



ANGLICAN CHURCH OF AUSTRALIA

Diocese of Brisbane

First Session of the Eighty-First Synod 2024



BUSINESS PAPERS

First Session of the Eighty-First Synod 2024

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



OUR MISSION

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

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



OUR VISION

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

OUR VALUES

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

OUR PRIORITIES

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

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

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

Program

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

Friday 21 June 7pm Synod assemblies for the **Synod Eucharist** and
Consecration of The Rev'd Canon Sarah Plowman

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

Saturday 22 June 8.30am Morning prayer
Welcome and house keeping
Synod in session
President's Inaugural Address

10.30am Morning tea break
11am **Synod in session**
1pm Lunch

2pm **Synod in session**
3.30pm Afternoon tea break
3.45–6pm **Synod in session**

5pm Election nominations close

6pm Evening prayer and close

Sunday 23 June 8am Eucharist in the Churchie Chapel
9.30am Lay conference

11am Morning tea
Voting opens

11.30am **Synod in session**
1pm Lunch

2pm–3.30pm **Synod in session**
3pm Voting closes
3.30pm Afternoon tea break
4pm **Synod in session**
6pm Synod adjourns *sine die*

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Order of Business – Saturday 22 June 2024

Synod in Session at 8.30am

1. Proceedings are opened with prayer.
2. Election of Secretaries.
3. President's inaugural address. Copies will be emailed to members who receive papers electronically. Limited copies will be available in the Foyer.

A link to the President's address will be available on the Anglican Church Southern Queensland website Synod page after the address. A limited number of printed copies will be available for collection by those who requested paper copies.

4. Election and Appointment of Office Holders of Synod. On behalf of the Diocesan Council, the General Manager to move:
 - (1) Election of Chair of Committees and Deputy Chair of Committees;
 - (2) Appointment of Committee of Elections and Qualifications;
 - (3) Appointment of Minutes Committee; and
 - (4) Appointment of Time Keeper and Deputy Time Keeper.
5. On behalf of the Diocesan Council, the General Manager to move:
 - a) That the closing time for the nomination of members of Diocesan Council and other Boards, Councils and Committees as required by Canon be 5pm on Saturday 22 June 2024.
 - b) That the hours for the conduct of the election ballots be from 11am to 3pm on Sunday 23 June 2024.

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

7. Petitions

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

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

Business being considered	Order of the Day for:
Motion No. 1 ABM 175 th Anniversary Finance and Diocesan Services Commission Report	Saturday 22 June at 3.15pm
Motion No. 2 Auditors Report and Statement of Accounts Motion No. 3 Budget 2025	Saturday 22 June at 3.45pm
Motion No. 4 Appointment of Auditors	Business to be considered consecutively.
Motion No. 5 Apology to LGBTIQA+ people	Sunday 23 June at 12 noon

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

12. Consideration of Reports:

Diocesan Council	Ms J Basham
Cathedral Chapter	The Very Rev'd Dr PC Catt
Community Services Commission	Mr G Brady
Ministry Education Commission	Dr R Ray
Parishes and Other Mission Agencies Commission	
Anglican Schools Commission	Mr G McLay
Finance and Diocesan Services Commission, Financial Statements and 2025 Budget	Mr B Wilson

13. Canons – Consideration of General Principles, Committee Stage and Passing.

Professional Standards Canon Amendment Canon
Canons Interpretation Canon Amendment Canon

14. Motions of which notice has been given

Order of Business – Sunday 23 June 2024

Synod in Session at 11.30am

1. Proceedings are opened with prayer.
2. Confirmation of the minutes of the previous day's business.
3. Petitions.
4. Call over of Notices of Motion on Supplementary Business Paper for approval to include.
5. Call over of business paper and taking of formal motions.
6. Canons – Consideration of General Principles, Committee Stage and Passing.
*Professional Standards Canon Amendment Canon
Canons Interpretation Canon Amendment Canon*
7. Motions of which notice has been given.
8. Synod adjourned *sine die*.

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NOTICES OF MOTION

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Part A – Proposed Orders of the Day

Saturday 22 June

Immediately after the President's inaugural address

1. Standing Orders

The General Manager to move; Mr Allan Thomson seconding:

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

In SO A.2, add:

- (3) The President may:
 - (a) at any time rule that a person attending the Synod remotely by technology that enables them to hear and be heard at the Synod is to be considered as present; and
 - (b) make such adjustments to the operation of these Standing Orders that are necessary or desirable, so as to ensure that a person so present is able to participate as fully as possible as a member of the Synod including:
 - (i) adjustments to allow for recording a vote on a show of hands or on a division;
 - (ii) processes to allow a member so present to support a motion under SO C.12 (Suspension of Standing Orders);
 - (iii) in SO D.9, not requiring a member so present to stand when addressing the Synod.

Explanatory notes

In accordance with a previous resolution of this Synod, remote attendance by technology, namely Zoom, is being trialled at this Synod. The purpose of the additional Standing Orders is to allow the President to rule that those members are present and to make necessary or desirable adjustments to procedures to ensure that they can participate as fully as possible.

Saturday 22 June, 3.15pm

2. ABM 175th Anniversary

The Rev'd Eron Perry to move; The Rev'd Danni Clark seconding:

That this Synod:

1. Gives thanks to God for the Anglican Board of Mission through 175 years of mission and ministry, with deep gratitude to those who have served and supported ABM through those years;
2. Notes that the Anglican Board of Mission (ABM) will celebrate its 175th Anniversary on 29 October 2025 and:
 - a. Encourages all Anglican faith communities of this Diocese to participate in ABM events through the year, and consider organising their own event for this significant milestone, highlighting particularly the involvement of members of this Diocese over that time.
 - b. Explores with ABM where God is calling this Diocese to participate in God's ongoing mission through ABM to complement the existing mission partnerships it has;
3. Gives thanks for over \$120,000 donated by Diocesan faith communities (parishes, schools, welfare groups) to the work of ABM and Anglicans in Development (AID) in 2023 and for the prayers said in support of our partners, particularly prayers for the peace of Jerusalem, Israel, Gaza and the Middle East;
4. Encourages faith communities to support the 2024 Archbishop's November Appeal; and
5. Encourages faith communities to support ABM Church to Church and Reconciliation Programs that work with First Nations peoples throughout Australia and partner churches overseas.

Saturday 22 June, 3.45pm

Presentation of the Finance & Diocesan Services Commission report.

3. Auditor's Report and Statement of Accounts

The General Manager to move; Mr David Sneesby seconding:

That the Auditor's Report and Statement of Accounts of The Corporation of the Synod of the Diocese of Brisbane and related entities, and The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane for the year ended 31 December 2023 as incorporated in the Business Papers, be adopted.

4. Budget 2025

The General Manager to move; Mr David Sneesby seconding:

That this Synod approves the Budget for the year ending 31 December 2025 as detailed in the attached summary and in so doing notes that:

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

5. Appointment of Auditors

The General Manager to move; Mr David Sneesby seconding:

That this Synod appoints Ernst & Young as Auditors of the Diocese of Brisbane for all Diocesan audits for the years ending 31 December 2025-2027.

Sunday 23 June, 12 noon

6. Apology to LGBTIQ+ people

The Rev'd Dr Peter Catt to move; The Rev'd Deborah Bird seconding:

That this Synod, noting Motion 18 Synod 2022 and in response to the same, offers the following apology to LGBTIQ+ people on behalf the Anglican Church Southern Queensland:

The Anglican Church Southern Queensland:

Recognises and rejoices in the image of God as reflected in every human being, as expressed in people of every race, social circumstance, gender identity and sexual orientation.

Acknowledges the pain felt by sexuality-diverse and gender-diverse people who feel like second class citizens because they cannot marry in the Anglican Church of Australia.

Apologises to sexuality-diverse and gender-diverse people for the times when:

1. We have not accepted that you are who you are;
2. We have denigrated you;
3. We have excluded you from baptism, holy communion, holy unction and the community of the Anglican Church;
4. We have supported the criminalisation of your sexuality;
5. We have advocated for and/or condoned the practices known as 'Conversion Therapy';
6. We have isolated you and subjected you to mistreatment;
7. We have not spoken up to protect you from violence and exclusion.

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Apologises to the family members and friends of sexuality-diverse and gender-diverse people for the times when:

- Our treatment of your loved ones has hurt you;
- We have failed to grieve or celebrate with you over the challenges and achievements of the ones you love;
- We have silenced or mistreated you.

Undertakes to:

- Pray together in humility;
- Affirm our common humanity as we walk together in following Jesus Christ in our Church;
- Recognise the diversity among us and the ministry of each person who volunteers and works in and for The Anglican Church Southern Queensland;
- Listen to you;
- Stand with you against injustice and marginalisation;
- Live into the expectations outlined in Faithfulness in Service and the Being Together document, endorsed by this Diocese, about how we relate to one another as equal members of the Body of Christ.

Please refer to the Reports and Extra Documentation section of the Business Papers for supporting documentation.

[This text is a link †](#)

Part B – Motions of which notice has been given

7. Project Hope 25

The Rev'd Michael Calder to move; The Rev'd Catherine Govan seconding:

That this Synod wholeheartedly supports the Anglican Church of Australia's project **Hope 25** – 'Hope in an Uncertain World' – sharing the hope we have in Jesus Christ, and encourages every Parish and Community to participate.

8. Voice of Young People in Strategic Planning

The Rev'd Jonathan Kemp to move; Ms Sophia Colledge seconding:

That this Synod strongly encourages parishes, schools and Anglican agencies to include authentic voices of children and young people in Strategic Plans, Mission Action Plans and similar documents.

9. Annual Returns Data Report

The Rev'd Adam Lowe to move; The Rt Rev'd Cameron Venables seconding:

That the 2023 Annual Returns Data Report be received with specific reference to identified trends of parish growth and utilisation of digital technology for online ministry.

10. Negative media reporting and young people

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

That this Synod:

1. Affirms the intrinsic worth of young people in Australian society, and their right to the support needed to enable them to fulfil their potential to contribute to society and live satisfying and productive lives.
2. Expresses concern at the ubiquity and harmfulness of negative media reporting and community action that acts to stigmatise and socially exclude young people and undermines the possibility of community ties and support acting as protective factors for young people.
3. Notes 'Media guidelines for reporting on alleged youth offending' to help address this issue have been developed and disseminated by Anglicare's Research & Advocacy team and partners from The University of Queensland and media agency, BBS Communications Group.
4. Encourages:
 - a. individuals and ACSQ parishes and agencies to:
 - i. be aware of negative and inflammatory reporting about children and young people and help to raise awareness of others in this regard;

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- ii. explore actions they can take locally to encourage positive initiatives with and for children and young people, including those at risk and suffering disadvantage.
- b. the Queensland Government to re-commit itself to the development of evidence-based policy, including effective prevention, early intervention strategies, and work with families, that supports the social inclusion of young people and their pathways into fulfilling and productive lives.

Explanatory notes

An Anglicare web page including links to research and resources can be found here: anglicaresq.org.au/youth-inclusion

Considerable research and Anglicare's long experience working directly with young people has identified:

- a. the integral role of social inclusion and a sense of belonging as key contributors supporting young people into positive life pathways
- b. the potential negative impacts of social exclusion on adolescents, which include higher incidences of substance use/abuse; risky behaviours, including offending; mental health concerns (such as depression); and negative school-related outcomes
- c. the detrimental impacts of negative media reporting and community action (particularly via social media) on the social inclusion of young people, especially those at risk.

11. Code of Conduct for holders of key lay offices in the Diocese of Brisbane

The Rev'd Dr Rodney Wolff to move; Ms Katharine Philp seconding:

That this Synod requests Diocesan Council to formulate and implement procedures for managing shortcomings in conduct under the Diocesan "Code of Conduct for holders of key lay offices in the Diocese of Brisbane", and to report to the next Synod on the same, where such procedures embody:

- a requirement to respond where complaints are not demonstrably frivolous or vexatious;
- natural justice for all parties – the right to be heard, the right to be treated fairly, and a decision being based on relevant information;
- assurance of independence of the decision maker;
- independence of review of decisions where substantial grounds warranting the same are put forward; and
- pastoral support for all parties in the relevant matter.

Explanatory notes

As Church, we aspire to live and work in love and harmony with one another. When there is a shortcoming in conduct at the standards desired by the Church, it is essential that such conduct can be named, addressed, and modified. It is also essential that those who are impacted negatively by shortcomings of conduct can be heard and supported, and likewise for respondents. The Church's commitment to justice means that addressing shortcomings in

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conduct is fair and transparent, with independence of decision-making. This motion addresses the cited Code only, as there already exist procedures relating to Clergy.

12. Extending Safe Ministry to People experiencing Abuse in Parish Settings

The Ven Lizzie Gaitskell to move; Judge Kevin Laphorne seconding:

That this Synod request Diocesan Council to:

- Commission a process to ascertain the prevalence and types of abuse in parish settings experienced by:
 - Clergy, and
 - Lay people.
- Conduct dialogue with clergy and lay people who have experienced such abuse.
- Review the processes and procedures of this diocese to examine whether an appropriate duty of care is being extended to clergy and lay people experiencing abuse, and what mechanisms and procedures may be required to address the gaps in response.
- Prioritises the dignity of each person, recommending a restorative justice approach to conflict resolution, building safer communities, and promoting respectful and resilient parish dynamics.
- Report back to Synod the findings and recommendations of this review for further action.

Further, that this Synod encourages all in the Diocese to pray for all in our Diocese who experience abuse in parish settings.

Explanatory notes

Clergy-Specific Issues

Abuse directed at members of clergy is well known, anecdotally, to occur across the Church. The House of Clergy has many members who have experienced abusive behaviour resulting in deterioration of mental health and capacity to function effectively within the ministry. Some have also required substantial time away from ministry to heal resulting in significant cost personally, to the parish and the Diocese's capacity to foster effective ministry. It is acknowledged that Faithfulness in Service and Being Together seek to address the standards of appropriate behaviour by those in ministry, as well as those who attend and participate in *parish life*.

Laity-Specific Issues

Abuse directed at members of laity is well known, anecdotally, to occur across the Church. There is an increasing prevalence of abuse experienced by parishioners by others in ministry settings. When parishioners choose to leave a parish following abuse incidents, their experiences are not acknowledged with no just outcomes that will address behaviours and restore relationships. It is acknowledged that Being Together seeks to address appropriate behaviours by all people engaged in ministry settings however there is a lack of recourse for parishioners experiencing abuse.

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13. Take the Pledge

Participation by the Anglican Church, Southern Queensland in response to the Queensland Government's 'Take the Pledge' commitment in the 'Not Now Not Ever' Campaign.

The Ven Dr Lucy Morris to move; The Ven David Ruthven seconding:

This Synod supports, acknowledges and celebrates the participation of the ACSQ in the Not Now Not Ever Campaign by signing the Pledge as proposed by the Diocesan Domestic and Family Violence Working Group.

Explanatory notes

The Pledge is as follows:

'The Anglican Church in Southern Queensland pledges to work towards a Queensland where everyone is equal and free from violence.

The Anglican Church in Southern Queensland commits to playing our role, working within our organisation and in partnership with others including other faith communities, to raise awareness, improve prevention and provide practical assistance to end domestic and family violence.

The Anglican Church in Southern Queensland recognises and is committed to the promotion of a respectful, supportive, and safe church environment that does not justify or excuse domestic and family violence in any form.'

The decision to Take the Pledge is part of the implementation of the Ten Commitments for Preventing and Responding to Domestic and Family Violence in the Anglican Church of Australia and in this Diocese. It was proposed by the Diocesan Domestic and Family Violence (DFV) Working Group to Diocesan Council and this action has received the support of all who have been involved in domestic and family violence prevention work.

By signing this document, the Anglican Church in Southern Queensland joins a range of organisations around Queensland who have taken The Pledge to demonstrate publicly their commitment to ending domestic and family violence.

The Diocesan Council approved The Pledge at its meeting in April 2024. The Anglican Church in Southern Queensland will be the first faith-based organisation to do so, providing a tangible and public statement of our commitment to reducing domestic and family violence. There is no cost involved.

14. Equitable Participation Matrix

Ms Melissa Maddox to move; The Rev'd Jamee-Lee Callard seconding:

That this Synod endorses the use of the Equitable Participation Matrix now available and encourages all parishes, schools and agencies to adopt its use in their settings. The Equitable Participation Matrix represents an invitation to carefully examine the current ministry setting to assess accessibility. It supports responsible groups to trial new initiatives toward greater inclusion, with practical suggestions and resources.

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Explanatory notes

Through a resolution of 2018 ACSQ Synod, the Diocese established a working group to progress a disability access and action plan in partnership with people living with disability and their families, and in consultation with Anglicare and other expert non-governmental organisations.

Further in 2021, the ACSQ Synod committed to the full inclusion and participation of all people in our community.

15. National Defence Chaplains' Memorial Grove

The Rev'd Canon Gary Harch to move; The Rev'd Stephen Briggs seconding:

1. That this Synod notes, with sincere admiration and gratitude, the creation by Brisbane City Council, in time for ANZAC Day 2024, of ***The National Defence Chaplains' Memorial Grove*** in Toowong's Anzac Park. Synod acknowledges this memorial's simple, serene design by Council architects, which honours the Chaplains' dedication and selfless commitment in serving Australia's service personnel and their families during times of war and peace. The role of the Chaplain has been integral to Australia's Defence Capability and the wellbeing of its people.
2. This Synod further notes this Memorial to Chaplains, is the first of its kind in the Commonwealth of Australia. Chaplains continue to faithfully serve in the Australian Defence Force, domestically and on international operations, providing religious ministry spiritual guidance and pastoral care.
3. This Synod requests the President, on behalf of Synod, write to the Lord Mayor, Councillor the Right Honourable Adrian Schrinner, acknowledging Brisbane City Council's commitment to completing this project and its ongoing custody of the landmark.

16. Anti-Semitic Acts

Mr David Walter Drake to move; Mr Michael Willis seconding:

That this 2024 Synod of the Anglican Church in Southern Queensland seeks social cohesion in Australia, condemns recent acts of aggression and intimidation against Jewish fellow citizens and encourages all Christians to oppose anti-semitic attacks wherever they occur.

17. Human Dignity for those released from prison

The Ven Bronwyn Pagram to move; Dr Stephen Harrison seconding:

That this Synod urges the State Government, as a matter of urgency and in the interests of maintaining the human dignity of all those being released from prison, to explore ways to provide adequate resources to enable those being released from prison to consistently do so safely, effectively and with dignity.

Explanatory notes

People being released from prison are provided with limited assistance within the correctional system. Most post-release services are simply listed on websites or made available only via

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application for assistance; many applications can only be made *after* the person has been released. Personal items are returned to prisoners as they exit the prison. Persons who have been incarcerated for long periods often find their clothes do not fit or are no longer suitable. Centrelink payments may take seven days to arrive, leaving a gap where it is difficult to access food, medicine and accommodation. Prisoners often have broken relationships, making them vulnerable and reliant on family, friends or charitable services to obtain support to navigate available services and emergency funding and how to apply for them. In the meantime, many find themselves homeless or in great distress.

18. Diocesan Ethical Investments

Dr Clyde Anderson to move; Mr Allan Thomson seconding:

That within the Annual Financial Report to Synod from 2025, the Synod receive an update on the value percentage of Diocesan Ethical Investments in total of its stock market shares and Investment Funds.

19. Angligrreen – Sustainability Roadmap

The Rev'd Melissa Conway to move; Seconding TBA:

That this Synod:

1. continues to support the work of Angligrreen in its endeavours to help our Diocese reduce our ecological footprint;
2. asks all parishes and Anglican Schools and other church agencies to support the Diocesan Sustainability Roadmap by registering their support of this initiative, and undertaking activities in 2024 and beyond which foster achieving the targets of the Roadmap;
3. asks parishes and Anglican Schools and other church agencies to celebrate the Season of Creation 2024 (1 September – 4 October) with the theme To hope and act with Creation (<https://seasonofcreation.org/>)
4. asks parishes and Anglican Schools and other church agencies to support the Faiths 4 Climate Justice Week of Action 14-24 September promoted by Australian Religious Response to Climate Change (ARRCC.) (<https://www.arrcc.org.au/weekofaction>)

Explanatory notes

In 2009 the Diocese of Brisbane passed the 2007 General Synod Protection of the Environment Canon which in its preamble stated, among other things, that:

This Church recognizes that climate change is a most serious threat to the lives of the present and future generations. Accordingly, this Canon seeks to reduce the release of greenhouse gases by this Church and its agencies.

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In adopting the *Protection of the Environment Canon* we undertook as a Diocese to:

- reduce our environmental footprint;
- establish such procedures and processes as are necessary to assist the Diocese and its agencies to give leadership to the Church and its people in the way in which they can care for the environment; and
- other Actions highlighted below that go beyond reducing energy and greenhouse gas emissions.¹

Last year in March, the Diocesan Sustainability Roadmap 2023-2030 was launched to assist the Diocese and its agencies in honouring these commitments made by adopting the General Synod Canon. (<https://anglicanfocus.org.au/2023/05/02/acsq-sustainability-roadmap-launched-on-australias-overshoot-day/>)

A year on from its launch, the uptake by parishes and other agencies of the Anglican Church Southern Queensland of the Sustainability Roadmap has been slow! (<https://www.anglicanchurchsq.org.au/sustainability>) The members of Angligrreen are keen to help parishes sign-up to the roadmap and then act to lower their environmental footprint. Over the coming months members of Angligrreen will be visiting deanery meetings to help clergy understand the Sustainability Roadmap and provide clear steps that can be taken immediately by parishes to help address their sustainability.

20. Communion Forest

The Rev'd Melissa Conway to move; Seconding TBA:

That this Synod:

1. gives thanks to God for the Communion Forest, a wonderfully creative initiative arising out of the work of the Lambeth Conference 2022;
2. appreciates and supports the example of our Archbishop, who through the giving away of trees at his consecration and to candidates at Confirmation services, shows his own personal support of the Communion Forest;

¹ Canon para 2:

Mechanisms to assist in protecting the environment.

- 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 process 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.

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3. asks Diocesan Council to facilitate a process by which our Diocese can support the planting of new trees, the re-wilding of existing habitats, and the conservation of mature trees on all Diocesan properties; and
4. requests parishes, Anglican Schools, and other church agencies connected to our Diocese, to investigate and where possible implement activities which foster the growth of new trees and ecosystem conservation.

Explanatory notes

The Communion Forest (<http://www.communionforest.org/>) is an initiative of the Lambeth Call on the Environment and Sustainable Development. It is a global initiative comprising local activities for forest protection, tree growing and eco-system restoration undertaken by provinces, dioceses and individual churches across the Anglican Communion to safeguard creation. You may have seen the archbishop and regional bishops distributing trees as their response.

(<https://www.communionforest.org/the-communion-forest-an-introduction-for-newcomers/>)

The Anglican Communion Environmental Network (ACEN) through its Coordinator Revd Canon Dr Rachel Mash, Anglican Church of Southern Africa and Dr Philip Hughes serves, Anglican Church of Australia, Provincial Representative to ACEN are promoting the 'Communion Forest':

Example: Communion Forest

The Abbey in the Diocese of Gippsland has joined the Communion Forest (<https://www.theabbey.org.au/communion-forest/>)

21. Anglican Cemeteries

The Rt Rev'd Cameron Venables to move; The Ven Lizzie Gaitskell seconding:

That this Synod recognizes a growing number of Parishes, who have administered and maintained cemeteries for many years, now have diminishing capacity to do this important work. Consequently, this Synod requests the General Manager and the Diocesan Council to develop a comprehensive strategy that will enable Anglican cemeteries in the Diocese to be effectively and sustainably managed both now and in the future.

22. Bush Ministry Fund

The Rt Rev'd Cameron Venables to move; The Rev'd Dr John Rolley seconding:

That this Synod gives thanks to God for the individuals, Parishes, Schools, and other organizations who have helped sustain rural ministry in this Diocese through the Bush Ministry Fund (BMF), since it was established in 1998.

Further, that this Synod encourages all in the Diocese to pray for God's blessing on those who live in rural communities and on remote properties; and to creatively partner with them through the Bush Ministry Fund.

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

23. Thank you to Sherril Butterworth

The Rev'd Sharon Mitchell to move; Dr Alan Campbell seconding:

That this Synod:

- gives thanks for the work and ministry of Sherril Butterworth as Executive Director of the Anglican Schools Commission for the last 10 years;
- acknowledges the significant contribution Sherril has made to strengthening Anglican Identity in schools and early childhood centres in the Diocese; improving governance and operation of schools and ECS; leading improvement and culture change in student protection in schools and ECS; supporting Indigenous education and engagement; and supporting Chaplains and Heads of School in their work and ministry;
- acknowledges Sherril's commitment to Anglican education at a national level through her long-term membership of the Anglican Schools Australia management committee, and her support of ASA priorities and objectives;
- recognises her generosity, courage, integrity and capacity to manage complex and challenging systems, schools and processes; and
- sends prayers and blessings to Sherril for her future endeavours.

24. Annual Clergy Summer School

The Ven Susan Barker to move; The Rev'd Sue Wilson seconding:

That this Synod:

1. notes the exhortation at their ordination to deacons and priests, to study the Scriptures, and to undertake such other studies as will help them in their ministries;
2. recognises the opportunities to undertake such studies which are provided by the annual Clergy Summer School, organised by clergy of this Diocese for clergy;
3. encourages members of the clergy to register for and attend the 2025 Summer School, to be held at The Southport School from 13-15 January 2025.

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PROFESSIONAL STANDARDS CANON AMENDMENT CANON 2024

A Canon to amend the Professional Standards Canon

The Archbishop, Clergy and Laity of the Diocese of Brisbane assembled in Synod prescribe –

Title

- 1.1 This Canon may be cited as the Professional Standards Canon Amendment Canon 2024.

Purpose

- 1.2 The purpose of this Canon is to amend the Professional Standards Canon in order to strengthen the Professional Standards Canon including technical amendments to the Canon.

Amendments adding definitions to sections listing definitions

- 1.3 Where a provision of this Canon amends by inserting into a section, sub-section, clause, sub-clause, Schedule or other provision of that other Canon the definition of a word or expression, that definition is to be inserted so that all the definitions in that section, sub-section, clause, sub-clause, Schedule or other provision are and continue to be in alphabetical order.

PART 1 – PRELIMINARY

- 2.1 Under Part 1 of the Professional Standards Canon:

(a) insert:

1A Overriding purpose

- (1) The overriding purposes of this Canon are:
- (a) to assist the diocese to create a safe place for those persons that interact with church workers;
 - (b) to uphold the standards of conduct expected of church workers in the Diocese;
 - (c) to provide a mechanism whereby allegations that church workers are not fit to hold office or ministry can be resolved; and
 - (d) to facilitate the just, timely and efficient resolution of allegations.
- (2) Decision makers under this Canon must seek to give effect to these overriding purposes when exercising any power given by this Canon and when interpreting any provision of this Canon.

(b) insert:

1B Application of this Canon

- (1) Subject to sub-section 1B(2), this Canon applies to all Church Workers
- (2) Subject to sub-section 1B (3), if Diocesan Council is satisfied that a Church body has established procedures that are sufficiently equivalent to the procedures established by this Canon, it may exempt the Church workers subject to those alternative procedures from the provisions of this Canon.
- (3) Where sub-section 1B (2) applies, a Church body shall advise Diocesan Council of any amendments made to the procedures as soon as possible after their making and Diocesan Council may revoke the exemption if it considers that the amended procedures are no longer sufficiently equivalent to the procedures established under this Canon.
- (4) The exemption contained in sub-section 1B (2) does not apply to:
 - (a) persons licensed by the Archbishop;
 - (b) a Church worker, the subject of information, who no longer holds the role or function to which the information applies; or
 - (c) Any position, role or function that Diocesan Council determines is exempt.

(c) after section 74AP, insert:

“74AQ Disqualification where conflict of interest

- (1) Any person with a role or function under this Canon must promptly disclose to the appropriate person any actual conflict of interest they have, or any circumstances which might reasonably be perceived as a conflict of interest, including the reasons why such a conflict might exist.
- (2) Where a person referred to in paragraph (1) has an actual or perceived conflict of interest in a matter, the person is disqualified from participating in the matter.
- (3) The opinion of the members of the PSC or the Board, as the case may be, shall be conclusive as to whether the person in question has an actual or perceived conflict of interest in a matter.

PART 2 — INTERPRETATION PROVISIONS AND OTHER DRAFTING CHANGES

Division 1 — Definitions

3.1 In section 2(1) of the Professional Standards Canon:

(1) insert:

“child” is a person under the age of 18 years.

(2) delete the definition of child exploitation material and insert:

“child exploitation material” means material, in a way likely to cause offence to a reasonable adult, describes or depicts a person, or a representation of a person, who is, or apparently is, a child under 18 years—

- (a) in a sexual context, including for example, engaging in a sexual activity; or
- (b) in an offensive or demeaning context; or
- (c) being subjected to abuse, cruelty or torture;

(3) insert:

“Complainant” means a person who has provided information, or a person who has knowledge of conduct failure;

(4) insert:

“Complaint” means an allegation from a Complainant, verbally or in writing:
 (a) that the complainant has been the subject of conduct that is “information” under this Canon;
 (b) an allegation is made that there has been a conduct failure by a Church worker;

(5) insert:

“conduct failure” means any conduct falling within part (b) of the definition of “information”;

(6) insert:

“investigator” means a person who is appointed by the Professional Standards Committee under section 19(1) of the Canon to investigate complaints or information on behalf of the Committee;

(7) insert:

“sexual assault of an adult” includes a Church worker who:
 (a) indecently assaults an adult person; or
 (b) procures another person, without the adult person’s consent:
 (i) to commit an act of gross indecency; or
 (ii) to witness an act of gross indecency by the Church worker or any other person;

(8) insert:

“sexual abuse of a child” includes any indecent treatment of a child by the respondent, or abusive behaviour by the respondent towards a child for the sexual gratification of the respondent or another person;” and

(9) insert:

“sexual harassment” means a Church worker sexually harasses another person (the person harassed) if:

- (a) the Church worker makes an unwelcome advance, or an unwelcome request for sexual favours, to the person harassed; or
- (b) engages in other unwelcome conduct of a sexual nature in relation to the person harassed;

in circumstances where a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.

For the purposes of sub-section (a), the circumstances to be taken into account include, but are not limited to, the following:

- (i) the sex, age, sexual orientation, gender identity, intersex status, marital or relationship status, religious belief, race, colour, or national or ethnic origin, of the person harassed;
- (ii) the relationship between the person harassed and the Church worker who made the advance or request or who engaged in the conduct;
- (iii) any disability of the person harassed;
- (iv) any other relevant circumstance.
- (v) In this section “conduct of a sexual nature” includes making a statement of a sexual nature to a person, or in the presence of a person, whether the statement is made orally or in writing.

(10) insert:

“sexually inappropriate behaviour” includes:

- (a) any form of unwanted sexual contact or invitation to sexual contact with a person, whether or not there is consent and regardless of who initiated the contact or invitation to contact;
- (b) any form of sexual contact or invitation to sexual contact that is inappropriate behaviour in the circumstances where a Church worker is in a pastoral relationship with or is in a position to exercise authority over or influence the other person;
- (c) a Church worker with intent exposes an adult to material of a sexual nature where the exposure was not consented to, or where the exposure was consented to but is reasonably considered disgraceful; or
- (d) a Church worker exposes a child to material of a sexual nature, where the exposure is reasonably considered disgraceful;

(11) insert:

“sexual misconduct” includes sexual harassment, sexual assault of an adult or sexually inappropriate behaviour towards an adult.

3.2 The definition of “sexual assault” is repealed.

3.3 The amendments in Schedule 1 of this Canon are made to the Professional Standards Canon.

Schedule 1

Sch 1.1 Amendments to Section 2(1)

1. In the definition of “Director”, after “Director” add “or Director of Professional Standards” and for “Part 5” substitute “this Canon”
2. In the definition of “information”, in paragraphs (a) and (b), after “sexual assault” insert, “of an adult, sexual abuse of a child,”
3. In the definition of “national register”, for “determinations of the Board and other equivalent bodies” substitute, “information required to be recorded pursuant to the National Register Canon or its equivalent”
4. In the definition of “respondent”, insert after “information”, “or complaint”

Sch 1.2 Amendments to Part 2 – Code of Conduct

In section 5, insert a “,” after “Archbishop-in-Council”, insert a “,” after “appropriate” and delete, “take such steps as may be necessary or desirable to”

Sch 1.3 Amendments to Part 3 – The Protocol

1. In section 6 2(c), delete “rights, remedies and” after “respondents, of”
2. In section 6 2(e) substitute “responding to” for “dealing with”
3. In section 6 2(f), insert “complainants and” after “with”
4. In section 6 2(h), insert “and conduct failure” after “failure”
5. In section 6 2(j), delete “.” And substitute “;”
6. In section 6 (2), insert after sub-section (j):
 “(k) procedures for determining whether allegations received require a report to be made to the Professional Standards Committee;
 (l) procedures for carrying out investigative steps.”

Sch 1.4 Amendments to Part 4 – Professional Standards Committee

1. In section 17, insert the words “and the Privacy Act 1988 (Commonwealth)” after “sub-section (2)”
2. In section 18(2), after the word “may” insert “, subject to the respondent’s written consent being provided to the Director,”
3. In section 19 sub-section (3), after the word “writing” delete “signed by a member of the PSC”
4. In section 20 (1)(b), insert “under this Canon and where appropriate, obtain legal advice” after “information”
5. In section 20 (1) (e), insert before “where”, “except in relation to sexual abuse of a child or grooming,”
6. In section 20 (1) (j), after “information” insert “of a criminal nature”
7. In section 20 (1) (l), insert “; and” for “.”
8. In section 20 (1) insert, after sub-section 20(1)(l):
 “(m) to recommend to Diocesan Council any changes to Church processes, structures and education programs, where appropriate, that would reduce the risk of sexual abuse of a child, sexually inappropriate behaviour, grooming or sexual misconduct.”

Sch 1.5 Amendments to Part 5 – Director of Professional Standards

1. In section 22 (1)(b) after “information”, delete “;” and insert:
 “including:
 (i) carrying out preliminary investigative steps; and

- (ii) determining whether allegations received are information that must be reported by the Director to the Professional Standards Committee in accordance with the Canon and protocol”
- 2. In section 22 (1), insert after section 22 (1)(e):
 - “(f) to provide advice about allegations before the PSC, the code of conduct and procedures under this Canon;
 - (g) to provide or arrange care for or treatment of the complainant and respondent;
 - (h) to keep proper record of complaints, decisions, meetings, employment screening details, police checks of people affected by any information;
 - (i) to report to the General Manager any recommended changes to processes, structures and education programs that would reduce the risk of sexual abuse of a child, grooming, sexually inappropriate behaviour or sexual misconduct.
 (2) The Director must act in all things as expeditiously as possible.”
- 3. In section 23A (1), delete the word “an” and substitute “one or more” and substitute “Directors” for “Director”
- 4. In section 23A (2), in line one delete “The” and substitute “An”
- 5. In section 23A (3), in line two insert a “,” after “Archbishop-in-Council” and delete “the” and substitute “an”

Sch 1.6 Amendments to Part 6 – Investigation of Information

- 1. Delete section 24(1) and substitute:

“24. (1) A Church worker or Church authority in the diocese shall report any information in his her or its possession or knowledge, in accordance with the protocol.”
- 2. In section 27, after “refrain from” insert “commencing an investigation or”
- 3. In section 27(d), delete “.” and insert “; or”
- 4. In section 27, insert after section 27(d):

“(e) there would be no utility in dealing with the information having regard to:

 - (i) whether the respondent currently holds any position as a Church worker within the Diocese,
 - (ii) the length of time since the respondent has held any position as a Church worker within the Diocese,
 - (iii) the age of the respondent,
 - (iv) the health of the respondent, and
 - (v) any other relevant circumstance.”
- 5. In section 32 (e), delete “of similar examinable conduct” and “within the previous ten years”

Sch 1.7 Amendments to Part 7 – Professional Standards Board

- 1. In section 37:
 - a. Insert “:” after “Board is to”
 - b. Insert “(a)” before “inquire into and determine”
 - c. Insert “;” after “54” and delete “and” after “54”
 - d. Insert (b) “inquire into” before “questions within” and “;” after “the PSC”
 - e. Insert (c) before “make a determination” and “;” after “69”

- f. Insert “(d)” before “where appropriate” and insert “,” after “appropriate”
2. In section 38, insert after section 37(b):
 “(c) The Board may defer dealing with allegations referred if there would be no utility in dealing with the allegations having regard to:
- (i) whether the respondent currently holds any position as a Church worker within the Diocese,
 - (ii) the length of time since the respondent has held any position as a Church worker within the Diocese,
 - (iii) the age of the respondent,
 - (iv) the health of the respondent, and
 - (v) any other relevant circumstance.”

Sch 1.8 Amendments to Part 8 – Reference of Matters to the Professional Standards Board

1. In section 54, insert after subparagraph b:
 “c. The PSC must, in deciding whether to refer allegations against the respondent to the Board under this section:
- i. take into account, the seriousness of the allegations;
 - ii. take into account, the nature of the allegations;
 - iii. on the balance of probabilities, whether the allegations are proven; and
 - iv. act with fairness according to equity, good conscience and the substantial merits of the case without regard to technicalities or legal norms and is not bound by the rules of evidence, but may inform itself on any matter it sees fit;
 - v. consider obtaining legal advice whether a reference to the Board should be made.”
2. In section 62 (1) c., delete “such other persons as the Board believes have a proper interest in the matter” and substitute “the complainant”
3. In section 66(1), insert after “respondent”, “or complainant”
4. In section 66 (2), insert after “respondent”, “or complainant as applicable,”
5. In section 69 (k), delete “should”
6. In section 70, after “and shall” insert “, in accordance with the National Register Canon 2007,”

Canons – Professional Standards Canon Amendment Canon 2024

PROFESSIONAL STANDARDS CANON AMENDMENT CANON 2024**EXPLANATORY MEMORANDUM****General Background**

1. The Professional Standards Canon (PS Canon) was introduced into ACSQ in 2004. It was based on a national template that was produced by the General Synod at the time.
2. The operation of the PS Canon in ACSQ has not been reviewed in its entirety since inception, and so in 2021, an external review into the safe ministry and complaints handling system was commissioned by the General Manager.
3. In November 2021, external consultant Gordon McGurk (PhD, JD, BSc, GDLP, FGIA, GAICD) provided an interim report/assessment of the ACSQ safe ministry and complaints handling system including the following recommendations:

Recommendation 7: Determine situations under which reporting from ASC / CSC / PSC to OPS should occur and formalise this requirement in policy.

Recommendation 9: Clarify the rationale and need for teachers to be considered as church employees rather than being considered as school employees.

Recommendation 10: Clarify the role of the PSC under Canon, the matters that are brought to it, and reporting lines.

4. As a result of the review recommendations and other experiences of the PS Canon's operation, a project team is currently undertaking a review of the PS Canon's operation. These other experiences include feedback about the PS Canon's operation in particular cases.
5. There are additional drivers for a review of the PS Canon such as:
 - a. The coming Queensland Reportable Conduct Scheme and legislated Child Safe Standards. The Reportable Conduct Scheme in particular will change significantly the way in which allegations must be reported and treated;
 - b. The 10 National Child Safe principles have recently been incorporated into the ACSQ Child and Youth Management Policy. These principles arise from work undertaken by the Royal Commission into Institutional Responses to Child Sexual Abuse and subsequently by the Council of Australian Governments.
 - c. Feedback received as to the complexity of the PS Canon process and the time taken to deal with reported information, and the consequent impact on parties and witnesses.
 - d. Recent developments in the area of online safety, including the establishment of the Office of the Safety Commissioner, highlight the need to consider such issues that arise in the context of safe ministry.

6. As a result of consultation with Commissions and other stakeholders, the review project is being conducted in two phases. These proposed amendments to the PS Canon arise out of the phase one process. Phase two proposed amendments are planned to be submitted to Synod in 2025.
7. Further to the review, in December 2017, the Final Report of the Royal Commission into Institutional Responses to Child Sexual Abuse made recommendations to this Church or all religious institutions which are relevant to certain amendments in this Canon:

Managing actual or perceived conflicts of interest;

16.2 – The Anglican Church of Australia should adopt a policy relating to the management of actual or perceived conflicts of interest that may arise in relation to allegations of child sexual abuse, which expressly covers:

- a. members of professional standards bodies*
- b. members of diocesan councils (otherwise known as bishop-in-council or standing committee of synod)*
- c. members of the Standing Committee of the General Synod*
- d. chancellors and legal advisers for dioceses.*

16.39 – Consistent with Child Safe Standard 1, each religious institution should have a policy relating to the management of actual or perceived conflicts of interest that may arise in relation to allegations of child sexual abuse. The policy should cover all individuals who have a role in responding to complaints of child sexual abuse.

8. This Canon also seeks to improve the PS Canon by making technical amendments.
9. Provided with the Explanatory Memorandum is a copy of the PS Canon with the proposed changes marked up so readers can see the context of the changes.

Part 1 - Preliminary

10. “Part 1 – Preliminary” inserts an overriding purpose in the PS Canon as purposes are not currently explicit in the PS Canon. Importantly, those purposes include making clear the importance of the Diocese creating a safe place for persons that interact with church workers, and to help ensure that those interpreting the PS Canon give effect to the purposes, including standards of conduct for Church workers being upheld.
11. Part 1 inserts a mechanism for exempting certain bodies and positions from the PS Canon. Such a mechanism enables potential streamlining of disciplinary like processes, as currently there are process overlaps with the fitness for office processes under the PS Canon.
12. For example, staff within schools and Anglicare are currently defined as church workers and are subject to the provisions of the PS canon. In practice, where issues arise concerning the conduct of such workers, they are dealt with under disciplinary procedures under employment law rather than the fitness for office procedures under the PS canon. This new provision will allow Diocesan Council to formalise those procedures where needed to streamline dealing with conduct concerns of such workers.

13. Importantly, such an exemption does not apply to a person licensed by the Archbishop so the fitness for office processes under the PS Canon will continue to apply to clergy and lay ministers such as chaplains.

Part 2 – Interpretation Provisions and Other Drafting Changes

14. Part 2 includes provisions for new definitions that will strengthen clarity.
15. The new definition of “child exploitation material” is based on the Qld Criminal Code definition s.207A and therefore has the benefit of judicial consideration of this section.
16. The new definition of “complainant” provides description for those persons that provide allegations containing “information” or “conduct failure”. This will make it easier to identify persons who are “complainants” and therefore subject to the PS Canon.
17. The new definition of “complaint” supports the new definition of “complainant” by providing criteria to determine whether allegations made fall under the PS Canon.
18. The new definition of “conduct failure” ensures that conduct of this kind falls under “information”, therefore making such allegations subject to the PS Canon.
19. The new definition of “sexual assault of an adult”, like the definition of “child exploitation material”, is based on the relevant Criminal Code definition (s.352). Again, the definition has the benefit of judicial consideration which will assist decision makers determine whether allegations fall under the PS Canon.
20. The new definition of “sexual abuse of a child” is based on both the Criminal Code provision for indecent dealing, and the current definition. The use of the expression indecent dealing has the benefit of judicial consideration. If allegations are not covered by indecent dealing, then they may fall within abusive behaviour involving sexual gratification for the Church worker or another person.
21. The definitions of “sexual assault of an adult” and “sexual abuse of a child” replace the previous broad definition of “sexual assault”, which is repealed.
22. The new definition of “sexual harassment” is based on the Sex Discrimination Act 1984 (C’th). This is a broad definition that helps ensure the Diocese’s approach to such conduct is consistent with that of the wider community.
23. If conduct is not caught by “sexual harassment”, then the new definition of “sexually inappropriate behaviour” may cover sexual conduct that would be regarded as raising a fitness for office issue. The definition is based, in general terms, on whether the alleged conduct is disgraceful.
24. The Schedule to the Canon sets out amendments to the various parts of the PS Canon arising from the changed definitions and other technical amendments.

