2020:

- The Lakes
- Springfield
- Freshwater

The PMC also contributed financially to following ministries:

- Queensland Churches Together
- Wontulp Bi Buya College, Cairns
National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC)
- The Ecumenical Tertiary Chaplaincy Committee

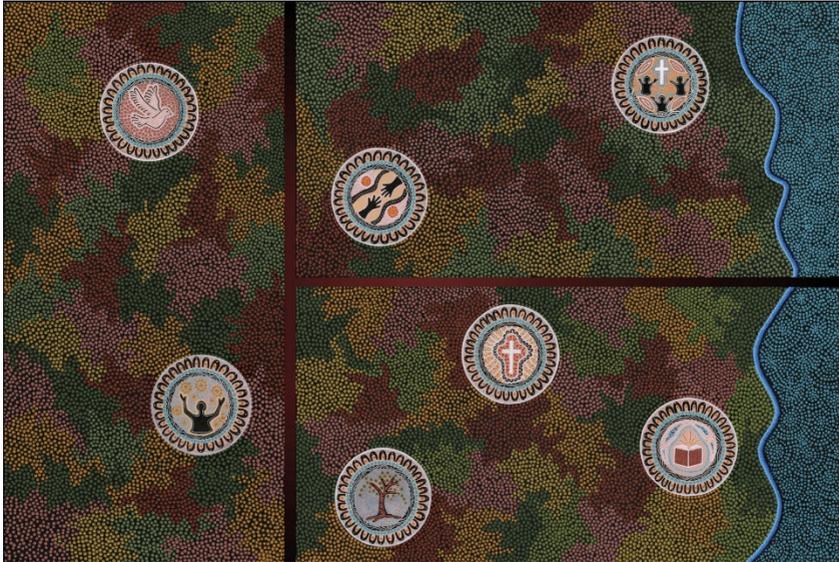
Reconciliation Action

A stunning Aboriginal dot painting was commissioned by the PMC to commemorate the 2020-2022 diocesan theme, fittingly upholding our community's commitment to Reconciliation and our Christian call to seek unity and holiness. The painting, titled 'Being Together', was created by talented emerging artist Stevie O'Chin, who belongs to the Kabi Kabi and Koa peoples on her father's side, and the Yuin people on her mother's side.

Stevie also painted three interrelated Aboriginal dot paintings representing the three diocesan regions. These paintings were commissioned by the Reconciliation Action Plan Working Group and will begin travelling individually around our Diocese in 2021.

Each artwork represents a geographical faith Region of our diocesan community – the Northern, Southern and Western Regions – and join together as one united piece, with the Pacific Ocean bordering the joint work's right-hand-side.

anglican focus published 14 articles in 2020 related to Reconciliation. In order for PMC to help support the RAP's procurement goals, the *anglican focus* end-of-year event was held at Birrunga Gallery & Dining, which is owned by a Wiradjuri traditional owner and largely sources products from First Nations businesses.



Three interrelated Aboriginal dot paintings, representing the three geographical faith regions of our Diocesan community, created by Kabi Kabi, Koa and Yuin woman and talented emerging artist, Stevie O'Chin.

Policy

Professional Supervision Policy

The Professional Supervision Sub-Committee was formed in November 2017 under the leadership of PMC Member, Dr John Murray. Its remit was to:

1. consider the recommendation from the General Synod in relation to professional supervision;
2. consider possible changes to policies and procedures in the Anglican Church Southern Queensland as a result of that recommendation; and
3. liaise with the National Safe Ministry Commission as its work proceeds.

After some initial work, the sub-committee proposed a pilot which was approved by the PMC in February 2019. The pilot was run throughout 2019 and in the early months of

2020. It involved senior and junior clergy across the three regions of the Diocese. Two debrief days, coupled with surveys, were held in early February 2020 to seek information from the 14 pilot participants. The focus of the survey and the debrief was to understand the positive and negative aspects of each participant's experience and to seek advice from the participants regarding implementation. A report and recommendations were presented to the PMC in July 2020, which were endorsed. At their November 2020 meetings, the PMC, and subsequently Diocesan Council, approved a professional supervision policy and implementation plan.

Staffing

In October 2019, it was announced that the Rev'd Canon Sarah Plowman would be joining the PMC staff team in late January 2020 as a part-time specialist on the Resource Churches Pilot Project. In the interim, the opportunity arose for Sarah to take on the Diocesan Director of Ordinands position. As her PMC role involved fostering vocations in the Diocese and coordinating and supporting the Youth to Young Adult Cross-Commission Project, it made sense to merge the functions of these two roles. At the start of February 2020, Sarah stepped out of the Resource Churches Pilot Project role (three days per week) to take up the role of Diocesan Director of Ordinands (three days per week), in addition to coordinating the Youth to Young Adult Project and fostering vocations in the Diocese.

In November 2019, Sally Isles announced her resignation from PMC to take up a role in HR with Anglicare. The role of Chaplaincy Services Manager was advertised and candidates were shortlisted and interviewed in December 2019.

Andrea Colledge, an experienced Manager of Chaplaincy Services, was appointed and commenced work as PMC Chaplaincy Services Manager in January 2020. Andrea's role was made redundant in November 2020 and her appointment concluded at that time.

Clergy wellbeing is an area of critical concern in the current environment. While the work of the Clergy Wellbeing Development Group is slowly developing, it will be assisted by the employment of someone specifically dedicated to implement initiatives, including (but not limited to) the implementation of the professional supervision program, and clergy performance and development reviews. At its November 2020 meeting, the PMC endorsed the creation of a new position — Clergy Wellbeing and Development Officer.

Church Closures

The PMC approved the closure of six churches in 2020:

- St George's Linville, Parish of Brisbane Valley
- St Mark's Gooburrum, Parish of Bundaberg
- St Luke's Kin Kin, Parish of Cooroora
- St Mary the Virgin Harristown, Parish of Drayton
- Church of the Holy Spirit, Burpengary, Parish of Freshwater
- All Saints', Kandanga, Parish of Gympie

anglican focus

Overview

anglican focus embraces a 'community collaboration', rather than 'staff writer', model and offers an alternative to both mainstream media and other Christian news sites, with content targeted to a southern Queensland Anglican audience. This approach continues to be an effective way of engaging the participation of ACSQ community members, growing the publication's readership, resourcing churches, and communicating how our whole community across five Commissions and three regions is working together to implement the church's mission. In 2020, the publication gained 163 additional individual contributors across our diocesan community and received a total of 276,863 page views. Original *anglican focus* content is being increasingly re-published by other Anglican publications nationally.

Development of the *anglican focus* Strategic Plan

The *anglican focus* Strategic Plan was completed and approved by the Editorial team in 2020. The strategic plan is underpinned by the four pillars of Evangelisation; Engagement and Participation; Justice and Advocacy; and, Resourcing. The plan states the vision of the news site, which is for "an engaging and collaborative online publication, nourishing and uniting a flourishing diocesan faith community." The plan identifies the mission of the news site as "to deliver a free community-owned news site for diverse ACSQ members to proclaim the Gospel, reflect, inform, advocate and resource in order to nourish spirituality and unite community."

Second Australasian Religious Press Association (ARPA) Gold Award

anglican focus won 'Best Social Media Campaign' at the 2020 Australasian Religious Press Association Awards, which were announced in October. This Gold Award was presented for 2019's #AprilAngel social media campaign, which the PMC launched in the wake of the March 2019 Christchurch mosque terrorist attacks. The three parish priests and three parishioners who contributed *anglican focus* content for this campaign were acknowledged at the end-of-year *anglican focus* luncheon. This is the second ARPA Gold Award won by *anglican focus*, following 2019's award for 'Best Website'.

Australasian Religious Press Association & Anglican Communion collaboration

A highlight of 2020 was the successful one-day advocacy messaging workshop that the *anglican focus* Editor ran for workshop host the Anglican Church of Aotearoa, New Zealand and Polynesia in Auckland on 4 March. The workshop was attended by 40 Anglican priests, Christian journalists and advocates from across Aotearoa / New Zealand. Most of the attendees were affiliated with the Australasian Religious Press Association (ARPA).

Other External Collaboration

In August 2020, the *anglican focus* Editor was a guest lecturer for a Griffith University Master of Social Work class (90 students), speaking on the topic of advocacy messaging. Student feedback was very positive, with the lecturer advising that the taped lecture would also be shown to undergraduate social work students. The lecturer has invited the Editor to guest lecture again in the future.

Content Development

To keep the news site current and relevant for readers, a new 'Online Events' sub-menu item was added in March 2020 in response to the necessary shift towards digital ministry in the COVID-19 environment.

The news site also played a key role in keeping our diocesan community connected, nourished and informed during the period of government COVID-19 restrictions, with 164 items published in 2020 tagged with 'COVID-19'.

In addition, a 'Bush Ministry Fund' (BMF) main menu item was added in April 2020, which includes a popular Maranoa Warrego Anglican Mission Area (MWAMA) 'Baru Beat' column, to help support the BMF's vital work.

Resourcing and Supporting ACSQ Commission and Ministry initiatives

anglican focus continued to provide a channel for resourcing churches and ministries in areas of clergy wellbeing; church health and growth; 'digital church' development; fundraising; marketing and communications; the management of parish records and other archival materials; media liaison; and, outreach and community engagement.

The publication also actively supported key ACSQ-wide events, campaigns and other initiatives across all five Commissions through 'Event' page listings, reflections, news stories, video content and free banner advertisements.

Competition Launch

In early October 2020, a second 'Chance to win an iPad for you and your priest or chaplain' competition campaign was launched to celebrate the anniversary of *anglican focus* going online, to thank readers, and to increase the fortnightly '*anglican focus* e-news' distribution list. The winner of the competition was a Warwick Churchwarden who nominated The Rev'd Lizzie Gaitskell as the recipient of the second prize.

Chaplaincy

Prison Chaplaincy

Prison Chaplaincy was impacted by COVID-19 throughout 2020, with periodic lockdowns of correctional centres rendering chaplains unable to enter and work. Considerable work was done in exploring alternative methods of providing the incarcerated with some form

of pastoral care. Alternative methods of chaplaincy, including telephone calls, videoconferencing, and letter writing were explored.

Prior to the lockdown, the chaplains participated in their annual in-service training from 16-19 March 2020. Chaplains from all denominations and service provider groups gathered from around Queensland to participate in workshops, attend lectures, work in break-out groups, and develop/renew professional networks across the state. Roughly 150 people attended, and the theme was “Justice that Restores”. Some key outcomes of the training were that chaplains were given a deeper understanding of certain types of criminal offences, how to deal pastorally with individuals that have been arrested for criminal behaviour, and how to interact with inmates to help restore the relationships that had existed prior to their offence.

The State Chaplaincy Board (SCB) in consultation with ACSQ and other providers made changes to the way funding was distributed to the various chaplaincy groups in order to be more equitable. Funding is now based on the percentage of correctional centres covered by a chaplaincy group. Under the new arrangement, PMC will receive a quarter of the funding currently being received for our eight volunteer prison chaplains. During 2020, the PMC Executive Director explored alternative approaches to credentialing, onboarding, training and supporting ACSQ prison chaplains.

Hospital Chaplaincy

Hospital chaplaincy was significantly impacted by COVID-19 throughout 2020. Volunteer pastoral carers were excluded from many hospitals for most of the year, which served to intensify the workload of paid Pastoral Care Coordinators. Pastoral Care Coordinators became more focused on staff care and wellbeing throughout the year, particularly during periods when patient visitation was restricted. Some innovative and creative ways to support Queensland Health staff were developed and implemented. For example, Gold Coast Pastoral Care Coordinator, the Rev'd Michelle Philp, tapped into local parish resources and community contacts to implement a campaign of cards and letters of encouragement and thanks to the front-line healthcare workers at the Gold Coast University Hospital.

In September 2020, the PMC approved a pilot project seeking to develop a more practical and sustainable model of hospital chaplaincy so that this important ministry may continue and flourish in the future and not be solely dependent on diocesan funding. Under the proposed new model, funding and support for hospital ministry would be based at a local community level rather than at a diocesan level.

The goals of the pilot are to:

1. develop new sources of funding for hospital ministry,
2. develop parishes or deaneries as support bases for hospital pastoral carers,
and
3. grow awareness of hospital ministry in local communities.

The first pilot of this model will be run in the Gold Coast Deanery with the Gold Coast Pastoral Care Coordinator, the Rev'd Michelle Philp, and Robina Anglican Church.

Police Chaplains

During an extremely challenging year, Queensland Police Officers have continued to work tirelessly in our communities. Due to the exceptional circumstances of 2020 including the additional pressures of hotel quarantine, border closures and an increase in requests for service from the community, there has been an increased call for pastoral care from both Police Officers and their families.

Queensland Police Remembrance Day on 29 September 2020 went ahead online, with the Logan District service being pre-recorded and watched by police officers in police stations.

Schoolies Week (21–28 November 2020) provided an opportunity to walk beside police whilst they carry out their duties. Chaplains are always well received during Schoolies Week and it provides an opportunity to meet police where there are and model the behaviour and beliefs of a Christian in the real world. Police Chaplains operate in collaboration with psychologists, physiotherapists and human resource professionals where the focus is on whole of person using a philosophy where a healthy mind, body and spirit is the goal for happy healthy police officers.

Tertiary Chaplaincy

The Ecumenical Tertiary Chaplaincy Committee (ETCC) has facilitated chaplaincy in some Queensland universities since the 1970s. Since then, the landscape has changed dramatically for universities and churches alike. The current impact of COVID-19 has brought further changes. With both the long-term and short-term in mind, the ETCC decided that 2020 was an appropriate time to conduct a review of its activities and partnerships with member churches and universities. The review sought to make recommendations to the ETCC regarding its future. As a result of this review, the ETCC, in consultation with church leaders, began the process of winding up its operations. Queensland Churches Together is undertaking a project to explore how ecumenical chaplaincy might take place in major tertiary institutions.

Throughout 2020, ACSQ employed the following three tertiary chaplains, paid for by the Ecumenical Tertiary Chaplaincy Committee: The Rev'd Fang Ling Queded (Queensland University of Technology), Rachel Sato (Queensland University of Technology) and Kerry Smith (Griffith University). One volunteer chaplain, David Hale, is licensed by the ACSQ for work at the University of Queensland.

Ms Cathy Grant, Chair & Dr Stephen Harrison, Executive Director

Chaplaincy — Hospitals

The Diocese of Brisbane is covered by four regional areas each with their own paid Pastoral Care Coordinator (30 hours per week):

- Ms Mary Coates Kavanagh – Sunshine Coast and Northern Region
- Mrs Jodie O'Shannassy – Toowoomba and Western Region
- The Rev'd Michelle Philp – Gold Coast Region

- The Rev'd Canon Cheryl Selvage – Brisbane Region

The hospital ministry team extends care to over 40 hospitals within the diocesan area. The greater Brisbane area, with its larger numbers of acute hospitals which service large numbers of patients from all over the state and interstate, also has the grace of two northside paid Pastoral Care Coordinators (Fiona Bennett who works 20 hours per week at The Prince Charles Hospital, and Carol O'Ryan who works 30 hours per week at the Royal Brisbane and Women's Hospital), along with a very small number of pastoral carers who work one day per week (with one day very generously funded by GFS Brisbane to provide a presence at The Queensland Children's Hospital). Hospital ministry is also supported by a willing band of parish priests who graciously offer to cover emergency call out on a roster basis.

We continue to work with all hospitals within the Diocese of Brisbane to reach and support all in need of pastoral care. This is also supported by a very well trained and enthusiastic team of volunteers under the direction of the Anglican Pastoral Care Coordinator in their hospital of visiting. Many volunteers giving up one day or morning a week to visit bedside with patients who have indicated their willingness to see a pastoral carer. These volunteers are all required to meet diocesan mandatory qualification and credentialling requirements as well as hospital requirements, along with an undertaking to ongoing training and supervision.

Unfortunately, as we all know, 2020 brought COVID-19 and with it many changes for everyone. In the hospital system the biggest impact was the loss of our volunteers in many places for the best part of the year. Decisions were made to ensure the protection of the most vulnerable and so all those who were not paid were set to the sidelines. They of course were well communicated with and supported those of us who continued. Prayer ministries provided tangible support where possible and were so greatly appreciated.

This saw most major hospitals working with a skeleton staff of pastoral carers and yet of course the demand for that care rose with no family and friends allowed to visit and the pandemic creating greater than ever need for a calm, reassuring and future-focused presence. In fact, pastoral care in many hospitals was raised to another level.

Pastoral carers took up the challenge and found themselves diversifying with some ministering at times as concierge by assisting all entering the hospital to navigate all the new and constantly changing requirements, while others boosted morale by expressing care in various ways for all those now working 'at the front line'. Others found themselves thrown into newly formed morbidity and mortality or end of life committees, seeking to prepare for the worst case scenario and all still maintaining a calm, compassionate Godly presence to everyone they met.

What has become evident to all, I believe, is the essential nature of our ministry within the community. We will never know how to express how humble we felt in knowing that in so many cases throughout COVID-19 times we have been the privileged ones — the only ones trained to enter hospital spaces to check on loved ones who had been airlifted to medical treatment, the only ones allowed to be with dying patients, even in the absence of dear family or friends, and the only ones to see and touch precious newborn babies in need of baptism. For this we give thanks.

COVID-19 has of course taken its toll also with all areas reporting a loss of volunteers, many due to their own vulnerabilities. In some cases, this has left pastoral care departments with very few or no current volunteers — the tyranny of an older demographic of volunteers. So, we continue to work towards updated and more accessible recruitment and training. We are hoping to return to initial parish-based primary training in the hope of discerning potential pastoral carers. They will then be encouraged we hope to continue suitable training to meet both diocesan and hospital standards.

All pastoral carers have the opportunity to visit bedside and each day within our large acute hospitals there may be up to 100 patients who nominate as Anglican. Obviously we cannot meet this demand. On average, a single pastoral carer may work with a list of maybe 15 patients, remembering of course the intricacies of reaching these patients between their medical cares. Along with this, there are the mandatory trainings and other related meetings. Your pastoral carers are representatives at meetings with The Queensland Multi-Faith Health Council of Queensland, the Queensland Institute of Clinical Pastoral Care, and a wide variety of in-house meetings related to bereavement, palliative care, end of life, orientation, ATSI, and all general staff briefings.

Despite all the outward focus on COVID-19, pastoral care was able to finally announce the launch of its new joint policy publication titled, 'Framework for Integration of Spiritual Care within Queensland Health Facilities.' The completion of this mammoth task firmly places spiritual care as essential in all health care facilities whilst offering clear guidelines related to Queensland Health's national standards. Most of us chose to promote the launch of this important piece of work during our Pastoral Care Week celebrations in October 2020.

The need for pastoral care continues 24/7 and we continue to be very grateful to those devoted parish priests who volunteer to assist with our emergency rosters. Unfortunately, the roster has been very challenging to manage on the south side of Brisbane and we are hoping to try a new approach using a smaller group of individual priests on a once a month roster with a fixed remuneration.

During 2020, Judy Burt retired as Pastoral Care Coordinator at The Prince Charles Hospital and St Vincent's Private Hospital Northside. Judy, who has been involved with pastoral care in several regions over many years, will continue to volunteer as a hospital pastoral carer. We also bided farewell to a number of long-standing volunteers, whose shoulders we stand on. Fortunately, by the end of the year, we were able to welcome Fiona Bennett to fill the Pastoral Care Coordinator position at The Prince Charles Hospital and St Vincent's Private Hospital Northside. We give thanks to all these amazing pastoral carers and all who remain with us.

Pastoral care will continue to offer both challenges (as we strive to meet the growing need in an aging but growing Queensland population) and amazing blessings and celebration (as we connect and reconnect with many who wish to know the presence of God with them in their time of need).

*The Rev'd Canon Cheryl Selvage,
Diocesan Hospital Ministry Coordinator*

Missions

Anglican Board of Mission

Working for Love, Hope & Justice

ABM seeks to provide a holistic mission serving all people in every aspect of life, including the physical, as well as the spiritual. ABM seeks to provide theological training, worship resources, small group studies, health and education programs, literacy courses, and establish water and sanitation systems, as well as seeking to increase the capacity for improved water quality and supply. Other areas in which ABM seeks to help are improving the governance and management processes of partner churches and related organisations.

The Ministry of ABM Today

Today, ABM seeks to provide abundant life (*John 10:10*) in the places where it shares the love of Christ, and ministers in the name of Christ.

ABM's work is made up of three main program areas:

- the *Church to Church Program* (Anglicans in Australia helping our overseas partners to be the church through providing funds for local training in leadership and evangelism),
- the *Community Development Program* (working with Anglican Church Partners in the Pacific, PNG, Africa, the Middle East and South East Asia to help deliver grassroots, community-driven development, and disaster preparedness and response), and
- the *Reconciliation Program* (to equip Aboriginal and Torres Strait Islander leaders to carry out the work they are called to do and elevate the voices of Aboriginal and Torres Strait Islander peoples in the church).

There is a growing recognition that a mutual exchange of ideas and resources can occur between all partners. This year's ABM Lenten study is just one step towards developing this relationship and understanding as we partner together to share the good news of Jesus.

ABM also provides an opportunity for people to give when a disaster occurs anywhere across the globe through its Emergency Fund. Recent disaster appeals have included Fiji emergency appeal: Cyclone Yasa, Philippines emergency appeal: Typhoon Ulysses and the COVID-19 global emergency appeal. More information about all our projects can be found at www.abmission.org.

Resources

ABM offers a range of resources for group and personal study such as an Advent and Christmas studies, Lenten studies, articles on topical subjects such as climate change and reconciliation, as well as a detailed prayer diary. The prayer diary is one of the few prayer diaries that include the United Nations days that are set aside for various aspects of global life. (During Synod, the UN focus for the weekend and included in the ABM prayer diary are those who are addressing the issue of drug abuse and illicit trafficking worldwide.)

These resources, and more, are available for download free of charge from the ABM website. Some of the studies are available to purchase for a small charge, while there are several devotional apps that are also available to download free of charge.

Please visit the website for more information: www.abmission.org.

Diocesan Committee Guidelines

One of the aims of the National Board of ABM is for each diocese or regional committee to have guidelines that will provide a solid basis for future ministry. This project has been on the agenda for a few years and, in late 2019, the document was finalised. The Archbishop has given his consent and ABM has ratified the document. The committee has been moving towards basing its ministry on these guidelines. Please note the guidelines include the seven marks of mission as agreed by the ACSQ. Nationally, ABM still base their ministry on the five marks of mission.

Transition to Digital

With the demands of a changing environment, the ACSQ ABM committee made the transition into the digital sphere as many other organisations and faith communities did throughout 2020. We appointed a committee member, the Rev'd Rosemary Gardiner, as Social Media Officer. She has been faithfully posting content to engage with a new and wider audience who frequent the digital realm.

A number of incursions into this digital space were held including: the launch of the 2020 Archbishop's November appeal, 2019 November appeal update, promotion of the Larapinta Trail experience, and the promotion of the number of ABM appeals, updates, promotions and media releases.

Newton Theological College – 2019 Archbishop's November Appeal Update

To better engage with the ABM supporters of the Anglican Church Southern Queensland, the ABM committee decided to organise an update of the 2019 Archbishop's November Appeal. In 2019, the recipient of the November appeal was Newton Theological College Popondetta, Papua New Guinea.

Newton Theological College is the Anglican Church of Papua New Guinea's institution for training people to become clergy. ABM has been working with the PNG Church and the college council to improve the college both physically and academically. Bishop Jeff Driver was appointed as the college's Acting Principal by the church to mentor the staff and teach the students.

The funds of the Archbishop's November Appeal 2019 went to help fund the work that has been inspired by the leadership given by Bishop Driver and to raise capable leaders who can provide their communities with direction and guidance. We were blessed to have Bishop Jeffrey Driver, the Acting Principal of Newton College, as our guest speaker. The evening was hosted by Bishop Cameron, and concluding remarks and prayers were offered by Archbishop Phillip. It was exciting to have people attend the Zoom-based update from all over our Diocese and from all over Australia.

2020 Archbishop's November Appeal

The ABM Archbishop's November Appeal 2020 was focused upon 'Resourcing Aboriginal and Torres Strait Islander ministry in the Diocese of North Queensland'. We hoped to raise \$50k to support the following three projects:

- Developing the Church in the Torres Strait,
- Aboriginal and Torres Strait Islander Ministry Formation, and
- Ministry Development Officer for the Cape York Peninsula.

Due to COVID-19 and complications with the usual distribution of resource material, the ACSQ ABM Committee provided a number of digital appeal resources to our supporters to use and distribute. At the stage of writing this report the 2020 November Appeal had raised significantly lower funds than previous years. This was expected due to the pandemic. Nonetheless, the ACSQ ABM committee wish to thank everyone who have donated to this project and would to encourage as many of you as possible to give to this appeal especially during the 150th celebration of the 'Coming of the Light to the Torres Strait Islands' this year.

Vale – the Rev'd Canon Arthur Fellows

The Committee gives thanks to God for the earthly life and ministry of Rev'd Canon Arthur Fellows. Father Arthur collected and classified used stamps and sold them to raise money for the ABM. This ministry of Father Arthur's spanned several decades. Considerable sums of money were raised to assist the mission of the church. His work now continues under the leadership of a new team.

Other missionaries who have entered their eternal glory and have served our Lord faithfully are mentioned in the ABM Auxiliary Report.

Stamps

The committee is deeply appreciative to Mrs Margaret and Mr Brough Warren for taking on this ministry that Father Arthur so diligently carried out for many years. It was a

challenging year collecting used stamps in a year of physical distancing. Nevertheless, thousands of stamps were still collected over the last 12 months.

Due to COVID-19 only one 'sale by tender' took place over the last year. Thank you to Margaret Warren and her team, as well as members of the ABM committee and the ABM Auxiliary for helping at the sale. Several further stamp sale days are planned in the next 12 months. Thank you for your support and donations of stamps.

The Brisbane ABM Auxiliary

The Diocese is blessed to have had Mrs Lynette Keyes to lead the Auxiliary over many years. Lyn is a faithful servant, and on behalf of the Diocese we thank her for her ministry and assure her of our prayers as she continues this ministry.

The Current Committee

The current Brisbane committee consists of the following members:

- The Rev'd Jan Crombie
- The Rev'd Patrick Doulin
- The Rev'd Jasmine Dow (ABM Staff)
- The Rev'd Rosemary Gardiner
- Mr Christopher Gehrman
- Mrs Sarah Gover
- Mrs Lynette Keyes
- The Rev'd Rebecca King
- The Rev'd Claye Middleton
- Ms Marilyn Oulds
- The Rev'd Bronwyn Pagram
- The Rev'd Eron Perry (*Chair*)
- The Rev'd Andrew Schmidt
- The Rev'd Julia Van den Bos
- Mrs Sarah Windred

Mrs Lynette Keyes stepped down from the position of Committee Secretary after 10 years of service in this role. The committee is truly appreciative of supporters such as Lynette who give so generously and graciously of their time, thank you Lynette. Mrs Sarah Gover has been appointed as Committee Secretary.

The committee would also like to thank the Rt Rev'd Bill Ray for his ministry as Chair while on the committee. Bishop Bill finalised the distribution and awarding of the Coldrake Medals and worked towards streamlining the giving process for the Archbishop's appeal. We are thankful for Bishop Bill's ongoing support of ABM and his willingness to help out where needed.

Thank You

The committee thanks the Archbishop for his support and the confidence he places in the committee. We also thank the Rev'd Dr John Deane, the staff of ABM and – in particular, Meagan Schwarz, the Committee Support Officer – for all their support.

A big thank you to all parishes and parishioners for all your support, both financially and with prayers during this difficult and challenging year. As we are now able to have physically gathered meetings and services of worship, if you would like an ABM speaker, either for Sunday services or other ministry activities, please contact, the Rev'd Julia Van den Bos, jvandenbos@stjohnscathedral.com.au.

Many parishes have used our resources and we trust they have been helpful, insightful and challenging. Your feedback is always welcome.

*The Rev'd Eron Perry,
Chair*

ABM Auxiliary, Diocese of Brisbane

History

The ABM Auxiliary is an Australia-wide organisation which has been supporting the work of *Anglican Board of Mission – Australia* for over 110 years, through prayer, fundraising, and awareness-raising in parishes in the many dioceses where it is established.

Branches

Brisbane Diocese has two active branches, in Brisbane and Maryborough. Every year, the branches support ABM-A through the National Auxiliary Project and other projects. In 2020, the national project supported asset-based community development in the Philippines. However, in 2020, the Auxiliary's fundraising efforts were somewhat curtailed by COVID-19 restrictions.

Maryborough Branch

This branch does most of its fundraising through a sewing and craft program, which members were able to continue in their own homes even during the lockdown. After restrictions were lifted, they were able to hold two stalls, which between them raised over \$3k, from which cheques were sent to ABM for the National Auxiliary Project and a Northern Territory project. The branch is very grateful to the people of Maryborough for their ongoing support of the branch's stalls.

Brisbane Branch

This branch normally meets monthly at St John's, Hendra. During 2020, members were unable to hold their usual activities, such as the July missionary lunch and working on the ABM Synod stall. However, later in the year, some members held a stall at their parish church, and the year ended with a successful missionary lunch, in November. As a result, \$1k was sent to the National Auxiliary Project.

National Auxiliary Council

Due to COVID-19 restrictions, the usual yearly meeting of the National Auxiliary Council in Sydney could not be held. However, an informal Zoom meeting was held, which allowed interstate members to stay in contact. I attended this meeting, representing the Brisbane Diocese.

In Memoriam

The Auxiliary, and indeed all involved with ABM in Queensland, suffered a great loss with the passing in March of the Rev'd Canon Arthur Fellows. In recent years, Father Arthur has been ABM's 'stamp man', processing and selling the thousands of stamps donated

to ABM, thereby raising many thousands of dollars to the missionary cause. He and his late wife Beverley were long-time members of the Auxiliary. We thank God for their many years of service.

The Auxiliary is privileged to continue to serve God's kingdom through its work and prayers.

*Mrs Lynette Keyes,
President*



L-R: Mr Brough Warren, Diocesan ABM Stamp Coordinator and Mrs Lynette Keys, Diocesan ABM Auxiliary President, at the ABM stamp auction.

Bush Church Aid Society

Our Enduring Vision

Since 1919, reaching Australia for Christ.

Our Vast Mission Field

Remote and outer regional Australia – 98% of the continent.

Our Proven Method

Recruiting, sending and supporting field staff for a minimum four-year term. BCA Field staff are backed by formidable nationwide prayer support, genuine pastoral support, and generous financial support.

Our Fruitful Partnerships

BCA works in partnership with Anglican dioceses and diocesan Bishops. We presently work in 20 of the 23 Australian dioceses.

Our Remarkable History

BCA began in 1919 during the Spanish Flu Pandemic. Since then, over 1k ministry workers have gone out with the love and gospel of Jesus. They have pioneered Christian mission and ministry among pioneer settlers, Indigenous communities, in remote regions, mining towns, rural towns and villages, on islands, and increasingly today in remote urban centres that are remote from gospel-centred mission-minded churches. For decades, BCA had Australia's only complete Flying Medical Service that included planes, pilots, radio operators, remote BCA hospitals, nurses and doctors, as well as Australia's first flying padres. Jesus' love knows no boundaries. People in need of help and of salvation are never too far, never too few.

Our Diverse Ministries

BCA field staff today serve as church planters, church pastors, diocesan evangelists, school and community chaplains, RI/SRE coordinators, children's, youth and family workers, Indigenous ministry workers. Some are specialist ministry practitioners in parishes while also supporting that specialist ministry across their diocese.

Our New Ministries and Appointments – and during a Pandemic

In the 2020, COVID year, by the grace and power of God, BCA has sent out numerous workers to new and existing fields:

- Youth and Young Families Minister, Yeppoon,
- Youth and Young Families ministry coordinator, DCQ,
- Church planters, Jindabyne NSW,
- Anglican Vicar, Walgett NNSW,
- Anglican Vicar, Lightning Ridge NNSW,
- Anglican Rector, Exmouth NWWA,
- Diocesan Evangelist, Mudgee central NSW (Bathurst Diocese),
- Anglican Rector, Strathfieldsaye VIC,
- Anglican Rector, Central Malee VIC,

- Bushfire Recovery Chaplain, Gippsland Diocese,
- Bushfire Recovery Chaplain, Canberra & Goulburn Diocese, and
- Missional Church leaders, Southern Beaches, TAS.

Certainly, this is overwhelming evidence of God's continued approval and rich blessing of this vital work and of BCA's careful and faithful stewardship of the funds that are so generously given by supporters and churches.

Our QLD/NNSW region

North West Queensland

We are still seeking a ministry family to lead the enthusiastic and faithful Anglican Christian communities in Cloncurry and Julia Creek. Locum ministry has been provided intermittently.

Central West Queensland

The Rev'd Capt Graeme and the Rev'd Susan Liersch have continued as Mission Facilitators and Trainers overseeing the parishes of Barcaldine, Barcoo, Longreach and Winton. Graeme and Susan have worked as Rector, evangelists, high-school chaplain, and trainers of emerging lay leaders.

Moranbah, Central Queensland

The Rev'd Luke and Mrs Julia Collings are leading St Francis Anglican Church in Moranbah – a purpose-built coal mining town with a transient population. The church is connecting with unchurched people, families and children and serves the local community with a large op shop that functions as an important community hub.

Yeppoon, Central Queensland

The Rev'd Philip and Mrs Jessica van't Spyker are working with young people and families in the Anglican Parish of Keppel and in school chaplaincy in Yeppoon. Philip is also coordinating children's, youth and families ministry across the Diocese of Central Queensland.

Lightning Ridge, Northern NSW

The Rev'd Kurt and Mrs Rebecca Langmead lead the Anglican Community Church in the Ridge, and serve an Indigenous congregation in Goodooga and a small Anglican community in Cumborah. They have a heart for people and places that are often overlooked.

Walgett, Northern NSW

The Rev'd George and Carmel Ferguson are serving the Walgett-Collarenebri Anglican Church after George completed a two-year Aboriginal Ministry Traineeship at St Peter's South Tamworth. George grew up in the area and previously worked in mental health.

Woolgoolga/Grafton Diocese

BCA is in partnership with the Anglican Parish of Northern Beaches and the Diocese of Grafton, supporting the Rev'd Simon and Mrs Alison Reeve. Simon is working as Young Families' Minister in the Parish of Northern Beaches and Young Families' Resource

Officer for the Diocese. Alison teaches SRE in local schools and assists with the parish's children's and families' ministry.

Regional Officer

In 2020, I was privileged to represent the Lord Jesus and God's mission through BCA in many Anglican churches across the region (in person & digitally), as well as some Baptist, Presbyterian and Independent Churches, at services, dinners and breakfasts. Our annual Bush & Bible Day was held in Brisbane just before COVID restrictions came in (speakers: the Rev'd Dr Richard Gibson, BST, BCA Field Staff – Collings). COVID brought cancellations of planned representation at Christian Conventions (The DEC, Warwick, NQCC, Mission Beach), but representation late in the year at QTE (QLD Training Event – MTCC) run by AFES. A planned presentation at the Synod of the Diocese of North QLD was cancelled. I recorded video sermons and presentations and made them available to churches across the region. I was able to visit BCA Field Staff in Moranbah, Yeppoon; Woolgoolga, Walgett and Lightning Ridge.

Thank you to my dear Julie, a *Proverbs 31* wife, best friend, and ministry partner, who has often been by my side in this work, as well as skillfully managing our household. Thank you to my Office Manager, Craig Buchanan, for his very skillful and extremely dedicated administrative and digital support, to my very special regional committee members for their continued support, help and prayers, and to all our faithful supporters who pray and give so that Jesus' love can be experienced and His gospel heard across Australia; for the good of remote and outer regional Australia, Indigenous and non-Indigenous, and for the glory of God!

Farewell

After six rich years in this role, it is time to return to parish ministry. I have known God's enabling grace in my weakness each and every day and his gracious protection during countless road trips. He has been pleased to continue to bless this work and our region with faithful supporters and godly and competent field staff. I thank Him for entrusting me with His gospel and with this ministry. I give Him all the glory.

*The Rev'd David Rogers-Smith,
Regional Officer QLD/NNSW*

CMS Queensland with Northern NSW

We praise God for the support and prayers of Anglican churches and supporters in 2020, especially during all the challenges that COVID and lockdowns brought for church ministry and missionary activity. The Church Missionary Society (CMS) is a fellowship of Christian people and churches committed to see 'A world that knows Jesus'. We work with churches to set apart long-term workers who cross cultures to share the gospel.

As we seek to see a world that knows Jesus, and conscious of our responsibility to peoples in our near-neighbour region, the mission of CMS is:

- to reach gospel-poor peoples for Christ,
- to equip Christian leaders for church and society, and
- to engage churches in cross-cultural mission.

In 2020, the prayers and generosity of many Anglican parishes and parishioners enabled the CMS Queensland with Northern NSW (CMS-QNNSW) branch to support 14 missionaries. This included a new worker who was accepted for missionary service in November 2020. The branch also responded to enquiries from those interested in short and long-term mission and, despite the time of lockdown, provided opportunities for parishes and individuals in the Brisbane Diocese to learn about cross-cultural mission.

CMS is funded solely by the giving of churches and individuals. Through these donations, CMS covers missionary costs of living, housing, flights, language training, education, medical costs, pastoral care, superannuation, home deputation and resettlement.

CMS-QNNSW Branch Missionaries for 2020

CMS-QNNSW missionaries served in the following locations and ministries during 2020:

South Asia

- Medical superintendent of a local hospital, supporting the staff in providing compassionate care to treat and prevent disability.
- Principal of a primary school, providing children's education for parents working in the country.

Eurasia

- Teacher of 'English as a Foreign Language'.

Japan & East Asia

- Members of a church planting team, reaching out to local families, teaching the Bible and building their team in preparation for planting a church in their city.
- University student worker ministering to students through Bible studies, prayer meetings, camps and social gatherings.
- Worker serving local church via Bible studies, music and outreach programs.

- Worker preparing to work with disabled children and their families.

Papua New Guinea

- Couple working alongside students at the University of Papua New Guinea, teaching the Bible and discipling students. Developing reading and study tools, as well as writing courses on issues of biblical understanding and application.

Italy

- Gruppi Biblici Universitari staff worker in Italy, training and equipping Christian students, working with them to share the message of Jesus with other students.

Middle East

- Worker continuing to study Arabic and deepening relationships and taking opportunities to love others and share the hope of Christ.

Uganda

- Language learning in preparation for teaching in a Bible college in the Diocese of North Kigezi.

New Missionaries & Missionaries in Training

- A new missionary trained at St Andrew's Hall in preparation for ministry in East Asia, providing physiotherapy services for disabled children and their families.
- A new family approved as Missionaries in Training for ministry in Central Asia.

Short-term Workers

South Asia

- A couple completed their work in South Asia developing PE programs and student support at an international school and building relationships with the students.

Solomon Islands

- A worker started teaching at Bishop Patteson Theological College. Due to COVID he was unable to travel to the Solomons and teaching was done online.

Conferences

In January 2020, over 650 adults, youth and children attended the 'CMS Summer School' at Mt Tamborine. Our 'Mission Encounter' conference for Northern NSW moved from Autumn to August and was carried out entirely online with hundreds of attendees. We continued our 'Journey in Mission' program focused on mentoring and equipping Christians who are considering future long-term missionary service.

*The Rev'd Mark Fairhurst,
Executive Director*

All Other Reports

Anglican Cursillo Movement in the Diocese of Brisbane

Endorsed by our Diocese in 1985, this lay movement has seen close to 3,800 people from this Diocese attend the Cursillo short course, an informal spiritual retreat over a three-day weekend and subsequent follow up fourth day involvement over that time. You are probably sitting next to a Cursillista right now.

Worldwide, this short course format with follow up Fourth Day involvement is practiced in over 50 nations on five continents. It is estimated there are more than two million men and women who have participated.

So how does Cursillo help to grow parishes?

The three-day short course is about building a deeper relationship with God, regardless of where your relationship is now. Building of faith helps people grow in confidence to share our Lord's message. Confidence to take on ministries within or outside the parish. In many of our 132 Anglican Southern Queensland parishes there are Cursillistas in almost every congregation, with the love of Christ serving in so many ways. Cursillo is about filling our hearts with the joy of the Lord.

Cursillo Activity in 2020-2021

- No Cursillo Weekends were held in 2020 due to COVID-19.
- Ultreyas were conducted via Zoom for much of the year, however, when we were able to meet face to face, we continued via Zoom to involve people who couldn't attend. There were close to 100 people or more attending in person or via Zoom in each of the Ultreyas held in 2020.
- Our Cursillos this year are scheduled for August, focusing on the Northern Region.
- Max McClelland and Marilyn Greensill (both of Hervey Bay) are our Cursillo Leaders.
- Cursillo has a national body and it is our privilege to host the National Secretariat gathering in September this year in Toowoomba. The opening of the international airport at Wellcamp, the excellent facility of the James Byrne Centre, and the Carnival of Flowers will all combine to make it a fabulous event.

Testimonial

“Through Cursillo the love of God is experienced afresh, an experience which draws us into prayer and compassionate action. Because of this, Cursillo is a much needed instrument for the renewal of the life of the Church today, and one for which I give thanks.”

Archbishop of Canterbury, the Most Rev'd Justin Welby

Cursillo is a tool of Christian joy that means so much to many people. As the Cursillo Diocesan Lay Director, over the next two years the focus will be to expose more people to the joy of Cursillo.

