



renewal
SYNOD 37

R00 The Moderator's Report

37th Queensland Synod

renewal

FAITH FOR A NEW SEASON ▪ SYNOD 37

Report from The Moderator



Summary

I present the following report not only to show the many ways in which the role of the moderator engages right across the church and community, but also to show the ways in which the church continues, sometimes in the face of adversity, to promote the gospel imperative to go out into all the world to show the love of Christ through word, deed and action. Fortunately, after the first part of my time as moderator was restricted due Covid-19, I was able to travel to some of the most remote communities to show the human face of the church and the ongoing care and support that we have as a church for all people especially those on the margins. Engagement with communities over the past 18 months has been a rewarding experience, one that I will take with me as move into the next season of ministry. A big thank you to all those people who welcomed me into their communities and to all those who helped get me there. Here is but a snapshot of some of those engagements across the last 18 months.

God Bless.

Andrew

Context

Presbyteries

I have visited all the presbyteries numerous times over the past 18 months. I have participated in their presbytery meetings and always received a very warm welcome. The work of the presbyteries is a tireless task that is undertaken by passionate volunteers who answer a call of God to fulfil the roles and responsibilities that are set before them.

One of my great joys was to travel through many of the remote presbyteries, with special trips to the gulf country and up to Thursday Island with Rev. Garry Hardingham, out to the Western Downs with Rev. Yvonne McRostie and the Frontier Service Chaplains, through Central Queensland with Rev. Scott Ballment on a road trip to Longreach. I have also had a chance to visit numerous congregations a little closer to home from Bundaberg to Beenleigh, from Toowoomba to Tewantin, Indooroopilly to Ipswich, and Glasshouse country to the Gap. Celebrating everything from anniversaries, Moderator's Medals, Ordination anniversaries, and of course celebrating a God who is faithful and continues to walk alongside all of us no matter where we find ourselves in this vast state.

Presbytery Synod Interface (PSI)

The PSI Team, continues to operate in a spirit of cooperation and unity. The Presbytery Ministers, Moderator, General Secretary, UCQ Director of Mission, Executive Officer Corporate, and the Principal of Trinity College Queensland, meet monthly to hear each other's stories and share each other's burdens as we seek to understand the issues of the church and help to find solutions together. This is quite unique across the life of the UCA and the envy of other Synods. While this body has no authority in and of itself, its role in communication and support is invaluable. A few highlights from the term include:

- The PSI meeting in Warwick on the 16th - 19th August 2022. Time was spent in Spiritual retreat, formal business, visiting the local churches at Warwick and Freestone and a murder mystery dinner, in which my character Sherlock Tracie was tragically murdered. This was an important time of team building, hearing local stories and getting some time to do a deep dive into some important items on the agenda including Mission Collaboration & Coordination Committee (MC3), Synod operations and a host of other issues facing the church. These offsite meetings are vital in engaging the wider work of the church and hearing the voice of the churches across the state.
- The PSI retreat in February 2023 where we spent two days with Patrick Oliver who encouraged us to think about our spiritual giftings through the Enneagram processes. This was also a good opportunity to create community through worship and prayer and to catch up with the members of the PSI after the Christmas season break.
- PSI support to Presbytery Ministers who were having time off for medical reasons, long service leave support, or finishing their placement. I also want to acknowledge the support shown to me during my time as Moderator and thank the PSI Team for their ongoing commitment to their calling to these roles.

Uniting Aboriginal and Islander Christian Congress (UAICC)

The UAICC has been very active during this term. A gathering in Darwin in April 2023 saw 40 delegates from across Australia, including seven from Queensland, meeting for the first time for a national gathering since 2018, due to Covid restrictions impacting their scheduled meeting in 2021. The meeting heard from across the regions with state-based reports. Qld UAICC representatives voted for the Queensland regional council to recommence with Rev. Roberta Stanley elected as Qld Regional Chair. National UAICC agreed on a process to elect a new chairperson, with Rev. Mark Kickett to continue in interim role until election slated for October. A lecture by Dr. Anne Patel-Grey focussed on the work of Rev. Charles Harris, and Don Brady and their contribution to the life of First Nations people in Australia and their creation of UAICC.

The commissioning of Rev. Aunty Roberta Stanley as the new Chairperson of the Qld Regional UAICC council took place on 27th June 2023 at Cairns Emmanuel Uniting Church. This was a great time of celebration for the newly re-formed regional council.

The UAICC and Queensland Covenanting committee supported a stall at the annual NAIDOC week celebrations in Musgrave Park in South Brisbane. The commissioning of Pastor Sono Leone as the interim Pastor at Zillmere Uniting Church took place on 30th July 2023. The commissioning which was carried out under the oversight of Rev. Roberta Stanley and the Moreton Rivers Presbytery, was held outside due to the huge interest shown by the community.

The Queensland Regional UAICC gathering was held in Cairns from 21st – 24th August. Thirty First Nations people attended the three day gathering and talked about issues such as prison ministry, ACT2, local congregational ministry, first national mental health, governance and oversight, and ongoing training. It was an important time for community building and strengthened the agency given to our First Nations people to make decisions for their ongoing future.

Moderator's Convocations

Two convocations have been held for anyone in a specified ministry placement across the church. The first was titled **"A Pastoral Response to Voluntary Assisted Dying"**. Held at Mon Komo conference centre at Redcliffe on 7th - 8th September 2022. Ninety ministry agents from across many sectors of the church including Hospital Chaplaincy, Aged Care Chaplaincy, schools, police, presbyteries, and congregations came to learn and participate in the two day workshop focussed on how Voluntary Assisted Dying (VAD) will impact pastoral care, and our responsibilities in that space. It was well resourced by experts in the new VAD laws and very interactive with a great dinner panel including a pastoral care specialist, palliative care doctor, medical lawyer, first nations support worker, and Rev. Dr. Adam McIntosh who has taken the lead on the church's response to VAD. Thanks to all those who helped make this event happen.

The second convocation held this year was **"Fit Your Own Oxygen Mask First"**, on 14th - 15th June 2023 at the Wesley Hospital. Approximately 65 ministry agents attended with the theme focussing on the wellbeing of ministry agents across all forms of ministry. Speakers offered their expertise on practical ideas to keep well in ministry, mental health first aid, the role of supervision in wellbeing, and ways to access Sickness And Accident Prevention Plan (SAAP) and other Employee Assistance Programs (EAP) to help in times of difficulties. Feedback from participants was very positive and the

guest speakers were well received. Convocations are a great time for ongoing training for ministry agents around current topics as well as a chance to build collegiality amongst ministry agents.

Moderators Advocacy and Social Justice Team (MAST)

MAST supports the Moderator in systems advocacy on social justice issues to: write submissions to government consultations on policy and legislation; collaborate with other Synods and UnitingCare Australia on a range of social justice issues; attend forums and roundtables with government and community stakeholders and speak on social justice issues to the life of the church and the general public.

This year we have engaged broadly to survey social justice priorities across the Synod and to draft The Queensland Synod Advocacy Framework. A broad range of social justice issues have been addressed such as: youth justice and raising the minimum age of criminal responsibility, the implementation of the Optional Protocol to the Convention Against Torture (OPCAT), substitute decision making for vulnerable adults, anti-discrimination legislation, and the Voice to Parliament referendum. Highlights from this work include:

Youth Justice: The Synod is actively involved in the Queensland Raise the Age Leadership Group and the national Raise the Age alliance, to advocate for raising the minimum age of criminal responsibility from 10 years of age to 14 years of age.

Social and affordable housing: The Synod attended a roundtable that was hosted by several Directors-General of the Queensland government, to discuss social and affordable housing with faith-based organisations.

Anti-Discrimination: The Synod attended a meeting with the Queensland Attorney-General as part of a delegation from faith-based organisations, about the new Anti-Discrimination Act that is to be drafted by the end of this year.

Substitute decision making for vulnerable adults: As Moderator I was interviewed by the ABC for a two-part series of the 7.30 report, aired the week of 19th June. The subject was the ongoing human rights issues for vulnerable people placed under financial administration with the Public Trustee of Queensland. An article was also published on the ABC's website with quotes from the interview.

The Synod was asked by the Queensland Attorney-General for feedback relating to particular recommendations made by the Public Advocate Queensland's report - *Preserving the financial futures of vulnerable Queenslanders: A review of the Public Trustee's fees, charges, and practices*. The Synod prepared a submission with UnitingCare Queensland and Wesley Mission Queensland.

OPCAT: The Synod co-signed a letter to the Queensland government in collaboration with independent government bodies and community stakeholders, highlighting the Queensland government's responsibilities under the OPCAT.

Voice to Parliament: The Queensland Synod hosted a talk by Thomas Mayo, one of the signatories to the Uluru statement to the heart and has continued to promote the importance of the referendum to both First and Second Peoples through public statements and a variety of stories and resources shared with the life of the church in Queensland.

Memorial Gardens – Truth, Healing and Reconciliation Program

It was a privilege to be part of the unveiling of the memorial gardens dedicated to those who have been abused by the church and to offer again a heartfelt apology to those survivors of child sexual abuse who joined us on Friday 16th December 2022 for the opening of the memorial gardens at the front of the Synod office building. Mr. Bob Atkinson the Chair of the Truth, Healing and Reconciliation Task Group spoke on the importance of ongoing recognition and apology and two survivors of Institutional abuse also spoke of their experiences and healing journey.

Ecumenical

With the closing of the Synod Ecumenical Resource Committee and Synod Interfaith Resource Committee at the 36th Synod this work has been in a time of rejuvenation and renewal. Now under the Transforming Committee Reference Group as part of Project Plenty, this important work will need to develop a new identity within the life of the church and allow fresh eyes to imagine a new ecumenical and interfaith future. Many ecumenical and interfaith activities continue right across the life of the church particularly at the local level, and I congratulate all those congregations, presbyteries and agencies who continue to work with other church groups and other faith groups to further the work of being a people of God together. I have engaged in the following wider ecumenical endeavours.

Heads of Churches

Meeting bi-monthly, a spirit of cooperation exists amongst the heads of churches that has seen the group work together on a number of important issues over the past term including a joint submission to the Queensland Parliamentary Inquiry on VAD, and a full joint submission funded by the churches together, to the Queensland Parliament's inquiry into the Anti-Discrimination Act Review. There have been ongoing talks around the Australian Charities and Not-for-profits Commission (ACNC) and how it affects agencies of the church and their ability to deliver welfare. This group continues to be concerned about the soul of the state and continues to advocate for the rights of all Queenslanders.

Queensland Churches Together (QCT)

The Synod continues to be a member of Queensland Churches Together. The QCT has set its strategic framework in three themes - Collaboration, Capacity Building, and Community. It resources its member and non-member churches to collaborate on issues of mutual Interest. Examples of that are submissions to government on Legislative reviews, and other matters, including the Commonwealth Government's Redress Scheme, Disaster Response Chaplaincy opportunities, and the Qld Churches Environmental Network. QCT resources the churches in Capacity Building by offering courses and resources in Family and Domestic Violence awareness, and pastoral care training courses. It runs and sponsors activities that bring the churches together to reflect on our call to unity, as the prayer of Jesus to the Father explicated in John 17, that we may be one as He and the Father are one, that the world may know. This includes activities such as the Week of Prayer for Christian Unity, and the Michael Putney Memorial Lecture. QCT is engaging more regionally, supporting ecumenical endeavour across Qld.

In this past year, the Executive Committee has commissioned a review of QCT, with a vision for a more broadly based body that is focussed on building unity at a State and regional level, and

resourcing the churches' collective action on issues of mutual concern. QCT has facilitated submissions to the Australian Law Reform Commission's Paper on Religious Schools, and the State Government on proposed changes to the Anti-Discrimination Act. For more information, see qct.org.au, or contact David Baker on gensec@qct.org.au or 0418 880 601.

Christian RI Alliance in Qld

The Queensland Synod is a member of this body that provides general oversight of the Christian Religious Instruction (RI) sector and liaises with other faiths delivering RI in state schools through the Multi Faiths RI Network.

The Alliance has delivered training modules for RI instructors, organised reviews of curricula – for Christian programmes and other faiths – and continues to engage with a wide range of stakeholders to build confidence in the RI program.

It has deployed nine regional development officers across the state to support local coordinators and encourage churches to engage in this ministry. For more information contact chair@christianri.org.au

Queensland Community Alliance (QCA)

The QCA continues to promote issues that affect civil society in a way that reflects the common good. It has been an increasingly hard time for the alliance to find funding in a space where many community groups, faith based groups and unions are feeling their own financial constraints. Our representatives to the QCA, both to the board and the leaders meetings, continue to offer a constructive approach to the work of the QCA on behalf of the church and I pray that this important engagement with civil society will continue into the future. I was fortunate to attend the two day leaders workshop in February where we agreed on a refocused effort to concentrate the work of the alliance on local organising. This renewed focus I believe will help support local congregations who are looking for ways to connect with the needs of their local community.

National meeting of Moderators and President

The President and the Moderators from across Australia have gathered a number of times during this term both online and in person. It is an important time to connect with each other and share issues from the Synods and the Assembly. Issues discussed included the financial strain that many Synods are facing, ongoing property costs, decreasing contributions from congregations, sharing of resources across Presbyteries. Other topics included the "Voice to Parliament", and the UAICC national gathering in Darwin. In more recent meetings we had some extended sessions around ACT2 and the results of the initial conversations and how our Synods will need to engage with this process. The Queensland Synod took our turn to host from 31st July – 2nd August. This was an opportunity to gather and talk again and to support each other. Four of the Moderators are concluding their term in the second half of 2023, and we said our farewells. This group has also been a great support to me, and I thank those who have been part of that journey and continue to pray for those new Moderators who have just taken up their position or are about to take up this role in the life of the church, along with the President and the President Elect.

Mission Collaboration and Co-ordination Committee (MC3)

This year has seen us begin work in earnest on the establishment of the Mission Collaboration and Co-ordination committee. This group is comprised of representatives from all presbyteries as well as from the mission team of UCQ and from Trinity College Queensland.

It is fair to say that it has taken us considerable time and discussion to get a collective understanding of how we can best serve the church in the area of mission. We have now settled on several focus areas from our charter which include providing thought leadership in the area of mission, empowering and enabling people with missional skills and knowledge, as well as providing funding and resourcing for new cross synod mission projects. We have agreed to the process for supporting and funding new initiatives and look forward to engaging the wider church around this opportunity in 2024.

Transforming Communities Reference Group (TCRG)

In our collective journey towards a flourishing future, TCRG has overseen several significant milestones as part of the Queensland Synod's ongoing efforts. We have worked with MAST members to draft the "Queensland Synod Advocacy Framework" to respond to social justice issues and supported the development of clear position statements and communication strategies for Voluntary Assisted Dying, Raise the Age, and Voice to Parliament. We are progressing implementation of the "Flourishing Creation: Queensland Synod Action and Advocacy Plan", which offers various environmental sustainability pathways and options. We've also initiated vital projects such as the "Friendly Spaces" Wellbeing and Mental Health pilot.

Through the Covenanting Working Group we have supported the Uniting Aboriginal and Islander Christian Congress (UAICC) regional leadership council and the "Voices of Our Covenant" storytelling project, reinforcing our resolve to share and celebrate the rich stories of First Peoples' faith and culture.

In preparation for the upcoming referendum, we've liaised with MAST to host the "Uniting for the Voice" live-streamed event, furthering our efforts to engage with the broader community. Our involvement with the Queensland Conservation Council's "Cost of Living Climate Coalition" and endorsement of the "Power Together" campaign demonstrates our commitment to renewable energy and climate advocacy for vulnerable communities. We are also working towards better supporting the interfaith and ecumenical efforts of the Synod, acknowledging the work in this space across Presbyteries, and the many local expressions of interfaith and ecumenical relations in Toowoomba, Maryborough, and Southeast Queensland and elsewhere across the state.

Boards and Committees

UnitingCare Queensland (UCQ) Board

It has been a privilege to work alongside women and men who bring their considerable gifts and skills to bear on the complex organisation that is UnitingCare Queensland. Their service in the face of many challenges in our society shows their commitment to the values of this important work of the church. I want to thank them for supporting me in a huge learning curve and pray for them in this important work going forward.

Wesley Mission Queensland (WMQ) Board

I joined the board of Wesley Mission Queensland as it transitioned into an institution of the church and joined them in their meeting on 26th July. It was a good opportunity to meet the board members and hear about the ongoing work and concerns of WMQ as it starts its new journey as an institution of the Queensland Synod.

Synod Standing Committee (SSC)

The SSC has had much to deal with which can be read in their report. I have found this group to be highly engaged and prepared to take hard decisions when needed. In a time of increasing pressure of accountability in governance the SSC has risen to the challenge, and I look forward to engaging with them as the ex-moderator in the coming term.

Executive Leadership Team (ELT)

I have been extremely impressed by the commitment of the members of the Synod's ELT. This team are deeply committed to the flourishing life of the church and go above and beyond in their service to the wider church. I thank them for the way they have included me in their team, and I shall miss the comradery of this group as they support each other to work through the issues that confront the modern church.

Contact for report questions

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The Uniting Church in Australia
QUEENSLAND SYNOD



Report from Synod Standing Committee

Summary

This report summarises the major work the Synod Standing Committee (SSC) has done over the last period. We report the big decisions we have made, explaining the purpose behind them, and attach a record of administrative decisions. Decisions that relate to matters that are confidential in nature are not reported here.

Context

The Synod and Synod Standing Committee have clear responsibilities as articulated in the Regulations and the By-Laws. Without limiting the generality of the responsibilities of a Synod as set out in Paragraph 32 of the Constitution, a Synod shall be responsible for:

- Promotion and Encouragement of the Mission of the Church
- Theological and Ministerial Education
- Property

The Standing Committee is empowered to act on behalf of the Synod between meetings of the Synod in respect of any of the responsibilities of the Synod except ***such as the Synod may determine and shall deal with matters referred to it by the Synod.***

Boards and Committees reporting to the Synod Standing Committee

- General Secretary and the Office of the Synod
- Finance, Investment and Property Board*
- Audit and Risk Committee
- Remuneration and Nomination Committee*
- Board for Christian Formation (incl. Trinity College Qld)*
- Uniting Education Schools & Colleges Commission*
- Synod Chaplaincy Commission (in recess)
- Synod Multi-Cross Cultural Reference Group*
- UnitingCare Queensland (UCQ)*
- Wesley Mission Queensland (WMQ)*
- Presbyterian and Methodist Schools Association*
- National Safe Church Unit*

* Each of these entities has provided its own report to the Synod

Priorities

Establishment of a Registered Training Organisation

The Synod Standing Committee supported an application by Uniting Education to develop a business case for the establishment of a Registered Training Organisation. This piece of work is led by the Business Development Unit. In the event this is regarded as an appropriate support for church enterprises, the Synod Standing Committee will provide the authority for establishment of Uniting

Training as its own legal entity for the purposes of applying to the Australian Skills Quality Authority for registration. This work remains ongoing.

Establishment of Wesley Mission Queensland as an Institution of the Church

In May 2023, the Synod Standing Committee resolved by consensus to do all things necessary to give effect to the establishment of Wesley Mission Queensland as the continuing entity responsible for the delivery of community services as an unincorporated association established as an institution of the Church under Regulation 3.7.4.7(b)(i). This decision took effect on 1 July 2023.

Project Everlast was created and comprised of representatives from the Office of the Synod, Albert Street Church Council and WMQ to provide oversight, direction, consultation, and advice as we continue the internal negotiation and transition of governance responsibility over the next 12 months.

Mission Collaboration and Coordination Committee (MC3)

As a consequence of a May 2022 decision at Synod to create this Committee, in September 2023, the Synod Standing Committee resolved by consensus to approve the appointment of members to the Mission Collaboration and Coordination Committee including one representative from each Presbytery. MC3's purpose is to fund, resource and enable the missional presence of the Uniting Church in Australia, Queensland Synod by facilitating the cross entity and collaborative mission of the church.

Andy's Place – creation of a new institution

Andy's Place operates as an activity of St Andrews Uniting Church in Brisbane CBD. To support funding and continued delivery of service, the Synod Standing Committee on recommendation of St Andrews Church Council, resolved by consensus to create Andy's Place as a separate institution (Public Benevolent Institution). This allows Andy's Place to continue to receive funding from organisations that are tax deductible.

To read more about the work of Andy's Place, click [here](#).

First People's Voice to Parliament Advocacy

Our involvement in advocacy and social justice has its origin in the Christian vision of the common good and our vision for a transformed community seeks to give expression and witness to the vision of the Kingdom of God embodied in Jesus' love and compassion and his preferential concern for those who are disadvantaged. In 2009 the Church's constitution affirmed "As the Church believes God guided it into union so it believes that God is calling it to continually seek a renewal of its life as a community of First Peoples and of Second Peoples from many lands". In 2010, we became the first church in Australia to constitutionally acknowledge Aboriginal and Islander people as the First Peoples of Australia.

In March 2023, the Synod Standing Committee considered a position statement of the Office of the Synod which called on the federal government to implement the priorities identified in the Statement from the Heart which includes constitutional recognition of a Voice to Parliament.

Synod Standing Committee Principles

At the 35th Synod, the Synod resolved by agreement that the Synod Standing Committee:

- (a) abide by the following principles in relation to what matters are determined by it and what matters should be brought to the general Synod for decision;
- (b) that these principles be applied for the next 18 months, and then be subject to review at the 36th Synod.

The principles were adopted and are reflected in **ATTACHMENT C** (Synod Decision Register). At the 36th Synod, the principles were not tabled. In October 2022, the Synod Standing Committee resolved by consensus, to continue to adopt the principles for the remainder of the 37th Synodal term. This decision is made on the basis that the principles continue to allow the Synod Standing Committee to exercise its powers, fulfil its responsibilities and focus on strategic and policy issues of the church.

A copy of the current principles is provided at **ATTACHMENT D** of this paper.

Chaplaincy Transition Reference Group

In late 2022, the Chaplaincy Transition Reference Group was established to guide the Synod Chaplaincy Commission into its new form. This has been disrupted by events including the resignation of the Synod Chaplaincy Executive Officer in mid-2023. The SSC agreed to hold any further action on this process until the new General Secretary is in place.

Queensland Disaster Chaplaincy Network

In July 2023, the SSC approved the Synod to join the Queensland Disaster Chaplaincy Network (QDCN). The QDCN includes Chaplaincy Australia, Queensland Churches Together, UnitingCare Queensland, Disaster Recovery Chaplaincy Network and the Salvation Army Australia.

The Synod will be formally represented by Rev Dr Peter Armstrong.

Significant Appointments

During this Synodal term, the SSC endorsed the following significant appointments:

- Mr Craig Barke, UnitingCare Queensland (UCQ)
- Mr Nigel Alexander, UCQ Board Chair
- Ms Elaine Rae, Wesley Mission Queensland Board Chair, following the departure of Mr Paul Newman.

The SSC extends its thanks to Paul Newman who departed in December 2022, for his time, contribution and expertise in serving the Church through his role as WMQ Board Chair and ex-officio position on the SSC.

Presidential Rulings

There are nil presidential rulings to report to Synod.

Synod-wide Policies

The SSC considered and endorsed the following:

- [Synod Wide: Blue Card Policy](#)

Plentiful focus

Governance Reform

As part of the Plenty Project, the Governance Reform is committed to conducting a governance review as part of The Uniting Church in Queensland's strategic directions (2021-2025).

The existing governance structures and processes of the Uniting Church in Queensland was established at its union of the Methodist, Congregational and Presbyterian churches in 1977, with no significant review or reform since this time. The external and internal landscape in which the Church operates has substantially changed over the last 44 years, and it is considered necessary to review its governance model in the context of a more contemporary and agile operating environment.

The report was handed down in May 2023 and subsequently released throughout the life of the Church including institutions and entities of the Church for feedback. All were invited to provide feedback and participate in the conversation. The due date was 14 July 2023, and a further report and subsequent resolutions will be tabled at this Synod.

ACT2

ACT2 was established in March 2020 and is a major transformational change project focussed on discerning and deciding on the future of the Uniting Church in Australia.

The Queensland Synod representative to ACT2 is Kevin Griffiths, Executive Director Shared Services. Kevin has delivered short presentations at a number of presbytery meetings. To learn more about ACT2 or to find out how you can contribute, please click the link [here](#).

The Synod Standing Committee continues to receive regular reports from ACT2.

Synod Resourcing Review

The resourcing review was borne out of a need to engage in an open and honest consultative conversation about the resourcing needs of Presbyteries, Congregations and the Office of the Synod.

As part of the review, a resourcing model will be developed across the Synod that is Fit for Purpose for the church now and into the future. The review is being driven through missional strategy and the Plenty Strategic Directions team.

The Synod Standing Committee receives regular reporting and will provide oversight and direction as required.

Challenges

FY23-24 Synod Office Budget

The SSC considered the budget at the June and September meetings. Mr Geoff Batkin, Chair Finance Investment and Property Board (FIPB), presented the budget review findings at the June meeting. The SSC gave a direction to the Synod Office Management to review budget areas and represent findings at the September meeting.

Please refer to the FIPB report to 37th Synod for details.

COVID update and navigating the post-pandemic environment.

The post-pandemic era has brought about a myriad of challenges for workplaces as they navigate the new normal. One significant challenge is maintaining a safe and healthy work environment. Even as restrictions ease and vaccination rates increase, there remains a need for ongoing vigilance to prevent the spread of COVID-19 and other potential variants.

Alexandra Park Conference Centre

COVID-19 public health directions ceased in effect from Monday 31 October 2022 and no longer required workers to be vaccinated in high-risk settings. Hospitality venues have not been regarded as a high-risk setting for some time in contrast to other sectors such as residential aged care facilities and hospitals.

In March 2023, the Synod Standing Committee on the recommendation of Alexandra Park after extensive internal consultation and risk assessment, resolved by consensus to revise the COVID vaccination policy from mandatory to highly recommended. Balancing the need for safety with the desire to restore productivity and collaboration poses an ongoing challenge for workplaces in the post-pandemic era.

Uniting Early Learning Centres

In November 2023, the Synod Standing Committee on the recommendation of the Risk Team and Uniting Early Learning (UEL), resolved by consensus to approve the revision of vaccination requirement from mandatory to highly recommended. This was in response to sector challenges with recruitment and retention and consistent with the winding down of government-imposed restrictions. While the Queensland Government relaxed mandatory vaccination requirements on 30 June 2022, UEL does encourage staff to consider vaccination as a 'highly recommended' course of action.

Royal Commission in the Violence, Abuse, Neglect and Exploitation of People with Disability and the Royal Commission into Aged Care Quality and Safety

The Queensland Disability Royal Commission (DRC) Project is a joint effort between the Office of the Synod and UnitingCare Queensland representatives and works with the National DRC Taskforce Group. DRC is responsible for delivery of strategy and proposals to support royal commission findings and recommendations. DRC has engaged with State and Commonwealth representatives including the Queensland Public Advocate. The DRC prepares submission on behalf of the Office of the Synod

including reform of the Guardianship and Administration regimes in Australia, and on how best to implement supported decision-making.

Presbyterian and Methodist Schools Association

We continue our governance relationship with the Presbyterian and Methodist Schools Association (PMSA). In March 2023 PMSA announced Board Deputy Chair Margaret Berry will succeed Board Chair Mr Peter Barker from June 2023.

PMSA continues to provide reports and presentations to the Synod Standing Committee. The Synod Standing Committee continues to monitor media matters via the General Secretary's monthly report.

Further information on the PMSA can be found [here](#).

Subcommittees of the Synod Standing Committee

The SSC is supported by the work of the Office of the Synod and its subcommittees including the Remuneration and Nomination Committee and the Audit and Risk Committee. Committees provide specialised advice and support to the SSC to enable timely, effective, and holistic decision-making. Each committee reports regularly to the SSC with its own governance responsibilities as required in their respective Charters.

Remuneration and Nomination Committee (RNC)

Please refer to **ATTACHMENT E** for a report from the RNC Chair Mr Scott McDonald.

Audit and Risk Committee (ARC)

Please refer to ATTACHMENT F for a report from the ARC Chair Mr Ralph Collins.

Proposals to the 37th Synod

1. That the 37th Synod approve the Synod Principles at Attachment D for use during the 38th Synodal term.
2. That the 37th Synod receive this report.

Greener Shoots - possibilities and opportunities

The Synod Standing Committee continues to focus on key areas including the below:

Discernment and Governance

Engaging in thoughtful discernment and decision-making processes to address important matters within the church, including theological, ethical, and practical considerations.

Social Justice and Compassion

Advocating for justice, peace, and equality in society, and actively serving those in need, including the marginalised, oppressed, and vulnerable.

Unity and Collaboration

Promoting unity and harmony within the church, fostering collaborative relationships with other churches and denominations, and seeking ecumenical partnerships.

Attachments

- Attachment A contains a list of SSC meeting attendances
- Attachment B contains an update on the general proposals from the 35th and 36th Synod
- Attachment C contains the decision register for the SSC for this Synod term, as required by Regulation 3.7.4.1(g)
- Attachment D Synod Standing Committee Principles
- Attachment E Remuneration and Nomination Committee Report
- Attachment F Audit Risk and Committee Report

Contact for report questions

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Attachment A – SSC Member Meeting Attendance

The attendance numbers below are based on 13 meetings and exclude the 3 August, 7 September and 5 October 2023 meetings, as this report was distributed prior to those meetings being held. There are no meetings held in the month of January.

Member	Originating appointment capacity	Meetings eligible to attend	Fully attended*	Partially attended**	Not attended
Rev Andrew Gunton	Ex officio (Moderator)	13	13		
Rev Heather den Houting	Ex officio (General Secretary)	13	12		1
Rev Bruce Moore	Moderator-Elect	13	10		3
Rev Dennis Corowa ¹	Ex officio (UAICC Nominee)	7			7
Mr Nigel Alexander	Ex officio (UCQ Chair)	12	11		1
Mr Paul Newman ²	Ex officio (WMQ Chair)	7	7		
Ms Elaine Rae ³	Ex officio (WMQ Chair)	6	6		
Rev Fa Matangi	Elected Ministerial	13	6		7
Rev Scott Ballment	Elected Ministerial	13	11		2
Rev Christine Herman	Elected Ministerial	13	12		1
Mr Scott McDonald	Elected Lay	13	13		
Mr Andrew McBryde	Elected Lay	13	11		2
Ms Philippa Ferrant-Smith	Elected Lay	13	12		1
Dr Marilyn Healy	Elected Lay	13	13		
Mr Greg Braithwaite	Elected Lay	13	9		4

* attended for the entirety or more than 50% of the meeting.

** attended for less 50% of the meeting .

¹ Rev Dennis Corowa resigned from the UAICC and final meeting eligible to attend was 1 December 2022.

² Mr Paul Newman's final meeting was 1 December 2023 meeting upon ending term as WMQ Board Chair.

³ Ms Elaine Rae's first meeting was 2 February 2023 upon appointment as WMQ Board Chair.

Attachment B – 36th Synod General Proposals Update

An update on the 36th Synod general proposals progress is outlined below.

#	Resolution	Action / Comment
20.59	<p>General Proposal 4: Guidance to the Synod Standing Committee for the period of the 35th Synod.</p> <p>It was RESOLVED by Agreement that the Synod direct that the Synod Standing Committee:</p> <ul style="list-style-type: none"> (a) abide by the following principles in relation to what matters are determined by it and what matters should be brought to the general Synod for decision. (b) that these principles be applied for the next 18 months, and then be subject to review at the 37th Synod. <p>The principles:</p> <ol style="list-style-type: none"> 1. Changes to By-Laws are only to be made after appropriate consultation across the Synod. 2. That it shall deal with all matters: <ul style="list-style-type: none"> • that require a timely response requiring long term preparation and research • which pose an unacceptable risk to the church if left unaddressed • of appointment to governing entities • which require ongoing, sustained oversight in execution • of a simple or technical nature • which require regular reporting • which require annual reporting or approvals. 3. That it shall refer matters to the general Synod when: <ul style="list-style-type: none"> • Is it a matter that has been previously considered by the general Synod and should be returned and reported to the 36th Synod • It is a resolution of the general Synod that a matter should be dealt with • If it is a matter of such missional importance, that the general Synod should be the decision maker or provide guidance • If it is a decision that can be deferred until the next meeting of the general Synod without posing a serious risk for the church 	Refer to Attachment D.
22.44	<p>General Proposal 1: A Flourishing Creation - Queensland Synod Action and Advocacy Plan 2030 [resolution # 22.44].</p> <p>It was RESOLVED by Consensus that the Synod:</p>	This will be included as part of the overall Plenty Report.

#	Resolution	Action / Comment
	<ul style="list-style-type: none"> (a) Adopts 'A Flourishing Creation: Queensland Synod Action and Advocacy Plan 2030'. (b) Requests the Project Plenty Board within the Synod Office to develop an implementation plan for this report, including the resourcing of this plan, by 1 August 2022. This includes using the Advocacy Plan to influence all levels of Government. (c) Directs the Synod Standing Committee to oversee its implementation, as part of the Project Plenty work. (d) Requests a progress report be brought to the 37th Synod. 	
22.48	<p>General Proposal 5: Gender Representation for Synod Standing Committee from 36th Synod [resolution # 22.48].</p> <p>It was RESOLVED by Formal Majority that the Synod:</p> <ul style="list-style-type: none"> (a) Amend By-Law Q2.2.7 (Relevant competencies for SSC elected members) by inserting the following: <ul style="list-style-type: none"> (o) gender diversity (b) Amend By-Law Q2.2.13 (Election of SSC elected members) by inserting the following: (c) At least 50% of persons to be declared elected to fill the required number of elected member positions at the Synod meeting must be female (d) Apply the proposed changes to By-Law Q2.2.7 and Q2.2.13 from and including the election of SSC elected members at the 37th Synod 	<p>The Synod Standing Committee approved the amendment to the by-laws at their 6 July 2023. Communication was distributed through Uniting News. This action is considered completed.</p>
22.49	<p>General Proposal 6: Uniting Church Membership for Appointment to a Synod Governing Body [resolution # 22.49].</p> <p>It was RESOLVED by Consensus that the Synod requests the General Secretary to review By-Law Q2.7.8(1)(f) in relation to Uniting Church Membership for members of Synod Governing Bodies, and provide a report on that review and any recommendations for decision at the 37th Synod to enable Synod Governing Bodies to remain fit for purpose.</p>	<p>Paper tabled at xx.</p>

Attachment C – Synod Standing Committee Decision Register

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

- associating meeting participants
- accepting the report on disclosure of potential conflicts of interests by members
- adopting minutes of the SSC
- receiving the reports of the General Secretary and Moderator
- noting action item reports
- appointments to Synod governing bodies which are made on the recommendation of the relevant appointing bodies, with input from RNC where appropriate. These appointments and other changes to governing body membership have been reported separately in the Synod papers (refer Appendix 2 of the Reports and Proposals)
- other administrative matters.