Schedule

25. Schedule 1.1 Amendment of Definitions – Section 2 (1): makes a number of technical changes to definitions including ensuring information is recorded in the national register in accordance with the National Register Canon.

26. Schedule 1.2 Amendments to Part 2 – Code of Conduct: deletes superfluous words from the section.
27. Schedule 1.3 Amendments to Part 3 – Protocol: makes several amendments to the provisions covering content of the **Protocol for Responding to Child Sexual Abuse and Sexual Misconduct**, including procedures for determining whether allegations received require a report to be made to the Professional Standard Committee and procedures for carrying out investigative steps.”
28. Schedule 1.4 Amendments to Part 4 – Professional Standards Committee: provisions relating to the **Professional Standards Committee** including specific mention of the Privacy Act 1988 (C'th) in relation to releasing information to the public and excluding sexual abuse of a child and grooming from the scope of conciliation and mediation.
29. Schedule 1.5 Amendments to Part 5 – Director of Professional Standards: provisions relating to the **Director of Professional Standards** including specific requirements for the Director in relation to record keeping for matters such as police checks, clarity around preliminary investigative steps involving the Director, and specific provisions in relation to the care of complainants and respondents.
30. Schedule 1.6 Amendments to Part 6 – Investigation of Information: provisions relating to **Investigation of Information** including where the Professional Standards Committee (PSC) decides to commence, not to investigate or to discontinue an investigation, further provisions have been added to assist with such decision making.
31. Schedule 1.7 Amendments to Part 7 – Professional Standards Board: provisions relating to the **Professional Standards Board (PSB)** including where the PSB may defer dealing with allegations referred if there would be no utility in dealing with the allegations.
32. Schedule 1.8 Amendments to Part 8 – Reference of Matters to the Professional Standards Board: provisions to assist the **PSC** to decide whether allegations should be referred to the PSB including specific considerations.

Anglican Church of Australia – Diocese of Brisbane

PROFESSIONAL STANDARDS CANON

A Canon relating to professional standards within the Church and for other purposes.

The Archbishop, Clergy and Laity of the Diocese of Brisbane assembled in Synod prescribe –

PART 1 – PRELIMINARY

1. This Canon may be cited as the “Professional Standards Canon”.

1A Overriding purpose

(1) The overriding purposes of this Canon are:

- (a) to assist the diocese to create a safe place for those persons that interact with church workers;
- (b) to uphold the standards of conduct expected of church workers in the Diocese;
- (c) to provide a mechanism whereby allegations that church workers are not fit to hold office or ministry can be resolved; and
- (d) to facilitate the just, timely and efficient resolution of allegations.

(2) Decision makers under this Canon must seek to give effect to these overriding purposes when exercising any power given by this Canon and when interpreting any provision of this Canon.

1B Application of this Canon

(1) Subject to sub-section 1B(2), this Canon applies to all Church Workers.

(2) Subject to sub-section 1B (3), if Diocesan Council is satisfied that a Church body has established procedures that are sufficiently equivalent to the procedures established by this Canon, it may exempt the Church workers subject to those alternative procedures from the provisions of this Canon.

(3) Where sub-section 1B (2) applies, a Church body shall advise Diocesan Council of any amendments made to the procedures as soon as possible after their making and Diocesan Council may revoke the exemption if it considers that the amended procedures are no longer sufficiently equivalent to the procedures established under this Canon.

(4) The exemption contained in sub-section 1B (2) does not apply to:

- (a) persons licensed by the Archbishop;

(b) a Church worker, the subject of information, who no longer holds the role or function to which the information applies; or

(c) Any position, role or function that Diocesan Council determines is exempt.

(1) In this Canon, unless the context otherwise requires:

“**Board**” means the Professional Standards Board established under Part 7;

“**Certificate of Conviction**” means a certificate of conviction given under Section 72 of the Criminal Practice Rules 1999, or an equivalent document from any Court of competent jurisdiction, certifying as to the conviction of a Church worker of a criminal offence referred to in Chapter 22 (other than sections 224-226), Chapter 22A or Chapter 32 of the Criminal Code (Queensland) or any equivalent provision in legislation which repeals or replaces that Act, or any equivalent provision in any Commonwealth, State or Territory legislation.

“child” is a person under the age of 18 years.

~~“child exploitation material” means material that describes or depicts a person who is or who appears to be a child:~~

~~(a) engaged in sexual activity; or~~

~~(b) in a sexual context; or~~

~~(c) as the subject of torture, cruelty or abuse (whether or not in a sexual context);~~

~~in a way that a reasonable person would regard as being, in all the circumstances, offensive. Child exploitation material can include any film, printed matter, electronic data, computer image and any other depiction.~~

“child exploitation material” means material that, in a way likely to cause offence to a reasonable adult, describes or depicts a person, or a representation of a person, who is, or apparently is, a child under 18 years—

(a) in a sexual context, including for example, engaging in a sexual activity; or

(b) in an offensive or demeaning context; or

(c) being subjected to abuse, cruelty or torture;

“**Church**” means the Anglican Church of Australia;

“**Church authority**” means the Archbishop or a person or body having administrative authority of or in a Church body to license, appoint, authorise, dismiss or suspend a Church worker;

“**Church body**” includes a parish, school, any body corporate, organization or association that exercises ministry within, or on behalf of, the Church;

“**Church worker**” means a person who is or who at any relevant time was:

(a) a member of the clergy; or

(b) a person employed by a Church body; or

(c) a person holding a position or performing a function with the actual or apparent authority of a Church authority or Church body;

but excludes a bishop subject to the jurisdiction of the Special Tribunal of the Church;

“**Code of Conduct**” means a code of conduct approved from time to time under Part 2;

“**Complainant**” means a person who has provided information, or a person who has knowledge of conduct failure;

“**Complaint**” means an allegation from a complainant, verbally or in writing:

- a) that the complainant has been the subject of conduct that is “information” under this Canon; or
- b) an allegation is made that there has been a conduct failure by a Church worker;

“**conduct failure**” means any conduct falling within part (b) of the definition of **information**;

“**Director of Professional Standards**” or “**Director**” means the Director of Professional Standards appointed under ~~this Canon~~Part 5. The word “Director” also means the Associate Director appointed under ~~Part 5~~this Canon where it appears:

- (a) in sections 13 and 15; and
- (b) in sections 26 and 50 where the relevant powers and functions are conferred on the Associate Director and the context allows it;

“**equivalent body**” means a body of another diocese exercising powers, duties or functions equivalent to those of the PSC or the Board as the case may be, or where there is no such body, the bishop of the diocese;

“**examinable conduct**” means conduct wherever or whenever occurring the subject of information which, if established, might call into question:

- (a) the fitness of a Church worker, whether temporarily or permanently, now or in the future to hold a particular or any office, licence or position of responsibility in the Church or to be or remain in Holy Orders or in the employment of a Church body; or
- (b) whether, in the exercise of a Church worker’s ministry or employment, or in the performance of any function, the Church worker should be subject to certain conditions or restrictions;

“**grooming**” means the manipulative cultivation of a relationship in order to:

- (a) initiate or hide sexual assault of an adult or sexual abuse of a child;
- (b) facilitate the procurement of a child to engage in a sexual act; or
- (c) expose, without legitimate reason, a child to any indecent matter.

In the case of sexual abuse of a child ~~child sexual assault~~, a Church worker ~~n-offender~~ may groom not only the child, but also the child's parents or guardians, and clergy and other church workers.

“**information**” means information of whatever nature and from whatever source relating to:

- (a) alleged conduct of a Church worker wherever or whenever occurring involving sexual harassment, ~~sexual assault~~, sexual assault of an adult, sexual

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- ~~abuse of a child,~~ sexually inappropriate behaviour, grooming or the possession, making or distribution of child exploitation material;
- (b) alleged inappropriate or unreasonable conduct or omission of a Church worker who had knowledge of conduct of another Church worker involving sexual harassment, sexual assault, ~~sexual assault of an adult, sexual abuse of a child~~ or sexually inappropriate behaviour, grooming or the possession, making or distribution of child exploitation material; or
- (c) an alleged process failure;

“investigator” means a person who is appointed by the Professional Standards Committee under section 19(1) of the Canon to investigate complaints or information on behalf of the Committee.

“**member of the Clergy**” means a person in Holy Orders;

“**national register**” means any national register established pursuant to a Canon of General Synod or a resolution of the Standing Committee of General Synod for the purpose of recording information required to be recorded pursuant to the National Register Canon or its equivalent determinations of the Board and other equivalent bodies;

“**process failure**” means the failure by a Church body or Church authority, prior to this Canon coming into effect, to deal appropriately with or to investigate matters referred to in paragraphs (a) or (b) of the definition of information;

“**Professional Standards Committee**” or “**PSC**” means the Professional Standards Committee established under Part 4;

“**prohibition order**” means an order prohibiting a Church worker from holding a specified position or office in or being employed by a Church body or Church authority or from carrying out any specified functions in relation to any office or position in the diocese or in relation to employment by a Church body;

“**protocol**” means the protocol approved from time to time by the Archbishop-in-Council under Part 3;

“**referring body**” means the PSC or an equivalent body which refers a question or questions under section 54 to the Board;

“**respondent**” means a Church worker whose alleged conduct or omission is the subject of information or complaint;

~~“**sexual assault**” includes any abusive behaviour with a child for the sexual gratification of the respondent, or any abusive behaviour with an adult for the sexual gratification of the respondent where the respondent is in a position of authority over the adult.~~

“**sexual abuse of a child**” includes any indecent treatment of a child by the respondent, or abusive behaviour by the respondent towards a child for the sexual gratification of the respondent or another person;

“**sexual assault of an adult**” includes a Church worker who—

- (a) indecently assaults an adult person; or
- (b) procures another person, without the person’s consent—
- (i) to commit an act of gross indecency; or
- (ii) to witness an act of gross indecency by the Church worker or any other person;

“sexual harassment” means a Church worker sexually harasses another person (the person harassed) if:

- (a) the Church worker makes an unwelcome advance, or an unwelcome request for sexual favours, to the person harassed; or
- (b) engages in other unwelcome conduct of a sexual nature in relation to the person harassed;

in circumstances where a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.

For the purposes of subsection (a), the circumstances to be taken into account include, but are not limited to, the following:

- (i) the sex, age, sexual orientation, gender identity, intersex status, marital or relationship status, religious belief, race, colour, or national or ethnic origin, of the person harassed;
- (ii) the relationship between the person harassed and the Church worker who made the advance or request or who engaged in the conduct;
- (iii) any disability of the person harassed;
- (iv) any other relevant circumstance.
- (v) In this section, “conduct of a sexual nature” includes making a statement of a sexual nature to a person, or in the presence of a person, whether the statement is made orally or in writing; and

“Sexually inappropriate behaviour” includes:

- (a) Any form of unwanted sexual contact or invitation to sexual contact with a person, whether or not there is consent and regardless of who initiated the contact or the invitation to contact;
- (b) Any form of sexual contact or invitation to sexual contact that is inappropriate behaviour in the circumstances where a Church worker is in a pastoral relationship with or is in a position to exercise authority over or influence the other person;
- (c) A Church worker, with intent, exposes any adult to material of a sexual nature where that exposure was not consented to, or where the exposure was consented to, but is reasonably considered disgraceful; and
- (d) A Church worker exposes a child to material of a sexual nature, where the exposure is reasonably considered disgraceful.

“sexual misconduct” includes sexual harassment, sexual assault of an adult, or sexually inappropriate behaviour towards an adult.

(2) For the purposes of this Canon -

- (a) a person employed by a Church body; or
- (b) a person holding a position or performing a function with the actual or apparent authority of a Church authority or Church body;

will be taken to be engaged by a Church authority.

3. The Archbishop-in-Council may enter into such agreements or arrangements as it sees fit with the relevant authority of another diocese as to the terms on which the powers and functions of the equivalent bodies or persons of that diocese are to be exercised by the persons holding office in or as delegates of the PSC, or by the members or the secretary of the Board.

4. The Synod or the Archbishop-in-Council shall from time to time by resolution approve a Code of Conduct for observance by Church workers in the diocese.

5. The Archbishop-in-Council, through the PSC and by such other means as may be considered appropriate, shall ~~take such steps as may be necessary or desirable to~~ promote the knowledge, understanding and observance in this Church of any code of conduct applicable in the diocese.

PART 3 – THE PROTOCOL

6. (1) The Archbishop-in-Council shall from time to time consider and approve a protocol for implementation in relation to information.

(2) The protocol must include:

- (a) procedures for receiving information;
- (b) the appointment, role and function of contact persons;
- (c) provision for informing complainants and victims of alleged conduct the subject of information, and respondents, of ~~rights, remedies and~~ relevant procedures available to them;
- (d) provision for assisting or supporting, as appropriate, all persons affected by alleged conduct the subject of information;
- (e) an explanation of the processes for investigating and responding to dealing with information;
- (f) provisions for dealing fairly with complainants and respondents
- (g) processes for referral to mediation and conciliation in appropriate circumstances;
- (h) processes for dealing with alleged process failure and conduct failure;
- (i) provisions for regular information, reports, advice and recommendations to the Archbishop and any other relevant Church authority at each stage of the process of dealing with information;
- (j) procedures for working, where necessary, with law enforcement, prosecution or child protection authorities of the States and Territories and of the Commonwealth of Australia;
- (k) procedures for determining whether allegations received require a report to be made to the Professional Standards Committee;
- (l) procedures for carrying out investigative steps.

7. The Archbishop-in-Council through the PSC and by such other means as it may consider appropriate shall take such steps as may be necessary or desirable to promote throughout the community a knowledge and understanding of the protocol.

PART 4 – PROFESSIONAL STANDARDS COMMITTEE

8. There shall be a Professional Standards Committee for the diocese.

9. The members of the PSC shall be appointed and shall hold office on such terms and conditions as may be determined by the Archbishop-in-Council from time to time or in accordance with any Regulations of the Archbishop-in-Council.

10. (1) The PSC shall have at least three members one of whom shall be its convenor.

(2) The membership of the PSC shall be constituted so as collectively to provide:

- (a) experience in law;
 - (b) experience in the ordained Ministry; and
 - (c) experience and appropriate professional qualifications in child protection, social work or counselling.
- (3) The PSC shall include at least one person who is not a member of this Church and so far as it is reasonably practicable shall have an equal number of men and women.
11. (1) The convenor of the PSC shall be appointed by the Archbishop-in-Council.
- (2) The PSC may meet from time to time as determined by the convenor or a majority of its members and may conduct its business by telephone or electronic communication.
 - (3) The procedures of the PSC shall be as determined by the PSC.
 - (4) A majority of the members shall constitute a quorum.
 - (5) A decision taken other than at a meeting of the PSC, if supported by a majority of members of the PSC, constitutes a decision of the PSC.
 - (6) The PSC shall act in all things as expeditiously as possible.
12. An act or proceeding of the PSC is not invalid by reason only of a vacancy in its membership and, notwithstanding the subsequent discovery of a defect in the nomination or appointment of a member, any such act or proceeding is as valid and effectual as if the member had been duly nominated or appointed.
13. The Synod indemnifies any member or delegate of the PSC and the Director for any act or omission by the member or delegate, the PSC or the Director in good faith and in the exercise or purported exercise of powers or functions, or in the discharge or purported discharge of duties under this Canon.
14. The members of the PSC may constitute an equivalent body, either generally or for a particular case or matter.
15. Subject to the provisions of this Canon, the Director, a member of the PSC, a Church authority, or a person employed or engaged on work related to the affairs of the PSC must not divulge information that comes to his or her knowledge by virtue of that office or position except:
- (a) in the course of carrying out the duties of that office or position;
 - (b) as may be authorised by or under this Canon;
 - (c) in any proceedings before a diocesan tribunal, a provincial tribunal or the special tribunal;
 - (d) pursuant to any lawful requirement of the police, any other proper authority, or a court of law; or
 - (e) to any insurer or insurance broker of a Church body or Church authority where the information may give rise to or be relevant to a claim for indemnity by the Church body or Church authority against the insurer or is relevant to obtaining or continuing insurance cover.

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16. The PSC must disclose to an equivalent body relevant details of information in its possession concerning the alleged conduct of a Church worker:

- (d)(a) which is information that is relevant to, or arising during the course of, an investigation being undertaken by the PSC where the PSC knows that the Church worker is residing in the diocese of the equivalent body; or
- (e)(b) which is information concerning conduct alleged to have occurred in the diocese of the equivalent body;

and shall co-operate with any equivalent body.

17. (1) Subject to subsection (2) [and the Privacy Act 1988 \(Commonwealth\)](#), the PSC may release to the public such material as it may determine with respect to any information.

- (2) In relation to a matter that is the subject of a reference to the Board the PSC shall make public such information concerning the matter as the Board may direct or approve.

18. (1) Without disclosing the identity of any informant, complainant or the respondent, the PSC shall report annually to the Archbishop-in-Council on its activities for that calendar year.

- (2) Notwithstanding subsection (1), the report of the PSC pursuant to that subsection may, [subject to the respondent's written consent being provided to the Director](#), identify a respondent who has been exonerated from an allegation the subject of information or who has been the subject of a determination or recommendation by the Board.
- (3) The PSC shall, in respect of every matter with which it is dealing, report either orally or in writing to the Archbishop with such frequency and as fully as the Archbishop shall reasonably require.

19. (1) Subject to sub-section (2), the PSC may delegate, upon such terms and conditions as the PSC may approve, any of its powers or functions under this Canon to any person.

- (2) The PSC cannot delegate:
 - (a) its powers under subsection (1);
 - (b) its powers under section 30; or
 - (c) the power to refer a matter to the Board.

- (3) A delegation under this Section must be made by instrument in writing [signed by a member of the PSC](#).

20. (1) Subject to the provisions of this Canon, the PSC has the following powers and duties:

- (a) to implement the protocol to the extent that the protocol is not inconsistent with this Canon;
- (b) to receive information [under this Canon and where appropriate, obtain legal advice](#);
- (c) to act on information in accordance with the provisions of this Canon, and the protocol to the extent that it is not inconsistent with this Canon;
- (d) to appoint suitable persons to fulfil the several roles required to implement the protocol in each particular case;
- (e) [except in relation to sexual abuse of a child or grooming](#)-, where appropriate, to arrange for the conciliation or mediation of any complaint the subject of information;

- (f) to investigate information in a timely and appropriate manner;
- (g) where appropriate, to recommend to the Archbishop-in-Council any changes to the protocol;
- (h) subject to any limit imposed by the Archbishop-in-Council, to authorise such expenditure on behalf of the Synod or the Church body as may be necessary to implement, in a particular case, the protocol and the provisions of this Canon;
- (i) to advise any relevant Church authority or Church body as to the financial or other needs of a person affected by conduct the subject of information and as to any possible or actual legal proceedings against such Church body or Church authority arising out of the alleged conduct of a Church worker;
- (j) to refer any information of a criminal nature in its possession to a member of a law enforcement, prosecution or child protection authority of a State or Territory or of the Commonwealth of Australia to which the information is or may be relevant;
- (k) to maintain proper records of all information received and of action taken in relation to such information;
- (l) to exercise such other powers and functions as are conferred on it by this or any other Canon; and
- (m) to recommend to Diocesan Council any changes to Church processes, structures and education programs, where appropriate, that would reduce the risk of sexual abuse of a child, sexually inappropriate behaviour, grooming or sexual misconduct;

- (2) The power and duty of the PSC to exercise its functions under this Canon arises in respect of:
- (a) conduct wherever it is alleged to have been engaged in by a Church worker resident or licensed in the diocese, or engaged by a Church authority;
 - (b) an omission, whenever it is alleged to have occurred, by a Church worker resident or licensed in the diocese, or engaged by a Church authority;
 - (c) conduct which is alleged to have occurred within the diocese wherever the Church worker involved in the alleged conduct may reside;
 - (d) conduct, wherever it is alleged to have been engaged in, or an omission, wherever it is alleged to have occurred, by a Church worker, wherever the Church worker may reside -
 - (i) in respect of or affecting a person resident in the diocese; or
 - (ii) that may affect a Church body or Church authority in the diocese, or Church property or property held in trust for the benefit of or in connection with the Church or a Church body in the diocese.

PART 5 – DIRECTOR OF PROFESSIONAL STANDARDS

21. (1) There shall be a Director of Professional Standards.
- (2) The Director shall be appointed by and shall hold office in accordance with a resolution or any Regulation of the Archbishop-in-Council.
22. The Director shall have the following functions:

- (1) (a) to receive information on behalf of the PSC;
- (b) to manage the implementation of the protocol in respect of any information including;
- (i) carrying out preliminary investigative steps; and
- (ii) determining whether allegations received are information that must be reported by the Director to the Professional Standards Committee in accordance with the Canon and protocol;
- (c) to be the executive officer of the PSC;
- (d) to attend meetings of the PSC unless the PSC in respect of a particular meeting or part of a meeting otherwise determines
- (e) such other functions and duties as may be prescribed by this or any other Canon or as may be determined by the Archbishop-in-Council or the PSC;
- (f) to provide advice about allegations before the PSC, the code of conduct and procedures under this Canon;
- (g) to provide or arrange for care for or treatment of the complainant and respondent;
- (h) to keep proper records of complaints, decisions, meetings, employment screening details, police checks of people affected by any information;
- (i) to report to the General Manager any recommended changes to processes, structures and education programs that would reduce the risk of sexual abuse of a child, grooming, sexually inappropriate behaviour, or sexual misconduct.

(2) The Director must act in all things as expeditiously as possible.

23. The Director may act in a corresponding capacity for another diocese either generally or for a particular case or matter.

- 23A (1) There may be ~~an~~ one or more Associate Directors of Professional Standards.
- (2) ~~An~~The Associate Director shall be appointed by and shall hold office in accordance with a resolution or any Regulation of the Archbishop-in-Council.
- (3) The Archbishop-in-Council, after consulting with the Director if practicable, may by resolution or Regulation of Archbishop-in-Council, delegate to ~~the~~ an Associate Director any or all of the Director's powers or functions under this Canon on such terms and conditions as are set out in that resolution or Regulation.

PART 6 – INVESTIGATION OF INFORMATION

~~24 (1) A member of the Clergy and a Church authority in the diocese shall as soon as possible refer any information in his her or its possession or knowledge to a member of the PSC unless there are reasonable grounds to believe that the information is already known to the PSC.~~

24. (1) A Church worker or Church authority in the diocese shall report any information in his her or its possession or knowledge, in accordance with the protocol.

- (2) This section does not affect the operation of the Canon Concerning Confessions 1989 of General Synod or any other canon or legislative instrument relating to confessions in force in the diocese.

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25. Subject to this Canon, where the PSC considers that the subject matter of information constitutes examinable conduct it shall investigate the information.

26. (1) The PSC may, if it thinks it appropriate to do so, refer the subject matter of information, or the investigation of information, to an equivalent body or bodies.

(2) When the PSC and an equivalent body or equivalent bodies have the power and duty to investigate information concerning the alleged conduct or omission of the same Church worker and the respective bodies cannot agree on:

- (a) which body shall carry out the investigation or any parts of such investigation; or
- (b) whether a question or questions specified in section 54 should be referred to the Board or to an equivalent body which has jurisdiction;

then the PSC shall refer the disagreement for decision by the Director and the persons acting in a corresponding capacity for every other diocese acting together.

(3) The PSC shall act in accordance with the unanimous decision of the persons referred to in subsection (2) or, if such persons cannot agree within a reasonable time of the disagreement being referred, in accordance with the decision of the Primate or a member of the House of Bishops appointed by the Primate.

(4) In all matters affecting the operation of this Canon the PSC and the Director shall cooperate with and assist an equivalent body and a person acting in the corresponding capacity of the Director in another diocese.

(5) In making a decision under subsection (2) the Director shall not be bound by the views or instruction of the PSC but shall take into account the most convenient course for all concerned and the proper and expeditious conduct of the investigation or referral as the case may be.

27. The PSC may refrain from commencing an investigation or further investigation of the information if:

- a. in its opinion, the allegations the subject of the information are false, vexatious or misconceived, or their subject matter is trivial;
- b. the subject matter is under investigation by some other competent person or body or is the subject of legal proceedings;
- c. the person making allegations of examinable conduct or a person affected by the conduct the subject of the information has failed to provide further particulars or to verify the allegations by statutory declaration; ~~or~~
- d. in its opinion there is insufficient reliable evidence to warrant an investigation or further investigation; ~~or~~ or

e. there would be no utility in dealing with the information having regard to:

- (i) whether the respondent currently holds any position as a Church worker within the Diocese,
- (ii) the length of time since the respondent has held any position as a Church worker within the Diocese,
- (~~ii~~)(iii) the age of the respondent,
- (~~ii~~)(iv) the health of the respondent, and
- (v) any other relevant circumstance.

28. For the purpose of an investigation, the PSC or an investigator shall obtain such statutory declarations, written statements, recorded conversations, reports, documents and other material as the PSC or its delegate considers necessary or advisable for presentation to the Board.

29. (1) The PSC may by notice in writing to a respondent require the respondent to provide a detailed report to the PSC within the time specified in the notice in relation to any matter relevant to the investigation.

(2) It is the obligation of a respondent:

- (a) truthfully to answer any question put by or on behalf of the PSC in the exercise of powers conferred by this Canon;
- (b) not to mislead the PSC or a member or delegate of the PSC;
- (c) not unreasonably to delay or obstruct the PSC or a member or delegate of the PSC in the exercise of powers conferred by this Canon.

(3) If a respondent declines to answer a question on the ground that the answer might tend to incriminate the person, a written record shall be made of the question and of the ground of refusal.

30. At any time after the PSC has commenced or caused to be commenced an investigation of information under this Part, it may, after giving the respondent an opportunity to be heard, recommend to the relevant Church authority one or more of the following:

- e. that the respondent should be suspended from the duties or office or employment by a Church body;
- f. that a prohibition order be made against the respondent.

31. The relevant Church authority is authorised to give effect to a recommendation made under section 30.

32. Before making a recommendation under section 30 the PSC shall take into account:

- a. the seriousness of the conduct alleged in the information;
- b. the nature of the material to support or negate the allegations;
- c. whether any person is at risk of harm;
- d. after consultation with the relevant Church body or its representative, the effect on the respondent, a relevant Church body and on the Church in the diocese of acting and of not acting under section 30; and
- e. any other allegation of similar examinable conduct previously made to the PSC or to an equivalent body ~~within the previous ten years;~~

and may take into account any other relevant matter.

33. A suspension or prohibition order made by a Church authority pursuant to a recommendation under section 30 shall be terminated by the Church authority:

- a. if the PSC terminates the investigation without referring the matter to the Board;
- b. upon any direction to that effect given by the Board; or

c. upon the Church authority giving effect to a recommendation of the Board under section 69.

34. During a suspension or prohibition pursuant to the provisions of this Part or during a period when a person voluntarily stands down from a position while conduct the subject of information is dealt with under this Canon:

- a. the respondent shall comply with the terms of any prohibition order;
- b. the respondent is ineligible for appointment to any position or function covered by any suspension or prohibition order;
- c. the relevant Church authority may fill the vacancy caused by any suspension or prohibition order, or while the respondent is standing down; and
- d. the respondent is entitled to whatever stipend, salary, allowances and other benefits that he or she would otherwise have received and which are to be met or reimbursed from funds under the control of the Synod.

PART 7 – PROFESSIONAL STANDARDS BOARD

35. There shall be a Professional Standards Board constituted and appointed in accordance with the provisions of this Part.

36. The members of the panel referred to in section 39 may constitute an equivalent body either generally or for a particular case or matter.

37. Subject to the provisions of this Canon, the function of the Board is to:

- (a) inquire into and determine a question or questions referred to it pursuant to section 54; and
- (b) inquire into questions within its jurisdiction referred to it by an equivalent body to the PSC;
- (c) make a determination referred to in section 69; and
- (d) where appropriate, to make a recommendation in accordance with the provisions of this Canon.

38. The Board has jurisdiction to exercise its functions in respect of a Churchworker:

- (a) resident or licensed in the diocese, or engaged by a Church authority; and
- (b) not resident or licensed in the diocese nor engaged by a Church authority but whose conduct giving rise to the reference is alleged to have occurred in the diocese or whose omission giving rise to the reference is alleged to have occurred when the Church worker was resident or licensed in the diocese or was engaged by a Church authority.

(c) The Board may defer dealing with allegations referred if there would be no utility in dealing with the allegations having regard to:

- i. whether the respondent currently holds any position as a Church worker within the Diocese;
- ii. the length of time since the respondent has held any position as a Church worker within the Diocese;
- iii. the age of the respondent;
- iv. the health of the respondent; and
- v. any other relevant circumstance.

39. The members of the Board in a particular case shall be appointed from a panel comprising:
- a. a President and a Deputy President, both of whom shall be persons who are eligible for appointment as lay members of the Appellate Tribunal;
 - b. up to eight members of the clergy of at least seven years standing; and
 - c. up to eight lay persons who may or may not be members of the Church and who have skills or qualifications appropriate for members of the Board.

A Board can be constituted under section 42 notwithstanding a vacancy or vacancies in the membership of the panel, provided there are sufficient members to constitute a Board under section 42(2).

40. The members of the panel shall be appointed by the Archbishop-in-Council and shall hold office in accordance with a resolution or Regulation of the Archbishop-in-Council.
41. Any vacancy in the membership of the panel shall be filled by or in accordance with a resolution or Regulation of the Archbishop-in-Council.
42. (1) The members of the panel to be convened for any reference to the Board shall be determined by the President or, if there is a vacancy in the office of President, by the Deputy President.
- (2) For the purpose of any reference to the Board, the Board shall consist of –
- (a) the presiding member who shall be the President, the Deputy President or another member of the panel who is eligible for appointment as a lay member of the Appellate Tribunal; and
 - (b) an equal number not exceeding two of clerical and lay members of the panel.
- (3) Where possible, the Board shall include at least one man and at least one woman.
- (4) Where, in the opinion of the President, or if there is a vacancy in the office of the President, in the opinion of the Deputy President a member of the panel has a personal interest in a matter before the Board, the member shall be disqualified from participating in the reference.
- (5) For the purposes of this section a vacancy in the office of President includes a situation in which the President is not able to act because of a personal interest in a matter, illness or absence from the diocese.
43. The Rules of the Board made under this Part may provide that, in relation to the exercise of specified functions, or in relation to matters of a specified class, the Board may, at the direction of the presiding member, be constituted by a single member sitting alone.
44. If a member of the Board, other than the presiding member, dies or is for any other reason unable to continue with any matter referred to the Board, the Board constituted of the presiding member and the other member or members may, if the presiding member so determines, continue and complete the reference.
45. The Board, separately constituted in accordance with this Part, may sit simultaneously for the purpose of matters referred to it or for conducting separate business of the Board.
46. An act or proceeding of the Board is not invalid by reason only of a vacancy in its membership or of the membership of the panel and, notwithstanding the subsequent discovery of a defect in

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the nomination or appointment of members of the panel or the Board, any such act or proceeding is as valid and effectual as if the member had been duly nominated or appointed.

47. The Synod indemnifies each of the members of the Board for any act or omission by the member in good faith and in the exercise of or purported exercise of powers or functions, or in the discharge or purported discharge of duties under this Canon.
48. (1) There shall be a secretary to the Board who shall be appointed by or in accordance with a resolution or Regulation of the Archbishop-in-Council, and whose duties shall be defined by the President.
- (2) The secretary to the Board may act in a corresponding capacity for another diocese either generally or for a particular case or matter.
49. (1) In any proceedings of the Board where the Board is constituted by two or more members:
- a. any question of law or procedure will be determined by the presiding member; and
 - b. any other question will be determined by majority decision of the members, and in the case of an equality of votes the opinion of the presiding member shall prevail.
- (2) Where the Board is constituted by a member sitting alone who is not the President or the Deputy President, any question of law that arises must be referred to the President or Deputy President for decision and any decision made on such a reference is a decision of the Board.
- (3) The Board must act with fairness and according to equity, good conscience and the substantial merits of the case without regard to technicalities or legal forms and is not bound by the rules of evidence but may inform itself on any matter in such manner as it thinks fit.
- (4) Without limiting the meaning and effect of subsection (3), the Board may receive evidence of a witness in the form of an affidavit, statutory declaration or a signed statement without the need for the personal attendance of the witness, and may also use electronic means such as video link or conference telephone to receive evidence and submissions.
- (5) The Board may inform itself from the record of any court or tribunal or commission of enquiry and may adopt any findings, and accept as its own, the record of any court or tribunal or commission of enquiry.
50. The Board may, for the purpose of any particular reference, appoint such person or persons, including the Director or a member of the PSC, to assist it in inquiring into (but not determining) that reference as the Board thinks fit. The Board may, for the purpose of any particular reference, appoint a person to act as a counsel assisting the Board to carry out any advocacy or advisory role that the Board may determine.
51. The Board must give reasons for any determination, other than by way of directions in the course of an inquiry, unless the determination is made by consent of the respondent.
52. (1) The Board has no power to award costs of any proceedings before it.
- (2) A Church worker in relation to whom a question is the subject of a reference to the Board may apply to the Archbishop-in-Council for the provision of legal assistance.
- (3) The Archbishop-in-Council may grant legal assistance to a Church worker on such terms and subject to such conditions as it shall determine.
53. (1) The President may make Rules of the Board reasonably required by or pursuant to this

Canon and in relation to the practice and procedure of the Board.

- (2) Subject to this Canon and the relevant Rules, the practice and procedure of the Board will be as directed by the presiding member of the Board.

PART 8 – REFERENCE OF MATTERS TO THE PROFESSIONAL STANDARDS BOARD

54. (1) After investigation in accordance with section 25 or under a corresponding provision of a Canon of another diocese, the PSC or an equivalent body may refer to the Board, or to an equivalent body which has jurisdiction, one of more of the following questions:
- a. the fitness of a Church worker, whether temporarily or permanently to hold a particular or any office, licence or position of responsibility in the Church or to be or remain in Holy Orders or in the employment of a Church body;
 - b. whether in the exercise of a Church worker's ministry or employment, or in the performance of any function the Church worker should be subject to certain conditions or restrictions.
 - c. The PSC must, in deciding whether to refer the allegations against the respondent to the Board under this section:
 - i. Take into account, the seriousness of the allegations;
 - ii. Take into account, the nature of the allegations;
 - iii. On the balance of probabilities, whether the allegations are proven; and
 - iv. Act with fairness and according to equity, good conscience and the substantial merits of the case without regard to technicalities or legal norms and is not bound by the rules of evidence, but may inform itself on any matter in such manner as it - thinks fit;
 - (f) v. Consider obtaining legal advice whether a reference to the Board should be made.
- (2) The question or questions shall be referred to the Board by delivering to the secretary of the Board a written report of its investigation signed by a member of the referring body.
55. (1) Upon delivery of the report to the secretary of the Board, the President or Deputy President as the case may be shall as soon as possible determine the membership of the Board for the purpose of the reference.
- (2) The President or Deputy President as the case may require shall thereupon cause to be convened a sitting for the purpose of giving directions.
 - (3) A person or body appearing or represented before the Board shall comply with the Rules of the Board and with any directions given by the Board.
56. Within 14 days of the date of the reference of a matter to the Board or within 14 days of the date of the document or material coming to existence, whichever is the later, the referring body shall cause to be delivered to the secretary of the Board any documents and material relevant to the reference.
57. The referring body, as soon as practicable after delivering the report referred to in section 54 to the secretary of the Board, shall cause a signed copy of the report to be delivered to the respondent.
58. The Board may at any time and from time to time give directions:
- a. as to the inspection by and supply of copies to the respondent or any other person of the documents or material relevant to the reference;

- b. as to the conduct of its inquiry into the reference.
59. The Board may at any time and from time to time give directions to the referring body as to any further inquiries or investigation it requires to be carried out for the purposes of the reference and the referring body shall to the best of its ability cause such directions to be carried out.
60. (1) The Board shall deal with any reference as expeditiously as possible.
- (2) The Board may, if it sees fit, proceed with the determination of a reference notwithstanding that there may be mediation or conciliation proceedings relating to the subject matter of the reference being conducted by or at the direction of the referring body and notwithstanding that there may be criminal or other proceedings being taken against the respondent or some other person.
61. (1) The place and time of sitting of the Board comprising two or more members shall be as determined by the presiding member.
- (2) The place and time of sitting of the Board comprising one member shall be as determined by that member.
62. (1) Subject to sub-section (2), the Board must give the following persons reasonable notice of the time and place of a sitting of the Board:
- a. the Director; and
 - b. the respondent; and
 - c. ~~such other persons as the Board believes have a proper interest in the matter~~ the complainant.
- (2) The Board is not obliged to give notice of a sitting to a person whose whereabouts cannot, after reasonable enquiries, be ascertained.
63. In any proceedings before the Board:
- a. the referring body and any person may be represented by a legal practitioner or, with leave of the Board, by any other person;
 - b. the referring body or its appointed representative shall do all in its power to assist the Board and shall carry out any directions of the Board;
 - c. the Board:
 - i. must give the referring body and the respondent a reasonable opportunity to call or give evidence, to examine or cross-examine witnesses and to make submissions to the Board; and
 - ii. must give any other person to whom notice of the proceedings was given or who satisfies the Board that he or she has a proper interest in the matter a reasonable opportunity to make submissions to the Board.
64. (1) Subject to sub-section (2), a sitting of the Board on a reference before the Board is an open sitting.
- (2) On any such sitting before the Board, the Board has an absolute discretion:
- (a) to direct that no person other than:
 - (i) the respondent and any person representing him or her in the proceedings;

and

- (ii) witnesses or persons making submissions (while giving evidence or making those submissions); and
 - (iii) officers of the Board or persons assisting the Board; and
 - (iv) members of or persons appointed by the referring body,
be present in the room while the Board is sitting; or
- (b) to direct that a particular person (other than a person referred to in paragraph (a)) not be present in the room while the Board is sitting.
65. The Board may make a determination in any proceedings in the absence of a person affected by the determination if satisfied that reasonable efforts were made to give that person an opportunity to appear.
66. (1) The Board may require a respondent [or complainant](#) to submit within a specified time to a medical, psychiatric or psychological examination by a person approved by the Board, the cost of which shall be met from funds under the control of the Synod of the diocese of the referring body.
- (2) A copy of the report of an examination under subsection (1) shall be provided to the respondent [or complainant, as applicable](#), and to the Board.
67. The Board shall not, in the course of inquiring into any question:
- a. inquire into any matter which is or has been the subject of any formal investigation or enquiry conducted:
 - i. under or pursuant to any provision of the Constitution;
 - ii. under or pursuant to a Canon of the General Synod, a Canon or an Ordinance of another diocese relating to the discipline of clergy or Church workers by a board of enquiry, tribunal or other body; or
 - iii. with the authority of the bishop of a diocese resulting in a formal report to the bishop with findings and which concluded or was commenced prior to the date on which this Canon takes effect in the diocese

but may take into account the finding of any such formal investigation or enquiry.
 - b. inquire into, make any findings in relation to or take into account any alleged breach of:
 - i. faith of the Church, including the obligation to hold the faith;
 - ii. ritual of the Church, including the rites according to the use of the Church and the obligation to abide by such use; or
 - iii. ceremonial of the Church, including ceremonial according to the use of the Church and the obligation to abide by such use.
68. In making any determination the Board shall take into account:
- a. the conduct of the Church worker as it finds it to have been;
 - b. in the material before the Board, any other fact or circumstance relevant to the

determination of the question or questions before it; and

- c. any failure of the Church worker to comply with a provision of this Canon or with a direction of the Board.

69. If, after investigating the question or questions referred to it about a Church worker, the Board is satisfied that:

- a. the Church Worker is unfit, whether temporarily or permanently, now or in the future to hold a particular or any office licence or position of responsibility in the Church or to be or remain in Holy Orders or in the employment of a Church body; or
- b. in the exercise of a Church worker's ministry or employment or in the performance of any function, the Church worker should be subject to certain conditions or restrictions;

the Board may determine accordingly, and may:

- c. recommend that the Church worker be counselled;
- d. recommend that the Church worker be suspended from office or employment or from performing the function as the case may be for such period determined by the Board;
- e. recommend to the Church authority that the licence or authority of the Church worker be revoked;
- f. recommend to the relevant Church authority that the Church worker's contract of employment (if any) be terminated;
- g. recommend to the relevant Church authority that the Church worker cease to hold any office then held;
- h. recommend to the relevant Church authority that a prohibition order be made in terms specified by the Board;
- i. recommend to the relevant Church authority that the Church worker's holding of office or employment or performance of the function as the case may be, shall be subject to such conditions or restrictions as the Board may specify;
- j. recommend that the operation of a determination shall be suspended for such period and upon such conditions as the Board shall specify;
- k. recommend that the Church worker should be deposed from Holy Orders;
- l. make such other recommendation as the Board sees fit.

Note: Recommendations which may be made under paragraph (l) include participation in a conciliation or mediation; an apology; an admonition; retraining of a specified nature; reparation of a specified nature.

70. The Board shall cause a copy of each determination and recommendation to be provided:

- a. to the relevant Church authority; and
- b. to the respondent; and

shall, in accordance with the National Register Canon 2007, cause relevant details to be forwarded for entry into the national register. Unless otherwise ordered by the presiding member and subject to any conditions the presiding member may order, the determination and

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recommendation provided to the relevant Church Authority² and the respondent will be accompanied by a copy of any written reasons produced under section 51.

71. A relevant Church authority to whom a recommendation under this Canon or a recommendation made by an equivalent Board applies is empowered to give effect to a recommendation of the Board and of an equivalent body having jurisdiction to make a recommendation to the Church authority.
72. A person who has been deposed from Holy Orders in accordance with this Canon or in accordance with the provisions of any ordinance, act, canon, constitution, statute, legislative measure or provision of the general synod or the diocesan synod of another diocese of this Church;
- a. is incapable of:
 - i. officiating or acting in any manner as a bishop, priest or deacon of this Church;
 - ii. accepting or holding an office in this Church capable of being held only by a person in Holy Orders;
 - b. ceases to have any right privilege or advantage attached to the office of bishop priest or deacon;
 - c. shall not hold himself or herself out to be a member of the Clergy; and
 - d. is not capable of holding an office in the Church which may be held by a lay person without the prior consent of the Archbishop.
73. (1) The deposition of a person from Holy Orders by the Archbishop pursuant to the recommendation of the Board or an equivalent body shall be effected by the execution by the Archbishop of an Instrument of Deposition in or to the effect of the form in Schedule 1.
- (2) The Archbishop must forthwith:
- (a) register the Instrument in the Registry of the Diocese;
 - (b) deliver a copy of the Instrument to the Bishop of the Diocese in which the person who is the subject of the Instrument was ordained;
 - (c) deliver a copy of the Instrument to the Registrar of the Primate;
 - (d) cause relevant details to be forwarded for entry into the national register.
74. A relevant Church authority to whom this Canon applies shall cause relevant details to be forwarded for entry into the national register of any action taken in relation to a Church worker in accordance with a recommendation of the Board.

PART 8A – REFERENCE OF CONVICTION OF CHURCH WORKER TO THE PROFESSIONAL STANDARDS BOARD

- 74A If, during the course of carrying out their duties under this Canon, the Director of Professional Standards, the PSC, the Board or any other person receives a Certificate of Conviction of a Church worker, then:
- (1) If the person who receives the Certificate of Conviction is not the Director of Professional Standards, the person must immediately hand the Certificate of Conviction to the Director

of Professional Standards;

- (2) The Director of Professional Standards must immediately provide a copy of the Certificate of Conviction to the Secretary of the Board, stating that it is provided pursuant to this section;
- (3) Upon receipt of the Certificate of Conviction, the Secretary of the Board, the President or Deputy President as the case may be shall as soon as possible determine the membership of the Board for the purpose of making a recommendation under this part;
- (4) Subject to giving the Church worker opportunity to show cause, by such means as the Board may in its absolute discretion allow, the Board may make any of the recommendations referred to in section 69, and shall cause a copy of its recommendation to be provided:
 - (a) to the relevant Church authority; and
 - (b) to the respondent,

and shall cause relevant details to be forwarded for entry into the National Register.