Applications are now being received for Men's and Women's 80 @ Peregrian Beach in August 2021.

Blessings

*Mr Alan Gray,
Diocesan Lay Director*

Anglican Men's Society

Dear Friends in Christ,

2020 has been a very bad year mainly due to the effect of the COVID-19 coronavirus. Cancellations of church services and AMS branch meetings has no doubt had a negative influence. Our Parish Priests have all had a tough time preparing Facebook, Internet and/or Zoom services. Holy Communion is not the same anymore with the elimination of serving wine. Church fellowship has suffered, morning teas after the service have been disallowed and so have many other church activities.

When will it all end? Some people believe that once preventive vaccinations take place everything will return to normal, but maybe not. On Thursday 14 January 2021, the World Health Organisation announced, that 2021 is expected to be worse than 2020 due to new severe strains of the virus.

In 2020, our annual Queensland three-day conference was cancelled and so was the National Conference due to be held in Tasmania.

New AMS National Chairman

At the beginning of the year our National Chairman the Rt Rev'd John Stead, South Australia, stood down after many years of faithful service.

Our new National Chairman is the Rt Rev'd Jeremy Greaves, Brisbane Northern Region. Bishop Jeremy has been a great blessing. Bishop Jeremy has organised, and chaired regular Zoom meetings open to all AMS branches in Australia. Bishop Jeremy's input has been very valuable and well received.

Finance

Financially we are looking good. Our annual real estate income has increased from \$72k to \$76k. Of this, 80% (\$60,800) will be available for South East Queensland and 20% (\$15,200) for overseas mission projects.

As per 31 December 2020, the balance in our Bendigo Bank Trading Account stands at \$38,534.82. The December 2019 balance was \$33,313.85; and 2018 was \$29,611.84.

In addition to the above, we have two ANFIN accounts. One is a trust account that can only be used for building purposes. The balance in this account is \$31,544.79.

The other ANFIN account is our relief account which has been set up to help AMS members in financial difficulties due to sickness, accidents, fire or death. This account has a balance of \$9,502.33, with an outstanding loan soon to be repaid bringing the balance up to just over \$10k.

Management

The management of the Anglican Men's Society's Queensland Provincial Council remains unchanged in 2020. The five directors are:

- Mr Jim Smith, Toowoomba (*Chairman*),
- Mr Andy Brodersen, Ipswich (*General Manager*),
- Mr Howard Kingston, Bundaberg (*Director*),
- Mr Shane Inglis, Southport (*Director*), and
- Mr Trevor Andrew, Deception Bay (*Director*).

Disbursement of Funds

Since our council meeting in November 2019, we have only had one meeting, which was in Ipswich on Saturday 28 November 2020.

At the above two meetings as well as a special directors' meeting the following funds were dispensed:

1 Nov 19	Bush Ministry	\$2,500
30 Nov 19	Freshwater Parish, Deception Bay	\$5k
31 Dec 19	AMS Relief Fund	\$1,500
11 Feb 20	St Francis Theological College	\$5k
11 Jun 20	AMS National Capitation Fees	\$2,120
26 Jun 20	Bachmayer Accounting	\$1,375
1 Aug 20	Lakes Anglican Church, Nth Lakes	\$1k
5 Sep 20	All Saints, Chermside	\$1k
12 Sep 20	Lakes Anglican Church, Nth Lakes	\$10,046
25 Sep 20	Millwater Tyrell Law Pty Ltd	\$3,300
28 Sep 20	Anglican Aid Abroad, Armani, Tanzania	\$5k
29 Oct 20	All Saints, Chermside	\$6k
28 Nov 20	St Francis Theological College	\$5k
28 Nov 20	CRI, Christian Religious Instruction	\$3k
28 Nov 20	Anglican Parish, Dalby	\$6k
28 Nov 20	AMS Relief Fund	\$3,072.05
28 Nov 20	Bang Wise Good New Ministry, Tanzania	\$3k
28 Nov 20	DUK Orphanage, Uganda	\$3k

Membership

We now have 12 AMS Branches in south east Queensland. During August and September 2020, the Lakes Anglican Church, North Lakes and All Saints, Chermside have joined. Due to meeting restrictions, we find it hard at the moment to form further new branches.

November 2020 – Provincial Council Meeting

This meeting was very well attended with members from as far away as Dalby and Bundaberg. On the recommendation of Bishop Jeremy, it was decided to adopt an official Queensland Grant Application Form, to create even better transparency. This form has

been designed and approved by Bishop Jeremy and all five directors. As shown in our disbursement of funds, six donations and transfer amounting to a total of \$23,072.05 were approved.

Gayndah May Conference & AGM

At the November Council Meeting it was decided to hold the above-mentioned conference on 14-16 May 2021 – provided the State Government does not have travel restrictions.

Sadly, it will be without our friends from Solomon Islands and Vanuatu due to travel restrictions.

Northside 100 Charity Bike Ride

The 2021 Ipswich 100 will go ahead on 14 March but with expected smaller participation – only time will show.

We can only hope that it will be possible to have *our* first AMS Charity Bike Ride in 2022.

National Triennial Conference in Tasmania

The re-scheduling of this conference, to take place in Launceston in September this year, cannot be confirmed at this time.

*Mr Andy Brodersen,
General Manager*

Anglican Mothers' Union Australia

Anglican Mothers' Union Australia (AMUA) Brisbane Diocese is a missionary agency of the Anglican Church of Australia, and part of the Worldwide Mothers Union with a membership of over 4 million in 84 countries. AMUA Brisbane Diocese works to promote the vision, aim, purpose and mission of AMUA and abide by the constitution of the Council of Anglican Mothers' Union Australia.

Mission Statement: Sharing Christ's love by encouraging, strengthening, and supporting marriage and family life.

The AMUA Brisbane Diocese is managed by its executive committee and the Diocesan Council, and the Diocesan President chairs both meetings.

The executive committee consists of Diocesan President, four Vice Presidents, 10 Deanery Presidents five department heads, Secretary, Treasurer and Chaplain, who meet six times a year. The council consists of the executive committee and the President and Secretary of each branch, and meets four times a year.

Relationship with the Diocese and Wider Church

The AMUA in Brisbane Diocese has 52 branches, and a total of 919 financial members. These branches work with the support of their Parish Priest. Their yearly program includes activities which relate to the aim and purpose and mission of AMUA and must be approved by the Parish Priest. Within these branches, members showing Christian care for families are involved in projects and activities within their parish, within their community, and within the Diocese, as well as nationally and globally.

Retiring Collections: Each year, AMUA facilitate retiring collections in the parishes on two occasions. The Mothering Sunday/Mother's Day Overseas Project for the Parenting Program in Papua New Guinea amounted to \$9,051. Because of COVID-19, this program was not implemented during 2020, and has been postponed until it can go ahead.

The annual retiring collection in August for the Anglicare SQ Chaplaincy received \$9,426, which was presented to the Rev'd Canon Linda McWilliams.

Donations for other Diocesan outreach projects: Through voluntary contributions from branches, donations were received for:

- The Emergency Fund \$7,740
- Family Holiday \$350
- Fresh Start Basket \$355
- Women's Shelter \$2,675
- Kids and Risk \$865
- Northern Outreach \$2,111
- Overseas Fund \$231

Australian Council Disaster Relief Fund: In early 2020, the AMUA Brisbane Diocese Council approved of \$10k donation to be forwarded to our Australian Council Disaster Relief Fund to be made available to dioceses affected by the devastating bushfires.

Mary Sumner House URGENT Appeal: Due to the pandemic an urgent appeal from Mary Sumner House London, the worldwide central headquarters was responded to by our members and an amount of \$15k was forwarded from Brisbane Diocese.

AMUA Bursaries for Clinical Pastoral Education: The recipients for 2020 were the Rev'd Dr Gemma Dashwood, Brad Turner and Ted Star. The bursaries of \$1,200 each provide financial assistance to the recipients to complete the compulsory Clinical Pastoral Education component of their ministry.

Diocesan Stoles and AMUA Kits: Five theological students who were ordained Deacon on the 25 October were presented with a Diocesan reversible red and white stole by AMUA Vice Presidents Marilyn Dunning and Diana Stonier.

Five Deacons who were priested on the 5 December were presented with a AMUA Kit containing information about AMUA. It is hoped these gifts will promote an interest in the presence and the work of AMUA in the branches and in the Diocese.

Lady Day: The Annunciation to the Blessed Virgin Mary is celebrated each year by the Mothers' Union as a major festival. The usual 2020 gathering at St John's Cathedral was cancelled due to COVID-19, but thanks to the Cathedral staff, a service was live-streamed and was not only viewed by our Brisbane Diocese but across Australia.

Activities during the Financial Year

Executive Committee Live-in 3-4 February

The first executive committee meeting for the year was linked with an overnight stay at St John's College, a time of welcoming new members, getting to know each other, and of learning and understanding more of the role and responsibilities of Mothers' Union.

The AMUA Diocesan Council

The AMUA DC on 18 February in the Darnell Room, St Martin's House, was well attended. The 2019 bursary recipients each shared a short sketch of their spiritual journey.

2020 Annual General Meeting

The AGM was held on the 10 March at Stephen's Coorparoo, and despite the rumours of coronavirus and a very wet morning it was well attended, and a wonderful day of fellowship was enjoyed. We were pleased to have the Rev'd Jim Stonier as Chairperson. Our Guest Speaker was Mrs Jo Neary from the Zephyr Education, an organisation who provide school clothing and school necessities to children exposed to domestic violence. Zephyr Education exists to ensure these young victims can move into a new school unobtrusively to continue their education.

Other Diocesan Events

Due to COVID-19 the country council meetings to be held in May at St Luke's Toowoomba, and in August at St Peters Gympie and in November in the Darnell Room were cancelled.

The Diocesan Conference

The 13-15 July 'Building Hope and Confidence' conference was also postponed.

The Diocesan Executive

This team met electronically five times during the year.

Branch Events

From the end of March to the beginning of August, most branch programs were cancelled. A few discovered Zoom and continued to meet. With concern for our world, our prayer life increased and perhaps for four months we experienced a slower pace of life. Members were encouraged to keep in touch with each other and found creative ways of doing this.

16 Days of Activism against Gender-based Violence

AMUA Brisbane Diocese once again supporting this campaign which begins on the 25 November and ends on the 10 December. This year, several branches supported by their churches held prayer services and united with other organisations within their community to raise awareness. A prayer service and a pamphlet of daily prayers to be used during the 16 days was compiled and sent out to branches who found them helpful.

The Mothers' Union Theme

The theme for 2020, 'Building Hope and Confidence' seemed to be so appropriate for the season. Jeremiah 17:7 reminds us "*Blessed are those who trust in the Lord and have made the Lord their hope and confidence*". It is hoped that during this year of challenges and uncertainties, Mothers' Union members have been able to build hope and confidence in themselves through their faith and prayerful walk with their Lord and God.

Financial Position

AMUA Brisbane Diocesan Council recorded members subscriptions of \$32,475. and donations of \$48,056, as part of the revenues totalling \$99,322. However, our activities and donations resulted in an overall surplus of \$10.59. AMUA as of 31 December 2020 has total assets of \$206,525 – all held in cash or cash equivalents with no liabilities.

Anglican Mothers Union Australia Brisbane Diocese Publication Department

AMUA has a small bookshop situated in a room at St Barnabas Sunnybank. Total gross profit from trading – \$12,712 with total expenses \$19,734. Leaving a deficit of \$6,969. Publication Department as of 31 December 2020 has total assets \$49,178 – all held in cash or cash equivalents with no liabilities.

Risk Management

There are some branches who are involved in children's ministry within their parish. These ministries include Sunday School, Mainly Music, Messy Church, Kids Club etc. Included in the AMUA Brisbane Diocesan policies and procedures and AMUA handbook are guidelines for 'Safe Practices in our Churches'. Mothers' Union members who have any contact and ministry to children have been instructed to comply.

*Mrs Beverley Perry,
AMUA Diocesan President, Brisbane*

Angligreen

In 2020, Angligreen continued to focus on reducing the environmental footprint of the Anglican Church Southern Queensland. As with many other aspects of life, COVID-19 brought many challenges but also new learnings. Lockdowns inhibited gatherings but taught new ways to bridge distances, hence increasing the pool of members available to fill positions. Moving committee meetings online has been a challenge for some, but means we can include people outside the south-east corner of the Diocese.

We continued to work with the Diocese to develop a genuine response to the General Synod *Protection of the Environment Canon 2007*, which was adopted by our Synod in 2009. Highlights from Protection of the Environment Canon (2007) include:

Mechanisms to assist in protecting the environment

2. (1) Every Diocese which adopts this Canon undertakes to reduce its environmental footprint by increasing the water and energy efficiency of its current facilities and operations and by ensuring that environmental sustainability is an essential consideration in the development of any new facilities and operations, with a view to ensuring that the Diocese minimalises its contribution to the mean global surface temperature rise.

(2) Every Diocese which adopts this Canon undertakes to establish such procedures and processes such as an environment commission, or similar body, as are necessary to assist the Diocese and its agencies to:

- (a) give leadership to the Church and its people in the way in which they can care for the environment,
- (b) use the resources of God's creation appropriately and to consider and act responsibly about the effect of human activity on God's creation,
- (c) facilitate and encourage the education of Church members and others about the need to care for the environment, use the resources of God's creation properly and act responsibly about the effect of human activity on God's creation.

The Diocese granted Angligreen a Charter, 26 Mar 2020, to replace the Angligreen Constitution. This brought Angligreen more formally into the structure of the Diocese with new processes for appointing the Angligreen committee. The 2020 Angligreen AGM was cancelled due to COVID-19 restrictions, so the 2019 Angligreen Committee continued in place and began a search for members for the new committee.

Some existing members found it difficult when meetings went online and decided not to continue. An attempt was made to recruit new committee members from outside the greater Brisbane area and to use online meetings to bridge the city-country divide. Across the church, COVID-19 diverted attention to other priorities, so it was not until 6 December 2020 that the following names were submitted to the Archbishop-in-Council for consideration:

- The Rev'd Peter Moore (*Current Chair*), Logan
- The Rev'd Deborah Bird, Toowoomba
- Mrs Alex Bramley, Bundaberg West
- Mr Rob Farago, South Brisbane
- Mrs Jelita Hutchison, Aspley – Albany Creek
- Ms Angie Mooney, Cathedral Community
- Mrs Jeni Nix, Indooroopilly
- The Rev'd Graham Warren, Nundah

The Archbishop has appointed Rev'd Peter Moore as Chair for a further three years from 25 Feb 2021 and it is expected that the others will be appointed for three years on that date, except for the Rev'd Deborah Bird who has been appointed elsewhere.

Angligreen continues to work closely with the diocesan Social Responsibilities Committee (SRC), Anglican Communion Environmental Network (ACEN), Queensland Churches Environmental Network (QCEN) a Commission of Queensland Churches Together, and to liaise with Australian Religious Response to Climate Change (ARRCC) (interfaith group) including the Qld ARRCC group and GreenFaith International (launched November 2020). Ecumenical and inter-faith groups, along with secular bodies are working together for a just recovery from the effects of COVID-19. Faith communities in 14 countries around the world are planning for the biggest-ever multi-faith Day of Action on the climate crisis called, *Sacred People, Sacred Earth* on 11 March 2021. This action will call on national and international leaders for a compassionate, just response to COVID-19 and the climate emergency. It will also call for faith groups and individuals to lead by example.

During 2020, the Diocese made considerable progress in fulfilling its undertakings made in adopting the *Protection of the Environment Canon 2007*. The diocesan report to General Synod, required by the Canon, will detail much of the progress made across the Diocese including a diocesan Sustainability Committee, which will have the objective of establishing environmental synergies across the Diocese. This will include Anglicare Southern Queensland, diocesan schools, parishes, and other related entities. Angligreen is represented on the Sustainability Committee and continues to encourage the reduction of the environmental footprint in all aspects of our life together.

Despite restrictions, Angligreen, often in conjunction with SRC, Diocesan Justice Unit, the Cathedral and QARRCC, endorsed, promoted and encouraged participation in a range of activities drawing attention to the impact we all have on the environment and how we can reduce that impact. COVID-19 caused the suspension of the Angligreen Newsletter for much of 2020 but the Angligreen Facebook page and email lists continued to function as our media for sharing and promoting actions, and for sharing informative articles and news. The newsletter will recommence in March 2021. Newsletter subscriptions are open to everyone, but Angligreen membership is limited to members of the Anglican Church Southern Queensland. Currently, our database lists 310 contacts of which 276 are subscribers. We are in the process of changing our database to clearly identify members and friends of Angligreen in accordance with the new Charter.

Angligreen activities in 2020 included some physical gatherings, but mainly promotion of online events. Activities included:

- Facebook online group Australian Christian Environmental Group,
- submission on 19 April 2020 to Commonwealth 2019-2020 Independent Review of the EPBC Act,
- *Stop Adani* campaign to stop new steaming coal mines,
- promoting *Living the Change* to encourage people to adopt changes in their own lives to reduce their impact on the planet,
- promoting Student Strike participation in *ClimateElectionKickstart* and other events,
- *Climate Election Campaign* which aimed to identify the policy and views of state election candidates on climate change and publish the results,
- co-hosted with the SRC and the Justice Unit 'Christian Conversations on Climate',
- co-hosted with the RC 'Climate Justice & Christian Non-violent Direct-Action' workshop,
- the Rev'd Peter Moore met the Rt Rev'd Dr Keith Joseph, Bishop of NQ (July 2020) re Angligrreen, QCEN and ARRCC working to support environmental actions together,
- Earth Overshoot Day Zoom workshop, 'Faith, Science and Climate Change – A Christian View' on 22 August 2020 sponsored by Goodna Parish, QCN, Climate Reality Project and Angligrreen, and
- the Rev'd Peter Moore preached at St John's Cathedral on 1 September 2020 for the launch of Season of Creation 2020.

Angligrreen does not have a budget allocation, relying on donations and supporters to cover expenses. Angligrreen has a current bank balance of \$6,010.77. We are supported by the Social Responsibilities Committee in covering the costs associated with our social media accounts, web hosting and the electronic distribution of our newsletter.

We expect 2021 to be a busy and exciting year. It is expected that environmental issues will play an important part in the recovery from COVID-19 and the next federal election (possibly in 2021). The Diocese is continuing to develop its response to the obligations under the Environment Canon and opportunities are strengthening to work with other faith groups to coordinate programs, share resources and speak on environmental issues from a faith perspective. The Rev'd Peter was invited through the Climate Reality Project to participate in 1st National Conference 2020 'Environmental Crisis and Our Obligations to Act: Teachings from Islam and Abrahamic Faith Traditions' on 14 March 2020, at the Centre for Interfaith and Cultural Dialogue, Griffith University. The Rev'd Peter presented a session 'A Christian view of Creation and the Human Responsibilities'.

COVID-19 has shown the importance of taking science seriously and how research can lead to solutions, but ignoring science has serious consequences. We are also encouraged by the action the Diocese has taken in the past year and look forward to working with the Justice Unit, SRC, DC and the Diocesan Executive. We pray we can all work together in fulfilling the fourth mark of mission of the Diocese, "to strive to safeguard the integrity of creation and sustain and renew the life of the Earth".

*The Rev'd Peter Moore,
Chair*

Bush Ministry Fund

I'm very thankful for the parishes, schools, and individuals who partnered with communities in the bush through the Bush Ministry Fund in 2020. Through visits, phone calls, fundraising, prayer, and many acts of generosity you have, in God's grace, made a world of difference.

When rural congregations were unable to meet because of the COVID-19 pandemic, there was the challenge to provide ministry and care for those who were online, and those who were not. Clergy and parish leaders went through their parish rolls and identified who could be contacted via email, Facebook, Zoom and YouTube – and who had no access to these platforms. Pastoral care was offered via phone, sometimes in an ad hoc way, and sometimes more systematically using phone trees. Many meetings were held via phone, and video conferencing platforms; homilies and prayers were shared via email each week, and many learnt to offer worship in live or pre-recorded video format.

The Western Region had its annual ministry conference (for both lay and ordained) via Zoom with the help of St Bart's, Toowoomba, the Resource Church for the Western Region. In preparing for that, the Rev'd Rick Gummow from the Maranoa-Warrego Anglican Mission Area (MWAMA), the Rev'd David Browne from Dalby Parish, and the Ven Laurel Raymond from the Parish of Allora-Clifton were interviewed. In these videoed interviews, it was clear that God was using this new online presence to sustain existing Christian community and give people beyond that community an opportunity to engage... sometimes for the first time.

Once we were able to meet together at church again there was the challenge to do both! How to be present to one another in worship, and offer faith formation in person, while also offering the opportunity for people to participate in these things online? Clearly, we have communication tools that were not available to previous generations, and in many ways the experience of being unable to meet because of COVID-19 became a catalyst for us to learn how to use them, and this work is ongoing.

In July 2020, the Rev'd Rick Gummow had a heart attack and although he made a good recovery he was advised by his cardiologist that he needed to move to a community where he could access better cardiac rehab. Consequently, Rick and his wife Tracey finished a two-year season in the MWAMA after Christmas services, and Rick has now been appointed to serve in the Parish of Drayton. Because of his work in developing weekly online worship services, Rick has agreed to develop this further in 2021 and we hope this project will eventually offer resourcing to many parishes that have no priest. After review and three parish AGMs we are looking to restructure the MWAMA in 2021 and look forward to creating a more sustainable ministry unit for the next person who serves in this role.

The Rev'd Terry Frewin who served the Leichhardt-Chinchilla ministry area for three years also retired after Christmas services last year, and we give thanks for the ministry Terry and Karen exercised during that time. We invite all BMF supporters to pray with us

in discerning the next minister to serve in this role which has churches in Taroom, Wandoan, Miles, Condamine and Chinchilla.

The Ven Laurel Raymond who served the Parish of Allora-Clifton from 2016, retired after Christmas services last year, and we give thanks for her ministry and pray for God's blessing on Laurel and Bill in a new season based at Goondiwindi. The BMF is helping support the Rev'd Matt Skelton, Ordained Deacon in December 2020, in continuing ministry at Allora-Clifton. Matt was a student at Allora-Clifton in 2020 and God blessed that time in many ways.

In 2020, the BMF helped resource and enable ministry in six parishes:

- **Continuing:** *The Maranoa-Warrego Anglican Mission Area* (\$40k) – thankful to God for the ministry of the Rev'd Rick Gummow and his wife Tracey who served the communities and congregations of the co-operating parishes of Cunnamulla, Charleville, and Mitchell.
- **Continuing:** *4x4 Vehicle lease* (\$12k) – thankful to God that ministry in the Maranoa-Warrego Anglican Mission Area was supported by a reliable and appropriate vehicle.
- **Continuing:** *The Leichhardt-Chinchilla Anglican Mission Area* (\$40k) – thankful to God for the ministry of the Rev'd Terry Frewin and his wife Karen who served the communities and congregations of the co-operating parishes of Leichhardt and Chinchilla.
- **Continuing:** *Quilpie Parish & Diamantina Shire* (\$2,500) – thankful to God for the itinerant ministries of the Rev'd Di Murphy and the Rev'd Geoff Reeder to some of the most remote communities of the Diocese.

Please pray for all rural and remote communities in the West, particularly those who are supported in some way by the BMF. If you, like me, are already supporting the BMF, please keep giving... in the knowledge that this is used by God to bless the lives of others.

But, if you are not yet supporting and would like to find out more: call Helen Briffa at the Western Region Office on (07) 4639 1875, or email hbriffa@anglicanchurchsq.org.au

The Rt Rev'd Cam Venables

Diocesan Director of Ordinands & Vocations

The second half of 2019 brought about significant change in the office of the Director of Ordinands and Vocations. The retirement of the Rev'd John Milburn concluded a long period of stability in this area of diocesan life. The many clergy formed and ordained during John's tenure would, I'm sure, join me in acknowledging the great contribution he made to the life and leadership of this Diocese.

The Diocese was glad to welcome the Ven Olaf Anderson into the role, in an interim capacity, for the second half of 2019. Olaf generously and ably negotiated discernment events, such as the Vocational Discernment Conference and Seekers' Day, as well as the many administrative and reporting tasks which are necessary in the DDO role. Significant work was done in the refreshing of the 'God Calling' document and the process of collecting information from enquirers. Our thanks go to Olaf for this ministry.

From 1 February 2020, I took over in the role, which was renamed the Diocesan Director of Ordinands & Vocations, to reflect the additional responsibilities which I will undertake in the area of stimulating and encouraging vocations in our Diocese. I will also be responsible for working across diocesan Commissions in the area of young adult ministry, so that a high level of synergy and cohesiveness becomes possible between activities undertaken by different Commissions. In this task, I look forward to working closely with staff from the Anglican Schools Office and St Francis College, as well as Anglicare in many of their outreach activities.

Seekers' Day & Reflection Group

A successful Seekers' Day in 2019 brought 12 people into the Reflection process at the start of 2020. As always, the process challenges and prods the enquirers into deeper thinking about themselves, their faith and their vocation. I am humbled by the diversity of culture and life experiences brought by the group and feel strongly that their shared journey will be an encouragement to them, wherever their vocation may lie.

Examining Chaplains

The Diocese is well served by over a dozen experienced and well qualified Examining Chaplains. They come from across the Diocese and represent lay and clerical experience. While some long-term Examining Chaplains chose to retire this year, we have been able to welcome new faces to the task, and I look forward to getting to know them better as the year progresses. Their input is critical to the task of discernment, and an important project this year is to ensure that the guidelines and criteria found in 'God Calling' and the structure of reports and Vocational Discernment Conference strategies align.

In the last 12 months or so, a number of Examining Chaplains have stepped down from the role. We give thanks for the committed service of the following clergy and laypeople:

- Mrs Dianne Coffey
- The Rev'd Kevin Lewis
- The Rev'd Laurel Raymond
- The Rev'd Garth Shaw

In recent months, we have welcomed the Rev'd Michael Stalley, the Rev'd Susan Crothers-Robertson, Dr Neil Crisp, Dr Helen Lancaster, the Rev'd Dr Cathy Laufer, the Rev'd Paul Mitchell, the Rev'd Sharon Mitchell, and Ms Kirsten Mullen to the Examining Chaplains team and look forward to working with them in this important ministry.

Graduate Clergy Program

As an educator and a lover of learning, I am particularly looking forward to refreshing the Graduate Clergy program to reflect and complement the latest changes and initiatives in the Formation program at St Francis College. I am already excited to have established a healthy and creative relationship with the St Francis College staff and expect to spend a significant portion of my time at the Milton campus. Development of a diocesan strategy for leadership will also influence the development of this program, and work is underway with the Rev'd Dr Peter Catt and Ms Jen Basham to integrate elements of collaborative leadership, creativity and innovation into the program.

Vocations Task Group

The new element to the DDOV role is the inclusion of oversight of the Vocations Task Group. This group was formed some years ago, and I am now able to offer practical support to see more of their innovative ideas come to fruition. In 2020, Vocations Month will see a development of the promotional, storytelling and prayer resources which were so popular and useful in 2019. Raising up and encouraging new vocations to lay and ordained ministries is vital to the health of our church, and we can all play our part.

Conclusion

I also wish to record my heartfelt thanks to Mrs Lynette Lamb for her continued service to the Diocese, particularly in the grace-filled manner in which she has supported me in learning the processes of the DDOV office.

Please keep the work of discernment and formation in your prayers daily. God calls each and every one of us to ministry in some way, and those who answer the call to ordained ministry commit much to live out that vocation. It is not possible without a prayerful church upholding all clergy to God's great mercy.

*The Rev'd Canon Sarah Plowman,
Diocesan Director of Ordinands & Vocations*

Diocesan Ecumenical Affairs Committee

It has been a great privilege to chair the Ecumenical Affairs Committee of the Diocese of Brisbane. I thank the Archbishop and Bishops for their support, and the members of the committee for their commitment to the cause of ecumenism in the Diocese.

The work of the Diocesan Ecumenical Affairs Committee (DEAC) is to encourage and promote ecumenical understanding and Anglican ecumenical activity in Southern Queensland. DEAC works closely with Queensland Churches Together (QCT), the Queensland affiliate of the National Council of Churches, and also seeks to further growth in relations between our Anglican Diocese and both the Roman Catholic Archdiocese of Brisbane and the Diocese of Toowoomba.

The committee did not meet during 2020 because of COVID disruptions, however some regular functions happened either face to face or via Zoom.

Membership

In 2020, the committee comprised the following:

- The Rt Rev'd Doug Stevens (*Chair*),
- The Rev'd Helen Paget,
- The Rev'd Bruce Boase,
- The Rev'd Deborah Bird,
- Ms Jane Markotsis, and
- Mr David Hale,

Our numbers are greatly diminished now compared to a decade ago when the committee consisted of 12 people.

Activities/Events

Throughout 2020, our chairperson met regularly via Zoom with the chairs of the Roman Catholic and Uniting Churches ecumenical committees to exchange information and plan some combined activities which also occurred via Zoom.

The annual shared Anglican and Roman Catholic clergy day was cancelled because of the COVID pandemic.

The annual service for Anglican Roman Catholic reconciliation was held in St Patrick's Cathedral, Toowoomba, and co-hosted by the Cathedral parish and St James' Anglican parish. The service was held via livestream on Wednesday 4 November. The Catholic Bishop of Toowoomba, Robert McGuckin, preached, and Anglican Bishop for the Western Region, the Rt Rev'd Cameron Venables, was present.

The annual Joint Ecumenical Committees' Dinner was held via Zoom Thursday 5 November with the new General Secretary, the Rev'd David Baker (Moderator of the Uniting Church Queensland Synod) speaking about his new role.

During 2021, our committee is looking forward to a renewed commitment to the range of activities mandated by our Charter of Aims, to prayerfully seek new ways of promoting ecumenism and to have new members added to the committee.

*The Rt Rev'd Dr Doug Stevens,
Chairperson*

GFS – An Anglican Ministry

Mission

The purpose of GFS is to give glory to God by bringing children, youth and their families into the full life and fellowship of the church and helping them know, love and serve our Lord Jesus Christ. GFS Brisbane's Vision Statement is 'To provide a vital ministry which will empower people to build a continuing relationship with Christ, to value themselves and one another, and to experience life within a faith community.'

Council Members

The Chairman of GFS Brisbane is Mrs Lesley Briggs. She has held this position on three separate occasions, firstly from 1998-2003, then from 2006-12 and thirdly, from 2017 up to the present time. She represented GFS Australia as its senior delegate to the GFS World Council held in Pennsylvania in 2005 and held the position of National Chairman of GFS Australia from 2002-05. Her educational and professional background is in nursing and early childhood education. She worked in various hospitals in England and Australia before entering the childcare sector where she was the director of two different childcare centres. From there she went to work as the Home/School Liaison Officer at a Roman Catholic High School, St Peter Claver College, where she worked for 10 years before retiring in December 2005.

Other members of the GFS Diocesan Council for 2020 were:

- Mrs Di Bell & Mrs Dianne Bocquee (*Vice Chairmen*),
- The Rev'd Cheryl Selvage (*Vice Chairman by chairman's appointment*),
- Mrs Roslyn Lumsden (*Treasurer*),
- Mrs Chris Rooney (*Leader Development Officer*),
- Mrs Margaret Humphries (*Office Secretary*),
- Mrs Lesley Gee (*Minutes Secretary*),
- Mrs Cheryl Russell (*Grants Coordinator*),
- Mr Ian Russell (*Promotions/IT Officer*),
- Mrs Marj Wellings, Mrs Cheryl Russell and Mrs Margaret Humphries (*Elected Members of the Board*), and
- Mrs Jennifer Tutin (*Chairman's appointment to the Board*).

Relationship with Diocese

GFS Brisbane makes two types of grants available to parishes within the Diocese each year. A grant of up to \$500 is offered to parishes to provide an ongoing ministry to children and/or youth, for them to be able to replenish materials such as pencils, colouring pencils, glue and craft materials. During 2020, 14 grants of \$500 were approved. The second grant we provide is our 'one off' grant of up to \$1.5k for parishes to hold a one off (special event). We approved six grants in 2020 that asked for various amounts. Two of these grants were returned to GFS, as due to COVID-19, their events couldn't be held. Another two asked for an extension until the end of 2021 to use their grant, and these were agreed

to by the GFS Diocesan Council. The two grants that were actually used were for A Messy Advent – preparing for a Christ Centred Christmas, which was held on Advent Sunday. The other event held was a Teddy Bear’s Picnic to reconnect with families who have had their children baptised in recent years. Obviously, due to the pandemic, we had less requests for the ‘one off’ grant, as restrictions severely curtailed having large gatherings. We continued to support the Ministry Education Commission by giving them \$2k for each of their Ichthus Camps.

We give two bursaries each year to students at St Francis College. These students are recommended to us by the Principal of the college, the Rt Rev’d Jonathan Holland. The two students who received these bursaries in 2020 were Lorraine Lynch and Lauren Martin. We support a Chaplain at the children’s hospital by paying her wage for one day a week.

Each year we have a diocesan project, and for 2020 that was ‘Angel Tree’, a program of Prison Fellowship Australia, which supplies Christmas presents to children of prisoners. Our financial support extends to our World GFS where we support the current GFS World Project, which in this three-year term has been to Sri Lanka (English for Employment Prospects) for young women. GFS World also has a World Travel Fund, a World President’s Travel Fund and an Emergency Fund. The World Travel Fund is there to help leaders from developing countries attend the GFS World Council, which was to be held in South Africa in July 2020, but because of the COVID-19 pandemic was postponed until 2021. There is much discussion happening around the GFS World countries whether this should in fact go ahead this year. Those of us from Australia, who were going to attend in 2020, have stated that we are not prepared to travel to South Africa in 2021 either as the virus is still very active there and has mutated to be a more contagious strain.

Activities

GFS Brisbane meets on a bi-monthly basis and our meetings are held at St Francis Theological College. We usually hold two outreach events each year for past and present members of GFS. Unfortunately, in 2020, neither of these could be held due to the COVID-19 threat. As we couldn’t meet for our outreach event in September we came together for a GFS National gathering via Zoom to pass our revised by-laws and hold the GFS World Day of Prayer service. We held some of our meetings in 2020 in person, and some via electronic means either by email or via Zoom.

Finance

As at 31 December 2020, our financial balances were:

- ANFIN working account **\$82,387.97**
- ANFIN investment account **\$641,072.20**
- Westpac account **\$3,371,795.82**

A portion of the interest from the ANFIN Investment account goes towards paying the wages of the children’s hospital chaplain.

A percentage of the interest from the Westpac investment account is transferred into the GFS working account and is used to fulfil our pledges in supporting grants, bursaries and

projects. We always leave a percentage of the interest in the investment account to add to the principal and not deplete the account. We also employ an Office Secretary, so need to ensure we have the money available in the working account to pay her wages.

Risk Management

All GFS leaders must undertake the 'Safe Ministry to Children and Vulnerable People' training as set out by the Diocese. They must also hold a Blue Card.

Other Matters

We updated our constitution, which had been an ongoing project over the last few years. We had advice from Paul Paxton Hall, a solicitor, who was a great help to us with this. We were especially keen to ensure that our investments were going to continue to support children's and youth ministry in the event that GFS in Brisbane had to wind up, so our winding-up clause was altered to make the Diocese a trustee in order to continue the support of children's and youth ministry. We finalised this new constitution during 2020, and it was formerly adopted by the members of GFS in the Brisbane Diocese at a special meeting in December.

GFS Brisbane is proud and pleased to be in a position to help support children's and youth ministry in our Diocese, this is what we are all about, but as well as supporting this vital ministry we support each other by having two Townsend Groups for adult members of GFS. The Headquarters Group meet in the Darnell room in the Cathedral precinct and have been ongoing for many years, most of the members are elderly and unfortunately the numbers are falling due to them entering retirement homes, or going home to be with our Lord. The second Townsend Group meets bi-monthly for fellowship at different homes of our members. We are all ex-GFS leaders. This group is well supported, and we all gain valuable friendship, love and support from each other.

We are only as strong an organisation as the people who are a part of it, and I think that we have a wonderful group of people dedicated to keeping GFS Brisbane alive and well. It gives me pleasure to present to you GFS Brisbane's report for 2020.

***Mrs Lesley Briggs,
GFS Chairman, Brisbane***

Mission to Seafarers Brisbane Inc

Our Mission

To provide social and spiritual support for the emotional wellbeing of all seafarers.

Our Vision

To be a relevant and proactive provider of services to meet today's seafarers' needs.

Our Values

We operate with integrity and commit to being:

- Respectful,
- Resilient,
- Compassionate,
- Inclusive, and
- Faithful.

Our Seafarers' Centre is a place of safety, comfort and a "Home away from Home" for all seafarers irrespective of race, gender, culture or faith

Committee Members

President	Capt Ross Nicholls
Secretary	Ms Lisa Davis
Treasurer	Mr Rick Domann
Member	Mr Rob Clark
Member	Mrs Wendy Firmin
Member	Capt Kasper Kuiper
Member	Mr David Beckinsale
Member	Mr Tony Fry
Member	Mr James Condon
Member	Ms Maureen Tottenham (retired)

Honorary Chaplains

- The Rev'd Ian McGilvray
- The Rev'd Stephen Briggs (PinC Anglican Parish of Grovely, RAN Chaplain)
- *Chaplain Emeritus:* The Rev'd William Pearson (RFD MNSC RANR Ret.)

Honorary Life Members

- Mrs Marcia Scholes OAM
- Mr Bruce Balnaves
- Capt David Ellis OAM and Mrs Marilyn Ellis
- Mr David Thomas

The Mission to Seafarers Brisbane Inc is an incorporated association and registered charity in Queensland and registered with the Commonwealth Charities and Not for Profit Commission.

The Mission to Seafarers is financially supported by proceeds from the Seafarers' Centre shops, income from investments, donations from parishes, companies and individuals along with community grants and projects supported by industry.

2020 Annual General Meeting

The Mission to Seafarers Brisbane Inc AGM was held at 2 Seafarers Street, Port of Brisbane on Saturday 13 March 2021 at 1pm

President's Report

It almost goes without saying that the past year has been one that has presented challenges for our Mission and all seafarers centres worldwide. While the cause of the challenges may be unique for our lifetimes, it is not the first time in our 128-year history, one that has spanned several wars and other memorable societal hurdles, including a flu pandemic, that we have been required to adapt our service. What was most challenging in this past year were the restrictions placed on our personal interaction with our seafarers, volunteers and supporters. It has been difficult to reconcile not being able to interact with those we serve which is the primary purpose of our existence. That said, our doors have generally remained open and thankfully for technology, we have remained in contact as best we can. Our supervisors, volunteers, chaplains and stakeholders remain as committed and dedicated as ever to showing compassion and care for our seafarers.

In previous years, I have highlighted that we need to continuously understand the changing needs of our seafarers and how our service can adapt to meet those needs. A seafarer's general needs have remained simplistic in nature, however the enhanced isolation that has befallen the worlds 1.5m seafarers has taken an enormous physical and emotional toll on them, their shipmates, their families and those seafarers who would normally be waiting to re-join a ship so they can resume being paid. This pressure of not being able to leave their ship for any reason other than maintenance or, if they are lucky, to return home to their family, has been the cause of significant duress and has manifested itself in several ways all culminating in an impact on the seafarer's mental health. During the last quarter of 2020, it was not unusual to hear that seafarers had been onboard their ship for well in excess of 12 months some taking drastic measures in an effort to be repatriated. Our role to provide welfare support has been severely restricted yet the need for this care has dramatically increased.

Out of necessity our services have adapted in several ways to provide a lifeline between the seafarer and our centre. Technology has been the key and has allowed us to maintain that vital contact. Our regular weekly chaplain's video post on Facebook, direct contact with seafarers on Facebook Messenger and an online seafarers' shop for essential items and some non-essential items has provided those valuable connections. While physical ship visiting has almost halted, frequent unscheduled visits to the bottom of the gangway from one of our ship visitors for the delivery of shop order items or care packs still allow

us to retain a 'socially distanced' physical connection, which is vital to the emotional wellbeing of our seafarers and our volunteers.

These challenges have enabled us to bring forward new ideas and concepts while adapting our more traditional services. These restrictions have significantly impacted our financial standing, but the prudence of our committee and the continued support from our key stakeholders, supporters and followers continues to encourage us and allow us to provide our service in a low-cost way. Without their support, whether it be financial or "in kind" our role in a seafarer's life would be further diminished and less effective.

This broad section of supporters from the Anglican community through to local community groups who behind the scenes tirelessly knit, make gifts, gather essentials and deliver these to our Seafarers' Centre all year round have provided our seafarers with items that make their lives more bearable and provide hope. Contributions have continued to benefit our seafarers through care packages that provide forms of entertainment and a distraction to both their daily onboard lives or periods ashore in quarantine accommodation and have allowed us to distribute more Christmas Gift bags this year than any prior year.

In conjunction with these more organic connections our relationships with local maritime industry leaders from Port of Brisbane, Maritime Safety Queensland, Brisbane Marine Pilots, Svitzer, AMSA, Viva Energy and Shipping Australia have continued to provide essential support for which we are continually grateful. Maritime Safety Queensland has proactively provided support to seafarer welfare agencies across Queensland and have demonstrated their care for the seafarer through the implementation and coordination of a successful seafarer repatriation campaign. This campaign, not without its significant challenges, is a benchmark for national and international ports as to what can be done with appropriate resolve and care in what has been heralded a global humanitarian crisis.

The year ahead for us will continue to be a challenge, but one we now have a clearer understanding of. The past year has allowed us to focus on developing our systems with improvements in our governance, management systems and strategic planning all of which will underpin a sound structure for our Seafarers' Centre into the future.