Confidential decisions and minutes apart have also been omitted from this report.

renewal

RES. #	Meeting Date	Resolution	Principles
SSC 22.086	02/06/2022	<p>Participant Association In accordance with the definition of “participant” in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate to associate each of:</p> <ul style="list-style-type: none"> (a) Kellie Broderick for the whole meeting (b) Geoff Batkin for agenda item 4.0 (c) Jon Moriarty for agenda item 9.0 (d) Noela Lister for agenda item 9.0 (e) Stuart Christ for agenda item 9.0 	Of a simple or technical nature
SSC 22.087	02/06/2022	<p>Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.</p>	Which require regular reporting
SSC 22.088	02/06/2022	<p>Minutes – 3 March 2022 It was RESOLVED by Consensus that the Synod Standing Committee, adopt the minutes of 5 May 2022 as a correct record.</p>	Of a simple or technical nature
SSC 22.089	02/06/2022	<p>Action Items The Committee NOTED the Action Items, including those items marked as completed.</p>	Of a simple or technical nature
SSC 22.090	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC 22.091	02/06/2022	<p>Uniting Church in Australia Beneficiary Fund as a Plan in the Corporate Superannuation Division of the Mercer Super Trust – Policy Committee -Nominee It was RESOLVED by Consensus that the Synod Standing Committee approve Bruce Binnie as the Queensland Synod nominee to the Uniting Church in Australia Beneficiary Fund as a Plan in the Corporate Superannuation Division of the Mercer Super Trust – Policy Committee from 1 July 2022 for a 4-year term.</p>	Which require ongoing, sustained oversight in execution
SSC 22.092	02/06/2022	<p>Dostana Board Appointments It was RESOLVED by Consensus that the Synod Standing Committee approve the appointment of Rev Catherine Solomon and Ms Lyndall Moore from 29 May 2022 for 3 years.</p>	Of appointment to governing entities
SSC 22.093	02/06/2022	<p>Remuneration and Nomination Committee Membership It was RESOLVED by Consensus that the Synod Standing Committee re-appoint Rev Bruce Moore (as the SSC representative) and Mr Dale Ham (as the external member) to the Remuneration and Nomination Committee, for a 3-year period from 7 June 2022 to 6 June 2025 (subject to Rev Bruce Moore remaining on the SSC for the duration of this term).</p>	Of appointment to governing entities

RES. #	Meeting Date	Resolution	Principles
SSC 22.094	02/06/2022	Council and Commission Re-appointment: Mrs Noela Lister It was RESOLVED by Consensus that the Synod Standing Committee approve the reappointment of Mrs Noela Lister as Chair of Uniting Education Schools and Colleges for the period from 19 May 2022 to 30 November 2022.	Of appointment to governing entities
SSC 22.095	02/06/2022	Phase 2 Exit Certificate: Rebecca Bell It was RESOLVED by Consensus that the Synod Standing Committee request that the Assembly issue an exit certificate for Rebecca Bell given her successful completion of all requirements for Phase 2 formation.	Of a simple or technical nature
SSC 22.096	02/06/2022	Budget FY 2022/23 Working Update It was RESOLVED by Consensus that the Synod Standing Committee note the current state of the FY 2022/23 budget and provide feedback, with a view to receiving the final version in July 2022 for approval.	Which require ongoing, sustained oversight in execution
SSC 22.097	02/06/2022	FIP Board Report It was RESOLVED by Consensus that the Synod Standing Committee note the report.	Which require regular reporting
SSC.22.098	02/06/2022	Office of the Synod Dashboard Q3 FY22 It was RESOLVED by Consensus that the Synod Standing Committee note the Office of the Synod Dashboard Q3 FY22 report.	Which require regular reporting
SSC.22.099	02/06/2022	Business Arising from the 36th Synod General Proposal 1: A Flourishing Creation - Queensland Synod Action and Advocacy Plan 2030 [resolution # 22.44]. It was RESOLVED by Consensus that the Synod: <ul style="list-style-type: none"> a) Adopts 'A Flourishing Creation: Queensland Synod Action and Advocacy Plan 2030'. b) Requests the Project Plenty Board within the Synod Office to develop an implementation plan for this report, including the resourcing of this plan, by 1 August 2022. This includes using the Advocacy Plan to influence all c) levels of Government. d) Directs the Synod Standing Committee to oversee its implementation, as part of the Project Plenty work. e) Requests a progress report be brought to the 37th Synod. 	Requiring long term preparation and research
SSC.22.100	02/06/2022	Business Arising from the 36th Synod General Proposal 2: Mission Collaboration and Coordination Committee (MC3) [resolution # 22.45]. It was RESOLVED by Consensus that the Synod: <ul style="list-style-type: none"> a) Approves the formation of a missional sub-committee of the Synod Standing Committee to have the powers and responsibilities as articulated in the attached Charter. 	Requiring long term preparation and research

RES. #	Meeting Date	Resolution	Principles
		b) Amend item 1.4 Composition, of the Charter to include clause (f) up to another two persons having regard for the need for diversity and skills in MC3 membership.	
SSC.22.101	02/06/2022	General Proposal 3: Mission Development Fund Policy [resolution # 22.46] It was RESOLVED by Consensus that the Synod adopts the policy found at Appendix C for the operation of the Mission Development Fund.	Which require ongoing, sustained oversight in execution
SSC.22.102	02/06/2022	General Proposal 4: Synod Ecumenical and Interfaith Relationships committees- governance change [resolution # 22.47] It was RESOLVED by Consensus that the Synod: a) Conclude the Synod Ecumenical Relationships Committee (SERC) and Synod Interfaith Relationships Committee (SIRC) as committees of the synod from the rising of the synod date. b) Requests the Project Plenty team to continue to work on ways to develop interfaith and ecumenical relationships within the synod. c) Acknowledges the significant work done by these committees in the life of the Synod.	Requiring long term preparation and research
SSC.22.103	02/06/2022	General Proposal 5: Gender Representation for Synod Standing Committee from 36th Synod [resolution # 22.48] It was RESOLVED by Formal Majority that the Synod: a) Amend By-Law Q2.2.7 (Relevant competencies for SSC elected members) by inserting the following: (o) gender diversity b) Amend By-Law Q2.2.13 (Election of SSC elected members) by inserting the following: 3. At least 50% of persons to be declared elected to fill the required number of elected member positions at the Synod meeting must be female c) Apply the proposed changes to By-Law Q2.2.7 and Q2.2.13 from and including the election of SSC elected members at the 37th Synod	Requiring long term preparation and research
SSC.22.104	02/06/2022	General Proposal 6: Uniting Church Membership for Appointment to a Synod Governing Body [resolution # 22.49] It was RESOLVED by Consensus that the Synod requests the General Secretary to review By-Law Q2.7.8(1)(f) in relation to Uniting Church Membership for members of Synod Governing Bodies, and provide a report on that review and any recommendations for decision at the 37th Synod to enable Synod Governing Bodies to remain fit for purpose	Requiring long term preparation and research
SSC.22.105	02/06/2022	General Proposal 7: Appointments to the Board for Christian Formation [resolution # 22.50] It was RESOLVED by Consensus that the Synod approve an appointment model for the Board for Christian Formation whereby appointment of members is made 50:50 by Synod in Session and Synod Standing Committee where: (a) chairperson plus three members of the Board for Christian Formation are appointed by Synod in Session (b) remaining four members of the Board for Christian Formation are appointed by Synod Standing Committee	Of a simple or technical nature

RES. #	Meeting Date	Resolution	Principles
		(c) 3-year terms remain per the Board for Christian Formation charter (roughly two Synodial terms) (d) appointments to the Board for Christian Formation are staggered to minimise board turnover at any given point: (i) every 2nd Synod in Session would have four Board for Christian Formation member appointments going to (ii) it at the time of the alternate Synod in Session, the Synod Standing Committee would make their four appointments.	
SSC.22.106	02/06/2022	SSC Mission Collaboration and Coordination Committee (MC3) It was RESOLVED by Consensus that the Synod Standing Committee note the resolution by consensus from SSC regarding MC3 and the subsequent amendment to the attached Charter.	Of a simple or technical nature
SSC.22.107	02/06/2022	SSC Mission Collaboration and Coordination Committee (MC3) It was RESOLVED by Consensus that the Synod Standing Committee note the proposed next steps in establishing the MC3.	Which require regular reporting
SSC.22.108	02/06/2022	Review Of Complaints and Discipline Processes It was RESOLVED by Consensus that the Synod Standing Committee request the Synod Office to review the management and operational processes in relation to complaints and discipline seeking to improve timelines, communication, and clarity.	Of a simple or technical nature
SSC.22.109	02/06/2022	Moderator's Report It was RESOLVED by Consensus that the Moderator's verbal Report be received.	Of a simple or technical nature
SSC.22.110	02/06/2022	General Secretary's Strategic Report It was RESOLVED by Consensus that the General Secretary's Strategic Report be received.	Which require regular reporting
SSC.22.111	02/06/2022	PRESBYTERIAN AND METHODIST SCHOOLS ASSOCIATION CONSTITUTION AMENDMENT It was RESOLVED by Consensus that the Synod Standing Committee approve the proposed amendments to the PMSA Constitution.	Which require regular reporting
SSC.22.112	07-July-2022	Participant Association In accordance with the definition of "participant" in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate to associate each of: (a) Taunese Aplen and Kellie Broderick for the whole meeting (b) Lea Kingdon, Steve Drinkall & Kevin Griffiths for agenda item 4.0	Of a simple or technical nature
SSC.22.113	07-July-2022	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Which require ongoing, sustained oversight in execution
SSC.22.114	07-July-2022	Minutes – 2 June 2022 It was RESOLVED by Consensus that the Synod Standing Committee, adopt the minutes of 2 June 2022 as true and accurate correct record.	Of a simple or technical nature

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RES. #	Meeting Date	Resolution	Principles
SSC.22.115	07-July-2022	Action Items The Committee NOTED the Action Items, including those items marked as completed. The Committee requested for the Actions Items Register be reviewed and closed actions to be removed from the report for the August SCC meeting.	Of a simple or technical nature
SSC.22.116	07-July-2022	Multi-Cross-Cultural Reference Group Membership Nomination - Rev Pat It was RESOLVED by Consensus that the Synod Standing Committee approve the appointment of Rev Leva Pat as a new member for a term of three years.	Of appointment to governing entities
SSC.22.117	07-July-2022	Uniting Education Appointment - Ms Jessica Griffiths It was RESOLVED by Consensus that the Synod Standing Committee approve the appointment of Ms Jessica Griffiths to Uniting Education Schools and Colleges for the period from 8 July 2022 to 7 July 2025.	Of appointment to governing entities
SSC.22.118	07-July-2022	Uniting Education Appointment – Mr Gary Lynch It was RESOLVED by Consensus that the Synod Standing Committee approve the appointment of Mr Gary Lynch to Uniting Education Schools and Colleges for the period from 8 July 2022 to 7 July 2025.	Of appointment to governing entities
SSC.22.119	07-July-2022	Uniting Education Appointment – Ms Jessica Lipsett It was RESOLVED by Consensus that the Synod Standing Committee approve the appointment of Ms Jessica Lipsett to Uniting Education Schools and Colleges for the period from 7 May 2022 to 6 May 2025.	Of appointment to governing entities
SSC.22.120	07-July-2022	Uniting Education: Quarterly Appointments Report (Apr – Jun 2022) The Quarterly Appointments Report was NOTED by the Synod Standing Committee.	Which require regular reporting
SSC.22.121	07-July-2022	Board for Christian Formation Appointments It was RESOLVED BY Consensus that the Synod Standing Committee approve that: <ul style="list-style-type: none"> • the membership requirements included in the Charter of the BCF be suspended until such time as a properly constituted BCF can be formed. • in the interim, the General Secretary chair a transitional committee to manage the role of the BCF. The transitional committee to be composed of the existing members. • this arrangement be reviewed monthly by the SSC and will cease upon the appointment of anew Chair and new members of the BCF. 	Of appointment to governing entities
SSC.22.122	07-July-2022	Remuneration Nomination Committee Meeting – Minutes of 23 June 2022 meeting It was RESOLVED by Consensus that the Synod Standing Committee NOTED the Minutes of the Remuneration Nomination Committee Meeting of 23 June 2022 meeting.	Which require regular reporting
SSC.22.123	07-July-2022	ACT2 Steering Group It was RESOLVED by Consensus that the Synod Standing Committee APPROVE the appointment of Mr Kevin Griffiths to the Act2 Steering Committee.	Of a simple or technical nature

renewal

RES. #	Meeting Date	Resolution	Principles
		Budget FY 2022/23 (July 2022 to June 2023) It was RESOLVED by Consensus that the Synod Standing Committee approve the FY 2022/23 budget.	Which require annual reporting or approvals.
SSC.22.124	07-July-2022	Budget FY 2022/23 (July 2022 to June 2023) It was RESOLVED by Consensus that the Synod Standing Committee approve the FY 2022/23 budget.	Which require annual reporting or approvals.
SSC.22.125	07-July-2022	Discussion under item – Budget FY 2022/23 (July 2022 to June 2023) The Synod Standing Committee RESOLVED by Consensus to move Item 2.8 Board for Christian Formation Appointments requiring decision out of the Consent Agenda for formal decision.	Of a simple or technical nature
SSC.22.126	07-July-2022	Discussion under item – Budget FY 2022/23 (July 2022 to June 2023) The Chair provided an overview to Ms Healy on discussions. The members noted the budget has been discussed previously. Ms Healy did not have further questions. It was RESOLVED by Consensus that the Synod Standing Committee to approve the FY 2022/23 budget as tabled.	Which require annual reporting or approvals.
SSC.22.127	07-July-2022	Plenty Report It was RESOLVED by Consensus that the Synod Standing Committee NOTE the presentation.	Of a simple or technical nature
SSC.22.128	07-July-2022	Evaluation of the 36th Synod It was RESOLVED by Consensus that the Synod Standing Committee NOTE the presentation.	Of a simple or technical nature
SSC.22.129	07-July-2022	Moderator's Report It was RESOLVED by Consensus that the Synod Standing Committee NOTE the Moderator's Report and be received.	Which require regular reporting
SSC.22.130	07-July-2022	General Secretary's Strategic Report It was RESOLVED by Consensus that the Synod Standing Committee NOTE the report.	Which require regular reporting
SSC.22.131	07-July-2022	Remuneration Nomination Committee Report It was RESOLVED by Consensus that the Synod Standing Committee NOTE the report.	Which require regular reporting
SSC.22.132	07-July-2022	General Business It was RESOLVED by Consensus that August Synod Standing Committee be conducted virtually.	Of a simple or technical nature
SSC.22.133	04-August-2022	Participant Association In accordance with the definition of "participant" in paragraph 5.I of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate to associate each of: (a) Taunese Aplén, Corporate Governance Manager for the whole meeting	Of a simple or technical nature

RES. #	Meeting Date	Resolution	Principles
		(b) Rex Niven for agenda item 4 (Creation of New Institution – Andy’s Place; and (c) Stuart Christ and Noela Lister for agenda item 5 (Calvary Christian College – Adoption of a new Constitution and Delegations Framework)	
SSC.22.134	04-August-2022	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Which require regular reporting
SSC.22.135	04-August-2022	Action Items The Committee NOTED the Action Items. No action items fell due on the date of this meeting to be discussed.	Of a simple or technical nature
SSC.22.136	04-August-2022	UnitingCare Queensland Quarter 4 Report It was RESOLVED by Consensus that the Synod Standing Committee NOTE the presentation and verbal updates.	Which require regular reporting
SSC.22.137	04-August-2022	Creation Of New Institution – Andy’s Place It was RESOLVED by Consensus that the Synod Standing Committee APPROVE the creation of a new Institution called Andy's Place and be an institution of the UCA - St Andrew's Uniting Church.	Which require annual reporting or approvals
SSC.22.138	04-August-2022	Calvary Christian College - Adoption Of A New Constitution And Delegations Framework The Synod Standing Committee RESOLVED by Consensus to refer the decision to the next meeting and the following matters to be addressed and amended accordingly: <ul style="list-style-type: none"> • Clarify the roles and responsibilities of the Queensland Synod ("Synod"), The Uniting Church in Australia (Q.) Property Trust, Real Life Christian Church and Calvary College • Committee noted their concerns of and external statement and potential loss of control as the statement can be modified by third parties without the authorisation of the Queensland Synod. • Consider review and removal of the Lifestyle Statement and review implication of teachers. 	Which require annual reporting or approvals
SSC.22.139	04-August-2022	Moderators report It was RESOLVED by Consensus that the Synod Standing Committee NOTE the Moderator's Report and be received.	Which require regular reporting
SSC.22.140	04-August-2022	General Secretary’s Strategic Report The Synod Standing Committee NOTE the absence of the report due to the apology of the General Secretary.	Which require regular reporting
SSC.22.141	01-September-2022	Participant Association In accordance with the definition of “participant” in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate to associate each of: (a) Taunese Aplen, Corporate Governance Manager for the whole meeting.	Of a simple or technical nature

RES. #	Meeting Date	Resolution	Principles
		(b) Mr Stuart Christ, Ms Noela Lister and Mr John Moriarty for Items 5 and 6 (c) Mr Malcolm Hinton for Items 7 and 8.	
SSC.22.142	01-September-2022	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Of a simple or technical nature
SSC.22.143	01-September-2022	Meeting Proceedings Members noted the following: <ul style="list-style-type: none"> • General Secretary to be excluded from participation at Items 7, 8, 9 and 10. • Moderator Chair to be excluded from participation at Item 7 and 8 • the conflict of Mr Scott McDonald, Ms Philippa Ferrant-Smith, Mr Paul Newman, Mr Andrew McBryde, Rev Bruce Moore, Rev Christine Herman and Mr Nigel Alexander at Item 2.3 and will abstain from voting. • Mr Craig Barke and Mr Peter Cranna will exclude themselves from participation at Items 7 and 8. • Items 2.3 will remain on the consensus agenda unless a member raises an objection or requires further discussion. 	Of a simple or technical nature
SSC.22.144	01-September-2022	Minutes – 4 August 2022 It was RESOLVED by Consensus that the Synod Standing Committee, adopt the minutes of 4 August 2022 as true and accurate correct record.	Of a simple or technical nature
SSC.22.145	01-September-2022	Action Items It was RESOLVED by Consensus that the Synod Standing Committee note the action items register.	Of a simple or technical nature
SSC.22.146	01-September-2022	UnitingCare Queensland Board Appointments It was RESOLVED by Consensus that the Synod Standing Committee APPROVE : 1. the suspension of clause 4.1 of the UnitingCare Queensland Constitution requirement for the number of Board Members to not be more than 12 for the period from 1 February 2023 to 31 March 2023 pending the 31 March 2023 retirement of Mr. Chris Townend. 2. the appointment of Dr Mellissa Naidoo to the UnitingCare Queensland Board for a period of 3 years from 1 October 2022 to 30 September 2025. 3. the appointment of Dr John Wakefield to the UnitingCare Queensland Board for a period of 3 years from 1 February 2023 to 31 January 2026.	Of appointment to governing entities
SSC.22.147	01-September-2022	UnitingCare Queensland (UCQ) Annual Statement of Missional Intent (ASMI) 2022-23 It was RESOLVED by Consensus that the Synod Standing Committee approve the UCQ Annual Statement of Missional Intent (ASMI) 2022-2023 including the financial summary and forecast information.	Which require annual reporting or approvals.

RES. #	Meeting Date	Resolution	Principles
SSC.22.148	01-September-2022	<p>Mission Collaboration and Coordination Committee (MC3) - Membership</p> <p>It was RESOLVED by Consensus that the Synod Standing Committee APPROVE the appointment of the members, as per item 1.4 Composition being:</p> <p>A representative from each Presbytery, as determined by the Presbytery</p> <ul style="list-style-type: none"> • Bremer Brisbane Rev Glen Schweitzer • Carpentaria Rev Christy Allen • Central Queensland Rev Wayne McHugh • Mary Burnett Mr Graham Huth • Moreton Rivers Rev Mark Cornford • South Moreton Rev David Busch • The Downs Rev Marius Kruger <p>Moderator (ex-officio) Rev Andrew Gunton (also Chair)</p> <p>The General Secretary (ex-officio) Rev Heather den Houting</p> <p>Board of Christian Formation representative Rev Paul Jones</p> <p>** Director of Mission UnitingCare Queensland Rev Peter Armstrong (Assoc. DOM)</p> <p>The MC3 will be supported by an Executive Officer who will be an ex officio member. Mrs Kellie Broderick</p> <p>Up to another two persons having regard for the need for diversity and skills in MC3 membership.</p> <p>The MC3 may co-opt others onto the committee when specialist knowledge is required.</p>	Appointment to governing entities
SSC.22.149	01-September-2022	<p>Uniting Education Schools and Colleges Report</p> <p>It was RESOLVED by Consensus that the Synod Standing Committee NOTED the paper.</p>	Which require regular reporting
SSC.22.150	01-September-2022	<p>Calvary Christian College – Adoption of a new Constitution and Delegations Framework</p> <p>It was RESOLVED by Consensus that the Synod Standing Committee APPROVE the:</p> <ol style="list-style-type: none"> 1. replacement of the existing Calvary Constitution (Attachment A) with the draft proposed Calvary Constitution (Attachment C); and 2. the delegation framework (Attachment D, E and F) for Schools and Colleges for implementation at Calvary Christian College, The Lakes College and Scots PGC College. 	Which require annual reporting or approvals.
SSC.22.151	01-September-2022	<p>Privileged - Legal Advice Exposure of the UCA Property Trust (Q.) to liabilities of other Church Entities Outside of Queensland</p> <p>It was RESOLVED by Consensus that the Synod Standing Committee NOTE the paper.</p>	Which pose an unacceptable risk to the church if left unaddressed
SSC.22.152	01-September-2022	<p>Privileged - Legal Advice Rev Dr Hedley Fihaki’s Communique raising concerns of Racism and Racial Profiling</p> <p>It was RESOLVED by Consensus that the Synod Standing Committee NOTE the current status of this matter and that final advice will be provide for the Committee’s consideration at its meeting on 6 October 2022.</p>	Which pose an unacceptable risk to the church if left unaddressed

RES. #	Meeting Date	Resolution	Principles
SSC.22.153	01-September-2022	<p>Update on the General Secretary Performance Review FY2022 It was RESOLVED by Consensus that the Synod Standing Committee:</p> <ol style="list-style-type: none"> NOTE the work completed to date and the change of timing for the General Secretary Review APPROVE the changes to the working party and the inclusion of review by the Remuneration and Nomination Committee (RNC). 	Which require ongoing, sustained oversight in execution
SSC.22.154	01-September-2022	<p>General Secretary Selection Panel & Position Description Feedback It was RESOLVED by Consensus that the Synod Standing Committee APPROVE the additional appointment of the Moderator-Elect Rev Bruce Moore to the working party and selection panel.</p>	Which require ongoing, sustained oversight in execution
SSC.22.155	01-September-2022	<p>General Secretary Selection Panel & Position Description Feedback It was RESOLVED by Consensus that the Synod Standing Committee APPROVE the appointment of the General Secretary Selection Panel including:</p> <ol style="list-style-type: none"> Rev Andrew Gunton (Moderator) Mr Scott McDonald (Chair – RNC) Rev Bruce Moore (Moderator Elect) Mr Nigel Alexander (Chair – UCQ) Rev Yvonne McRostie (Presbytery Minister, The Downs). 	Which require ongoing, sustained oversight in execution
SSC.22.156	01-September-2022	<p>Moderators Report It was RESOLVED by Consensus that the Synod Standing Committee RECEIVE the report.</p>	Of a simple or technical nature
SSC.22.157	01-September-2022	<p>General Secretary's Strategic Report It was RESOLVED by Consensus that the Synod Standing Committee RECEIVE the report.</p>	Of a simple or technical nature
SSC.22.158	06-October-2022	<p>Participant Association In accordance with the definition of “participant” in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate to associate each of:</p> <ol style="list-style-type: none"> Taunese Aplen, Corporate Governance Manager for the whole meeting. Rev Dr Adam McIntosh, Associate Director of Mission: Pastoral Care (UCQ) (Item 4) Dr Ian Airey, Chair of the WMQ Council (Item 5) Noela Lister (Chair), Stuart Christ (Director), Jon Moriarty (Executive Officer) (Item(s) 6, 7, 8) 	Of a simple or technical nature

RES. #	Meeting Date	Resolution	Principles
		(e) Lea Kingdon, Strategic Change Manager (Item 9) (f) Steve Drinkall, Manager Mission Engagement (Item 9) (g) Kevin Griffiths, Executive Director Shared Services (Item 9) (h) Karin Wiedemann, Property Development Manager (Item 10) (i) Karly White, Legal Officer (Item 11).	
SSC.22.159	06-October-2022	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Of a simple or technical nature
SSC.22.160	06-October-2022	Meeting Proceedings It was RESOLVED by Consensus that the Synod Standing Committee, accept the following: (a) Item 6 (Uniting Education: Quarterly Appointments Report (Jul – Sept 2022)), Item 7 (UESC: Council and Commission Appointment – Ms Tracey Johnson) and Item 8 (UESC: Council and Commission Appointment – Mr Richard Leo) be moved into the consent agenda. (b) The General Secretary to be excluded from participation at Items 11 and 12; and (c) The Moderator Chair to be excluded from participation at Item 11.	Of a simple or technical nature
SSC.22.161	06-October-2022	Minutes – 1 September 2022 It was RESOLVED by Consensus that the Synod Standing Committee, adopt the minutes of 1 September 2022 as true and accurate correct record.	Of a simple or technical nature
SSC.22.162	06-October-2022	Action Items It was RESOLVED by Consensus that the Synod Standing Committee NOTE the action items register.	Of a simple or technical nature
SSC.22.163	06-October-2022	Uniting Education: Quarterly Appointments Report (Jul – Sept 2022) It was RESOLVED by Consensus that the The Uniting Education Schools and Colleges (Uniting Education) Quarterly Appointments Report for the period July – September 2022 is NOTED.	Which require regular reporting
SSC.22.164	06-October-2022	Council and Commission Appointment – Ms Tracey Johnson It was RESOLVED by Consensus based on the recommendation of Uniting Education Schools and Colleges, the Synod Standing Committee APPROVE the appointment of Ms Tracey Johnson to Uniting Education Schools and Colleges for the period from 7 October 2022 to 6 October 2025, or for the three years from the date that confirmation of membership is received by Uniting Education Schools and Colleges, whichever is the latter.	Of appointment to governing entities
SSC.22.165	06-October-2022	Council and Commission Appointment – Mr Richard Leo It was RESOLVED BY CONSENSUS based on the recommendation of Uniting Education Schools and Colleges, the Synod Standing Committee APPROVE the appointment of Mr. Richard Leo to Uniting Education Schools and Colleges for the period from 7 October 2022 to 6 October 2025.	Of appointment to governing entities

RES. #	Meeting Date	Resolution	Principles
SSC.22.166	06-October-2022	UnitingCare Queensland – 2023 Board Reappointment Process It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the PAPER.	Which require ongoing, sustained oversight in execution
SSC.22.167	06-October-2022	UnitingCare Queensland – Voluntary Assisted Dying Policy It was RESOLVED BY Consensus that the Synod Standing Committee ENDORSE the Uniting Care Queensland Voluntary Assisted Dying Policy.	Which require annual reporting or approvals.
SSC.22.168	06-October-2022	Wesley Mission Queensland (WMQ) Board Chair Appointment It was RESOLVED BY Consensus that the Synod Standing Committee APPROVE the appointment of Ms Elaine Rae to the role of Chairperson of the Wesley Mission Queensland Council for the calendar year 2023.	Of appointment to governing entities
SSC.22.169	06-October-2022	Project Plenty Report It was RESOLVED BY Consensus that the Synod Standing Committee APPROVE to associate Mr Kevin Griffiths under this agenda item due to the apology of Mr Steve Drinkall.	Of a simple or technical nature
SSC.22.170	06-October-2022	Project Plenty Report It was RESOLVED BY Consensus that the Synod Standing Committee NOTE the report.	Which require regular reporting
SSC.22.171	06-October-2022	Project Coeee – Stage 2 (Reconfiguration of Level 2, Synod Office) Business Case It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the budget of \$1,275,000 (excluding GST) for Project Coeee - Stage 2 (Reconfiguration of level 2, Synod office), in line with the scope outlined in the submission tabled.	Which require ongoing, sustained oversight in execution
SSC.22.172	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC.22.173	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC.22.174	06-October-2022	Frederick Marsden Youth Centre It was RESOLVED BY CONSENSUS that the Synod Standing Committee AGREE to take the following action, that: (a) the Uniting Church in Australia, Queensland Synod remove itself from any further governance responsibility regarding Frederick Marsden Youth Centre (FMYC) (b) the changes to the FMYC constitution are APPROVED	Which require ongoing, sustained oversight in execution

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RES. #	Meeting Date	Resolution	Principles
		(c) the date of the effect of the changes be 31 October 2022; and (d) AUTHORISE the General Secretary do all other things necessary to bring these resolutions to effect.	
SSC.22.175	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC.22.176	06-October-2022	Moderator Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.22.177	03-November-2022	Participant Association In accordance with the definition of “participant” in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate: (a) Taunese Aplen, Corporate Governance Manager for the whole meeting. (b) Mr Kevin Griffiths, Executive Director Shared Services Item 7 (c) Mr Geoff Batkin, FIP Chair Items 8 & 9 (d) Mr Simon Hancox, Audit Partner, Grant Thornton Item 9 (e) Ms Robyn Batten Executive Chair Leap In! Item 10 (f) Mr Stuart Dempster, Executive Director, Business Enterprises and Innovation Item 11	Of a simple or technical nature
SSC.22.178	03-November-2022	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Of a simple or technical nature
SSC.22.179	03-November-2022	Meeting Proceedings It was RESOLVED by Consensus that the Synod Standing Committee to note the Rev Bruce Moore (Moderator-Elect) be excluded from discussion at agenda item 11 Moderator Stipend.	Of a simple or technical nature
SSC.22.180	03-November-2022	Minutes – 6 October 2022 It was RESOLVED by Consensus that the Synod Standing Committee, adopt the minutes of 1 September 2022 as true and accurate correct record.	Of a simple or technical nature
SSC.22.181	03-November-2022	Action Items It was RESOLVED by Consensus that the Synod Standing Committee NOTE the action items register.	Of a simple or technical nature
SSC.22.182	03-November-2022	Item 4.1 Flying minute - Withdrawal of Recognition Rev Dr Hedley Fihaki It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the outcomes of the flying minute decision made Friday 14 October.	Of a simple or technical nature

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RES. #	Meeting Date	Resolution	Principles
SSC.22.183	03-November-2022	<p>Consent Agenda Item 4.2 Appointment of Rev Lousia Yu as Chair of MCCRG It was RESOLVED BY CONSENSUS that the Synod Standing Committee ENDORSE the appointment of Rev Lousia Yu as Chairperson of the Multi-Cross-Cultural Reference Group (MCCRG) for a further 3-year term.</p>	Of appointment to governing entities
SSC.22.184	03-November-2022	<p>UCQ Board Member and Chair Reappointment Process It was RESOLVED BY CONSENSUS that the Synod Standing Committee:</p> <ul style="list-style-type: none"> • APPROVE the process and approach for reappointment of UnitingCare Board Members and Chair in accordance with the UnitingCare Queensland Constitution and Queensland Synod By-laws. • APPROVE the appointment of the Reappointment Panel for Board Members, Ms Justine Cain and Ms Alison Quinn, as: <ol style="list-style-type: none"> a. Rev. Andrew Gunton, Moderator, Synod Standing Committee Nominee, b. Ms Bronywn Clarkson, Queensland Synod Remuneration and c. Nomination Committee nominee, d. Mr Nigel Alexander, UnitingCare Queensland Board Chair, and e. Mr Chris Townend, UnitingCare Queensland Board Member Representative. • NOTE that the process approval for Ms Justine Cain and Ms Alison Quinn is retrospective to UnitingCare Board approval of the Panel recommendations with consideration to the timing of Board Member term expiry and Board and Synod Standing Committee schedules. a. APPROVE the appointment of the Chair Reappointment Panel for the reappointment of Mr Nigel Alexander as: <ol style="list-style-type: none"> a. Rev. Andrew Gunton, Moderator Synod Standing Committee Nominee, b. Ms Bronywn Clarkson, Queensland Synod Remuneration and Nomination Committee nominee, c. Ms Natalie Smith, UnitingCare Queensland Board Deputy Chair; and d. Mr Chris Townend, UnitingCare Queensland Board Member Representative. 	Of appointment to governing entities
SSC.22.185	03-November-2022	<p>Synod Standing Committee Principles It was RESOLVED BY CONSENSUS that the Synod Standing Committee:</p> <ul style="list-style-type: none"> • ACCEPT the formal adoption of the Synod Standing Committee Principles as current for the 36th Synodial Term. • AGREE to refer the Synod Standing Committee Principles to the 37th Synod in Session for review. 	Of a simple or technical nature
SSC.22.186	03-November-2022	<p>ACT2 Update It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the verbal update including regular future updates to be provided.</p>	Which require regular reporting
SSC.22.187	03-November-2022	<p>Finance Property & Investment Board report It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the report.</p>	Which require regular reporting

RES. #	Meeting Date	Resolution	Principles
SSC.22.188	03-November-2022	<p>Audited Financial Statements for the UCA Queensland Synod office for the year ended 30 June 2022 It was RESOLVED BY CONSENSUS that the Synod Standing Committee:</p> <ul style="list-style-type: none"> • APPROVE the 30 June 2022 Financial Statements of The Uniting Church in Australia Queensland Synod office • APPROVE appoint Rev Andrew Gunton and Rev Heather den Houting to sign the 30 June 2022 Financial Statements of The Uniting Church in Australia Queensland Synod office. 	Which require annual reporting or approvals.
SSC.22.189	03-November-2022	<p>Leap in! Corporate Structure – Go for Growth Strategy It was RESOLVED BY CONSENSUS that the Synod Standing Committee:</p> <ul style="list-style-type: none"> • ENDORSE the Leap In! Australia Ltd Go for Growth Strategy • APPROVE the delegation of decision making of the final structure and equity dilution of Leap in! Australia Ltd to the UnitingCare Board working group of Nigel Alexander, Chair, Justine Cain Member Nominee Director, Susan Rix, Jim Demack and Craig Barke CEO to enable timely progress; and • NOTE updates on progress will be provided to the SSC via the UnitingCare Board Chair and CEO. 	Which require ongoing, sustained oversight in execution
SSC.22.190	03-November-2022	<p>Vaccination Requirements for Uniting Early Learning (UEL) Staff at Centers It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the requirement for vaccination for United Early Learning staff at centers be revised from ‘mandatory’ to ‘highly recommended’ and come into effect from 1 January 2023.</p>	Which require annual reporting or approvals.
SSC.22.191	03-November-2022	<p>Project Plenty Budgeting Process It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the Project Plenty pool budget for FY 23 (\$488,500) and NOTES that there will be further be expenditure submission requests via the Synod Office budget process in future years.</p>	Which require annual reporting or approvals.
SSC.22.192	03-November-2022	<p>Moderator Stipend Review It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the verbal update and next steps of a wider policy and process review into remuneration of synod and relevant positions within the wider Church.</p>	Which require ongoing, sustained oversight in execution
SSC.22.193	03-November-2022	<p>Moderator Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.</p>	Of a simple or technical nature

RES. #	Meeting Date	Resolution	Principles
SSC.22.194	03-November-2022	General Secretary's Strategic Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Of a simple or technical nature
SSC 22.195	01-December-2022	Participant Association In accordance with the definition of "participant" in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate: (a) Taunese Aplen, Corporate Governance Manager for the whole meeting. (b) Elaine Rae WMQ Board Chair Elect 2023, Jude Emmer WMQ CEO Item 5 (c) Stuart Christ Director Church Enterprises Item 7 (d) Jon Moriarty Executive Officer Schools and Colleges Item 7 (e) Bethany Masters Complaints Officer Item 10 (f) Struan Robertson Strategic Risk Manager Item 12	Of a simple or technical nature
SSC.22.196	01-December-2022	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Of a simple or technical nature
SSC.22.197	01-December-2022	Meeting Proceedings It was RESOLVED by Consensus that the Synod Standing Committee NOTE General Secretary Heather den Houting to be excluded from agenda item 8 General Secretary Recruitment – Update & PD Approval.	Of a simple or technical nature
SSC.22.198	01-December-2022	Minutes from the Previous Meeting It was RESOLVED by consensus that the Synod Standing Committee, ADOPT the minutes of 3 November 2022 as true and accurate correct record.	Of a simple or technical nature
SSC.22.199	01-December-2022	Actions Register It was RESOLVED by consensus that the Synod Standing Committee NOTE the action items register.	Of a simple or technical nature
SSC.22.200	01-December-2022	UESC Commission Appointment – Mrs Margaret Goody It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE on the recommendation of Uniting Education Schools and Colleges, the Synod Standing Committee approve the appointment of Mrs Margaret Goody to Uniting Education Schools and Colleges for the period from 2 December 2022 to 1 December 2025.	Of appointment to governing entities
SSC.22.201	01-December-2022	UnitingCare Queensland - Board Member Reappointments It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the Board Reappointment Panel's recommendation that Ms Justine Cain be reappointed to the UnitingCare Queensland Board for a second term, for a period of 3 years from 1 January 2023 to 31 December 2025 in accordance with clause 4.8 of the UnitingCare Queensland Constitution and Queensland Synod By-laws Q4.1.3.1.	Of appointment to governing entities

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RES. #	Meeting Date	Resolution	Principles
SSC.22.202	01-December-2022	UnitingCare Queensland - Board Member Reappointments It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the Board Reappointment Panel's recommendation that Ms Alison Quinn be reappointed to the UnitingCare Queensland Board for a second term, for a period of 3 years from 1 March 2023 to 28 February 2026 in accordance with clause 4.8 of the UnitingCare Queensland Constitution and Queensland Synod By-laws Q4.1.3.1.	Of appointment to governing entities
SSC.22.203	01-December-2022	Wesley Mission Queensland - Board Appointments 2023 It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE Ms Sherree Halliwell be reappointed to the WMQ Board for a term of three years from 1 January 2023 to 31 December 2025.	Of appointment to governing entities
SSC.22.204	01-December-2022	Wesley Mission Queensland - Board Appointments 2023 It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE Mr Chris Grover be reappointed to the WMQ Board for a term of three years from 1 January 2023 to 31 December 2025.	Of appointment to governing entities
SSC.22.205	01-December-2022	Wesley Mission Queensland - Board Appointments 2023 It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE Ms Elizabeth Baker be appointed to the WMQ Board for a term of three years from 1 January 2023 to 31 December 2025.	Of appointment to governing entities
SSC.22.206	01-December-2022	Wesley Mission Queensland - Board Appointments 2023 It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE Dr Daniel Pampuch be appointed to the WMQ Board for a term of three years from 1 January 2023 to 31 December 2025.	Of appointment to governing entities
SSC.22.207	01-December-2022	Wesley Mission Queensland - Board Appointments 2023 It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE Mr Lee Poole be appointed to the WMQ Board for a term of three years from 1 January 2023 to 31 December 2025.	Of appointment to governing entities
SSC.22.208	01-December-2022	Wesley Mission Queensland - Board Appointments 2023 It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE Dr Jessa Rogers be appointed to the WMQ Board for a term of three years from 1 January 2023 to 31 December 2025.	Of appointment to governing entities
SSC.22.209	01-December-2022	Wesley Mission Queensland - Board Appointments 2023 It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE Mr David Rose be appointed to the WMQ Board for a term of three years from 1 January 2023 to 31 December 2025.	Of appointment to governing entities
SSC.22.210	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC.22.211	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC.22.212	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC.22.213	Omitted for privacy, confidentiality, or legal professional privilege reasons		

RES. #	Meeting Date	Resolution	Principles
SSC.22.214	01-December-2022	FIP Board Appointment (Kate Hands) and Re-Appointment (Hayden Gaffel) It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE Ms Kate Hands to the Finance Investment and Property Board for a 3-year term to 30 November 2025.	Of appointment to governing entities
SSC.22.215	01-December-2022	FIP Board Appointment (Kate Hands) and Re-Appointment (Hayden Gaffel) It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE to suspend Queensland Synod Bylaw Q2.7.8(1)(f) as part of appointment of Ms Kate Hands.	Of appointment to governing entities
SSC.22.216	01-December-2022	FIP Board Appointment (Kate Hands) and Re-Appointment (Hayden Gaffel) It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE a third term for Mr Hayden Gaffel on the Finance Investment and Property Board for three years to 16 May 2025.	Of appointment to governing entities
SSC.22.217	01-December-2022	Uniting Education Schools and Colleges – Review of Charter It was RESOLVED BY CONSENSUS that the Synod Standing Committee upon the recommendation of Uniting Education Schools and Colleges (Uniting Education), APPROVE the proposed amendments to the Uniting Education Charter.	Which require annual reporting or approvals.
SSC.22.218	01-December-2022	General Secretary Recruitment – Update & PD Approval It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the determination to follow Option 1 and approve the position description and determine not to go to the Placements Committee.	Of appointment to governing entities
SSC.22.219	01-December-2022	37th Synod Business Committee It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the establishment of the 37th Synod Business Committee comprised of the following members: (a) Moderator (b) Moderator-Elect (c) General Secretary; (d) Corporate Governance Manager; (e) Executive Officer Corporate; (f) Rev Brian Hoole; and (g) Any additional members as agreed and appointed by the Moderator, Moderator-Elect and General Secretary.	Which require annual reporting or approvals.
SSC.22.220	01-December-2022	37th Synod Business Committee It was RESOLVED BY CONSENSUS that the Synod Standing Committee AUTHORISE the 37th Synod Business Committee to elect from within its membership a convenor of the 37th Synod Business Committee.	Which require ongoing, sustained oversight in execution
SSC.22.221	01-December-2022	Complaints, Discipline and Persons of Concern It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the revisions to the: (a) Complaints and Allegations Policy	Which require ongoing, sustained

RES. #	Meeting Date	Resolution	Principles
		(b) Person of Concern Policy (c) Person of Concern Procedure	oversight in execution
SSC.22.222	01-December-2022	Complaints, Discipline and Persons of Concern It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE that: (a) new information guide about complaints and discipline in the church under the Uniting Church in Australia Regulations 2019 (b) new Synod Complaints Mailbox – Quick Referral Guide that replaces the Complaints/allegations quick referral guide (c) revisions to the Complaints and Allegations – Initial Response tool (d) protocol agreed upon between Moreton Rivers Presbytery and Wesley Mission Queensland regarding complaints against minister in placement at Wesley Mission Queensland.	Which require ongoing, sustained oversight in execution
SSC.22.223	01-December-2022	Complaints, Discipline and Persons of Concern It was RESOLVED BY CONSENSUS that the Synod Standing Committee AUTHORISE the General Secretary to writes to the National Safe Church Unit requesting that the National Person of Concern Policy Framework only mandates notifications to the police where legally required.	Which require ongoing, sustained oversight in execution
SSC.22.224	01-December-2022	Complaints, Discipline and Persons of Concern It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the challenges and limitations inherent in the regulatory complaints framework and work being undertaken by Legal Services to address these.	Which require ongoing, sustained oversight in execution
SSC.22.225	01-December-2022	Complaints, Discipline and Persons of Concern It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the appointment of Rev Bob Miles as Deputy Chairperson for the SSMCC.	Of appointment to governing entities
SSC.22.226	01-December-2022	Complaints, Discipline and Persons of Concern It was RESOLVED BY CONSENSUS that the Synod Standing Committee DETERMINE to turns its mind to how more skilled and experienced persons can be encouraged to serve and stay on the Synod Sexual Misconduct and Complaints Committee and Synod Committee for Counselling.	Which require ongoing, sustained oversight in execution
SSC.22.227	01-December-2022	Synod Executive Decision-Making During Dec 22 – Jan 23 period It was RESOLVED BY CONSENSUS that the Synod Standing Committee DETERMINE the following members be appointed as synod executive decision-makers during December 2022 to January 2023:	Of a simple or technical nature

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RES. #	Meeting Date	Resolution	Principles
		(a) Rev Heather, den Houting General Secretary (b) Rev Bruce Moore, Moderator-Elect (c) Ms Phillipa Ferrant-Smith (elected); and (d) Dr Marilyn Healy (elected).	
SSC.22.228	01-December-2022	Update and Review of the Synod Risk Appetite Statement It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the Risk Appetite Statement has been updated to include a United Early Leading (UEL) context.	Which require ongoing, sustained oversight in execution
SSC.22.229	01-December-2022	Update on the National Church & Synod Liability It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require ongoing, sustained oversight in execution.
SSC.22.230	01-December-2022	Moderator Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.22.231	01-December-2022	General Secretary's Strategic Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.22.232	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC.22.233	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC.22.234	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC 23.235	2-February-2023	Participant Association In accordance with the definition of "participant" in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate: (g) Taunese Aplen, Corporate Governance Manager for the whole meeting. (h) Kevin Griffiths, Executive Director Shared Services [Item 5 Project Plenty Update] (i) Steve Drinkall, Manager Mission Engagement [Item 5 Project Plenty Update] (j) Kylie Sessa, Head of Business Development Unit (online) [Item 8 Business Development Update]	Of a simple or technical nature
SSC.23.236	2-February-2023	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Of a simple or technical nature
SSC.23.237	2-February-2023	Meeting Proceedings It was RESOLVED by Consensus that the Synod Standing Committee NOTE the General Secretary be excluded from agenda item 7 Correspondence via Presbyteries - Position Description for General Secretary.	Of a simple or technical nature

