



34 SYNOD 2019

Report from

The Moderator



Heads of churches and leaders of Baha'i, Buddhist, Islamic and Jewish faiths at the signing of the Memorandum of Understanding to establish a Multi-Faiths Religious Instruction Peak Body.

Report

The life of the Uniting Church in Queensland since last Synod has been anything but dull. As I look back on our time together, we've set our face to deal with what is emerging directly, openly, and honestly. We do this because the God revealed in Jesus Christ gives us confidence and hope, that no matter how things may look, God is faithful; that God is working things together for the new, promised creation; revealed in the resurrection of Jesus Christ, and by a mystery of grace, we are caught up in that work.

We have been richly blessed; those who handed the baton onto us have gifted us tremendously; and when we have stepped out in faith to new endeavours of the Kingdom, others have come to help. It was ever thus, "the resources for the mission are found as we do the mission".

The reports to the 34th Synod will address our life in detail.

In this report, I want to touch on some themes and activities that have encouraged and challenged us.

I'll do it in three categories:

- Our life together
- Our life in the wider church
- Our life in the Queensland community.

Our Life Together in the Synod

Covenant Action Plan

We have broken new ground in exploring what the covenant with First Peoples can mean for us. This promises to be a rich and rewarding space for our life; an invitation to grow our mutual understandings; to be engaged in encounters with First Peoples that will deepen our appreciation and desire for a deeper reconciliation. We can play a part in building this. The Covenant Action Plan outlines ways we can engage, wherever we are. Queensland and the Northern Territory are unique in having substantial indigenous communities – places where our uniting churches were foundational in their establishment. Our commitment to those communities remains unshaken; we want to see how that commitment can be the most fruitful.

Diversity

After being challenged by speakers at the last Synod in Session, the Synod Standing Committee (SSC) developed a matrix to help us appreciate the value that the diversity of our life brings and achieve greater diversity in positions of influence. This will be ongoing work; particularly the ground work that needs to be done to see results in our boards and committees.

Schools and residential colleges

The investment by the church in relationships between the Synod and the schools and residential colleges that either come directly under our oversight, or with which we are associated is bearing fruit. I've had opportunity to visit many of our educational institutions. They appreciate the wider church's support; at times there have been pastoral opportunities to respond to when some have found the

going tough. At other times it's been the celebrations of the life of the community. Schools and residential colleges are facing increasing competition and difficulties with their business model. These are not easy times to run such institutions, but the leadership has a commitment to this ministry of the gospel, and I am sure they will flourish. The Synod worked in collaboration with the Presbyterian Church in Queensland to support the Presbyterian and Methodist Schools Association in their management of issues that entered the public sphere. The decision to exit from Shalom Christian College in Townsville was a particularly confronting and difficult one. The SSC was well resourced by excellent consultants and a thorough process. I was heartened when Carinity, a Baptist institution with experience in this field, bought the school for further development.

UnitingCare

The commitment of the board of UnitingCare to the mission of the church is evident in the discussions around the table, in the structure of the Directors of Mission team, and the way in which this institution is helping make the lives of so many Queenslanders (and Northern Territorians) better. They are facing significant challenges right across their diverse ministry, but their commitment to the care of the vulnerable is unwavering. During the past 18 months, I've had opportunity to visit rural and regional expressions of UnitingCare with Rev Peter Armstrong; we have been encouraging congregational leaders and UnitingCare leaders to explore how they can support each other in the ministry of the church in their locality. Probably the most enjoyable part of my engagement with UnitingCare has been to present the story of the church to executive orientation days. We have been blessed by the appointment of the new CEO and a new Chair; who both bring a deep commitment to the gospel to their leadership.

Young adults

Across the life of the church, it's exciting to see young adults stepping up and taking the initiative in new ministry expressions; Next Gen Arise, the new Christian communities planted by Newlife at Robina are encouraging new expressions of the church of the Basis of Union. I attended the National Young Adults Leaders' Conference and will be encouraging those attendees in their life in ministry.

Board for Christian Formation (BCF)

The BCF's commitment to a new future for Trinity College Queensland is seeing results; more young people are engaging in theological and biblical reflection and study.

Congregational and Presbytery Life

While there can be no underestimation of the challenges of forming and sustaining Christian communities, I've visited congregations across the state, of all kinds of liturgical and theological flavour, and I am seeing new life emerging and new hope being experienced. This is so where local and presbytery leadership take deep responsibility for discipleship, for ministry into their contexts, The Basis of Union and the organisational structure of the church, when used wisely, offers tremendous resourcing to do quality ministry. The presbyteries are deepening their collaboration in ministry and mission. The Combined Presbyteries Mission Pool has seen the church offer extensive support to the covenant with First Peoples, and to new expressions of the church's mission. We have challenges ahead in terms of ensuring our compliance to community expectations and the law of the land, but if we have a strongly articulated purpose, expressed in concrete missional objectives, we can see this work as part of our expression of the gospel; to care for others, to offer quality hospitality.

The stated appetite among the presbytery chairs and the presbytery ministers is for transformation that will release energy and initiative.

15th Assembly decision on marriage

The presbytery ministers spent a lot of time before the Assembly seeking to prepare congregations for the Assembly discernment. This was before the Assembly Standing Committee's position was revealed. In my visits to congregations around the state after the Assembly, I heard that many people felt bewildered and confused; they felt they had not been engaged adequately on a matter that was important to them. I'm sorry that I didn't do more to influence the appropriate bodies to engage with the church more deeply between the 14th and 15th Assembly. If that had happened, at least members would have felt that they could more clearly understand the decision the 15th Assembly made to include same sex couples into the definition of marriage. The decision of the Assembly to recognise two different liturgies in the life of the church has put obligations on communities of faith to discern for themselves the use of their venues. I've been deeply impressed by the gracious and respectful way many congregations – where views of same sex marriage are diametrically opposed – have exercised their discernment on this matter; it's been deeply encouraging to me.

Chaplaincy

There is significant opportunity for the extension of chaplaincy-style ministry in the contexts where people work, play, and form community. It only takes imagination, and a belief that we have something to offer. Chaplaincy has the capacity to provide the relationships where the hope of our hearts can be voiced; where people can find grace and reconciliation.

Funerals

The stories of the life of faithful disciples of Jesus have never ceased to encourage and inspire me. It's been a privilege to represent the church at those times of both mourning and thanksgiving.

Our Life in the Wider Church

Assembly

The 15th Assembly was a remarkable time for a number of reasons; we saw younger people engage and lead with confidence and hope. We also saw the Assembly exercise considerable discernment about recognition of first people's sovereignty; it rejected an unqualified and somewhat ambiguous statement for something that is more consistent with the aspirations of First Peoples themselves, as stated in the Uluru Statement. We also participated in a discernment on marriage. I believe the decision recognises the diversity that exists in the church on this. The Assembly's decision gives same sex couples the dignity of recognition of their covenantal commitments.

International Connections

Two groups I've encountered are doing wonderful work in making connections between the Uniting Church in Queensland and churches overseas. Glebe Road Ipswich Uniting Church has established a significant relationship with the protestant church in Timor Leste. It has seen a number of visits by both parties to their respective communities, and also significant commitment to supporting schooling and dental health in Timor Leste. The other group is the Dostana group, which is the vehicle for an ongoing relationship with the Amritsar diocese of the Church of North India. At their invitation, I visited

Amritsar in 2017, and we welcomed the Bishop, Rev Dr. “Bunu” Samantaroy, and some lay leaders and presbyters in 2018. This has been an encouraging and inspiring relationship.

We continue to be encouraged by the ministry of UnitingWorld.

Our Life in Queensland

Ecumenical relations

It’s apparent that the Christian denominations in Queensland need to grow in collaborating together – generally, and in particular activities. Over the past 18 months, under the oversight of the Heads of Churches group, a new body is being formed to give oversight to the ministry of religious instruction in state schools. This is an important development. Consider these figures; 6 per cent - that’s the proportion of Australian children who will participate in a Christian community on any given month. 140,000 – that’s the number children who participate in religious instruction in state schools; 3500- that’s roughly the number of volunteer religious instruction instructors. This is a substantial ministry of the church. The instructors came to the churches, articulated the problems they were having in this space, and sought the leadership of the churches. This is being provided, particularly around instructor training, curricula oversight, and stakeholder management. The Christian RI Alliance will fit under a new Multi-Faiths RI Peak Body that includes the religious instruction providers from the Islamic, Buddhist, Jewish, and Baha’i faiths.

One initiative from the Lutheran and Catholic churches, supported by the Heads of Churches, was an Ecumenical Youth Summit. This was attended by five denominational representatives. It was deemed so successful that another is being planned. The big learnings for the churches were that young adults are interested in this, and that many don’t know the founding narratives of their own denominations.

Across the state, I hear of local collaborations of churches that are happening in an as-needs, self-organising way; while in many ways the institutional area of ecumenical relations is struggling, local expressions are finding ways where the institutions are struggling to provide leadership. The Spirit will always find a way. This is what we trust. I hope that in the new year a Church Leaders’ gathering can be organised to give voice to the church’s hopes for the life of Queensland. The Synod Ecumenical Relations Committee commends to the church that congregations commit to pray regularly for the other expressions of the Christian church in their community; that our prayers may open our hearts to new possibilities of demonstrating the unity which is Christ’s gift and his will.

Interfaith Relations

Of significant achievement is the formation of the Queensland Faith Communities Council. This networking body, of which the Uniting Church in Queensland was the first member, provides a space for the faiths to dialogue and collaborate. I’ve had the opportunity of establishing relationships with leaders of the Islamic, Jewish, Buddhist, and Baha’i faiths in my work; this has given opportunity in challenging times to express our support and encouragement. The Synod Interfaith Relations Committee has supported local endeavours of interfaith engagement – particularly in Toowoomba and the Gold Coast – and has run a yearly Iftar dinner during the Muslim time of Ramadan.

Redress to those with lived experience of sexual abuse while in institutional care

This aspect of our life has been particularly disturbing. We are coming to terms with what happened to the most vulnerable while in our care; our inadequacy to protect them from harm; our failure to bear witness to the gospel.

Through the Synod's Interim Redress Programme, I offered some 17 face to face apologies to those who had suffered sexual abuse while under the care of the church.

Saying sorry, and bearing fruit of repentance, is core to our understanding of the gospel; how we are called to live together and with God. It is meant to offer new beginnings to all the parties; to give us the energy and power to live a new life; to learn from the past, to give ourselves to a new future, based on reconciliation of things of the past. This is our prayer for the survivors. That is what the work we are doing in Safe Ministry with Children is about; building a new future, where vulnerable people in our care will be safe from harm.

Late last year, the Heads of Churches nominated me as their representative on the State Government's Truth, Healing, and Reconciliation Task Group.

Social Justice

During this term, I have addressed with government, and in public, in various ways the issues of abortion, aged care, palliative care, assisted dying, asylum seekers, modern slavery, guest worker issues, the state government's *Human Rights Act*, domestic violence and family violence. I have continued to support the church's participation in the Queensland Community Alliance. This body provides avenues for congregations to do the work of social justice in concrete ways. Members are trained in community engagement, to collaborate with other community-based organisations, and to be strengthened in their own life and witness.

Challenges/Risks as we progress

The greatest challenge we face is that we worry about ourselves; that we seek to shape our life in a way that addresses only our concerns and fears about our life.

To be the church here is to be a people who have confidence and hope for the life of the world; to believe that we have to offer the promise and the challenge of the kingdom of God to the life of Queensland.

That is what we will explore in our discernment journey together between now and the 35th Synod; What are the issues and challenges in the life of Queensland that we are being called to address? What blessing will we bring to the contexts in which we are called to worship, witness and serve? How will we collaborate together?

This kind of discernment will always involve dying and rising; being in some chaos (others call it “liminal space”, or “ambiguity”) for a time as we discover others have different ideas; it will also involve letting go of our need for our solution to win; it is the heart of collaboration, and the heart of the story of the church.

I have every confidence in the Spirit’s desire to lead us and empower us in this journey. It’s going to be energising!

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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Report from

Board for Christian Formation

1. Introduction

In the last 18 months the Board of Christian Formation (BCF) has overseen a time of extraordinary change in the delivery of ministry education across the Synod.

We have seen an improvement in the numbers of people in the Period of Discernment and the resultant demand for high quality, flexible educational offerings.

The Synod Selection Panels have been operating in a robust way and involve trained representatives from across the state. Similarly, the creation of formation panels for those candidating through Trinity College Queensland has required a greater collaborative effort with Presbyteries.

Trinity College has undergone several forms of review and has consistently demonstrated it is a provider of high quality theological education in the Australian landscape. The BCF is confident that Trinity will continue to meet the strategic goals including an increase in student numbers, the delivery of a diverse and contemporary theological perspective within the Uniting Church, and the implementation of a strong and integrated formation program for people being trained for ministry.

The BCF acknowledges that these changes have been costly in terms of turnover in faculty, staff and the Chair of the BCF. In this report we name and acknowledge all those who have travelled with us through this turbulent time.

This report is presented with a renewed sense of optimism and hope for the future of the Queensland Synod and with the confidence that we have the foundations for a strong and robust educational and training system which will cater for the diverse needs of the church in its mission-ready future.

2. Significant events

National Education for Ministry Working Group review

In March 2018 the Assembly's Education for Ministry Working Group conducted a review of the activities of Trinity to ensure its practices met with Uniting Church accreditation standards. As part of the review, conversations were held with Trinity's faculty, candidates, recently ordained individuals, members of the BCF and the General Secretary and Moderator.

The review found an enthusiastic cohort of staff and students but noted that the review had been undertaken in a transformational time in the life of Trinity. As a result, they requested that they return in 12 months to update and finalise their report. No adverse findings were made against the BCF and Trinity will retain its accreditation until the committee's proposed return visit. The BCF is currently negotiating a return date which is likely to occur in the second half of 2019.

The BCF received the completed provisional report on the review in December 2018. During the period between March and December 2018 issues identified verbally by the review around properly resourcing the four phases of formation for ministry had been fully addressed in the practices of Trinity by the time the report was received. This was achieved through the maturing of Trinity's formation program as per Appendix 1 which is the BCF-

approved formation program. This program was provided to the Assembly's Standards for Ministry committee in early 2019.

Other areas of concern raised in the review were around the ability to deliver an expanded academic offering, and the need to ensure that ordained Uniting Church leaders were highly engaged in the delivery of formation programs. The BCF believes that it has addressed those concerns both in the build of faculty and adjunct lecturers during 2018 and in the conversation with other TEQSA accredited providers that will allow us to offer greater course flexibility. BCF is confident that the return visit of the committee will result in a further favourable recommendation around accreditation.

MEB working group questionnaire

During 2018 the group formerly known as the Education for Ministry Working Group transitioned to become the Assembly Standards for Ministries Committee. This group is chaired by Professor Kaye Roberts-Thompson and maintains the responsibility for assessing the delivery of appropriately designed and accredited ministry education across the life of the church.

In early 2019 the committee distributed a questionnaire requesting information from all accredited colleges across Australia around the development and delivery of educational and training support. This was completed and returned in March 2019. We believe the report from that committee is due shortly.

A "current state report" on UCA-accredited theological colleges

In March 2019 the Chair of the BCF and the Principal of Trinity were notified of a collaborative effort by the General Secretary of the Assembly and the synod general secretaries in collating a "current state report" on the financial, personnel and property resources required by the accredited colleges across Australia. This work comes on the back of several years' worth of collaboration conversations across the life of the church. The colleges which are included in this conversation are:

- United Theological College (NSW and ACT)
- Trinity College Queensland
- Nungalinya College (NT)
- Uniting College of Leadership and Theology (SA)
- Pilgrim Theological College (VicTas)
- Perth Theological Hall

Transfer of accredited provider

In October 2018 the BCF advised the Adelaide College of Divinity (ACD) that it would be seeking a new TEQSA accredited provider. This decision had been made after a BCF working group, supported by the Synod office, thoroughly reviewed the level of service and capacity of the ACD. It was determined that the future plans of Trinity would not be met while remaining with ACD.

Students were notified of this decision in late 2018, with the reassurance that there would be little to no impact on their levels of accredited study. Since that time, Trinity has been working to ensure that any transition to a new provider will be seamless for students.

BCF have been in conversation with a preferred provider, however no formal decision has yet been made. The process of due diligence with a new body has been highly rigorous and the prospective provider has examined all aspects of college life including academic standards and rigor; potential for growth in research and capacity;

student life, culture and engagement; financial and organisational health; and strategic alignment with the whole-of-church missional objectives. To address the provider's expected standards required tremendous coordination and cooperation by all those involved with Trinity. We thank everyone who has been engaged in these conversations.

In the event that we receive notification that our application for transition to the preferred provider is successful we expect transition will occur at the end of the 2019 academic year.

Resignation of Chair

On 8 May 2018 Rev Stu Cameron regretfully notified the Moderator and General Secretary of his intention to resign as the BCF Chair and his position on the BCF as at end of June 2018. The resignation was due to competing priorities for Stu and he was thanked and honoured by the BCF for his service. At its 14 June 2018 meeting the Standing Committee endorsed the BCF's proposal for Rev Gwen Fisher to serve as its Chair until the next Synod in Session. The BCF appointed Rev Peter Armstrong to serve as Deputy Chair. The creation of the deputy position recognises the significant workload associated with the role of BCF Chair.

Resignation of Principal

In March 2019 the General Secretary received the resignation of Dr Leigh Trevaskis. The Synod will be aware from BCF's reports to Synod that Leigh led a significant change process for Trinity College Queensland which has resulted in a stronger educational institute with a team focused on quality educational outcomes for the Queensland Synod. It was understood that Leigh wished to pursue other opportunities and we supported his decision.

This information was communicated to students and the wider community on 19 March 2019 and at the same time, the position of Director of Ministry Education/Principal was advertised. Closing date for applications is 26 April 2019 and the recruitment process will be in train at the time of the Synod meeting.

In the interim the BCF is grateful for the work of Rev Dr Neil Pembroke who is working with the staff as an honorary consultant to Trinity. The staff and faculty continue to be highly committed to the strategic direction of the college and their morale, along with that of the students, is high and engaged.

Supporting multicultural students

The BCF has been mindful of the call to make provision for people from a non-English-speaking background. The following information informs the practices of the BCF in this regard.

- The Synod Selection Panel has several Culturally and Linguistically Diverse (CALD) members, one of whom sits on each interviewing team. They can also advise Presbyteries and Trinity of any needs for applicants for whom English is not their first language. In some instances, applicants have been directed towards agencies who are already providing English classes for their staff. In other cases, Presbyteries have financially supported applicants to attend tertiary English classes.
- Trinity continues to work individually with non-English-speaking background candidates to ensure that they are mentored by people who share the same first language. There are acknowledged limitations to this. Therefore, Trinity is pursuing more sophisticated solutions to supporting candidates in this position. The candidates' academic study is a particular focus at this point in time.

Servicing rural and remote ministry training needs

It is anticipated that the new initiatives around Trinity on Tap (outlined more fully later in this report) and the dispersed learning program will be the primary service delivery mechanism for ministry education needs around the state. Trinity has had regular conversations with Presbyteries to understand the variety of needs and will design programs accordingly.

Online learning opportunities for accredited courses have been flagged as a specific need and a project team has been established, but this is unlikely to be available until 2021.

3. Progress against BCF strategic plan

In 2015 the BCF adapted its strategic direction for the next five years. The work that has been the subject of the BCF's reports to the 33rd and the 34th Synod has highlighted the work that has been a direct result of the new strategic direction. The BCF has periodically reviewed, adjusted and adapted to the emerging challenges of these changes.

It is time now to review the strategic vision for the next period. As a result, a strategic planning day is scheduled to be held in June 2019. All planning by the BCF will be done in the broader framework of the whole-of-Synod planning process. We understand that any decision made by the BCF must be done with regard to the emerging needs of the church over the next five years.

In the interim we can reflect on the outcomes driven by our current plan. In particular we agreed to:

Build a high-performing team in Trinity

There has been significant staff and faculty change across the life of the college in the last few years. We acknowledge all those who have left Trinity during this time in the 'Thanks and acknowledgments' section of this report.

By 2018 the full complement of faculty staff was in place and had settled in to work as a thriving team. This meant that the resignation of the Principal in early 2019 did not change the tempo or the delivery of robust theological education for the current and emerging needs of the church.

We have a mixture of new and experienced faculty, with balanced theological and ministry practice. The support staff are providing excellent student services and Synod office functions are used to support Trinity in marketing, budgeting, people and culture and risk management.

Current staff are:

- Simon Gomersall MEd, PG DipTheol, PG DipResearch – Lecturer in Historical and Contemporary Mission and Director of the ActivateProgram
- Dr Paul Jones BMin(Hons), GDipEd, MTh, PhD – Lecturer in Old Testament, Hebrew and Homiletics
- Dr John Frederick BMus, MDiv (Summa Cum Laude), PhD – Lecturer in New Testament and Greek
- Dr Victoria Lorrimar BSc(Hons), MDiv, PhD – Lecturer in Systematic Theology and Academic Dean
- Rev Nigel Rogers BBus, BTh, GradDipTheol, GradDipMins – Dean of Formation and Dispersed Learning
- Janet Nibbs BEd – Manager of Student Services (Registrar and Librarian)
- Deon Naude – Library Technician
- Belinda Hoadley – Executive Assistant to the Principal and Office Manager

Improve student enrolments in Trinity

In early 2019 the enrolment data for Trinity was 44 students enrolled for Semester 1, including four students in the Activate program. This represents a substantial improvement on enrolments over the previous three years.

At census date this represented 25.5 FTE (Full Time Equivalent) students in the following courses: BMin 9; BTh 1.25; MThS 4.25; DipMin 9.5; GradDipMin 0.25; GradDipTh 1; and Cross Institutional 0.25. There are also six people registered as audit students. This corresponds to a college community of about 60 individuals.

There are 12 students who are candidates for ordination.

We achieved a total enrolment in lay education courses of around 158 people during 2018, which is an exponential increase from 40 people in 2016.

Work collaboratively

There have been significant collaborative opportunities across the life of the Synod, including the Formation Panel work with the Presbyteries, the co-development of resources for continuing education, and the links made with the Strategic Mission Team in the Synod office. New and emerging work has arisen because of intentional development work around chaplaincy and leadership development generally with UnitingCare.

The notion of continuing to develop partnerships for future growth is essential to achieve the next stages of strategic growth for the church. To this end, we will continue our alignment with the Assembly's focus on improving standards for ministry practice.

As a collaboration with the Strategic Mission team, Trinity participated in a Walking on Country exercise during 2018. The activities of Trinity in this space will continue to be informed and resourced by the Synod's Covenant Action Plan.

Resource a robust formation program through Trinity

Trinity offers a Formation Management Program which is approved through the BCF and managed through the Presbyteries and Trinity's Dean of Formation.

A comprehensive outline of the program is attached at Appendix 1.

A summary of the program recognises four phases of formation:

PHASE 1 PERIOD OF DISCERNMENT (POD)

Trinity is developing a suite of resources that will assist Presbytery POD coordinators to guide the discernment process. Trinity will provide a variety of accredited and non-accredited resources for the elective and biblical study requirements for POD participants in the areas of ministry experience, journaling, mentoring, portfolio development and the learning agreement.

Non-accredited study is being offered in Old and New Testament, Theology and Preaching. These are covered by our new dispersed learning initiative called Trinity on Tap. The resources are completely accessible online and free.

Accredited units can be done either as part of a specific course of study or as an audited unit that requires a reflection paper. Typical units offered for POD participants are: Introduction to New Testament; Introduction to Old Testament; Introduction to Christian Thought; Biblical Hermeneutics; Preaching (Homiletics); Introduction to Pastoral Care; Introduction to Christian Leadership; and Evangelism, Conversion and the Mission of God.

A POD participant will receive credit for the accredited study units that they complete if they proceed to Phase 2 of Formation (candidating).

PHASE 2 CANDIDATURE PHASE

The current shape of the Phase 2 Formation Program is in its early days of implementation and seeks to provide a deeper and more concise formation experience especially in relation to the non-academic aspects of this pathway. Phase 2 is overseen by formation panels which consist of the Dean of Formation as Chair, another faculty member and a presbytery representative (approved by Presbytery PRC).

The program encompasses the program of work as outlined in Table 2.1.

- Formation units are offered with clearer connections to the Phase 2 standards. Furthermore, these formation units will be conducted with a greater pedagogical intentionality with an expanded timeframe allowing for a more robust engagement by candidates with a deeper level of content.
- Mission in Focus is an essential aspect of the formation program. As a result, all candidates will learn from the wisdom and experience of missional practitioners across the Uniting Church and wider church.

Table 2.1

Formation units Phase 2	Mission in Focus
1. Theological Reflection Essentials	1. Participation in meetings of the Presbytery and Synod
2. Mission Planning Essentials	2. Multicultural Ministry
3. Church Growth Essentials	3. Christian Leadership
4. Spiritual Disciplines for Growth in Ministry	4. Ecumenical Engagement
5. Growing Thriving Teams Essentials	5. Faith-sharing and Mission
6. Stewardship and Administration	6. Impact of Preaching the Gospel
7. Congregation Regeneration	7. Deepening of Prayer and Prophetic Practices
8. Identity and Call	8. Walking on Country
9. Leadership Framework	9. Healthy, Collaborative Relationships between Congregations, Schools and/or Agencies
10. Funerals, Loss and Grief	10. Finishing Well – “Hearing stories of retired ministers”
11. Weddings and Marriage	11. Rural Ministry Practices
12. Sacramental Practices	12. Spiritual Retreat

PHASE 3 – MENTORING

The third phase *“is intended to be a period of sustained and intentional mentoring and support for newly ordained ministers during the first three years of ministry practice.”*¹

While the guidelines outline that the Presbytery has primary responsibility for the oversight of ministers in Phase 3 it also suggests that the appropriate Synod educational agency will be responsible for resourcing various elements of formation. The integration of Presbyteries and Synods regarding ministers in Phase 3 will be managed through the formation panels who will work with ministers to develop a formation plan (Continuing Education Agreement).

Trinity will be responsible for the development of formation units which will contribute to the continuing education and formation of ministers in Phase 3. Added to these will be the introduction of a range of Mission in Focus sessions. The Mission in Focus sessions will provide newly ordained ministers with ongoing exposure to ministry practitioners from within and beyond the Uniting Church.

PHASE 4 – CONTINUING EDUCATION

Under the BCF, Trinity is seeking to develop further innovations in the Continuing Education for Ministers space. In this regard, Trinity is aiming to develop a range of accredited and non-accredited options. In the accredited space, Trinity is developing an accredited postgraduate Missional Leadership Development (MLD) pathway that enhances the capacity of individuals and teams to lead in the complex space of congregations, the not-for-profit sector and educational institutions. This initiative is dependent on the resolution of the accredited provider by the end of the year.

In the interim, the graduate leadership program currently run through the Synod office is being reviewed with a view to running this as part of the Trinity leadership development offerings.

Non-accredited options will focus strongly on providing learning opportunities that continue to form ministers specifically in relation to the regulated duties of this specified ministry.

Developments in the dispersed learning framework approved by the BCF will contribute to continuing education service offerings through Trinity. More information on this initiative will be available at the Synod meeting.

¹ Assembly Guidelines for the Third Phase Ministerial Education 2009

4. Candidates

The 2017 data

Data	Ministry of the Word	Ministry of Deacon
Current number of candidates 9	Male: 4 Female: 3	Male Female: 2
Number of candidates already serving a placement or church role	3	1
Age breakdown	Under 30: 1 30–45 45–60: 6 Over 60	Under 30 30–45 45–60: 2 Over 60
Ethnic breakdown	Indigenous Pacific Islander Asian: 1 Anglo: 6 Other	Indigenous Pacific Islander Asian: 1 Anglo: 1 Other

The 2018 data

Data	Ministry of the Word	Ministry of Deacon
Current number of candidates 13	Male: 5 Female: 6	Male Female: 2
Number of candidates already serving a placement or church role	7	1
Age breakdown	Under 30 30–45: 4 45–60: 6 Over 60: 1	Under 30 30–45 45–60: 2 Over 60

Ethnic breakdown	Indigenous Pacific Islander: 1 Asian: 1 Anglo: 9 Other	Indigenous Pacific Islander Asian: 1 Anglo: 1 Other
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The 2019 data

Data	Ministry of the Word	Ministry of Deacon
Current number of candidates 12	Male: 4 Female: 7	Male Female: 1
Number of candidates already serving a placement or church role	4	1
Age breakdown	Under 30 30–45: 4 45–60: 6 Over 60: 1	Under 30 30–45 45–60: 1 Over 60
Ethnic breakdown	Indigenous Pacific Islander: 2 Asian: 1 Anglo: 8 Other	Indigenous Pacific Islander Asian: 1 Anglo Other

5. Synod Selection Panel

The BCF-appointed Secretariat currently consists of Rev Lyn Burden (BCF member), Rev Paul Yarrow and Trent Wheeley. There are 31 members in the panel “pool” which includes representatives from Trinity College, CALD, Presbytery Ministers and at least three representatives from every Presbytery. Members are required to undergo training updates every two years. The most recent training day was held on 30 March 2019 with representatives from across the Synod.

The Secretariat conducted a Selection Day on 27 October 2018 at which three applicants were interviewed and approved as candidates. The next Selection Day is planned for 1 June 2019, with eight applicants presenting to the Synod Selection Panel.

The Secretariat has produced three Selection Panel Instruction Booklets for i) panel members ii) Pastoral Relations Committees and iii) applicants and their support persons. The Application to Candidate form has been updated and is required for all new applications.

During 2018 the panel was alerted to the Royal Commission's recommendation that candidates for ministry undergo psychosexual testing. While the practice is yet to be standardised across Australia, psychosexual testing takes place as part of the present selection process in Queensland. The question about whether this testing should be compulsory for all ministry providers is a question for the Assembly's new Safe Ministry Unit.

6. Strategy and innovation

Trinity Unplugged

Trinity Unplugged continues to attract record crowds to its sessions including live streaming participants from across the state. Participation in these seminars does not require enrolment at Trinity. The last session run by Dr John Frederick, "I believe: help my unbelief" attracted over 100 attendees, with more than 35 locations interacting through the live stream services.

Trinity on Tap

Previously, Trinity unaccredited short courses have been taught face-to-face on a weekend, either in Brisbane or in other strategic locations in Queensland. In 2019 these one-day intensives will be replaced by free audio and visual resources that can be accessed anywhere and anytime.

Each Trinity on Tap resource will include 21 podcasts (downloadable from iTunes) and a supplementary guide book containing diagrams, quotes and questions.

Old Testament on Tap will be available in May 2019 and the other three foundational courses – Preaching, New Testament, and Theology – will follow soon after. Each course is being developed and delivered by Trinity's faculty.

People can register their interest by contacting the Dean of Formation and Dispersed Learning:
nigel.rogers@trinity.qld.edu.au

Activate

Activate is designed for young people who want to maximise their potential. The program brings together a combination of theological study, general college experiences and a range of additional, discipleship-based activities including barista and first aid courses, money management and opportunities to work with community groups such as Access Street Vans and mission exposure trips to a remote, rural location and to Thailand. Activate also offers unique life experiences by providing programs such as high ropes course, Story Bridge climb and silent prayer retreats, all of which are used to help contextualise the students' theological study. There are four young people enrolled in the Activate program in 2019. The college is developing a mid-year intake for this program.

Next Gen Arise

The Next Gen Arise program emerging from the Multi Cross Cultural Reference Group retains its successful focus on emerging leadership. This program, previously supported by the Strategic Mission Team, has now been relocated to Trinity as part of its focus on equipping young emerging leaders in the church.

Delivery of quality online accredited courses by 2021

To meet the ministry and missional needs of a 21st century church, it is important that Trinity develops quality online academic resources. The Principal's Hour podcast of sermons are becoming increasingly popular, attracting as many as 76 listeners to one sermon. They aim to build familiarity with faculty across the Synod as a way of attracting people to the offerings available at Trinity.

A working group has been established to ensure that online accredited learning is accessible to distance students by 2021.

Specified Ministry Education and Formation Committee (SMEF)

This committee of the BCF was created in 2018 in order to map the trajectory of ministry formation and practice within Queensland. In December 2018 the BCF endorsed an action plan for this committee which is attached at Appendix 2.

7. Thanks and acknowledgments

We give thanks to God for the people who have been part of the BCF and Trinity over the last few years. During this time of transition we have seen a number of staff, faculty and the Chair leave their positions. In this section we acknowledge their contribution to the life of the BCF.

Rev Dr Malcolm Coombes

From 2005 to 2017 Malcolm was a Lecturer in New Testament and the Dean of Formation. This substantial amount of time at the college meant that he was involved in the theological training of many of our clergy in Queensland. Prior to Trinity courses being available online, Malcolm travelled extensively across the state presenting short courses to allow for Continuing Education for Ministry and equip lay ministers. Malcolm retired in 2017. During his time at Trinity he published his book *1 John: The Epistle as a Relecture of the Gospel of John* (Wipf & Stock, 2013).

Rev Mel Perkins

In 2013 Mel started as Christian Education Lecturer as part of the Pilgrim Learning Community. Her creative flair was evident in her liturgical and photographic practices. Mel worked with lay students to gain the confidence and skills to progress on training towards accreditation for lay preaching and lay presiders at the sacraments. Mel was highly involved in developing materials suitable for online programs. When Pilgrim merged with Trinity College Queensland Mel continued as the Coordinator of Lay Ministries until this position was concluded in 2016.

Rev Lynne Gibson

Lynne was a Chaplaincy Educator in the Queensland Synod until this role was amalgamated into Trinity College Queensland. She was a guest presenter in the fields of practical ministry and topics such as pastoral care, conducting funerals and leading worship. As an educator of many years' experience she continued to deliver the chaplaincy education program until this position was concluded in 2017.

Dr Aaron Ghiloni

From 2012 to 2016 Dr Ghiloni was a lecturer in Practical Theology and served as a well-respected College Director for a period, most notably during the amalgamation of Trinity, Pilgrim and Chaplaincy Education. During his time at the college Aaron produced significant research and was well published in peer-reviewed journals. Aaron's position was concluded in 2016. He published his book *John Dewey among the theologians* (Peter Lang Publishing, 2012) and edited *World religions and their missions* (Peter Lang Publishing, 2015).

Rev Dr Wendi Sargeant

From 2013 to 2016 Wendi was in placement at Trinity College as a lecturer in Apologetics and Evangelism and Coordinator of Field Education. During this time she re-invigorated the program for exit students to gather towards the end of the first placement for reflection and discernment about the practice and experience of ministry. Wendi was appointed as Acting Director of the college in 2015. Her gifts in education research were made apparent when she was awarded her doctorate in 2011. She went on to publish her book *Christian Education and the Emerging Church* (Pickwick Publications, 2015). Wendi's position was concluded in 2016.

Neil Thorpe

Neil started as the Director of Pilgrim Learning Community in 2014 and was a significant contributor to the amalgamation of Trinity, Pilgrim, Trinity Library and Chaplaincy Education. He was the Convenor of the Curriculum and Pedagogy Committee within Trinity College Queensland. Neil concluded his position with Trinity in 2016.

Dr Jason LeCureux

Jason was the lecturer in Old Testament at the college from 2011 to 2016. He was Academic Dean for this time and was highly involved in teaching, research and formation of students. He provided off-site courses as an outreach of Trinity. His book *The Thematic Unity of the Book of the Twelve* (Sheffield Phoenix Press, 2012) was published in 2012. *Deuteronomy – The Prophets and the Life of the Church* (Mosaic Press, 2013) was also co-edited by Jason during his time at the college.

Dr Janice McRandall

Janice was the lecturer in Systematic Theology from 2013 to 2017. She also became Vice Principal during this time. Janice was highly regarded for the width and depth of her theological thought. She maintained a strong record in publishing, including a monograph entitled *Christian Doctrine and the Grammar of Difference: A Contribution to Feminist Systematic Theology* (Fortress Press, 2015), and co-edited *Sarah Coakley and the Future of Systematic Theology* (Fortress Press, 2016). Janice concluded her placement at the end of 2017.

Rev Dr Peter Hobson

Peter joined Trinity as Dean of Formation and Dispersed Learning in early 2017. His capacity to teach, mentor and theologically educate the wider church through dispersed learning hubs was a welcome contribution. Peter concluded his placement at the end of 2017.

Dr Leigh Trevaskis

Dr Trevaskis was recruited into Trinity College as Director in 2016 to implement the strategic objectives of the BCF. During his three years as Principal, Leigh led a significant change process for Trinity which resulted in a stronger educational institute with a team focused on quality educational outcomes for the Queensland Synod. During his time Leigh was also able to prepare and present a Paper for the Society of the Old Testament Studies, *Credit where credit's due: Ehud as an anti-idolatrous leader* in 2018. Leigh concluded his position in early 2019.

Rev Stu Cameron

Stu was elected to the role of Chair in 2017 and continued in this time during a period of growth and transition for the college. His deep commitment to the vision of the BCF and his capacity to mediate multiple challenges with grace and dignity were highly valued by the BCF. Stu offered his resignation in mid-2018 due to competing priorities and was thanked and honoured at that time.

Rev Gwen Fisher

Gwen was appointed interim Chair of the BCF in mid-2018 and has indicated her intention not to nominate for the Chair at this Synod. With an eye for detail and good grace, Gwen has held the BCF through a complex period of change in relation to the transition of accredited providers. Her robust approach has meant that the BCF has been fully informed and guided in managing its own continuing transformation.



Formation Outline for Candidates in Phase 2



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1.0 Background

The four phases of Formation for Specified Ministry in the Uniting Church are designed to be integrated as a collective whole. This is clearly evidenced in the progression of Candidates into Phase 2 of Formation and their exit into Phase 3. From 2019 there will be a range of developments in the progression of Candidates through Phase 2. These developments underpin a new approach that seeks to provide the most robust and flexible formation pathway for Candidates. A fundamental aim is to ensure that Candidates engage in a high-quality formation pathway that meets Assembly standards to the highest degree. Essential in the provision of a high-quality formation pathway is an integrated approach to formation that involves:

- Academic Study in Theology and/or Ministry
- Non-accredited study involving Formation Units, Mission in Focus
- Ministry Practicums

Through this integrated approach Candidates are engaged in formation that specifically educates, trains and resources for the demands of Ordained ministry expressed in worship, witness and service across the life of the Church.

This Formation Outline has two elements:

1. A detailed overview of how a Candidate progresses through Phase 2 of Formation
2. Consideration of specific components of Phase 2 that are integral in the Formation of Candidates, namely:
 - a. Formation Intensives and Days
 - b. Ministry Practicums

2.0 The Progression through Phase 2

2.1 Initial Set up for Phase 2

The commencement of Phase 2 is marked by the Synod Selection Panel (SSP) approving an applicant for Formation as a Candidate. This approval can sometimes be made with certain conditions needing to be met. These conditions will be taken into consideration by the Formation Panel as it works with the Candidate during Phase 2. Following this approval, the SSP secretariat sends a letter to the Principal of Trinity College Queensland (TCQ) approving the applicant for Phase 2 of Formation.

Following advice from the Principal of receipt of the SSP letter, the Dean of Formation writes to the new Candidate welcoming them to Phase 2 and provides an outline of the initial steps (See Attachment 1 – Welcome Letter). Furthermore, the Dean will be required to contact the new Candidate and initiate a face to face meeting with the intent of:

- Welcoming the Candidate to Phase 2
- Clarifying the Formation Panel process and what is required for the initial Panel meeting. The documents required for the initial Formation Panel include:
 - A statement that articulates Candidate’s personal call narrative (< one page)
 - An initial Report that allows the Candidate to reflect on their strengths/weaknesses, gifts and passions, and ministry experiences to date (< two pages)
 - Outline of the process and the documentation required if credit is being sought for either academic study or formation units (See **Attachment 2 – Request for Credit from previous academic study and Attachment 3 – Request for credit from Phase 2 Formation Units on the basis of Prior Learning/Experience**). The Manager of Student Services at Trinity is to be contacted regarding credit for academic study. The request for credit for previous academic study will be forwarded to the Manager of Student Services.
- Discuss possible contexts for Ministry Practicums
- Ensure that the Candidate has, or is scheduled to undertake Safe Ministry with Children training, has a Blue Card and has, or plans to engage in Code of Ethics foundations or refresher course.

2.1.1 Initial Formation Panel

The initial Formation Panel meeting is an important step for setting the trajectory of the Candidates Foundational Stage. The Dean of Formation arranges the initial Formation Panel meeting which involves the following:

- Panel membership includes – Dean of Formation (Chair), Faculty member, Presbytery representative (approved by Presbytery PRC)
- Candidate can bring a support person to any Formation Panel meeting
- Initial Formation Panel meeting must be at least 3 weeks prior to the commencement of the Semester in which the Candidate will commence Phase 2 of Formation.
- Development of a Formation Plan (see **Attachment 4 – Candidate Formation Plan**)

Furthermore, the initial Formation Panel meeting will also determine whether the Candidate will progress along either:

- **Standard pathway** - which requires Candidates to commence and complete a Bachelor of Ministry or equivalent prior to exiting phase 2. Further articulation of the standard pathway requirements for academic study is available in the Formation Program.
- **Flexible pathway** - acknowledges that certain Candidates commence Phase 2 having already undertaken some or all of the required tertiary study in either theology or ministry. A Candidate who has partially completed undergraduate or postgraduate study in theology or ministry will be required to finish their Course through Trinity. The flexible pathway, takes into account all previous academic study but still requires Candidates to engage with Core Units if they have not done so as part of prior learning. The Phase 2 Core Units of academic study will consist of the following 8 Units:

Biblical Studies and Theology:

1. Introduction to New Testament
2. Introduction to Old Testament
3. Introduction to Christian Thought
4. Biblical Hermeneutics

Essential ministry subjects:

1. Preaching (Homiletics)
2. Introduction to Pastoral Care
3. Introduction to Christian Leadership
4. Evangelism, Conversion and the Mission of God

As part of the flexible pathway Candidates will have two options with respect to these units:

- a. Undertake all relevant units as part of the ongoing completion of a course of study
- b. The Formation Panel can direct Candidates to Audit all relevant units and provide a theological reflection of up to 3000 words on a specific aspect of learning. This theological reflection will be negotiated with the Unit Lecturer and will shape part of the Candidates report to the Formation Panel.

FLEXIBLE PATHWAY SCENARIO 1

Jack has partially completed a Bachelor of Ministry. As a Candidate he has a requirement set by his Formation Panel to complete his BMin. The Formation Panel has given Jack credit for the following Phase 2 Core Units:

1. Introduction to New Testament
2. Introduction to Old Testament

Jack needs to complete the following as part of his BMin:

1. Preaching (Homiletics)
2. Introduction to Pastoral Care
3. Introduction to Christian Thought
4. Biblical Hermeneutics

The following subjects will not be part of Jack's study plan for completing a BMin and therefore, will need to be undertaken as an Audit plus theological reflection in order for him to complete the required 8 Phase 2 Core Units:

1. Introduction to Christian Leadership
2. Evangelism, Conversion and the Mission of God

FLEXIBLE PATHWAY SCENARIO 2

Jill has completed a Master of Theology and has completed a Bachelor of Arts. In Jill's MTh none of the Phase 2 Core Units were completed. Therefore, the academic requirements for Jill during Phase 2 will include all 8 units.

Following the initial Formation Panel meeting the Candidate will contact the TCQ Manager of Student Services and enrol in the relevant course of study, ensuring that all relevant credits have been granted.

Furthermore, a Ministry Practicum is arranged by the Dean of Formation in consultation with the Candidate and relevant Presbytery representatives. The various parties involved in the Ministry Practicum will be furnished with a copy of the "Ministry Practicum Outline".

2.2 Foundational Stage of Phase 2

As the Candidate moves into the Foundational stage of Phase 2, they commence a strongly integrated formation pathway. Central to this integration are the "**Standards for Theological Education and Formation: Phase 2 for Ordained Ministers**" as set by the UCA Assembly. Each element of the foundational and transitional stages of Phase 2 formation is designed to integrate learning and capacity development that is specifically aimed at meeting the Assembly Standards. An outline of the various elements of the formation program can be considered at **Attachment 5 – Formation Framework**.

2.2.2 Integrated Formation Framework

Delivering a high quality formation pathway requires a strategic and intentional integration of the various elements incorporated in Phase 2. An integrated formation framework ensures that Assembly Standards for Phase 2 are met through high quality engagement with:

- Academic Study in Theology and/or Ministry
- Non-accredited study involving Formation Units, Mission in Focus and Theological Reflection
- Ministry Practicums

Furthermore, an integrated formation framework is also focused on blending the vision of Trinity College Queensland to develop mission ready graduates. These are ministry agents who can courageously yet sensitively lead a Christian community toward growth (in all aspects of the community's life) or facilitate new expressions of worship, witness and service.

The formation of Candidates as mission ready graduates is fundamentally informed by Ephesians 4 which suggests that:

¹¹ The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, ¹² to equip the saints for the work of ministry, for building up the body of Christ, ¹³ until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. (NRSV)

In this passage, the author defines some of the key roles and functionalities required to equip God's people for the work of ministry, to promote unity within the faith and to help the church grow into a greater degree of mature Christ-likeness. This wider context is important to keep in mind. Numerous qualities (humility, gentleness and patience)¹ are required of those who are seeking to "maintain the unity of the Spirit in the bond of peace."² In this context grace is available and gifted to us.³ One expression of this grace is ministry giftedness, provided for the ordering, building and fruitful operation of the church. Five categories of giftedness are listed: apostles, prophets, evangelists, pastors and teachers. If we recognise that these ministry descriptions represent not only gifted individuals within the church, but also essential ministry functions that we might expect to see within a vibrant, fruitful, Christian community, then we could identify the 'functions' of leadership, spiritual discernment and obedience, proclamation (or faith sharing), pastoral influence and equipping (or education) as key capacities we are seeking to develop in the mission-ready graduate.⁴ Not that every ministry candidate is expected to be highly competent in all five areas.⁵ However, a mission-ready graduate would be expected to demonstrate:

- a. basic competence in all five domains,
- b. particular giftedness in one or some of the domains and
- c. an understanding of the strategic importance of each domain for the development of healthy, missional communities, so that these gifts can be identified and encouraged in others.

With this in mind, we might further describe the five ministry areas in the following terms:

Ephesians 4 Ministry	Description of Ministry Area
Leadership (Apostle)	The mission-ready graduate will demonstrate self-aware, initiating, innovating and replicating leadership. ⁶
Spiritual Discernment and Obedience (Prophet)	The mission-ready graduate will create environments and paradigms that help people be attentive to the presence, will and action of God, developing a sense of relationship with, dependence on and obedience to the Trinitarian God: Father, Son and Holy Spirit.
Proclamation (Evangelist)	The mission-ready graduate will stand as a living bridge between the hermeneutical horizons and Scripture and culture and, through a Gospel lens, interpret one to the other, inviting all to participate in the life of God within and beyond the church.
Pastoral Influence (Pastor)	The mission-ready graduate will be attentive to the development of Christ-like character in their own life, in order to model and facilitate the development of communities of care where diversity, vulnerability and giftedness are equally celebrated.
Education/Equipping (Teacher)	The mission-ready graduate will be a vibrant communicator and effective educator whose biblical literacy and theological dexterity draws the people of God forward into living relationship with the living Word, equipping them for worship, witness and service; and helping them become, in turn, equippers of others.

¹ Ephesians 4:2, ² Ephesians 4:3, ³ Ephesians 4:7, ⁴ We believe that these categories, loosely based on Ephesians 5, are equally applicable to the Ministry of Deacon as to Ministry of the Word. The categories might be emphasised or prioritised differently in each, but they will all still be present to some degree.

⁵ We emphasise, the author of Ephesians explicitly states, "the gifts he gave were that some would be . . ." Not everyone is expected to be highly competent in all five areas. ⁶ It should be noted that throughout this document and within the formation processes of the College, Leadership is addressed with reference to the UCA Queensland Synod's Leadership Framework.

An integrated formation framework ensures that the Assembly standards for Phase 2 are enmeshed within the mission ready descriptors as defined by Ephesians 4. **Therefore, an integrated formation framework focuses on the engagement of specific Phase 2 elements that form a high-quality formation pathway. The intent is to develop Candidates who are “mission ready” and “placement ready” for Ordained Ministry in the Uniting Church.** The reference to “placement ready” ensures there is a distinct focus on ministry capacity essentials for Ordained Ministers within the life of the Church.

The integrated formation framework can be considered at **Attachment 6 – Integrated Formation Framework Outline** as it relates to:

- Academic Study in Theology and/or Ministry
- Non-accredited study involving Formation Units and Mission in Focus

2.2.3 Assessing Candidate Progression

The Integrated Formation Framework provides a clear reference point for how the Assembly standards for Phase 2 Formation will be met. However, in the progression of Candidates through the Foundational Stage there will need to be significant measuring as to the ways in which these standards are being met. The Foundational Stage of Phase 2 provides the Candidate, Formation Panel, TCQ Faculty and Presbytery with the opportunity to assess and consider the progress of each Candidate in terms of academic capacity, engagement in Formation Intensives, presentations to Formation Panels and learning emerging from Ministry Practicums. The primary tool that will be utilised in considering the progress of the Candidate will be the **Formation Framework Assessment Matrix** which is outlined in **Attachment 7**.