- (5) A relevant Church authority to whom a recommendation under this part is given is empowered to give effect to the recommendation.

74B A decision made under this part is not a “reviewable decision” for the purposes of section 74AA.

74C No action taken under this part shall, of itself, stay or preclude any act, proceeding, investigation or inquiry otherwise in progress or proposed under this Canon in respect of the Church worker to whom the Certificate of Conviction relates.

PART 8AA – REVIEW

74AA In this part, unless the context otherwise requires:

“reviewable decision” means a determination or recommendation of the Board which, if acted upon by the relevant Church authority, may have the effect of:

- (1) deposing the respondent from Holy Orders; or
- (2) terminating the respondent’s contract of employment, or removing or suspending the capacity of the respondent to gain income as a Church worker; and

“Reviewer” means a barrister of not less than 5 years standing appointed at the Director’s request by the President of the Bar Association of Queensland, or if the President is unwilling to appoint, or unreasonably delays doing so, appointed by the Chancellor.

74AB A respondent who is aggrieved by a reviewable decision may apply to the Director for a review of the decision.

74AC The application may be made on any one or more of the following grounds:

- (1) that a breach of the rules of natural justice happened in relation to the making of the reviewable decision which materially affected the decision;
- (2) that procedures that were required by this Canon to be observed in relation to the making of the reviewable decision were not observed, and the non-observance materially affected the decision;

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- (3) that the Board did not have jurisdiction to make the reviewable decision;
- (4) that the reviewable decision was so devoid of any plausible justification that no reasonable Board could have made it; or
- (5) the availability of fresh and compelling evidence which, if available at the time, would be likely to have materially affected the Board's decision.

74AD For a reviewable decision, a Church authority shall not act under the provisions of clause 71 until the time for lodging an application for review has passed, and no application has been lodged.

74AE The making of an application for review acts as a stay of the reviewable decision pending determination by the Reviewer.

74AF Nothing in this part, however, affects the power of a Church authority to take any action against a respondent which would be open to the Church authority apart from its powers under this Canon.

74AG For a reviewable decision, the Board shall not cause the relevant details to be forwarded for entry into the national register under clause 70 until:

- (1) the time for lodging an application for review has passed, and no application has been lodged; or
- (2) where an application for review has been heard and determined, the determination has been made.

74AH If a determination on review confirms or varies a reviewable decision, then the Board must cause the details of the confirmed or varied decision to be forwarded for entry into the national register as soon as it receives the Reviewer's determination.

74AI If a Reviewer's determination refers a matter back to the Board, then the Board must:

- (1) determine to take no further action in respect of the matter; or
- (2) deal with the matter in accordance with Part 8 of this Canon, in accordance with such directions or recommendations as the Reviewer may make in the Reviewer's determination; or
- (3) deal with the matter in accordance with Part 8 of this Canon applying such of the provisions of Part 8 as, in the discretion of the Board and in accordance with the Reviewer's determination, the Board sees fit.

74AJ An application to the Director for review of the reviewable decision must be made within 14 days of the respondent's being provided with a copy of the Board's determination and recommendation under clause 70. The application for review must:

- (1) be in writing addressed to the Director; and
- (2) set out the grounds for review in the application.

74AK On receipt of an application for review, the Director must immediately seek the appointment of a Reviewer.

74AL Upon appointment of a Reviewer, the Director must ask the Reviewer for the Reviewer's estimate of the fee to be charged by the Reviewer in making a determination under this part. Upon receipt of advice as to the estimated fee, the Director must immediately notify the Respondent. Within 7 days of receipt of the Director's advice, the Respondent must pay one-half of the estimated fee

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to the Reviewer, or to a person nominated by the Reviewer. If the Respondent fails to make the payment, then the application for review will lapse.

74AM Unless otherwise specified in this Canon, the manner in which the review is to be conducted will be determined by the Reviewer.

74AN On an application for review of a reviewable decision, the Reviewer may make all or any of the following determinations:

- (1) a determination quashing or setting aside the reviewable decision;
- (2) a determination referring the matter to which the reviewable decision relates to the Board for further consideration, subject to such directions (including the setting of time limits for the further consideration, and for the steps to be taken in the further consideration) as the Reviewer determines;
- (3) a determination declaring the rights of the Respondent in relation to any matter to which the Reviewable decision relates;
- (4) a determination directing either the respondent or the Board, to do, or to refrain from doing, anything that the Reviewer considers necessary to do justice between the parties.

74AO The Reviewer may make such order as to the costs of the review as the Reviewer thinks fit.

74AP The review shall be by way of the review of the recommendation or determination that is the subject of the review and not by way of a re-hearing of the merits, or a hearing de novo.

74AQ Disqualification where conflict of interest

- (1) Any person with a role or function under this Canon must promptly disclose to the appropriate person any actual conflict of interest they have, or and any circumstances which might reasonably be perceived as a conflict of interest, including the reasons why such a conflict of interest might exist.
- (2) Where a person referred to in paragraph (1) has an actual or perceived conflict of interest in a matter, that person is disqualified from participating in the matter.
- (3) The opinion of the members of the PSC or the Board, as the case may be, shall be conclusive as to whether the person in question has an actual or perceived conflict of interest in a matter.

PART 9 – REGULATIONS

75. The Archbishop-in-Council may from time to time make amend or repeal Regulations, not inconsistent with the provisions of this Canon, providing for records arising out of or incidental to the operation of this Canon, and for all or any of the purposes whether general or to meet particular cases, which may be convenient for the administration of this Canon or which may be necessary or expedient to carry out the objects and purposes of this Canon.

PART 10 – AMENDMENTS

76. The constitution and the canons set out in Schedule 2 are amended in the manner set out in Schedule 2.

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SCHEDULE 1

[Section 73]

TO

I, ARCHBISHOP OF BRISBANE do
by these presents hereby depose you from Holy Orders (particulars of which are set out below) in
accordance with the recommendation of the Professional Standards Board of the Diocese of Brisbane.

PARTICULARS OF HOLY ORDERS

FULL NAME AND
ADDRESS:

ORDAINING
BISHOP

PLACE

DATE

ORDINATION AS
DEACON:

ORDINATION AS
PRIEST:

CONSECRATION AS
BISHOP:

DATED

SEALED

SCHEDULE 2

[Section 76]

1. The Church Institutions Canon is amended by adding the following new section:
 - "5A There shall be, from 1 January 2006, a provision in the constitution of any Church Institution providing that:
 - (1) the Church Institution acknowledges that it is a Church Body (as defined in the Professional Standards Canon); and
 - (2) the Church Institution will take such steps as the Archbishop-in-Council may from time to time prescribe to ensure that any person employed by it or holding a position or performing a function with the actual or apparent authority of the Church Institution is bound by and subjected to the provisions of the Professional Standards Canon."
2. Section 3 of the Licensing of Clergy Canon is repealed and the following new section is inserted:

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- “3. (1) The licence held by a member of the Clergy appointed to a benefice in accordance with the provisions of the Parishes Regulations Canon or the Cathedral Canon may be suspended or revoked by the Archbishop:
- (a) following a sentence under and in accordance with the provisions of the Tribunal Canon; or
 - (b) in accordance with the provisions of the Benefices Avoidance Canon; or
 - (c) following a recommendation under and in accordance with the provisions of the Professional Standards Canon.
- (2) The licence held by a member of the Clergy who has not been appointed to a benefice may be suspended or revoked by the Archbishop for any cause which to him shall appear good and reasonable.”
3. Subsection (1) of Section 22 of the Parishes Regulation Canon is deleted and the following new subsection is inserted:
- “(1) In cases where the Archbishop institutes a priest to a vacant Benefice such priest shall be removable therefrom only:
- (a) following a sentence under and in accordance with the provisions of the Tribunal Canon; or
 - (b) in accordance with the provisions of the Benefices Avoidance Canon; or
 - (c) following a recommendation of the Professional Standards Board under and in accordance with the provisions of the Professional Standards Canon.”
4. Section 12 of the Cathedral Canon is amended by deleting subsection (2) and by the insertion of the following new subsection:
- “(2) The clergy holding such offices shall be removable therefrom only:
- (a) following a sentence under and in accordance with the provisions of the Tribunal Canon; or
 - (b) in accordance with the provisions of the Benefices Avoidance Canon; or
 - (c) following a recommendation of the Professional Standards Board under and in accordance with the provisions of the Professional Standards Canon.”
5. Section 9 of the Canons Interpretation Canon is amended by deleting therefrom the definition “Member of the Clergy” and inserting in its place the following new definition:
- ““Member of the Clergy” or “Clergyman” or “Clergyperson” means:
- (a) a person ordained into Holy Orders as bishop, priest or deacon according to the rites and ceremonies of this Church; or

- (b) a person ordained into Holy Orders according to the rites and ceremonies of another Church whose Holy Orders have been recognized by a bishop of this Church by the granting of a licence by the bishop to the person; and

whose Holy Orders have not been lawfully relinquished or who has not been deposed from the Holy Orders in accordance with the Constitutions and Canons of this Church; and “person in Holy Orders” has a like meaning;”

6. The Constitution is amended:

- (a) in Section 7 by deleting the words “by the Synod or any Tribunal acting under the authority thereof” and by inserting in their place the words “pursuant to the provisions of any Canon”;
- (b) in Schedule 2 to the Constitution by deleting the words “if sentence requiring such resignation shall at any time be passed upon me, after examination had, by the Tribunal appointed under the Tribunal Canon” and by inserting in their place the words “in accordance with the provisions of any Canon now or hereafter in force”.

NOTES

1. The *Professional Standards Canon 2004* was assented to on 20 June 2004.
2. By the *Professional Standards Canon 2004 Amendment Canon 2006* [assented to: 25 June 2006, in operation 24 August 2006] -
Secs 1 and 2 were amended.
3. By the *Professional Standards Canon Amendment Canon 2008* [assented to: 22 June 2008]
Sec 2(1) was amended.
PART 8A (Secs 74A to 74P) was renumbered PART 8AA (Secs 74AA to 74AP)
New PART 8A (Secs 74A to 74C) was inserted before renumbered PART 8AA.
4. By the *Professional Standards Canon Amendment Canon 2009* [assented to: 20 June 2009]
Sec 39(c) was amended.
Sec 69(1) was amended adding note.
Sec 74AC was amended, new sec (5) inserted.
5. By the *Professional Standards Canon Amendment Canon 2015* [assented to: 28 June 2015]
Sec 2(1) was amended.
6. By the *Professional Standards Canon (Associate Director) Amendment Canon 2016*
[assented to: 19 June 2016]
Sec 2(1) was amended.
Sec 23A was inserted.
Sec 74A was amended.
7. By the *Professional Standards Canon Amendment Canon 2018* [assented to: 6 October 2018]
Secs 39, 42, 49(5), 50 and 70 were amended.

Canons – Canons Interpretation Canon Amendment Canon 2024

CANONS INTERPRETATION CANON AMENDMENT CANON 2024

A Canon to amend the Canons Interpretation Canon

The Archbishop, Clergy and Laity of the Diocese of Brisbane assembled in Synod prescribe –

Short Title

1. This Canon may be cited as the " Canons Interpretation Canon Amendment Canon 2024".

Amendment

2. In Section 9 of the Principal Canon, insert before the definition of Administrator the following:

“Accustomed worshipper” in relation to a Parish or the Cathedral Church of St John the Evangelist (as the case requires) means a person who at least three times in the previous three months attends a service of worship conducted by the said Parish or the said Cathedral; a service of worship includes a service attended remotely by use of technology at which the participants are able to interact with each other and attendance can be recorded.

CANONS INTERPRETATION CANON AMENDMENT CANON 2024**EXPLANATORY MEMORANDUM**

1. The purpose of the Canon is to amend the Canons Interpretation Canon to insert a definition of “Accustomed worshipper”.
2. In response to a resolution of Synod in 2022, in March 2023, a discussion paper on the meaning of “Elector” in the canons was circulated. An elector is able to be elected or appointed to certain offices such as warden, parish councillor, treasurer etc. That paper set out the Legal Committee’s view that to be an elector, a person must be a parishioner and that requires the person to physically attend worship in a parish.
3. In response to that paper, there was a range of views expressed from support for the current definitions through to discussion of the need for the Church to respond to present day communication technology and embrace remote access to worship services. The 2023 Synod requested further consultation with a view to a proposal being brought to the 2024 Synod.
4. In December 2023, a further discussion paper was issued with a suggested definition of “Accustomed worshipper” which included attendance at a service remotely by use of technology.
5. The existing definition of “Parishioner” refers to being an accustomed worshipper in a parish. The definition of “Elector” depends on being a communicant parishioner:

“Elector” means a communicant Parishioner provided that no person may at any time be an Elector for more than one Parish;

“Parishioner” in relation to a Parish means a member of this Church who is at least eighteen years of age and who has been for a period of not less than three months and is an accustomed worshipper in the said Parish;

6. Including this definition of accustomed worshipper in the Canons Interpretation Canon will:
 - a. Clarify the three month requirement by requiring attendance at worship at least three times during those three months; and
 - b. Provide that a service of worship includes a service attended remotely by use of technology at which the participants are able to interact with each other and attendance can be recorded.

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7. Inclusion of the reference to the Cathedral ensures that the definition will have application for the purpose of the equivalent definitions of Cathedral Parishioner and Elector in the Cathedral Congregation Canon.



REPORTS & EXTRA DOCUMENTATION

Included: [Each heading is a clickable link ↓](#)

- [Nominations for Diocesan Council](#)
- [Insurance Review report](#)
- [Survey on Policies report](#)
- [Report on Motion 24, 2023 – The Crisis of Homelessness](#)
- [Domestic and Family Violence Working Group report](#)
- [Peacemaking Working Group report](#)
- [LGBTIQA+ Apology Committee report](#)

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Nominations for Diocesan Council

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

Lay nominees:

Ms Jennifer Basham
Dr Stephen Harrison
Mr David Sneesby
Dr Janny Spilsbury-Schakel
Mr Tony Weder

Clergy nominees:

The Rev'd Melissa Conway
The Rev'd Jasmine (Jazz) Dow
The Ven Geoff Hoyte
The Rev'd Adam Lowe
The Rev'd Dr Ceridwen Wynne

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

The Nominations Committee called for expressions of interest in nomination for Diocesan Council. The Committee considered the skills needed in the membership of DC, the need for a balance of experience and new perspectives, gender balance and regional representation. We appreciate the willingness to serve the Church of all who sent an EOI to the committee.

Profiles of the recommended candidates and the list of skills, experiences and capabilities needed by members of Diocesan Council are attached to this report.

*The Ven Geoff Hoyte,
Chair, Diocesan Council Nominations Committee*

Profiles for Lay Candidates

Ms Jennifer Basham

BA (Hons IR and Politics), LLB, Grad Dip Legal Practice, GradCert Theology, Executive MBA (expected completion: Dec 2025)

Jen has served on Diocesan Council since 2021. She is a parishioner and on the Parish Council at St Luke's, Ekibin.

Jen has worked adaptively in a diverse range of community, legal and government roles across Australia, to help progress tricky projects, creatively problem solve, cultivate community and discern new strategic paths.

She currently works as an Urban Sustainability Strategist for Queensland's Environment Peak body. Previously she spent over six years with Anglicare Southern Queensland as a Research Specialist, and another three as Justice Coordinator, in the Diocesan General Manager's Office, supporting the work of the Social Responsibilities Committee. During this time, she worked closely with other Commissions (such as PMC, MEC and ASC), and developed an intimate understanding of how the Diocese works. She also provided strategic and policy advice to the Australian Churches Refugee Taskforce (an initiative of the National Council of Churches).

Jen was raised in a small regional town, moving to undertake Arts and Law degrees at the ANU. More recently she studied theology at St Francis College, undertook NFP Governance Essentials training with AICD, and is currently undertaking an Executive MBA with QUT. Jen is also active in her community including being President of a community soccer club.

Through these diverse experiences Jen has developed a keen interest in the kinds of leadership, and methods that will help organisations and communities to thrive in our increasingly complex and uncertain environments. She has embraced the rich, comprehensive tradition in the Diocese and has deeply valued the opportunity to serve on DC.

Dr Stephen Harrison

D Min

Stephen would like to serve as a lay member of Diocesan Council. As a member of the laity, he has worked for the Diocese for 27 years. In this period, he has served as a Parish Youth Minister, Ecumenical University Chaplain, Anglican School Chaplain, Diocesan Youth, Children's and Families Officer, Director of Mission for Anglican Schools, Executive Director of the PMC and currently as Director of Mission Research and Advocacy for Anglicare.

This ministry across four of the Diocesan Commissions demonstrates Stephen's passion and commitment to the whole mission of the church. It has given him significant experience and skill in the areas of mission, ministry, education, leadership, governance, Diocesan administration and strategic thinking.

Stephen Harrison has degrees in science, theology, education, community welfare and a doctorate in ministry; and is currently completing an MBA. He has the ability to assimilate and synthesise complex information and develop and deliver cogent arguments. This ability has been demonstrated through leadership in implementing professional supervision in the Diocese among other programs and projects.

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Stephen is experienced in the processes of Synod including the drafting and moving of motions and Canons. His governance experience includes serving as Executive Director of the PMC and as a previous Director of ABMA, and currently as a member of the Coomera Anglican College Council.

Mr David Sneesby

B.Bus, Grad Dip App Fin and Inv, F.Fin, FCA

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

David is married to Jennifer and they have two children.

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

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

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

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

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

Dr Janny (*Jantje Alice*) Spilsbury-Schakel

Doctorandus Geology (Dutch Post-Graduate Degree, Vrije Universiteit Amsterdam), MAICD

Janny is Parish and District Warden at the Parish of Maleny, and convenor for St Mary's Hall and St Mary's Memorial Garden in Montville. She has been a regular at St Mary's in Montville since moving there in March 2021.

Before moving to Queensland, and a two-year international role based in Sydney, she was on St Peter's Cathedral Council in Adelaide and became the Chair of the Cathedral Conservation Committee. Her project management skills were key in translating their conservation plan into a staged \$10m renovation project.

Janny has worked in the oil and gas industry in a range of technical and leadership positions. One of the first women to work offshore, her last role was as Senior Vice President for Oil Search in Sydney, responsible for project assurance and governance and travelling frequently between Sydney, PNG and Alaska.

She is highly respected within her field and has been a member of a range of Australian and International industry and academic (advisory) boards and held a position of Adjunct Associate Professor at UQ (2013 to 2021) and University of Adelaide (2018 to 2021).

Growing up in the Dutch Reformed church, in a small village in the Dutch countryside where her family have been, and still are, farmers since the 1730s, she started and ran the local Sunday school. Since graduating she has attended a range of churches and denominations, as her career moved the family around the world (Scotland, Malaysia, Brisbane, Perth, Texas, Adelaide and Sydney). After moving to Adelaide in 2014 she joined St Peter's Cathedral. It was her first involvement with the Anglican Church. The amazing music and liturgy drew her in, and the friendly congregation and message conveyed kept her. She initially became a steward, and then moved into the Parish Council.

Janny grew up believing strongly in "putting back", and has always been involved in voluntary work where her full-time career allowed. She is currently the vice-president of Australia's PESA Energy Geoscience Association, Secretary of the Montville Village Association and an Industry Fellow at UQ.

She would value the opportunity to serve on the DC. She hopes that her STEM background, providing her with solid logical, problem solving and scenario analysis skills, will be useful in discerning the challenges and opportunities that face the DC of today. And yes, she does have a spreadsheet for everything!

Mr Tony Weder

BEC, FFTP, ASA

Tony has extensive experience in finance, treasury, and governance, coupled with unwavering dedication to the Anglican Church and wants to contribute to our shared mission.

For over 35 years, Tony has thrived in demanding financial roles, from Treasurer at Queensland Investment Corporation to leading the Queensland branch of a major bank's institutional financial markets group. His proven track record in finance and treasury will be invaluable in stewarding the Diocese's financial resources.

Tony has a strong compliance background, honed through years of experience and his current role as a legal and compliance officer. He understands the importance of ethical and responsible decision-making.

Tony is a dedicated parishioner at Hamilton and actively serves as a representative on both Parish Council and Synod. He is the Chair and founding member of the Diocesan Investment and Advisory Standing Committee. Previously, he served for 12 years as a Commissioner for the Finance and Diocesan Services Commission and on the ANFIN Board.

Tony's service beyond the Church includes volunteering at Pine Rivers Community Legal Service and participation in outreach programs like the Roma Street Breakfast for the homeless. These experiences give him understanding of the diverse needs within our community.

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Tony is currently pursuing an Honours Law degree. This dedication to lifelong learning ensures he stays current with the evolving legal and financial landscape.

As a member of Diocesan Council, Tony will leverage his financial expertise, governance experience, and deep commitment to faith to ensure sound financial stewardship, ethical decision-making, and a vibrant future for our Diocese.

Profiles for Clergy Candidates

The Rev'd Melissa Conway

BTh, Grad Cert Public Sector Leadership, Cert Financial Markets (Financial Planning), JP (Qual).

Melissa is the Associate Priest in the Anglican Parish of Toowoomba, St James' in the Diocese of Southern Queensland, with primary responsibility for the Church of St Anne in Highfields. She was appointed to this location in 2021, following her ordination as a Deacon.

Prior to entering ministry, Melissa served in the Australian Public Service for over 36 years, with extensive experience in leadership and managing projects, programs and change; being recognised as an expert in change management. In her public service career, Melissa managed business units of over 600 staff and with eight-figure annual budgets, as well as multimillion-dollar projects and programs for the Federal Government. Melissa has extensive experience in leading, coaching, and mentoring people, as well as facilitation and adult education. She is a confident communicator, engages actively with stakeholders, and reads and researches widely. If elected to the Diocesan Council, Melissa will apply her experience, expertise, attention to detail, discernment and compassion to the work she will undertake.

Melissa currently serves on the Diocesan Angligreen Committee, the Board of the Movement for the Ordination of Women (chairing its Strategic Planning and Communication Committee), and the Management Committee for Religious Instruction at Highfields State School. She chairs the Local Chaplaincy Committee for the Highfields State School and State College and represents the Anglican Church on the Toowoomba Inter-Faith Working Group. Melissa is a member of the organising committee for the Provincial Clergy Conference in 2024.

Melissa was born in Sydney and grew up in Toowoomba. Her adult children and young grandchildren all live in Brisbane.

The Rev'd Jasmine (Jazz) Dow

Dip Anglican Orders, BTh, MTh

Jazz was ordained at 24, and has been a Priest in the Anglican Church for 15 years. Broad ministry experience, including parish ministry, both rural (Grafton Diocese) and urban (Melbourne/Brisbane), chaplaincy (school and university), theological education (Associate Lecturer, University of Divinity), and on the national church level (nine years working for Anglican Board of Mission, and current membership of the Liturgical Commission).

As Chaplain of St Margaret's Anglican Girls School, Jazz sits on the Senior Leadership and Education Leadership Teams of the School, as well as the Society of the Sacred Advent (SSA) Chapter and SSA Schools Ethos Committee. This has been a significant learning opportunity

in governance, strategy, problem solving, and dealing with complex and sensitive information. These skills equip her for Diocesan Council, along with a passion for comprehensive Anglicanism, a commitment to the mission of the gospel, strong communication and interpersonal skills, and a heart for inclusivity and social justice.

Jazz is mother of two girls (aged six and eight), and wants them to be a part of a church that is vibrant and flourishing. With over 15 years' in ordained Anglican ministry, Jazz still has an optimism for the future of the church and looks forward to contributing to its flourishing. Jazz is grateful for the opportunity to be considered for membership on Diocesan Council.

The Ven Geoff Hoyte

BTh, MA (Stud Rel)

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

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

As a member of Diocesan Council (2008-14, 16-24) Geoff reads and researches the agenda and is active, independent and outspoken in meetings.

The Rev'd Adam Lowe

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

Adam has served as Rector of St Bart's Anglican Church (Toowoomba) for over ten years. During this period, Adam has served on Diocesan Council, the council of Toowoomba Anglican School, is a member of General Synod, a Resource Church Leader, and is a consultant to the PMC (with shared responsibility for Diocesan statistics for parish growth and decline).

Adam first became involved in his local Anglican parish (Algester) at the end of high school, at which he was confirmed and also assisted with various ministries, including co-leading Emmaus.

Before serving at St Bart's, Adam was Assistant Curate at the Anglican Church of Noosa and Sessional Lecturer in New Testament at CSU. During this time, Adam was also the co-creator and project Officer for BIBLE360. From 2009 to 2010, he completed postgraduate study at St John's College, Durham University (UK) focusing on the Employment Life Cycle of Clergy.

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Before studying in the UK, Adam worked as an Assistant Curate at St Mark's Clayfield (Brisbane), whilst also consulting as a psychologist internationally (focusing on global people and culture, along with psychometric test development).

Adam's passions in ministry are particularly for preaching, leadership, strategic planning, and enabling the mission of the church (locally and as a Diocese) in the making and maturing of disciples of Jesus.

He has served on both not-for-profit and for-profit governance boards (e.g. Arrow Leadership Australia and Beanhunter), and has extensive experience in evaluating board effectiveness (having conducted evaluations of numerous boards of Australian banks and care agencies). He holds a Bachelor of Behavioural Science (Clinical Psychology), Bachelor of Psychology with Honours, Masters in Organisational Psychology, Bachelor of Theology, and an MA in Theology and Religion.

Adam is married (to Bettrys who serves as Director of Children, Youth, and Families at St Bart's) and has three children (Amelia, Theodore and Giovanna).

The Rev'd Dr Ceridwen Jane (Ceri) Wynne

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

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

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

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

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

Appendix 1:
List of skills desirable for Diocesan Council membership

Essential membership capabilities:

- Commitment to the whole Mission of the whole Church;
- Ability to assimilate and synthesise complex information;
- Capacity to develop and deliver a cogent argument;
- Strategic thinking;
- Leadership ability;
- Communication/interpersonal/relationship-management skills;
- Passion for the Church and time for the preparation work for Diocesan Council; and
- Willingness to do appropriate Board membership training.

Other areas of experience:

- Stewardship and fundraising;
- Not-for-profit organisations and planning;
- Parish leadership;
- Mission;
- Safer church;
- Marketing; and
- Ethics board/social justice.

Technical skills:

- Accounting and financial;
- Legal; and
- Industry/commercial/business.

Specialised and current/recent leadership:

- In education;
- In Diocesan administration;
- In health, welfare and social justice; and
- In governance.

Insurance Review Report

In 2023 the following motion was passed for response:

Insurance of heritage listed properties

The Ven Elizabeth Gaitskell moved, Mr Lewis Von Stieglitz seconding:

That this Synod:

1. recognising the number of heritage listed properties owned by the Corporation of the Synod of the Diocese of Brisbane and the Corporation of the Lesser Chapter of the Cathedral Church of Brisbane;
2. recognising that the custody of most of these heritage properties is held by Parishes as places of worship;
3. recognising that the insurance premium cost of insuring heritage buildings is substantial and increasing;
4. recognising that many factors, including climate change fuelled weather events, are increasing the risk profiles for properties and in some cases making them uninsurable; and
5. recognising the payment of this insurance premium significantly reduces the financial capacity of such parishes to resource ministry;

requests the Diocesan Council to research rising property risks, along with our property profiles (in particular our heritage buildings); to generate a range of potential options, central funds and strategies going forward for our Diocese to more sustainably address this insurance crisis and that a full response to this proposal be provided to the next meeting of Synod in 2024.

This motion has been considered and we offer the following progress update:

Background

Significant research both locally and globally has been undertaken in collaboration with our Insurance Broker, Gallagher, to produce viable alternatives to address a sustainable solution to the Diocese's insurance needs. When considering alternatives to traditional Insurance programs the options available to organisations vary depending on their overall Asset value, Risk appetite and Risk maturity. Considering the profile of the Diocese and its Property assets the following report presents a viable Retention Financing Programme (RFP) option for deliberation.

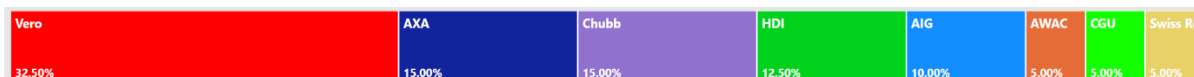
Retention Financing Programme (RFP)

The Retention Financing Programme (RFP) has been designed to allow the Diocese to retain additional risk to secure improved and more stable access to Insurance and develop a loss fund to future proof the organisation and its retained exposure.

Ideally the RFP would provide a mechanism for the Diocese to build this fund over several years while moving traditional markets to a higher attachment point and reducing, in part, our reliance on the traditional insurance market and its inherent volatilities. This allows for a premium discount from traditional Insurers but still provides the Diocese with Insurance for

large losses that are not within our risk appetite. The fund that develops will give the ACSQ more control over our Insurance program in the future and provides the ability to further increase retention or provide cover for difficult or uninsurable exposures as they arise from issues such as climate change fuelled weather events noting that traditional Insurers are continuing to limit cover for certain perils such as Flood and Cyclone.

Retention Financing Programme (RFP) explained



Currently under our traditional Insurance placement the above markets provide an \$85,000,000 limit of liability (increasing to as much as **\$300,000,000** for specified larger locations, e.g. The Cathedral) and sit above a \$35,000 standard deductible up to a \$500,000 deductible for flood.

Under an RFP program, traditional markets would be approached to provide an \$84,000,000 limit, with an Alternative Risk Transfer (ART) providing the underlying \$1,000,000 of cover through a \$500,000 self-insured retention and a \$500,000 ART as depicted in the diagram on the next page.

The RFP model has been based on a five-year agreement between the Diocese and Insurers.


In designing a RFP for the Diocese, actuarial work was undertaken by Gallagher London to ascertain optimal levels of risk retention and attachment points of traditional Insurance. This was an analysis of historical asset values, premium and loss data. The diagram represents the structure of the RFP under design based on their recommended Self Insured Retention (SIR) of \$500,000.

Considering our loss profile, where most losses can be considered small and attritional, the proposed RFP is designed to remove this 'noise' so that only significant losses are transferred to excess markets ideally achieving a meaningful discount from these insurers by recognising the reduced exposure and administration in paying a large number of small claims.

The value of these small claims do however accumulate, and damage needs to be repaired, so this RFP provides a mechanism for a working loss fund to develop to cater to these losses, and provides protection in the form of credit and true risk transfer should losses occur outside of the historical pattern which the loss fund cannot cover.

Essentially a portion of the premium collected annually, approximately 80%, would contribute to an Experience Account Balance which would compensate for any losses that occur within the ART, i.e. up to the traditional Insurance attachment point of \$1,000,000.

At the end of the five-year period the balance of the Experience Account would be available to be returned to the Diocese or utilised to provide further benefits such as further increased retentions, or provision of Insured Limits for otherwise uninsurable exposures including for other classes of Insurance.

Proposed ART Program Outline		
	Limit of Liability	Proposed Tower
Traditional Insurance	\$180,000,000	 <p>(And Others) Limit of Liability - \$85m</p>
	\$150,000,000	
	\$140,000,000	
	\$130,000,000	
	\$120,000,000	
	\$110,000,000	
	\$100,000,000	
	\$90,000,000	
	\$80,000,000	
	\$70,000,000	
	\$60,000,000	
	\$50,000,000	
	\$40,000,000	
	\$30,000,000	
	\$20,000,000	
	\$19,000,000	
	\$18,000,000	
	\$17,000,000	
	\$16,000,000	
	\$15,000,000	
	\$14,000,000	
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\$9,000,000		
\$8,000,000		
\$7,000,000		
\$6,000,000		
\$5,000,000		
\$4,000,000		
\$3,000,000		
\$2,000,000		
ART	\$1,000,000	ART Program \$500,000
	\$900,000	
	\$800,000	
	\$700,000	
SIR	\$600,000	Self-Insured Retention \$500,000
	\$500,000	
	\$400,000	
	\$300,000	
	\$200,000	
	\$100,000	

Benefits of Retention Financing Programme (RFP)

With traditional markets not affected by claims until they breach \$1,000,000 of underlying cover, the respective required rates for these markets following the ART would drop and the consistency of cover for weather events stabilise. In summary, the key benefits to the Diocese are:

- reduction in overall insurance costs;
- stabilisation of limits for volatile risks, eg. climate change related weather events;
- tangible opportunity to gain from good claims experience via return premium or funding of claims for uninsurable risks; and
- reduction in administration burden and costs within the Diocese

Current Status

We are continuing to work with Gallagher to make this ART model a viable option to consider for the 2024/25 renewal in October. A significant amount of work was conducted in 2023 to progress to this stage and we are now working with both our current Insurance panel (with Vero as Lead) to confirm their revised pricing based on the concept as well as London markets for pricing of the ART layer.

Further to the above we are also reviewing the use of Parametric Insurance and whether it could be integrated to complement either the current traditional programme, e.g. to fund Insurer imposed higher deductibles or within the proposed RFP model for specified perils.

Parametric insurance, also known as index-based insurance, is a trigger-based solution. Instead of indemnifying actual loss incurred, it covers the probability of a predefined event happening. Parametric insurance is particularly well-suited for natural catastrophes and other emerging risks.

Below is an example of how it would work:

1. **Triggering Event:** The insurance cover is activated if pre-defined event parameters are met or exceeded. These parameters are objective and would relate specifically to the Diocese's exposure. For example, Flood, defined by an agreed water level trigger
2. **Payout Mechanism:** A pre-agreed payout occurs if the parameter or index threshold is reached or exceeded, regardless of actual physical loss sustained.

Survey on Policies

Report to 2024 Synod

Introduction

In 2023, Synod requested the establishment of a survey of the Diocese to ask about the utility of the current Diocesan policies (see below).

“That this Synod:

- 1. expresses appreciation for the work of the Diocesan staff and leadership team in creating, disseminating, and maintaining policies to help parishes remain safe, healthy, and compliant with legislation;*
- 2. acknowledges that parishes sometimes need policy support but find such support unavailable or inaccessible, with the result that clergy and Parish Councils must develop their own policies and procedures;*
- 3. acknowledges that ad hoc policy development can result in:*
 - a. different standards being applied to policies and practices across the Diocese,*
 - b. time wasted in redundancy when parishes are not aware of policy work done in other places, or time wasted when a diocesan policy does exist but cannot be found,*
 - c. an unnecessarily heavy load of legal responsibility being carried by parishes and clergy;*
- 4. therefore, requests that the General Manager and Diocesan Council undertake a review process to ensure that parishes have the capacity to access policy support in a timely fashion, with such a review being informed by a survey of parish leadership (paragraph 5);*
- 5. recommends that Diocesan Council establishes a small task force comprising of clergy and lay leaders to create a survey to hear from parishes about:*
 - a. What clergy and lay leaders perceive to be the strengths and weaknesses of current diocesan policy infrastructure,*
 - b. Suggestions for improvement,*
 - c. Examples of situations where parishes have needed policy support that has not been forthcoming, and*
 - d. Any policies parishes have developed in-house that could be shared across the Diocese;*
- 6. requests that this task force report findings to Diocesan Council and to 2024 Synod.”*

Survey

A survey based on the resolution and the information it sought was designed and tested with a select group of clergy and lay people and the Archdeacons.

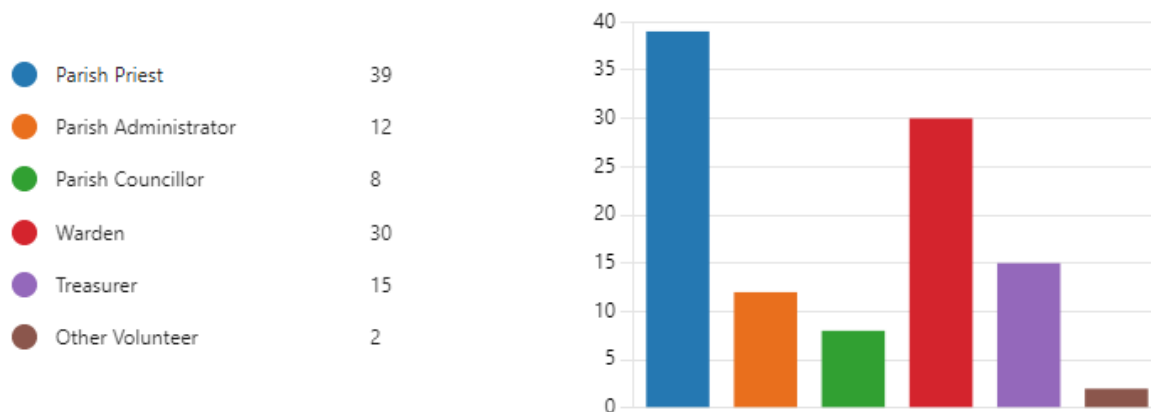
The survey was a mix of multiple choice questions and free form questions. These ranged from questions about:

- awareness of the Anglican Resource Community (ARC);
- frequency of use of the policies housed in the ARC;
- ease or difficulty of using the ARC to access policy content;

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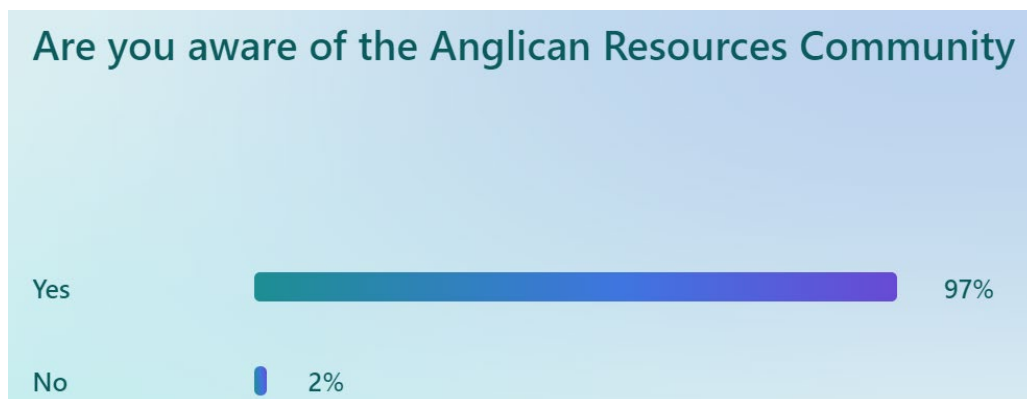
- ease or difficulty in locating policies;
- strengths and weaknesses of current policy infrastructure;
- whether parishes had developed policies that could have a wider use; and
- additional feedback and comments or suggestions for improvements.

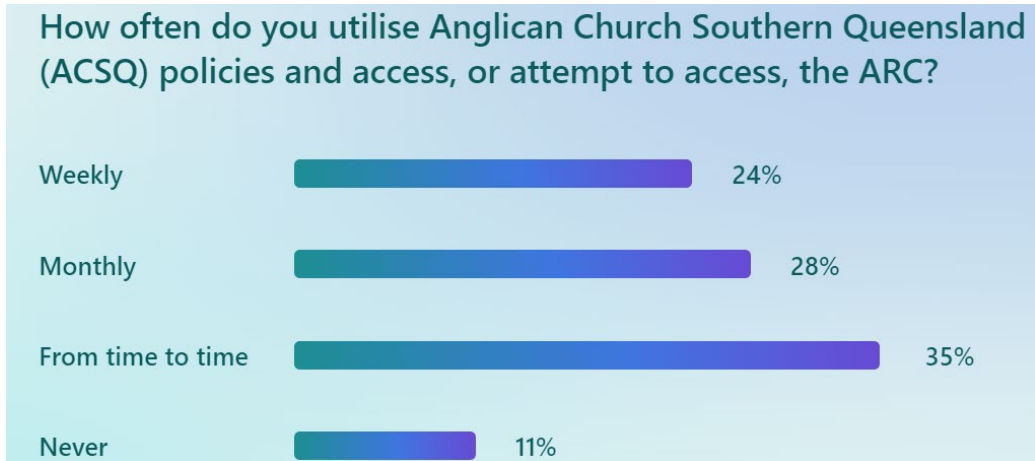
The survey was circulated to the Monthly Memo distribution list which includes parish clergy, parish administrators, wardens and treasurers (being approximately 626 people) on 7 March 2024. 106 responses were received as follows:



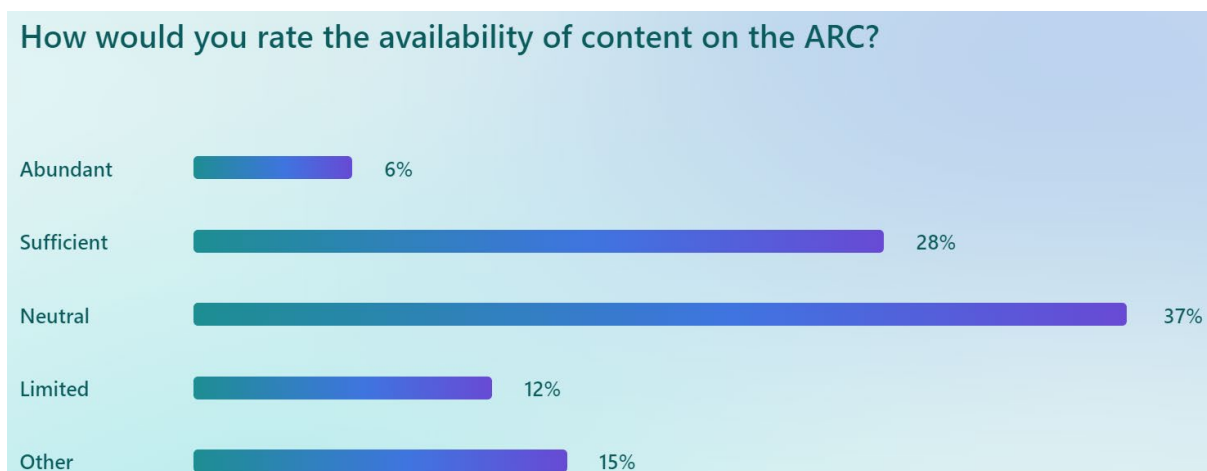
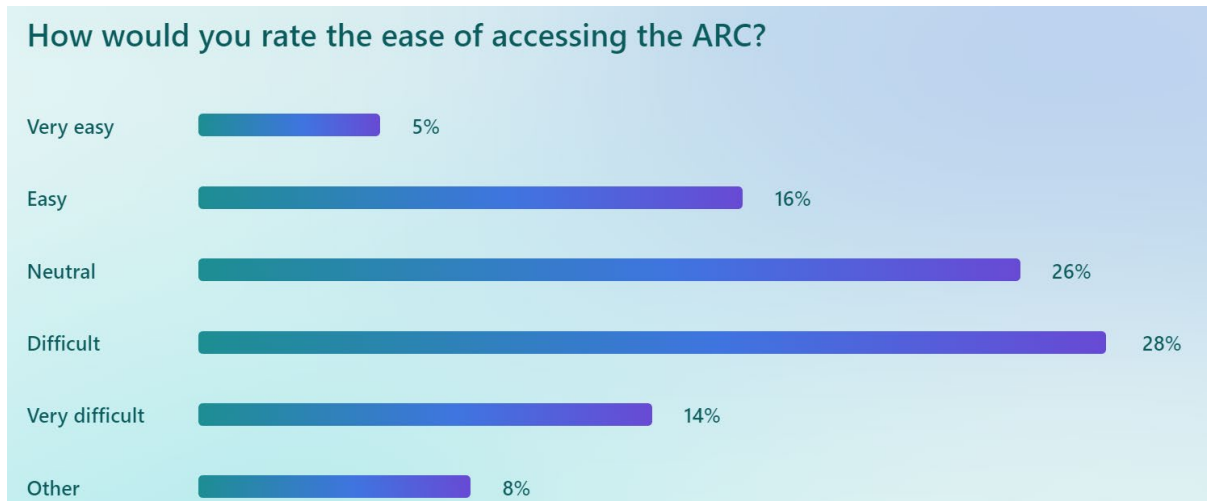
Survey Findings

Amongst respondents, there was a high degree of awareness of the ARC and frequency of use:





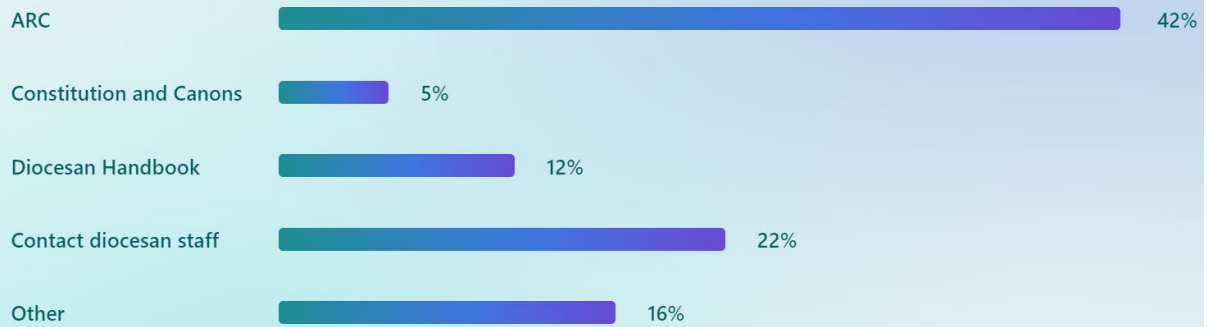
However, a majority of respondents rated ease of access from neutral to very difficult and the availability of content from neutral to limited.