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RES. #	Meeting Date	Resolution	Principles
SSC.23.238	2-February-2023	Minutes from the Previous Meeting – 1 December 2022 It was RESOLVED by Consensus that the Synod Standing Committee ADOPT the minutes of 1 December 2022 as a true and accurate record (subject to the amendments made as raised during the meeting).	Of a simple or technical nature
SSC.23.239	2-February-2023	Actions Register It was RESOLVED by Consensus that the Synod Standing Committee NOTE the action items register.	Of a simple or technical nature
SSC.23.240	2-February-2023	Electronic Decision - Appointment of Dr Jameson Ross It was RESOLVED by Consensus that the Synod Standing Committee NOTE the decision passed by the Synod Standing Committee Executive Decision Making Body on 15 December 2022 to appoint Dr Jameson Ross to the position of Lecturer in New Testament & Early Church at Trinity College Queensland.	Of appointment to governing entities
SSC.23.241	2-February-2023	BCF Chairperson Appointment - Mr Gary Adsett It was RESOLVED BY Consensus that the Synod Standing Committee APPROVE the appointment Mr Gary Adsett to the role of Chairperson for the Board for Christian Formation for a 3-year term.	Of appointment to governing entities
SSC.23.242	2-February-2023	Uniting Education: Quarterly Appointments Report (Oct – Dec 2022) It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the Uniting Education Schools and Colleges (Uniting Education) Quarterly Appointments Report for the period October – December 2022	Which require regular reporting
SSC.23.243	2-February-2023	Project Plenty Update It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the presentation delivered by Mr Steve Drinkall and Mr Kevin Griffiths.	Which require regular reporting
SSC.23.244	2-February-2023	Project Possum Update It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the presentation delivered by the Rev Heather den Houting, General Secretary.	Which require regular reporting
SSC.23.245	2-February-2023	Correspondence via Presbyteries - Position Description for General Secretary It was RESOLVED by Formal Majority (6 for; 3 against, 1 abstention) that the Synod Standing Committee reject the recommendation and will not amend the General Secretary position description and will not send the General Secretary position description to the Advisory Committee on Ministerial Placements.	Of a simple or technical nature
SSC.23.246	2-February-2023	UCAPT(Q.) to enter Class Action Re Combustible Cladding It was RESOLVED by Consensus that the Synod Standing Committee APPROVE UCAPT(Q.) to enter Cladding (Alucobond) class action as a represented class member and instruct Synod Property Officer to execute all relevant documents.	Of a simple or technical nature
SSC.23.247	2-February-2023	Moderator Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting

RES. #	Meeting Date	Resolution	Principles
SSC.23.248	2-February-2023	General Secretary's Strategic Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC 23.249	3-March-2023	Participant Association In accordance with the definition of "participant" in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate: (a) Taunese Aplen, Corporate Governance Manager for the whole meeting (b) Simon Rumore, Peakstone Global (Item 6) (c) (b) Geoff Batkin, Chair Finance Property, and Investment Board (Item 7) (d) (c) Richard Leo UESC (Item 9 & 10) (e) (d) Jon Moriarty Executive Officer UESC (Item 9 & 10) (f) (e) Shane Coppin, PMSA Group CEO (Item 10) (g) Peter Barker, PMSA Board Chair online (Item 10)	Of a simple or technical nature
SSC.23.250	3-March-2023	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, ACCEPT the report on Disclosure of Potential Conflicts of Interests by Members.	Of a simple or technical nature
SSC.23.251	3-March-2023	Meeting Proceedings It was RESOLVED by Consensus that the Synod Standing Committee NOTE the General Secretary, Moderator and Synod Property Officer be excluded from the question-and-answer portion of Item 7 Synod Office Capacity Review Project – Presentation.	Of a simple or technical nature
SSC.23.252	3-March-2023	Minutes from the Previous Meeting – 2 February 2023 It was RESOLVED by Consensus that the Synod Standing Committee ADOPT the minutes of 2 February 2023 as a true and accurate record.	Of a simple or technical nature
SSC.23.253	3-March-2023	Actions Register It was RESOLVED by Consensus that the Synod Standing Committee NOTE the action items register.	Of a simple or technical nature
SSC.23.254	3-March-2023	Consent Agenda - Appointment to Uniting Education Schools and Colleges Commission – Mr Matthew Rollason It was RESOLVED by AGREEMENT that the Synod Standing Committee, on the recommendation of Uniting Education Schools and Colleges, the Synod Standing Committee approve the appointment of Mr Matthew Rollason to Uniting Education Schools and Colleges for the period from 3 March 2023 to 2 March 2026.	Of appointment to governing entities
SSC.23.255	3-March-2023	Consent Agenda - Uniting Early Learning Sub-Committee – Remuneration for Chair	Of a simple or technical nature

RES. #	Meeting Date	Resolution	Principles
		It was RESOLVED BY AGREEMENT (2 abstention) that the Synod Standing Committee APPROVE the position of Uniting Early Learning Subcommittee Chairperson be a remunerated position.	
SSC.23.256	3-March-2023	Uniting Early Learning Sub-Committee – Remuneration for Chair It was RESOLVED BY CONSENSUS (2 abstention) that the Synod Standing Committee NOTE the remuneration level set by the Remuneration and Nomination Committee (RNC) for the position of Uniting Early Learning Subcommittee Chairperson be \$15,000 per annum (including any ancillary costs).	Of a simple or technical nature
SSC.23.257	3-March-2023	Appointment Committee for Counselling Chair – Rev Scott Ballment It was RESOLVED by AGREEMENT (1 abstention) that the Synod Standing Committee appoint Rev. Scott Ballment as member of the Synod Committee for Counselling for a three-year period commencing 2 March 2023.	Of appointment to governing entities
SSC.23.258	3-March-2023	Appointment Committee for Counselling Chair – Rev Scott Ballment It was RESOLVED by AGREEMENT (1 abstention) that the Synod Standing Committee appoint Rev. Scott Ballment as Chairperson of the Synod Committee for Counselling.	Of appointment to governing entities
SSC.23.259	3-March-2023	UnitingCare Queensland Board Chair Reappointment It was RESOLVED BY AGREEMENT (1 abstention) that the Synod Standing Committee APPROVE the reappointment of Mr Nigel Alexander for a third term to the UnitingCare Board commencing on the expiry of his current term ending 31 March 2023 for a period of three (3) years from 1 April 2023 to 31 March 2026 in accordance with By-law 3.1.5.3 and clause 4.8 of the UnitingCare Queensland Constitution.	Of appointment to governing entities
SSC.23.260	3-March-2023	Consent Agenda - UnitingCare Queensland Board Chair Reappointment It was RESOLVED BY CONSENSUS (1 abstention) that the Synod Standing Committee APPROVE the reappointment of Mr Alexander as Chair until his third term on the board expires 31 March 2026 in accordance with clause Synod By Law Q4.1.3.1(2) and section 5 of the UnitingCare Queensland Constitution.	Of appointment to governing entities
SSC.23.261	3-March-2023	Update on Project Possum It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the update.	Of a simple or technical nature
SSC.23.262	3-March-2023	First Peoples Voice to Parliament Advocacy It was RESOLVED BY AGREEMENT (9 for; 2 against; 1 abstention) that the Synod Standing support the priorities identified in the 'Statement from the Heart' which includes constitutional recognition of a Voice to Parliament.	Of a simple or technical nature
SSC.23.263	3-March-2023	Synod Office Capacity Review Project – Presentation It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the report and presentation delivered by Mr Simon Rumore, Peakstone Global.	Of a simple or technical nature
SSC.23.264	3-March-2023	Synod Office Capacity Review Project – Presentation	Of a simple or technical nature

RES. #	Meeting Date	Resolution	Principles
		It was RESOLVED BY CONSENSUS that the Synod Standing Committee AGREE to the next steps as outlined in the Peakstone Report.	
SSC.23.265	3-March-2023	Finance Property Investment Board Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the report.	Of a simple or technical nature
SSC.23.266	3-March-2023	Uniting Education Schools and Colleges (UESC) Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the report.	Which require regular reporting
SSC.23.267	3-March-2023	Uniting Education Schools and Colleges (UESC) Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee that on the recommendation of Uniting Education Schools and Colleges, the Synod Standing Committee approve the development of a business case to validate whether the Synod should establish a Registered Training Organisation under the oversight of Uniting Education Schools and Colleges.	Which require regular reporting
SSC.23.268	3-March-2023	Uniting Education Schools and Colleges (UESC) Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee that, on the recommendation of Uniting Education Schools and Colleges, the Synod Standing Committee approve the establishment of a special purpose legal entity to facilitate discussions with the Australian Skills Quality Authority regarding the prospect of an RTO application being successful.	Which require regular reporting
SSC.23.269	3-March-2023	Presbyterian and Methodist Schools Association (PMSA) Report The Synod Standing Committee NOTED the presentation.	Which require regular reporting
SSC.23.270	3-March-2023	UnitingCare Queensland – ASMI Q1/Q2 Report The Synod Standing Committee NOTED the presentation.	Which require regular reporting
SSC.23.271	3-March-2023	Wesley Mission Queensland – Institutional The Synod Standing Committee NOTED the verbal update.	Which require regular reporting
SSC.23.272	3-March-2023	Governance Reform Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee that the report be noted, and any feedback be provided to the General Secretary.	Which require regular reporting
SSC.23.273	3-March-2023	Moderator Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.23.274	3-March-2023	General Secretary’s Strategic Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.23.275	3-March-2023	Change of Vaccination Policy at Alexandra Park It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the vaccination policy for employees at Alexandra Park Conference Centre is amended from mandatory to highly recommended and come into effect from 1 April 2023.	Which pose an unacceptable risk to the church if left unaddressed
SSC.23.276	6-April-2023	Participant Association	Of a simple or technical nature

RES. #	Meeting Date	Resolution	Principles
		In accordance with the definition of “participant” in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate: <ul style="list-style-type: none"> a) Taunese Aplen, Corporate Governance Manager for the whole meeting. b) Mr Nigel Fairbairn, Uniting Educations Schools and Colleges (UESC) Chair-Elect (Item 5) c) Mr Jon Moriarty Executive Officer UESC (Item 5) d) Mr Grant Weaver Executive Director People, Culture and Learning (Item 6). 	
SSC.23.277	6-April-2023	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Of a simple or technical nature
SSC.23.278	6-April-2023	Meeting Proceedings It was RESOLVED by Consensus that the Synod Standing Committee NOTE the Rev Bruce Moore Moderator-Elect be excluded from discussions at agenda item 5 Moderator Stipend Review.	Of a simple or technical nature
SSC.23.279	6-April-2023	Minutes – From the Previous Meeting – 2 March 2023 It was RESOLVED by consensus that the Synod Standing Committee ADOPT the minutes of 3 March 2023 as a true and accurate record.	Of a simple or technical nature
SSC.23.280	6-April-2023	Actions Register It was RESOLVED by consensus that the Synod Standing Committee NOTE the action items register.	Of a simple or technical nature
SSC.23.281	6-April-2023	Re-appointment and Appointment as Chair of Uniting Education Schools and Colleges – Mr Nigel Fairbairn On the recommendation of Uniting Education Schools and Colleges (Uniting Education), the Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the re-appointment of Mr Nigel Fairbairn to Uniting Education Schools and Colleges for the period from 7 April 2023 to 6 April 2026.	Of appointment to governing entities
SSC.23.282	6-April-2023	Re-appointment and Appointment as Chair of Uniting Education Schools and Colleges – Mr Nigel Fairbairn On the recommendation of Uniting Education Schools and Colleges (Uniting Education the Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the appointment of Mr Nigel Fairbairn as Chair of Uniting Education for the period from 7 April 2023 to 6 April 2026.	Of appointment to governing entities
SSC.23.283	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC.23.284	Omitted for privacy, confidentiality, or legal professional privilege reasons		
SSC.23.285	6-April-2023	Uniting Education Appointment Delegation It was RESOLVED by CONSENSUS that the Synod Standing Committee continue to delegate the appointment of board members of school and college boards, including the PMSA Board, to Uniting Education Schools and Colleges.	Which require regular reporting
SSC.23.286	6-April-2023	Uniting Education Appointment Delegation The Synod Standing Committee RESOLVED by CONSENSUS that Uniting Education Schools and Colleges continue to report board appointments to the Synod Standing Committee on a quarterly basis, in arrears.	Which require regular reporting

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RES. #	Meeting Date	Resolution	Principles
SSC.23.287	6-April-2023	Uniting Education Appointment Delegation It was RESOLVED by CONSENSUS that the Synod Standing Committee retain the power to override this delegation at any time in consultation with Uniting Education Schools and Colleges.	Which require regular reporting
SSC.23.288	6-April-2023	Uniting Education Appointment Delegation The Synod Standing Committee RESOLVED by CONSENSUS that the review of the appointment delegation is incorporated into the annual review of the Uniting Education Charter.	Which require regular reporting
SSC.23.289	6-April-2023	Moderator Stipend Review It was RESOLVED by AGREEMENT (8 for; 2 abstention) to that the Committee approve the scope of the negotiations of points of concern in relation to conditions of the placement of the Moderator.	Of a simple or technical nature
SSC.23.290	6-April-2023	Moderator Stipend Review It was RESOLVED by AGREEMENT (8 for; 2 abstention) that the Synod Standing Committee (SSC) appoint SSC member Mr Scott McDonald to conduct the negotiations and to report back to the Synod Standing Committee on the outcome of the negotiations.	Of a simple or technical nature
SSC.23.291	6-April-2023	Moderator Stipend Review It was RESOLVED by AGREEMENT (8 for; 2 abstention) that the Synod Standing Committee endorse Mr Scott McDonald as the Remuneration and Nominations Committee Chairperson to prepare a Placement and Condition Details form to be submitted to the next available Placements Committee meeting, once the Committee discerns that the call should be issued.	Of a simple or technical nature
SSC.23.292	6-April-2023	Moderator Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.23.293	6-April-2023	General Secretary Strategic Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.23.294	4 May 2023	Participant Association In accordance with the definition of “participant” in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate: a) Taunese Aplen, Corporate Governance Manager for the whole meeting. b) Elizabeth Jameson, Board Matters, Item 5 c) Liz Henderson, Strategic Advisor, Item 6 d) Dr Ian Airey Wesley Mission Queensland Church Council Chair, Item 9.	Of a simple or technical nature
SSC.23.295	4 May 2023	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Of a simple or technical nature
SSC.23.296	4 May 2023	Meeting Proceedings It was RESOLVED by Consensus that the Synod Standing Committee NOTE that:	Of a simple or technical nature

RES. #	Meeting Date	Resolution	Principles
		<ul style="list-style-type: none"> Moderator-Elect, Rev Bruce Moore be excluded from discussions at agenda Item 13 Moderator Stipend Review; and Elaine Rae be excluded from closed session for deliberation of agenda Item 9 Wesley Mission Queensland – PBI Status. 	
SSC.23.297	4 May 2023	Minutes – From the Previous Meeting – 6 April 2023 It was RESOLVED by consensus that the Synod Standing Committee ADOPT the minutes of 6 April 2023 as a true and accurate record.	Of a simple or technical nature
SSC.23.298	4 May 2023	Actions Register It was RESOLVED by consensus that the Synod Standing Committee NOTE the action items register.	Of a simple or technical nature
SSC.23.299	4 May 2023	Audit Risk Committee - Reappointment of Dr Marilyn Healy It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the reappointment of Dr Marilyn Healy to the Audit and Risk Committee for a second term of three years from 6 June 2022 to 5 June 2025 and the approval is granted on a retrospective basis from 6 June 2022.	Of appointment to governing entities
SSC.23.300	4 May 2023	Audit Risk Committee – Appointment of Philippa Ferrant-Smith It was RESOLVED BY CONSENSUS that the Synod Standing Committee APPROVE the appointment of Philippa Ferrant-Smith as the second SSC member to the Audit and Risk Committee for a two-year term from 5 May 2023 to 5 May 2025.	Of appointment to governing entities
SSC.23.301	4 May 2023	Appointment to Board for Christian Formation – Dr Rev Linda Hamill The Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the appointment of Rev Dr Linda Hamill to the role of Board Member for the Board for Christian Formation for a 3-year term from 5 May 2023 to 5 May 2026.	Of appointment to governing entities
SSC.23.302	4 May 2023	Appointment to Board for Christian Formation – Sharon Baker The Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the appointment of Sharon Baker to the role of Board Member for the Board for Christian Formation for a 3-year term from 5 May 2023 to 5 May 2026.	Of appointment to governing entities
SSC.23.303	4 May 2023	Uniting Educations Schools and Colleges Appointment – Rev Linda Hanson On the recommendation of Uniting Education Schools and Colleges, the Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the appointment of Rev Linda Hanson to Uniting Education Schools and Colleges for the period from 5 May 2023 to 4 May 2024	Of appointment to governing entities
SSC.23.304	4 May 2023	Dostana Board Re-appointments – Mr Andrew Soloman and Dr Anita Monro The Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the reappointment of Mr Andrew Solomon and Rev. Dr Anita Monro as members of the Dostana Board for a three-year period from 29 May 2023 to 28 May 2026.	Of appointment to governing entities

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RES. #	Meeting Date	Resolution	Principles
SSC.23.305	4 May 2023	Plenty Governance Reform Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the report.	Which require ongoing, sustained oversight in execution
SSC.23.306	4 May 2023	Plenty Governance Reform Report It was RESOLVED by CONSENSUS that Synod Standing Committee note the report will be circulated widely within the life of the church and provide feedback to the General Secretary.	Which require ongoing, sustained oversight in execution
SSC.23.307	4 May 2023	Synod Resourcing Review The Synod Standing Committee NOTED the presentation be deferred to the next meeting.	Of a simple or technical nature
SSC.23.308	4 May 2023	Synod Budget The Synod Standing Committee NOTED the presentation.	Which require ongoing, sustained oversight in execution
SSC.23.309	4 May 2023	Appointment to South Moreton Presbytery The Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the appointment of a second Presbytery Minister placement, called Presbytery Minister (Ministry & Pastoral), for South Moreton Presbytery, in the terms proposed.	Of a simple or technical nature
SSC.23.310	4 May 2023	Item 10 Project Possum It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the report.	Of a simple or technical nature
SSC.23.311	4 May 2023	Update from the Business Committee – 37 Synod in Session The Synod Standing Committee NOTED the verbal update.	Of a simple or technical nature
SSC.23.312	4 May 2023	RNC Report – 6 Monthly Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee NOTE the Remuneration and Nomination Committee (RNC) Report.	Which require regular reporting
SSC.23.313	4 May 2023	Moderator Stipend Review The Synod Standing Committee NOTED the verbal update.	Which require ongoing, sustained oversight in execution
SSC.23.314	4 May 2023	Moderator Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting

RES. #	Meeting Date	Resolution	Principles
SSC.23.315	4 May 2023	General Secretary's Strategic Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.23.316	4 May 2023	Confidential Matters / New Action Items It was RESOLVED BY CONSENSUS that the Synod Standing Committee AGREE for Ms Taunese Aplen to remain for the closed session.	Which pose an unacceptable risk to the church if left unaddressed
SSC.23.317	4 May 2023	Confidential Matters / New Action Items It was RESOLVED BY CONSENSUS that the Synod Standing Committee for the following to occur: <ul style="list-style-type: none"> • re-drafting of resolutions is referred to the General Secretary and Corporate Governance Manager, Taunese Aplen to settle. • the proposed re-drafted resolutions to be circulated via Electronic Decision on an urgent basis by 12pm Friday 5 May. • Following decision by the Members, the General Secretary shall communicate the decision (re-drafted resolutions) to Wesley Mission Queensland. 	Which pose an unacceptable risk to the church if left unaddressed
SSC.23.318	1 June 2023	Participant Association In accordance with the definition of "participant" in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate: <ol style="list-style-type: none"> Taunese Aplen, Corporate Governance Manager for the whole meeting. Kevin Griffiths Executive Director Shared Services Item 5 ACT2 Update Ralph Collins Chair Audit and Risk Committee Item 6 Audit Risk Committee Kylie Sessa, Head of Business Development Unit, Item 7 Business Development Unit Update Liz Henderson, Strategic Advisor, item 8 Queensland Synod Resourcing Review [online] Peta Bilton, Strategy Unlimited Item 8 Queensland Synod Resourcing Review Geoff Batkin Chair Finance Investment and Property Board, Item 9 Queensland Synod Budget Frank Terranova, Finance Manager Item 9 Queensland Synod Budget Dr Nancy Spencer, Wesley Mission Queensland Church Council Chair, Item 10 Wesley Mission Queensland – Project Everlast – Issues for Determination Sue McKean, Group Executive Governance, UnitingCare Queensland, Item 12 Fit-for-Purpose Structure for UnitingCare Queensland Suzanne Marlow, General Counsel, UnitingCare Queensland, Item 12 Fit-for-Purpose Structure for UnitingCare Queensland. 	Of a simple or technical nature

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RES. #	Meeting Date	Resolution	Principles
SSC.23.319	1 June 2023	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Of a simple or technical nature
SSC.23.320	1 June 2023	Meeting Proceedings It was RESOLVED by Consensus that the Synod Standing Committee NOTE that: <ul style="list-style-type: none"> • Craig Barke, UnitingCare Queensland CEO be excluded from discussions for Item 11 Chief Executive Officer Reappointment • Scott McDonald, Elected Lay Member be excluded from discussions for Item 11 Chief Executive Officer Reappointment • Elaine Rae Wesley Mission Queensland Board Chair remain in the room for discussions at Item 10 Wesley Mission Queensland – Project Everlast – Issues for Determination and abstain from voting on item 10. 	Of a simple or technical nature
SSC.23.321	1 June 2023	Minutes from the Previous Meeting – 4 May 2023 It was RESOLVED by consensus that the Synod Standing Committee ADOPT the minutes of 4 May 2023 as a true and accurate record.	Of a simple or technical nature
SSC.23.322	1 June 2023	Actions Register It was RESOLVED by consensus that the Synod Standing Committee NOTE the action items register.	Of a simple or technical nature
SSC.23.323	1 June 2023	Electronic Decision – Wesley Mission Queensland PBI Status The Synod Standing Committee RESOLVED BY AGREEMENT to NOTE the electronic decision.	Of a simple or technical nature
SSC.23.324	1 June 2023	Multi Cross Cultural Group Re-appointment The Synod Standing Committee RESOLVED BY Consensus to APPROVE the reappointment of Ms Peggy Chigeza as member of the Multi-Cross Cultural Reference Group for a 3-year term from 1 June 2023 to 31 May 2026.	Of appointment to governing entities
SSC.23.325	1 June 2023	Remuneration and Nomination Committee – Appointment Mr Steve Eltis The Synod Standing Committee RESOLVED by Consensus to suspend Queensland Synod By-law Q2.7.8(1)(f) and approve the appointment of Mr Steve Eltis as a member of the Remuneration and Nomination Committee for a term of three years from 1 June 2023 to 31 May 2026.	Of appointment to governing entities
SSC.23.326	1 June 2023	RNC Minutes 16 March 2023 Meeting The Synod Standing Committee NOTED the minutes of the Remuneration and Nomination Committee meeting held 16 March 2023.	Of a simple or technical nature
SSC.23.327	1 June 2023	ACT2 Update The Synod Standing Committee NOTED the verbal update.	Which require regular reporting

RES. #	Meeting Date	Resolution	Principles
SSC.23.328	1 June 2023	Audit and Risk Committee Report to Synod Standing Committee The Synod Standing Committee NOTED the report.	Which require regular reporting
SSC.23.329	1 June 2023	Business Development Unit Update The Synod Standing Committee NOTED the report and presentation.	Which require regular reporting
SSC.23.330	1 June 2023	Synod Resourcing Review The Synod Standing Committee NOTED the presentation.	Which require ongoing, sustained oversight in execution
SSC.23.331	1 June 2023	Queensland Synod Budget The Synod Standing Committee RESOLVED by Consensus to approve the Synod Office Budget for FY24 noting that the review recommended by the Finance Investment and Property Board will be conducted by September 2023 and will result in the preparation of a revised budget.	Which require ongoing, sustained oversight in execution
SSC.23.332	1 June 2023	Queensland Synod Budget The Synod Standing Committee RESOLVED by Consensus to approve the direction to the General Secretary to place a freeze on hiring to all new and unfilled positions, unless otherwise determined, for the period from 1 June 2023 to 7 September 2023 (September Synod Standing Committee meeting date).	Which require ongoing, sustained oversight in execution
SSC.23.333	1 June 2023	Wesley Mission Queensland – 9 Project Everlast – Issues for Determination The Synod Standing Committee RESOLVED by Consensus to designate the Project Everlast Steering Committee as a Synod Working Group to be chaired by the General Secretary and approve the Terms of Reference for that Committee – Attachment 1.	Which require ongoing, sustained oversight in execution
SSC.23.334	1 June 2023	Wesley Mission Queensland – 9 Project Everlast – Issues for Determination The Synod Standing Committee RESOLVED by Consensus to APPROVE the Constitution of the Wesley Mission Queensland – Attachment 2.	Which require ongoing, sustained oversight in execution
SSC.23.335	1 June 2023	Wesley Mission Queensland – 9 Project Everlast – Issues for Determination The Synod Standing Committee RESOLVED by Consensus to continue to designation of the Wesley Mission Queensland Congregation, under the name “UCA Wesley Mission Queensland Albert Street Church” as a Parish Mission pursuant to Regulation 3.9.1.	Which require ongoing, sustained oversight in execution

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RES. #	Meeting Date	Resolution	Principles
SSC.23.336	1 June 2023	Wesley Mission Queensland – 9 Project Everlast – Issues for Determination The Synod Standing Committee RESOLVED by Consensus to APPROVE amendments to the Constitution being the insertion of new clause for 3 + 3 term limit and removal of Dr Ian Airey and Mr Robert Packer as appointments to the Transitional Board as a result of their resignations.	Which require ongoing, sustained oversight in execution
SSC.23.337	1 June 2023	Chief Executive Officer Reappointment On the recommendation of the UnitingCare Queensland Board, the Synod Standing Committee RESOLVED by Agreement to ENDORSE the reappointment of Craig Barke as Chief Executive Officer of UnitingCare Queensland in accordance with By-Laws (Q4.1.7.1).	Of appointment to governing entities
SSC.23.338	1 June 2023	Fit-for-Purpose Structure for UnitingCare Queensland The Synod Standing Committee NOTED the presentation.	Which require ongoing, sustained oversight in execution
SSC.23.339	1 June 2023	DRAFT Synod Standing Committee Report for 37th Synod The Synod Standing Committee NOTED the report.	Of a simple or technical nature
SSC.23.340	1 June 2023	Moderator Report The Synod Standing Committee RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.23.341	1 June 2023	General Secretary Report The Synod Standing Committee RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.23.342	6 July 2023	Participant Association In accordance with the definition of “participant” in paragraph 5.1 of the Assembly Manual for Meetings and By-law Q2.2.6(2)(c), it was RESOLVED by Consensus to associate: (a) Taunese Aplén, Corporate Governance Manager for the whole meeting. (b) Kathryn Behan, Director Mission Implementation, Item 5 (c) Grant Weaver, Executive Director People Culture & learning, Item 6 and 9. (d) Sue McKean, Group Executive Governance UnitingCare Queensland (UCQ), Item 7 (e) Suzanne Marlow, General Counsel UCQ, Item 7 (f) Rev Yvonne McRostie, Report from General Secretary Recruitment Committee, Item 8 [online]	Of a simple or technical nature
SSC.23.343	6 July 2023	Disclosure of Potential Conflicts of Interest by Members It was RESOLVED by Consensus that the Synod Standing Committee, accept the report on Disclosure of Potential Conflicts of Interests by Members.	Of a simple or technical nature

RES. #	Meeting Date	Resolution	Principles
SSC.23.344	6 July 2023	<p>Meeting Proceedings It was RESOLVED by Consensus that the Synod Standing Committee NOTE that:</p> <ul style="list-style-type: none"> • Rev Heather den Houting to be excluded from discussion of Item 9 Report from General Secretary Recruitment Committee. • Peter Cranna to be excluded from discussion of Item 9 Report from General Secretary Recruitment Committee. 	Of a simple or technical nature
SSC.23.345	6 July 2023	<p>Minutes – From the Previous Meeting – 1 June 2023 It was RESOLVED by consensus that the Synod Standing Committee ADOPT the minutes of 1 June 2023 as a true and accurate record.</p>	Of a simple or technical nature
SSC.23.346	6 July 2023	<p>Actions Register It was RESOLVED by consensus that the Synod Standing Committee NOTE the action items register.</p>	Of a simple or technical nature
SSC.23.347	6 July 2023	<p>Uniting Education: Quarterly Appointments Report (Apr – Jun 2023) It was RESOLVED by CONSENSUS that the Synod Standing Committee NOTE the Uniting Education Schools and Colleges (Uniting Education) Quarterly Appointments Report for the period April – June 2023.</p>	Which require regular reporting
SSC.23.348	6 July 2023	<p>Reappointment of members to the Synod Committee for Counselling and Synod Sexual Misconduct Complaints Committee It was RESOLVED by CONSENSUS that the Synod Standing Committee APPROVE the reappointment of the following members to the Synod Committee for Counselling, pursuant to Regulation 5.5.1 for a term of three (3) years from 6 July 2023 to 5 July 2026:</p> <ul style="list-style-type: none"> • Rev Diane Bos • Ms Fiona Patterson • Mrs Jenny Noble • Mr Bruce Binnie • Rev Douglas Foster. 	Of appointment to governing entities
SSC.23.349	6 July 2023	<p>Reappointment of members to the Synod Committee for Counselling and Synod Sexual Misconduct Complaints Committee It was RESOLVED by CONSENSUS that the Synod Standing Committee APPROVE the reappointment of the following members to the Synod Sexual Misconduct Complaints Committee, pursuant to Regulation 5.6.4 for a term of three (3) years from 6 July 2023 to 5 July 2026:</p> <ul style="list-style-type: none"> • Rev Robert (Bob) Miles • Rev Diane Bos • Ms Lauris Clarke. 	Of appointment to governing entities
SSC.23.350	6 July 2023	<p>Queensland Disaster Chaplaincy Network (QDCN)</p>	Of a simple or technical nature

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RES. #	Meeting Date	Resolution	Principles
		It was RESOLVED by CONSENSUS that the Synod Standing Committee CONSENT to join the Queensland Disaster Chaplaincy Network.	
SSC.23.351	6 July 2023	Queensland Disaster Chaplaincy Network (QDCN) It was RESOLVED by CONSENSUS that the Synod Standing Committee APPROVE to appoint Rev Dr Peter Armstrong as the Queensland Synod representative.	Of a simple or technical nature
SSC.23.352	6 July 2023	Blue Card Policy It was RESOLVED by CONSENSUS that the Synod Standing Committee APPROVE the Blue Card Policy.	Of a simple or technical nature
SSC.23.253	6 July 2023	Deed of Covenant The Synod Standing Committee RESOLVED by CONSENSUS to NOTE the deed of covenant and provide commentary to the General Secretary.	Of a simple or technical nature
SSC.23.254	6 July 2023	Reversal of Hiring Freeze – Synod Staffing The Synod Standing Committee RESOLVED by CONSENSUS that the decision (made on 1 June 2023 meeting) to direct the General Secretary to place a freeze on hiring to all new and unfilled positions is RESCINDED .	Which require ongoing, sustained oversight in execution
SSC.23.255	6 July 2023	Reversal of Hiring Freeze – Synod Staffing The Synod Standing Committee RESOLVED by CONSENSUS to direct the General Secretary to not exceed the current staffing establishment.	Which require ongoing, sustained oversight in execution
SSC.23.256	6 July 2023	FY24 Budget Review – Process and Update The Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the proposed approach to the FY24 Synod office budget review.	Which require ongoing, sustained oversight in execution
SSC.23.257	6 July 2023	FY24 Budget Review – Process and Update The Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the Committee may make a direction to the Synod Management to include additional categories of work as part of the budget review.	Which require ongoing, sustained oversight in execution
SSC.23.258	6 July 2023	37th Synod General Proposal The Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the General Proposal.	Of a simple or technical nature

renewal

RES. #	Meeting Date	Resolution	Principles
SSC.23.259	6 July 2023	Amendment to the Queensland Synod By-Laws The Synod Standing Committee RESOLVED by CONSENSUS to APPROVE the Queensland Synod By-Laws as included at Attachment A, effective 6 July 2023 and replacing all by-law documents in existence at that date.	Of a simple or technical nature
SSC.23.260	6 July 2023	Moderator Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting
SSC.23.261	6 July 2023	General Secretary's Strategic Report It was RESOLVED BY CONSENSUS that the Synod Standing Committee RECEIVE the report.	Which require regular reporting

[ENDS]

Attachment D – Synod Standing Committee Principles

Synod Standing Committee Principles for the 36th Synodal term¹.

Changes to By-Laws are only to be made after appropriate consultation across the Synod.

That it shall deal with all matters:

- that require a timely response.
- requiring long term preparation and research.
- which pose an unacceptable risk to the church if left unaddressed.
- of appointment to governing entities.
- which require ongoing, sustained oversight in execution.
- of a simple or technical nature.
- which require regular reporting.
- which require annual reporting or approvals.

That it shall refer matters to the general Synod when:

- is it a matter that has been previously considered by the general Synod and should be returned and reported to the Synod.
- it is a resolution of the general Synod that a matter should be dealt with.
- if it is a matter of such missional importance, that the general Synod should be the decision maker or provide guidance.
- if it is a decision that can be deferred until the next meeting of the general synod without posing a serious risk for the church.

¹ It was RESOLVED by Agreement at the 3 November 2022 Synod Standing Committee ordinary meeting that the principles be formally adopted for the 36th Synodal term and referred to the 37th Synod for review.



Report from Remuneration and Nomination Committee

Context

The Remuneration and Nomination Committee (RNC) assists and advises the Synod Standing Committee (SSC) in fulfilling its obligations for human resource matters, through oversight of nomination and remuneration policies and practices. In particular, this focuses on the ministry and lay staff of the Synod and the Synod Governing Bodies.

In doing so, the Committee assists management to create and promote a culture of capable, engaged and service-oriented people operating in an environment that values diversity, talent management, safety and engagement in delivering against the Synod strategy. The Committee's areas of accountability include but are not limited to:

- a) performance management
- b) compensation and reward
- c) diversity and inclusion
- d) talent management and succession planning

The Committee provides advice, as requested, on:

- a) organisational design and change
- b) employee engagement and workplace relations

Priorities

Governing Bodies

- Improved reporting and identification of governing body members including upcoming expiries and Director ID's. This includes tracking over 70 appointments excluding schools, agencies and Committees for Counselling and Discipline.
- Renewed the Capability Matrix which appointing bodies use to review and compare nominees to enhance overall governing body capability and diversity.
- Oversight and review of the 37th Synod-in-Session ballot process and nominations
- Reviewed remuneration for:
 - Governing Bodies of the Synod according to policy,
 - Agencies including Wesley Mission Queensland and UnitingCare Queensland, and
 - Uniting Education – Early Learning subcommittee.
- Provided a member for participation in the review of profiles and/or the interview process of candidates for appointment to the Board of Christian Formation (outstanding appointments from the 36th Synod), Uniting Education – Early Learning (new sub-committee) and UnitingCare Queensland.

Diversity & Inclusion

- Developed a new section on “Diversity” within our Capability Matrix for governing bodies comprising of the following capabilities: First peoples, Multi-cultural, Youth and young adults, Rural and Regional, Gender, Intersectionality.
- Updated the Governing Body Recruitment and Selection policy and procedure to promote fair and equitable treatment of applicants, which includes consideration of the collective diversity profile of existing governing body members.
- Updated the Queensland Synod by-laws in relation to the SSC elected members consistent with the 36th Synod resolution “Q2.2.13 (2) At least 50% of persons to be declared elected to fill the required number of elected member positions at the Synod meeting must be female”.

Overview & Involvement with Synod Senior Appointments

The RNC works collaboratively with, or with the delegation of, the SSC with respect to SSC’s oversight of the Moderator and General Secretary roles. In the last term this has included:

- General Secretary:
 - Managing the review process and reporting on the performance (delegated by SSC),
 - Coordinating the revision of the Position Description prior to recruitment (working with SSC), and
 - Providing advice and including the RNC Chairperson for the recruitment process.
- Moderator:
 - Reviewed and recommended changes to the internal practices and procedures for the Moderatorial Candidature Task Group with a focus on how the information for the Letter of Call is finalised for any and all candidates prior to presentation to the Synod in Session for election.

Overview of Ministry Agents & Pastors

- Reviewed the Ministry Agent and Ministry Location Payments in line with policy and enacted a process to align the changes of these payments with the financial year (as opposed to calendar year).
- Engaged in discussions about the process to an upcoming review on the Queensland Synod Housing (Placements) Policy by the Ministry Matters Unit.

Overview of Synod Office / Lay Staff

- Reviewed the Award Covered and Award Free employee remuneration annual changes in line with policy.

Plentiful focus

The RNC contributes to the Queensland Synod vision (one church active in every Queensland community, bearer of Christ's offer of life in all its fullness. Through our shared life we are committed to a flourishing future for church and community), with a focus on governance and fit for purpose. Almost acting as the central nervous system, when the RNC is doing its work well, the other parts of the wider Queensland Synod body can refresh discipleship culture and transform communities.

At a high level, the RNC does this by:

- ensuring that Governing Bodies are filled with capable and diverse people,
- employees and people in a conventional relationship are financially rewarded and supported appropriately, and
- continuing to hold in tension the balance between meeting all compliance, legal and operational requirements whilst being open and listening for movement of the spirit.

Challenges

Governing Bodies

- We have visibility of the capabilities and diversity we need on our governing bodies, we now have difficulty in effectively filling these roles. Under-resourced bodies lead to burnout for members, a lack of coverage of all the skills and capabilities required, lack of diversity and overall ineffectiveness to deliver on the outcomes and responsibilities delegated to them.
- A number of these bodies have had members appointed who are not members of the Uniting Church (with appropriate approvals by the SSC). It is critical that the Church maintains missional and overall control of all governing bodies through the Chair and majority of membership however the RNC would recommend the Synod in Session support of the SSC Proposal to broaden the Governing Body Membership requirements.
- At the last Synod in Session, there were not sufficient nominations to fill the BCF and were handled by the RNC and SSC in the interim. Should there not be sufficient nominations again for the 37th Synod, the RNC will review the best way to identify and appoint BCF members with any resulting proposal to come to a future Synod in Session.

Overview & Involvement with Synod Senior Appointments

- With the Moderator and General Secretary changing at the same time, it has highlighted a number of shortfalls in the current approach which are usually mitigated if one of the positions has continuity. This includes leadership within the Synod Office, across the wider Synod, to the Synod Standing Committee and preparing for the Synod in Session. We are thankful for those assisting in these times of transition.

- The recruitment and selection process for the role of General Secretary has been of vital importance. During this time, several inefficiencies and risks have been identified including how expectations of this role are aligned across the Church, how this role is recruited and the burden and expectations on people applying for this role. This will be more fully reviewed upon completion of the appointment after the 37th Synod with any recommendations shared amongst the Church and brought back to the Synod in Session where required.

Overview of Ministry Agents & Pastors

- The RNC provides a strategic and policy lens to this area with the Placements Committee and Presbyteries performing an operational, implementation and management function.
- There are signs that the different bodies are not fully aligned on the different roles and responsibilities and the RNC is working to provide feedback to a review of the Placements Committee.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Greener Shoots - possibilities and opportunities

In particular it was been wonderful to see:

- the revitalisation and strategy formation of the BCF,
- creation of the Uniting Education, Early Learning sub-committee, and
- involvement of Presbyteries to ensure our Synod leadership is strongly focused on what it means to be the Uniting Church in Queensland.

Contact for report questions

Name **Scott McDonald**

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Report from Audit and Risk Committee

The Audit and Risk Committee (ARC) has met six times during the Synodal term. The ARC received regular reports and provided significant feedback through its quarterly reporting to the Synod Standing Committee (SSC).

A number of activities have been undertaken in the following areas:

Risk and Compliance

- Attestation statements have been received from Wesley Mission Queensland, UnitingCare Qld and each of The Uniting Church in Australia Property Trust (Q.) Schools.
- A list of Strategic risks has been identified for Synod Office and its Entities; workshops are scheduled to examine each Strategic risk in greater detail. Quarterly reporting will be provided to gain a better understanding of the potential impact on the Office of the Synod objectives.
- Operational risks for each Synod Business Division are included in the General Secretary's monthly report to the standing committee. These risks are managed within each division and are oversighted by the Synod Executive Leadership Team.
- A risk maturity analysis has been undertaken within Synod Office, a 'strategy on a page' document has been created to help articulate the required changes needed to enhance risk maturity. A change management plan to further map out how the Office of the Synod will implement these identified improvements is being developed, and ARC will be monitoring progress against objective each quarter.

Insurance Programme Review

- Regular monitoring of claims across multiple insurance lines.
- Review of insurance programme. The main goal was to ensure the service offering was appropriately meeting the needs of the Synod. This review addressed service delivery, insurance terms and conditions and potential new insurance product offerings. A number of enhancements have been identified to help improve the transparency of the insurance programme for its stakeholders. ARC has been closely monitoring progress against objective.
 - Monitoring Workplace Health and Safety
 - Safe Church programme
 - Annual reporting from UnitingCare Qld and Wesley Mission Queensland
 - Property Inspections

In conjunction with the Finance Investment and Property (FIP) Board, ARC reviewed the annual audited statutory financial statements for the Office of the Synod and the audit reports from external auditor (Deloitte). These were reviewed and endorsed for approval by the Synod Standing Committee.