This matrix will be utilised by Formation Panels, Faculty and in the Ministry Practicum context. The high standards concerning the progression of Candidates ensures that this matrix will be crucial in determining whether there is movement from the Foundation Stage to the Transition Stage.

If, in the opinion of either the Formation Panel and/or Trinity Faculty, the progression of the Candidate is unsatisfactory then a recommendation can be made to the Presbytery that the candidature be terminated, as per UCA reg. 2.3.2.7. Therefore, the Foundational stage of Phase 2 is the suggested period in which any consideration for termination of candidature occur. Movement into the Transitional Stage of Phase 2 is done with an intentional view to exiting in accordance with the Candidates Formation Plan. Therefore, there would be no instance for terminating candidature during this stage except in the circumstances of a serious breach of the Code of Ethics.

2.2.4 Integrated role of Formation Panel

The integrated nature of the Phase 2 formation program ensures that the Formation Panel will be the primary intersection for considering the Candidates progression. During the Foundation Stage the meetings of the Formation Panel provide a significant interface for integrated reporting and conversation concerning the Candidates progress. The Formation Panel will be informed by:

- The Candidate’s current Formation Plan developed prior to the commencement of the Semester
- The Integrated Formation Framework, particularly those areas being covered in the recently completed Semester.
- Candidates report from Ministry Practicum
- Mentors report from Ministry Practicum
- Dean of Formation report, which includes observations from Formation Intensives and any considerations emerging from Faculty following regular meetings to discuss Candidate progress

The output of the Formation Panel will include:

- Revised Formation Plan for the forthcoming Semester, including consideration being given to a Ministry Practicum context.

- Completed Formation Framework Assessment Matrix (See attached). This matrix allows the Formation Panel to make a considered assessment, based on all relevant presentations and reports, of the Candidates progress.

The integrated approach to Phase 2 also relates to the broader formation pathway of the Uniting Church. The specific integration of Phase 2 and Phase 3 is designed to ensure that Ordained Ministers are robustly formed for the rigours and fruitfulness of ministry in Phase 4. The role of the Formation Panel is crucial in this integrated approach. The Trinity College Queensland Formation Program outlines that “Formation Panels play the primary role of overseeing the formation of candidates for the specified ministries of Minister of the Word and Deacon, in Phase 2 (Core Phase) and in the first three years of Phase 3 (the First Placement).”

An integrated approach whereby the Formation Panel continues into phase 3 has numerous benefits especially with respect to continuity. This continuity primarily pertains to the knowledge of the Ministers call and the competencies that still need to be developed as they move through Phase 3. This relational base and deep knowledge of the person provides an excellent platform for strengthening ministry capacity across ongoing character and competency development.

2.2.5 Membership of the panel

A more integrated approach to Formation will involve consideration of Formation Panel membership, especially for the sake of continuity and clarity. The suggested Formation Panel membership is as follows:

- The minimum membership for Phase 2 will include:
 - Dean of Formation and Dispersed Learning (Chair of all panels)
 - One faculty member
 - One Presbytery member
- In extraordinary circumstances an extra member from the Presbytery or body related to the Candidate can be added if required. For instance, a Candidate from the Diaconate might have a chaplain from the Army or Uniting Care Qld be part of the panel if this is the ministry domain they have come from and is the direction they are going toward.

2.2.6 Timing of Formation Panels

Formation Panels require a significant amount of organisation and logistical management, especially if there is ongoing growth in the number of Candidates. As such the suggestion will be that Formation Panels are run immediately at the end of Semester 1 in June and at the end of Semester 2 in November. The June panel helps to plot the course for the second half of the year, whilst the November panel shapes the formation plan for the year ahead. Furthermore, running the panels at these times keeps them out of the peak assessment times during a semester.

2.2.7 The Formation Plan

The Formation Plan is the key document that gives all members of the Formation Panel, the Candidate/Minister, Mentors and all other stakeholders, a clear outline of the pathway that the Candidate or Minister is on. The Formation Plan directly correlates with the integrated formation framework which focuses on developing ‘mission ready’ and ‘placement ready’ Ministers.

3.0 Transitional Stage of Phase 2

3.1 Progression into Transitional Stage

The Transitional Stage is clearly focused on the Candidate progressing toward exiting Phase 2 of Formation. In this regard the exiting process from Phase 2 of Formation commences as soon as the Candidate progresses to the Transitional Stage.

The timing of the decision of the Formation Panel to progress a Candidate to the Transitional Stage will be associated with the commencement of the final year for the Candidate. Therefore, the meeting of the Formation Panel closest to the commencement of the Candidates final year will recommend to the BCF that the Candidate progress to the Transitional Stage. This approval will primarily be given on the clear evidence that the Candidate has been meeting the Assembly standards for Phase 2 Formation.

The Formation Panel will then work with the Candidate to undertake the following:

- Develop a Formation Plan that ensures all requirements for Phase 2 will be met within the remaining 12 month period. Specific consideration needs to be given to the integration of Formation Units specific to the Transitional Stage, namely:
 - Congregation Regeneration
 - Identity and Call
 - Leadership Framework
 - Funerals, loss and grief
 - Weddings and Marriage
 - Sacramental Practices
- Develop focused Ministry Practicum learning opportunities within the life of Trinity to ensure that faculty can view the Candidates readiness for Ordination. This does not need to be a heavy load for Candidates. It does mean that Candidates can continue in a ministry placement without the need to undertake a ministry practicum in that context.
- Commence the process of the Candidate developing a Ministry Leadership Profile

3.2 Exiting Process

The process of a Candidate exiting Phase 2 of Formation involves a range of different facets of the Church's life. The following is an outline of the progression of moving a Candidate through the exiting process during the Transition Stage;

1. The Dean of Formation and Dispersed Learning will advise the Secretary of the Placements Committee regarding the movement of a Candidate into the Transitional Stage. The Secretary will then seek to schedule a time for the Candidate to attend a Placements Committee meeting for discussion concerning their move to Phase 3. This meeting will be subject to the Candidates Ministry Leadership Profile being completed.
2. The Candidate will complete their Ministry Leadership Profile, in consultation with the Dean of Formation no later than 9 months prior to exiting Phase 2. The Dean will provide comments from TCQ on the profile, following consultation with faculty. The Ministry Leadership Profile will be sent to the Secretary of the Placements Committee in readiness for the Candidates meeting with the Placements Committee for viewing at its next meeting following the submission of the Profile.
3. The Candidate will meet with the Placements Committee and be invited to share:
 - their faith journey
 - their call to ministry
 - the emphases they hope to bring to ministry, and
 - any personal considerations they wish to share with the members of the committee.
4. The committee may engage in conversation with the candidate with the intent of discerning how the gifts and graces of the candidate can best be used by the church, taking account of the personal and family needs of the candidate.

5. Immediately following the meeting with the candidate, the Placements Committee will share in conversation about what they have heard in preparation for discerning potential matches with available placements.
6. Within the normal processes of the Placements Committee, the committee will consider suitable vacant placements for the candidate.
7. When the Placements Committee proposes an exit candidate, only that one name will be offered to the Placement.
8. As soon as convenient after the conclusion of the meeting, the Secretary of the Placements Committee or Chairperson will advise the exit student of the decision of the meeting and arrange for a Placement profile to be sent. The Secretary will then arrange for the exit student's profile to be sent to the Chair of the placement Joint Nominating Committee (JNC).
9. The chairperson of the placement JNC will contact the exit student within three days to provide further information and invite the exit student (and partner where appropriate) to visit the placement to meet with the JNC, in order that both the candidate and JNC may engage in a process of discerning the will and purpose of God. Both the exit student and the JNC shall treat the proposal of the Placements Committee as a call of the church.
10. When the JNC and the exit student are agreed that it is appropriate to proceed to issue a call, both the exit student and the JNC will advise the Secretary of the Placements Committee, and the JNC will also advise the Presbytery. The chair of the JNC will arrange for an opportunity for the congregation to express its mind on the proposal. In such circumstances the resolution of the congregation should be "to request the Placements Committee to issue a call to NN".
11. The Secretary of the Placements Committee will report the outcome of the congregational meeting to the Placements Committee and propose that the committee "issue a call to NN to serve in the AA placement from (date) subject to receipt of a certificate that the candidate has fulfilled the requirements of Phase 2" (Regulation 2.6.5 (a)).
12. The letter of call will be sent by the Secretary of the Placements Committee, and the exit student will respond within 14 days. Upon receipt of the response the Secretary will advise the placement, the placement's Presbytery and the exit student's Presbytery (if different from the placement Presbytery).
13. If the exit student is already in a placement, the Placements Committee will discern if it is appropriate that the exit student continues in that placement after ordination. In making this determination, the Placements Committee will be guided by the exit student's Presbytery. To guide the Placements Committee in its decision-making, the Presbytery will engage in conversation with the exit student, church council and any other people the Presbytery consider to be appropriate.
14. The Placements Committee will give consideration to:
 - the ongoing vitality of the exit student's call
 - the role of the exit student in the placement
 - the length of time the exit student has already served in the placement
 - any particular needs of the exit student, their family or the placement
 - any stated or implied expectations that surrounded the initial appointment of the exit student.
15. If the Placements Committee discerns an ongoing call, it shall issue a new letter of call to the exit student. This new call will be backdated to the commencement of the placement (Regulation 2.6.6 (m)). In this instance there is no need for a congregational meeting to be held to request a call be issued.
16. The Secretary of the Placements Committee will arrange for a letter of call to be sent to the candidate. This letter will also be signed by a representative of the Presbytery and the placement. The exit student will respond within 14 days.
17. Upon receipt of the response, the Secretary of the Placements Committee will advise the placement, the placement's Presbytery and the candidate's Presbytery (if different from the placement Presbytery).
18. Independent of any JNC processes, the Candidate will engage with the Formation Panel in an Exit Interview. This meeting will be the final gathering of the Candidate and the Formation Panel for Phase 2. The Panel will determine from this meeting if the Candidate is ready to exit Phase 2. The Candidate will need to prepare the following for this meeting:
 - Devotion (<10 mins)
 - A theological reflection on Ordination and why they believe they are ready to be ordained. This needs to be a maximum of 1000 words
 - Complete a credit request for Formation Units required to be completed in Phase 3 (See **Attachment 8 - Request for credit from Phase 3 Formation Units based on Prior Learning/Experience**)
19. If the Panel determines that the Candidate will exit Phase 2 then the Dean of Formation notifies the Board of Christian Formation (BCF) when they believe the candidate is ready to exit having

- Satisfactorily participated in the formation program
 - Completed sufficient academic studies to exit
 - Completed all required Formation Units
 - Satisfied their Formation Panel that they are ready to undertake ministry
 - Had the recommendation to exit approved by TCQ Faculty
20. The BCF then notifies the Assembly of the candidate's progress and requests an Exit Certificate
 21. Following receipt of the Exit Certificate and in light of a placement being approved, the candidate meets with their Presbytery (usually the Pastoral Relations Committee) and a decision is made regarding ordination. If successful, the presbytery will arrange for the ordination to occur.
 22. The Presbytery, Ministry Placement and newly Ordained Minister move into Phase 3 stage of Formation.

4.0 Specific Components of Phase 2

4.1 Formation Intensives and Days

The proposed shape of Formation Intensives and Sessions in 2019 onwards will bring about significant changes to the delivery of the various aspects of an integrated formation program.

A significant shift will be a move away from "Formation Days" as the delivery of Formation Units, Theological Reflection, gathered worship, mission in focus and community building. The move will be from 8 Formation Days to a combination of Formation Intensives and Days. The Formation intensives will be shaped as a 3 day program, conducted in February and July of each year. The Formation Days will be held in April and October

A general outline of each day will involve a **gathered time of worship** and **collective teaching sessions** as well as **specific sessions for each Phase**.

4.1.1 Gathered Worship

The broad shape of gathering together for worship during the Formation Intensives would involve the following aspects:

- The broad shape of gathering together for worship during the Formation Intensives would involve the following aspects:
- Each day will begin with worship. The gathered time of worship will include Holy Communion, Preaching, Prayer and engaging Creative Arts in the exploration and expression of various worship styles.
- This gathered experience is crucial to the development of ekklesia. The culture of ekklesia will be developed around ever deepening relationships with God and one another. This culture will involve the competencies of people being shaped and strengthened as they contribute to the worship sessions. However, these times of worship will also be about participants deeply engaging in ascribing worth to God such that character is challenged and transformed.
- Developing the competencies of Candidates in these worship sessions is also an important aspect of gathering together. Candidates will work in cohorts to plan and lead the worship sessions in a certain style requested by the Dean of Formation. Worship styles in the UCA are many and varied. Therefore, the breadth of these styles would be experienced and expressed throughout the different worship sessions. This allows Candidates to have a broad exposure to preparing

and leading styles of worship rather than just those expressions that they are familiar with. In leading these sessions Candidates will be given opportunities to preach and to co-lead Holy Communion alongside Ministers.

- A feedback mechanism will be provided for each group with respect to the worship sessions that they lead with the main focus being on continuous improvement of ministry practice in this regard.

4.1.2 Integrated elements of Formation

The integrated formation framework outlines the various Formation Units and Mission in Focus topics that need to be covered throughout the Formation Intensives and Days, which are as follows:

Formation Units Phase 2	Mission in Focus
<ol style="list-style-type: none"> 1. Theological Reflection essentials 2. Mission Planning Essentials 3. Church Growth Essentials 4. Spiritual Disciplines for Growth in Ministry 5. Growing Thriving Teams essentials 6. Stewardship and Administration 7. Congregation Regeneration 8. Identity and Call 9. Leadership Framework 10. Funerals, loss and grief 11. Weddings and Marriage 12. Sacramental Practices 	<ol style="list-style-type: none"> 1. Participation in meetings of the Presbytery and Synod 2. Multicultural ministry 3. Christian Leadership 4. Ecumenical engagement 5. Faith sharing and Mission 6. Impact of Preaching the Gospel 7. Deepening of prayer and prophetic practices 8. Walking on Country 9. Healthy, collaborative relationships between Congregations, schools and/or agencies 10. Finishing Well – “Hearing stories of Retired Ministers” 11. Rural Ministry Practices 12. Spiritual Retreat <p>Note: Courses and Events in bold are undertaken in Phase 2 and Phase 3.</p>

The typical outline of a full Formation session conducted at either an Intensive or a Formation Day can be seen at **Attachment 9 – Formation Intensive Program Example**.

4.2 Ministry Practicums and Mentoring

The Ministry Practicum is an integral facet of Trinity College Queensland's Formation Program. It is a collaboratively developed practicum experience that is intentionally focused on the growth of Candidates in accordance with relevant formation standards. A fundamental intent of the Ministry Practicum is to ensure that there is a consistent development of Spiritual Disciplines and Ministry Practice throughout all phases of formation. As such there are considerable resonances in this approach with that of the Period of Discernment. Furthermore, the key components within the practicum approach will provide tools and learning for ministry that will be highly applicable in phase 3 and 4 of formation. The Ministry Practicum will replace what has been known as "Supervised Ministry Placement"

4.2.1 Key Components

The core aspects and tools for the Ministry Practicum are:

- Mentoring
- Formation Framework Overview
- Growth Plan
- Formation Framework Assessment Matrix
- Candidate Journal
- Candidate Report
- Mentor Report

4.2.2 Mentoring

In the context of a Formation program, which is primarily concerned with the growth of ministry capacity, it is essential to make points of distinction between Mentoring and Professional Supervision. The focus on character and competence as the core tenets of ministry capacity provide for a line of delineation. Mentoring needs to have a greater concern with competence and ministry practice. The fundamental concern of Professional Supervision is the character of the Ministry Practitioner. However, it is vital to hold that Mentoring should not excuse or ignore character in the same way that Professional Supervision must never discount ministry practice and competencies. Distinguishing Mentoring and Professional Supervision in this way acknowledges that both character and competence are dynamic aspects of ministry formation that need constant attention in the formation of ministry capacity.

The Ministry Practicum holds the following aims for Mentoring:

- To support the professional development of candidates in ways that will increase their effectiveness as future ministers, and therefore maintain or improve the quality of ministry in the UCA, Queensland Synod;
- To assist candidates in the application of knowledge and skills gained from studies in theology and ministry to professional practice;
- To develop effective spiritual disciplines and ministry practices
- To protect members of the congregation or agency clients during the learning process;
- To promote ethical and professional standards of conduct and service.

All Mentors will be expected to undertake training prior to engaging in a Ministry Practicum with Candidates

4.2.3 Formation Framework Overview

The Formation Framework provides a clear overview of the formation standards that need to be achieved, the academic study required, the formation units needing to be completed and the mission in focus topics being covered. The Formation Framework will be the primary source that informs the content and direction of the Growth Plan. This Framework can be utilised to blend current learning in other spheres of Formation with those that can be gained from the Ministry Practicum context. This will assist and direct both the Mentor and Candidate in giving shape to the Growth Plan. For instance, if the Candidate is undertaking certain academic units and/or Formation Units in a given Semester then the Mentor, Candidate and even the Formation Panel can collaborate in identifying what the best **focal areas** are for the growth plan.

Formation Standards	BMin Course-Academic Units	Formation Units Phase 2	Mission in Focus (Core sessions and events for Phase 2 and 3)
<ol style="list-style-type: none"> 1. An understanding of God, a personal faith in Jesus Christ as Saviour and Lord, and the capacity to articulate this contextually 2. Demonstrates the practice of Christian spiritual disciplines and embodying faith in Jesus Christ in their own lives 3. Acknowledges a call by God through the Church to give themselves to the Ministry for which they are ordained, following Jesus' pattern of love and service 4. A mature knowledge of Christian tradition and the Biblical witness, and the ability to help the Church shape its future in the light of that tradition 5. Proven capacity to articulate Christian faith in contextually appropriate ways 6. Deeply understands and adheres to the <i>Basis of Union</i> 7. Demonstrates capacity to help the Church be faithful to its identity and lead the Church in mission in a rapidly changing and diverse cultural and social context 8. Commitment to the Covenant with the Uniting Aboriginal and Islander Christian Congress (1985) and working within the understandings expressed in the <i>Preamble to the Constitution</i> (2009) 9. Embodies the Church's declarations that <i>We Are a Multicultural Church</i> (1985), <i>Living with the Neighbour Who is Different</i> (2000), and <i>One Body Many Members, Living faith and life cross culturally</i> (2012) 10. Demonstrates a well-developed and reflective understanding of their identity as an ordained Minister within the UCA 11. Ability to engage the tasks of Ministry with critical imagination, courage, emotional maturity, theological judgment and self-reflection; and to exercise this Ministry within the ministry of the whole people of God 12. Readiness for the practice of day-to-day Ministry, and the quality of being and awareness which gives integrity to the exercise of this practice 13. Demonstrates the capacity for, and commitment to, intentional life-long learning 14. Demonstrates commitment to comply with the <i>Code of Ethics and Ministry Practice</i> 	<p>MINS1101 Interpreting the Old Testament MINS1102 Interpreting the New Testament MINS3002 Biblical Hermeneutics MINS2111 Pentateuch MINS TBA OT Text to Sermon: IMP MINS2110 Israel's Response to Exile MINS2219 Synoptic Gospels MINS2216 Pauline Letters MINS3218 John/Johannine Letters MINS2801 From NT Text to Sermon: IMP MINS1304 Introduction to Christian thought MINS1305 Reading Cultures MINS2318 Mission Then, Mission Now A MINS2321 Mission Then, Mission Now B MINS2314 Theology of Jesus Christ, Word and Saviour MINS3335 God the Trinity MINS1509 Introduction to Christian Leadership MINS2533 Homiletics MINS2536 Ministry of Pastoral Care MINS1601 Spirituality for 21st Century Disciples MINS1603 Beyond Sunday MINS2602 Youth and Young Adults MINS3336 Church Ministry and Sacraments MINS2320 Evangelism, Conversion, and the Mission of God MINS TBA Church History A MINS TBA Church History B MINS TBA Christian Ethics in a Secular Age</p>	<ol style="list-style-type: none"> 1. Theological Reflection essentials 2. Mission Planning Essentials 3. Church Growth Essentials 4. Spiritual Disciplines for Growth in Ministry 5. Growing Thriving Teams essentials 6. Stewardship and Administration 7. Congregation Regeneration 8. Identity and Call 9. Leadership Framework 10. Funerals, loss and grief 11. Weddings and Marriage 12. Sacramental Practices 	<ol style="list-style-type: none"> 1. Participation in meetings of the Presbytery and Synod 2. Multicultural ministry 3. Christian Leadership 4. Ecumenical engagement 5. Faith sharing and Mission 6. Impact of Preaching the Gospel 7. Deepening of prayer and prophetic practices 8. Walking on Country 9. Healthy, collaborative relationships between Congregations, schools and/or agencies 10. Finishing Well – "Hearing stories of Retired Ministers" 11. Rural Ministry Practices 12. Spiritual Retreat <p>Note: Courses and Events in bold are undertaken in Phase 2 and Phase 3, with the exception of the Spiritual Retreat</p>

4.2.4 Growth Plan

The Growth Plan is the significant point of integration for the Ministry Practicum. It is the reference point for Candidates and Mentors that brings clarity to the direction and shape the Ministry Practicum needs to take. It is informed by the Candidates journaling, reading and theological reflections and the Mentors wisdom and ministry experience. A Growth Plan Template (Including outlines of each area) is as follows:

Growth Plan Template	
Candidate Name:	Mentors Name:
Candidate Email:	Mentor Email:
Candidate Phone:	Mentor Phone:
Ministry Practicum Location:	
Growth Plan Commencement date:	Growth Plan Conclusion date:
Formation Panel Report Submission date:	

Focal Area	Goal	Tasks	Resources	Outcomes
<p>The Focal Area is informed by the Formation Standards. Only these standards should be used as the ministry area focus that then informs the goal, tasks and resources.</p> <p>Wherever possible, focal areas should be chosen because of the integration the Candidate will have with other learning opportunities during a Semester.</p> <p>Example: The Candidate is undertaking the Academic Unit "Homiletics" and the Formation Unit "Church Growth essentials" therefore, a related Formation Standard that could be a focus is:</p> <ol style="list-style-type: none"> 1. An understanding of God, a personal faith in Jesus Christ as Saviour and Lord, and the capacity to articulate this contextually 	<p>Set a broad goal that is focused on a future desired outcome that is clearly measurable and attainable.</p> <p>Example: "Share a testimony of the transforming impact on my life of faith in Jesus Christ with the Congregation during a Worship Service"</p>	<p>Identify the significant tasks that need to be undertaken in order to achieve this goal</p> <p>Example:</p> <ul style="list-style-type: none"> • Write down testimony in a considered and clear way • Work collaboratively to find an appropriate time and space in a Worship Service to share testimony • Write a journal reflection on the experience of articulating and sharing your testimony 	<p>Consider and articulate what particular resources will inform the tasks being undertaken.</p> <p>Example:</p> <ul style="list-style-type: none"> • Research specific books that outline how to best share a testimony • Research various clips of people sharing their testimony in genuine and authentic ways • Write brief journal reflections on what you discovered in your research 	<p>Record what the learning outcomes have been.</p> <p>Example: Sharing my testimony allowed me to connect with the Congregation in a new and powerful way. It was a clear reminder that sharing the narrative of my life in Christ is an important means for proclaiming the good news of Jesus Christ.</p>

Signed: _____

Candidate: _____

Mentor: _____

4.2.5 Formation Framework Assessment Matrix

The Candidate and Mentor will each be required to fill out and submit the Formation Framework Assessment Matrix. This Assessment Matrix allows the Formation Panel to be informed by both the Candidate and the Mentor as to the progression of ministry capacity as it applies to the formation standards. It is important to note that, as indicated in the template below, only those areas relating to the Growth Plan are to be filled in (see sections in bold in the template below, as they relate to the Growth Plan Template above).

Formation Framework Assessment Matrix Template

Name: _____

Demonstrated Capacity (Ephesians 4 Descriptors)	Beginning	Developing	Proficient	Excellent
	The Ministry Agent displays capacity in this area minimally or inconsistently	The Ministry Agent displays capacity in this area in a generally consistent way	The Ministry Agent displays capacity in this area with significant proficiency	The Ministry Agent displays outstanding capacity in this area
Leadership (Apostle)				
1. Demonstrates capacity to help the Church be faithful to its identity and lead the Church in mission in a rapidly changing and diverse cultural and social context				
2. Deeply understands and adheres to the <i>Basis of Union</i>				
3. Demonstrates a well-developed and reflective understanding of their identity as an ordained Minister within the UCA				
4. Ability to engage the tasks of Ministry with critical imagination, courage, emotional maturity, theological judgment and self-reflection; and to exercise this Ministry within the ministry of the whole people of God				
5. Demonstrates commitment to comply with the <i>Code of Ethics and Ministry Practice</i>				
Spiritual Discernment and Obedience (Prophet)				
1. An understanding of God, a personal faith in Jesus Christ as Saviour and Lord, and the capacity to articulate this contextually				
2. Demonstrates the practice of Christian spiritual disciplines and embodying faith in Jesus Christ in their own lives				
3. Acknowledges a call by God through the Church to give themselves to the Ministry for which they are ordained, following Jesus' pattern of love and service				

Proclamation (Evangelist)				
1. An understanding of God, a personal faith in Jesus Christ as Saviour and Lord, and the capacity to articulate this contextually				
2. Demonstrates capacity to help the Church be faithful to its identity and lead the Church in mission in a rapidly changing and diverse cultural and social context				
3. Proven capacity to articulate Christian faith in contextually appropriate ways				
Pastoral Influence (Pastor)				
1. Commitment to the Covenant with the Uniting Aboriginal and Islander Christian Congress (1985) and working within the understandings expressed in the <i>Preamble to the Constitution</i> (2009)				
2. Ability to engage the tasks of Ministry with critical imagination, courage, emotional maturity, theological judgment and self-reflection; and to exercise this Ministry within the ministry of the whole people of God				
3. Embodies the Church's declarations that <i>We Are a Multicultural Church</i> (1985), <i>Living with the Neighbour Who is Different</i> (2000), and <i>One Body Many Members, Living faith and life cross culturally</i> (2012)				
4. Readiness for the practice of day-to-day Ministry, and the quality of being and awareness which gives integrity to the exercise of this practice				
Educate and Equip (Teacher)				
1. A mature knowledge of Christian tradition and the Biblical witness, and the ability to help the Church shape its future in the light of that tradition				
2. Demonstrates the capacity for, and commitment to, intentional life-long learning				

4.2.6 Candidate Journal

To develop consistent spiritual disciplines and ministry practices the approach to journaling would be the same as that commenced by Candidates when they participated in the Period of Discernment process.

The outline of this journaling process, as taken from the Period of Discernment “Go Wide” handbook is as follows:

Goal: To help people intentionally reflect on their Ministry Practicum experience, focusing on what have they learnt about themselves, God and where God might be leading them, plus tools and resources for doing this.

Some reflection questions for each month in journal:

1. Ministry experience
 - a. Where have I encountered Jesus in this experience?
 - Jesus crucified (suffering)
 - Jesus incarnated (loving presence)
 - Jesus resurrected (hope)
 - b. What have I learnt about myself?
 - What connects with my heart/passions?
 - What leaves me cold? (why?)
 - What gifts do I have that connect with this ministry?
 - What type of character is necessary for this ministry? Is this something I have? why/why not?
 - c. What have I learnt about what it means to follow Jesus through this experience?
2. Overall, what might God be saying to me this month?

4.2.7 Reporting

The Mentor and the Candidate will each be required to submit a report to the Formation Panel prior to each meeting.

Candidate Report will be no longer than 1500 words and will require the following:

- Background – Brief outline of why the particular goal was chosen and what informed this choice. Furthermore, a brief reflection on the effectiveness of the tasks undertaken and resources utilised will provide the Formation Panel with an understanding of what informed the outcomes
- Discussion – The main section of the report outlines the actual outcomes generated from attaining the goal. Reflecting on what happened and why is critical in this section. Direct reference to journaling, readings and theological reflection is essential in informing the understanding and learning that emerged.
- Recommendations – In this section the Candidate needs to ensure that they recommend what Formation Standard is necessary to engage in next. This might include further engagement with the same Formation Standards as per the current Growth Plan.

Mentor Report will be no longer than 1000 words and will require the following:

- Background – Brief outline of why the particular goal was chosen and what informed this choice. Furthermore, a brief reflection on the effectiveness of the tasks undertaken and resources utilised will provide the Formation Panel with an understanding of what informed the outcomes
- Discussion – The main section of the report outlines the actual outcomes generated from attaining the goal. Reflecting on what happened and why is critical in this section. It is essential for the Mentor to reflect here on the Candidates

capacity to apply learning, engage in journaling and theologically reflect. Furthermore, the Mentor should also provide reflections, as appropriate, regarding any concerns or affirmations they had about the Candidates character as various goals were pursued.

- Recommendations – In this section the Mentor needs to ensure that they recommend what Formation Standards are critical to engage in next. This will significantly assist the Formation Panel in its contribution to future Growth Plans

The reporting process will both develop the skill of reporting for the Candidate and provide the Formation Panel with a critical document that allows for an increased view of the Candidates progress within the Ministry Practicum and Formation Phase as a whole.

4.2.8 Mentor and Candidate meetings

Candidates and Mentors can meet as often as necessary. The minimum meeting time should be at least 3 times per Semester. If there are questions or concerns that the Mentor has concerning the competence or character of the Candidate then contact must be made with the Dean of Formation and Dispersed Learning.

Attachment 1 – Welcome letter to new Candidates

Date: NNN

Ms/Mrs/Mr NNN

Email:

Dear NNN,

I'm pleased to welcome you to Phase 2 of Formation for Ordained Ministry in the UCA.

Our aim at Trinity College Queensland is to provide you with a formation experience that deepens your relationship with God and your ministry capacity. Trinity offers a learning community which, we hope, will provide you with an excellent formation atmosphere as you share life with other students and faculty.

An initial step in entering the formation experience will involve catching up with me to go through the following key aspects of Formation:

1. The Formation Outline
2. Preparing for the initial Formation Panel
3. Considering what academic study needs to be undertaken
4. Outlining and discussing the Formation Intensives for 2019

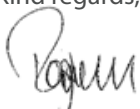
I'll be in touch very soon to organise a time for us to meet.

In the meantime, there are some important things to note:

1. Formation Intensives – In 2019 we will be conducting two Formation Intensives. Each intensive will run for 3 days. The first Formation Intensive will run from NNN. The Intensive will be held at Trinity College Queensland.
2. Formation Panels – All Formation Panels for new Candidates will be run in the week commencing NNN. Some of the essential elements of the Formation Panels are:
 - The purpose of your panel is to collaborate with you in developing a Formation Plan. The Formation Plan will provide a clear outline each Semester of what is required with respect to:
 - Academic Study in Theology and/or Ministry
 - Non-accredited study involving Formation Units and Mission in Focus
 - Ministry Practicums
 - Your Formation Panel will include myself, a delegated member of the Trinity faculty and a representative from your Presbytery. You are also welcome to bring a support person to any Formation Panel meeting.
 - As a new candidate, you will need to prepare the following for your initial meeting with the Formation Panel:
 - Prepare a statement that articulates your personal call narrative (< one page)
 - Produce an initial Candidate's Report that identifies your strengths/weaknesses, gifts and passions, and ministry experiences to date (< two pages)
 - Request for credit from previous academic study (Appendix A)
 - Request for credit within Trinity's broader Formation Program based on Prior Learning/Experience (Appendix B)

I really hope you enjoy your time of Formation at Trinity College Queensland. If you have any questions about the process outlined here please don't hesitate to contact the me.

Kind regards,



Rev. Nigel Rogers
(Dean of Formation and Dispersed Learning)

Attachment 2 - Request for credit from previous academic study

The table below contains the units offered within the common academic component of the Formation Program, namely the Bachelor of Ministry (BMin). Not all candidates will be required to complete a BMin. We include it here to reflect the normal academic requirement of Trinity’s Formation Program.

BMin unit	Prior unit of completed tertiary study for which candidate seeks credit	Agreed outcome determined by Trinity faculty
1. Interpreting the Old Testament		
2. Interpreting the New Testament		
3. Biblical Hermeneutics		
4. Pentateuch		
5. From OT Text to Sermon (IMP)		
6. Israel’s response to exile		
7. Synoptic Gospels		
8. Pauline Letters		
9. John/Johannine Letters		
10.From NT Text to Sermon		
11.Introduction to Christian Thought		
12.Reading Cultures		
13.Mission Then, Mission Now A		
14.Mission Then, Mission Now B		
15.Theology of Jesus Christ, Word and Saviour		
16.God the Trinity		
17.Introduction to Christian Leadership		
18.Homiletics		
19.Ministry of Pastoral Care		
20.Spirituality for 21st Century Disciples		
21.Beyond Sunday		
22.Youth and Young Adults		
23.Church Ministry and Sacraments		
24.Evangelism, Conversion, and the Mission of God		

It is the Candidate’s responsibility to consult the BMin unit descriptions in the Adelaide College of Divinity’s (ACD) Higher Education Handbook. You can download a copy of this Handbook from the ACD website (acd.edu.au).

Attachment 3 - Request for credit from Phase 2 Formation Units based on Prior Learning/Experience

Formation Units	Prior Learning/Experience	Agreed outcome determined by Formation Panel
1. Theological Reflection essentials		
2. Mission Planning Essentials		
3. Church Growth Essentials		
4. Spiritual Disciplines for Growth in Ministry		
5. Growing Thriving Teams essentials		
6. Stewardship and Administration		
7. Congregation Regeneration		
8. Identity and Call		
9. Leadership Framework		
10. Funerals, loss and grief		
11. Weddings and Marriage		
12. Sacramental Practices		

Attachment 4 - Trinity College Queensland Candidate Formation Plan:

Growth Plan Template	
Candidate Name:	Mentors Name:
Candidate Email:	Mentor Email:
Candidate Phone:	Mentor Phone:
Candidate's Presbytery:	
Phase 2 Commencement date:	Panel Meeting date:
Formation Panel Members:	

Formation Element	Participation Required Y/N	Details
Weekly Activities		
Principal's Hour Tuesday during term time 11.45am-1pm		
Formation Units		
1. Theological Reflection Essentials		
2. Mission Planning Essentials		
3. Church Growth Essentials		
4. Spiritual Disciplines for Growth in Ministry		
5. Growing Thriving Teams Essentials		
6. Funerals, Loss and Grief		
7. Wedding and Marriage		
8. Sacramental Practices		
9. Stewardship and Administration		
10. Leadership Framework		
11. Identity and Call		
12. Congregation Regeneration		
Mission in Focus		
13. Participation in meetings of the Presbytery and Synod		
14. Multicultural ministry		
15. Christian Leadership		
16. Ecumenical engagement		
17. Faith sharing and Mission		
18. Impact of Preaching the Gospel		
19. Deepening of prayer and prophetic practices		

20.Walking on Country		
21.Healthy, collaborative relationships between Congregations, schools and/or agencies		
22.Finishing Well – “Hearing stories of Retired Ministers”		
23.Rural Ministry Practices		
Other Requirements		
Code of Ethics Training (Presbytery Based)		
SMWC Training (Presbytery Based)		
Ministry Practicum		
Semester 1 2019		
Semester 2 2019		
Ministry Exposure Experience (only if needed)		
Academic Requirements		
Qualifications currently held:		
Qualifications currently being completed:		
Subjects needing to be completed:		
Agreed Actions:		

Signed: _____

Dean of Formation: _____ **Candidate:** _____

Attachment 5 - Formation Framework

Formation Standards	BMin Course - Academic Units	Formation Units Phase 2	Mission in Focus
<p>An understanding of God, a personal faith in Jesus Christ as Saviour and Lord, and the capacity to articulate this contextually</p> <p>Demonstrates the practice of Christian spiritual disciplines and embodying faith in Jesus Christ in their own lives</p> <p>Acknowledges a call by God through the Church to give themselves to the Ministry for which they are ordained, following Jesus' pattern of love and service</p> <p>A mature knowledge of Christian tradition and the Biblical witness, and the ability to help the Church shape its future in the light of that tradition</p> <p>Proven capacity to articulate Christian faith in contextually appropriate ways</p> <p>Deeply understands and adheres to the <i>Basis of Union</i></p> <p>Demonstrates capacity to help the Church be faithful to its identity and lead the Church in mission in a rapidly changing and diverse cultural and social context</p> <p>Commitment to the Covenant with the Uniting Aboriginal and Islander Christian Congress (1985) and working within the understandings expressed in the <i>Preamble to the Constitution</i> (2009)</p> <p>Embodies the Church's declarations that <i>We Are a Multicultural Church</i> (1985), <i>Living with the Neighbour Who is Different</i> (2000), and <i>One Body Many Members, Living faith and life cross culturally</i> (2012)</p> <p>Demonstrates a well-developed and reflective understanding of their identity as an ordained Minister within the UCA</p> <p>Ability to engage the tasks of Ministry with critical imagination, courage, emotional maturity, theological judgment and self-reflection; and to exercise this Ministry within the ministry of the whole people of God</p> <p>Readiness for the practice of day-to-day Ministry, and the quality of being and awareness which gives integrity to the exercise of this practice</p> <p>Demonstrates the capacity for, and commitment to, intentional life-long learning</p> <p>Demonstrates commitment to comply with the <i>Code of Ethics and Ministry Practice</i></p>	<p>MINS1101 Interpreting the Old Testament</p> <p>MINS1102 Interpreting the New Testament</p> <p>MINS3002 Biblical Hermeneutics</p> <p>MINS2111 Pentateuch</p> <p>MINS TBA OT Text to Sermon: IMP</p> <p>MINS2110 Israel's Response to Exile</p> <p>MINS2219 Synoptic Gospels</p> <p>MINS2216 Pauline Letters</p> <p>MINS3218 John/Johannine Letters</p> <p>MINS2801 From NT Text to Sermon: IMP</p> <p>MINS1304 Introduction to Christian thought</p> <p>MINS1305 Reading Cultures</p> <p>MINS2318 Mission Then, Mission Now A</p> <p>MINS2321 Mission Then, Mission Now B</p> <p>MINS2314 Theology of Jesus Christ, Word and Saviour</p> <p>MINS3335 God the Trinity</p> <p>MINS1509 Introduction to Christian Leadership</p> <p>MINS2533 Homiletics</p> <p>MINS2536 Ministry of Pastoral Care</p> <p>MINS1601 Spirituality for 21st Century Disciples</p> <p>MINS1603 Beyond Sunday</p> <p>MINS2602 Youth and Young Adults</p> <p>MINS3336 Church Ministry and Sacraments</p> <p>MINS2320 Evangelism, Conversion, and the Mission of God</p> <p>MINS TBA Church History A</p> <p>MINS TBA Church History B</p> <p>MINS TBA Christian Ethics in a Secular Age</p>	<ol style="list-style-type: none"> Theological Reflection essentials Mission Planning Essentials Church Growth Essentials Spiritual Disciplines for Growth in Ministry Growing Thriving Teams essentials Stewardship and Administration Congregation Regeneration Identity and Call Leadership Framework Funerals, loss and grief Weddings and Marriage Sacramental Practices 	<ol style="list-style-type: none"> 1. Participation in meetings of the Presbytery and Synod Multicultural ministry 3. Christian Leadership Ecumenical engagement Faith sharing and Mission Impact of Preaching the Gospel 7. Deepening of prayer and prophetic practices 8. Walking on Country Healthy, collaborative relationships between Congregations, schools and/or agencies Finishing Well – "Hearing stories of Retired Ministers" 11. Rural Ministry Practices 12. Spiritual Retreat <p>Note: Courses and Events in bold are undertaken in Phase 2 and Phase 3, with the exception of the Spiritual Retreat.</p>

Attachment 6 - Integrated Formation Framework Outline

Demonstrated Capacity (Ephesians 4 Descriptors)	Academic Units	Formation Units Phase 2	Mission in Focus (Core sessions and events)
Leadership (Apostle)			
1. Demonstrates capacity to help the Church be faithful to its identity and lead the Church in mission in a rapidly changing and diverse cultural and social context	MINS1305 Reading Cultures MINS2318 Mission Then, Mission Now A MINS2321 Mission Then, Mission Now B MINS3336 Church Ministry and Sacraments	<ul style="list-style-type: none"> • Identity and Call • Mission Planning Essentials • Church Growth Essentials • Congregation Regeneration • Growing Thriving Teams essentials • Stewardship and Administration 	<ul style="list-style-type: none"> • Participation in meetings of the Presbytery and Synod • Multicultural ministry • Christian Leadership • Ecumenical engagement • Rural Ministry Practices
2. Deeply understands and adheres to the <i>Basis of Union</i>	MINS3336 Church Ministry and Sacraments	<ul style="list-style-type: none"> • Identity and Call • Spiritual Disciplines for Growth in Ministry • Stewardship and Administration 	<ul style="list-style-type: none"> • Participation in meetings of the Presbytery and Synod
3. Demonstrates a well-developed and reflective understanding of their identity as an ordained Minister within the UCA	MINS1601 Spirituality for 21st Century Disciples MINS3336 Church Ministry and Sacraments	<ul style="list-style-type: none"> • Theological Reflection essentials • Identity and Call • Spiritual Disciplines for Growth in Ministry • Stewardship and Administration 	<ul style="list-style-type: none"> • Faith sharing and mission • Deepening of prayer and prophetic practices • Ecumenical engagement • Christian Leadership • Impact of preaching the Gospel • Finishing Well – “Hearing stories of Retired Ministers” • Rural Ministry Practices • Spiritual Retreat
4. Ability to engage the tasks of Ministry with critical imagination, courage, emotional maturity, theological judgment and self-reflection; and to exercise this Ministry within the ministry of the whole people of God	NS1304 Introduction to Christian thought MINS1305 Reading Cultures MINS1509 Introduction to Christian Leadership MINS2536 Ministry of Pastoral Care MINS TBA Christian Ethics in a Secular Age	<ul style="list-style-type: none"> • Spiritual Disciplines for Growth in Ministry • Growing Thriving Teams essentials • Leadership Framework • Funerals, loss and grief • Weddings and Marriage • Sacramental Practices • Stewardship and Administration 	<ul style="list-style-type: none"> • Faith sharing and mission • Deepening of prayer and prophetic practices • Ecumenical engagement • Christian Leadership • Impact of preaching the Gospel • Rural Ministry Practices
5. Demonstrates commitment to comply with the <i>Code of Ethics and Ministry Practice</i>	MINS2602 Youth and Young Adults	<ul style="list-style-type: none"> • Spiritual Disciplines for Growth in Ministry 	<ul style="list-style-type: none"> • Participation in meetings of the Presbytery and Synod

Demonstrated Capacity (Ephesians 4 Descriptors)	Academic Units	Formation Units Phase 2	Mission in Focus (Core sessions and events)
Spiritual Discernment and Obedience (Prophet)			
1. An understanding of God, a personal faith in Jesus Christ as Saviour and Lord, and the capacity to articulate this contextually	MINS2314 Theology of Jesus Christ, Word and Saviour MINS3335 God the Trinity MINS2533 Homiletics MINS1603 Beyond Sunday MINS2320 Evangelism, Conversion, and the Mission of God	<ul style="list-style-type: none"> • Identity and Call • Mission Planning essentials • Church Growth essentials • Spiritual Disciplines for Growth in Ministry 	<ul style="list-style-type: none"> • Faith sharing and mission • Deepening of prayer and prophetic practices • Ecumenical engagement • Christian Leadership • Impact of preaching the Gospel • Rural Ministry Practices
2. Demonstrates the practice of Christian spiritual disciplines and embodying faith in Jesus Christ in their own lives	MINS1601 Spirituality for 21st Century Disciples MINS1603 Beyond Sunday	<ul style="list-style-type: none"> • Spiritual Disciplines for Growth in Ministry 	<ul style="list-style-type: none"> • Deepening of prayer and prophetic practices • Christian Leadership • Spiritual Retreat
3. Acknowledges a call by God through the Church to give themselves to the Ministry for which they are ordained, following Jesus' pattern of love and service	MINS2314 Theology of Jesus Christ, Word and Saviour	<ul style="list-style-type: none"> • Identity and Call • Theological Reflection essentials • Mission Planning essentials • Church Growth essentials • Growing Thriving Teams essentials • Leadership Framework • Funerals, loss and grief • Weddings and Marriage • Sacramental Practices 	<ul style="list-style-type: none"> • Christian Leadership • Spiritual Retreat
Proclamation (Evangelist)			
1. An understanding of God, a personal faith in Jesus Christ as Saviour and Lord, and the capacity to articulate this contextually	MINS2314 Theology of Jesus Christ, Word and Saviour MINS3335 God the Trinity MINS2533 Homiletics MINS1603 Beyond Sunday MINS2320 Evangelism, Conversion, and the Mission of God	<ul style="list-style-type: none"> • Identity and Call • Mission Planning essentials • Church Growth essentials • Leadership Framework • Funerals, loss and grief • Weddings and Marriage • Sacramental Practices 	<ul style="list-style-type: none"> • Faith sharing and mission • Deepening of prayer and prophetic practices • Ecumenical engagement • Christian Leadership • Impact of preaching the Gospel

Demonstrated Capacity (Ephesians 4 Descriptors)	Academic Units	Formation Units Phase 2	Mission in Focus (Core sessions and events)
2. Demonstrates capacity to help the Church be faithful to its identity and lead the Church in mission in a rapidly changing and diverse cultural and social context	MINS1305 Reading Cultures MINS2318 Mission Then, Mission Now A MINS2321 Mission Then, Mission Now B MINS3336 Church Ministry and Sacraments	<ul style="list-style-type: none"> • Identity and Call • Mission Planning Essentials • Church Growth Essentials • Congregation Regeneration • Growing Thriving Teams essentials • Stewardship and Administration 	<ul style="list-style-type: none"> • Participation in meetings of the Presbytery and Synod • Multicultural ministry • Christian Leadership • Discipline and accountability of the Church • Ecumenical engagement • Rural Ministry Practice
3. Proven capacity to articulate Christian faith in contextually appropriate ways	MINS2314 Theology of Jesus Christ, Word and Saviour MINS3335 God the Trinity MINS2533 Homiletics MINS1603 Beyond Sunday MINS2320 Evangelism, Conversion, and the Mission of God	<ul style="list-style-type: none"> • Church Growth essentials • Congregation Regeneration • Funerals, loss and grief • Weddings and Marriage • Sacramental Practices 	<ul style="list-style-type: none"> • Faith sharing and Mission • Deepening of prayer and prophetic practices • Impact of Preaching the Gospel
Pastoral Influence (Pastor)			
1. Commitment to the Covenant with the Uniting Aboriginal and Islander Christian Congress (1985) and working within the understandings expressed in the <i>Preamble to the Constitution</i> (2009)		<ul style="list-style-type: none"> • Funerals, loss and grief • Weddings and Marriage • Sacramental Practices 	<ul style="list-style-type: none"> • Walking on Country (Short exposure in Phase 2 and Long exposure in Phase 3)
2. Ability to engage the tasks of Ministry with critical imagination, courage, emotional maturity, theological judgment and self-reflection; and to exercise this Ministry within the ministry of the whole people of God	MINS1304 Introduction to Christian thought MINS1305 Reading Cultures MINS1509 Introduction to Christian Leadership MINS2536 Ministry of Pastoral Care MINS1601 Spirituality for 21st Century Disciples MINS TBA Christian Ethics in a Secular Age	<ul style="list-style-type: none"> • Spiritual Disciplines for Growth in Ministry • Growing Thriving Teams essentials • Leadership Framework • Funerals, loss and grief • Weddings and Marriage • Sacramental Practices • Stewardship and Administration 	<ul style="list-style-type: none"> • Faith sharing and mission • Deepening of prayer and prophetic practices • Ecumenical engagement • Christian Leadership • Impact of preaching the Gospel • Rural Ministry Practice
3. Embodies the Church's declarations that <i>We Are a Multicultural Church</i> (1985), <i>Living with the Neighbour Who is Different</i> (2000), and <i>One Body Many Members, Living faith and life cross culturally</i> (2012)	MINS1305 Reading Cultures	<ul style="list-style-type: none"> • Growing Thriving Teams essentials • Sacramental Practices 	<ul style="list-style-type: none"> • Multicultural Ministry

Demonstrated Capacity (Ephesians 4 Descriptors)	Academic Units	Formation Units Phase 2	Mission in Focus (Core sessions and events)
4. Readiness for the practice of day-to-day Ministry, and the quality of being and awareness which gives integrity to the exercise of this practice	MINS1509 Introduction to Christian Leadership MINS1601 Spirituality for 21st Century Disciples MINS3336 Church Ministry and Sacraments	<ul style="list-style-type: none"> • Leadership Framework • Identity and Call • Mission Planning Essentials • Church Growth Essentials • Growing Thriving Teams essentials • Stewardship and Administration 	<ul style="list-style-type: none"> • Deepening of prayer and prophetic practices • Spiritual Retreat • Christian Leadership
Educate and Equip (Teacher)			
1. A mature knowledge of Christian tradition and the Biblical witness, and the ability to help the Church shape its future in the light of that tradition	MINS1101 Interpreting the Old Testament MINS1102 Interpreting the New Testament MINS3002 Biblical Hermeneutics MINS2111 Pentateuch MINS TBA OT Text to Sermon: IMP MINS2110 Israel's Response to Exile MINS2219 Synoptic Gospels MINS2216 Pauline Letters MINS3218 John/ Johannine Letters MINS2801 From NT Text to Sermon: IMP MINS TBA Church History A MINS TBA Church History B	<ul style="list-style-type: none"> • Theological Reflection essentials • Sacramental Practices • Spiritual Disciplines for Growth in Ministry • Church Growth essentials • Congregation Regeneration 	<ul style="list-style-type: none"> • Healthy, collaborative relationships between Congregations, schools and/or agencies • Ecumenical engagement • Impact of Preaching the Gospel • Rural Ministry Practices • Spiritual Retreat
2. Demonstrates the capacity for, and commitment to, intentional life-long learning	MINS1509 Introduction to Christian Leadership MINS1601 Spirituality for 21st Century Disciples	<ul style="list-style-type: none"> • Leadership Framework • Spiritual Disciplines for Growth in Ministry • Church Growth essentials 	<ul style="list-style-type: none"> • Finishing Well – “Hearing stories of Retired Ministers” • Spiritual Retreat

Attachment 7 - Formation Framework Assessment Matrix Template

Name: _____

Demonstrated Capacity (Ephesians 4 Descriptors)	Beginning	Developing	Proficient	Excellent
	The Ministry Agent displays capacity in this area minimally or inconsistently	The Ministry Agent displays capacity in this area in a generally consistent way	The Ministry Agent displays capacity in this area with significant proficiency	The Ministry Agent displays outstanding capacity in this area
Leadership (Apostle)				
1. Demonstrates capacity to help the Church be faithful to its identity and lead the Church in mission in a rapidly changing and diverse cultural and social context				
2. Deeply understands and adheres to the <i>Basis of Union</i>				
3. Demonstrates a well-developed and reflective understanding of their identity as an ordained Minister within the UCA				
4. Ability to engage the tasks of Ministry with critical imagination, courage, emotional maturity, theological judgment and self-reflection; and to exercise this Ministry within the ministry of the whole people of God				
5. Demonstrates commitment to comply with the <i>Code of Ethics and Ministry Practice</i>				
Spiritual Discernment and Obedience (Prophet)				
1. An understanding of God, a personal faith in Jesus Christ as Saviour and Lord, and the capacity to articulate this contextually				
2. Demonstrates the practice of Christian spiritual disciplines and embodying faith in Jesus Christ in their own lives				
3. Acknowledges a call by God through the Church to give themselves to the Ministry for which they are ordained, following Jesus' pattern of love and service				
Proclamation (Evangelist)				
1. An understanding of God, a personal faith in Jesus Christ as Saviour and Lord, and the capacity to articulate this contextually				
2. Demonstrates capacity to help the Church be faithful to its identity and lead the Church in mission in a rapidly changing and diverse cultural and social context				
3. Proven capacity to articulate Christian faith in contextually appropriate ways				

Pastoral Influence (Pastor)				
1. Commitment to the Covenant with the Uniting Aboriginal and Islander Christian Congress (1985) and working within the understandings expressed in the <i>Preamble to the Constitution</i> (2009)				
2. Ability to engage the tasks of Ministry with critical imagination, courage, emotional maturity, theological judgment and self-reflection; and to exercise this Ministry within the ministry of the whole people of God				
3. Embodies the Church's declarations that <i>We Are a Multicultural Church</i> (1985), <i>Living with the Neighbour Who is Different</i> (2000), and <i>One Body Many Members, Living faith and life cross culturally</i> (2012)				
4. Readiness for the practice of day-to-day Ministry, and the quality of being and awareness which gives integrity to the exercise of this practice				
Educate and Equip (Teacher)				
1. A mature knowledge of Christian tradition and the Biblical witness, and the ability to help the Church shape its future in the light of that tradition				
2. Demonstrates the capacity for, and commitment to, intentional life-long learning				

Attachment 8 - Request for credit from Phase 3 Formation Units based on Prior Learning/Experience

Formation Units	Prior Learning/Experience	Agreed outcome determined by Formation Panel
1. Ecumenism and Global Christianity (Overseas Exposure Experience)		
2. Integrated Mission Planning		
3. Ministry Multiplication and Discipleship		
4. Resilience in Ministry		
5. Integrated practice of Growing Thriving Teams		
6. Leadership and Management – Change Management and Conflict resolution		
7. Leadership and Management – Governance and Operations		
8. Ecumenism and Global Christianity (Overseas Exposure Experience)		
9. Integrated Mission Planning		
10. Ministry Multiplication and Discipleship		
11. Resilience in Ministry		
12. Integrated practice of Growing Thriving Teams		

Attachment 9 – Formation Intensive Program Example

Formation Intensive – Day 1

February 2019

Worship and Communion	9am-9.45am
• Worship Leader	
• Preacher	
• Presiders at Holy Communion	
Preaching Workshop	9.45am-10.30am
Morning Tea	10.30am-11am
Mission in Focus	11am-12pm
Lunch	12pm-1pm
Formation Unit	1pm-2.30pm
Short Break	2.30pm-2.45pm
Formation Unit cont.	2.45pm – 4.15pm
Prayer and Conclude	4.30pm



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Appendix 2 – Specified Ministry Education and Formation Committee (SMEF) approved activities

Action	TOR	Regulation/By-law
<p>Scope the SMEF Pathway (Discipleship – Phase Four) in regard to Regs, by-laws and practices and bring report and recommendations to BCF.</p> <p>**Issues to be addressed –</p> <ol style="list-style-type: none"> 1. Pastor as a pathway to ordination. 2. Strategic approach to focused ministries e.g. children, youth, families, church-planting, regeneration, chaplaincy. 3. Professional Standards of Specified Ministry Agents. 4. Policy on Vitality of Call procedures in regards to formation. 5. Continuity of information from Synod Selection Committee through to formation panels to BCF (e.g. psychology report and Call documentation). 	<p>The integrated work of Specified Ministry Education and Formation Pathways for the Role of Ministry within the life of the church.</p> <p>Undertake policy development relevant to SMEF.</p>	<p>Reg 3.7.4.3</p> <p>c) The responsibilities of the Ministerial Educational Board shall include the following:</p> <p>(i) in relation to theological colleges constituted by the Synod:</p> <ol style="list-style-type: none"> (5) ensuring that the courses and training that the theological college offers for the formation and education of Ministers in accordance with <ol style="list-style-type: none"> (a) prescriptions set by the Ministerial Education Board or the body authorised by it to set prescriptions; and (b) standards set by the Assembly. <p>(ii) in relation to candidates:</p> <ol style="list-style-type: none"> (3) cooperating and consulting with and reporting to Presbytery in regard to matters relating to candidates; (4) receiving from the faculty or theological college council and forwarding to Presbytery any recommendations concerning termination of candidature on academic or other grounds. <p>(iii) either separately or in cooperation with the Synod or agency of the church:</p> <ol style="list-style-type: none"> (7) ensuring resources are available to assist members and the church in the period of discernment (see Regulation 2.3.1).