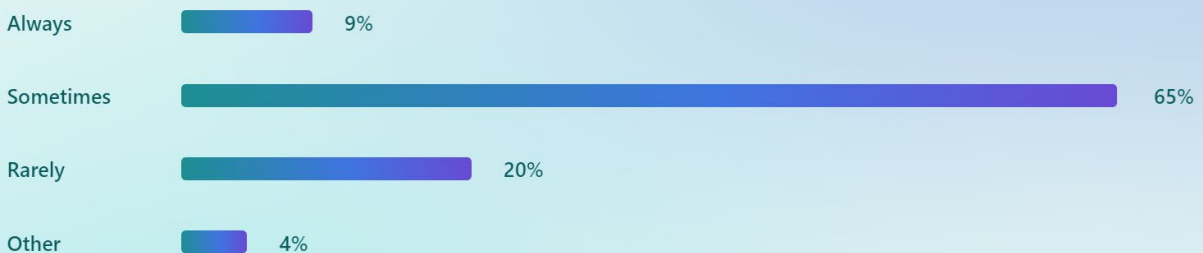
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In regard to policies, there were a variety of sources used but the majority of respondents said they could only sometimes find what they were looking for and only six rated locating a policy on the ARC as simple.

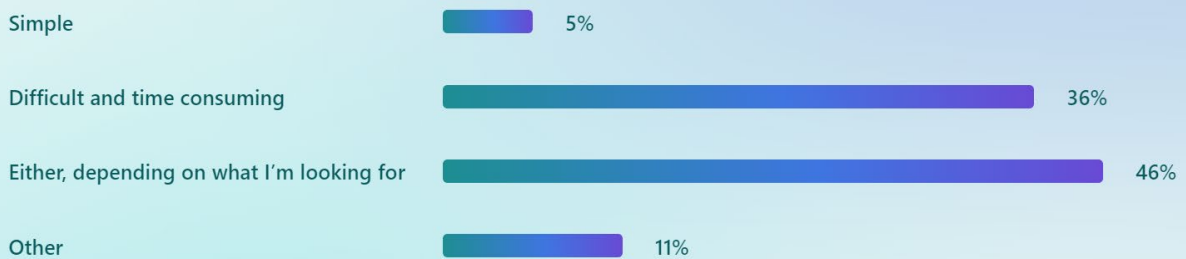
Where do you look for ACSQ policies?



If searching for a particular policy, how often are you able to find what you are looking for?



Do you find locating a policy on the ARC:



When asked about the strengths and weaknesses of the current Diocesan policy infrastructure, the following themes emerged:

Strengths	Weaknesses
<ul style="list-style-type: none"> • The policy suite is comprehensive and covers most parish situations. • Most things sought are there and available. • Information on policies is all in one place. • Online and searchable. • Availability of Diocesan staff to help. 	<ul style="list-style-type: none"> • Finding what is needed through the search function is difficult and time consuming if you do not know exactly what you are looking for. • Information can be spread over a number of sources. • Question over how up to date some information is. • Difficulty in readability. • Confusion between policy and procedures. • Overwhelming number of policies. • Lack of resources in parishes to comply with policies.

When asked whether a situation had arisen where policy support was needed but not forthcoming (i.e. there has not been a policy available or the policy has been inadequate), a number of themes emerged:

- Parish elections are covered across different places and references, and there is no cross referencing. The ARC should work from a user perspective not from a legislation perspective.
- Insurance and property matters are often complex and need advice from Diocesan staff.
- Human resource policies that relate to clergy get lost amongst staff policies.
- A number of topics could be covered or covered better:
 - Bullying
 - Heritage management
 - Music licences
- Slowness in response to enquiries from finance and insurance.

When asked whether parishes had developed any policies independently of the ARC policy library that could be shared across the Diocese, there were limited positive responses.

8 May 2024

Report on Motion 24, 2023
The Crisis of Homelessness

In 2023 Synod moved the following motion:

The Ven Bronwyn Pagram to move, The Very Rev'd Dr Peter Catt seconding:

In Matthew 25, Jesus calls his followers to share hospitality particularly with those who are most vulnerable. This motion is focused on the homelessness crisis in this country and in our Diocese.

This Synod:

1. Commends those Parishes, Schools, Anglicare, and other diocesan agencies actively contributing to human flourishing by advocating for affordable housing, providing affordable housing or homelessness services, and caring for people experiencing homelessness in various contexts; and
2. Recognises that there is a homelessness and housing crisis across the nation, particularly in Queensland where homelessness has increased by 22%, almost three times the national increase, in the last twelve months; and that it is a complex issue which requires collaboration across government, community, faith, and corporate sectors to address; and
3. Notes that the Queensland Government undertook to deliver a range of social and affordable housing programs 2 and encourages the Government to complete current undertakings promptly; and
4. Requests the Social Responsibility Committee through Diocesan Council to engage across the Diocese in a collaborative process to evaluate what resources this Diocese may be in a position to offer towards further tangible alleviation of homelessness – directly or in partnership with other stakeholders; and
5. Requests the SRC to report findings to Synod in 2024.

Upon reflection on our organisational structures, it was concluded that a comprehensive evaluation of resources that would enable a more strategic approach toward homelessness alleviation was not the most effective approach.

Parishes and commissions in consultation with FDSC have a key role in determining the missional direction and usage of their land resources. The process is not as simple as identifying land and directing resources towards it. Issues such as location, suitability, availability, and willingness are all critical.

Over the next three years a property optimisation strategy is being pursued by Diocesan operations drawing on experience and knowledge across all commissions. This Property optimisation strategy seeks to collaboratively review property assets across the Diocese and identify opportunities for optimisation that support the mission of the Church.

It is also important to recognise that there is an existing legislated framework to maximise the impact of housing initiatives and to provide funding in which registered community housing providers and the state government take the lead in the provision of social housing.

Some parishes have self-identified their interest in directing property resources towards the housing crisis. A number of possibilities have been explored but have not eventuated due to various reasons including negative terms of agreement to access funding and use of land. Explorations are continuing to identify options or scenarios that overcome these barriers.

Some parishes make church grounds and/or designated facilities available for people experiencing homelessness. Anglicare WA has published a useful guide for parishes responding to these people. This is being made available through Anglicare Southern Queensland and through the Diocesan Property Team. A Queensland version of this document is currently being created.

Some parishes continue to support people experiencing housing and financial difficulties in their communities through missional services such as the provision of financial emergency relief, food hampers or meals, and clothing.

A need for closer cross commission property work has been identified and a cross commission property committee has been proposed that will assist in addressing some systemic issues in achieving housing outcomes in this space.

Across 2023/2024 a number of activities occurred to achieve the intent of the motion.

A Homelessness Summit was promoted for the 11 November 2023. Due to insufficient numbers the day was postponed.

Anglicare held an online Forum about responding to the Housing Crisis on 7 December 2023. The Forum covered:

- Overview of the Housing Crisis;
- Current federal and state government responses and strategies;
- Anglicare's strategy to respond; and
- Opportunities for the wider Anglican church community and the decision-making process.

An opportunity for directing emergency relief funds towards the Homelessness Crisis has been identified and is being considered.

Anglicare has a specific strategic goal for the next two years of "Alleviating the Housing Crisis". A number of actions are occurring to achieve this.

- Anglicare has tender applications in progress for government funding that will directly contribute to alleviating the housing issue.
- Council approval has been achieved for the Beenleigh Youth Accommodation Project (HAP) and works continue with the project manager and architects on the final design. This project will accommodate 42 people. The launch of the project was held in April.

Anglicare has explored, with other church and external partners possibilities of accessing funding or resource opportunities offered by the government including working with housing providers.

There are a number of reasons these haven't progressed at this stage including:

- Fundamental ideological issues with the approach proposed.
- Negative outcomes in relation to control of our own resources.
- Insufficient funding or support to ensure a sustainable business model.

Anglicare continues to pursue opportunities in this area.

The State Government recently passed the Housing Availability and Affordability Act. The act includes a number of provisions to increase the supply of social and/or affordable housing. Anglican Church Southern Queensland had some input into the work leading up to this, and work is continuing to explore ways to leverage the new provisions.

Work will continue with Diocesan operations, commissions, and ministry units in seeking to fulfill the intent of this motion.

Domestic and Family Violence Working Group
Report to Synod 2024

In recent weeks there have been calls to think differently about how we try to change our approach to domestic and family violence. How might we do this? How else do we frame domestic and family violence (DFV) to promote prevention, awareness and appropriate support?

- As domestic terrorism;
- As an experience needing recovery;
- As actions for which we must be accountable;
- As an act or actions inappropriately dismissed, unrecognised and often facilitated throughout society;
- Dismissed as irrelevant; or
- As a by-product of damaging industries such as porn, gambling, alcohol and social media?

Reframing offers new opportunities for action and change, for system interventions and prevention at the source rather than treatment after the damage is done.

We need to persuade men who disbelieve the stories, who see the deaths and violence as unavoidable, affecting only a tiny minority and not a common occurrence. We need to be emphatic and uncompromising in making our homes and families places of safety and security. Just as all people have a right to return home safely from work, so too do all people have a right to be safe in their closest personal relationships.

We need to change the culture in our society as we did with WSH, AIDS, smoking and wearing seatbelts in cars; and each of these examples involved multiple actions and strategies.

We need to enable the difficult conversations which will trigger possible conflicts, grief, denial and hope when the impossible is named between friends, victims, perpetrators, bystanders and interested parties. We need to name the discomfort and the unwillingness to become involved and be blamed for what follows next, and talk about what that feels like.

We need to change the culture in our society, our legal system, police responses and workplaces.

The Ten Commitments for Prevention and Responding to Domestic and Family Violence enables, and indeed, demands a multitude of responses.

So where are we currently in this process of change across the Diocese, in embedding the Ten Commitments? We have entered the second year where DFV is a funded project in this Diocese, with the employment of a Project Officer three days per week. We have made a good start but there is more to do.

We have:

- Resources on the ACSQ website revised and updated;
- A supply of Ten Commitments postcards printed;
- New resources on lamentation, including services of lament and candle vigils available on the website;
 - A Service of Evensong in St John's Cathedral dedicated to DFV in May 2023 and 2024;
 - A list of publications to change the way people within the Anglican community think about DFV;
 - Collaborative work with Queensland Churches Together has been enhanced, and has included a Candle Vigil at St Francis Theological College, Milton at the start of May 2024, Domestic Violence Prevention Month;
 - Two free training courses to enhance understanding of DFV for clergy and church workers have been endorsed and promoted;
 - A review of the church's Domestic and Family Violence Policy and associated procedures has commenced;
 - A review of Faithfulness in Service to incorporate DFV matters has commenced;
 - The ACSQ Office of Professional Standards is moving to incorporate issues of DFV within its remit;
 - Linkages with the Queensland Government in this area have been enhanced, opening the way for a more significant role for faith-based organisations within the significant reform program being rolled out in Queensland;
 - Relationships with the Australian Church and Melbourne Diocese have been developed;
 - The Diocese participated in the 3rd annual Anglican gathering on Domestic and Family Violence in 2023;
 - Anglican Schools and school networks have been included and more opportunities for engagement with young people are being developed;
 - Development, jointly with Anglicare, of a single Anglican response to the Queensland Government's development of a Perpetrators Strategy; and
 - Presentation of a DLT reflection on DFV in May 2023 and 2024.

The themes for this work in 2024 are as follows:

- Increase the visibility of the Ten Commitments actions and support implementation;
- Increase understanding of DFV (especially coercive control) and of the Ten Commitments; and
- Develop and promote good responses and practice to DFV.

The work includes a review of the Diocesan policy and procedures, a review of marriage preparation material, an ARC review and inclusion of a case studies series, enhanced youth engagement, and engagement with South Sudanese Anglicans are all scheduled for 2024. Enhanced linkages with the Queensland Government in this area are, in part, aimed at promoting a better understanding of the role of faith-based organisations can play in the roll out of the current significant DFV reform process in Queensland.

In 2024, the DFV Project will also participate in the DFV enhancement to Faithfulness in Service being developed by Families and Culture Commission, and it will seek input from the Diocese to feedback to the Commission.

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Two internal workshops are also planned for key people across our Diocese on:

- Perpetrator programs – what works?
- Responding to abuse within clergy families.

In September 2024, DC will review the implementation to date and decide on the future direction of this work.

Take the Pledge motion

Commitment six of the Ten Commitments speaks to the need for the Church to enhance engagement with the community and with Government. In this context, DC endorsed, in April 2024, the Church's engagement with the Queensland Government through the Not Now Not Ever Pledge initiative.

By signing this pledge, the Church will join a range of organisations around Queensland who have taken the pledge to publicly declare and demonstrate their commitment to ending Domestic and Family Violence. We will be the first faith-based organisation to Take the Pledge. Signing declares our commitment to be part of the solution to Domestic and Family Violence in Queensland.

Reaching this point is made possible by the Ten Commitments; our powerful statement of the Church's commitment to prevent and to respond better to Domestic and Family Violence.

In conclusion

The DFV Project also supports the ACSQ DFV Working Group which has supported and encouraged this work for a number of years. As the Chair of this Working Group, I would like to personally express my gratitude to the current and past members for their energy and commitment. I would also like to affirm the generous funding for this project by GFS, Anglican Schools Commission and the Diocese. I am very grateful for this support. Our thanks and deep appreciation to The Diocese and the Diocesan Council for its enabling, and hosting the Project Officer, Jennifer Clark, who ensures the work and our progress in meeting the Commitments is carried out inclusively and creatively. She has achieved significant progress for the Diocese so far.

To everyone who has helped, enabled, spoken, prayed, preached and given testimony, offered witness, kept vigil, supported and kept us accountable, thank you with gratitude and deep appreciation; and God's blessings of peace be with you.

And finally, I ask and thank you for your support to a motion I will be moving at Synod for the endorsement to take the Not Now Not Ever Pledge with the Queensland Government.

*The Ven Dr C Lucy Morris,
Chairperson*

Peacemaking Working Group

Report to Synod 2024

At the 2023 Session of Synod, the following Resolution was passed:

Active peacemaking and non-violent resistance as our Church's response to the noise of war and violence

The Ven Dr Lucy Morris moved; The Ven Bronwyn Pagram seconder:

Jesus said, "Blessed are the peacemakers, for they will be called children of God" (Matthew 5.9). As we consider the increasing potential for war in our region, this Diocese requests the Archbishop to energise our 3rd Mark of Mission, "*To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation*" by appointing a working group to:

1. Explore the theological bases for peacemaking;
2. Make recommendations on how to lead and facilitate public discourse about what peacemaking means and how it is practiced, including consideration of the complexity of war and conflict; the impact of deaths, trauma, and physical and moral injuries on the community at large; the role and care of serving and former members of defence services; and the essential spiritual care provided by defence force chaplains;
3. Make recommendations on how to disagree well, how to build peace at all times, and being willing to lead true reconciliation with an enemy (Luke 6.27);
4. Produce by Synod 2024, a practical study guide to engage Diocesan parishes, agencies and schools, exploring peacemaking and working actively for peace; and
5. Report back to Synod and Archbishop-in-Council on the progress of the Church's position on active peacemaking and non-violent resistance in our Church's response to the noise of war and violence annually.

The Peacemaking Working Group offer the following summary of their work to date:

Following the above Synod Resolution, Lucy gathered the following members of what is now the working group:

1. The Rev'd Deb Bird,
2. The Rev'd Canon Jessica Grant (*Chair*),
3. The Rev'd Suzanne Grimmett,
4. The Rev'd Mamuor Kunpeter,
5. The Ven Dr Lucy Morris,
6. The Ven Bronwyn Pagram, and
7. The Rev'd Dr Margaret Wesley.

Archbishop Jeremy has met with Lucy and with Jess, the latter of whom was appointed Chair of the working group. Jess is a serving military chaplain and is undertaking doctoral studies in the areas of military ethics and international law. The Working Group's Terms of Reference and membership were finalised in April 2024. The Working Group has met three times and commenced exploring the theological bases for peacemaking outlined in the first commitment

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above. This work was significantly advanced by the Open Space Day facilitated by Lucy and Bronwyn at the Cathedral in March 2024. That event has served as a helpful foundation from which to approach such a broad and complex topic.

The Working Group has been cognisant of the ways in which the profound impact of conflict has been reiterated in our community since Synod 2023. The impact of the outcome of the 2023 Indigenous Voice Referendum as well as the marked increase in violence in Gaza have underscored the urgency of this work.

The Open Space event allowed space for some of the participants to acknowledge the work of peacemaking can often feel hopeless or overwhelming. This reinforced for the Working Group the importance of concentrating our efforts on the needs of our local communities. The Working Group has identified three key areas for focused listening in the coming year:

- the First Nations people of our diocesan regions;
- refugee communities within our parish communities; and
- those affected by international conflict, including those with close connections to conflict zones and military veterans.

The Working Group has acknowledged 'Peace' is a term frequently employed in Christian vocabulary but evades a simple definition, is seeking to attend carefully to this complexity and acknowledges conceptions of peace will vary between communities. Our next steps include:

- The establishment of smaller informal groups drawn from members of the Diocese with lived experience of the focus areas outlined.
- Engagement with the work of Rev'd Michael John Wood, Dr Alikki Vernon and Dr David Moore on restorative justice in the coming months.
- Exploring the possibility of a Community of the Cross of Nails (CCN) at St John's Cathedral. The CCN is a global network that takes their charism from Coventry Cathedral in 'healing the wounds of history, learning to live with difference and celebrate diversity, and building a culture of justice and peace.'
- Exploring peacemaking actions in our Diocese, parishes and schools, with the intention of publishing a study guide by Lent 2025.
- Hosting a retreat on the subject of peacemaking for diocesan clergy.

Jessica Grant,
On behalf of the Working Group

Report to Synod from The LGBTIQA+ Apology Committee

A report from the members of the ACSQ Diocesan Council-commissioned LGBTIQA+ Apology Committee outlining the process undertaken to craft the words of the apology and suggesting a way forward for the members of Synod.

Background

The words of the apology have been developed at the request of Synod in response to number 3 of the following 2022 motion passed by the Synod of the Anglican Church Southern Queensland:

“That this Synod, noting Resolution R82/18 of the General Synod of Australia, in which the General Synod apologised to members of the LGBTIQ+ community for ‘disrespectful, hurtful, intentionally insensitive, bullying or abusive behaviour’ and committed the Church to working towards creating safe churches for members of the LGBTIQ+ community:

1. affirms the statement made at this year's General Synod in Resolution R82/18 that we ‘recognise and rejoice in the image of God as reflected in every human being, regardless of race, social circumstances, creed or sexual identity’,
2. acknowledges that the Church’s attitudes and behaviours have created and are creating trauma and affirms efforts to support those so affected,
3. requests Diocesan Council to work in consultation with members of the LGBTIQ+ community towards crafting an apology to members of the LGBTIQ+ community on behalf of this diocese, and bringing a report and the apology for endorsement by Synod,
4. requests Diocesan Council, parishes, schools and agencies to work with LGBTIQ+ Anglicans to explore ways to build safer, inclusive and affirming communities.”

The General Synod resolution R82/18 is that “General Synod —

1. Deplores and condemns any behaviour that is disrespectful, hurtful, intentionally insensitive, bullying or abusive, and recognises and rejoices in the image of God as reflected in every human being, regardless of race, social circumstances, creed or sexual identity, and apologises to and seeks forgiveness from lesbian, gay, bisexual, transgender or intersex (LGBTI) persons whom we have treated in this way.

Commits itself to fostering churches and fellowships where compassion and grace abound and where the love of God is expressed to all, so that our churches and ministries are welcoming, safe and respectful of all people.

The Diocesan synod motion of 2022 indicates the importance of the apology coming from the whole Synod, not just from individual senior Church leaders on behalf of the Church. Diocesan Council established a committee with a reasonably broad representation, which consists of The Very Rev'd Dr Peter Catt, The Ven Geoff Hoyte, The Ven David Ruthven, Dr Nadine Garraway, The Rev'd Deborah Bird, The Rev'd Dr Margaret Wesley and The Rev'd Canon Gary Harch.

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Developing the words: listening and responding

Over the last two years, the committee has listened to the experiences that many LGBTIQ+ people and their loved ones have had with the Anglican Church Southern Queensland. We realised crafting an apology was not a process that should be rushed, as there was painful history and many experiences to hear, as well as nuances to be understood. We have been on a theological and pastoral journey with one another and with those who have had the courage to share their journeys. While we cannot share all those experiences with members of Synod, we hope that having some appreciation of our journey will enable the members of Synod to understand how the words were developed and the importance they have to those to whom the apology is directed.

The acknowledgements and statements that we make in the proposed apology are general; some are in regard to the Church as a whole, and some are in regard to particular members, agencies or policies. We do not claim that all members of the church have always behaved in ways that have caused pain but accept the need to take responsibility for the times when we, or our predecessors, have behaved in such ways.

Apologies at their best are responses generated by those who have done harm in response to listening carefully to the experience of those who have been harmed. They exist for the benefit of those who have been harmed; signaling to them that their experience has been appreciated, their voice heard and that there is a commitment by those who caused harm to behave differently in the future. Those who offer the apology receive a gift as well in form of being able to live a life free from causing harm to others.

We believe that the wording has been carefully and sensitively formed to respond directly to the stories of hurt and exclusion that many people experienced over decades within the Anglican Church Southern Queensland.

This is because those who contributed to the listening process have had an opportunity to hear and respond to the wording of the apology and have indicated that it contains the words they need to hear. The apology is focused on the people who have been hurt, rather than on those offering the apology. And critically, we wish firstly to cause no more harm.

The purpose of the motion containing the words of the apology is to offer an apology for hurt caused, and not to open for further debate the issues of human sexuality and gender.

As people of God in this part of Queensland we hope this apology will help heal the wounds and guide future behaviour.

We anticipate that Synod will allow the motion containing the words of the apology to be dealt with as an Order of the day.

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INFORMATION ON ELECTIONS

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Information on Elections

Nominating

Nominations close at 5pm on Saturday 22 June 2024. Refer to **Positions to be Filled** for detailed information on the list of positions.

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

Before Synod

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

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

During Synod

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

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

Voting

Voting is open from 11am to 3pm on Sunday 23 June 2024.

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

Information on Candidates

Information supplied by candidates is available online at:

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

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



How to Vote

1. The voting portal is accessible in the following ways



EITHER:

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

2. Click on one of the two (2) elections. *One election is for All Members of Synod, whilst the other will be specific to your House (Clergy or Laity).*

3. Enter your **Voter ID** and **Voter Key** as shown in your email. *Skip this step if you clicked on the link in the email you received (See 1a).*

4. Select the checkbox to the left of your preferred nominee/s. *Each ballot states the maximum number of candidates to be elected and will not allow you to vote for more than the maximum number.*

5. When you have made your selections for each ballot, record your vote by clicking on the **Submit Vote** button.

6. Repeat steps 2 to 5 to vote in the other election.

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

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

Positions to be Filled

Diocesan Council

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

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

Commissioners under the Benefices Avoidance Canon

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

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

Board of Enquiry under the Tribunal Canon

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

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

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

Panel of Triers under the Tribunal Canon

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

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

Diocesan Nominators

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

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

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

Archbishop Election Committee

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

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

Cathedral Chapter

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

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

General Synod**(Section 2 GSR)**

Ten (10) clerical members and ten (10) lay members to be elected (both Houses voting together).

A Special Session of General Synod is to be held on 26 July 2025 online.

The next Ordinary Session of General Synod is scheduled to be held in Melbourne from 9-14 August 2026.

We, the undersigned, hereby nominate:

Name of Nominee

For election as Member of:

Name of Position

Signature of Nominator

Signature of Seconder

Name of Nominator (Print)

Name of Seconder (Print)

Clergy / Laity *(Circle One)*

Clergy / Laity *(Circle One)*

I consent to the above nomination:

Signature of Nominee

Date

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

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

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

Positions	Elected by	Eligibility
Diocesan Council		
Five (5) clergy	All members of Synod	Member of Synod Nominator and Seconder must be Members of Synod
Five (5) lay	All members of Synod	Elector Nominator and Seconder must be Members of Synod
Commissioners under the Benefices Avoidance Canon		
Three (3) clergy Two (2) lay	All members of Synod	Member of Synod Nominator and Seconder must be Members of Synod
Board of Enquiry under the Tribunal Canon		
Two (2) clergy Two (2) lay	All members of Synod	Member of Synod Nominator and Seconder must be Members of Synod
Diocesan Nominators		
Two (2) clergy; Six (6) reserve	House of Clergy	Member of Synod
One (1) lay; Three (3) reserve	House of Laity	Nominator and Seconder must be Members of Synod and from the same House as the nominee
Panel of Triers under the Tribunal Canon		
Four (4) clergy	House of Clergy	Member of Synod, but must NOT be a member of the Board of Enquiry
Four (4) lay	House of Laity	Nominator and Seconder must be Members of Synod and from the same House as the nominee
Archbishop Election Committee		
Eleven (11) clergy	House of Clergy	Member of Synod
Eleven (11) lay	House of Laity	Nominator and Seconder must be Members of Synod and from the same House as the nominee
Cathedral Chapter		
Two (2) lay	All members of Synod	Does not need to be a Member of Synod, but must be an Elector Nominator and Seconder must be Members of Synod
General Synod		
Ten (10) clergy Ten (10) lay	All members of Synod	Member of Synod Nominator and Seconder must be Members of Synod

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Name		Age	<input type="checkbox"/> Clergy <input type="checkbox"/> Laity
		<i>eg The Reverend John Smith, Mr John Smith</i>	
Email Address			
Parish/Office			
<i>eg Dalby Parish or St Margaret's School</i>			
Number of Years in Orders	Present Licensed Appointment or Occupation		
	<i>Clergy: eg Rector or Priest in Charge; Laity: current occupation eg Retired or Accountant</i>		
Positions being nominated for	<input type="checkbox"/> Diocesan Council <input type="checkbox"/> Commissioners under the Benefices Avoidance Canon <input type="checkbox"/> Members of the Board of Enquiry under the Tribunal Canon <input type="checkbox"/> Panel of Triers under the Tribunal Canon <input type="checkbox"/> Diocesan Nominators <input type="checkbox"/> Archbishop Election Committee <input type="checkbox"/> Cathedral Chapter (Laity Only) <input type="checkbox"/> General Synod		
Please provide information on any diocesan or parish experience and any other relevant information.			
<i>Up to 100 words</i>			

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

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

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



ANNUAL PLAN AND BUDGET 2025

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The Corporation of the Synod of the Diocese of
Brisbane

Annual Plan & Budget

For the year ending 31 December 2025

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Introduction

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

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

The Anglican Diocese of Southern Queensland Annual Plan articulates the operations and activities that we adopt to live this mission.

Our vision and priorities

Our Diocesan vision '*Flourishing faith communities: proclaiming and serving, worshipping and learning.*' defines our longer-term aspiration in developing a shared sense of Gods purpose for the Anglican Church in Southern Queensland and leads to action.

We have discerned priority areas for action to realise our vision:

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

The operational plan includes established missional and administrative works as well as strategic initiatives to escalate our priorities

About this plan

The Annual plan is presented in three parts:

- Diocesan operational plan – provides detail on the programs and services, delivered and how they support the implementation of our vision
- Annual budget – provides the allocation of resources for our programs and services (excludes parishes, individual schools and Community Services Commission)
- Tables and assumptions – provides further breakdown of calculations

The Diocesan operational plan is developed through collaborative discernment by the Episcopate and Executive. The operational plan outlines the activities and priorities of each Commission and Diocesan operations and seeks to inform sustainable budget development.

Diocesan Operational Plan

The Diocesan operational plan details the services provided by Commissions and the key outcomes that support the implementation of the Diocesan Vision. Expense allocation includes cost of activities detailed only.

Episcopate and Leadership

Programme	Purpose	Description	Key outcomes
On-going missional and leadership	Episcopate and administrative activities		
Episcopate and leadership	<p>The Archbishop's chief responsibility is the spiritual care and leadership of 'The Corporation of the Synod of the Diocese of Brisbane,'</p> <p>The EP&L provides support for the Archbishop in this work with particular interest in the Archbishop's care for parishes.</p>	<p>Episcopate and leadership oversee and direct the mission of the Diocese.</p> <p>The Archbishop is the Ordinary and Chief Pastor of the Diocese.</p> <p>The Regional Bishops lead and support the faith communities of the Diocese, providing spiritual direction, theological leadership and pastoral support as well as administration of clergy and parishes.</p>	<ul style="list-style-type: none"> Theological leadership of Comprehensive Anglican identity and purpose. Energise, nurture and mobilise clergy and parishioners to grow flourishing communities.
Expense Allocation			<p>2024 \$ 1,904,763</p> <p>2025 \$ 2,046,951</p>

General Managers Office

Programme	Purpose	Description	Key outcomes
<p>On-going missional and administrative activities</p> <p>General Managers Office Executive & Registry</p>	<p>To provide strategic and governance leadership across ACSQ and its commissions.</p>	<p>The position of General Manager is created through the General Manager Canon to act as Registrar and Chapter Clerk and manage administration of Synod.</p> <p>The General Manager is responsible for the leadership and management of the administration and operations of the Diocese in accordance with the strategies, policies and performance requirements of the Diocesan Council.</p> <p>This includes leading a strategic planning process for the Diocese, ensuring the Diocese has effective governance, risk and compliance systems, managing professional standards, providing support for commissions, parishes and other Diocesan entities as well as operational organisational design and culture.</p>	<ul style="list-style-type: none"> • Effective governance of the Diocese. • Effective leadership and administration of Diocesan strategy and operations. • Effective and sustainable operational Organisation Design that meets the missional and administrative needs of the Diocese.
<p>Office of Safe Ministry (Incorporating Professional standards and Domestic and family violence)</p>	<p>To change safe ministry culture to a proactive framework to reduce the risk of harm to the lowest level possible.</p> <p>To implement the Professional Standards Canon and Protocol, the Safe Ministry to Children Canon and the ACSQ response to Domestic and Family Violence framework</p>	<p>The Office of Safe Ministry will implement policy and procedure to reduce the risk of harm to the Church Community.</p> <p>The office will deliver streamlined policy and procedures and provide risk management advice on safety of children and vulnerable people.</p> <p>The office leads processes that respond to complaints of sexual misconduct against church workers and will be expanded to deal with abuse involving vulnerable persons</p>	<ul style="list-style-type: none"> • Implementation of changes Professional Standards Canon and the Safe Ministry for Childrens Canon • To incorporate intimate partner violence and other forms of abuse against children and vulnerable adults. • Prevent harm to children and vulnerable people through cultural change and effective policy and procedure. • Implement Domestic and Family Violence Policy and Procedure and Framework. • Deliver cultural change, through education, training and support to prevent and respond to Domestic and Family Violence. • Implement changes to safe church compliance audits to incorporate domestic and family violence to support parishes in prevention of harm.

General Managers Office

Programme	Purpose	Description	Key outcomes
Social justice Unit	To advance social justice advocacy of the ACSQ.	<p>The Social Justice Unit have a broad scope of activities and advocacy that promote social change from unjust structures. This includes engagement with Government and decision makers in policy debates, and also seeks creative ways to partner, or contribute to public debates on social justice issues</p> <p>The Social Justice Unit seek to grow the church's capacity to undertake social action, to understand and apply emergent technologies and to foster dialogue and collaborative practices. The Social Justice Unit works with the Anglican Church, ecumenically, interfaith, and with many other people locally and nationally.</p>	<ul style="list-style-type: none"> • Communications that raise awareness of social justice and ecological issues. • Positive influence of stakeholders to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation. • Justice enablement – activities, advocacy, events.
In-house legal services	To provide inhouse legal advice to ACSQ and Commissions.	Inhouse legal function that provides key advice to ACSQ particularly on matters related to property, bequests, privacy, contracts and procurement and other general legal matters.	<ul style="list-style-type: none"> • Resolution of legal matters through provision of high-quality legal advice. • and/or briefing of external legal advisors.
Insurance Governance and Risk	To coordinate and support governance and risk mitigation including insurance and historical abuse claims.	<p>Insurance Governance and Risk provide advice and support for implementation of Risk Management, Compliance and Policy frameworks. This includes systems for compliance with legislation, regulation, licensing and accreditation systems.</p> <p>The team manages the Corporation's insurance portfolio in line with objectives and risk appetite and provides Diocesan-wide prudential insurance administration. This includes management of historical abuse claims from receipt to resolution.</p>	<ul style="list-style-type: none"> • Just resolution of historical abuse claims. • Management of insurance renewals and claims. • Effective implementation of Diocesan Operations risk framework.
Strategic initiatives			
Reconciliation Action Plan 3 years	Implementation of ACSQ Reconciliation Action Plan.	<p>ACSQ is committed to reconciliation with First Nations people and has adopted a Reconciliation Action Plan approved by Reconciliation Australia.</p> <p>The Diocese engages in and promotes reconciliation through a range of activities and events that foster a community of shared value, goals and a common language to strengthen respectful relationships.</p>	<ul style="list-style-type: none"> • ACSQ Reconciliation Action Plan activities and initiatives are delivered and imbedded in the culture of ACSQ • Annual reporting to Reconciliation Australia.

General Managers Office

Programme	Purpose	Description	Key outcomes
Organisational redesign implementation 1 year	To implement organisation redesign that is contemporary, agile and responds to the needs and cost constraints of the Diocese	ACSQ is committed to a strategic review and redesign of service delivery that provides organisational coherence, clarity of purpose and mission, improved service delivery and productivity and reduction of costs. This will be achieved through alignment of function to purpose and alignment of professional expertise to function	<ul style="list-style-type: none"> Organisational design is aligned to strategy and delivers on our Mission and priorities Services are delivered within cost constraints
Expense Allocation			2024 \$ 2,750,939
Note: Costs exclude recharged insurance			2025 \$ 2,899,423

Anglican Schools Commission

Programme	Purpose	Description	Key outcomes
On-going missional and administrative activities			
Anglican Schools Commission	To meet obligations under Diocesan Governance Canon and the legislative framework surrounding Schools and Early Education and Care Services. In addition supporting staff in those areas in governance and operations whilst retaining and strengthening Anglican Identity.	<p>The ASC is the operator for the Queensland Anglican Schools Approved System Authority Anglican and early education centres for which the Diocese is the Approved Provider. ASC ensures compliance with legislation through monitoring, auditing and implementation of a compliance framework as well as a child safety compliance framework.</p> <p>Professional support and guidance is provided to school principals, business managers and Childcare directors in meeting the legislative requirements of the schools.</p> <p>The ASC implements good governance through regular reporting of the School council to the Commission, regular assessment of financial sustainability and approval of school Master plans and subsequent capital projects.</p> <p>Anglican Identity is enhanced through curriculum development, Anglican leadership development, employment of Chaplains in each school and support of the Chaplains network.</p>	<ul style="list-style-type: none"> Compliance with schools and early education legislations and regulations, particularly financial governance and child safety. On-going sustainability of schools and early education centres. Enhancement of Anglican Identity in educational offerings.
Expense Allocation			2024 \$ 4,630,305
Note: ASC is fully funded through School levies			2025 \$4,974,775

<i>Anglican Schools and Early Learning Centres governed by ASC – not included in Diocesan budget</i>		
<i>Anglican Schools System</i>	<i>Controlled Anglican Schools</i>	<i>Early Learning Centres</i>
<ul style="list-style-type: none"> • Anglican Church Grammar • St Paul's School • St Andrews Anglican College • St Luke's Anglican School • Fraser Coast Anglican College • Coomera Anglican College • The Southport School • St Hilda's School • West Moreton Anglican College • Toowoomba Anglican School • The Glennie School 	<ul style="list-style-type: none"> • St John's Anglican College • The Springfield Anglican College • Cannon Hill Anglican College <p>Separately incorporated schools where the Diocese is the sole shareholder.</p>	<ul style="list-style-type: none"> • Carey Lane Early Learning Centre • Coomera Anglican College Early Learning Centre • Koala Kindy– Fraser Coast Anglican College • St Hilda's School Pre-Preparatory C • Little Saints Early Learning Centre – St Andrew's Anglican College • St Luke's Early Learning Centre • St Paul's Early Learning Centre • The Glennie Community Kindergarten • The Southport School Preparatory School • Toowoomba Anglican College Kindergarten • Riverwalk Robina Early Learning Centre • St Alban's Wilston Early Childhood Centre • Sunnybank Anglican Outside School Hours Care • Little Angels Salisbury Early Learning Centre

Finance and Diocesan Services Commission

Programme	Purpose	Description	Key outcomes
On-going missional and administrative activities ANFIN	ANFIN provides treasury, investment, funding and transactional solutions for legal entities of the Anglican Church Southern Queensland.	ANFIN is a Religious Charitable Development Fund which aggregates funds from Diocesan legal entities. The funds are managed for both short-term and long-term needs ensuring adequate liquidity to fund capital projects. This includes investment in term deposits, investment portfolios and loans to Diocesan entities. ANFIN provides transactional banking and internal transaction services and manages provision of external banking services.	<ul style="list-style-type: none"> • Treasury risk is effectively managed and generates income. • Liquidity risk is effectively managed to support capital and operating cash-flow needs of entities. • Counter party risk is managed to protect the assets of the Diocese.
Digital innovation	To support information and communication technology and information management requirements across the Diocese.	Information Services are provided that meet current and future requirements of the Church and Diocesan operations. This includes development and implementation of information technology and information management strategy. The team ensure operational capability to deliver cost effective, risk appropriate and secure services that meet business needs and are compliant with legislative and standards-based requirements. At the same time an effective and efficient IT portfolio is provided that is agile and responsive to our complex, evolving organisation The team manages the definition, development and operation of data analysis, archival records and reporting capability suitable for the Church's needs.	<ul style="list-style-type: none"> • Internet and cyber security risk of the Diocese is managed and within risk tolerance. • Parishes have effective access to digital records and resources. • Records and archives of the Diocese are stored, managed and protected.
Human Resource Management	To provide Human Resources and Workplace Health and Safety services and payroll to ACSQ	The Human Resources team integrates the functions of, Human Resources, Work Health and Safety and payroll to bring together expertise to enable us to strategically support employee engagement in Parishes and Diocesan operations.	<ul style="list-style-type: none"> • Employee engagement is lawful, parity-based and supports the development of each individual. • ACSQ provides a safe workplace and meets all WHS obligations and responsibilities. • Payment of staff and clergy is accurate and timely

Finance and Diocesan Services Commission

Programme	Purpose	Description	Key outcomes
Finance services	To provide corporate financial services for Diocesan operations. Ensuring reporting and compliance obligations are met.	<p>The financial services team supports financial compliance and reporting for ACSQ as well as ensuring financial sustainability for the Diocese, through financial strategy, budget, forecast and financial analysis.</p> <p>A range of finance services are provided to Diocesan operations, including business transactions, cost analysis, tax compliance and financial performance analysis and bequest and trust requirements are managed.</p> <p>In addition support is provided to Parishes on financial issues.</p>	<ul style="list-style-type: none"> • The Diocese is financially sustainable. • The Diocese meets all financial compliances. • Financial services are provided that meet the needs of diocesan operations.
Property management	To provide sustainable property management services	<p>The Property team supports missional objectives of parishes and the Diocese through enhancing outcomes from the property portfolio, including environmental sustainable solutions.</p> <p>Working with parishes and Diocesan agencies, the team provide property management including developments, sales, acquisitions and leases for parishes and the Diocese.</p>	<ul style="list-style-type: none"> • Property portfolio supports ministry and sustainability • Property projects are delivered on time and within budget • Commercial properties are managed and provide optimal income for ministry
Strategic initiatives			
Gender Equity strategy development	To develop a Gender Equity strategy that ensures investment in gender initiatives is targeted and improves gender equity in our workplace	<p>As part of the mission of ACSQ we seek to transform unjust structures of society. Our Gender Equity performance data demonstrates we have not yet achieved gender equity in our own workplace.</p> <p>The Gender Equity strategy will draw on the six gender equity factors to plan and create policy and procedure for action to progress toward gender equity.</p> <p>In addition to our social obligation, there are legislative requirements to demonstrate action is driven by an informed Gender equality action plan.</p>	<p>Gender Equity strategy is developed that addresses workplace gender equality indicators:</p> <ul style="list-style-type: none"> • gender pay equity. • gender composition at all levels of the workforce. • gender composition of governing bodies. • workplace sexual harassment. • recruitment and promotion. • gendered work segregation. • leave and flexibility.