A risk management presentation was delivered to the FIP Board and ARC in July and August, which included a deep dive into child safe risk, to ensure appropriate control actions are taken to mitigate risk exposure.

renewal

A review of the insurance programme and levels of self-insurance was conducted in late July, in order to review the design of the insurance programme for the 2023/24 renewal.

Work is continuing to review and further embed the risk appetite statement.

Contact for report questions

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renewal
SYNOD 37

R02 The General Secretary's Report

37th Queensland Synod

It is with mixed emotions that I offer my final report as General Secretary of the Queensland Synod since accepting the role in 2016. To serve God and the Uniting Church as General Secretary has been one of the great privileges of my life and memories of the joy and challenges of the role will remain with me for years to come. I look forward with excitement to a new season of ministry in rural Victoria in 2024 and beyond, as yet another way of acting out the call of church in my life. I celebrate the richness and diversity of the Uniting Church and its continual challenge to itself to always be a people on the way.

During this term of Synod, I have welcomed the opportunity to travel widely across the state. I enjoyed the life-transforming experience of visiting western Cape York, encountering both the unique challenges and amazing blessings of life in those remote communities. I have valued the chance to spend time in rural communities such as Crows Nest and Thornville, learning how important it is for a church to allow itself to be transformed by its community. I have joined in Presbytery meetings across the state, visited the Frontier Services Bush Chaplains Gathering, and significant events such as Raymont College's Commencement Dinner and the UnitingCare Queensland Full Circle and Reconciliation Awards event. In each place I have visited, I have met the wonderful people of the Uniting Church, each of them continuing the strong tradition of worship, witness and service that is so deeply embedded in our shared story.

As I have travelled, I have reflected on how the Office of the Synod can best extend its support to serve those who serve others, and I have also seen that we work together with grit and commitment during a period of immense challenge and change. We've felt the impact personally, we've faced it as a Church, and we have experienced it as a wider society.

While the most difficult moments of the COVID-19 pandemic now appear to be behind us, this season has continued to be challenging at home and across the globe. Well-documented financial challenges, political and military conflicts, housing shortages, continuing high levels of illness, and social disconnectedness can shake our sense of control and wellbeing. In such times, the levels of anxiety in the community increase and we are not immune to this experience ourselves.

I am surer than ever that the way of Jesus offers something unique, something vital in this time. We are called to love, not fear. We are called to follow Jesus, to heal and help the communities that we are part of, to be careful and wise stewards, to keep those in our care safe and well, and to continue in our identity as uniting, to prioritise our life together. As we move forward in a time when change is inevitable, we have opportunities to break free from constraints of expectation, habit, and pattern to celebrate and utilise both ancient and fresh ways to love our neighbours, serve God and proclaim the gospel.

The Office of the Synod plays a particular role in the life of our church, and I give thanks for it. I understand that we can, at times, be seen as the bearers of obligation, compliance, and paperwork. Crucially though, we are charged with the vital task of helping our church hold its hand to the wheel, maintaining our mission focus in ways that are effective, safe, and sustainable.

With that in mind, I want to take this opportunity to thank again the wonderful people in our team who work tirelessly to serve our church - our congregations and presbyteries, entities and agencies, schools, and colleges. It has been an honour to work with you all.

I would also like to express my gratitude to all those who share in the work of the church across the Synod, all those in ministry, in committees and councils, and the teams in our agencies, entities and organisations throughout Queensland. For the joy of working with you, I give thanks to God.

To our incoming General Secretary, I offer my very best wishes. I will pray for you as you bring your unique gifts and fresh approach to the work of serving in this role. Even as I transition to a new season of ministry in rural Victoria, my thoughts will remain on the journey of the Queensland Synod.

Finally, I pray as we continue the pilgrim's journey together, that we all approach that which we love with clear minds and soft hearts. May we recognise that we only ever see partially at best, and may we set our assumptions and certainties down at the foot of the cross and ask God to guide us home.



Rev Heather den Houting

Mission Focus

Playing our part in enabling the work of the Church and sharing in the mission of God is at the heart of the Office of the Synod. The *Basis of Union* reminds us of our call as a Church to be a “fellowship of reconciliation...an instrument through which Christ may work and bear witness to himself” and our teams have worked to encourage, enable, and equip the mission of Christ expressed through our congregations, presbyteries, agencies, schools, and colleges.

Enabling a Discipleship Culture

Our shared commitment to growing a new discipleship culture across the Church has continued - we have worked to encourage the emergence of this new culture through the provision of resources, events, activities, and training over the term of this Synod and supporting the extraordinary work of other parts of the church as they explore and energise discipleship within their spheres of influence.

The Mission Engagement Team and the Discipleship working group have sought opportunities to support and resource Presbytery gatherings, and Presbytery and Congregational mission initiatives. They are working collaboratively to finalise resources, including a Discipleship Framework focussed on lifelong discipleship and a commitment to children, youth, young adults, and families. (CYYAF)



An online Discipleship Book Club has been established, meeting monthly, to reflect on books that stimulate thinking and action across the Synod. The group have already engaged with authors such as Michael Frost, Kara Martin, Todd Bolsinger, Kara Powell, Jake Mulder, and Stephen Judd. The Book Club meets online and is open to all. Weekly online prayer gatherings have also been established for people from across Queensland to pray for the renewal of the church.

MC3 Establishing and Planning

After being formed at the 36th Synod, the Mission Collaboration and Consultation Committee began its work during this term of Synod. Established as a subcommittee of the Synod Standing Committee, early work has been focussed on team building, establishing its powers and responsibilities and structures for reporting and accountability. MC3 is being supported by the Office of the Synod to focus on how they might best nurture and support new missional ideas and projects which have the potential for wider impact on the church. They are particularly looking for opportunities that have impact across several presbyteries, are scalable and that engage congregations and agencies in discipling and church planting.

Chaplaincy

The Office of the Synod’s involvement in Chaplaincy continues on two fronts. Through our Ministry Agents Coordinator, we support Synod-appointed chaplains in public hospitals, Queensland Police Service, Uniting Church schools, Raymont College Queensland, and Trinity College Queensland. Chaplains in these settings have offered wonderful support and ministry to colleagues, students, patients, and the wider community.

The Chaplaincy Strategy agreed upon prior to the 36th Synod, informs our broader work in terms of chaplaincy. We have worked to understand the status of chaplaincy in a post-pandemic setting, including updating records and rebuilding data, and continued to prioritise a positive working relationship with Chaplaincy networks in UnitingCare Queensland and Wesley Mission Queensland. We completed a review of Synod Public Hospital Chaplaincy services, identifying both short-term operational improvements and future strategic options. Progressing work in this area is dependent upon decisions regarding the operations of the Chaplaincy Commission and a Chaplaincy Commission Executive Officer.

Key changes and achievements have included: developing a new contract with the Queensland Police Service for the provision of chaplaincy services, a transition of chaplain roles to Directors of Mission at

The Lakes College and Moreton Bay College, and current discussion about a similar transition at Scots PGC College, a part-time Chaplaincy Coordinator to be appointed at Toowoomba Hospital jointly funded by Queensland Health and local Toowoomba churches, and ongoing discussions with hospital bodies regarding funding for Chaplaincy Coordinator roles.

Memorial Garden

Part of our missional journey includes lament and repentance and in December 2022, the Office of the Synod opened a memorial garden to acknowledge child sexual abuse that occurred within Uniting Church-based institutions. Made possible by a grant from the Truth, Healing and Reconciliation Grants Program, the event brought people together from across the church and support services with survivors and Forgotten Australians. This was an important moment in rebuilding relationships between the Church and those who have experienced harm.



The Memorial Garden, at the entrance of the Synod office in Auchenflower, is a place for reflection and contemplation. It serves as a constant reminder of the harms of the past and the need for the relentless pursuit of safety for children and vulnerable people across the life of the Church into the future. The following apology is displayed on the plaque in the Memorial Garden:

The Uniting Church in Australia, Queensland Synod honours those who have survived neglect, abuse, and sexual abuse when in our care.

We apologise for the harm done to you.

We believe you. We failed you.

We are sorry.

We will listen to you and learn from you and do all we can to prevent this from happening again.

We commit to being a safer church for all.



Raymont Christian Community

A vibrant Christian community has formed at Raymont College Queensland. The community connects approximately 40 students and supports others who attend local congregations including Newlife Brisbane. Several young people have been baptised and are growing in their faith and love of God.

At a time when 40% of 18–25-year-olds in Queensland struggle with mental health, the deep and committed work to help students connect and overcome has brought staff and students alike a sense of mission direction and purpose. The community is seen by both Christian and non-Christian students as being a genuinely inclusive and welcoming environment.

Mission Focus for UEL

Since September 2021, all early learning services operated by the Uniting Church Queensland were consolidated within the Uniting Early Learning (UEL) portfolio and work has been done over that time to align the foundational principles by which the wide variety of services and the people who work in them can identify as Uniting Church. This year a UEL Vision, Mission and Philosophy document has been drafted to guide the many and varied UEL services and Office of the Synod UEL team as they support “every child to flourish, and grow to their full potential, within a faith based nurturing environment”.

Advent and Christmas Journey to Joy 2022; Lent and Easter Resources 2023

The Office of Synod and UnitingCare Queensland collaborated to create Christmas messages and designs as part of a mission-focused resource for Advent and Christmas. The ‘Journey to Joy’ and ‘Unwrap the Joy’,

resources, themes and designs were made available across the Church, and used within the UnitingCare Qld Christmas appeal. The Christmas reflections document was downloaded more than 600 times. The CYYAF working group also gathered Advent reflections, prayers, and other resources from people across the Synod and over 150 groups in communities, congregations, and early learning centres accessed these resources.

The Synod Office Mission team and the Discipleship working group collaborated to create intergenerational *“Journey with Jesus”* resources for Lent and Easter 2023. The resources included worship resources, a Lenten journal, prayers, and activities. They were used by more than 500 people and groups across Queensland and beyond.

Supporting Our People, Transforming Our Communities

The work we undertake to support the people of our church, in our workplaces and in our communities is an expression of our love for God. Jesus called us to love our neighbour as ourselves (Mark 12) and reminded us that we should be known by our love for one another (John 13). We seek to support, enable, and value the people around us. Pouring time and energy into people - our neighbours, our community, and our staff is, in a real sense, sharing in the mission of God.

Better Together

During this term of Synod, we worked to refine our Office of the Synod culture and values to complement and support the mission of the church more fully. This work helps us better focus on the unique needs and circumstances of those we support. We have collectively identified the guiding philosophy of “We are Better Together” as informing our role in the shared vision of the church.

To deepen the commitment to Better Together, we established a staff culture playbook, held town-hall style meetings at the Synod office and early learning centres, conducted a staff survey, and worked to constantly reflect on our behaviours at team meetings. It has helped us in a difficult employment

market to think about our staff’s experiences of working for the Uniting Church and to develop recruitment processes and materials to support a new workforce planning strategy.



Staff Support

We have placed a deliberate emphasis on the well-being of our people across the Synod. Ensuring positive workplace support, and access to a high-quality Employee Assistance Program is important. We’ve highlighted RUOK Day, undertaken a comprehensive review of our Workcover arrangements, and established terms to review our Sickness and Accident Program. The Moderator’s recent 2023 Convocation, focussed on the wellbeing of ministry agents, examining supervision, spiritual well-being, practical steps, and well-being theology.

The People and Culture team launched the Office of the Synod’s first Diversity, Equity, and Inclusion Strategy oriented to attracting applicants of diverse backgrounds, capabilities, and experience. It recognises the value of that diversity, and a unified and respectful culture across our work locations.

We continue to operate in a hybrid working environment, with staff working on-site, online and from home depending on roles and requirements. Offering this hybrid workplace model has been one part of an evolving recruitment and retention focus during what is a challenging time in the broader workforce market.

Training and Development

The Synod Office has a licence for the Global Leadership Summit material. Delivering components of this material in lunchbox sessions is helping to develop our leadership capacity and align our leadership framework with a global Christian leadership cohort.

Our People and Culture and Mission Engagement teams have developed and delivered extensive training opportunities to the Church during this term of Synod. A governance module oriented toward schools and colleges has been acquired for the edUCate training platform. It addresses governing body needs and streamlines mandatory legislative training. Complaints and disciplinary process training took place, along with the ongoing delivery of Safe Ministry with Children training, both in-person and through the edUCate platform.

Ministry Matters Unit

The Ministry Matters Unit has prioritised an update of our Synod Ministry Handbook. The handbook, once complete, will hold up-to-date information, policies and resources related to ministry in general and the

ministry placements process in particular. The team has been collaborating with other Synods to update and standardise national resources to ensure a consistent approach across the country.

Social Justice and Advocacy

The Moderator is supported in his role as the spokesperson for the Synod by the work of the Moderator's Advocacy and Social Justice Team (MAST). This team has worked in collaboration with others across the Synod to develop frameworks supporting ongoing collaborative advocacy and action.

The team has supported the Moderator to speak publicly on issues such as voluntary assisted dying, the needs of refugees, the youth justice "Raise the Age" campaign, the Voice to Parliament, and calling for changes to the Public Trustee in Queensland. They worked to advocate on behalf of the most vulnerable and to equip and empower the wider church to get involved.

The Queensland Synod, UnitingCare Queensland and Wesley Mission Queensland wrote a joint submission to the Disability Royal Commission on their proposals for reform of the guardianship system in Australia. The Synod Office also collaborated with other organisations to contribute recommendations to the Queensland Government on its compliance with the Optional Protocol to the Convention Against Torture.

Wellbeing and Mental Health Pilot

The Friendly Spaces pilot program has commenced on the Gold Coast and aims to address mental health, domestic violence, and social isolation challenges within the Gold Coast community. Significant needs were highlighted in the Gold Coast Public Health Needs Assessment, and the program is a result of a wide collaboration, with many subject matter experts in the Office of the Synod working with Lifeline, UCQ and WMQ staff and Elanora, Newlife, Burleigh and Southport congregations. It aims to establish safe spaces within churches and programs on the Gold Coast, supported by trained volunteers known as Friendly Face connectors. The program objectives include equipping volunteers in mental health and domestic violence awareness and strengthening connections between community services in the area.

Covenanting

In July 2022, we were delighted to support the Moderator and the Covenanting working group to host a Townsville gathering involving both First Nations people and others. A place of telling truth, sharing story, and fuelling faith, the gathering acknowledged the past and looked towards the future. It was with great joy then, that we witnessed the first meeting of the new Queensland Regional Council of the Uniting Aboriginal and Islander Christian Congress (UAICC) in June 2023. This first meeting included the commissioning of Rev Roberta Stanley as Queensland Regional Chair.



The Synod Standing Committee determined that the Queensland Synod, standing in solidarity with Assembly and the UAICC, supports the priorities identified in the Uluru Statement from the Heart. This includes the constitutional establishment of a Voice to Parliament. This Synod's advocacy position and the communication and engagement strategy for the Voice to Parliament for First Nations people was drafted in collaboration between the Covenanting working group and the Moderator's Advocacy and Social Justice Team. The work included an event with Thomas Mayo, one of the authors of the Statement from the Heart, and the sharing and creation of resources, public statements, stories, videos, and social media campaigns.

The Covenanting working group sponsored a storytelling project to record the covenanting stories of both First Nations people and other supporters. Photographer and documenter Jo-Anne Driessens helped participants share stories of their personal history and experiences with God, and their individual and communal hopes for the future. The project culminated in an exhibition at Wesley House in May 2023.

Environment and Sustainability

Delivering the opportunities and priorities outlined in the Flourishing Creation Action and Advocacy Plan remains a focus for the Office of the Synod. Working with other groups across the Synod, the focus is on the six options in the plan: empowered people and connection, mobility, energy, water, reduce-reuse-recycle, and advocacy. This year as an expression of our commitment to environmental justice, we joined the “Power Together” advocacy campaign of the Queensland Conservation Council and we are developing a “sustainability score card” to enable congregations and other entities to assess their efforts and their improvements in the sustainability space.

Voluntary Assisted Dying

During this term of Synod, the Queensland Government’s legislation on Voluntary Assisted Dying (VAD) was established and enacted. Preparation for this legislation led to a great deal of work in establishing policy and practice in agencies and across the church. The Office of the Synod thanks UnitingCare Queensland and Rev Dr Adam McIntosh for their outstanding leadership in this area.

We supported the hosting of a Minister’s Convocation to enable ministry workers to understand VAD policy and processes and also created and collated a range of resources available on the website.



Minister’s Convocation focused on VAD.

A Safe and Sustainable Church

In this time of widespread systemic challenge and change the Queensland Synod is committed to intentional and mature analysis and improvement, to ensure that our governance and structures, our policies and our procedures are effective and fit for purpose. The Office of the Synod are also focussed on developing the best operational systems to enable us to steward our resources in a sustainable manner, to align with our legal and regulatory responsibilities, and perhaps, most importantly, to keep the people in our care safe.

Governance

As part of our work through Project Plenty, we commissioned a report into the status of our current Governance arrangements and fielded suggestions for changes to ensure we are 'Fit for Purpose' in outworking our mission. This work was done by Elizabeth Jamieson and Board Matters and the '*Governance Research Brief Report*' was delivered in March 2023.

The report has been distributed widely amongst the church for comment. These comments have now been received and this document will prove helpful over the next few years as the church considers how it might morph and adjust in light of our rapidly changing culture and regulatory environment.

Regulations Review for Assembly

The 16th Assembly resolved to undertake a review of the regulations, concentrating on the complaints and discipline section as a matter of priority. The General Secretary is the national lead in this project and Malcolm Hinton is the project worker. A comprehensive consultation and clarifying process resulted in us producing a first draft of a revised Part 5 of the regulations (Part 5 relates to Discipline). These drafts were circulated to stakeholders around Australia for consultation and comment with follow-on work underway at the time of writing.

Office of the Synod Staffing

The current term of Synod has been a period of consolidation and consistency with respect to the staffing structure. A major task was the completion of a strategic and operational workforce planning process. This enabled us to better understand the skills, experience and staff required to deliver the strategic and operational goals of the Synod and to predict and prepare for potential personnel changes in high-risk or high-urgency areas. We continue to operate a lean staffing model supported by a project methodology. We assess staffing regularly against our priorities, budget, and any emerging issues across the Church.

Business Development Support

The Business Development Unit (BDU) exists to source and support innovative activity that builds a financially sustainable church. The team supports congregations, presbyteries, agencies, and entities across the church. Since the 36th Synod, the focus has been on support for business planning, better use of property, planning for Op Shops or coffee shops, purchasing and procurement, accessing solar power and the UCare congregational management system.

Investigation into social and affordable housing projects is a current priority with a decision-making and strategic framework delivered in August 2023. BDU supported the transition of Barnabas House into the management of the Office of the Synod and have engaged widely to provide electricity savings for a number of sites through a three-year procurement contract.

Alexandra Park Conference Centre

It has been an exciting year for Alexandra Park Conference Centre as they welcomed over 14,000 people during the 2022-23 financial year. "Year 7 ACE camp was a blast," wrote Kawana Waters State College after their stay. A staff member from MacGregor State School described their time as the "best camp (accommodation, sports, activities, food) I've experienced as a teacher (of 37 years)"

Demand for facilities and services is at an all-time high as we experience a bounce back to full operation post Covid. The team are so busy that groups often bump in and out on the same day, creating occasional

logistical challenges. This is a nice challenge to have. We are continuing to expand and update facilities to meet demand and keep pace with client expectations. Another 8 ensuite-equipped rooms, each with double beds and bunk beds are under construction and will open later in 2023.

The focus remains on ensuring the facility is well-kept, continuously improving, and suits the requirements for our own church meetings and events and for the wider community. Alexandra Park Conference Centre is an excellent venue supported by a team that the Uniting Church can be proud of.

Raymont Residential College

Raymont Residential College commenced the 2023 academic year with a full complement of students and a waiting list for the first time in five years. This represents an excellent recovery from the pandemic period and is a tribute to the vibrant, healthy community that has been established at Raymont. We thank the excellent team of staff, our Student Leadership Team and both outgoing Principal Stuart Christ and new Principal Krishna Stanton for their outstanding work.

Highlights for the year include our annual Raymont Battle of the Bands, leadership development program, 'Flourishing at University' series, academic support, and social events such as lawn bowls and croquet. We celebrated formal occasions too, with our annual Commencement Dinner and end-of-year Gala bookending the year and a much-enjoyed parent soiree. Raymont students worked together this year to raise \$2000 for cancer charities through a Relay for Life team.

Trinity College Queensland

An update on the activities of Trinity College Queensland is incorporated into the report of the Board for Christian Formation.

Uniting Early Learning

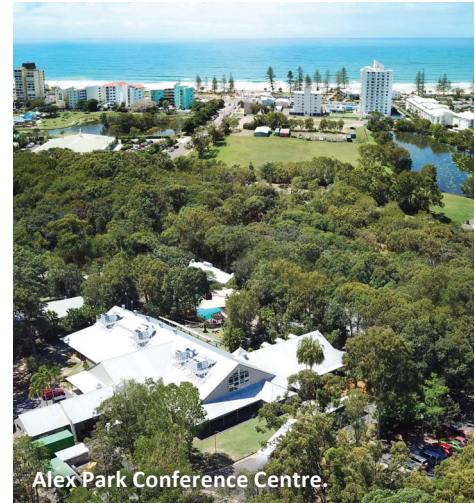
Uniting Early Learning (UEL) serves hundreds of families and over 1000 children through 22 centres and services across Queensland. We delight in the opportunity to support Queensland families through the provision of high-quality centre-based, family day care, after-school hours care and in-home care. We're proud of our team of 270 educators and love the opportunity to work with local church congregations to serve in mission together.

It has been a busy period implementing our transformation program during the term of this Synod. We are growing in our enrolments and have also made significant operational improvements.

Together these factors put us ahead of schedule in terms of projected financial performance.

Early Childhood educators are among the most in-demand roles across the nation, and we have found attracting and holding our staff has been increasingly difficult. A series of job information sessions were held in late 2022, welcoming prospective staff to learn more about UEL. This remains a focus for 2024, with the support of the Synod People, Culture and Learning team.

In May 2023 we celebrated the first anniversary of Uniting In-home Care. This exciting program enables us to pair our educators directly with families to care for, nurture and support children's development in their own home and family setting.



Safe Ministry with Children

Improving Safe Ministry with Children Training remains a priority, working closely with the Safe Ministry Administration Officer and the National Safe Church Unit (on integration with the national training). All Learning and Development team members are completing the training themselves to ensure they have experienced firsthand any issues and concerns being reported.

A reference group has been formed from Presbytery representatives and Office of the Synod staff to better collaborate around the areas of learning and development across the Synod. Presbytery Ministers have identified edUCate access and Safe Ministry with Children training as priorities, and the reference group will focus on these areas. The group will also identify options for engaging with Presbytery and Congregations on learning needs, complementing consultations previously undertaken with Office of the Synod leaders and governing body chairpersons.

Property

The property team has been focused on enabling and working with multiple Congregations, Presbyteries, schools, and agencies, assisting these groups as they navigate property proposals through the approval channels of the Church in the areas of sales, purchases, renovations, and infrastructure matters and including congregational alternative use proposals. They are also working to support the resolution of the heritage disputes on Ashgrove Avenue and Wilston sites through the courts.

As a result of a generous bequest, Emmanuel Enoggera Uniting Church acquired a significant parcel of land (21 hectares) at Kooya Road, Mitchelton. The congregation, supported by the Property Trust, have worked hard to explore potential use for the site, to benefit both the community and the Church. After initial exploration of the site's potential for delivering community services, it became apparent the location wasn't ideal for such use. Office of the Synod staff in both the property and communications teams are supporting the Property Trust and congregation to progress a development application for 92 residential subdivision lots, together with a community park.



Finance

Through their Andy's Place project, St Andrews Uniting Church provides community support including a community meal each Saturday night. Meanwhile, at Elanora Uniting Church, the Dwell Youth Hub helps provide a safe place to improve mental health for young people. Our finance team has worked with both groups to help achieve deductible gift recipient (DGR) status. This is a great outcome, enabling both projects to access significant new levels of support and enable their ongoing mission.

Treasury worked closely with congregations that required financing, especially for property projects including assisting Redcliffe Uniting Church to consider options for debt reduction and helping Southside Uniting Church to consider the use of mission development funds, op-shop, and other project considerations.

Insurance

The final report of an independent review of the insurance program has driven the implementation planning of the recommendations. The annual insurance renewal was conducted as of 31 October



2022, and the invoices distributed and implementation of significant process improvement in the claims management area across multiple insurance lines has been a priority, in particular delivering the expertise and efficiencies for the whole Synod of claims management processes being administered by a third party.

System Improvements

- **Payroll System**

Our new payroll system, Kronos, is now fully implemented and has been made available for ministry agents and payroll bureau congregations. This is a significant milestone for the Office of the Synod, and we expect significant improvements in the level of efficiency and customer service for the many staff that we pay through this payroll system.

- **IT**

Considering the increasing frequency of cyber-attacks on organisations of all sizes, we have continued to work hard to do everything possible to ensure the safe, ongoing provision of IT services. As part of this commitment to ongoing service, significant projects this year involved the installation of uninterruptible power supply units at both Alex Park and the Synod office and the rollout of device protection and management software.

- **Congregational Bookkeeping**

Since 2019 the Office of the Synod has coordinated a congregational bookkeeping project to support the healthy operations of congregations. The initial service, offered in partnership with Xero, included discounted access to Xero cloud-based accounting software, a standardised Chart of Accounts, assistance for Treasurers with the use of the software and general accounting issues and help transferring data to Xero.

Over 100 presbyteries and congregations have joined the project. During 2023, the staff resourcing the project were brought in-house within the Synod Office. A further extension to the initial project now sees a fee-for-service bookkeeping service offered, with many existing customers taking up this service.

Provision of Business Services to the Northern Synod

In May 2023, the Queensland Synod entered a partnership to assist the Northern Synod with business and strategic services. The focus is on supporting the Northern Synod to ensure its structure and financial base can adequately meet the demands of the future. The services currently being provided include support services and training regarding risk management and WHS, strategic financial services, and HR support services. Additionally, we are assisting with the design and development of organisational structures to best support ministry in the Northern Synod.

An Executive Consultant is in place to coordinate this collaborative work, and the Synod Standing Committee of the Northern Synod has, under section 70 of the UCA Constitution, delegated the powers and responsibilities of its General Secretary to the General Secretary of the Queensland Synod. This delegation is in place on a trial basis and under regular review to ensure its suitability for both the Northern Synod and the Queensland Synod. It is a profound privilege to share in supporting the work and ministry of the Northern Synod.

Alignment and Engagement: Creating One Church

We are committed to serving the whole church in a way that builds a shared identity, establishes and strengthens relationships of trust, and nurtures a willingness to work in unity. Almost everything in this report has been achieved collaboratively, through relationship and connection. We are committed to intentionally creating opportunities to connect, to recognise and strengthen our life together.

Plentiful Mentoring Leadership Program

The second Plentiful Mentoring Leadership Program (PMLP) drew participants from congregation, presbytery, agency, school, and Synod teams with 29 completing the program after more than 40 began. The program's strong focus on mentoring and cross-Synod networking remains key to its value to participants. We are noticing an organic increase in collaborative relationships among past PMLP participants, together with increased confidence, and the skills and willingness to explore difficult conversations. Participants in the program are also offering themselves for other leadership opportunities across the Synod.



Future iterations of the PMLP may extend to an emerging leaders' version and an executive track. One significant challenge to overcome is the capacity to commit to the program alongside operational responsibilities – a challenge for both the participants themselves and their leaders and line managers.

Developing a Fundraising Cohort

Our fundraising and bequests area supports congregations, presbyteries, and agencies to build capacity to raise funds and encourage bequests. This has involved congregation and presbytery visits, and several webinars and gifts-in-wills presentations. This year the team hosted a webinar providing practical advice and insight into how to access grant funding. Over 40 people attended the webinar, and it is now available for others to view on the Synod website. A cohort of passionate fundraising champions from across the state are connecting with each other and the Fundraising team and a series of videos and a bequest brochure have been delivered to enable fundraising capability. Our future focus includes supporting congregations to achieve an increased success rate in grant applications, strategic grant planning for presbyteries and congregations, and ongoing support for fundraising champions across the church.

Assembly Act2 Project

The Assembly is undertaking a wide-ranging consultation conversation under the banner of The Act2 Project. Congregation and Presbytery representatives have been invited to share in this consultation. Kevin Griffith (ED Shared Services) has been appointed as the Synod representative to the Act2 working group as an expression of our commitment to the project.

Office Bearers Gathering May 2023

More than 30 office bearers from Presbyteries across Queensland gathered in May for a series of training, resourcing, and equipping sessions. The event was hosted by the Office of the Synod with 28 staff meeting with participants. The event wrapped up with a deep dive into effective governance in meetings.

Dostana – partnership with Diocese of Amritsar, official launch June 2023

In May 2020, Dostana was endorsed as an official activity of the Queensland Synod. During the COVID-19 pandemic, no events or exchange visits were able to be conducted, but we were able to maintain contact with our friends in the Amritsar Diocese.

It was always our intent to hold a launch event for the Dostana Group following its adoption as an official Synod activity, and in May 2023 we were finally able to host this joyous occasion. The event was held at the Synod office and linked online with our partners in the Diocese of Amritsar in India, and Uniting World

in Sydney. At the event, we also revealed plans for our upcoming visit to India in November as well as our hope that members of the Diocese might be able to visit us here in 2024.

Multi-Cross-Cultural Reference Group

The Multi-Cross-Cultural reference group continues to work in support of the long-term commitment and mandate of the Uniting Church to be a multi-cultural church. During this term of Synod, five strategic focus areas (connecting, resourcing, educating, leadership and advocacy) have shaped the work of the committee. Outcomes include:

- supporting culturally and linguistically diverse candidates for ministry,
- introducing Voice of the Martyrs and prison ministry opportunities,
- working alongside the Assembly Being a Multicultural Church panel to develop and distribute resources for the 2023 Intercultural Neighbouring Sunday event,
- collaborating with Synod Fundraising support to explore opportunities for multicultural and community grants for CALD community events in the 2023/24 period, submitting a grant application for a 2024 Multicultural Celebration Event,
- celebrating a multicultural service for Pentecost Sunday, with Rev Seung Jae Yeon (Chair of the Korean National Conference), which was live streamed from Broadwater Road Uniting Church,
- hosting regular networking and fellowship gatherings, and
- sharing resources and information through the MCCRG Facebook page.

UEL Connecting with Congregation and Community

Engagement between UEL services and congregation is a high priority. In August 2021, Uniting Early Learning partnered with several of our co-located congregations to express our thanks to our staff as part of the Early Childhood Educators Day. Members of our congregations provided morning tea and presented certificates of appreciation which were gratefully received by staff. Involvement of congregations on Early Childhood Educators Day built trust, connection and relationships between congregations and centre teams.

Our Intergenerational Play Program involves members of local Uniting Church congregations interacting with the children at Uniting Early Learning centres. Bringing great joy to both children and adults, the program presents a wonderful opportunity for congregational mission engagement with local Uniting Early Learning centres. There are already several centres involved in the Intergenerational Play Program after its February 2023 commencement and we would love the opportunity to work with other congregations to implement it at each of our centres.



Uniting Education Schools and Colleges

Uniting Education Schools and Colleges exist to provide a link between our Church and its 18 affiliated schools and residential colleges. We provide well-researched advice and advocacy, strengthen governance capacity, build relationships with and between our schools and colleges, and emphasise our shared mission.

The appointment of Ms Margaret Berry as the new chair of the Presbyterian and Methodist Schools Association (PMSA) was a highlight this year. Ms Berry comes to the role from serving as Principal at Robertson State School and brings 30 years of teaching experience to the role. She has been with the PMSA for five years, including the last two as Deputy Chair.

The resumption of quality training and development for school and college board members after a COVID-related interruption has been achieved. Workshops re-commenced with Stephen Howell joining us to explore defensible decision-making.

Property and Insurance Workshop

The Synod property and insurance teams, in response to widespread congregational and presbytery interest, hosted a Property and Insurance workshop in March 2023.

Members from across the church took the opportunity to meet with the team and explore ideas and possibilities for closer cooperation. The workshop included briefings on technical aspects of property and insurance and a question-and-answer time. Building stronger relationships between Synod office staff and congregation and presbytery representatives was a key outcome.

Property and insurance staff are ready to work with congregations and presbyteries for the benefit of our church's mission and service. Similar workshops will be hosted in future and will be advertised across the Church.

Synod Website and Hub

The much-anticipated project to refresh the Synod website is underway. The project will deliver two interconnected websites. The first will be a public-facing site, highlighting the purpose, identity, and presence of the Uniting Church to all church members and all Queenslanders. The second, known as 'The Hub' will be focussed on the staff, ministry agents and volunteers who undertake the work and processes of the Synod, providing a simple-to-navigate, and reliable library of information needed for every aspect of our church life. It will be home to policies, guidance, templates, forms, and other content addressing mission, property, finance, insurance, and so on. Up-to-date information, clarity and improved user-experience are foundational principles for the new build. Delivery is anticipated by early 2024.

Life Together workshop

The Life Together Narrative Workshop held this year brought together participants from schools and colleges, agencies, entities congregations, presbyteries, and Synod Office teams, to weave together stories about the Uniting Church in Queensland. The group discussed founding principles, the history, ideals, and qualities that define us. They shared stories of the individuals who had powerfully impacted their journey of faith and spoke into a core commitment to continuing the journey together. Content developed from the workshop will be used on the new website and shared through a variety of channels as part of the broader story of the Synod. Through their work together, the group produced their declaration about the identity of the Uniting Church.



We are the Uniting Church in Queensland

A group of people from congregations, faith communities, presbyteries, agencies, entities, schools, colleges, boards, committees and working groups across the Synod came together. We met to share perspectives, to tell each other stories of our **life together** as a church, as a complex interconnected community, and as a people of God. At the end of our day together our individual responses to the question, “*why are you a part of the Uniting Church?*” were woven together.

We are.

We are invited, called, inspired, transformed, to be a living hope.

We were born or welcomed into the Uniting Church,
We know Jesus in the context of the Uniting Church,
We meet and form relationship here, which opens doors and allows us to explore our identity as part of a uniting and loving whole under God.

Our church has accepted, nurtured, challenged, stretched, invested in, and grown us,
People believed in us, formed and nurtured us, invested in us, equipped us,
Family and dear friends - forming our faith and drawing us towards Christ, the centre.
The vision and passion with which others have led the church has been passed on to us.
Our church made a home for our families, formed us, included us, invited us to take part in serving.

We feel called by God to serve and feel aligned to the mission and values of the church,
Our values are aligned to allow us to use our gifts to support others who are struggling,
We stand for justice.

We are committed to reconciliation and to recognizing and acknowledging that Aboriginal and Torres Strait Islander Peoples are the sovereign peoples of these lands.
We are called to caretake God’s good inheritance, to be a light in the heart of community.

We hope for Christ to rule and renew us in his own strange way,
We are always on the move and haven’t arrived yet.

Our heart and soul are drawn to the Uniting Church’s audacious belief that it is possible to hold the tension of difference and reconciliation as a living example of Christ’s call to love,
We are called to assist in seeing a sometimes tired and confused church rediscover the energy of Jesus and the genius of our founding heart and direction.

God planted us here, called us to ministry here, and has not called us away.
God called us here and hasn’t let us go.

This is the place that we are called to live out our baptism, and there is nowhere better or worse to go.



Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Contact for report questions

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The Uniting Church in Australia
QUEENSLAND SYNOD



Report from Finance Investment and Property Board

Summary

The Finance Investment and Property Board (FIP Board) operates as the Property Board under the Regulations and as the Finance sub-committee of the Synod Standing Committee (SSC).

It has both strategic and operational responsibilities.

Significant strategic work since the last Synod:

- FIP Board strategic plan updated:
 - Focus on Income generation in areas of equity investment, property development and business enterprise development (new and existing), including Uniting Early Learning (UEL);
- Liquidity and external debt management.
- Financial sustainability.

Significant operational work since the last Synod:

- Oversight / relationship building.
- Property transactions approved.
- Processes improved.
- UEL management as Approved Provider with direct management and control.

Challenges identified:

- Being good stewards (including improving financial sustainability) in an environment of multiple competing priorities from across the church. This will be addressed (in part) via the compilation of the new Office of the Synod strategic plan 2024-2027 and the costing of this plan.

Context

We are a group of people appointed by the Synod (or the Synod Standing Committee) all of whom are committed to the mission and ministry of the Uniting Church. The members of Finance Investment and Property Board (FIP Board) are chosen because of the skills, experience and professional background that we bring in the areas of finance, investment, property, strategy, legal, accounting and community services.

Our membership of the FIP Board allows us to hear and see the diversity of our Church and its people seeking: to move towards our ambition of shared life and flourishing communities; growing in our capacity to make disciples and transform our communities and engaging in a rich life together. We hear and see this: through our personal involvement in our own local Church context; when we consider the wide diversity of mission and business proposals that come before us for consideration / approval; when we meet with others in our Church seeking to fulfill their missional role and when we have the privilege of visiting local congregations and hearing of their mission plans in their local communities.

Along with other Councils of the Church, our role is to help facilitate the wise stewardship of the resources God has entrusted us with for mission. A lot of our work focusses on considering the business of the Church – but at the forefront of this is how the plans, strategies, investment decisions, property purchase / sale transactions, processes enable the people of God to be at mission.

The FIP Board assists and advises the SSC in fulfilling its financial responsibilities to exercise due care, diligence, and skill in:

- a. performing functions of the Synod Property Board under Regulation 4.2.1,
- b. exercising oversight of activities conducted under Regulation 3.7.4.6 (Financial Transactions and Investments Body), and
- c. performing such other functions delegated by Synod.

Its responsibilities are summarised clearly in its Charter which can be found [here](#).

Members during the last term were:

- Geoff Batkin AM - The Gap UC (Moreton Rivers) (Chair) - Note that Geoff Batkin is completing his term as Chair and member of the FIP Board and Property Trust at this Synod
- Dr Geoff Ericksson - Coopers Plains UC (South Moreton)
- Hayden Jett - Wynnum Baptist Church / Clayfield UC (Moreton Rivers)
- Andrew McBryde - Centenary UC (Bremer Brisbane)
- Samantha Storey - Newlife Brisbane (South Moreton)
- Reg Gulley – Darwin Memorial UC (Northern Synod)
- Chris Townend
- Kate Hands (appointed 1 December 2022)
- Rev Heather den Houting - General Secretary (ex Officio) - Chapel Hill UC (Bremer Brisbane)
- Peter Cranna - Synod Property Officer (ex Officio) - Emmanuel Enoggera UC (Moreton Rivers)

Priorities

Strategic Priorities

FIP Board strategic plan update:

- The FIP Board strategic plan cascades down from the Strategic Intent of Shared Life Flourishing Communities
- The FIP Board vision is:
 - In five years time (FY28), we have an integrated financial management, investment and property strategy yielding increasing surpluses to invest in mission
- The key components that will facilitate this vision to be realised include the strategic steps in the following areas – some of which are underway and some are in the early stages:
 - Property Development acceleration – increase the number of concurrent projects that increase the value of real property on the way to sale. Acceleration in this area is likely to require external debt – debt options to be explored.

- In this term, the Office of the Synod and UnitingCare Queensland (UCQ) have formed a Property Partnership proof of concept where the parties will work together to develop a site surplus to requirements to a subdivided lot stage and then sale. The site selected is at Brighton. At its conclusion, the proof of concept project will be evaluated to ascertain whether this can be a model that can be replicated for other property development projects in the Church.
- Investment in equities – build on the growth of the equity portfolio achieved over the last 5 years and manage liquidity;
- Enterprise development – existing and new – a focus on operational improvements and growth in the Uniting Early Learning (UEL) portfolio and consideration of complimentary business enterprises via feasibility studies and eventual business cases;
- Financial sustainability issues have been revealed at the Synod level after the analysis of the 3 year budget projection (FY24-26). Based on assumptions made, accounting deficits were projected. This resulted in a significant budget review (which is still underway). The outcomes from this review will result in a recast of the budget for FY24. The review is recommending changes that puts the Office of the Synod on a financial sustainability (accounting surpluses) trajectory in the medium term – i.e. after FY26.