Operationally we will continue to utilise technology to improve the efficiency of our online store with enhanced access through the development of a fit-for-purpose ecommerce site. This will provide greater flexibility and access for our seafarers. In conjunction with the store development, the installation of a standalone Cloud storage system has allowed us to start consolidating and archiving our vast history of information along with utilising data sharing technology to free up our information flow. Technology has also strengthened our ties with our network of national seafarer centres which traditionally had been stifled by geography and time zones. It has also created better opportunities for us to connect to a global online shopping hub facilitated through Mission to Seafarers HQ in the United Kingdom.

The year 2021 will be a year of further refinement and development of our services and hopefully establish a level of business security to allow us to operate into the future. Committee will continue to prudently manage the services and associated finances of our Seafarers' Centre and continue to develop the systems and appropriate succession plans for the committee to underpin our continued operation within the Port of Brisbane.

Key Statistics for 2020

The following statistics highlight the activity of the Seafarers' Centre for the past year.

Ships calling Port of Brisbane	2,150 (2,850 in 2019)
Seafarers visiting the centre	3,240 (15,500 in 2019)
Bus trips for seafarers	3,040 (7,800 in 2019)
Kilometres driven	13,500 (82k in 2019)
Supervisors	1 (2 in 2019)
Volunteers	45 (54 in 2019)
Minimum volunteer hours	5,940 (8,700 in 2019)
Ship visits	21 (426 in 2019)
Value of donations – goods and inkind	in excess of \$100k (\$50k in 2019)

Key Events & Projects for 2020

Each year, the Seafarers' Centre hosts various events and activities that enable us to thank our staff, stakeholders and supporters and hopefully engage with other community organisations and potential volunteers who can assist us in our endeavours. We also engage with our community and industry stakeholders to undertake a range of projects that will ultimately benefit the services we can provide to seafarers.

The key events and projects of 2020 were explicable minimal given the restrictions impacting our industry, but nonetheless it gave our wonderful staff, followers and supporters the opportunity to continue to engage with us as best we could.

Strategic Planning Day

During October, our committee and supervisors engaged with the services of Board Matters to commence a more formal approach to strategic planning. This is a first step for our centre to seriously consider the future continuity of our services and to develop the appropriate systems to underpin the future. We initially considered our purpose and how we are likely to approach this into the future, distilling our mission, vision and values as the initial step. Further collective workshops are to be held during the year ahead to develop a more detailed structure of the how we are to adequately fulfil our objectives through to 2025 and beyond.

Sea Sunday & Regular Services

Sea Sunday, the second Sunday in July, is an international day for the Mission to Seafarers to recognise their seafarers. This day, in conjunction with the International Day of the Seafarer (last Sunday in June), allows us to widely recognise the seafarer and promote the efforts of the Mission to Seafarers as a faith-based service.

Given the restrictions surrounding social gatherings, technology was used to live stream a Sea Sunday service via Facebook. While the ability to network with those that would normally attend the service was curtailed, the live stream concept allowed us to extend our service beyond our traditional borders, without a declaration pass.

We are continuously reminded of how we are blessed to have two wonderful and active Chaplains. Their support for our seafarers and the work they do shines through

continuously. The Rev'd Ian McGilvray and the Rev'd Stephen Briggs are actively engaged at the Mission and provide a strong link to the welfare and pastoral care required by seafarers and to their parish communities.

At the beginning of the year, Rev'd Ian McGilvray held regular Sunday Service at the Seafarers' Centre and quite excitedly, presided over a wedding between a young Third Officer and his bride which was coordinated on the ship's arrival in Brisbane.

Ship Visiting

Our long-term ship visitors of Peter Jones, Rev'd Ian McGilvray and Rene Lejeune continue to do a magnificent job and I thank them for their ongoing commitment to the Mission and the seafarers they visit.

The events of 2020 have impacted our ability to visit ships at a time when the seafarers need us the most. This is a confronting reality for our caring ship visiting team and volunteers. However, while physical shipboard visits are not permitted, other than in an emergency, I am pleased to advise that we have made headway this year on several key fronts. Following last year's AGM a regular volunteer – Russell Brennan – stepped forward to assist in the coordination of ship visiting, allowing us to expand our existing program. Russell is an enthusiastic member of the team being an ex British Merchant Navy seafarer from several years ago. We hope his enthusiasm, passion and skills in this area will enhance our ship visiting into the future when the restrictions on interactions with our seafarers are lifted so we can meet our commitment to increase the number of ships visited in the port.

The apparent value in ship visiting can never be understated and this was highly evident when our Chaplain Rev'd Stephen Briggs and Ship Visitor Peter Jones were called in to assist seafarers who had been traumatised by the heavy weather incident on *APL England* earlier in 2020. In conjunction with traditional ship visiting, we have undertaken numerous hospital visits to assist seafarers who have been admitted with medical concerns along with delivery of care packages to seafarers isolated in quarantine hotels while they travel to/from their ships or awaiting to travel home.

Christmas Bags

We were blessed to have a committee member with a broad network in the charity space that was able to connect with many likeminded charities in preparation for Christmas. In what was a unique year, we managed to source and pack nearly 900 Christmas bags for seafarers, eclipsing our previous best of 440 bags. This was a significant achievement for our volunteers, one that was overwhelmingly endorsed by our seafarers who understandably cherish this special time of year to be with family. There are significant benefits for our wonderful team of volunteers who pack and deliver the bags to see the looks on the seafarers' faces as they receive their bags.

Capt Dave Ellis OAM

Our immediate past president, and significant contributor to the Mission to Seafarers Brisbane, was awarded an OAM during 2020. Given the restrictions on social gathering earlier in the year, a befitting function at the Seafarers' Centre was held in October to congratulate David and Marilyn who both richly deserve the recognition for the services to our Mission and the community.

Each year there are a number of specific projects tabled for consideration, each of them focused on enhancing the level of service we can provide to the seafarer. Our ability to self-fund these projects is often limited and our grants team continuously review the community opportunities to seek funding.

During 2020, there were three key projects undertaken and we are extremely grateful for the organisations providing the grant and undertaking the work.

Australian Mariners Welfare Society

Our existing bar fridges were limiting our ability to store and display stock and, given their age, were also inefficient and ultimately expensive to operate. New fridge front and shelving has allowed us to expand our storage and showcase our refrigerated shop and bar items.

Viva Energy

At the commencement of the COVID-19 lockdowns and closing of the doors of our Seafarers' Centre, a decision was made to create an online shop through our website, allowing the goods traditionally sold in store to be available to seafarers online. The system, while slightly crude, enabled us to commence serving our seafarers and delivering to their vessels, keeping our connections with them alive. Within a short period of time, it was recognised that the system needed to be upgraded to cope with limited internet access ships have. A Viva Energy grant has enabled us to upgrade our online shop using a contemporary e-commerce platform which will ultimately allow us to engage with a greater number of seafarers.

Port of Brisbane

The condition of the Seafarers' Centre roof had deteriorated to the extent that there were concerns of potential internal water damage following storms and periods of heavy rain. While the centre was operating at reduced capacity in November it was the ideal time to undertake this significant project. Now with a new roof and guttering we are well placed to withstand future storm and rain events.

Our People & Succession

Our people – supervisors, volunteers and management committee – continue to underpin the services we provide, for which we are truly thankful for their unselfishness. Sadly, and not unexpectedly, the limitations on our operations and the potential for transmission of COVID-19 has seen many of our volunteers reduce their availability or stop volunteering. A decision that is totally understandable given these circumstances and the potential impact on their personal health given their demographic.

The demand for our services has been curtailed in the past year however we are fully aware that the seafarers' need for pastoral care and welfare support is increasing given the circumstances of their enhanced isolation. Our remaining team of volunteers are responding on demand and are looking forward to the day we can return to interacting face to face with our seafarers.

Historically, the Mission has devoted a lot of time and resources seeking to refresh our volunteer pool to ensure we can effectively operate the Seafarers' Centre. Our

supervisors and members of committee are regularly engaging with parishes, community groups, and the local maritime industry participants to maintain a regular presence and visibility in the community.

The impact of the past year on our ability to provide adequate succession for the future is notable, but we are not the only charitable organisation to feel the effects of this. In the year ahead we will be taking the opportunity to broaden our engagement within the community and seeking to build our capability again both at volunteer and committee level. This will not only strengthen our team to provide the service but to import new skills and experiences needed to facilitate our strategic plan and guide us to achieving our future centre objectives.

The Mission has maintained its community profile by continuing to:

- engage with Volunteering Redlands and Volunteering Queensland,
- maintain an interesting and informative website,
- maintain an interactive social media presence through the Facebook page (now with over 800 followers),
- distribute a quarterly e-newsletter (*Brisbane Mission Matters*) emailed to volunteers, supporters and other interested persons and associations,
- attend fora and presentation opportunities within the Port, parishes, service clubs and interested groups, and
- seek to develop meaningful MOUs with key organisations.

Financial Matters

Our financial health is of paramount importance in being able to continue to operate in Brisbane. In the past year, we have received employee support through the government's Jobkeeper program and commissioned an online shop, both of which have been critical in maintaining a source of income.

Our regular operating income streams from our shop, bar sales, phone cards and foreign exchange have been heavily impacted. We had already seen downward trends on these traditional income sources over the years as seafarers get less time ashore, with these trends set to continue. COVID-19 has driven us to diversify our traditional income streams, monitor costs closely and reduce or cease unnecessary expenditure while continuing to seek one-off community grants.

Our investment fund and donations are critical to the future funding of the Seafarers' Centre's operations and more so now than ever in the past decade. While they cannot be relied upon as regular means of income our longer-term strategies and opportunities are being pursued.

Our financial results for 2020 will show Mission to Seafarers Brisbane has delivered an operating profit for the year, albeit significantly lower than forecast. While this surplus is pleasing and reassuring that we can continue with our work, we must be mindful that without the appropriate distributions from our investment fund, this surplus will be significantly eroded with a potential for an operating loss. Continued prudence in

managing our expenditure for the year ahead, along with assessing opportunities to improve our sources of income, will allow us to maintain and hopefully extend our operations and services to meet the demands of the modern seafarer.

Conclusion

At the Mission to Seafarers Brisbane all our staff, volunteers, supporters and donors from across South East Queensland contribute from their hearts to support seafarers visiting the Port. Each year we are reminded that our Mission continues to be of relevance, and the year passed has been a valuable reinforcement of the need for these welfare services worldwide.

We are blessed that our Port continues to innovate, collaborate and enable a growth in trade which only seeks to underpin our role in providing a range of support services to the seafarers manning these ships. While this year has also challenged the Port, given the impact on trade, we will continue to monitor trends in the global shipping industry and adapt to provide the best local welfare and pastoral care services possible.

In closing, we pray that our valuable and vital ministry to seafarers visiting the Port of Brisbane will continue with the kind and heartfelt levels of support that we are currently blessed with.

***Capt Ross Nicholls,
President***

St John's College, within The University of Queensland

Warden: Ms Rose Alwyn BA (Adel), MBA (Adel), GAICD

Our Purpose

For over 100 years, St John's has been a university residential community founded on the rich cultural and intellectual heritage of the Anglican faith. Grounded in a constant appeal to intellectual rigour, the freedom to question, and rediscovery and appreciation of the wisdom of past generations, the college equips each new generation of Johnian learners to contribute to an evolving culture of diversity, openness, authenticity and inclusiveness leading by example in our community.

Our Vision

To develop self-aware, passionate, courageous and confident people who are prepared for leadership in their chosen profession and to serve a global community.

Our Values

St John's values are inspired by our Anglican heritage, which are the essential building blocks for our community living:

- *Respect.* We promote self-respect and respect for others, creating an environment where people feel safe, included and supported.
- *Excellence.* Our members are encouraged to be ambitious, to lead and to serve, to learn how to think not what to think, and pursue excellence in all endeavours with passion and enthusiasm.
- *Resilience.* We instil in our members the wisdom to grow from their challenges, to take responsibility, learn from mistakes, and the courage to adapt and overcome adversity.
- *Integrity.* We promote integrity and expect the highest ethical standards in all members of our community.
- *Inclusion.* We provide a supportive, inclusive, collegiate community where life-long connections are forged.

2020 – A Year Like no Other

The summer of 2020 saw one of the most horrific bushfire seasons for Australia, the impact devastating communities across the country. The fires, combined with the long drought, affected a number of our Johnian community, many of whom are from rural areas across Queensland and New South Wales. At the end of January, COVID-19 took centre stage. We watched as countries implemented necessary quarantine and social distancing practices to contain the pandemic, the world in lockdown.

By the end of week three of the academic year, the University of Queensland had paused all coursework for a week, moving quickly to online delivery. At St John's, students were encouraged to return home and our numbers reduced to 60. By Easter, the 15 students

who remained in college were relocated to self-catered apartments in Hall Paterson building. This was the smallest student cohort the college had seen since World War II.

The pandemic presented novel challenges that required a practical and agile approach, leadership, teamwork and understanding on everyone's part. It also provided the college with an opportunity to improve learning opportunities that take the best from technology and combine it with the enthusiasm and vitality of an active living and learning community. Our students showed courage, resilience and creativity in adapting to an unreal and foreign situation. They embraced new initiatives incorporating technology: creating podcasts, Instagram takeovers, bake-offs, digital music and sporting competitions.

It was a joy to be able to welcome students back in the second semester, with many of our usual Inter College Council (ICC) and college events, all through a COVID-safe lens and with a good plan in place.

The Student Club Executive worked enthusiastically as a team under the presidency of Lydia O'Neill and her executive committee. The Student Club was committed to ensuring that it made up for lost time during COVID restrictions, hence the weeks were jam packed with social, sporting and cultural activities.

There was mixed sporting success in the second semester, and overall St John's placed second behind Duchesne in the Women's Sport and placed third in the overall men's sport and third in the Community Cup. Of particular note was our success in the women's rowing, winning the inaugural women's eight competition. We were pleased to win the Sir Zelman Cowen Cultural Cup again, with strong wins in Bandfest and Chess, and second place in Art Show and Oratory.

Some of the highlights of the second semester, including the inspirational address from Peter Greste at the Academic and Professional Dinner, with academic excellence prizes presented by the Vice Chancellor and President of the University of Queensland, Professor Deborah Terry AO. We also welcomed Australian Olympic Champion Susie O'Neill as the guest of honour and speaker at the Sports and Cultural Dinner, where we celebrated our sporting and cultural achievements.

Key services and events during the year, led by the Rev'd Dr Ceri Wynne included the Matriculation Service, Ash Wednesday, ANZAC Day services. In the latter part of the year, we welcomed guest priests, the Rev'd Chris Tyack and the Rev'd Suzanne Grimmatt who led Evensong, Valedictory Service, and the Advent, Lessons and Carols service. We are also grateful for the leadership of the College Choir under the directorship of Mr Andrej Kouznetsov and organist Mr Phillip Gearing.

Although 2020 was a challenging year in many ways, St John's students have proven themselves to be resilient, flexible and adaptable. Their strong results in the first semester were aided by UQ and QUT's decisions to positively adjust how results were reported to acknowledge the difficulties students faced in the first half of 2020. That is not to say the students did not work hard and well under the circumstances and their efforts were rewarded.

They backed this up with very good results in the second semester which did not have any further allowances for COVID-19, and in fact their results show a big improvement when compared to the previous “normal” semester (Semester 2, 2019.) The fact that they were able to do this when there were still a number of obstacles and issues in the second half of 2020, including the continuation of online learning, assessment and exams, is a very pleasing result and a credit to them.

The college acknowledges the work of the St John’s College Foundation Board, led by Mr Peter Sullivan and is grateful to the generosity of Foundation members whose gifts provide scholarships to students. The call for scholarships for 2021 for returning students was brought forward to enable some certainty for those students that are experiencing financial hardship, generally and exacerbated by COVID. Those scholarships that are awarded on the basis of academic merit will be made after the academic results are known. The college and residents are grateful for the support of the Foundation in the provision of awards through the careful management of invested funds.

The St John’s College Council members for 2020 were:

- The Most Rev’d Dr Phillip Aspinall, Archbishop of Brisbane
- Mr John Peden QC (*Chair*)
- Prof George D Mellick
- Mr Hamish Bonifant
- Dr Alan Campbell
- Ms Kate Charters
- Dr Jane Williamson (resigned May 2020)
- Mr Swain Roberts
- Mr Robert Jones
- Mr Cameron Mana
- The Rt Rev’d AJ Roundhill
- UQ senate appointee (*no appointee of UQ during 2020*)

In February 2020, the council approved the Governance Code (Code). The council members’ roles and responsibilities are set out in the four charters adopted by the council, being the Council Charter, the Executive Committee Charter, the Finance & Risk Committee (FRC) Charter and the Buildings & Grounds Committee (B&GC) Charter. A copy of each of the charters has been provided to each council member and a hard copy is available for reference at each committee and council meeting, together with the Constitution and Delegations Policy.

The Charters and Delegation Policy lay out the decision-making framework of the council and establish the decision making boundaries between the Warden and the council.

Risk is considered separately by the Finance and Risk Committee (FRC), which meets separately and reports to council each meeting. The FRC has also identified the need for the budget framework to be developed with reference to percentage tolerances so as to allow for flexibility.

The council appoints auditors, being Bentleys Accountants, to audit the special purpose financial reports of the College. The audit report was unqualified.

The council held a strategic planning day on 18 July 2020, facilitated by an independent consultant, Ms Helen Darch, at which the college's purpose and objects were discussed. Consequent upon that meeting, the Warden drafted a strategic plan, which was duly done, considered briefly at the November 2020 Council meeting and then finalised by 4 December 2020.

Summary of Financial Performance against Budget 2020

The college incurred a surplus of \$1.47m for the second half of the year, 1 July 2020 to 31 December 2020 against a revised budgeted surplus of \$104k. The favourable variance of \$1.36m results from the second half of the year unrealised gains on investments variance of \$1.73m being offset against the unfavourable operations variances of \$370k.

At the end of the year, the college commenced significant upgrades to student accommodation in Twickenham building, and further refurbishments are planned for the future.

The college is especially grateful this year for the way in which everyone stepped up to support and care for one another through a challenging year for our community. To those staff past and continuing, the college acknowledges your efforts and achievements. To the Chair and members of council who have availed themselves for advice and counsel, you have been most important in keeping the college stable during this unprecedented and challenging year.

In 2021, we will celebrate what will be 31 years of women at the college, 110 years of the founding of the college and 100 years of the Student Club.

***Ms Rose Alwyn
Warden***

Surfers Paradise Anglican Crisis Care Inc.

Surfers Paradise Anglican Crisis Care Inc. (SPACC) is an incorporated entity under the Associations Incorporations Act 1981. It has operated for the past 39 years from St John's Anglican Church, 36 Hamilton Avenue, Surfers Paradise.

SPACC is committed to helping the poor, the disadvantaged and the homeless. We offer those in greatest need "a hand up" to empower them to help themselves out of homelessness and/or crisis.

Our management committee (board) now comprises the following members:

- Mrs Diann Eadeh (*President*)
- Mr Chris Bevans (*Treasurer*)
- Mrs Jan Kealton AM (*Secretary*)
- The Rev'd Don Parker,
Rector of the Anglican Parish of Southport, (*Committee Member*)
- Mr Raj Anand (*Committee Member*)
- Mr Mario Fairlie (*Committee Member*)

Diann Eadeh worked for Director of the Queensland Radium Institute and assisted with the original formation of the Cancer Fund of Queensland from 1969-71. Diann has worked in travel for Qantas, Air New Zealand and World Travel Headquarters, all in Brisbane between 1971 and 1985

Diann has travelled extensively and, apart from Queensland, has lived in California, Washington State, and England.

Diann and her husband have owned and operated a group of 14 food outlets in California, as well as owning and operating several other businesses in Queensland from 1985 to 2006.

Diann spent approximately 12 years counselling/support for cancer patients on the Gold Coast, through the Queensland Cancer Fund from 2000 to 2012, and was involved in fundraising for the Endeavour Foundation on the Gold Coast from 2010 to 2012.

Chris Bevans is currently a Private Banker with Westpac Private Bank where he personally looks after a small group of high net worth and influential families on the Gold Coast. With over 14 years in the banking industry, and over 11 years in private wealth and investment markets, Chris brings with him a strong knowledge in financial matters and general business acumen.

Jan Kealton has a background in business, having been a director in an events business which she co-owned with her husband. When her son developed schizophrenia in 1994, she began learning about the profound impact of mental health issues on those we love, as well as the enormous impact on their families. Jan worked as an advocate for mental

health for many years, in both a professional and voluntary capacity, and brings these experiences to the board.

Under SPACC's constitution (rule 18) the Rector of the Parish of Surfers Paradise is automatically a member of SPACC and is exempt from paying a membership fee.

We have close, longstanding relationships with Anglican schools, in particular All Saints Anglican School, The Southport School, St Hilda's School, Coomera Anglican College and Somerset College. The students from the Anglican Schools learn important life lessons while volunteering at SPACC, including the mutual benefit of community service, interaction, learning to respect and understand homelessness. Through firsthand experience, students also learn the relevant and important role the Anglican Church, through SPACC, has in helping the marginalised and disadvantaged.

SPACC's presence in and work from St John's Anglican Church promotes the Anglican Church. It has 39 years of visibility in this role.

SPACC seeks to embody the philosophies of love, tolerance and charity in the work we do each day.

We welcome the involvement of Anglican parishes at SPACC. Many of our volunteers are parishioners at Anglican churches. Representatives from SPACC are regular speakers at Anglican Church services and the Rector of the Anglican Parish of Southport (Don Parker) is a SPACC board member. SPACC was founded by parishioners of the Anglican Parish of Surfers Paradise and we maintain a strong relationship with that parish.

Last financial year SPACC's activities included the following:

- assisted over 3,500 families and individuals in crisis,
- served over 19k meals,
- supplied shower and laundry facilities to over 2,500 people,
- provided over 200 Christmas hampers to families in crisis,
- provided over 3k lunches to kids that attended Surfers Paradise Primary school with no lunch,
- free dental program,
- free optometrist,
- Community Welfare Nurse,
- Justice of the Peace,
- Centrelink access, and
- Job Provider Network.

SPACC's revenue for the 2020 financial year was \$552,967.29 primarily from fund raising/donations and government grants. SPACC does not receive any funding/revenue from the Diocese. We rely on government grants; and donations from Anglican churches, schools and the community. For every dollar we receive, 70c goes directly to those in crisis, which is significantly more than other not-for-profit organisations.

SPACC is happy to announce that the Diocese has signed a five-year License to Occupy, which provides stability to our services.

When the COVID-19 pandemic began in March last year SPACC management changed its service delivery method from a sit-down meal in our dining room to takeaway meals, and from face-to-face interviews to telephone interviews. We did not cease service delivery for one day which is a credit to staff and volunteers. SPACC's response to the COVID-19 pandemic has been mentioned in Federal Parliament for our outstanding service and has been designated as an emergency response provider.

Due to COVID-19, we have had to limit the number of volunteers that can actively participate in service delivery. However, we currently have 57 volunteers waiting to return, seven volunteer board members, one full-time staff member, two part-time paid staff members, and two casual paid staff members.

All volunteers and staff have completed the Safe Ministry Check and have current Blue Cards, and all board members have Blue Cards.

Looking to the future, we continue to see a large increase in the numbers of people requiring emergency assistance, and we believe that these numbers will continue to grow. This will be exacerbated greatly when the government COVID-19 payments stop at the end of March. Lack of affordable housing, family breakdown and increasing mental health challenges all add to the pressure of feeding, clothing, and caring for the families and children who present to us daily seeking our aid.

SPACC has been fortunate to receive ongoing corporate sponsorship from the Frizelle Foundation, Salescorp and sponsors who wish to remain anonymous. SPACC also receives support from rotary clubs, lions clubs, The Sovereign Order of St John's, The City of Gold Coast, Ecstra Foundation, Oz Harvest, Queensland Community Fund, ANZ Bank, and the state and federal governments. Our emergency relief funding and our Community Nurse is funded by the Federal Government.

Over the past 39 years, SPACC has provided over 650k meals to people in crisis. From 2009, SPACC has assisted over 27k people in crisis and over 9k children in need of emergency relief. We are proud of our achievements in assisting those in need in our community and acknowledge our founder Joan Hancock for the legacy that she has created.

It is important to acknowledge that without the assistance of our volunteer work force and the dedication shown by staff, we would not be able to continue with our mission. It is a credit to them all that they continue to provide as much assistance as they can to alleviate the hardship experienced by our clients in a kind and caring manner.

*Mrs Dianne Kozik,
General Manager*

Service Personnel Anglican Help Society

On behalf of the Committee, it is with great pleasure that I present the annual report for the Service Personnel Anglican Help Society (SPAHS) for 2020. This is the society's 105th year of operation.

This report not only satisfies our obligation to report on SPAHS' performance as an incorporated association, but also as an Anglican Church Body. This report will detail our progress in meeting the objectives of the SPAHS Strategic Plan and inform you of the range of activities we have undertaken in the 2020 calendar year.

This year has been particularly challenging for us all with the COVID-19 closures and border restrictions extending from March to December. Our profitability was significantly impacted, but we managed to come through the year with a modest surplus and without standing down staff.

Just prior to the 2020 AGM we embarked on a series of strategic planning meetings to develop a business strategy that ensures we are operating for the next 100 years. This has involved us reviewing our corporate and management structure to ensure we maintain our focus on the intended purpose of SPAHS as established by the Rev'd Canon David Garland to provide a respite haven for veterans.

We have spent a considerable amount of time engaging with experts in order to understand our options and members will be asked to vote on our recommended course of action some time during the middle part of 2021. This will see us better placed to manage the complexities of our wonderful legacy.

There were some one-off legal and consultant expenses this year related to the governance and organisational issues we have dealt with over the past two years. These are detailed in the body of the report and our financial statements.

Society Directory

The Service Personnel Anglican Help Society was founded in 1915, and was originally known as the Soldiers' Church of England Help Society.

Patron	The Rt Rev'd Archbishop Phillip Aspinall
Chair	The Rev'd Don Parker (<i>until Aug 2020</i>)/ Ms Jennifer Walker (<i>from Aug 2020</i>)
Secretary	Lt Col David Phillips, OAM (<i>retired</i>)
Treasurer	Mr Alan Pinkerton
Committee	The Rev'd Jim Cosgrove The Rev'd Denis Galloway (<i>from Aug 2020</i>)

Colonel Chris Austin (*until Aug 2020*)

Mr Hal Morris

Ms Alicia Irving (*from Aug 2020*)

Mr Alan Pinkerton (*from Aug 2020*)

Executive Officer Mr Norm Yorston

Our History

On the 7 June 1915, The Rev'd Canon David John Garland established a fund known as the Soldiers' Church of England Help Society to raise money for the work of the church in camps so as to provide social and recreational entertainment for soldiers of all denominations, to assist the work of the chaplains at the front lines and to help returning soldiers to resume a normal life after their return from The Great War.

In 1916, the fund acquired a parcel of land between Coolangatta and Snapper Rocks on the shores of Rainbow Bay. Tents were erected and soldiers could seek respite there before departure for the war. Later, in 1918, two large sheds were built to provide accommodation for wounded soldiers recuperating after hospital treatment and a place where others could seek respite: thousands did.

Between the wars, the 'Sailors and Soldiers Rest Home', as it became known, welcomed servicemen of all faiths for short holidays. Maintenance was supported by an active committee and a group of generous volunteers drawn from the communities of Tweed Heads and Coolangatta.

In June 1954, the new holiday house, named 'St George's Holiday House' was opened by the Chair of the Queensland Patriotic Fund, Sir John Chandler. A second stage was completed in 1958 and a third in 1961. The total cost was 54k pounds. Apart from major refurbishments between 1992 and 1999, St George's Holiday House remained much the same until demolition started in 2015 to make way for the new building, to be completed in 2016.

The Garland building, incorporating 'St George's Defence Holiday Suites' opened in December 2016. The building also now houses 20 privately owned units that enabled us to fund the redevelopment. Our suites are located on the three lower floors and are self-contained, however there are significant indoor and outdoor community areas where we hope the spirit of the old St George's holiday house will be replicated.

The new holiday house provides us with the opportunity to offer our facility to organisations and individuals who run programs to assist wounded, injured and ill veterans and their families and to also provide funds to military chaplaincy in keeping with our mission.

Our Objects

The objects of the Society are:

1. To provide recreation accommodation and support for:
 - a) members and former members of the Australian Defence Force and their dependants;
 - b) members and former members of other Defence Forces and their dependants at the absolute discretion of the Board;
2. To support Australian Defence Force Anglican chaplains in their ministry.
3. In carrying out the objects (set out in 1), if considered desirable from time to time and at the discretion of the Society, to provide accommodation for persons or groups from related or kindred organisations and associations.
4. To aid in the establishment and support of associations, institutions, funds, trusts and conveniences calculated to benefit persons or groups mentioned in 1 above or otherwise to further the objects of the Society.
5. To make available facilities, apparatus, equipment and other resources to any person, trust, corporation, firm, society, institution, government instrumentality or local government authority or other body for the purpose of carrying out any object of the Society.
6. To donate moneys and give financial support to any organisation (whether incorporated or not incorporated) in the furtherance of any charitable object or purpose carried on by that organisation.

Our Values

- **Faith:** *Faith, Service, Care, Generosity, Professionalism.*
- **Performance:** We provide efficient and effective services and pursue continuous improvement to remain relevant.
- **People:** We develop, support and respond to the needs of former or serving ADF, recognising diversity and culture. We ensure our volunteers, board and employees are proficient, skilled, qualified, well trained and behave with integrity.
- **Professionalism:** We provide quality services with integrity and accountability for outcomes.

We adhere to the principles that underpin our organisation and have been in place for over 100 years.

Corporate Governance Statement

Status

The Service Personnel Anglican Help Society (SPAHS) is an incorporated association in Queensland under *The Associations Incorporation Act 1981*. SPAHS is also a registered charity with the Australian Charities and Not for Profit Commission (ACNC). SPAHS is classed as a large charity under the ACNC definitions.

Rules

The society is established and governed by the rules as stated in the constitution for the Service Personnel Anglican Help Society. By joining the society, members agree to abide by these rules. While the society is an independent not-for-profit organisation it is also an Anglican Institution that acknowledges the Church Institutions Canon and accepts that it is a Church Body and will comply with the Professional Standards Canon.

A copy of the current rules is always available for inspection at St George's Defence Holiday Suites or can be downloaded from the SPAHS Website www.spahs.com.au.

Members

Eligibility for membership of the society and the processes for election to membership are described in the rules. Anyone who supports the objects of the society may apply to become a member. There are several categories of membership. Only society members may vote or hold office. Members may be removed from the Roll of Members for non-payment of accounts or for other reasons. Members have no entitlement to the profits or assets of the society, even in the event of winding up.

Committee

The committee comprises seven members, two of whom are Anglican clergy. The Chair and Treasurer are elected by the committee from the committee members. The Secretary is appointed by the committee but may be a non-committee member. Committee members serve three-year terms and one third of the committee stand for re-election each year.

The committee may appoint an eligible society member to fill a casual vacancy on the committee until the next Annual General Meeting.

The committee has voluntarily adopted a Code of Conduct to ensure that the conduct of the committee is of a uniform and exemplary standard. This code is reaffirmed after each Annual General Meeting. Committee members are not entitled to any remuneration for their services and must disclose any contract with the society. At each Annual General Meeting, the committee recommends a limited table of entitlements for committee members, particularly addressing any costs associated with performing official duties for the society.

The committee meets monthly and as required. The Executive Officer attends all committee meetings. Minutes of all committee meetings are taken. These are tabled and reviewed by the committee at each monthly meeting. The membership and attendance at committee meetings is shown in the following table:

Committee member	Meetings attended	Eligible to attend	Notes
Ms Jennifer Walker	16	16	<i>Chair from Aug 2020</i>
LtCol David Phillips	16	16	<i>Secretary</i>
Mr Hal Morris	15	16	
The Rev'd Jim Cosgrove	15	16	
The Rev'd Don Parker	12	12	<i>Chair retired Aug 2020</i>
Col Chris Austin	12	12	<i>Retired August 2020</i>
Mr Damien Moffrey	3	4	<i>Treasurer resigned May 2020</i>
Mr Alan Pinkerton	4	4	<i>Treasurer joined Aug 2020</i>
The Rev'd Denis Galloway	4	4	<i>Joined in Aug 2020</i>
Ms Alicia Irving	3	4	<i>Joined in Aug 2020</i>

Audit

The appointment of a registered company auditor as Society Auditor is approved by the members at each Annual General Meeting. The committee has determined that there is no justification for an independent internal auditor. Internal checking, surveillance by the external auditor, and the presence of the Executive Officer with accounting qualifications partly provide an internal audit function.

Compliance

The society complies with the letter and spirit of all applicable legislation and standards of corporate behaviour. The society complies with the Corporate Governance Principles and Recommendations published by the Australian Institute of Company Directors, where they are applicable to the society's circumstances.

Reports to Members

The society reports formally to members each year through the Annual Report. A regular email update from the Chair is also distributed. Additionally, since August 2020, the Chair provides information at an open member forum coincidental with our meetings at The Garland. A visitors' book operates which is tabled at each committee meeting to allow visitors to give feedback used by the committee. Communication by email between members and society management is encouraged, as is member access to the society's website.

Activities & Outcomes

Objective 1

Optimise the performance of St George's Defence Holiday Suites to achieve targets set by SPAHS

In keeping with Canon Garland's original purpose of the venue, the St George's Defence Holiday Suites are available for affordable respite holidays for our veterans.

In tabling the *Australian Veterans' Recognition (Putting Veterans and Their Families First) Bill 2019* the Government defined a veteran as 'a person who has served, or is serving, as a member of the (ADF) Permanent Forces or as a member of the Reserves'. SPAHS uses this definition as the eligibility criteria for booking holidays at St George's.

The COVID-19 lockdown/border restrictions had a major impact on the revenue of St George's. Of the 11,959 available nights we only let 7,200 (60.2% occupancy). Our target for the year was at least 80% occupancy. Consequently, the surplus generated for 2020 was significantly down on 2019.

Our room rates are only around 51% of the seasonal market rate so we are, on average, charging around \$100 per night less than the market rate. This equates to around \$729k in monetary terms that we provided in making our holiday venue affordable for veterans and their families.

We are conscious that we are able to make holidays affordable for many veterans who have little income, and we have carefully considered the balance between this and the benefits of generating a healthy surplus to invest in our direct support to military chaplaincy and other worthy causes assisting veterans in need.

We have set an ambitious revenue target for 2021 so let's hope that the vaccines become available and widely supported so we can resume some level of 'normal' operations and continue to support our veterans.

Objective 2

As SPAHS, provide support to serving and ex serving ADF utilising funds generated from investments and operating profit

In 2020, we refined our support program policy and targeted support. We agreed that funds available from SPAHS will vary each year. That is because the available funds for 'good works' are calculated as:

- 30% of SPAHS' operating surplus from St George's House Accommodation, plus 30% of SPAHS' return of investment after adjustment for CPI, provided the return is positive.

For 2020, our main form of support was to provide financial grants or accommodation to groups that run programs assisting veterans and their families. This year we supported a number of organisations and the value of this assistance was \$65k.

On face value, the current year surplus of \$558,575 compared with the 2019 year of \$409,611 seems acceptable, but further analysis is required.

The operation of St George's Defence Holiday Suites was severely affected by COVID-19 and border closures. As per the accounts St George's Defence Holiday Suites made a loss of (\$133,686) as compared to a surplus of \$379,918 in the 2019 year. The loss included a contribution to the building sinking fund of \$200k. Government subsidies through Jobkeeper and cash boosts were received totalling \$99,018, which can be added back against the loss. Therefore, in summary, the operation of St George's Defence Holiday Suites before sinking fund contributions and including government subsidies resulted in a modest surplus of \$165,332. The committee has resolved to increase prices by an average of \$10 per night to assist recovery from COVID-19 and futureproof the provision of good works.

The investment portfolio has also proved to be volatile due to COVID-19 and the effects on share markets around the world. The accounting for the investment portfolio is complex and can be divided into two categories, realised and unrealised gains or losses. In the current accounts the realised gains of \$593,243 were recorded in the profit and loss, but an unrealised capital loss of (\$95,731) was incurred and debited to the financial asset revaluation reserve. The projection for the current year is going to be difficult in an environment of low interest rates and market fluctuations, from 1 January to 28 February 2021, the investment portfolio has only increased by \$8k.

Careful and prudent management is going to be required to maintain the society's capital base.

Objective 3

As SPAHS, continue to support ADF Anglican Chaplains in their ministry

During 2020, we formalised the support given to the Anglican Defence Chaplaincy through the Defence Force Anglican Chaplains Incorporated (DFACI). In 2021, SPAHS is trialling an arrangement with DFACI under which support is provided to the Anglican Bishop of the Defence Force and Anglican Chaplains to help with their ministry, their training and development, funding research and with formal programs that deliver the outcomes identified by SPAHS to veterans.

The Anglican Archbishop identified programs amounting to \$125k in support for 2021. We are hopeful that our returns in 2021 from St George's and our investments will enable us to continue this level of support.

Objective 4

Continue to strengthen the financial reporting and governance of SPAHS

During 2019 and 2020, SPAHS has made significant adjustments in improving the financial management and governance of the society. It was in 2015 that we first recognised the governance of the new SPAHS would be more complex than when the previous single entity of the holiday house existed on the property. The new Garland/St George's involves us working with 20 other owners on the site. Our assets are worth

many millions of dollars and we require competent stewardship of those assets. This awareness initially involved engaging a governance consultant to give us advice and there were progressive changes to the constitution over subsequent years arising from that advice. Importantly those changes identified and strengthened the awareness that SPAHS is an Anglican Church Body and we have accountabilities under that relationship. In continuing our journey of continuous improvement in financial reporting and governance of SPAHS, this year we made two significant investments:

1. We invested in a review of our 2019 and 2020 AGMs as a result of issues being raised by various committee and former committee members. It was important to have an independent review to shine a light on how we were conducting our general meetings and elections. We thank the members who raised the issues to help us to continually improve our governance. We received a number of recommendations that have helped us guide our planning to prevent the same issues arising again in the future. There was one recommendation regarding the sequence of agreement regarding the election of office bearers for the committee needing to occur after we had registered the change to our constitution with the Office of Fair Trading. It was also recommended that we should perhaps re-run the committee election as the voting procedure was challenged. We agreed that, as a society, we had been somewhat easy going with our procedures and that, while there was no finding of impropriety, there was much room for improvement in our procedures. While the committee members were prepared to stand for election again, all concerned agreed that the outcome would not change so it was agreed to move forward to the improvement measures rather than go back over old ground.
2. We have since taken additional legal advice on the best practice governance structure for the nature of the society's current and future activities. This resulted in the recommendation to establish SPAHS as a 'Company Limited by Guarantee' and also to establish the operation of St George's as a wholly owned subsidiary company. It is our intention to move down that path in 2021, and a draft constitution is under development. We hope to take this to the Diocese and to our membership for acceptance around mid-2021. This will see the management committee replaced by a board of directors and we realise we need to attract people with good governance skills onto our board.

Under the Rev'd Don Parker's chairmanship we employed a part-time Executive Officer with accounting qualifications. This proved to be a significant move as we have been progressively understanding the need to take a more professional approach to the day-to-day management of SPAHS and St George's. We have given careful consideration to our management structure and made the decision to have the Executive Officer become the accountable officer reporting to the committee. As we move towards the new company structure we will revise the management structure and make appropriate changes as we develop to the next stage.

Objective 5

Strengthen the effectiveness of the management committee

Our management committee has worked tirelessly over the past couple of years in the planning and review of SPAHS. We regularly engage people with appropriate governance experience and capability to facilitate our planning with relevant skills transfer occurring. Each year we have at least one, sometimes two, planning weekends. The committee members are to be commended for their dedication to SPAHS, and the generous contribution of their time and skills. We have actively sought to nominate new people to the committee who bring their high-level governance and management expertise to the committee.

Thanks

Many thanks to the committee members who have had to put in so much effort to work through the strategic issues facing SPAHS and special thanks to Norm Yorston, our Executive Officer, who has been undertaking detailed financial and procedural review of our operations and giving us guidance in better business management.

And thank you to Archbishop Phillip Aspinall, our Society Patron. I am particularly honoured to have his support and encouragement as Chair.

*Ms Jenny Walker,
Chair*

Social Responsibilities Committee

It would be an understatement to say that 2020 was one of the most challenging years in recent times. Marketing experts attempt to simplify our increasingly complex world with three-word slogans like ‘in this together’, while, in reality, many communities, including Creation itself, are being left out from efforts to recover from a global pandemic.

How do we be *missionaries* to a world where uncertainty about the future creates division and fear? In our age how do we, as Rowan Williams puts it, seek

‘... to transform the human world by communicating to it in word and act a truthfulness that exposes the deepest human fears and evasions and makes possible the kind of human existence that can pass beyond these fears to a new liberty.’

Rowan Williams, *On Christian Theology* (Malden, Mass.: Blackwell, 2000).

The role of the Social Responsibilities Committee (SRC), is to provide advice and support to church leadership, and importantly, to work with and enable the Church in our collective efforts towards two marks of our mission in particular (those highlighted):

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

In contemplating the injustice that still pervades our society, and how we might ‘do justice,’ or how we might respond to our growing ecological crises and truly ‘care for creation’, the task in front of us can seem enormous.