Finance and Diocesan Services Commission

Programme	Purpose	Description	Key outcomes
Property optimisation strategy project 3 years	To manage and deliver property projects including income generating projects for parishes and the Diocese.	<p>The ACSQ owns a vast property portfolio utilised by parishes, schools, Anglicare, ministries and operations. The land assets have come to the Diocese through bequests, donations, trusts, trading and other funding mechanisms.</p> <p>The Property optimisation strategy seeks to collaboratively review property assets across the Diocese and identify opportunities for optimisation that support the mission of the Church through:</p> <ul style="list-style-type: none"> • Ministry activity; and/or • Provide financial sustainability for ongoing Ministry <p>The project will draw on external expertise and internal expertise across Commissions to shape the strategy.</p>	<p>Development of whole of Diocese property optimisation strategy including;</p> <ul style="list-style-type: none"> • Best and highest use of underutilised property assets (Missional/financial) • Opportunities for real return on property assets to support ongoing Ministry • Collaborative use of property asset use across ministries of the Diocese • Property acquisition and disposal plan that responds to change in demographics and missional requirements
Technology enhancement – ANFIN 2 years	Replacement of core banking system	<p>The ANFIN core banking system, Data Action, is reaching the end of useful life. Investigation, testing and selection of a preferred replacement system has been undertaken in collaboration with the Anglican Diocese of Perth, Adelaide, Canberra-Goulburn and Melbourne.</p> <p>Each Diocese will implement secured individual companies on a single instance of the platform, with economies of scale being achieved through shared implementation processes</p>	<ul style="list-style-type: none"> • Contemporary, secure core business system • Improved user experience • ANFIN productivity gains and reduction in licensing costs
Technology enhancement – Insurance and property databases (Phase 1 & 2) 1 year	To manage and deliver property projects including income generating projects for parishes and the Diocese.	<p>Insurance System & property system is used to manage and track changes to property for each entity across the church.</p> <p>The project utilises available technologies to improve data quality, outputs and reporting. This includes programming for system driven data import, allocation of insurance costs based on predefined distribution methods, insurance modelling and quality assurance processes.</p>	<ul style="list-style-type: none"> • Timely calculation and distribution of billing based on insurance type, distribution method and entity information. • Productivity gains and improved quality assurance
Expense Allocation			
			<p>2024 \$ 3,664,456</p> <p>2025 \$ 3,990,682</p>

Ministry Education Commission

Programme	Purpose	Description	Key outcomes
On-going missional and administrative activities			
St Francis Theological College	<p>To provide tertiary theological education through the University of Divinity for a variety of vocations including ordained ministry and Anglican faith education.</p>	<p>St Francis College is an Anglican theological college, open to students from all Christian backgrounds.</p> <p>Our lecturers combine academic excellence with a delight in sharing God's loving work in the world.</p> <p>St Francis College offer a range of courses which encourage critical thinking, spiritual growth and compassionate action. These range from certificates and diplomas to B.Th and M.Div for ministry training to opportunities for research in masters and doctoral programs. .</p>	<ul style="list-style-type: none"> • Comprehensive Anglicanism is evident in the Diocese. • Appropriately trained and formed ordained ministers are available for parish and other ministry in the Diocese. • Theological education is available and undertaken by leaders in the parishes, and other mission agencies of the Anglican Church Southern Queensland.
Ordained ministry formation	<p>To provide successful formation and training for ordinands and for clergy for the first three years of ministry</p>	<p>The formation and training of individuals for ministry critical to the future of the ACSQ. Innovation and creativity in training sets them up for a future ministry where they are able to adapt to changing circumstances and context.</p>	<ul style="list-style-type: none"> • Sufficient candidates are ordained deacon and priest in the Diocese • The retention of clergy (especially in the early years) is improved due to better support and mentoring • Ordinands are reflective, insightful and foster positive relationships in the Church •
Spiritual direction formation	<p>To provide successful formation of spiritual direction in the contemplative evocative tradition.</p>	<p>The course aims to foster and develop a personal stance of deep interior listening to the heartbeat of God within ourselves and others, and to evoke through conversation, a deepening personal and intimate relationship with the Divine.</p>	<ul style="list-style-type: none"> • Students complete the four-year <i>Spiritual Director</i> course and provide quality spiritual direction to individuals • Some students complete a one year course in <i>The Art and Practice of Contemplative Listening</i> and provide contemplative listening skills to those engaged in pastoral/listening ministries
Lay Education	<p>To provide lay education and formation resources to parishes.</p>	<p>The lay education team develops and delivers resources and form course content to enhance lay ministry. Coursework is developed in consultation with the episcopate and assessment criteria established to enable micro-credentialing toward a Lay Ministry Certificate.</p>	<ul style="list-style-type: none"> • Lay ministry is enhanced through formal education and certification. • Lay ministry is enhanced through access to web-based resources.

Ministry Education Commission

Programme	Purpose	Description	Key outcomes
Roscoe Library	To provide resources for theological study and research to students and graduates of St Francis College and all areas of the ACSQ.	The Roscoe Library is a theological library where students can access a substantial collection of theological books, journals and electronic resources. The library is a resource for those involved in academic study, faith formation, youth work, children's ministry, spiritual direction, liturgical preparation, chaplaincy and religious instruction.	<ul style="list-style-type: none"> Tertiary theological study is supported through access to curated print and electronic resources. Self-development in Anglicanism is supported through access to curated print and electronic resources.
Anglican Youth, Children and Families	To facilitate ministry with youth, children and families in ACSQ, particularly in delivery of Ichthus camps and building and maintaining a network of youth ministers.	The AYCF team engage with youth, children and families, to help build thriving ministries that equip, empower and inspire youth, children and families for Christ. The team lead and manage events across the Diocese, including an extensive camping program for school students (Ichthus camps) and programs for Young Adults.	<ul style="list-style-type: none"> Youth and Children are energised and nurtured through camp experiences. Young adults are mobilised through gathering opportunities. Ministry leaders are recruited and developed.
Expense Allocation			
			2024 \$ 2,148,475
			2025 \$ 2,239,826

Parishes and Other Mission Agencies Commission

Programme	Purpose	Description	Key outcomes
On-going missional and administrative activities			
Anglican Focus and communications	To encourage and embrace community collaboration that nourishes and connects a flourishing Diocesan faith community.	Anglican Focus is the news site of ACSQ and supports the strategic priorities of different commissions, agencies, working groups/committees and ministries across the whole diocese.	<ul style="list-style-type: none"> Strong community connection across the Diocese. The ACSQ community is energised through spiritual nourishment. All members of the Diocese find a voice in our communications and we flourish as a community of faith.
Indigenous Ministry	To support indigenous ministry through Wontulp-Bi-Buya College.	Wontulp-Bi-Buya College support the development of Aboriginal and Torres Strait Islander women and men 18 years old and over, through Nationally Accredited Certificates in Theology and Ministry, Suicide Prevention in Social and Emotional Wellbeing, Addictions Management and Community Development.	<ul style="list-style-type: none"> Indigenous ministry leadership is grown through educational programs responding to the needs of Aboriginal and Torres Strait Islander communities. A culturally sensitive learning environment supports greater student participation.

Parishes and Other Mission Agencies Commission

Programme	Purpose	Description	Key outcomes
<p>Chaplaincies <i>These services are funded through ACSQ and provided by the Community Services Commission</i></p>	<p>Our Chaplains provide spiritual, welfare and pastoral support in three ministries: Hospital Chaplaincy, Prison Chaplaincy and Police Chaplaincy.</p>	<p>Our Chaplaincies are an important ministry of the church and provide care for people during challenging and quiet times.</p> <p>Our Hospital Ministry team provides pastoral care to patients in over 40 hospitals in the Diocese, meeting patients and their families at the most vulnerable times in their lives.</p> <p>Police Chaplains walk with Police officers, retired officers and their families. The ministry is based on long-term relationships with people.</p> <p>Our Prison Chaplaincy is a ministry of pastoral and spiritual care to those incarcerated within the 11 correctional centres in the Diocese.</p>	<ul style="list-style-type: none"> • To meet the mental, social and emotional needs of people in our care. • To provide human connection and support to people during challenging and quiet times.
Strategic Activities			
<p>Parishes and Other Mission Agencies Commission leadership 1 year</p>	<p>Appointment of transitional leadership to Parishes and Other Mission Agencies Commission to support organisational redesign</p>	<p>Employment of the PMC Executive Officer will provide executive support to the Commission during the next phases of Organisation redesign.</p> <p>The role of the Executive Director PMC was placed in a holding pattern in anticipation of implementation of the Organisation redesign.</p> <p>The holding pattern for PMC has reduced the strategic input of the Commission and placed administrative burden on the Regional Bishops. This, in turn has reduced time capacity for their strategic leadership role for their strategic leadership role.</p>	<ul style="list-style-type: none"> • Strategic work of PMC will continue through executive support to PMC Chair • PMC programs are managed and monitored • PMC workplans are continually updated and coordinated to respond to strategic imperatives.
<p>Clergy Wellbeing and development 1 year</p>	<p>To support the holistic wellbeing of clergy and positive pastoral relationship with their parish and the wider Church.</p>	<p>The Anglican Church Southern Queensland cares about the health and wellbeing of its clergy and staff and encourages all clergy and staff to nurture their own personal wellbeing.</p> <p>Clergy wellbeing is critical to development of deep connection to the parish and wider Church and outreach to the community</p>	<ul style="list-style-type: none"> • Clergy thriving and in spiritual, physical, mental and emotional health and development. • Clergy engaging in positive relationships with family, congregations, parishioners, colleagues and friends. • Structures that enable clergy connection to the parish, community and wider Church

Parishes and Other Mission Agencies Commission

Programme	Purpose	Description	Key outcomes
Ministry development and growth 2 years	To support the development and growth of flourishing faith communities.	The Ministry development team works with clergy, laity and regional bishops to develop processes and programs to support parish growth and sustainability.	<ul style="list-style-type: none"> • Research and planning drive action that increases participation and effectiveness of parishes and ministries. • Programs are delivered that support growth in parishes • Ministries and parishes flourish in the Diocese.
Expense Allocation			2024 \$ 1,513,514 2025 \$ 1,772,110

Annual Budget

ACSQ 2025 Budget	2024 Budget	2025 Budget	2025 Budget v. 2024 Budget	% variance	Notes
	\$	\$	\$	%	
Revenue					
<i>Investment income</i>					
Dividends and managed funds distributions	6,405,557	5,641,132	(764,426)	-12%	1
Interest income from loans and advances	5,757,243	13,641,119	7,883,876	137%	2
Interest income from deposits with other financial	5,845,888	1,481,148	(4,364,740)	-75%	3
<i>Operating income</i>					
Australian Government Funding for Schools net of Reimbursement of claims	(1)	(1)	(0)		
Insurance premiums received	8,587,691	10,298,597	1,710,906	20%	4
Donations, fundraising, levies and contributions	4,173,981	4,133,460	(40,521)	-1%	
School levies	4,476,952	4,803,348	326,396	7%	
Other operating income	4,242,643	4,617,471	374,828	9%	4
Other income					
TOTAL INCOME	39,489,953	44,616,272	5,126,319	13%	
EXPENSES					
<i>Investment expense</i>					
Interest expense from client investments	9,004,047	10,720,129	1,716,082	19%	3
<i>Operating expense</i>					
Employee expenses	13,550,815	14,135,215	584,401	4%	6
Insurance claims expense	948,192	976,637	28,446	3%	
Service delivery	10,654,307	12,674,015	2,019,709	19%	
Grant and income distribution	947,077	1,277,973	330,896	35%	7
Asset management expenses	1,784,461	1,990,706	206,244	12%	8
Depreciation	738,248	760,172	21,925	3%	
Office operations expenses	449,366	424,430	(24,935)	-6%	9
Other (non-operating) expenses					
TOTAL EXPENSES	38,076,512	42,959,279	4,882,767	13%	
Operating Surplus/(Deficit)	1,413,441	1,656,993	243,552	17%	
Claim Settlements					
Claim Reimbursements	2,497,248	2,500,000	2,752	0%	
Claim Settlements	(4,757,688)	(4,800,000)	(42,312)	1%	
Net Settlements	(2,260,440)	(2,300,000)	(39,560)	2%	
		0			
Operating Surplus/(Deficit) after claim settlements	(846,999)	(643,007)	203,992		

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Notes, tables and assumptions

Notes

1. Changes in dividend and managed fund income and interest driven by changes in investment market and review of rates of returns based on performance. Refer to the tables below
2. Increase in interest income has increased in line with the increase in loans, predominantly to schools
3. The decrease in income from deposits reflects the decrease in cash surpluses held by schools and Anglicare as they commence significant building programs. At the same time the cost of finance has increased to accommodate the demand on cash for these projects.
4. The increase in budget for insurance premiums remains high as a conservative approach ahead of alternative insurance models being developed.
5. Other operating income has increased as property projects commence generating income for missional purposes.
6. Wages costs have been escalated at 4%, with other benefits increasing in line with CPI. In addition the transitional PMC-EO role been allowed.
7. Grant distribution has increased with chaplaincy costs now reported as a grant to the Community Services Commission
8. Asset management expenses have increased reflecting increased costs of software licensing and the ANFIN change in banking platform
9. Savings have been achieved in office expenses including stationery, printing costs

Investment assumptions tables

Assumptions	Estimate
Yield on Australian Equities	4.1%
Impact of franking credits	1.4%
Managed Fund income yield	4.9%
Impact of franking credits	0.4%
Ave. Interest rate (Overnight cash)	3.9%
Ave. Interest rate (12 months @ Term)	5.0%

ANFIN Distribution assumptions	Estimate
Average Assets (\$m)	\$281
Interest Income (\$000)	\$17,936
Interest Expense (\$000)	-\$9,946
Net Interest Income	\$27,882
Operational Expenses (\$000)	-\$977
Surplus	\$28,859
Distribution (\$000)	\$6,950

ANFIN Asset/Liability assumptions	Estimate
Average Loans (\$m)	\$209
Average Cash Investments (\$m)	\$27
Average Long-Term Investments (\$m)	\$67
Lending Margin over BBSW - Schools	2.5%
Lending Margin over BBSW - Parishes	2.0%
Ave. margin over BBSW paid on deposits	0.1%

Escalation rate

Expense and Other Income assumptions	Estimate
Wages escalation	4.0%
Insurance premium escalation rate	18.4%
General escalation rate	3.0%

Staffing

Branch	FTE
E&L	8.49
GMO	12.20
ASC	13.60
FDSC	17.98
MEC	15.42
PMC	5.79
Insurance	2.79
ANFIN	3.49
Special reserves	10.80
Corporate overhead	2.49
Total	93.04

2025 segment table

ACSQ 2025 Budget	2024 Budget		FDSC	PMC	E&L	GMO	Ministry Education	Claim Settlements	Corporate overhead	Comm. Non-Mission Property	Mission Alive Fund	Anglican Schools Commission	Insurance Funds	ANFIN	Special Reserves	Going for Growth	Property Trusts	Intra Entity Adjustment	2025 Budget	
	\$	\$																		\$
Revenue																				
Investment income																				
Dividends and managed funds distributions	6,405,557	0	0	662,575	0	0	0	0	0	7,741,496	0	0	2,709,424	1,336,698	796,536	6,977		(7,613,575)	5,641,132	
Interest income from loans and advances	5,757,243	0	0	0	0	0	0	0	0	13,731,846	0	0	0	0	0	0	0	(90,727)	13,641,119	
Interest income from deposits with other financial	5,845,888	0	0	0	0	0	0	0	0	108,580	35,000	3,483	1,494,477	47,493	3,229	31,759		(242,874)	1,481,148	
Operating income	(1)	0	0	0	0	0	0	0	0	0	0	(1)	0	0	0	0	0	0	(1)	
Australian Government Funding for Schools.net of																				
Reimbursement of claims	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Insurance premiums received	8,587,691	0	0	0	0	0	0	0	0	10,391,177	0	0	10,391,177	0	0	0	0	(92,580)	10,298,597	
Donations, fundraising, levies and contributions	4,173,981	0	0	0	0	0	0	0	0	4,575,151	43,626	0	0	0	138,463	0	0	(623,781)	4,133,460	
School levies	4,476,952	0	0	0	0	0	0	0	0	4,803,348	0	0	0	0	0	0	0	0	4,803,348	
Other operating income	4,242,643	582,815	125,957	207,640	331,984	856,208	0	567,459	665,154	0	90,640	0	2,207	2,132,540	0	136,652		(1,081,786)	4,617,471	
Other income																				
TOTAL INCOME	39,489,953	582,815	125,957	870,215	331,984	856,208	0	567,459	665,154	12,425,228	4,972,612	10,394,660	17,987,954	3,655,195	799,765	175,388	175,388	(9,744,323)	44,616,272	
EXPENSES																				
Investment expense																				
Interest expense from client investments	9,004,047	0	305	52	20,000	137	0	20,000	0	892,152	5,150	0	9,946,384	75,862	15,229	0		(235,142)	10,720,129	
Operating expense																				
Employee expenses	13,550,815	3,030,525	852,903	1,442,679	2,070,176	1,544,563	0	341,795	0	2,796,551	270,709	0	399,863	1,373,187	12,264	0	0	0	14,135,215	
Insurance claims expense	948,192	0	0	0	0	0	0	0	0	0	0	0	976,637	0	0	0	0	0	976,637	
Service delivery	10,654,307	641,469	154,706	219,441	693,092	226,182	0	239,234	13,409	107,120	1,840,853	9,138,670	166,724	41,400	554,346	24,851		(883,135)	12,674,015	
Grant and income distribution	947,077	0	701,237	154,500	26,780	0	0	0	169,549	0	0	0	0	967,660	111,547	0		(1,407,646)	1,277,973	
Asset management expenses	1,784,461	195,229	38,826	131,419	55,113	382,001	0	529,912	68,761	0	155,887	0	391,492	222,654	0	8,292		(188,880)	1,990,706	
Depreciation	738,248	24,308	8,045	21,105	0	19,315	0	590,191	0	74,263	0	0	22,945	0	0	0	0	0	760,172	
Office operations expenses	449,366	99,152	16,088	77,755	54,262	67,629	0	103,803	0	102,071	0	0	18,873	14,318	0	0	0	(129,521)	424,430	
Other (non-operating) expenses																				
Income distribution	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL EXPENSES	38,076,512	3,990,682	1,772,110	2,046,951	2,899,423	2,239,826	0	1,824,936	82,170	1,168,821	4,974,775	10,386,017	17,896,282	2,695,081	581,839	144,689	144,689	(9,744,323)	42,959,279	
Operating Surplus/(Deficit)	1,413,441	(3,407,867)	(1,646,154)	(1,176,736)	(2,567,438)	(1,383,618)	0	(1,257,477)	582,984	11,256,406	(2,163)	8,643	41,672	960,114	217,926	30,700	30,700	0	1,656,993	
Claim Settlements																				
Claim Reimbursements	2,497,248	0	0	0	0	2,500,000	0	2,500,000	0	0	0	0	0	0	0	0	0	0	2,500,000	
Claim Settlements	(4,757,688)	0	0	0	0	(4,800,000)	0	(4,800,000)	0	0	0	0	0	0	0	0	0	0	(4,800,000)	
Net Settlements	(2,260,440)	0	0	0	0	0	0	(2,300,000)	0	0	0	0	0	0	0	0	0	0	(2,300,000)	
Operating Surplus/(Deficit) after claim settlements	(846,999)	(3,407,867)	(1,646,154)	(1,176,736)	(2,567,438)	(1,383,618)	0	(2,300,000)	582,984	11,256,406	(2,163)	8,643	41,672	960,114	217,926	30,700	30,700	0	(643,007)	

2024 segment table

ACSQ 2024 Budget		FDSC	PMC	E&L	GMO	Ministry Education	Corporate overhead	Comm. Non-Mission Property	Mission Alive Fund	Anglican Schools Commission	Insurance Funds	ANFIN	Special Reserves	Going for Growth	Property Trusts	Intra Entity Adjustment	2024 Budget
		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Revenue																	
Investment Income																	
Dividends and managed funds distributions		-	-	687,743	-	-	-	-	7,440,000	-	-	4,134,302	-	796,536	6,977	-6,660,000	6,405,557
Interest Income from loans and advances		-	-	-	-	-	-	-	-	-	-	5,757,243	-	-	-	-	5,757,243
Interest Income from deposits with other financial institutions		-	-	-	-	-	-	-	108,580	35,000	1,042	5,521,318	19,135	3,229	31,759	125,825	5,845,888
Operating Income																	
Australian Government Funding for Schools net of distributions		-	-	-	-	-	-	-	-	-1	-	-	-	-	-	-	-1
Insurance premiums received		-	-	-	-	-	-	-	4,441,896	42,355	8,457,154	-	134,430	-	-	130,537	8,587,691
Donations, fundraising, levies and contributions		-	-	-	-	-	-	-	-	4,476,952	-	-	-	-	-	-444,700	4,173,981
School levies		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,476,952
Other operating income		291,337	121,611	98,592	159,352	831,270	550,932	365,780	-	88,000	-	2,080	2,070,428	-	132,672	-469,410	4,242,643
Service fees		277,156	-	100,000	171,400	-	-	-	-	-	-	-	-	-	-	-548,566	0
Other income		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL INCOME		568,493	121,611	886,335	330,752	831,270	550,932	365,780	11,990,476	4,642,306	8,458,196	15,414,942	2,223,993	799,765	171,408	-7,866,304	39,489,953
EXPENSES																	
Investment expense		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Interest expense from client investments		-	305	52	-	137	20,000	-	892,152	5,150	-	7,869,334	75,862	15,229	-	125,825	9,004,047
Operating expense																	
Employee expenses		2,916,197	955,414	1,405,421	1,963,274	1,473,457	210,120	-	-	2,555,374	443,131	335,887	1,280,747	11,793	-	-	13,590,815
Insurance claims expense		-	-	-	-	-	-	-	-	-	948,192	-	-	-	-	-	948,192
Service delivery		488,506	169,400	289,328	672,905	219,594	254,432	13,019	104,000	1,750,326	7,065,679	168,343	40,892	-	15,320	-597,436	10,654,307
Grant and income distribution		-	307,803	-	26,000	-	-	-	164,611	-	-	-	265,875	538,200	95,288	-444,700	947,077
Asset management expenses		139,652	37,695	113,982	36,079	370,875	514,478	66,758	-	151,346	-	294,322	225,795	-	16,858	-183,378	1,784,461
Depreciation		23,600	7,811	20,490	-	18,752	573,001	-	-	72,100	-	22,493	-	-	-	-	738,248
Office operations expenses		96,501	41,087	75,491	52,681	65,659	100,780	-	-	96,008	-	19,057	8,717	-	-	-106,614	449,366
Other (non-operating) expenses		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Income distribution		-	-	-	-	-	-	-	-	-	-	6,660,000	-	-	-	-6,660,000	-
TOTAL EXPENSES		3,664,456	1,513,514	1,904,763	2,750,939	2,148,475	1,672,811	79,777	1,160,763	4,630,305	8,457,002	15,369,435	1,897,888	565,222	127,465	-7,866,304	38,076,512
Operating Surplus/(Deficit)		-3,095,963	-1,391,904	-1,018,429	-2,420,187	-1,317,204	-1,121,880	286,003	10,829,713	12,001	1,194	45,507	326,105	234,543	43,943	0	1,413,441
Claim Settlements																	
Claim Reimbursements		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,487,248
Claim Settlements		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-4,757,688
Net Settlements																	-2,260,440
Operating Surplus/(Deficit) after claim settlements		-3,095,963	-1,391,904	-1,018,429	-2,420,187	-1,317,204	-1,121,880	286,003	10,829,713	12,001	1,194	45,507	326,105	234,543	43,943	0	-846,999

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SYNOD ROLL & STATISTICS

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President: Archbishop, The Most Rev'd Jeremy Greaves, *KCSJ, BTh*;

The Rt Rev'd Cameron Venables *BA (Hons), BTh*, Assistant Bishop of the Diocese of Brisbane (Western Region)

The Rt Rev'd Sarah Plowman; *B App Sc, Grad Dip Ed, BTh*, Assistant Bishop of the Diocese of Brisbane (Northern Region);

The Rt Rev'd Andrew (John) Roundhill, *MA (Hons), BTh (Hons)*, Assistant Bishop of the Diocese of Brisbane (Southern Region)

ACTIVE LICENSED CLERGY

Name	Appointment
The Rt Rev'd Daniel Deng Abot	Mission Chaplain, Parish and other Mission Agencies Commission
The Rev'd Karen Allen	Priest-in-Charge, Parish of Coolum (p/t)
The Rev'd Nicole Anderson	Priest-in-Charge, Parish of Carindale
The Ven Olaf Anderson	Rector, Parish of New Farm
The Rev'd Simon Arok	Honorary Assistant Priest, Parish of Ipswich
The Rev'd Gerard Bahre	Priest in Charge, Parish of Mitchell (p/t)
The Rev'd Ian Bailey	Priest in Charge, Parish of Kingaroy
The Ven Susan Barker	Priest-in-Charge, Parish of Bundaberg West Archdeacon of Burnett
The Rev'd Christopher Bate	Rector, Parish of Algester
The Rev'd Juliana Bate	Chaplain, St John's Anglican College and Honorary Assistant Priest, Parish of Algester
The Rev'd Deborah Bird	Priest-in-Charge, Parish of Maleny (p/t) Priest-in-Charge, Parish of Palmwoods (p/t)
The Rev'd Canon Bruce Boase	Priest-in-Charge, Parish of Green Hills and Honorary Canon, St John's Cathedral,
The Rev'd Timothy Booth	Mission Chaplain, Parish and other Mission Agencies Commission and Honorary Deacon, Parish of New Farm
The Rev'd John Bretz	Honorary Deacon, Parish of Waterloo Bay
The Rev'd Stephen Briggs	Rector, Parish of Grovely
The Rev'd Jonathan Bright	Priest-in-Charge, Parish of Alexandra Hills
The Rev'd Jonathan Brook	Priest-in-Charge, Parish of Inala (p/t)
The Rev'd David Browne	Rector, Parish of Dalby
The Rev'd Zoe Browne	Honorary Assistant Priest, Parish of Dalby
The Rev'd Helen Button	Priest in Charge, Parish of Zillmere
The Rev'd Michael Calder	Priest in Charge, Parish of Wishart
The Rev'd Jamee-Lee Callard	Associate Priest, St John's Cathedral (p/t)
The Ven Donald Campbell, (Bro Donald Campbell SSF)	Priest-in-Charge, Parish of Annerley and Archdeacon of Moreton
The Ven Mark Carlyon	Rector, Parish of St James' Toowoomba and Archdeacon of the Downs
The Very Rev'd Dr Peter Catt	Dean of St John's Cathedral
The Rev'd Jilleen Chambers	Priest-in-Charge, Parish of Kilcoy

CLERGY ROLL – ACTIVE LICENSED CLERGY 2024

Name	Appointment
The Rev'd Elizabeth Chol	Honorary Assistant Priest, Parish of Ipswich
The Rev'd Danielle Clark	Associate Priest, Parish of East Redland
The Rev'd Raymond Clifton	Mission Chaplain, Deputy Director of Discernment and Formation
The Rev'd Wesley Coffey	Mission Chaplain, Defence Force
The Rev'd Jennifer Colbrahams	Priest-in-Charge, Parish of Gatton – Ma Ma Creek
The Rev'd Bill Colbrahams	Priest-in-Charge, Parish of Ithaca-Red Hill (p/t)
The Rev'd Joanna Colgan	Mission Chaplain, Defence Force
The Rev'd Canon Nicole Colledge	Rector, Parish of Clayfield Honorary Canon, St John's Cathedral and Area Dean, Brisbane North East Deanery
The Rev'd Melissa Conway	Associate Priest, Parish of St James' Toowoomba. Special Resp. St Anne's Highfield
The Rev'd Andrew Cooper	Priest in Charge, Parish of Manly
The Rev'd Dr Gemma Dashwood OAM	Honorary Assistant Priest, St John's Cathedral
The Rev'd Robert Dean	Assistant Priest, Parish of Caboolture (p/t)
The Rev'd Nicholas Denny-Dimitriou	Priest-in-Charge, Parish of Chelmer-Graceville
The Rev'd Elizabeth Donald-McConnell	Priest-in-Charge, Parish of Centenary Suburbs
The Rev'd Michael Donaldson	Priest-in-Charge, Parish of Sandgate-Northpoint
The Rev'd John Dougherty	Chaplain, The Southport School
The Rev'd Jasmine Dow	Chaplain, St Margaret's Anglican Girls School
The Rev'd Samuel Dow	Chaplain, St John's College UQ (p/t) and Mission Chaplain, MEC Baroona Farm (p/t)
The Rev'd Patrick Duckworth	Chaplain, St Hilda's Anglican School
The Rev'd Dr Ann Edwards	Priest-in-Charge, Parish of The Gap
The Rev'd Tania Eichler	Rector, Parish of Maroochydore and Area Dean, Sunshine Coast Deanery
The Rev'd Mark Fairhurst	General Secretary, CMS Qld and Nth NSW
The Rev'd Conrey LaMont Ferreira	Mission Chaplain, Defence Force
The Rev'd Paul Fletcher	Priest-in-Charge, Parish of Caloundra
The Rev'd Canon Dr Marian Free	Residentiary Canon, St John's Cathedral
The Rev'd Cameron Freese	Rector, Parish of East Redland and Area Dean, Deanery of Moreton
The Ven Elizabeth Gaitskell	Rector, Parish of Warwick, Archdeacon of Cunningham
The Rev'd Rosemary Gardiner	Priest-in-Charge, Parish of Woolloongabba (p/t), Area Dean, Deanery of Brisbane South East
The Rev'd Jeremy Gehrman	Mission Chaplain, Diocese of Brisbane
The Rev'd Duncan Gorwood	Rector, Parish of All Saints Brisbane
The Rev'd Catherine Govan	Assistant Priest, Parish of Coorparoo
The Rev'd Kesh Govan	Priest-in-Charge, Parish of Coorparoo (p/t) and Chaplain, Anglican Church Grammar School (p/t)
The Rev'd Canon Jessica Grant	Minor Canon, St John's Cathedral (p/t)
The Rev'd Avriel Green	Rector, Parish of Caboolture (p/t) and Area Dean, Deanery of Redcliffe

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Name	Appointment
The Rev'd Suzanne Grimmett	Rector, Parish of Indooroopilly, Area Dean, Deanery of Brisbane West
The Rev'd Richard Gummow	Priest-in-Charge, Parish of Drayton (p/t)
The Rev'd Scott Gunthorpe	Priest-in-Charge, Parish of Nundah (p/t) and Priest in Charge, Parish of Banyo (p/t)
The Rev'd James Hall	Mission Chaplain, Defence and PTO Parish of Maroochydore
The Rev'd Canon Gary Harch	Residentiary Canon, St John's Cathedral
The Rev'd Pauline Harley	Rector, Parish of Toowoomba West and Area Dean, Toowoomba Deanery
The Rev'd Darryl Harris (Br Nathan James)	Chaplain, Canon Hill Anglican College
The Rev'd Bradley Henley	Associate Priest, Parish of Noosa
The Rev'd Martyn Hope	Priest-in-Charge, Parish of Morningside
The Ven Geoffrey Hoyte	Rector, Parish of Logan and Archdeacon of the Gold Coast
The Rev'd Shane Hubner	Rector, Parish of St Lucia
The Rev'd Christopher Ivey	Principal, St Andrew's Anglican College
The Rev'd Richard James	Priest-in-Charge, Parish of Kangaroo Point
The Rev'd Jeffrey Jarvis	Chaplain, Fraser Coast Anglican College
The Rev'd Daniel Paulraj Jayaraj	Rector, Parish of Chermside
The Rev'd Peter Jeffery	Priest-in-Charge, Parish of Bardon
The Rev'd Christopher Johnson	Rector, Parish of Noosa
The Rev'd Lynda Johnson	Associate Priest, Parish of Noosa
The Rev'd Peter Kur Jongkuch	Mission Chaplain with special responsibility Dinka Raceview Congregation
The Rev'd Shaji Joseph	Rector, Parish of Gympie
The Rev'd Lynette Kareta	Assistant Curate, Parish of Mt Gravatt
The Rev'd Jonathan Kemp	Chaplain, The Springfield Anglican College
The Rev'd Simon Kim	Honorary Assistant Priest, Parish of Chelmer-Graceville
The Rev'd Patrick King	Rector, Parish of Hamilton
The Rev'd Rebecca King	Priest-in-Charge, Parish of Yeronga
The Rev'd Kathrin Koning	Chaplain, Matthew Flinders Anglican College
The Rev'd Mamuor Kunpeter	Assistant Priest, Parish of Hervey Bay
The Rev'd Charles Lacey	Priest-in-Charge, Parish of Springfield
The Rev'd Max Lambourne	Priest-in-Charge, Parish of Wilston
The Rev'd Mark Leam	Chaplain, St Paul's School
The Rev'd Gregory Loumeau	Rector, Parish of Hervey Bay
The Rev'd Adam Lowe	Rector, Parish of St Bartholomew's Toowoomba
The Rev'd Lorraine Lynch	Associate Priest, Parish of Ipswich (p/t) Special Responsibility Parish of North Ipswich
The Rev'd Dr Ruth Mathieson	Executive Director, Ministry Education Commission (Mission Chaplain)
The Rev'd Tim Mannix	Mission Chaplain, Defence Force RAAF
The Rev'd Jane Markotsis	Chaplain, West Moreton Anglican College
The Rev'd Lauren Martin	Honorary Assistant Curate, Parish Indooroopilly
The Rev'd Gary McClellan	Chaplain, St Andrew's College

CLERGY ROLL – ACTIVE LICENSED CLERGY 2024

Name	Appointment
The Rev'd Ian McGrath	Rector, Parish of Rochedale
The Rev'd Canon Ann McGuinness	Chaplain, All Saints Anglican School
The Rev'd Canon Selina McMahon	Minor Canon, St John's Cathedral (p/t)
The Rev'd Angela McNeill	Honorary Assistant Priest, Parish of Moggill-Mt Crosby
The Rev'd Claye Middleton	Priest-in-Charge, Parish of Freshwater
The Rev'd Canon Paul Mitchell	Rector, Parish of Bulimba
The Rev'd Sharon Mitchell	Chaplain, Anglican Church Grammar School, Honorary Associate Priest, Parish of Bulimba
The Rev'd Iain Moore	Rector, Parish of Sherwood
The Ven Dr Lucy Morris	Rector, Parish of Buderim and Archdeacon of Sunshine Coast
The Rev'd Gillian Moses	Chaplain, St Aidan's Anglican Girl's School
The Rev'd Dr Howard Munro	Archbishop's Chaplain
The Rev'd Dr Timothy Nicholson	Rector, Parish of Ekibin and Area Dean, Deanery of Brisbane South West
The Rev'd Louise Orpe	Priest-in-Charge, Parish of St George
The Rev'd Andrew Osborne	Mission Chaplain, Enoggera Barracks and PTO Parish of Stafford
The Rev'd Helen Paget	Priest-in-Charge, Parish of Tamborine Mountain
The Rev'd Robert Paget	Priest-in-Charge, Parish of Samford
The Ven Bronwyn Pagram	Priest-in-Charge, Parish of Goodna and Archdeacon of Oxley
The Rev'd Dr Donald Parker	Rector, Parish of Southport
The Rev'd Eron Perry	Priest-in-Charge, Parish of Burleigh Heads
The Rev'd Canon Stewart Perry	Rector, Parish of Robina-Mermaid Beach, Area Dean, Gold Coast Deanery, Honorary Canon St John's Cathedral
The Rev'd Stephan Prabu (Selvaraj)	Priest-in-Charge, Parish of Gold Coast North
The Rev'd Karl Przywala	Priest-in-Charge, Parish of South Brisbane
The Rev'd Michael Quested	Mission Chaplain, Enoggera Barracks and PTO Parish of South Brisbane
The Rev'd Morris Rangiwai	Priest-in-Charge, Parish of Holland Park
The Rev'd James Raistrick	Priest-in-Charge, Parish of Surfers Paradise
The Rev'd Kate Ross	Priest-in-Charge, Parish of Bundaberg
The Rev'd Dr John Rolley	Assistant Priest, Parish of Goondiwindi
The Rev'd Dr Daniel Rouhead	Assistant Priest, Parish of St Bartholomew's Toowoomba
The Rev'd Mary-Anne Rulfs	Associate Priest, Parish of Robina-Mermaid Beach
The Ven David Ruthven	Rector, Parish of North Pine and Archdeacon of Lilley
The Rev'd Andrew Schmidt	Priest-in-Charge, Parish of Nerang (p/t) and Priest-in-Charge, Parish of Mudgeeraba (p/t)
The Rev'd Steven Schwarzrock	Rector, Parish of Stafford

Name	Appointment
The Rev'd Canon Cheryl Selvage	Honorary Assistant Priest, Parish of Mt Gravatt, Diocesan Hospital Ministry Co-ordinator and Residentiary Canon, St John's Cathedral
The Rev'd Sam Sunny Anand Sigamani	Priest-in-Charge, Parish of Wynnum
The Rev'd Jennifer Simson	Priest-in-Charge, Parish of Lutwyche (p/t)
The Rev'd Daniel Sitaram	Priest-in-Charge, Parish of Strathpine
The Rev'd Matthew Skelton	Priest-in-Charge, Parish of Stanthorpe
The Rev'd Courtney Smith	Assistant Curate, Parish of Allora-Clifton
The Rev'd David Smith	Assistant Priest, Parish of Noosa
The Rev'd Howard Smith	Rector, Parish of Bramble Bay
The Rev'd Dr Ann Solari	Honorary Deacon, St John's Cathedral
The Rev'd Michael Stalley	Rector, Parish of Mt Gravatt
The Rev'd Edward Starr	Assistant Curate, Parish of Fortitude Valley
The Rev'd Thomas Sullivan	Rector, Parish of Toowong (p/t) and Area Dean, Brisbane West Deanery
The Rev'd Anthony Swansson	Priest-in-Charge, Parish of Pittsworth (p/t)
The Rev'd Daniel Talbot	Chaplain, Canterbury College and Area Dean, Deanery of Logan
The Rev'd Dr Yick Hong Simon Tang	Assistant Priest, Parish of Sunnybank (p/t)
The Rev'd Gary Tognola	Priest-in-Charge, Parish of Bribie Island
The Rev'd Loretta Tyler-Moss	Priest-in-Charge, Parish of Brisbane Valley (p/t)
The Rev'd Michael Uptin	Mission Chaplain, Regional Officer, Bush Church Aid Qld and Nth NSW
The Rev'd Canon Julia Van Den Bos	Associate Priest, St John's Cathedral (p/t) and Assistant Chaplain, St Aidan's School (p/t)
The Rev'd Mark Vincent	Honorary Priest-in-Charge, Parish of East Brisbane (p/t)
The Rev'd Robert Weekes	Priest-in-Charge, Parish of Boonah-Harrisville (p/t) Area Dean, West Moreton Deanery
The Rev'd Dr Margaret Wesley	Priest-in-Charge, Parish of Ithaca-Ashgrove and Area Dean, Deanery of Brisbane North West
The Rev'd Nicholas Whereat	Rector, Parish of Aspley-Albany Creek
The Rev'd Erika Williams	Chaplain, St Luke's Anglican School
The Rev'd Susan Wilson	Rector, Parish of Maryborough (p/t)
The Rev'd Scott Windred	Priest-in-Charge, Parish of Sunnybank
The Rev'd Steven Wockner	Rector, Parish of Kawana Waters and Area Dean, Deanery of Sunshine Coast
The Rev'd Prof Rodney Wolff	Rector, Parish of Fortitude Valley
The Rev'd Ceridwen Wynne	Priest-in-Charge, Parish of Milton (p/t)
The Rev'd Josephine Yarham	Honorary Assistant Priest, Parish of Kenmore-Brookfield

CLERGY ROLL – CLERGY WITH PERMISSION TO OFFICIATE IN THE DIOCESE

The Most Rev'd Phillip Aspinall AC
The Rev'd Jeffery Balnaves
The Rev'd Richard Browning
The Rev'd Roslyn Clifton
The Rev'd John Coleman
The Rev'd James Cosgrove
The Rev'd Jan Crombie
The Rev'd Susan Crothers-Robertson
The Rev'd Brenda Davis
The Rev'd Michael Elliott
The Ven Michael Faragher
The Rev'd Stephanie Frances
The Rev'd Iain Furby
The Rev'd Bryan Gadd
The Rev'd Dr Richard Gibson
The Rev'd Daniel Hobbs
The Right Rev'd Dr Jonathan Holland
The Rev'd Glynn Holland-Leam
The Rev'd Quinn Humphreys
The Rev'd Dr Catherine Laufer
The Rev'd Alfred Leong
The Rev'd Gregory March
The Rev'd Peter Deng Mayen
The Rev'd Dr Bruce Pass
The Rev'd John Pattison
The Ven Allan Paulsen
The Rev'd Michelle Philp
The Rev'd Desmond Potter
The Rev'd Fang Ling Quested
The Rev'd John Searle
The Rev'd Judith Shepherd
The Rev'd Trevor Sketcher
The Rev'd Crystal Spindler
The Rev'd Ronald Spindler
The Ven Robert Sutherland
The Rev'd Peter Uther
The Rev'd Shan Vierow
The Rev'd Phillip Ward
The Rev'd Jenni Weekes

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

The Rev'd Trevor Adams	The Rt Rev'd Leonard Eacott OAM
The Rev'd John Arnold	The Rev'd Edwin Edgerton
The Rev'd Graheme Baldock	The Rev'd Canon Dr Donald Edwards
The Rev'd Andrew Baldwin	The Rev'd Kevin Ellem
The Rev'd Dr Raymond Barraclough	The Rev'd Ross Ellwood
The Rev'd Hugh Begbie	The Rev'd Canon Mary Florence
The Rev'd Beverley Bell	The Rev'd Terry Frewin
The Rev'd Michael Bennett	The Rev'd Douglas Frith
The Rev'd Dianne Black	The Right Rev'd Godfrey Fryar
The Rev'd Robert Blackburn	The Rev'd Denis Galloway
The Rev'd Paul Bland	The Rev'd Gillian Gardiner
The Rev'd Gary Blundell	(Sister Gillian, SSA)
The Rev'd Terrence Booth	The Rev'd Alex Gater
The Rev'd Anne Bottomley	The Rev'd Lee Gauld
The Rev'd Canon Dr Ralph Bowles	The Rev'd Allan Goodwin
The Rev'd Christopher Boyce	The Ven Richard Gowty
The Ven Robert Braun	The Rev'd John Graham-Freeman
The Rev'd Lima Bray	The Rev'd Peter Grevett
The Rev'd Canon Ron Bundy	The Rev'd William Guttormsen
The Rev'd Alfred Burgess	The Rev'd Tom Hall
The Rev'd Ingrid Busk	The Rev'd Anthony Halstead
The Rev'd Trevor Butler	The Rev'd Katherine Hammer
The Rev'd Robyn Cairns	The Rev'd John Hammer
The Rev'd Marjorie Charrington	The Rev'd Kenneth Hansen
The Ven Michael Chiplin	The Rev'd Ian Harris
The Rev'd Robert Chippendale	The Rev'd Deborah Hay
The Rev'd Ian Chevis	The Rev'd Robert Hay
The Rev'd Elsie Clack	The Rev'd Dr Carol Hebron
The Rt Rev'd Bruce Clark	The Rev'd Dr George Henry
The Rev'd Maurice Collins	The Rev'd Canon Bruce Henzell
The Rev'd Clive Cooper	The Rev'd David Heussler
The Rev'd John Corner	The Ven Valerie Hoare
The Rev'd John Cornish	The Rev'd Lindsay Howie
The Rev'd David Cox	The Rev'd Brian Hughes
The Rev'd Jillian Crawford	The Rev'd Martin Hunnybun
The Rev'd Canon Elisabeth Crossman	The Rev'd Jackie Hurren
The Rev'd William Crossman	The Rev'd Pamela Hynd
The Rev'd John Cuffe	The Rev'd Roderick Irvine
The Rev'd Marilyn Cullen	The Rev'd Jeanette Jamieson-Foard
The Rev'd Alan Dale	The Rev'd Canon Dr Greg Jenks
The Rev'd Dorothy Daniels	The Rev'd Fitzroy John Keyt
The Rev'd Brian Darbyshire	The Rev'd Sandra Kjellgren
The Rev'd Lorraine Dawson	The Rev'd Michele Knight
The Rev'd David Dean	The Rev'd Canon Neville Knott
The Ven Keith Dean-Jones	The Rev'd David Lamont
The Rev'd Heather Dearden	The Rev'd Dr Cecilie Lander
The Rev'd Barbara Diery	The Rev'd Terrence Leonard
The Rev'd Graham Dorman	The Rev'd Kevin Lewis
The Rev'd Lynette Dunn	The Ven David Lunniss