<p>Determine what areas of responsibility the BCF has for Pastor pathways and formation – bring report and recommendations to BCF.</p>	<p>The integrated work of Specified Ministry Education and Formation Pathways for the Role of Ministry within the life of the church.</p> <p>Undertake policy development relevant to SMEF.</p>	<p>Reg 3.7.4.3</p> <p>c) The responsibilities of the Ministerial Educational Board shall include the following:</p> <p>(i) in relation to theological colleges constituted by the Synod:</p> <p>(5) ensuring that the courses and training that the theological college offers for the formation and education of ministers in accordance with</p> <p>(a) prescriptions set by the Ministerial Education Board or the body authorised by it to set prescriptions; and</p> <p>(b) standards set by the Assembly.</p> <p>(ii) in relation to candidates:</p> <p>(3) cooperating and consulting with and reporting to Presbytery in regard to matters relating to candidates;</p> <p>(4) receiving from the faculty or theological college council and forwarding to Presbytery any recommendations concerning termination of candidature on academic or other grounds.</p> <p>(iii) either separately or in cooperation with the Synod or agency of the church:</p> <p>(1) making provision for the continuing education of ministers and youth workers, post-graduate and other forms of advanced ministerial education, and other theological education and for relating ministerial and lay education to the overall life and mission of the church;</p>
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		(7) ensuring resources are available to assist members and the church in the period of discernment (see Regulation 2.3.1).
<p>Receive the Formation Panel reports at six months and 12 months each year for candidates and review progress/recommendations/concerns PLUS provide recommendations to BCF and Panels where required.</p> <p>The regulations stipulate that the BCF must make recommendations to the Presbytery if a panel recommends termination of candidacy. The Presbytery is the body that terminates a candidacy.</p> <p>Review after 12 months.</p>	<p>The integrated work of Specified Ministry Education and Formation Pathways for the Role of Ministry within the life of the church.</p> <p>Undertake policy development relevant to SMEF.</p> <p>Act as the BCF's delegated body for responding to stakeholder questions about SMEF-related policies (including appeals).</p>	<p>3.7.4.3</p> <p>(c) The responsibilities of the Ministerial Educational Board shall include the following:</p> <p>(ii) in relation to candidates:</p> <p>(3) cooperating and consulting with and reporting to Presbytery in regard to matters relating to candidates;</p> <p>(4) receiving from the faculty or theological college council and forwarding to Presbytery any recommendations concerning termination of candidature on academic or other grounds.</p>
<p>Clarify BCF/SMEF role and relationship with AGS and Reception of Ministers Committee.</p>	<p>The integrated work of Specified Ministry Education and Formation Pathways for the Role of Ministry within the life of the church.</p> <p>Undertake policy development relevant to SMEF.</p> <p>Act as the BCF's delegated body for responding to stakeholder questions about SMEF-related policies (including appeals).</p>	<p>(iii) either separately or in cooperation with the Synod or agency of the church:</p> <p>(4) reporting as may be requested on the qualifications of any minister applying for recognition and acceptance on transfer from another church.</p>

Contact for report questions

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34 SYNOD 2019

Report from

FINANCE INVESTMENT and PROPERTY BOARD



The Finance Investment and Property Board (FIP Board) has a range of responsibilities set out in the Regulations and By-laws:

- Perform the functions of the Synod Property Board under Regulation 4.2.1.
- Exercise oversight of the activities of the financial transactions and investments body (U.C.I.S/Treasury) under Regulation 3.7.4.6.
- Exercise oversight of strategic resource plans, audit and risk management for the Synod under Regulation 4.2.1 (h).

Members during the last term:

- Ralph Collins (Chair)
- Geoff Ericksson
- Hayden Gaffel
- Rev Linda Hamill
- John Lister
- Howard Morrison
- Rev David Baker – Moderator (ex officio)
- Rev Heather den Houting – General Secretary (ex officio)
- Peter Cranna – Synod Property Officer (ex officio)

Focus since the last Synod

Good stewardship of church assets and funds is a primary focus of the FIP Board. The FIP Board demonstrates this by:

- working with congregations, presbyteries, schools and agencies to ensure church assets are used to achieve the best long-term outcomes.
- seeking investments that balance the risk/return equation and increase revenue into the church.
- making available (within its power and responsibilities) funds that are used to grow the mission of the church.

Highlights:

The key achievements over the last term include:

1. Following the revision of the Synod-wide Treasury Policy to allow investment into more growth-oriented assets that comply with the Synod Ethical Investment Policy, \$30m was invested into three managed funds. Over the long-term (seven+ years) these investments are expected to generate higher than cash returns which will help rebuild the Synod Reserve Fund.
2. Approved a revised Synod-wide Treasury Policy to allow the acceptance of shares in specie and property as a direct investment (generally from deceased estates).
3. Entered into a debt-for-asset swap agreement with The Lakes College (TLC). This will allow the continued development of the school with the ongoing ability to access capital grants from the State Government. The Synod office books (through U.C.I.S – The Uniting Church Investment Service) have recognised TLC land and most existing building assets as an investment property in exchange for

removing debt owed by TLC from the U.C.I.S balance sheet. U.C.I.S now receives a rental income stream from TLC instead of interest payments.

4. Approved additional delegations to the General Secretary and Synod Property Officer to facilitate streamlined processing of transactions.
5. Registered Powers of Attorney issued to the Chief Executive Officer, Chief Financial Officer and Director, Governance at UnitingCare under the provisions of the Synod Documents Execution Policy. These registered Powers of Attorney streamline processes for signing all documentation relating to the operations of retirement villages.
6. Based on cash flow forecasts, renewed the external debt facility with ANZ of \$5m (with the ability to increase the limit quickly, if needed) for a further three years from December 2017. This facility has been maintained as a source of liquidity for potential opportunities.
7. Continued the rebuild of the Synod Reserve Fund, the emergency fund for the Synod. Following the decision by the Synod Standing Committee to exit from Shalom Christian College, the Synod Reserve Fund has been used and the rebuild strategy will take this into account.
8. Within its role as the Uniting Church Foundation Board, the FIP Board endorsed the Synod Office Fundraising Strategy 2018-2021.
9. Established a scholarship fund with Deductible Gift Recipient (DGR) status. This means that donations to the scholarship fund are tax deductible to the donor. Since establishment, scholarships have been created and awarded to benefit students of both Trinity College Queensland and Raymont Residential College.
10. Property Strategy phase one completed. A review was conducted of the development potential of all non-agency property across the Synod which will assist with future analysis and decisions.
11. Following considerable consultation across the church and the obtaining of a Development Approval from the Sunshine Coast Regional Council for the Alexandra Park Conference Centre site, the FIP Board finalised a review to determine the best future use to benefit the Synod. The recommendation to the Synod Standing Committee was to continue existing operations and enhance them as opportunities arise.
12. Provided input and feedback to the Mission Development Fund proposal to the 34th Synod.
13. Conducted joint meetings with the Schools and Residential Colleges Commission and met with Property Trust Schools (Calvary Christian College, The Lakes College and SCOTS PGC College, Warwick) to better understand their proposed development pathways (mission and property).
14. Met with representatives of the South Moreton and Bremer Brisbane Presbyteries to better understand the mission and property-related issues facing those presbyteries and the congregations within them.
15. Throughout the term, the FIP Board approved property transactions received from church bodies across the Synod. In the 13 formal meetings and two executive meetings since the last Synod, the FIP

Board has approved over 400 property transactions, with the following being an indication of the diversity of the issues:

- a. leases of manses
 - b. leases of commercial property
 - c. property sales
 - d. property purchases
 - e. construction of buildings at schools and aged care facilities/retirement villages
 - f. refurbishment of churches
 - g. acquisition of businesses
 - h. installation of solar panels on the Synod office roof
16. Synod Audit Risk and Oversight Committee (SAROC), a sub-committee of the FIP Board was replaced by the Audit and Risk Committee (ARC), a sub-committee of Synod Standing Committee.
17. Audited financial statements for the Synod office for the year ended 30 June 2018 were endorsed by both the FIP Board and the ARC following a joint meeting with the external auditors (Deloitte). The Synod Standing Committee approved the financial statements at their November 2018 meeting.

Challenges/risks as we progress

Challenges and priorities for the FIP Board are to:

- continue to develop a property framework that ensures property is used sustainably and maintained appropriately.
- revise and renew policies to meet the missional and sustainability objectives of the church today.
- educate leaders of church bodies as to their roles and responsibilities relating to stewardship.
- develop alternative sources of revenue to assist in the ongoing financial sustainability of the church.
- review the management of the Synod Reserve Fund.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34 SYNOD 2019

Report from the
General Secretary

The General Secretary is appointed by the Synod to carry out the responsibilities of the executive officer as outlined in Regulation 3.6.3.4

To ensure that the General Secretary is managing these executive functions appropriately, the Synod Standing Committee has outlined the key areas of responsibility to be addressed by the General Secretary at this time. Attachment A is a dashboard report from the General Secretary which outlines these general functions, key performance indicators, major achievements since the last Synod and a focus on future activities.

This report also introduces you to the Executive Leadership Team (ELT) in the Synod office. Without this dedicated team, the work of the General Secretary could not be done. It is this team which takes the heavy lifting in delivering the services of the Synod office to the broader church. The Synod office structure and the names and photos of the members of the ELT are attached at B.

We have worked together with senior leaders in the Synod office to develop our strategic plan for Synod office activities. The focus for the next period is in working with bodies across the life of the church to ensure that everything we do adds value to our life together. That plan is attached at C. You will note that our mission is to service the mission of the Uniting Church in Australia. Everything we do is focused on supporting all of us to be a healthy, flourishing and missionally engaged church.

Ask me anything!

The attached report can be viewed as a snapshot of the activities of the Synod office. However, that means it's abbreviated. The Executive Leadership Team would be delighted to take questions on any of the activities which may not be explained fully in this type of reporting.

As part of the approach to the accountability of the General Secretary we are inviting you in various ways to "ask me anything". There will be a drop box for questions at the Synod meeting, there will be a capacity for questions in the Synod app and of course we would welcome questions from the floor.

For a narrative version of mission activities across the life of the Synod you may also be interested in the Annual Report on Mission Implementation Strategies. This will be produced at around the same time each year. The current report can be found here:

<https://ucaqld.com.au/wp-content/uploads/2018/09/Mission-implementation-report.pdf>

Challenges/risks as we progress

Royal Commissions

The impact of the Royal Commission into Institutional Responses to Child Sexual Abuse, the Royal Commission into Aged Care Quality and Safety and the forthcoming Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability has meant that the way we have and will operate as a church in the world has foundationally changed. Our own sense of ourselves and our capacity to allow people to grow to a life in Christ is challenged.

As a church we have always responded to caring for the most vulnerable in our community. We recognise the call of Christ to be a light to the world in these ways. This call is constantly upon us and is an imperative of our faith.

However, we cannot ignore or minimise the stories of how as an institution we have sometimes failed to notice and condemn abusive practices within the life of the church. The stories of the devastating impact such failures have had on survivors of abuse within all contexts of the church are sobering. Those failures still remain with survivors now. They are not historical but are their lived reality every day.

Our call to repentance as the body of Christ is to humbly own our past and always plan for a safe church for all people in the future.

Working together in Christ

As we imagine our life together in the future, we must ask ourselves who we want to be in the world and how we might participate most fully in the mission of God. This does not happen automatically, but as the deep and truthful exercise of our discernment as a church.

This Synod we are being asked to work together to start to imagine what this might look like in the long-term future. As our communities change, what is it that we can offer that releases the redemptive life of Christ to the world? What is it about the Uniting Church that can add something unique about God's call to us?

The whole-of-Synod discernment process will sow some deep foundational work for our distinctive life in Christ and we can only do this with your active participation. In this regard particularly, never hesitate to ask the hard questions. This can only add to the strength of our foundations.

We are resourcing this process so that everything we do together at this Synod in Session will find fertile ground. Now is the time to sow for the next period of our life together.

Together with the Executive Director of Strategic Resources, Peter Cranna, I am bringing a proposal to reimagine the principals that sit behind the Mission Development Fund. In short, the General Proposal asks us to recognise that we have stewardship responsibility for the future of the church and proposes a way we can do this using existing resources.

Proposals to the 34th Synod

I bring a Minute of Appreciation for the retiring Chair of the Disaster Relief Committee, Rev Kaye Ronalds.

Contact for report questions

Name: Heather den Houting
Position: General Secretary
Email: heather.denhouting@ucaqlld.com.au
Phone: (07)3377 9702

Signature:

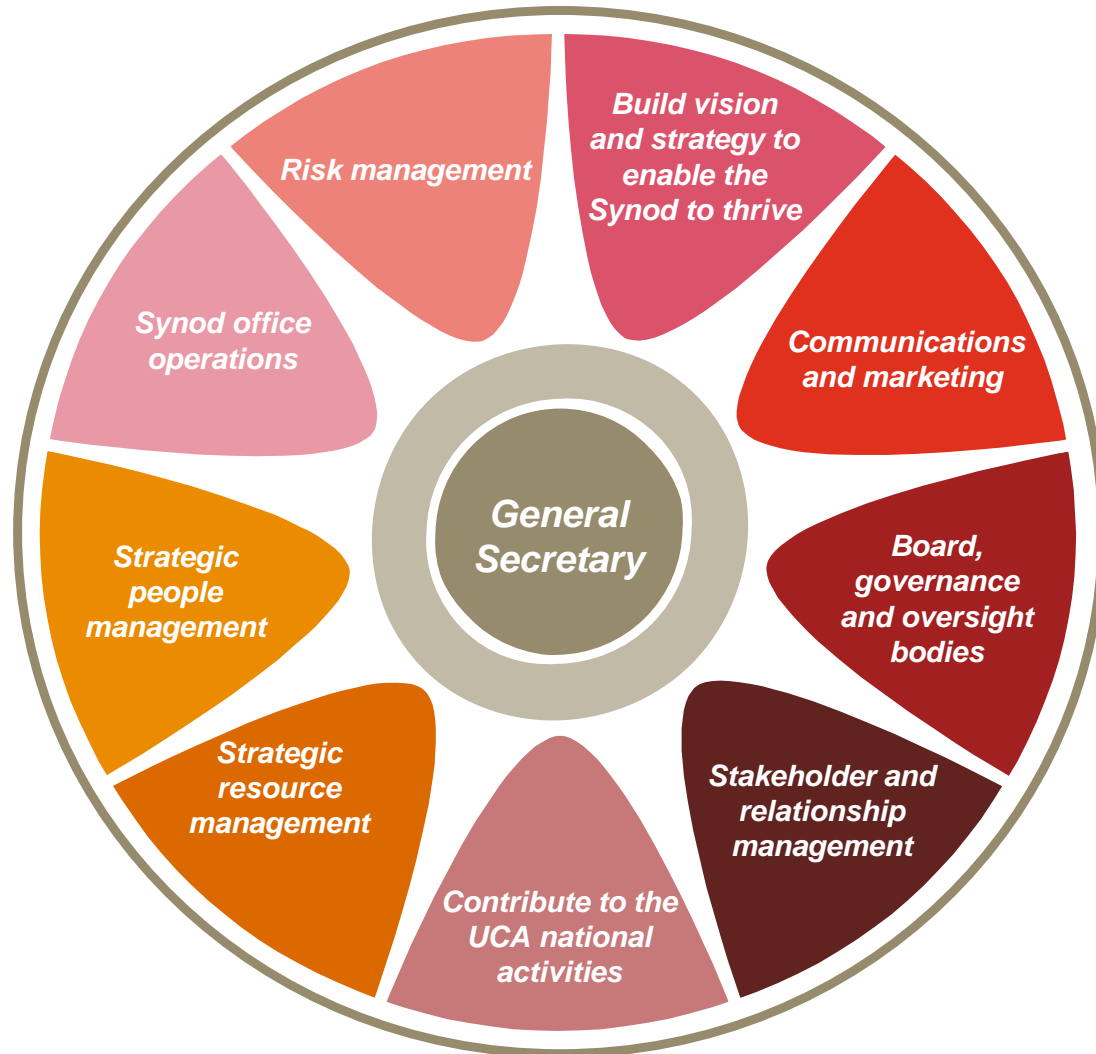


General Secretary's Report



The Uniting Church in Australia
QUEENSLAND SYNOD

To assist the **General Secretary** in performing her role the **Synod Standing Committee** approved the following high-level functional responsibilities:



1. Build vision and strategy to enable the Synod to thrive

KPI

- Undertake environmental scan
- Develop strategy that the Synod Standing Committee is confident will build the vision
- Build appropriate frameworks to guide the delivery of the vision (Discipleship, Leadership, Communities, Youth children and families, Prayerful listening church, Growth transition innovation)
- Create performance dashboard

Achievements

- Embedded strategic planning in the Synod office
- Strategic frameworks apply across Synod office activities
- Improved reporting and accountability of Synod office
- Working with Presbyteries to assess resourcing and service delivery needs
- Whole-of-Synod planning – design completed and delivery underway
- Supported whole-of-church events, Easter and Country Madness, Unite, Inspired Disciples and Chaplaincy Affirmation Days
- CAP Project Officer appointments have been made

1. 34 Synod in Session

Targeting younger church leaders: theme based on the abundant generosity of God: shortened session: opportunity to discern and participate in the whole-of-Synod strategic planning: governance recommendations from the SSC will be presented.

2. Whole-of-Synod Strategic Vision 2021-2025 (aka Project Plenty)

Commenced consultation and engagement process within the church.

3. Leadership development

A collaborative approach between Strategic Mission, Moderator, People and Culture, and Trinity College Queensland will see the consolidation of plans to deliver a mature leadership development portfolio.

4. Focus on strategic presence of church

Strategic Mission to work with Presbyteries in particular to imagine appropriate church presence across Queensland.

5. Focus on healthy ministry strategy

Associate General Secretary to build enterprise-wide scaffolding to ensure consistent, seamless approach to ministry matters. Processes will support every council/board which has responsibility for ministry oversight.

6. Focus on First Peoples

Second version of Covenant Action Plan (CAP) will be resourced and developed. Cultural awareness remains a strategic learning priority.

Future focus

2. Communications and marketing

KPI

- Implement Information and Technology Strategy and roadmap
- Implement Communication Strategy
- Engage the SSC to establish key messaging around the vision of the UCA in Queensland
- Safe Ministry Training compliance reporting
- Continuing Education for Ministry (CEM) learning agreements

Achievements

- Synod report on Mission Implementation Strategies published September 2018
- Rollout of quarterly *Journey* magazine
- Improved online engagement social, video and web (1000+ unique posts)
- Increased intentional marketing strategies across Synod enterprises
- Improved delivery and success of major events
- Continuing business transition to SharePoint and Office 365
- Delivered on 2018 communication strategies
- ULearn (learning management system) live on 4 February 2019

1. Building a learning organisation

The learning management system will continue to be enhanced as it responds to requests for online training and identified learning needs from Synod office, Presbyteries and governing bodies.

2. Communications and Marketing

Strategic communication plans to support major activities such as Synod in Session, Project Plenty, Easter Madness etc., and strategic marketing plans to support commercial objectives of enterprises e.g. awareness, brand, enquiries, applications and revenue.

3. Increased relevant and reliable information for decision-making

Sugar CRM upgrade and expansion will form a core repository for information.

Office365 – SharePoint rollout will deliver a cloud-based document collaboration platform to improve document access and sharing.

Information hub (extranet) will improve the exchange of information between Synod entities.

Web redesign for Synod office and Synod enterprise to enhance awareness of who we are and what we do.

4. Moderator supported to provide public leadership in community development

The Moderator will be supported to profile the life of the church in Queensland communities such as RI in schools, other issues requiring a whole-of-church response and through community organisations such as Queensland Community Alliance and ecumenical activities.

3. Board, governance and oversight bodies

KPI

- Develop a governance framework for Synod governing bodies
- Develop and implement strategy for Synod-wide discussion and consultation re implementation of proposed arrangements
- Develop implementation and change plan – including succession planning in key areas
- For SSC, boards and committees arrange operational support to ensure:
 - Policy advice and reporting to enable appropriate decision-making
 - Accurate and relevant information to inform decision-making
 - Communications that ensure alignment of objectives

Achievements

- Governance review consultation completed
- SSC endorsement of next steps in By-laws and governance review approach
- Separation of FIP Board and Audit and Risk Committee
- Centralised coordination of support to Synod governing bodies
- Governance capacity development approved
- Incorporation of skill assessment and skill ratings into nomination process
- RNC consideration of eligibility of remuneration to Synod governing bodies
- Ongoing engagement and oversight of schools improving. Providing bi-annual governance training for school and college boards and standardised board selection process.

1. Rollout of governance recommendations – as approved by SSC

At this Synod the SSC will bring three recommendations based on this work. Ongoing work on the role and responsibilities of governance bodies will continue.

2. Workplace Health and Safety Act – Review of Person Conducting a Business Undertaking

This significant piece of work will cement external regulatory expectations around our whole-of-church governance responsibilities.

3. Child care centres – effective governance strategy

We are resourcing the improvement in governance capacity and coordinated compliance.

4. Schools and Residential Colleges Commission (SRCC)

We have consolidated the work of the SRCC in developing governance understanding across the schools and residential colleges. Schools strategic framework and engagement plan has been developed and will be implemented.

5. Policies approved – will be monitored and evaluated

Redress recovery, foreign visas, Treasury, fundraising, candidate's financial hardship, use of church property for same gender marriage, privacy, WHS, Synod office delegations, financial management, information management, risk and compliance.

6. Royal commissions

Support and resource engagement in the National Redress Scheme, the Royal Commission into Aged Care Quality and Safety, and the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

4. Stakeholder and relationship management

KPI

- Implement a stakeholder management strategy
- Identify and resource priority areas
- Communications across the church that ensure alignment
- Improved Net Promoter Scores in Pulse Survey
- Improved customer satisfaction results from Service Level Agreements

Achievements

- Continued implementation of Stakeholder Management Strategy
- First performance measures survey undertaken for Internal Service Level Agreement
- External Service Level Agreements finalised
- Intentional and aligned visits of Synod office staff and Moderator with Presbyteries, schools and agencies
- Strategic Presence working group to trial approach with the Mary Burnett Presbytery
- Communication strategies in place to manage risk

1. Pulse Survey 2

Planning for the next pulse survey to be taken in the second half of 2019 to measure customer satisfaction of Synod office services.

2. Continued rollout of whole-of-Synod strategies

- *Strategic presence.* Resource the church to make the best decisions about expressions of church presence and ministry based on relevant data and insights.
- *Multi and cross-cultural church.* Explore and communicate what it means to be an integrated multi and cross-cultural church.
- *First Peoples.* Facilitate intentional first and second people's engagement.
- *One church.* Curate an environment in which to facilitate one unified Christ-centred identity for the whole church.
- *Healthy ministry.* Oversee and shape a consistent, well-informed, integrated ministry across the life of the church.

3. Induction of office bearers within the Queensland Synod

Create a set of consistent adaptable materials to be used for inducting all people bearing office in the name of the Uniting Church.

4. Improved ecumenical, interfaith and governmental relationships

Support the Moderator to improve the UCA's standing in significant areas of influence in government, community and church life.



5. Contribution to the UCA national activities

KPI

- Recognised priority areas for Synod involvement in supporting national activities
- Regular reporting and alignment of national activities to SSC vision
- Participation in national UCA activities as appropriate

Achievements

- General Secretary attendance at Assembly Standing Committee meetings
- Attendance at regular General Secretary/Associate General Secretary meetings
- Collaboration with South Australian Synod on leadership development
- Participation in National Insurance collaboration program
- General Secretary representation as a member of UCA Redress Ltd
- General Secretary and Strategic Mission team participation in National Assembly 2018
- Hosted Uniting Women conference in 2018
- Agreement to resource National Safe Church Unit

1. Consultation with Assembly on Project Plenty

Ensuring alignment between Assembly and Queensland Synod strategic planning.

2. Member of regulation review task group

Initiating a foundational review of the regulations to determine purpose, approach and recommended steps forward for contemporary national governance.

3. Hosting National Assembly in 2021

Preparation for this event to be initiated and resourced in 2019.

4. Continuing conversations around the role and resourcing of UAICC

Participation in the national conversation while reviewing and supporting local First Peoples and covenanting projects.

5. Nominee to national task group responding to Royal Commission into Aged Care Quality and Safety

Oversight, advice and information-sharing.

6. Proactively supporting further work on national purchasing collaboration

Continue to release Synod office resources to explore further collaborative opportunities. Financial licensing, audit, fleet etc.

7. Safe Ministry Unit

Continued participation in the development and delivery of this national project.

6. Strategic resource management

KPI

- Competent financial management of U.C.I.S
- Improved Treasury financial performance (Net interest margin)
- Improved Strategic Property Management (highest and best utilisation in accordance with Synod strategic vision)
- Resource allocation aligned with Synod strategic vision
- Grow funding and bequests in line with the fundraising strategy

Achievements

- Achievement of budget against maturing budget models. Treasury Policy updated
- Finance team review conducted .New financial reporting strategies in development
- Property Strategy Phase 1 (ranking of non-agency property for development purposes)
- Fundraising and bequests strategy and DGR accreditation for scholarships and identification. Publication of bequests and grants
- Sale of Shalom Christian College and Shalom transition program
- Improved cost structures and utilisation of Alex Park and Raymont. Significant improvements in reporting
- Business plans and marketing plans in place for Alex Park and Raymont
- Alex Park 2019/2020 bookings already higher than 2018/2019
- Improved utilisation of Raymont over Christmas break for external group bookings
- Raymont student numbers up from 99 to 114
- Sustainable practices implemented at Uniting Church Centre 60 Bayliss Street including:
 - Solar panels – savings currently tracking well against ROI
 - Investigations into LED lighting, improved water usage at Raymont and increased air conditioning efficiency. Savings in cleaning and gas with improved procurement practices

1. Finalise Shalom site reconfiguration

Manage property to subdivide Elders Village from title.

2. Property Strategy Framework

Property strategy Phase 2: Documentation and education across Queensland Synod around property development proposals; input into the Strategic Presence project; develop the overall property framework.

3. Advanced Treasury and Finance strategies and operations

Continued review of Treasury assets and utilisation including debt, liquidity, Australian Financial Services Licence (AFSL) requirements and Fringe Benefits processing.

4. Support of presbyteries and congregations

Continued support of the Combined Presbytery Mission Pool and the investigation and introduction of a shared bookkeeping resource.

5. Continued improvements in Alex Park and Raymont Residential College utilisation and cost structures.

Improve and develop the marketing, assets and utilisation of the Synod's Mission Support Enterprises.

6. Auchenflower site master planning – 2020/2021

Review the potential of the site to adequately cater for Synod enterprises and services in the medium to long term.

7. Strategic people management

KPI

- Resourcing for faith and discipleship
- HR placements that reflect best practice and improved efficiency
- Learning and development strategies that support the vision and ensure succession
- Models for all ministry development, performance and appraisals for ministry staff
- Synod office attendance at strategic priority training sessions
- Development of schedule of activities to reinforce team values

Achievements

- Next Gen Arise/Activate
- Learning and Development Framework (LDF) for Synod office approved
- LDF delivered to ELT/SLT and emerging Synod office leaders
- LDF capabilities mapped to ELT/SLT positions
- Placements review project commenced
- Trinity College Queensland business transformation program on track
- Nine values/culture workshops held across the Synod office

1. Board of Christian Formation (BCF) strategic oversight

Continued focus by Trinity College Queensland on innovative models of formation and ministry development. Oversee integrated ministry strategy consistent with Assembly guidelines.

2. Healthy ministry strategy

Create a shared understanding of the whole-of-church responsibility for safe ministry practice and ensure compliance. Operationalise integrated ministry strategy. Facilitate an integrated approach to youth ministry across the Synod. Resource the church in discipleship strategies.

3. Maturing the Leadership Development Framework

In collaboration with relevant stakeholders promote leadership framework, assess and run graduate and executive leadership programs, participate in the Uniting Leaders project, and develop and implement the Women in Leadership project.

4. Continued development of placements operational model

An integrated and informed office approach to support the placements process.

5. Rollout of Learning Management System

After initial evaluation and adjustment based on lessons learned, Ulearn will be rolled out with access given to all Synod office employees, Presbytery offices and Queensland Synod ministry agents.

8. Synod office operations

KPI

Achievements

- Financial performance to budget
- Staff and resource management to deliver Synod operations (to budget)
- Improve business development and performance (Trinity College Queensland, Raymont Residential College, Alexandra Park Conference Centre and other innovative enterprises)

- Alignment of Synod business to annual strategic planning and budget
- Improved Information Technology relationships with strong customer service focus
- Operational plans performance monitored and reported
- Ongoing development of Senior Leadership Team who work to KPIs
- Resourcing within budget
- Portfolio project management driving and improving decision-making
- Strategic marketing and business support for Trinity College Queensland, Raymont Residential College and Alexandra Park Conference Centre

1. Budget and reforecasting

Maturing budget processes to enable strategic reforecasting and reporting.

2. Simplification and prioritising of ambitious planning process

Review of business planning to reduce ambitious expectation and concentrate on delivery of prioritised projects.

3. Optimise IT assets, resources and capabilities

Ensure that the information systems and infrastructure platforms are fit for purpose and deliver a balance between risk, cost and usability.

4. Optimise communications and marketing capabilities

Ensure communication and marketing activities and efforts are best practice and innovative with brand, enterprise development and customer experience. Ensure communication and marketing investment decisions are strategically aligned and properly focused.

5. Robust project evaluation and review process

Ensuring programs and project proposals are assessed against key selection criteria and regularly reviewed against business case.

6. Investigate development of innovation program for the whole of Synod

Resourcing a whole-of-Synod think tank to continue to challenge the church around our future planning needs.

Future focus

9. Risk management

KPI

- Enterprise Risk Management
- HR and Payroll functional and compliant
- Synod office completion of compulsory (regulatory) online training
- Entity records (property register, ABN and ATO registrations)
- Safe Church/Safe Ministry (resources, support and compliance)
- National Insurance Program
- Complaints management that supports resolution

Achievements

- Enhanced reporting to the Audit and Risk Committee
- Major review of one business area conducted by internal audit, and several management assurance engagements undertaken
- Synod-wide risk register reviewed
- Synod office risk management system in place and reviewed
- Maturing records management systems in place. SharePoint being rolled out for various Synod governing bodies
- Closure of Queensland's IRS Scheme and participation in National Redress Scheme
- Property register maintaining ABN and ACNC information
- Contemporary insurance portfolio and participation in the Uniting Church National Insurance Program
- Safe Ministry resources support with early reporting systems
- Congregational inspection program on track
- All legal claims against church identified and appropriately managed and reported to SSC
- Managed reputation risk in relation to PMSA, SGM, Redress, Shalom closure

1. Developing compliance management frameworks

Synod oversight of external regulatory compliance expectations will be matured.

Synod oversight of internal compliance frameworks and consequences will be embedded in policy.

2. Maturing of risk management systems

Identification and mitigation of risk will be reviewed and realigned as required against Synod strategy.

3. WHS to be a key focus for maturing risk systems

Intentional, planned development of maturing WHS to be rolled out and communicated widely. Transition from outsourced to internal delivery of workers' compensation claims management and rehabilitation/return to work plans (Workcover and SAAP claims).

4. Board maturity and alignment

Governance of Synod governing bodies a strategic governance and educative focus. Identification of governance understanding and risk management as governing body core skills, with assessment of core skills as part of nomination process.

5. Succession planning

Acknowledging key person risk and identifying and training successors from across the whole of the Queensland Synod.

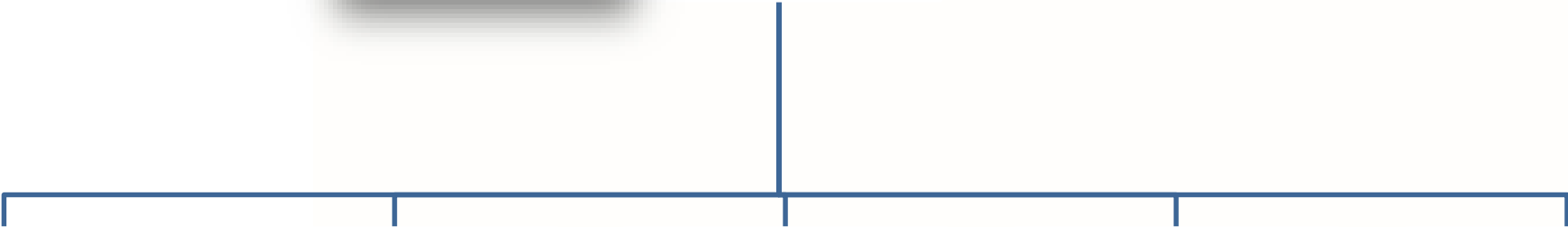
Synod Office Reporting Structure – EXECUTIVE LEADERSHIP TEAM



General Secretary
(Heather den Houting)



Moderator
(David Baker)



Associate General Secretary
(John Ruhle)



Executive Director Shared Services
(Paul Willett)



Executive Director Risk & Assurance
(Natalie Verdouw)



Executive Director Strategic Resources
(Peter Cranna)



Executive Officer Shared Services & Event Management
(Kellie Broderick)





Report from
Synod Standing Committee



Report

Context

The Synod Standing Committee (SSC) acts on behalf of the Synod between ordinary meetings of the Synod. In exercising its powers and fulfilling its responsibilities, the SSC has regard to the following guiding principles:

- (a) focussing on the strategic and policy issues of the church
- (b) engaging in competence-building activities for its members
- (c) efficiency and timeliness in approvals and decision-making.

Over the last 18 months the SSC has managed a number of significant issues which have impacted on the church as a whole. In its role the Committee makes broad strategic decisions with an expectation that these decisions will serve the church of the future. This means we have tried to balance the broad governance operations of the church with the anticipation of encountering and responding to the mission of God in the world.

Those issues that have impacted significantly on the Synod have been:

- **The Royal Commission into Institutional Sexual Abuse.** Our ongoing commitment to acknowledge the past, say sorry to survivors and implement appropriate structures for recompense have driven a suite of decisions. These include decisions to close our interim redress scheme, join the national redress scheme, respond to civil suits against us, institute a persons of concern policy and a redress recovery scheme and updated the safe ministry with children policy.
- **The ongoing viability of Shalom Christian College.** After commissioning an 18-month review of the College, the decision was made to exit the College on the grounds that the church could not guarantee the health and well-being of students. The secondary/boarding school was closed at the end of 2017 and the primary school sold as a going concern at the end of 2018.
- **The Assembly decision on same gender marriage.** The committee remained alert to the consequences of this decision and determined to provide immediate support to people struggling with the decision through the Employee Assistance Program and peer support programs. The SSC also created a policy position that affirmed the capacity of church bodies to decide around the use of church property for the use of same gender marriage.
- **The Presbyterian and Methodist Schools Association (PMSA).** The Synod has maintained a collaborative approach with the PMSA Council and the Presbyterian Church of Queensland to ensure there has been appropriate governance response and oversight. The committee and approved constitutional changes to bring the PMSA constitution to contemporary governance standards.



Highlights

The highlights section outlines the key directions that the SSC has taken to consolidate and grow the missional work of the church in the world in accordance with the priority directions.

1. Anticipating and articulating a strategic missional purpose

In May 2017 the Synod Standing Committee and Presbytery Ministers met to agree on Key Change Initiatives (KCI) that would be supported for the following three years across the life of the Synod. Namely:

1. **Strategic locations**
Right forms of church in each geographic, demographic and virtual context are kingdom-focussed and steadily improving in health and vitality.
2. **Indigenous engagement**
We will work together until First Peoples feel fully engaged across the whole church.
3. **Multicultural engagement**
We are confident that we invite, nurture and enable multi and cross-cultural communities and leaders to full participation across the whole church.
4. **One church**
The community sees one unified Christ-centred identity for the whole church.

The commitment to these KCIs were strengthened by resolutions from the last Synod in Session, in that it:

1. Requested the Synod office to develop descriptions and models for different styles of churches within its 2017-2020 KCI projects;
2. Requested the Synod office, within its 2017-2020 KCI projects, to ensure the development of resources to assist presbyteries to identify strategic locations for outgoing and future development and resourcing;
3. Requested the Synod office to devise methods that enable churches to measure the health and vitality of their worship locations as part of its Strategic Locations KCI;
4. Requested presbyteries to include plans for goals for rural and remote ministry in their Strategic Locations and One Church KCIs; and
5. Supported the Board for Christian Formation to continue to oversee the development of intentional ministry in rural and remote locations.

The SSC has received reports from the Synod office that there has been much work invested into building a foundation upon which the church will be better placed to make strategic decisions about future mission and ministry. In particular it has:

1. **Developed a four-part collaborative change cycle framework to guide the whole-of-synod discernment alongside each specific presbytery discernment processes. This framework focuses on:**
 - **Leadership** – a working group and reference group has been established reflecting the diversity of the church: presbyteries/congregations, agencies, schools



- **Collaboration** – significant work has gone into developing and growing a collaborative response to this work, which has involved much culture-change work in individual leaders
- **Community** – skill-building in learning to read the social, geographic and contemporary landscape across the state has been initially explored; and
- **Measurement** – data collection and analysis methods and statistics are being developed, and initial presbytery-specific information has been rolled out to presbyteries

2. Agreed to explore a more detailed strategic presence process with Mary Burnett Presbytery, as a pilot project with the intent to feed ongoing and dynamic learnings back into the broader whole-of-synod strategic presence process

3. Articulated the learnings so far that:

Emerging models of church that are already in process, or could be, so far include:

- i. church plants
- ii. pioneering and local context fresh expressions
- iii. clustered Christian communities

2. Project Plenty

Work has also commenced on the next round of strategic thinking for the life of the entire church in Queensland, which we have nicknamed “Project Plenty.” This whole-of church planning project commenced with a design phase in late 2018 and has moved into the planning phase which will continue until the next Synod in Session in October 2020.

The long-term outcome will be a whole-of-Synod 5-10 year plan. As part of the design work for Project Plenty, we will take the opportunity to mark the conclusion of the *Together on the Way: Enriching Community journey*.

3. Governance decisions

The work of the SSC is also driven by church, community and government expectations around being an accountable and transparent organisation. As a result, we have reviewed our governance systems and have made significant decisions around the activities of the Synod.

We:

1. Established the Audit and Risk Committee and Remuneration and Nomination Committee, with regular reporting to the SSC.
2. Approved the new Combined Presbyteries Mission Pool funding model.
3. Approved a Synod office Fundraising Strategy for 2018-2021.
4. Approved the UnitingCare Statement of Missional Intent 2018–2019
5. Endorsed the UnitingCare brand architecture.
6. Determined to exit from the activities of Shalom Christian College and consequently approved the lease of the Crystal Creek site and sold the Condon Campus as a going concern to Carinity.
7. Approved the establishment of a National Safe Church Unit.



8. Undertook a 12-month review of the Queensland Synod Interim Redress Scheme.
9. Approved the closure of the Queensland Synod Interim Redress Scheme.
10. Accepted membership of UCA Redress Ltd, being the national legal entity participating in the National Redress Scheme.
11. Approved a Synod wide cost recovery model for determining the payment of costs associated with redress and civil litigation.
12. Approved the Queensland Synod's participation in the Uniting Church National Insurance Program.
13. Approved the recommendations contained in the Governance Capacity Development Options Paper.
14. Approved six Synod-wide Policy Statements.
15. Considered options for Alexandra Park Camp Site and Conference Centre and approved the continuation of its operations.
16. Approved a Use of Church Property for Purposes Related to Same Gender Marriages policy.
17. Approved the methodology for engagement, consultation and strategic planning for Project Plenty, for implementation in 2019 and 2020.
18. Approved the Covenant Action Plan #1.
19. Approved a Synod-wide Workplace Health Safety Framework.
20. Approved amendments to the constitution of the Presbyterian and Methodist Schools Association.

Report

The membership of this Synod Standing Committee consisted of ten elected members from the 33rd Synod and eight ex officio members including:

1. Moderator
2. Ex-Moderator
3. General Secretary
4. Chairperson of the Finance, Investment and Property (FIP) Board
5. Chairperson of the UnitingCare Board
6. Chairperson of the Board for Christian Formation (BCF)
7. Chairperson of the Remuneration and Nomination Committee (RNC)
8. Nominee from United Aboriginal and Torres Strait Islander Congress (UAICC).

Lay members elected at the 33rd Synod were:

1. Mr Neil Ballment
2. Mr Geoff Batkin
3. Dr Marilyn Healy
4. Mr Scott McDonald
5. Dr Daniel Pampuch
6. Ms Louisa Yu



Ministerial members elected at the 33rd Synod were:

1. Rev Garry Hardingham
2. Rev Bruce Moore
3. Rev Lu Senituli
4. Rev Catherine Solomon

In addition, the Associate General Secretary, the Synod Property Officer, the Chief Executive Officer of UnitingCare, Rev Melanie Wheeley and Rev Josie Neuendorff were standing participants.

During the course of this Synod term:

- Rev Stuart Cameron resigned as chairperson and member of the BCF and the resultant vacancy was filled by Rev Gwen Fisher in accordance with the By-laws.
- Mr Craig Barke resigned as chairperson of the UnitingCare Board and accepted the role of Chief Executive Officer of UnitingCare. The resultant vacancy in the chairperson position was temporarily filled by Mr Dawson Petie prior to the appointment of Mr Nigel Alexander as chairperson of UnitingCare.

The committee wishes to thank Stuart and Dawson for their valued contribution to the SSC during their time as members of the SSC.

The Audit and Risk Committee (ARC) was established in December 2017. During 2018 the ARC met four times and undertook considerable work including:

1. Approved placement of the 2018-2019 insurance program.
2. Received regular reports on risk management, compliance, internal audit, insurance and congregational compliance visitation compliance.
3. Approved the Synod-wide risks, detailed in the report below.
4. Approved the Internal Audit Charter, Internal Audit Synod-wide Policy and the first internal audit report.
5. Approved the Synod office Risk Management Framework.
6. Approved the Queensland Synod Schools Risk Management Framework.
7. Considered and recommended the adoption of the 30 June 2018 financial statements of The Uniting Church in Australia Queensland Synod Office.
8. Approved the appointment of Aon Risk Services as the insurance broker for the Queensland Synod for a period of up to five years.