SRC Priorities in 2020

1. *Internal transformation:* Helping our church to better navigate the complexity and conflict of our times, through developing adaptive leadership and collaborative maturity. We worked with post-graduate clergy and formation students on collaborative leadership, as well as hosted online workshops on virtual talking circles. As this priority area has been let go in 2021 due to budget constraints, we are thankful for St John’s Cathedral for continuing this important work through their Resource Church Project.
2. *Earth-centred external advocacy:* Working alongside Angligreen and other groups outside the Diocese, the key issue for 2020 was ecological and climate

justice. At the start of the year, we welcomed St John's Cathedral's Climate Advocates Gillian King and Graham Warren to our team. However, very soon after planning out the next 12 months the COVID-19 pandemic affected all proposed activities and changed the way we did everything. We leveraged existing relationships and adapted quickly to operating mostly online to collaborate with people across our Diocese, and beyond, to highlight the need for Australia to undergo an 'ecological conversion'. We participated in many nationwide online events, built on last year's Earth Overshoot Day nationwide initiative, with 50 churches and schools participating, and collaborated with external organisations such as the National Council of Churches, Anglican Board of Mission, Tearfund Australia and Common Grace to host a series of online ecumenical climate conversations for Christians in Queensland as well as Australia-wide. We also commissioned work on reframing Christian creation care communication, made submissions to various levels of governments around environmental protections, signed a faith leaders' climate statement, as well as continued to resource parishes and schools with Christian climate justice campaigns and sustainability. Climate and creation care will remain the advocacy priority into 2021 and beyond.

Diocesan Resource Collaboration Team

As the challenges of COVID-19 became apparent we agreed for Jen Basham and Peter Branjerdporn from the Justice Unit to spend part of their time with a cross-commission group formed specifically to provide support in various ways to parishes and other parts of the church as needed during the pandemic. We saw this as both a service to the ACSQ community, and a way to foster more collaboration across the silos which we hope will help the church 'do justice' together better.

Our Gratitude to Justice Unit Co-ordinator & SRC Secretariat Jen Basham

A diocesan restructure during 2020 saw a massive reduction in funding to the SRC. This resulted in the role of Justice Unit Co-ordinator being made redundant.

Jen Basham filled that role for the last several years and has been part of the SRC secretariate and research capability for over a decade. During her 10 years with us the SRC matured and developed. Our advocacy methods underwent radical changes as we incorporated our learnings about dialogical methods, complexity theory and emergence, and collaborative and adaptive leadership.

We will miss Jen's brilliant legal mind, strategic thinking, collaborative approach, and her commitment to people on the margins of our society.

Even though she has left the role of Justice Unit Co-ordinator she remains part of the ACSQ family and continues to serve the community with a local parish. She is also assisting with a Resource Church Project based at the Cathedral.

The loss of the coordinator role will have significant impacts on the SRC's capacity to do justice education and advocacy on behalf of the Diocese.

Nurturing Relationships

Aware of our reduced capacity to advocate for justice we focus on enabling others to be God's hands and feet. We would welcome connecting and hearing about the wonderful acts of mission – doing justice and caring for creation – that you are doing in your school or parish, or indeed any part of our church. Please let us know how we may support or work with you in our shared mission.

The SRC membership for 2021 is below. Any member would welcome a conversation:

- The Very Rev'd Dr Peter Catt, *Chair & Dean of St John's Cathedral,*
- The Rev'd Rodney Wolff, *Priest in Charge, Parish of Fortitude Valley,*
- Ms Eve James, *Library Manager, Roscoe Library, St Francis College,*
- The Rev'd Bronwyn Pagram, *Parish Priest, Goodna Anglican,*
- The Rev'd Peter Moore, *Chair of Angligreen,*
- Dr Ruth Kerr, *Anglican parishioner and member of Diocesan Council,* and
- The Rev'd Ray Clifton, *Spiritual and Pastoral Care Manager, Anglicare.*

Or you can get in touch with the small Justice Unit within the Diocese that supports our work: contact@doingjustice.org.au

Other Ongoing Projects

The SRC also continues to engage in other issues of relevance and concern to the Church through our email list, social media, *anglican focus* articles and other channels. Topics include our response to the historic *Statement from the Heart*, Australia's treatment of people seeking asylum, gambling and its social impacts.

The SRC is also a member of the Queensland Community Alliance, in which it participates alongside the Logan, Mt Gravatt and Stafford parishes. The QCA is comprised of dozens or organisations spanning civil society, faith groups and unions, organising for shared issues and the common good.

In 2020, it presented a detailed collective vision for a fair and just Queensland to the Premier and Opposition Leader, in a virtual meeting with 950 members. It secured funding for a culturally and linguistically diverse community partnership on addressing domestic and family violence, and bi-partisan support of three Renewable Energy Zones, among other positive outcomes.

Join In

For 2021, our diocesan theme is 'Being Together: Nurturing Relationships'. We will continue to provide forums, spaces, and opportunities for conversations across parishes, organisations and commissions to strengthen and improve our collaboration for God's work of justice. We invite all to be part of this work, and always welcome any ideas you would like to explore together this year and beyond.

*The Very Rev'd Dr Peter Catt,
Chair*

Finance & Diocesan Services Commission

Report for the year ending 31 December 2020

The purpose of the Finance & Diocesan Services Commission (“the Commission”), as set out in the Diocesan Governance Canon, is to support the mission of the Church by providing strategic direction and policy development to, and monitoring of, administrative systems across the Diocese, managing and controlling all real property of the Corporation and ensuring the proper management of all financial, banking, investment and treasury services across the Diocese.

Commission meetings commence with worship and prayer as members seek God’s blessing on their deliberations, and seek to discern God’s will for the Anglican Church in Southern Queensland. This follows an Acknowledgement of Country, paying respects to the traditional owners of the land.

This report to Synod covers the third full year of operation of the Finance & Diocesan Services Commission (FDSC).

Diocesan Council endorsed the ‘FDSC Horizon 2 Strategic Plan’, for January 2020 to June 2021, in December 2019. The Strategic Plan includes four key initiatives:

1. digital enablement of people and processes,
2. ensuring sustainability of the Diocesan Investment Strategy, including enhancing returns from property,
3. clergy capability building, and
4. delivery of efficient value adding services.

Good progress is being made on delivering each of these initiatives, despite the challenges of 2020. The key highlights achieved include:

- Established a new ICT platform for Diocesan Operations based on Microsoft 365, the effective implementation was a critical success factor in facilitating a virtually seamless move to COVID-19 working arrangements.
- Providing relief and support to parishes as part of the COVID-19 response. Key initiatives included:
 - Distribution of \$4m of JobKeeper payments received in 2020 to Parishes.
 - Three-month relief on parish contributions worth \$352k.
 - Debt repayment holiday of three months on parish loans from April to June 2020.

- Solid performance by our investments and delivery of a consistent ANFIN surplus, in the face of heightened market volatility and lower interest rates.
- Completion of valuation for all diocesan-owned buildings and other property assets (excluding individual schools and Anglicare) by an external independent valuation firm.
- Collaborative work between the FDSC property team and parishes to help deliver building and property projects to enhance existing properties.
- Development of the Leadership Framework.
- Implementation of Knowledge Cafes and Coaching Circles delivered by QUT to assist with clergy capability building.
- Commencement of the Clergy Wellbeing Pilot Program.
- The development and introduction of Aspire+ – an online goal planning and feedback tool that supports meaningful conversations between managers and employees.

Further details of these are included in the body of the report.

Membership

President

The Most Rev'd Dr Phillip Aspinall
BSc, Grad Dip RE, BD (Hons), PhD, MBA

The following table summarises the membership of FDSC:

Member	FDSC
Mr Bruce Wilson AM <i>BE (Hons1), MEngSc, FIEAust, GAICD</i>	Chair (appointed 1 Jan 2020)
Mr Julian Pearce <i>BA, BEcon (Hons), MA(Econ), SF Fin GAICD</i>	Deputy Chair (appointed 1 Jan 2020)
Dr Ruth Kerr OAM <i>PhD, BLeg Studies, BA, GradDipLibSec</i>	Member
Ms Sandra Long (ED FDSC) <i>BCom, CA, GAICD</i>	Member
Emeritus Professor Christine Ryan <i>BCom, DipEd, MFinMgt, PhD, FCPA, CA</i>	Member
The Rev'd Peter Shayler-Webb <i>BSc, BArch, Dip Min</i>	Member
The Rev'd Canon Emeritus Gary Smith <i>BCom, BTh, AAUQ, FCPA, CA</i>	Member
Mr Greg Windsor <i>MIEAust, MAICD, FAIP</i>	Member
Ms Kerry Brinkley <i>Fellow AICD, Harvard University Alumni</i>	Member
Mr John Kotzur <i>BCom, FCA</i>	Member
The Rt Rev'd John Roundhill <i>BTh Oxon (Oxford), MA Cantab (Cambridge) in Natural Sciences</i>	Member
The Rev'd Stewart Perry <i>BCom, CPA, BTh</i>	Member (retired 12 Feb 2020)
Mr John Davies <i>BA, LLB, LL.M, Barrister-at-Law</i>	Member (retired 24 Sep 2020)

The Commission has established three sub-committees:

- Diocesan Investment Advisory Standing Committee,
- Credit Control Committee, and
- Records and Archives Committee.

All members of the Commission and the sub-committees give their time and skills willingly and voluntarily. Their hard work and the contribution they make to the ongoing mission of the Church is acknowledged and much appreciated.

Major Achievements & Challenges

Property

A key part of the second initiative of the FDSC Horizon 2 Strategic Plan is the development of a Parish Property Strategy within the context of the agreed Diocesan Risk Appetite.

The Property Team has worked collaboratively with the regional bishops and the Parishes and Other Mission Agencies Commission (PMC) to develop a Parish Property Strategy aligned with the Diocese's strategic objectives. The FDSC endorsed the Parish Property Strategy in May 2020.

Property Valuations, Asset Condition Assessment & Asset Register

During 2020, APV Valuers and Asset Management were engaged to complete a full valuation on all Diocesan property and other building assets (other than individual schools and Anglicare). The aim of this project was to:

- value land, buildings and other property assets at fair value fully compliant with AASB116 and AASB13 for inclusion in the Diocesan Financial Statements as at 31 December 2020;
- physically inspect, and collect component-level data and photographs of all building assets; and
- value buildings and other property assets on a current replacement cost basis to ensure that all assets are appropriately insured.

Cooperation by all parishes to allow valuers access to the properties was much appreciated. The project was completed on time and on budget. As a result, the Industrial Special Risk insurance (ISR) policy for the 2020/21 year, covering diocesan-owned buildings and other property assets has been updated to reflect the current replacement values of those assets. In total across all parishes, there has been an increase in the replacement cost of 15%.

The 2020 annual financial statements are now substantially compliant with AASB116 and AASB13. (AASB116 – Property Plant and Equipment standard is typically used to value the bulk of public and NFP sector assets; AASB13 – Fair Value Measurement standard)

Rental Relief to Tenants (COVID-19 response)

FDSC worked closely with commercial tenants in diocesan properties to ensure the Corporation was acting in line with state regulation introduced to mirror the national code, *the Retail Shop Leases and Other Commercial Leases (COVID-19 Emergency Response) Regulation 2020*. The Regulation and the National Code expected landlords and their tenants to cooperate and negotiate outcomes during the regulatory Response Period.

Rental discounts were negotiated in line with the regulation and the national code balancing the tenants' commercial viability and the need to maximise income.

Early Learning Centre Strategy

The property team continued to explore the possibility of developing one or more early learning centres (ELCs) with the intention to operate these facilities through the Anglican Schools Commission (ASC) where possible and appropriate. The ASC is developing a proposed model for new diocesan-operated ELCs, which will ideally provide a balance between achieving a missional outcome and generating a new source of income for the Diocese.

Development approval was obtained for a centre in Salisbury, and the development scheme for the Ekibin centre was substantially completed during 2020. The proposal to develop an ELC in Sherwood was terminated.

Parish Property Initiatives

The diocesan property team continued to work with parishes to assist in building and development projects, and explore income producing opportunities from property assets. Some of the initiatives in 2020 included:

- Completion of a new multi-purpose centre at St Paul's, Palm Beach.
- Planning for a new parish centre at the Maroochydhore Parish.
- Management of various leases and licences in relation to church hall/commercial space including in the parishes of Stanthorpe, Esk, Banyo, Hervey Bay, Mudgeeraba and Bulimba.
- Assisting with refurbishment and maintenance works in parishes such as St Luke's Toowoomba, Drayton, Ipswich, Hamilton, Eastern Hills, Auchenflower-Milton, Esk, and Indooroopilly.
- Completion of construction of a new rectory for the Parish of Holland Park.
- Sub-division and sale of properties at the parishes of Chelmer-Graceville, Kingaroy and Pittsworth.
- Sale of former churches. Sale settlements in 2020 included:
 - St Aidan's, Annerley
 - St George's, Linville
 - All Saints, Kandanga.

Organisational Development

During 2020, the Organisational Development Unit continued to integrate the functions of organisational development, human resources and work health and safety. This integration of functions enables a more focused approach to supporting parishes in a efficient and strategic manner. The benefit of the integration of these functions became evident as the COVID-19 health emergency progressed in 2020. Managing the issues associated with the pandemic required a response across areas of safe practice and workforce support to parishes and Diocesan Operations.

The Work Health and Safety Advisor has continued to work closely with the parishes to build and sustain a positive safety culture. The support provides Safety Management Training (covering a three-year period) and site support visits which measure parish compliance with the safety management system.

Our safety training program has been designed to address the highest risks for parishes, which is the annual turnover of leadership in parishes i.e. re-election of Parish Council members annually and movement of clergy and locums. A successful introduction to the delivery of safety training sessions was delivered virtually in late 2020, replacing previous face-to-face delivery modes.

Support visits are designed to understand the degree of implementation of the safety management system into individual parishes. Support visits (safety system audit) to date are at 85% completed across the entire Diocese. By region, Northern Region (88% of 49 Parishes); Southern Region (80% of 49 parishes); Western Region (89% of 36 parishes). Of the parishes that have completed support visits, 90% overall compliance to the safety management system has been accomplished.

Parishes Regulation Canon

The Commission approved and recommended changes to the following Regulations:

1. *Regulation VI Travelling Facilities – Parishes Regulation Canon*
The fixed cost and operating cost components under Regulation VI remain unchanged.
2. *Regulation VII Remuneration for Occasional Duty – Parishes Regulation Canon*
Approved for business reimbursement and occasional duties under Regulation VII as the ATO rate per kilometre.
3. *Regulation IV Stipends – Parishes Regulation Canon*
In lieu of an increase of the Minimum Rate of Stipend (MRS) an increase to the Eligible Fringe Benefit percentage for clergy from 30% to 35% is to be applied from 1 January 2021.

Remuneration Increase

The Commission recommended to Diocesan Council a 0% increase for non-award staff as at 1 January 2021, acknowledging the challenges to the diocese's budget position.

Zone Allowances

The Commission approved a CPI increase to zone allowances for 2020 as follows:

- Zone 1 – \$ 338.27
- Zone 2 – \$ 819.21
- Zone 3 – \$1,022.66

Digital Innovation

The Digital Innovation Team was able to facilitate a virtually seamless move to the necessary COVID-19 remote working arrangement, following the foundational work completed by the team in 2019, in which they established the new ICT platform for diocesan operations based on Microsoft Office 365.

With the technology in place, we reached out to parishes to connect them into this environment. This started with providing all clergy, parishes and treasurers with logins and offering training and, establishing an Intranet (the ARC) where information can be securely accessed.

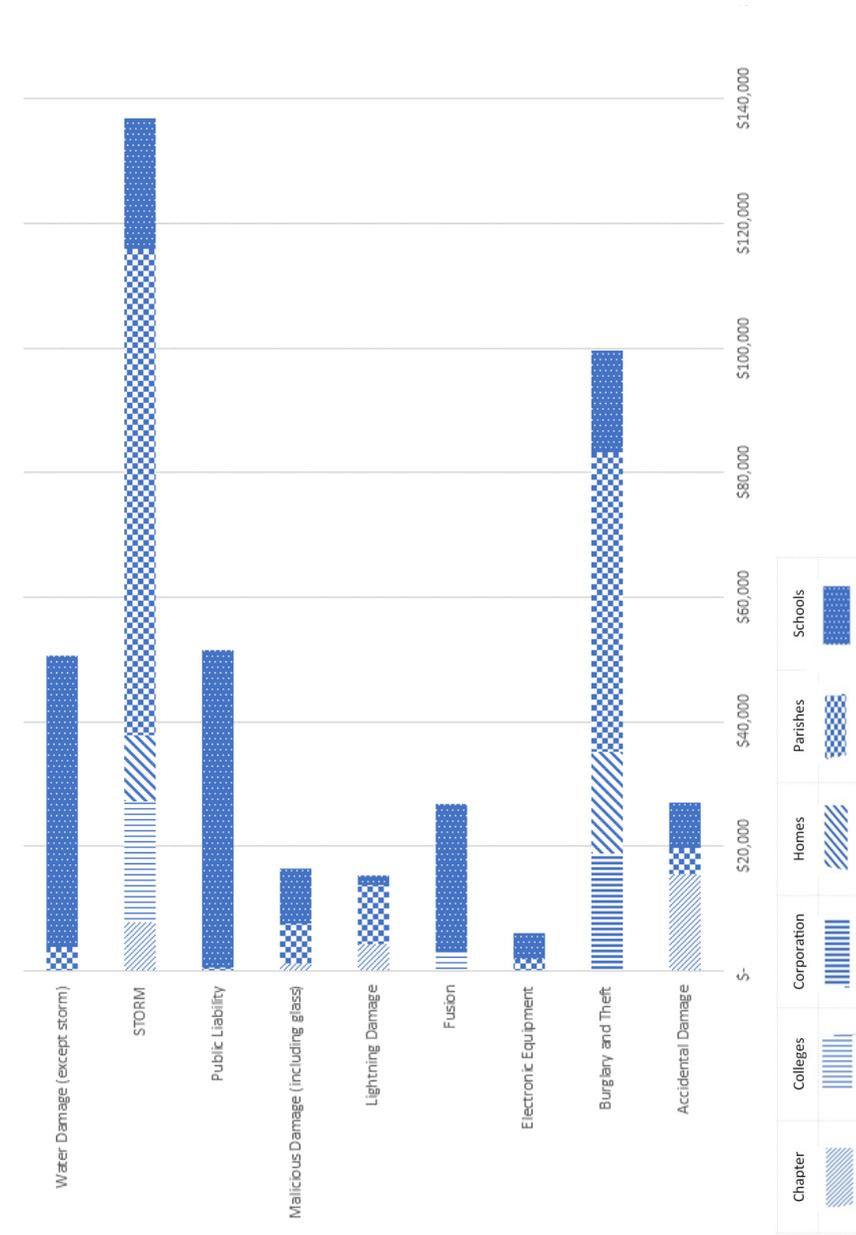
The year 2020 has been a year of disruption and tremendous challenge, and so understandably not everyone has had the time to examine the features and benefits on offer. We are blessed with a large and diverse range of parishes, all with their unique strengths and areas where they would appreciate assistance. Consequently, a key focus for the team moving forward, will be to liaise with parishes to understand how the available technology can be used to support each other.

The Records and Archives Centre provides essential support to various areas of the Diocese through the rich collection of records held. Examples include information requests from the Office of Professional Standards, the General Manager's Office and the legal team, and historical research requests from parishes who are celebrating anniversaries for the parish or a church. The year saw the continual development of the Retention and Disposal Schedules, the Information Management Framework and the exploration of digital archives. This work was progressed and supported by the work of the Records and Archives Committee.

Insurance

The total value of claims paid from the Diocesan Insurance Fund (DIF) for the 2019/20 insurance period was \$550k. This compares to our provision of \$500k for claims for this period. The graph following shows the breakdown of claims for the current insurance period per claim type and entity:

Claims paid per entity and claim type 2020



Parishes and schools have been major contributors to claims for the current insurance year, which continues the trend from prior years.

The economic impacts of COVID-19 were felt in the insurance renewal market, with significant pressure on premiums for property and liability lines of insurance in particular. The Diocese benefited from its Long-Term Agreement in place with its insurers, which limited its increases in property (ISR) premiums for the 2020/21 insurance renewal period to just 5%, in contrast to the increases of up to 50% seen in the broader market.

As noted in the property update within this report, a significant valuation exercise was undertaken in 2020 for all diocesan-owned land and building assets. The greater hands-on approach used in the valuation process resulted in the replacement values of parish buildings shifting significantly. After discussion with the Regional Bishops, it was determined that the updated valuations should be used for allocating the property (ISR) premiums to parishes, rather than a generic increase applied to all parishes to cover the increase in valuations. The Diocese has covered the cost of premium increases above 50%, resulting from the uplift in parish property valuations.

Sickness and Accident benefits of \$50,378 were paid, a decrease over the prior year, although an amount greater than the contributions received for the year. The surplus in the Reserve Account now stands at \$344k at year end.

In the Maternity Leave Scheme, no claim was recorded for the year and accordingly, there was a small increase in the reserves with the year-end balance standing at \$65k.

ANFIN/Treasury & Investment Management

Anglican Financial Services (ANFIN) is a trading name of ACSQ and is overseen by the Finance & Diocesan Services Commission. The focus of ANFIN and the broader Treasury & Investment function is ensuring that:

- ACSQ continues to meet its financial liabilities,
- strategic and missional priorities can be funded,
- investment into diocesan business activities is financially sustainable, and
- financial risks are managed appropriately.

ANFIN is compliant with Banking Exemption No 1 issued by Australian Prudential Regulatory Authority (APRA) on 14 December 2017.

ANFIN maintains compliance with the Anti-Money Laundering and Counter-Terrorism Financing Act 2006.

ANFIN 2020 Financial Performance Summary

- The operational surplus of \$5.23m was in-line with the prior year's result of \$5.26m, but below the original 'Synod' budget forecast surplus of \$5.4m.
- Interest income was \$7.7m.
- A distribution of \$5m was made to the Diocese (2019: \$4.85m).

- There was an increase of 14% in deposits at year end to \$310m, driven by lower than budgeted project expenditure and increased school deposits.

The return on assets in ANFIN was impacted by the reduction in interest rates on term deposits offered by Australian banks – itself a consequence of lower credit growth in our economy and the RBA's \$200bn Term Funding Facility providing an alternative cheap source of funding for banks, who can use the Facility to borrow for three-years at a rate fixed to the prevailing RBA Cash rate. Many banks ceased accepting new deposits in 2020, and/or significantly reduced the margin above money market rates.

The lower-than-budgeted interest income was offset by reduced interest expenses on deposits, which was \$821k lower than budget. As the RBA moved to provide cheaper funding to banks, money market yields decreased substantially. This put pressure on the interest rates ANFIN was able to offer our own diocesan entities.

ANFIN delivered a lower than budgeted distribution to the Diocese in 2020, the result of lower growth in our lending activities as well as the reduced income from our investments. We had budgeted for a record surplus of \$5.4m from ANFIN in 2020; this reduced by \$152k against the budgeted amount. The distribution to the Diocese of \$5m was in line with the 2019 payment of \$4.85m.

Client Investments & Lending

Funds on deposit with ANFIN at year end increased by \$38m to \$310m. This increase was the result of a combination of deferred loan principal repayments, lower than budgeted project expenditure, and higher cash balances supported by strong operational results across our business entities.

In response to the COVID-19 crisis, the Diocese provided loan relief for diocesan entities where required, to assist in supporting their cashflow through this period. Online and electronic payment solutions were also increased to support parishes.

In respect of its short-term liquidity management, ANFIN maintains a conservative investment policy, by matching the shorter dated liabilities with investments into regulated authorised deposit-taking Institutions. This enables ANFIN to meet the liabilities of our diocesan depositors as they draw on their expenses through the year, with minimal risk.

For our longer-term liabilities, for which there is no immediate lending demand, ANFIN has diversified its approach by investing in longer-dated securities which provide a better match to our risk profile and provide opportunity to generate a greater longer-term return.

The majority of the \$126m in ANFIN's loan book continues to rest with diocesan-owned schools, whose ongoing financial performance is monitored by both the Anglican Schools Commission and FDSC, to ensure that each school's financial profile is aligned to the financial sustainability guidelines set down by the ASC.

Treasury

Given the increased uncertainty of cashflows experienced by many diocesan entities, a key focus of ANFIN during 2020 was ensuring that adequate liquidity is available across the Diocese. This was accomplished by increasing our external bank facilities and retaining higher levels of overnight cash. While there was ultimately no need to draw on additional liquidity lines, these measures were an important contingency given the challenging environment of 2020.

While Anglicare and schools deferred major building projects, we still expect to see a significant pipeline of capital investment in coming years. Prior to the emergence of this crisis, our diocesan-owned schools were expected to reinvest the bulk of their combined surpluses over the next five years into building projects. Anglicare will also seek to progress its substantial retirement village development and aged care refurbishment plans as conditions improve.

Outside of ANFIN's balance sheet, the majority of the Diocese's liabilities (excluding abuse claim provisions) are to entities of the Corporation of the Synod. As such, the Diocese has a reasonable degree of control over the timing of payment of these liabilities. With regard to abuse claim provisions, the Diocese currently has sufficient unrestricted cash levels and other assets to back these liabilities.

The Going for Growth Fund

The Going for Growth fund ("the Fund") is invested in complementary strategies operated by two investment managers – the ipac (AMP) Income Generator Fund and Schrodgers Real Return Plus 5% Fund. The investment objective of the Going for Growth Fund is to achieve a longer-term return on capital of inflation plus 3.5%, while providing a sustainable and predictable level of income to allow for an ongoing distribution to the Diocese and its mission initiatives.

Our investment managers continued to generate solid levels of income for the Fund in 2020, and their strong diversification and risk focus helped buffer the portfolio from the worst of the market volatility and limit capital losses. The Fund produced a total return of 2.8% (income return of 3.8% plus capital loss of -1%) in 2020, reflecting the impact of COVID-19 on equity and fixed income markets.

The FDSC agreed in 2020 to revise the Fund's investment objective down from the original CPI +4.5% target, reflecting the increased challenge of achieving higher real returns without substantially increasing the level of equity risk within the portfolio.

The Diocesan Investment Committee will continue its review of the Fund, and the opportunity to add additional investment strategies, as appropriate, to improve the prospect of exceeding the investment objective.

As at 1 January 2020, the Going for Growth Fund had a balance of \$20.3m.

The total investment income earned during 2020 was \$718k.

The following deposits were made to the Fund during 2020:

	\$
Distributions from property sales	206,978
Bequests	2,504
Total deposits	209,482

The distribution of \$206k from property sales was from the South Brisbane Parish following finalisation of the Beaconsfield development.

The following distributions were made from the Fund:

	\$
Distributions to mission alive fund	700k
Support for springfield parish rectory loan interest (2016 – 2019)	8,284
Total distributions	708,284

As at 31 December 2020, the Fund had a balance of \$20.5m.

Some of the key missional initiatives in Parish Services and Ministry Education, that were funded in part by the Going for Growth Fund, included:

Description	Commission	Net Cost \$
RE & Children's Ministry	MEC	157,374
Faith Formation	MEC	143,080
Community of the Way	MEC	95,328
Hospital Chaplaincy	PMC	333,958
Tertiary Chaplaincy	PMC	40,402
Murri indigenous ministry support	PMC	22,800

As the Diocese progressively reaps greater financial benefits from some of its strategic property assets, it is anticipated that – in the long run – the corpus of the Going for Growth endowment will grow; providing a greater level of ongoing income, and allowing the Diocese to increase the funds available for mission or strategic initiatives.

Finance

During 2020, the finance system has been moved to a cloud-based system separate from the Anglicare ICT Systems.

The FDSC has noted to Diocesan Council the challenge to the Diocese's structural budget position, and we continue to work to rationalise expenses as well as find new sources of revenue. However, the coming years will require a renewed focus on the part of Diocesan Council and all of our Commissions on prioritising expenditure decisions in alignment with our strategic corporate and mission objectives.

Some of the key areas of work the FDSC will be engaged in over coming months and into next year include:

- Ensuring the sustainability of the Diocesan operating budget, including working with other commissions to review the Diocese's operating model.
- Assessing the feasibility of capital investment across the Diocese.
- Exploring investment in new opportunities aligned to the Diocese's mission, such as Early Learning Centres co-located on parish sites.
- Growing the value of our non-core mission assets in real terms.
- Ensuring we have a viable amount of unrestricted assets to meet our long-term liabilities.

External Audit & Budgets

The 31 December 2020 year-end audit for the Diocese was completed with an unqualified audit opinion provided by Ernst & Young.

The 2021 Diocesan Budget would have normally been completed for Synod in May 2020, for approval by Diocesan Council prior to its presentation at Synod in late June 2020. However, due to the deferral of Synod, a draft 2021 Diocesan Budget was prepared for Diocesan Council in July 2020, as if Synod was proceeding in September 2020. The Diocesan Council approved the 2021 Diocesan Budget in November 2020.

*Mr Bruce Wilson,
Chair,
Finance & Diocesan Services Commission*



The Corporation of the Synod of the Diocese of Brisbane

(Trading as Anglican Church Southern Queensland)

ABN: 32 025 287 736

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Annual Financial Statements

For the Year Ended 31 December 2020

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DIOCESAN COUNCIL REPORT

The Diocesan Council of The Corporation of the Synod of the Diocese of Brisbane (the Corporation) hereby presents the Financial Statements of the Corporation for the year ended 31 December 2020. The Financial Statements were authorised for issue by Diocesan Council on 25 March 2021.

ABOUT THE CORPORATION

The Corporation of the Synod of the Diocese of Brisbane operates as the “Anglican Church Southern Queensland” (“ACSQ”). The Diocese of Brisbane covers an area of 542,000 km² and people who identify as members of the Anglican Church of Australia form about 25% of the area’s population of approximately 4 million. However, currently approximately 1% attend church services regularly.

The principal activities of the Corporation are to proclaim the Gospel through worship, pastoral care and outreach in its parish network, to provide training for ministry, to minister to and educate young people via schools and early learning centres, and to provide community, aged care and welfare services through the operation of Anglicare Southern Queensland (Anglicare SQ).

Our Mission

The Mission of the Church is the Mission of Christ to proclaim the Good News of the Kingdom:

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

(Bonds of Affection – 1984 ACC-6 p49, Mission in a Broken World – 1990 ACC p101) reworked by ACC 13 June 2005

Our Vision

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

Our Values

We aim to be:

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

Our Key Focus Areas

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

Ambit of reporting

ACSQ is not a reporting entity and as such prepares special purpose financial statements which are not required to comply fully with all Australian Accounting Standards and Australian Accounting Interpretations. The extent to which the Financial Statements do not comply with all Australian Accounting Standards is summarised in *Note A2 Basis of preparation*.

The Financial Statements do not include the financial results of all the activities carried on by the Corporation. Further details are provided in *Note A4 Principles of aggregation*, but in summary:

FINANCIAL OPERATIONS INCLUDED:

- Anglican Financial Services (ANFIN)
- Anglican Schools Office
- Claims Settlement
- Finance and Diocesan Services
- Ministry Education
- Parish & Other Ministries Services
- The Episcopate and Leadership Team
- General Manager's Office
- The Going for Growth Fund
- The Mission Alive Fund
- Trusts and other funds (including The Diocesan Insurance Fund, General Trust and Special Trust Funds).

BUSINESS STREAMS REPORTED SEPARATELY:

- Parishes, except for real property assets that have been included in the Financial Statements
- Individual Schools owned or controlled by ACSQ
- The Community Services Commission (CSC) trading as Anglicare Southern Queensland (Anglicare SQ)

SIGNIFICANT CHANGES

ACSQ intends move to increased compliance with Australian Accounting Standards. During 2020 in line with the recommendations in the Australian Charities and Not-for-profit Commission (ACNC) publication "Lessons on reporting to the ACNC" and the principles outlined in the revised definition of 'material' in AASB 2018-7, a significant change has been implemented in the current year presentation of the Financial Statements with a streamlining of disclosures accompanied by a grouping of the notes in a more meaningful congruence and in order of significance.

CHANGES IN STATE OF AFFAIRS

There has been no significant change in the state of affairs of ACSQ.

REVIEW OF THE YEAR

2020 has been a challenging year both operationally and financially for ACSQ largely driven by the COVID-19 pandemic and the consequential restrictions imposed on the interaction of people across all aspects of their daily lives.

2020 represented a significant financial challenge to many parishes regarding their income and expenditure. Income was initially impacted by the requirement for parishes to shift from in person contributions to electronic forms of giving. Some parishes suffered significant loss of rental income in not being able to have community groups use their premises. Closure of Op Shops and other businesses providing funds to parishes also represented a significant loss in some places.

Whilst some of this loss was offset by JobKeeper, the degree of impact depends on the local mix of income sources.

Extra expenditure was required by many parishes in seeking to purchase or update technology to connect with and do ministry with their community online. Demand for social support through activities such as community pantries also impacted some parishes.

The following table sets out the operating results for the year for each of the primary business segments of ACSQ (see further *Note C1 Segment Reporting*).

Segment report
For the year ended 31 December 2020

	ANZN	ASC	Chains	Submarkets	Total other segments	RFSIC	MEC	PMC	Episcopal & Leadership	General Managers' Office	Going For Growth	Mission Ave Fund	Taliesin and other funds	Emirates	TOTAL
Investment income															
Interest income from deposits	1,521,322	11,262	-	-	187,192	-	5,337	241	38	-	8,298	104,132	68,146	(137,937)	1,581,859
Interest income from loans and advances	3,439,230	-	-	-	-	-	-	-	-	-	-	-	-	(73,965)	3,365,324
Dividends income and managed fund distributions	2,696,634	-	-	-	6,639,370	-	-	-	453,455	-	709,803	5,402,432	79,680	(5,058,626)	4,277,378
Operating income															
<i>Business operations Income</i>															
Australian Government Funding for Schools	-	98,482,593	-	-	-	-	-	-	-	-	-	-	-	-	98,482,593
Reimbursement of claims	-	-	13,489,130	-	182,292	-	6,979	-	-	-	-	-	175,313	(12,679)	13,658,743
Insurance premiums received	-	-	-	-	5,033,406	-	-	-	-	-	-	-	5,033,406	(108,695)	4,924,711
School levies	-	3,085,197	-	-	-	-	-	-	-	-	-	-	-	-	3,085,197
Service fees	-	-	-	-	1,094,337	951,557	-	-	142,780	-	-	-	-	(486,500)	607,837
Other	1,315	14,726	-	-	3,347,708	526,269	599,556	130,530	105,700	6,246	6,195	1,973,212	-	(518,860)	2,844,868
<i>Donations, Fundraising and contributions</i>															
Anglican Belonging income	-	40,950	-	-	2,304,696	-	-	-	-	-	-	2,304,696	-	(700,000)	2,346,646
Diocese/ Parish contributions	-	-	-	-	1,699,522	-	-	-	-	-	-	1,699,522	-	(667,094)	996,522
Donations	-	-	-	-	835,514	1,000	12,885	13,600	-	-	205,978	500	600,551	-	1,681,420
Other gains/(losses)/property asset sales	-	-	-	-	68,548	-	12,399	-	-	-	-	68,548	-	-	68,548
Other income	37,985	24,000	-	-	2,528,471	-	-	-	-	2,504	-	1,828,426	485,142	(61,984)	2,325,472
TOTAL INCOME	7,696,486	101,658,728	13,489,130	23,721,056	1,478,826	637,156	14,389	144,371	559,193	149,026	927,583	11,414,451	8,410,450	(7,826,882)	138,739,119
EXPENSES															
<i>Investment expense</i>															
Interest expense	1,576,812	-	-	389,148	-	64,529	-	-	-	-	8,284	236,776	79,589	(184,819)	1,783,141
<i>Operating expense</i>															
Distribution of Australian Government Funding to Schools	-	98,482,593	-	-	-	-	-	-	-	-	-	-	-	-	98,482,593
Claims Expense	-	-	12,687,023	-	705,763	-	-	-	-	(65)	-	-	705,828	(12,679)	13,380,107
Employee expenses	432,282	1,838,859	-	10,886,238	3,895,797	1,350,169	-	923,301	1,286,368	2,291,017	-	-	939,587	-	12,957,390
Loan impairment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grant and income distribution	-	710	100,000	2,487,832	4,326	411,617	5,000	50,913	700,000	151,005	1,164,971	1,164,971	(1,617,566)	970,976	
Service delivery expenses	96,691	825,164	6,004	6,497,908	531,658	228,443	72,158	354,620	633,274	109,707	4,567,848	602,929	394,558	6,922,838	
Office operations expenses	29,432	298,335	-	574,089	68,466	35,474	63,727	49,596	-	-	-	300,357	(505,368)	394,558	
Asset management expenses	306,628	171,798	-	1,082,216	(165,946)	439,162	62,456	338,984	118,657	514	288,379	-	-	(2,821)	1,557,922
Depreciation	-	265	-	717,002	700,894	5,865	-	9,013	519	-	-	-	711	-	717,267
Other (non-operating) expenses	-	-	-	2,551,818	-	-	-	-	-	-	-	-	2,551,818	-	2,551,818
Income distribution	5,000,000	-	-	-	-	-	-	-	-	-	-	-	(5,000,000)	-	-
TOTAL EXPENSES	7,444,105	101,608,724	12,793,027	25,892,025	5,095,598	2,083,439	1,500,051	2,083,722	3,143,871	708,284	488,002	10,598,038	(7,826,882)	(7,826,882)	139,706,600
OPERATING SURPLUS/(DEFICIT)	252,381	53,004	696,103	(1,970,969)	(3,616,772)	(1,446,283)	(1,355,680)	(1,355,680)	(1,504,525)	(2,994,845)	219,299	-10,916,449	(2,188,608)	-	(969,461)

During 2020 APV Valuers and Asset Management completed a comprehensive valuation of Diocesan property and building assets (excluding Anglicare and individual schools). The aim of this project was to:

- determine fair market values of land, buildings and other property assets for inclusion in ACSQ's Financial Statements.
- determine current replacement values of buildings and other property assets to ensure that all assets are appropriately insured.
- complete a condition assessment of buildings and other property assets to assist in the planning of required maintenance.

As a result, there has been a significant increase in the fair value of those land and building assets of \$163.5 million (28.5%). The main reason for the increased valuation is that the new valuers determined the valuations using methodologies that more specifically reflected the characteristics of these community or specialised assets taking into account observations made from physical site inspections (see *Note B5 Property, plant and equipment*). The increase in the replacement cost of buildings and other property assets was 15% and those increased values have been used to update the Industrial Special Risk insurance (ISR) policy for the year commencing 1 November 2020.

The following table summarises the financial results of ACSQ in relation to the reported activities:

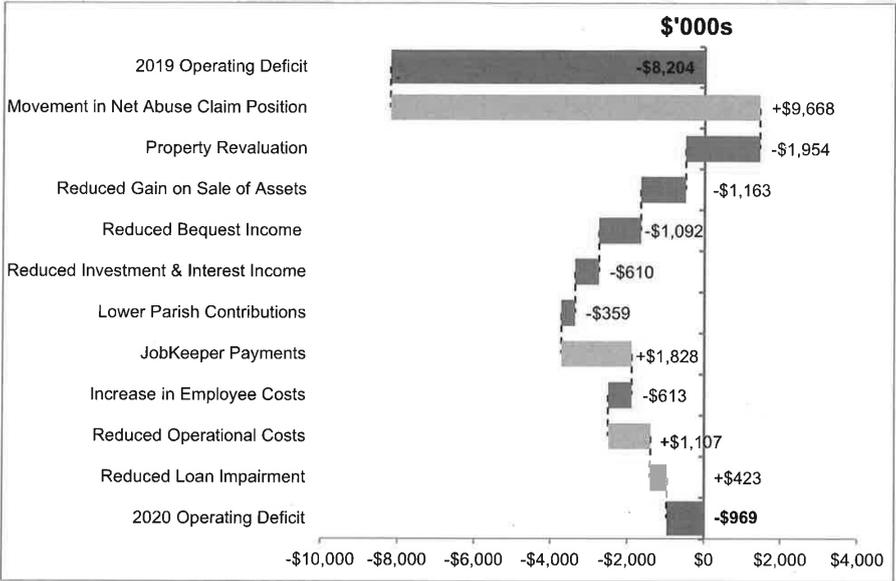
	2020 \$'000	2019 \$'000
Income	138,739	125,682
Expenditure	(139,708)	(133,886)
Operating Deficit	(969)	(8,204)
Other Comprehensive Income	171,789	21,179
Total Comprehensive Income and Surplus	170,820	12,975

The key item impacting the reduction in the deficit from 2019 to 2020 is the recovery of claim costs from the different business segments. In 2018 a receivable was recognised for claims to be funded by each business segment where a claim arose. During 2019 the amount of this receivable was reviewed and revised based on discussions with individual business segments. As a result, the receivable was reduced by \$3.1 million as at 31 December 2019. In 2020 the ACSQ Diocesan Council resolved that all claims are to be funded from the relevant business segment where a claim arose. As a result, as at 31 December 2020 a receivable is fully recognised with the financial impact for the financial year being a \$5.5 million reduction to the operating deficit. With other adjustments to the claims provision the movement in total between 2019 and 2020 is \$9.7 million.

Other key items impacting the operating result in 2020 compared to 2019 include:

- As noted above, a comprehensive valuation of all land and building assets was completed. In total the result was a significant increase in the value of those assets. There were, however, a number of assets where the value for the properties has reduced and reduced more than previous increases in valuation recorded via the Asset Revaluation Reserve. The impact on the operating result for this financial year is \$2.0 million;
- In 2019 there was a significant gain on the sale of property. This was not repeated in 2020 and the gain in 2020 was \$1.2 million lower than in 2019;
- Parishes were provided with a three-month relief from paying Diocesan contributions, resulting in lower income of \$0.4 million; and
- The receipt of \$1.9 million in JobKeeper payments.