Operational Priorities

Oversight

- The FIP Board is required to consider all property transactions, though it has well established delegations to allow business functions to proceed smoothly. Once the FIP Board has deliberated, instructions can be passed to The Property Trust (the legal entity of the whole church) for approval and action.
- Presentations / briefings were provided to the FIP Board to enable the Board members to understand the mission planning and context in which our Church is operating. These included:
 - ***Deeper Dive into Property – especially where the Office of the Synod is the Responsible Body***

A presentation was given from the Strategic Resources & Assurance property team including:

 - Achievements in the last 5 years;
 - Overview of the Synod Property team and the high level town planning work;
 - The properties for which the Office of the Synod is responsible;
 - Strategic Opportunities and Direction.
 - ***Implications of the MDF policy – approved at the 36th Synod – May 2022***
 - FIP Board has a significant role in the future operations of the new Mission Development Fund (MDF) policy. A significant communication (77 Responsible Bodies) to responsible bodies re the MDF has been circulated in early July 2022. A new web page has been created on the Synod website containing all relevant details. Periodic communications have occurred with Responsible Bodies with MDF funds in the 18 month transition period since the Policy was approved.

- **Workshop – Separate Incorporation**
 - A special meeting was arranged to discuss matters / concerns / potential issues from the advice that Wesley Mission Queensland (WMQ) would like to pursue separate incorporation following a review by the Australian Charities and Not-for-profits Commission (ACNC). (Note that this was later amended, but separate incorporation of agencies is to be considered later).
- **Reserving Strategy**
 - A presentation / discussion was held on the Reserving Strategy following the expiry of the 2012 ten year strategy of the FIP Board to build up the reserves of the Office of the Synod to 1.5 times of operating costs.

FIPB resolved to:

 - Disband the concept of accounting reserving (represented by the Synod Reserve Fund - SRF);
 - Maintain appropriate working capital balances / appropriate levels of liquidity (which is good practice) and is to be detailed in the Office of the Synod / Uniting Church Investment Service (UCIS) Investment Plan.
- **Budget & Multi Year Forecast / Multi Year Capital Plan**
 - The FIP Board requested be embedded into the annual budgeting cycle further than the budget year (an additional 2 years on top of budget).
- **Appointment of an independent Chair to UEL Sub Committee**
 - Tracey McFarland was appointed as independent Chair of the United Early Learning (UEL) Sub Committee of the Property Trust (but not as a member of the FIP Board). She brings significant child care governance and operational experience to the role.
- **Queensland Synod Resourcing Review**
 - A workshop was held to understand the FIP Board's view on the resourcing needs of Presbyteries, Congregations and the Office of the Synod;
 - The review will then develop and design a resourcing model across the Synod that is Fit for Purpose for the church now and into the future.
- **UC Plenty Governance Models Research Report**
 - The FIP Board discussed the Board Matters (Elizabeth Jameson) report and submitted feedback to the General Secretary.
- **Risk Appetite Workshop**
 - Directors Australia moderated the Risk Appetite Workshop. The purpose of the workshop was to gain collective agreement on the boundaries, risk appetites and investment preferences across the asset classes contained in the strategic plan.
- **Insurance Program Presentation**
 - AON (insurance brokers) presented options of possible design changes to the whole of Property Trust insurance program. At this time, the structure of the program is considered appropriate for our current structure.
- **External Debt Facility Extension- to meet UCQ requirements**
 - UnitingCare Queensland (UCQ) presented that they require an extension to the existing debt facility with ANZ – consistent with their FY21 Business Plan and ten-year strategic capital plan which saw debt utilised in UCQ's plans from FY24;
 - The FIP Board approved the extension of the dent facility from \$20M to \$140M.

- **Chaplaincy Funding Strategy Options**

- Steve Drinkall presented a number of options for consideration re public hospital and police chaplaincy.

Good News / Matters that have provided encouragement to the FIP Board

During this term, the FIP Board held 2 meetings at sites other than the Synod office. Where possible, the FIP Board tries to meet where the Church is active in planning or undertaking mission initiatives. This is central to the FIP Board's desire to build and strengthen relationships within our Church.

We met at Redcliffe UC just before the **Redcliffe Hub project** was completed. This is a good news story of people within a local Church engaging with the community around them over many years.

The FIP Board were very impressed by the community engagement and with the variety of tenants taking rooms in the Hub that represent a wide range of community services on the peninsula.

The **Aspley Uniting Early Learning (UEL)** service was renovated during this term and we met there to see the centre in action. Aspley UEL was the first centre to obtain significant take up of the Grand Friends program – where elderly church members spend time in the centre with the children – relating in a cross generational way. Fun is being had by all!





Meeting with MC3 group

The FIP Board met with Mission Collaboration & Coordination Committee (MC3) to discuss the funding of initiatives that will be approved by MC3 in due course.

Other Significant Property Transactions approved:

- The FIP Board assesses many property proposals. A sample of significant proposals approved / endorsed are included below to give an appreciation of the diversity of service provision that our church is involved in:
 - ***The Lakes College (TLC) – Aquatic Precinct Stage 2***
 - FIP Board approved the TLC Aquatic Centre Stage 2 project to go to tender. Stage 2 focussed on the construction of a Learn to Swim pool and associated infrastructure and the operational business case to generate alternative sources of income.
 - ***Project Cooee – 2nd Floor Synod office – Business case***
 - FIP Board recommended to the SSC the allocation of funding and approval of Project Cooee - Stage 2 (Reconfiguration of Level 2) for an updated budget of \$1,275,000 (excluding GST) and approved this on the condition that the Hybrid working strategy is completed and a review of the office space is done in approximately 1 year after construction to assess the return on investment.
 - ***Transfer of Responsible Body – Trinity Grove Wilston property***
 - FIP Board approved the transfer of Responsible Body status of the Wilston church site from the Moreton Rivers Presbytery to the Office of the Synod – at market value.

- **Social / Affordable Housing Development – Thursday Island**
 - FIP Board noted that pre-work is required for the potential social housing / manse development opportunity and approve the release of funds (up to \$75k) from Thursday Island MDF to cover this;
 - It also noted that although the operational model for this development is not confirmed, should the Department of Communities, Housing and Digital Economy commit funds to the development, the Presbytery of Carpentaria and Business Development Unit (BDU) will require prompt decisions regarding commitment to proceed.
- **Heritage Appeal Process for former Trinity Wilston Grove Church Site**
 - FIP Board approved the continuation of the appeal process against the State heritage listing of the Wilston property.
- **Sale of Office of the Synod Responsible Body Properties**
 - The FIP Board approved the sale of the following properties that are surplus to the requirements of the church - 2 Uniting Place, Telina and 234-248 Tamborine Street, Jimboomba for no less than independent valuation.
- **The UCQ Property Disposal Plan – FY24**

The following properties were approved for disposal:

 - 72 Tills Street, Westcourt;
 - 271 Gatton Street, Westcourt;
 - 90 Mt Perry Road, Bundaberg;
 - 54 Kent Drive, Torbanlea; and
 - 106 Galah Street, Longreach – note that CQ Presbytery is still deciding whether they wish to acquire this property.
- **UCQ Property Acquisition**
 - The FIP Board approved the acquisition of 27 Chasely Street, Auchenflower, including a total acquisition budget of up to \$7.5M (including purchase price and all transaction costs).
- **Expansion of Alexandra Park Conference Centre**
 - The FIP Board approved the allocation of \$1.154M to add 8 accommodation units (bedrooms with ensuites) to the Alexandra Park Conference Centre.
- **Sale of Cunnamulla and Wandoan**
 - The FIP Board approved the sale of the following properties:
 - Cunnamulla church and manse, 14-16 Broad St, Cunnamulla;
 - Wandoan manse, 15 Hoffman St, Wandoan.
 - FIP Board also gave an in-principle approval for the purchase of a residence in Charleville, Qld, to be used as a manse and base of operation for the Cunnamulla Burke & Wills Remote Bush chaplaincy.
- **Flagstone**
 - The Flagstone community centre is a mission initiative of the South Moreton Presbytery. FIP Board approved the purchase of 19 Trailblazer Drive Flagstone for contracted amount of \$825,000 and also approved the release of the total purchase price from MDF funds.

- **Scots PGC Middle School Expansion**
 - Endorsed Stage 1 of the Betty Crombie Middle School project at a cost of \$4,000,000 plus a contingency allowance of 10%, noting that a final business case will come for approval post tender.
- **MDF applications**
 - A variety of applications were approved during the year.

Processes Improved

A number of Principles were implemented (in the last term and reinforced in this term) to assist the FIP Board's assessment of significant property proposals and address the key issues that need to be considered for the FIP Board to make a decision. The principles include:

- What is the risk to the Church?
- What are the strategic elements? / Where does it sit? / Look at context.
- Does the strategic intent of the proposal align with the Synod wide agreed strategic intent?
- Has the church entity gone through the proper processes? Evidence?
- What options have been considered?
- How much background does FIP Board need?
- Does the proposal need a specific presentation at FIP?

Other efficiency / streamlining measures included:

- Providing authorisation / approval for the CEO of Wesley Mission Queensland to execute certain documents on behalf of the legal entity, The Uniting Church in Australia Property Trust (Q.). This brings WMQ's authorisations in line with those provided to UnitingCare Queensland.
- The Delegation Matrix for Property Trust schools was approved on the recommendation of Uniting Education Schools and Colleges.

Financial Reports and Matters

- The FIP Board acts as the Finance sub-committee to the Synod Standing Committee. Part of these duties involve:
 - Review of the Office of the Synod annual budget and the Office of the Synod annual audited financial statements before these documents are approved by the SSC;
 - Review of financial reports and treasury reports regarding the operations of the Office of the Synod, on a monthly basis;
 - The Uniting Church is structured such that other Boards / Committees in the church prepare and approve budgets and annual audited financial statements;
 - The FIP Board, in conjunction with SSC, oversight the financial statements, but don't approve these documents for other church bodies (e.g., Uniting Care Queensland, Wesley Mission Queensland, Property Trust schools, Presbyteries, congregations);
 - The FIP Board oversees the operations of The Uniting Church Investment Service (UCIS), which operates the centralised treasury services of the Synod.

The annual audited financial statements of the Office of the Synod have not been finalised (when this report was written) and the audit will not have been completed by the Synod meeting in October.

A high level summary of the unaudited 30 June 2023 Office of the Synod financials is expected to be presented in the FIP Board presentation at Synod.

Plentiful focus

Over the last few years, the FIP Board (on behalf of the Property Trust – the Approved Provider) has taken responsibility for governance of Uniting Early Learning – all regulated child care activities conducted by our Church. The centralisation of this governance and management by the Office of the Synod was as a result of instruction from the Child Care Regulator.

Child care is conducted in a variety of formats and in various locations across Queensland:

- Child care centres (14 services) in Townsville, Rockhampton, Gympie and several in the South East corner – most co-located with congregations.
- Family Day Care coordination – coordinating educators (independent self employed people that care for small groups of children – usually in the educator’s own homes).
- In Home Care coordination – IHC is designed to support families whose circumstances make it difficult for them to access mainstream childcare – these families are usually in remote parts of Queensland.
- Outside school hours care (3 services) – caters for mainly school aged children and are located in 2 of our schools.

UEL annual revenue is more than \$20M per year, so we are a larger provider than most.

It is pleasing to report that the quality of care and service is high and interactions with the community and local church congregations are good. These are areas of constant focus for UEL.

Over the 2023 financial year, UEL as a whole, produced a breakeven (small surplus) financial result which is an encouraging step toward financial sustainability over the next couple of years.

As noted above, Tracey McFarland has been appointed as the independent chair of the UEL Sub Committee – a group reporting to the FIP Board that specifically governs the operations of UEL. This sub committee consists of an independent chair, 3 FIP Board members and is supported by staff.

Challenges

The FIP Board sees many challenges across the Church. Within its direct remit the FIP Board has identified the challenge of being good stewards for the assets / resources that each part of the Church has available for use. Specifically, the FIP Board has identified the following issues as contributing to this challenge:

- The difference between stewardship and ownership and how this difference can contribute to attitudes and decision making.
- Downward pressure on income sources leading to competing priorities for resources – putting some Responsible Bodies in financial sustainability jeopardy.

- Changes to laws / interpretation of laws leading to more restriction and compliance.

The FIP Board recognises that the Church needs to change in various ways to respond to these challenges and encourages us all to continue to explore how the intent of Shared Life Flourishing Communities can help us – especially recognising that we are One Church comprising of different parts and that adopting Life Together principles we can gain better outcomes working together.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Greener Shoots - possibilities and opportunities

This report details green shoots throughout, including:

- FIP Board strategy – showing the FIP Board is clear on the direction it needs to take and drive.
- Encouraging presentations from various areas across the Church.
- Good news stories.
- UEL consolidation and growth.
- Property sales meaning that funds can be reallocated for other purposes / to other parts of the Church for mission growth.
- Property development and acquisitions showing that opportunities are being realised.

Contact for report questions

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renewal

FAITH FOR A NEW SEASON ▪ SYNOD 37

Report from Board for Christian Formation

Summary

The Board for Christian Formation (BCF), consistent with its Charter, has redefined its mission, vision, values and operational approach. This process has created a platform to discern that its strategic priorities over the next 18 months are threefold: supporting a culture of discipleship across the Church; leadership development; and equipping and resourcing the four (4) phases of ministry. To fulfil this strategic intent, the Board will be aware of the strategic intent of other Boards and Church entities to coordinate resources and maximise outcomes where strategic intent aligns. Within each of the Board's strategic intents, the approach will be human-centred and co-designed where prototyping and scaling mission and ministry resources are informed by a commitment to evaluation and learning. Furthermore, the intent will be bold, innovative and energised by optimism.

Context

The Board for Christian Formation's role in fulfilling the Church's mission is best described by the Board's Vision and Mission.

Vision

Through the work undertaken by the BCF, the Uniting Church in Australia, QLD Synod is a global leader in providing education and formation for Christian life and ministry. It is celebrated for growing and revitalising churches, agencies, schools and residential colleges, institutions and other missional activities.

Mission

The Board's Mission is expressed via why, how, and what statements.

Why: To inspire and equip everyone within the Queensland Synod to live a life of purpose modelled on the way of Jesus (congregations, agencies, schools and residential colleges, institutions, and other missional activities).

How: By combining best practice theological education, with faith, vocational and spiritual formation, together with commitments to missional innovation, continuous improvement and proactive and evidence-informed decision-making, in order to transform the whole person.

What: Individuals, congregations, agencies, schools and residential colleges, institutions and other missional activities of the Queensland Synod are able to live out their call to discipleship in support of the Church's mission and ministry.

Trinity College

The Board for Christian Formation oversees the operation of Trinity College Queensland (TCQ), ensuring that College activities and programs appropriately equip its students for mission and ministry.

Priorities

Prior to the commencement of 2023, the Board for Christian Formation, in terms of its work, had been in somewhat of a holding pattern waiting for the appointment of a new Board Chair and then filling four other Board vacancies. It is pleasing to report that a Board Chair and new Board members with an appropriate level of knowledge, experience and competencies have been appointed.

During 2023, the Board has focused on redefining its mission, vision and operational approach to equip the Church for mission and ministry. The Board Operational approach is best described using four interrelated elements:

1. **Philosophy of Christian Education and Formation** – The Board’s philosophy of Education and Formation is grounded in the understanding that all education is essentially formative and that all learning inherently shapes us into particular ways of thinking and acting in the world. Thus, the focus of Christian Education and Formation is necessarily on the life and way of Jesus Christ as the head of the church.
2. **Service Delivery Model for Mission and Ministry** – Discipleship and Christian Education; Formation and Vocation; Leadership Program; and Research.
3. **Values** – These are the non-negotiable guiding principles that set the tone for the ways in which the BCF and its agreed initiatives will work. There are five (5) values: Human-centred co-design approach; Intellectually honest; Biblically responsible; Spiritually and emotionally satisfying; and Socially fulfilling.
4. **Practices** – These are the best practice ways of developing and delivering the BCF’s agreed initiatives to equip the Church and its people for mission and ministry. These practices are collaboration, knowledgeable, innovation, high quality, proactive, and compliant.

For further information related to each of these four (4) interrelated practices, please refer to Appendix One. Underpinning the work of the Board is a commitment by its members to operate as a high-performing board (Appendix Two).

Trinity College

Strategies for renewal and growth in TCQ’s numbers over the next 3 years are focused on identifying and targeting new markets for students (in addition to existing UCA congregations). A focus area for recruitment over the coming years will be graduating high school students and RI teachers from Uniting and PMSA schools. Two programs being developed and launched are Trinity’s Activate (gap year) program in 2024 and a new online Grad. Cert. in Christian Education in 2025.

Plentiful focus

The Board for Christian Formation has determined that its strategic focus over the next 18 months will be in the following three (3) areas:

Discipleship Culture: Working within the discipleship framework that is described in the Plentiful Progress report written for the 2023 Synod in Session.

Leadership: Working within the leadership framework that is described in Shared Life, Flourishing Communities progress report that was received by the last Synod in Session.

Four Phases of Ministry: In the first instance, a particular focus will be on the first and third phases of ministry.

Underpinning our strategic work over the next 18 months will be a focus on the following:

- Are we thinking big enough? It is believed that this statement is consistent with the “Renewal” theme of the upcoming Synod in Session. It is believed that if the BCF is going to be impactful, it needs to be bold, innovative, and act with optimism.
- We often overestimate what we can achieve in one year yet underestimate what we can achieve in ten years. Consequently, the 10-year vision is bold, but in an effort to establish momentum the BCF will be asking the following three questions:
 - Where is the low-hanging fruit?
 - What existing work and content can be leveraged?
 - Who can we ideate and prototype with?
- A belief that the impact of the BCF can be measured. Consequently, there will be a commitment to developing a theory of change and related program logic that identifies the correct data to collect and then evaluate to determine if BCF’s work is actually helping people in the Church to live a life of purpose.
- Determining how various Office of the Synod staff can play a role in the development and implementation of each of the Board’s strategic intents. Part of this will mean that the use of Trinity College staff and the functions they currently undertake will be more coordinated with the Office of Synod Staff. The outcome will be a first-for-purpose personnel strategy.

Challenges

While good work is being undertaken by others within the Church that is aligned with the Board’s strategic priorities, the challenge at times has been identifying this work and ensuring that there has been no duplication of effort.

A second challenge is that the strategic priorities of other Church Boards are not clearly understood which then leads to a lack of coordination of how priorities align and resources are best utilised.

In response, the Board in its design and implementation of current and future strategic priorities will first seek to understand what are the strategic focuses of other Boards, Presbyteries and key Committees across the Church. There will also be a quest to determine what activities and initiatives are already occurring as well as identify gaps related to the Board’s strategic focuses.

Trinity College

Australian theological colleges (across all denominations) have struggled with a decline in student numbers since the impact of Covid-19. The past 3 years have seen declining numbers for a variety of reasons, including healthy management of work/life balance; mental health issues; financial strains; and a lower appetite for theological education in light of government incentives focused on STEM research and degrees. Trinity is no exception in experiencing the impact of these sociological shifts.

In the past 18 months, three members of the faculty have also concluded 5-year placements at the college, responding to calls to serve in other parts of the church, both in Australia and overseas. This

has also posed a challenge for sustaining our student services and consistent provision of units and courses.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Greener Shoots - possibilities and opportunities

If the BCF strategy is delivered successfully, Board members are confident that its work will support the Church's pursuit of renewal, ensuring that all people within its bounds are equipped to respond confidently to their context in a manner consistent with the ethos of the Church.

While Trinity College student numbers have decreased over the past 3 years, the College has continued to maintain a healthy number of candidates training for ministry, and this is good news for the Uniting Church in Qld.

Contact for report questions

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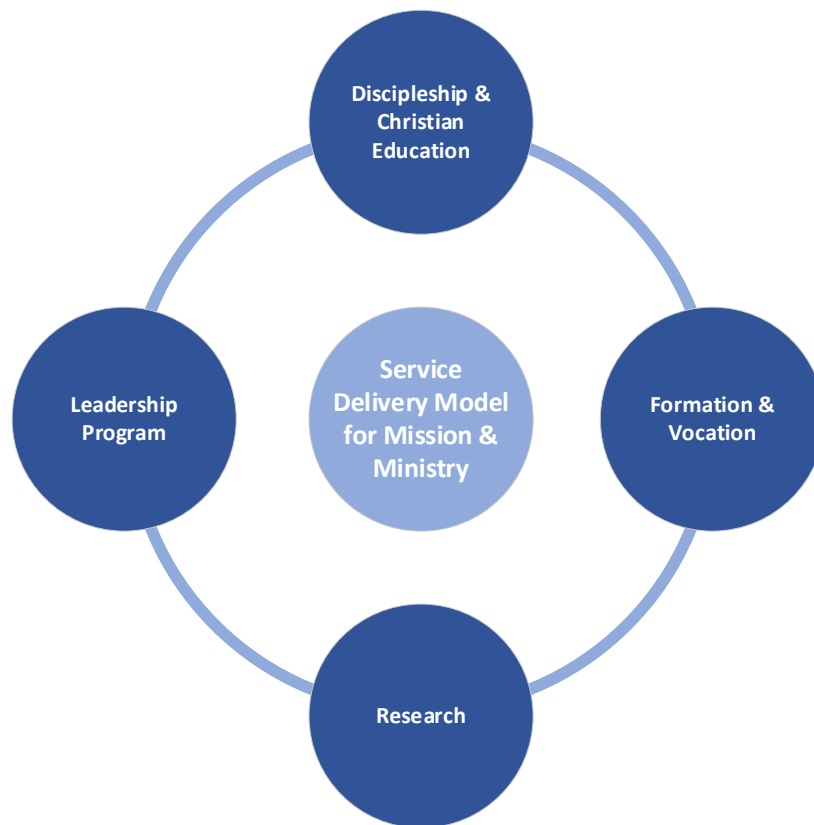
Appendix One – BCF Operational Approach

Philosophy of Christian Education and Formation

The Board’s philosophy of Education and Formation is grounded in the understanding that all education is essentially formative and that all learning inherently shapes us into particular ways of thinking and acting in the world. Thus, the focus of Christian Education and Formation is necessarily on the life and way of Jesus Christ as the head of the church.

Service Delivery Model

The Board’s service delivery model can be described as follows:



Note: Vocation means providing holistic educational, wellbeing and strategic/business resources that support lay and ordained people across the life of the synod, to thrive in their context.

With respect to Discipleship & Christian Education, Leadership Programs, and Formation & Vocation there will be a focus on:

- *Philosophy of education:* Relates to the underlying values and priorities that underpin a particular approach. For example, enquiry-based or play-based learning.
- *Pedagogy of education:* Relates to the art and science of teaching.

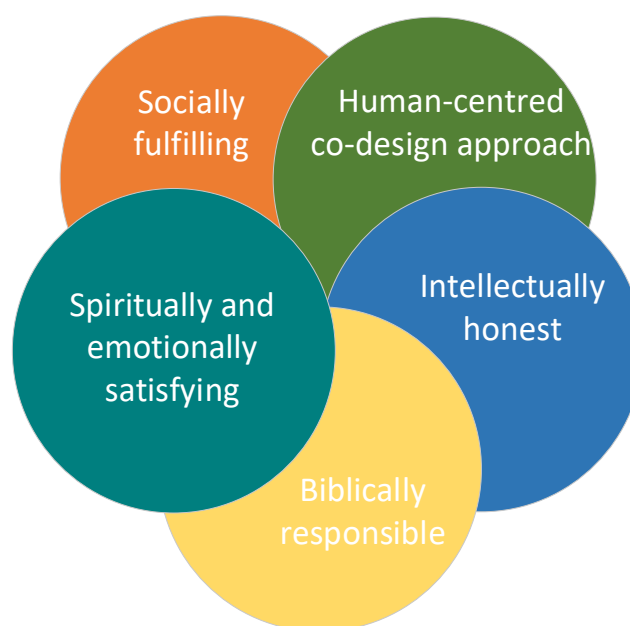
- *Curriculum scope*: Relates to the courses that are or will be taught.
- *Curriculum design*: The sequence of curriculum development. For example, moving from an introductory course to a more advanced course.
- *Content acquisition*: Relates to the acquisition of books or digital material, as well as the hiring of adjuncts in areas that are desperately needed, such as Lecturers in family, children and youth ministries to support the delivery of content. This area needs a strong understanding of copyright and moral rights.
- *Content development*: Relates to content developed by the BCF to deliver on BCF strategic intent.
- *Course Delivery*: This relates to the style and pace of content delivery. For example, will the content be delivered over a semester or via an intensive? Will the content be delivered face-to-face, online or via a hybrid approach? Leveraging both Trinity's existing learning management system (LMS)/Moodle system and the Synod's existing learning management system will be critical to content delivery.

Research

Research serves two purposes. First, staff involved in the delivery of BCF strategic intent, are supported to undertake research to satisfy an outcome of biblical responsibility (see the practice framework section below), support staff career development, and maintain compliance with accrediting bodies. Second, it relates to understanding the impact that courses are having in fulfilling the BCF Vision.

Values

Curriculum design, program and course delivery will be undertaken in a manner consistent with the following fundamental values:



Definitions

Human-centred codesign approach: students, prospective students, and lecturers/teachers will be involved in the development of courses. As such, there will be a process of enquiry (to understand what students want), ideation, prototyping and testing. If the test is successful, BCF will seek to go to scale. Underpinning this process is a commitment to continuous improvement where relevant data is collected and evaluated to assist a learning process.

Intellectually honest: curriculum design will be relevant to the context in which the Church and its people engage. Consequently, courses will promote two things – the application of content in the world and reflecting upon their context and how the experience informs “living a life of purpose”. Furthermore, BCF's approach to education thrives on the natural capacity of humans to wonder and be curious about what we do not yet understand.

Biblically responsible: The church's entire mission is driven by a thorough grounding in the biblical narrative and a deep understanding of the Mission of God. We know what to do because we are informed by the biblical story that we inhabit. Contemporary biblical scholarship is fundamental to curriculum design and content acquisition/delivery. Furthermore, the Church's ethos, as described in the foundational documents like the Basis of Union, is integrated into curriculum design.

Spiritually and Emotionally satisfying: The Christian faith comprises a plausibility structure that makes sense of all of life, and this is emotionally sensible and satisfying. Consequently, content creation and course delivery should evoke a level of emotion that engages the student. This is on the basis that if a student is emotionally engaged, their level of learning is far more than when they are emotionally disengaged.

Socially fulfilling: Curriculum design and content delivery are safe, inclusive, and respectful. In addition, it will promote an understanding of and wholesome engagement with social justice.

renewal

Practices

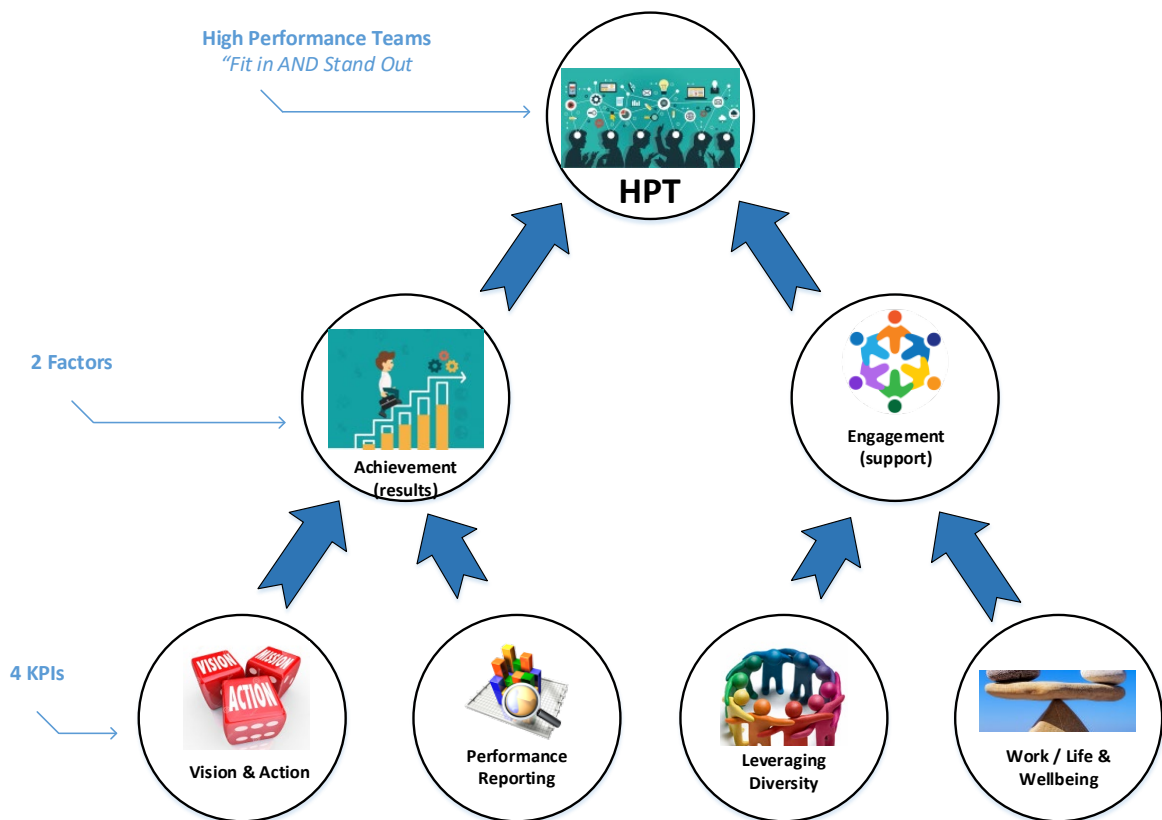
The following practices seek to guide and bring to life the philosophy, service delivery model and values.

Collaboration	Knowledgeable	Innovation	High Quality	Proactive	Compliant
The BCF is committed to an open and responsive approach, where internal and external relationships across the breadth of all synod entities are established and enhanced to fulfil strategic intent.	The BCF is committed to maintaining a contemporary understanding of effective adult education practices delivered across a range of modes and settings.	The BCF is committed to a process of continuous action-reflection improvement to ensure the impact of courses is maximised.	The BCF is committed to high-quality content acquisition/development and course delivery.	The BCF is committed to asking what the Church and its people need to be equipped for mission and ministry, rather than waiting to be told.	The BCF is committed to upholding a strong understanding and application of Church polity and strategic intent as well as maintaining accreditation requirements.

Appendix Two

The Board have committed to operating as a High Performing Board (HPB). Please refer to the diagram below for a summary of the HPB Framework. The Board has also agreed that it will be clear about its strategic intent and related goals in achieving it. There will also be an understanding of who is doing what and when, as well as clarity about what are the lead indicators to achieve each of the core goals to support the Board in being able to report upon progress.

The Board also recognises that the Synod Standing Committee wants the Board for Christian Formation to plan and act in a manner that supports the mission and ministry needs of the whole of the Uniting Church in Australia, Queensland Synod. Consequently, the Board will set an ambitious, yet relevant and realistic, strategic plan.



renewal

FAITH FOR A NEW SEASON ▪ SYNOD 37

Report from Uniting Education Schools and Colleges



Summary

The National Education Charter, developed in 2002, states that education is at the heart of the Church's understanding and reflects a historic and ongoing commitment to education in all areas of life; a commitment that is demonstrated through support of government education institutions, the establishment of our own schools, colleges and supporting institutions and diverse educational programs for people of all ages. Through the power of education, the Church seeks to shape both personal and community attitudes, behaviours and decisions according to gospel values and traditions.

Having experienced significant turnover in membership since last Synod, Uniting Education Schools and Colleges (UESC), (formerly the Schools and Residential Colleges Commission (SRCC)), has focussed on renewing its membership and bringing all members up to speed with the purpose and functions of the Commission. The Commission has focussed on:

- commencing development of a new strategic plan,
- continuing to source high-quality board/council members for our schools and colleges,
- relationship re-sets with each school and college following the substantial turnover of the commission, and
- constitutional reform, with the aim of bringing clarity and modern governance to the constitutions of schools and colleges.

The developing Uniting Education Schools and Colleges Strategic Plan has sought to link each strategic theme to one or more Plentiful foci through the development of a series of strategic intents. The Strategic Plan is currently being socialised with relevant stakeholders and following this period of consultation, the approval of Synod Standing Committee (SSC) will be sought.

Green shoots include:

- strategies for greater collaboration and Life Together between Schools and Colleges, and the broader Church,
- ongoing constitutional modernisation and governance reform to provide for the 21st century and beyond. Since 2017, both federal and state governments have demanded a higher standard of compliance from school governing bodies. Uniting Education Schools and Colleges is committed to the development of an assurance framework that equally satisfies the governing rules of the Church, the legislative and compliance obligations of school governing bodies and the missional objectives of the education ministry,
- an education pathway should be developed from Early Years to Employment (and beyond), to reflect the lifelong nature of learning, and
- growth opportunities including within existing Schools and Colleges; the establishment of new feeder early learning centres and schools and colleges as opportunities present; greater alignment between existing and new services to encourage participants to follow the pathway.

Context

Uniting Education Schools and Colleges is a Synod governing body established by Charter under the Synod By-laws. Its purpose is to assist and advise the SSC in fulfilling its obligations relating to the oversight of schools and residential colleges in which the church has an interest by way of ownership, or power of appointment to relevant boards, or by way of ecumenical collaboration (the Schools and Colleges).

Uniting Education Schools and Colleges is currently the link between the Queensland Synod and the affiliated Schools and Colleges. The Commission seeks to encourage these institutions to fulfil the objects under which they were established and ensure that they remain mission-focused; furthering the mission of Christ in their local contexts.

The Schools and Colleges portfolio includes:

Property Trust (UCAPTQ) Schools

- Calvary Christian College
- Scots PGC College
- The Lakes College

Ecumenical Schools

- Emmaus College
- Jubilee Primary School
- Unity College

Affiliated Schools

- Moreton Bay College
- Moreton Bay Boys' College

Residential Colleges

- Cromwell College
- Emmanuel College
- Grace College
- King's College
- John Flynn College
- Raymont College (notionally)

PMSA Schools

- Brisbane Boys' College
- Clayfield College
- Somerville House
- Sunshine Coast Grammar

The UESC members are currently:

- Mr Nigel Fairbairn (Chair)
- Mr Richard Leo (Deputy Chair)
- Mrs Margaret Goody
- Rev Linda Hanson
- Mrs Tracey Johnson
- Mr Matthew Rollason
- Mr Jon Moriarty (ex-officio)

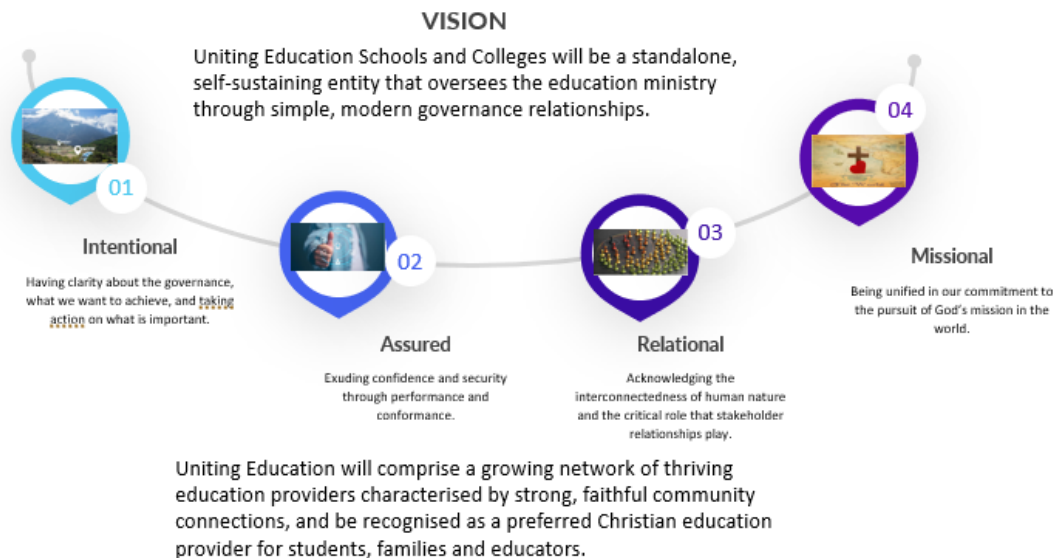
The activities of Uniting Education are supported by Mr Jon Moriarty (Executive Officer) and Ms Gillian Keir (Operations Manager).

Priorities

Members of Synod may notice that there has been a significant turnover in membership of Uniting Education Schools and Colleges since the last Synod, with all members, bar one, having resigned. Whilst unusual, there are clear and explainable reasons for each occurrence, and it is a natural part of the lifecycle of such a body. Restoration of the membership and bringing all members up to speed with the purpose and functions of Uniting Education Schools and Colleges has been a priority task; which whilst challenging, has also presented the opportunity for the development of a new strategic plan for the portfolio. Renewal also brings new ideas and perspectives.

In fulfilling its purpose, Uniting Education has 15 responsibilities, which have been linked to the developing strategic plan through four (4) key themes, as illustrated in the figure below.

Uniting Education Strategic Plan 2023 - 2028



The strategic themes have a Plentiful focus, which will be outlined in the next section of this report.

Additional high-priority foci of Uniting Education Schools and Colleges have been as follows:

- Continuing to source high-quality board/council members for our Schools and Colleges. In fulfilling this responsibility, Uniting Education has sought to balance the need for professional skills and abilities aligned to the skills matrix of each entity with candidates that have an understanding and heart for the mission of the Church.
- Relationship re-sets with each school and college following the substantial turnover of the commission. The Chair and Executive Officer or Operations Manager have met with the Chair and Principal of all schools and colleges. Joint strategy sessions have commenced with Commissioners and the Chair and Principal of Calvary Christian College, Scots PGC College and The Lakes College, with plans to continue this on a quarterly basis through the monthly Commission meetings. Similar sessions are planned with the Chairs and Principals of the residential colleges before the end of the year.

- As mentioned in the last report to Synod, constitutional reform, with the aim of bringing clarity and modern governance to the constitutions of schools and colleges continues. Since the last Synod, reform has been undertaken in relation to Calvary Christian College, the Presbyterian and Methodist Schools Association (PMSA) and Grace College, with work commenced in relation to Scots PGC College, the PMSA (further reforms) and Cromwell College. A particular feature of constitutional reform has been the introduction of Ethos Statements, which link the Objects of the institution and the activities of the Board and Executive to the ethos and spiritual traditions of The Uniting Church in Australia.

Plentiful focus

The developing Uniting Education Schools and Colleges Strategic Plan has sought to link each strategic theme to one or more Plentiful foci through the development of a series of strategic intents as shown in the tables below. The Strategic Plan is currently being socialised with relevant stakeholders and following this period of consultation, the approval of SSC will be sought. Once the Strategic Plan is agreed, a detailed operational and implementation plan will be developed.

Strategic Theme	Plentiful Focus
<p>Intentional: Having clarity about the governance, what we want to achieve, and taking action on what is important.</p>	<p>Transforming Communities: We will be active partners in meeting existing and emerging needs and building upon the strengths of the communities and world in which we live.</p> <p>Fit for Purpose: Our governance, service delivery and use of assets are shaped to support the missional priorities of our Church, with effectiveness and efficiency as two key markers.</p>
<p>Intents:</p> <ul style="list-style-type: none"> • Review governance structures, roles and responsibilities for all stakeholders within the portfolio. • Develop and implement a clear plan for strategic growth, incorporate new services, campuses and schools, and enhance revenue sources. • Build a unified and intentional education/training pathway under the UCA brand with a joint commitment to excellence in outcomes. 	

Strategic Theme	Plentiful Focus
<p>Assured: Exuding confidence and security through performance and conformance.</p>	<p>Fit for Purpose: Our governance, service delivery and use of assets are shaped to support the missional priorities of our Church, with effectiveness and efficiency as two key markers.</p>
<p>Intents:</p> <ul style="list-style-type: none"> • Develop an assurance framework encompassing risk management, internal controls and reporting and monitoring that reflects the governance structure of the portfolio. • Ensure the assurance framework is systemised to remove dependency upon any one individual/role. • Review the Board Calendar for Uniting Education annually and communicate to Schools and Colleges. 	

Strategic Theme	Plentiful Focus
<p>Relational: Acknowledging the interconnectedness of human nature and the critical role that stakeholder relationships play.</p>	<p>Life Together: Across the life of the church we seek closer collaboration to bring God’s gifts to the world.</p> <p>Transforming Communities: We will be active partners in meeting existing and emerging needs and building upon the strengths of the communities and world in which we live.</p>
<p>Intents:</p> <ul style="list-style-type: none"> • Promote intentional relationship development to bring Uniting Education and Schools and Colleges closer together. • Build connections across the Synod e.g. Wesley Mission Queensland and UnitingCare Queensland. 	