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

The Rev'd Eleanor Mancini	The Rev'd Harry Reuss
The Rev'd George Markotsis	The Rev'd Colin Roberts
The Rev'd Alexander Marshall OAM	The Rev'd George Roberts
The Rev'd Ian Marshall	The Rev'd Philip Robinson
The Rev'd Ian McGilvray	The Rev'd Sidney Rogers
The Rev'd Greg McGrory	The Rev'd Carol Roth
The Rev'd Robert McKennay	The Rev'd Bill Ross
The Rev'd John McNamee	The Rev'd Leisha Rule
The Rev'd Canon Dr Jim McPherson	The Rev'd Arthur Savage
The Rev'd Ian McWilliam	The Rev'd Harry David Sharman
The Rev'd Canon Linda McWilliam	The Rev'd Garth Shaw
The Rev'd Elroy Mee	The Rev'd Allan Shephard
The Rev'd Jane Mitchell	The Rev'd Ann Shepperson
The Rev'd Thomas Milton	The Rev'd John Simons
The Rev'd Karol Misso	The Rev'd Bruce Sligo
The Rev'd Alan Moore	The Rev'd Canon Gary Smith
The Rev'd Peter Moore	The Rev'd Mary Smith
The Rev'd Canon Prof John Morgan	The Rev'd David Snape
The Rev'd Canon Dr Montague Morris	The Rev'd Kenneth Spreadborough
The Rev'd Ian Mundy	The Rev'd Michael Stephenson
The Rev'd Dianne Murphy	The Right Rev'd Dr Douglas Stevens
The Rev'd Lynette Neil	The Rev'd Philip Stewart
The Rev'd Dr Colin Nicholson	The Rev'd James Stonier
The Rev'd Beryl Nielsen	The Rev'd Rosanne Stower
The Right Rev'd Robert Nolan	The Rev'd Owen Strong
The Rev'd Graham Oates	The Rev'd George Stuart
The Rev'd Dr Imelda O'Loughlin	The Rev'd James Kenneth Suddick
The Rev'd Dr Jonathan Osborne	The Rev'd Lucille Thompson
The Rev'd Canon James Oulds	The Rev'd Beverley Thorogood
The Rev'd Carol Palmer	The Rev'd Malcolm Twine
The Rev'd Ronald Paschke	The Rev'd John Tyler
The Rev'd Lorna Pattison	The Rev'd Michael Vercoe
The Rev'd Carolyn Payne	The Rev'd Diana Ware
The Rev'd Dr Robin Payne	The Rev'd Dr Graham Warren
The Rev'd Aubrey Pedwell	The Rev'd Herbert Watson
The Rev'd Clifford Penniceard	The Rev'd Stuart Weatherley
The Rev'd Richard Penny	The Rev'd Joy White
The Rev'd Robert Perry	The Rev'd Christopher Whittall OAM
The Rev'd Rosemary Peterson	The Rev'd David Wiedemann
The Rev'd David Pettett	The Ven Rodney Winterton
The Rev'd Frank Phillips	The Rev'd Allan Wood
The Rev'd Wilfred Pinson	The Rt Rev'd Clyde Wood
The Rev'd Kay Pitman	The Rev'd Rodney Wood
The Rev'd Jocelyn Pitt	The Rev'd Theodore Woods
The Rev'd John Pryce-Davies	The Rev'd Bruce Worthington
The Rt Rev'd William Ray	
The Ven Laurel Raymond	
The Rev'd Stephen Redhead	
The Rev'd William Redman	
The Rev'd Geoffrey Reeder	

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

The Rev'd Dr Richard Bowie
 The Rev'd Geoffrey Bransgrove
 The Rev'd Thomas Brown
 The Rev'd Canon Ross Burnett
 The Rev'd David Curry
 The Rev'd Peter Daugaard
 The Rev'd Wilbur Doak
 The Rev'd Patrick Doulin
 The Rev'd Jim Edson
 The Rev'd Graham Farrell
 The Rev'd Welburn Finlay
 The Rev'd Keith Foote
 The Rev'd Andrew Gilbert
 The Rev'd Godfrey Gilmour
 The Rev'd Dr Graeme Goldsworthy
 The Rev'd Gerald Greaves
 The Rev'd Anthony Hallin
 The Rev'd Alwyn Hayes
 The Rev'd Warwick Humphries
 The Rev'd Drew Jorgensen
 The Rev'd Dianne Leitch
 The Rev'd Robert Long
 The Rev'd Alatheia Livingstone
 The Rev'd Alexander (Lex) Macqueen
 The Rev'd John Magee
 The Rev'd Rex Marre
 The Rev'd Canon Bruce Maughan
 OAM

The Rev'd Leslie Monaghan
 The Rev'd Peter Moss
 The Rev'd Canon Len Nairn
 The Rev'd Canon Allen Neil
 The Rev'd Gay Nye
 The Rev'd Canon Gavin Ott
 The Rev'd Judith Phillips The
 Rev'd Desmond Pritchard
 The Rev'd Mary Roberts The
 Rev'd Ronald Robins The
 Rev'd Alan Sandaver The
 Rev'd Dr George Shaw The
 Rev'd Tony Sheehan The
 Rev'd Dr Barry Shield The
 Rev'd Julie Simpson The
 Rev'd Cameron Smith The
 Rev'd Dr John Strugnell The
 Rev'd Theodor Svensen The
 Rev'd James Tait
 The Ven Heather Toon
 The Rev'd Ian Turnbull
 The Rev'd Can Richard Tutin
 The Rev'd Robert Walsh The
 Rev'd Robert Wisken

DIOCESAN STATISTICS

SYNOD – June 23–June 24

DEATHS

GRAYDON, The Ven Christine Valerie Graydon	Died 4 July 2023
LOVELUCK, The Rev'd Allan Illtyd	Died 22 September 2023
PAINE, The Rev'd Peter Cecil	Died 3 October 2024
SIMPSON, The Rev'd John Barrie	Died 21 October 2023
STEPHENS, The Rev'd Grahame Frederick	Died 13 January 2024
THOMAS, The Rev'd Bernard Meredith Thomas	Died 1 June 2023
WAGSTAFF, The Rev'd Norman William	Died 20 January 2024
WHITE, The Rev'd Clarence John	Died 20 March 2024

ORDINATIONS

2 Dec 2023

Priests

BAHRE, The Rev'd Gerard Antonius	Priest in Charge, Parish of Mitchell
HUMPHREYS, The Rev'd Quinn	Permission to Officiate, Parish of Bulimba
KUN PETER, The Rev'd Mamuur	Assistant Priest, Parish of Hervey Bay
JONGKUCH, The Rev'd Peter Kur	Mission Chaplain, Special Responsibility Dinka Raceview Congregation
MARKOTSIS, The Rev'd Jane Christine	Assistant Priest, Parish of Kenmore-Brookfield (p/t)

Deacons

KARETA, The Rev'd Lynette Priscilla	Assistant Curate, Parish of Mt Gravatt
SMITH, The Rev'd Courtney Charles	Assistant Curate, Parish of Allora-Clifton (p/t)
MARTIN, The Rev'd Lauren Kaye	Honorary Assistant Curate, Parish of Indooroopilly
STARR, The Rev'd Edward Bruce Harvey	Assistant Curate, Parish of Fortitude Valley

NEW LICENCES

ALLEN, The Rev'd Karen Lorette	Priest in Charge, Parish of Coolum (p/t)
BAILEY, The Rev'd Ian Clive	Priest in Charge, Kingaroy (Age Limitation Canon extension)
BARKER, The Ven Susan Alexandra Mary	Priest in Charge, Parish of Bundaberg West
BATE, The Rev'd Juliana Marie	Honorary Assistant Priest, Parish of Algester
BRIGHT, The Rev'd Jonathan Irwin	Priest in Charge, Parish of Alexandra Hills (Age Limitation Canon extension)
BROWNE, The Rev'd David Christopher	Rector, Parish of Dalby
CHAMBERS, The Rev'd Ellen Jilleen	Priest in Charge, Parish of Kilcoy (Age Limitation Canon extension)
CAMPBELL, The Ven Donald George	Priest in Charge, Parish of Annerley, and Archdeacon of Moreton (Age Limitation Canon extension)
COLBRAHAMS, The Rev'd William Francis	Priest in Charge, Parish of Ithaca-Red Hill (Age Limitation extension)
COLGAN, The Rev'd Joanna Louise	Mission Chaplain, Defence Force
COFFEY, The Rev'd Wesley Samuel	Mission Chaplain, Defence Force
COLBRAHAMS, The Rev'd William Francis	Priest in Charge p/t, Parish of Ithaca-Red Hill (Age Limitation extension)
CONWAY, The Rev'd Melissa Jane	Associate Priest, Parish of St James' Toowoomba with special responsibility for St Anne's Highfield
COOPER, The Rev'd Andrew Joseph	Priest in Charge, Parish of Manly
DOW, The Rev'd Samuel George	Chaplain, St John's College University of Queensland and Mission Chaplain, MEC Baroona Farm p/t
DUCKWORTH, The Rev'd Patrick Richard Stephen	Chaplain, St Hilda's School (Age Limitation Canon extension)
EICHLER, The Rev'd Tania Ann	Area Dean, Deanery of the Sunshine Coast

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DIOCESAN STATISTICS

FERREIRA, The Rev'd Conrey LaMont	Mission Chaplain, Defence Force
GORWOOD, The Rev'd Duncan Brian	Rector, Parish of All Saints Brisbane
GOVAN, The Rev'd Catherine Helen	Assistant Priest, Parish of Coorparoo p/t to f/t
GOVAN, The Rev'd Kesh Rico	Priest in Charge, Parish of Coorparoo f/t to p/t
GOVAN, The Rev'd Kesh Rico	School Chaplain, Anglican Church Grammar School p/t
GRANT, The Rev'd Canon Jessica Rachael Kimberley	Minor Canon, St John's Cathedral p/t
GRAYDON, The Ven Christine Valerie	Archdeacon Emeritus posthumous recognition
GREEN, The Rev'd Avriel Rhonda	Rector, Parish of Caboolture f/t to p/t
GUNTHORPE, The Rev'd Scott William John	Priest in Charge p/t, Parishes of Nundah and Banyo
HARLEY, The Rev'd Pauline Sondra	Area Dean, Deanery of Toowoomba
HOPE, The Rev'd Martyn Campbell	Priest in Charge, Parish of Morningside (Age Limitation Canon extension)
HUBNER, The Rev'd Shane	Rector, Parish of St Lucia
JARVIS, The Rev'd Jeffrey Wallace	Chaplain, Fraser Coast Anglican College (Age Limitation Canon extension)
LYNCH, The Rev'd Lorriane Ann	Assistant Priest p/t, Parish of Ipswich
LYNCH, The Rev'd Lorriane Ann	with special responsibility for Parish of Nth Ipswich
	Associate Priest p/t, Parish of Ipswich
	with special responsibility for Parish of Nth Ipswich
MCGRATH, The Rev'd Ian James	Rector, Parish of Rochedale
MCMAHON, The Rev'd Canon Selina Missouri	Minor Canon, St John's Cathedral (p/t)
MARKOTSIS, The Rev'd Jane Christine	Chaplain, West Moreton Anglican College (p/t)
	Moving to f/t from 1 July 2024
MITCHELL, The Rev'd Canon Paul Bentley	Rector, Parish of Bulimba
MITCHELL, The Rev'd Sharon Leanne	Chaplain, Anglican Church Grammar School and Honorary Associate Priest, Parish of Bulimba
MORRIS, The Ven Dr Charlotte Lucy	Rector, Parish of Buderim
ORPE, The Rev'd Robyn Louise	Priest in Charge, Parish of St George
PAGET, The Rev'd Helen Maree	Priest in Charge, Parish of Tamborine Mountain
PRABU (Selvaraj), The Rev'd Stephan Prabu	Priest in Charge, Parish of Gold Coast North
RAY, The Right Rev'd William James	Locum Bishop for the Northern Region
ROSS, The Rev'd Kate Elizabeth	Priest in Charge, Parish of Bundaberg
SCHWARZROCK, The Rev'd Steven Paul	Rector, Parish of Stafford
SIMSON, The Rev'd Jennifer Gay	Priest in Charge p/t, Parish of Lutwyche (Age Limitation Canon extension)
SKELTON, The Rev'd Matthew Thomas	Priest in Charge, Parish of Stanthorpe
SMITH, The Rev'd David Jonathan	Assistant Priest, Parish of Noosa (p/t)
SMITH, The Rev'd David Jonathan	Assistant Priest, Parish of Noosa (f/t)
SULLIVAN, The Rev'd Thomas Edward	Rector, Parish of Toowong (p/t)
SWANSSON, The Rev'd Anthony Paul	Priest in Charge, Parish of Pittsworth (p/t)
TALBOT, The Rev'd Daniel John	Chaplain, Canterbury College
TOGNOLA, The Rev'd Gary John	Priest in Charge, Parish of Bribie Island
TYLER-MOSS, The Rev'd Loretta Lee	Priest in Charge, Parish of Brisbane Valley (p/t)
VAN DEN BOS, The Rev'd Canon Julia	Assistant Chaplain, St Aidan's School (p/t)
VINCENT, The Rev'd Mark Frederick	Honorary Priest in Charge, Parish of East Brisbane (p/t)
WEEKES, The Rev'd Robert John Charles	Priest in Charge, Parish of Boonah Harrisville (p/t)
WEEKES, The Rev'd Robert John Charles	Area Dean, Deanery of West Moreton
WILLIAMS, The Rev'd Erika Louise	Chaplain, St Luke's Anglican School p/t to f/t
WOLFF, The Rev'd Dr Rodney Carl	Rector, Parish of Fortitude Valley

PERMISSION TO OFFICIATE

BALDOCK, The Rev'd Graheme Peter	Retired Permission to Officiate, Parish of St James' Toowoomba
BALNAVES, The Rev'd Jeffery Bruce	Permission to Officiate, Parish of Maryborough
BLUNDELL, The Rev'd Gary James	Retired Permission to Officiate, Parish of St Mark's Clayfield
BROWNING, The Rev'd Richard John	Permission to Officiate, Parish of Indooroopilly
CROMBIE, The Rev'd Jan Mary	Permission to Officiate, Parish of Samford
CUFFE, The Rev'd John Norman	Retired Permission to Officiate, Parish of All Saints Brisbane
DEARDEN, The Rev'd Heather Bertha	Retired Permission to Officiate, Parish of Warwick
GREVETT, The Rev'd Peter Ross	Retired Permission to Officiate Deacon, Parish of Logan
HUGHES, The Rev'd Brian James	Retired Permission to Officiate, St John's Cathedral
HUNNYBUN, The Rev'd Martin Wilfrid	Retired Permission to Officiate, Parish of Gold Coast North
MARCH, The Rev'd Gregory John	Permission to Officiate, Parish of Bulimba
O'LOUGHLIN, The Rev'd Dr Imelda Mary	Retired Permission to Officiate, Parish of Gatton

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DIOCESAN STATISTICS

PHILP, The Rev'd Michelle Maree
 SHEPHARD, The Rev'd Allan George
 SPINDLER, The Rev'd Crystal Violet
 WARREN, The Rev'd Dr Graham John
 WEEKES, The Rev'd Jennifer Mary Mann
 WIEDEMANN, The Rev'd David Alan

Permission to Officiate, Deacon, Parish of Rochedale
 Retired Permission to Officiate, Parish of Lutwyche
 Permission to Officiate, Parish of Toowoomba West
 Retired Permission to Officiate, Parish of Annerley
 Permission to Officiate, Parish of Boonah-Harrisville
 Retired Permission to Officiate, Parish of Freshwater

RESIGNATIONS

ANDREWS, The Rev'd Frances Mary
 BALDOCK, The Rev'd Grahame Peter
 BALNAVES, The Rev'd Jeffery Bruce
 BROWNING, The Rev'd Richard John

CROMBIE, The Rev'd Jan Mary
 DEARDEN, The Rev'd Heather Bertha
 DENG, The Rev'd David Aleer

HILL, The Rev'd Pamela Jean
 JANE, The Rev'd Beverley Lois
 JANSSON, The Rev'd Karen Anne
 LOCKYER, The Rev'd Peter Eric

MARRE, The Rev'd Rex Michael
 MASLIN, The Rev'd Andrea Lorraine

NIXON, The Rev'd Dr Michael Willoughby

TALBOT, The Rev'd Daniel John
 WARREN, The Rev'd Dr Graham
 WILLIAMS, The Rev'd Erika Louise

Resigned PTO Toowoomba, St James' and Holy Orders
 Retired as Rector, Parish of Redcliffe
 Resigned as p/t Associate Priest
 Resigned as Director of Mission Anglican Schools
 Commission
 Retired as Rector, Parish of Kenmore-Brookfield
 Retired as Priest in Charge, Parish of Roma
 Resigned as Honorary Assistant Priest, Parish of
 Caboolture
 Resigned Retired Permission to Officiate, Parish of Buderim
 Resigned Priest in Charge, Parish of Cooroora
 Resigned, Permission to Officiate, Parish of Bulimba
 Resigned Permission to Officiate, Parish of Aspley-Albany
 Creek
 Resigned Permission to Officiate, Parish of Rosewood
 Resigned Deacon Permission to Officiate, Parish of
 Maryborough
 Resigned Permission to Officiate, Parish of Hervey Bay to
 Adelaide
 Resigned as Rector, Parish of Jimboomba
 Retired as Priest in Charge, Parish of Nundah and Banyo
 Resigned as Priest in Charge, Parish of Bundaberg West

ARCHBISHOP'S CERTIFICATE TO OFFICIATE ON SPECIAL OCCASIONS

BURNETT, The Rev'd Canon Ross Ridley
 GILBERT, The Rev'd Andrew
 HUNNYBUN, The Rev'd Martin Wilfrid
 MACQUEEN, The Rev'd Kenneth Alexander
 MARRE, The Rev'd Rex Michael Marre
 MAUGHAN, The Rev'd Canon Bruce Edward
 SHIELD, The Rev'd Barry Graham
 SVENSEN, The Rev'd Theodor Winston William

SYNOD ROLL LAY MEMBERS 2024

NAME	PARISH
Ms Kym Adams	CLAYFIELD, ST MARK'S
Mr James Adol	TOOWOOMBA, ST JAMES'
Ms Rose Alwyn	ST JOHN'S COLLEGE, UQ
Mr Clyde Andersen	MILTON ANGLICAN
Mr Neil Anderson	TOOWOOMBA, ST BARTHOLOMEW'S
Ms Jane Andrews	ROBINA
Dr Paul Ashley	BARDON
Mr Atem Atem	GOODNA
Mr Daniel Axelson	GROVELY
Mrs Rose-Maree Bahre	MITCHELL
Mrs Felicity Bailey	CENTENARY SUBURBS
Mrs Bronwyn Barber	BANYO
Ms Jennifer Basham	EKIBIN
Mrs Janet Bateman	BRISBANE VALLEY
Mrs Michelle Baumgartner	BUNDABERG WEST
Mr Joshua Beausang	MORNINGSIDE
Mr Simon Belton	STAFFORD
Mrs Jean Benham	ROMA
Mr James Bennett	COORPAROO
Ms Kelinda Black	NAMBOUR
Dr Andrew Bode	MUDGEERABA
Mrs Lynda Boyce	WISHART
Mr Lawrie Bradley	NERANG
Mrs Kay Brady	ZILLMERE
Mrs Alex Bramley	BUNDABERG WEST
Mrs Barbara Briggs	GROVELY
Mrs Helyn Brockman	GOODNA
Mrs Sheena Brockman	ANNERLEY
Mrs Christine Bromwich	DALBY
Ms Wendy Brown	ZILLMERE
Mr Michael Buksh	SUNNYBANK
Mrs Jane Burchmann	TOOWOOMBA, ST JAMES'
Ms Judith Burt	GREEN HILLS
Ms Melissa Callaghan	ASPLEY – ALBANY CREEK
Dr Alan Campbell	ANGLICAN CHURCH GRAMMAR SCHOOL
Mrs Danielle Carige	KINGAROY
Mrs Margaret Carr	WATERLOO BAY
Ms Michelle Carroll	MATTHEW FLINDERS ANGLICAN COLLEGE
Mrs Sally Cattell	NERANG
Mrs Rosalyn Cheales	ST ANDREW'S ANGLICAN COLLEGE
Mr Alexander Christofis	TOOWONG
Mr Martin Churchill	SOUTH BRISBANE
Mr Geoff Clarke	INALA
Mr Stephen Clarke	CHERMSIDE
Mrs Janet Clempson	MAROOCHYDORE

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SYNOD ROLL LAY MEMBERS 2024

NAME	PARISH
Mr Timothy Coates	INDOOROPILLY
Mrs Robyn Cole	CAMP HILL – NORMAN PARK
Ms Sophia Colledge	MEC – ANGLICAN YOUTH MINISTRIES
Mrs Laura Commins	PALMWOODS
Ms Margaret Compton	TOOWOOMBA, ST LUKE'S
Mr Grant Connolly	CLAYFIELD, ST MARK'S
Ms Sue Cooke	Anglicare SQ - Leadership
Mr Robert Cox	ROCHEDALE
Mrs Marleen Crawford	ALEXANDRA HILLS
Ms Carole Cresswell	WATERLOO BAY
Mr Brian Crichton	GATTON-MA MA CREEK
Mrs Marina Crichton	GATTON-MA MA CREEK
Mr Neil Crisp	NUNDAH
Mrs Felicity Crosato	CROWS NEST
Mrs Cheryl Cumming	GAYNDAH
Ms Roslyn Curtis	ST MARGARET'S SCHOOL
Mrs Kristy De Freitas	TAMBORINE MOUNTAIN
The Honourable Paul De Jersey AC CVO KC	ANGLICAN CHURCH GRAMMAR SCHOOL
Mrs Claire Dean	GOLD COAST SOUTH
Mr Peter Dell	CABOOLTURE
Ms Madeleine Devilliers	SPRINGFIELD, ST ANDREW'S PARISH
Mr David Drake	HAMILTON
Mr Kenneth Drysdale	TOOWOOMBA ANGLICAN SCHOOL
Ms Susan Dunne	ROSEWOOD
Mrs Elizabeth Dutton	SHERWOOD-OXLEY
Mr Geoffrey Dutton	NORTH PINE
Mr William Dutton	SHERWOOD-OXLEY
Mrs Janet Dyke	KAWANA WATERS
Mr Samuel Eagles	SPRINGFIELD, ST ANDREW'S PARISH
Ms Sue Ellis	BOOVAL
Ms Susan Eltherington	TAMBORINE MOUNTAIN
Dr Rose Elu	TORRES STRAIT ISLANDER
Ms Jennifer Elvery	SUNNYBANK
Mrs Jennifer English	NUNDAH
Mr Francisco Estevao	ROBINA
Mrs Debra Eustace	BRIBIE ISLAND
Mrs Anne Evans	BRAMBLE BAY
Ms Kylie Evans	MUDGEERABA
Ms Mary Evans	THE GLENNIE SCHOOL
Mrs Leanne Ferguson	IPSWICH
Mrs Jacqueline Fewtrell	STRATHPINE
Mr Tom Finn	CATHEDRAL
Mr John Fradgley	ALL SAINTS' ANGLICAN SCHOOL
Mrs Gail Frankcom	NEW FARM
Mr Denis Freeman	CENTENARY SUBURBS
Mrs Vicki Fuller	MORNINGSIDE

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SYNOD ROLL LAY MEMBERS 2024

NAME	PARISH
Mrs Gail Fulton	ALLORA-CLIFTON
Ms Maryann Fulton	BUDERIM
Miss Kate Gardiner	MILTON ANGLICAN
Dr Nadine Garraway	EAST BRISBANE
Mrs Mary Gasteen	BOONAH-HARRISVILLE
Dr Terence Gatfield	THE GAP
Mr Christopher Gehrman	YERONGA
Mr Ross Gilbert	NOOSA
Ms Kerrie Gordes	MARYBOROUGH
Dr Christopher Gourlay	CATHEDRAL
Ms Allison Gray	REDCLIFFE
Mr Howard Greaver	BULIMBA
Mrs Karen Green	CHELMER-GRACEVILLE
Mr Stephen Green	ST AIDAN'S SCHOOL
Ms Peta Grenfell	MATTHEW FLINDERS ANGLICAN COLLEGE
Mr Michael Griffiths	SANDGATE NORTHPOINT
Ms Jodie Gunders	TOOWOOMBA, ST BARTHOLOMEW'S
Mr David Hale	ANNERLEY
Mr Stephen Hall	MANLY-TINGALPA
Mr Patrick Hanly	ROMA
Dr Stephen Harrison	CSC
Mr Darren Hart	ST LUKE'S ANGLICAN SCHOOL
Mrs Jenny Hawkes-Wright	GYMPIE
Mr Andrew Hawkins	THE SOUTHPORT SCHOOL
Ms Jenna Haywood	BARDON
Dr Mark Herriman	HILLBROOK ANGLICAN SCHOOL
Mrs Carol Hill	CABOOLTURE
Mrs Rosemary Hogan	BURLEIGH HEADS
Mrs Lynne Hooper	BRIBIE ISLAND
Ms Desiree Hubert	ST LUCIA
Mr Matthew Hughes	ST LUKE'S ANGLICAN SCHOOL
Mr Desmond Hunt	IPSWICH
Mr Keith Innes	MAROOCHYDORE
Mr Patrick Innes-Hill	COOMERA ANGLICAN COLLEGE
The Rev'd Christopher Ivey	ST ANDREW'S ANGLICAN COLLEGE
Mr Evan Jenkins	CALOUNDRA WITH GLASSHOUSE COUNTRY
Dr Nicki Jenkins	INDOOROOPILLY
Mr Jackson Jirima	YERONGA
Mrs Judith John	MT GRAVATT
Mr Kevin Jones	GOLD COAST SOUTH
Ms Karen Kasper	THE GAP
Ms Kirsti Kee	FRASER COAST ANGLICAN COLLEGE
Mr Brett Kerrison	LOGAN
Mrs Kim Kimber	GOLD COAST NORTH
Ms Tammylynn Kimpton	DALBY
Mr Jackson King	MEC – ANGLICAN YOUTH MINISTRIES

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SYNOD ROLL LAY MEMBERS 2024

NAME	PARISH
Ms Jeanette Krinke	PITTSWORTH
Mr Justin Lai	ROCHEDALE
Mr Liam Laidlaw	MEC – ANGLICAN YOUTH MINISTRIES
Ms Elizabeth Lamb	EKIBIN
Judge Kevin Laphorn	MALENY
Mrs Anne Leach	PALMWOODS
Ms Christine Leagas	BRISBANE VALLEY
Mr Simon Lees	TOOWOOMBA ANGLICAN SCHOOL
Mr Darryl Lehane	MILLMERRAN
Mr Nicholas Leigh	STRATHPINE
Mr Darren Lewis	TOOWOOMBA, ST LUKE'S
Mr Richard Lloyd-jones	WYNNUM
Ms Kay Macklin	KAWANA WATERS
Ms Melissa Maddox	FRESHWATER
Mr Scott Malcolmson	ITHACA – RED HILL
Dr Russell Manfield	SOUTHPORT
Mrs Judith Markland	BURLEIGH HEADS
Mr David Marsland	HILLBROOK ANGLICAN SCHOOL
Mr Richard Mason	ST LUCIA
Mrs Diane Massurit	ST GEORGE
Ms Tapie Masvaure	MEC – ANGLICAN YOUTH MINISTRIES
Mrs Clare McCulloch	MILLMERRAN
Mr Ian McCullough	ALL SAINTS, BRISBANE
Mr Michael McDonell	BEENLEIGH
Mrs Janine McDonnell	SANDGATE NORTHPOINT
Mrs Maria McIvor	St John's Anglican College
Mrs Colene McKenzie	BRAMBLE BAY
Mr Geoff McLay	WEST MORETON ANGLICAN COLLEGE
Mrs Dianne Mcrae	HERVEY BAY
Mrs Coral Mcvean	NAMBOUR
Mr Barry Miller	CROWS NEST
Mrs Pauline Millican	SURFERS PARADISE
Ms Phoebe Mitchell	TOOWOOMBA WEST
Mr Steven Morris	The Springfield Anglican College
Mr Bruce Moy	CANNON HILL ANGLICAN COLLEGE
The Hon Justice Debra Mullins AO	Chancellor
Ms Ellie Murdoch	SAMFORD
Mrs Susan Myring	MALENY
Mr Chris Nelson	FRESHWATER
Mrs Rhonda Nelson	ALGESTER
Mrs Paddy Nichols	THE GLENNIE SCHOOL
Ms Amy Norman	MEC – ANGLICAN YOUTH MINISTRIES
Ms Jennifer Norman	CAMP HILL – NORMAN PARK
Mr Gary O'Brien	CANNON HILL ANGLICAN COLLEGE
Mr Daniel O'Connor	ASC
Mr Dennis O'Loughlin	WOOLLOONGABBA

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SYNOD ROLL LAY MEMBERS 2024

NAME	PARISH
Mr Joshua O'Rourke	ALL SAINTS, BRISBANE
Mr John O'Sullivan Williams	ST PAUL'S SCHOOL
Mr John O'Sullivan Williams	NEW FARM
Dr Diane Payton	ALEXANDRA HILLS
Mr Kyle Penhaligon	BUDERIM
Dr Timothy Peters	EVERTON PARK
Mr Ken Petfield	ST GEORGE
Mrs Ngaire Petfield	ST GEORGE
Ms Sarah Phillips	CHELMER-GRACEVILLE
Ms Katharine Philp	FORTITUDE VALLEY
Mr Alan Postle	LEICHHARDT
Mr Ben Postle	LEICHHARDT
Mrs Rosemary Power	WILSTON
Mrs Karen Pratten	STAFFORD
Mrs Linda Quinn	BARAMBAH
Mrs Angela Rae	COORPAROO
Ms Malini Ramachandrom	ALGESTER
Mrs Pamela Ray	WILSTON
Mr Timothy Reid	General Manager
Mrs Kay Rhodes	GOONDIWINDI
Ms Toni Riordan	ST AIDAN'S SCHOOL
Mr Brandt Rippon	KANGAROO POINT
Mr Mark Robinson	ROSEWOOD
Mr Jeffery Rogers	WARWICK
Mrs Christine Rooney	ASPLEY – ALBANY CREEK
Mrs Joanne Rose	CARINDALE
The Rev'd Mary-Annestis Rulfs	COOMERA ANGLICAN COLLEGE
Mr Bruce Sackson	WEST MORETON ANGLICAN COLLEGE
Mr Joseph Samson	TOOWONG
Mrs Sally-Lou Schmidt	WOOLLOONGABBA
Mrs Lee Scott	BANYO
Mrs Kay Self	KANGAROO POINT
Ms Helen Sexton	WARWICK
Mrs Leah Shephard	LUTWYCHE
Mr Michael Shephard	LUTWYCHE
Ms Heidi Siemer	ITHACA – ASHGROVE
Mr Paul Sime	EAST REDLAND
Mrs Rimaati Skyner	HERVEY BAY
Mrs Carolyn Smith	TOOWOOMBA WEST
Ms Debbie Smith	ST MARGARET'S SCHOOL
Mr David Sneesby	ITHACA – ASHGROVE
Mrs Kate Swansson	PITTSWORTH
Mrs Vivien Taylor	INALA
Ms Bronwen Thomas	MOGGILL-MT CROSBY
The Hon Justice David Thomas	Deputy Chancellor
Mrs Fiona Thompson	NOOSA

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SYNOD ROLL LAY MEMBERS 2024

NAME	PARISH
Mr Allan Thomson	BULIMBA
Dr Samantha Towers	MOGGILL-MT CROSBY
Mr Christopher Towsey	NORTH PINE
Mrs Christine Tracey-Pattie	GOLD COAST NORTH
Mrs Roslyn Tribe	GOONDIWINDI
Dr Carla Tromans	St John's Anglican College
Mrs Gayle Tuckwood	EAST REDLAND
Mrs Sally Turnbull	CHINCHILLA
Mr Adam Twemlow	THE SOUTHPORT SCHOOL
Mr Duncan Unwin	ITHACA – RED HILL
Mr Aaron Vidyasagar	MEC – ANGLICAN YOUTH MINISTRIES
Mrs Vaishi Vigh	MT GRAVATT
Mr Dan Walker	CANTERBURY COLLEGE
Mr Donald Walker	KILCOY
Mrs Suzanne Walker	GREEN HILLS
Mr Patrick Wallas	ALL SAINTS' ANGLICAN SCHOOL
Mr Kingsley Ware	KINGAROY
Mrs Virginia Warner	ST HILDA'S SCHOOL
Mr Allan Warren	STANTHORPE
Mrs Margaret Warren	STANTHORPE
Mr Jonathan Waterworth	CANTERBURY COLLEGE
Mr Tony Weder	HAMILTON
Ms Pagan West	BOONAH-HARRISVILLE
Mr Daniel Weston	CHERMSIDE
Mr Raymond White	REDCLIFFE
Mr Koda Whitney	JIMBOOMBA
Mr Michael Willis	EAST BRISBANE
Mr Michael Willis	The Springfield Anglican College
Mr Bruce Wilson	SOUTH BRISBANE
Mrs Nadia Wilson	MANLY-TINGALPA
Mrs Tina Woodall	DRAYTON
Mrs Adelyn Worrall	KILCOY
Mr Joe Wright	FRASER COAST ANGLICAN COLLEGE
Dr John Wright	GYMPIE
Ms Michelle Zackeresen	MARYBOROUGH
Mr Jason Zagami	SOUTHPORT



HANDBOOK FOR SYNOD

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Handbook for Synod

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

A Touch of History

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

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

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

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

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

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

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

Taking a Vote

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

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

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Standing Orders

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

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

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

Seating

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

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

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

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

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

Presiding Officer

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

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

Starting a Debate

1. Debates on motions

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

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

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

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

2. Late motions

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

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

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

3. Motions involving expenditure

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

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

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

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

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

4. Callover of the business paper

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

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

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

5. Order of business

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

6. Speaking to a motion

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

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

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

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

7. Handouts & presentations

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

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

8. Amendments & procedural motions

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

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

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

9. Assent of the Archbishop

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

Stopping a Debate

There are the following ways of stopping a debate –

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

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

In Committee

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

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

The advantages of working in Committee are –

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

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Canons

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

“People” Canons

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

“Law” Canons

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

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

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

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

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

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

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

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

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

Reports

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

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

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

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

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

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

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

Budget

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

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

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

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

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

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

Elections

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

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

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

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

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

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

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

Questions

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

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

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

Behaviour in Synod

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

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

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

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

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

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

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

The Chancellor

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

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

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

The Timekeeper

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

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

The Public

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

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

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

Taking a Vote

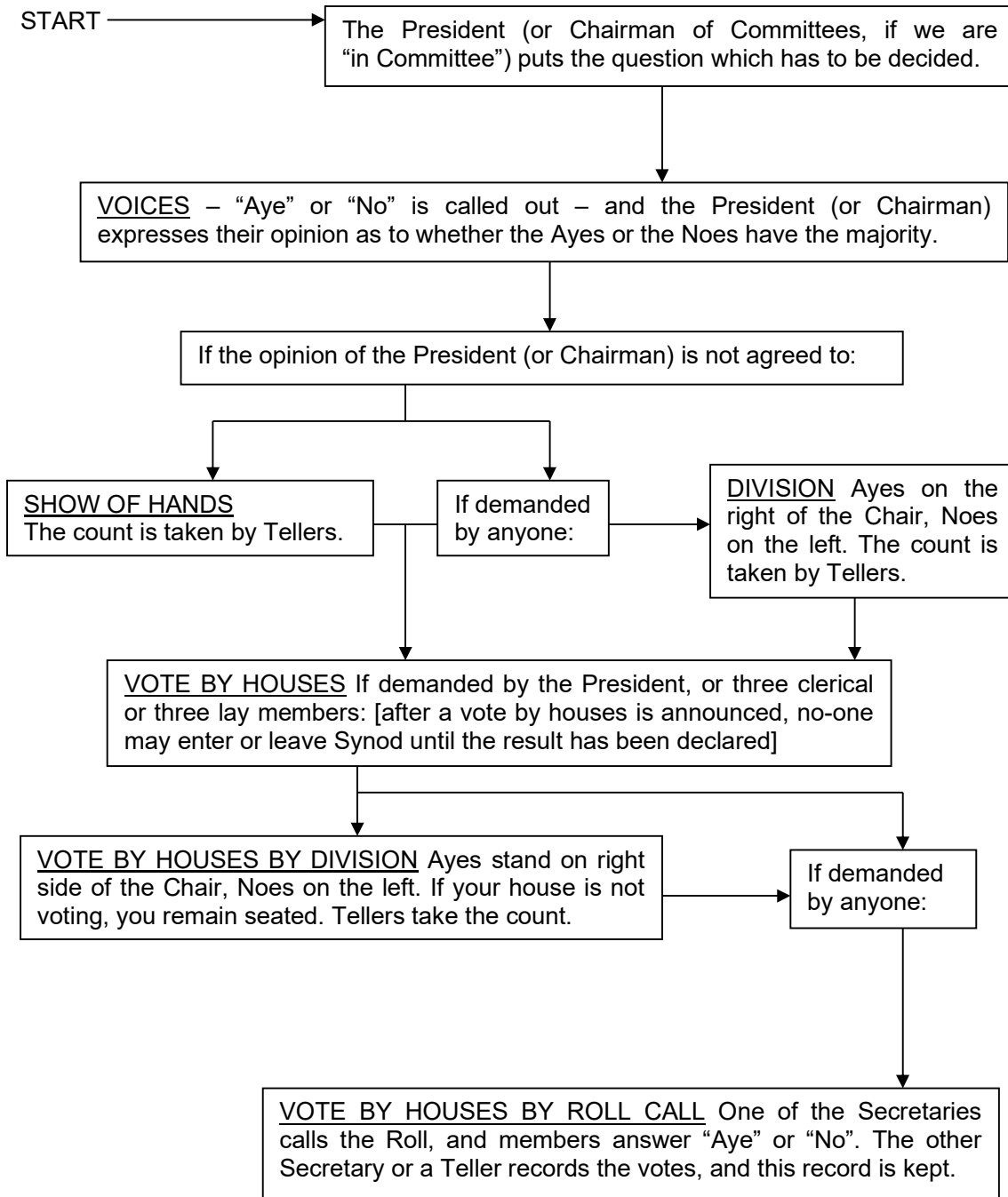


Figure 1

Passing a Motion

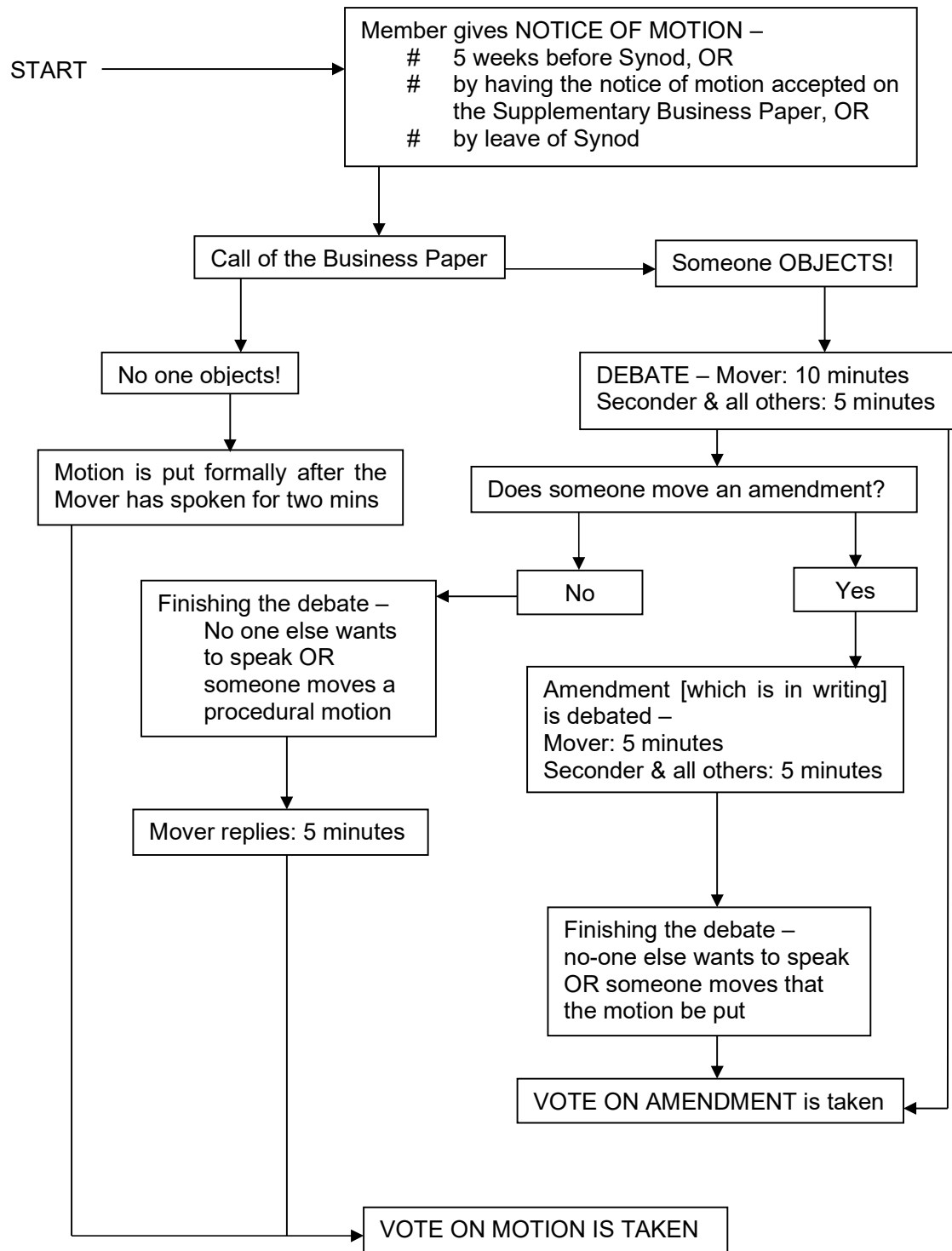


Figure 2

Passing a Canon

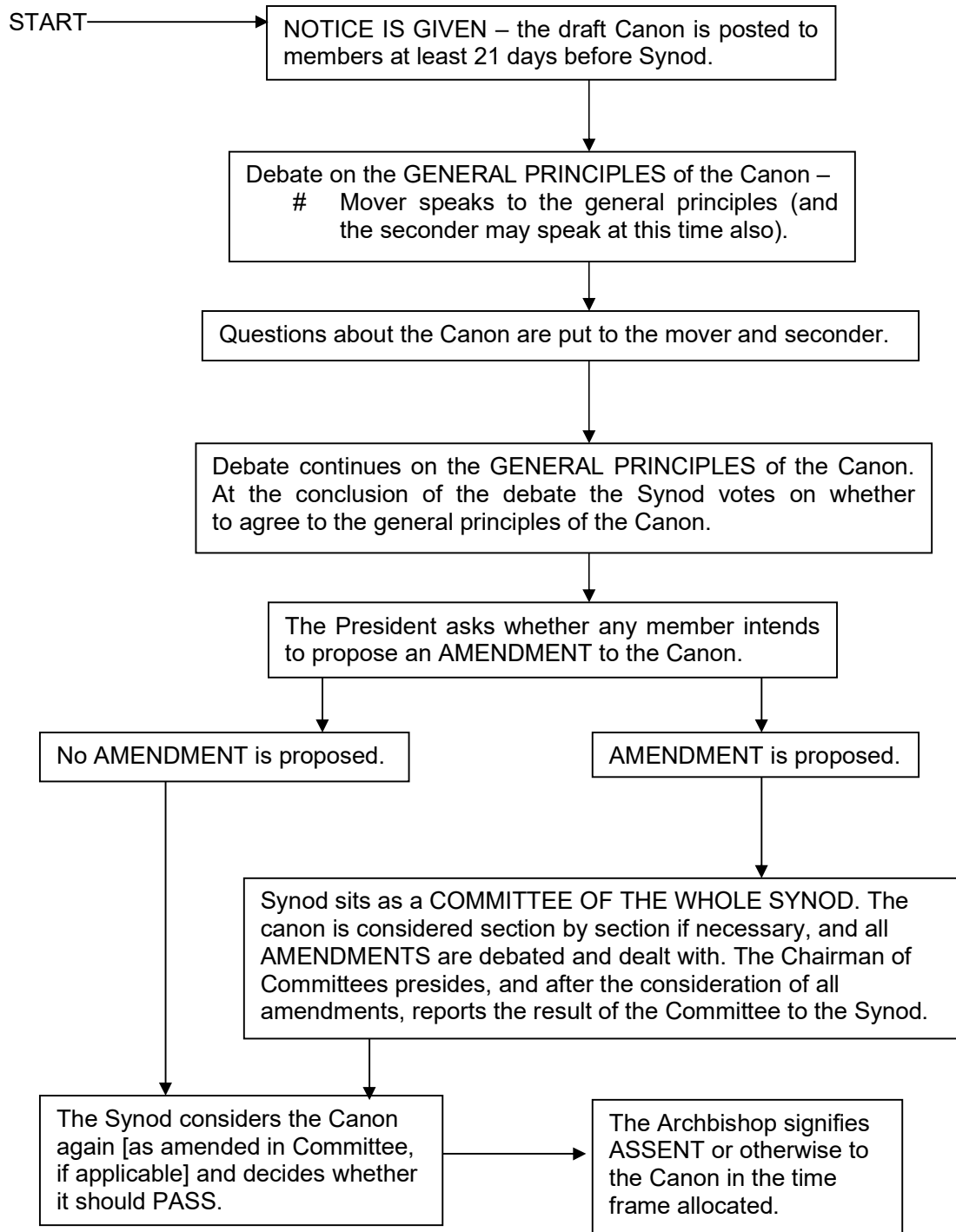


Figure 3

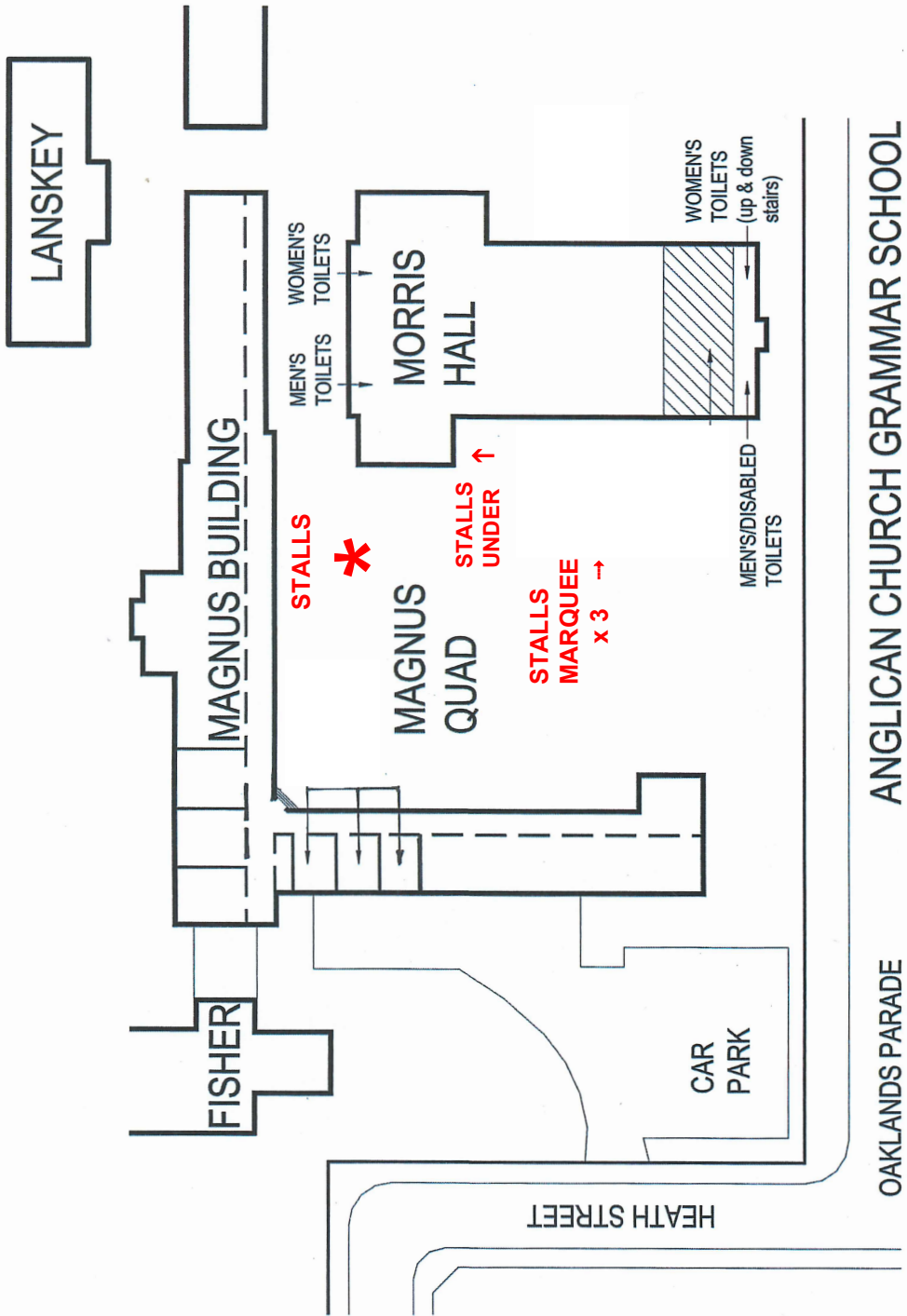
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NOTICES

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*** Anglicare coffee cart**

Parking Notice

ALL SYNOD REPRESENTATIVES

IMPORTANT NOTICE REGARDING SYNOD PARKING ON FRIDAY

Cathedral Square, Ann St – parking arrangement protocol

On Friday 21 June, to be able to park in the Secure Parking car park across the road from St John's Cathedral on Ann St, you can **pre-book online** in order to secure a car park between 5pm and 10pm.