More broadly, the ARC worked with the Synod office Risk team to identify the risks of activities and events of the different parts of the Church. As part of this, the ARC oversaw the improvement and commencement of reporting on those risks and grappled with the best way to handle the opportunities, threats and mitigation strategies of those risks. Much more work is required to continue to improve our management of risks.

The Remuneration and Nomination Committee was established in December 2017. During 2018 the RNC met three times and undertook considerable work including:

1. Endorse the recommendations contained in the Governance Capacity Development Options Paper for submission to the SSC for approval.



2. Approve the UnitingCare Board and Committee Member Remuneration Policy for FY2019-FY2021.
3. Received reports on fringe benefits administration, long service leave and 34th Synod nominations process.
4. Approve increases for ministerial stipends and allowances, and Synod office lay staff.

Attachment A contains a list of SSC meeting attendance.

Attachment B contains an update on the general proposals from the 33rd Synod.

Attachment C contains the decision register for the SSC for this Synod term.

For consideration – Challenges as we progress

In March 2018, the ARC endorsed the following Synod-wide risks. This means we identified that these are the areas that require a continuing focus from the church and require proper resourcing to mitigate:

1. The Queensland Synod loses its relevance within the community leading to a loss of membership and public support.
2. The Queensland Synod mission becomes unsustainable.
3. Inability to source timely and accurate information from across the church to inform decision making.
4. Inability to attract and retain high quality staff, ministry agents and volunteers across the many functions of the Queensland Synod.
5. Breach of statutory or regulatory requirements due to ineffective compliance management.
6. Breach of banking facility agreement covenant restricts access to external debt.
7. Failure to optimise and maintain assets in a timely and robust way impacts the financial sustainability of the Queensland Synod.
8. Inappropriate conduct towards children, youth, or vulnerable persons within the Queensland Synod entity.
9. The Queensland Synod reputation is damaged as a result of an adverse event in a Queensland Synod entity or associated entity leading to sustained media.
10. Failure to provide a safe workplace for all our staff, contractors, ministry agents and volunteers.
11. Continued failure to invest in contemporary, efficient, reliable, secure technology systems to support the delivery of services.
12. Change in political policy or legislation impacts on the mission undertaken within the church.

The Synod office now has an approved Synod Office Risk Management Framework and consultation continues on a Synod-wide risk management framework which will ensure that all potential strategic, financial, investment, operational, missional and other risks are identified, assessed, monitored, managed and reported.



As a result of the Synod Standing Committee's governance review, we will be bringing three General Proposals to the Synod in Session:

1. Best way for the Synod Standing Committee to meet
2. Best way for the Synod in Session to meet
3. Renomination of a Moderator

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

Name **Rev Heather den Houting**
Position General Secretary
Email heatherdenhousing@ucaqlld.com.au
Phone 07 3377 9777

Attachment A

Synod Standing Committee member meeting attendance

The Synod Standing Committee met 17 times during this Synod term. The numbers of meetings held during this Synod term and the numbers of meetings attended by each member are outlined below. Note that the attendance numbers below are based on 15 meetings and exclude the 4 April 2019 and 2 May 2019 meetings, as this report was distributed prior to those meetings being held.

Member	Originating appointment capacity	Meetings eligible to attend	Fully attended	Partially attended	Not attended
Rev David Baker	Moderator appointed	15	15	-	-
Rev Kaye Ronalds	Ex officio (Ex-Moderator)	15	15	-	-
Rev Heather den Houting	SSC appointed ex officio (General Secretary)	15	14	-	1
Mr Dawson Petie	Ex officio (UCQ Board chairperson) ¹	7	7	-	-
Mr Nigel Alexander	Ex officio (UCQ Board chairperson) ²	8	6	-	2
Mr Ralph Collins	Elected ex officio (FIPB chairperson)	15	14	-	1
Rev Dennis Corowa	Ex officio (Congress nominee)	15	12	-	3
Rev Stuart Cameron	SSC appointed ex officio (BCF chairperson) ³	7	4	-	3
Rev Gwen Fisher	SSC appointed ex officio (BCF chairperson) ²	8	7	-	1
Mr John Lister	Elected ex officio (RNC chairperson)	15	13	-	2
Neil Ballment	Elected – lay	15	13	-	2
Geoff Batkin	Elected – lay	15	14	-	1
Rev Garry Hardingham	Elected – ministerial	15	14	-	1
Dr Marilyn Healy	Elected – lay	15	13	1	1
Mr Scott McDonald	Elected – lay	15	15	-	-
Rev Bruce Moore	Elected – ministerial	15	13	-	2
Dr Daniel Pampuch	Elected – lay	15	11	-	4
Rev Lu Senituli	Elected – ministerial	15	10	-	5
Rev Catherine Solomon	Elected – ministerial	15	13	-	2
Louisa Yu	Elected – lay	15	13	1	1

¹ Resigned effective 30 June 2018

² Appointed effective 1 July 2018

³ Resigned effective 1 July 2018



Attachment B

Synod Standing Committee general proposals

An update on the 33rd Synod general proposals progress is outlined below:

Res. #	Resolution	Action
17.17	<p>It was RESOLVED by Consensus that the Synod –</p> <p>(a) Authorises the Moderator to convey a greeting to the State and Federal Governments.</p> <p>(b) Approves that the following matters considered by the Synod be incorporated into the greeting to the appropriate government:</p> <p>(i) Congregational life: transforming, working to tend and build the health and wellbeing of communities; collaborating with other community organisations.</p> <p>(ii) First Peoples: rebuilding infrastructure; committed in covenant; requesting money for the Mapoon Church.</p> <p>(iii) Uniting care: committed to serving the last, the lost, and the least; concerned for unintended consequences of changes to funding; impact on our capacity to serve across the state.</p> <p>(iv) Schools: thankful for your support; investing in young lives so that they may be contributors.</p> <p>(v) Disaster Response: thanks is given for what they have done already and recognising ongoing needs within communities.</p>	<p>COMPLETED</p> <p>Letters sent 28 November 2017.</p>
17.32	<p>It was RESOLVED by Consensus that:</p> <p>(b) The Synod:</p> <p>(i) Requests the Synod office to develop descriptions and models for different styles of churches within its 2017-2020 Key Change Initiatives projects;</p> <p>(ii) Requests the Synod office, within its 2017-2020 Key Change Initiatives projects, to ensure the development of resources to assist presbyteries to identify strategic locations for outgoing and future development and resourcing;</p> <p>(iii) Requests the Synod office to devise methods that enable churches to measure the health and vitality of their worship locations as part of its Strategic Locations Key Change Initiatives;</p> <p>(iv) Requests Presbyteries to include plans for goals for rural and remote ministry in their Strategic Locations and One Church Key Change Initiates;</p> <p>(v) Support the Board for Christian Formation (BCF) to continue to oversee the development of intentional ministry in rural and remote locations;</p> <p>(vi) Requests the Central Queensland Presbytery to develop, by the end of the year, a version of the Remote Area Ministry Project Interim Report that communicates general learning and</p>	<p>These resolutions directing the Synod office are being incorporated into the Key Change Initiative work.</p> <p>The resolution regarding BCF has been forwarded to them for action.</p> <p>The resolution regarding the Remote Area Ministry Project Interim Report has been completed.</p>



Res. #	Resolution	Action
	outcomes in a manner useful for other presbyteries throughout the Synod.	
17.62	It was RESOLVED by Consensus that the Synod strongly encourage congregations to engage in constructive dialogue and fellowship with local communities of other faiths.	COMPLETED This work was referred to the Synod Inter-Faith Relationships Committee.
17.64	It was RESOLVED by Consensus that the Synod approve the following actions with respect to the governance structure of the Queensland Synod: (a) Create two new committees of the Synod Standing Committee: (i) Remuneration and Nomination Committee; and (ii) Audit and Risk Committee (b) Disband the Governance Nomination and Remuneration Committee. (c) Appoint the current chair and committee members of the Governance Nomination and Remuneration Committee to be the chair and members of the Remuneration and Nomination Committee.	COMPLETED ARC and RNC charters approved by SSC and appointments to RNC confirmed.
17.66	It was RESOLVED by Agreement that: (a) the information and discernment on the General Proposal: The Sanctity of Marriage, be provided to the National Assembly; (b) Appreciation is expressed towards Rev Lu Senituli and Rev Hedley Fihaki for their work on the proposal.	COMPLETED

Attachment C

Synod Standing Committee decision register

A register has been maintained of the decisions of the Synod Standing Committee made during this Synod term, which is available upon request. As required by regulation 3.7.4.1(g), the **substantive decisions** of the Synod Standing Committee are outlined below. In addition to these substantive decisions, administrative decisions were made with regard to:

- associating meeting participants
- accepting the report on disclosure of potential conflicts of interests by members
- adopting minutes of the Synod Standing Committee
- receiving the reports of reporting bodies
- noting action item reports
- appointments to Synod boards, committees and councils which are made on the recommendation of the relevant appointing bodies, with input from RNC where appropriate – note that these appointments have been reported separately in the Synod papers (refer Appendix 2 of the Reports and Proposals)
- other administrative matters.

#	Meeting date	Resolution
17.191	07/09/2017	It was RESOLVED by Consensus that, upon the recommendation of the Governance Nomination Remuneration Committee, the Synod Standing Committee approve the Conflicts Policy.
17.192	07/09/2017	It was RESOLVED by Consensus that the Synod Standing Committee approve an amendment of Section 17 of the Constitution of St David’s Uniting Church Neighbourhood Centre, Coopers Plains to meet ATO requirements for DGR status.
17.195	07/09/2017	It was RESOLVED by Consensus that further work be undertaken on the proposed Termination of Non-Congregational Placements Policy, specifically regarding the covenantal relationship between the ministry agent and the Church, the role of Presbytery and general drafting refinements.
17.196	07/09/2017	It was RESOLVED by Consensus that the Shalom Christian College Renewal Strategy Status Report as at 31 August 2017 be received.
17.197	07/09/2017	Subject to the following changes, it was RESOLVED by Consensus that the Synod Standing Committee approve the Person of Concern Policy: <ol style="list-style-type: none"> 1. Principles Clause 6 Insert “Subject to any statutory exceptions” to the beginning of this clause. 2. Person of Concern dictionary definition Insert “and has not subsequently received a positive Blue Card notice or had any negative Blue Card notice revoked” after the word “suspended” in the second last sentence. 3. Criminal offence of a sexual nature dictionary definition Insert “including the criminal offence of child grooming” after the phrase “sexual offences against children”. 4. Criminal offence of a sexual nature dictionary definition

#	Meeting date	Resolution
		Insert "For the purposes of this policy, this term shall not include the offence of unlawful prostitution" at the end of this definition.
17.198	07/09/2017	It was RESOLVED by Consensus that the Synod Standing Committee note that the General Secretary will approve processes and tools to assist congregations and presbyteries with the implementation of the Person of Concern Policy.
17.199	07/09/2017	It was RESOLVED by Consensus that, upon the recommendation of the BCF, the Synod Standing Committee approve the conclusion of Dr Janice McRandal's placement as at 31 December 2017.
17.200	07/09/2017	It was RESOLVED by Consensus that leave be given to amend the Conclusion of Placement of Dr Janice McRandal report to note the BCF feel the issues leading to Dr McRandal's conclusion were not related to "differences in theological approach" but rather related to "significant differences in ethical practices".
17.201	07/09/2017	It was RESOLVED by Consensus that the behaviours, attitudes and culture around gender balance within the Uniting Church in Queensland be referred to the General Secretary for consideration and engagement.
17.202	07/09/2017	It was RESOLVED by Consensus that an hour long facilitated session be held at the October Synod Standing Committee meeting regarding the behaviours, attitudes and culture around gender balance within the Uniting Church in Queensland.
17.203	07/09/2017	It was RESOLVED by Consensus that the Synod Standing Committee approve the UCQ Statement of Missional Intent 2017 – 2018.
17.207	07/09/2017	It was RESOLVED by Consensus that the reports submitted for the Synod in Session be published on the Synod website prior to the Synod in Session.
17.214	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee approve the Stipend Margin Policy (POL-MAP-04).
17.215	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee approve the Ministry Agent Housing Policy (POL-MAP-02).
17.216	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee approve the Synod Risk Management Policy.
17.217	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee approve the appointment of those persons nominated at the 2017 Frederick Marsden Youth Centre Annual General Meeting (AGM), being: <ol style="list-style-type: none"> 1. Cleo Charlton 2. Peter John Earnshaw 3. Valmae Rose 4. Tim Limmer 5. Alan Revie 6. Alistair Hunt 7. Joel David Revie 8. Les Morgan
17.218	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee approve the Termination of Non-Congregational Placements Policy (POL-MAP-05).
17.219	05/10/2017	It was RESOLVED by Consensus that the Moderator Term Task Group report be received.

#	Meeting date	Resolution
17.220	05/10/2017	It was RESOLVED by Agreement that the Synod Standing Committee propose to the 33rd Synod in Session that subject to a presidential ruling, the moderator's term of office be set to six years, to take effect from the induction of the next moderator.
17.221	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee propose to the 33rd Synod in Session that should the presidential ruling not support a synod's authority to determine a Moderator term, the SSC is authorised to pursue a standing exemption under regulation 3.6.3.1(d).
17.222	05/10/2017	It was RESOLVED by Agreement that the Assembly be requested to exempt Queensland Synod from regulations 3.7.4.1(i) and 3.3.7(a)(ii) so that the requirement for the ex-moderator to be a member of Synod and Synod Standing Committee be no longer in force and that a Queensland Synod by-law be introduced so that the ex-moderator be a member of Synod and Synod Standing Committee for 25% of the Moderator term.
17.223	05/10/2017	It was AGREED that Mr Batkin and Rev den Houting be the proposers to submit and sign the Moderator term proposal to the 33rd Synod in Session.
17.224	05/10/2017	It was RESOLVED by Consensus that a notice of appreciation from the Committee be passed to the consultants and the General Secretary for their comprehensive work and reporting.
17.225	05/10/2017	It was RESOLVED by Consensus that the Shalom Christian College Renewal Strategy Status Report as at 30 September 2017 and the related communication strategy for the 33rd Synod in Session be received.
17.226	05/10/2017	It was RESOLVED by Consensus that, upon the recommendation of the BCF, the Synod Standing Committee approve the early conclusion of Rev Dr Peter Hobson's placement.
17.228	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee thank Mr Barke for his time, commitment and leadership as a member of the UnitingCare Queensland Board since his appointment in 2011.
17.229	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee approves the extension of Mr Dawson Petie's term as a Board Member for a period of three (3) months from 1 April 2018 – 30 June 2018 in accordance with clause 4.9 of the UCQ Constitution.
17.230	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee approves Mr Dawson Petie as the interim Chair for a term of nine (9) months from 6 October 2017 to 30 June 2018 in accordance with Synod By-law Q4.1.3.1 (2).
17.231	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee endorses Mr Craig Barke's appointment as Chief Executive Officer of UnitingCare Queensland as at a date to be confirmed in accordance with Synod By-law Q4.1.7.1.
17.232	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee approves the membership change and scope of the 'Reappointment Panel' as previously approved for the 2017/2018 Board reappointments being expanded to include recruitment for up to three (3) Board members with the panel membership to be: <ul style="list-style-type: none"> • Mr Dawson Petie (Chair) • Rev David Baker (Moderator)

#	Meeting date	Resolution
		<ul style="list-style-type: none"> Ms Bronwyn Clarkson to be confirmed as the Governance Nomination Remuneration Committee nominee; and UnitingCare Queensland Board Member representative.
17.235	05/10/2017	It was RESOLVED by Consensus that the Synod Standing Committee take no further action with respect to Rev Shayne Blackman's formal complaint against the Moderator Rev David Baker in relation to a breach of the Code of Ethics.
17.240	03/11/2017	It was RESOLVED by Consensus that the Synod Standing Committee nominate Ms Emele Feao, Mr Timothy Alexander Holmes, Mr Vaoiva George Panoa and Ms Ana Tuilovoni to the 15th Assembly.
17.241	03/11/2017	It was RESOLVED by Consensus that Option 3: Sell for 'best use' either as a whole or in parts (exit strategy) be adopted for Shalom Christian College.
17.242	03/11/2017	It was RESOLVED by Consensus that the Synod Standing Committee would like to do all they can to support our leaders throughout the PMSA matter. At an appropriate time either at the December Synod Standing Committee meeting or sooner if available, the Synod Standing Committee seeks a comprehensive report highlighting the risk and strategic issues so that the Synod Standing Committee might exercise its responsibilities.
17.254	07/12/2017	It was RESOLVED by Agreement that, the Synod Standing Committee approve the BCF's endorsement of the appointment of Simon Gomersall as the Lecturer in Historical and Contemporary Mission.
17.256	07/12/2017	It was RESOLVED by Consensus that the Synod Standing Committee receive the general briefing note on Shalom Christian College.
17.257	07/12/2017	It was RESOLVED by Consensus that people be invited to represent the UCA on a confidential working group with the Presbyterian Church to consider the churches' ongoing future in schools together. The suggested names are: <ol style="list-style-type: none"> Emeritus Prof Myles MacGregor-Lowndes Mr Geoff Batkin Dr Daniel Pampuch
17.258	07/12/2017	The Committee NOTED the 33rd Synod Debrief information paper.
17.259	07/12/2017	It was RESOLVED by Consensus that the Audit and Risk Committee (ARC) Charter be approved (with minor amendments).
17.26	07/12/2017	It was RESOLVED by Consensus that the Remuneration and Nomination Committee (RNC) Charter be reviewed and completed by the SSC Executive.
17.261	07/12/2017	It was RESOLVED by Consensus that the Synod Standing Committee approve the creation and composition of the Tranche 3 Governance Review Reference Group, comprising: <ol style="list-style-type: none"> Mr John Lister, Chair Remuneration and Nomination Committee Dr Marilyn Healy Mr Andrew McBryde Rev Heather den Houting Ms Belinda Bones
17.262	07/12/2017	It was RESOLVED by Consensus that the following persons be invited to attend meetings of the Synod Standing Committee from 1 February 2018 to the 34th Synod, as associated persons in accordance with By-law Q2.2.6(3)(c):

#	Meeting date	Resolution
		<ol style="list-style-type: none"> 1. Rev Melanie Wheeley 2. Rev Josie Neuendorff
17.265	07/12/2017	It was RESOLVED by Consensus that the Synod Standing Committee, acting on the determination of the Synod Committee for Discipline, withdraw the recognition of Rev Barry Dangerfield as a Minister of the Word.
17.266	07/12/2017	It was RESOLVED by Consensus that the Synod Standing Committee, approve the adoption of the new funding model (i.e. Combined Presbyteries Mission Pool funding model) to commence effective from 1 July 2018. A request for KPIs to be attached to the review of the model was accepted.
17.268	07/12/2017	<p>It was RESOLVED by Consensus that the Synod Standing Committee appoint an Executive Group for the period of 8 December 2017 to 1 February 2018, with the members being:</p> <ul style="list-style-type: none"> • The Moderator • The General Secretary • Rev Kaye Ronalds • Mr Geoff Batkin • Dr Marilyn Healy • Mr Ralph Collins
18.010	01/02/2018	It was RESOLVED by Consensus that the Synod Standing Committee appoint Mr Darrell Jardine, Partner, Hoggood Ganim Lawyers as the Legal Assistant for a proceeding before the Synod Committee for Discipline.
18.016	01/02/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the Queensland Synod By-Laws as included at Attachment A to the report, effective 2 February 2018 and replacing all by-laws in existence at that date.
18.017	01/02/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the Policy Framework (POL-SOG-01).
18.018	01/02/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the Constitution of Alcorn Fellowship Trust.
18.019	01/02/2018	It was RESOLVED by Consensus that the Synod Standing Committee receive the attached 12 Month IRS Review Report for the period 1 October 2016 to 30 September 2017.
18.020	01/02/2018	It was RESOLVED by Consensus that the existing Queensland Synod IRS continues until such time as another UCA endorsed scheme commences which adequately replaces this interim scheme.
18.021	01/02/2018	<p>It was RESOLVED by Consensus that the IRS Principles be amended as follows:</p> <ol style="list-style-type: none"> (i) All pre-panel meeting counselling is to cease: <ol style="list-style-type: none"> (a) after 12 months from the original approval granted by the Church to fund counselling (individuals need to have submitted an application form within this time); (b) 12 months after submitting an application and attending a panel meeting; and (c) following a further 12 months after either signing or declining a settlement agreement. However, before counselling is ceased, at any stage, a review is to be conducted by a suitably qualified and

#	Meeting date	Resolution
		<p>experienced therapist regarding the impact of the withdrawal on the mental health of the person.</p> <p>(ii) To introduce a requirement that the Church (through the IRS Co-ordinator in consultation with the Synod Legal team) will determine the initial eligibility for acceptance or rejection of an IRS application rather than the IRS Panel.</p> <p>(iii) To provide that any review requested by an applicant of a decision made by the IRS panel will first be undertaken by the IRS Co-ordinator in consultation with the Synod Legal team. If this decision is not accepted by the applicant and the applicant requests a further review, this review to be undertaken by the General Secretary.</p> <p>(iv) To cross reference the QLD Synod Complaints and Person of Concern policies and procedures.</p> <p>(v) To include a new section recommending IRS applicants seek independent, professional advice regarding the impact of any IRS payment on Centrelink payments or liabilities.</p>
18.022	01/02/2018	It was RESOLVED by Consensus that the Standing Committee note that further work will be done on the principles of payment and a proposal brought to a later meeting.
18.023	01/02/2018	It was RESOLVED by Consensus that the Standing Committee note that existing arrangements to deal with non-sexual abuse will continue until clarification is received about a Commonwealth Government redress scheme.
18.024	01/02/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the Sponsorship of Foreign Religious Workers Short term visas policy.
18.025	01/02/2018	It was RESOLVED by Consensus that the Synod Standing Committee note that the visa review process will include re-consideration of the payment of costs associated with visas.
18.028	01/02/2018	The Synod Standing Committee NOTED the Tranche 3 Governance Structure update and the verbal update by the General Secretary.
18.029	01/02/2018	It was RESOLVED by Consensus that the recommendation to respond affirmatively to the proposal by the PMSA to alter the constitution be approved.
18.030	01/02/2018	It was RESOLVED by Consensus that the decision to approve the recommendation be communicated, together with this briefing note to the Presbyterian Church.
18.033	01/02/2018	The Synod Standing Committee NOTED that a constitutional working party has been working on the broad review of the PMSA Constitution and the UCA appointments to this working party are Mr John Lister, Mr Mark Bensley and Mrs Bronwyn Clarkson.
18.043	01/03/2018	It was RESOLVED by Consensus that, upon the recommendation of the Board for Christian Formation, the Synod Standing Committee approve the appointment of Vicki Lorrimar as the Lecturer in Systematic Theology.
18.044	01/03/2018	It was RESOLVED by Consensus that, upon the recommendation of the Board for Christian Formation, the Synod Standing Committee approve the appointment of Nigel Rogers as Dean of Formation and Dispersed Learning.

#	Meeting date	Resolution
18.045	01/03/2018	It was RESOLVED by Consensus that the Synod Standing Committee approves: <ol style="list-style-type: none"> 1. that UnitingCare Queensland move to a uniform, endorsed brand architecture where major brands are endorsed by the UnitingCare Queensland master brand and other identities are communicated within the brand guidelines of one of the major brands. 2. that UnitingCare Queensland commence the process of retiring the use of the current UnitingCare Health and UnitingCare Community logos. These would be replaced by UnitingCare Queensland. 3. the UnitingCare Queensland logo design. 4. the re-branding of Blue Care Indigenous Services to Pinangba.
18.046	01/03/2018	It was RESOLVED by Consensus that the Synod Standing Committee: <ol style="list-style-type: none"> 1. notes the process and approach to recruitment of Board Members to the UnitingCare Queensland Board in accordance with the UnitingCare Queensland Constitution. 2. notes that Ms Susan Forrester will not be seeking reappointment at the end of her term, ending 31 March 2018. 3. notes that a Flying Minute detailing the preferred candidates will be circulated for Synod Steering Committee approval following consideration by the UnitingCare Board at its 6 March 2018 meeting.
18.047	01/03/2018	It was RESOLVED by Consensus that the Synod Standing Committee approves the Reappointment Panel to continue for the UCQ Board Chair, to provide a recommendation to the Synod Standing Committee for approval, with the panel membership to be: <ul style="list-style-type: none"> • Mr Dawson Petie (UCQ Chair) • Rev David Baker (Moderator) • Ms Bronwyn Clarkson (Remuneration and Nomination Committee nominee); and • UnitingCare Queensland Board Member Representative.
18.048	01/03/2018	The Synod Standing Committee NOTED the UnitingCare Queensland report against their Annual Statement of Missional Intent, as presented by Mr Dawson, Mr Barke and Rev Moore.
18.049	01/03/2018	It was RESOLVED by Consensus that the PMSA Update be received.
18.050	01/03/2018	The Synod Standing Committee NOTED the presentation by Mr Christ regarding his background and his area of work being church enterprises.
18.052	01/03/2018	It was RESOLVED by Consensus that the questions contained in the National Redress Scheme briefing note be provided to the National Redress Task Group as requested, in addition to: <ul style="list-style-type: none"> • What other schemes are in place, including from other denominations, to ensure we are informed about the various approaches available to ensure we have the most robust scheme (e.g. comparative table of existing schemes). • How is the money contributed, particularly if part(s) of the group are not in a position to contribute to the liabilities e.g. do the other Synods need to contribute further to fill that gap.

#	Meeting date	Resolution
18.053	01/03/2018	The Synod Standing Committee NOTED the presentation from the General Secretary on the progress of the strategic thinking work.
18.054	01/03/2018	It was RESOLVED by Consensus that the Synod Standing Committee: <ol style="list-style-type: none"> 1. approves the leasing of the Crystal Creek site on terms substantially similar to those set out in Attachment D to the paper; and 2. authorises the General Secretary to take all necessary actions to complete the transaction.
18.055	01/03/2018	It was RESOLVED by Consensus that a position paper on the use of property for same-gender marriage be circulated to the Synod Standing Committee for consultation such that the Queensland Synod is in a position to support the 15th Assembly position on same-gender marriage following the 15th Assembly meeting in July 2018.
18.056	01/03/2018	It was RESOLVED by Consensus that if requests to congregations are received for the use of property for same-gender marriage, the congregations will be informed that: <ul style="list-style-type: none"> • it is for the Church Council to consider all such requests in their sole discretion; • there are risks associated with such decisions; • a Queensland Synod policy is in development and will be published following the Assembly meeting in July 2018; and • any negative feedback received by congregations should be communicated to the Synod office to enable appropriate mitigation of risks.
18.067	05/04/2018	It was RESOLVED by Consensus that the minutes of the Audit and Risk Committee meeting of 8 March 2018 be noted.
18.068	05/04/2018	It was RESOLVED by Consensus that the minutes of the Remuneration and Nomination Committee meeting of 22 March 2018 be noted.
18.069	05/04/2018	It was RESOLVED by Consensus that, upon the recommendation of the Remuneration and Nomination Committee, the SSC approve the following process for the performance review of the General Secretary: <ol style="list-style-type: none"> 1. Synod Standing Committee appoints a subcommittee to oversee the General Secretary performance review 2. The General Secretary undertakes a self-assessment against her agreed KPIs 3. An external and independent party, familiar with the ethos of the Uniting Church, be appointed by the Moderator to guide any interviews required to finalise the General Secretary performance review.
18.078	05/04/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the appointment of those persons nominated at the 2018 Frederick Marsden Youth Centre Annual General Meeting (AGM), being: <ol style="list-style-type: none"> 1. Stephen Bauer 2. Peter John Earnshaw 3. Valmae Rose 4. Tim Limmer 5. Alan Revie

#	Meeting date	Resolution
		6. Alistair Hunt 7. Joel David Revie 8. Les Morgan
18.079	05/04/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the Treasury Policy.
18.081	05/04/2018	It was RESOLVED by Consensus that the Synod Standing Committee note the update on the Synod Office Strategic Plan.
18.082	05/04/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the Policy Statement – Education and Ministry in Uniting Church Schools and Residential Colleges.
18.083	05/04/2018	It was RESOLVED by Consensus that the Synod Standing Committee note The Schools and Residential Colleges Commission Directions Paper post 33rd Synod.
18.084	05/04/2018	It was RESOLVED by Consensus that the Synod Standing Committee notes: <ul style="list-style-type: none"> a. based on NSSAB approvals of the Cyclical Accreditation Reports, assurance is given to the Standing Committee by the Commission that the four Trust Schools are compliant with new By-Law Q3.5.1(f) by having effective procedures in place to achieve compliance with educational, legislative and community requirements b. this report and the actions described.
18.085	05/04/2018	It was RESOLVED by Consensus that the Synod Standing Committee note the Queensland Synod 15th Assembly Report.
18.086	05/04/2018	It was RESOLVED by Consensus that the Synod Standing Committee note the update on amendments to the mandate and governance of UnitingCare Australia (UCA).
18.087	05/04/2018	It was RESOLVED by Consensus that the Synod Standing Committee note the update on the Eastern Seaboard Collaboration Committee.
18.088	05/04/2018	It was RESOLVED by Consensus that the PMSA Constitutional changes and update report be noted.
18.089	05/04/2018	It was RESOLVED by Consensus that the proposed PMSA constitutional changes be circulated by flying minute when signed off by all parties.
18.090	05/04/2018	It was AGREED that a briefing be provided to the Synod Standing Committee on the work of National Royal Commission Task Group, outlining the recommendations of the Royal Commission and the Uniting Church’s response.
18.091	05/04/2018	It was AGREED that consideration be given to the most appropriate application of psychosexual assessment (e.g. will it apply to pastors in ministry locations, lay preachers and lay ministry team members).
18.098	03/05/2018	The Committee NOTED its Electronic Decision of 20 April 2018 regarding changes to the Constitution of the Presbyterian and Methodist Schools Association. <i>It is RESOLVED by electronic decision that the Synod Standing Committee approve an amendment to paragraph 1 of clause 4 of the PMSA Constitution as follows:</i>

#	Meeting date	Resolution
		<p><i>The Presbyterian Church, the Uniting Church and the Council are each entitled to appoint up to eight (8) Councillors, but, as from the fifteenth day of November 2003, the parties consent to a progressive reduction in numbers until the number that each of the Presbyterian Church and the Uniting Church is entitled to appoint is six (6) and the total number of Councillors is fifteen (15).</i></p> <p><i>Those Councillors appointed by Council shall be persons who are either:</i></p> <ul style="list-style-type: none"> • <i>Members of the Presbyterian Church; or</i> • <i>Members of the Uniting Church, or</i> • <i>An active member of another Christian Church subject to the said member agreeing in writing to promote the education policies of both the Presbyterian and Uniting Churches.</i>
18.102	03/05/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the conclusion date of 30 June 2018 as the preferred approach to the closure of Queensland the Synod’s Interim Redress Scheme.
18.103	03/05/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the proposed transitional provisions as recommended in the paper.
18.104	03/05/2018	It was RESOLVED by Consensus that a communications strategy be developed and initiated immediately to communicate this decision at the appropriate time to the relevant stakeholders.
18.105	03/05/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve a Synod wide cost recovery model for determining the payment of costs associated with redress and Civil Litigation.
18.106	03/05/2018	<p>It was RESOLVED by Consensus that the following delegation of the Synod Standing Committee attend a national videoconference on the Federal Redress Scheme National Approach on 23 May 2018:</p> <ul style="list-style-type: none"> • Rev David Baker • Rev Lu Senituli • Dr Marilyn Healy • Mr John Lister • Mr Scott McDonald • Ms Louisa Yu
18.107	03/05/2018	It was RESOLVED by Consensus that the delegated group to the national videoconference on Federal Redress Scheme National Approach be authorised to consent to any resolution properly arising from that videoconference.
18.108	03/05/2018	It was RESOLVED by Consensus that the delegated group to the national videoconference on Federal Redress Scheme National Approach prepare a report for the General Secretary and the next SSC meeting as to the outcomes of that videoconference.
18.109	03/05/2018	It was RESOLVED by Consensus that the Synod Standing Committee receive the report from Rev Fender on the Synod Office Strategic Mission Group.
18.110	03/05/2018	It was RESOLVED by Consensus that the Synod Standing Committee affirm Queensland Synod By-law Q2.3.3 as follows:

#	Meeting date	Resolution
		<i>The Moderator shall be elected for a term of three (3) years and shall not be eligible for re-election for a contiguous term.</i>
18.115	03/05/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the Queensland Synod Report to the 15th Assembly.
18.116	03/05/2018	It was RESOLVED by Consensus that the Synod Standing Committee note the preparation for whole of Synod strategic planning about to commence in the second half of 2018.
18.117	03/05/2018	It was RESOLVED by Consensus that the SSC note the invitation to be engaged in the development of the framework (the development of the tools as to how the strategic planning will be done) for whole of Synod strategic planning.
18.118	03/05/2018	It was RESOLVED by Consensus that the Synod Standing Committee request the Queensland Synod Royal Commission Task Group to review and consider the actions identified in the tables prepared by the National Royal Commission Task Group, and work with the Church to implement actions as appropriate in the context of the Queensland Synod.
18.126	07/06/2018	It was RESOLVED by Consensus that the minutes of the Audit and Risk Committee meeting of 10 May 2018 be noted.
18.131	07/06/2018	It was RESOLVED by Consensus that the Synod Standing Committee withdraw the recognition as a Minister of Rev Doug Winten effective from 8 June 2018.
18.132	07/06/2018	The Synod Standing Committee NOTED the UnitingCare Queensland report against their Annual Statement of Missional Intent, as presented by Mr Petie, Mr Barke and Rev Moore.
18.133	07/06/2018	The Synod Standing Committee NOTED the 34th Synod 2019 Process and Recommendations, as presented by Rev Brian Kickbusch.
18.135	07/06/2018	It was RESOLVED by Consensus that the Synod Standing Committee notes that endorsement of Leap in! Australia Ltd as a Public Benevolent Institution has been finalised, with endorsement as a Deductible Gift Recipient to be progressed pending approval of amendments to the Leap in! Australia Ltd Constitution.
18.136	07/06/2018	It was RESOLVED by Consensus that the Synod Standing Committee approves the amended Leap in! Australia Ltd Constitution including: <ul style="list-style-type: none"> (i) a change to the Winding Up Clause (Clause 13) of the Constitution to include a new deductible gift recipient requirement as: <ul style="list-style-type: none"> 13. Distribution of surplus on winding up <ul style="list-style-type: none"> 13.1 On the winding up of the Company, any surplus assets of the Company must be paid or transferred to one or more Eligible Recipients (including, if permissible, some or all of the Members) determined by the Board, with the approval of the Members, at or before the winding up and, in default, determined by the Supreme Court of the State or Territory in which the Company's Office is located, and will not otherwise be paid to or distributed amongst Members. 13.2 This clause and Clause 13.3 applies in the event that the Company is a Deductible Gift Recipient (DGR): <ul style="list-style-type: none"> a) At the time it is to be wound up; or

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		<p>b) Its endorsement as a DGR is revoked; whichever occurs first:</p> <p>13.3 Any surplus of the Company shall be transferred to one or more Eligible Recipients with similar objects, which is charitable at law, and to which income tax deductible gifts can be made:</p> <p>(ii) a consequential change to the Members from The Uniting Church in Australia Property Trust (Q) to The Uniting Church in Australia Property Trust (Q.) represented by UnitingCare Queensland.</p>
18.137	07/06/2018	<p>It was RESOLVED by Consensus that the Synod Standing Committee confirms that the UnitingCare Queensland Board is the appropriate governing body for the purpose of exercising the Member function in accordance with the Constitution and Members Agreement, with this subject to endorsement by the Synod Standing Committee for:</p> <p>a) Any future activity that is likely to extend across other Synod boundaries</p> <p>b) Unanimous members decisions as defined in Schedule 3 of the Members Agreement related to:</p> <p>i. Item 6: Company's Constitution: Alterations to the Company's constitution.</p> <p>ii. Item 7: Members Agreement Alterations to the Members Agreement.</p> <p>iii. Item 8 Membership: Admit new Members</p>
18.138	07/06/2018	<p>It was RESOLVED by Consensus that the Synod Standing Committee approves the amended Leap in! Australia Ltd Members Agreement.</p>
18.139	07/06/2018	<p>It was RESOLVED by Consensus that the Synod Standing Committee approve the policy, based on Total Property (Building & Contents) Declared Values and Total Revenue, for determining means of recovery of costs associated with redress and Civil Litigation from child sexual abuse matters.</p>
18.140	07/06/2018	<p>It was RESOLVED by Consensus that the Synod Standing Committee note that the General Secretary will approve a process for calculating and applying the policy for determining means of recovery of costs associated with redress and Civil Litigation from child sexual abuse matters.</p>
18.141	07/06/2018	<p>The Committee NOTED Mr Petie's advice that UCQ are in agreement with the approach as noted and whilst not supportive of the recovery scheme calculation being linked to revenue, they will accept the decision.</p>
18.142	07/06/2018	<p>It was AGREED that the General Secretary enquire of the PMSA what arrangements they will be putting in place with respect to redress and whether they will be joining the national scheme.</p>
18.143	07/06/2018	<p>It was RESOLVED by Consensus that the Synod Standing Committee note the draft discussion paper on the Review of Queensland Synod Governance Structures.</p>
18.144	07/06/2018	<p>It was RESOLVED by Consensus that the Synod Standing Committee note the results of the Synod office pulse survey.</p>
18.145	07/06/2018	<p>It was RESOLVED by Consensus that the Synod Standing Committee approve the Synod office budget for 2018/19.</p>

#	Meeting date	Resolution
18.146	07/06/2018	<p>It was RESOLVED by Consensus that the Synod Standing Committee note the decisions taken by the SSC delegation at the videoconference of 23 May 2018:</p> <p><i>It was RESOLVED by Consensus that the delegated group of the Synod Standing Committee, as delegated to act on behalf of the Synod Standing Committee (resolution 18.107):</i></p> <ol style="list-style-type: none"> 1. <i>Note the prior consultation with the Assembly and other Councils of the Church which have occurred in support of the establishment of a legal entity as the national body to provide and participate in a nationally consistent equitable redress scheme for children and vulnerable persons who have suffered abuse at the hands of the Church.</i> 2. <i>Note the Assembly's action to authorise the creation of a legal entity (public company limited by guarantee and charity) as the national body to provide and participate in a nationally consistent equitable redress scheme for children and vulnerable persons who have suffered abuse at the hands of the Church, in accordance with the Constitution briefed and called 'UCA Redress Ltd'.</i> 3. <i>Authorise the acceptance of membership of UCA Redress Ltd by the Queensland Synod</i> 4. <i>Determine that:</i> <ol style="list-style-type: none"> i. <i>The legal entity to hold the membership of UCA Redress Ltd is The Uniting Church in Australia Property Trust (Q.)</i> ii. <i>The governing body authorized to direct the member interest is the Queensland Synod Standing Committee</i> 5. <i>Note the purpose for which UCA Redress Ltd is initially formed is:</i> <ol style="list-style-type: none"> i. <i>To progress the interest of UCA in the Commonwealth Redress Scheme</i> ii. <i>To be the nominated entity for Victorian legislative purposes at the request of the Synod of VicTas.</i> 6. <i>Confirm their 'in principle' support for the adoption of the Commonwealth Redress Scheme, subject to finalisation of the legislation and its application in their context being consistent with the legislative approach which will have application from 1 July 2018 in Victoria, NSW and the ACT.</i> 7. <i>Note that the first opportunity the Assembly Standing Committee will have to confirm its support for the adoption of the Commonwealth Redress Scheme will be its scheduled August 2018 meeting, unless a special meeting is called for a date prior to that.</i>
18.147	07/06/2018	<p>It was AGREED that the determination of the nominee representative of the member be reserved for the Synod Standing Committee at their meeting of 7 June 2018.</p>
18.148	07/06/2018	<p>It was RESOLVED by Consensus that the Synod Standing Committee determine the nominee representative of the member of the Queensland Synod to UCA Redress Ltd be the General Secretary or an alternate determined by the member.</p>

#	Meeting date	Resolution
18.160	05/07/2018	It was RESOLVED by Consensus that the Synod office Fundraising Strategy 2018-2021, approved by the Executive Leadership Team on 4 June 2018 and endorsed by the Finance, Investment and Property Board on 22 June 2018, be noted by the Synod Standing Committee.
18.161	05/07/2018	It was RESOLVED by Consensus that the Committee note the update from the Board for Christian Formation.
18.162	05/07/2018	It was RESOLVED by Consensus that the update on Frederick Marsden Youth Centre be received.
18.163	05/07/2018	The Synod Standing Committee NOTED the Synod office Shared Services Group presentation, as presented by Mr Paul Willett.
18.164	05/07/2018	It was RESOLVED by Agreement , with Mr Ballment requesting that his dissent be recorded, that the application of financial support for ministry candidates be in cases of hardship only.
18.165	05/07/2018	It was RESOLVED by Agreement , with Mr Ballment requesting that his dissent be recorded, that the Synod Standing Committee resolutions 14.193 and 14.194 be rescinded.
18.166	05/07/2018	It was RESOLVED by Agreement , with Mr Ballment requesting that his dissent be recorded, that in relation to the provision of financial support to ministry candidates suffering hardship, the following principles be approved: (i) that the BCF monitor the support needs of candidates for ministry generally; (ii) that provision be made for the allocation of financial support to individual candidates suffering hardship; (iii) that the development of policies and procedures relating to ministry candidates suffering hardship is the responsibility of the Board for Christian Formation.
18.169	05/07/2018	The Synod Standing Committee NOTED the Wesley Mission Queensland “Our faith in action” report and presentation, as presented by Mr Batkin.
18.173	02/08/2018	It was RESOLVED by Consensus that the minutes of the Audit and Risk Committee meeting of 12 July 2018 be noted.
18.174	02/08/2018	It was RESOLVED by Consensus that the Committee approve the current Audit and Risk Committee Charter with no changes.
18.175	02/08/2018	It was RESOLVED by Consensus that the Committee note the Risk Profile Report.
18.181	02/08/2018	The Committee NOTED the summary of the 15th Assembly outcomes as presented by Mr Guyatt.
18.182	02/08/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve a delegation policy being “Use of church property for purposes related to same gender marriages”.
18.183	02/08/2018	Subject to the changes as noted at the meeting, it was RESOLVED by Consensus that the Synod Standing Committee the Safe Ministry with Children Policy.
18.186	02/08/2018	It was RESOLVED by Consensus that the Synod Standing Committee note the issues outlined in the Update on the sale of the Shalom Condon Campus report.
18.189	02/08/2018	It was RESOLVED by Consensus that the Synod Standing Committee notes the process and approach to recruitment and reappointment of Board Members to

#	Meeting date	Resolution
		the UnitingCare Queensland Board in accordance with the UnitingCare Queensland Constitution.
18.190	02/08/2018	<p>It was RESOLVED by Consensus that the Synod Standing Committee approves the appointment of the Recruitment Panel for the recruitment and reappointment of Board Members as:</p> <ol style="list-style-type: none"> Mr Nigel Alexander (Chair) Rev David Baker (Moderator) Ms Bronwyn Clarkson to be confirmed as the Queensland Synod Remuneration and Nomination Committee nominee; Ms Maree Blake, UnitingCare Queensland Board Member Representative. <p>as the Recruitment Panel for the appointment of up to two (2) Board members and the reappointment process for three Board members whose terms expire 31 March 2019.</p>
18.191	02/08/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the UCQ Statement of Missional Intent 2018 – 2019.
18.195	06/09/2018	It was RESOLVED by Consensus that the minutes of the Remuneration and Nomination Committee meeting of 26 July 2018 be noted.
18.197	06/09/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the updated Synod-wide Privacy Policy effective from 11 September 2018.
18.198	06/09/2018	It was RESOLVED by Consensus that the Synod Standing Committee note the contents of the Disaster Response and Community Recovery Committee (Queensland) report.
18.199	06/09/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the revised charter for the Disaster Response and Community Recovery Committee (Queensland).
18.205	06/09/2018	It was RESOLVED by Consensus that, on the recommendation of the Remuneration and Nomination Committee, the Synod Standing Committee approve the recommendations contained in the Governance Capacity Development Options Paper (refer Attachment A to these minutes).
18.207	06/09/2018	It was RESOLVED by Consensus that the presentation from the Presbytery of Bremer Brisbane be received.
18.208	06/09/2018	It was RESOLVED by Consensus that the presentation from the Presbytery of Moreton Rivers be received.
18.209	06/09/2018	It was RESOLVED by Consensus that the Quarterly Report on KCI's be received.
18.210	06/09/2018	It was RESOLVED by Consensus that the Committee note and receive the update on the work of the Multi-Cross Cultural Reference Group, including the Business Stream Operational Plan – Multi-Cross Cultural Ministry 2018-19, including the presentation from Ms Lu, Mr Kim and Rev Lievano.
18.211	06/09/2018	It was RESOLVED by Consensus that the Synod Standing Committee note that UnitingCare Queensland ABN Transition update.
18.212	06/09/2018	It was RESOLVED by Consensus that, notwithstanding the current best offer amount is less than the valuation amount, the Synod Standing Committee

#	Meeting date	Resolution
		authorise the Shalom Program Board to continue negotiations for the sale of the Shalom Condon Campus.
18.215	06/09/2018	<p>It was RESOLVED by Consensus that the 2019 meeting dates of the Synod Standing Committee be confirmed as follows:</p> <ul style="list-style-type: none"> • 7 February 2019 • 7 March 2019 • 4 April 2019 • 2 May 2019 • 6 June 2019 • 4 July 2019 • 1 August 2019 • 5 September 2019 • 3 October 2019 • 7 November 2019 • 5 December 2019.
18.217	06/09/2018	<p>It was RESOLVED by Agreement that:</p> <ol style="list-style-type: none"> 1. <u>Pastoral Statement</u> <p>While welcomed by a significant number of people in the life of the Uniting Church in Australia, the Synod Standing Committee acknowledges the pain and anguish that the decision of the 15th Assembly regarding same-gender marriage has caused in the life of the Queensland Synod.</p> <p>We have heard the deep sentiment of members and ministers who feel betrayed and bewildered by this decision. We understand that some members and ministers now find themselves in an untenable situation in their relationship with the church they love and serve.</p> <p>We have heard the many who have expressed their dissatisfaction with the consultation process prior to the Assembly decision being made.</p> <p>We acknowledge the request from three presbyteries to call a special Synod to consider a constitutional appeal under Clause 39(b). We have heard that this is of vital importance to the life and witness of our church.</p> <p>Through the guidance of the Holy Spirit, the Synod Standing Committee is committed to seek unity and an integrated way forward that will enable all of us to live together as Christ's church, whose mission is to serve the world for whom Christ died.</p> 2. <u>Next steps</u> <p>To this end we have instructed the General Secretary and officers of the church to immediately institute a process in concert with the presbyteries, congregations and networks across the Queensland Synod to:</p>



#	Meeting date	Resolution
		<ul style="list-style-type: none"> Facilitate safe places of listening and care that enables all voices to be heard; Seek models and frameworks from across the wider life and witness of the church catholic that model a relationship that is held with a commitment to unity and diversity in the love of Christ; Resource and appropriately support those who are already doing this work across the life of the Synod. <p>Be assured that you are held in our prayers and we continue to pray for God's wisdom and discernment in the life of the church.</p>
18.222	04/10/2018	It was AGREED that a preliminary draft of the revised PMSA constitution be provided to the Synod Standing Committee.
18.224	04/10/2018	It was RESOLVED by Consensus that the Synod Standing Committee endorse the Schools and Residential Colleges Commission to communicate with our UCA-affiliated schools and residential colleges to advise them of the expectations of the Schools and Residential Colleges Commission relative to the future reviews of their Constitutions.
18.225	04/10/2018	It was RESOLVED by Consensus that the Synod office Risk Group Update be received.
18.226	04/10/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the Covenant Action Plan #1.
18.227	04/10/2018	It was RESOLVED by Consensus that the Synod Standing Committee: <ol style="list-style-type: none"> approves the proposal to establish the National Safe Church Unit. notes the proposal entails a five (5) year commitment to support and resource the Unit's work. notes the iterative establishment process of the unit. notes that a review of the Unit's operation will be conducted at year three (3) to determine any necessary change needed to fulfil the outcomes articulated by the Church. notes that the establishment of the National Safe Church Unit is in conjunction with each of the other Synods and the Assembly. notes that contemporaneously with this resolution each of the other Synods will consider resolutions in similar form to this resolution. notes the proposed membership of the National Safe Church Unit as being the Assembly and each of the six (6) Synods. notes that the cost sharing mechanism provided was that used for the work of the National Task Group. refers the cost sharing mechanism to the Assembly and Synods for confirmation or alteration and agreement. endorse the National Safe Church Unit governance charter, noting that the charter can be amended at any time by agreement of the Assembly and Synods.
18.228	04/10/2018	It was RESOLVED by Consensus that the Synod Standing Committee appoint Rev Kaye Ronalds as convenor to the Moderatorial Candidature Task Group,

#	Meeting date	Resolution
		<p>along with 4 other members to be determined by the convenor from the following groups:</p> <ul style="list-style-type: none"> a. Remuneration and Nomination Committee member b. Presbytery Minister c. UCQ Board Chair or delegate d. a representative who has a focus on congregational interests.
18.229	04/10/2018	It was RESOLVED by Consensus that the Synod Standing Committee waive the requirement under Queensland Synod by-law Q2.3.7(8) for nominations to be referred to the Moderatorial Candidature Task Group 6 months prior to the Synod, and approve Friday 14 December 2018 as the date by which nominations for the position of Moderator must be both submitted and referred to the Moderatorial Candidature Task Group.
18.230	04/10/2018	It was RESOLVED by Consensus that the Synod Standing Committee note that communication to the broader Church will be made immediately with respect to nominations for Moderator, which are to be submitted by Friday 14 December 2018.
18.232	04/10/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the continuation of the operations of Alexandra Park Camp Site and Conference Centre as the best current use of the site as per page 28 of the Alexandra Park Options Analysis report from PPB Advisory – Real Estate dated July 2018.
18.233	04/10/2018	It was RESOLVED by Consensus that the presentation from the PMSA be received.
18.238	01/11/2018	<p>The Committee NOTED its Electronic Decision of 25 October 2018 regarding the Shalom Christian College Sale.</p> <p><i>It is RESOLVED by electronic decision that Synod Standing Committee approve the sale of the Shalom Christian College (Condon Campus) to the Baptist Union of Queensland for [REDACTED] +GST + novation of the BGA Contingent Liabilities and instructs The Uniting Church in Australia Property Trust (Q.) to execute the following documents in relation to the sale of Shalom Christian College to the Baptist Union of Queensland:</i></p> <ol style="list-style-type: none"> 1. Overarching Heads of Agreement (if still needed); 2. An initial 10 year lease for the Elders Village; 3. An agreement to enter a 99-year lease for the Elders Village; 4. Business Sale Agreement of Shalom Christian College; 5. Contract for sale of land at 190 Hervey Range Road Condon; 6. Following approval for freehold reconfiguration, a reconveyance contract to transfer ownership for the Elders Village back to UCA for [REDACTED]; and 7. Transfer of beneficial use agreement at market value with UCQ following creation of a new lot for the Shalom Elders Village.
18.239	01/11/2018	It was RESOLVED by Consensus that the minutes of the Audit and Risk Committee meeting of 24 October 2018 be noted.
18.240	01/11/2018	It was RESOLVED by Consensus that the minutes of the Remuneration and Nomination Committee meeting of 25 October 2018 be noted.