Strategic Theme	Plentiful Focus
<p>Missional: Being unified in our commitment to the pursuit of God’s mission in the world.</p>	<p>Discipleship: Foster a renewed discipleship culture within the Church through modelling, educating, training and equipping.</p> <p>Transforming Communities: We will be active partners in meeting existing and emerging needs and building upon the strengths of the communities and world in which we live.</p>
<p>Intents:</p> <ul style="list-style-type: none"> • Develop a common understanding of what it means to be a UCA School or College, supporting students and residents to ‘grow and develop, learn and live’ in safety, secure in the knowledge that they can progress to their individual potential. • Develop communication and training for School and College staff to develop an understanding of the ethos of the UCA and Synod. • Encourage the provision of service opportunities to enable active participation in mission. • Support Directors of Mission/Chaplains and RE Teachers. 	

Challenges

Last Synod, this report identified the ongoing impact of Covid on education as a challenge. It is pleasing that 2023 has not (yet) been impacted by Covid in the same way the last few years have. Schools and Colleges have been able to progress the core business of education and look to the future with a confidence and certainty that has been missing over recent years.

This report also identified the following threats to the education ministry:

- The tension between the need for an appropriately resourced Commission to enable a strategic approach to mission and growth, compliance with both federal and state regulations, oversight of our schools and the desire to ensure that the schools continue to build their strong local presence,
- Balancing the funding needs of the Commission and Synod office to meet the ongoing accreditation and compliance costs of the education mission, without negatively impacting the operations of Schools and Colleges,
- Reliance on government funding within our UCAPTQ schools to keep school fees affordable for families,
- Growth limitations as existing infrastructure reaches capacity or needs replacing and the prohibitive cost of establishing new building works and schools, and
- Identifying suitable board/council members for our Schools and Colleges from across the Church, including balancing skills matrix needs with an understanding of the ethos of the Uniting Church.

Whilst these challenges have been somewhat mitigated through proactive risk management, none have been totally resolved or removed. As such, risk management remains a key focus of the Commission.

Further, a new challenge has emerged within school-based education, and this is the provision/retention of quality teaching staff, particularly in technical subject areas. Whilst schools are specifically responsible for employment within their contexts, Uniting Education and Synod staff have given attention to the recognition of long-standing staff as a retention strategy and the development of deeper relationships with higher education providers as an attraction strategy.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Greener Shoots - possibilities and opportunities

The National Education Charter, developed in 2002, states that education is at the heart of the Church's understanding and reflects a historic and ongoing commitment to education in all areas of life; a commitment that is demonstrated through support of government education institutions, the establishment of our own schools, colleges and supporting institutions and diverse educational programs for people of all ages. Through the power of education, the Church seeks to shape both personal and community attitudes, behaviours and decisions according to gospel values and traditions.

Several opportunities have progressed since the last report to Synod. These include:

- Strategies for greater collaboration and Life Together between Schools and Colleges and the broader Church. Earlier in this report, Uniting Education Schools and Colleges has outlined strategies to develop closer working relationships with Schools and Colleges, but also across the Synod. To some extent, these opportunities at a local level will depend upon the local relationships and contexts, however, Uniting Education is committed to an intentional approach to relationship development.
- Ongoing constitutional modernisation and governance reform to provide for the 21st century and beyond. Completed and active constitutional reform has been outlined in an earlier section of this report. Since 2017, both federal and state governments have demanded a higher standard of compliance from school governing bodies. Uniting Education Schools and Colleges is committed to the development of an assurance framework that equally satisfies the governing rules of the Church, the legislative and compliance obligations of school governing bodies and the missional objectives of the education ministry. Both Uniting Education Schools and Colleges and individual schools and colleges have responded to the Governance Research Brief Report prepared by Elizabeth Jameson. The Synod should note that Uniting Education Schools and Colleges has proposed an operating model, whereas the boards/councils of Calvary Christian College, Scots PGC College and The Lakes College have expressed a preference to become individually separately incorporated. Whilst Uniting Education Schools and Colleges does not support the separate incorporation of individual schools, both the Commission and school representatives perceive this discussion to be a

generational opportunity to consider re-framing Synod's delivery of the education ministry towards 'best practice' to:

- preserve the use of Church assets for the benefit of the whole church,
 - comply with federal and state legislative and regulatory requirements, and
 - support the mission of the Church in society.
- Developing an integrated education pathway from Early Years to Tertiary – a principle of the Education Charter is that education is a lifelong journey by which all people develop an ability to participate in society and lead lives that are life sharing and life creating. In subsequent work undertaken by the Synod office and Uniting Education Schools and Colleges, there is a recognition that the education pathway should be developed from Early Years to Employment (and beyond) to reflect the lifelong nature of learning. In this regard, Uniting Education Schools and Colleges has instigated a business case to consider the establishment of a 'training organisation' for people within the Church which would provide a platform for the development and delivery of:
 - Accredited certificate courses,
 - Accredited short courses/micro-credentials, and
 - Non-accredited short courses.

At the time of writing this report, the business case is still in its infancy.

- Growth opportunities including within existing Schools and Colleges; the establishment of new feeder early learning centres and schools and colleges as opportunities present; greater alignment between existing and new services to encourage participants to follow the pathway.

Whilst acknowledging the challenges and opportunities that changing societal and education paradigms present, Uniting Education Schools and Colleges encourages the Synod to remain fully committed to the transformative impact of the ministry of education.

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Report from UnitingCare Queensland

Summary

UnitingCare Queensland's (UnitingCare) commitment to delivering the mission of the Church as an agency of the Synod continues to drive our service to communities and those in need. Like others in our sectors of service, UnitingCare is experiencing ever-increasing regulatory and compliance requirements, intense scrutiny, tough competition and tighter financial constraints.

We face these challenges with unwavering dedication to our purpose, honouring our legacy and living out the calling of Christ to serve so that people may have life in all its fullness (John 10:10).

UnitingCare commenced a 10-year transformation journey in 2020, focussed on a vision 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. During the first phase of this journey, we worked hard to become financially sustainable, more disciplined at executing strategy and proficient at sustaining our success.

Our priorities are around scaling-up services and driving significant improvements in the experiences of the people we serve; with an intense focus on making it easier for our staff and volunteers to deliver high-quality, compassionate and holistic personalised care.

With UnitingCare's Mission Framework as our blueprint, we have continued to embed our mission practices in everything we do. Through Mission Shaped Leadership Formation, spiritual and pastoral care, being intentional about staff and volunteer wellbeing, cultural awareness and appreciation programs, and intentional partnerships, we embed and reinforce ways of working, culture and relationships that are deeply informed by our mission and values.

[Click here for a preview to UnitingCare's Synod 37 presentation](#)

Context

UnitingCare Queensland (UnitingCare) provides health and community services to thousands of people every day of the year through our hospitals, aged care, disability and community services as part of the mission of the Uniting Church in Queensland.

Our mission arises from Christ's purpose that all people might have "life in all its fullness" (John 10:10). The role of UnitingCare is to be an agent of God's healing power to the whole person, not just for individual ailment or disability, but to enable each individual to play their part within the wider human family and live life their way.

Priorities

At the heart of our services, is the belief of our people and our work of healing, growth, renewal and reconciliation as part of the Mission of Christ. UnitingCare's priorities are about ensuring we have the people, systems and processes to continue growing our footprint, extending our reach and increasing social impact for those we serve. To this end, we have focussed on establishing the workforce, systems and processes we need to manage ongoing change and leverage reforms to continue in our purpose of helping people in need.

Our people

UnitingCare's workforce of more than 16,000 employees and 7,000 volunteers is the key to extending our reach and delivering our mission for greater social impact. Here is how we are working to enable their dedicated efforts:

- With a number of enterprise agreement negotiations, we are improving wages and conditions to establish UnitingCare as a competitive provider who acknowledges and values employees in the aged care and hospital sectors.
- United in Safety, our revitalised workplace safety and wellbeing program, has elevated our focus on the safety of our people in ensuring consistent and high-quality holistic care.
- Initiatives like an expanded reward and recognition program to include a new employee benefits platform to ensure high-performance in-service delivery, strengthening inclusivity in our workforce designed to attract and retain employees we need to serve our communities, and nursing scholarships for First Nations students in conjunction with Griffith University in order to better provide culturally appropriate care.

Our residents, patients, customers and clients

UnitingCare brings new hope and better lives to more than 430,000 individuals, families and communities each year. Here is how we have maintained the centrality of our mission in everything we do:

- We have renewed the operating model for delivering community services. BlueCare Neighbourhoods places each client at the heart of a neighbourhood of care, strengthening the connections and relationships between them and the people there to serve them.
- We are also optimising our residential aged care services to meet standards related to care minutes and Star Ratings. Our new premium residential aged care development at Sunrise Beach and a new innovative Food and Nutrition service are strongly aligned with the recommendations of the Royal Commission into Aged Care Quality and Safety.
- We have accredited Centres of Excellence at The Wesley Hospital for robotic, bariatric, orthopaedic and minimally invasive surgery, and St Andrew's War Memorial Hospital has recently been accredited for orthopaedic surgery. The Wesley Hospital and St Andrew's War Memorial Hospital both again gained international recognition for cardiac care.
- We have extended our reach and impact in delivering the Escaping Violence Program, which provides wrap-around support to people leaving unsafe domestic environments; and extending Project SEARCH to enable more young people with a disability the opportunity to receive support to secure long-term employment options.

Our ways of working

We are focussed on strengthening UnitingCare's market and financial position to enable us to achieve our strategic priorities. Here is how we are building strong, reliable partnerships, systems and processes to do this in the face of ongoing and anticipated challenges:

- The implementation of Consumer Advisory Groups comprising people we serve, our employees, senior leaders and members of the UnitingCare Board, provide reliable feedback on our services and directly inform relevant systems and process development.

- New platforms such as the Community Management System, the food and nutrition solution and Digital Medical Records are expediting our transition to being a truly customer-centric and innovative organisation.
- Through significant investment in rebuilding our entire technology landscape, we are future-proofing UnitingCare's technology backbone, enabling modernisation of our finance and procurement functions.
- Under the Better Together Program of work, we are simplifying and streamlining processes, improving governance and clarifying responsibilities and accountabilities to become more adaptable to current day requirements and make it easier for our people to work together and get work done across UnitingCare.

Plentiful focus

In over 460 locations and with phone services that cover all of Queensland, we are active in every Queensland community, bearing Christ's offer of life in all its fullness.

Discipleship, Innovation and Young People

As part of our commitment to a flourishing future we have built on our industry-leading reputation as one of the State's largest community service providers. Following on from our work in communities in response to the COVID-19 pandemic and the impact of a series of natural disasters, we are now increasingly responding to the needs of individuals and families facing new challenges such as the rising costs of living and housing shortages. We provided additional domestic and family violence support, financial counselling, community mental health and homelessness services, crisis support and services for children in the child protection system. We created social impact through equipping parents with skills to keep kids safe in their homes.

Highlights from FY 22–23 include:

- Delivered leadership formation centred on the mission framework of UnitingCare, through team reflections, a specific Mission Shaped Leadership Formation program, and intentional leadership conversations,
- Project SEARCH, 12-month internship program for young people with disability to gain workplace skills and experience to gain employment, now operating in three UnitingCare sites,
- Delivered the Connection and the Men Sustaining Change pilot programs, and
- Delivered key programs including The Garden: Homelessness Services, Intensive Foster Care, Service Navigator and Targeted Rebuild Case Management Service, Hand Heart Pocket, Discovery Coast Community Support Program and the Financial Hardship Partnership Project.

In FY23

- 1146 children and young people were cared for in out-of-home-care
- 6349 persons received care in Early Childhood Approach
- 326,808 Family Services and engagement
- 928 persons received disability services through Family and Disability Services

- 40 Childcare attendees in Australian Regional and Remote Community Services (ARRCS)
- 254 children received meals across 2 locations in ARRCS (508 meals provided each school day)

Transforming Communities

Wellbeing and mental health

This year Lifeline Queensland celebrated 60 years delivering crisis support and the team attended a reception event hosted by Her Excellency the Honourable Dr Jeannette Young AC PSM at Government House in recognition of this legacy of care.

Lifeline crisis services expanded to offer 13YARN for Aboriginal and Torres Strait Islanders and the Farmer to Farmer supports. In FY23, 124,790 calls were answered by Lifeline. Lifeline Community Recovery was deployed to support flood affected regions.

Our Foundations of Staff and Volunteer Wellbeing document, introduced in May, serves as the foundational cornerstone of our wellbeing approach. It informs and guides the wellbeing focus and strategies. It also shows wellbeing as a central contributor to, and outcome of, our day-to-day actions, practices and culture at UnitingCare, demonstrating how holistic wellbeing is both the inworking and outworking of our purpose. This document steps through the why and what of wellbeing, who has responsibility and agency in its enactment, how wellbeing is supported, and the social impact when personal, collective and corporate wellbeing is sustainable.

70 food hampers were given out over Christmas period from the Chermside Prison Ministry office. Food hampers are offered post-release, to those on parole, and to families impacted by incarceration throughout the year.

Environmental sustainability

UnitingCare firmly believes that environmental stewardship is inseparable from our mission of enhancing health, wellbeing, and spiritual care for Queenslanders. We also recognise that our role and responsibility in healing Country is an important aspect of our reconciliation journey with First Nations Peoples. To this end, our environmental sustainability program weaves these threads together under the vision of a greener, healthier, fairer future.

Highlights 2022-23 include:

- 2.3 megawatts of rooftop solar installed across 19 BlueCare residential aged care facilities, achieving 25 – 40 per cent self-sufficiency at these sites and generating enough renewable energy to meet approximately five per cent of UnitingCare's total electricity needs,
- New nutrition and food ordering systems introduced at The Wesley Hospital and BlueCare residential aged care facilities. As well as reducing food waste, these new systems are improving care quality, patient and resident satisfaction, and social connectedness,
- Continued electric vehicle (EV) roll-out, expanding our EV fleet to 16 vehicles and 20 chargers across South East Queensland, and our total passenger fleet now 72 per cent hybrid or electric vehicles, and

- Formation of UnitingCare’s cross-functional Climate Resilience Working Group, which has started work on climate risk assessment and adaptation planning.

Upholding and acting upon the Uniting Church covenant with First Nations Peoples

Walking with First Peoples in respectful relationship is part of the missional heart of UnitingCare and central to delivering our services in the community equitably and in culturally appropriate ways. Our commitment to allyship continues to deepen, with our people motivated and empowered to grow their understanding of local and national history with meaningful partnerships with local Elders continuing to be strengthened across the state. Over the last 12 months:

- The Unite on Country program saw more than 220 staff and wider Synod members undertaking a Walk on Country with an Elder.
- “Allyship in Reconciliation” event held to mark the celebration of 10 years in partnership with Reconciliation Australia.
- The Kabi Kabi Aboriginal Peoples Corporation played a pivotal cultural heritage advisory role alongside members of the UnitingCare Property team at the Sunrise Beach BlueCare development.
- Pinangba Services provides aged care, family therapy, and drug and alcohol support for Aboriginal and Torres Strait Islander peoples. The Pinangba Strategic Plan 2023-2026 was launched at Hollingsworth Elders Village in a ceremony that celebrated the rich culture of First Nations Peoples.
- The Coolamon Group in Family and Disability Services grew their online Yarning Café conversations designed to create a safe yarning space for those interested in building their professional cultural capacity.
- After cancelling during covid, the Coolamon group was able to once again host “Groundwater”, its annual Aboriginal and Torres Strait Islander Conference for staff members delivering family, disability and community services.
- Family and Disability Services became a delivery partner of Lifeline Australia’s new dedicated Indigenous Crisis Support Line - 13 YARN. 13YARN is the first national “Mob caring for Mob” crisis support line and received two National LiFE (Living is For Everyone) awards at the National Suicide Prevention Conference held in Canberra.
- BlueCare launched Campfire, comprising a group of BlueCare staff who expressed an interest in coming together to share voice, learnings, and hope, as well as contribute to First Nations led and culturally appropriate strategy development across BlueCare services.
- The Wesley Hospital and Buderim Private Hospital launched Born on Country milestone cards within the maternity departments. This initiative serves to further embed the importance of connecting jarjums of all backgrounds to Country and honouring Eldership.
- Our Cultural Appreciation e-learning modules have now reached more than 6500 module completions. Wesley Mission Queensland has purchased the e-learning modules.
- Our prison chaplaincy operates in 15 of Queensland’s correctional centres, providing culturally sensitive pastoral care to Aboriginal and Torres Strait Islander prisoners through First Peoples Chaplains. We currently have 28 duty chaplains who delivered 1,021 Mainstream and 235 First Peoples Prison Ministry visits.

- ARRCs continues its commitment to the people and communities of the Northern Territory, delivering a comprehensive range of residential and community aged care, and children’s services. All services are delivered in line with ARRCs’s values, in partnership with community members and the people we serve, and with deep respect for Aboriginal and Torres Strait Islander people and their connection to Country.
- ARRCs’s strategic priorities are reflected in the development of Yutjuwala Djiwarr in Nhulunbuy, which began welcoming residents in December 2022. Developed in consultation with the Yolngu community, Yutjuwala Djiwarr is the first culturally appropriate residential aged care facility and future dialysis unit in Nhulunbuy, East Arnhem Land. It supports senior Territorians to age where they have lived, worked, and raised their families, helping residents to maintain their strong connections with Country.

Fit for Purpose

The Uniting Church in Queensland embarked on Project Plenty following the 34th Synod in 2019. Its Shared life, flourishing communities report was accepted by the 35th Synod and forms the basis of actions designed with a view to renewal of the Church as a whole through discipleship, transforming communities, fit for purpose governance operations, mission and leadership, and life together through mission partnerships.

As a part of Project Plenty, Church institutions and agencies have engaged with questions of the extent to which the governance structures established in the 1970s remain fit for purpose in 2023 and beyond. In UnitingCare’s case, the existing structures are no longer compatible with and sustainable long-term in the context of the regulatory, operating and funding environments in which we operate, and in which we will need to operate in future.

We have been on a journey with the Synod Standing Committee (SSC) to determine how UnitingCare can operate efficiently and effectively in this new world. This work has considered current and future legal and regulatory requirements which are focussed on increasing accountability and transparency, tightened government funding requirements focussed on corporate structures and governance, simplification, efficiencies and best practice for responsible bodies and officers.

Central to this work is maintaining UnitingCare’s ethos, history, identity and vision and connection to the Church. The mission and purpose of UnitingCare remain as relevant or more relevant to the needs of the community than ever before, and any proposed change in structure must retain mission as the driver behind UnitingCare’s purpose. As such, any proposed fit for purpose structure will be based in the commitments below:

- It will be contemporary, sustainable and intrinsically aligned to UnitingCare’s mission and strategy.
- It will retain UnitingCare as a faith-based mission-led public benevolent institution of the Church with its purpose arising from the calling of Jesus Christ for people “to have life in all its fullness (John 10:10)” unchanged.
- UnitingCare will continue to believe that the work of healing, growth, renewal and reconciliation is in furtherance of the mission of the Church and our commitment to Christ’s mission in the world.

- UnitingCare’s Board members will continue to be appointed by the Church (SSC).
- The Church will retain 100% ownership over UnitingCare.
- The Uniting Church in Australia Property Trust (Q.) (UCAPT(Q.)) continues to hold legal title to the assets used by UnitingCare.
- The Church would maintain ownership of UnitingCare and all property, with UCAPT(Q.) as the sole member of any new UnitingCare structure.
- The relationship with the Church at local, presbytery and Synod level would continue to be renewed and strengthened.

Life Together

UnitingCare is focussed on building strong local connections through intentional relationships with internal and external partners. These community partnerships extend the reach of our services, support the local community and assist in raising awareness of our organisation and mission.

The Connect100 program is a vital part of this work. Across the last twelve months, Connect100 has further expanded across the State, strengthening the mission connections with congregations and presbyteries, providing support and pastoral care for UCQ staff, and creating innovative partnerships and activities that support local communities.

As at June 2023, there are 12 active Connect100 placements across the state, with a further five placements currently underway. These range from the Western Cape and Cairns-Mossman in the north, to Elanora on the Gold Coast, and in western Queensland through the Roma and Longreach districts. Since conception in 2021, the Connect100 program has connected with 98 congregations, with the wider Mission Group strengthening connections with a total of 109 congregations.

Over 12-month period, Connect100 and UCQ Community Partnerships have:

- Established 573 Pastoral Connections with UnitingCare staff
- Supported 101 new missional innovations (events, activities, programs, projects)
- Initiated 255 new UnitingCare staff connections
- Made 540 Congregation and Presbytery new contacts
- Participated in 201 significant UnitingCare-Uniting Church mission events

In addition, we have undertaken extensive community partnership work and pastoral care through our chaplains and Associate Directors of Mission.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Green Shoots - possibilities and opportunities

Among the many green shoot possibilities and opportunities for UnitingCare are:

- Embedding a holistic care offering within BlueCare community care, focusing on meaning, purpose and connectedness, including an explicit integration of spiritual care.
- Expanding the Care and Wellbeing program and deliver a high quality and compassionate model of holistic care in community palliative care. We will continue to recruit and equip End of Life and Vulnerable In-patient Compassionate Companion volunteers in our hospitals and expand our Grief and Loss Program.
- Building stronger relations with First Nations community, leaders and Elders to help increase First People chaplaincy numbers and prison visit numbers, helping us better support and develop our existing and future First Peoples Chaplains. We will further develop the Western Cape Chaplaincy Project, working with Carpentaria presbytery, Napranum community Elders and UAICC.
- Working through our mission partners, chaplains and connectors to continue our work with presbyteries and congregations, bearing Christ's offer of life in all its fullness and commitment to a flourishing future for church and community.

Contact for report questions

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Presentation preview

[Click here for a preview to UnitingCare's Synod 37 presentation](#)

renewal

FAITH FOR A NEW SEASON ▪ SYNOD 37

Report from Wesley Mission Queensland



Summary

Wesley Mission Queensland's (WMQ)'s report to the 37th Synod includes celebrating the stories of our mission **'We walk alongside people in need offering care and compassion and promoting choice, independence and community wellbeing.'**

This collection of short stories is the why we do what we do, the fabric of who we are, is our legacy, our identity, the people we serve and 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.'**

There is much to celebrate here at Wesley Mission Queensland. Over the past 18 months our people continue to grow as we evolve in response to challenges and opportunities. As we continue our journey of transformation and **renewal**, **Hebrews 3:4** reminds us **'for every house is built by someone, but God is the builder of everything.'**

Context

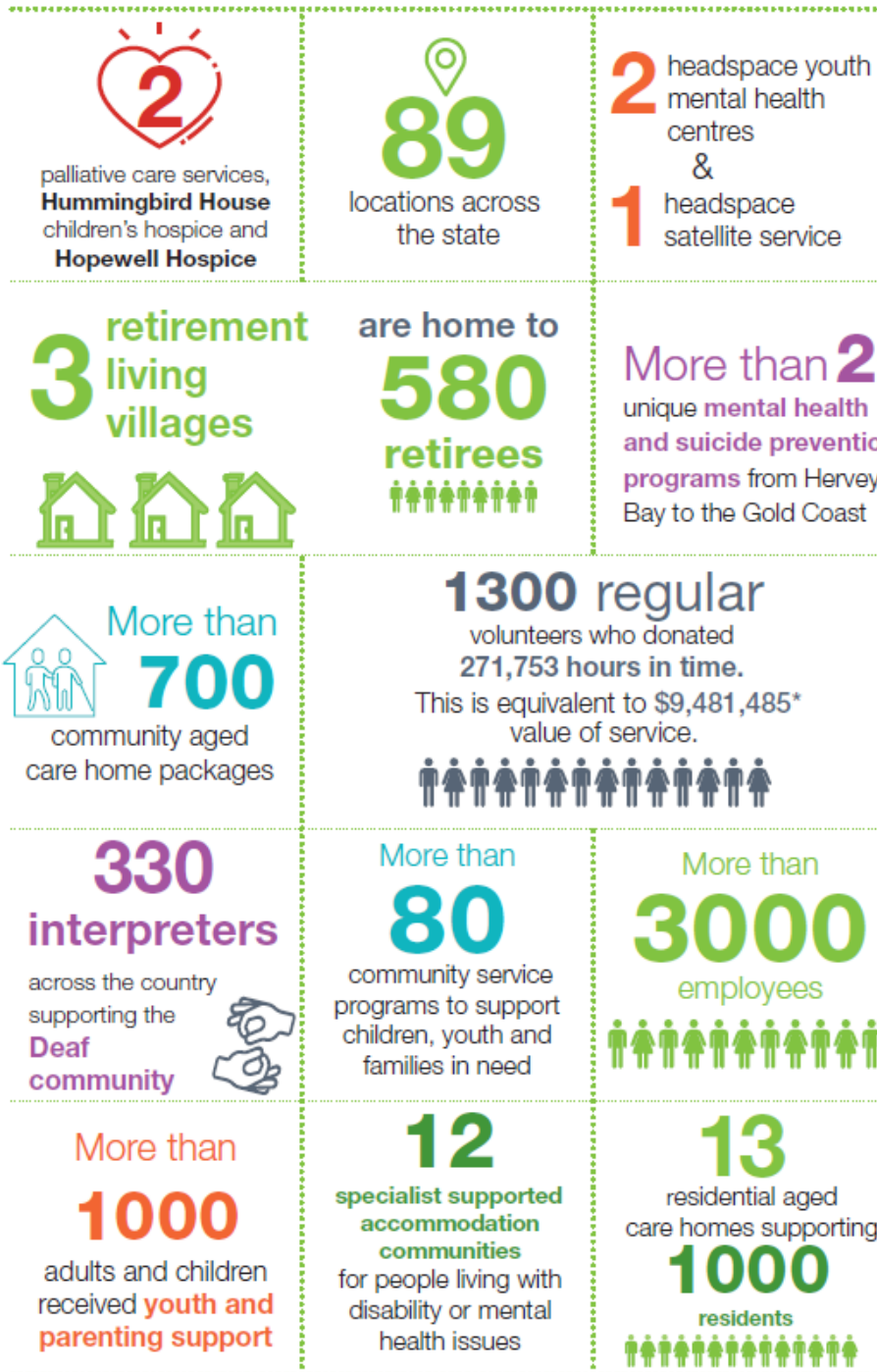
Everyone has a story. This is ours.

Since 1907, Wesley Mission Queensland has been helping people across Queensland build stronger and more inclusive communities. **Micah 6:8** reminds us that we are called to **'act justly, love mercy and walk humbly before God.'** This calling has guided the work of our mission since its inception. As a mission activity born of the Albert Street Uniting Church (ASUC), WMQ is a not-for-profit organisation providing community support; mental health services; aged, disability and palliative care, including specialist palliative care for children with life limiting conditions; and retirement living through our 13 residential aged care homes, three retirement villages, 14 specialist disability accommodation facilities and two hospices. We also deliver state-wide community support and Auslan interpreting services to members of the Deaf community nationally. Our staff engage with people from all walks of life to encourage choice and independence.

WMQ has a long and proud history of supporting people in need. Founded in the 1900s to provide meals to children and women in need, from 1 July 2023 we now operate as an Institution of the Uniting Church. We work collaboratively with other Uniting Church congregations, community organisations and government bodies to provide accessible and flexible services to older people, those living with a disability or mental illness, and vulnerable children and families. Through our Reconciliation Action Plan, Wesley Mission Queensland celebrates diversity and stands with First Nations Peoples for an equal and united future.

With more than 3,000 employees and 2,200 volunteers working across approximately 90 services, we are guided by the [Wesley Charter](#) a framework that guides our interactions with the people we serve. Our people strive to make a difference in people's lives by building relationships, showing respect and demonstrating compassion.

Over the past 18 months WMQ continued to be called to provide much needed services to the most vulnerable in our communities.



*based on Australian Government Stronger Guidelines volunteer hourly rates.

Priorities

Governance

In December 2022 WMQ farewelled and thanked long standing Chairperson Paul Newman after 12 years serving on the WMQ Board and 9 years in the Chairperson role. In the last twelve months, we also farewelled and thanked valued Board members, David Edwards, Con Graves, Robert Packer



and Dr Ian Airey. In January 2023 we welcomed six new Board members.; Elizabeth Baker, Dr Daniel Pampuch, Lee Poole, Dr Jessa Rogers, David Rose and Mark Townend. From 1 July 2023 we welcomed the Moderator and General Secretary of the Queensland Synod as ex-officio Board members. We look forward to welcoming Moderator-elect Rev Bruce Moore and the incoming General Secretary from October 2023 and thank Rev Andrew Gunton and Rev Heather den Houting for their contributions.

In January 2023 Mrs Elaine Rae was appointed the Chairperson for the WMQ Board.

The WMQ Board is supported by three committees, the Audit, Finance and Risk Committee, the Care and Clinical Governance Committee and the Governance Committee, each of which operates under a Charter approved by the WMQ Board. Our Board's focus over the past 18 months has been one of 'renewal' and the enhancing of our internal governance structures, with oversight from our committees and an intentional plan of board meeting evaluations and board member ongoing professional development.

In response to increased regulatory compliance and recognising the important contribution members make governing the organisation, we have professionalised the WMQ Board from volunteer status to a remunerated Board. The WMQ Board Governance Committee has now been in operation for nearly two years and continues to strengthen our governance structure. These changes align with recommendations from the Aged Care Royal Commission and will hold the organisation in good stead for future opportunities and challenges.

In response to a recent regulatory change to the way public benevolent institution charities are allowed to operate, Wesley Mission Queensland explored what, if any, structural change would provide a 'fit for purpose' governance framework into the future. Following extensive discussions with Albert Street Church Council, and Synod personnel, from 1 July 2023 WMQ became an Institution of the Church and is in the process of realigning its relationship with Albert Street Uniting Church. In this way, WMQ can meet this more stringent requirement of the Australian Charities and Not-for-profits Commission (ACNC) while allowing us to continue to build our vital church and community work.

The Albert Street Uniting Church congregation is now formally called, UCA Wesley Mission Queensland Albert Street Church, as a parish mission of The Uniting Church in Australia and is registered as a basic religious charity.

Wesley Mission Queensland is an Institution of the Queensland Synod and continues to be registered as a public benevolent institution.

The work to undertake the realignment is being led by the Project Everlast Steering Committee, a committee of the Synod Standing Committee with representation from WMQ, the Albert Street Uniting Church, Moreton Rivers Presbytery, and the Synod.

COVID-19 – continued challenges

While it would have been a welcome relief to be talking about something other than COVID-19, the unavoidable truth is that over the past 18 months COVID-19 continued to impact us as it has for the broader community. But despite the challenges of industry-wide staffing shortages, fatigue and the new normal working in full PPE during outbreak scenarios, WMQ employees went above and beyond

and together we provided an exceptional level of care that ensured the safety and wellbeing of our clients.

Throughout this time, the Executive Leadership Team have remained focused on Wesley Mission Queensland's future. While we know life will never return to pre-COVID times, we have continued to build on our strong foundations to create a vibrant future. The internal launch of WMQ 2032 was the start of an exciting period of transformation for Wesley Mission Queensland which will see us adapt and become more agile to reach more people in need.

Our achievements can be seen in the positive outcomes experienced by the people we serve.

Ageing Well

Despite the continued challenges of COVID-19, staff maintained an exceptional standard of care for residents, ensuring they stayed engaged and connected to family during periods of lockdown and going to great lengths to ensure their safety.

All of our aged care homes received accreditation as a residential service for a further three years. Guided by experienced managers, each of these homes met all standards in an involved process which included feedback from staff and residents. This is wonderful recognition for the teams in these homes.

Community Aged Care grew with around 150 additional Home Care Package consumers during this period and have received full accreditation during this time.

Hopewell Hospice produced a series of videos to educate people on conversations about death and end-of-life care to help assist those going through this difficult experience.

Respite services offered a broad range of arts and crafts, music and social activities at four respite centres, including a four-bed cottage respite service, to more than 300 people.

The relationship between Anam Cara Aged Care Community and Bray Park State High School continued to flourish. 2021's graduating students had worked with Anam Cara since starting high school. This partnership has been mutually beneficial and encourages connection to community.

John Wesley Gardens held Laughter Yoga classes, a 30-minute adapted seated session that has physical, psychological and social benefits not to mention fun. Research has found measurable benefits for blood pressure, pulse and mood, during a pilot study.

In October 2022 WMQ celebrated Queensland Seniors Month by sharing a compilation of [videos](#) with seniors sharing their stories.



Fay's story

John Wesley Gardens Aged Care Community resident Fay loved family outings at the beach for fish and chips, but in early 2020 Fay had a stroke and as a result she requires a high level of support.

With beach trips seemingly no longer possible, it had been years since Fay was able to share this experience with her family.

The John Wesley Gardens Manager met with Fay's daughter Debbie and set a goal to make it happen again.

After working with the occupational therapists, physiotherapists and trialling different types of wheelchairs, Fay finally got there!

The John Wesley Gardens Manager joined Faye's family to give them the support they needed to enjoy the experience with their mum. When asked about the experience the Manager shared, *'To see the excitement on Fay's face during the taxi ride, arriving at the beach, and of course, eating the fish and chips was absolutely priceless and the reason I get out of bed every day in this role.'*

'To listen to the family and see how emotionally affected they were by this simple trip out with their mum - is truly the Eden Philosophy of supporting elders in action.'



Living with disability

WMQ continues to be a preferred provider in the **specialist disability accommodation (SDA)** space. This is due to our reputation as a provider of supports to residents who have high and complex clinical and care needs. WMQ has moved from being an 'investor' in the SDA space to working with reputable investors/builders and being the Supported Independent Living (SIL) provider. These collaborations have seen WMQ establish support services at Murarrie (six apartments), Sibley Road – Wynnum (3 x 3 bedroom houses) and Hope Island on the Gold Coast (six apartments).

WMQ is also working collaboratively with Ipswich Hospital (West Moreton Health Service) to transition long-term NDIS eligible patients into their forever SDA/SIL homes. Some of these patients have been in hospital for up to two years and have very limited family/support networks, so when they transition to WMQ not much is known about them, including their aspirations, likes, needs, etc. WMQ is changing that, in order to ensure these individuals get to live a life full of joy, hope and enjoyment.

The **ORCA Project (Opportunities, Readiness, Community and Abilities)** had 91 participants and the Mansfield site held its first graduation. This program empowers school leavers with the confidence to set and achieve goals as they embark on a journey of transformation leading them to work readiness.

Corporate partners are challenged to change their thinking and allow for the opportunities offered by employing people living with a disability.

ORCA have created a short film entry for the **Focus on Ability Film Festival** this year. We have been notified that our film has been shortlisted. It is a five-minute clip that challenges many myths that we have heard surrounding people with disability in the workplace. Please find the link to our clip [here](#).

Dylan's story

Dylan Kokiri was the first ORCA participant to commence work experience at Wesley Mission Queensland's Corporate Office back in July 2019. During his short time there, he made such an impression on staff with his dedication to learn and attention to detail, that in March 2021 Dylan was offered a permanent role and has quickly become a valued member of the corporate office team.

"I liked to learn new things at ORCA and one of the carers at ORCA helped me achieve this job that I love here at corporate office. This job is so good and I'm always busy with all the stuff that comes in. I also like working with Eddie as well, and all the other staff members. I want to do a good job for Maria and make her proud because I have a very big responsibility at reception and for Maria".

When asked what his favourite part of the day was, Dylan said "starting my day with a great cup of vanilla coffee or milkshake with Eddie from the leisure centre, they know our order by heart now".

Eddie Solien, Manager Reconciliation and Diversity & Inclusion and Dylan Kokiri, Administration Assistant Corporate Office Reception



Wesley Industries (providing supported employment through social enterprise) is somewhat of an unsung hero of WMQ in the disability employment space. Currently this service provides employment and support to 60 people with disability, who would find it difficult to work in an open employment setting. This service provides meaningful work, but also equally important, provides support to build confidence, competence and, in some cases, life-long friendships and social connections, that otherwise would not have occurred. Wesley Industries prides itself on 'breaking down barriers' for people with disability and supporting people to be successful in employment. We also applaud and support those who gain the confidence to move to open employment and achieve success, due to the support they have received at Wesley Industries.

Wesley Industries expanded service delivery to NAK, assembling approximately 380,000 packs of hair product for the business. This was an increase of about 90,000 packs (or 24%) from the previous year. Wesley Industries aims to grow its supported workforce by 25 per cent in the next 12 – 24 months.

Over the past 18 months, **National Auslan Booking Service (NABS)** booked Auslan interpreters for almost 8200 appointments for NDIS participants nationally. This included face-to-face and virtual appointments. NABS also provided interpreters for Queensland Health vaccination clinics.

Over the past 18 months, **Wesley Arts** has delivered more than 1900 creative art workshop sessions and held a number of major exhibitions and performance days. More than 8000 participants attended Wesley Arts workshops through weekly group and one-on-one sessions across nine venues in Southeast Queensland.

Housing and Homelessness

WMQ plays a pivotal role in supporting over 3000 of those at risk of homelessness and keeping them in tenancies and transitioning them to safe, affordable housing options, particularly in the Logan/Beenleigh, Gold Coast and Ipswich regions. The Department of Housing has consistently reached out to WMQ to seek additional supports from us, as we have a strong and proven track record in producing results for this most vulnerable group.

Youth Housing and Reintegration Service (YHARS)

This young person* graduated Year 12 last year and received 10 certificates at the ceremony. To some, this may not look like a big deal but for this young person it means the world.

When they first came to the team at the Youth Housing and Reintegration Service (YHARS) in March 2022, they were struggling with mental health issues and had an unstable home life. The YHARS team provided support through their strengths-based case management approach and helped this young person make incredible progress towards their goals.

They have improved their family relationships, stabilised their housing, started regular part-time work and are now actively seeking an opportunity to start an apprenticeship in the automotive industry.

**Identity protected to ensure privacy.*

WMQ continues to support the Queensland Council of Social Services (QCOSS), Queensland's peak body for the community services sector as a partner on its [Town of Nowhere campaign](#) calling for a national housing strategy and 5000 new social homes each year so that those in need have a safe roof over their head.

Community and Crisis Relief

Over the past 18 months growing our mental health services has been a focus for WMQ.

The Way Back Support Services in Brisbane South and the Gold Coast were the two busiest nationally, providing support to people following a suicide attempt.

headspace Hervey Bay and Maryborough launched the Take a Step campaign, an initiative that empowers Aboriginal and Torres Strait Islander people to develop resilience and help them feel positive and confident in who they are. It provides early intervention mental health services to 12–25-year-olds and helps locals learn about, recognise and celebrate their stories and way of life, connect with Elders and community and explore what culture means to them.

Wesley Kids ran four ArtBEAT groups in partnership with Wesley Arts and local primary schools. ArtBEAT is a creative therapies-based mental health group where children can participate in a fun, creative activity, while learning strategies to support their own mental wellbeing. This program was generously funded by the Commonwealth Bank.

Crossing Paths, a support program for carers of people in suicidal crisis, supported 105 carers on the Gold Coast. This model was co-designed with carers, and the team is made up of peer workers, providing connection to others with shared experience.

Emergency Relief (ER) services continued to be offered despite major disruptions caused by COVID-19, supply chain issues and staff and volunteer shortages. The service responded by modifying opening hours, changing purchasing processes and pivoting to takeaway meals to ensure the community need could still be met. ER increased food rescue operations with local catering companies and increased its connection with Foodbank and other sources of large-scale food rescue.

Emergency Relief Hub's existing partnership with Sunny Street evolved in 2022 to include onsite medical services every Tuesday morning. A new clinic was developed for COVID-19 vaccinations for anyone without the need for a Medicare card – this also commenced in 2022.

Melissa's story

Melissa* is a registered midwife and, like many healthcare professionals, the last few years have been tough physically and mentally.

Melissa and her family were living in temporary accommodation due to an ongoing insurance claim on their home and she was recovering from a workplace injury which added to her stress. She experienced feelings of depression, hopelessness and isolation.

Melissa engaged help from the WMQ COVID Recovery (Border Communities) Service, who provide responsive well-being support for small business owners, their families and staff living within the Queensland border communities.

Melissa's recovery worker was able to link her with ongoing support from mental health services as well as assist with the administration of her insurance claim, enabling her and her family to move back into their family home sooner.

'My family and I are so very thankful to Wesley Mission Queensland for the support and care they have provided to us.

'I wasn't sent a support worker; I was sent an "Earth Angel". As I sit here writing, I have tears streaming down my face. Happy tears as I think of all the times and situations, they have been an advocate for me to help improve my life.'

Albert Street Uniting Church Building discipleship

Albert Street Uniting Church is in its second year of building discipleship pathways into the life of our church. These are invitations: An Introduction to the Christian Faith (pathway to baptism), Oikos: Becoming the Body of Christ at Albert Street Uniting Church (pathway to membership) and Fellowship: Being Formed as Disciples of Jesus. The church has grown and deepened its fellowship of Jesus adding 18 new members, participating in 3 affirmations of baptism and 2 adult baptisms as well as affirming the faith of families with young children through the baptism of 40 children across 2022/2023.