The following figure summarise the movements in the operating deficit from 2019 to 2020:



GOING CONCERN

Due to the effect of the aggregation of the ANFIN assets and liabilities, the Financial Statements show an imbalance between current assets and current liabilities. However, due to the financial risk management measures in place including holding sufficient funds in cash and cash equivalents to meet ACSQ's day to day operational requirements and considerable non-current assets, the Diocesan Council has assurance that ACSQ will be able to meet its financial obligations as and when they fall due.

SUBSEQUENT EVENTS

There have been no material events post 31 December 2020 which would require adjustment of the Financial Statements as presented.

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2020

	2020	2019
	\$	\$
Revenue		
<i>Investment income</i>		
Interest income from deposits with other financial institutions	1,581,839	2,499,904
Interest income from loans and advances	3,365,324	5,054,746
Dividends and managed funds distributions	4,277,378	4,637,980
<i>Operating income</i>		
Australian Government Funding for Schools	98,482,593	92,612,528
Reimbursement of claims	13,658,743	4,358,248
Insurance premiums received	4,924,711	4,425,012
School levies	3,085,197	1,615,587
Service fees	607,837	661,782
Other operating income	2,844,889	3,038,666
Donations, fundraising, levies and contributions	3,513,588	3,985,118
Other income	2,397,020	2,792,098
Total Revenue	138,739,119	125,681,669
Expenses		
<i>Investment expenses</i>		
Interest expense	1,783,141	4,141,168
<i>Operating expenses</i>		
Distribution of Australian Government Funding to Schools	98,482,593	90,693,211
Claims expense	13,380,107	13,445,912
Employee expenses	12,957,380	12,344,328
Loan impairment	-	423,939
Grant and income distribution	970,976	1,823,716
Service delivery	6,922,838	7,609,928
Office operations	384,558	442,672
Asset management	1,557,922	2,152,598
Depreciation	717,267	556,933
Other expenses	2,551,818	251,691
Total Expenses	139,708,600	133,886,096
Surplus/(Deficit) for the Year	(969,481)	(8,204,427)
Other Comprehensive Income/(Expenditure)		
Items that will not be reclassified subsequently to profit or loss:		
Revaluation of Land and Buildings	166,282,467	15,897,667
Reversal of revaluation on assets disposed and transferred to held for sale	(199,275)	(1,337,167)
Gain/(Loss) on recognition/derecognition of Parish Property	9,891,196	3,173,650
Trust Funds drawn down during the year	(3,720,873)	(1,668,804)
	172,253,515	16,065,346
Items that may be reclassified subsequently to profit or loss:		
Net fair value gain/(loss) on Financial Assets during the year	(464,925)	5,357,736
Reclassification adjustments relating to Financial Assets disposed of during the year	616	(243,189)
	(464,309)	5,114,547
Total Other Comprehensive Income/(Expenditure)	171,789,206	21,179,893
Total Comprehensive Surplus for the Year	170,819,725	12,975,466

Please see *Note C1 Segment Reporting* for further details of revenue and expense items.

The accompanying Notes form part of these Financial Statements.

STATEMENT OF FINANCIAL POSITION

As at 31 December 2020

	Note	2020 \$	2019 \$
ASSETS			
Current assets			
Cash and cash equivalents	B6	134,040,090	87,505,139
Loan receivables	B1(iii), B4(iii)	16,038,196	20,035,981
Claims receivable	B3(ii)	12,771,853	7,226,911
Other current assets	E3	10,034,139	4,498,937
Assets held for sale	B5(iii)	4,015,673	4,746,548
Total current assets		176,899,951	124,013,516
Non-current assets			
Investments	B1(v), B4(iv)	100,681,725	101,229,398
Loan receivables	B1(iii), B4(iii)	99,039,921	102,959,199
Property, plant and equipment	B5(i), B5(v)	748,037,063	577,194,663
Total non-current assets		947,758,709	781,383,260
TOTAL ASSETS		1,124,658,660	905,396,776
LIABILITIES			
Current liabilities			
Interest bearing liabilities	B1(ii), B4(ii)	278,202,783	239,002,826
Claims provision	B3(ii)	18,764,873	14,580,462
Trade and other payables	C3(f)	9,971,112	4,759,798
Lease liabilities	B5(v)	537,356	397,764
Employee entitlements	C2(ii)	1,318,179	1,127,364
Provisions	E4	198,894	214,703
Total current liabilities		308,993,197	260,082,917
Non-current liabilities			
Interest bearing liabilities	B1(ii), B4(ii)	30,164,017	30,061,140
Lease liabilities	B5(v)	865,281	1,427,460
Employee entitlements	C2(ii)	184,633	193,453
Provisions		-	-
Total non-current liabilities		31,213,931	31,682,053
TOTAL LIABILITIES		340,207,128	291,764,970
NET ASSETS		784,451,532	613,631,806
ACCUMULATED FUNDS			
Retained earnings		(7,020,988)	(6,351,942)
Asset revaluation reserve		531,333,434	366,707,163
Insurance reserves	C4(i)	2,186,902	2,461,837
Other reserves	C4(ii)	257,952,184	250,814,748
TOTAL ACCUMULATED FUNDS		784,451,532	613,631,806

The accompanying Notes form part of these Financial Statements.

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2020

	Retained Earnings - Diocese	Retained Earnings - ANPIN	Retained Earnings - Total	Parish Property Reserve	Other Reserves and Special Accounts	Reserves and Special Accounts	Insurance Reserves	Asset Revaluation Reserve - Equities	Asset Revaluation Reserve - Property	Asset Revaluation Reserve - Total	TOTAL RESERVES
Opening Balance (1/1/19) Restated	2,095,786	2,392,183	4,487,969	198,546,375	46,075,391	244,621,166	2,532,859	(2,664,853)	351,736,598	349,069,745	600,656,339
Profit/(loss) for the year	(10,471,751)	(312,160)	(10,783,911)	-	2,650,506	2,650,506	(71,022)	-	(3,106,641)	(3,106,641)	(8,204,427)
Transfer from Asset Revaluation Reserve	-	-	-	(3,026,019)	3,026,019	3,106,641	-	-	-	-	-
Transfer to Trust Funds from Disposal of Parish Property	-	-	-	-	-	-	-	-	-	-	-
Other Comprehensive Income	-	-	-	(1,069,011)	-	(1,069,011)	-	-	16,966,678	16,966,678	15,897,667
Revaluation of Land and Building	-	-	-	-	-	-	-	-	(1,337,167)	(1,337,167)	(1,337,167)
Reversal of revaluation on assets transferred to held for sale and disposed	-	-	-	-	-	-	-	-	-	-	-
Gain on recognition/derecognition of Parish Property	-	-	-	3,173,650	-	3,173,650	-	-	-	-	3,173,650
Trust Funds drawn down during the year	-	-	-	-	(1,668,804)	(1,668,804)	-	-	-	-	(1,668,804)
Net fair value gain on financial assets during the year	-	-	-	-	-	-	-	5,357,736	-	5,357,736	5,357,736
Reclassification adjustments relating to financial assets disposed of during the year	-	-	-	-	-	-	-	(243,189)	-	(243,189)	(243,189)
Closing Balance (31/12/19)	(8,431,965)	2,080,023	(6,351,942)	197,624,995	53,189,753	250,814,748	2,461,837	2,449,694	364,257,468	366,707,162	613,631,805
Opening Balance (1/1/20)	(8,431,965)	2,080,023	(6,351,942)	197,624,995	53,189,753	250,814,748	2,461,837	2,449,694	364,257,468	366,707,162	613,631,805
Profit/(loss) for the year	(921,427)	252,381	(669,046)	-	(25,500)	(25,500)	(274,935)	-	(992,611)	(992,611)	(969,481)
Transfer from Asset Revaluation Reserve	-	-	-	(689,268)	689,268	992,611	-	-	-	-	-
Transfer to Trust Funds from Disposal of Parish Property	-	-	-	-	-	-	-	-	-	-	-
Other Comprehensive Income	-	-	-	9,894,196	-	9,894,196	-	-	166,282,467	166,282,467	166,282,467
Revaluation of Land and Building	-	-	-	-	-	-	-	-	(199,275)	(199,275)	(199,275)
Reversal of revaluation on assets transferred to held for sale and disposed	-	-	-	-	-	-	-	-	-	-	-
Gain on recognition/derecognition of Parish Property	-	-	-	9,894,196	-	9,894,196	-	-	-	-	9,894,196
Trust Funds drawn down during the year	-	-	-	-	(3,720,871)	(3,720,871)	-	-	-	-	(3,720,871)
Net fair value gain on financial assets during the year	-	-	-	-	-	-	-	(464,925)	-	(464,925)	(464,925)
Reclassification adjustments relating to financial assets disposed of during the year	-	-	-	-	-	-	-	616	-	616	616
Closing Balance (31/12/20)	(9,353,392)	2,332,404	(7,020,988)	206,826,923	51,125,261	257,952,184	2,186,902	1,985,385	529,348,049	531,333,434	784,451,532

The accompanying Notes form part of these Financial Statements

STATEMENT OF CASH FLOWS

For the year ended 31 December 2020

		2020	2019
	Note	\$	\$
Cash flows from Operating activities			
Cash receipts from Operations		121,339,463	123,721,273
Interest received		5,165,462	7,380,371
Dividends and Franking credits received		4,685,979	4,190,925
Cash paid to suppliers and employees		(131,038,525)	(134,648,119)
Interest paid		(1,789,020)	(4,598,912)
Interest bearing liabilities deposited with ACSQ		54,036,083	57,211,931
Interest bearing liabilities repaid by ACSQ		(14,905,788)	(16,628,695)
Loans and advances granted by ACSQ		(11,029,257)	(20,702,041)
Loans and advances repayments received by ACSQ		19,401,523	31,814,206
Net cash flows provided by/(used in) Operating activities	<i>B6(ii)</i>	45,865,920	47,740,939
Cash flows from Investing activities			
Proceeds from sale of Property, plant and equipment		2,514,353	12,749,591
Proceeds from disposals of Investments		657,087	2,343,185
Purchase of Investments		(1,070,954)	(12,302,464)
Purchase of Property, plant and equipment		(1,431,455)	(5,314,764)
Net cash flows provided by/(used in) Investing activities		669,031	(2,524,452)
Net increase/(decrease) in Cash and cash equivalents		46,534,951	45,216,487
Cash and cash equivalents at beginning of period		87,505,139	42,288,652
Cash and cash equivalents at end of period	<i>B6(i)</i>	134,040,090	87,505,139

The accompanying Notes form part of these Financial Statements

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NOTES TO THE FINANCIAL STATEMENTS

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A OVERVIEW

A1 GENERAL

The Corporation of the Synod of the Diocese of Brisbane, a not-for-profit entity operating as the “Anglican Church Southern Queensland” (“ACSQ”), has prepared special purpose financial statements as, in the opinion of the Diocesan Council, ACSQ is not a reporting entity and it is unlikely there are users of these Financial Statements who are not in a position to require the preparation of reports tailored to their information needs. Accordingly, these Financial Statements have been prepared to satisfy the Diocesan Council’s reporting requirements under the *Australian Charities and Not-for-profits Commission Act 2012*.

ACSQ’s registered office and principal place of business is at 373 Ann Street, Brisbane QLD 4000.

A2 BASIS OF PREPARATION

The Financial Statements do not comply with all the recognition and measurement requirements in Australian Accounting Standards as detailed below:

Australian Accounting Standards not applied	Significant accounting policy applied
AASB 3 Business Combinations AASB 10 Consolidated Financial Statements AASB 127 Separate Financial Statements	The Financial Statements are presented as an aggregation of the main business streams however do not include all business streams of the Corporation (refer Note A4 Principles of aggregation below).
AASB 116 Property Plant and Equipment	Buildings are not depreciated based on the length of useful lives, or the nature of the assets and are carried at fair value.
AASB 9 Financial Instruments	The provision for abuse claims has not been adjusted for the time value of money as timing of settlement cannot be determined reliably. Unrealised gains and losses arising from movements in the fair value of investments are recognised through Other Comprehensive Income. Realised gains and losses on disposal of investments are recognised through operating surplus/deficit. Hedge instruments are disclosed in Note C6 Financial risk management, however, are not included on the face of the Financial Statements.

In addition to the above, ACSQ does not comply with the following accounting standards with respect to disclosures only:

- AASB 8 Segment Reporting
- AASB 12 Disclosure of Interests in Other Entities
- AASB 13 Fair Value Measurement
- AASB124 Related Party Disclosures

These Financial Statements have been prepared in accordance with the basis of accounting specified by all Australian Accounting Standards and Australian Accounting Interpretations except for those noted above.

The Financial Statements are prepared on the historical cost basis offset by any impairments, except for certain non-current assets that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on fair values of the consideration given in exchange. All amounts are presented in Australian Dollars (AUD) and rounded to the nearest dollar.

Where necessary, comparative amounts have been amended for any changes to the current year presentation or classification of items in the Financial Statements that were made in order to enhance users’ understanding of the Financial Statements.

The preparation of the Financial Statements requires management to make judgments, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses (see further *Note A3 Critical accounting estimates and judgments*).

The Notes to the Financial Statements include specific accounting policies which have been adopted in the preparation of this report. They are consistent with the previous period unless otherwise stated.

A3 CRITICAL ACCOUNTING ESTIMATES AND JUDGMENTS

Estimates and judgments incorporated into the Financial Statements are based on historical knowledge and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgments about carrying values of assets and liabilities that are not readily apparent from other sources. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within ACSQ.

Areas of estimation in the Financial Statements are:

- Fair value of assets and liabilities – inputs into the valuation methodology (see *Note E5 Other accounting policies*)
- Impairment of non-fair valued assets – inputs into the recoverable amount (see *Note B1 ANFIN*)
- Abuse claim provisions and related receivable – the net costs of known uninsured claims and the net costs of potential additional payments for previously settled claims (see *Note B3 Abuse claims management*)
- Property, plant and equipment – useful lives (see *Note B5 Property, plant and equipment*)
- Employee benefits – inputs into the calculation of the present value of long service leave entitlements (see *Note C2 Employee expenses and entitlements*)

A4 PRINCIPLES OF AGGREGATION

ACSQ, as the ultimate responsible entity, has produced the Financial Statements which incorporate for clarity the assets and liabilities and the results of the business streams that are not reported elsewhere. Individual financial statements are prepared separately for each of the excluded business streams and are available directly from the relevant Parish, School and Child Care Centre. Financial statements for Anglicare SQ for the latest financial year ended 30 June 2020 are available on the ACNC website.

Business transactions and balances between the included business streams are eliminated in the Financial Statements.

FINANCIAL OPERATIONS INCLUDED:

- Anglican Financial Services (ANFIN)
- Anglican Schools Office
- Claims Settlement
- Finance and Diocesan Services
- Ministry Education
- Parish & Other Ministries Services
- The Episcopate and Leadership Team
- General Manager's Office
- The Going for Growth Fund
- The Mission Alive Fund
- Trusts and other funds (including The Diocesan Insurance Fund, General Trust and Special Trust Funds).

BUSINESS STREAMS REPORTED SEPARATELY:

- Parishes, except for real property assets that have been included in the Financial Statements
- Individual Schools owned or controlled by ACSQ
- The Community Services Commission (CSC) trading as Anglicare Southern Queensland (Anglicare SQ)

A5 GOING CONCERN AND LIQUIDITY MANAGEMENT

Due to the effect of the aggregation of the ANFIN assets and liabilities into ACSQ, the Financial Statements show an imbalance between the current assets and current liabilities.

ACSQ maintains sufficient funds in cash and cash equivalents to meet its day to day operational requirements with an unrestricted year end cash balance of \$130.8m (2019: \$85.3m).

The singular legal relationship between ACSQ and its business entities allows for a higher degree of information flow and controls. This supports the management of assets to meet the short-term liabilities to internal depositors in ANFIN, as well as allowing for more systematic planning for longer-term investments and for meeting longer-term liabilities. Further it should be noted that, where necessary, the liquidity of the internal depositors could be drawn upon to support any shortfall.

ACSQ has unrestricted access to \$48.0m (2019: \$10.0m) in lines of credit, which were unused at year-end.

These measures, along with the considerable level of non-current assets held and the expected inflow of cash from operations, give the Diocesan Council the assurance that ACSQ will be able to meet its financial obligations as and when they fall due.

The Financial Statements are prepared on a going concern basis, which contemplates the continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.

B KEY NUMBERS

B1 ANFIN

ANFIN is a Religious Charitable Development Fund which provides treasury, investment, funding and transactional solutions for ACSQ as well as other approved affiliated Anglican entities.

(i) ANFIN operational result

	2020	2019
	\$	\$
Investment income		
Interest income from deposits with other financial institutions	1,521,322	2,380,246
Interest income from loans and advances	3,439,230	5,186,668
Dividend income and managed fund distributions	2,696,634	2,421,836
	<u>7,657,186</u>	<u>9,988,750</u>
Investment expense		
Interest expense from client investments	1,578,812	3,970,268
Gross margin	<u>6,078,374</u>	<u>6,018,482</u>
Other income		
Other minor operating income	1,315	159
Other gains/(losses)	37,985	37,326
	<u>39,300</u>	<u>37,485</u>
Other expenses		
Employee expenses	432,282	367,096
Loan impairment	-	423,939
Service delivery	96,691	93,686
Office operations	29,492	37,128
Asset management	306,828	296,277
	<u>865,293</u>	<u>1,218,126</u>
Surplus/(deficit) for the year	<u>5,252,381</u>	<u>4,837,841</u>
ANFIN dividend paid to ACSQ	(5,000,000)	(5,150,000)
Net surplus/(deficit) for the year	<u>252,381</u>	<u>(312,159)</u>

The above position is as disclosed in *Note C1 Segment reporting* and is prior to the elimination of inter-entity transactions. The dividend paid by ANFIN to ACSQ has been eliminated on aggregation.

Interest income is received from Parishes, Schools and other related entities on loans advanced by ANFIN.

Interest expense is paid to Parishes, Schools, Anglicare SQ and other related entities on deposits held by ANFIN.

See *Note E5 Other Accounting Policies* for details in relation to the accounting policies for income and expenses.

(ii) Interest bearing liabilities

The interest bearing liabilities represent funds on deposit with ANFIN from the business segments of ACSQ.

	2020	2019
	\$	\$
Current (Unsecured - at amortised cost)		
<i>Funds at call</i>		
Anglicare	89,533,198	77,934,123
Schools	65,228,407	47,180,405
Parishes and other Anglican entities	20,767,573	15,460,738
	<u>175,529,178</u>	<u>140,575,266</u>
<i>Term Investments</i>		
Anglicare	74,289,407	73,732,075
Schools	14,736,349	8,791,109
Parishes and other Anglican entities	12,267,321	14,693,513
	<u>101,293,077</u>	<u>97,216,697</u>
Total Interest bearing liabilities	<u>276,822,255</u>	<u>237,791,963</u>

Note that financial liabilities arising in relation to right-of-use assets are excluded from the above interest bearing liabilities and are instead disclosed separately in *Note B5 Property, Plant and Equipment*. Further details are provided in *Notes C6 Financial Risk Management* and *E5 Other Accounting Policies* in relation to respectively the maturity of the liabilities and accounting policies relevant to them.

Financing arrangements

Unrestricted access was available to ACSQ at the end of the reporting period to the following lines of credit:

	2020	2019
	\$	\$
Equity lending facility	30,000,000	10,000,000
Business loan facility	18,000,000	-
Used at balance date	-	-
Unused at balance date	<u>48,000,000</u>	<u>10,000,000</u>

The Equity lending facility is secured by Investments in managed funds of \$17,914,704 (2019: \$21,086,727) – see *Note B1(v) ANFIN Investments*. The business loan facilities were taken out in 2020 as part of ACSQ's response to the challenges arising from the COVID pandemic and are secured by \$64.0m in term deposits held at Westpac (2019: \$nil).

(iii) Financial assets - Loans receivable

The loans receivable held by ANFIN represent loans and overdrafts made available to the business segments of ACSQ.

	\$	\$	\$
ANFIN loans receivable 2020	Current	Non-current	Total
Anglicare	-	-	-
Schools	15,265,016	91,767,904	107,032,920
Parishes and other Anglican entities	678,372	6,888,339	7,566,711
Overdrafts	94,808	-	94,808
	<u>16,038,196</u>	<u>98,656,243</u>	<u>114,694,439</u>
Allowance for impaired loans	-	(423,939)	(423,939)
	<u>16,038,196</u>	<u>98,232,304</u>	<u>114,270,500</u>

ANFIN loans receivable 2019

Anglicare	-	-	-
Schools	19,516,592	95,373,085	114,889,677
Parishes and other Anglican entities	782,440	7,202,437	7,984,877
Overdrafts	120,626	-	120,626
	<u>20,419,658</u>	<u>102,575,522</u>	<u>122,995,180</u>
Allowance for impaired loans	-	(423,939)	(423,939)
	<u>20,419,658</u>	<u>102,151,583</u>	<u>122,571,241</u>

Substantial client investments cover many of these loans with ACSQ from the same or related entities. A substantial proportion of these investments are held in the name of, and under the direct control of ACSQ. Further, substantial loan receivables are held with excluded business streams of ACSQ such as Schools (refer *Note A4 Principles of aggregation*).

Loans totalling \$114,175,692 (2019: \$122,522,139) were advanced to Diocesan agencies and parties related to ACSQ. Of these loans, \$7,500,643 (2019: \$4,581,910) has been advanced to parishes for properties which are held as assets in the Financial Statements. One of the major objectives of ANFIN is to provide loan finance to such Anglican Church entities.

As at balance date, loans approved but not yet funded amounted to \$22,518,634 (2019: \$29,497,359).

Further details are provided in *Note E5 Other accounting policies* in relation to the general accounting policies relevant to loan receivables, however the approach taken with respect to determining the appropriate allowance for impaired loans is discussed in the next section.

(iv) Allowance for impaired loans

In 2020 there were nil loan impairments. In 2019 a loan to another Anglican entity was fully impaired by \$423,939.

ACSQ assesses impairment at each reporting date by evaluating conditions specific to loan receivables. ACSQ recognises an allowance for Expected Credit Losses ("ECLs") for all Debt instruments not held at fair value through the Statement of Comprehensive Income. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cashflows that ACSQ expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms. An allowance for ECLs is made when there is objective evidence that the collection risk has changed since initial recognition and that ACSQ may not be able to collect the debts and they are considered to be impaired.

The singular legal relationship between ACSQ and the business entities to which it provides loans allows for a high degree of information and controls collectability.

(v) Financial assets - Investments

	2020	2019
	\$	\$
Investments in managed funds	60,251,754	60,811,542
Externally managed share portfolio	-	-
	60,251,754	60,811,542

Of the balance invested in managed funds, \$17,914,704 (2019: \$21,086,727) is held as security for a \$30m (2019: \$10m) line of credit (see *Note B1(ii)* above).

During the year, the market value of the investment portfolio decreased by \$581,179 (2019: increased by \$2,405,074) and this unrealised gain/(loss) has been recognised in Other Comprehensive Income and the Statement of Changes in Equity (Asset Revaluation Reserve).

Investments are financial assets that are measured at fair value, and to provide an indication about the reliability of the inputs used in determining fair value, ACSQ has categorised below the Investments into the three levels prescribed under the accounting standards (see further *Note E5 Other accounting policies*).

Recurring fair value measurements

	Level 1	Level 2	Level 3	Total
Financial assets	\$	\$	\$	\$
At 31 December 2019				
Financial assets at fair value at FVOCI				
Investments in managed funds	60,811,542	-	-	60,811,542
Externally managed share portfolio	-	-	-	-
	60,811,542	-	-	60,811,542
At 31 December 2020				
Financial assets at fair value at FVOCI				
Investments in managed funds	60,251,754	-	-	60,251,754
Externally managed share portfolio	-	-	-	-
	60,251,754	-	-	60,251,754

The Level 1 inputs used in determining fair value of the Investments is the quoted buy price of the unit in the managed fund, and for the externally managed share portfolio is the bid price listed on the Australian Stock Exchange as at 31 December 2020.

The fair value of investments as at 31 December 2020 reflects the conditions known as at that date and do not factor in the continuing effect of COVID-19 on those valuations. The investment markets are expected to be more volatile for at least the near term.

B2 ANGLICAN SCHOOLS COMMISSION

The Anglican Schools Commission ("ASC") provides strategic direction and policy development to, and monitoring of, Anglican schools owned by ACSQ.

	2020	2019
	\$	\$
Operating income		
Australian Government Funding for Schools	98,482,593	92,612,528
School Levies	3,085,197	1,615,587
Interest income from deposits	11,262	43,871
Anglican Belonging	40,950	-
Other operating income	14,726	134,280
Other income	24,000	(1,480)
	<u>101,658,728</u>	<u>94,404,786</u>
 Operating expenses		
Distribution of Government funding for schools	98,482,593	90,693,211
Employee expenses	1,838,859	1,440,405
Grant and income distribution	710	830,718
Service delivery	825,164	936,160
Office operations	286,335	309,510
Asset management	171,798	192,299
Depreciation	265	266
	<u>101,605,724</u>	<u>94,402,569</u>
 Operating surplus/(deficit) for the year	<u>53,004</u>	<u>2,217</u>

ACSQ receives funding from the Federal Government for the Anglican School Queensland System which is then distributed to Schools in accordance with the Federal Government's funding model. The Anglican Schools Commission also govern a number of Education and Care Services within ACSQ

Levies are received from Schools in order to cover the operational costs of running the Anglican School Commission.

B3 ABUSE CLAIMS MANAGEMENT

The Claims Settlement business stream forms part of the General Manager's Office. It has responsibility for the management of any alleged abuse claims arising in relation to any of the operations of ACSQ.

(i) Abuse claims net operating result

	2020	2019
	\$	\$
Abuse claims income		
Reimbursement of uninsured claims costs	13,489,130	4,409,935
Abuse claims expenses		
Claims expense	18,231,965	10,691,447
Movement in reimbursement of claims provided for	(5,544,942)	3,112,352
Grant and income distribution	100,000	-
Service delivery expenses	6,004	465,392
	<u>12,793,027</u>	<u>14,269,191</u>
Net Abuse claims management operating result	<u>696,103</u>	<u>(9,859,256)</u>

(ii) Abuse claims provision

	2020	2019
	\$	\$
Abuse claims reimbursement receivable	12,771,853	7,226,911
Provision for known uninsured Abuse claims	18,764,873	14,580,462
Net Abuse claims provision	<u>(5,993,020)</u>	<u>(7,353,551)</u>

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognised as an asset if it is virtually certain that reimbursement will be received, and the amount of the receivable can be measured reliably.

As at 31 December 2019 there was some uncertainty as to whether one school would pay the abuse claims related to their school, and as a result the receivable was not virtually certain. This situation has been resolved in 2020. ACSQ considers the reimbursement of the abuse claims provision as 'virtually certain' due to the Diocesan Council resolving the way in which the claims payments would be funded, and the Schools having the capacity to fund the reimbursement.

For the financial year end, ACSQ has recognised an increase in the receivable for reimbursement for School abuse claims totalling \$5,544,942 (2019: a decrease of \$3,112,352) which has been recognised in the Statement of Comprehensive Income.

The provision includes key estimates in relation to the assumptions about likely outcomes and estimates of average claim amounts for uninsured claims and additional redress on previously settled claims. Included in the above Provision for known uninsured Abuse claims is ACSQ's best estimate of the net costs of known uninsured abuse claims yet to be settled, together with the net costs of potential additional payments required on previously settled claims as a result of recommendation from the Royal Commission.

Provisions are measured as management's best estimate of the net expenditure required to settle the present obligation at the reporting date.

Provisions for legal claims are recognised when ACSQ assesses it is probable that the claim will result in a future payment to the claimant and the amount can be reliably estimated.

(iii) Contingent abuse claims and costs

ACSQ has potential future exposure to claims and costs associated with its response to abuse claims and the Royal Commission into Institutional Responses to Child Sexual Abuse. ACSQ has made its best estimate of the net costs of known uninsured abuse claims yet to be settled together with the net costs of potential additional payments required on previously settled claims as a result of recommendation from the Royal Commission (refer above). However, it is not possible at the date of this report for ACSQ to reliably estimate the effect of any costs of unknown claims which might emerge in the future. Accordingly, no liabilities or expenses have been recorded in relation to unknown potential future claims.

B4 OTHER BUSINESS OPERATIONS REVENUE AND EXPENSES

Other business operations revenues and expenses include the operating result prior to eliminations for the remaining business streams reported on in these Financial Statements, excluding the ANFIN, ASC and Claims Settlement operating results disclosed in *Notes B1 to B3* above.

(i) Other financing income and expense

	2020	2019
	\$	\$
Investment income		
Interest income from deposits	187,192	566,503
ANFIN dividend income	5,000,000	5,150,000
Other external dividend income and managed fund distributions	1,639,370	2,313,480
	<u>6,826,562</u>	<u>8,029,983</u>
Investment expense		
Interest expense	389,148	745,205
	<u>6,437,414</u>	<u>7,284,778</u>

The ANFIN dividend income received by ACSQ has been eliminated on aggregation (see *Note A4 Principles of Aggregation*). For commentary in relation to accounting policies relevant to investment income and expense, please refer to *Note E5 Other accounting policies*.

(ii) Other interest-bearing liabilities

These are funds at call held by ACSQ on behalf of related parties outside of ANFIN's operations.

	2020	2019
	\$	\$
Current (Unsecured - at amortised cost)		
<i>Funds at call</i>		
ASC Portable Long Service Leave	1,133,703	1,077,581
ASC unspent salary sacrifice funds	146,822	133,282
Canterbury Fellowship trust	100,003	-
	<u>1,380,528</u>	<u>1,210,863</u>
Non-Current (Unsecured - at amortised cost)		
Funds held on behalf of Anglicare	30,164,017	30,061,140
	<u>31,544,545</u>	<u>31,272,003</u>

(iii) Other loans receivable

These loans receivable held by ACSQ outside of ANFIN's operations represent long term loans provided to two schools. The timeframe for the repayment of these loans is currently under discussion, and consequently the loans remain classified as non-current.

	\$	\$	\$
	Current	Non-current	Total
Other loans receivable 2020			
Schools	-	5,807,617	5,807,617
Allowance for impaired loans	-	(5,000,000)	(5,000,000)
	-	807,617	807,617

Other loans receivable 2019			
Schools	71,525	5,807,617	5,879,142
Allowance for impaired loans	-	(5,000,000)	(5,000,000)
	71,525	807,617	879,142

(iv) Other Investments

Other investments represent funds that are managed by ACSQ outside of ANFIN's operations.

	2020	2019
	\$	\$
Investments in managed funds	27,865,823	28,790,467
Externally managed share portfolio	12,564,148	11,627,390
	40,429,971	40,417,857

The investments in managed funds include the Going for Growth Fund and the See Fund.

During the year, the market value of the investment portfolio increased by \$116,254 (2019: increased by \$2,952,662) and this unrealised gain/(loss) has been recognised in Other Comprehensive Income and the Statement of Changes in Equity (Asset Revaluation Reserve).

Investments are financial assets that are measured at fair value, and to provide an indication about the reliability of the inputs used in determining fair value, ACSQ has categorised below the Investments into the three levels prescribed under the accounting standards (see further *Note E5 Other accounting policies*).

Recurring fair value measurements

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
Financial assets				
At 31 December 2019				
Financial assets at fair value at FVOCI				
Investments in managed funds	28,790,467	-	-	28,790,467
Externally managed share portfolio	11,627,390	-	-	11,627,390
	40,417,857	-	-	40,417,857

At 31 December 2020

Financial assets at fair value at FVOCI				
Investments in managed funds	27,865,823	-	-	27,865,823
Externally managed share portfolio	12,564,148	-	-	12,564,148
	40,429,971	-	-	40,429,971

The Level 1 inputs used in determining fair value of the Investments is the quoted buy price of the unit in the managed fund, and for the externally managed share portfolio is the bid price listed on the Australian Stock Exchange as at 31 December 2020.

The fair value of investments as at 31 December 2020 reflects the conditions known as at that date and do not factor in the continuing effect of COVID-19 on those valuations. The investment markets are expected to be more volatile for at least the near term.

(v) Other business operating income

	2020	2019
	\$	\$
Insurance claims reimbursement	182,292	11,973
Insurance premiums received	5,033,406	4,475,837
Service fees	1,094,337	1,170,282
Other operations income		
Sundry income	1,525,254	1,628,979
Rental income	956,483	1,040,064
Education and conference income	348,493	431,507
Grants received	118,000	-
Expenses recovered	399,478	904,240
	<u>3,347,708</u>	<u>4,004,790</u>
Total	<u>9,657,743</u>	<u>9,662,882</u>

Insurance claim reimbursements are in relation to recoveries made under ACSQ's insurance policies. ACSQ recovers insurance premiums and self-insurance levies from Parishes, Schools, Anglicare SQ and other related entities.

Parishes and Anglicare SQ are charged Service fees for administrative services provided by ACSQ.

(vi) Donations, fundraising, contributions

	2020	2019
	\$	\$
Anglican Belonging Fee income	2,304,696	2,292,201
Diocese/Parish contributions	1,699,522	2,068,712
Donations	835,514	454,798
	<u>4,839,732</u>	<u>4,815,711</u>

The Anglican Belonging fee income received by ACSQ is predominantly from Anglicare SQ with the balance from the separately incorporated schools .

(vii) Accounting policy – Revenue and other income

Revenue and other income are recognised when control of the asset is transferred to the customer at an amount that reflects the consideration to which ACSQ expects to be entitled in exchange for the goods or services. Amounts disclosed are measured at the fair value of the consideration received or receivable and are net of goods and services tax ("GST") levied and amounts collected on behalf of third parties.

Fee revenue is recognised when the service is provided.

Rendering of services is recognised in proportion to the stage of completion of the transaction at the end of the annual reporting period. The stage of completion is assessed by reference to the stage of work performed.

Rental income is accounted for on a straight-line basis over the term of the rental agreement. Contingent rents are recognised as revenue in the period in which they are earned.

Donations, fund raisings and bequests are recognised upon receipt.

(viii) Business operating expenses

	2020	2019
	\$	\$
Employee expenses	10,686,239	10,536,827
Grant and income distribution	2,487,832	2,833,565
Service delivery expenses		
Insurance	4,385,242	3,640,848
Anglican Church Australia statutory assessment fee	166,600	151,971
Anglican Church Australia special assessment fee	40,740	39,620
Professional services and consultants	1,361,231	1,577,215
Training, conference and education	288,974	403,114
Professional development	104,273	106,257
Audit and accounting fees	98,136	180,050
Hospitality and Synod	51,700	60,324
Bank Charges	1,012	547
	<u>6,497,908</u>	<u>6,159,946</u>
Office operations		
Advertising and marketing	7,933	7,954
Removals and relocation	16,192	3,586
Photocopying, printing, postage and stationery	81,705	77,001
Sundry expenses	317,187	306,822
Telephone, fax and internet	80,715	75,365
Travelling	70,367	122,210
	<u>574,099</u>	<u>592,938</u>

Income distributions relates to funds drawn from specific Parish property and other trust reserves. The auditor of ACSQ is Ernst & Young (2019: Ernst & Young) and audit fees in 2020 were \$97,850 (2019: \$100,000).

	2020	2019
	\$	\$
Asset management		
Occupancy expenses	405,539	796,229
Computing, software and licenses	144,846	225,798
Motor vehicle expenses	128,644	212,413
Repairs and maintenance	321,102	393,398
Minor equipment purchases and hire	82,085	36,184
	<u>1,082,216</u>	<u>1,664,022</u>

(ix) Accounting policy – business operating expenses

Expenses are recognised net of GST on an accruals basis following receipt of goods or services.

B5 PROPERTY, PLANT AND EQUIPMENT

(i) Property, plant and equipment (excluding Right-of-use assets in Note B5(v))

	Land at valuation	Buildings at valuation	Work in Progress at cost	Other PPE at cost	TOTAL
Balance at 1 January 2019	325,506,617	236,119,009	3,901,655	2,116,284	567,643,565
Additions	1,085,409	2,917,035	3,013,034	-	7,015,478
Completed projects capitalised/expensed	-	4,921,182	(5,093,440)	172,258	-
Impairment write-down	-	-	-	-	-
Transferred to Assets held for sale (Note B5(iii))	(3,855,086)	(4,024,562)	-	-	(7,882,648)
Disposals/adjustments	-	(4,029,611)	-	-	(4,029,611)
Revaluation adjustments - Assets transferred to Held for sale and disposed	(473,642)	(708,825)	-	-	(1,182,467)
Revaluation of Land and buildings	13,374,051	2,523,616	-	-	15,897,667
Balance at 31 December 2019	335,634,349	237,717,844	1,821,249	2,288,542	577,461,984
Additions	60,000	10,301,586	2,251,077	423,343	13,041,017
Completed projects capitalised/expensed	-	1,624,945	(1,694,345)	-	(70,000)
Impairment write-down	-	(1,556,279)	(278,256)	-	(1,834,535)
Transferred to Assets held for sale (Note B5(iii))	(1,556,279)	(278,256)	(119,663)	-	(1,954,198)
Disposals/Adjustments	(934,504)	(351,500)	-	-	(1,286,004)
Revaluation adjustments	-	(335,415)	(1,337,884)	(2,009,510)	(3,682,809)
Revaluation adjustments - Assets transferred to Held for sale and disposed	-	-	-	-	-
Revaluation of Land and buildings	46,898,915	116,514,217	-	-	163,413,132
Balance at 31 December 2020	380,102,481	365,293,431	919,834	707,375	747,023,122
ACCUMULATED DEPRECIATION					
Balance at 1 January 2019	-	-	-	(2,024,361)	(2,024,361)
Impairment write down	-	-	-	-	-
Depreciation expense	-	-	-	(36,751)	(36,751)
Balance at 31 December 2019	-	-	-	(2,061,112)	(2,061,112)
Impairment write down	-	-	-	-	-
Disposals	-	-	-	1,890,193	1,890,193
Depreciation expense	-	-	-	(162,491)	(162,491)
Balance at 31 December 2020	-	-	-	(333,410)	(333,410)
WRITTEN DOWN VALUE					
Carrying value at 31 December 2019	335,634,349	237,717,844	1,821,249	227,430	575,400,872
Carrying value at 31 December 2020	380,102,481	365,293,431	919,834	373,965	746,689,712

"Other PPE" includes Furniture and fittings, Office equipment, Motor Vehicles and Computer software and equipment

(ii) Accounting policy – Property, plant and equipment

Recognition

Land and buildings are valued at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (see further *Note E5 Other accounting policies*). The highest and best use of the land and buildings are considered in determining the valuation.

The determination of fair value is one of the key accounting estimates made by ACSQ. ACSQ's policy is to make revaluations with sufficient regularity to ensure the carrying amount of land and buildings does not differ materially from that which would be determined using fair value at the end of the reporting period. Independent valuations are periodically obtained in the application of this policy. Valuations for land and buildings held at fair value were valued by APV Valuers and Asset Management at 30 June 2020.

In their valuation APV noted that the market that the assets are valued in is being impacted by the uncertainty that the COVID-19 outbreak has caused. APV considered that market conditions were changing daily, and as the effects of the outbreak were not yet fully known at the date of the valuation APV determined that there will be some variability of valuation inputs resulting in a degree of valuation uncertainty. Consequently APV recommended that a desktop valuation for 2021 be conducted to reassess the market.

To provide an indication about the reliability of the inputs used in determining fair value, ACSQ has categorised below land and buildings into the three levels prescribed under the accounting standards (see further *Note E5 Other accounting policies*).

Fair value hierarchy

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
At 31 December 2020				
Land	-	380,102,481	-	380,102,481
Buildings and other structures	-	23,494,300	341,799,131	365,293,431
	-	403,596,781	341,799,131	745,395,912
	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
At 31 December 2019				
Land	-	151,279,099	184,355,250	335,634,349
Buildings and other structures	-	44,593,410	193,124,434	237,717,844
	-	195,872,508	377,479,685	573,352,193

The fair value of land and buildings is determined based on unobservable inputs that would be classified as either Level 2 or Level 3 in the fair value hierarchy. The valuer used various methodologies to value land (including direct comparison market approach or hypothetical development approach) and buildings (direct comparison approach, income approach or cost replacement approach). Buildings were further split into components if there were multiple components that would have varying useful lives or condition leading to different valuations.

Increases in the carrying amounts arising on revaluation of land and buildings are credited to the Asset revaluation reserve in equity. Any revaluation decrements are initially taken to the Asset revaluation reserve to the extent of any previous revaluation surplus of the same asset.

All other items of property, plant and equipment are initially recorded at cost at the date of acquisition, being the fair value of the consideration provided plus incidental costs directly attributable to the acquisition.

Donated assets are recorded at their fair value and credited to the Statement of Comprehensive Income.

Property sales are recorded as a profit or loss against book value followed by writing back any revaluation to Asset revaluation reserve.

Costs incurred on assets subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed standard of performance of the asset will flow to ACSQ in future years, otherwise the costs are recognised in the Statement of Comprehensive Income as an expense when incurred.

Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale.

Depreciation

Depreciation of plant and equipment is calculated such that the assets are written off over their expected useful lives using the straight-line basis.