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18.250	01/11/2018	It was RESOLVED by Consensus that Synod Standing Committee approves the Uniting/UnitingCare Collaboration Committee terms of reference noting that a minor wording change to clarify membership may be required.
18.251	01/11/2018	It was RESOLVED by Consensus that the Synod Standing Committee note the legal advice regarding Work Health and Safety duties within the structure of the Uniting Church of Australia.
18.252	01/11/2018	It was RESOLVED by Consensus that the Synod-wide Workplace Health Safety Framework be approved.
18.253	01/11/2018	Subject to the changes as noted at the meeting, it was RESOLVED by Consensus that the Synod Standing Committee approve the Queensland Synod By-Laws as included at Attachment A to the report, effective 2 November 2018 and replacing all by-laws in existence at that date.
18.254	01/11/2018	Subject to the changes as noted in the questions on notice, it was RESOLVED by Consensus that the Synod Standing Committee approve the Synod office Delegations.
18.255	01/11/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the following Policy Statements: <ol style="list-style-type: none"> 1. Financial management 2. Governance and organisation 3. Information management 4. Privacy 5. Risk and compliance 6. Work health and safety.
18.256	01/11/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the Queensland Synod's participation in the Uniting Church National Insurance Program.
18.257	01/11/2018	It was RESOLVED by Consensus that the Synod Standing Committee notes the draft Uniting Church National Insurance Program Co-Operation agreement, prepared by Bradfield & Scott Lawyers.
18.258	01/11/2018	It was RESOLVED by Consensus that the Synod Standing Committee delegates oversight of implementation and participation of the Queensland Synod's in the Uniting Church National Insurance Program to the Queensland Synod Audit & Risk Committee and Finance, Investment and Property Board as relevant to their respective functions within the life of the Queensland Synod.
18.259	01/11/2018	It was RESOLVED by Consensus that the Synod Standing Committee endorse the appointment of Aon Risk Solutions as the preferred insurance broker to the Uniting Church National Insurance Program.
18.260	01/11/2018	It was RESOLVED by Consensus that the Synod Standing Committee note the initial design overview for Plenty Project.
18.261	01/11/2018	It was RESOLVED by Consensus that the Strategic Mission Team Strategic Plan for 2018-2020 be received.
18.262	01/11/2018	It was RESOLVED by Consensus that the Synod Standing Committee note the composition of the Moderatorial Candidature Task Group as:

#	Meeting date	Resolution
		<ol style="list-style-type: none"> 1. Ms Bronwyn Clarkson – Remuneration and Nomination Committee member 2. Mr David Busch – South Moreton Presbytery Minister 3. Mr Nigel Alexander – UCQ Board Chair 4. Dr Marilyn Healy – congregational representative.
18.263	01/11/2018	It was RESOLVED by Consensus that the Synod Governance Structures consultation paper feedback report be received.
18.265	01/11/2018	It was RESOLVED by Consensus that the Synod Standing Committee authorises the 34th Synod Business Committee to elect from within its membership a convenor of the 34th Synod Business Committee.
18.266	01/11/2018	It was RESOLVED by Consensus that the Synod Standing Committee approve the audited financial statements for the Synod office for the year ended 30 June 2018.
18.267	01/11/2018	It was RESOLVED by Consensus that the Committee appoint Rev David Baker and Mr Ralph Collins to sign the audited financial statements for the Synod office for the year ended 30 June 2018.
18.268	01/11/2018	It was RESOLVED by Consensus that the report on the review of the General Secretary be noted.
18.270	01/11/2018	The Committee discussed the issue of public disclosure of Synod Officers' remuneration, and it was AGREED the matter be referred to the Remuneration and Nomination Committee.
18.280	05/12/2018	It was RESOLVED by Consensus that the methodology for engagement, consultation and strategic planning for Plenty Project be approved for implementation in 2019 and 2020.
18.281	05/12/2018	It was RESOLVED by Consensus that the Quarterly Report on KCI's be received.
18.282	05/12/2018	It was RESOLVED by Consensus that the presentation from the Presbytery of Mary Burnett be received.
18.283	05/12/2018	It was RESOLVED by Consensus that the presentation from the Presbytery of Central Queensland be received.
18.284	05/12/2018	The Synod Standing Committee NOTED the UnitingCare Queensland September 2018 quarter report against their Annual Statement of Missional Intent, as presented by Mr Barke and Rev Moore.
18.285	05/12/2018	It was RESOLVED by Consensus that the Committee approve the recommended approach and recommendations stemming from the Queensland Synod Governance Structures consultation paper.
18.286	05/12/2018	It was RESOLVED by Consensus that the report and draft National Person of Concern Policy Framework be noted.
18.287	05/12/2018	It was RESOLVED by Consensus that the Committee approve the authorisation and delegation of reserve powers for UCA Redress Ltd as outlined in Schedule 1 to the paper.
18.288	05/12/2018	It was RESOLVED by Consensus that noting that one of the powers proposed to be reserved to the Standing Committee is the principles that guide the financial contribution of each member to UCA Redress Ltd, the Committee approve the Principles of financial contribution outlined in Schedule 2 to the paper.

#	Meeting date	Resolution
18.289	05/12/2018	It was RESOLVED by Consensus that noting that one of the powers to be reserved to the Standing Committee is the principles that guide the approach to identifying institutions to be participating institutions for the purpose of the Scheme, the Committee approve the Principles of identifying participating institutions outlined in Schedule 3 to the paper.
18.290	05/12/2018	Subject to the changes as tabled at the meeting, it was RESOLVED by Consensus that the Synod Standing Committee approve the revised Constitution for the PMSA.
18.293	05/12/2018	It was RESOLVED by Consensus that the Synod Standing Committee appoint an Executive Group for the period of 6 December 2018 to 7 February 2019, with the members being: <ul style="list-style-type: none"> • The Moderator • The General Secretary • Mr John Lister • Dr Marilyn Healy • Mr Ralph Collins
SSC 19.004	07/02/2019	The Committee NOTED the Electronic Decision of the Executive Group dated 11 January 2019 regarding UnitingCare Australia Board Nominations.
SSC 19.006	07/02/2019	It was RESOLVED by Consensus that, subject to the recommended amendments, the Synod Standing Committee approve the revised Constitution of King's College.
SSC 19.011	07/02/2019	It was RESOLVED by Consensus that Synod Standing Committee note the draft Synod Standing Committee report to the 34th Synod, and the General Secretary note the feedback provided by the Committee.
SSC 19.012	07/02/2019	It was RESOLVED by Consensus that the Synod Standing Committee note the work being undertaken on meeting duties and responsibilities of the Moderator and appointment of FIPB members.
SSC 19.013	07/02/2019	It was RESOLVED by Agreement that the Synod Standing Committee approve the UnitingCare Queensland Termination of Pregnancy Policy, subject to: <ol style="list-style-type: none"> 1. a definition of what constitutes a recognised counsellor / counselling service; and 2. in the recommendation to the mother of counselling, awareness of other potential stakeholders being involved in counselling where this is appropriate.
SSC 19.014	07/02/2019	It was AGREED that the Synod Standing Committee be provided with report prepared by Mr Warren Tapp in April 2017 titled "Review of By-laws and Governance Structure of The Uniting Church in Australia, Queensland Synod".
SSC 19.015	07/02/2019	It was RESOLVED by Consensus that the Synod Standing Committee note the principles outlined for the 34th Synod proposal on "Best way for the Synod Standing Committee to meet", and the General Secretary note the feedback provided by the Committee.
SSC 19.016	07/02/2019	It was RESOLVED by Consensus that the Synod Standing Committee endorse the principles outlined for the 34th Synod proposal on "Best way for the Synod in Session to meet", and the General Secretary note the feedback provided by the Committee.

#	Meeting date	Resolution
SSC 19.017	07/02/2019	It was RESOLVED by Consensus that the Synod Standing Committee endorse the principles outlined for the 34th Synod proposals on “Term of the Moderator”.
SSC 19.018	07/02/2019	It was AGREED that the Synod Standing Committee be provided with quantitative evidence and examples of the impacts / improvements of the organisational restructure.
SSC 19.019	07/02/2019	It was RESOLVED by Consensus that the presentation from the Strategic Resources group be received.
SSC 19.027	07/03/2019	It was RESOLVED by Consensus that the minutes of the Audit and Risk Committee meeting of 19 February 2019 be noted.
SSC 19.037	07/03/2019	It was RESOLVED by Agreement that the draft 34th Synod proposal on “Best way for the SSC to meet” be progressed in its current form with Mr Batkin and Dr Pampuch as proposers, and the feedback from the SSC be incorporated into the final document and presented to the April SSC meeting for approval.
SSC 19.038	07/03/2019	It was RESOLVED by Agreement that the draft 34th Synod proposal on “Term of the Moderator” be progressed in its current form with Dr Healy and Mr Lister as proposers, and the feedback from the SSC be incorporated into the final document and presented to the April SSC meeting for approval.
SSC 19.039	07/03/2019	It was RESOLVED by Agreement that the draft 34th Synod proposal on “Best way for the Synod in Session to meet” be progressed in its current form, and the feedback from the SSC be incorporated into the final document and presented to the April SSC meeting for approval and agreement on proposers.
SSC 19.040	07/03/2019	It was RESOLVED by Consensus that the draft SSC report to the 34th Synod be received and the feedback from the SSC be incorporated into the final document and presented to the April SSC meeting for approval.
SSC 19.043	07/03/2019	It was RESOLVED by Consensus that the Synod Standing Committee note the proposal to the 34th Synod from the Business Committee that when considering the procedural proposal “Determining the need for a decision now”, leave of the council be a simple majority.



Report from

Synod Advisory Committee on Ministerial Placements

Report

Context

The Placements Committee (Advisory Committee on Ministerial Placements) is responsible for the oversight of the processes that enable the placement of ministers, ministers from other denominations, and lay people specified ministries. Membership includes the Moderator (Chairperson), Associate General Secretary (Secretary), each presbytery minister, delegate of the CEO of UnitingCare Queensland, the Executive Officer of the Queensland Synod Chaplaincy Commission, and the Director of Christian Formation or delegate. This diverse membership brings together a collective story about what is happening across the life of the church and what resources are best able to meet the needs of particular ministry contexts.

Focus since the last synod

- Implementation of the optional dual track process has been the focus since the 33rd Synod.
- In August 2017 the Synod Standing Committee approved the implementation of the optional dual track process for an initial trial period of three years, commencing 1 January 2018.
- The introduction of a dual track placements process has allowed Joint Nominating Committees (JNCs) and ministers a choice of which placements process they would like to use.
- The option to use the delegated process has shifted the locus of the operation of the placements process from the Placements Committee to the relevant presbytery, congregation or appointing body as councils giving 'heed to one another' (Basis of Union para. 15).
- Through the use of the optional delegated pathway, has brought a greater sense of transparency to the process so that those most intimately involved in the discernment process, ministers and JNCs, might feel that they know what is happening and be empowered to act.
- We are in the midst of the initial three-year trial and the statistics below indicate a slow take up rate.
- The Placements Committee continues to have an oversight function of the placements process and, where it considers necessary, can act in what it sees as the best interests of the wider church and individual ministers and placements. With less of its time taken up on transactional business the Placements Committee has been able to devote to strategic thinking, vocational trajectories, and general oversight of the trends and needs of placements across the state.

Statistics as at 1 March

Total number of approved placements (including vacancies)	311
Number of approved placements less than full time	115
Number of ministry agents in approved placements	241
Ordained	176
Lay	62
Male	154
Female	90

Priority Directions

Through its oversight and discernment function, the Placements Committee seeks to match ministers and vacant placements. In doing this, the Placements Committee is mindful of the priority directions and how these impact on the needs of placements.

Challenges/risks as we progress

- Our ability to resource the church's witness in locations of strategic importance geographically, organisationally, and demographically with suitably skilled ministry agents.
- The rise in the number of part-time placements demands the need to rethink the nature of ministry in the placement. When placements reduce from full time, history shows that without significant, purposeful intervention, the fraction of the placement continues to decrease.
- Placements Committee continues to work with presbyteries and councils to find constructive ways to respond when the vitality of a placement come into question.

Proposals to the 34th Synod

It is proposed that the 34th Synod receive this report.

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34 SYNOD 2019

Report from
**Presbytery of
Bremer Brisbane**



Ordination of Rev Santina Waugh at Ipswich City Uniting Church March 2019

The Bremer Brisbane Presbytery consists of diverse congregations that include affluent suburbs close to Brisbane, multi-cultural, Indigenous and socially disadvantaged communities in the south and west of Brisbane with growth areas at Forest Lake, Springfield, Ripley as well as developments around Ipswich and the rural communities south and west of Ipswich.

Presbytery is bounded by the Great Dividing Range in the west and includes the Brisbane, Bremer, Lockyer and Teviot Valleys. It includes the West Moreton district of South East Queensland, the regional city of Ipswich, and the western suburbs of Brisbane.

It is experiencing strong growth. Growth within the inner-city areas of Indooroopilly and Toowong as well as new estate areas in Forest Lake, Springfield, Ripley and surrounding areas. Towns in the West Moreton area are experiencing significant social change as population growth occurs. Ipswich city is being rejuvenated; socially disadvantaged populations are transferring to places in Ipswich and towns in West Moreton as costs of living in Brisbane increase. The western suburbs of Brisbane are still attractive places for professional and business people. The Presbytery includes significant educational and corrective services facilities.

Focus since the last Synod

The Presbytery continues to focus on its four mission priorities: Discipleship, Community Engagement, Leadership and Sustainability.

Discipleship is seen as the key to re-vitalising our congregations and looking for new areas of growth. There is some success in our engagement with youth and children and their families both at congregational and Presbytery level. The focus of community engagement is to work in areas where congregations have less engagement but could be encouraged to do more.

This includes working with the Queensland Community Alliance and First Peoples. Leadership is developed in congregations with the Presbytery offering some training and support. Presbytery events provide opportunities for young people to extend their leadership experience and expertise.

Our strategic locations task group has commenced working with congregations identifying what type of congregation they are and what they may need to grow or imagine a different future.

Highlights:

The continuing work of congregations as they seek to engage in their local contexts.

- An increasing number of young people engaged in activities at both local and Presbytery level.
- The major consultation work being undertaken to re-imagine a new future in Ipswich.
- The work done by various task groups that seek to offer leadership into new areas and new ways of being the church.

Priority Directions

There is a strong correlation between the Presbytery's strategic plan and the Synod's discerned priorities. As such it is helpful to reflect upon the Presbytery's efforts and achievements in terms of those Priority Directions.

To be Christ-centred, at prayer, and listening

The church at its very core is called to be Christ-centred, at prayer and listening to the Spirit as it discerns its way forward. Prayer undergirds the worship, witness and service life of congregations with most congregations having regular prayer groups and prayer gatherings. Several congregations run prayer days and prayer vigils; Fassifern

has hosted a prayer weekend for the last three years and decisions at congregational and Presbytery level are enveloped in prayer.

The challenge is always to hold the balance between action and contemplation, between word and deed, between being fed and nourished and being engaged in mission. There needs to be a deliberateness to the listening but also an intentionality that enables us to move and respond to the Spirit's call.

Discipleship

Discipleship has been a clear focus of the Presbytery, with a full-time Presbytery worker to support the work being done in congregations. POD numbers continue to be high and are going well.

One of our major challenges is that everyone is at a different place and space and has different needs. There is no one-stop shop that will meet everyone's needs and it is a challenge and a calling to help our people continue to grow and respond to God's call upon their lives and to continue to grow in mission, witness and service. The other challenge is for all congregations to see that discipleship and to encourage their people, at whatever age and stage, to be active in worship, witness and service. We need to regain an urgency about sharing the faith in ways that are relevant and appropriate. All congregations need to take this seriously if they are to thrive.

Leadership

Leadership is a key issue for the church and for the Presbytery. Ministers and lay people offer leadership within their congregation and community. Individual congregations conduct leadership training and mentoring as people undertake leadership roles. Leadership training is an important part of many of our youth and children's programs both at congregational and Presbytery level.

Without restating all the events, they do provide leadership and training opportunities while being mentored by a more experienced person. These include Easter Madness, Renovators, Stretching Faith and so on. The Presbytery conducts evenings for church council chairs, secretaries, treasurers and property people to support and inform their leadership roles. Many of the Presbytery's ministers avail themselves of leadership opportunities including the Synod Leadership Training program and national and regional conferences provided by the church, other churches and parachurch organisations.

A number of our people, both lay and ordained, have been active in the Queensland Community Alliance and have completed two and six-day training with them. There are several congregations that are strongly involved in Emmaus and Chrysalis and the Uniting Church provides strong leadership into those communities.

The challenge for many congregations is with the aging of the church, having the next generation of leaders to hand over to. Nor is there a guarantee that the new leaders wish to take over the current structures and processes.

Connecting with communities

Community connection is the lifeblood of most congregations who achieve this in a variety of ways. Supporting other organisations, at times providing strong leadership into them, running community-based programs, usage of facilities; all of these provide the potential for strong connections between congregation and community. These include but are not limited to Messy Church, Mission Shaped Ministry, Crossroads, support of chaplains and parachurch organisations, Habitat for Humanity, various community clubs, eisteddfods, OP shops and welfare support.

The Presbytery is engaged in the Queensland Community Alliance with people in key roles within the organisation. The Alliance allows us to engage with unions and community groups around creating a better society and working for the common good. There have been some very good connections and actions that have come out of working with the Alliance.

The challenge in many congregations is the balance between building up the body and connecting to the community. Though we know that reaching out to the community builds the body up, there are congregations whose limited people power is involved in pastoral care and keeping the church going rather than reaching out into the community. In other congregations, the balance between inward and outward focus by ministers, lay leaders and church councils is an ongoing tension.

Youth, children and families

The Presbytery's Discipleship Facilitator continues to engage in this space. The challenge is to facilitate Presbytery events such as Encounter and Stretching Faith with the increasing demand upon Presbytery staff time, as well as meeting with and supporting youth leaders and pastors. Many congregations are running youth groups, playgroups, Sunday Schools, Messy Church, involved in schools teaching RE and active on school committees and communities.

The Presbytery regularly runs the Safe Ministry with Children training and has a dedicated team of trainers. Three congregations run day camps and there are several congregations partnering with parachurch organisations as they work with children and young people. There are congregations with active and vibrant ministry with young people and young adults. Presbytery staff and members have had key leadership roles in Easter Madness, the planned Synod young adult retreat and Renovators.

The challenge is that many congregations are older and are struggling to connect with the young people in their community. Neither do they have the critical mass to hold young families if they do come. For the congregations that do have young people, the challenge is to provide suitable leaders, activities and training opportunities to grow this important ministry area.

Challenges/risks as we progress

- The increasing demands upon congregations and Presbytery around areas of compliance and oversight create challenges as we seek to focus on the mission of the church.
- The gradual decline and aging of congregations mean that we have to imagine and live a different future but we are not prepared for that.
- The lack of resources at the Presbytery level to live out its function and purpose.
- Re-invigorating a culture of discipleship within our congregations to facilitate a revitalisation within them.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34 SYNOD 2019

Report from

Calvary Presbytery



This image celebrates the dedication of the refurbished Gully Peters Mornington Island Church 12 August 2018

Calvary Presbytery is the regional body of the Uniting Aboriginal and Islander Christian Congress (UAICC) in Queensland.

The Presbytery has oversight of seven Indigenous congregations.

In the Cape York and Gulf of Carpentaria region:

- Mapoon
- Napranum
- Aurukun
- Mornington Island

Naturally, these are remote communities by any standards. Costs of living, construction and travel are all very high. Within them cultural life is valued and our churches form a moral centring presence for the whole community and a place of Christian nurture for members.

Congregations in urban/rural locations:

- Gordonvale
- Townsville West End
- Zillmere, Brisbane

The general context of these congregations includes housing, employment and social mobility issues.

The Presbytery is strongly committed to a covenant relationship with the wider Uniting Church and welcomes conversations that create partner relationships. Specifically, Calvary notes the support of Period of Discernment applicants by Moreton Rivers Presbytery and the Faith Works Uniting Community in support of the Mornington Island rebuild as part of our covenantal relationships.

Focus since the last Synod

Much of Calvary's focus since last Synod has been rebuilding and refreshment. The Presbytery rejoiced in receiving Rev Tevita Niurua and his family from the Methodist Church in Fiji. Tevita has settled well into well-rounded ministry at Napranum. He has also supported Calvary's ministry to Aurukun and Mapoon.

The continuing need for ministry agent placement at Aurukun is noted. Calvary wants to have a residence for a minister there, and a block has been allocated. In the absence of a minister in residence to instruct and nurture new members, the revival that was noted in the last report to Synod has faded.

Highlights:

1. Settlement of Pastor Dr Gewa Au

Dr Gewa Au accepted a call to ministry as pastor to the Mornington Island Uniting Church congregation, beginning on 1 January 2018. His settlement has seen recommencement of community engagement, youth and children's activities as well as the regular worship services.

2. Mornington Island dedication of refurbished church building

On August 12 2018, Moderator Rev David Baker and the Calvary Presbytery Chairman Rev Dennis Corowa dedicated the newly refurbished church building to the glory of God. It was a time to celebrate the church's presence and ministry at Mornington Island since the time of its formation as a mission in 1914 and its continuing ministry into the future.

The minister of Faith Works Uniting Church (Coorparoo, Brisbane) Rev Linda Hanson and Chair John Loneragan were present at the celebrations. The congregation underwrote the contingencies budget for the project. Many thanks for the support of Faith Works. Connections between the two congregations continue.

3. Leadership formation

While ministerial leadership is noted as a challenge for Calvary Presbytery, there are a number pursuing theological studies and ministry formation. Members attend Nungalinya College in Darwin and Wontulp-Bi-Buya College in Cairns. David Paasi concluded his Period of Discernment and Diploma of Theology at Trinity College. He is enrolled in the BTh program and comes to the May Presbytery meeting as a prospective MOW candidate. Namila Davui is an applicant for the POD, and Patricia Mann, a candidate with NSW Congress, has relocated to Queensland and is welcomed by Calvary Presbytery.

Priority Directions

Noting the Synod's priority of youth, children, and families, Calvary congregations are developing a greater focus around youth and children's ministry. With new leaders at Mornington Island and Napranum congregations this area of mission has developed considerably.

A well-attended Kids' Camp was held at Napranum last year and further such events are planned. Mornington Island congregation has a regular Sunday afternoon youth group activity. Engagement with youth at Zillmere includes hosting a boxing club in its hall. A continuing major task is to produce culturally appropriate Christian Education materials for use in our congregations.

Synod's priority around leadership has been recognised above, but is still a matter of concern, as those who are potential emerging leaders continue their formation journeys.

Making connections with community is a regular thing for Calvary congregations. In these communities there is little distinction between church and community. Specifically, the Mornington Island minister regularly participates in the programs organised by Save the Children, PCYC and the local kindergarten group. The church's links with the community at Napranum are also strong, as evidenced by the number of community leaders providing supporting letters for Rev Tevita Niurua's visa extension.

Challenges/risks as we progress

Leadership roles and development of ministry agents

One of the significant challenges and risks for Calvary Presbytery is around the cluster of issues around succession and leadership development, including ministry agent recruitment. This year Rev John Adams retires from his position as Presbytery Minister, Administration and Resources and Rev Dennis Corowa stands down from his half-time role as Presbytery Minister, Pastoral Leadership. Calvary gives thanks to both Dennis and John for their

dedicated service to its life. They have taken on their respective work with commitment and persistence to the tasks of maintaining Australian Indigenous ministries within the Synod. Succession for this leadership void is unclear as this report is written.

The gaps in ministerial presence in Calvary's congregations over the time leading up to last Synod highlights the difficulty in filling the needs of ministry in remote areas. Does God not call ministers or pastors to this work? Calvary Presbytery, of course, is not alone facing this challenge. Calvary has a history of recruitment of ministers from sister churches in the Pacific area. These are often complicated by permits to work and after the first permit is received, work on the process for renewal of permits soon commences. The need for a successful submission for renewal constitutes a further risk.

This makes those who are embarking on ministerial training and theological formation as well as any seeking to pursue a Period of Discernment very precious to the Presbytery.

For consideration

Calvary Presbytery is encouraged by the appointment of Stuart McMillan as the National Consultant Covenanting. Stuart is a staff member of the Assembly Resource Unit multi-disciplinary team with specific responsibility for resourcing and enhancing the "life" of the Covenant across the church. We look forward to seeing how this works out across the Synod.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34 SYNOD 2019

Report from

Presbytery of Central Queensland



The Presbytery of Central Queensland gives prayerful thanksgiving to Gavin Caird for his unwavering faithfulness to God, expressed in his many years of excellence in service through his leadership responsibilities within the Presbytery

From the coastal regions of the Capricorn Coast, Tannum Sands and the Whitsundays, through the industrial area of Gladstone, the beef capital of Rockhampton, to the sugarcane and tourism of Mackay and Proserpine, and west through the mining, farming and grazing areas of Gregory and Emerald, and further through the sparkling gem fields to the Central West and its sheep and cattle grazing, we weave a rich and colourful tapestry. The Presbytery of Central Queensland is economically productive and rich in diversity of community expression.

Focus since the last Synod

Natural disasters are part of life in Central Queensland. Having recovered, mostly, from the cyclones and floods through 2015–2017, many of us continue living with extreme drought conditions. We have received a great deal of support for our congregations and our communities from all around the country, assisting us in the ongoing struggle of rural and regional strife. We give thanks to God for all who continue to offer assistance.

Rain earlier this year did provide a glimpse of relief, not much though, and some of our communities now find themselves on the boundary of two distinct disaster areas: one with plenty of water and one with plenty of dust. Many hours have been spent by our ministers in the west managing the administration and pastoral responsibility of distributing disaster support to the regions around Longreach and Barcardine.

The Assembly decision on marriage also adversely affected a number of our congregations and leaders, adding further strain to faithful followers of Christ struggling with church decline and societal change.

Our focus has been on finding hope amidst the adversity and discerning God's call on us for mission into the future.

Highlights:

We have welcomed our new Presbytery Minister, Rev Dr Kerry Pierce. Kerry has been orienting into the role through travelling the length and breadth of our Presbytery, focusing on getting to know the many faithful expressions of church in our midst and exploring innovations for developing the Presbytery's mission.

Since the last Synod, our ministerial candidate Moira Dodsworth was ordained at the Northside Mackay Uniting Church on 12 January 2018, and she is now fulfilling God's call in her first placement.

We, as a Presbytery, shared in the joy of Rev Nathan Barton and his new wife Kate, married in Mackay in October 2018.

CQ Connect is growing and continually improving its potential for outreach.

Priority Directions

Leadership

In September 2018 Rev Dr Kerry Pierce and Rev Prof James Haire, along with six other presenters, facilitated a Lay Ministry Workshop with the focus on worship.

Rockhampton hospitals chaplain Rev Ann Hewson was appointed. Gracemere Blue Care chaplain Pastor Donna Muston was appointed. Donna is also heading up our new Rural Mission Ministry. This new role will provide missional leadership development outside of our regional cities.

Discipleship

Resourcing discipleship growth over the vast distances between our communities requires the assistance of technologies which are becoming more accessible and more reliable. Our CQ Connect streaming project has been

trialled and has now gone live in small and growing ways. This is a growth area for us and will enable the people of God to be further equipped in telling the story of the love of God within and around a wider range of communities. This is an ideal resource where we can share in worship, facilitate meetings, workshops and training opportunities across vast distances.

Our compliance with Safe Ministry with Children policies continues to be a high priority. Kate Barton has commenced her role as our Safe Ministry with Children Coordinator.

We continue growing disciples through:

- ✝ Messy Church
- ✝ Cuppa with Jesus
- ✝ Mainly Music
- ✝ Emmaus walks
- ✝ Playgroups
- ✝ Family film nights
- ✝ Mentoring the younger generation to encourage the building up of young leaders
- ✝ “Doodly for Churches” project.

The mission of these fresh and traditional expressions of church is building exciting faithful communities, providing safe and caring places for people to explore faith, nurturing health and well-being, and enhancing relationships with Christ Jesus.

Connecting with communities

- ✝ Memory Café – Sing for health and happiness
- ✝ “Chill Out” for teenagers – time spent in the holidays engaging with high schoolers
- ✝ Christmas lights
- ✝ Walk to, and Walk through, Bethlehem
- ✝ Men’s Sheds
- ✝ Teddy Bears Picnic – post-baptism community connections

Some of our congregations worship ecumenically with other denominations sharing ministry agents, lay preachers and resources.

Remote area ministry

With the completion of the Remote Area Ministry Project to support rural and remote congregations, it was obvious that an ongoing ministry agent was needed for developing mission with congregations and communities. The purpose of this placement is to provide missional engagement in rural communities and identify missional opportunities which will instil hope for the flourishing of life in rural Central Queensland.

Youth, children and families

Country Madness will be held in May at Seaforth near Mackay. The goals of this camp are to build relationships between young Christians (Year 7 to 25 years) and those interested in exploring the faith across a wider area and also to encourage our young people to engage more deeply with God. Fa Matangi, Youth and Children’s Ministry Coordinator in Moreton Rivers Presbytery, will be guest speaker for Country Madness 2019.

Last year’s campers and leaders alike reported that God was certainly present amongst their gathering and they were encouraged in getting to know God more fully and faithfully together. We pray this report encourages others in Central and Northern Queensland Presbyteries to join in this mission.

Challenges/risks as we progress

Our current challenges lie in accepting the reality of rapidly changing society and discerning God's call on our future mission orientations as people of God in our times and places. The decreasing membership in traditional congregational expressions of the Uniting Church face increasing compliance demands and increasing costs with decreasing incomes. We risk not hearing God's call and promise of hope amidst our own sense of loss and fear in an unknown future.

We risk burnout of key leaders in this under-resourced climate.

For consideration

We are discerning fruitful missional priorities and there are signs of hope and renewed life being affirmed by God's loving creative generosity around many corners.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34 SYNOD 2019

Report from

Mary Burnett Presbytery



Extending from the Glasshouse Mountains to Eidsvold and Burnett Heads, Mary Burnett Presbytery is a combination of urban centres and small rural communities.

The Presbytery wants to be focused on the mission Jesus call us to, of making disciples. Being a diverse Presbytery geographically, we are also a diverse Presbytery in the ways this mission is expressed locally through our congregations, agencies, chaplaincies and faith communities.

Focus since the last Synod

A lot of our focus has been on supporting our ministerial and lay leadership pastorally after the division caused by the Assembly decision on same gender marriage. We've lost a number of key people in congregations and some have stepped back from leadership roles.

We have invested in a lot of our time and energy into creating a greater sense of collegiality in the Presbytery. New leaders have now stepped up and several new names have joined our Standing Committee and Pastoral Relations Committee.

Highlights:

We have had a very successful retreat that scored a 96 per cent approval rating; building collegiality, acknowledging ministry agents for their hard work and feeling supported.

Priority Directions

Our Presbytery Minister visits every congregation annually and shares in the Christ-centred worship, prayer and listening. Leading worship when invited, focusing a lot on discipleship and disciple-making.

The church plant at Bells Faith Community (0.5 plus 0.5 chaplaincy at Unity College) is growing, and new ministries like SurfChurch at Bargara are taking off.

A second cohort of ministry agents are nearing completion of the leadership course at Trinity College. One minister completed a D.Min in Missional Leadership. The leadership course has fed back into the Presbytery with people stepping up to the challenges of leading at Standing Committee and Pastoral Relations Committee level. We have three people in POD and one candidate in training.

The Presbytery's Mission and Strategy group will participate in a pilot engagement from the Synod Strategic Locations unit. We're looking at where-to next for growing congregations, what to do with a successful church plant, and at our vulnerable congregations' future. We want to be more strategic and less reactive when it comes to future rationalisation/amalgamation/planting in the Presbytery. The intention is to take on board the McCrindle, NCLS and Spirited Consulting results in our planning and discernment about our future. What does this mean for us in the 1st, 2nd and 3rd stages of congregational life?

The challenge is huge when it comes to connecting and engaging with a younger generation. Day camps are brilliant for rural communities. Some congregations have no children, whilst in Kawana there is a growing family ministry, 13 Year 6 children in a Maleny group, Messy Church in some places, a youth group in Cooroy and more than 30 young people attend worship in Bundaberg.

Challenges/risks as we progress

We've identified that one of the major challenges for Mary Burnett is to move from a reactive style of operating to one we see as proactive. Often the reactive mode is the only option left by the time an issue comes to Standing Committee or Pastoral Relations Committee. The creation of a Strategy and Mission group is a step forward in addressing this concern.

Key areas are depopulation of rural areas, better use of resources (people and things), a major new hospital with a Uniting Church chaplaincy presence, building bridges between congregations and agencies, a ministry to retired ministers and spouses and so on.

Proposal

It is proposed that the 34th Synod receive this report.

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34 SYNOD 2019

Report from
Moreton Rivers Presbytery



**MORETON
RIVERS
PRESBYTERY**

Let it flow

Moreton Rivers Presbytery covers the geographic area from just south of the Brisbane River to just north of the Caboolture River, west to Kilcoy and east to Bribie Island. This area includes 40 rural, semi-rural, urban and CBD congregations and faith communities. There are approximately 70 placements within the Presbytery covering a range of ministries placed within congregations, Wesley Mission Queensland, UnitingCare Queensland, the Synod office, hospitals, schools, police, army and presbytery roles.

Our mission statement says that we are called to be a presbytery made up of congregations, agencies, mission and schools who are: Encouraging and equipping God's people for God's mission.

Since the 33rd Synod the Presbytery's focus has centred around living out the 2021 Let it Flow missional priorities:

While continuing to work within the regulations and policies of the Uniting Church in Australia, as a Presbytery we are committed to the following mission priorities for the period 2017 to 2021.

By 2021 Moreton Rivers Presbytery:



...will be a lighthouse for **Youth and Children's Ministry**.



...congregations and ministry agents will be equipped and active in **mission**.



...congregations will be working **collaboratively** for mission and ministry with schools/communities/agencies and other congregations.

Highlights:

- The beginning of the Mission Development Officer (Inner Ring) role in partnership with Ashgrove West Uniting Church.
- The opening of the new building and the strengthening of the church plant at North Lakes Uniting Church.
- A partnership between Saint Andrew's Uniting Church and Albany Creek Uniting Church to work together for the development of the Hold Fast Saint Andrew's faith community.
- A partnership with Wesley Mission Queensland Albert St congregation, Newlife Robina, South Moreton Presbytery and our Presbytery to launch the Newlife Brisbane church plant.
- Newlife Brisbane was officially launched on Sunday 3 March 2019. Visit here for more info: church.nu/brisbane/
- A commitment to work with Queensland Community Alliance listening and working together for the common good. The Stafford Assembly has empowered local community members from churches, community groups and unions to lead a successful campaign to reduce the cost of long-term hospital parking at Prince Charles Hospital to patients and visitors. We continue to work together for road safety around the hospital engaging metro-north state government stakeholders.
- Ongoing Mission Shaped Ministry training.
- Growing our POD involvement (currently 21 people) and number of candidates (currently six) at Trinity College Queensland.
- 15 people enrolled in the Learning for Living course in the last two years.
- 20 people involved in the Growing Youth Ministry training events.
- 30 young adults involved the Renovators mentoring program.

- Trinity Grove Wilston Uniting Church partnering with Highfields congregation in their church plant property purchase.
- Faith Works Community Uniting Church congregation assisting in the completion of the building refurbishment with Calvary Presbytery at Mornington Island Uniting Church.
- Growing our day camp ministry to a second campus at Pine Rivers.
- Helping bring to life the inaugural Unite Young Adults Retreat.
- The beginning of the night church worshipping community at The Gap Uniting Church.
- Significant property development plans are in different planning stages at Redcliffe Uniting Church, Merthyr Rd Uniting Church, Bulimba Uniting Church and the Presbytery office site in Ashgrove.

Priority Directions

The Synod priority directions of being Christ-centred, at prayer, and listening; discipleship; leadership; connecting with communities; and youth, children and families have shaped the Presbytery's mission statement and guiding principles.

Mission Statement:

Encouraging and equipping God's people for God's mission.

Guiding Values:

We value being:

Strengths-based	We tell the good news stories of what God is already doing amongst us.
Permission-giving	We are permission-giving in encouraging Spirit-led innovation and risk-taking.
Outward-focused	We are outward-focused in our decisions and priorities.
Generously collaborative	We work in collaborations with generosity and grace.

It also impacts on our Let it Flow mission priority action points:

Moreton Rivers Presbytery **will be a lighthouse for youth and children's ministry**



- a) Seek to employ a full-time Youth and Children's Ministry Coordinator.
- b) Seek to employ a Faith Formation Coordinator in collaboration with a preaching place.
- c) Continue and expand the mentoring of existing youth, children and family workers.
- d) Continue to build on the current range of events and programs for youth and children.
- e) Grow youth and children's ministry through collaborative partnerships.
- f) Share stories and resources with the wider Uniting Church in Australia about our youth and children's ministry.
- g) Encourage and equip through the Educating and Equipping Committee.

Moreton Rivers Presbytery **congregations and ministry agents will be equipped and active in mission**



- a) Continue to employ the Mission Education Officer.
- b) Employ a Mission Development Officer – Inner Ring in partnership with a preaching place.
- c) Employ a Mission Development Officer – North in partnership with a preaching place.
- d) Implement inner city church plant collaboration with Newlife Uniting Church.
- e) Support effective mission initiatives in the Presbytery.

- f) Increase greater engagement of Mission Shaped Ministry education by ministry agents and congregations.
- g) Initiate *Fresh Expressions* ministries.
- h) Share stories and resources with the wider Uniting Church in Australia of congregations active in mission.
- i) Encourage and equip through the Education and Equipping Committee.

Moreton Rivers Presbytery

congregations will be working collaboratively for mission and ministry with schools/communities/agencies and other congregations.



- a) Focus collaborations on growing existing and *Fresh Expressions* of church.
- b) Enable and encourage congregations to collaborate with the wider Uniting Church in Australia.
- c) Enable and encourage congregations to collaborate with the wider community.
- d) Pastoral Relations Committee be intentional in filling “placements” that meet the goals of the Let it Flow mission priorities.
- e) Share stories and resources with the wider Uniting Church in Australia of collaborations.
- f) Encourage and equip through the Resource and Pastoral Relations Committees.

Challenges/risks as we progress

A range of challenges and risks will continue to be faced by the Presbytery as they seek to live out the mission and ministry within its bounds. These include:

Resourcing – Significant funds are received through the Combined Presbyteries Mission Pool to help fund the Presbytery Ministry team and there are ongoing pressures on this pool.

The Presbytery is looking at a potential redevelopment of the 22 Ashgrove Ave site to help provide an income base to support the Presbytery ministry.

Leadership – Ongoing leadership development for both lay and ordained members is required especially given the increasing governance issues facing congregations.

The Learning for Living Course is helping with some of the lay development and also the ongoing commitment to Code of Ethics and Child Safe Ministry training is essential across all aspects of the Presbytery.

Mission Planning – There are a number of growth areas within the Presbytery and opportunities to plant ministry in those areas will be happening in the next few years. The risk is that we will miss the window to be involved in these opportunities.

The Mission Development Officer (Inner Ring) is one way to address this and the goal of having a Mission Development Officer for the north of the Presbytery is an ongoing hope. The funding for this role is yet to be sourced.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34 SYNOD 2019

Report from

North Queensland Presbytery



Covering almost one third of the geographical area of Queensland, the North Queensland Presbytery is not just a large rural Presbytery. With major cities like Townsville, Cairns and Mount Isa, the North Queensland Presbytery contains within its bounds a large range of varying contexts of ministries i.e. urban, rural and remote.

The North Queensland Presbytery is also subject to major disruptive weather events with seasonal floods and multiple year-long droughts. All of which often dictate the effectiveness and timeliness of ministries within its bounds.

Focus since the last Synod

Our focus since the last Synod can be divided into three sections.

1. From November 2017 to April 2018: continuing the focus on growing effective congregations and equipping ministers and lay people in facing the challenges of faith in modern Australia.
2. From April 2018 to January 2019: **DAMAGE CONTROL!** The impact of the Assembly's decision on same gender marriage dominated the Presbytery in this time. The Presbytery responded by pre-empting the decision by making a strong stand to adhere to the orthodoxy of marriage and to stand firmly by the *Basis of Union*.
Post-Assembly this focus included extra resourcing and education within the church, with our ecumenical partners and within our local communities.
3. From January 2019 to present: A renewed focus on our core business of making and growing disciples. This has occurred in a fragile environment where deep suspicion permeates much of the church laity.

Highlights:

We are proud of the fact that the actions of the Presbytery have managed to halt a large exodus from the church. A number of church councils threatened to resign en masse, and many high-profile leaders made decisions to leave the Uniting Church. The developed relationships across the Presbytery enabled effective intervention and a trust that the Presbytery had the congregations and church councils' backs.

The response to the flooding crisis in Townsville and northwest Queensland was well coordinated by the ministry agents in these areas and ongoing support has been timely and effective. Strong local church interaction and relationships have enabled effective pastoral care for the ministry agents involved and many are reporting that this support was both crucial and life-giving.

Priority Directions

1. To be Christ-centred, at prayer, and listening.

The Assembly decision on same gender marriage, while hitting the Presbytery and its people like an atom bomb, has driven many congregations into a deeper relationship with Christ as they come to terms with how to live in a church they fundamentally disagree with on this issue, and trying to come to terms with what the Uniting Church has become over the past 40 years.

As one church council chair said, "The Uniting Church has lost its way, but the light of Christ will still guide us".

2. Discipleship

In some parts of the Presbytery, particularly in the Cairns area, discipleship has been replaced with trying to find a new way of being, in the light of many leaders who have left the Uniting Church. This has been particularly pronounced with our PNG people, most of whom have left the church, and our Indigenous people who have either left already or are contemplating how they can stay. It is estimated that over 50 PNG people have left the church since the Assembly decision. A number of faith communities have also severed their links with the Uniting Church.

3. Leadership

We commend the Moderator, David Baker, for his creation of the Graduate Certificate in Christian Leadership. Those in our Presbytery who have undertaken this course have been among those who have shown strong and compassionate leadership across the Presbytery, both in relation to the Assembly decision and in refocusing the Presbytery to be seeking a brighter future.

4. Connecting with communities

North Queensland congregations, on the whole, have traditionally been very well connected to their communities. While this has been sorely tested over the life of the last Synod, the work of the Presbytery and strength of these relationships have enabled respectful and fruitful dialogue to occur between our congregations and local community representatives.

The ongoing development of relationships between the congregational life and the service arms of the Uniting Church has had both challenges and successes in different areas.

North Queensland is committed to UnitingCare and the Synod's understanding of being "One church" and as such is seeking to further develop relationships into the future.

5. Youth, children and families

While there are ongoing logistical difficulties in maintaining youth and children's camps and events, a number of congregations are targeting families in their mission plans. This has come with varying degrees of success. Many rural communities have an "age gap" between 17 and 35 years as young people move to larger regional centres for training and employment.

Challenges/risks as we progress

Restoring trust in the wider Uniting Church, especially the Assembly, is now our greatest challenge. While many North Queenslanders, both within the church and across the wider community, have an inbuilt deep suspicion of "those people down south", recent events in the Uniting Church have deepened distrust and even angered councils of the church. Their perception of the Uniting Church is that either they have no understanding of, or care for, the people of North Queensland.

While changing such feelings may be a near-impossible task given the culture of North Queensland, the challenge for the Presbytery is to help congregations and ministry agents to re-engage in the core business of the church in making and growing disciples and speaking Christ in our local communities.

Calls by some elements within the church to no longer recognise the Assembly as legitimate have created some deep divisions in some congregations, and many are asking "How can we stay when we feel unable to leave?"

Some congregations have reported a significant drop in offerings and this, unless reversed, will have a detrimental effect on medium to long-term viability of these placements. If reflected across the Synod this will

also put pressure on future support for remote location ministries such as the McKay Patrol, Weipa and Thursday Island which depend heavily upon support from the Presbytery pool funding.

Having said this, there appears to be high levels of trust in the Presbytery leadership and many are looking to the Presbytery to recast a vision for the future.

We live in hope.

For consideration

Despite the storm, we avoided the reefs and rocks and are setting full sail into the future.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34 SYNOD 2019

Report from
South Moreton Presbytery



Language support group at work in the Presbytery Office with POD participants and applicants for ordination

South Moreton Presbytery encompasses 39 congregations and five faith communities across 1750 square kilometres, serving some 1.8 million people from Brisbane’s southern suburbs through Redland and Logan, Gold Coast and west to Beaudesert. Three Uniting Church schools, the significant presence of UnitingCare and Wesley Mission Queensland services, and a range of chaplaincies contribute to our missional footprint. We have oversight of over 80 active ministry agents (ordained and pastors), serving in congregations, schools, hospitals, UnitingCare and other contexts.

Diversity is a hallmark of Presbytery life, including the size of our congregations, their demographic and geographic contexts, and their cultural background. At least 12 of our congregations and faith communities are migrant/refugee-based or significantly multicultural, and worship is conducted in at least 10 languages each week. Broader demographic trends constitute a significant challenge in maintaining current patterns of church life and resourcing new mission in new spaces. The Presbytery includes some of Australia’s fastest-growing urban developments (e.g. Coomera-Pimpama and the whole Gold Coast City), an emerging major urban centre (Flagstone-Bromelton), significant new residential developments (e.g. Redlands, western Logan City and Yarrabilba, Beaudesert) and evolving suburban transformation (e.g. Brisbane’s inner and central southern suburbs). Consistent with the Uniting Church in Australia national demographic profile, most congregations comprise mainly middle to upper age groups. Newlife Church Robina (Gold Coast) remains Australia’s largest Uniting Church congregation with up to 1700 attending worship each week.

The Presbytery’s mission statement is “Cultivating an inclusive, growing and energised church”. The agricultural notion of cultivating carries two important reminders for the Presbytery’s work: we are stewards of the resources (seeds, soil, tools, labour, time) given to us for manifesting the reign and purposes of God in our time and place, and we are called to fruitfulness. Our prayer and goal is that we may encourage, equip and enable our people, congregations and agencies for their participation in Christ’s mission in the world, bearing witness not just in what we do but how we do it and who we are together in Christ’s name.