The cost is \$13.

The website is: <https://www.secureparking.com.au/en-au/> – or there is a Secure Parking app.

You may find it easier to use these steps:

1. Google 'Cathedral Square Secure Parking' to get to <https://www.secureparking.com.au/en-au/car-parks/australia/qld/cathedral-square-brisbane-city-car-park/>
2. Select 'Night parking',
3. Select 'Book 30+ minutes', and
4. Choose 21 June, and scroll to an entry time of 5pm and exit time of 10pm.

OR you can drive up to the car park on Ann St and pay \$13 on the day, but there will be no guarantee that a space will be available.

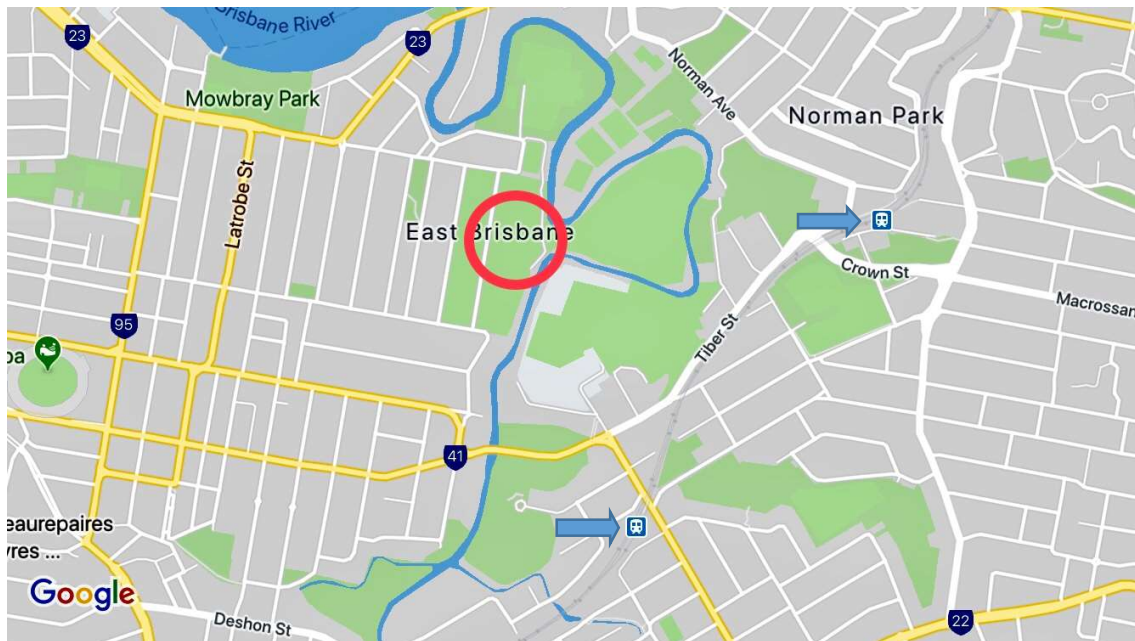
There will be no parking on the Cathedral grounds.

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Transport

Synod is being held at:

Anglican Church Grammar School
"Churchie"
Oaklands Pde
East Brisbane QLD 4169



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

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

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

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

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Notices

Media presence

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

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

Telephone

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

0407 034 266

Synod meals

Before the Synod Eucharist, you are invited to enjoy a light meal in the Cathedral from **5.30pm on Friday 21 June 2024**.

Lunch will be provided Saturday 22 and Sunday 23 June at Churchie.

Tea and coffee will be provided.

Please bring any additional snacks you require.

Those staying in the Boarding House will be provided with breakfast, and dinner on Saturday evening.

**Please remember to bring and wear your name tags and
bring a coffee cup to reduce waste.**

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PRAYERS & READINGS

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Saturday Morning

- 1 God has shone in our hearts,
to give the light of the knowledge of the glory of God in the face of Jesus Christ.
2 Corinthians 4.6

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

2 *The Opening Canticle, A Song of Creation*

**Bless the Lord all created things:
who is worthy to be praised and exalted for ever.**
**Bless the Lord all people of the earth:
who is worthy to be praised and exalted for ever.**
**O people of God bless the Lord:
bless the Lord you priests of the Lord,**
**Bless the Lord you servants of the Lord:
who is worthy to be praised and exalted for ever.**
**Bless the Lord all you of upright spirit:
bless the Lord you that are holy and humble in heart.**
**Bless the Father, the Son and the Holy Spirit:
who is worthy to be praised and exalted for ever.**

3 *The Opening Prayer*

The night has passed and the day lies open before us;
let us pray with one heart and mind.

Silence may be kept.

As we rejoice in the gift of this new day,
so may the light of your presence, O God,
set our hearts on fire with love for you;
now and for ever. **Amen.**

4 *The Psalms as appointed.*

(Sit)

Psalm 118

- 1 O give thanks to the Lord, for he is good:
his mercy endures for ever.
- 2 **Let Israel now proclaim:
that his mercy endures for ever.**
- 3 Let the house of Aaron proclaim:
that his mercy endures for ever.
- 4 **Let those who fear the Lord proclaim:
that his mercy endures for ever.**
- 5 In my danger I called to the Lord:
he answered and set me free.
- 6 **The Lord is on my side, I shall not fear:**

what can flesh and blood do to me?

7 The Lord is at my side as my helper:
I shall see the downfall of my enemies.

**8 It is better to take refuge in the Lord:
than to trust to flesh and blood:**

9 It is better to take refuge in the Lord:
than to put your trust in princes.

**10 All the nations surrounded me:
but in the name of the Lord I drove them back.**

11 They surrounded, they surrounded me on every side:
but in the name of the Lord I drove them back.

**12 They swarmed about me like bees,
they blazed like fire among the thorns:
in the name of the Lord I drove them back.**

13 I was pressed so hard that I almost fell:
but the Lord was my helper.

**14 The Lord is my strength and my song:
and has become my salvation.**

15 The sounds of joy and deliverance:
are in the tents of the righteous.

**16 The right hand of the Lord does mighty things:
the right hand of the Lord raises up.**

17 I shall not die but live:
and proclaim the works of the Lord.

**18 The Lord has disciplined me hard:
but he has not given me over to death.**

5 At the end of the (last) pause there may follow

Creator God, whose praise and power are proclaimed by the whole creation: receive our morning prayers, we pray, and renew us in your service; through Jesus Christ our Lord. **Amen.**

6 One or two Readings from the Bible as appointed.

2 Corinthians 13

This is the third time I am coming to you. "Any charge must be sustained by the evidence of two or three witnesses." ²I warned those who sinned previously and all the others, and I warn them now while absent, as I did when present on my second visit, that if I come again I will not be lenient— ³since you desire proof that Christ is speaking in me. He is not weak in dealing with you but is powerful in you. ⁴For he was crucified in weakness but lives by the power of God. For we are weak in him, but in dealing with you we will live with him by the power of God.

⁵Examine yourselves to see whether you are living in the faith. Test yourselves. Do you not realize that Jesus Christ is in you?—unless, indeed, you fail to meet the test! ⁶I hope you will find out that we have not failed. ⁷But we pray to God that you may not do anything wrong—not that we may appear to have met the test but that you may do what is right, though we may seem to have failed. ⁸For we cannot do anything against the truth but only for the truth. ⁹For we rejoice when we are weak but you are strong. This is what we pray for, that

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you may be restored. ¹⁰ So I write these things while I am away from you, so that when I come I may not have to be severe in using the authority that the Lord has given me for building up and not for tearing down.

¹¹ Finally, brothers and sisters, farewell. Be restored; listen to my appeal, agree with one another; live in peace; and the God of love and peace will be with you. ¹² Greet one another with a holy kiss. All the saints greet you.

¹³ The grace of the Lord Jesus Christ, the love of God, and the communion of the Holy Spirit be with all of you.

The readings may be followed by a period of silence for reflection

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

(Stand)

7 The Canticle, a Song of Redemption

**Christ is the image of the invisible God:
 the first-born of all creation.
 For in him all things were created:
 in heaven and on earth, visible and invisible.
 All things were created through him and for him:
 he is before all things
 and in him all things hold together.
 He is the head of the body, the Church:
 he is the beginning, the first-born from the dead.
 For it pleased God that in him
 all fullness should dwell:
 and through him all things be reconciled to himself.**

8 The Apostles' Creed may be said.

9 The Prayers

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

10 The Lord's Prayer and the Collect of the Day

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

Almighty God,
 who gave to your servant Alban
 boldness to confess the name of Jesus Christ
 and courage to die for this faith:
 teach us always to be ready
 to give a reason for the hope that is in us,
 and to suffer gladly for the sake of our Lord and Saviour;
 who lives and reigns with you and the Holy Spirit,
 one God, for ever and ever. **Amen.**

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

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

God our Creator,
 when you speak there is light and life.
 Fill us with your Holy Spirit
 so that we may listen to one another,
 speak the truth in love,
 and bear much fruit in the service of your kingdom;
 through Jesus Christ our Lord. **Amen.**

12 The Morning Collect

Lord and heavenly Father,
 you have brought us safely to this new day:
 keep us by your mighty power, protect us from sin,
 guard us from every kind of danger,
 and in all we do this day
 direct us in the fulfilling of your purpose,
 through Jesus Christ our Lord. **Amen.**

13 The Lord be with you.

And also with you.

Let us praise the Lord.

Thanks be to God.

May the peace of God which passes all understanding keep our hearts and minds in Christ Jesus. **Amen.**

*(Stand)***TIS 411 Filled with the Spirit's power with one accord**

411

WOODLANDS 10 10.10 10
(♩ = 54-60)

Walter Greatorex
1877-1949

1. Filled with the Spirit's power, with one accord
the infant church confessed its risen Lord:
O Holy Spirit, in the church today
no less your power of fellowship display.
2. Now with the mind of Christ set us on fire,
that unity may be our great desire:
give joy and peace; give faith to hear your call,
and readiness in each to work for all.
3. Widen our love, good Spirit, to embrace
in your strong care all those of every race:
like wind and fire with life among us move
till we are known as Christ's, and Christians prove.

Saturday Evening

1 Grace to you and peace

from God our Father and the Lord Jesus Christ.

Glory to God; Father, Son and Holy Spirit:

as in the beginning, so now, and for ever. Amen.

2 *The Opening Canticle, A Song of the Shepherd*

The Lord is my shepherd:

therefore can I lack nothing.

He shall make me lie down in green pastures:

and lead me beside still waters.

He shall refresh my soul:

and guide me in right pathways for his name's sake.

Though I walk through the valley of the shadow of death,

I will fear no evil:

for you are with me;

your rod and your staff comfort me.

You spread a table before me in the presence of those who trouble me:

you have anointed my head with oil,

and my cup shall be full.

Surely your goodness and loving-kindness

shall follow me all the days of my life:

and I will dwell in the house of the Lord for ever.

3 *The Opening Prayer*

The day is now past and the night is at hand.

Let us pray with one heart and mind.

Silence may be kept.

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

Amen.

(Sit)

4 *The Psalms as appointed. A pause is observed after each.*

Psalm 118 verses 19-29

19 Open me the gates of righteousness:

and I will enter and give thanks to the Lord.

20 This is the gate of the Lord:

the righteous shall enter it.

21 I will praise you, for you answered me:

and have become my salvation.

22 The stone that the builders rejected:

has become the head of the corner.

23 This is the Lord's doing:
and it is marvellous in our eyes.

**24 This is the day that the Lord has made:
let us rejoice and be glad in it.**

25 O Lord, save us, we pray:
O Lord, send us prosperity.

**26 Blessed is he who comes, in the name of the Lord:
from the house of the Lord we bless you.**

27 The Lord is God, and he has given us light:
guide the festal throng up to the horns of the altar.

**28 You are my God and I will praise you:
you are my God, I will exalt you.**

29 O give thanks to the Lord, for he is good:
and his mercy endures for ever.

5 At the end of the (last) pause there may follow

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

6 One or two Readings from the Bible as appointed.

Acts 11 19-30

¹⁹ Now those who were scattered because of the persecution that took place over Stephen travelled as far as Phoenicia, Cyprus, and Antioch, and they spoke the word to no one except Jews. ²⁰ But among them were some men of Cyprus and Cyrene who, on coming to Antioch, spoke to the Hellenists also, proclaiming the Lord Jesus. ²¹ The hand of the Lord was with them, and a great number became believers and turned to the Lord. ²² News of this came to the ears of the church in Jerusalem, and they sent Barnabas to Antioch. ²³ When he came and saw the grace of God, he rejoiced, and he exhorted them all to remain faithful to the Lord with steadfast devotion, ²⁴ for he was a good man, full of the Holy Spirit and of faith. And a great many people were brought to the Lord. ²⁵ Then Barnabas went to Tarsus to look for Saul, ²⁶ and when he had found him he brought him to Antioch. So it was that for an entire year they met with the church and taught a great many people, and it was in Antioch that the disciples were first called "Christians."

²⁷ At that time prophets came down from Jerusalem to Antioch. ²⁸ One of them named Agabus stood up and predicted by the Spirit that there would be a severe famine over all the world, and this took place during the reign of Claudius. ²⁹ The disciples determined that, according to their ability, each would send relief to the brothers and sisters living in Judea; ³⁰ this they did, sending it to the elders by Barnabas and Saul.

The readings may be followed by a period of silence for reflection,

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

*(Stand)**7 The Canticle, the Easter Anthems*

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

8 The Prayers

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

9 The Lord's Prayer and the Collect of the Day

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

Lord,
 we beseech you to keep your family, the Church,
 in continual godliness,
 that through your protection
 it may be free from all adversities,
 and devoutly given to serve you in good works,
 to the glory of your name;
 through Jesus Christ our Lord. **Amen.**

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

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

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

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

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

For those who suffer from hunger, sickness or loneliness,
that the presence of Christ may bring them health and wholeness:
let us pray to the Lord: **Lord, have mercy.**

Let us commend ourselves, and all for whom we pray,
to the mercy and protection of God.

11 The Evening Collect

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

12 The Lord be with you.
And also with you.
Let us praise the Lord.
Thanks be to God.

I am the Alpha and the Omega, says the Lord, the first and the last, the beginning and the end. Even so, come Lord Jesus.
Amen.

*(Stand)***TIS 28 God is our strength and refuge**

28
Psalm 46

DAM BUSTERS MARCH 7.7.7.5.7.7.11
(♩ = 96–108)

Eric Coates
1886–1958
arr. John Barnard
1948–

1. God is our strength and refuge,
our present help in trouble;
and we therefore will not fear,
though the earth should change,
though mountains shake and tremble,
though swirling waters are raging:
God the Lord of Hosts is with us evermore.
2. There is a flowing river
within God's holy city;
God is in the midst of her,
she shall not be moved.
God's help is swiftly given,
thrones vanish at his presence;
God the Lord of Hosts is with us evermore.
3. Come, see the works of our maker,
learn of his deeds all-powerful:
wars will cease across the world
when he shatters the spear.
Be still and know your creator,
uplift him in the nations;
God the Lord of Hosts is with us evermore.



ANNUAL FINANCIAL STATEMENTS

Included:

- Diocesan Annual Financial Statements
- Cathedral Chapter Annual Financial Statements

[These are links †](#)

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The Corporation of the Synod of the Diocese of Brisbane
Trading as
Anglican Church Southern Queensland | ABN: 32 025 287 736

Annual Financial Statements

For the year ended 31 December 2023

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clickable link ↓

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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 2023. The Financial Statements were authorised for issue by Diocesan Council on 18 April 2024.

About the Corporation

The Corporation of the Synod of the Diocese of Brisbane operates as the "Anglican Church Southern Queensland" ("ACSQ"). The Diocese of Brisbane covers an area of 542,000 km² and people who identify as members of the Anglican Church of Australia form about 25% of the area's population of approximately 4 million.

The principal activities of the Corporation are to proclaim the Gospel through worship, pastoral care and outreach in its parish network, to provide training for ministry, to minister to and educate young people via schools and early learning centres, and to provide community, aged care and welfare services through the operation of Anglicare Southern Queensland (Anglicare SQ).

Diocesan Council members

The Diocesan council members at any time during or since the end of the year are:

The Most Reverend Dr P Aspinall
 The Right Reverend C Venables
 The Right Reverend J Greaves
 The Right Reverend J Roundhill
 The Right Reverend W Ray
 Ms J Basham
 The Reverend Canon N Colledge
 The Reverend G Hoyte
 Judge Kevin Laphorn
 The Reverend A Lowe
 Ms A Norman
 Mr D O'Connor
 Mr D Sneesby
 The Reverend Dr R Wolff
 The Reverend Dr C Wynne

Details of the Directors Qualifications, appointments, experience and any special responsibilities are set out on page 31 of the report.

Significant changes in state of affairs

In the opinion of the Diocesan Council, there were no significant changes in the state of affairs of the ACSQ that occurred during the financial year under review that are not otherwise disclosed in this report.

Operating Results

The operating surplus of the ACSQ for the year ended 31 December 2023 before net expected unknown claims expenses was \$790,439 (2022: \$3,873,447). The result after net expected unknown claims expenses of \$5,599,825 (2022: \$nil) was a deficit of \$4,809,386 (2022: \$3,873,447 surplus).

Ambit of the report

The Financial Statements include those activities of the Corporate provided Note A4 Principles of aggregation. The Financial Statements do not include the financial results of Anglicare and individual schools owned or controlled by ACSQ.

Events subsequent to balance date

Since the end of the year and to the date of this report no other matter or circumstance has arisen that has significantly affected or may significantly affect the ACSQ operations, results of those operations or state of affairs in future years.



STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2023

Revenue	Note	2023 \$	2022 \$
<i>Investment income</i>			
Dividends and managed funds distributions		5,563,907	7,574,434
Interest income from loans and advances		5,680,372	3,158,959
Interest income from deposits with other financial institutions		8,276,796	2,750,266
<i>Operating income</i>			
Australian Government Funding for Schools net of distributions		231,968	1
Reimbursement of claims		884,909	13,590,240
Insurance premiums received		8,609,431	6,908,042
Donations, fundraising, levies and contributions		3,858,216	3,789,836
School levies		4,279,577	3,709,799
Other operating income		4,664,362	4,149,682
Service fees		48,085	-
Other income	E1	685,132	2,018,934
Total Revenue		42,782,755	47,650,193
Expenses			
<i>Investment expenses</i>			
Interest expense from client investments		9,352,668	2,839,439
<i>Operating expenses</i>			
Employee expenses	C1(i)	12,843,097	12,344,399
Claims expense		3,112,633	15,356,949
Service delivery		12,057,283	9,475,848
Grant and income distribution		1,743,206	882,864
Asset management		2,011,330	1,745,075
Depreciation	B4(i) B4(iii)	404,315	550,203
Office operations		380,423	364,172
Other expenses	E2	87,361	217,797
Total Expenses		41,992,316	43,776,746
Surplus/(Deficit) for the year before expected unknown claims		790,439	3,873,447
Net expected unknown claims expense	B2(i)	5,599,825	-
Surplus/(Deficit) for the year		(4,809,386)	3,873,447
Other Comprehensive Income			
<i>Items that will not be reclassified subsequently to profit or loss:</i>			
Reversal of revaluation on assets disposed and transferred to held for sale		(194,280)	(2,461,299)
Gain on recognition/derecognition of Parish Property		2,521,322	2,410,008
Trust Funds drawn down during the year		(2,372,218)	(1,234,046)
		(45,176)	(1,285,337)
<i>Items that may be reclassified subsequently to profit or loss:</i>			
Net fair value gain/(loss) on Financial Assets during the year		2,234,153	(9,391,648)
Reclassification adjustments relating to Financial Assets disposed of during the year		(363,980)	(467,471)
		1,870,173	(9,859,119)
Total Other Comprehensive Income/(deficit)		1,824,997	(11,144,456)
Total Comprehensive Surplus/(deficit) for the Year		(2,984,389)	(7,271,009)

The accompanying Notes form part of these Financial Statements



The Corporation of the Synod of the Diocese of Brisbane
Financial Statement for the year ended 31 December 2023

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STATEMENT OF FINANCIAL POSITION

As at 31 December 2023

	Note	2023 \$	2022 \$
ASSETS			
Current assets			
Cash and cash equivalents	B5(i)	134,085,791	143,843,044
Loan receivables	B1(ii)	15,110,860	12,507,395
Other loan receivables	B3(ii)	161,520	161,520
Other current assets	E3	22,457,186	13,824,552
Assets held for sale		771,402	631,402
Total current assets		172,586,759	170,967,913
Non-current assets			
Investments	B1(iv)	61,102,804	59,463,361
Other investments	B3(iii)	42,398,834	40,360,766
Loan receivables	B1(ii)	87,705,851	65,156,523
Other loan receivables	B3(ii)	201,917	363,437
Property, plant and equipment	B4(i)	803,757,084	801,666,985
Right-of-use lease assets	B4(iii)	16,206	370,197
Total non-current assets		995,182,696	967,381,269
TOTAL ASSETS		1,167,769,455	1,138,349,182
LIABILITIES			
Current liabilities			
Interest bearing liabilities	B1(i)	264,963,907	245,743,555
Other Interest bearing liabilities	B3(i)	1,860,745	1,717,194
Net claims provision	B2(ii)	8,057,294	3,904,120
Trade and other payables	C2	20,114,449	10,800,183
Lease liabilities	B4(iii)	15,697	371,135
Employee entitlements	C1(ii)	1,368,667	1,335,837
Provisions	E4	316,809	270,274
Total current liabilities		296,697,568	264,142,298
Non-current liabilities			
Other Interest bearing liabilities	B3(i)	27,961,676	28,170,726
Lease liabilities	B4(iii)	1,214	16,347
Employee entitlements	C1(ii)	318,549	244,974
Total non-current liabilities		28,281,439	28,432,047
TOTAL LIABILITIES		324,979,007	292,574,345
NET ASSETS		842,790,448	845,774,837
ACCUMULATED FUNDS			
Retained earnings		(7,327,118)	(1,393,554)
Asset revaluation reserve		575,702,797	574,665,245
Insurance reserves	C3(i)	2,541,819	2,088,747
Other reserves	C3(ii)	271,872,950	270,414,399
TOTAL ACCUMULATED FUNDS		842,790,448	845,774,837

The accompanying Notes form part of these Financial Statements



The Corporation of the Synod of the Diocese of Brisbane
Financial Statement for the year ended 31 December 2023

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STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2023

	Retained Earnings - Diocese	Retained Earnings - ANFIN	Retained Earnings - Total	Parish Property Reserve	Other Reserves and Special Accounts	Reserves and Special Accounts Note C3 (ii)	Insurance Reserves Note C3(i)	Asset Revaluation Reserve - Equities	Asset Revaluation Reserve - Property	Asset Revaluation Reserve - Total	TOTAL RESERVES
Opening Balance (1/1/22)	(6,442,387)	2,701,087	(3,741,300)	207,214,699	54,565,876	261,780,575	2,816,116	7,498,728	584,691,729	592,190,457	853,045,848
Surplus/(deficit) for the year	2,297,661	50,085	2,347,747	-	2,253,070	2,253,070	(727,369)	-	-	-	3,873,447
Transfer from Asset Revaluation Reserve	-	-	-	-	5,204,794	5,204,794	-	-	(5,204,794)	(5,204,794)	-
Transfer to Trust Funds from Disposal of Parish Property	-	-	-	(2,706,130)	2,706,130	-	-	-	-	-	-
Other Comprehensive Income	-	-	-	-	-	-	-	-	-	-	-
Reversal of revaluation on assets disposed and transferred to held for sale	-	-	-	-	-	-	-	-	(2,461,299)	(2,461,299)	(2,461,299)
Gain on recognition/derecognition of Parish Property	-	-	-	2,410,008	-	2,410,008	-	-	-	-	2,410,008
Trust Funds drawn down during the year	-	-	-	-	(1,234,048)	(1,234,048)	-	-	-	-	(1,234,048)
Net fair value gain/(loss) on financial assets during the year	-	-	-	-	-	-	-	(9,391,648)	-	(9,391,648)	(9,391,648)
Reclassification adjustments relating to financial assets disposed of in the year	-	-	-	-	-	-	-	(467,471)	-	(467,471)	(467,471)
Closing Balance (31/12/22)	(4,144,726)	2,751,172	(1,393,554)	206,918,577	63,495,822	270,414,399	2,088,747	(2,360,391)	577,025,636	574,665,245	845,774,837
Opening Balance (1/1/23)	(4,144,726)	2,751,172	(1,393,554)	206,918,577	63,495,822	270,414,399	2,088,747	(2,360,391)	577,025,636	574,665,245	845,774,837
Surplus/(deficit) for the year	(8,307,481)	2,373,917	(5,933,564)	-	671,106	671,106	453,072	-	-	-	(4,809,386)
Transfer from Asset Revaluation Reserve	-	-	-	-	638,341	638,341	-	-	(638,341)	(638,341)	-
Transfer to Trust Funds from Disposal of Parish Property	-	-	-	(251,660)	251,660	-	-	-	-	-	-
Other Comprehensive Income	-	-	-	-	-	-	-	-	-	-	-
Reversal of revaluation on assets disposed and transferred to held for sale	-	-	-	-	-	-	-	-	(194,280)	(194,280)	(194,280)
Gain on recognition/derecognition of Parish Property	-	-	-	2,521,322	-	2,521,322	-	-	-	-	2,521,322
Trust Funds drawn down during the year	-	-	-	-	(2,372,218)	(2,372,218)	-	-	-	-	(2,372,218)
Net fair value gain/(loss) on financial assets during the year	-	-	-	-	-	-	-	2,234,153	-	2,234,153	2,234,153
Reclassification adjustments relating to financial assets disposed of in the year	-	-	-	-	-	-	-	(363,980)	-	(363,980)	(363,980)
Closing Balance (31/12/23)	(12,452,207)	5,125,089	(7,327,118)	209,188,239	62,684,711	271,872,950	2,541,819	(490,218)	576,193,015	575,702,797	842,790,448

The accompanying Notes form part of these Financial Statements



STATEMENT OF CASH FLOWS

For the year ended 31 December 2023

	Note	2023 \$	2022 \$
Cash flows from operating activities			
Receipts from operations		131,762,746	140,259,255
Interest received		13,200,108	4,650,700
Dividends & franking credits received		3,626,925	3,981,053
Payments to suppliers and employees		(148,279,743)	(154,916,887)
Interest paid		(8,973,035)	(2,174,566)
Interest bearing liabilities deposited with ACSQ		38,371,871	(33,799,845)
Interest bearing liabilities repaid by ACSQ		(20,170,798)	(3,187,119)
Loans and advances granted by ACSQ		(47,893,989)	(5,135,565)
Loans and advances repayments received by ACSQ		28,556,796	25,765,670
Net cash flows provided by operating activities	B5(ii)	(9,799,119)	(24,557,304)
Cash flows from investing activities			
Proceeds from sale of property, plant and equipment		1,167,550	9,047,471
Purchase of property, plant and equipment		(1,329,802)	(6,233,389)
Proceeds from disposal of investments		4,156,560	3,036,681
Purchase of investments		(3,952,442)	(3,478,518)
Net cash flows provided by investing activities		41,866	2,372,245
Net increase in cash and cash equivalents		(9,757,253)	(22,185,059)
Cash at the beginning of the financial year		143,843,044	166,028,103
Cash at the end of the financial year	B5(i)	134,085,791	143,843,044

The accompanying Notes form part of these Financial Statements



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 internal reporting requirements as defined in these financial statements.

ACSQ's registered office and principal place of business is at 373 Ann Street, Brisbane QLD 4000.

A2 BASIS OF PREPARATION

In preparing the Financial Statements ACSQ does not adopt all the recognition and measurement requirements in Australian Accounting Standards as detailed below:

Australian Accounting Standards not applied	Significant accounting policy applied
AASB 3 Business Combinations AASB 10 Consolidated Financial Statements AASB 127 Separate Financial Statements	The Financial Statements are presented as an aggregation of the main business streams however do not include all business streams of the Corporation (refer <i>Note A4 Principles of aggregation</i> below).
AASB 116 Property Plant and Equipment	Buildings are not depreciated based on the length of useful lives, or the nature of the assets and are carried at cost (refer <i>Note B4 Property, Plant & Equipment</i>). Buildings previously measured at fair value at the end of the prior year have been disclosed as deemed cost as at 1 January 2023 as the policy has been changed to an "at cost" policy going forward.
AASB 9 Financial Instruments	The provision for abuse claims has not been adjusted for the time value of money as timing of settlement cannot be determined reliably. Unrealised gains and losses arising from movements in the fair value of investments are recognised through Other Comprehensive Income. Realised gains and losses on disposal of investments are recognised through operating surplus/deficit. Hedge instruments are disclosed in <i>Note E5 Other accounting policies</i> , however are not included on the face of the Financial Statements.
AASB 108 Accounting policies, changes in accounting estimates and errors	The Financial Statements do not comply with the disclosure requirements

In addition to the above, ACSQ does not adopt the following accounting standards with respect to some disclosures only:

- AASB 8 Segment Reporting
- AASB 12 Disclosure of Interests in Other Entities
- AASB 13 Fair Value Measurement
- AASB 108 Account policies, changes in accounting estimates and errors
- AASB 137 Provisions, Contingent liabilities and Contingent assets
- AASB 124 Related Party Disclosures

These Financial Statements have been prepared in accordance with the basis of accounting specified by all Australian Accounting Standards and Australian Accounting Interpretations except for those noted above.



The Financial Statements are prepared on the historical cost basis offset by any impairments, except for certain non-current assets that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on fair values of the consideration given in exchange. All amounts are presented in Australian Dollars (AUD) and rounded to the nearest dollar.

Where necessary, comparative amounts have been amended for any changes to the current year presentation or classification of items in the Financial Statements that were made in order to enhance users' understanding of the Financial Statements.

The preparation of the Financial Statements requires management to make judgments, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses (see further *Note A3 Critical accounting estimates and judgments*).

The Notes to the Financial Statements include specific accounting policies which have been adopted in the preparation of this report. They are consistent with the previous period unless otherwise stated.

A3 CRITICAL ACCOUNTING ESTIMATES AND JUDGMENTS

Estimates and judgments incorporated into the Financial Statements are based on historical knowledge and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgments about carrying values of assets and liabilities that are not readily apparent from other sources. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within ACSQ.

Areas of estimation in the Financial Statements are:

- Fair value of assets and liabilities – inputs into the valuation methodology (see *Notes B4 Property, Plant and Equipment* comparative only and *E5 Other accounting policies*)
- Impairment of non-fair valued assets – inputs into the recoverable amount (see *Note B1 ANFIN Treasury position*)
- Abuse claim provisions and related receivable – the net costs of known and expected unknown uninsured claims and the net costs of potential additional payments for previously settled claims (see *Note B2 Abuse claims management*)
- Property, plant and equipment – useful lives (see *Note B4 Property, plant and equipment*)
- Employee benefits – inputs into the calculation of the present value of long service leave entitlements (see *Note C1 Employee expenses and entitlements*)

A4 PRINCIPLES OF AGGREGATION

ACSQ, as the ultimate responsible entity, has produced the Financial Statements which incorporate for clarity the assets and liabilities and the results of the business streams that are not reported elsewhere. Individual audited financial statements are prepared separately for each of the excluded business streams.

Business transactions and balances between the included business streams are eliminated in the Financial Statements.



FINANCIAL OPERATIONS INCLUDED:	BUSINESS STREAMS REPORTED SEPARATELY:
<ul style="list-style-type: none"> • Anglican Financial Services (ANFIN) • Anglican Schools Office • Claims Settlement • Finance and Diocesan Services • Ministry Education • Parish & Other Ministries Services; • The Episcopate and Leadership Team; • General Managers Office; • The Going for Growth Fund; • The Mission Alive Fund; • Trusts and other funds (including the Diocesan Insurance Fund, General Trust and Special Trust funds) 	<ul style="list-style-type: none"> • Parishes, except for real property assets that have been included in the Financial Statements • Individual Schools owned or controlled by the Corporation • The Community Services Commission (CSC) trading as Anglicare Southern Queensland (Anglicare SQ)

A5 GOING CONCERN AND LIQUIDITY MANAGEMENT

Due to the effect of the aggregation of the ANFIN assets and liabilities into ACSQ, the Financial Statements show an imbalance between the current assets and current liabilities.

ACSQ maintains sufficient funds in cash and cash equivalents to meet its day to day operational requirements with an unrestricted year end cash balance of \$130,794,459 (2022: \$140,369,637).

The singular legal relationship between ACSQ and its business entities allows for a higher degree of information flow and controls. This supports the management of assets to meet the short-term liabilities to internal depositors in ANFIN, as well as allowing for more systematic planning for longer-term investments and for meeting longer-term liabilities. Further it should be noted that, where necessary, the liquidity of the internal depositors could be drawn upon to support any shortfall.

ACSQ has unrestricted access to \$30.0m in lines of credit, which were unused at year-end.

These measures, along with the considerable level of non-current assets held and the expected inflow of cash from operations, give Diocesan Council the assurance that ACSQ will be able to meet its financial obligations as and when they fall due.

The Financial Statements are prepared on a going concern basis, which contemplates the continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.



B KEY NUMBERS

B1 ANFIN TREASURY POSITION

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) Interest bearing liabilities

The interest bearing liabilities represent funds on deposit with ANFIN from the business segments of ACSQ.

	2023	2022
	\$	\$
Current (Unsecured - at amortised cost)		
<i>Funds at call</i>		
Anglicare	56,143,283	32,729,541
Schools	60,967,870	74,031,933
Parishes and other Anglican entities	22,770,741	23,649,986
	139,881,894	130,411,460
<i>Term Investments</i>		
Anglicare	89,043,545	87,582,433
Schools	23,088,147	15,464,110
Parishes and other Anglican entities	12,950,321	12,285,551
	125,082,013	115,332,094
Total Interest bearing liabilities	264,963,907	245,743,555

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 B4 Property, Plant and Equipment*. Further details are provided in *Note E5 Other Accounting Policies* in relation to relevant accounting policies.

Financing arrangements

Unrestricted access was available to ACSQ at the end of the reporting period to the following lines of credit:

	2023	2022
	\$	\$
Equity lending facility	30,000,000	30,000,000
Business loan facility	-	-
Used at balance date	-	-
Unused at balance date	30,000,000	30,000,000

The Equity lending facility is secured by Investments in managed funds of \$20,609,391 (2022: \$19,900,331) – see *Note B1(v) ANFIN Investments*.



(ii) **Financial assets - Loans receivable**

The loans receivable held by ANFIN represent loans and overdrafts made available to the business segments of ACSQ.

	Current	Non-current	Total
	\$	\$	\$
ANFIN loan receivables 2023			
Anglicare	-	-	-
Schools	14,450,046	83,849,305	98,299,351
Parishes and other Anglican entities	546,202	4,222,283	4,768,485
Overdrafts	114,612	-	114,612
	15,110,860	88,071,588	103,182,448
Allowance for impaired loans	-	(365,737)	(365,737)
	15,110,860	87,705,851	102,816,711
	Current	Non-current	Total
	\$	\$	\$
ANFIN loan receivables 2022			
Anglicare	-	-	-
Schools	11,858,519	60,520,744	72,379,263
Parishes and other Anglican entities	575,379	5,021,689	5,597,068
Overdrafts	73,497	-	73,497
	12,507,395	65,542,433	78,049,828
Allowance for impaired loans	-	(385,910)	(385,910)
	12,507,395	65,156,523	77,663,918

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 \$102,702,099 (2022: \$77,590,420) remain outstanding from Diocesan agencies and parties related to ACSQ. Of these loans \$3,624,722 (2022: \$4,469,787) 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 \$36,400,000 (2022: \$31,130,191).

Further details are provided in *Note E5 Other accounting policies* in relation to the general accounting policies relevant to loan receivables, however the approach taken with respect to determining the appropriate allowance for impaired loans is discussed in the next section.

(iii) **Allowance for impaired loans**

In 2023 there were nil loan impairments (2022: nil).

ACSQ assesses impairment at each reporting date by evaluating conditions specific to loan receivables. ACSQ recognises an allowance for Expected Credit Losses ("ECLs") for all Debt instruments not held at fair value through the Statement of Comprehensive Income. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cashflows that ACSQ expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms. An allowance for ECLs is made when there is objective evidence that the collection risk has changed since initial recognition and that ACSQ may not be able to collect the debts and they are considered to be impaired.

The singular legal relationship between ACSQ and the business entities to which it provides loans allows for a high degree of information and controls collectability.



(iv) Financial assets – Investments

	2023	2022
	\$	\$
Investments in managed funds	61,102,804	59,463,361
	61,102,804	59,463,361

Of the balance invested in managed funds \$20,609,391 (2022: \$19,900,331) is held as security for a \$30m (2022: \$30m) line of credit (see *Note B1(i)* above).

During the year, the market value of the investment portfolio increased by \$787,141 (2022: decreased by \$5,208,268) 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. ACSQ has categorised the reliability of the inputs used in determining the fair value of investments as Level 1. The Level 1 inputs used 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 2023.

The fair value of investments as at 31 December 2023 reflects the conditions known as at that date. The investment markets continue to be expected to be more volatile for at least the near term.



B2 ABUSE CLAIMS MANAGEMENT

(i) Abuse claims net operating surplus/(deficit)

ACSQ has potential future exposure to claims and costs associated with its response to abuse claims. 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.

In 2023 ACSQ has recognised a net claim expense of \$5,599,825 (2022: \$ nil) based on an actuarial calculation of the expected additional net abuse claim costs that might emerge from unknown claimants in the future – see *Note B2 (ii) Abuse claim provision* below.

	2023	2022
	\$	\$
Abuse claims income		
Reimbursement of uninsured claims costs	55,147	10,577,806
	55,147	10,577,806
Abuse claims expenses		
Claims expense	2,139,500	11,281,880
Service delivery expenses	(9,017)	(1,909)
Office operations	38	-
	2,130,521	11,279,971
Net abuse claims operating surplus/(deficit) prior to expected unknown claims	(2,075,374)	(702,165)
Expected claim receivable income in relation to unknown claims	96,390,721	-
Expected claim provision expense in relation to unknown claims	101,990,546	-
Net expected unknown claims expense	(5,599,825)	-
Net abuse claims operating surplus/(deficit) after expected unknown claims	(7,675,199)	(702,165)

(ii) Abuse claims provision

	2023	2022
	\$	\$
Provision for known uninsured Abuse claims prior to expected unknown claims	20,109,454	24,977,718
Less:		
Abuse claims reimbursement receivable prior to expected unknown claims	(17,651,985)	(21,073,598)
Net Abuse claims provision prior to expected unknown claims	2,457,469	3,904,120
Expected claim provision in relation to unknown claims	101,990,546	-
Less:		
Expected claim receivable in relation to unknown claims	(96,390,721)	-
Net expected unknown claims provision	5,599,825	-
Provision for known and unknown Abuse claims total	122,100,000	24,977,718
Less:		
Abuse claims reimbursement receivable for known and unknown claims total	(114,042,706)	(21,073,598)
Net abuse claim provision	8,057,294	3,904,120

For the financial year end, ACSQ has recognised a decrease in the receivables for reimbursement of abuse claims prior to expected unknown claim costs totalling \$3,421,613 (2022: an increase of \$4,606,412) which has been recognised in the Statement of Comprehensive Income.