The depreciation rates for each class of asset are as follows:

Furniture and fittings	10%
Computer equipment and software	33.33%
Office equipment	20 – 33.33%

Buildings are not depreciated.

Impairment of tangible assets

At each reporting date, carrying values of tangible assets are reviewed to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the fair value or rateable land value as determine by ACSQ, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the Statement of Comprehensive Income.

Derecognition

An item of property, plant and equipment is derecognised when it is old or otherwise disposed of, or when its use is expected to bring no future economic benefits. Any gain or loss on derecognising an item of property, plant and equipment (being the difference between the proceeds of disposal and the carrying amount of Property, plant and equipment) is included in the income statement in the year of disposal.

(iii) Assets Held for Sale

	2020	2019
	\$	\$
Land held for sale		
Opening balance	1,226,292	1,966,031
Transferred from Property, plant and equipment (Note B5(i))	934,504	3,858,086
Disposals	(1,154,314)	(4,597,825)
	1,006,482	1,226,292

Buildings and Improvements Held for Sale

Opening balance	3,520,256	2,401,995
Transferred from Property, plant and equipment (Note B5(i))	351,500	4,024,562
Adjustment to valuation	-	-
Disposals	(862,565)	(2,906,301)
	3,009,191	3,520,256
Total Assets held for sale	4,015,673	4,746,548

(iv) Accounting policy – Assets held for sale

Non-current assets are classified as Assets held for sale if their carrying amount will be recovered principally through a sale transaction instead of use and the sale is highly probable to occur within twelve months of reporting date. They are measured as the lower of their carrying amount and fair value less costs to sell. Where a reversal of a previous revaluation is required to adjust the asset to fair value, the revaluation adjustment against the Asset revaluation reserve is made immediately prior to the asset being reclassified to Held for sale. They are not depreciated.

An impairment loss is recognised for any initial or subsequent write-down of the asset to fair value less costs to sell. A gain is recognised for any subsequent increases in fair value less costs to sell of an asset, but not in excess of any cumulative impairment loss previously recognised. A gain or loss not previously recognised by the date of the sale of the non-current asset is recognised at the date of de-recognition.

(v) Right of use assets and lease liabilities

ACSQ has lease contracts for premises and motor vehicles used in its operations which are classified as Right-of-use assets and liabilities.

The following expenses in relation to leases have been recognised in the Statement of Comprehensive Income.

	2020	2019
	\$	\$
Lease expenses		
Depreciation - Right-of-use lease assets	554,774	520,183
Interest expense - Lease liabilities	64,529	85,672
	<u>619,303</u>	<u>605,855</u>

Right-of-use lease assets have been classified as part of Property, plant and equipment in the Balance Sheet.

	2020	2019
	\$	\$
Right-of-use lease assets		
Non-current		
Premises	1,212,437	1,645,678
Motor Vehicles	134,914	148,113
	<u>1,347,351</u>	<u>1,793,791</u>

Lease liabilities have been classified into current and non-current liabilities.

	2020	2019
	\$	\$
Lease liabilities		
Current		
Premises	454,829	336,491
Motor Vehicles	82,527	61,273
	<u>537,356</u>	<u>397,764</u>
Non-current		
Premises	812,909	1,351,821
Motor Vehicles	52,372	75,639
	<u>865,281</u>	<u>1,427,460</u>
Total lease liabilities	<u>1,402,637</u>	<u>1,825,224</u>

Leases for premises are generally for 10 to 12-year terms, with the current premises having less than 4 years remaining in lease term. Leases for motor vehicles generally have lease terms between 3 and 5 years. ACSQ obligations under the motor vehicle leases are secured by the lessor's title to the leased assets.

ACSQ also has certain leases of office equipment with lease terms of 12 months or less, or with low value, however these leases qualify for an exemption from recognition as right-of-use assets and liabilities.

(vi) Accounting policy - Right of use assets and liabilities

ACSQ assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

ACSQ applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. ACSQ recognises right-of-use assets representing the right to use the underlying assets and lease liabilities to make lease payments.

Right-of-use assets

ACSQ recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received.

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets. If ownership of the leased asset transfers to ACSQ at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Lease liabilities

At the commencement date of the lease, ACSQ recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option or lease renewal reasonably certain to be exercised by ACSQ and payments of penalties for terminating the lease, if the lease term reflects ACSQ exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs

In calculating the present value of lease payments, ACSQ uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset

Short-term leases and leases of low-value assets

ACSQ applies the short-term lease recognition exemption to its short-term leases of plant and equipment (i.e. those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of plant and equipment that are considered to be low value.

Lease payments on short-term leases and leases of low-value assets are recognised as expenses on a straight-line basis over the lease term.

Corporation as a Lessor

Leases in which ACSQ does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases.

B6 CASH

(i) Cash and cash equivalents

	2020	2019
	\$	\$
Cash at banks and other financial intermediaries	130,808,516	85,291,198
Restricted cash	3,231,574	2,213,941
	<u>134,040,090</u>	<u>87,505,139</u>

Cash and cash equivalents include cash on hand, deposits held at call with banks and financial intermediaries, and other short-term cash investments (including longer term deposits that can be easily converted to cash with insignificant cost and on short notice). Bank overdrafts are shown within borrowings in liabilities on the Statement of Financial Position.

ANFIN holds restricted cash through Indue Ltd who provide services to ANFIN in the form of settlements with bankers for direct entry, chequing and depositing transactions. These funds ensure there is always an adequate amount available to process all overnight transactions.

(ii) Reconciliation of operating surplus/(deficit) to net cash generated from operating activities

	2020	2019
	\$	\$
Net surplus/(deficit) for the period	(969,481)	(8,204,427)
Adjustments for:		
Non-cash items:		
Less: Non-cash distribution from Investments	(35,741)	(315,539)
Add: Impairment of Property plant and equipment	1,954,198	-
Less: Bequest property and investment received / disbursed	(405,043)	(936,520)
Add: Lease Adjustment	23,852	-
Add: Depreciation	162,491	556,933
(Gain)/ loss on sale of Fixed assets	(497,474)	(1,231,737)
(Gain)/ loss on sale of Investment	(68,548)	(467,689)
Decrease/ (increase) in Receivables	(3,163,080)	17,573,583
Increase/ (decrease) in Payables	5,181,177	(707,435)
Increase/ (decrease) in Employee entitlements	181,996	117,927
Increase/ (decrease) in Provisions	4,198,737	1,502,549
Increase/ (decrease) in Interest bearing liabilities	39,302,836	39,853,295
Net cash flows provided by/(used in) operating activities	<u>45,865,920</u>	<u>47,740,940</u>

C OTHER SIGNIFICANT OPERATING ITEMS

C1 SEGMENT REPORTING

Segment information is presented in respect of ACSQ's business streams. The primary business segments are based on the internal reporting structure of ACSQ. ACSQ primarily operates within one geographic segment being the state of Queensland. Segment revenue results include items directly attributable to a segment, including inter-entity transactions. The total of transactions eliminated on aggregation has been presented as Eliminations in both revenue and expenditure, with a final column presented which represents the total operating position of ACSQ which ties to the Statement of Comprehensive Income.

Business Segments

The following business segments are included in the segment reporting:

- Anglican Financial Services (ANFIN)
- The Anglican Schools Office (excluding schools) (ASC)
- Claim Settlements
- Finance and Diocesan Services Commission (FDSC)
- Ministry Education (MEC)
- Parish Services (excluding parishes) (PMC)
- The Episcopate and Leadership Team (Episcopate & Leadership)
- General Manager's Office (GMO)
- The Going for Growth Fund
- The Mission Alive Fund; and
- Trusts and Other Funds (including The Diocesan Insurance Funds).

Segment report
For the year ended 31 December 2019

	AMFIN	ASC	Claims Settlements	Total other segments	FDSC	MEC	PMC	Episcopate & Leadership	General Office	Group for Growth	Mission Ave Fund	Treas and Other Funds	Eliminators	Total
Investment income														
Interest income from deposits	2,380,246	43,871	-	566,503	8	13,940	540	22	-	170,694	78,539	302,780	(490,716)	2,499,504
Interest income from loans and advances	5,186,668	-	-	-	-	-	-	-	-	-	-	-	(131,922)	5,054,746
Dividend income and managed fund distribution	2,421,836	-	-	7,463,480	-	-	-	593,259	-	1,065,548	5,596,061	208,612	(5,247,336)	4,637,980
Operating income														
Business operations income														
Australian Government Funding for Schools	-	92,612,528	-	-	-	-	-	-	-	-	-	-	-	92,612,528
Reimbursement of claims	-	4,409,635	-	11,973	-	-	-	-	-	-	11,973	-	(63,660)	4,358,248
Insurance premiums received	-	-	-	4,475,837	-	-	-	-	-	-	4,475,837	-	(50,825)	4,425,012
School levies	-	1,615,587	-	-	-	-	-	-	-	-	-	-	-	1,615,587
Service fees	-	-	-	1,170,282	1,027,502	-	-	142,780	-	-	-	-	(508,500)	661,782
Other	159	134,280	-	4,004,790	462,416	595,132	137,221	208,657	87,222	662,360	316,416	1,533,346	(1,100,563)	3,038,666
Donations, fundraising and contributions														
Anglican Belonging income	-	-	-	2,292,201	-	-	-	-	-	-	2,292,201	-	-	2,292,201
Diocese Parish contributions	-	-	-	2,068,712	-	-	-	-	-	-	2,068,712	-	(710,000)	1,358,712
Donations	-	-	-	454,798	-	27,079	13,600	-	574	3,840	-	409,705	(120,593)	334,205
Other gains/(losses) property asset sales	-	-	-	1,231,737	-	-	-	-	-	-	37,334	1,194,403	-	1,231,737
Other income	37,326	(1,480)	-	1,565,319	-	780	-	-	-	1,097,528	467,689	9,322	(40,804)	1,960,361
TOTAL INCOME	10,026,235	94,404,786	4,409,935	25,305,632	1,489,926	636,951	151,361	801,938	230,576	2,999,970	10,858,952	8,145,958	(8,464,919)	125,681,669
EXPENSES														
Investment expense														
Interest expense	3,970,268	-	-	745,205	85,672	-	-	-	-	54,769	490,626	114,138	(574,305)	4,141,168
Operating expenses														
Funding to Schools	-	90,693,211	-	-	-	-	-	-	-	-	-	-	-	90,693,211
Claims Expense	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Employee expenses	367,096	1,440,405	-	10,536,827	3,987,857	1,311,040	878,177	1,163,339	2,227,071	-	-	969,343	(357,887)	13,445,912
Loan impairment	423,939	-	-	-	-	-	-	-	-	-	-	-	-	423,939
Grant and income distribution	-	830,718	-	2,833,565	-	9,674	318,682	1,200	17	710,000	216,106	1,577,866	(1,840,567)	1,823,716
Service delivery expenses	93,686	936,160	465,392	6,159,946	(118,729)	251,815	129,317	270,210	1,118,788	4,383,374	125,171	4,383,374	(45,256)	7,609,528
Office operations expenses	37,128	309,510	-	592,938	63,498	71,487	52,388	94,871	10,623	7,011	-	293,061	(496,904)	442,672
Asset management expenses	296,277	192,299	-	1,664,022	473,892	474,725	61,485	404,926	28,359	-	30,375	190,260	-	2,152,598
Depreciation	-	266	-	556,667	538,366	7,458	-	9,619	515	-	-	709	-	556,933
Other (non-operating) expenses	-	-	-	251,691	(26,021)	-	-	-	-	-	-	277,712	-	251,691
Income distribution	5,150,000	-	-	-	-	-	-	-	-	-	-	-	(5,150,000)	-
TOTAL EXPENSES	10,338,394	94,402,569	14,269,191	23,340,861	5,004,535	2,126,199	1,440,049	1,944,165	3,365,373	771,780	862,278	7,806,483	(8,464,919)	133,868,096
OPERATING SURPLUS/(DEFICIT)	(312,159)	2,217	(9,859,256)	1,964,771	(3,514,609)	(1,489,248)	(1,289,688)	(1,142,227)	(3,154,797)	2,218,190	9,996,674	339,475	-	(8,204,427)

Segment report
For the year ended 31 December 2020

	ANFN	ASC	Claim settlements	Team other segments	FCSC	MEC	PMC	Episcopate & Leadership	General Managers Office	Going For Growth	Mission Area Fund	Trusts and other funds	Emphatics	TOTAL
Investment income														
Interest income from deposits	1,521,322	11,262	-	187,192	-	5,337	241	38	-	8,298	104,132	69,146	(137,837)	1,581,839
Interest income from loans and advances	3,439,230	-	-	-	-	-	-	-	-	-	-	-	(73,906)	3,365,324
Dividends income and managed fund distributions	2,696,634	-	-	6,639,370	-	-	-	453,455	-	709,803	5,402,432	73,980	(5,098,626)	4,277,278
Operating income														
Business operations Income														
Australian Government Funding for Schools	-	98,482,593	-	-	-	-	-	-	-	-	-	-	-	98,482,593
Reimbursement of claims	-	-	13,488,130	182,392	-	6,979	-	-	-	-	-	175,313	(12,679)	13,688,743
Insurance premiums received	-	-	-	5,033,406	-	-	-	-	-	-	-	5,033,406	(108,695)	4,924,711
School levies	-	3,085,197	-	-	-	-	-	-	-	-	-	-	-	3,085,197
Service fees	-	-	-	1,094,337	-	-	-	-	142,760	-	-	-	-	607,837
Other	1,315	14,726	-	3,347,706	598,269	598,556	130,530	105,700	6,246	-	6,195	1,973,212	(518,860)	2,844,880
Donations, Fundraising and contributions														
Anglican Belonging income	-	40,950	-	2,304,696	-	-	-	-	-	-	2,304,696	-	-	2,345,646
Dioceses/ Parish contributions	-	-	-	1,699,522	-	-	-	-	-	-	1,699,522	-	-	988,822
Donations	-	-	-	835,514	1,000	12,885	13,600	-	-	206,978	500	600,351	(657,094)	188,420
Other gains/(losses) property asset sales	-	-	-	88,546	-	-	-	-	-	-	-	-	-	88,546
Other income	37,885	24,000	-	2,328,471	-	12,389	-	-	-	2,504	1,828,426	485,142	(61,984)	2,328,472
TOTAL INCOME	7,696,486	101,688,728	13,488,130	23,721,056	1,478,826	637,156	144,371	559,193	149,026	927,563	11,414,451	8,410,450	(7,826,282)	138,739,112
EXPENSES														
Investment expense														
Interest expense	1,578,812	-	-	389,146	64,529	-	-	-	-	8,284	236,776	79,559	(184,818)	1,783,141
Operating expense														
Distribution of Australian Government Funding to Schools	-	98,482,593	-	-	-	-	-	-	-	-	-	-	-	98,482,593
Claims Expense	-	12,687,023	-	705,763	3,893,797	1,350,169	923,301	1,286,388	2,291,017	(65)	-	705,828	(12,679)	13,380,107
Employee expenses	432,282	1,838,859	-	10,686,238	-	-	-	-	-	-	-	939,587	-	12,957,380
Loan impairment	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grant and income distribution	-	710	100,000	2,487,832	-	4,326	411,617	5,000	50,913	700,000	151,005	1,164,971	(1,617,666)	970,976
Service delivery expenses	96,891	825,164	6,004	6,497,808	531,858	228,443	72,158	354,620	633,274	109,707	4,567,848	4,567,848	(502,929)	6,922,838
Office operations expenses	29,492	286,335	-	574,096	69,466	55,474	30,519	69,727	49,556	-	300,357	-	(505,368)	394,558
Asset management expenses	306,829	171,798	-	1,082,216	(165,946)	439,162	62,456	338,984	118,657	-	514	289,379	(2,921)	1,557,822
Depreciation	-	265	-	717,002	700,894	5,865	-	9,013	519	-	-	-	711	717,267
Other (non-operating) expenses	-	-	-	2,551,818	-	-	-	-	-	-	-	-	-	2,551,818
Income distribution	5,000,000	-	-	-	-	-	-	-	-	-	-	-	(5,000,000)	-
TOTAL EXPENSES	7,444,105	101,605,724	12,793,027	25,692,025	5,095,538	2,093,439	1,500,051	2,063,722	3,143,871	708,284	498,002	10,599,058	(7,826,282)	138,708,600
OPERATING SURPLUS/(DEFICIT)	252,381	53,004	695,103	(1,970,969)	(3,616,712)	(1,446,283)	(1,355,680)	(1,594,529)	(2,994,845)	219,279	10,916,448	(2,188,608)	-	(965,481)

C2 EMPLOYEE EXPENSES AND ENTITLEMENTS

(i) Employee expenses

	2020	2019
	\$	\$
Salaries and wages	11,736,780	11,262,436
Superannuation	1,085,975	1,017,383
Termination benefits	134,625	64,510
	<u>12,957,380</u>	<u>12,344,329</u>

Included in the above are the employee expenses of \$432,282 for ANFIN and \$1,838,859 for ASC operations (2019: \$367,096 and \$1,440,405 respectively) also disclosed in Notes *B1 ANFIN* and *B2 Anglican School Commission* respectively above for the current year.

ACSQ qualified for the Australian Government's JobKeeper wage subsidy support payments of \$1,828,427 for the period April 2020 through to September 2020, which has been reported as Other income (see further *Note E1 – Other income*).

(ii) Employee entitlements

	2020	2019
	\$	\$
Current		
Annual leave	939,273	771,987
Long service leave	378,906	355,377
	<u>1,318,179</u>	<u>1,127,364</u>
Non-Current		
Long service leave	184,633	193,453
	<u>184,633</u>	<u>193,453</u>
Total Employee entitlements	<u>1,502,812</u>	<u>1,320,817</u>

(iii) Accounting policy - Employee expenses and entitlements

Wages and salaries

Liability for wages and salaries (including non-monetary benefits) expected to be settled within twelve months of the end of the annual reporting period are recognised in respect of employee's services up to the end of the annual reporting period. They are carried at nominal value where the liability is expected to be settled within twelve months.

Employee entitlements

A liability is recognised for benefits accruing to employees in respect of annual leave and long service leave when it is probable that settlement will be required, and they are capable of being measured reliably.

Liabilities recognised in respect of short-term employee benefits, are measured at their nominal values using the remuneration rate expected to apply at the time of settlement.

Liabilities recognised in respect of long-term employee benefits are measured as the present value of the estimated future cash outflows to be made in respect of services provided by employees up to reporting date.

Superannuation

Superannuation contributions are made to superannuation funds on account of employees in accordance with governing legislation and are charged as expenses when incurred. ACSQ has no obligation to cover any shortfall in the superannuation funds' obligation to provide benefits to employees on retirement or death or disablement.

C3 TRADE AND OTHER PAYABLES

	2020	2019
	\$	\$
Trade creditors	5,556,663	190,079
Fees in advance	3,584,756	2,582,176
Accrued and other expenses	318,948	1,305,101
Interest payable (ANFIN)	97,975	206,731
Superannuation payable	231,712	226,795
PAYG tax payable	5,987	90,875
Sundry current liabilities	135,628	90,712
GST payable	39,443	67,329
	<u>9,971,112</u>	<u>4,759,798</u>

Trade and other payables liabilities are recognised for amounts to be paid in the future for goods and services received. Trade accounts payable are normally settled within 30 days.

C4 RESERVES

(i) Insurance reserves

	2020	2019
	\$	\$
Diocesan Insurance fund	1,799,763	2,079,525
Sickness & Accident fund and Maternity Leave fund	387,139	382,312
	<u>2,186,902</u>	<u>2,461,837</u>

The purpose of the net reserves in accumulated funds from insurance funds is to support the insurance programs namely the Diocesan Insurance Fund, Sickness and Accident Fund and Maternity Leave Fund.

(ii) Other reserves

	2020	2019
	\$	\$
Going for Growth fund	20,498,299	21,317,097
Parish Property proceeds	13,273,960	15,299,494
Parish Property recognition reserve	206,826,923	197,624,996
Other reserves and special accounts	17,353,002	16,573,161
	<u>257,952,184</u>	<u>250,814,748</u>

The Parish Property recognition reserve represents the value of Parish Property at the point of recognition prior to revaluation.

C5 RELATED PARTY TRANSACTIONS

All related party transactions for included entities have been eliminated on the aggregation for these Financial Statements.

Relevant disclosures of the amounts involved have been included in the particular Notes disclosure above, however a summary narrative of the operational transactions between ACSQ and related parties is provided below for completeness:

(i) Levies and contributions

Levies and contributions are received from Parishes, Schools and Anglicare SQ.

(ii) Insurance premium recovery

ACSQ recovers insurance premiums and self-insurance levies from Parishes, Schools, Anglicare SQ and other related entities.

(iii) Interest revenue and expense

Interest revenue is received from Parishes, Schools and other related entities on loans advanced by ACSQ and ANFIN.

Interest expense is paid to Parishes, Schools, Anglicare SQ and other related entities on deposits held by ANFIN.

(iv) School System revenue and expense

ACSQ receives funding from the Federal Government for the Anglican School Queensland System. ACSQ reports the funding income and distribution to schools on a gross basis.

(v) Fees for Service

Where applicable, Parishes and the Anglicare SQ are charged fees for administrative services provided by ACSQ.

C6 FINANCIAL RISK MANAGEMENT

(i) Maturity analysis of financial liabilities and financial assets

The below sets out the exposure on a maturity basis of the financial liabilities and financial assets of ANFIN and the remainder of ACSQ as discussed in *Notes B1 ANFIN* and *B4 Other business operations revenue and expenses*.

	2020	2019
ANFIN Interest bearing liabilities	\$	\$
At call	175,529,178	140,575,266
Up to 3 months	46,635,114	46,857,796
3 months up to 1 year	54,657,963	50,358,901
1 year to 5 years	-	-
Later than 5 years	-	-
	<u>276,822,255</u>	<u>237,791,963</u>
	2020	2019
	\$	\$
Other interest bearing liabilities		
At call	1,380,528	1,210,863
Up to 3 months	-	-
3 months up to 1 year	-	-
1 year to 5 years	-	-
Later than 5 years	30,164,017	30,061,140
	<u>31,544,545</u>	<u>31,272,003</u>
	2020	2019
	\$	\$
ANFIN loans receivable		
Up to 3 months	3,956,157	7,985,741
3 months up to 1 year	12,082,040	12,433,918
1 year to 5 years	47,639,918	61,509,871
Later than 5 years	51,016,324	41,065,650
	<u>114,694,439</u>	<u>122,995,180</u>
	2020	2019
	\$	\$
Other loans receivables		
Up to 3 months	-	71,525
3 months up to 1 year	-	-
1 year to 5 years	-	-
Later than 5 years	5,807,617	5,807,617
	<u>5,807,617</u>	<u>5,879,142</u>
	2020	2019
	\$	\$
Lease liabilities		
At call	-	-
Up to 3 months	114,267	85,825
3 months up to 1 year	423,089	311,939
1 year to 5 years	865,281	1,427,460
Later than 5 years	-	-
	<u>1,402,637</u>	<u>1,825,224</u>

(ii) Management policies

Financial instruments

ANFIN's financial instruments, other than derivatives, are comprised of loans, investments, overdrafts and client investments. ANFIN's approach to managing associated risks is addressed below.

Liquidity risk

The risk that ACSQ is unable to meet its financial obligations as they fall due as a consequence of a mismatch in cash flows is, in the case of ANFIN, mitigated by the fact that substantial client investments cover many of the loans within ANFIN from the same or related entities. A substantial portion of these investments are held in the name of trading entities of ACSQ, which are subject to ACSQ's constitution and canons.

Maximum term loans are set at 20 years, however, in practice loans are generally offered over shorter terms which reflect the unique cash flow and risk profile of borrowers. Forward loan commitments and funding are monitored daily through management reports as part of ANFIN's day-to-day cash flow management. Term investment maturities, cash levels, funding requirements and interest rates are also reviewed daily to form the basis of ANFIN's cash management processes. The liquidity portfolio is monitored in conjunction with these indicators and decisions made on the placement or shifting of investments based on this information.

The Finance & Diocesan Services Commission (FDSC) maintains oversight of the management of ACSQ's assets and liabilities, including the development and application of a financial risk appetite framework that aligns ACSQ's investments and tolerance of risk to its financial obligations and constraints.

Funding and liquidity management is the responsibility of the Group Manager Treasury & Investment, with oversight from the Chief Financial Officer and the FDSC. Liquidity management is supported by the Manager, ANFIN, who provides daily information to the Group Manager Treasury & Investment on expected cash flows. Cash flow planning throughout the year is supported by weekly forecasts from Diocesan entities, which is refreshed on an ongoing basis to reflect changes in forecasts. The Group Manager Treasury & Investment provides quarterly updates to the FDSC on the longer-term strategic liquidity position of ACSQ.

To facilitate the liquidity management process, investments are placed with approved deposit taking institutions (ADIs) regulated by APRA and approved within the ANFIN Policy. The extent to which ANFIN invests its liquidity in any one institution is based upon pre-determined exposure limits with reference to the ADIs independent credit rating.

Credit risk

Counterparty concentration risk is monitored daily by the Group Manager, Treasury & Investment. Limits are set by the FDSC based on credit ratings of the authorised deposit taking institutions (ADIs). The maximum exposure to individual approved ADIs and in total is limited by credit rating bands. Counterparties must have a short-term credit rating of at least A-2, and a long-term credit rating of at least BBB. The FDSC approved limits are as follows:

Short Term Credit Rating	Counterparty limit at time of investment %	Portfolio limit at time of investment
A-1+	60%	100%
A-1	40%	70%
A-2	20%	50%

The FDSC considers loans to Diocesan entities on the basis that they have been subject to several levels of due diligence: that of the local School Council (where applicable), the endorsement of the relevant Commission that oversees the borrowing entity (the ASC in the case of schools, CSC in the case of Anglicare SQ, the Regional Bishop in the case of Parishes); and subject to FDSC management's own review of the associated lending/business case. Lending is predominantly to Diocesan legal entities, which are subject to ongoing reporting requirements to ACSQ.

Market and Interest rate risk

Market risk is the risk that changes in market prices such as interest rates and equity prices will affect ACSQ income or value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

ANFIN is exposed to interest rate risk. As part of the financial risk management policy prescribed by the FDSC, ANFIN enters into Pay Fixed/Receive Floating interest rate swaps and caps to hedge the interest rate risk associated with offering longer term fixed rate loans funded by shorter term liabilities.

As at 31 December 2020 the Fund held fixed rate swap and cap agreements with a total notional value of \$7,568,429 (2019: \$9,812,059) for the benefit of clients. Counterparty agreements are held with the clients where they are responsible for the cost and exposure for the fixed rate swap and cap agreements. These agreements are held as agent and therefore do not form part of ACSQ's Financial Statements.

ANFIN holds no other derivative instruments. ANFIN's derivatives policy does not permit speculative hedging under any circumstances. All hedge contracts taken out by ANFIN must match to a corresponding fixed rate loan to an ANFIN client.

Equity price risk

Equity Price risk arises from fluctuations in the market values of securities. It should be noted that the full impact of movements in market value would not necessarily be immediately reflected in the Statement of Profit and Loss as these investments are held at Fair Value through Other Comprehensive Income (FVTOCI). The impact of market movements would be recognised in the income statement only if the investments were sold or if an impairment loss was recognised.

D UNRECOGNISED ITEMS AND SUBSEQUENT EVENTS

D1 CONTINGENT LIABILITIES AND COMMITMENTS

ACSQ through ANFIN has the following facilities available for bank guarantees:

	2020	2019
Facilities available for bank guarantees	\$	\$
Total facility	500,000	500,000
Used at balance date	<u>261,715</u>	<u>261,715</u>
Unused at balance date	<u>238,285</u>	<u>238,285</u>

The bank guarantees provided by ACSQ are all in relation to security provided for leases of various properties. There is \$ nil interest payable on the guarantees for 2020 (2019: \$ nil).

ACSQ has the following capital commitments with respect to capital expenditure contracted for at balance date but not yet incurred:

	2020	2019
Capital Commitments	\$	\$
Buildings	219,422	388,618

The capital commitments are in relation to four minor works contracts entered into in December 2020 predominantly for repair works.

Potential contingent liabilities with respect to the future exposure to Abuse claims and costs are discussed above in *Note B3 Abuse claims management*.

D2 SUBSEQUENT EVENTS

There have been no material events post 31 December 2020 which would require adjustment of the Financial Statements as presented.

E OTHER

E1 OTHER INCOME

	2020	2019
	\$	\$
Other gains/(losses) property asset sales	68,548	1,231,737
JobKeeper	1,828,427	-
Profit on sale of fixed assets	497,474	467,689
Other income	2,571	1,092,672
	<u>2,397,020</u>	<u>2,792,098</u>

ACSQ qualified for the Australian Government's JobKeeper wage subsidy support payments for the period April 2020 through to September 2020. The gross JobKeeper payments disclosed above exclude any payments associated with the excluded business streams in accordance with the basis of preparation of these Financial Statements (see *Note A2 Basis of preparation*).

Property sales are recorded as a profit or loss against book value and any related revaluations are reversed out of the Asset Revaluation Reserve.

E2 OTHER EXPENSES

	2020	2019
	\$	\$
Withdrawals of Funds Held in Trust	597,620	251,691
Impairment of PPE	1,954,198	-
	<u>2,551,818</u>	<u>251,691</u>

E3 OTHER CURRENT ASSETS

	2020	2019
	\$	\$
Prepayments	4,353,034	750,090
Trade debtors	3,476,640	321,443
Accrued income	828,876	-
Other receivables	1,375,591	3,427,404
	<u>10,034,139</u>	<u>4,498,937</u>

E4 OTHER PROVISIONS

	2020	2019
	\$	\$
Current		
Property maintenance provision	198,894	214,703

Provisions are measured as management's best estimate of the net expenditure required to settle the present obligation at the reporting date.

Provisions for non-legal obligations are recognised when ACSQ has a present legal obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated.

E5 OTHER ACCOUNTING POLICIES

(i) Finance income and expenses

Dividends received from Investments in equity instruments are recognised in the operating surplus/deficit, unless the dividends clearly represent a recovery of part of the cost of the investment.

The effective interest method is used to calculate the amortised cost of a debt instrument and of allocating interest income or interest expense over the relevant period for the financial asset or financial liability respectively. The resulting interest income and interest expense are recognised in the operating surplus/deficit.

Interest expense in relation to Bills of exchange are recognised on an effective yield basis. Interest expense on bank and other liabilities is recognised on an accruals basis.

A realised gain or loss on disposal of Investments is recognised through the operating surplus/deficit when ACSQ has passed control of the asset to another party. The gain or loss on disposal is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal (including incidental costs).

Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in the operating surplus/deficit.

Expenses are recognised net of GST on an accruals basis following receipt of goods or services.

(ii) Financial assets and liabilities

Financial assets and financial liabilities are recognised in ACSQ's Statement of Financial Position when ACSQ becomes a party to the contractual provisions of the instrument. Financial assets and financial liabilities are initially measured at fair value on a trade date basis. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than those at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities on initial recognition. Transaction costs that are directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in operating surplus/deficit.

Bills of exchange are recorded at an amount equal to the net proceeds received, with the premium or discount amortised over the period until maturity. Bank loans and other loans are recorded at an amount equal to the net proceeds received.

Financial Assets

All recognised financial assets are measured subsequently in their entirety at either amortised cost or fair value, depending on the classification of the financial assets as either a Debt instrument or Equity instrument.

Debt Instruments

Debt instruments that meet the following conditions are measured at amortised cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest income over the relevant period. Interest income is recognised in the operating surplus/deficit (see above).

Equity Instruments

Investments in Equity instruments are valued at Fair Value Through Other Comprehensive Income (FVTOCI). Investments are initially measured at fair value plus transaction costs. Subsequently, they are measured at fair value with gains and losses arising from changes in fair value recognised in other comprehensive income and accumulated in the investment's revaluation reserve. A realised gain or loss on disposal of investments is recognised through the operating surplus/deficit. Dividends on these investments in equity instruments are recognised in the operating surplus/deficit, unless the dividends clearly represent a recovery of part of the cost of the investment.

Financial Liabilities

Debt Instruments

Debt instruments that meet the following conditions are measured at amortised cost:

- the financial liability is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial liability give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense over the relevant period. Interest expense is recognised in the operating surplus/deficit (see above).

(iii) Income Tax

ACSQ and its related entities are exempt from income tax under section 50-5 of the *Income Tax Assessment Act 1997*.

(iv) Goods and Services Tax

Goods and Services Tax (GST) is not charged or received where the transaction is between ACSQ and another member of the Anglican GST Group as defined by the Australian Tax Office.

All other revenue, expenses and assets are recognised net of GST except:

- (i) where the amount of the GST is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of an asset or as part of an item of expense;
- (ii) for receivables and payables which are recognised inclusive of GST; or
- (iii) interest revenue and interest expenses that are not subject to GST.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

(v) Fair value

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, ACSQ takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at measurement date.

In addition, fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

- Level 1 inputs are based on unadjusted, quoted prices in an active market at the end of the reporting period;
- Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs for the asset or liability.

(vi) Application of New and Revised Accounting Standards

ACSQ has applied a number of amendments to Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) for the first time.

New and revised Standards and amendments and interpretations effective for the current reporting period that are relevant to ACSQ and applied for the first time:

Standard / Interpretation and the Relevant Amending Standards	Effective for Annual Reporting Periods Beginning on or After	Initially applied in the Financial Year Ended
AASB 2018-7 Amendments to Australian Accounting Standards – Definition of Material	1 January 2020	31 December 2020

There has not been any material impact on the disclosures or on the amounts reported in these Financial Statements.

DIRECTORY

MEMBERS OF THE DIOCESAN COUNCIL

President

The Most Reverend Dr P Aspinall BSc GDip RE BD (Hons) PhD MBA

Assistant Bishops

The Right Reverend C Venables BA (Hons) BTh (Western Region)

The Right Reverend J Greaves KSJ BTh (Northern Region)

The Right Reverend J Roundhill MA (Hons) BTh (Hons) (Southern Region)

Chancellor

The Honourable Justice D Mullins AO LLM (Adv) LLB (Hons) BCom

Members

Dr G Dashwood OAM ASM TSSF MBBS MHL MBioeth BSpPath (Hons) LTCL AMusA ACertCM DipMH
(Resigned 26 November 2020)

Mrs J Dyke BA (Hons) Qld MEd QUT (Resigned 24 March 2020)

The Reverend Canon G Harch BSurv BA

The Reverend G Hoyte BTh MA (Stud Rel)

Dr R Kerr OAM BA GDipLibSc PhD BLegSt

The Reverend A Lowe BBehSc BPsych (Hons) BTh MOrgPsych MA Theol&Rein MAPS

The Reverend G Moses BA LLB (Hons) BTh (Hons)

Mr D O'Connor DipTchg BEdSt(Qld) LLB (QUT) LLM (Qld) FAIM MAICD

Mr D Sneesby FCA FFin BBusAcc&Comp GDipAppFin&Inv

The Reverend Canon L McWilliam BTh (Hons) MCouns Grad Cert Professional Supervision (Commenced 26 March 2020)

Mr J Kotzur BCOM FCA (Commenced 23 April 2020)

AUDITORS

Ernst & Young, Level 51, 111 Eagle St, Brisbane Qld 4000

07 3011 3333

ACSQ CONTACTS:

St Martin's House, 373 Ann Street, Brisbane Qld 4000

GPO Box 421, Brisbane, Qld 4001

07 3835 2222

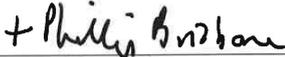
STATEMENT BY MEMBERS OF THE DIOCESAN COUNCIL

ACSQ is not a reporting entity and these special purpose financial statements are prepared in accordance with the accounting policies outlined in the notes to the Financial Statements.

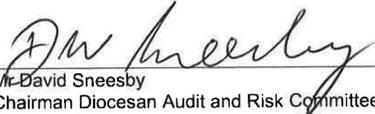
In the opinion of Diocesan Council, the Financial Statements set out on pages 8 to 46:

1. present a true and fair view of the financial position of ACSQ as at 31 December 2020 and for those operations and its performance for the financial year ended on that date.
2. at the date of this statement there are reasonable grounds to believe ACSQ will be able to meet its financial obligations as and when they fall due.
3. comply with the *Australian Charities and Not-for-profits Commission Act 2012*.

This statement is made in accordance with a resolution of the Diocesan Council and is signed for and on behalf of Diocesan Council by:



The Most Reverend Dr Phillip Aspinall
Archbishop
26 March 2021



Mr David Sneesby
Chairman Diocesan Audit and Risk Committee
26 March 2021



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Independent auditor's report to the members of The Diocesan Council of the Corporation of the Synod of the Diocese of Brisbane

Opinion

We have audited the financial report, being a special purpose financial report, of The Corporation of the Synod of the Diocese of Brisbane trading as Anglican Church Southern Queensland (the Corporation) which comprises the statement of financial position as at 31 December 2020, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the Diocesan Council.

In our opinion, the accompanying financial report of the Corporation is in accordance with Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- a) giving a true and fair view of the financial position of the Corporation as at 31 December 2020 and of its financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards to the extent described in Note A, and the *Australian Charities and Not-for-Profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Corporation in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note A to the financial statements, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Diocesan Council's financial reporting responsibilities under the *Australian Charities and Not-for-Profits Commission Act 2012*. Our report is intended solely for the members of the Synod of the Diocese of Brisbane (the Synod) and the Australian Charities and Not-for-Profits Commission and should not be distributed to or used by parties other than the Synod and the Australian Charities and Not-for-Profits Commission. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.



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Information Other than the Financial Report and Auditor's Report Thereon

The Diocesan Council is responsible for the other information. The other information is the Diocesan Council Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Members of the Diocesan Council for the Financial Report

The Diocesan Council of the Corporation is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note A to the financial statements is appropriate to meet the requirements of the *Australian Charities and Not-for-Profits Commission Act 2012* and is appropriate to meet the needs of the Diocesan Council. The Council's responsibility also includes such internal control as the Diocesan Council determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Diocesan Council is responsible for assessing the Corporation's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Diocesan Council either intends to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit.



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We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Diocesan Council.
- Conclude on the appropriateness of the Diocesan Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Diocesan Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Ernst & Young

Mike Reid
Partner
Brisbane
26 March 2021

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Auditor's Independence Declaration to the Diocesan Council of The Corporation of the Synod of the Diocese of Brisbane

In relation to our audit of the financial report of The Corporation of the Synod of the Diocese of Brisbane for the financial year ended 31 December 2020, and in accordance with the requirements of Subdivision 60-C of the Australian Charities and Not-for-profits Commission Act 2012, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of any applicable code of professional conduct.

Ernst & Young

Mike Reid
Partner
26 March 2021

The Corporation of the Synod of the Diocese of Brisbane

Anglican Community Services Commission Trading as Anglicare Southern Queensland

Each heading on
this page is a
clickable link ↓

Annual Financial Report for the Year Ended 30 June 2020

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Commission Members' Report

The Commission Members present their report, together with the annual financial statements of Anglicare Southern Queensland ("Anglicare SQ") for the year ended 30 June 2020.

Anglicare Southern Queensland

Anglicare SQ is a consolidation of a number of Agencies of The Corporation of the Synod of the Diocese of Brisbane ("the Corporation") ABN 32 025 287 736. The following Agencies are involved in the delivery of community welfare, social justice, health, aged and community care programs or services that are under the supervision and governance of the Anglican Community Services Commission ("the Commission") and the transactions of these entities are consolidated in this annual financial report:

	ABN
St Luke's Nursing Service (Community)	39 906 010 979
Anglican Care of the Aged (Residential Aged Care)	41 516 471 810
Anglicare Southern Queensland (Social Services)	55 966 095 680
Employment Action Centre Limited (Community)	44 053 638 163
Kinectons (Social Services)	70 443 739 070

This annual financial report also includes the transactions and assets held by the Corporation as Trustee, where the objects and purpose of the trusts relate to the community welfare, social justice, health, aged and community care activities governed by the Commission.

These transactions and those of the above Agencies are collectively described in the annual financial report as "Anglicare SQ".

All assets of Anglicare SQ are held in the name of the Corporation, including those held in trust.

The Corporation is a not-for-profit charitable organisation, which is not subject to income tax. A number of registered Agencies governed by the Commission are endorsed by the Australian Taxation Office as Public Benevolent Institutions.

Commission Members

The names of each Commission member who has been a Commissioner during the year.

	Date Appointed	Cessation Date	A	B
Dr K Forrester (Chair from 1 June 2019)	1 December 2015	-	8	10
The Most Rev'd Dr P J Aspinnall	2 February 2005	-	1	10
The Right Rev'd CD Venables	1 June 2016	-	7	10
G Brady	1 January 2015	-	8	10
K Crouch	26 February 2013	-	9	10
K Rayner	24 May 2018	-	9	10
K Healy	1 December 2018	-	6	10
K Thomson	1 October 2017	-	9	10
N Bunning ¹	27 February 2020	-	0	1

A – Number of meetings attended

B – Number of meetings held during the time the Commission member held office during the year

Details of the current Commission members' qualifications, experience and special responsibilities can be found on page 5 of this report.

¹ Commission Members can only assume their membership role once the required credentialling is complete which in the case of N Bunning was completed after the May 2020 meeting.

Short and Long Term Objectives and Strategy

Anglicare SQ shares the vision of the Corporation, with an ambition to create a more loving, just and inclusive society, reflecting the life and teachings of Christ. As a charitable organisation, Anglicare SQ walks alongside those in need offering compassionate care, support and counselling:

- Advocating for the most vulnerable; and
- Seeking to transform lives through loving service.