Focus since the last Synod

The direction set in the 2017 mission plan has continued to play out in the Presbytery’s life. This plan identified six broad areas for attention: responding to areas of population growth, undertaking regional discernment for congregation revitalisation, church planting, multicultural congregation development, innovative mission and Fresh Expressions, and children, youth and families. Key aspects in these areas are reported in ‘Highlights’ below.

Transitions in Presbytery leadership and organisation have been significant. Rev Alan Robinson retired as Presbytery Minister and Rev Dr David Mackay Rankin concluded as Presbytery Chairperson, both in December 2017. Since January 2018 a new Presbytery Minister, three people serving as Presbytery Chairperson, a new Project Officer Multicultural, new Treasurer, new PRC Chairperson, a reconfiguration of property oversight with a new committee, chairperson and Property Officer, new POD Coordinator and a new office staff member have all created a highly fluid environment and a re-forming of team roles and relationships over the past 18 months.

An emerging focus of our work since the 33rd Synod has been the impact of the 15th Assembly’s proposals and decisions on same gender marriage, felt in different ways by congregations and ministry agents across the Presbytery. Dozens of people, some of them key leaders, representing varying views on this issue, have left congregations. The loss of people and finances has been keenly felt in some places. Some congregations have had people join. Some congregations and church councils have experienced division and pain as they have discussed their response to the Assembly decision. Ministry agents have had their own reactions to the decision

and to what has happened in the church since. Several of our migrant/refugee congregations and groups have been troubled by this decision, and there are conversations about leaving the Uniting Church. This issue has become a focus for Presbytery in responding to concerns and providing advice, support, pastoral care, information and resources

Highlights:

From Yarrabilba to Greater Flagstone – a way ahead

Our report to the 33rd Synod indicated a proposed church plant to be underway at Yarrabilba by December 2018. Further research by the social planning consultancy Communitas identified a more strategic and missional opportunity for the Uniting Church lay in the much larger development emerging at Greater Flagstone and Bromelton, just west and south of Yarrabilba. This will become a new residential, industrial, transport and services centre two and a half times the size of Yarrabilba and with greater potential for the Uniting Church to significantly impact the emerging community through a whole-of-church offering including education, community services (especially disability and families), community development and a local congregation. Partnering with UnitingCare, Wesley Mission Queensland, Real Life Christian Church and Calvary Christian College, South Moreton Presbytery is taking the lead in appointing a Community Development Officer who will create strategic networks and opportunities to facilitate a Uniting Church presence that will serve community needs, enhance community life and commend Christ in word and deed.

Imagining a Destiny Together

Six congregations (one of them in Moreton Rivers Presbytery) in Brisbane's southern suburbs are pursuing the possibility of amalgamating to become one congregation on multiple campuses, to offer a range of strengthened and new missional ventures. In September 2018 each congregation accepted in principle a proposal for that direction called Destiny Together, which emerged from a journey of collaborative discernment facilitated by Bruce Mullan through the preceding 18 months. The proposed final shape and implementation steps are being developed for final decision by each congregation in October 2019. Rev David Fender began 1 January 2019 as the Destiny Together lead ministry agent (a three-year Presbytery placement).

A similar collaborative discernment journey has begun among the five remaining congregations in Redland City (Thorneside Uniting Church closed in December 2018), with a view to evaluating and reimagining the Uniting Church's missional footprint across the Redlands.

New and revitalised churches

On 6 May 2018 a Presbytery service marked the inauguration of Uniting North Coomera congregation. This was an amalgamation of one of the oldest congregations in the Presbytery with the newest. Coomera Uniting Church had been established in 1874, barely a decade after white settlement; Uniting North Gold Coast began as a church plant of Newlife Robina at Pacific Pines in 2012, graduating to be recognised as a congregation only in 2017. Uniting North Coomera is based on the old Coomera church site and is developing a strong plan for mission and growth in this rapidly growing area.

Burleigh Village Church, established from Newlife Robina in 2017, continues as a faith community based at the Burleigh Heads Uniting Church site but engaging local community outreach in many different ways and places. They have seen a number of people come to faith for the first time and this year are praying for every person in Burleigh as well as launching an initiative where people are equipped to help their neighbours. The launch of Newlife Brisbane at Albert St Uniting Church in March 2019 has been jointly supported by South Moreton and Moreton Rivers Presbyteries. Newlife is in discussion with another congregation in South Moreton about a different model of church plant and revitalisation to commence January 2020.

The challenges of revitalisation and mission growth are also being addressed with creative energy in many places such as Beaudesert, Nerang, Southport, Real Life Springwood/Carbrook and Broadwater Road.

Pioneering and Fresh Expressions

Building on the Uniting Church national pioneers conference in Queensland in March 2018, South Moreton has continued to encourage and resource local expressions of innovative mission. Seed funding continues to be offered through our Mission Initiatives Grants scheme.

Messy Church has been a growing edge for congregations. Presbytery holds training events and Messy Meet-ups for congregations already doing Messy Church and those who want to find out more. Revs Beth Nicholls and Janie French attended and presented at the inaugural Australasian “Being Messy, Being Church” gathering in Melbourne in February 2018. Eight congregations at present conduct regular Messy Church, although over the past two years two have gone into recess and three new Messy Churches have started. Other congregations do a variety of creative family ministries. Mainly Music is popular and effective. Encouraging and equipping churches for innovative forms of worship and outreach remains a priority area resourced by the Project Officer Mission.

The newly-formed Mission Development Reference Group seeks to help build missional capacity in congregations. It anticipates running the newly revised Mission Shaped Ministry program in 2019.

New multicultural support

The appointment of Pastor Levon Kardashian as Project Officer Multicultural has brought fresh skills, capacity and direction to this role. In addition to working with our various migrant/refugee congregations and groups, Levon has brought an active interest in refugee support, relationship with Middle Eastern Christian communities, domestic violence training, inter-faith conversation and cross-cultural awareness training for the whole church.

The multicultural space continues to present opportunities and challenges. Starting a weekly Sunday morning English-language service has been a significant missional step and adjustment for Brisbane Taiwanese Uniting Church. A language support program has begun to assist Period of Discernment participants and ordination candidates with their English fluency and comprehension. Visa issues for ministry agents from overseas continue to impact; this was a factor in the closure of Calvary Korean Uniting Church in February 2018, and the reason Brisbane Taiwanese lost their minister in July 2018. Equipping and supporting local multicultural leaders, including through their POD journeys and towards ordination, is a significant aspect of this role.

Priority Directions

To be Christ-centred, at prayer, and listening:

- Eucharist at start of each Presbytery meeting.
- Annual retreat for ministry agents.
- Additional retreat days and resources.
- Structured discernment journeys for congregations (Destiny Together, Redland City).
- Special Presbytery services (e.g. lament services December 2018).

Discipleship

- Development of Period of Discernment oversight and support (17 current participants, six completions since 33rd Synod), including English language support.

- Same gender marriage: resources, information sessions, Theological Conversation on Marriage to encourage listening and ongoing discernment across our differences.
- Faith-encouragement editorial in fortnightly Presbytery newsletter.
- Recycling ministry and theology texts and resources in the first Great Ministry Book Sale (10 November), which also raised over \$300 for UnitingWorld's support of theological work by our Pacific church partners.
- Year of Luke seminars for worship leaders and preachers led by Rev Dr Malcolm Coombes (three in the Presbytery covering different parts of the lectionary year).
- Launch in 2019 of the Worship Academy at Newlife College, Robina, offering a one-year Diploma in Ministry focusing on worship leading and preaching. This was part-funded by Presbytery.

Leadership

- Re-establishment of Presbytery's Ministry Support Fund, offering subsidies for theological and ministry studies/training for lay preachers, pastors, candidates for ordination, and lay people serving in ministries.
- Junior leadership training stream as part of Discoveries Camp.
- Training courses: sacraments for lay presiders (annual), resolving church conflicts (February 2019), mentoring, church growth (proposed).
- Building peer support networks through monthly Healthy Ministry Breakfasts for ministry agents.
- Support for Unite Young Adults retreat.
- Renovators youth leadership program.
- Support for Next Gen Arise and emerging second-gen leadership.

Connecting with communities

- New mission ventures: Flagstone, Destiny Together, Visioning the Redlands.
- Mission Shaped Ministry.
- Support for pioneering mission.
- Furthering our relationship with UnitingCare and Wesley Mission Queensland.
- Participation of several Gold Coast congregations in Easter United and Christian witness during the 2018 Commonwealth Games.
- Picking up the Synod's Covenant Action Plan as impetus for congregation and Presbytery engagement with First Peoples.

Youth, children and families

- Presbytery's annual Discoveries Camp (January) for primary school children, annual Kids Camp Out, key leadership of Easter Madness.
- Support for Messy Church, Mainly Music and similar ventures.
- Support for leaders (Children's Ministry Breakfasts).

Presbytery grant funding for a three-year regional Children, Youth and Families Pastor role based at Wellers Hill Tarragindi.

Challenges/risks as we progress

Training

There is an identified need for training church councillors and especially chairpersons, in both Uniting Church governance and church council responsibilities and also in group leadership skills. We already hold Treasurer meetings twice a year and are working towards similar gatherings for church council chairpersons as well as compiling some best practice resources. The Trinity College Queensland one-day course on the Uniting Church: Identity, Purpose and Future will be presented for the first time at Living Faith Uniting Church, Carina Heights, on 22 June 2019, with encouragement for church councillors, elders and other lay leaders to attend. We also identify the need to train people as mentors, especially to support POD participants and those wanting to try pioneering mission initiatives. Conflict resolution is another area for growing skills.

The challenge of sustainability

Declining income and rising costs are placing increasing financial pressure on congregations, reflected for example in placements reducing to less than full-time. But sustainability is also about having structures that allow for flexibility and agility. It is about missional heart and energy: age and capacity of the members, priority given to discipleship and mission, intentional connections with community, and openness to change. Sustainability requires a focus on Christ who calls and holds us together, and not on that which would divide us. Sustainability arises from confidence in the enduring power and purpose of the gospel, and is nurtured by selfless, empowering, spiritually-attuned leadership. These are urgent and ever-present challenges for Presbytery in overseeing ministry and supporting mission.

Reimagining mission collaboratively

Destiny Together in Brisbane's southside and the emerging Visioning the Redlands journey of discernment offer collaborative regional approaches to reimagining how the Uniting Church might better engage a community in mission and service. Whatever the outcome in any particular place, these open-ended conversations draw our attention to current realities, celebrate a shared story of courage by past pioneers, and enlarge our perspective and possibilities for the next chapter of God's story in this place—all in the context of God's overarching faithfulness and purpose. We look forward to the fruits of these ventures and remain alert to other situations where such a framework might release new energy and capacity.

For consideration

Presbytery places on record its deep appreciation for the contributions of those who have concluded service in key roles since the 33rd Synod: Rev Alan Robinson (Presbytery Minister), Rev Dr David Mackay Rankin (Presbytery Chairperson), Rev Andrew Ross (PRC Chairperson), Rev Ross Mackay (MRC Chairperson), Rev Helen Dick (Presbytery Chairperson), Rev Dr Paul Walton (acting Presbytery Chairperson), Jordan Whittaker (Treasurer), Rev David MacGregor (POD Coordinator), Bruce Mullan (Destiny Together facilitator and MRC Admin Officer).

We also thank those who have stepped into leadership roles to serve the Presbytery: Rev Dr Marian Zaunbrecher (Presbytery Chairperson), Rev Bob Miles (PRC Chairperson), Dale Ham (Treasurer), Greg Rowe (Property Committee Chairperson), Bruce Binnie (Property Officer), Dr Lyn Gilmour (POD Coordinator), Neil Ballment (Lay Preachers Coordinator).

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34 SYNOD 2019

Report from

PRESBYTERY OF THE DOWNS



The extensive area which is the focus for mission and ministry for congregations and agencies within the bounds of the Presbytery includes regional towns such as Toowoomba (164,500), Warwick (12,000), Stanthorpe (5500), Dalby (13,000), Roma (7000) and St George (2400) along with many smaller towns and rural communities. The more sparsely populated areas are served by two patrol ministries; the Leichhardt Patrol which is based out of Chinchilla and runs north and south along the Leichhardt Highway, and the Cunnamulla Burke and Wills Patrol now based in Charleville which covers most of the south west.

Last Synod it was reported that many of the rural and remote communities are having to deal with patterns of population decline, large-scale changes in agricultural business, the severe and ongoing drought and the ongoing impact of the mining industry developing in the Surat Basin. During the last 18 months little has changed except the impact of drought is now felt across the whole of the Presbytery.

Focus since the last Synod

The work of the Mission Task Group as referred to in our report to the 33rd Synod is now complete, and the Presbytery is working to implement goals as identified by the task group. To date, a Technology Task Group has been formed and is assisting congregations and groups within the Presbytery to have an up-to-date social media presence. It is assisting the Presbytery in the use of technology for meetings, enabling a greater number of people to participate and reducing travel time.

The focus on supporting rural congregations, many of them lay-led, continues, but with the additional emphasis on building strong resource congregations on the eastern edge of the Presbytery to assist with this supporting role.

Highfields Community Church which started as a church plant has continued to grow to the point where it will soon be seeking a full-time ministry placement.

Two of the smaller rural congregations have requested to be recognised as a faith community. One of these continues to be actively engaged in discerning how their new identity can be used in support of the wider church.

A significant changeover of ministry agents, the retirement of the Presbytery Minister and the Assembly decision in relation to same gender marriage have all contributed to an interruption to the Presbytery's impetus and ministry momentum. It has and continues to be a painful time and Presbytery members are to be commended for the respectful and prayerful way in which they engaged with the conversation over same gender marriage and are now seeking to re-engage with the church's mission.

A change in mission opportunities and less-than-hoped-for financial support has led to the difficult decision to sell the Old Birdsville Hospital building. The need to maintain the history of the building along with links to the Rev John Flynn has been at the forefront of negotiations with prospective buyers.

Presbytery has taken on the responsibility of fully supporting the Leichhardt Patrol and is currently discerning ways in which to support this patrol and other forms of rural and remote ministry. The Presbytery is grateful for the support of the wider church in Queensland in the past and hopefully, it will continue in to the future. Some supporters are using the 'Containers for Change' as an ongoing fundraiser for the patrol.

Highlights:

- The filling of the Cunnamulla Burke and Wills Patrol placement.
- The appointment of a pastor into the Maranoa Congregations after 18 months of being vacant.
- The respectful manner in which the Presbytery in session addressed the discussion relating to 39b.
- The manner in which congregations are responding to the impact of the drought in their areas.
- Intentional linking of congregations with their communities.
- Celebration of the life of Pastor Pauline Denning and the influence she had as hospital chaplain for 11 years.
- The ongoing and closer ecumenical cooperation in the Pastoral Care Oversight Committee at the Toowoomba Hospital with trained voluntary pastoral carers and voluntary carers.
- The worship and sharing of congregational life at Presbytery meetings.
- The Camino Stanthorpe Retreat Walk weekend in the Granite Belt.
- Visitors from Amritsar Diocese, Church of North India.
- Patrol Appreciation Tours run by Middle Ridge Uniting Church each year.
- Ministry agents retreat held annually on the Sunshine Coast.
- Lay preachers and worship leaders' seminars/workshops held twice a year.

Priority Directions

The Presbytery of The Downs has intentionally focused on developing a stronger and more corporate understanding of mission within its bounds to the extent the Presbytery has three graduates from the Synod Leadership Course.

The visit by the Amritsar people was a significant event in the life of the Presbytery in developing further multicultural ties. A number of people from The Downs have been invited to reciprocate the visit this coming September to further strengthen ties.

Challenges/risks as we progress

- How best to provide continuing and effective ministry in areas of declining population. One option the Presbytery is considering is how best to re-organise ministry models to ensure ministry can be sustained.
- Enabling congregations to manage and cope with the continuing drought.
- Discerning the right person to fill the current vacant Presbytery Minister placement.
- The challenge of refocusing those who have been adversely impacted by the same gender marriage decision and continuing to live and serve together in Christ's mission.
- Finding ways to continue to work together given the variety of perspectives.
- Maintaining capacity to fulfil presbytery responsibilities of the Pastoral Relations Committee and Standing Committee and mentoring emerging leaders with only 12 ordained ministers, five pastors in placements and three active retired ministers.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34 SYNOD 2019

Report from

Synod Multi Cross-Cultural Reference Group



The Multi Cross-Cultural Reference Group (MCCRG) seeks to encourage, inform and guide congregations, presbyteries and Synod agencies as they incorporate into their life and mission the Uniting Church's commitment to being a truly multicultural church.

Cultural diversity is a rapidly growing feature of the church's life and the Australian community in which we witness and serve. Nevertheless, the impulse for multicultural engagement is not merely sociological. The challenge of being truly multicultural is theological and ecclesiological—the call to more fully become the sign and foretaste of a reconciled humanity under Christ, living out our baptism into Christ's body as a fellowship of reconciliation, one family of the Father of all in heaven and earth.

As a reference group we seek to be a resource, enabler, advocate and bridge-builder; to help to build relationships, to be a catalyst for events, and to bring expertise and encouragement to situations where cultural diversity offers particular challenges and opportunities. We also seek to support culturally and linguistically diverse (CALD) communities, congregations, leaders and ministry agents in their life within the church. We both initiate proposals and respond to requests, drawing on the gifts and skills of our members and the wider culturally diverse communities of the church.

Our priorities since the 33rd Synod have focused on developing the work in the five Key Operational Initiatives for 2017-18 which we indicated in our report to that Synod (details in Appendix A and B):

1. Help develop stronger links between CALD faith communities/congregations and the Uniting Church (primarily through presbyteries and the Synod MCCRG) to enhance the mission of the church.
2. Establish a Synod-wide next generation CALD leaders network and development program.
3. Create cross-cultural experiences of worship and fellowship which, among other things, foster and showcase the leadership and gifts of young people and women in our CALD communities.
4. Establish effective platforms of communication to connect people across cultural groups and encourage wider Uniting Church cross-cultural engagement.
5. Foster awareness of biblical, theological and ministry resources from different cultural perspectives, and encourage greater reflection of cultural diversity in congregational worship and study.

Focus since the last Synod

The MCCRG membership has changed several times since the 33rd Synod. Currently it comprises seven ordained and five lay members (including ex-officio) drawn from ten cultural backgrounds.

The Synod Standing Committee noted in its monthly meetings seven previous members exited the Reference Group:

- the resignations of David Busch, Jack Shao and Sharyn Robinson effective 31 December 2017; the resignation of Malotuto'atasi (Malo) Semaia effective 1 March 2018; the resignation of Pastor Noah Kim during his second term, effective 8 February, 2019.
- the terms of appointment of Pastors Moses Leth and Karen Ross expired in April 2018 and they have not sought to be re-nominated.

To broaden the membership across other representative cultures and skill sets, the Synod Standing Committee approved the addition of seven new members and three re-appointments to the MCCRG for a three-year period:

- Seven new members include: Rev Faye Talatonu (from 2 February, 2018), Rev David Kim and Rev Lu Senituli (from 5 April 2018), Rev Esteban Leivano (from 8 June, 2018), Levon Kardashion (from 2 November, 2018), Rev Monique Coughlin and Kemerli Lievano (from 31 March, 2019).

*NOTE: Rev Lu Senituli resigned 30 July, 2018.

- Three re-appointments: Pastor Noah Kim was reappointed to the MCCRГ for a further term of three years (7 May 2018), *resigned on 8 February, 2019; Akesa Racava was reappointed for the third term for three years from 7 April 2019. T’Boi was reappointed for the second term for one year from 7 April, 2019.

Remarks:

- Moses Leth and Beatriz Skippen concluded their membership as elected representatives to the Assembly Multicultural and Cross Cultural Ministry Reference Committee at the conclusion of the 33rd Synod in October 2017.
- Tevita’Unga Takai and Louisa Yu were nominated to represent the MCCRГ at the 15th Assembly but due to the disbanding of the Assembly National Multi Cross Cultural Ministry Reference Committee, Moses Leth and Beatriz Skippen represented the CALD communities at the 15th Assembly instead of the two names above recommended by the MCCRГ.

MCCRГ membership as of April 2019:

		End of Term
Convenor (1)	Akesa RACA VA Member – Elected	7.04.22
Members – ex officio (2)	Rev David BAKER Moderator Member – ex officio	35th Synod
	Rev Heather DEN HOUTING General Secretary Member – ex officio	35th Synod
Members (9)	Peter Lien Zual T’BOI	07.04.20
	Rev Tevita ‘Unga TAKAI	06.04.20
	Pastor Louisa YU	04.05.20
	Rev Faye TALATONU	01.02.21
	Rev David KIM	05.04.21
	Rev Esteban LIEVANO	06.07.21
	Levon Kardashian	01.11.21
	Rev Monique Coughlin	28.02.22
Total: 12	Kemerі Lievano	28.02.22

Priority Directions

This report focuses on the work completed by the MCCRГ according to the five key operational initiatives that have shaped our work since the 32nd Synod and further refined after the 33rd Synod:

Initiative One:

Help develop stronger links between CALD faith communities/congregations and the Uniting Church (primarily through presbyteries and the MCCRГ), to enhance the mission of the church.

Karen Ross and Louisa Yu met on 19 January, 2018 to collate and further analyse data from surveys conducted at Presbytery meetings last year. Please see collated data summary 2017–2018_Mapping MC groups in Appendix C.

The MCCRГ later emailed every Presbytery with the data summary and asked two follow-up questions:

1. What will your Presbytery do with this information?
2. What can MCCRГ do to support you with this?

The MCCRГ have not noted any feedback since then. The MCCRГ hopes that the data can inform the planning and decision-making process at Presbytery level.

There were observations made during the discussion about data and information collected at the meeting on 19 January, and the below observations were communicated to MCCRГ members and South Moreton Presbytery Minister David Busch:

1. We are losing our 2nd Gen to other churches (e.g. Pentecostal)
2. Not missional to next gen
3. A mentoring program is needed to intentionally grow CALD leaders and disciples

A new Operational Plan was presented in the April 2018 MCCRГ meeting. A revised Action Plan was presented to the MCCRГ in its April 2019 meeting (details in Appendix B)

Initiative Two:

Establish a Synod-wide next generation CALD leaders network and development program.

Next Gen Arise

1. Summary of activity in 2017/18:

Next Gen Arise (NGA) has provided a platform for young emerging leaders of the Synod to use their gifts, graces and leadership skills in building the church. The regular worship gatherings organised by the NGA team attract 150-200 people and are held in different locations each time. The gatherings are extended to young people from other denominations. It has also encouraged the young emerging leaders of the Queensland Synod to be involved in the various spaces of the wider church, such as the Synod in Session and the 15th Assembly, to equip them for leading and discipling in their local contexts through a leadership/discipleship program. Earlier in 2018, NGA Core Leadership Team discerned the need for supporting young people to build a stronger community and networks within our Synod, so we have decided to hold social gatherings twice a year.

NGA gatherings and works took place after the 33rd Synod:

- a) The first Disciple Makers Gathering was launched on 24 March, 2018 and met three more times on 26 May, 25 August and 29 September, 2018.
- b) Worship gatherings in different locations: four times a year, dates include 25 February, 29 April, 29 July and 28 October in 2018; 8 February and Wildfire Prayer and Worship Night on 29 March, 2019.
- c) Social Gatherings on 30 June and 24 November, 2018 were well attended with 50+ participants.
- d) Established NGA online platform in April 2018, providing all sermons and teachings on the platform.

- e) NGA project officer, core team members and others in the network participated in Easter Madness (annually April), Young Adult Retreat (annually August), and NGA Project Officer provided leadership training to CALD Next Gen leaders in July 2018.

2. Current focus:

We hope for the Next Gen Arise space to be somewhere young people build networks, are resourced for leadership in their own communities and encouraged to find their passion, test and practise their leadership skills, and also discover their God-given callings.

The team is seeking ways to strengthen a connection with local congregations and reflect the perspectives and voices of their younger leaders in the life of Next Gen Arise.

It was reported at the recent MCCRG meetings that the current (0.2) funding for the NGA Project Worker concludes in June. Discussions took place with Trinity College Queensland to continue and increase NGA's engagement with Trinity faculty in its events and discipleship programs. Further funding has also been sought for two separate positions available at Trinity through a bequest:

- 0.2 Activate Gap Year Program Facilitator
- 0.2 Next Gen Arise Project Officer

3. Emerging issues:

- The Synod is a geographically and theologically broad space and the deliverables of Next Gen Arise may sometimes seem to be for specific groups of the Synod.
- Dealing with the reactions of the partnered congregations to the Assembly's decision on same gender marriage.

Initiative Three (prior to 30 June 2018):

1. Creating worship and fellowship experiences (which includes focus on the leadership and the gifts of CALD women and young people) from diverse or cross-cultural perspectives.

The MCCRG organised a multicultural celebration marking the Uniting Church 40th anniversary at Beenleigh Region Uniting Church in June 2017. This attracted over 300 people. It was a great day of celebration, feasting and worship, and created excitement for similar events to be held in the future. The chairperson of MCCRG and Louisa Yu have been in contact with Synod Marketing and Fundraising personnel to explore the possibility of submitting a grant application to the Department of Multicultural Affairs Queensland to host a similar event in 2019. However, the MCCRG is aware of the high competitiveness of the Multicultural Events Funding Pool and the Reference Group members are lacking the required time to write the funding application and to gather supporting letters from local MPs, church or community groups and necessary financial documents.

2. The MCCRG organises two community meetings each year, with a different congregation hosting each time. A multicultural community worship gathering was held at Logan Central Multicultural on 23 June, 2018. Key items included:

3. A special community meeting was hosted by the MCCRG at the Uniting Church Centre on 15 June 2018 to discuss matters of common interest (proposals related to same gender marriage to the 15th Assembly), around 80 people attended.

4. An alternative to a Synod-run post-Assembly gathering (which was proposed at the MCCRG community gathering in June) was that a focus group made up of members of the MCCRG contact and meet with different

CALD communities. This allowed for wider feedback and an opportunity to hear stories in a smaller forum. The focus group conveyed unfiltered feedback back to the Synod via the Moderator.

5. We have encouraged attendance by CALD representatives at the World Federation of Methodist and Uniting Church Women (South Pacific) Conference in July 2018. The Chairperson of the MCCRГ and 10 women from CALD and multicultural congregations in Brisbane made up a total number of 45 from the Uniting Church Adult Fellowship (UCAF) attending the conference.

6. The Uniting Women National Conference in Brisbane in September 2018 was an important opportunity to engage our multicultural communities in a national Uniting Church event as leaders and participants. The MCCRГ chairperson was on the planning team and the MCCRГ looked into providing conference fees sponsorship and actively promoted the event through our networks to encourage and support women from CALD communities to attend.

7. Various national conferences took place in the second half of 2018 and the beginning of 2019, including:

- Samoan National Gathering in September 2018
- Korean National Conference in NSW in October 2018
- Middle East National Conference in November 2018
- Chinese National Conference in Melbourne in March 2019

Various MCCRГ members participated in relevant conferences.

Learnings and further directions:

- a) There is currently a misconception that event(s) labelled as “multicultural” or “cross-cultural” only apply to CALD communities, and not to the church as a whole. The MCCRГ is and will continue to promote a holistic understanding of the entire church being inherently multicultural and that “multicultural” and “cross-cultural” is an invitation to everyone.
- b) The MCCRГ continue to be inspired by the issues raised at our community forums and we intend to continue to promote awareness of and address these issues.
- c) Financial support of CALD women participants at conferences is always a challenge or drawback in their attendance and participation.

Initiative Four:

Establish effective platforms of communication to connect people across cultural groups and encourage wider Uniting Church cross-cultural engagement.

Communications

1. A Facebook page was established to focus on Multi Cross-Cultural news and events in 2017. Louisa Yu succeeded from Beatriz Skippen as the current page administrator. There are currently 80 followers, including Uniting Church people outside of the Queensland Synod. It was resolved that this page will keep going until the end of 2019 to promote MCCRГ and Synod-related news and events until the MCCRГ and Synod

Communications team has established concrete connections on feeding all multicultural news and events to the Synod Facebook page.

2. MCCRГ website: Investigation and discussions around the contents to be contributed and the financial and human resources needed for the revised MCCRГ website was done in early 2018. A decision has been made to suspend the old MCCRГ websites and move current and relevant contents on to the Queensland Synod website with assistance and collaboration with the Synod Communications team.

3. We have appreciated *Journey's* ongoing interest in and commitment to CALD communities, including cultural diversity in its content.

Learnings and further directions:

a) Social media platforms require ongoing contributions of content, which can be difficult to source from CALD communities.

b) Telling the stories remains a constant challenge. MCCRГ welcomes contributors and congregational news, and will assist in promoting them.

An updated Business Stream Operational Plan for Multi Cross-Cultural Ministry (Appendix A) was distributed at the MCCRГ Meeting in April 2018. Changes to the existing plan included the reduction of the key operating initiatives from five to three with the original initiative four being disbanded.

New Initiative Three (combined the previous Initiatives 3 and 5 since 1 July 2018):

Creating worship and fellowship experiences (which includes focus on the leadership and the gifts of CALD women and young people) from diverse or cross-cultural perspectives and also encouraging a greater reflection of the gospel in the life of the Uniting Church by sharing biblical, theological and ministry resources.

1. The MCCRГ has planned to host two inter-cultural, multi-generational gatherings per year that include worship, ministry snapshot, cultural sharing and faith discussion in various presbyteries. Since 2018, the MCCRГ has decided to look beyond the south east Brisbane region to hold our community gatherings for 2019. We offered to visit the North Queensland Presbytery in order to promote the work and mission of the MCCRГ as well as engaging with the local communities up north to better equip the MRCCRГ in raising its awareness of multi cross-cultural issues that go beyond South East Queensland. As part of this effort, Initiative Group 3 also sought to hold a community gathering in the Bremer Brisbane Presbytery, acknowledging the fact that community gatherings have been held in Moreton Rivers and South Moreton Presbyteries in previous years. A community gathering was planned to take place at Indooroopilly Uniting Church on 3 November 2018, however the event was cancelled due to unavailability of the venue.

2. The MCCRГ has also explored the possibility of hosting a cultural celebration at the Taiwanese Faith Community in January/February 2019 and a community gathering at Inala Uniting Church in June 2019. Plans did not realise due to unavailability of venues.

3. A delegation of two MCCRГ members shared its work at the Presbyteries Synod Interface (PSI) meeting on 18 October, 2018 and offered MCCRГ's support to presbyteries in terms of pastoral support to those struggling with the Assembly decision on same gender marriage and other challenges in multicultural ministry.

The MCCRГ is keen on following up with The Downs Presbytery who showed interest in exploring a certain level of support to be provided to lay leaders in their presbytery to reach out to CALD communities.

4. Upcoming events:

4.1 Multi Cross-Cultural Pentecost Service is confirmed to take place at Broadwater Road. The MCCRГ welcome any congregations/faith communities who would like to participate by bringing a worship expression that reflects their own unique cultural expression of the Holy Spirit, or to contribute by bringing a celebration dish to be shared—costs for this will be reimbursed. Please contact Akesa or Louisa for details.

4.2 Luminas Lantern Parade: The Queensland Synod will participate in the upcoming annual Welcome to Queensland Luminas Lantern Parade hosted by Multicultural Development Association (MDA), a community-based organisation which works with migrants and refugees. The MCCRГ and the SMP Multicultural Project Officer were tasked to promote and engage multicultural and ethnic congregations to participate in the parade this year. The MCCRГ welcome any congregations/faith communities who would like to participate or contribute to this event. Please contact Levon, Louisa or Sue Hutchinson for details.

4.3 Multicultural Month (August 2019): Working closely with Sue Hutchinson, Research and Policy Officer, the MCCRГ will generate resources for the Queensland Synod Multicultural Ministry Month. The theme will be “Celebrating our Pacific Islander Communities” with resources that reflect the life, values and theologies of our Pacific Islander communities.

For consideration

A meeting of the Assembly National Multicultural and Cross Cultural Ministry Reference Committee was held on 13 February 2018 in Sydney. It was reported that the committee has been disbanded.

It had been observed that a gap of communications exists between the National Assembly and the MCCRГ as the consultations and discussions which have taken place at Assembly level or the gist of the previous National Multicultural and Cross Cultural Ministry Reference Committee meeting minutes and resolutions were not

communicated to the MCCRG. The MCCRG is seeking ways to improve on this aspect and to explore how we can be better connected and represented at the national level.

Assembly introduced a new format made up of “Circles” and a number of advocates. More details in regards to this format are available assembly.uca.org.au/images/All_about_Circles_Panels_and_Advocates.pdf

The seven Circles of Interest are:

- 1) Walking together as First and Second Peoples
- 2) Being a multicultural church
- 3) Seeking common ground
- 4) Working for justice
- 5) Discipling the next generations
- 6) Growing in faith
- 7) Transforming worship

Members of the MCCRG were encouraged to participate in at least two circles and to provide feedback to the reference group.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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Business Stream Operational Plan – Multi-Cross Cultural Ministry

Version	Date	Author/Editor	Rationale
3	19/04/2018	Noah Kim	Review by MCCRG
4	16/08/2018	Louisa Yu	Review by SSC

Executive Overview

The commitment to being a 'multicultural church' has been declared by three Assemblies: 1985, 2006 and 2012. It describes a theological vision and a contemporary contextual missional imperative, with a uniquely UCA ethos. It is a call to the whole church, with an open stance to what 'future church' may look like. Cultural and linguistic diversity is a gift and a resource to be received - not a problem to be solved. Different cultures each bring their strengths and challenges in 'being church.' Being truly multicultural is a journey of mutual learning, unlearning and re-learning. We balance 'cohesion' and 'difference.' Relationships are foundational.

Three areas of focus:

- UCA Enabling
- UCA Equipping
- UCA Connecting

In each area, focus is on whole-of-church, but giving particular attention to the needs of CALD constituency to bring them into the 'church centre.'

Further details and update can be found in the Qld Synod's MCCRG Detailed Report and presentation to Synod Standing Committee Meeting in September 2018.

Key Operational Initiatives (currently underway & newly planned)	Objectives/Intended Outcomes for each Initiative <i>Specific, measurable and time-framed objectives</i>	Measures of Success (KPIs)	Timeframes & Key Milestones	Resources and Cost Estimates (supported by standard calculation sheet)	Accountable Lead People
<p>1. Help CALD faith communities/congregations be familiarised with UCA processes (primarily through Presbyteries) to enhance the mission of the UCA.</p> <p><u>Rationale:</u></p> <p>Unfamiliarity with UCA processes can lead to problems (e.g. placements, finance), and it can be very difficult to engage them in relation to important compliance matters (e.g., Code of Ethics, Child Safe Church). For CALD communities/congregations, various factors combine to create this situation; they include language, culture, church background, 'migrant mindset', time needed to build relationships, complexity of UCA processes, need for mentoring, etc. Consequently, many of these groups do not contribute strongly to the life and mission of the UCA. Neither do they receive the support the wider UCA can offer them. The Synod MCCRГ wishes to work with CALD groups and Presbyteries to help address these factors.</p> <p><u>General outcomes:</u></p> <p>Over time, we would expect to see the fruits of this area of work being expressed in outcomes such as:</p> <ul style="list-style-type: none"> • CALD people being more involved in Presbytery and other wider UCA activities; • CALD people being elected to leadership positions in Presbytery and wider UCA; • Appropriate recognition and accommodation of CALD needs at Presbytery meetings and events; • More effective expression of UCA ethos in CALD groups (e.g. involvement of lay people and women in leadership); • Greater understanding of, and investment in, UCA as a multicultural church, and the implications for identity and mission; • CALD potential leaders being encouraged and supported in training (e.g. Lay Preachers, POD); • Stronger sense of mutuality in mission, with the giving and receiving of 'gifts' from different cultures to the building up of the UCA. <p style="text-align: center;">"UCA Enabling"</p>	<p>1. Consulting with CALD and cross-cultural congregations on their experience of the UCA and noting how their sense of mission is supported by and relevant to the UCA's sense of mission.</p> <p>2. Based on collated data from survey conducted at Presbytery meetings in 2017 (the survey aimed to clarify experiences, perceptions and needs of CALD and Cross-Cultural congregations in presbytery), identifying steps which the MCCRГ can take to assist in strengthening relationships between Presbyteries and their CALD worship groups and/or Presbytery leaders, resourced by MCCRГ.</p> <p>3. Develop a 'base' set of concise educational materials on the essential aspects of UCA, in an approach that is relevant to CALD people and acknowledges their cultural and ecclesiological diversity - materials that are in Basic English and translated into the languages as required by different presbyteries. 'Topic Sheets' are envisaged, dealing with topics as below (one topic per sheet):</p> <ul style="list-style-type: none"> • Leadership in UCA Congregations; • The functions of Church Council; • Financial management for congregations; • How the UCA is governed; • Baptism and the UCA; • Holy Communion and the UCA; • Ministry leadership in a congregation; • Code of Ethics for ministers and lay leaders; • The mission of the UCA; • Key theological commitments of the UCA (e.g. equality of women and men; every-member ministry; ecumenism; the Bible; etc.). • Opportunities for leadership and theological training in UCA. <p>We aim to achieve this by December 2019.</p> <p>*Basis of Union is available in different languages on Assembly's website</p>	<p>1. By the end of 2018 at least 8 CALD and cross-cultural congregations are consulted.</p> <p>2. By March of 2019 Action Plan 2019-2020 is developed.</p> <p>Progress on all performance targets of the action plan 2019-2020 will have been reviewed by June 2019 (at least 30% of Action Plan completed)</p> <p>3. By end of 2018/ mid-2019 all 'Topic Sheets' written in basic English and translated into 5 to 8 main other languages (or as required by Presbyteries).</p> <p>By mid- to end-2019 the 'Topic Sheets' will be distributed to at least 20 CALD and cross-cultural congregations of the Qld Synod.</p>	<p>1. MCCRГ to plan a consultation process (By May 2018)</p> <p>First consultation with a CALD group to take place (June 2018)</p> <p>Meet with 2 CALD groups per month.</p> <p>Provide a report to MCCRГ at its regular meetings.</p> <p>2. Liaise with David Busch and Karen Ross to receive collated data from survey conducted at Presbytery meetings last year (May 2018)</p> <p>MCCRГ to provide a report on the collated data to Presbytery Ministers (possibly at a Synod- Presbytery Interface meeting) and seek consultation from all Presbytery ministers for their CALD groups and from at least one CALD leader from each Presbytery to get ideas for development of Action Plan (July 2018)</p> <p>Form a working group. First Working Group meeting/tele-conference meeting to develop Action Plan held in Aug 2018</p> <p>Action Plan developed (it will also reflect the collated data from consultation with CALD/Cross-cultural congregations) (March 19)</p> <p>3. First five 'Basic English' topic sheets/papers written and ready for translation, on topics identified as key gaps (Sep – 2018?)</p> <p>Identify translators and translated versions of 5 topic sheets are distributed through Synod's communication channels (Oct – 2018?)</p> <p>The rest written, translated and distributed (Nov 2019?)</p>	<p>Staff/External Assistance</p> <ul style="list-style-type: none"> - New Multicultural Project Officer of SM presbytery - Presbytery Ministers and MC reps - Consultation Planner - Translators (5 x 25x 11 = \$1375) <p>Equipment/Facilities/Catering</p> <ul style="list-style-type: none"> - <p>Printing/Admin</p> <ul style="list-style-type: none"> - \$100 <p>Travel/Accommodation</p> <ul style="list-style-type: none"> - <p>Other Resources</p> <ul style="list-style-type: none"> - <p>Total: up to \$2000</p>	<p>Rev. Unga</p> <p>Rev. David</p>

Key Operational Initiatives (currently underway & newly planned)	Objectives/Intended Outcomes for each Initiative <i>Specific, measurable and time-framed objectives</i>	Measures of Success (KPIs)	Timeframes & Key Milestones	Resources and Cost Estimates (supported by standard calculation sheet)	Accountable Lead People
<p>2. Establish a Synod-wide Next Generation CALD Leaders Network and Development Program.</p> <p><u>Rationale:</u></p> <p>It can be difficult for potential next-generation (people aged 18-40) leaders in CALD communities to be identified, trained, mentored and encouraged to fulfil their leadership potential, both in their own communities and in the wider UCA. Migrant and ethnic churches are not static: the challenge of change is inherent. These leaders will be pivotal in enabling their communities to transition from a predominantly migrant context to being cross-generational, multilingual and cross-cultural, giving new expressions to the UCA vision of being a multicultural church. They have much to offer in terms of mission strategy and vision, leadership, children's and youth ministry, worship, fostering local ministry leadership, and forging strong, creative and empowering links between their communities and the wider UCA. While each culture presents its own contextual particularities, these people also face common challenges as emerging leaders navigating bi-cultural and cross-cultural environments. A strong next-generation leadership network can be a focus for training, fellowship and support, and provide the basis for an intentional leadership development program.</p> <p><u>General outcomes:</u></p> <ul style="list-style-type: none"> • Identification of key emerging leaders from CALD communities across the Synod; • Identification of key issues and challenges which they face, and development of training and other responses to address these; • Leadership roles being offered to these emerging leaders in their own communities and the wider UCA; • CALD leaders finding their way into Lay Preachers training, Pastor roles and POD as pathways into ministry. <p style="text-align: center;"><i>"UCA Equipping"</i></p>	<ol style="list-style-type: none"> 1. Reshape the current NGA leadership development program, taking account of the next gen leaders' ministry and mission contexts, and establish a new program that more effectively empowers, inspires and supports them in their leadership. 2. Establish a means by which all next gen young people and emerging leaders of the Synod can exercise their ministry gifts, graces and leadership skills, build networks with each other and be a part of the mission focused worshipping community. 3. Provide ongoing support to Next Gen Arise project in developing a healthy and well-functioning team that effectively implements the established strategies. 4. Encourage the next gen leaders to engage in the wider church (e.g. joining in local church communities, attending combined youth/young adult events of the presbyteries, Synod and Assembly, partaking in leadership roles and committees of the church, etc.) 	<ol style="list-style-type: none"> 1. By the end of 2018, the new program will have at least 30 regular attendees. 2. NGA worship gathering has developed to be a combined youth & young adult event that 15 next gen young leaders from different cross-cultural UC congregations provide a shared leadership under NGA project officer's oversight. Each gathering hosts about 150-200 young people. Currently it is based in the south region of Brisbane. However, we aim to hold it in 4 different locations in 2018 for better accessibility to those who live in other regions. As a result, the number of attendees at each gathering may decrease, but we aim to host 100 people per gathering in these 4 different locations. Therefore, the more accurate measure of success for this goal will be the increased number of people who engage in our social media platform (NGA Facebook page). We aim for it to be subscribed by 350 people by the end of the year. 3. By end of 2018, NGA core leadership team will have at least 2 more leaders from different cultural backgrounds. 4. The next gen young people are connected to these events through Next Gen Arise's promotion. 	<ol style="list-style-type: none"> 1. Consult with Simon Gomersall (Trinity College) Disciple Makers gathering is launched on 24th March It runs on 26 May, 25 Aug, 29th Sep Review in June 2. Establish NGA online platform in April 2018 and provide all sermons and teachings on the platform. 4 x Worship Gatherings in different locations : 25 Feb, 29 April, 29 Jul and 28 Oct 2 x Social Gatherings 30th June and 24th Nov 1 x Volunteer Appreciation Event: Dec (Date to be confirmed) 3. NGA project officer provides leadership trainings in July and November At least 3 NGA core leaders will attend GLS in OCT 4. Easter Madness (April) Young Adult Retreat (Aug) Renovators Stretching Faith NYALC (Jan) Assembly (July) 	<ol style="list-style-type: none"> 1. Guest Speakers : \$400 4 X catering: \$400 2. Guest speakers: \$300 6 X catering: \$1600 3. Financial support for young leaders to attend GLS 6 x \$60 = \$360 Project Officer's GLS registration fee \$120 Catering for team meetings 12x \$ 30 = \$360 Advertisement (Printing, etc.) : \$1000 <p>Total: up to \$5000</p>	<p>Pastor Noah (Next Gen Arise Project Officer)</p> <p>Rev. Faye Peter</p>

Key Operational Initiatives (currently underway & newly planned)	Objectives/Intended Outcomes for each Initiative	Measures of Success (KPIs)	Timeframes & Key Milestones	Resources and Cost Estimates (supported by standard calculation sheet)	Accountable Lead People
	Specific, measurable and time-framed objectives				
<p>3. Creating worship and fellowship experiences (which includes focus on the leadership and the gifts of CALD women and young people) from diverse or cross cultural perspectives and also encourage a greater reflection of the gospel in the life of UCA by sharing biblical, theological and ministry resources.</p> <p><u>Rationale:</u> A key aspect of being a multicultural church is cross-cultural engagement. The MCCRG has a role in creating, promoting and sharing the experiences of worship and fellowship and theological perspectives of CALD faith communities and congregations within the wider church for its continuing reflection of the Gospel. Experiencing worship, fellowship and discipleship in different cultural contexts will enrich our life together as a multicultural church and also challenge and expand the 'default' mindset of being the church. This will provide opportunities for a wide cross-section of people to engage with the stories and challenges of being a church which is culturally diverse yet focused on the Gospel.</p> <p><u>General outcomes:</u> Over time, achievement of this priority will yield a greater sense of identification with, and involvement in, the UCA by our CALD communities, and a greater awareness across the church of the gift and challenge of the call to be multicultural. Raised awareness of the rich theological and liturgical insights which come from CALD contexts. Greater willingness by congregations to respect and embrace the cultural diversity of their people. Broad pick-up of resources developed and or promoted by MCCRG.</p> <p style="text-align: center;"><i>"UCA Connecting"</i></p>	<ol style="list-style-type: none"> 1. Creating opportunities to raise awareness of multiculturalism within UCA and a space where ministry agents and lay people of the congregations of the Synod can learn the value and beauty of the cultural diversity of the church. Within the next two years, MCCRG will hold two community forums in South Moreton & Bremer Brisbane Presbytery Congregations. E.g. some of the topics are "CALD Women in leadership?" and "How cross-cultural church are you?" (June & Oct in 2018) 2. Hosting a social event that CALD and non-CALD communities to connect and celebrate the cultural diversity of the church. We will hold Multi-Cross Cultural Dancing and Singing Night participated by CALD communities across the Synod on Uniting Church Anniversary (June 2019) 3. Hosting an inter-cultural, multi-generational gathering that worship, cultural sharing, faith discussion with Next Gen Leaders. We will co-host all generations worship gathering with Next Gen Arise Core leadership team on 28th Oct 2018 4. Creating a bible study resource from CALD leaders' presentations at the 2016 Synod as a means by the wider church can learn, reflect and explore theological views of different cultural perspectives. 5. Tapping into the established communication platforms of the Synod to connect people across cultural groups and to encourage wider UCA cross-cultural engagement 	<p>Level of engagement of CALD communities.</p> <p>An increased level of connection and involvement amongst CALD communities/congregations within each Presbytery.</p> <p>An increased level of awareness across UCAQ of the cultural diversity and the gifts it offers, through the promotion of the events and celebrations held.</p> <p>Increased sense of identification by CALD congregations, with being part of UCA.</p> <ol style="list-style-type: none"> 1. Each forum will be attended by at least 50 people 2. At least 8 different CALD and Non-CALD communities will join Multi-Cross Cultural Dancing and Singing Night in June 2019 3. See Next Gen Gatherings (each gathering hosts about 150-200 young people) 4. Availability of the resources for open access and use number of downloads of the resource kits 5. MCCRG's events and significant events of CALD groups of the Synod are shown on Synod's content calendar. <p>A communication champion from reference group directly communicates with and sends items to Synod's coms team when it is needed (<i>Journey, UnitingNews</i>, etc.)</p>	<ol style="list-style-type: none"> 1. Communicate with Logan Multicultural UC & Indooroopilly UC or Inala UC to lock in dates and venues (April/May 2018) Communicate with Synod's comms team and other presbyteries for day claimer and further promotion plan for the events (May 2018) Plan the event (Facilitator, guest speaker(s), catering, program, etc.) (May 2018/Sep 2018) Run the event (June & Oct 2018) 2. Establish an organising committee within each presbytery for planning (Oct 2018) Hold first organizing committee meeting (discuss dates, venue options, public liability, event programme, resource/equipment/food requirements, assistance from local councillors, action plan and communication plans) (Nov 2018) 3. Liaise with Next Gen Arise PO and core leadership group (May 2018) 4. Liaise with David Busch (Former Multicultural PO of SM presbytery) to follow up the development of the resource (April 2018) Liaise with Synod Comms team on plans to make the resource available in digital world. (May 2018) 5. Select a communication champion from reference group who will directly communicate with Synod's comms team (April 2018) 	<p>1. Staff/External Assistance - Facilitators = \$500 Equipment/Facilities/Catering - \$500 Printing/Admin - \$200 Travel/Accommodation - Other Resources -</p> <p>2. Staff/External Assistance - Equipment/Facilities/Catering -Venue: \$400 -Equipment: \$1000 Catering: \$1000 Printing/Admin -\$200 Other Resources -</p> <p>3. Within Next Gen Arise's Budget.</p> <p>4. No Cost will incur.</p> <p>No cost will incur.</p> <p>Total: Up to \$5000</p>	<p>Akesa</p> <p>Pastor Louisa</p> <p>Rev. Esteban</p>

MCCRG Group #1 Action Plans

Help CALD groups to be familiarised with UCA processes in order to enhance the wider mission of UCA

Group #1 Action Plan (to be approved during the next MCCRG meeting in April)

<u>Group #1 Action Plan (Rev. Tevita 'Unqa Takai, Rev. David Kim)</u>		Where	When
Collect the CALD related existing consultation reports/survey from each Presbytery (e.g. MRP's report on KPUC, SMP's 2018 May survey on each congregation) - <i>MCCRG writes an official letter to each presbytery for the collection of any existing data</i>		MCCRG Mtg	April, 2019
Arranging 'Face to Face' meetings with as many CALD groups as possible.	Identifying the list of CALD groups to visit		
	Notifying their Presbytery and arranging a weekend '2 day' meeting. (during the upcoming May synod announcement)	Synod Mtg	May, 2019
	Form One team within MCCRG (April meeting) nomination: Tevita, David, Louisa Yu, Akesa Lacawa, Presbytery representatives (<i>this means when each Presbytery runs their own consultation programs, the presbytery may include MCCRG member(s) to be part of the team</i>)		June, 2019
	One team visit one CALD group monthly (as of August, 2019)		August, 2019
	After each visitation, each team reports back to MCCRG	MCCRG Meeting	Ongoing
Recommend the Synod to organise an 'annual retreat' for CALD ministers/pastors/leaders to inform/educate UCA constitutions, regulations, bylaws, etc. (<i>May synod meeting?</i>)			August, 2019
Organising and Identifying their educational needs based on the report/survey/face to face meetings, and consulting with each Presbytery education officer and Trinity College Online Courses coordinator. (<i>for their 2020 planning</i>)			October, 2019

Key Operational Initiatives (currently underway & newly planned)	Objectives/Intended Outcomes for each initiative
	Specific, measurable and time-framed objectives
<p>1. Help CALD faith communities/congregations be familiarized with UCA processes (primarily through Presbyteries) to enhance the mission of the UCA</p> <p>Rationale:</p> <p>Unfamiliarity with UCA processes can lead to problems (e.g. placements, finance), and it can be very difficult to engage them in relation to important compliance matters (e.g Code of Ethics, Child Safe Church). For CALD communities/congregations, various factors culture, church background, “migrant mindset”, time processes, need for mentoring etc. Consequently, many of these group do not contribute strongly to the life and mission of the UCA. Neither do they receive the support the wider UCA can offer them. The Synod MCCRG wishes to work with CALD groups and Presbyteries to help address these factors.</p> <p>General Outcomes:</p> <p>Over time, we would expect to see the fruits of this area of work being expressed in outcomes such as:</p> <ul style="list-style-type: none"> • CALD being more involved in Presbytery and other wider UCA activities: • CALD people being elected to leadership position in Presbytery and wider UCA. • Appropriate recognition and accommodation of CALD needs at Presbytery meetings and events. • More effective expression of UCA ethos in CALD groups (e.g. involvement of lay people and women in leadership). • Greater understanding of, and investment in, UCA as a multicultural church, and the implications for identity and mission. • CALD potential leaders being encouraged and supported in training (e.g. Lay Preachers, POD). • Stronger senses of mutuality in mission, with the giving and receiving of “gifts” from different cultures to the building up of the UCA. <p style="text-align: center;">“UCA Enabling”</p>	<ol style="list-style-type: none"> 1. Consulting with CALD and cross-cultural congregation on their experience of the UCA and noting how their sense of mission is supported by and relevant to the UCA’s sense of mission. 2. Based on collated data from survey conducted at Presbytery meetings in 2017 (the surveyed aimed to clarify experiences, perceptions and needs of CALD and Cross-Cultural congregations in presbytery), identifying steps which the MCCRG can take to assist in strengthening relationships between Presbyteries and their CALD worship groups and/or Presbytery leaders, resourced by MCCRG. 3. Develop a “base” set of concise educational materials on the essential aspects of UCA, in an approach that is relevant to CALD people and acknowledges their cultural and ecclesiological diversity – materials that are in Basic English and translated into the languages as required by different Presbyteries. “Topic Sheets” are envisaged, dealing with topics as below (one topics per sheet); <ul style="list-style-type: none"> • Leadership in UCA congregations • The functions of Church Council • Financial Management of congregations • How the UCA is governed • Baptism and the UCA • Holy Communion and the UCA • Ministry leadership in a congregation • Code of Ethics for Ministers and Lay Preachers • The Mission of the UCA • Key theological commitments of the UCA (e.g. equality of women and men, every-member ministry, ecumenism, the Bible etc.) • Opportunities for leadership and theological training in UCA. <p>We aim to achieve this by December 2019.</p> <p>*Basis of Union is available in different languages on Assembly’s website.</p>

Measures of Success (KPIs)	Timeframes & Key Milestones
<p>1. By the end of 2018 at least 8 CALD and cross-cultural congregations are consulted.</p> <p>2. By March of 2019 Action Plan 2019-2020 is developed.</p> <p>Progress on all performance targets of the action plan 2019-2020 will have been reviewed by June 2019 (at least 30% of Action Plan completed).</p> <p>3. By end of 2018/mid 2019 all “Topic Sheets” written in basic English and translated into 5 to 8 main other languages (or as required by Presbyteries).</p> <p>By mid-to-end 2019 the “Topic Sheets” will be distributed to at least 20 CALD and cross-cultural congregations of the Qld Synod.</p>	<p>1. MCCRG to plan a consultation process (by May 2018)</p> <p>First consultation with a CALD group to place (June 2018)</p> <p>Meet with 2 CALD groups per month.</p> <p>Provide a report to MCCRG at the regular meetings.</p> <p>2. Liaise with David Busch and Karen Ross to receive collated data from survey conducted at Presbytery meetings last year (May 2018)</p> <p>MCCRG to provide a report on the collated data to Presbytery Minister (possibly at a Synod Presbytery Interface meeting) and seek consultation from all Presbytery Ministers for their CALD groups and from at least one CALD leader from each Presbytery to get ideas for development of Action Plan (July 2018).</p> <p>From a working group. First Working Group meeting/tele-conference meeting to develop Action Plan held in Aug 2018.</p> <p>Action Plan developed (it will also reflect the collated data from consultation with CALD/Cross-cultural congregations) (March 2019).</p> <p>3. First five “Basic English” topic sheets/papers written and ready for translation on topics identified as key gaps (Sep – 2018?).</p> <p>Identify translators and translated version of 5 topic sheets are distributed through Synod’s communication channels (Oct – 2018?).</p> <p>The rest written, translated and distributed (Nov 2019?)</p>

APPENDIX C

DATA SUMMARY 2017-2018: MAPPING MULTICULTURAL GROUPS

MCCRG Key Initiative One: Clarifying experiences, perceptions and needs in each Presbytery by meeting with Presbytery Ministers at a Presbytery-Synod Interface session to identify the various CALD and cross-cultural congregations and faith communities in each Presbytery;

- Invite the Presbytery Ministers to briefly evaluate the relationship which exists between each of these groups and the Presbytery/wider UCA;
- Invite discussion about challenges, experiences, 'successes' and 'failures' in addressing the challenge of being a multicultural church, with particular referenceto the life of these groups.