Estimates in the provision are based on actuarial assessment. The provision includes likely claim settlements calculated at an estimate of average claim amounts. The receivable is based on those claim settlements that will be recovered from either insurance coverage or ACSQ business streams not reported in these financial statements. These receivables are virtually certain based on insurance indemnity and/or ACSQ policy.



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.

B3 OTHER BUSINESS OPERATIONS FINANCING

(i) Other interest-bearing liabilities

These are funds held by ACSQ on behalf of related parties outside of ANFIN's treasury operations.

	2023	2022
	\$	\$
Current (Unsecured - at amortised cost)		
<i>Funds at call</i>		
ASC Portable Long Service Leave	1,274,729	1,283,492
Unspent salary sacrifice funds	467,716	315,207
Canterbury Fellowship trust	18,300	18,195
	<u>1,760,745</u>	<u>1,616,894</u>
<i>Term investments</i>		
Canterbury Fellowship trust	100,000	100,300
Total Current Other interest bearing liabilities	<u>1,860,745</u>	<u>1,717,194</u>
Non-Current (Unsecured - at amortised cost)		
Funds held on behalf of Anglicare	27,961,676	28,170,726
Total Other interest bearing liabilities	<u>29,822,421</u>	<u>29,887,920</u>

(ii) Other loans receivable

	Current	Non-current
	\$	\$
Other loan receivables 2023		
Schools	161,520	201,917
Allowance for impaired loans	-	-
	<u>161,520</u>	<u>201,917</u>
Other loan receivables 2022		
Schools	161,520	363,437
Allowance for impaired loans	-	-
	<u>161,520</u>	<u>363,437</u>

(iii) Other Investments

Other investments represent funds that are managed by ACSQ outside of ANFIN's operations.

	2023	2022
	\$	\$
Investments in managed funds	28,078,276	27,179,380
Externally managed share portfolio	14,320,558	13,181,386
	<u>42,398,834</u>	<u>40,360,766</u>

The investments in managed funds include the Going for Growth Fund and the See Fund.

During the year, the market value of the investment portfolio increased by \$1,447,012 (2022: decreased by \$4,183,380) and this unrealised gain/(loss) has been recognised in Other Comprehensive Income and the Statement of Changes in Equity (Asset Revaluation Reserve). During the year sales of shares within our



externally managed share portfolio generated net realised gains of \$604,955 (2022: \$372,783) (see further *Note E1 Other income*).

Investments are financial assets that are measured at fair value. ACSQ has categorised the reliability of the inputs used in determining the fair value of investments as Level 1. The Level 1 inputs used 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 2023.

The fair value of investments as at 31 December 2023 reflects the conditions known as at that date. The investment markets continue to be expected to be more volatile for at least the near term.



B4 PROPERTY, PLANT AND EQUIPMENT

(i) Property, plant and equipment (excluding Right-of-use assets in Note B4(iii))

	Land at valuation	Buildings at valuation	Work in Progress at cost	Other PPE at cost	TOTAL
Balance at 1 January 2022	421,990,592	382,431,245	716,771	268,652	805,407,260
Additions	521,804	1,718,271	5,341,622	142,095	7,723,792
Completed projects transferred in/(out)	-	4,848,532	(5,162,973)	-	(314,441)
Impairment write-down	-	-	-	-	-
Transferred to Assets held for sale (Note B4(ii))	(6,013,554)	(2,519,772)	-	-	(8,533,326)
Disposals/Adjustments	-	-	-	-	-
Revaluation adjustments - Assets transferred to Held for sale and disposed	(1,520,136)	(941,163)	-	-	(2,461,299)
Balance at 31 December 2022	414,978,706	385,537,113	895,420	410,747	801,821,986

	Land at deemed cost	Buildings at deemed cost	Work in Progress at cost	Other PPE at cost	TOTAL
Additions	733,119	1,615,590	1,147,291	187,650	3,683,650
Completed projects transferred in/(out)	-	240,673	(324,858)	-	(84,185)
Impairment write-down	-	-	-	-	-
Transferred to Assets held for sale (Note B4(ii))	(351,452)	(678,548)	-	-	(1,030,000)
Disposals/Adjustments	-	-	(215,060)	(3,045)	(218,105)
Revaluation adjustments - Assets transferred to Held for sale and disposed	(68,018)	(126,262)	-	-	(194,280)
Balance at 31 December 2023	415,292,355	386,588,566	1,502,793	595,352	803,979,066

ACCUMULATED DEPRECIATION

Balance at 1 January 2022	-	-	-	(111,167)	(111,167)
Impairment write down	-	-	-	-	-
Disposals	-	-	-	-	-
Depreciation expense	-	-	-	(43,834)	(43,834)
Balance at 31 December 2022	-	-	-	(155,001)	(155,001)

Impairment write down	-	-	-	-	-
Disposals	-	-	-	3,045	3,045
Depreciation expense	-	-	-	(70,026)	(70,026)
Balance at 31 December 2023	-	-	-	(221,982)	(221,982)

WRITTEN DOWN VALUE

Carrying value at 31 December 2022	414,978,706	385,537,113	895,420	255,746	801,666,985
Carrying value at 31 December 2023	415,292,355	386,588,566	1,502,793	373,370	803,757,084

Other PPE includes Plant, Furniture and fittings, Office equipment, Motor vehicles and Computer software and equipment



(ii) Accounting policy – Property, plant and equipment

Recognition

Land and buildings were valued at fair value in the previous year (comparative). 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 previous policy was to make revaluations with sufficient regularity to ensure the carrying amount of land and buildings does not differ materially from that which would be determined using fair value at the end of the reporting period. Independent valuations are periodically obtained in the application of this policy. Valuations for land and buildings held at fair value were comprehensively valued by APV Valuers and Asset Management at 30 June 2020. A desktop review of fair value was conducted for 31 December 2021 which involved the application of an indexation process. The previous fair values were indexed based on specific cost indices (based on appropriate construction cost indices) and market indices (based on property market movements observed in the geographic location of the assets) relevant to the year ended 31 December 2021 as provided by APV Valuers and Asset Management.

In the current year, the land and buildings valuation policy has been changed to a deemed cost model from fair value. Many of the land and buildings assets held by ACSQ are specialised church buildings for which there is little or no comparable market data available such that it has been difficult previously to make an assessment as to fair value. Consequently, a deemed cost model of valuation has been adopted which will be more effective and efficient going forward to maintain and will provide relevant and reliable information to the users of these financial statements.

After 1 January 2023 land and buildings additions have been 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.

Individual land and building assets will be monitored to ensure that the carrying values are not overstated due to either condition decline or impairment.

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 transferring any net revaluation increments out of the 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%

Given the specialised nature of many of the building assets, rather than being depreciated each year these assets will continue to be maintained and repaired (costs expensed).



Impairment of tangible assets

At each reporting date, carrying values of tangible assets are reviewed to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the fair value or rateable land value as determined by ACSQ, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the Statement of Comprehensive Income.

Derecognition

An item of property, plant and equipment is derecognised when it is old or otherwise disposed of, or when its use is expected to bring no future economic benefits. Any gain or loss on derecognising an item of property, plant and equipment (being the difference between the proceeds of disposal and the carrying amount of Property, plant and equipment) is included in the income statement in the year of disposal.

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.

(iii) 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.

	2023	2022
Lease expenses	\$	\$
Depreciation - Right-of-use lease assets	334,289	506,368
Interest expense - Lease liabilities	6,077	25,679
	<u>340,366</u>	<u>532,047</u>

Right-of-use lease assets have been classified as part of property, plant and equipment in the Balance Sheet.

Right-of-use lease assets	2023	2022
Non-current	\$	\$
Premises	-	307,841
Motor Vehicles	16,206	62,356
	<u>16,206</u>	<u>370,197</u>

Lease liabilities have been classified into current and non-current liabilities.



Lease liabilities	2023	2022
Current	\$	\$
Premises	-	363,015
Motor Vehicles	15,697	8,120
	15,697	371,135
Non-current		
Premises	-	-
Motor Vehicles	1,214	16,347
	1,214	16,347
Total lease liabilities	16,911	387,482

Leases for premises are generally for 10 to 12-year terms, with the current premises having a lease term that expired in September 2023. Currently ACSQ is in a holdover position with respect to the leased premises, whilst re-negotiating a new licence to occupy. 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.

(iv) 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.



B5 CASH

(i) Cash and cash equivalents

	2023	2022
	\$	\$
Cash at banks and other financial intermediaries	130,794,459	140,369,637
Restricted cash	3,291,332	3,473,406
	134,085,791	143,843,043

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, chequeing 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

	2023	2022
	\$	\$
Surplus/(deficit) for the period	(4,809,387)	3,873,447
Adjustments for:		
Non-cash items:		
Add: Depreciation	404,315	43,834
Add: Impairment of Property plant and equipment	-	-
Less: Bequest property and investment received / disbursed	(2,372,218)	-
Interest paid on leases	(6,077)	
Add: Lease Adjustment	5,312	(2,536)
Less: Non-cash distribution from Investments	(1,400,936)	(2,342,148)
Gain on sale of investment	(604,955)	(372,783)
Gain on sale of fixed assets	(59,445)	(1,136,547)
Change in operating assets and liabilities		
Decrease/(Increase) in receivables	(33,730,966)	12,459,097
Increase in payables	9,314,268	(2,843,518)
Increase in employee entitlements	106,408	36,451
Increase in provisions	4,199,710	3,459,247
Increase in interest bearing liabilities	19,154,852	(37,731,848)
Net cash flows provided by operating activities	(9,799,119)	(24,557,304)



C OTHER SIGNIFICANT OPERATING ITEMS

C1 EMPLOYEE EXPENSES AND ENTITLEMENTS

(i) Employee expenses

	2023	2022
	\$	\$
Salaries and wages	11,639,908	11,219,529
Superannuation	1,145,953	1,121,486
Termination benefits	57,236	3,385
	12,843,097	12,344,400

(ii) Employee entitlements

	2023	2022
	\$	\$
Current		
Annual leave	939,881	938,146
Long service leave	428,786	397,691
	1,368,667	1,335,837
Non-Current		
Long service leave	318,549	244,974
	318,549	244,974
Total Employee entitlements	1,687,216	1,580,811

(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.



C2 TRADE AND OTHER PAYABLES

	2023	2022
	\$	\$
Trade creditors	8,784,451	292,296
Fees in advance	7,986,679	7,590,749
Accrued and other expenses	533,373	1,430,758
Interest payable (ANFIN)	1,246,089	526,566
Superannuation payable	196,105	402,742
PAYG tax payable	296,534	81,438
Sundry current liabilities	1,042,574	404,132
GST payable	28,644	71,502
	20,114,449	10,800,183

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.

C3 RESERVES

(i) Insurance reserves

	2023	2022
	\$	\$
Diocesan Insurance fund	1,976,298	1,566,331
Sickness & Accident fund and Maternity Leave fund	565,521	522,416
	2,541,819	2,088,747

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

	2023	2022
	\$	\$
Going for Growth fund	27,599,319	26,812,043
Parish Property proceeds	13,862,816	15,875,991
Parish Property recognition reserve	209,188,239	206,918,577
Other reserves and special accounts	21,222,576	20,807,788
	271,872,950	270,414,399

The Parish Property recognition reserve represents the value of Parish Property at the point of recognition prior to revaluation.



C4 RELATED PARTY TRANSACTIONS

All related party transactions for included entities have been eliminated on the aggregation for these Financial Statements.

(i) Levies and contributions

Levies and contributions are received from Parishes, Schools and Anglicare SQ for administrative services provided by ACSQ.

(ii) Insurance premium recovery

ACSQ recovers insurance premiums costs incurred and self-insurance levies from Parishes, Schools, Anglicare SQ and other related entities.

(iii) Insurance claim expenses and reimbursements

ACSQ incurs claim rectification expenses in relation to claims made under ACSQ's insurance policies. Insurance claim reimbursements are in relation to recoveries made from our insurers arising from such claims. The recoveries are distributed to Parishes, Schools, Anglicare SQ and other related entities less any claim rectification expenses incurred and relevant deductibles.

(iv) 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.

(v) School System revenue and expense

ACSQ receives funding from the Federal Government for the Anglican School Queensland System. ACSQ reports the funding income and distribution to schools on a net basis.

(vi) Fees for Service

Where applicable, Parishes and the Anglicare SQ are charged fees for administrative services provided by ACSQ.



D UNRECOGNISED ITEMS AND SUBSEQUENT EVENTS

D1 CONTINGENT LIABILITIES AND COMMITMENTS

ACSQ through ANFIN has the following facilities available for bank guarantees:

	2023	2022
Facilities available for bank guarantees	\$	\$
Total facility	2,268,493	500,000
Used at balance date	1,956,072	271,515
Unused at balance date	312,421	228,485

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 2023 (2022: \$ nil).

ACSQ has the following capital commitments with respect to capital expenditure contracted for at balance date but not yet incurred:

	2023	2022
Capital Commitments	\$	\$
Buildings	-	54,374

The capital commitments are in relation to a building works contract entered into at balance date for repair works.

Liabilities with respect to the future exposure for expected known and unknown Abuse claims and costs are discussed above in *Note B2 Abuse claims management*.

D2 SUBSEQUENT EVENTS

There have been no material events post 31 December 2023 which would require adjustment of the Financial Statements as presented.



E OTHER

E1 OTHER INCOME

	2023	2022
	\$	\$
Bad debts recovered	20,174	18,604
Profit on sale of fixed assets	59,445	1,136,547
Other gains from investment share portfolio sales	604,955	372,783
Other income	558	491,000
	685,132	2,018,934

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

	2023	2022
	\$	\$
Withdrawals of Funds Held in Trust	87,361	217,797
Impairment of PPE	-	-
	87,361	217,797

E3 OTHER CURRENT ASSETS

	2023	2022
	\$	\$
Prepayments	7,476,891	7,156,194
Trade debtors	8,442,474	1,714,181
Accrued income	1,206,103	1,050,984
Other receivables	5,331,718	3,903,193
	22,457,186	13,824,552

E4 OTHER PROVISIONS

	2023	2022
	\$	\$
Current		
Property maintenance provision	316,809	270,274

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.



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 2023 the Fund held fixed rate swap and cap agreements with a total notional value of \$2,395,000 (2022: \$5,356,702) 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.

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.

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) Revenue and other income

Revenue and other income is recognised when control of the asset is transferred to the customer at an amount that reflects the consideration to which ACSQ expects to be entitled in exchange for the goods or services. Amounts disclosed are measured at the fair value of the consideration received or receivable and are net of goods and services tax ("GST") levied and amounts collected on behalf of third parties.

ACSQ receives funding from the Federal Government for the Anglican School Queensland System which is then distributed to Schools in accordance with the Federal Government's funding model. The distribution is reported as contra-revenue. Commonwealth recurrent grants are reported in full through schools reporting in accordance with Section 38 of the Australian Education Regulation 2013 and acquitted to the Department of Education and Australian Charities and Not-for-profit Commission.

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.

(iv) Business operating expenses

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

External audit fees are included within service delivery expenses. For the current year the auditor of ACSQ is Ernst & Young (2022: Ernst & Young) and audit fees in 2023 were \$115,000 (2022: \$115,045).

Income distributions relates to funds drawn from specific Parish property and other restrictive trust reserves.



(v) Income Tax

ACSQ and its related entities are exempt from income tax under section 50-5 of the *Income Tax Assessment Act 1997*.

(vi) 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.

(vii) Fair value

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, ACSQ takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at measurement date. Refer to *Note B4 Property, Plant and Equipment* for the basis of determining fair value of property, plant and equipment.

In addition, fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

- Level 1 inputs are based on unadjusted, quoted prices in an active market at the end of the reporting period;
- Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs for the asset or liability.

(viii) Application of New and Revised Accounting Standards

There are no changes or new accounting Standards that have a substantive impact on the preparation of the 2023 Financial Statements.

At the date of authorisation of the Financial Statements, the Standards and interpretations listed below were on issue but not yet effective. ACSQ will take into consideration the proposed amendments for reporting in the financial year commencing January 2024.

Standard/Interpretation and the relevant Amending Standards	Effective for Annual Reporting Periods Beginning on or After	Expected to be initially applied in the Financial Year Ended
AASB 2020-1 Classification of Liabilities as Current or Non-current / AASB 2020-6 Non-current liabilities with covenants	1 January 2024	31 December 2024
AASB 2022-5 lease liability in a sale and leaseback	1 January 2024	31 December 2024



DIRECTORY

MEMBERS OF THE DIOCESAN COUNCIL

Chair

The Most Reverend Dr P Aspinall BSc GDip RE BD (Hons) PhD MBA (*Retired 2nd February 2023*)

The Right Reverend C Venables BA (Hons) BTh (Bishop Administrator) (*Appointed Chair 3rd February 2023 until 15th December 2023*)

The Most Reverend J Greaves KSJ BTh (Northern Region) (*Appointed Chair 16th December 2023*)

Assistant Bishops

The Right Reverend J Greaves KSJ BTh (Northern Region) (*Until 15th December 2023*)

The Right Reverend J Roundhill MA (Hons) BTh (Hons) (Southern Region)

The Right Reverend C Venables BA (Hons) BTh (Western Region)

Chancellor

The Honourable Justice D Mullins AO LLM (Adv) LLB (Hons) BCom

Members

Ms J Basham BA (Hons) , LLB, GDLP, GCertTh

The Reverend Canon N Colledge BA, GradDipEd(Sec), MTh, MEd(Leadership)

The Reverend G Hoyte BTh MA (Stud Rel)

Judge Kevin Laphorn LLB

The Reverend A Lowe BBehSc BPsych (Hons) BTh MOrgPsych MA Theol&Rein MAPS

Ms A Norman BE(Civil)(Hons)

Mr D O'Connor DipTchg BEdSt(Qld) LLB (QUT) LLM (Qld) FAIM MAICD

Mr D Sneesby FCA FFin BBusAcc&Comp GDipAppFin&Inv

The Reverend Dr R Wolff BSc(Hons), BTh, DPhil, FQA

The Reverend Dr C Wynne BSc (1st), PhD, BTh, MTh



AUDITORS

Ernst & Young, Level 51, 111 Eagle St, Brisbane Qld 4000

07 3011 3333

ACSQ CONTACTS:

St Martin's House, 373 Ann Street, Brisbane Qld 4000

GPO Box 421, Brisbane, Qld 4001

07 3835 2222



The Corporation of the Synod of the Diocese of Brisbane
Financial Statement for the year ended 31 December 2023

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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 3 to 32:

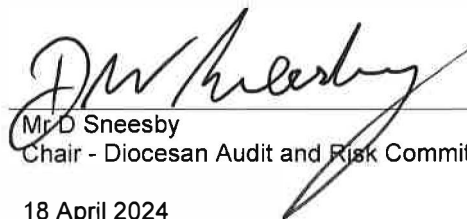
1. present a true and fair view of the financial position of ACSQ as at 31 December 2023 and for those operations and its performance for the financial year ended on that date;
2. at the date of this statement there are reasonable grounds to believe ACSQ will be able to meet its financial obligations as and when they fall due; and
3. comply with the *Australian Charities and Not-for-Profits Commission Act 2012*.

This statement is made in accordance with a resolution of the Diocesan Council and is signed for and on behalf of Diocesan Council by:



The Right Reverend John Roundhill
Archbishop's Commissary

18 April 2024



Mr D Sneesby
Chair - Diocesan Audit and Risk Committee

18 April 2024





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working world**

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Independent auditor's report to the members of The Diocesan Council of the Corporation of the Synod of the Diocese of Brisbane

Opinion

We have audited the financial report, being a special purpose financial report, of The Corporation of the Synod of the Diocese of Brisbane trading as Anglican Church Southern Queensland (the Corporation) which comprises the statement of financial position as at 31 December 2023, 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 is prepared, in all material respects, in accordance with Australian Accounting Standards to the extent described in Note A2.

Basis for Opinion

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

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

Emphasis of Matter - Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note A2 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. Our report is intended solely for the members of the Synod of the Diocese of Brisbane (the Synod) and should not be distributed to or used by parties other than the Synod. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Information Other than the Financial Report and Auditor's Report Thereon

The Diocesan Council is responsible for the other information. The other information is the Diocesan Council Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Responsibilities of the Members of the Diocesan Council for the Financial Report

The Diocesan Council of the Corporation is responsible for the preparation of the financial report in accordance with Australian Accounting Standards to the extent described in Note A2 to meet its financial reporting requirements and for such internal control as the Diocesan Council determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Financial Report

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

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- ▶ Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ▶ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- ▶ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Diocesan Council.
- ▶ Conclude on the appropriateness of the Diocesan Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.



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.

A handwritten signature in black ink that reads 'Ernst & Young'.

Ernst & Young

A handwritten signature in black ink that reads 'Brad Tozer'.

Brad Tozer
Partner
Brisbane
18 April 2024



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working world**

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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 2023, and in accordance with the requirements of the Australian Charities and Not-for-profits Commission Act 2012, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of any applicable code of professional conduct.

A handwritten signature in black ink that reads "Ernst & Young".

Ernst & Young

A handwritten signature in black ink that reads "Brad Tozer".

Brad Tozer
Partner
18 April 2024

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 2023

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

Each heading is a
clickable link ↓

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For the year ended 31 December 2023**

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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 2023, the income and expenditure statement, the statement of changes in accumulated funds and reserves and the cash flow statement for the year then ended, and notes to the financial report, including a summary of significant accounting policies, and managements' assertion statement.

In our opinion the accompanying financial report presents fairly, in all material respects, the financial position of the Entity as at 31 December 2023 and of its financial performance and its cash flows for the year then ended in accordance with the basis of accounting described in Notes 1 and 2.

Basis for opinion

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

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

Emphasis of matter - Basis of accounting

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

Other information

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

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.



In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

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

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

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's responsibilities for the audit of the Financial Report

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

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

http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of our auditor's report.

BDO Audit Pty Ltd

A handwritten signature in black ink, appearing to read 'Richard Swaby', with the letters 'BDO' written above it.

Richard Swaby
Director

Brisbane, 28 March 2024

**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 2023, 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 2023; and
- (b) the attached Income and Expenditure Statement presents fairly the results of the operations for the year ended 31 December 2023; 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 2023; and
- (d) the attached Cash Flow Statement presents fairly the cash flows of the identified funds for the year ended 31 December 2023.

The Lesser Chapter has, in respect of the financial year ended 31 December 2023:

- (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: 28-3-2024
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 2023**

	Notes	2023 \$	2022 \$
OPERATING INCOME			
Bequest Income, Gifts & Donations		468,760	463,793
Offerings		222,189	207,730
Rental and Parking Income	4	773,193	786,455
Use of Cathedral		433,369	387,273
Interest Income		11,765	4,012
Ministerial Services Income		2,205	1,812
Grants – Synod		25,000	25,000
Grants from Other Sources		-	20,000
Sales and Commission – Shop		42,762	44,515
Other Income		2,749	3,765
	3	1,981,992	1,944,355
OPERATING EXPENDITURE			
Staffing Costs	5	(741,363)	(680,722)
Ministry & Worship Expenses	5	(64,201)	(54,806)
Giving	5	(38,375)	(37,013)
Occupation Expenses	5	(762,119)	(799,183)
Administration & Other Expenses	5	(501,991)	(404,103)
	3	(2,108,049)	(1,975,827)
NET OPERATING SURPLUS/(DEFICIT) FOR THE YEAR	3	(126,057)	(31,472)
TOTAL SURPLUS/(DEFICIT) FOR THE YEAR		(126,057)	(31,472)

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 2023**

	Notes	2023 \$	2022 \$
ASSETS			
Current Assets			
Cash and Cash Equivalents	6	292,193	708,955
Trade and Other Receivables	7	232,351	265,169
Inventory		43,490	43,343
Deposits and Payments in Advance		53,601	246,915
		<u>621,635</u>	<u>1,264,382</u>
Non-Current Assets			
Property, Plant and Equipment	8	293,581,106	291,613,819
Investment and Loans	9	30,000	30,000
Other Receivables	7	219,569	235,233
		<u>293,830,675</u>	<u>291,879,052</u>
TOTAL ASSETS		<u>294,452,311</u>	<u>293,143,434</u>
LIABILITIES			
Current Liabilities			
Trade and Other Payables	10	931,790	203,486
Revenue in Advance	11	197,136	470,955
Staff Leave Provisions		226,410	215,410
Interest Bearing Borrowings	12	88,419	93,788
		<u>1,443,755</u>	<u>983,639</u>
Non-Current Liabilities			
Other Payables	10	933,000	425,000
Interest Bearing Borrowings	12	692,792	580,389
		<u>1,625,791</u>	<u>1,005,389</u>
Capital Funds			
General & Ministry Funds	14	2,487,659	2,486,437
		<u>2,487,659</u>	<u>2,486,437</u>
TOTAL LIABILITIES		<u>5,557,205</u>	<u>4,475,465</u>
NET ASSETS		<u>288,895,105</u>	<u>288,667,969</u>
ACCUMULATED FUNDS & RESERVES			
Revaluation Reserve		282,972,424	282,972,424
Capital Reserve	19	9,944,808	9,591,616
Accumulated Deficit		(4,022,127)	(3,896,071)
TOTAL ACCUMULATED FUNDS & RESERVES		<u>288,895,105</u>	<u>288,667,969</u>

The Balance Sheet is to be read in conjunction with the notes to the Financial Statements

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**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 2023**

	Notes	Revaluation Reserve \$	Capital Reserve \$	Accumulated Surplus/ (Deficit) \$	TOTAL \$
Balance at 1 January 2022		240,692,424	9,080,983	(3,864,599)	245,908,808
Additions to and revaluations of non-current assets		42,280,000			42,280,000
NPD Rent in Advance Allocation	19	-	510,633	-	510,633
Net Surplus/(Deficit) for the Year		-	-	(31,472)	(31,472)
Balance at 31 December 2022		282,972,424	9,591,616	(3,896,071)	288,667,969
NPD Rent in Advance Allocation		-	353,193	-	353,193
Net Surplus/(Deficit) for the Year		-	-	(126,057)	(126,057)
Balance at 31 December 2023		282,972,424	9,944,809	(4,022,128)	288,895,105

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

[CLICK TO RETURN TO CONTENTS](#)

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

**CASH FLOW STATEMENT
For the year ended 31 December 2023**

	Notes	2023 \$	2022 \$
Cash Flows from Operating Activities			
Cash Payments to Employees, Suppliers and Others		1,729,227	1,730,838
Cash Used by Operations		(1,415,330)	(1,818,819)
Cash Used by Operations		313,897	(87,981)
Interest Received		12,988	4,388
Interest Paid		(39,914)	(26,806)
Net Cash from Operating Activities	6	286,971	(110,399)
Cash Flows from Investing and Construction Activities			
Net Investment in Plant and Equipment		(1,179,624)	(107,945)
Third Party Donations and Receipts to Finance Construction Activities		32,182	224,611
Construction Costs: Cathedral Completion		(16,517)	(44,689)
Proceeds on Sale of Property, Plant and Equipment		-	-
Net Cash Inflow (Used in)/from Investing and Construction Activities		(1,163,959)	(71,977)
Cash flows from Financing Activities			
Reduction in Trust, Agency and Fund Balances		353,193	155,731
Payment of Capital Element of Interest Bearing Loans		107,033	(96,369)
Net Cash Inflow (Used in)/from Financing Activities		460,226	59,362
Net Increase/(Decrease) in Cash and Cash Equivalents		(416,762)	20,940
Cash and Cash Equivalents at beginning of the year		708,955	688,015
Cash and Cash Equivalents at end of the year	6	292,193	708,955
Consisting of:			
Cash and Cash Equivalents - Operating Funds		(2,195,466)	(1,777,482)
Cash and Cash Equivalents – General & Ministry Funds	14	2,487,659	2,486,437
Cash and Cash Equivalents in Funds as per Balance Sheet	6	292,193	708,955
Bank Overdraft	13	-	-
Total Cash and Cash Equivalents	6	292,193	708,955

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

[CLICK TO RETURN TO CONTENTS](#)

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

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 2023 have been prepared for distribution to the members of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane.

NOTE 2: SUMMARY OF ACCOUNTING POLICIES

(a) Basis of Accounting

These financial statements are a special purpose financial report prepared for use by the members of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane (the "Lesser Chapter").

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

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

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

(b) Going Concern

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

(c) Income Tax

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

(d) Revenue and Expense Recognition

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

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

(e) Bequests

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

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

Returns on invested bequests are credited to those specific Reserves.

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

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 2023 is \$226,410 (2022: \$215,410)

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 2023 was 27, including 3 full-time employees (2022: 21 employees, 3 being full-time)

(i) Investments

(i) Investment in subsidiary

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

(ii) Other investments

Other investments are recorded at cost.

(j) Leased Assets

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

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

NOTE 2: SUMMARY OF ACCOUNTING POLICIES continued

(k) Property, Plant and Equipment

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

(i) Land and buildings

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

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

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

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

The valuation of land and buildings is based on the insured replacement value. An independent valuation was obtained for the purpose of the 2022 insurance renewal in April 2022 proving a \$42,280,000 revaluation increment over the previous independent valuation obtained in July 2017.

(ii) Plant and Equipment

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

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

(iii) Goods in-kind

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

(iv) Depreciation

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

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

(v) Capital

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 2023**

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 until the 10th September 2023, directly in a Capital Reserve – NPD Funded Prepaid Rent and not as rental income in the Income & Expenditure Statement.

The prepaid rent received in 2023 is \$0 (2022: \$353,193).

(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 2023**

	2023	2022
	\$	\$
NOTE 3: CHAPTER OPERATING INCOME & EXPENDITURE OVERVIEW		
Cathedral Operations		
Income	1,639,710	1,623,092
Expenses	(1,305,008)	(1,236,435)
Surplus/(Deficit)	<u>334,702</u>	<u>386,657</u>
Music		
Income	16,598	4,195
Expenses	(220,799)	(193,632)
Surplus/(Deficit)	<u>(204,201)</u>	<u>(189,437)</u>
Cathedral Maintenance		
Income	325,684	317,068
Expenses	(582,242)	(545,760)
Surplus/(Deficit)	<u>(256,558)</u>	<u>(228,692)</u>
TOTAL CHAPTER		
Operating Income	1,981,992	1,944,355
Operating Expenses	(2,108,049)	(1,975,827)
NET OPERATING SURPLUS/(DEFICIT)	<u>(126,057)</u>	<u>(31,472)</u>

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

	Notes	2023 \$	2022 \$
NOTE 4: RENTAL & PARKING INCOME			
Gross Rental & Parking Income		1,054,287	1,054,680
Rental Discount – Diocese Offices		(281,094)	(268,225)
TOTAL RENTAL & PARKING INCOME		773,193	786,455
NOTE 5: OPERATING EXPENDITURE			
Staffing Costs			
Ministry		184,373	176,674
Music		124,689	114,634
Administration, Vergers and Operations		432,301	389,414
		<u>741,363</u>	<u>680,722</u>
Ministry & Worship Expenses			
Other Ministry & Worship Expenses		64,201	54,806
		<u>64,201</u>	<u>54,806</u>
Giving			
Parish Contribution to the Diocese		37,680	36,228
Other Diocese Levies & Giving		695	785
		<u>38,375</u>	<u>37,013</u>
Occupation Expenses			
Electricity & Gas		19,978	15,723
Insurance - Property		490,226	387,074
Repairs & Maintenance		96,667	284,255
Other Occupation Expenses		155,248	112,131
		<u>762,119</u>	<u>799,183</u>
Administration & Other Expenses			
Audit Fees		15,715	14,050
Consulting Fees		89,665	16,180
Depreciation	8	163,401	175,320
IT Expenses		24,960	25,280
Hire office equipment		6,114	6,255
Stationery and Postage		17,477	15,768
Telephone/Internet		7,460	7,789
Interest Paid		39,914	26,806
Marketing Expenses		46,287	33,620
Cost of Sales - Shop		26,268	25,625
Other Expenses		64,730	57,410
		<u>501,991</u>	<u>404,103</u>
TOTAL OPERATING EXPENDITURE		2,108,049	1,975,827

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

	Notes	2023 \$	2022 \$
NOTE 6: CASH & CASH EQUIVALENTS			
Operating Funds		(2,195,466)	(1,777,482)
General & Ministry Funds	14	2,487,659	2,486,437
TOTAL CASH & CASH EQUIVALENTS IN FUNDS		292,193	708,955
Bank Overdraft	12	-	-
TOTAL CASH & CASH EQUIVALENTS		292,193	708,955
Reconciliation of Net Cash Provided by Operating Activities to Net Surplus/(Deficit)			
Net Surplus/(Deficit)		(126,057)	(31,472)
Non-Cash Flows in Operating Deficit:			
Depreciation		(163,401)	175,320
Interest Forgone – Cathedral Completion			
Financing Activities Interest Income		1,223	376
Changes in Provisions:			
Employee Benefits		11,000	6,781
Changes in Assets and Liabilities:			
Decrease/(Increase) in Trade Debtors		32,818	(45,501)
Decrease/(Increase) in Prepayments		(430,948)	136,937
Decrease/(Increase) in Inventories		(148)	2,920
Increase/(Decrease) in Payables		962,484	(355,760)
Net Cash Generated from Operations		286,971	(110,399)
NOTE 7: TRADE & OTHER RECEIVABLES			
Current			
Trade Debtors		139,144	163,447
Other Debtors & Receivables		93,207	101,722
		232,351	265,169
Non-Current			
Cathedral Completion Commitments	16	219,569	235,233
TOTAL TRADE & OTHER RECEIVABLES		451,920	500,402

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

	Notes	2023 \$	2022 \$
NOTE 8: PROPERTY, PLANT & EQUIPMENT			
Land & Buildings - at Valuation		290,179,000	290,179,000
Motor Vehicles - at Cost		11,500	11,500
Less: Accumulated Depreciation		(11,500)	(11,500)
		-	-
Computer Software - at Cost		33,833	33,833
Less: Accumulated Depreciation		(33,833)	(33,833)
		-	-
Furniture and Fittings - at Cost		580,013	553,006
Less: Accumulated Depreciation		(449,223)	(426,098)
		130,790	126,908
Musical Instruments - at Cost		5,000	5,000
Less: Accumulated Depreciation		(5,000)	(5,000)
		-	-
Office Equipment - at Cost		74,553	72,253
Less: Accumulated Depreciation		(68,514)	(66,454)
		6,039	5,799
Computer Equipment - at Cost		173,612	167,066
Less: Accumulated Depreciation		(148,920)	(133,675)
		24,692	33,391
Plant & Equipment - at Cost		2,341,101	2,326,672
Less: Accumulated Depreciation		(1,256,730)	(1,137,970)
		1,084,371	1,188,702
Helidon Quarry - at Cost		143,185	143,185
Less: Accumulated Depreciation		(67,376)	(63,166)
		75,809	80,019
WIP – Webber House Refurbishment		2,080,407	-
TOTAL PROPERTY, PLANT & EQUIPMENT		293,581,106	291,613,819

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

	Notes	2023 \$	2022 \$
NOTE 8: PROPERTY, PLANT & EQUIPMENT continued			
MOVEMENTS IN PROPERTY, PLANT & EQUIPMENT			
Land & Buildings			
Carrying value at beginning of financial year		290,179,000	247,899,000
Revaluation Increment		-	42,280,000
Additions			
Carrying value at end of financial year		290,179,000	290,179,000
Motor Vehicle			
Carrying value at beginning of financial year		-	-
Depreciation		-	-
Carrying value at end of financial year		-	-
Computer Software			
Carrying value at beginning of financial year		-	1,298
Additions		-	-
Depreciation		-	(1,298)
Carrying value at end of financial year		-	-
Furniture and Fittings			
Carrying value at beginning of financial year		126,908	163,346
Additions		27,007	-
Depreciation		(23,125)	(36,438)
Carrying value at end of financial year		130,790	126,908
Musical instruments			
Carrying value at beginning of financial year		-	-
Disposals		-	-
Depreciation		-	-
Carrying value at end of financial year		-	-
Office equipment			
Carrying value at beginning of financial year		5,799	6,319
Additions		2,300	1,616
Depreciation		(2,060)	(2,136)
Carrying value at end of financial year		6,039	5,799
Computer equipment			
Carrying value at beginning of financial year		33,391	43,689
Additions		6,546	4,184
Depreciation		(15,245)	(14,482)
Carrying value at end of financial year		24,692	33,391

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

	Notes	2023 \$	2022 \$
NOTE 8: PROPERTY, PLANT & EQUIPMENT continued			
Plant and equipment			
Carrying value at beginning of financial year		1,188,702	1,203,314
Additions		14,429	102,144
Depreciation		(118,760)	(116,756)
Carrying value at end of financial year		1,084,371	1,188,702
Helidon Quarry			
Carrying value at beginning of financial year		80,019	84,228
Depreciation		(4,210)	(4,209)
Carrying value at end of financial year		75,809	80,019
TOTAL			
Carrying value at beginning of financial year		291,613,819	249,401,194
Revaluation Increment		-	42,280,000
Additions		50,281	107,945
Disposals		-	-
Depreciation	5	(163,401)	(175,320)
WIP Webber House refurbishment		2,080,407	-
Total Carrying value at end of financial year		293,581,106	291,613,819
 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 2023**

	Notes	2023 \$	2022 \$
NOTE 10: TRADE & OTHER PAYABLES			
Current			
Trade Accounts Payable		660,854	19,572
Net Taxes Payable		-	4,430
Giving	18	6,186	6,719
Other Creditors, Accruals & Payables		264,750	172,765
		<u>931,790</u>	<u>203,486</u>
Non-Current			
Other Payables		933,000	425,000
TOTAL TRADE & OTHER PAYABLES		<u>1,864,790</u>	<u>628,486</u>
NOTE 11: REVENUE IN ADVANCE			
Current			
Weddings and Functions Booked		47,900	32,575
Rent in Advance - Northern Precinct Diocese Funding		-	353,193
Other Income in Advance		149,236	85,187
TOTAL REVENUE IN ADVANCE		<u>197,136</u>	<u>470,955</u>
NOTE 12: INTEREST BEARING BORROWINGS			
Current			
Bank Overdraft	13	-	-
Unsecured Loan for Northern Precinct Development	13	88,419	89,354
Unsecured Loan for Deanery Balcony	13	-	4,434
		<u>88,419</u>	<u>93,788</u>
Non-Current			
Secured Loan for Refurbishment of Webber House	13	230,597	
Unsecured Loan for Northern Precinct Development	13	462,195	549,446
Unsecured Loan for Deanery Balcony	13	-	30,943
		<u>692,792</u>	<u>580,389</u>
TOTAL INTEREST BEARING BORROWINGS		<u>781,211</u>	<u>674,177</u>

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

	Notes	2023 \$	2022 \$
NOTE 13: AVAILABLE FACILITIES			
Bank Overdraft			
Current	12	-	-
Balance	6	-	-
Maximum Facility		300,000	300,000
Unsecured Loan for Northern Precinct Development			
Current	12	88,419	89,354
Non-Current	12	462,195	549,446
Balance		550,614	638,800
Maximum Facility		1,400,000	1,400,000
Unsecured Loan for Deanery Balcony			
Current	12	-	4,434
Non-Current	12	-	30,943
Balance		-	35,377
Maximum Facility		-	50,000
Secured loan for Refurbishment of Webber House			
Current	12	-	-
Non-Current	12	230,597	-
Balance		230,597	-
Maximum Facility		2,530,000	-
NOTE 14: GENERAL & MINISTRY FUNDS			
Chapter Capital Funds			
Special Funds	15	251,672	251,627
Ministry Funds	15	1,742,848	1,742,848
Music Funds	15	190,861	190,861
Maintenance Funds	15	302,278	301,101
Total Chapter Capital Funds	15	2,487,659	2,486,437
TOTAL GENERAL & MINISTRY FUNDS	6	2,487,659	2,486,437

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

NOTE 15: CHAPTER CAPITAL FUNDS

Total Chapter Capital Funds	Special	Ministry	Music	Maintenance	Total
	\$	\$	\$	\$	\$
Opening Balance - Prior Year	55,720	1,742,848	190,861	300,739	2,290,168
Bequests and Donations					
Other Donations	197,601	-	-	-	197,601
Total Bequests and Donations	-	-	-	-	-
Interest/Other Income	14	-	-	362	376
Less: Capital funds donated	(1,708)	-	-	-	(1,708)
Closing Balance – Prior Year	251,627	1,742,848	190,861	301,101	2,486,437
Bequests and Donations					
Other Donations	-	-	-	-	-
Interest/Other Income	45	-	-	1,177	1,222
Less: Outlays	-	-	-	-	-
Closing Balance – Current Year	251,672	1,742,848	190,861	302,278	2,487,659
Closing Balance – Prior Year					
Represented by:					
Interest Bearing Deposits	1,690	-	-	44,386	46,076
Chapter Loan	249,937	1,742,848	190,861	256,715	2,440,361
Closing Balance – Prior Year	251,627	1,742,848	190,861	301,101	2,486,437
Closing Balance – Current Year					
Represented by:					
Interest Bearing Deposits	1,735	-	-	45,563	47,299
Chapter Loan	249,937	1,742,848	190,861	256,715	2,440,361
Closing Balance – Current Year	251,672	1,742,848	190,861	302,278	2,487,659

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 2023 total accumulated notional deferred interest on Chapter Capital Funds is \$844,622 (2022: \$683,408).

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2023**

	Notes	2023 \$	2022 \$
NOTE 16: CATHEDRAL COMPLETION COMMITMENTS			
Cathedral Completion Commitments at beginning of period		235,234	217,554
Total Completion Costs during the year		16,517	44,689
Less: Bequests and Donations Received			
National Trust St John's Cathedral Appeal		(25,000)	(25,000)
Diana Mary Luker Bequest		-	(2,010)
Other Donations and Income		(7,182)	-
Total Bequests and Donations Received		(32,182)	(27,010)
Net Increase/(Decrease) in Total Commitments		(15,665)	17,679
TOTAL CATHEDRAL COMPLETION COMMITMENTS	7	219,569	235,233

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 2023**

	Paid 2022 \$	Balance 2022 \$	Received 2023 \$	Paid 2023 \$	Balance 2023 \$
NOTE 18: SUMMARY OF GIVING					
Congregation Giving					
Homeless Outreach	2,651	2,918	3,498	3,582	2,833
Cathedral Outreach	10,734	3,216	14,242	15,004	2,454
Gifts for Clergy	2,110	585	520	830	275
Mothers' Union	1,884	-	2,025	1,401	624
Defence Force Chaplaincy	821	-	1,125	1,125	-
Total Congregation Giving	18,200	6,719	21,410	21,942	6,186
Special Events					
Loaves & Fishes					
Last event was in 2019	-	9,214	-	-	9,214
Total Congregation & Special Events Giving	18,200	15,933	21,410	21,942	15,400
Other Giving by Lesser Chapter					
Parish Contributions to Diocese	36,228			37,680	
Other Discretionary Funds	787			695	
TOTAL GIVING PAID	37,015			38,375	

NOTE 19: CAPITAL RESERVE	General \$	NPD Rent in Advance Allocation \$	TOTAL \$
Opening Balance - Prior Year	4,327,840	4,753,143	9,080,983
Transfers to Reserve - Prior Year	-	510,633	510,633
Closing Balance - Prior Year	4,327,840	5,263,776	9,591,616
Transfers to Reserve - Current Year	-	353,193	353,193
Closing Balance - Current Year	4,327,840	5,616,968	9,944,809

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. This allocation of prepaid rent terminated in 2023.