Anglicare SQ's 2018-2021 Strategic Plan is focused on the delivery of three Strategic Intentions:

1. Clients – Positive outcomes for our clients' families and communities.
2. Advocacy – Social justice for vulnerable people through advocacy for clients and social policy change.
3. Stewardship – Sustainable advancement of our organisation through responsible management of resources and assets and missionally aligned partnerships.

Principal Activities

The principal activities of Anglicare SQ during the financial year have included providing services in:

- Community Care.
- Residential Aged Care and Retirement Villages.
- Mental Health and Wellbeing Services.
- Children and Family Services.
- Homelessness Services.
- Disability Care.

Throughout the 2019-2020 financial year, a number of changes have occurred in various areas of operation:

- The Department of Communities, Disability Services and Seniors commenced funding its Queensland Community Support Scheme ("QCSS") as the first year of two years of transition funding. The new QCSS program will continue assisting eligible clients under 65 years that are not eligible to be supported by the national NDIS program.
- The continued rollout of Home Care Packages under the Consumer Directed Care model.
- Substantially implemented our residential aged care property portfolio strategy to refurbish and extend our homes.
- Continuous improvement of aged care services to ensure clients are supported to reach their own goals and experience greater choice, control and opportunities for wellness and re-enablement.
- Continued to deliver retirement village accommodation with a sense of community.
- The Children and Family Services have continued to expand with seven additional grant funded services across multiple regions, three additional Individual Placement houses established during the year, entering South West Region to provide residential services, and increased funding in fostering services.
- The Mental Health and Family Wellbeing Department of Social Services extended the funding for all programs.
- The Queensland Drug and Alcohol Court extended funding for their programs.
- The Dignity First Program was also launched with the food van to engage with youth in the community and teach them about food preparation at the same time as providing an opportunity to learn new skills.

Operating and Financial Review

Anglicare SQ activities resulted in a surplus from continuing operations of \$4,194,000 for the year ended 30 June 2020. This compares to a surplus from continuing operations in 2019 of \$1,018,000.

No income tax has been provided for in this financial report, as the income of Anglicare SQ is exempt from income tax.

Anglicare SQ strives to derive a surplus as part of the Commission's continuing strategy to generate sufficient funds to enable capital reinvestment and operational efficiency, to manage risks and to take advantage of opportunities as they arise.

Dividends

Anglicare SQ is a not-for-profit entity and accordingly no dividends were paid or recommended during the 2020 year (2019: Nil).

Events Subsequent to Balance Date

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event, of a material or unusual nature, likely in the opinion of the Commission Members, to significantly affect the operations of Anglicare SQ, the results of those operations, or the state of affairs of Anglicare SQ in future financial years.

The Corporation of the Synod of the Diocese of Brisbane Trading as Anglicare Southern Queensland

Antecedent operations of Anglicare SQ operated two orphanages in Brisbane which have been subject to claims from past occupants for abuse. Anglicare SQ has accrued its best estimate of the net costs of uninsured abuse claims yet to be settled (refer Note 17). It is not possible at the date of this report for Anglicare SQ to reliably estimate any additional costs of this nature which might emerge from unknown claimants in the future. Accordingly, no additional liabilities or expenses have been recorded in relation to any potential future claims for yet unknown claimants.

COVID-19

The impact of the COVID-19 pandemic continues to evolve. Given the high degree of uncertainty surrounding the extent and duration of COVID-19, it is not currently possible to assess the full impact of COVID-19 on Anglicare SQ. There is also continued uncertainty as to further impacts of COVID-19 in relation to government, regulatory or health authority actions, lockdowns, work stoppages and the impact on global economies. If the duration of events surrounding COVID-19 are prolonged, Anglicare SQ may need to take additional measures in order to respond appropriately.

Environmental Regulations

The Commission places a high priority on environmental issues and is satisfied that adequate systems are in place for the management of Anglicare SQ's compliance with applicable environmental regulations under the laws of the Commonwealth, States and Territories of Australia. Anglicare SQ is not aware of any pending prosecutions relating to environmental issues during the last year, nor is Anglicare SQ aware of any environmental issues, not provided for, which would materially affect the business as a whole.

Likely Developments

Anglicare SQ will continue to pursue its vision and mission to improve the quality of life of the community by responding to identified social and welfare needs and seeking to transform unjust social and welfare structures and practices in our society.

Throughout the 2018-2019 financial year the Governor-General of the Commonwealth of Australia established the Royal Commission into Aged Care Quality and Safety and the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with a Disability. The reports and findings from both these Royal Commissions are yet to be released however they are expected to impact on the operations of Anglicare SQ in the form of further reforms in Aged Care and Disability services.

In addition, considerable government reforms are continuing in Children and Family Services. These reforms will require us to hold fast to our Anglican identity, our years of experience, and our strong roots in community.

Dated: 9 October 2020

On behalf of the Commission Members



Dr Kim Forrester
Commissioner and CSC Chair
Anglican Community Services Commission



Gary Brady
Commissioner and ARC Chair
Anglican Community Services Commission

Commissioners' Qualifications, experience and special responsibilities

Name	Qualifications	Experience	Special Responsibilities
The Most Rev'd Dr Phillip J Aspinall	BSc; Grad Dip RE; BD (Hons); PhD; MBA	Archbishop of Brisbane from 2002 and held the position of Primate of the Anglican Church of Australia from 2005 to July 2014.	President
The Right Rev'd Cameron D Venables	BA; BTheology	Extensive ministry experience and wide community participation in Rockhampton, previously Bishop and Council Member at Diocese of Rockhampton from 2005 to 2014, currently Bishop of the Western Region and Diocesan Council member.	Chair - Nomination and Remuneration Committee from 1 September 2018
Gary Brady	BEcon; MBus (Mktg); GAICD	Senior management experience in ASX20 companies in marketing, sales and operations. Tertiary sector background in research funding and stakeholder engagement. Special interest in assistive technologies and fundraising for aged and community care.	Chair – Audit and Risk Committee
Karen Crouch	RN; B App Science; Grad Dip CCN; Cert IV TAA; Masters Nursing-Nurse Practitioner	Extensive experience in private and public organisations in the areas of Community care, Tertiary Education sector and Health Service delivery.	Executive Director
Dr Kim Forrester	RN; BA; LLB; LLM (Advanced); PhD; MAICD	Dr Kim Forrester is a registered nurse and barrister-at-law practising in Queensland, Board Member Metro North Hospital and Health Service, Chair- Board Safety and Quality Committee and associate professor at Bond University.	Chair – Community Services Commission from 1 June 2019 Member – Audit and Risk Committee from 1 June 2019 Member – Nomination and Remuneration from 1 June 2019 Member – Clinical and Care Governance Committee from 1 June 2019 Member – Care Governance Committee
Kim Rayner	RN; GAICD; MSc; MING (NPrac); Grad Dip Ng (Community); Grad Cert Ed & Training (Tertiary); Cert Ng (Sexual & Reproductive Health N.P); Dip. Social Science (D.D)	Senior healthcare manager and clinical leader with over 25 years' experience in healthcare and social services, possessing strong nursing and human services experience, leadership, clinical governance, corporate governance, strategic management, stakeholder engagement, financial management, contract management and risk management skills.	
Professor Karen Healy	B Social Work; PhD; GAID; Member of Order of Australia	Professor Healy is the <i>National President of the Australian Association of Social Workers</i> . She is currently <i>Professor of Social Work at the University of Queensland</i> . Her leadership roles include her current post as Director for Social Work, Human Services and Counselling programs at the University of Queensland. She was previously Director of research from 2008-2015.	Chair – Care Governance Committee from 1 June 2019
Ken Thomson	MA; MEng; ACMA; CGMA	Extensive experience in business finance, e-commerce, management consultancy, external and internal audit functions and project work.	Member – Audit and Risk Committee
Nicole Bunning	MBA; Grad Dip Psych; BBehSc; GAICD	A long career in Human Resources including roles at the Sunshine Coast Council, Gold Coast Health Service, Qld University of Technology, Nous Group, Central Qld Hospital and Health Service, Transport and Main Roads	Member – Nomination & Remuneration Committee from 12 June

Anglicare Southern Queensland
Consolidated Statement of Profit or Loss and Other Comprehensive Income
for the Year Ended 30 June 2020

	Note	2020 \$'000	2019 \$'000
Revenue from continuing operations			
Revenue from contracts with government		155,263	152,011
Revenue from contracts with clients		71,663	63,361
Interest revenue		1,331	2,062
Revenue from trust funds	19	1,731	1,338
Net gain/(loss) on disposal of property, plant and equipment		3,274	7,732
Realised investment properties gain/(loss)	7	1,803	1,827
Change in fair value of investment properties	7	5,380	-
Other revenue	2	10,316	8,910
Total Revenue		250,761	237,241
Expenses from continuing operations			
Employee expenses	3	(183,062)	(169,546)
Client services expenses and consumables		(42,360)	(43,063)
Depreciation expense - non Right of Use assets	11	(6,264)	(5,510)
Depreciation expense – Right of Use assets	11	(5,552)	-
Rates and service fees	5	(3,730)	(3,727)
Operating lease costs		(143)	(2,227)
Other expenses	4	(5,456)	(7,786)
Change in fair value of investment properties	7	-	(4,242)
Impairment of property, plant and equipment	11	-	(122)
Total Expenses		(246,567)	(236,223)
Surplus/(Deficit) for the year from continuing operations		4,194	1,018
<i>Items that will not be reclassified to profit and loss</i>			
Transfer net assets of common controlled entity		-	-
Revaluation of property, plant and equipment		-	-
Total Comprehensive Income for the year		4,194	1,018

The accompanying notes form part of these financial statements

Anglicare Southern Queensland
Consolidated Statement of Financial Position as at 30 June 2020

	Note	2020 \$'000	2019 \$'000
ASSETS			
Current Assets			
Cash and cash equivalents (unrestricted)	8	62,956	61,133
Cash and cash equivalents (restricted)	8	74,719	58,027
Trade and other receivables	9	21,618	14,356
Other assets	10	1,519	1,590
Total Current Assets		160,812	135,106
Non-Current Assets			
Other receivables (unrestricted)	9	17,020	17,020
Other receivables (restricted)	9	13,102	12,951
Investment properties	7	136,505	107,078
Property, plant and equipment (restricted)	11	104,399	105,804
Property, plant and equipment (unrestricted)	11	36,299	32,217
Right of Use Property, plant and equipment	11	10,609	-
Financial assets at FV OCI (restricted)	12	1,016	483
Other assets	10	196	1,523
Total Non-Current Assets		319,146	277,076
TOTAL ASSETS		479,958	412,182
LIABILITIES			
Current Liabilities			
Trade and other payables	13	45,441	36,658
Employee entitlements	14	19,073	17,202
Interest bearing loans and borrowings	15	366	366
Other financial liabilities	16	179,242	137,081
Right of Use liabilities	16	3,880	-
Provisions	17	13,392	11,374
Total Current Liabilities		261,394	202,681
Non-Current Liabilities			
Employee entitlements	14	3,290	2,655
Interest bearing loans and borrowings	15	6,046	6,412
Right of Use liabilities	16	4,702	-
Provisions	17	453	614
Total Non-Current Liabilities		14,491	9,681
TOTAL LIABILITIES		275,885	212,362
NET ASSETS		204,073	199,820
FUNDS			
Retained earnings		165,643	162,921
General reserve	19	2,704	2,645
Trust reserve	19	23,207	21,735
Asset revaluation reserve	19	12,519	12,519
TOTAL ACCUMULATED FUNDS & RESERVES		204,073	199,820

The accompanying notes form part of these financial statements

**Anglicare Southern Queensland
Consolidated Statement of Changes in Accumulated Funds for the Year Ended 30 June 2020**

	Retained Earnings	General Reserve	Trust Reserve	Asset Revaluation Reserve	TOTAL
Balance at 30 June 2018	\$'000	\$'000	\$'000	\$'000	\$'000
Net surplus/(deficit) for the year	163,113	2,682	20,525	12,519	198,839
Other comprehensive (expense)/income for the year	1,018	-	-	-	1,018
Transferred to/(from) retained earnings	(1,210)	-	1,210	-	-
Movement in reserves	-	(37)	-	-	(37)
Balance at 30 June 2019	162,921	2,645	21,735	12,519	199,820
Net surplus/(deficit) for the year	4,194	-	-	-	4,194
Other comprehensive (expense)/income for the year	-	-	-	-	-
Transferred to/(from) retained earnings	(1,472)	-	1,472	-	-
Movement in reserves	-	59	-	-	59
Balance at 30 June 2020	165,643	2,704	23,207	12,519	204,073

Refer to Note 1(y) for detailed commentary with respect to the funds
The accompanying notes form part of these financial statements

Anglicare Southern Queensland
Consolidated Statement of Cash Flows for the Year Ended 30 June 2020

	Note	2020 \$'000	2019 \$'000
Cash flows from operating activities			
Receipts from contracts with governments and clients		236,031	239,442
Payments to suppliers		(52,182)	(88,953)
Payments to employees		(162,029)	(149,937)
Interest received		3,061	3,400
Finance costs		(360)	(77)
Net cash flows from/(used in) operating activities	18	<u><u>24,521</u></u>	<u><u>3,875</u></u>
Cash flows from investing activities			
Proceeds from sale of property, plant & equipment		168	97
Payments for property, plant and equipment		(25,131)	(11,815)
Payments for investment properties		(22,244)	(22,655)
Net cash used in investing activities		<u><u>(47,207)</u></u>	<u><u>(34,373)</u></u>
Cash flows from financing activities			
Proceeds from refundable accommodation deposits/accommodation bonds and ILU entry contributions		69,461	59,139
Repayments for refundable accommodation deposits/accommodation bonds and ILU entry contributions		(22,217)	(21,170)
Payments for Lease Liabilities		(5,677)	-
Loans from / (paid to) Department of Social Services & Other		(366)	(366)
Net cash flows from/(used in) financing activities		<u><u>41,201</u></u>	<u><u>37,603</u></u>
Net increase/(decrease) in cash held		18,515	7,105
Cash at the beginning of the financial year		119,160	112,055
Cash at the end of the financial year	8	<u><u>137,675</u></u>	<u><u>119,160</u></u>

The accompanying notes form part of these financial statements

1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

(a) General Information

Trading under the name of Anglicare SQ, the Commission is an unincorporated not-for-profit organisation which is part of the consolidation of a number of Agencies of The Corporation of the Synod of the Diocese of Brisbane ("the Corporation"). The Corporation has appointed the Commission to govern its aged care, community welfare and social services activities.

Principal Activities

The principal activities of Anglicare SQ during the financial year have included providing services in:

- Community Care.
- Residential Aged Care and Retirement Villages.
- Mental Health and Wellbeing Services.
- Children and Family Services.
- Homelessness Services.
- Disability Care.

The principal place of business is 439 Ann Street, Brisbane, Queensland 4000.

The Agencies consolidated in this annual financial report are endorsed as income tax exempt charities by the Australian Taxation Office ("ATO"). A number of the Agencies are also recognised as Public Benevolent Institutions.

(b) Statement of Compliance

These financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards (AAS), and Australian Accounting Interpretations, and comply with other requirements of the law. International Financial Reporting Standards (IFRS) form the basis of Australian Accounting Standards adopted by the Australian Accounting Standards Board (AASB) and for the purpose of this report are called Australian Equivalents to IFRS (AIFRS). In some circumstances, where permitted under the AAS, the entity has elected to apply certain exemptions available to not-for-profit entities.

The Commission approved the financial statements of Anglicare SQ for the financial year ended 30 June 2020 for issue on the 9th October 2020.

(c) Basis of Preparation

The consolidated financial statements have been prepared on the historical cost basis offset by any impairments, except for certain non-current assets that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on fair values of the consideration given in exchange. All amounts are presented in Australian Dollars (AUD), rounded to the nearest thousand (AUD '000), unless otherwise advised.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, Anglicare SQ takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at the measurement date. Fair value for measurement and/or disclosure purposes in these consolidated financial statements is determined on such a basis, except for leasing transactions that are within the scope of AASB 117, and measurements that have some similarities to fair value but are not fair value, such as value in use in AASB 136.

In addition, for financial reporting purposes, fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

- Level 1 inputs are based on unadjusted, quoted prices in an active market;
- Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs for the asset or liability.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(c) **Basis of Preparation (cont.)**

Net Current Liability Position

At year end Anglicare's balance sheet is in a Net Current Liability position (Note 27). This position is mainly due to the classification of all refundable accommodation deposits/accommodation bonds (Note 16) as current liabilities, despite the expectation that only a portion of the liability is expected to be repaid within the next 12 months as residents change.

(d) **Critical Accounting Judgements and Key Sources of Estimation Uncertainty**

The preparation of financial statements in conformity with AAS requires the use of certain critical accounting estimates. It also requires the Commission and management to exercise judgements in the process of applying the accounting policies. The Commission and management are responsible for the development, selection and disclosure of critical accounting policies and estimates and their ongoing application. The estimates and judgements that have a significant risk of causing material adjustments to the carrying amount of assets and liabilities within the next financial year are:

Estimated Useful Life of Property, Plant and Equipment

The estimated useful lives of property, plant and equipment are assessed annually. This assessment takes into consideration legislative and safety requirements and plans to ensure continued compliance therewith. The estimated useful lives reflect existing redevelopment plans which are also subject to review based on requirements and cost. Future changes to the redevelopment program may impact on the assessment of useful lives with a corresponding impact on depreciation expense in future periods.

Make Good Provisions

Provisions for future costs to return certain leased premises to their original condition are based on Anglicare SQ's past experience with similar premises and estimates of likely restoration costs. These estimates may vary from the actual costs incurred as a result of conditions existing at the date the premises are vacated.

Employee Benefits

Management judgement is applied in determining the following key assumptions used in the calculation of annual leave and long service leave at the end of the reporting period:

- Future increases in wages and salaries;
- Future on-cost rates; and
- Experience of employee departures and period of service.

Refer to Note 1(u) for further details on the key management judgements used in the calculation of long service leave and annual leave.

Claims Provision

Anglicare SQ has potential future exposure to claims and costs associated with abuse claims and the Royal Commission into Institutional Responses to Child Sexual Abuse. Anglicare SQ has accrued its best estimate of the net costs of uninsured abuse claims yet to be settled (refer Note 17). It is not possible at the date of this report for Anglicare SQ to reliably estimate any additional costs of this nature which might emerge in the future. Accordingly, no liabilities or expenses have been recorded in relation to unknown potential future claims from unknown claimants.

Fair Value

The market conditions around the investment properties and freehold land and buildings are assessed at each reporting date and if the Commission believes that there has been a material movement in the value of the assets then either an independent valuation or a Commission's valuation is obtained.

Deferred Revenue Liability from Deferred Management Fees ("DMF") for Retirement Living

Revenue from retirement village investment property is earned while residents occupy units and is recognised over the expected average length of stay of those residents which is inherently uncertain. The average length of stay for residents is based upon average life expectancy tables produced by the Australian Bureau of Statistics.

Refer to Note 1(h) for further details on the key management judgements used in the calculation of DMF.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(e) **Basis of Consolidation**

The consolidated financial statements incorporate the financial statements of the following agencies:

	ABN
St Luke's Nursing Service (Community)	39 906 010 979
Anglican Care of the Aged (Residential Aged Care)	41 516 471 810
Anglicare Southern Queensland (Social Services)	55 966 095 680
Employment Action Centre Limited (Community)	44 053 638 163
Kinnections (Social Services)	70 443 739 070

The consolidated financial statements also include the transactions and assets held by the Corporation as Trustee where the objects and purpose of the trusts relate to the community welfare, social justice, health and aged community care activities governed by the Commission. These transactions and those of the above agencies are collectively described in these financial statements as "Anglicare SQ".

All intra group transactions, balances, income and expenses are eliminated in full on consolidation of the above agencies. Legal title to property used in the provisions of its services by Anglicare SQ is held by the Corporation.

(f) **Comparatives**

Where necessary, comparative amounts have been amended for any changes to the current year presentation or classification of items in the financial statements that were made in order to enhance users' understanding of the financial statements, including the split between cash and cash equivalents (restricted) and (unrestricted) to conform to current year presentation and liquidity policy, and interest bearing loans and borrowings and other financial liabilities.

(g) **Current versus Non-Current Classification**

The Corporation presents assets and liabilities in the statement of financial position based on current / non-current classification. An asset is current when it is:

- Expected to be realised or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realised within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within twelve months after the reporting period; or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period.

The Corporation classifies all other liabilities as non-current.

(h) **Revenue Recognition**

Revenue is measured at the fair value of the consideration received or receivable when a service is delivered in accordance with contracts.

No revenue is recognised if there are significant uncertainties regarding recovery of the consideration due or the revenue received or to be received cannot be measured reliably. Fee revenue is recognised when the service is provided.

Fees and Charges

Fees and charges income is recognised on an accruals basis consistent with the provision of the relevant service.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(h)

Revenue Recognition (cont.)

Government Grants

Government grants are not recognised until there is reasonable assurance that Anglicare SQ will comply with the conditions attaching to them and the grants will be received. Government grants that are reciprocal in nature are recognised when the service is provided. A reciprocal transfer generally arises when a return obligation exists to the funding provider. Where there is a return obligation, revenue is deferred in the consolidated statement of financial position and is recognised as deferred income and released to the consolidated statement of profit or loss and other comprehensive income as the obligations are satisfied. Grants that compensate for the cost of an asset are recognised in the consolidated statement of profit or loss and other comprehensive income immediately when control is obtained and can be measured reliably.

Donations, Fund Raising and Bequests

Income from donations and bequests is recognised in the year in which it is received.

Donation and fundraising monies are recognised as an asset and revenue when control of the contribution is gained. In instances where these monies are not able to be spent for the intended purpose and as a result, there arises an obligation to repay or defer until spent, a subsequent offsetting expense and liability are recorded.

Deferred Management Fees (DMF)

DMF revenue on retirement village investment property included under bond retentions and accommodation charges in Note 2 is earned while residents occupy units and is recognised over the expected average length of stay of those residents. DMF revenue that is contractually earned is deducted from the entry contribution liability. Any difference between the contract amount and revenue to be recognised using the average length of stay is reported as a deferred revenue liability.

Interest Income

Interest income is recognised as it accrues, using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate. This is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Rental Income

Rental income is recognised on an accruals basis consistent with the terms of the rental or lease agreement.

Recoveries and Services Income

Recoveries and services income are recognised in proportion to the service provided.

(i)

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO). In these circumstances, the GST is recognised as part of the cost of acquisition of an asset or as part of an item of expense.

Receivables and payable are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as part of the receivables or payables.

Cash flows are included in the consolidated statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities that are recoverable from, or payable to, the ATO are classified as operating cash flows.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(j) **Cash and cash equivalents**

Cash and cash equivalents in the Consolidated Statement of Financial Position comprise cash at bank and on hand and short-term deposits with a maturity of three months or less and investments held with the Corporation's investment arm Anglican Financial Services ("ANFIN"), which are subject to an insignificant risk of changes in value.

For the purposes of the Consolidated Statement of Cash Flows, cash and cash equivalents consist of short-term deposits, as defined above, net of outstanding bank overdrafts as they are considered an integral part of the Corporation's cash management.

Cash and cash equivalents is also comprised of Restricted (cash that is held for a specific purpose and thus not available for immediate use) and Unrestricted cash. (Refer Note 8).

(k) **Trade and Other Receivables**

Trade receivables, which comprise amounts due from sales of services provided to clients or funders, are recognised and carried at original invoice amount less an allowance for any expected credit losses ("ECL"s). Normal terms of settlement vary from 14 to 30 days. The carrying amount of the receivable is deemed to reflect fair value.

An allowance for ECLs is made when there is objective evidence that the collection risk has changed since initial recognition and that Anglicare SQ may not be able to collect the debts and they are considered to be impaired (refer note 1(n)). Bad debts are written off when identified.

Restricted other receivables is the portion of the other receivables that represents funds which are subject to restrictions on their use as detailed in Note 9.

(l) **Prepayments**

Prepayments comprise amounts paid to suppliers in advance of the rendering of services by the supplier. Normal terms of settlement vary from 90 days to one year. Amounts are recognised and carried at original invoice amount.

Prepayments are amortised on a straight line basis over the period the service is to be provided.

A prepayment of 11 years rent has been made to a related party (refer Note 10) being The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane. This prepayment was made in December 2012 and will be amortised through to November 2023.

(m) **Trade and Other Payables**

Trade and other payables represent liabilities for goods and services provided to Anglicare SQ before the end of the financial year that are unpaid. These amounts are usually settled within 30 days.

(n) **Financial Instruments**

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Anglicare SQ recognizes a financial instrument in the statement of financial position only when the entity becomes a party to the contractual provisions of the instrument.

Anglicare SQ classifies its financial assets and liabilities according to the categories described below. The classification depends on the purpose for which the financial assets and liabilities were acquired. Management determines the classification of its financial assets at initial recognition.

Financial Assets

Anglicare SQ classifies its financial assets in the following measurement categories: fair value through profit or loss (FVPL), fair value through other comprehensive income (FVOCI) and amortized cost. Financial assets are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets (other than financial assets at fair value through profit or loss) are added to or deducted from the fair value of the financial assets, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets at fair value through profit or loss are recognised immediately in surplus or deficit.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(n) **Financial Instruments (cont.)**

(i) Amortised cost

Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Interest income from these financial assets is included in finance income using the effective interest rate method. Anglicare SQ's financial assets measured at amortised cost and are not quoted in an active market are classified as "trade and other receivables".

(ii) Fair value through other comprehensive income (FVOCI)

For assets measured at fair value, gains and losses will either be recorded in profit or loss or other comprehensive income. For investments in equity instruments that are not held for trading, this will depend on whether Anglicare SQ has made an irrevocable election at the time of initial recognition to account for the equity investment as FVOCI. Anglicare SQ's financial assets measured at FVOCI are listed shares on the Australia Stock Exchange (refer to Notes 1(o) and 12).

Impairment of Financial Assets

The Corporation recognises an allowance for ECLs for all debt instruments not held at fair value through the Consolidated Statement of Profit or Loss and Other Comprehensive Income. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Corporation expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

For trade receivables and contract assets, the Corporation applies a simplified approach in calculating ECLs. Therefore, the Corporation does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Corporation has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

For financial assets carried at amortised cost, the amount of the impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate.

The carrying amount of financial assets is reduced by the impairment loss directly for all financial assets.

When financial assets at FVOCI is considered to be impaired, cumulative gains or losses previously recognised in other comprehensive income are re-classified to surplus or deficit in the period.

For financial assets measured at amortised costs, if in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed through surplus or deficit to the extent that the carrying amount of the investment at the date the impairment is reversed does not exceed what the amortised cost would have been had the impairment not been recognised.

Derecognition of Financial Assets

Anglicare SQ derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If Anglicare SQ neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, it recognises its retained nature in the asset and its associated liability for amounts it may have to pay.

If Anglicare SQ retains substantially all the risks and rewards of ownership of a transferred financial asset, it continues to recognise the financial assets and also recognise a collateralised borrowing for the proceeds received.

On derecognition of a financial asset in its entirety, the difference between the asset's carrying amount and the sum of the consideration received and receivable and the cumulative gain or loss that had been recognised in other comprehensive income and accumulated in equity is recognised in surplus or deficit.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(n) **Financial Instruments (cont.)**

Financial Liabilities

A financial liability is derecognised when it is extinguished, discharged, cancelled or expires. Financial liabilities are classified as either financial liabilities "at fair value through the profit or loss" or "other financial liabilities".

Refund Liabilities

A refund liability is the obligation to refund some or all of the consideration received (or receivable) from the client and is measured at the amount Anglicare SQ ultimately expects it will have to return to the client. The Anglicare SQ updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

Other Financial Liabilities

Other financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. Other financial liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability or, where appropriate, a shorter period.

Refundable Accommodation Deposits/Accommodation Bonds and Entry Contributions

Refundable accommodation deposits/accommodation bonds and entry contributions received from residents represent non-interest bearing deposits that are refundable in accordance with the relevant legislation and the individual resident agreement in the event the resident leaves an Anglicare SQ facility.

As these refundable accommodation deposits/accommodation bonds and entry contributions are considered to be repayable on demand, they are recorded at the amount initially received less any retentions or deferred management fees which Anglicare SQ is allowed to deduct in accordance with the relevant legislation and resident agreement and are not discounted.

(o) **Financial Assets at Fair Value through Other Comprehensive Income**

Financial Assets are recognised initially at fair value. Any financial investments donated or bequeathed to Anglicare SQ are recognised at fair value at the date the company obtains control of the asset.

After initial recognition financial investments are measured at fair value with gains or losses being recognised in other comprehensive income until the investment is derecognised or until the investment is determined to be impaired, being either a significant or prolonged decline in value below cost, at which time the cumulative gain or loss previously recognised in other comprehensive income is reclassified to the consolidated statement of profit or loss and other comprehensive income. The fair value of investments that are actively traded in organised financial markets is determined by reference to quoted market bid prices at the close of business on the reporting date.

(p) **Provisions**

A provision is recognised when there is a legal, equitable or constructive obligation as a result of a past event and it is probable that an outflow of economic benefits will be required to settle the obligation, and a reliable estimate of the amount of the obligation can be made.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. When a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows (where the time value of money is material).

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(q) **Investment Property**

Retirement villages are investment properties held to earn revenue and capital appreciation over the long term, comprising land and buildings of independent living units.

Investment properties are initially recognised at cost including any acquisition costs, and subsequently stated at fair value at each balance date. Fair value is determined using discounted cash flow projections, and direct comparison of active market prices, adjusted for any difference in the nature, location or condition of the specific asset. Any gain or loss arising from a change in fair value is recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

Investment properties under construction are initially measured at cost and subsequently stated at fair value at each balance date where fair value can be reliably determined. Fair value of investment properties under construction is primarily determined using direct comparison of active market prices, adjusted for any difference in the nature, location or stage of completion of the specific asset. Any gain or loss arising from a change in fair value is recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

If an investment property is disposed, the gain or loss on disposal is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal and is recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

Investment properties are not depreciated.

The effective date of the most recent independent external valuation of investment property was 30 June 2020.

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

All items of property for Residential Aged Care Facilities (RACs), plant and equipment are stated at cost less accumulated depreciation and impairment losses. The cost of constructed assets includes the cost of materials, direct labour and other relevant costs required to bring the asset to its current condition and location.

Revaluation of land and buildings

Land and buildings other than RACs are valued at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The highest and best use of the land and buildings are considered in determining the valuation. The effective date of the most recent independent valuation obtained by Anglicare SQ was 30 June 2018.

When the carrying amount of the class of assets held at fair value is increased as a result of the revaluation, the increase is credited directly to the Asset Revaluation Reserve, except where it reverses a revaluation decrement previously recognised in a Consolidated Statement of Profit or Loss and Other Comprehensive Income, in which case it is credited to that statement. When the carrying amount of land and buildings is decreased as a result of a revaluation, the decrease is recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income, except where a credit balance exists in the Asset Revaluation Reserve, in which case it is debited to that reserve.

At the date of revaluation, any depreciation accumulated on an asset is restated proportionately with the change in the gross carrying amount of the asset so that the net carrying amount of the asset after revaluation equals its revalued amount. The carrying amount is increased to the revalued amount by restating the cost and accumulated depreciation proportionally.

All items of property, plant and equipment are initially recorded at their cost of acquisition at the date of acquisition, being the fair value of the consideration provided plus incidental costs directly attributable to the acquisition.

Donated assets are initially recorded at their fair value in the Consolidated Statement of Financial Position with a corresponding credit to the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

Subsequent Costs

Costs incurred on assets subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed standard of performance of the asset will flow to Anglicare SQ in future years; otherwise the costs are recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income as an expense is incurred.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(r) **Property, Plant and Equipment (cont.)**

Depreciation

Depreciation of property, plant and equipment is calculated such that the assets are written off over their expected useful lives using the straight-line basis with the expense being recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

Estimates of remaining useful lives are reviewed annually for appropriateness. When changes are made, adjustments are reflected prospectively in current and future periods only. Assets are depreciated from the date of acquisition or, in respect of internally constructed assets, from the time the asset is completed and is ready for use.

Depreciation on revalued buildings is recognised in surplus or deficit. On the subsequent sale or retirement of a revalued property, the attributable revaluation surplus remaining in the property's Asset Revaluation Reserve is transferred directly to Retained earnings. No transfer is made from the Asset Revaluation Reserve to Retained Earnings except where an asset is derecognised.

RACs land and other land (restricted and unrestricted) is not depreciated.

The depreciation rates for each class of asset are as follows:

RAC Buildings and Other Buildings (restricted and unrestricted)	2.5% - 9%
Motor vehicles	10% - 33%
Office plant and equipment	10% - 33%
Intangible assets (Software)	10% - 33%

Right-of-Use Assets

Anglicare SQ recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are measured at present value, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. Right-of-use assets are depreciated on a straight-line basis over the term of the lease.

Lease Liabilities

At the commencement date of the lease, Anglicare SQ recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments less any lease incentives receivable. Month to month lease payments are recognised as expenses in the period in which the event or condition that triggers the payment occurs.

(s) **Non-current Assets Held for Sale**

Non-current assets and disposal groups are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable and the non-current asset (or disposal group) is available for immediate sale in its present condition. Management must be committed to the sale, which should be expected to qualify for recognition as a completed sale within one year from the date of classification. Non-current assets (and disposal groups) classified as held for sale are measured at the lower of their previous carrying amount and fair value less costs to sell.

(t) **Impairment of Assets**

The carrying amounts of Anglicare SQ assets are reviewed at each reporting period to determine whether there is any indication of impairment. If any such indication exists, the assets recoverable amount is estimated. An impairment loss is recognised whenever the carrying amount of an asset or its cash generating unit exceeds its recoverable amount. Impairment losses are recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income, unless an asset has previously been revalued, in which case the impairment loss is recognised as a reversal to the extent of that previous revaluation with any excess expensed through the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

Determination of Recoverable Amount

The recoverable amount of assets is the greater of their fair value less costs to sell and value in use. In assessing the value in use the depreciated replacement cost is used.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(u) **Employee Benefits**

Wages and salaries

Liabilities for wages and salaries (including non-monetary benefits) expected to be settled within twelve months of the end of the annual reporting period, are recognised in respect of employees' services up to the end of the annual reporting period. They are carried at nominal value where the liability is expected to be settled within twelve months.

Annual leave and long service leave

A liability is recognised for benefits accruing to employees in respect of annual leave and long service leave, when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities recognised in respect of short-term employee benefits, are measured at their nominal values using the remuneration rate expected to apply at the time of settlement. Liabilities recognised in respect of long term employee benefits are measured as the present value of the estimated future cash outflows to be made in respect of services provided by employees up to reporting date.

Employee benefit on costs

Employee benefit on costs are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities.

Sick Leave

Sick leave does not vest and accumulate but is recognised as an expense when the leave is taken.

Superannuation

Anglicare SQ incurs expenditure in contributing to several defined contribution superannuation plans. Contributions are recognised in the consolidated statement of profit or loss and other comprehensive income as an expense when incurred. Anglicare SQ has no obligation to pay further contributions to these plans if the plans do not hold sufficient assets to pay all employee benefits relating to employee service in current and prior periods.

(v) **Taxation**

The Corporation and the Anglicare SQ Agencies are charitable institutions for the purposes of Australian Taxation legislation and therefore the activities of Anglicare SQ are exempt from income tax as a tax exempt charitable entity under Subdivision 50-B of the Income Tax Assessment Act 1997.

(w) **Business Streams**

A business stream is a distinguishable component of Anglicare SQ that is engaged in providing products or services (business information), or in providing products or services within a particular economic environment (geographic information), which is subject to risks and rewards that are different from those of other segments.

(x) **Related Party Transactions**

Anglicare SQ receives income from, and pays for expenses to related parties as follows:

- Interest income is received from ANFIN and the Corporation;
- Insurance premiums are paid to the Corporation;
- Fees charged for administrative services provided by the Corporation;
- Anglican Belonging fees paid to the Corporation; and
- Office rent paid to The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane.

(y) **Reserves**

Anglicare SQ discloses three classifications of reserves:

- General Reserve;
- Asset Revaluation Reserve; and
- Trust Reserve.

General Reserve

This is the Capital Replacement Fund which represents the Quantity Surveyors estimate of future capital maintenance costs for Independent Living Units. The Retirement Villages Act requires scheme operators to ensure adequate provision is made for capital replacement. Consequently this reserve is in effect a "provision for capital maintenance".

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(y) **Reserves (cont.)**

It is recognised as a reserve, as Australian Accounting Standards do not permit recognition of a provision unless there is a contractual obligation.

Asset Revaluation Reserve

These represent the difference between the revalued carrying amount and original cost of non-current assets. Revaluation increments and decrements (impairments) may be written to the Asset Revaluation Reserve. Refer to Note 19.

Trust Reserve

These represent funds held by the Corporation for specific purposes and beneficiaries as set out in the Bequest or Trust objects. Further details are in Note 19.

(z) **Standards and Interpretations affecting the reported results or financial position**

Anglicare SQ has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (the AASB) that are relevant to their operations and effective for an accounting period that begins on or after 1 July 2019.

New and revised Standards and amendments thereof and interpretations effective for the current reporting period that are relevant to Anglicare SQ include:

- AASB 16 Leases
- AASB 1058 Income of Not-for-profit entities

Anglicare SQ recognised 674 right of use assets in July 2019 using the modified retrospective approach which measured these assets at their present value along with a corresponding lease liability also measured at present value of the remaining lease payment, discounted using the lessee's incremental borrowing rate (2% to 5%). As at 1 July 2019 a Right of Use Asset of \$9,701,853 and a Right of Use Liability of \$7,766,838 was recognised. There was no impact to prior years. These right of use assets were previously held off balance sheet and disclosed as part of the 2019 commitments at note 21. The lease liabilities as at 1 July 2019 is not materially different with the total 2019 operating lease commitments.

In applying AASB 16 for the first time, Anglicare SQ has applied the short-term leases exemption for month-to-month operating leases which continues to be recognised as expenses as a practical expedient permitted by the standard.

The Webber House property lease is recognised as a right of use asset however is excluded from the lease liability as this lease was prepaid for the full term of the lease.

2 OTHER REVENUE

	2020	2019
	\$'000	\$'000
Rental Income	1,026	855
Recoveries of expenses and services	3,582	3,373
Donations and Bequests	625	1,045
Bond retentions and accommodation charges	5,083	3,637
	<u>10,316</u>	<u>8,910</u>

3 EMPLOYEE EXPENSES

Wages and salaries	162,029	150,075
Other associated personnel expenses	6,904	6,499
Contributions to superannuation funds	14,129	12,972
	<u>183,062</u>	<u>169,546</u>

4 OTHER EXPENSES

Audit fees (note 6)	174	169
Bank charges	90	77
Bad debts	95	232
Claims expense	4,715	7,073
Other	382	235
	<u>5,456</u>	<u>7,786</u>

5 RATES AND SERVICE FEES

Rates on property assets	1,030	1,006
Diocese shared services fee	614	662
Anglican Belonging Fee	2,086	2,059
	<u>3,730</u>	<u>3,727</u>

6 REMUNERATION OF AUDITORS

The auditors of Anglicare SQ – Ernst & Young audit fees	174	169
	<u>174</u>	<u>169</u>

Remuneration of Auditors Fee is also included within Note 4 Other Expenses, Other

7 INVESTMENT PROPERTIES

	Work in progress \$'000	At fair value Finished properties \$'000	Total \$'000
2019			
Balance at 1 July	8,400	78,438	86,838
Additions at cost	22,655	-	22,655
Transfer to finished properties	(17,650)	17,650	-
Realised investment properties gain/(loss)	-	1,827	1,827
Gain(loss) on fair valuation	(7,255)	3,013	(4,242)
Balance at 30 June	6,150	100,928	107,078
2020			
Balance at 1 July	6,150	100,928	107,078
Additions at cost	22,244	-	22,244
Transfer to finished properties	(23,983)	23,983	-
Realised investment properties gain/(loss)	-	1,803	1,803
Gain(loss) on fair valuation	(611)	5,991	5,380
Balance at 30 June	3,800	132,705	136,505

Fair value

The fair value of investment properties as at 30 June 2020 have been determined on the basis of a valuation performed by Knight Frank (a certified practising valuation firm who is independent of Anglicare SQ). The valuations, which conform to International Valuation Standards, were determined by discounted cash flow projections, and by reference to current market value taking into consideration observable sales and historical sales data in the relevant market for properties of similar nature and specification. The valuation methodology also assumes vacant property possession. Retirement villages are classified as level 2 in the fair value hierarchy. This means that key assumptions used in their valuations are not directly observable. These key assumptions are:

- The discount rate of between 14% to 18% dependent on market area (i.e. regional or metropolitan area).
- Property price growth rates of 2.1% to 3.5% in the medium and long term.
- Average subsequent tenure period of 9 to 12 years.

Investment properties under construction are initially measured at cost and subsequently stated at fair value at each balance date where fair value can be reliably determined. Fair value of investment properties under construction is primarily determined using direct comparison of active market prices, adjusted for any difference in the nature, location or stage of completion of the specific asset. Any gain or loss arising from a change in fair value is recognised in the consolidated statement of profit or loss and other comprehensive income.

Fair valuation of investment properties may in some cases be subjective and may depend on the inputs used in the calculations. To provide an indication about the reliability of the inputs used in determining fair value, Anglicare SQ has classified its investment properties into the three levels prescribed under the accounting standards. Refer to Note 1(q) for further details on the fair value methodology.