In 2017 Members from the MCCRG visited each Presbytery in QLD inviting responses from the following questions: ***What does being multicultural church look like?***

1. If you have any other services for particular language or cultural groups within your congregation (other than English), which language/s or culture/s are they for:
2. If CALD church groups outside the UCA use your church property for worship, which language/s or culture/s do they come from?
3. Just from what you can think of now, list the language or culturalgroups represented among the regular attendees in your congregation or faith community:
4. How would you say the diversity reflects the variety of languages and cultures in the wider community which your congregation or faith community serves?

In summary:

Bremer Brisbane has approx **35** different cultures attending a UC worship service.

Central QLD has approx **28** different cultures attending a UC worship service.

Downs has approx **29** different cultures attending a UC worship service.

Moreton Rivers has approx **50** different cultures attending a UC worship service.

North QLD has approx **32** different cultures attending a UC worship service.

South Moreton has approx **37** different cultures attending a UC worship service.

QLD Synod has approx **72** different cultures attending a UC worship service.

Number of Cong. Who have these cultures	Number of Cong. Who have these cultures	Number of Cong. Who have these cultures
South Africa 47	France 5	Bhutan 1
Fiji 41	Singapore 5	Bislama 1 Vanuatu
UK 38	Burma 4	Columbia 1
PNG 35	Iran 4	Congo 1
Tonga 33		Cyprus 1
Philippines 32	Niue 4	East Timor 1
NZ 26	Pakistan 4	Iraq 1
China 25	Rotuma 4 Figi	Kenya 1
Samoa 23	Solomon Is 4	Liberia 1
Indonesia 21	Vietnam 4	Mornington I 1
Korea 21	Hong Kong 3	Mozambique 1
Indigenous 18	Cook Is 3	Nigeria 1
Holland 17	Hungary 3	Rarotonga 1 CI
Malaysia 16	Lebanon 3	Scandinavia 1
India 16	Poland 3	Sierra Leone 1
Sri Lanka 14	Russia 3	Sweden 1
Thailand 11	Romania 3	Syria 1
Japan 12	TSI 3	Tanzania 1
Germany 8	Vanuatu 3	Togo 1
Canada 7	Brazil 2	Zulu 1
Sudan 7	Italy 2	
Taiwan 7	Spain 2	
Zimbabwe 7	Sudan 2	
Africa 6	Switzerland 2	
Greece 6	Uganda 2	

SUMMARY (Number of congregations in the Qld Synod who have these cultures):

South East Asia: 192

Oceania: 153

Europe: 129

Africa: 33

Aboriginal and Torres Strait Islander: 23

Middle East: 13

Others: 83



34 SYNOD 2019

Report from

Schools and Residential Colleges Commission

The Schools and Residential Colleges Commission assists and advises the Synod Standing Committee in fulfilling its obligations relating to the oversight of affiliated schools and colleges within the Uniting Church in Australia, Queensland Synod.

Focus since the last Synod

The Commission's priority actions, detailed in its [Direction Paper](#) for the period 2018–2019 are:

- Use the existing constitution of Shalom Christian College to act as the Governance Board of Shalom Christian College.
- Address and operationalise five new By-law roles (d), (e), (f), (g) and (h) defined in the July 2017 revision:
 - Risk: Present a Risk Management Framework to Synod Standing Committee.
 - Compliance: Update the current Synod Schools and Residential Colleges Commission Governance Manual to achieve compliance requirements.
 - Performance: Collaboratively develop and populate an operational and performance profile for each Property Trust school.
 - Advice: Provide a regular briefing paper to Synod Standing Committee.
- Create strategic opportunities and directions for Uniting Church organisations in terms of the provision of resources, services and support by the Executive Officer.
- Establish biannual events and networking opportunities for Synod board appointees, school and college principals and business managers.
- Monitor the implementation of the [Religious Education Framework](#) across schools and colleges.
- Maintain rigorous recruitment, selection and appointment processes for vacancies on affiliated boards and councils.
- Review and approve resources, policy and governance documents to support the work of Synod boards, councils and executive teams.

Highlights:

- Reporting on a six-monthly basis to Synod Standing Committee on the progress of the Commission's priority actions, making associated recommendations, informing and analysing the key issues being addressed by the Commission.
- Undertaking the role as the Board of Shalom Christian College from January 2018 to February 2019 and using the college constitution to lead, oversee and be accountable for the educational delivery, financial performance and both human and physical resources on the site.
- Collaborative development of a Schools Risk Framework and Risk Register by Property Trust school principals and business managers in May 2018. Following feedback, the final framework was endorsed by the Schools and Residential Colleges Commission and submitted to the Audit and Risk Committee in October 2018. Prior to the 33rd Synod no such strategy existed. On an annual basis, commencing in March 2019, the Executive Officer of the Schools and Residential Colleges Commission and the Synod Manager of Risk will review the Risk Register to ensure the ongoing validity and currency of the identified risks/opportunities and their respective controls, as well as scanning the portfolio's present operational environment to identify and assess emerging risks or opportunities since the previous iteration.
- Assuring Synod Standing Committee in April and October of 2018 and April of 2019 that Property Trust schools are meeting educational and legislative compliance standards detailed in the appropriate Acts

and Regulations of both State and Federal legislation. This included the finalisation of the National Child Safe Framework: Implementation Audit in July 2018 and will include a Schools Workshop in May 2019 relative to strategies to assist the implementation of the Recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse at Uniting Church schools.

- Overseeing the operational and financial performance of Uniting Church schools and colleges by working with the Property Trust schools to finalise a reporting framework. Also collaborating with the Financial, Investment and Property Board to create a unified understanding of the future property and financial goals of these schools and colleges.

Priority Directions

- Serving youth, children and families
 - The construction, endorsement, and distribution of [guiding principles](#) pertaining to Synod's engagement in the ministry of delivering education to children and young people.
- Engaging in intentional, open connections and partnerships with communities.
 - To further engage with the Uniting Church schools, the Schools and Residential Colleges Commission has scheduled one in four of its meetings on school campuses. On 18 June 2018, 18 October 2018 and 18 March 2019 the Commission met at SCOTS PGC College, The Lakes College and Calvary Christian College respectively.
 - Attending many school functions including annual speech nights across the church portfolio.
- Building viable, sustainable leadership, governance and management structures and protocols.
 - Carefully enacting a rigorous recruitment and selection process to recommend appointments to governing bodies in the portfolio. Since the last Synod in Session, the Executive Officer has led the process of conducting 56 interviews. Following this, the Commission has recommended 27 appointments and 17 re-appointments to affiliated boards and councils.
 - Developing and strengthening governance for board and council members through the Executive Officer's facilitation of seven workshops across 2018. A further series of workshops are planned for May and September of 2019.
 - The Executive Officer meets regularly with principals, business managers and board chairs from Uniting Church schools and residential colleges and publishes a monthly leadership update for all board/council members and senior leadership teams from across the Schools and Residential Colleges Commission portfolio.
- Fostering Christ-centred cultures grounded in gospel values.
 - The construction, endorsement and distribution of guiding principles pertaining to Synod's engagement in the ministry of delivering education to children and young people.
 - Conducting governance-focused workshops for members of Synod boards of affiliated schools and colleges in July and December of 2018 and May 2019. Rolling out the guiding principles and focusing on governance and financial responsibilities for Uniting Church appointees.

- Participation in segments of the Finance, Investment and Property Board meetings, where affiliated schools and colleges make representations in relation to their strategic and infrastructure master plans.
- Connecting students through a revised religious education curriculum and service learning programs.
 - Finalising the RE Curriculum Framework and conducting two workshops for chaplains in affiliated schools and colleges; the first in October 2017 to launch the framework and the second in October 2018 to provide a forum for chaplains to share their practice.

Challenges/risks as we progress

Since the 33rd Synod the minimisation and mitigation of risk associated with compliance, financial and governance has been a clear and continuing focus of the Commission and the deployment of the Performance Framework across the Trust Schools ensures the qualification and quantification of risk. Table 1 (below) further elaborates on the Risk Management Framework presented to the 33rd Synod.

Table 1 Risks associated with the Schools and Residential Colleges Commission	
<p>Risk category <i>Compliance risks</i></p> <p>Likelihood – Low Severity – High Importance – High</p>	<p>Aspects</p> <p>Compliance and accountability, legislation and associated regulations, church By-laws and legal (e.g. child safety).</p> <ul style="list-style-type: none"> ● Non-compliant schools’ operations and procedures under the NSSAB Act. ● Trust schools not complying with church By-laws.
<p><i>Financial risks</i></p> <p>Likelihood – Medium Severity – High Importance – High</p>	<p>Budget and financial performance reporting, transactional finance (accounts payable, accounts receivable, taxation). Financial strategy and policy, financial sustainability (long-term financial planning). Grants management, procurement planning, sourcing, contract management, purchasing.</p> <p>Payroll services, HR policy, HR major initiatives. Here the intent of the Commission is to use data from performance reports to create time series information to inform advice to the Standing Committee.</p>

Table 1 Risks associated with the Schools and Residential Colleges Commission

<p><i>Governance risks</i></p> <p>Likelihood – Medium Severity – High Importance – High</p>	<p>Community relationship, external stakeholders, organisational and government changes, workforce relations, attraction and retention, recruitment and selection, staff development and diversity.</p> <p>Having and maintaining a group of 55 board members who are members of the Synod has been a bridge too far and the Commission, through its Executive Officer, has worked assiduously to make the proportion as high as possible.</p>
<p><i>Operational or program risks</i></p> <p>Likelihood – High Severity – Medium Importance – Medium</p>	<p>Losing key members of the Commission or the executive staff. This is mitigated by continual attention to succession planning.</p> <p>For example, the difficulty in recruiting and selecting new members from the Uniting Church with the appropriate skill sets to serve and progress the mission on the 19 boards under the umbrella of the Schools and Residential Colleges Commission.</p>
<p><i>Environmental, including event risks</i></p> <p>Likelihood – Low Severity – Low Importance – Low</p>	<p>Holding of appropriate approvals, permits or permissions before conducting events and works.</p> <p>Reducing your waste and becoming more sustainable can result in energy, water or waste management savings.</p> <p>This aspect has not yet been able to be a focus of the Commission.</p>
<p><i>Brand and reputational risks</i></p> <p>Likelihood – Medium Severity – High Importance – High</p>	<p>Media and issues management, marketing, publication and web management, internal and external communication, public affairs management.</p> <p>Fraud, corruption, code of conduct, student protection, official misconduct.</p>
<p><i>Strategic risks</i></p> <p>Likelihood – Low Severity – High Importance – Low</p>	<p>School sustainability.</p> <p>Client, industry and customer services.</p> <p>Critical incident management, external stakeholders.</p> <p>Currently working on minimising and mitigating this risk with the development of a UCA Schools Strategy, for example the EO as part of strategic planning in schools and colleges.</p>

For consideration

Table 2 Board composition and enrolments at portfolio schools and colleges as of March 2019

Entity	Board Members		Student Enrolments				Entity	Board Members		Student Enrolments			
	Total	Synod Appoint.	Aug-17	Mar-18	Aug-18	Mar-19		Total	Synod Appoint.	Aug-17	Mar-18	Aug-18	Mar-19
Calvary Christian	12	1	1021	946	934	842	Emmaus College	N/A	N/A	1348	1390	1383	1415
Shalom Christian	4	4	242	101	91	0	Jubilee Primary	N/A	N/A	601	623	626	640
The Lakes	8	7	715	831	831	811	Unity	N/A	N/A	1421	1435	1403	1465
Scots PGC	10	10	364	392	394	406							
Trust School Sub-totals	34	22	2342	2270	2250	2059	Ecumenical Sub-totals			3370	3448	3412	3520
Moreton Bay College	12	5	1121	1109	1119	1136	Cromwell College	17	5	251	249	247	263
Moreton Bay Boys College	12	5	463	475	475	484	Emmanuel College	10	2	352	337	337	342
Clayfield College	15	0	620	586	586	510	Grace College	17	6	175	125	125	117
Brisbane Boys College	15	0	1556	1502	1502	1485	The John Flynn	12	5	245	250	249	253
Somerville House	15	2	1437	1414	1414	1277	Kings College	17	3	320	298	265	286
Sunshine Coast Gram.	15	0	1228	1299	1299	1245	Raymont College	N/A	N/A	95	99	99	112
Letters Patent School Sub-totals	84	12	6425	6385	6395	6137	Residential Colleges Sub-totals	73	21	1438	1358	1322	1373
TOTALS	118	34	8767	8655	8645	8196	TOTALS	73	21	4808	4806	4734	4893

Table 3 Membership of the Commission as of March 2019

Participant	Role	Commencement date	Term expires	Maximum renewal
Neil Ballment	Member	1.5.2015	30.4.2021	1.5.2024
Peter Campbell	Chair	29th Synod	34th Synod	34th Synod
Noela Lister	Member	30th Synod	35th Synod	35th Synod
Kristian Wale OAM	Member	15.8.2018	15.8.2021	15.8.2027
Vacant position				
Vacant position				
Stuart Christ	Director, Church Enterprise (ex officio)	N/A		N/A
Mark Bensley	Executive Officer, SRCC	N/A		N/A
Melissa Hulbert	Minute Secretary	N/A		N/A
Notes				
<ul style="list-style-type: none"> Currently there are two vacancies 				

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

Name **Peter Campbell**
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34 SYNOD 2019

**Report from
Synod Chaplaincy
Commission**



Chaplaincy remains a significant expression of the mission and ministry of the whole church as it engages with people and communities across Queensland. The community-centric nature of the ministry of chaplaincy continues to have much to offer to the church's exploration of future directions and expressions of Christian community.

The Chaplaincy Commission seeks to fulfil its mandate and responsibility for the oversight and development of chaplaincy within the Queensland Synod of the Uniting Church.

Focus since the last Synod

The focus of the Chaplaincy Commission in the last 18 months has been to further explore opportunities for collaboration with Wesley Mission Queensland, UnitingCare Queensland, Trinity College Queensland and the Schools and Residential Colleges Commission around the areas of training, education, support and development of chaplaincy. This focus aligns with one of the Queensland Synod's Key Change Initiatives: One church.

Highlights:

Consolidation of the restructure of the Commission including the creation and implementation of the Chaplains Oversight Committee. This committee continues to ensure high standards of management and oversight of the chaplain placement processes while releasing the Commission to focus on its important strategic focus.

Collaborative work between the Commission, UnitingCare Queensland and Wesley Mission Queensland for the professional development of health and aged-care chaplains across various contexts.

Development of a guiding coalition initially involving the Queensland Synod and UnitingCare Mission teams in support of a whole-of-church approach to strategic mission and ministry practice. Within this framework the ministry of chaplaincy has a significant contribution to the Synod's understanding of and planning for strategic mission.

Chaplaincy Affirmation Days for 2018 were incorporated into the week-long Inspired Disciples event, a new initiative of the Synod Strategic Mission group. This created an opportunity for all ministry agents from the various ministry expressions of the church to focus on a One-church approach to the common theme of discipleship and what it means for themselves and for their particular ministry context.

The creation and launch of a Diploma in Ministry Chaplaincy Pathway in Semester 1 2019. The Chaplaincy Commission Scholarship Program Project Initiative.

The funding and appointment of a new full-time chaplain with the Sunshine Coast University Hospital which opened in April 2017. This major new hospital provides health services across the breadth of the Sunshine Coast and Gympie region.

Challenges/risks as we progress

Development of resources to support different entry levels for chaplaincy education. Identification and provision of appropriate training to build volunteer capacity. Resourcing chaplaincy within new ministry contexts.

How does the voice of chaplaincy permeate the life, witness and service of the whole church?

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

Name **Rev Brian Hoole**
Position Chair Synod Chaplaincy Commission
Email presmin@bremerbrisbane.org.au
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Report from

Synod Ecumenical Relationships Committee

The Ecumenical Context

The Synod Ecumenical Relationships Committee (SERC) is called to assist the Queensland Synod in responding to an important dimension of the *Basis of Union*:

The Uniting Church in Australia lives and works within the faith and unity of the One Holy Catholic and Apostolic Church. The Uniting Church recognises that it is related to other Churches in ways which give expression, however partially, to that unity in faith and mission.

In the changing context of the present time, that is not always easy to express in reality. One dimension of that is the fact that the current General Secretary of Queensland Churches Together (QCT) the Rev Canon Richard Tutin will retire next year, and the position description is being reviewed. This therefore becomes a “kairos moment” for the church.

Membership

The membership currently consists of Rev David Baker (Moderator, ex officio), John Agnew, Rev Dr Clive Ayre, Rev Nathan Barton, Levon Kardashian, Rev Russell Morris and Fiona Patterson. Since the last Synod, a number of active members of SERC have had to withdraw due to changes in their situation: Pastor David Busch, Rev Sunil Kadaparambil, Neil Ballment and Pastor Richard Lance. Consequently, SERC does not currently have a full complement of members.

Functional activity

Part of SERC’s role is essentially functional in nature, and involves processing nominations for groups such as QCT and its committees. It also includes maintaining relationships with other Synods, the Assembly and other branches of the Christian church. Reports are given and received on a regular basis.

On-going programs

Some of the significant programs in which SERC participates are on-going from year to year, such as the annual Ecumenical Dinner arranged in cooperation with the Anglican and Roman Catholic Committees or the annual Bishop Michael Putney Memorial Lecture.

Key achievements and initiatives

Several initiatives were quite significant:

1. An ecumenical youth summit which enabled a new generation to engage with the issues at hand. By all accounts this was a very successful event, as reflected in the report that was issued. It also became the basis of some interesting discussion at the annual Ecumenical Dinner hosted by the Uniting Church in 2018.
2. A retreat early in 2018, while somewhat disappointing in attendance terms, was nevertheless an important spiritual opportunity for the group.

Challenges/risks as we progress

A number of challenges can be identified quite readily:

1. The danger of settling down to a relatively comfortable status quo and thereby losing the vision of the *Basis of Union*.

2. The difficulty of engaging younger generations in the ecumenical vision.
3. The re-structuring of the Assembly and the loss of the Christian Unity Working Group has made aspects of our work much harder, and communication nationally has decreased.

Issues to be addressed

There are various ways in which the key issues may be expressed, but in essence they would include:

1. The need to wrestle with the current and future direction of the ecumenical vision. What are the ecumenical questions we should be asking?
2. The exploration of the relationship between traditional ecumenical structures and new expressions of ecumenical engagement via mission.
3. The relationship between ecumenism and mission more broadly.
4. The way in which we can build on precious initiatives such as the “One in Christ” vision, the use of the book *Intercession* and the “Prayer wall” concept.
5. The way in which we can support prayerful and practical ecumenism across the life of the church.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

Name **Rev Dr Clive W Ayre**
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Phone



34 SYNOD 2019

Report from

Synod Interfaith Relationships Committee



Discussing living a life of faith at the Synod Friends in Faith Iftar Dinner, 3 June 2018

Recent events in Christchurch, New Zealand, have resulted in much soul searching within the Australian community on the role that hate speech plays and has played in the development of violent extremism.

It is within this context that the call of Jesus for us to “love our neighbour as ourselves” (Luke 10:27) becomes paramount for we who would follow in his footsteps. We are called to be the salt of the earth, light in the dark places of the world.

And it is within this context that the Synod Interfaith Relationships Committee (SIRC) acts to support and resource the wider church.

SIRC has been specifically tasked with:

- (a) encouraging throughout the Synod an understanding of other religious faiths and
- (b) promoting relationships with members of other religious faiths.

This work is about building relationships, creating friendships, not arguing points of belief. Working in the interfaith space actually enables us to express our own Christian convictions with more clarity and greater love and respect for those who hold to other faith positions.

Membership of the committee as at 5 April 2019:

Chairperson: David Baker, Moderator (ex officio)

Secretary: Heather Griffin

Other members:

John Agnew

Heather Allison

Lesley Bryant

Lyn Burden

Philipa Core

Bryan Gilmour

Levon Kardashian

Garth Read

Focus since the last Synod

Since the last Synod SIRC has focused on:

- (a) assisting members of the Uniting Church to understand people of other faiths as neighbours and friends, as well as being able to articulate our own faith fully and succinctly as we share in faith conversations across religions.
- (b) working with people and organisations across the various faith traditions to come together in both formal and informal ways to discuss and act on values common to our traditions.

We have been cognisant of the release by the Federal Government in December 2018 of the *Religious Freedom Review: Report by the Expert Panel*. We are also cognisant of the *Human Rights Bill* passed by the Queensland Parliament in February 2019. These documents assist the processing by the community of the freedoms allowed within religious entities in Australia, especially when religious convictions are in disagreement with other human rights.

Highlights:

At the 33rd Synod, SIRC presented a Saturday lunchtime session “How do we build strong, resilient civil society in Australia?”. Associate Professor Halim Rane and Dr Nora Amath were our two Muslim speakers. Rev Brian Hoole and Rev Heather Allison presented the Christian perspective. Questions from the floor proved most instructive.

21 March 2018 saw the Queensland launch of the study guide to the Assembly document *Friendship in the Presence of Difference* at a lunch attended by Presbytery Ministers, members of the Queensland Faith Communities Council, the Queensland Police Service, Brisbane City Council and others.

On 3 June 2018 during Ramadan the Synod partnered with the Islamic Council of Queensland (ICQ) and hosted an Iftar Dinner at the Uniting Church Centre. Equal representation from those of Islamic faith and members of the Uniting Church ensured lively conversations and deepening friendships.

The Queensland Synod is a founding member and active participant of the Queensland Faith Communities Council (QFCC). Uniting Church representatives are David Pitman, Lesley Bryant and Heather Griffin (who is also a member of the executive). Further information on its role and the scope of activities can be found at qfcc.org.au

Members of the committee are active members of a variety of interfaith initiatives:

- North Brisbane Interfaith Group
- Multifaith Advisory and Action group (Gold Coast)
- Toowoomba Interfaith Group
- Believing Women for a Culture of Peace
- Together for Humanity
- Queensland Forum for Jews, Christians and Muslims
- Parliament of World Religions (held in Toronto Canada in 2018)
- United Religions Initiative regional conference
- Brisbane Southside Police Reference Group

Priority Directions

SIRC has primarily advanced:

Priority A

Enabling a demonstrated commitment to the shared call and vision.

Connects to: *Forming active and accountable disciples of Jesus confident in sharing faith.*

AND

Priority E

Engaging in opportunities for intentional, open community connections and partnerships.

Connects to: *Working for Christian unity; Engaged in authentic community relationships; Reaching out and speaking out for justice and peace for all creation.*

We do this through working within the church to enable people to more readily and fully articulate their own faith and, at the same time, listen more intentionally as others share their faith stories with us.

Challenges/risks as we progress

The major challenge for the church as a whole is the building of trust between people of different faiths, and the overcoming of fears within our own church and within society. This happens as we are truly honest about our faith, its history and present expressions (both good and bad) and the acceptance that many other faiths have similar histories.

For consideration

SIRC encourages members of Synod to consider ways in which their local congregations/agencies can interact with their neighbours of other faiths.

In 2019 the Muslim Holy Month of Ramadan is from 5 May to 4 June. The Queensland Synod is not only hosting another Friends in Faith Iftar Dinner in association with the Islamic Council of Queensland, but is providing support for other Uniting Church entities intending to host their own Iftar dinners.

One simple way to interact with people of other faiths is to start a small friendship group. Hold such a group at a local cafe where members of different faiths, proudly wearing distinguishing features, can sit down together as friends and share their common joys and concerns. Balance between numbers of participants from the different faiths is important. Such public displays of overt friendship are a witness to the reality of “you are us and we are you” as articulated by New Zealand Prime Minister Jacinda Ardern.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34 SYNOD 2019

Report from

UnitingCare Queensland



Our work at UnitingCare Queensland is underpinned by our mission to improve the health and wellbeing of individuals, families, and communities so they can “live life in all its fullness” (John 10:10).

UnitingCare Queensland provides aged care, disability supports, health care and crisis response in Queensland through Blue Care, Lifeline, the Wesley Hospital, St Andrew’s War Memorial Hospital, Buderim Private Hospital and St Stephen’s Hospital. We provide community, aged care, disability and mental health support in the Northern Territory through Australian Regional and Remote Community Services (ARRCS).

Every day in the community we engage with people from all walks of life. We deliver skilled, evidence-based interventions for those facing adversity, and utilise our reach and vision to confront injustice. We are leaders in crisis response, the protection of vulnerable children, financial resilience and family wellbeing. We meet people where they are and walk alongside them to achieve positive change and growth. Right across Queensland, UnitingCare supports thousands of people in redefining what’s possible in their lives.

Focus since the last Synod

Since the last Synod we have been focused on delivering against our 2018–20 strategic priorities, controlling costs, while also long-term planning for the future and making early necessary changes that will ensure our sustainability and best position to realise our mission in a sustainable manner.

Highlights:

Since the last Synod we have made significant progress towards our strategic priorities, positively increasing our social impact in the communities we serve and the people we care for and support.

We have developed an affordable housing strategy and implementation plan, implemented CARE phase II targeting foster and kinship carers across the state, and continued our work to implement initiatives to support clients and employees in transitioning to the National Disability Insurance Scheme (NDIS).

We have established effective partnerships across our services with the Sleep-Well Service Pilot and the Project Search initiative. Effective partnerships have been forged with external organisations working together to deliver key initiatives that support vulnerable children, families and young people through the Newpin program and the Brisbane Recovery Centre for Out-of-Home Care Reform Pilot.

Our network of hospitals continues to excel in bringing the latest technological advances and specialist services to our patients, including recognition as a Centre of Excellence in Robotic Surgery—attracting some of Queensland’s best specialists to our hospitals and building on our network of Visiting Medical Professionals (VMPs).

We have redesigned the customer experience in consumer-directed sectors in aged care and disability, partnered with other health professionals on the Blue Care Live Well Centre initiative and employed Registered Nurses who identify as Aboriginal or Torres Strait Islander in our Pinangba services in Cherbourg, Condon and Thursday Island.

We have welcomed and have been actively participating in the Royal Commission into the Quality and Safety of Aged Care in Australia. We have adopted a philosophy of openness and transparency with the Commission, and see it as a landmark opportunity to advocate strongly for the people we serve. We are hopeful this Royal Commission will improve the quality, safety and accessibility of aged care services for all Australians.

Our mission is at the heart of everything we do. Since the last Synod we have developed our mission framework which provides the primary context for articulating our UnitingCare Queensland identity as a particular expression of the mission of the Uniting Church in Australia. It is a foundational resource for board members, leadership teams and staff (both paid and voluntary) to guide and challenge our organisational practices, policies and behaviours. Drawing on the foundational DNA threads of the Uniting Church, it provides the lens through which we assess our alignment with our purpose that every person might “live life in all its fullness” (John 10:10). We have used this as a foundation in our induction of staff and volunteers.

This is a snapshot of what our people have been able to achieve to meet the expectations set out in our existing 2018-20 Strategic Plan.

Whilst this work has been significant, we know much more needs to be done, which is why we have embarked upon the development of a 10-year vision and strategy program to paint a clear picture of where we need to be in 2030, and developing the plan that will take us there. This program is outlined below.

Priority Directions

To ensure the long-term achievement of our mission, we have initiated our **2030 program**, a program tasked to develop a clear 10-year vision of where we need to be in 2030. This work is positioning us to capitalise on our long-term opportunities and overcome our challenges, thus enabling us to realise our mission long into the future.

The 2016–20 priorities of the Uniting Church in Queensland have informed both the mission of UnitingCare Queensland and our 10-year 2030 vision and strategic priorities, outlined below.

Our 2030 vision is bold: *“To be Australia’s most trusted and respected health and community services provider, delivering exceptional, values-based care to Queensland families in every corner of the community, and globally recognised as a leading light in care model innovation for ageing people.”*

To achieve this vision, our three priority directions are as follows:

- 1. Aged Care and Community Services:** To be the market leader in high-quality, innovative, person-centred aged care services in the home and in the community.
- 2. Family and Disability Services:** Expand our social impact through the growth of our child and family services and an optimised disability service offering.
- 3. Hospitals:** Operate highly regarded, clinically excellent hospitals delivering the best possible health and life outcomes for patients.

To execute against these three priority directions, we need to make internal improvements in the following areas:

- 1. People:** We need to foster a more empowered and loyal workforce, with a values-based culture that places our customers and those who serve them at the centre of everything we do.

- 2. Business:** We need to ensure top quartile quality and operational excellence across all of our health and community services.
- 3. Technology:** We need to utilise technology that provides fit-for-purpose, foundational applications, supports efficiency outcomes and enables innovative service models.

How we will do this is just as important as what we are doing, and it is how we will do this that will most align us to the 2016–20 Uniting Church in Queensland priority of being Christ-centred.

Throughout our 2030 strategic change program we will hold firm to our values and beliefs:

- Compassion
- Respect
- Justice
- Working together
- Leading through learning

Challenges/risks as we progress

UnitingCare Queensland has very strong foundations. We have an inspiring history of servanthood, innovation and a strong community standing and enviable reputation.

Our state-wide footprint is immense, and we have a complementary portfolio of health services unique to any other health and community service organisation in Australia. We maintain one of Australia's highest regarded hospital groups and a valuable asset base. Last, but certainly not least, we maintain an organisation driven by mission and values.

Notwithstanding this, we face significant challenges over the coming decade.

Over the past five years we have continued to experience below-average financial performance, driven by Government funding cuts, increased operating costs and an inflexible industrial relations environment in health and aged care.

This below-average financial performance presents a significant challenge as we also maintain a large ageing asset base of facilities which are increasingly costly to maintain to a standard that meets the reasonable expectations of the people and communities we serve.

Our portfolio of services is also fragmented, and it is incumbent upon us as good stewards of the resources entrusted to us to deploy our limited resources where they can have the largest positive impact on people and communities in need.

These long-term challenges were one motivating factor for the development of our long-term 2030 vision and strategy.



To overcome these challenges, our 2030 strategy has set some very clear strategic guardrails for UnitingCare to adhere to so that we can rein in costs, grow our organisation where it is sustainable and there is strong community need, while holding steady in other areas.

Our high-level vision, strategy and prioritisation settings to overcome these challenges are outlined overleaf.

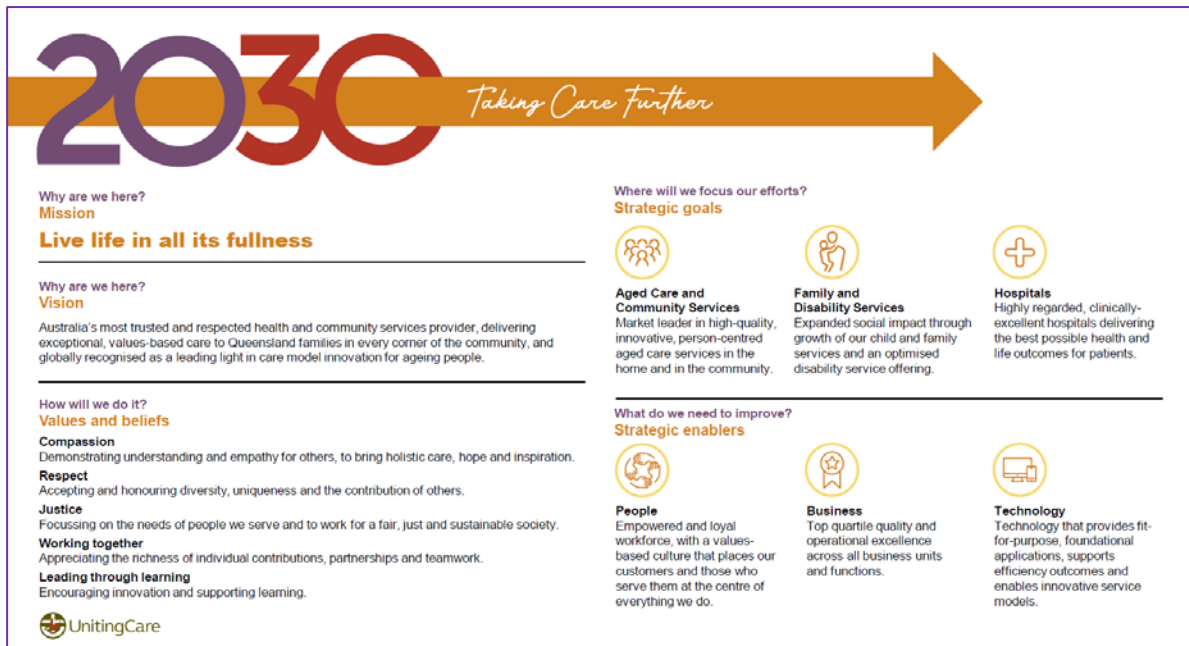


Figure 1.0 (UnitingCare Queensland 2030 Vision and Strategy)

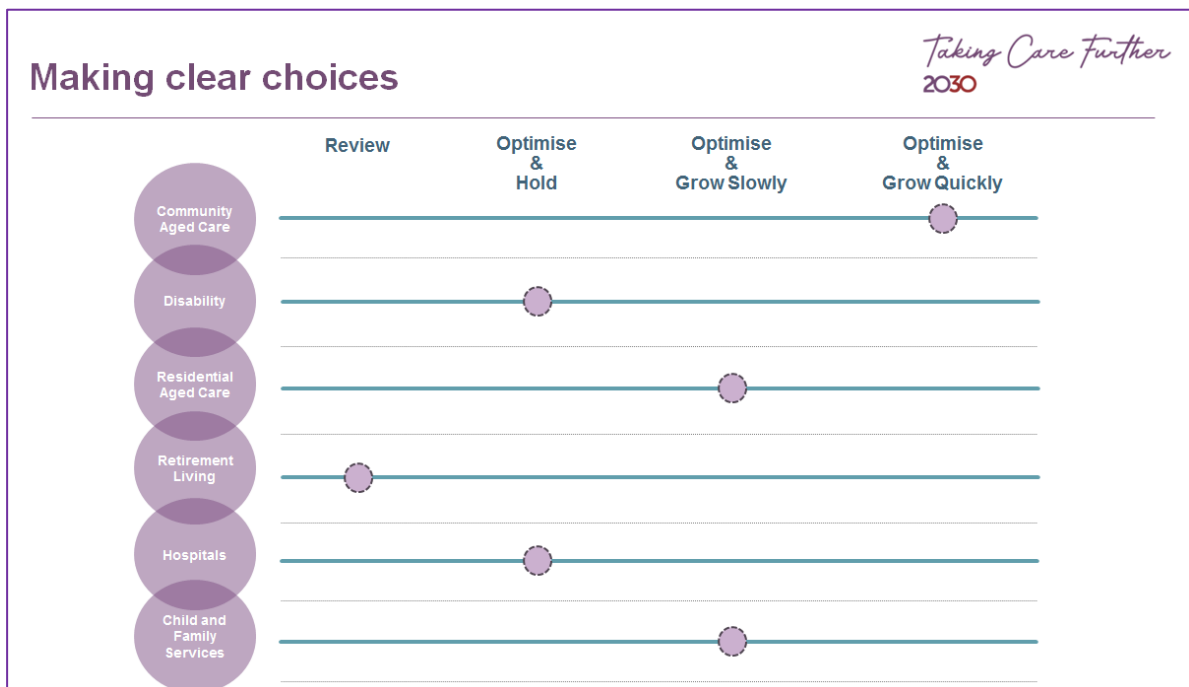


Figure 1.1 (UnitingCare Queensland 2030 Strategic Prioritisation Settings)

For consideration

At the time of writing, a Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability has been formally announced by the Federal Government. As with the Royal Commission into Aged Care, we welcome this measure and will be participating openly and transparently with the Commission and advocating strongly for the people we serve in this context throughout its expected three-year duration.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34 SYNOD 2019

Report from

Wesley Mission Queensland



Wesley Mission Queensland (WMQ) is an integral part of the Uniting Church in Queensland and operates as a mission activity of the Albert Street Uniting Church. Since its inception in 1907 WMQ's purpose has been to participate in the mission of God towards reconciliation, transformation, justice and hope for all people. In and through this mission and ministry we are actively committed to "Uniting in Christ, acting with love, witnessing in faith and working for justice". Each year WMQ's services touch the lives of more than 100,000 people in need living in Queensland and also Australia-wide as we support members of the deaf community and their families through our Auslan interpreting services.

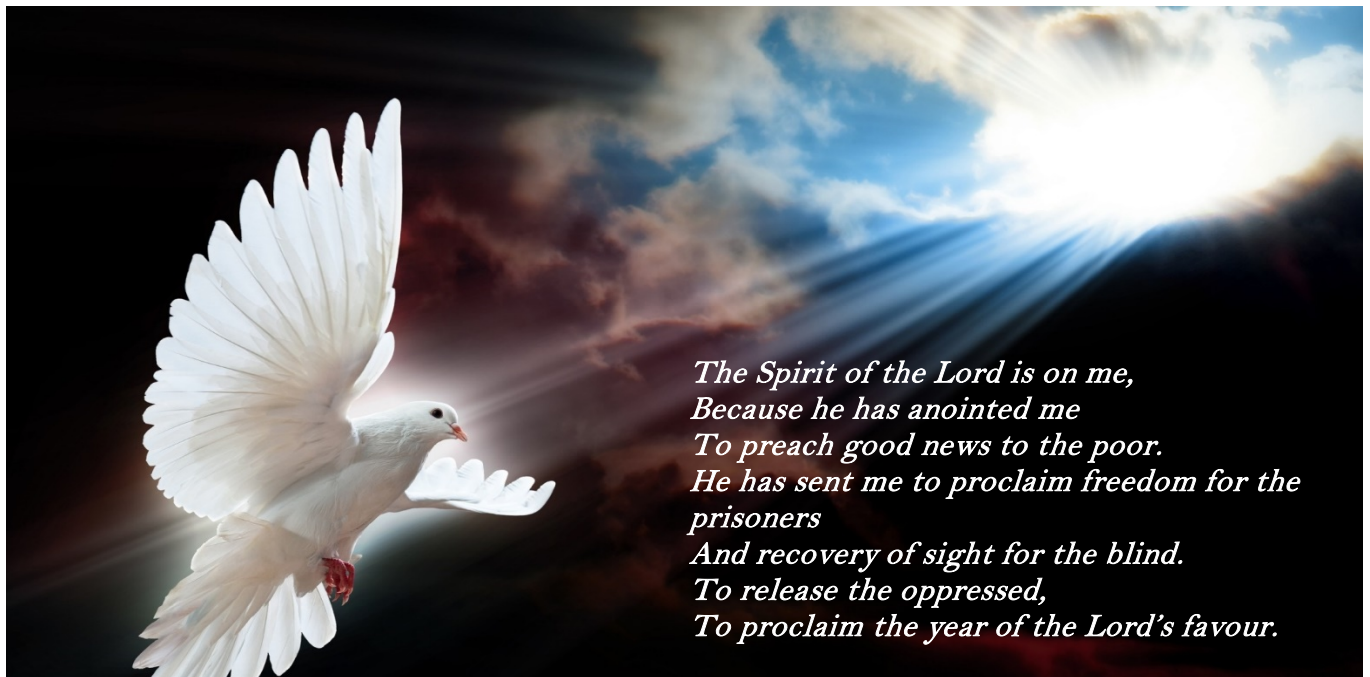
WMQ seeks to honour God's call to mission expressed in Micah 6:8

"He has told you, O mortal, what is good; and what does the LORD require of you but to do justice, and to love kindness, and to walk humbly with your God."

The two strategy and planning documents that are foundational to our mission are our new Strategic Plan 2019-2022 and the Wesley Charter. These strategic priorities are the heart of Wesley Mission Queensland, and at the heart of everything we do.

Our mission remains to walk alongside people in need, offering care and compassion and promoting choice, independence and community wellbeing. WMQ is built on the values of hope, respect, compassion, empowerment, innovation, justice and integrity

Our strategic plan for 2019 and beyond continues to compel us to risk the way of Jesus and seek the coming kingdom of God as a place of transformation, reconciliation and hope for all people. Jesus's proclamation of his mission in Luke 4:18-19 has become a lens through which we read the Wesley Charter, and this in turn informs the way we think and work.



In June 2018 after almost 12 years of service to Albert Street Church and WMQ, we farewelled Superintendent Minister Rev Lyn Burden. The placement of Superintendent Minister serves the people of God through the ministry within the wider WMQ (as a member of the Executive Leadership Team and the WMQ Board and WMQ Council) and through leadership of the ministry, mission and worship life in the congregation at Albert Street Uniting Church.

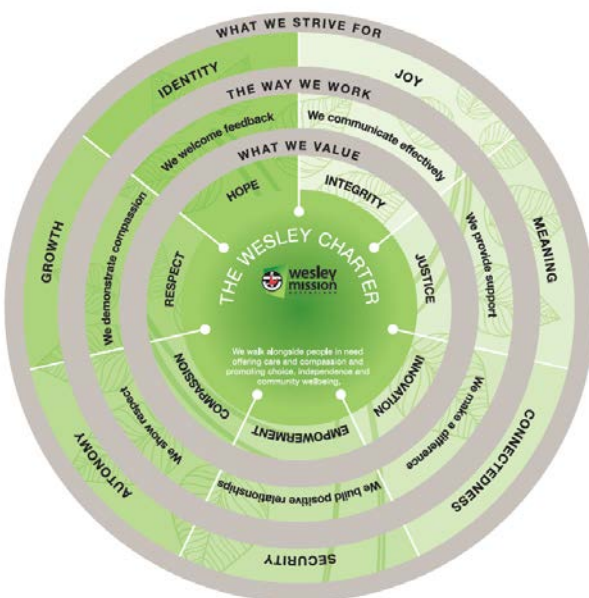
Through her role as Superintendent Minister Lyn built relationships with a wide variety of people from many different walks of life, cultures and beliefs across the life of WMQ. Lyn played an important leadership role in enhancing the Christian understanding of why the church engages in community services, and building and enhancing the staff and volunteer culture

within WMQ. The Board and Council are deeply grateful for Lyn’s tireless commitment, hard work and Christian leadership which made a significant positive impact on the worship, witness and service of WMQ.