Albert Street Church has developed an ever-growing online ministry that includes live-streaming worship services, baptisms, weddings and funerals, online prayer groups and life groups, providing access to recorded services, bible studies and other resources, and online church meetings for staff, leaders and congregation members. We have active members of our church community who live in different states within Australia, and internationally. We are currently trialling a new platform that will help increase connection and community with a view to launching this in the new year. We are also exploring how we can support local congregations with their online discipleship communities.

Young Adults at Albert Street (YAAS) meet in-person and on-line and offer opportunities for young adults to engage in meaningful conversations about faith and life, and to explore the Christian faith in their contemporary context. Much faith filled conversation happens around a board game or two! Alongside this, our YAAS community is engaged in leadership through the Lay Preachers Course, Sunday Worship and hosting an Annual Trivia Night which is enjoyed by the whole congregation.

Albert Street Uniting Church is looking forward to launching Godly Play for children in 2024 and welcoming children to come and play at Albert Street.

Hospices

Hummingbird House, Queensland's only children's hospice, celebrated its fifth birthday. Hummingbird House is a nine bed 24-hour service providing short break stays, family support services and end-of-life and after death care for children with life-limiting conditions. An innovative program offering recently bereaved families intensive support over six months was co-designed with four bereaved parents. Participants were paired with bereaved parent support/mentors who received training and ongoing support from Hummingbird House staff. This was an internationally unique program for a children's hospice context.

Hummingbird House ran a pilot program called HELD for bereaved mothers whose baby died before they were twelve months old. They could make dolls representing their baby and include a loving message inside.

We celebrate the recent success of our Sponsor a nurse for Hummingbird House campaign and acknowledge the generosity of our supporters.



Sponsor a nurse for Hummingbird House

We need **\$220,000** to fund two nurses at Hummingbird House.

We witness the heartbreak of children living with life-limiting conditions. But with your support, we can ensure that more parents have the opportunity to say goodbye to their child in a dedicated, specialised environment like Hummingbird House.

\$422,885 raised **\$220,000** Goal

Queensland's only children's hospice relies on the generosity of the Government and community to ensure our service is here for every family that needs us, at no cost to them.

Hopewell Hospice is a dedicated palliative care facility servicing the Gold Coast and surrounding regions. The eight-room service provides 24-hour on-site nursing, ancillary services and accommodation for anyone with life-limiting illnesses at the end stage of life. The service also offers grief and loss support counselling to all our clients, as well as their family and loved ones. [Listen to Pam tell her story.](#)

Currently we are reviewing our capacity/opportunity to refurbish Hopewell Hospice to ensure we can continue to provide sought after palliative care services in appropriate up to date surroundings. (Hopewell Hospice is the only adult palliative care hospice on the Gold Coast). We work collaboratively with the Gold Coast University Hospital in terms of General Practitioner medical oversight. WMQ is also working on how we can identify and collaborate with First Nations individuals

and organisations to ensure this group are aware of Hopewell Hospice and our capacity to provide culturally safe and appropriate palliative care, when dying at home is not an option, or support networks are not in place. Current data has identified around 2,200 First Nations persons who are in the aged/frail aged cohort located on the Gold Coast.

Pastoral and Spiritual Care

The WMQ Pastoral and Spiritual Care (PSC) Team (consisting of 9 full time equivalent), continues to provide daily support across Residential Aged Care (RAC) and Palliative Care services, particularly in circumstances involving acute spiritual distress such as end-of-life, serious illness, grief and loss. Over the last 18 months the PSC Team has seen three retirements of long-term team members, including the PSC Team Leader, and other changes in personnel. This has required the relatively 'young' team to be agile and responsive to a wide variety of organisational, pastoral and spiritual needs across a changing WMQ landscape. Close attention is therefore being paid to mutually supportive working relationships and shared team values and purposes, aligning these in every situation to the ethos and mission of WMQ as expressed in the Wesley Charter and the [Eden Philosophy](#).

The PSC team continue to occupy and explore the 'space' within the WMQ holistic health and social care model where 'the importance of such things as meaning, purpose, value, dignity, love and the Divine are intentionally brought to the fore within the lives of WMQ residents, customers and families and also in the lives of our people who provide care'.

Despite the continued impact of rolling RAC lockdowns, face-to-face worship services led by RAC Chaplains have resumed across RAC communities to complement the ongoing provision of on-line services, including the long-awaited re-opening of The Sanctuary at Wheller Gardens, where Sunday services are now also offered on a fortnightly basis. Multi-court ecumenical worship, hymn-singing and fellowship gatherings have been added to the variety of services offered by the PSC team. The Palliative Care Chaplain has become an integral and valued member of the Care Teams within Hummingbird House and Hopewell Hospice.

PSC education is being developed to reflect and promote current research and national best practice in spiritual care provision, supporting the professional development of the PSC Team but also focusing on wider staff engagement to promote holistic spiritual care literacy, linking closely with WMQ wellness and mental health support processes.

All members of the PSC team reach out to staff, and to families, aware that pastoral and spiritual care is a dynamic, responsive practice which carries emotional, psychological, wellbeing and cultural significance. Slow but sure progress is being made, with the support of WMQ Volunteer Relations, to re-establish (post-pandemic) a secure, dedicated spiritual care volunteer base and to work effectively in partnership with denominational volunteers. WMQ is blessed to be supported by this group of dedicated professionals sharing their gift of spiritual comfort – their time, companionship, love and understanding.

Snapshot of our workforce

- over 3100 employees, representing a diverse workforce hailing from 85 different countries. This diversity is one of our strengths. Approximately 80% of our workforce identify as female. 33% of our employees have English as a second language. These figures underscore our commitment to diversity and inclusion.
- 72 employees have worked with WMQ for more than 20 years.
- 30 staff have over 30 years of service and 617 people have worked with us for 10 years or more.
- our longest-serving team member boasts over 35 years of service.
- 2200+ volunteers supporting 53 services. 4351 total hours donated in a typical week. Equivalent of 114 people working full time hours per week.

Collectively, we live out the values of WMQ while supporting our vision and mission.

Reconciliation and Diversity & Inclusion

**Everyone is welcome here,
Everyone is celebrated here.**

Wesley Mission Queensland brings together people who want to make a difference in the lives of others. We value diversity, strive for inclusion and justice for all.



Our key focus for diversity and inclusion initiatives is to create an environment where everyone, regardless of their background, feels valued, respected, and has equal opportunities to succeed. This involves supporting our diverse and inclusive workforce, ensuring our policies and practices reflect our commitment to diversity and embedding inclusion into every aspect of our work. We aim to not only increase diversity in recruitment, but also ensure representation at all levels, especially in decision-making roles. Through our initiatives, we aim to foster a culture where diversity and inclusion are seen as strengths that drive innovation, community engagement, and organizational success. We are devoted to transforming the communities we serve through inclusive, innovative, and compassionate service delivery.

- There has been significant progress in our people's awareness, understanding, and respect for diverse cultural backgrounds, with 17.69% of our workforce self-selecting to complete Diversity and Inclusion online training, a 234.88% increase from 2022 to 2023.
- We have rolled out new LGBTIQ+ Inclusivity Initiatives, including LGBTIQ+ Community of Practice, Ally Inclusion Badge Initiative and the LGBTIQ+ Identities Initiative.
- We have commenced a program of delivering in-house 2-hour face-to-face cultural and inclusivity sessions across all WMQ services and aim to have delivered this training to all our people by the end of 2024.

- Our focus remains on sustaining the momentum, continually improving our strategies and fostering an environment where every voice is heard and valued, and a place our people can be their authentic selves.

WMQ continues our Reconciliation journey. Reconciliation is led by our Reconciliation Action Plan (RAP) Committee, Deadly Connections Employee Reference Group and our RAP Events Committee. These diverse group of individuals have a deep commitment to the process of Reconciliation and have volunteered to be involved and drive the delivery of our commitments.

WMQ acknowledge and respect First Nations peoples, cultures, and heritage. Central to our approach is actively listening to and engaging with First Nations WMQ employees and external communities.

Three key areas of focus for WMQ over the next two years are:

1. We are committed to creating a culturally safe and respectful environment where First Nations voices are heard, valued, and lead to significant and lasting change. Ensuring we understand the cultural safety temperature of WMQ is imperative to growing and retaining WMQ's First Nations employees. We have included online First Nations Cultural Appreciation training in our suite of mandated education modules for all staff and have commenced delivery of face-to-face cultural and inclusivity sessions. We will measure our cultural safety as we work through delivering these imperative educational initiatives.
2. Increase the number of First Nations employees at WMQ and retain these people. As of this report the representation of First Nations employees sits at 0.86% or 28. We have set a target to employ over 120 First Nations employees by 2025. This is a significant stretch target for WMQ, however one that we will strive to achieve.
3. Seek to partner with another grass roots First Nations owned and run community service provider. We have been journeying in relationship with [Strong Women Talking](#) for over five years. Strong Women Talking operate their domestic and family violence prevention and healing programs from our Wheller Gardens site at Chermside.

In August 2023 Aunty Rose Mosby-Fauid has commenced in the part time role of Cultural Appreciation Officer. Aunty Rose will be hosting Cultural Appreciation and Safety Yarning Circles with our teams. We recognise the importance of an all-encompassing approach to cultural engagement and learning. Our Cultural Appreciation and Safety Yarning Circle initiative seamlessly integrates traditional Aboriginal and Torres Strait Islander conversational practices with our contemporary organisational needs, underpinning both cultural appreciation and safety.

Cultural Acknowledgement: Every session begins by honouring the traditional custodians of the land on which WMQ stands, recognising their deep histories, traditions, and continuous connections. This gesture sets a foundation of mutual respect and understanding for all subsequent discussions.

Cultural Safety Training for All Employees: At the heart of our initiative is our dedication to ensuring that every WMQ team member undergoes comprehensive cultural safety training. This training focuses on enhancing understanding, dispelling biases, and nurturing environments where every employee feels valued, acknowledged, and safe, irrespective of their cultural background.

renewal

Inclusivity: Our circles champion the principle of inclusivity. Whether one wishes to share personal narratives, pose questions, or offer insights, each voice enriches our shared understanding and strengthens the fabric of our community.

Storytelling: Drawing from deep-seated Aboriginal and Torres Strait Islander traditions, storytelling remains an essential element of our Yarning Circles. Through the act of sharing and listening, we establish deeper connections, fostering a richer understanding of diverse experiences and perspectives.

Reflection & Ongoing Learning: Following each circle, participants are prompted to reflect on their experiences and offer feedback. This iterative feedback loop ensures our approach remains adaptive, relevant, and in tune with our evolving needs. By intertwining cultural appreciation with safety, WMQ's Yarning Circles are envisioned as more than mere educational gatherings. They are pivotal in connecting diverse voices, deepening understanding, and crafting a workplace where every individual feels recognised and integral. We invite all WMQ employees to be part of this transformative journey, as together we shape a more inclusive, empathetic, and culturally vibrant WMQ.

Aunty Rose is more than just a name; she is an institution in and of herself.

Aunty Rose is a respected elder in the Torres Strait Islander community with a strong connection to the Poruma Islands. Many people have had the opportunity to witness Aunty Rose's unique ability to encompass everyone around her in warmth, acceptance, and understanding. Her approach to engaging with people, which is based on an open heart, inclusiveness, and warmth, creates an unrivalled safe space in which individuals can find the courage to embrace and understand even the most uncomfortable aspects of our shared histories and cultures.



Rosemount Retirement Living Stage 2

Construction on the Rosemount Stage 2 is near completion, adding an additional 50 two and three-bedroom apartments to the 70 already existing. This new community addresses demand for larger-sized retirement housing and is scheduled for completion late December 2023.

Earlier this year a 'meet the neighbours' event was held at Rosemount for existing residents to meet new incoming residents. We are thrilled with the development of this vibrant community.



Launching a refreshed Strategic Plan for Wesley Mission Queensland 2023 – 2025

In September 2023 WMQ launched its 'refreshed' Strategic Plan 2023 – 2025. Our customer remains at the **'heart of everything we do'**. The refreshed plan outlines **WMQ's intentional mission to 'walk alongside people in need offering care and compassion and promoting choice, independence and community wellbeing.'**



Strategic Plan 2023 - 2025



Key focus areas

<p>1</p> <p>CUSTOMER FIRST <i>Our customers are at the heart of everything we do</i></p> <ul style="list-style-type: none"> 1.1 Our customers are valued and empowered as active partners in the services we provide. 1.2 We have strong brand awareness amongst target audiences. 1.3 We have a holistic customer approach in all our service offerings. 1.4 We have a continuous improvement ethos. 	<p>2</p> <p>BUILDING STRONGER COMMUNITIES <i>We advocate for and support stronger more inclusive communities</i></p> <ul style="list-style-type: none"> 2.1 WMQ has a clear understanding of the communities it serves and the rationale upon which these choices have been determined. 2.2 WMQ will serve effectively by directing resources and services to areas of proven expertise, values-alignment and financial capacity. 2.3 WMQ will actively build communities within its remit which are inclusive and celebrate life in all its fullness. 2.4 WMQ has a clear vision for a Just Australia and will advocate for the most marginalised and at-risk. 	<p>3</p> <p>PEOPLE MAKE THE DIFFERENCE <i>Our people are valued, equipped, empowered and committed to our values and mission</i></p> <ul style="list-style-type: none"> 3.1 We attract and retain a well-trained and committed workforce that supports our workplace culture. 3.2 We develop and support our people in a safe and inclusive workplace. 3.3 We retain our people by genuinely listening and acting on feedback to ensure engagements. 	<p>4</p> <p>STEWARDSHIP MATTERS <i>We are a thriving organisation equipped to meet its goals.</i></p> <ul style="list-style-type: none"> 4.1 We are economically and environmentally sustainable. 4.2 We implement progressive governance practices and proactively embrace opportunities and manage risk. 4.3 We invest in research, innovation and technology.
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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

The cooperative, centre for public theology Albert Street Uniting Church

The cooperative is a centre for public theology that runs a series of educational classes and public events to promote theological reflection on the current issues of our day. Over the past 18 months the cooperative has attracted participants from across Qld, Australia, and multiple countries as it explores what it means to engage public issues from a theological lens. Some of the exciting programs that have been run in the last 18 months include:

- **First annual conference, Uncommon Goods**, in September 2022. More than 25 people from across the globe presented papers on the topic of public theology and the challenge of postcolonialism. Attendees reported this event to be a highlight in Australian theology.
- **The Albert Street Lecture Series.** The Albert Street Lecture series offers quarterly lectures to serve the Queensland community of the Uniting Church in Australia and allow space for public theological reflection as we think together about the past and future of the UCA and critical issues of our time. Lectures in 2022 were delivered by Rev Janet Staines, Rev Sharon Hollis, Rev Esteban Liévano, and Rev Dr Katalina Tahaafe-Williams. In 2023 we held lectures off site including an August lecture from Kym Korbe at Indooroopilly Uniting Church and will finish the year with a lecture from Moderator Rev Bruce Moore at Albert Street Church in November.
- **Summer and Winter School** courses have been a tremendous success with participants from across Australia undertaking courses in Public Theology, Theology and Disability, and Pop Culture and Theology.

Along with the provision of digital articles, occasional Town Hall Meetings, podcasts, online forums, and a series of publications and research collaborations, the cooperative has revealed a strong desire across Australia for a theologically engaged public space from the Uniting Church tradition.

Plentiful focus

Wesley Mission Queensland continues to engage and participate in 'plenty activities' of the church. We share the vision of 'one church active in every Queensland community, bearer of Christ's offer of life in all its fullness. Through our shared life we are committed to a flourishing future for church and community'.

WMQ participated in the Project Plenty **Fit for-Purpose Governance working group** and continues to participate in the **Covenanting with First Peoples working group**.

WMQ and ASUC have continued to participate in the **Plenty Mental Health and Well-being working group of the Transformation Communities** priority. A training pilot program has begun on the Gold Coast with five congregations participating and 30 people being trained in Domestic Violence Awareness. This is a great outcome for its first training event. There is hope that there will be a city-based pilot in the near future.

Through the Synod led **Plentiful Leadership** course, six WMQ employees graduated from the program earlier this year. The program has provided much opportunity for embedding leadership theories and practical application back into the workplace. The program has also provided WMQ participants with the unique opportunity to network with peers within the wider church family.

Leveraging from the Plentiful Leadership program approach, WMQ developed the Emerging Leaders Program. The WMQ Emerging Leaders Program has been specifically designed for WMQ employees to equip identified emerging leaders with the skills and capabilities to lead a team. The program seeks to provide the participants with the skills and knowledge to become effective leaders: authentic, trustworthy, and empowered to lead their teams to deliver results. 44 participants have graduated from this program. The program consists of a blended learning approach with additional opportunities for social and peer learning such as participation in work shadowing and mentoring activities across the organisation. WMQ has also incorporated a formal mentoring program, with 21 mentees participating in the formal mentoring program across the two years of running the formal mentoring program. Outcomes achieved from both programs saw internal promotions to more senior leadership roles, expanded networking and collaboration opportunities within the organisation and across the broader church.

Feedback from our emerging leaders

“The Emerging Leaders program came at a perfect time for me, when I was at the beginning of my leadership journey trying to navigate my way through a new role. I am very grateful to have been part of this program, which I have loved so much. I took the opportunity to immerse myself in everything on offer including the job shadow opportunity & the mentoring program. The face-to-face sessions were so valuable in the group setting, especially when it can be quite lonely in the world of leadership. I have made some wonderful connections with other parts of WMQ which is so important when our organisation is so widespread. The take home resources were also very helpful, to reflect on and put my knowledge into practice with my team.”

“This leadership development was extremely valuable in developing my skills and understanding of leadership.”

“I have cherished the opportunity to develop personally through this program and explore how this will develop me further in my career”.

Internal Promotion comment – *“It's exciting to be in a place of readiness for the challenge, whereas prior to Emerging Leaders I would not have considered the role at all.”*

renewal



Emerging Leaders 2023



Plentiful leaders 2023

Challenges

As we celebrate the good, we acknowledge the complex environment we operate within. Over the past 18 months the organisation has been working through the challenges of how we as a OneWMQ born from the Albert Street Uniting Church realign into an incorporated institution of the Uniting Church. This has been a significant focus for the WMQ Board and our Executive Leadership Team. WMQ remain committed to ensuring our missional connection with the Albert Street Uniting Church is retained and look forward to future opportunities for shared missional 'greener shoots' to emerge as we journey forward together.

Responding to the recommendations made by the Royal Commission into Aged Care, the government continues to roll out much needed aged care reforms. Across the sector there have been a total of 33 reforms implemented since the introduction of the Aged Care reforms began in October 2022. The current reform activity roadmap indicates there is another two years of planned major reform for the Aged Care sector. From August 2023 – July 2025 there will be a further 29 reforms implemented into Residential Aged Care. By July 2025 across the sector there will have been a total of 57 reforms during the entire period. Although these much-needed reforms are welcomed and required and aim to ensure future sustainability for a struggling sector and better care outcomes for our ageing population, the significant impact on the sector to implement these changes can not be underestimated.

The Disability Royal Commission is scheduled to deliver its final report by 29 September 2023. Wesley Mission Queensland will welcome the recommendations that the Royal Commission will make to improve laws, policies, structures and practices to ensure a more inclusive and just society that supports the independence of people with disability and their right to live free from violence, abuse, neglect and exploitation. As experienced with the Aged Care Royal Commission, following the report, the government will respond to the recommendations with legislative reform to ensure real positive change for this vulnerable group of people.

Workforce remains the biggest challenge for WMQ as we continue to respond to the nation's ageing population. The fastest growing sector in terms of workforce demand in the Australian community over the next five years is in health, age care and disability services.

The 2023 Intergenerational report gives a timely long term forecast on the economy and the federal budget to 2062-63. Its analysis will help drive the key transformational foci of WMQ as we pursue our WMQ 2032 Transformation Strategy.

The report pinpoints five major forces affecting the coming decades:

- ageing population.
- technological and digital transformation.
- climate change and the net zero transformation.
- rising demand for care and support services.
- geopolitical risk and fragmentation.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Greener Shoots - possibilities and opportunities

In September 2022 WMQ commenced on a journey of transformation. Through a series of workshops collectively known as the Envisioning Series, we've laid the groundwork for transformation. The Envisioning process is a unique way of thinking to help us come up with ideas, test them, and plan the how of implementation. This process has been about dreaming big, looking at proof of concepts, how we unlock funding and ultimately how we provide a better service to our customers. As we aspire to change the way we think as we transform, **Romans 12:2 'Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.'** reminds us God is leading us on our journey.

Transformation is the key to remaining competitive, financially viable and to be able to continue to deliver premium services to our customers. WMQ looks forward to the 'greener shoots' that will emerge as we continue our journey of transformation.

As a socially conscious organization, Environmental, Social, and Governance (ESG) issues are crucial to us. WMQ's commitment to ESG is being led by our Governance, Performance and Outcomes and Finance and Business Operations Directorates with a Strategic Plan currently being developed. As we assess our business practices, and sustainability and ethical performance, we aim to take practical, local, and meaningful actions across all ESG elements.

A primary focus of all key stakeholders is to ensure continued and enhanced missional alignment of WMQ with the Albert Street Uniting Church, following the realignment from 1 July 2023. To this effect a Deed of Covenant between WMQ, Albert Street Uniting Church and the Synod is soon to be confirmed to establish ongoing covenantal relationships and commitments.

As our two entities realign, the ASUC, WMQ and Synod commit to worship, witness and service. This is a step forward in faith, a reordering of our life in response to God's ongoing call. On one hand, our call and participation in worship will be strengthened through the renewed commitment of ASUC, WMQ and Synod to love God and share the good news of Jesus. And on the other, our love of neighbour will be ensured as we continue to walk alongside people in need, offering care and compassion and promoting choice, independence and community wellbeing.

This is an exciting new chapter in our worship, witness and service - all part of the same history and the one story: God is love. Albert Street Uniting Church and WMQ's combined legacy will continue, with both entities equally committed to maintaining a shared journey of common mission and looking forward to realised shared missional goals into the future.

Conclusion

With anticipation and enthusiasm, we look forward to the next 'season' of 'renewal' for WMQ. We hold onto the words of the **book of Ecclesiastes 8: 'For everything there is a season, and a time for every matter under heaven'**, with comfort that the Lord is guiding us along our journey through each season. WMQ is currently in the season of Spring, with '**greener shoots**' emerging full of opportunities to continue to further live out our purpose as '**we walk alongside people in need, offering care and compassion and promoting choice, independence, and community wellbeing.**'

Contact for report questions

Name **Jude Emmer & Elaine Rae**

Position Chief Executive Officer & WMQ Board Chairperson

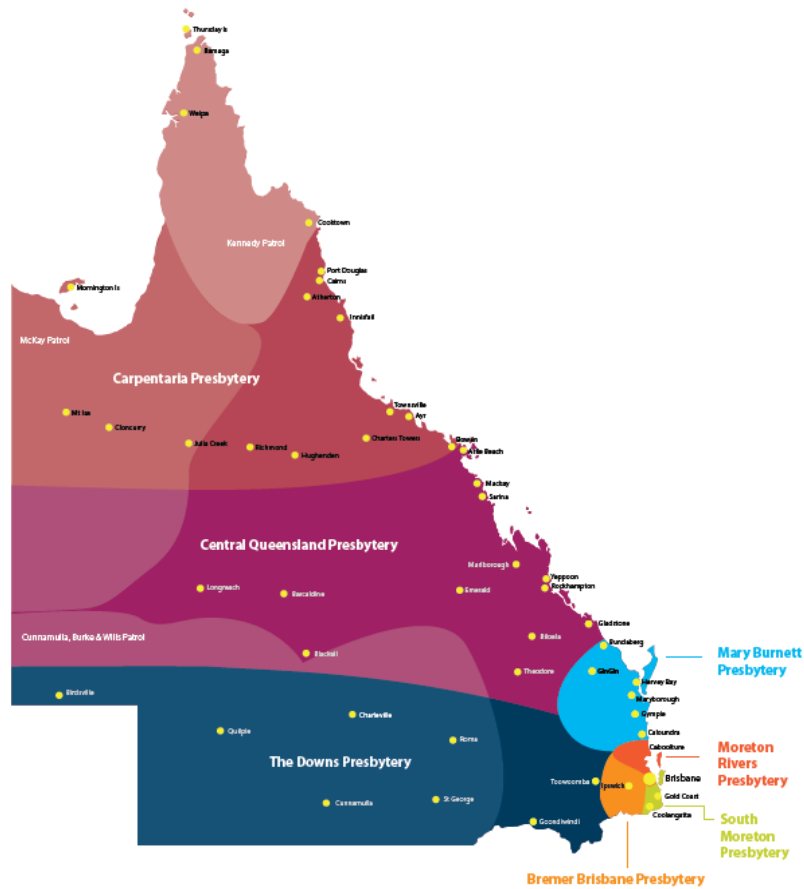
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renewal

FAITH FOR A NEW SEASON ■ SYNOD 37

Report from Advisory Committee on Ministerial Placements



Report

The Placements Committee has sought to do the following since the 36th Synod:

- Support the “call” process within the life of the church
- Streamline and make this process more transparent and efficient
- Review and update our processes, including improved integrity in our database and improved useability of our documentation

About our Committee

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 laypeople in particular specified ministries. Membership includes the Moderator (chairperson), a delegate of the General Secretary, each presbytery minister, a delegate of the CEO of UnitingCare Queensland, and the Director of Christian Formation or their 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.

Please see below the current statistics for Placements within the Qld Synod:

Statistics as at 01/08/2023 for the period 01/05/2022 – 11/08/2023

Total number of approved placements including vacancies	250
Bremer Brisbane	39
Carpentaria	31
Central Queensland	9
Mary Burnett	21
Moreton Rivers	48
Queensland Synod	17
South Moreton	37
The Downs	13
UnitingCare Queensland	35
Number of approved placements less than 1.0 FTE	97
Number of ministry agents in approved placements	250
Female	100
Male	150
Ordained	150
Lay	100

Statistics for removals and relocations

Year	Number of Removals	Cost of Removals
2020	14	\$62,818.36
2021	31	\$166,896.84
2022	40	\$301,355.24
2023 (YTD)	11	\$99,265.11

** These amounts are exclusive of incidental expenses submitted by ministry agents, particular to their relocation.

** These amounts relate to the larger removalist suppliers only.

Plentiful focus

Focus since the last Synod (since May 2022)

- With the assistance of the Ministry Matters Unit (MMU) and the Placements Review, we have been working to make our systems, structures and processes more fit for purpose. Increased community scrutiny and expectations around the fair and just treatment of people in placements means that what we do must be defensible, transparent, fair and just.
- In addition, we are deliberately making time to talk about some of the big issues that impact on our ministers and congregations. We do this by putting time aside to discuss big ticket items that take time, research and space for discernment. Topics which have been canvassed are around housing and the cost of accommodation and the health and wellbeing of ministry agents.
- We have developed an **Advisory Committee on Ministerial Placements Manual** - This manual is designed to be a one stop shop for all things Placements.
- We have prepared for an updated website which will house all policy documents and provide templates for processes.
- We have assisted with the review of the Ministry Agents Handbook (which is now called the [Ministry Agent General Placements Conditions Handbook](#)).
- We are developing a national Ministry Leadership Profile form and working on a national Congregational Profile Form, and
- A working group was asked to focus on *Transparency & Equitable Access of Placement Vacancies*. Work will continue to develop a standardised approach to advertising, templates, policies and procedures.

Finally, we have been delighted to interview exiting candidates for ministry and have welcomed several as they presented their vision for ministry to us. They were Levon Kardashian, Donna Muston, Michael Hands and Annie Baker.

Challenges

- **Two Presbytery Ministers** have or will be finishing their terms and we have taken these opportunities to reimagine how we might best serve the presbytery. These conversations must take into account the changing needs of the presbyteries, the push to reduce costs, countered by the complexity of managing a church that is in deep structural transition. Finding people who can navigate these trends is difficult.
- **Budget restraints re public hospital chaplaincy funding:** Public Hospital Chaplains provide vital pastoral support for patients, their families and staff. We also noted that COVID depleted the number of Volunteer Chaplains, increasing the load on the paid Chaplains. The Synod Standing Committee grappled with the decisions around sustainable models of funding hospital chaplaincy. Placements Committee will assist in managing the outcomes of the decision to cease the funding of chaplaincy into public hospital settings.
- **Police Chaplains:** As of July 2023, a new contract was established by the QPS that overtly treats our Chaplains as Contractors. There is increased reporting obligation, and the QPS requires the Church to submit fortnightly invoices. We have agreed to support the contract for two years to determine if the expectations of the QPS can align with the Church's understanding of being a Minister in Placement.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Greener Shoots - possibilities and opportunities

By moving into times of asking the big questions, and the support and assistance of the Ministry Matters Unit, the Placements committee is being better supported to make decisions based on the changing missional context of the church.

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renewal

FAITH FOR A NEW SEASON ▪ SYNOD 37

Report from Presbytery of Bremer Brisbane



Summary

Bremer Brisbane Presbytery is in a transitional and exciting space as we look toward, and plan for the Church of 2030. As the Sustainability and Strategic Locations Project is worked through, we are pushing up against the challenge of change, yet we are more than confident that in Christ the best is yet to come. There are some amazing ministries being pursued that are making a great difference for the Kingdom of God. The next two years are critical for our Presbytery.

Context

The Presbytery's function is to perform all the acts of oversight necessary to the life and mission of the Church in the area for which it is responsible. It will, in particular, exercise oversight over the congregations within its bounds, encouraging them to strengthen one another's faith, to bear one another's burdens, and exhorting them to fulfil their high calling in Christ Jesus. To this end, we say our purpose is to *'engage, equip and encourage healthy Christian leaders and communities'*.

The Bremer Brisbane Presbytery (BBP) area extends from Toowong, south through Inala, Forest Lake to Boonah; north-west to Gatton and traces its way back along the rim of Wivenhoe and Karana Downs back toward Toowong. It includes Ipswich and its surrounds. (The Ipswich area and its surrounds are estimated to double in size in the next 30 years with Ripley - newer development area – to grow to 130,000 people by 2030).

The Presbytery is the home of many important public and private facilities within the state. Located within Bremer Brisbane are the Wesley, Ipswich and St Andrews Ipswich hospitals, the police academy at Darra, the Amberley RAAF base and seven correctional facilities. Additionally, there are five residential colleges in the University district.

There are 27 congregations and faith communities at the time of writing this report.

Priorities

Key priorities for the Presbytery will always include the oversight of ministry agents and congregations in their worship, witness and service. The largest priority in the last 12 months has been the planning and working through of the Sustainability and Strategic Locations (SSL) Project (criteria which include people, programs, resources, community, buildings and more) as per the last Synod report. This whole of Presbytery project looks at each congregation and, in consultation, helps assess their presence in the Presbytery. Three categories that a congregation may find themselves in are: Invest (those congregations that are both sustainable and strategic), Reinvigorate (strategically located congregations that are not yet sustainable), and Close (neither sustainable nor particularly a strategic location). This project is closely linked to the desire of the Presbytery to see 3 church plants by 2027. Of great importance is a plant at Ripley, a city of approximately 130,000 people by 2034. We have invested in staff (in partnership with UnitingCare) and see this as more than a Presbytery affair, but rather a church-wide investment in this fast-growing city. Additionally, the Pastoral Relations Committee (PRC) worked hard to ensure new 'policies' with regard to Ministry Agents was produced in the areas of Pastoral Care, Supervision, Continuing Education for Ministry, and Reviews.

Plentiful focus

Discipleship: The primary expression of disciple making is found within the congregational life of the Presbytery. When engaging with Church Councils in particular (and in the consultation process), the Presbytery has encouraged several programs to assist congregations. We are thankful to Moreton Rivers Presbytery for the day courses they have run and made available to the broader church. Congregations have also engaged with Alpha and Building a Discipleship Culture (from Crossway Baptist).

Bremer Brisbane Presbytery, in conjunction with Morton Rivers Presbytery (MRP), hold a retreat for Ministry Agents.

Bremer Brisbane is blessed to have YAYA (Youth and Young Adults) which oversee activities to help congregations and build community and disciples across the Presbytery. YAYA engage in Encounter (Youth Group gatherings), Easter Madness (led by MRP and supported financially and with human resources by BBP), Young Adult gatherings, and this year brought together a new holiday program for primary aged children at Oxley.

Planning is under way for training and equipping in 2024 for workshops on mission planning, discipleship, and community engagement.

Community Impact: Many congregations are involved in genuine community engagement, often through ministries such as playgroups, op shops, craft groups and cafes. These act as a doorway to relationships that help point people to Jesus and His coming Kingdom.

Three great examples of community connections are Indooroopilly UC, which continues to work hard in refugee support, Gatton UC which works hard to help seasonal workers from Pacific islands find community and supported living, and Community Life UC (formerly Forest Lake) who have a very large welfare ministry which helps many, many vulnerable people in their community.

Bremer Brisbane continued to support the Aunty Jean Christmas lunch.

Fit for purpose: The Sustainability and Strategic Locations Project is helping the Presbytery to become more fit for purpose by engaging with congregations and helping to identify priorities to engage with. A reality is that some properties are being evaluated for best use with some properties sold and others looking to be repurposed. As per our mission plan, financial planning to ensure ongoing sustainability was begun. However, this is an area of concern after a possible plan did not come to fruition. We are hoping the Synod Resourcing Review may help with this real issue.

Church Council members were offered opportunities to engage in Church Council workshops, led by Nigel Rogers. These were very well received, and it is our hope to continue these in 2024.

Connections and collaboration: There has been a greater level of connecting and collaborating within and beyond Bremer Brisbane Presbytery. This includes congregations sharing resources and ministry agents ensuring they are connecting and sharing their highs and lows.

Connect100. Uniting Care Queensland are having a great impact in our Presbytery. Not only are they supporting part of the Ripley plant by helping employ a chaplain, a number of congregations have benefited from the missional expertise of the Connect100 team.

Indooroopilly congregation has made a new and wonderful connection with Wesley Mission Queensland and the ORCA project.

Moreton Rivers Presbytery and Bremer Brisbane have collaborated on a bespoke leadership course for ministry agents.

Presbytery Ministers (PM) from each Presbytery attend and participate regularly in Presbytery Synod Interface (PSI) – the intentional building of relationships between PMs and Synod team benefits each of our Presbyteries, congregations and the Synod by sorting through a wide range of issues. We thank, and would like to continue to ask the Synod Standing Committee to strongly support this meeting.

Challenges

In Bremer Brisbane Presbytery, we have been talking a good deal about the church of 2030. To ensure we have vibrant, growing congregations the Presbytery continues to face the following (among other) challenges:

- Resourcing church planting and regeneration projects with experienced or potential church planters.
- Resourcing church planting financially
- Ensuring the Combined Presbyteries Mission Pool (CPMP) is reasonable for our congregation in a connected church like UCA QLD (e.g. are CPMP levels harming local mission as we give to the wider church?).
- Embracing a financial plan that allows the mission plan of the presbytery to be fulfilled.
- The ongoing and (seemingly) changing nature of compliance.
- The complexity of Presbytery, Synod and Assembly all having transformational work that may not quite align (e.g. ACT2, Plenty, SSL).

Greener Shoots - possibilities and opportunities

St Lucia – this congregation is in a regeneration space. A congregation with weekly worship of approximately 15 in 2021 has more than doubled in the last two years. Connection with the community has increased, people are being baptized, and finances (because finances are an issue!) have also increased. We have much to learn from this congregational regeneration. (Mandy Smith is the Pastor called to lead the regeneration).

Ripley – Ripley will be a city of approximately 135,000 people by 2035. With Connect100 as a partner, we are exploring what a church plant will look like there. We see this as a whole of Synod issue and are thankful for the support of other congregations and Presbyteries in this endeavour. We are very excited at the way God (and Russell Reynoldson) are beginning to bring this plant together. If you are interested in church planting please contact Russell.

Alpha - Oxley Uniting Church recently hosted an Alpha program over 10 weeks (Friday nights) - 21 guests with about seven being non-churched and non-Christian. Four of these seven are still involved in regular worship and small groups well after the end of the program. ALPHA is not new. Many churches, schools, prisons, and homes have explored the basics of the Christian faith with the aid of Alpha over the last 20

years or so. Some may not see this as a green shoot as it not so new, however God is working powerfully through this program which is invitational and relational – a great discipleship tool.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

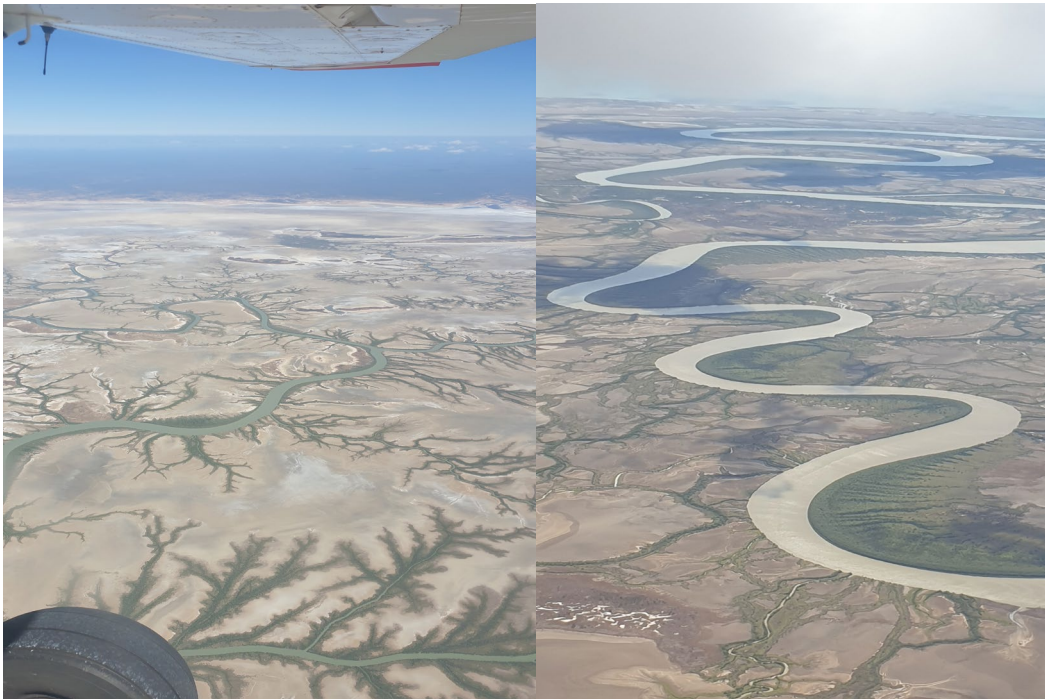
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renewal

FAITH FOR A NEW SEASON ■ SYNOD 37

Report from Presbytery of Carpentaria



Summary

The Presbytery of Carpentaria taking in the northern part of Queensland is filled with people of deep faith and commitment to serving God's people in their communities. We are committed to building up our congregations and strengthening connections with the wider church. We seek to find new ways to engage in mission and new ways of funding what is yet to be realised. Our challenges will always relate to isolation and supporting people who live outside of the regional centres. We are seeing the first fruits of the work in training new leaders and the growth of numbers attending local worship services. We continue to be committed to being in relationship with one another and working together to grow God's Kingdom.

Context

Carpentaria Presbytery takes in a multitude of communities, cities and regions with dry tropics, wet tropics, and the dry west of North Queensland. Livestock, Sugar Cane, Vegetables, Minerals, Coal and Ore are key parts of many of our communities.

In some areas, rain is measured in metres and others in millimetres. Roads are decent in the dry for most areas and off limits to most in the wet. Much of our planning and activities are determined by the seasons and when the most people can gather.

But when we gather there is worship, there is prayer and there are genuine relationships being formed or renewed. The Holy Spirit revives us and challenges us to keep making disciples, helping those in need and offering God's word of hope to all.

Priorities

Commitment to support and resource those in Indigenous communities

We give thanks for the people of the Cape who remind us again and again that God is present and active amongst the people. As much as we seek to support through ministry and property matters, our lives are enriched by those who openly share their culture and their faith with us.

Exploring ways to resource new mission through property development and new income streams.

We are actively exploring the opportunities that vacant land and new growth areas might provide. Social and low-cost housing is one option that is being explored. New partnerships with others for mission growth are also part of this work.

Equipping lay leaders

We continue to seek out those who are looking for training in lay preaching, potential ministry agents of the future and meeting the requirements of safe ministry and code of ethics and good governance of congregations and property.

Where possible we look to provide face to face opportunities for this learning to take place as internet and phone coverage remains unreliable in many parts of North Queensland.