Details of investment properties and information about the fair value hierarchy are as follows:

	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
30 June 2020				
Retirement villages	-	132,705	3,800	136,505
30 June 2019				
Retirement villages	-	100,928	6,150	107,078

There were no transfers between Levels 1, 2 or 3 during the year apart from transfers in the ordinary course from Work in progress (level 3) to Finished properties (level 2) when units are complete and available for sale. Refer to Note 1(c) for further details on the fair value hierarchy.

8 CASH AND CASH EQUIVALENTS

	2020	2019
	\$'000	\$'000
Cash at bank and other financial institutions	58,708	41,438
Deposits at call	1,225	1,236
Cash investments at cost	77,742	76,486
	<u>137,675</u>	<u>119,160</u>
Restricted Cash		
Residential Aged Care Bonds & Accommodation		
Deposits ⁽ⁱ⁾	19,513	14,919
Retirement Villages entry contributions ⁽ⁱⁱ⁾	10,709	7,980
Bequest Funds ⁽ⁱⁱⁱ⁾	8,098	7,850
Employment Action Centre Limited ^(iv)	2,982	2,928
Surplus refund liability and deferred income ^(v)	30,719	21,873
Independent Living Units maintenance and capital reserves ^(vi)	2,663	2,443
Anglican Foundation for Aged Persons	35	34
	<u>74,719</u>	<u>58,027</u>
Unrestricted Cash	<u>62,956</u>	<u>61,133</u>
Total Cash and Cash Equivalents	<u>137,675</u>	<u>119,160</u>

- (i) Residential Aged Care Bonds & Residential Accommodation Deposits (RAD)
Aged care bonds & refundable accommodation deposits of \$75.66m (2019: \$65.04m) are held on behalf of Residential Aged Care Residents across all facilities. The *Aged Care Act 1997* ("Aged Care Act") prescribes restrictions on what bond monies may be used for.

Funds with high level of restrictions:

The Aged Care Act also requires each aged care provider to have a Liquidity Management Strategy (LMS) in order to be able to repay bonds as and when required. Anglicare SQ has determined to hold a minimum 30% based on the previous year's balance (2019: 30%) liquidity against bonds and refundable accommodation deposits.

Funds with lower level of restrictions:

Refundable accommodation deposits/accommodation bond & deposits funds surplus to the minimum liquidity requirement may be invested in accordance with the Aged Care Act and as approved by the investment statement for refundable accommodation deposits/accommodation bonds. Other approved uses include capital expenditure in aged care facilities.

- (ii) Retirement Villages Entry Contributions:
There are no legislative restrictions on the use of retirement village funds, so long as such investments are not contrary to the Corporations obligations as Trustee for those funds under the *Trusts Act 1973*. Anglicare SQ's policy is to refund entry contributions upon settlement of resale of the unit. Anglicare SQ has determined to hold a minimum of 15% based on previous year's balance (2019: 15%).
- (iii) Bequest Funds
These funds represent the investment of funds held by Anglicare SQ on Trust and are classified as Restricted Funds as set out in the Consolidated Statement of Changes in Accumulated Funds.
- (iv) Employment Action Centre Limited
This company is a separate company limited by guarantee. The company is no longer operating. The funds are restricted in their use to those objects as set out in the constituting documents of the company.
- (v) Surplus Refund liability and Deferred Income
This amount represents the estimated refund due to funders in relation to contracts paid in advance or where surpluses have arisen on underfunded contracts that are required to be repaid to the funder.
- (vi) Resident Trust Accounts – Capital and Maintenance Reserve Fund
The Maintenance Reserve Fund represents contributions made by residents of independent living units and the Capital Replacement Fund represents contributions made by Anglicare SQ, also in respect of independent living units. Expenditure of these funds are subject to restrictions imposed by the *Retirement Villages Act 1999*.

9 TRADE AND OTHER RECEIVABLES**- CURRENT**

	2020	2019
	\$'000	\$'000
Fees receivable ⁽ⁱ⁾	21,008	14,059
GST receivable	507	428
Sundry receivables ⁽ⁱ⁾	606	394
Expected Credit Losses	(503)	(525)
	<u>21,618</u>	<u>14,356</u>

(i) Anglicare SQ does not charge interest on fees or sundry receivables.

- NON CURRENT**Restricted**

Trust funds invested within the Corporation ⁽ⁱⁱ⁾	13,102	12,951
Other bequest funds	-	-
	<u>13,102</u>	<u>12,951</u>

Unrestricted

Amounts invested within Corporation ⁽ⁱⁱⁱ⁾	<u>17,020</u>	<u>17,020</u>
	<u>30,122</u>	<u>29,971</u>

(ii) A portion of Trust Funds (detailed in the Statement of Changes in Accumulated Funds) are included in Other Receivables above. These are invested with the Corporation. The Corporation pays interest on these funds at variable rates. At 30 June 2020 the rate was 0.8% (2019: 2.0%).

(iii) This is an investment of the Consolidated Reserves of Anglican Care of the Aged with the Corporation. The Corporation pays interest on these funds at variable rates. At 30 June 2020 this rate was 0.8% (2019: 2.0%).

10 OTHER ASSETS**PREPAYMENTS****- CURRENT**

Prepaid rental on head office space (The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane)	-	464
Other rentals	11	296
Insurance	339	301
Other – miscellaneous	1,169	529
	<u>1,519</u>	<u>1,590</u>

- NON CURRENT

Prepaid rental on head office space (The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane)	-	1,471
Other - miscellaneous	196	52
	<u>196</u>	<u>1,523</u>

11 PROPERTY, PLANT AND EQUIPMENT

Anglicare SQ carries the following assets at costs:

- Residential Aged Care (RAC) land and buildings
- Plant and equipment
- Motor vehicles
- Intangible assets (software)
- Assets under construction

Anglicare SQ carries other land and buildings (excluding RAC land and buildings) at fair value.

Other land & buildings held at fair value

Anglicare SQ's policy is to make revaluations with sufficient regularity to ensure that the carrying amount of land and buildings does not differ materially from that which would be determined using fair value at the end of the reporting period. Independent valuations are periodically obtained in the application of this policy. At 30 June 2018, all land and buildings held at fair value were valued by independent valuer, Herron Todd White.

The valuation for other land and buildings (excluding RAC land and buildings) is considered to be a level 2 or level 3 value in the hierarchy, i.e. based on unobservable inputs. The valuer used the market value methodology and also a direct comparison approach to support the valuation.

Revaluation of other land and buildings held at fair value

The assessment of fair value as at 2020 has taken into account:-

- The most recent independent valuation obtained from Herron Todd White in 2018;
- Depreciation for the 2020 year;
- The Commission's intention in relation to the vacant land and other land and buildings; and
- The Commission's assessment that the value of other land and buildings valued at fair value would not differ materially from last year's valuation and accordingly a valuation was not required in 2020.

The Commission is satisfied other land and buildings held at fair value are appropriately recorded as at 30 June 2020.

Work in progress

The carrying value of work in progress relates to the residential aged care facility developments at Meilene, significant refurbishments at residential aged care facilities, fitouts at community service centres, and other miscellaneous projects.

11 PROPERTY, PLANT AND EQUIPMENT (cont.)

	RAC Land & Buildings subject to restriction at cost	Other land & Buildings subject to restriction at fair value	RAC Land & Buildings unrestricted at cost	Other Land & Buildings unrestricted at fair value	Plant and Equipment at cost	Motor Vehicles at cost	Intangibles (Software) at cost	Work in progress at cost	Total
COST OR VALUATION									
Balance at 30 June 2018	54,995	39,805	16,541	10,609	15,978	3,158	5,992	22,577	169,655
Additions	-	17	-	289	657	268	-	10,584	11,815
Impairment write down	-	-	-	-	-	-	-	(122)	(122)
Transfers	26,253	948	505	-	3,412	-	188	(31,306)	-
Revaluation	-	-	-	-	(2,440)	-	(14)	-	(2,866)
Disposals	-	-	-	-	-	(412)	-	-	-
Balance at 30 June 2019	81,248	40,770	17,046	10,898	17,607	3,014	6,166	1,733	178,482
Additions	168	-	-	575	842	721	-	6,664	8,970
Impairment write down	-	-	-	-	-	-	-	-	-
Transfers	668	469	-	314	1,216	-	617	(3,284)	-
Revaluation	-	-	-	-	(372)	-	-	-	(959)
Disposals	-	-	-	-	-	(587)	-	-	-
Balance at 30 June 2020	82,084	41,239	17,046	11,787	19,293	3,148	6,783	5,113	186,493
ACCUMULATED DEPRECIATION									
Balance at 30 June 2018	(11,723)	(2,067)	(2,729)	(4,034)	(12,006)	(2,256)	(2,944)	-	(37,739)
Elimination on disposal of assets	-	-	-	-	2,379	395	14	-	2,788
Depreciation Expense	(2,135)	(289)	(498)	(83)	(1,930)	(224)	(351)	-	(5,510)
Impairment write down	-	-	-	-	-	-	-	-	-
Balance at 30 June 2019	(13,858)	(2,356)	(3,227)	(4,117)	(11,557)	(2,065)	(3,281)	-	(40,461)
Elimination on disposal of assets	-	-	-	-	371	559	-	-	930
Depreciation Expense	(2,400)	(310)	(506)	(88)	(2,246)	(261)	(453)	-	(6,264)
Impairment write down	-	-	-	-	-	-	-	-	-
Balance at 30 June 2020	(16,258)	(2,666)	(3,733)	(4,205)	(13,432)	(1,767)	(3,734)	-	(45,795)
Carrying Value at 30 June 2020	65,826	38,573	13,313	7,582	5,861	1,381	3,049	5,113	140,698
Carrying Value at 30 June 2019	67,390	38,414	13,819	6,781	6,050	949	2,885	1,733	138,021

Non Right of Use Depreciation expense for Anglicare SQ activities for the 2020 year was \$6,264,000 (2019: \$5,510,000).

The Corporation of the Synod of the Diocese of Brisbane Trading as Anglicare Southern Queensland

11 PROPERTY, PLANT AND EQUIPMENT (cont.)**Land and Buildings subject to restriction**

Land and Buildings subject to restrictions represents properties that have been donated or bequeathed to Anglicare SQ or which were purchased with funds donated or bequeathed to Anglicare SQ or its agencies where the objects of the bequest, trust or donation are activities of Anglicare SQ governed by the Commission.

Site Name	Address	Land Value \$'000	Building Value \$'000	Bequest/Trust Name	Broad purpose of Trust
Symes Grove & St. Martins	333 Handford Road, Taigum	7,049	24,741	Bequest of Phillip James Symes	To provide facilities and convenience for the comfort of aged persons
Symes Thorpe	161 Rowbotham Street, Rangeville	5,966	4,251	Bequest of Phillip James Symes	To provide facilities and convenience for the comfort of aged persons
St John's Home	15 Exmouth Street, Toowoong	3,498	968	Gift for charitable purpose	That the house be used for one of the welfare activities of the Church
EMI Tooth	162 Oceana Terrace, Lota	2,770	14,751	Bequest of Edwin Marsden Tooth	To establish with Anglicare SQ, a home for aged persons to be described as "The Edwin Marsden Tooth Memorial Home"
Abri	10 Heath Street, Southport	5,773	1,337	Gift for charitable purposes	Land was gifted on the condition that a home be erected to accommodate aged men and women or men and women only
Neilson Home (decommissioned)	2 Roseberry Terrace, Chelmer	8,500	-	Neilson Bequest	Land was gifted on condition that is to be used as an aged persons' home, upon sale proceeds to be used for general charitable purpose with "Neilson" used to describe the facility
Turnell	230 Buckland Road, Nundah	10,500	-	Tufnell Bequest	For the acquisition of land and improvements for use as an orphanage
Van Estate - Murgon	43 Krebs Street, Murgon	690	84	Van Estate	Declaration of Trust - Mr George Van - to provide (in and around the town of Murgon) - accommodation for aged or needy people who have retired from full time work - self-contained units for physically or mentally impaired people (whether retired or not).
Homelessness Services for Women & Children	24 Mount Street, Toowoong	3,360	5,681	Deed of Grant of Land	Upon trust for the erection of female refuge
Stanley Lane	47 Stanley Lane, Gympie	354	9	Beachmere Bequest	For the care of children
Turnell	39 Dennis Road, Springswood	423	213	Tufnell Bequest	For charitable purpose of Tufnell Home
Mellene	4 Metzger Street, Kalkie	1,717	1,244	Baker & Lovell Bequests	For general charitable purposes
Calabash Street, Ormeau	5 Calabash Street, Ormeau	200	320	Miscellaneous	For the care of children
Total Restricted		50,800	53,599		
			1,04,399		

Non-current assets held for sale

There are no Non-current assets held for sale at 30 June 2020.

The Corporation of the Synod of the Diocese of Brisbane Trading as Anglicare Southern Queensland

11 RIGHT OF USE ASSETS

	Motor Vehicles	Building	Office Equipment	Total
Balance at 30 June 2019				
Initial Recognition	2,900	6,554	248	9,702
Additions	1,636	4,734	89	6,459
Disposals	-	-	-	-
Balance at 30 June 2020	4,536	11,288	337	16,161
ACCUMULATED DEPRECIATION Balance at 30 June 2019	-	-	-	-
Depreciation Expense	(1,898)	(3,510)	(144)	(5,552)
Disposals	-	-	-	-
Balance at 30 June 2020	(1,898)	(3,510)	(144)	(5,552)
Carrying Value at 30 June 2020	2,638	7,778	193	10,609
Carrying Value at 30 June 2019	-	-	-	-

Right of Use Depreciation expense for Anglicare SQ activities for the 2020 year was \$5,552,047 (2019: \$0).

Anglicare SQ recognised 674 right of use assets in July 2019 using the modified retrospective approach which measured these assets at their present value along with a corresponding lease liability also measured at present value (refer note 1(z)). There was no impact to prior years. These right of use assets were previously held off balance sheet and disclosed as part of the 2019 commitments at note 21.

12 FINANCIAL ASSETS AT FAIR VALUE THROUGH OCI

	2020	2019
	\$'000	\$'000
Listed investments at fair value in:-		
Shares	1,016	483
	<u>1,016</u>	<u>483</u>
Movement in Financial Assets at Fair Value through OCI		
Balance at 1 July	483	464
Additions	662	0
Revaluation increment(decrement)	(129)	19
	<u>1,016</u>	<u>483</u>

All Financial Assets are quoted on the Australian Stock Exchange. Shares have no fixed maturity or coupon rate.

Anglicare SQ's exposure to credit, currency and market price risks related to financial assets at fair value through OCI is disclosed in Note 26.

13 TRADE AND OTHER PAYABLES

Trade payables ⁽ⁱ⁾	2,538	2,256
Accrued expenses	4,431	6,199
Deferred income ⁽ⁱⁱ⁾	30,719	21,873
Sundry accruals	7,753	6,330
	<u>45,441</u>	<u>36,658</u>

(i) No interest charges have been paid to any supplier.

(ii) Deferred income consists of government grants received in advance for services to be rendered by Anglicare SQ where the underlying funding agreement is reciprocal in nature.

14 EMPLOYEE ENTITLEMENTS

- CURRENT		
Annual leave	11,215	9,778
Long service leave	7,858	7,424
	<u>19,073</u>	<u>17,202</u>
- NON CURRENT		
Long service leave	3,290	2,655
	<u>3,290</u>	<u>2,655</u>

15 INTEREST BEARING LOANS AND BORROWINGS

- CURRENT		
Loan repayable	366	366
	<u>366</u>	<u>366</u>
- NON CURRENT		
Loans repayable	6,046	6,412
	<u>6,046</u>	<u>6,412</u>

16 OTHER FINANCIAL LIABILITIES

- CURRENT	2020	2019
	\$'000	\$'000
Maintenance reserve fund	812	645
Refundable accommodation deposits/accommodation bonds	75,660	65,045
Entry contributions	96,632	68,132
Deferred revenue liability	6,138	3,259
Right of use liability	3,880	-
	<u>183,122</u>	<u>137,081</u>
- NON CURRENT		
Right of use liability	4,702	-
Total Other Financial Liabilities	<u>187,824</u>	<u>137,081</u>

17 PROVISIONS

- CURRENT		
Provision for lease make good	920	156
Provision for claims	12,472	11,218
	<u>13,392</u>	<u>11,374</u>
- NON CURRENT		
Provision for lease make good	453	614
	<u>453</u>	<u>614</u>
Total Provisions	<u>13,845</u>	<u>11,988</u>
<u>Lease Make Good</u>		
Reconciliation of Carrying Value		
Balance at 1 July	770	721
Provision made during the year	603	49
Provision used during the year	-	-
Balance at 30 June	<u>1,373</u>	<u>770</u>
<u>Claims</u>		
Reconciliation of Carrying Value		
Balance at 1 July	11,218	5,420
Provision made during the year	4,715	9,238
Provision used during the year	(3,462)	(3,440)
Balance at 30 June	<u>12,471</u>	<u>11,218</u>

18 RECONCILIATION OF CASH FLOW FROM OPERATING ACTIVITIES TO SURPLUS

	2020	2019
	\$'000	\$'000
Net Surplus/(deficit) for the period	4,194	1,018
Adjustments for non-cash and non-operating items:		
Depreciation	11,815	5,510
Change in fair value of investment properties	(1,803)	4,242
Realised investment properties (gain)/loss	(5,380)	(1,827)
Net (gains)/loss on disposal of assets	(139)	(7,732)
Receivable for disposal of assets	-	7,712
Bond retentions and deferred management fees	(5,083)	(3,637)
Transfers to reserves	58	(37)
Impairment of property, plant and equipment	-	122
Operating cash flows before changes in working capital and provisions	3,662	5,371
(Increase) /decrease in trade and other receivables	(7,576)	(7,683)
(Increase) /decrease in other assets	1,401	393
(Increase) /decrease in financial assets at FV OCI	(533)	(19)
(Decrease) /increase in trade and other payables	8,945	816
(Decrease) /increase in employee entitlements	2,509	1,430
(Decrease) /increase in provisions	1,855	3,567
(Decrease) /increase in reserve	-	-
(Decrease) /increase in liabilities	14,258	-
Net cash flows from/(used in) operating activities	24,521	3,875

Movement in liabilities from financing activities

The table below details changes in liabilities (refer Note 16) arising from financing activities including both cash and non-cash changes. Liabilities arising from financing activities are those for which cash flows were, or future cash flows will be classified in the consolidated statement of cash flows as cash flows from financing activities.

	2019	Cash flows	Other changes	2020
	\$'000	\$'000	\$'000	\$'000
Maintenance reserve fund	645	167	-	812
Refundable accommodation deposits/accommodation bonds	65,045	10,616	-	75,661
Entry contributions	68,132	33,583	(5,083)	96,632
Loan repayable (current and non-current)	6,779	(366)	-	6,413
Deferred revenue liability	3,259	2,878	-	6,137
Total other financial liabilities	143,860	46,878	(5,083)	185,655

Other changes for entry contributions and accommodation deposits/accommodation bonds include deferred management fee and retention revenue.

19 RESERVES

	2020	2019
	\$'000	\$'000
Asset Revaluation Reserve (ARR)		
Balance at beginning of year	12,519	12,519
Increase/(decrease) arising on revaluation of properties	-	-
Transfers	-	-
Balance at end of year	12,519	12,519
General Reserves		
Balance at beginning of year	2,645	2,682
Transfers	59	(37)
Balance at end of year	2,704	2,645
Trust Reserves (i, ii and iii)		
Balance at beginning of year	21,736	20,525
Additions	1,471	1,338
Transfers	-	(128)
Balance at end of year	23,207	21,735
Total Reserves	38,430	36,899

Trust Reserves	Balance as at 30/06/2019	Released to retained earnings	Trust funds received during year	Interest Accrued	Balance as at 30/06/2020
	\$'000	\$'000	\$'000	\$'000	\$'000
(i) Invested with the Corporation (refer to Note 9)	13,833	(1,081)	-	350	13,102
(ii) Invested in Cash or Cash Equivalents (refer to Note 8)	7,325	712	-	61	8,098
(iii) Invested in financial investments (refer to Note 12)	463	(109)	662	-	1,016
Other Transfers	114	219	633	25	991
	21,735	(259)	1,295	436	23,207

20 RELATED PARTY DISCLOSURES**Commissioners' Compensation**

Commission members act in an honorary capacity and receive no remuneration for their services to the Commission.

Key Management Personnel Disclosures

The following were key management personnel of Anglicare SQ at any time during the reporting period and unless otherwise indicated were key management personnel for the entire year.

Name	Title	Date Appointed	Date of Cessation
The Most Rev'd Dr PJ Aspinall ⁽ⁱ⁾	Archbishop	-	-
K Crouch	Executive Director	-	-
S Cooke	Director of Services	-	-
A Davies	Director Governance, Risk & Assurance	-	-
Rev'd Canon L McWilliam	Director of Mission	-	-
D Barrie	Director Finance Property & Strategy	-	-
L Davies	Chief Digital Officer	16 September 2019	-
A Zilli	Director Organisational Development	-	-

(i) These personnel are employed under ABN 32 025 287 736 of The Corporation of the Synod of the Diocese of Brisbane.

The total key management personnel compensation included in 'Employee expenses' (Note 3) are as follows:

	2020	2019
	\$'000	\$'000
Short-term employee benefits	1,730	1,689
Post-employment benefits	164	146
Balance at end of year	1,894	1,835

Key Management Personnel Compensation Disclosures

Apart from the details disclosed in this note, no key management personnel have entered into a material contract with Anglicare SQ since the end of the previous financial year and there were no material contracts involving key management personnel interests existing at year-end.

Loans to Key Management Personnel and their Related Parties

There were no loans extended during the year to key management personnel or their related parties.

20 RELATED PARTY DISCLOSURES (cont.)**Payments to Related Parties****Transactions with Other Related Parties**

Anglicare SQ is part of The Corporation of the Synod of the Diocese of Brisbane ("The Corporation") and has related party relationships with various agencies and departments of The Corporation, including Parishes, ANFIN and The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane.

Transactions and Balances with Related Parties

Transactions and balances with related parties are generally priced on an arm's length basis.

Significant Related Parties relationships are:-

		2020	2019
		\$'000	\$'000
Anglican Financial Services	Interest earned	1,090	2,497
	Interest paid	-	-
	Net balances held at year-end	74,026	114,541
The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane	Rent prepaid during year 2013	5,213	5,213
	Net balance of prepaid rent at year-end	-	1,935
Church of Brisbane	Outgoings and car park charges per lease	313	439
Anglican Parishes	Rent paid for premises	467	520
The Corporation of the Synod of the Diocese of Brisbane	Insurance premium prepaid	339	301
	Shared services fee	2,673	2,721
	Trust funds invested	13,102	13,833

21 COMMITMENTS

2020	< 1 year	1-5 years	> 5 Years	Total
Capital Commitments				
Property, plant and equipment	54,957	-	-	54,957
Total capital commitments	54,957	0	0	54,957
Operating lease rentals				
Motor vehicles	-	-	-	-
Leased premises	-	-	-	-
Equipment	-	-	-	-
Total operating lease rentals	-	-	-	-
2019	< 1 year	1-5 years	> 5 Years	Total
Capital Commitments				
Property, plant and equipment	53,435	-	-	53,435
Total capital commitments	53,435	-	-	53,435
Operating lease rentals				
Motor vehicles	2,054	1,701	-	3,755
Leased premises	2,832	2,111	37	4,980
Equipment	154	146	-	300
Total operating lease rentals	5,040	3,958	37	9,035

Refer Note 11, operating lease rentals are now recognised as right of use assets. These right of use assets were previously held off balance sheet and disclosed as part of the 2019 commitments.

22 CONTINGENT LIABILITIES

Compensation

Anglicare SQ has potential future exposure to claims and costs associated with its response to abuse claims and the Royal Commission into Institutional Responses to Child Sexual Abuse. Anglicare SQ has accrued its best estimate of the net costs of uninsured abuse claims yet to be settled (refer Note 17). It is not possible at the date of this report for Anglicare SQ to reliably estimate any additional costs of this nature which might emerge in the future for unknown claimants. Accordingly, no liabilities or expenses have been recorded in relation to potential future claims for unknown claimants.

Capital Funding Agreement

In the past, grants have been received from the Queensland Government (the "Government") to construct two low cost rental accommodation facilities at Toowoomba and Manly. The liability associated with these agreements has been extinguished and replaced with a Capital Funding Agreement between Anglicare SQ and the Government in the amount of \$1,019,688.59. The capital funding agreement provides the Government with a 15% interest in the improvements on the land at 24 Mount St, Toowong where Anglicare operates a homelessness service. Should Anglicare SQ cease to offer the current service on this site, Anglicare SQ is liable to repay the amount.

Bank Guarantees

Anglicare SQ has issued Bank Guarantees totalling \$258,466 (2019: \$290,956) to landlords in lieu of paying tenancy bonds on leased properties.

Casual Workforce

Anglicare SQ has made a decision that only under certain circumstances Anglicare SQ will allow our services to employ casual employees until we have further clarification from the High Court and/or Federal Government. Anglicare SQ has decided not to accrue any potential leave entitlements for casual employees until the High Court decision has been given on the interpretation of a casual employee.

23 BUSINESS STREAMS REPORTING

Business stream information is presented in respect of Anglicare SQ main business components. Anglicare SQ operates primarily within one geographic area being Southern Queensland.

Inter-stream pricing is determined on an arm's length basis.

Business stream revenue results, assets and liabilities include items directly attributable to a business stream as well as those that can be allocated on a reasonable basis. Business stream capital expenditure is the total cost incurred during the period to acquire business stream assets that are expected to be used for more than one period.

Business Streams

Anglicare SQ comprises the following main business streams:

- Residential aged care and retirement living services (provided pursuant to the *Aged Care Act 1997* and *Retirement Villages Act 1999*); and
- Community Care Services.

Management has chosen to organise the entity around these two streams as Anglicare SQ's monthly results are reported on this basis.

2020	Residential \$'000	Community Services \$'000	Total \$'000
Revenue from external parties			
Governments	48,998	106,265	155,263
Clients and residents	13,319	58,344	71,663
Other sources	18,114	5,721	23,835
Total revenue	80,431	170,330	250,761
Surplus/(deficit) for the year	10,425	(6,231)	4,194
Depreciation expense	5,124	6,691	11,815
Impairment loss	-	-	-
Capital expenditure	5,566	3,404	8,970
Business Stream Assets	366,520	113,438	479,958
Business Stream Liabilities	(216,414)	(59,470)	(275,884)
2019			
Revenue from external parties			
Governments	47,396	104,615	152,011
Clients and residents	12,308	51,053	63,361
Other sources	14,903	6,966	21,869
Total revenue	74,607	162,634	237,241
Surplus/(deficit) for the year	4,927	(3,909)	1,018
Depreciation expense	4,556	954	5,510
Impairment loss	-	122	122
Capital expenditure	32,473	1,997	34,470
Business Stream Assets	310,322	101,860	412,182
Business Stream Liabilities	(167,418)	(44,944)	(212,362)

Revenue from contracts with government includes revenue for service delivery, capital grants and transitional or concessional income as shown in the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

Revenue from contracts with clients and residents includes income for service delivery and bond and accommodation charges as shown in the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

24 SUBSEQUENT EVENTS

Subsequent to balance sheet date, the impact of the COVID-19 pandemic has continued to evolve. Given the high degree of uncertainty surrounding the extent and duration of COVID-19, it is not currently possible to assess the full impact of COVID-19 on Anglicare SQ. There is also continued uncertainty as to further impact of COVID-19 in relation to government, regulatory or health authority actions, lockdowns, work stoppages and the impact on global economies. If the duration of events surrounding COVID-19 are prolonged, Anglicare SQ may need to take additional measures in order to respond appropriately.

No other matters or occurrences have come to the attention of the Commission, which would materially affect the financial report or disclosures therein.

25 ECONOMIC DEPENDENCY

Anglicare SQ is dependent to a material extent upon the ongoing receipt of Federal and State Government grants to fund its operations. The continued support and funding of aged care, child safety and community services by the Federal and State Governments is subject to regular reviews and accreditation requirements.

As at the date of this report management has no reason to believe that this financial support will not continue.

26 FINANCIAL RISK MANAGEMENT

Overview

Anglicare SQ's financial instruments comprise cash and cash equivalents, interest bearing investments and a prepayment with a related party. In addition, Anglicare SQ has amounts receivable in respect of residents at its residential aged care facilities and also in relation to the provision of aged care and other community and welfare services. Anglicare SQ also has amounts payable to trade and other creditors and holds accommodation bonds that are repayable (after deduction for agreed retentions).

The main risks arising from the financial instruments are liquidity risk, credit risk and investment risk. Anglicare SQ does not use any derivative instruments to manage risks associated with its financial instruments.

The Commission has overall responsibility for risk management, including risks associated with financial instruments. Risk management policies are established to identify and analyse the risks associated with the Anglicare SQ's financial instruments, to set appropriate risk limits and controls and to monitor the risks and adherence to limits.

The Commission monitors the effectiveness of Anglicare SQ's risk management policies and processes and regularly reviews risk management policies and systems. The Commission is assisted in this role by Deloitte Touche Tohmatsu who provide internal audit services to the Corporation. The management of all banking, investment and treasury services is undertaken by the Finance and Diocesan Services Commission (FDSC) and this Commission is responsible for implementing risk management policies and systems in relation to Anglicare SQ's financial assets and liabilities. FDSC reviews the financial risk management of Anglicare SQ, taking into account changes in market conditions and activities. FDSC is also responsible for developing and monitoring the investment and policies approved by the Commission.

This note presents information about Anglicare SQ's exposure to liquidity, credit and investment risk and its objectives, policies and processes for measuring and managing risk. Further quantitative disclosures are included throughout these financial statements.

Liquidity Risk

Liquidity risk is the risk that Anglicare SQ entities and Agencies (being the Corporation) will not be able to fund its obligations as they fall due.

Anglicare SQ, assisted by the FDSC, manages liquidity risk by monitoring forecast cash flows and ensuring that adequate liquid funds are available to meet normal operating expenses.

26 FINANCIAL RISK MANAGEMENT (cont.)

The following are the contractual maturities of financial liabilities, including estimated interest payments.

	2020	2019
	\$'000	\$'000
Trade and other payables		
less than 1 year	45,441	36,658
Total Trade and other payables	45,441	36,658
Loan Repayable		
less than 1 year	366	366
1-2 years	733	366
2-5 years	2,199	366
more than 5 years	3,114	5,680
Total Loan Repayable	6,412	6,778
Lease Liability		
less than 1 year		-
1-2 years	4,070	-
2-5 years	2,205	-
more than 5 years	2,649	-
Total Lease Liability	8,924	-
Refundable accommodation deposits/accommodation bonds and entry contributions		
less than 1 year	172,292	133,833
Total refundable accommodation deposits/accommodation bonds and entry contributions	172,292	133,833

Credit Risk

Credit Risk is the risk of financial loss to Anglicare SQ if a client or counterparty to a financial instrument fails to meet its contractual obligations. Anglicare SQ is exposed to two sorts of credit risk – amounts receivable from clients and from government funders in respect of services provided – and also counterparty risk in respect of funds invested with banks, other financial institutions and related parties. Anglicare SQ has in place a credit policy to assist in monitoring the risk of financial loss due to a customer or counterparty to a financial instrument failing to meet its contractual obligations.

The majority of amounts receivable in relation to service providers are due from Commonwealth and State Government departments. All service arrangements with funders and in relation to client contributions are subject to contractual arrangements, which include stated settlement terms. Any amounts outstanding beyond the contracted settlement period are followed up.

Credit is extended to clients under individual service agreement contracts. In some instances, financial hardship evaluations will reduce the amount of client fees being charged. Funds are deposited with banks and with the Corporation and its Financial Agency, ANFIN (ABN 51 925 884 864). The FDSC has responsibility for the investment of the Anglicare SQ funds via ANFIN and the funds that Anglicare SQ has invested with the Corporation.

The FDSC and the ANFIN Board includes members with legal, financial services, and investment management experience. They act in an honorary capacity only and are not paid for their services. ANFIN is an Agency of the Corporation that manages its cash investments, borrowings, internal loan portfolio and other treasury functions.

Cash investments made by Anglicare SQ are invested directly with banks and institutions, or via ANFIN into banks and institutions which have a S&P (or equivalent body) short term rating of A2 or higher, or a S&P (or equivalent body) long term rating of BBB+ or higher.

At the reporting date, Anglicare SQ did not have any material credit risk exposure to any single receivable or group of receivables or any bank or financial institution external to the Corporation.

26 FINANCIAL RISK MANAGEMENT (cont.)

Property

In June 2013 a strategy was approved to develop additional residential and aged care accommodation. All developments are assessed over a 25 year life cycle and they are required to have a positive net present value that meets the benchmark set by the Commission for the portfolio of developments. The models are then used for assessing each development accordingly. Each project is subjected to stress testing in relation to all key assumptions and the outcome of this sensitivity analysis is presented to the Commission prior to the approval of the project. A detailed maintenance program is followed for all properties.

Market risk management

Market risk is the risk that changes in market prices such as interest rates and equity prices will affect Anglicare SQ income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

Interest rate risk

Interest rate risks are managed with the aim of reducing the impact of short-term fluctuations in earnings. Over the longer-term, however, permanent changes in interest rates would have an impact on earnings. Anglicare SQ is not exposed to fluctuations in foreign exchange.

Anglicare SQ has a zero real interest loan from the Commonwealth of Australia as represented by the Department of Social Services to extend the Kirami residential aged care facility in Hervey Bay.

Anglicare SQ assesses its short term cash requirements and invests these at call. The balance of the cash may be invested in term deposits or other longer term fixed interest securities.

The following table illustrates sensitivities to Anglicare SQ exposures to changes in interest rates and equity prices. The table indicates the impact on how surplus and equity values reported at balance date would have been affected by changes in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

	Surplus \$'000	Equity \$'000
Year Ended 30 June 2020		
+/- 0.5% in interest rates	682	682
Year Ended 30 June 2019		
+/- 0.5% in interest rates	583	583

The above interest rate sensitivity analysis has been performed on the assumption that all other variables remain unchanged.

Equity Price Risk

Equity price risk arises from fluctuations in the market values of financial assets at FV OCI.

At the reporting date the market value of financial assets at FV OCI and the impact of a 10% movement in the market value of the investments was:

	Market value \$'000	+10% impact \$'000	-10% impact \$'000
Shares			
Balance at 30 June 2020	1,016	102	(102)
Balance at 30 June 2019	483	48	(48)

The impact of market movements would be recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income and funds of the Corporation only if the investments were sold or if an impairment loss was recognised, as these investments are deemed to be financial assets at FV OCI.

Fair Values

Carrying amounts of financial assets and liabilities recorded in the financial statements represent their net fair values, as determined in accordance with the accounting policies disclosed in Note 1.

26 FINANCIAL RISK MANAGEMENT (cont.)

Operational risk management

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with Anglicare SQ processes, personnel, technology, infrastructure and other risks not covered above.

In addition to the risk management practices carried out by Anglicare SQ, the Commission manages operational risk through a variety of mechanisms:

- Accessing professional services through the Corporation shared service teams.
- A Care Governance Committee made up of current and former health care professionals who are responsible for the oversight of the delivery of care services.
- The recruitment and on-going training of suitably qualified and experienced staff and volunteers.
- Documented policies and procedures.
- A three year program of internal audit carried out by professional 3rd party auditors, supplemented by audits carried out by internal teams.
- Research into and monitoring of likely future market trends.
- Regular reviews of strategic and operational plans and delivery against those plans.
- The development of business continuity plans.
- Achievement of accreditation for all services where this is relevant
- An Audit and Risk Committee made up of qualified professionals who are responsible for the oversight of the areas of statutory and external financial reporting, internal control systems, risk management systems as they apply to operational and financial risk, compliance with applicable Laws and Regulations, and internal audit functions.

27 FINANCIAL INSTRUMENTS COMPOSITION AND MATURITY ANALYSIS (cont.)

	Gross Amount	Within Initial Trade Terms	Past Due but Not Impaired (Days Overdue)				Past Due and Impaired
			<30	31-60	61-90	>90	
2020							
Trade and term receivables	20,505	18,763	519	269	283	1,174	(503)
Other receivables	1,113	1,113	-	-	-	-	-
Total	21,618	19,876	519	269	283	1,174	(503)
2019							
Trade and term receivables	13,534	12,236	799	197	186	641	(525)
Other receivables	660	660	-	-	-	-	-
Total	14,194	12,896	799	197	186	641	(525)

Net Fair Values

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the Consolidated Statement of Financial Position and in the notes to the Financial Statements.

Fair values are in line with carrying values.

Capital Management

Management controls the capital of Anglicare SQ to ensure that adequate cash flows are generated to fund its programs and that returns from investments are maximised.

Risk management policies are approved and reviewed by the Commission on a regular basis. These include credit risk policies and future cash flow requirements. The capital of Anglicare SQ consists of financial liabilities, supported by financial assets.

Anglicare SQ manages capital by assessing the financial risks and responding to changes in these risks and in the market. These responses may include the consideration of debt levels. There have been no changes to the strategy adopted by management to control the capital of Anglicare SQ since the previous year.

Current Assets Ratio

The current ratio for the years ended 30 June 2020 and 30 June 2019 are as follows:

	2020 \$'000	2019 \$'000
Current Liabilities	261,394	202,681
Current Assets	160,812	135,106
Current ratio	61.52%	66.66%

The current ratio shows that for the years ended 30 June 2020 and 30 June 2019, current liabilities are greater than current assets. The nature of funding for Residential Aged Care and Retirement Living results in large deposits paid by residents in the form of Refundable Accommodation Deposits (\$75.6m, 2019 \$65.0m) and Entry Contributions (\$96.6m, 2019 \$68.1m) respectively (collectively referred to as "resident deposits"). These resident deposits fall within the definition of a current liability in that they could be required to be repaid at any time. As residents leave, they are usually replaced with a new resident paying on average similar resident deposit amounts. In practice, resident deposits remain on average as liabilities for 3.0 years for residential aged care and 11.7 years for retirement living depending upon the length of stay for each resident. On average, if no new residents are admitted throughout the year the cash out flow is likely to be no higher than \$25.2m (2019 \$21.7m) for Refundable Accommodation Deposits and \$8.3m (2019 \$5.8m) for Entry Contributions or collectively \$33.5m (2019, \$27.5m). This would represent an expected maximum cash outflow of "resident deposits" no greater than \$33.5m (2019 \$27.5m) compared with the total collective "resident deposits" amount reported within the current liabilities above of \$172.2m (2019 \$133.2m).

COMMISSION MEMBERS' DECLARATION

The Commission Members declare that:

- (a) the annual financial statements and notes set out on pages 6-42:
 - i. comply with the Australian Charities and Not-for-profits Commission Act 2012 including compliance with Australian Accounting Standards and mandatory professional reporting requirements; and
 - ii. give a true and fair view of the financial position of the Commission as at 30 June 2020 and of its performance as represented by the results of its operations and its cash flows, for the financial year ended on that date; and
- (b) there are reasonable grounds to believe that the Commission will be able to pay its debts as and when they become due and payable.

The Commission has been given declarations by the Executive Director of Anglicare SQ and the Chief Financial Officer stating that:

- (a) the financial statements and notes set out on pages 6-42:
 - i. comply with the Australian Charities and Not-for-profits Commission Act 2012 including compliance with Australian Accounting Standards and mandatory professional reporting requirements; and
 - ii. give a true and fair view of the financial position of the Commission as at 30 June 2020 and of its performance as represented by the results of its operations and its cash flows, for the financial year ended on that date; and
- (b) there are reasonable grounds to believe that the Commission will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Commission.

Dated this 9th day of October 2020.

On behalf of the Commission Members



Dr Kim Forrester
Commissioner and CSC Chair
Anglican Community Services Commission



Gary Brady
Commissioner and ARC Chair
Anglican Community Services Commission



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Auditor's Independence Declaration

Auditor's Independence Declaration to the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland

In relation to our audit of the financial report of the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland for the financial year ended 30 June 2020, and in accordance with the requirements of Subdivision 60-C of the *Australian Charities and Not-for profits Commission Act 2012*, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of any applicable code of professional conduct.

Ernst & Young

Mike Reid
Partner
9 October 2020

Independent Auditor's Report

To the Members of the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland

Opinion

We have audited the financial report of the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland ("Anglicare SQ" or "the entity") which comprises the consolidated statement of financial position as at 30 June 2020, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in accumulated funds and consolidated statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the Commission Members' Declaration.

In our opinion, the accompanying financial report of Anglicare SQ is in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- a) giving a true and fair view of the consolidated financial position of Anglicare SQ as at 30 June 2020 and of its consolidated financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards and the *Australian Charities and Not-for-Profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The Commission is responsible for the other information. The other information is the Commission Members' Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Commission for the Financial Report

The Commission of the Corporation is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Australian Charities and Not-for-Profits Commission Act 2012* and for such internal control as the Commission determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Commission is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Commission Members either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- ▶ Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ▶ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- ▶ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Commission Members.
- ▶ Conclude on the appropriateness of the Commission's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- ▶ Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.



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- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the entity to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the entity's audit. We remain solely responsible for our audit opinion.

We communicate with the Commission regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in blue ink that reads 'Ernst & Young' in a cursive style.

Ernst & Young

A handwritten signature in blue ink that reads 'Mike Reid' in a cursive style.

Mike Reid
Partner
Brisbane
9 October 2020



**2021 Year Book
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