We were then blessed that the Rev Dr Peter Hobson’s call of discernment led him to the Superintendent Minister role (from June 2018). Peter Hobson has now been in the role for almost 12 months and we are grateful for his exceptional leadership and positive influence on WMQ’s life and witness. Peter has given a significant commitment to visiting a wide range of WMQ services and building strong relationships with WMQ staff and volunteers and leading the Pastoral and Spiritual Care Team. His influence on the new WMQ Strategic Plan and the worship and witness of Albert Street have been profound.

Our culture

The culture of WMQ is built on the values of hope, respect, compassion, empowerment, innovation, justice and integrity; and it is only because our 3000 staff and 1500 volunteers continually strive to live out our values, mission and vision that we are empowered to support those in need within the community.

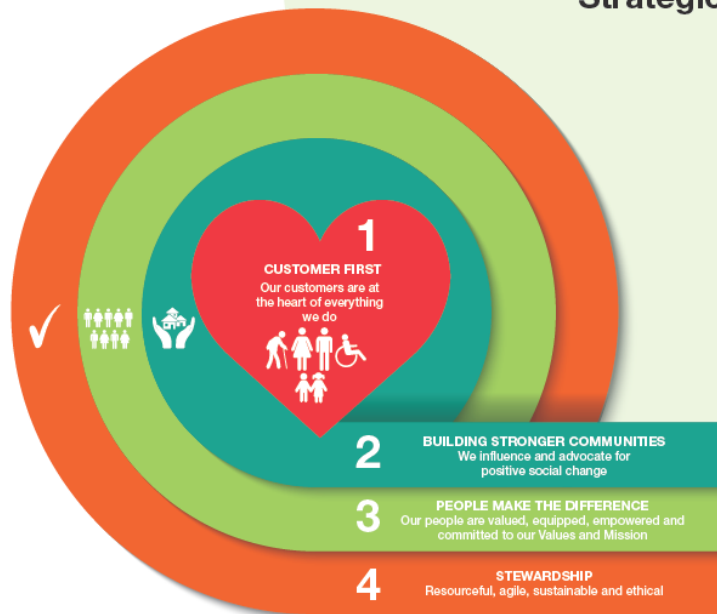


The Wesley Service Charter remains at the core of all we do. The Charter exemplifies how our Christian purpose, mission, vision and values are at the heart of “who we are”, “whom we are” and “what we do”. The Charter describes “What we value”, “The way we work” and the outcomes “What we strive for”. The value of the Charter is in its capacity to enhance conversations throughout the organisation that focus on our purpose, mission and values—these conversations strengthen the organisational culture at the heart of who we are and why we exist.

WMQ and the services we provide are diverse and special. As a faith-based organisation we believe everyone is important and God’s love is for everyone. Each day we interact with thousands of people, all who have different goals, views, beliefs, backgrounds, abilities and, most importantly, are in need of our support.

Our heart – strategic priorities 2019-2022

Wesley Mission Queensland Strategic Plan 2019 - 2022



wmq.org.au

Our Purpose

As part of the Uniting Church our purpose is to participate in the mission of God – towards reconciliation, transformation, justice and hope for all people.

Our Vision

A compassionate, just and inclusive society for all.

Our Mission

We walk alongside people in need offering care and compassion and promoting choice, independence and community wellbeing.

Our Values

Integrity
Respect
Empowerment
Hope
Justice
Compassion
Innovation



Wesley Mission Queensland Strategic Plan 2019 - 2022

Key focus areas

1 CUSTOMER FIRST

Our customers are at the heart of everything we do

- 1.1 Our customers are seen, heard, valued and empowered to be active partners in the services we provide.
- 1.2 Our customers know about us, understand why they choose us and why they want to stay with us.
- 1.3 We focus on the whole person – body mind and spirit – within the family and community context.
- 1.4 We respond to emerging community needs as we grow our core services and implement innovative pilot programs.

3 PEOPLE MAKE THE DIFFERENCE

Our people are valued, equipped, empowered and committed to our Values and Mission

- 3.1 Our workforce is well trained, capable, committed and motivated to embrace the Wesley Charter and deliver customer service excellence.
- 3.2 We provide a safe, inclusive and supportive workplace culture
- 3.3 Our people are valued, by ensuring our wage, employee benefits and working conditions are competitive, relative to the sectors in which we work.

2 BUILDING STRONGER COMMUNITIES

We influence and advocate for positive social change

- 2.1 Our communities are welcoming and inclusive, providing opportunities to celebrate life in all its fullness.
- 2.2 Wesley Mission Queensland respectfully journeys with Australia's First Peoples.
- 2.3 We are influencers of positive social change and reform grounded in the experience of our customers, services and ethical framework.

4 STEWARDSHIP

Resourceful, agile, sustainable and ethical

- 4.1 We are financially and environmentally sustainable.
- 4.2 Wesley Mission Queensland is responsive and agile in a changing and competitive market.
- 4.3 Our key supporters and stakeholders are active contributors to our mission and to the people we serve.
- 4.4 We implement progressive governance practices to enhance customer service and proactively embrace and manage opportunities and risks.
- 4.5 Our customer experience is enhanced through our investment in research, innovation and new technologies.

wmq.org.au



The four Key Focus Areas and individual Goals will guide our strategy, planning and decision-making over the next four years.

Organisational snapshot

Each year Wesley Mission Queensland supports over 100,000 people with care services: 25,000 older people and 75,000 children, young people and families.

Wesley Mission Queensland employs around 3,000 staff and is supported by 1,500 volunteers. The annual operating budget for 2018/19 is \$200m.

WMQ services:

- Albert Street Uniting Church
- Residential aged care
- Home and community care
- Retirement living
- Therapy, respite and wellness services
- Supporting the deaf community
- Child care
- Food, housing and emergency support
- Youth and family support services
- Disability services
- Mental health services
- Palliative and end-of-life care for children and adults

1. Focus over the past 18 months

1.1 WMQ continues to grow in response to people in need

Our previous strategic plan set us on a path of planned and responsive growth in response to emerging community need. We have continued on a path of:

- Redevelopment and or significant renovation of our older aged care homes
- Growing our service responses for people living with disability
- Growing our range of services for people living with mental illness
- Growing support services for children, young people and families including our palliative and end-of-life care services (Hummingbird House and Hopewell Hospice and Paradise Kids)
- Expanding our retirement living offerings (Rosemount at Sinnamon Park).

Our new Strategic Plan 2019–2022 strongly reflects our mission, to walk alongside people in need offering care and compassion and promoting choice, independence and community wellbeing.

The current environment of the aged care and community sector particularly with the two Royal Commissions (Royal Commission into Aged Care Quality and Safety and Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability) further provides a focus lens for service growth and development in providing quality compassionate care for our elders and for people living with disability. We will continue to grow our support services for those living with mental illness and in suicide prevention.

Advocating for and supporting older Australians

WMQ collaborates with UnitingCare Queensland and the wider UnitingCare Australia network in advocacy for a client-focused quality and sustainable system of accessible support services for older Australians and participates in the advocacy activities of UnitingCare Australia, including much-needed focus on aged care services.

We have expanded our residential aged care communities with the addition of Dovetree Residential Aged Care Community opened in July 2018 and the Anam Cara Cottages (dementia specific) opened in February 2019, and have also grown our provision of in-home care services.

We welcome the introduction of the new Aged Care Standards which come into effect from 1 July 2019 and have been working towards readiness for this significant change. Implementing these new standards will involve additional cost for WMQ and the wider aged care sector.



WMQ residential aged care communities have been on a journey towards obtaining full accreditation in all 10 principles of the internationally recognised Eden Alternative Philosophy of Care. The Eden Philosophy promotes loving companionship, empowerment and spontaneity and encourages environments that include animals, children and plants. This is a significant strategy to ensure our communities are truly person-centred, home-like environments promoting choice and independence for residents to live their best life.



All of our 13 aged care communities have maintained full accreditation with all of the 44 Aged Care Standards for over five years. In the current regulatory environment this is a very positive outcome—implementing the Eden Alternative Philosophy has strengthened our customer focus and service quality systems.

Advocating for and supporting people living with a disability

As the rollout of the National Disability Insurance Scheme (NDIS) gains momentum, WMQ is connecting with families and the NDIA (National Disability Insurance Agency) to facilitate best outcome services for existing and new clients. The system is designed to be focused on the client providing choice, control, independence and positive life outcomes. For many however, the system is proving very hard to understand, access and navigate and therefore many have experienced poor service outcomes.

WMQ has successfully advocated for increased support options and funding for all existing clients and this experience is proving true as we support new clients to access the NDIS system.

There is a significant unmet need for provision of appropriate Supported Disability Accommodation for people living with disability with high and complex care needs. WMQ operates five supported disability accommodation communities that assist this client group. These include Wesley Care Tewantin, Youngcare Apartments Sinnamon Village, Youngcare Apartments Coomera, Youngcare Wooloowin and Asher House at Wynnum. All of these (except Youngcare Wooloowin) are located on (or next door to) Uniting Church land.

WMQ has an extensive development plan to provide appropriate supported disability accommodation options for people with high and complex care needs over the next five years. There will continue to be a strong emphasis on partnering with Uniting Church congregations that have a shared missional goal to support people with disability and engage in practical mission in their local community.

WMQ continues to support the deaf community (7,000 people across Australia and their families) through providing the National Auslan Interpreter Service (NABS). NABS provides interpreters for deaf, deafblind and hard-of-hearing people who use sign language and would like an interpreter for private health care appointments throughout Australia via face-to-face interpreting or a video remote (online) service.

Growing our mental health and suicide prevention services

Our mental health services continue to grow and reach more people predominantly in South East Queensland and on the Fraser Coast.

One such example has been the establishment of Marcus Mission suicide prevention (supporting young men) in 2018. WMQ was approached by and financially supported by the family of a young man who was lost to suicide. To achieve a reduction in the number of young men attempting to take their life or dying by suicide, WMQ and those involved in Marcus Mission offer support to build the skills, knowledge and connections of young men as well as their families, friends and communities by providing resilience-building workshops, volunteer mentoring and particularly suicide prevention workshops and training.

Full-day, half-day and tailored workshops and presentations are offered that draw upon the latest research in suicide prevention. The workshops support people to recognise warning signs that someone may be at risk of suicide and build the skills, knowledge and confidence to take appropriate action.

1.2 Partnerships and collaborations with Uniting Church congregations

Where there is an aligned mission strategy, WMQ is seeking to build or sustain collaborative mission and service responses for people in need in partnership with Uniting Church congregations. Some examples include:



Supported disability accommodation development in early stages



ORCA Project



Crisis care and accommodation service

[toowongunitingchurch](http://toowongunitingchurch.com.au)

Toowong and Jahjumbeen Child Care Centres at Toowong Uniting Church



The Gap Child Care Centre at The Gap Uniting Church



Supporting those at risk of homelessness program based on Ipswich Uniting Church property



Specialist youth housing service

We are currently commencing initial discussions including planning and feasibility options for developing supported disability accommodation on Uniting Church property aligned with congregational mission plans.

1.3 Our commitment to reconciliation

As part of the Uniting Church, WMQ is working to implement the WMQ Reconciliation Action Plan. This plan outlines a range of initiatives, employment strategies and community support engagement and advocacy initiatives. Respectfully journeying with Australia's First Peoples is a goal within our new Strategic Plan as we strive to build stronger communities.

Many of our child, youth and family support services provide a range of support services and community engagement opportunities for Indigenous Australians. We also support some Indigenous organisations to achieve their mission through professional support, use of offices and community buildings.

Implementing this plan over the next four years will be a significant focus for WMQ.

One of our projects over the past 12 months

Wesley Mission Queensland's vision for reconciliation is for all people to stand unified in an equal and inclusive future. We commit to enhancing opportunities for Aboriginal and Torres Strait Islander people and celebrating diversity.

WMQ is collaborating with the family of Pastor Don Brady (Kawanji), a prominent Aboriginal leader in Queensland through the 1960s and 1970s, to help tell his story. Kawanji was a pastor at the Leichhardt Street Methodist Church in Spring Hill from 1962–1972 and was also involved in the Albert Street Methodist Church.

Kawanji remains an inspiration to Aboriginal Australia in the contemporary struggle for a voice in the Constitution, equity and access for services aimed at “closing the gap” and for reconciliation, justice and restitution. Fundamentally it is the story of a man formed by a spirituality of compassion, which extended to the fight for justice.

Kawanji was a kuku-yelangi elder, born on the penal government mission Palm Island in 1927, though the country of his father and forebears is in the Palmer River area on the Mitchell River watershed of Cape York. After training at a NSW Bible college he was an itinerant pastor and labourer in northern New South Wales. The family moved back to Queensland destitute until Pastor Brady established a role in Brisbane under the sponsorship of the Methodist Church.

As the more overt struggle for Aboriginal rights developed around the early 70s, Kawanji became an activist, aligning himself with so-called radical causes. In the heated political climate of Queensland under Premier Joh Bjelke-Petersen, the Methodist church controversially decided to withdraw its support from Pastor Brady. He continued his work through the Indigenous community services established in Brisbane in that era and became an inspirational leader in the wider community, engaging in various social justice protest actions.

YALANYA The story of Pastor and Warrior Don Brady (Kawanji) told through the eyes of his children will be published and available for purchase later during 2019.

2. Highlights:

2.1 Opening of Dovetree Residential Aged Care Community at Sinnamon Village

Dovetree Residential Aged Care Community of 144 aged care suites (including day/overnight respite, therapy centre and 150 car parks) opened in July 2018.

We have allocated one level (36 suites and community spaces) to provide transitional support for adults living with a disability with high and complex care needs. It is envisioned these residents will reside in WesleyCare Jindalee for up to two years while WMQ develops more permanent purpose-built supported disability accommodation.



Dovetree aerial view (also showing the early construction of Rosemount Retirement Living)

2.2 Rosemount Retirement Community

Stage 1 – Sinnamon Village

Stage 1 development of Rosemount Retirement Community consisting of 70 mainly two and three-bedroom apartments commenced in February 2018 and will welcome new residents in June 2019. Stage 1 sales are progressing well.

Stage 2 development consisting of 65 one, two and three-bedroom apartments will commence before end of 2019 and should be completed at the end of 2020.



Rosemount Retirement Community

As with the Wheller Gardens community at Chermside our Sinnamon Village community is master planned around the concept of integrated and inter-generational community living. The above two developments and the wide range of existing services and community engagement opportunities are integral to the master plan philosophy.

2.3 Anam Cara cottages

The two eight-bed Anam Cara cottages development was completed in February 2019 with the first eight-bed cottage “Clear Mountain” now occupied. The cottages are attached to the 105-bed Anam Cara Residential Aged Care Community at Bray Park.

The cottages were designed to provide residential aged care for people living with dementia in a small home-like environment, supporting independence to undertake day-to-day activities they would normally enjoy in their family home. The model is proving extremely successful and is receiving great feedback from families and the community.



2.4 The ORCA Project

At the 33rd Synod, WMQ reported on the new placement of the Rev Alison Cox to the position of Project Officer Disability Inclusion Innovation. The seed was sown and from that seed grew ORCA. An acronym for 'Opportunities, Readiness, Community and Abilities', the ORCA Project is a post-school option for young people with disability that includes training, work experience and ultimately employment. It is also an opportunity for participants to build capacity, enhance their lives and find meaningful connections in the community.

The ORCA Project, based at the Albany Creek Uniting Church, follows a four-stage progressive pathway known as WORK (Welcome, Organised, Ready, Keen) that participants take on their journey to successful employment.

In April 2019 the ORCA team held a celebration to showcase their work and learnings. The showcase welcomed around 250 guests including family and friends of the ORCA team, business owners in the local community, work experience hosts and local Members of Parliament.

ORCA participants worked hard during the first term to prepare for the event. They were able to showcase their enterprises and sell their products including pet treats, bath products, upcycled T-shirt bags and ORCA supporter merchandise.

The ORCA Project continues to grow with endless imaginative possibilities and opportunities.





2.5 Hopewell Hospice and Paradise Kids

In September 2018 Hopewell Hospice and Paradise Kids joined Wesley Mission Queensland at the request of the Hopewell Board, following a comprehensive process of review and planning. The major focus was the synergy between Hopewell and WMQ and particularly the alignment of mission and values of both organisations.

Both organisations are based on values of respect, integrity, hope, compassion and empowerment and were established as a response to meet human need through putting the Christian faith into action.

Hopewell Hospice Inc. was established by co-founders the late Rev Dr Ian Mavor OAM and Deirdre Hanna in 1994 and had become an iconic and valued service on the Gold Coast, with a long and proud history providing quality-of-life care for terminally ill people and their families.



2.6 Welcoming Newlife Brisbane to Albert Street Church

The WMQ Council and Albert Street Uniting Church, with significant encouragement and financial support from Moreton Rivers Presbytery, have entered into a missional partnership with NewLife Robina (South Moreton Presbytery) in establishing a contemporary worshipping and witnessing church plant in the Brisbane CBD. Newlife Brisbane, a church plant of Newlife Robina, officially launched on 3 March, 2019 with a service of worship and celebration and has already begun gathering a vibrant community of committed people seeking to partner with other churches in the city of Brisbane to “see more people, more like Jesus”. This is done through the formation of authentic community, gathering worship and practical discipleship. We can't wait to see what God does in the future through this unfolding partnership.



3. Priority Directions

WMQ embodies the Priority Directions as part of the Uniting Church as we participate in the mission of God towards reconciliation, transformation, justice and hope for all people.

3.1 Christ-centred, at prayer, and listening

In all our residential communities people gather to celebrate the goodness and generosity of God. Worship services reflect the diverse traditions and needs of our residents, and enable them to find joy, hope and meaning in their everyday situations. Our Pastoral and Spiritual Care team find many opportunities to prayerfully listen as they walk alongside residents.

Albert Street Uniting Church sits at the heart of WMQ and is the central place of worship. Through worship, witness and service, the congregation continues its 170-year legacy of expressing the Good News that God continues to transform the world bringing hope, reconciliation, transformation and justice for all people. The Albert Street Uniting Church is committed to being a welcoming community—proclaiming the Good News of Jesus the Christ, building faith and compassionately serving in mission with faithfulness, integrity and openness.

3.2 Discipleship

Since making its first acts of compassion and kindness in 1847, the Albert Street congregation has had a vital presence in Brisbane, particularly among people who have found themselves in need or on the margins of society. Albert Street Uniting Church continues to be actively involved in three distinct missional services for people in need:

Art from the Margins (AFTM) began to enable artists experiencing disadvantage the opportunity to exhibit their art. A simple concept has grown into a ministry which empowers people living with disadvantage to grow in confidence, gain new friendships and networks and develop their artistic talents. AFTM has been instrumental in bringing artists together and bridging the gap between artists living in isolation and the wider public community.

In 2018 Art from the Margins celebrated 10 years of supporting artists on the margins of society. In 2019 AFTM will be hosting a national art prize for outsider art. This is an amazing feat, and recognises the incredible work being done in this ministry.

Brisbane Emergency Relief hub and community meal – Fortitude Valley

The ER hub operates five days a week and provides assistance and support to thousands of people experiencing financial crisis or hardship, providing drop-in emergency relief, case management, financial resilience, counselling and advocacy services.

Over 200 volunteers each month from all walks of life offer themselves in service through the community meal ministry. The community meal operates across the week with a range of meals and lunches with a focus on providing meals after-hours and on weekends. In 2019 there are currently three meal options across the week.

Each main public holiday including New Year's Day, Good Friday, Easter Sunday, Queen's Birthday and Labour Day a two-course lunch is provided. On Christmas day a four-course menu is offered and provided in collaboration between the Brisbane Maori community, Community meal and Community canteen.

English Corner at Wesley House provides the opportunity for people from non-English speaking backgrounds to come together for friendship, networking and fellowship supported by volunteer English teachers. Participants also enjoy conversation using the Gospel message as the medium. Many friendships are made across cultural groups, as well as having the opportunity to explore Australian culture in a safe environment. In a world that seems more and more divided over difference, each week up to 50 or more people gather together to build community. This is a wonderful ministry that continues to grow as hospitality is extended and God's love is shared.

3.3 Connecting with communities

WMQ community services seek to address areas of concern and need in the community and are shaped by a commitment to sharing the Good News of Jesus Christ with marginalised people. As such, many of these services are mission-focused, and not fully funded by government resources.

Within WMQ's new strategic plan Key Focus Area 2: Building Stronger Communities, Influencing and advocating for positive social change, WMQ is committed to establishing a hub for promoting public theology and social justice located at Albert Street Uniting Church in the Brisbane CBD. Over the next few years, a new ministry will emerge that seeks to engage the wider community with the kingdom ideals of love for neighbour, and justice for all. This will be a centre for listening and learning, advocacy and resource sharing, and the prophetic promotion of the gospel in the public square.

3.4 Youth, children and families

WMQ is one of the largest providers of youth services in the Beenleigh, Logan and Gold Coast regions. We continue to operate a range of youth, housing and family support services out of the following areas: Robina, Logan City, Eagleby, Ellen Grove, Coomera, Pacific Pines, Inala, Woodridge, Beenleigh, Southport, Runaway Bay and Palm Beach.

We operate four child care centres, in-home care and family day care programs. Three of our child care centres are co-located with Uniting Church congregations.

Our Mabel Early Learning program partners with Parents Next and other community organisations to provide ADJUNCT care for parents of any age who are taking part in study, work readiness or personal development activities. The program also offers parenting support and playgroups.

WMQ operates Queensland's only children's hospice Hummingbird House which has developed a strong reputation (since opening in October 2016) and a flexible approach to meeting the needs of children living with life-limiting conditions and their families. Services include palliative care, respite care for families and their children, end-of-life care and supporting families after the death of their child. Services are offered at the house and also in the family home.

The following letter is one of so many offered by Hummingbird House families.

I would love to share Ivy's story with you and Hummingbird House.

Ivy was born by caesarean section at 33 weeks, following premature rupture of membranes. Ivy died in her mother's arms a little over 24 hours after delivery and spent those precious hours with her family. The family share how strong Ivy was during this time and the impact she had on their lives. Ivy was transferred to HH after death, along with her family mum, dad, big brother, and big sisters.

1. What is our most memorable part of staying with Ivy at HH?

Mum and Dad: *Creating memories with Ivy that we would never have again such as giving her 1st bath, taking pictures out in the garden with the fountain and taking footprints of all of us which later became a beautiful piece of artwork that we will forever cherish.*

Big brother: *To be able to say goodbye to Ivy.*

Big sister #1: *That we were able to create memories with Ivy that we wouldn't be able to make elsewhere.*

Big sister #2: *To spend our last moments together before she left.*

2. What did coming to HH mean to your family?

Mum and Dad: *The kids got to be kids without all the adults coming and going. A place to hide away and just concentrate on our family without having to worry about all the domestics of running a household. Hummingbird House took great care of us and supported us while we mourned, grieved and said our final goodbyes to Ivy.*

Big brother: *It felt like her loss meant something and that it was important.*

Big sister #1: *We were able to have the freedom to do our own thing which you don't always get, for example: I could stay in my PJs all day without anyone telling me I couldn't. This made it easier to say goodbye.*

Big sister #2: *To say goodbye to Ivy in a lovely place without too many people and noise.*

3. What would you like the world to know about Ivy?

Mum and Dad: *Ivy was our beautiful very loved and wanted precious daughter.*

Big brother: *She was very cute and loveable.*

Big sister #1: *She is our Ivy, the most precious sister I could ever have and this is her story.*

Big sister #2: *That she was the most loveable and beautiful girl I have ever seen. And cute.*

4. What matters most?

Mum and Dad: *The extra time we could spend with Ivy in a comfortable quiet place.*

Big brother: *Ivy had no chance to live her life to the full but we were able to with the help of Hummingbird House give her the freedom she could have.*

Big sister #1: *That we were able to give her the most love and care until the time came to say goodbye.*

Big sister #2: *We were able to spend all our love and time together before she left.*

We all think it's important to share Ivy's story. It's these life stories that can help other families as they begin to take the same journey and it's these experiences that can enlighten others to make the memories and enjoy the precious moments with their child as in the end this is all you have left.

Hopewell Hospice and Paradise Kids

As mentioned earlier in this report, Hopewell Hospice and Paradise Kids joined the WMQ family in September 2018. Hopewell Hospice and Paradise Kids have provided the Gold Coast community an innovative, professional, compassionate and caring service over the past 25 years. WMQ is honoured to now be stewards of this long-standing community service.

The following prayer was shared by co-founder Deirdre Hanna in March 2019 as Hopewell Hospice and Paradise Kids celebrated their 25th anniversary:

'If the only prayer you say in your whole life is thank you that will suffice—so let us begin with a prayer of gratefulness for these 25 years: for a quarter of a century of love and compassion through hospice care; for these buildings donated by the community; these people gathered here today all part of our story, and the story of hospice in our wider world; the 1743 residents who have spent their last days with us, their families who receive bereavement support and who come back in hope and love for the memorial services; for the outreach into people's homes as hospice in the home; for the development of Paradise Kids where 4000 or more children have received illness support and grief counselling and play therapy; the respite guests who create community while their carers receive well-deserved care themselves; we thank you for these beautiful gardens all donated including the wonderful team of gardening volunteers led by Val; for the café which has become a hub of nourishment for our groups; for the Women's Group which every week provides company and inspiration; for The Blenders whose songs accompanied Ian who was their chaplain, singing to him as he lay dying and for our co-founder Rev Dr Ian Mavor himself whose social justice mission, passion for education, compassion and ministry to those who Jesus loved, the poor, the sick, the dying and the children, left a lasting Legacy. For all these gifts of abundant love and the banquet of hospitality provided for and by Hopewell—we say Thank You. Amen.'

4. Challenges/risks as we progress

4.1 Royal Commission into Aged Care Quality and Safety

The Royal Commission into Aged Care Quality and Safety (ACRC) as the title suggests is intended to be focused on quality and safety, improving the aged care system for those who need support now and into the future. It starts with the recognition that “ageing is a natural part of life. It is the right of every person to be a valued and respected member of their community that starts at birth and does not diminish with age. The rights of all people must be respected regardless of age or any vulnerability or disadvantage.” (Quote from National Director UnitingCare Australia Statement to the ACRC).

WMQ as part of the national UnitingCare Australia network welcomed the ACRC as a wide-ranging review of the aged care system. WMQ is working closely with UnitingCare Queensland as together we organise and plan our responses for the ACRC.

The ACRC will consider fundamental questions:

- Does the aged care system meet the needs of residents and families and the expectations of the Australian community? Much of the evidence already before the ACRC is indicating substantial positive change is required.
- Is the system viable or sustainable for the future? The current financial performance of 47 per cent of aged care homes (as per a national benchmark survey) indicates they operate at a loss. Related questions of “who pays”; “how much—the balance between personal contribution and government contribution”; what is the cost of aged care services as the population ages?
- The effectiveness of the systems of quality and regulatory oversight.
- How does the aged care system encourage choice and more control for those using the system? What is the most effective balance between community based, in-home care and residential aged care options? How does the aged care system best interact with other health care systems?
- The reasons for the difficulty in navigating and accessing aged care services. Approximately 110,000 older Australians are on waiting lists (up to a year for high care in-home care) to access in-home care support after being assessed as needing care.
- How do providers attract competent, professional, committed, creative and caring staff? It is already evident that salaries and wages are below market (compared with acute care) and adjusting this will be fundamental for the future to attract a growing workforce.
- How do we support retirees and older citizens who are seeking ways to give back to the community? The Uniting Church aged care network are champions of volunteerism and this is evident in passion, commitment, creativity and strength of our older volunteers.

It is however likely that the ACRC will present significant challenges for many aged care providers across Australia (including within the Uniting Church) as the ACRC probes into examples of substandard care as well as examples of innovation and high-quality care and support. This is already having impact on residents in care, people who access services in the community (plus those who are waiting for long periods to access in-home care and other services), families and also our staff.

It is our hope that the ACRC will provide compelling recommendations for significantly improving the system for the benefit of older Australians and that the Commonwealth Government (and state governments) will provide appropriate levels of funding and effective/wise regulation to underpin a quality, safe and accessible system. It is also our hope that the Australian community will be led to engage in a meaningful national dialogue and policy positions aimed at truly valuing elderly citizens. This will be a focus for our national UnitingCare Australia body as well as all Uniting Church aged care providers.

4.2 Funding in residential aged care

Inadequate funding in residential aged care is our most significant organisational challenge. While there is much political noise in the lead-up to the Federal election it is fundamentally clear from a range of previous enquiries into the aged care system as well as compelling evidence before the ACRC that the current funding envelope for residential aged care does not provide sufficient resources to meet the increasingly complex care and support needs of people needing residential aged care. It is hoped that the ACRC will carefully examine this issue and provide compelling recommendations to address the viability of the sector.

4.3 Competition, consolidation and market approaches to funding human services

As we have reported in recent Synods there is a significant increase in competition in aged care services, some disability services, some child care services, retirement living and other service areas offered by WMQ.

The assumption is that the market provides a level playing field and improves outcomes and choice for people accessing services—to some extent this is true. But there are many unintended consequences particularly for people with low or no capacity to contribute to the cost of services; these are the people that the church is called on to ensure that they receive quality and accessible support and services.

4.4 Royal Commission into violence, abuse, neglect and exploitation of people with disability

The Commonwealth Government announced the above Commission in April 2019 which will take about three years and cost \$500 million.

The national UnitingCare Australia network (including WMQ and UnitingCare Queensland) welcomes the Commission as a way of highlighting and implementing laws and practices to protect and enhance the wellbeing of people with a disability— "recognising that people with disability are equal citizens and have the right and equal enjoyment of all human rights and fundamental freedoms, including respect for their dignity and individual autonomy." (Terms of Reference for the Commission).

This Commission will involve many challenges for service providers as there is not likely to be any time limit into how far back the enquiry goes. There will be difficulty for the Uniting Church in Queensland locating and accessing old records and even carefully articulating the responsibility for governance and control of some of the services for people living with a disability that operated before union and post-union.

Again, it will be essential for the Church in Queensland to collaborate and organise and respond and also work with UnitingCare Australia in developing national policy approaches.

For WMQ, UnitingCare Queensland and many other Uniting Church organisations it will be challenging to be actively participating in two Royal Commissions operating at the same time.

Conclusion

WMQ is proudly part of the Uniting Church expressing God’s call of mission in the world. As a large and complex organisation formed by and supported by the Albert Street Uniting Church congregation we see as fundamental to our future planning to seek to partner with congregations seeking to engage in collaborative services for people in need within their local community.

We also recognise a special role for developing new and innovative service models for people most in need within the community.

In the context of two Royal Commissions (Aged Care and Disability) both UnitingCare Queensland and WMQ recognise the need to collaborate and share ideas and resources with our sister organisations within the Uniting Church. Together, these Uniting Church organisations “is one of the largest networks of social services providers in Australia. It supports 1.4 million people every year across urban, rural and remote communities—and across a range of social services, including aged care. The Network articulates and meets the needs of people at all stages of life with a focus on those who are most vulnerable. We work with others for a unified public voice to defend justice, the need for good governance, and investment in the common good.”

May God richly bless the work and mission of all the organisations that provide support in the name of the Uniting Church.

Proposal

It is proposed that the 34th Synod receive this report.

Contact for report questions

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34th Synod Reports Summary

The following are highlights drawn from each report as presented to Synod. This summary is provided for your reference.

Moderator's Report

Moderator: Rev David Baker

The life of the Uniting Church in Queensland since last Synod has been anything but dull. As I look back on our time together, we've set our face to deal with what is emerging directly, openly, and honestly. We do this because the God revealed in Jesus Christ gives us confidence and hope that no matter how things may look, God is faithful; that God is working things together for the new, promised creation, revealed in the resurrection of Jesus Christ, and by a mystery of grace, we are caught up in that work. We have been richly blessed; those who handed the baton on to us have gifted us tremendously, and when we have stepped out in faith to new endeavours of the kingdom, others have come to help. It was ever thus, "the resources for the mission are found as we do the mission".

The Moderator touches on themes and activities that have encouraged and challenged us:

- Our life together
- Our life in the wider church
- Our life in the Queensland community

R1 Board for Christian Formation

Chair: Rev Gwen Fisher

National Education for Ministry Working Group review

In March 2018 the Assembly's Education for Ministry Working Group conducted a review of the activities of Trinity College Queensland to ensure its practices met with Uniting Church accreditation standards. The review found an enthusiastic cohort of staff and students but noted that the review had been undertaken in a transformational time. They requested that they return in 12 months to update and finalise their report. The BCF is currently negotiating a return date which is likely to occur in the second half of 2019.

Transfer of accredited provider

In October 2018 the BCF advised the Adelaide College of Divinity that it would be seeking a new TEQSA accredited provider. The Board for Christian Formation has been in conversation with a preferred provider, however no formal decision has yet been made.

Improve student enrolments

In early 2019 the enrolment data for Trinity was 44 students enrolled for Semester 1, including four students in the Activate program. There are 12 students who are candidates for ordination. We achieved a total enrolment in lay education courses of around 158 people during 2018, which is an exponential increase from 40 people in 2016.

Trinity Unplugged

Trinity Unplugged continues to attract record crowds including live streaming participants from across the state. Participation in these seminars does not require enrolment at Trinity.

Trinity on Tap

Previously, Trinity unaccredited short courses have been taught face-to-face. In 2019 these one-day intensives will be replaced by free audio and visual resources. Each Trinity on Tap resource will include 21 podcasts (downloadable from iTunes) and a supplementary guide book. Old Testament on Tap will be available in May 2019.

Delivery of quality online accredited courses by 2021

A working group has been established to ensure that online accredited learning is accessible to distance students by 2021.

R2 Finance, Investment and Property Board

Chair: Ralph Collins

- Following the revision of the Synod-wide Treasury Policy to allow investment into more growth-oriented assets that comply with the Synod Ethical Investment Policy, \$30m was invested into three managed funds. This policy will also allow the acceptance of shares in specie and property as a direct investment (generally from deceased estates).
- Entered into a debt-for-asset swap agreement with The Lakes College (TLC).
- Registered Powers of Attorney issued to the Chief Executive Officer, Chief Financial Officer and Director, Governance at UnitingCare under the provisions of the Synod Documents Execution Policy.
- Based on cash flow forecasts, renewed the external debt facility with ANZ of \$5m (with the ability to increase the limit quickly, if needed) for a further three years from December 2017. This facility has been maintained as a source of liquidity for potential opportunities.
- Continued the rebuild of the Synod Reserve Fund. Following the decision to exit from Shalom Christian College, the Synod Reserve Fund has been used and the rebuild strategy will take this into account.
- Established a scholarship fund with Deductible Gift Recipient (DGR) status.
- Completed phase one of the Property Strategy. A review was conducted of the development potential of all non-agency property across the Synod which will assist with future analysis and decisions.
- Following considerable consultation across the church and the obtaining of a Development Approval for the Alexandra Park Conference Centre site, the FIP Board finalised a review to determine the best future use to benefit the Synod. The recommendation to the Synod Standing Committee was to continue existing operations and enhance them as opportunities arise.
- Synod Audit Risk and Oversight Committee (SAROC), a sub-committee of the FIP Board was replaced by the Audit and Risk Committee (ARC), a sub-committee of Synod Standing Committee.

R3 General Secretary

General Secretary: Rev Heather den Houting

The impact of the Royal Commission into Institutional Responses to Child Sexual Abuse, the Royal Commission into Aged Care Quality and Safety and the forthcoming Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability has meant that the way we have and will operate as a church in the world has foundationally changed. Our own sense of ourselves and our capacity to allow people to grow to a life in Christ is challenged.

R4 Synod Standing Committee

Chair: Rev David Baker

- Anticipating a strategic missional purpose
- Project Plenty
- Governance decisions

R5 Synod Advisory Committee on Ministerial Placements

Secretary: Rev John Ruhle

- Implementation of the optional dual track process.
- The option to use the delegated process has shifted the locus of the operation of the placements process from the Placements Committee to the relevant presbytery, congregation or appointing body.
- We are in the midst of the initial three-year trial and the statistics indicate a slow take-up rate.

R6 Presbytery of Bremer Brisbane

Presbytery Minister: Rev Brian Hoole

- An increasing number of youth and young adults engaged in activities at both local and presbytery level.
- The major consultation work being undertaken to re-imagine a new future in Ipswich.
- The work done by various task groups that seek to offer leadership into new areas and new ways of being the church.

R7 Presbytery of Calvary

Presbytery Minister: Rev Dennis Corowa

- **Settlement of Pastor Dr Gewa Au:** Dr Gewa Au accepted a call to ministry as pastor to the Mornington Island Uniting Church congregation, beginning on 1 January 2018. His settlement has seen recommencement of community engagement, youth and children's activities as well as the regular worship services.
- **Mornington Island dedication of refurbished church building:** On 12 August 2018, Moderator Rev David Baker and the Calvary Presbytery Chairman Rev Dennis Corowa dedicated the newly refurbished church building at Mornington Island to the glory of God.
- **Leadership formation:** David Paasi concluded his Period of Discernment and Diploma of Theology at Trinity College. He is enrolled in the BTh program and comes to the May Presbytery meeting as a prospective MOW candidate. Namila Davui is an applicant for the POD, and Patricia Mann, a candidate with NSW Congress, has relocated to Queensland.

R8 Presbytery of Central Queensland

Presbytery Minister: Rev Kerry Pierce

- The Presbytery of Central Queensland welcomed Rev Dr Kerry Piece as the new Presbytery Minister.
- Ministerial candidate Moira Dodsworth was ordained at the Northside Mackay Uniting Church on 12 January 2018.
- The CQ Connect streaming project has gone live in small and growing ways. This is an ideal resource where we can share in worship and facilitate meetings, workshops and training opportunities across vast distances.

R9 Presbytery of Mary Burnett

Presbytery Minister: Rev Chris Crause

Highlights include a successful retreat that scored a 96 per cent approval rating, building collegiality, acknowledging ministry agents for their hard work and supporting members and offering support to those in need.

R10 Presbytery of Moreton Rivers

Presbytery Minister: Revs John Ruhle and Yvonne McRostie

- The beginning of the Mission Development Officer (Inner Ring) role in partnership with Ashgrove West Uniting Church.
- The opening of the new building and the strengthening of the church plant at North Lakes Uniting Church.
- A partnership between Saint Andrew's Uniting Church and Albany Creek Uniting Church to work together for the development of the Hold Fast Saint Andrew's faith community.
- A partnership with Wesley Mission Queensland Albert St congregation, Newlife Robina, South Moreton Presbytery and our presbytery to launch the Newlife Brisbane church plant on 3 March 2019.
- Growing our POD involvement (currently 21 people) and number of candidates (currently six) at Trinity.
- Trinity Grove Wilston Uniting Church partnering with Highfields congregation in their church plant property purchase.
- Faith Works Community Uniting Church congregation assisting in the completion of the building refurbishment with Calvary Presbytery at Mornington Island Uniting Church.
- Growing our day camp ministry to a second campus at Pine Rivers.

R11 Presbytery of North Queensland

Presbytery Minister: Rev Garry Hardingham

- We are proud of the fact that the actions of the Presbytery have managed to halt a large exodus from the church following the Assembly decision on same gender marriage. A number of church councils threatened to resign en masse, and many high-profile leaders made decisions to leave the Uniting Church. The developed relationships across the Presbytery enabled effective intervention and a trust that the Presbytery had the congregations and church councils' backs.
- The response to the flooding crisis in Townsville and northwest Queensland was well coordinated by the ministry agents in these areas and ongoing support has been timely and effective. Strong local church interaction and relationships have enabled effective pastoral care for the ministry agents involved and many are reporting that this support was both crucial and life-giving.

R12 Presbytery of South Moreton

Presbytery Minister: Pastor David Busch

From Yarrabilba to Greater Flagstone

Our report to the 33rd Synod indicated a proposed church plant to be underway at Yarrabilba by December 2018. Further research identified a more strategic and missional opportunity lay in the much larger development emerging at Greater Flagstone and Bromelton, just west and south of Yarrabilba. Partnering with UnitingCare, Wesley Mission Queensland, Real Life Christian Church and Calvary Christian College, South Moreton Presbytery is taking the lead in appointing a Community Development Officer.

Imagining a Destiny Together

Six congregations (one of them in Moreton Rivers Presbytery) in Brisbane's southern suburbs are pursuing the possibility of amalgamating to become one congregation on multiple campuses. The proposed final shape and implementation steps are being developed for final decision by each congregation in October 2019. Rev David Fender began 1 January 2019 as the Destiny Together lead ministry agent (a three-year Presbytery placement). A similar collaborative discernment journey has begun among the five remaining congregations in Redland City (Thorneside Uniting Church closed in December 2018).

New and revitalised churches

On 6 May 2018 a Presbytery service marked the inauguration of Uniting North Coomera congregation. Coomera Uniting Church had been established in 1874; Uniting North Gold Coast began as a church plant of Newlife Robina at Pacific Pines in 2012, graduating to be recognised as a congregation in 2017. Burleigh Village Church, established from Newlife Robina in 2017, continues as a faith community based at the Burleigh Heads Uniting Church site.

The launch of Newlife Brisbane at Albert St Uniting Church in March 2019 has been jointly supported by South Moreton and Moreton Rivers Presbyteries. Newlife is in discussion with another congregation in South Moreton about a different model of church plant and revitalisation to commence January 2020.

New multicultural support

The appointment of Pastor Levon Kardashian as Project Officer Multicultural has brought fresh skills, capacity and direction to this role. Starting a weekly Sunday morning English-language service has been a significant missional step and adjustment for Brisbane Taiwanese Uniting Church. A language support program has begun to assist Period of Discernment participants and ordination candidates.

R13 Presbytery of The Downs

Presbytery Minister: Rev John Case

- The filling of the Cunnamulla Burke and Wills Patrol placement.
- The appointment of a pastor into the Maranoa Congregations after 18 months of being vacant.
- Celebration of the life of Pastor Pauline Denning and the influence she had as hospital chaplain for 11 years.
- The Camino Stanthorpe Retreat Walk weekend in the Granite Belt.
- Visitors from Amritsar Diocese, Church of North India.

R14 Synod Multi-Cross Cultural Reference Group

Chair: Akesa Racava

- Next Gen Arise (NGA) has provided a platform for young emerging leaders. The regular worship gatherings attract 150-200 people and are held in different locations.
- The current (0.2) funding for the NGA project worker concludes in June. Discussions took place with Trinity College Queensland to continue and increase NGA's engagement. Further funding has also been sought for two separate positions available at Trinity through a bequest.
- Two community meetings are organised each year, with a different congregation hosting. A multicultural community worship gathering was held at Logan Central Multicultural on 23 June 2018.
- A special community meeting was hosted at the Uniting Church Centre on 15 June 2018 to discuss matters of common interest (proposals related to same gender marriage to the 15th Assembly), around 80 people attended.
- An alternative to a Synod-run post-Assembly gathering (which was proposed at the community gathering in June) was that a focus group made up of members of the reference group contact and meet with different CALD communities.
- We have encouraged attendance by CALD representatives at the World Federation of Methodist and Uniting Church Women (South Pacific) Conference in July 2018. The chairperson of the

reference group and ten women from CALD and multicultural congregations in Brisbane made up a total number of 45 from the Uniting Church Adult Fellowship (UCAF) attending the conference.

- The Uniting Women National Conference in Brisbane in September 2018 was an important opportunity to engage our multicultural communities in a national Uniting Church event as leaders and participants.
- The group will work closely with Sue Hutchinson, Research and Policy Officer, ahead of Multicultural Month in August 2019 to generate resources.

R15 Schools and Residential Colleges Commission

Chair: Mr Peter Campbell

- Undertaking the role as the Board of Shalom Christian College from January 2018 to February 2019 and using the college constitution to lead, oversee and be accountable for the educational delivery, financial performance and both human and physical resources on the site.
- Collaborative development of a Schools Risk Framework and Risk Register by Property Trust school principals and business managers in May 2018. Following feedback, the final framework was endorsed by the Schools and Residential Colleges Commission and submitted to the Audit and Risk Committee in October 2018.
- Assuring Synod Standing Committee in April and October of 2018 and April of 2019 that Property Trust schools are meeting educational and legislative compliance standards detailed in the appropriate acts and regulations of both state and federal legislation. This included the finalisation of the National Child Safe Framework: Implementation Audit in July 2018 and will include a schools workshop in May 2019 to assist the implementation of the recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse at Uniting Church schools.

R16 Synod Chaplaincy Commission

Chair: Rev Brian Hoole

- Consolidation of the restructure of the Commission including the creation and implementation of the Chaplains Oversight Committee.
- Collaborative work between the Commission, UnitingCare Queensland and Wesley Mission Queensland for the professional development of health and aged-care chaplains across various contexts.
- Development of a guiding coalition initially involving the Queensland Synod and UnitingCare Mission teams in support of a whole-of-church approach to strategic mission and ministry practice.
- Chaplaincy Affirmation Days for 2018 were incorporated into the week-long Inspired Disciples event, a new initiative of the Synod Strategic Mission group.
- The creation and launch of a Diploma in Ministry Chaplaincy Pathway in Semester 1 2019. The Chaplaincy Commission Scholarship Program Project Initiative.
- The funding and appointment of a new full-time chaplain with the Sunshine Coast University Hospital which opened in April 2017.

R17 Synod Ecumenical Relationships Committee

Chair: Rev Dr Clive W Ayre

- An ecumenical youth summit which enabled a new generation to engage with the issues.
- A retreat early in 2018.

R18 Synod Interfaith Relationships Committee

Chair: Rev Heather Griffin

- 21 March 2018 saw the Queensland launch of the study guide to the Assembly document *Friendship in the Presence of Difference* at a lunch attended by Presbytery Ministers, members of the Queensland Faith Communities Council, the Queensland Police Service, Brisbane City Council and others.
- On 3 June 2018 during Ramadan the Synod partnered with the Islamic Council of Queensland (ICQ) and hosted an Iftar Dinner at the Uniting Church Centre.

R19 UnitingCare Queensland

Chair: Mr Nigel Alexander

- We have developed an affordable housing strategy and implementation plan, implemented CARE Phase II targeting foster and kinship carers and continued our work to support clients and employees transitioning to the National Disability Insurance Scheme (NDIS).
- We have established effective partnerships across our services with the Sleep-Well Service Pilot and the Project Search initiative. Effective partnerships have been forged with external organisations to deliver the Newpin program and the Brisbane Recovery Centre for Out-of-Home Care Reform Pilot.
- We have redesigned the customer experience in consumer-directed sectors in aged care and disability and partnered with other health professionals on the Blue Care Live Well Centre initiative.
- We have initiated our **2030 program**.

R20 Wesley Mission Queensland

Chair: Geoff Batkin

In June 2018 we farewelled Superintendent Minister Rev Lyn Burden. Rev Dr Peter Hobson has been in the role for almost 12 months.

We have continued on a path of:

- redevelopment and/or significant renovation of older aged care homes.
- growing service responses for people living with disability.
- growing our range of services for people living with mental illness.
- growing support services for children, young people and families including our palliative and end-of-life care services (Hummingbird House and Hopewell Hospice and Paradise Kids).
- expanding retirement living offerings (Rosemount at Sinnamon Park).

Our new Strategic Plan 2019–2022 strongly reflects our mission, to walk alongside people in need offering care and compassion and promoting choice, independence and community well-being.

Dovetree Residential Aged Care Community of 144 aged care suites (including day/overnight respite, therapy centre and 150 car parks) opened in July 2018. We have allocated one level (36 suites and community spaces) to provide transitional support for adults living with a disability with high and complex care needs.

Stage 1 development of Rosemount Retirement Community consisting of 70 mainly two and three-bedroom apartments commenced in February 2018 and will welcome new residents in June 2019. Stage 2 development consisting of 65 one, two and three-bedroom apartments will commence before the end of 2019 and should be completed at the end of 2020.

The two eight-bed Anam Cara cottages development was completed in February 2019 with the first eight-bed cottage “Clear Mountain” now occupied. The cottages are attached to the 105-bed Anam Cara Residential Aged Care Community at Bray Park.

Our mental health services continue to grow and reach more people predominantly in South East Queensland and on the Fraser Coast. One example has been the establishment of Marcus Mission suicide prevention (supporting young men) in 2018.

WMQ is collaborating with the family of Pastor Don Brady (Kawanji), a prominent Aboriginal leader in Queensland through the 1960s and 1970s, to help tell his story.

The ORCA Project, a post-school option for young people with disability based at the Albany Creek Uniting Church, follows a four-stage progressive pathway known as WORK (Welcome, Organised, Ready, Keen) to successful employment. In April 2019 the ORCA team held a celebration to showcase their work and learnings.

In September 2018 Hopewell Hospice and Paradise Kids joined Wesley Mission Queensland at the request of the Hopewell Board, following a comprehensive process of review and planning.

The WMQ Council and Albert Street Uniting Church, with significant encouragement and financial support from Moreton Rivers Presbytery, have entered into a missional partnership with Newlife Robina (South Moreton Presbytery) in establishing a contemporary worshipping and witnessing church plant in the Brisbane CBD.

WMQ is committed to establishing a hub for promoting public theology and social justice located at Albert Street Uniting Church in the Brisbane CBD.