Plentiful focus

- A number of years ago, the idea of building some type of housing on Thursday Island (TI) including a long overdue new manse began to take shape. After many different conversations, and challenges, with the help of the Business Development Unit and Synod Property, the idea became a proposal to build low-cost housing which would not only help the housing shortage on the Island but also offer rent at a lesser amount to make it more affordable for those in greatest need.

We have also been able to fulfil a long-time hope and that is to build a new manse which will make living on TI so much more comfortable.

While soil has not been turned yet on this project, we are excited about what this will mean for the Thursday Island congregation and the community.

- One of the exciting things that has occurred is the way in which different congregations are seeking to connect with their community and other congregations. Some of the highlights include a monthly café for aged care clients and families to have a morning out with good food and entertainment, a mobile BBQ trailer which goes out each week to feed the homeless and to offer friendship and conversation, support to refugee families, the exploration of an Outside School Hours centre for a community that does not have one and the ongoing pastoral support to farm workers from the pacific islands who spend months if not years away from loved ones.
- Each month, the Presbytery Ministers from each Presbytery, along with the Moderator and the Director of Mission UnitingCare meet together for the Presbytery Synod Interface (PSI). This is a time that continues to prove invaluable for all involved.

Challenges

Our biggest challenge will always be supporting congregations to find new leaders including ministry agents to live and work in regional and remote communities.

We also face, as all presbyteries do, the financial cost of what we do and the ways in which we seek to fund it. To this end we are committed to exploring all property and congregation ideas that will increase finances for the work of the Presbytery.

Greener Shoots - possibilities and opportunities

The way in which each congregation is trying to look beyond themselves to the community from which they come is inspiring new ideas and new connections.

We are thankful for the support and commitment given by UnitingCare through the work of Connect100 to resource and support new ministry opportunities with local agencies and congregations. This has given focus to a long-hoped for reconnection to the aged care centres and community health support work that was begun many years ago.

We continue to be inspired by our ministry agents from around the world who work in regional and remote communities. We have seen hundreds come to Christ through nightly prayer meetings held in remote communities such as Napranum and Aurukun. We watch and learn from them about what it



means to be servants of God as they care for their people and as they become valued members of these communities.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

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renewal

FAITH FOR A NEW SEASON ▪ SYNOD 37

Report from Presbytery of Central Queensland



Summary

Our key focus is raising up local leaders due to the reality that ministers/pastors seem reticent to move beyond the southeast corner, and college graduates are still few in number. We ask for your continued prayers for our regional and remote, and rural communities as they, inspired by the Holy Spirit continue to engage with their communities in bringing faith, hope and love and the knowledge that Christ's love is greater than any person can ever know and gives life—life in all its fullness, so that all are filled with the fullness of God. (John 10:10 and Ephesians 3:19).

Context

The Presbytery of Central Queensland extends from Proserpine in the north to Tannum Sands in the south, from Yeppoon in the east to Longreach in the west.

The Presbytery contains a diverse range of community contexts. We have coastal communities that retirees, sea-change families and itinerants call home. The diversity of community includes mining towns, and agricultural and grazing areas.

However, in the face of drought, natural disaster, pandemic, shrinking rural/remote communities and lack of infrastructure, our people have remained faithful to worship, witness and service. The Presbytery has embarked on a journey to renewal through Discipling and Transforming congregations and the communities they serve by making fit for purpose property, missional activities and the focused use of resources.

When Project Plenty was first introduced and we were asked to name areas of “plenty” in our presbytery, one of our ministers said, “we have plenty of challenges”. That is still true today. The path to renewal is not clear, but we continue the journey.

Priorities

Since the last Synod, the Presbytery of Central Queensland has been on a journey through rising hope, new beginnings and with our last Presbytery meeting focusing on our path to renewal. Presbytery meetings have intentionally focussed less on procedural matters and more on subjects that pursue renewal. The Presbytery has actively focused on raising up leaders from within local congregations, providing training opportunities and resourcing congregations to transform their local communities.

We have recently had seven people enter the Period of Discernment, three others attend the Recognised Lay Preacher online training offered by Moreton Rivers Presbytery and seven attend the Conference of National Lay Preachers at the Synod office August 4-6. Out of these commitments of the Presbytery we have seen more people become involved in leadership and explore the call of God on their lives within the church.

Plentiful focus

- The Presbytery of Central Queensland has made ministry out west and in small rural communities a priority through funding support, community engagement team ministry and working closely with other denominations.
- The Presbytery's connections with vulnerable families in the community through Uniting Care's Connect100 has seen the wellbeing and mental health concerns supported.
- The Presbytery office is located within the UnitingCare Queensland space in North Rockhampton and, in collaboration with the local Rockhampton congregations, has forged strong links and support networks by way of its close proximity and mutual focus.
- The Presbytery has undertaken a review and redesign of delegations to facilitate and improve the smooth functioning of the Presbytery. With the increased compliance load being placed on congregations, congregational treasurers have been meeting monthly with the Presbytery Treasurer and Secretary to help navigate the ever-changing landscape. The Presbytery has also endeavoured to connect congregations with Synod support services. This has been undertaken to ensure a safe place for all people in our worship, witness and service.
- We have seen several of our congregations partnering with their community. One example is Proserpine/Whitsunday Uniting Church, who having lost their building to Cyclone Debbie, have partnered with their community to discern God's future together. Through consultation and collaboration, the **Brick by Brick** campaign has been launched to help build a community centred building that sees disciples grown and the community served.
- Streaming of worship and bible study have allowed some of our remote congregations and individuals to connect and overcome some of their isolation.

Challenges

We continue to live with the reality of shrinking remote and rural communities both in population and services. This creates a real challenge in filling essential roles within congregations and the Presbytery. Further compliance requirements by Government continue to place great pressure on already over-committed volunteers. We continue to confront the reticence of ministry agents moving away from the south-east corner.

However, we own the fact that to increase the number of new ministers, we need to encourage and raise up people within our Presbytery. The Presbytery continues to work with other denominations to support ministry in rural and remote locations.

Sales of smaller properties throughout our presbytery will inevitably build and reinvigorate other spaces in order to increase connection with community.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Greener Shoots - possibilities and opportunities

We have discovered that being open to possibilities and opportunities reveals the gifts, skills and graces that already exist among our people. There is the growing awareness that the 'we' is not the isolated congregation, but the coming together of the scattered communities of God's people throughout the Presbytery and beyond.

On the ground this is lay and ordained ministry working alongside each other and going beyond their local congregation where possible i.e., congregations releasing their minister to provide ministry to smaller rural congregations and committees of the wider church; visiting/zooming worship to rural folk through the use of available technology; willingness of continuing support to others through generous contributions to Combined Presbyteries Ministries Pool (CPMP) and special appeals.

In the local context we are exploring ways of how the church might participate in the patterns, rituals and celebrations of community life.

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renewal

FAITH FOR A NEW SEASON ▪ SYNOD 37

Report from Presbytery of Mary Burnett



Summary

The Mary Burnett Presbytery has faced many challenges since the last Synod. In working within the context of Project Plenty, new priorities, structures, and plans are being implemented to not only address these challenges, but to also nurture and support the many green shoots that are emerging within its worshipping and missional life.

Context

Mary Burnett Presbytery (MBP) is a diverse region of many contrasts. It is composed of busy urban centres including bustling coastal communities along the Sunshine Coast, Fraser Coast and Coral Coast; regional centres such as Maryborough, Kingaroy, Bundaberg and Gympie; and small rural communities such as those dotted through the Burnett region. It literally extends from the mountains to the sea - from the Glasshouse Mountains, up to Eidsvold and out the picturesque beaches of Burnett Heads and Bargara.

Our primary focus is on the mission Jesus calls us to of making disciples. This task is achieved through the local mission of our congregations, agencies, faith communities and chaplaincies. The Mary Burnett Presbytery provides the pastoral and administrative oversight, as well as guidance and encouragement to fulfil this life and mission.

Priorities

Commit to the Lord whatever you do, and he will establish your plan (Proverbs 16:3).

It has become very clear since the last Synod, that the Uniting Church in Australia in general, and the Mary Burnett in particular, is struggling to keep up with changes in Australian contemporary society, and the ensuing impact these have on the life and growth potential of congregations. It is hard to plan for the future when so much time is spent in the present, dealing with issues that are draining the energy from church communities and stifling hope of a renewed and thriving church. MBP has thus been prayerfully discerning how to change these dynamics. How can we turn from being reactive, to being proactive? As the faith and ministry landscape of the church changes, the Presbytery is committed to recognising and understanding these changes, and committing our work to the Lord, in order that He will direct us in the establishment of the correct plans to take us forward.

Some of this work can be tedious and may not immediately seem to have a positive effect, but even seemingly insignificant changes to administrative processes and organisation can provide a strong foundation upon which the church will find a solid footing as it ventures into a new era. MBP has revised its delegations regarding UCA regulations to help simplify and speed up processes. It has established an office space and physical presence at Maroochydore, explored different models of financial oversight and the task of the Treasurer, and is re-establishing an active and effective property team. It is looking towards better and more regular training for ministers and lay people (safe ministry with children, code of ethics, lay preaching, pastoral care courses, lay leadership of sacraments, etc.) to make disciples and empower them to go, serve, and make more.

Plentiful focus

In this report, we have been asked to reflect on the Plentiful focus statement of, 'one church active in every Queensland community, bearer of Christ's offer of life in all its fullness. Through our shared life we are committed to a flourishing future for church and community.' The Mary Burnett Presbytery is a diverse area of communities, and while it holds strongly to, and is committed to these ideals, it recognises that it will not be an easy journey. With diminishing church membership and increasing costs of maintaining ministry and property, what does it really mean to commit to being a church active in every Queensland community? This is an especially difficult pledge to keep in rural and regional areas.

However, as Paragraph 4 of the Basis of Union reminds us, 'The Uniting Church acknowledges that the Church is able to live and endure through the changes of history only because its Lord comes, addresses, and deals with people in and through the news of his completed work... Through human witness in word and action, and in the power of the Holy Spirit, Christ reaches out to command people's attention and awaken faith; he calls people into the fellowship of his sufferings, to be the disciples of a crucified Lord; in his own strange way Christ constitutes, rules and renews them as his Church'.

Here are some examples of the way Christ is at work within the MBP, the MBP is being empowered by the Holy Spirit, and Christ is using human witness in word and action to renew his church.

- **Developing and refreshing discipleship culture, missional innovations:**

BELLS Faith Community has been together on the Sunshine Coast for seven years. A 'Dinner Church' gathering and missional community, it was founded on Luke 10 – "Go into the village, where I intend to go."

As in Acts 16, members of the community have been drawn to the thousands of people who choose the Sunday morning street markets in Caloundra. A market stall lacked capacity, yet "we were convinced". With the expertise and support of Presbytery and Synod, BELLS now has a 'pop-up' lease on a main street shop front, with a leading to work with other churches, Connect100, Destiny Rescue and Uniting World to create an oasis of sorts:

- speed church (for Sunday markets)
- Uniting World and Destiny Rescue outlet
- Midweek Chapel
- Chaplaincy to small businesses and their employees

"We won't make dollars, but we aim to make disciples."

- **Transforming the communities we serve, including wellbeing and mental health:**

The MBP has intentionally strived to reconnect with and support the work of the many UCA Chaplains (Aged Care, hospital and prison) that are active within our region. While engaged by Synod or UnitingCare, they also play a vital role working alongside presbytery and congregations in transforming our local communities.

- Three Chaplains out of the six who created the resource *'Remaining in Lament and hope - A Pastoral response for a Voluntary Assisted Dying pathway'* came from the Mary Burnett Presbytery.
 - By the end of this year six CARE Essentials courses would have been run across the presbytery. This is entry level training into Chaplaincy for BlueCare, Private Hospital, Public Hospital and Local Churches for Pastoral Carers serving the congregation and local community.
 - Chaplains continue to offer services of worship, celebrating the milestones and life events of the communities to whom they relate.
 - Chaplains continue to work closely with their organisations (UnitingCare, BlueCare, and Public Hospitals) to create more flexible and accessible ways to meet patients, families, residents and staff in times of crisis, celebration and sorrow.
- **Ensuring systems, structures, and processes are more fit for purpose:**

As previously outlined, MBP is working hard to become proactive; ready to meet the challenges of our changing times. This initiative was largely born out of the Project Plenty appeal for the church to become more 'fit for purpose'. This has included physical changes such as securing and setting up an office at the Maroochydore Uniting Church. This has provided a working space for our presbytery staff to work, meet, consult, and offer pastoral care. We have two office rooms to provide administrative space for our administration officer and secretary, as well as workspace for the Presbytery Minister and Mission Engagement Officer. Use of the church complex is being explored to allow regular training (Code of Ethics, Safe Ministry, etc.), as well as opportunities for guest speakers, lectures, and conferences.

MBP is also updating our structures, processes and practices. We have increased working hours for our admin staff. We are investigating new practices so that the treasurer has support in this complex and multi-faceted role. With an increasing workload in supporting congregations with caring for aging church buildings, we are seeking to ensure we have skilled and experienced people to provide the necessary support, and to move towards forward-planning rather than waiting for problems to arise.

MBP is also investigating how it can provide the most effective support to the growing number of Faith Communities under its care. There are different challenges faced by each group depending on whether they are a new church plant, established home church, or struggling small church in need of care, leadership and direction. Part of the evolving role of our office is to be a point of contact, with worship, mission and administrative resources available for easy access and distribution.

- **Stories of connections, engagement, and collaborations.**

Mooloolaba: Most people will know of the pain and heartache that surrounded the breakdown of the relationship between the people of the Mooloolaba Uniting Church (also known as Mooloolaba Christian Church) and the other councils of the church (Presbytery, Synod and Assembly). As a consequence, the congregation was dissolved in March this year. However, re-planting a church in the Mooloolaba facilities has provided a unique opportunity

within the Synod. This will not be starting a new congregation alongside an existing traditional service. Nor is it a green-field plant without any infrastructure.

Mooloolaba has excellent facilities, including a very healthy Op Shop, a hall, office and worship auditorium. There are no other churches in the neighbourhood, although Uniting Churches and Alex Park Conference Centre are in surrounding suburbs.

We have begun 'looking for Lydia', as Luke and Paul did, outside the synagogue tradition. 25 local leaders have been invited to attend a brainstorm about how a Uniting Church could best minister to that neighbourhood's peculiar needs. A community survey revealed some unexpected information, and we have sought potential partners among: school leadership and chaplaincy, skaters, surfers, service clubs, politicians, other denominations, street chaplaincy, YWAM, etc.

Caloundra: Caloundra is only one of many congregations that are reaching out to make strong connections with community groups to make a real difference in peoples' lives. Caloundra Congregation has a strong focus on outreach with "people doing it tough" through Orange Sky support breakfasts, supporting the Community Centre Food Pantry. More recently Caloundra has begun Uniting Breakfasts on Monday mornings, which provide a full cooked breakfast along with priority/warm clothing, toiletries, and social interaction and support from congregational members who serve and sit with our customers.

Bli Bli: The MBP has also collaborated with BlueCare to provide much needed ministry at the Bli Bli Congregation. A dual role of congregational ministry and BlueCare Chaplain also will build a relationship between the Bli Bli church and the neighbouring BlueCare facility that is expected to ensure mutually beneficial consequences.

Presbytery Synod Interface: Two other areas of connection and collaboration that should be named are the Presbytery Synod Interface (PSI) and monthly gatherings of the Presbytery Ministers and Moderator. These meetings cultivate valuable networking, with sharing of knowledge, resources and experience providing enormous benefits across the Synod.

Challenges

As we move forward into this new and unknown season there are already many challenges that can be identified. Some may not seem 'new', but there is an increasing urgency on finding solutions. Perhaps our key challenge is sourcing appropriate leadership – both in ministry agents and people for important presbytery roles in administration, pastoral relations, property management, and mission development and support. While we are indeed blessed by the gifts and ministry of ministers sourced from overseas or other denominations, we are losing a depth of UCA familiarity, expertise, experience, and historical knowledge.

There is also a need to reassess how best to provide ministry when there is both a lack of experienced ministry agents for regional and rural communities, and also a need for those ministry agents we do engage, to provide ministry over multiple sites. Across 39 Congregations and Faith Communities in MBP, only ten full and part-time agents have oversight of a single church community. This leaves eight ministry agents looking after the remaining 29. In the Burnett network of Churches

alone (stretching from Eidsvold to Blackbutt), we currently have only one full-time minister currently supported by a supply minister, providing ministry across 11 churches.

Situations such as these place an incredible amount of extra expectations and stress on ministry agents. Our historical practices around the working hours of ministers do not take into account the changing shape of ministerial needs and responsibilities. As was evident at the Moderator's Convocation this year, ministers are increasingly experiencing burnout, unhappiness, and fatigue. The traditional 'one day off per week' system is no longer appropriate or able to support ministers in maintaining a healthy work-life balance. A proposed change is being presented to Synod to address this issue.

For the MBP, it has become clear that the Plentiful call to be 'one church active in every Queensland community, bearer of Christ's offer of life in all its fullness', presents challenges that may not be insurmountable, but will certainly require lots of prayer, planning, and work. However, may we join with Jeremiah in declaring, 'Ah, Lord God!...Nothing is too hard for you' (Jeremiah 32:17).

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

General proposal: P3.03 GP3 - Adjustment of the Work Unit Principle in the Ministry Agents Handbook has been submitted by this presbytery. Please see separate General Proposal.

Greener Shoots - possibilities and opportunities

We give thanks for many green shoots that are evident in the life of the church. It is easy for these to be overlooked or overshadowed by issues that can seem to be endless in the life of the church. But the Spirit is alive and at work within the church. For example, the congregations at Coolum Beach and Bli Bli have been without a permanent minister for over two years, but now have new leadership and direction.

And while we are concerned by diminishing numbers in some churches, at our July 2023 Presbytery meeting, Presbytery endorsed the request for the Uniting Life Faith Community on the Sunshine Coast to be recognised as a congregation. In many ways, these outcomes, along with many other positive reports from congregations across MBP are more than simply indications of green shoots, they are a celebration of the bearing of much fruit, and a sign of a greater harvest yet to come.

Now to Him who is able to do so much more than all we ask or imagine, according to His power that is at work within us, to Him be the glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen (Ephesians 3:20-21).

renewal

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renewal

FAITH FOR A NEW SEASON ▪ SYNOD 37

Report from Presbytery of Moreton Rivers



Summary

2022-2023 has been a season of innovation and change for Moreton Rivers Presbytery (MRP). There is a recognition that the Church and Presbytery face significant challenges in the future with our declining, aging congregations. However, there is a willingness within MRP to embrace this reality with faith and hope and to discern where God is leading us. The heart of MRP is to change and innovate so that we can best serve God's mission of reconciling love to the world, forming and maturing disciples who share in the ongoing ministry of Jesus Christ in everyday life. The Presbytery's strategic vision 'The Rivers Flow' is the reference point for determining what we will invest in now and into the future. A core focus of MRP's strategy is the health and vitality of congregations, the enhancement of ministry and leadership capacity and the ongoing development of systems and processes that deliver excellence across the work of the Presbytery. During the past 18 months there have been a range of encouraging signs throughout the life of many congregations and within the work of the Presbytery, including:

1. Seeing numerous churches focusing intentionally on discipling, missional engagement, and growth
2. A positive, innovative culture within the work of the Presbytery which models a heart for discipleship, healthy ministry practices, church growth and innovation
3. MRP Committees seeking to focus on being proactive in achieving strategic outcomes rather than always being reactive

Context

Moreton Rivers Presbytery belongs to the story of God's mission to reconcile and renew humanity, as it is expressed through the Uniting Church in Australia—a people who are defined by their responding to God in offering themselves as an instrument of reconciliation and renewal through which Christ may work and bear witness to himself.

The particular role of the Presbytery is to exhort, encourage, counsel and strengthen its congregations, ministry agents and faith communities, and thereby advance the mission of God through the life of the Church in the area for which it is responsible.

Priorities

Key Priorities for 2022-2023 in delivering strategic vision have been:

1. 'Reimagine Process' for Congregations that are in danger of becoming unsustainable in the next 3-5 years. Seven (7) Church Councils are currently participating in four (4) workshops focused on 'Re-Imagining' their future over a period of 12 months.
2. Discipleship Workshops for Congregations and Church Councils:
 - a. Discipleship Day for Congregation members run for Presbyteries and Synod with over 80 people attending face to face and another 30 online
 - b. Discipleship pathways training run at a gathering of Church Council Chairpersons
 - c. Discipleship training run with individual congregations
 - d. Here 2 Stay workshop

3. Youth and Children's Ministry events promoting discipleship and leadership development:
 - a. Day Camp
 - b. Easter Madness
 - c. Youth Combine
 - d. Ba De YA
 - e. Leaders Training
 - f. Young Adult events
4. Training Church Councils in Spiritual Leadership – overseeing mission focus and discipleship pathways
5. Intergenerational consultations with congregations and the promotion of intergenerational resources, seminars and workshops. Providing MRP representation at conferences such as Amplify, Intergenerate, The Hub and Leaders 2 Go.

Plentiful focus

The Presbytery has sought to express the Plenty pillars in a range of ways including:

- A discipleship culture has been foundational for the development of discipleship pathways, mission planning and the Reimagining process.
- The Health and Vitality Consultations have sought to promote transformative connections with local communities that enhance God's peace (wholeness and fullness of life), justice and care for others and the environment. Congregations are enacting covenanting plans and participating in the Voice campaign ecumenically and through Qld Community Alliance. The Health and Vitality process is also seeking to help congregations honestly evaluate their engagement in mission and discipleship. The Reimagining process is assisting congregations to reimagine their future towards discipleship and missional engagement.
- The Standing Committee is undertaking a review of the Presbytery staffing to ensure that it is fit for purpose in order to deliver fully on the strategic vision of the Presbytery.

Challenges

The church is faced with a range of challenges which find expression in MRP through the following ways:

1. Building capacity in our lay and ordained leaders to minister in a post-christendom church.
2. There is a growing struggle to find lay leaders who can commit to undertaking roles within the Presbytery and local congregations, especially in relation to governance.
3. Some congregations struggle to recognise the long-term implications for their future if they are not willing to adapt to the new realities for church growth in 21st century Queensland.
4. It is inevitable that some congregations will close as they discern that they are unable to adapt to the missional realities of today. This creates challenges for pastoral care as well as the stewarding of property.
5. Ministry is increasingly complicated which poses a challenge to Ministers, especially in relation to their need for skill development in leadership and missional engagement.
6. Congregational decline impacts on the finances of the Presbytery at a time when the Presbytery is being asked to do more than it ever has.

7. Increasingly, responsibility for issues within the life of the church are being passed to the Presbytery as the Council that has 'oversight' of congregations, faith communities and ministry agents. However, Presbytery resources are not being increased commensurately with the work.
8. The landscape is changing faster than our capacity to adapt.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Greener Shoots - possibilities and opportunities

Where Church Councils and Congregations are able to renew their focus on the mission of God we are seeing excitement, life and growth. Some of these congregations are small and some are large but the common element is a willingness to adapt and risk for the sake of God's mission.

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renewal

FAITH FOR A NEW SEASON ▪ SYNOD 37

Report from Presbytery of South Moreton



Summary

South Moreton has articulated its vision, mission, values, guiding principles and strategic priorities for 2023-28. This will shape and focus its work as a council over that period. We have further secured our presence at Flagstone through a property purchase, clarified church plant oversight with Newlife and Moreton Rivers Presbytery, continued to support Congregations in identifying and responding to opportunities for mission and community connection, and have been engaged with property development considerations, Act2 and enhancing governance. Among our challenges have been resourcing the church's people-heavy processes, and, with our Presbytery Minister concluding this year, finding the best shape for Presbytery ministry leadership going forward. Green shoots are celebrated in the emergence of new faith communities, Congregations on a revitalisation pathway, and an emerging strong regional network in Gold Coast City.

Context

South Moreton encompasses traditional lands of the Turrbal-Jagera, Quandamooka and Yugambah (Kombumerri and Mununjali) people, and the local government areas of Brisbane City (south), all of Redland City, Logan City and Gold Coast City, and part of the Scenic Rim and the Tweed.

The demographic trajectory is defined by rapid population growth, particularly in Gold Coast City (to double in size by 2050, especially in the northern corridor around Pimpama, Coomera and Oxenford), parts of Redland City, and the south and west of Logan City.

We have 31 Congregations and Faith Communities meeting in 41 locations; an active ministry list of 48 agents in Congregations and 11 in chaplaincies and agencies; four candidates in formation (two of them exiting this year); and six Period of Discernment participants.

In our recently adopted Strategic Plan the Presbytery expressed its vision in these words: United by the centrality of Christ in its life, the South Moreton Presbytery will be an effective, vibrant council committed to enhancing healthy Christian community, ministry and mission within its context.

Priorities

MISSION PLAN

A key piece of work that has only recently been adopted is the Strategic Plan developed by the Presbytery. In this plan, the Presbytery outlines its mission:

The Presbytery's purpose is to foster health, capacity and connections which enable individuals and communities to grow in their relationship with Jesus Christ and in their service to the world, within the life of the Uniting Church in Australia.

The Vision and Mission are undergirded by the values of Hope, Compassion, Generosity, Innovation and Gratitude. These values flow into our four core priority areas:

1. Making and growing disciples of Jesus Christ.
2. Growing vital, healthy mission in Congregations and other contextual expressions of church.
3. Optimising health, responsibility and capacity in our organisational life.
4. Cultivating connections and collaborations within and beyond the church.

Alongside these four focus areas we also have named some guiding principles as overarching considerations in all our work. These include our diversity and differences in culture, language and generations; the priority of engaging with children, youth and families; the need to draw on the skills and resources within the Presbytery; and an openness to collaboration within and outside the church. Whilst in its early days, the prayer is that, guided by the Holy Spirit, the Presbytery will engage with its Strategic Plan more closely and bring focus to its work.

FLAGSTONE

Across the Presbytery there continue to be significant pockets of new development and population expansion. One area of Presbytery focus has been the Priority Development Area of Flagstone, between Jimboomba and Beaudesert.

The Flagstone Community Centre (FCC) established by Presbytery in May 2020 continues to meet vital needs, and in May 2023 the Presbytery drew on its Mission Development Fund accounts to purchase the house it had been renting for this purpose. Since the 36th Synod, Susan Hawke concluded as our Community Development Officer and FCC Coordinator, and Mr Jack Bravo has been appointed the new Coordinator. Presbytery continues to seek partnerships to sustain the Centre's operational costs. A key extension of this work has been the appointment of Rev. Faye Talatonu as our first community chaplain based at the Centre, thanks to the financial assistance of UnitingCare Qld through its Connect100 program.

The Presbytery Standing Committee is discussing the best governance model for the Centre moving forward, as well as exploring possibilities for working with others to gather a Christian community together for worship, discipleship and mission.

PROPERTY POSSIBILITIES

Among the growing challenges for Presbytery in recent years, has been taking on greater responsibility for the management of some of the properties within its bounds. One major property is the Sunnybank site, which now has a recognised Faith Community meeting there. The buildings on the property need significant work and the Presbytery has been engaged in consultation for the best long-term use of the site. We hope to be in steps towards redevelopment by the time of the next Synod. In discussing the redevelopment of the site there is a clear desire to consider how the property may have a missional purpose but also provide an ongoing source of income. The greater level of responsibility for managing properties has involved paying a Property Officer and required the Presbytery to pick up other unforeseen costs.

CHURCH PLANTING

South Moreton has continued to work with Newlife Church in its strategy for church planting. One significant piece of work in this space has been the revision and strengthening of an agreement between Newlife, South Moreton Presbytery and Moreton Rivers Presbytery to cover Newlife church plants in northern Brisbane and the CBD. The agreement that has been developed should serve as a model for other potential church plants across Presbytery lines. The questions raised by the discussion reflect the complexities of our current geographic-based Presbytery model when dealing with Congregations or Faith Communities that are strongly linked across Presbytery boundaries. These circumstances, and the growing non-geographic online presence of many Congregations, invites serious thinking about how we exercise the episcopal authority of the Presbytery outside geographic definitions.

Two new Faith Communities have been recognised by the Presbytery as new gatherings of church – the Sunnybank Hills Uniting Church, which began with people from the closed Sunnybank Congregation but now includes a wider range of people; and the Tongan Uniting Church Logan City, offering worship and fellowship for the Tongan community of Logan City.

AMALGAMATIONS

The challenge of reinvigorating church life has taken other forms. In recent years, the Presbytery has helped guide and resource processes where clusters of Congregations have undertaken to discern a future together. Two significant groupings are Southside Uniting Church, which saw four Congregations amalgamate from January 2020, and Redlands Uniting Church, which formed from five Congregations amalgamating from January 2022. Large amalgamations such as these are very complex and challenging, putting strategic, pastoral, operational, resourcing, missional and governance questions all on the table, and it is fair to say that both groups are still finding their way. Southside has undergone a fruitful intentional interim ministry phase through 2022-23 and has called Rev. Andrew Gunton as their new Senior Minister to start January 2024. Rev. Dr David Ferguson started as ministry team leader at Redlands in November 2022.

Two other amalgamations should be reported to the Synod. Burleigh Village Faith Community and Burleigh Heads Uniting Church joined to become Burleigh Village Uniting Church as of 1 July 2022 (with Rev. Ralph Mayhew in placement), and Beaudesert Uniting Church and Canungra Uniting Church became Scenic Rim Uniting Church from 1 September 2022, maintaining weekly worship at both places (Rev. Dr Je Cheol Cook in placement).

PEOPLE

A key challenge we are grappling with is the availability of people for positions, whether in placements or Presbytery roles. Our way of discernment and governance does require many people and the constancy of the work of the Standing Committee, Pastoral Relations Committee, Property Committee, as well as the constancy of Joint Nominating Committees, Vitality of Call and Covenant, Life and Witness Consultations, and so forth are at times a burden. Our Treasurer is filling this role in two Presbyteries as is our Finance Administrative Officer. We have struggled to fill committees and positions, and although we have a Presbytery Chairperson in place this person came to the role only after a long search and with numerous people 'acting' or serving for short times. Key leadership members are also often drawn into complex and urgent issues which demand substantial time and

attention. Given the amount of work that is on our horizon, with the conclusion of our current Presbytery Minister through 2023, the Presbytery created two Presbytery Minister positions focusing on mission and strategy, and ministry and pastoral. However, after a search process over several months did not result in a recommendation for call, the Presbytery approved a revised arrangement and a new Joint Nominating Committee (JNC) process for a new Placement Description is just beginning.

ACT2

In response to situations and concerns such as outlined above, the Presbytery has sought to be actively engaged with the Assembly's Act2 consultation process, which is examining how fit for purpose our Regulations are 50 years on from when they were written. We pray that the conversations and new directions which emerge will be life-giving for the Presbytery and the whole church.

Plentiful focus

The 2023-28 Strategic Plan developed by the Presbytery echoes the Plentiful focus and its four key themes. The report above indicates a range of correlations between the Presbytery's work and the focus areas of Plenty. Here are some additional stories:

- Refreshing our approaches to local church mission and discipleship was the theme of three workshops held across the Presbytery in February 2023 by Phil McCredde, on "How do we sing a new song in a strange land? Congregation mission in a post-Christendom age". We were unable to achieve a follow-up workshop mid-2023 but we hope to make a video recording of this first workshop available.
- Every ministry agent in the Presbytery has received a copy of Peter Scazzero's book, *Emotionally Healthy Discipleship*, from our concluding Presbytery Minister, as a stimulus for personal and communal reinvigoration of discipleship that is deep and transformative. Two retreat days were held using this book as a focus for reflection and sharing.
- Presbytery was proud to support the UCA's national Lay Preachers Conference, held in Brisbane on August 4-6, led by two of our members, Geoff Hill and Neil Ballment. Despite a lot of organisational challenges, including a 3-year delay and a couple of false starts due to Covid, this event was a great success and well-received. Our thanks to Geoff and Neil for their tenacity and commitment to see this through, and also to the speakers from Qld and further afield. Thanks also to the Synod's events team for their invaluable support.
- A significant venture in transforming communities and being 'one church' was led by Pastor Moses Leth of our South Sudanese Nuer Faith Community at Coopers Plains who, over the past few years, has led local fund-raising efforts, and then in February 2023 travelled to South Sudan for six months to help establish a primary school in a high-needs area. Over \$30,000 had been raised and has now been channelled into this project. This has been supported by our UCA partner, the Presbyterian Church of South Sudan. The process of moving funds from Australia to South Sudan was complex but we are grateful to God that we were able to achieve the desired outcome for this missional outreach project.
- In another collaboration, since March 2022, the Presbytery has facilitated a quarterly regional gathering of ministry agents and key lay people from our 13 Congregations across the Gold

Coast. Called the Table of Hope (because we meet over lunch, in a spirit of God's hope), the purpose is to foster a Gold Coast City view of the UCA's ministry and missional presence, build relationships, seek to identify ways of supporting and collaborating to help each place flourish, and seek ways to strengthen the UCA's presence in strategic priority areas of the Gold Coast. The consistent high attendance and the depth of honesty and sharing indicates the priority and value which is placed on this event. Some great topics and ideas have been discussed, relationships forged, and awareness raised of the great variety in our Gold Coast churches, and the work of our agencies. A quarterly prayer cycle has been introduced and is widely used. Table of Hope has discussed engagement with First Peoples on the Gold Coast and encouraged participation in a walk on country at Burleigh Heads organised by UnitingCare Qld. It has been a great support for Lisa Mariconti's work with Plenty in developing the Gold Coast mental health pilot.

- Presbytery is always challenged to fulfil its broad responsibilities for oversight. We have adopted a more pro-active approach to oversight and care of our retired ministers, with Rev. Ian Lord accepting responsibility to update our list and coordinate this work, and of our candidates for ordination, with Rev. Jock Dunbar appointed as our Candidates Support. We are also finalising a revised list of Lay Preachers and Neil Ballment continues as our Lay Preachers Coordinator.

Challenges

The challenge that we face in many congregations is that they are not flourishing, and they are struggling with developing their mission as well as in terms of leadership and financially. Helping to move congregation towards a healthier future or towards a decision to amalgamate or even close is difficult. The capacity for some congregations to fulfil their responsibilities is of concern.

Despite a reasonable window of opportunity to find a new Presbytery Minister, especially when we had established a vision of having two positions, the JNC has not been successful to this point in time. The leadership requirements and the capacity of the Synod to provide those leaders is of significant concern and our people-heavy systems often mean that some individuals are required to do inordinate amounts of work. Gaps in our committees and the fact we have some key officers working in two Presbyteries raise serious questions about how we can sustain our current model.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Greener Shoots – possibilities and opportunities

We celebrate that we are seeing green shoots of new beginnings breaking through in places which have experienced a period of disruption, difficulty and even division.

We also are seeing green shoots of new missional confidence and efforts emerging in places which are taking an intentional fresh approach to building church-community connections, or a fresh approach to leveraging better missional and/or financial outcomes from the use of property.



We are seeing green shoots of encouragement, stimulation and possibility which come from Congregations with a shared community of interest choosing to relate and partner with each other. When we work well with others, the whole is greater than the sum of the parts.

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renewal

FAITH FOR A NEW SEASON ▪ SYNOD 37

Report from Presbytery of The Downs



Summary

KNOW GOD

(Discipleship)

CONNECT

(Transforming Communities)

DO IT!

(Fit for Purpose)

WORK TOGETHER

(Connect)

Since the last Synod, The Downs Presbytery has completed a Presbytery-wide review which resulted in a celebration launching the Bottle Tree Remote Area Ministry based in Roma in February 2023. There are so many green shoots and we are excited to see God at work here in The Downs. We also acknowledge the ongoing effect of living in a liminal space for a number of years. Key leaders in congregations are facing the anxiety and pressures of this season and are tired. Together we are seeking to remain focused on our life in Christ in all we do, especially in the challenging times. We offer this report to the glory of God as an incomplete picture of all that God is doing in the life of The Downs Presbytery.

Context

The Downs Presbytery is located on the lands of the Giabal, Jarowair, Wakka Wakka, Gooragooby, Kambuwal, Banrungam, Kooma, Bigambul, Mandandanji, Gunggari, Wangkangurra-Yarluyandi, Kenja and Bidgari people and we pay our respect to Elders and all First Nations people as we work together for reconciliation.

The broad area for congregational and agency mission within the bounds of the Presbytery include large regional towns Toowoomba (approx. pop. 170,000), Warwick (approx. pop. 21,000), Stanthorpe (approx. pop. 5400), Chinchilla (approx. pop. 6600), Dalby (approx. pop. 12,700), Oakey (approx. pop. 4500), Roma (approx. pop. 6800), Goondiwindi (approx. pop. 6300) and St George (approx. pop. 3000) as well as remote areas of the Channel Country and South Western Qld.

There are 26 Uniting Church congregations supported by seven (7) Lay-Lead Ministry Teams and nine (9) Ministry Agents and a dedicated team of Local Lay Pastors, retired Ministers and Lay Preachers. Surrounding these centres are many smaller towns and rural communities. These more lightly populated areas are supported by two (2) Bush Chaplains in Remote Area Ministries (RAM). They are funded predominately by Frontier Services, with some funding from UnitingCare Connect 100 (C100). Our newest RAM launch in February 2023 is the Bottle Tree RAM, based in Roma and supporting communities mainly in the Maranoa, Western Downs and Banana Regional Areas. This RAM is partly funded by C100 and links to community services in Roma and Injune. The Cunnamulla Burke & Wills RAM is based in Charleville, covering over half of the Presbytery and is funded by Frontier Services. This position has been vacant since February 2022, however we are excited to have a new Bush Chaplain starting on 1st September 2023. The Presbytery also supports the ministry of three (3) Chaplains, one each at Scots PGC College in Warwick, Darling Downs Health Services and BlueCare in Toowoomba. As this report goes to print C100 and the Presbytery have approved a new placement for a Community Chaplain linking with Lifeworks UC. Since the last Synod we have closed Ravensbourne UC congregation marking and celebrating the nearly 125 years of ministry that has taken place in that community. We look forward to where God is leading us next in that region.

The Presbytery relies heavily on lay people to lead and support local communities and we acknowledge and value their commitment to serving the mission of God in this region. We particularly acknowledge, on their retirement, Ps Jenny Noble and Ps Barb Betts who have stepped down from placements within this Presbytery since the last Synod. We give thanks to God for their service and bless them in the next stage of their call as disciples.

This Presbytery is called to be present alongside the communities within its bounds. We have strong, growing ecumenical links and continue to work together with other churches to bring the gospel hope to rural Queensland. Alongside this we are actively involved in the interfaith network that supports and encourages peace and harmony here in Toowoomba.

Priorities

Since the last Synod, the Presbytery has completed its Presbytery-wide review to explore the best ways to resource, equip and encourage small and remote communities to be church in their context. The main purpose of the review was to evaluate the almost 10 years of valued ministry of the Leichhardt Patrol, as well as to explore how best we can provide adequate ministry resources to small remote communities. The Presbytery listened to God and each other to reimagine new ways of providing support and gospel hope to these communities; we explored with NSW Synod Saltbush; Frontier Services and Uniting Care Connect 100; and celebrated a growing relationship between St George UC and New Life Church.

We learnt from Saltbush a different way of being a gathered, scattered community and this offered new relationships for Lay-Lead communities and opportunities to gather online to share life together and valuable worship resources. We are grateful to the Saltbush team Mark, Geoff, Tim and Peter for giving of their time and energy and inviting The Presbytery of The Downs into their space and hosting a Gathering in Goondiwindi in March 2023.

In February 2022, Frontier Services and Uniting Care Connect 100 agreed to provide resources to support a Bush Chaplain based in Roma in the new Bottle Tree Remote Area Ministry. This new placement was launched in February 2023 and we have already seen the fruit of this ministry. We are excited to be working closely with Frontier Services and UnitingCare Connect 100 and look forward to sharing more stories of where God is at work in rural and remote Southwest Queensland.

In 2022 we returned, after two years of COVID-19 restrictions, to support the work of Frontier Services at their yearly trek to Birdsville. In preparation we spoke with the young adults to give them a vision and an opportunity to join the trip as an Outback volunteer. We had one young woman from Kangaroo Point UC join us and she had a life-changing experience sharing with people and encountering the beauty of remote Queensland as a mission field.

Plentiful focus

The Presbytery meets three times a year to listen to God and to each other, to build a Christ-centred community and to pray. We recognise that we cannot do this alone and that we are part of a great cloud of witnesses. We thank God for other Presbyteries, Frontier Services, UnitingCare Qld and the wider church for holding us in prayer and offering support as they are able. The last few years have been difficult, and we recognise that we are all in a liminal space as we 'do church'.

Some ways that the Presbytery is developing and refreshing a discipleship culture are:

- Many of the congregations and the Presbytery offer online prayer opportunities
- Congregations, who are able, offer online worship connection not only to small rural congregations but many beyond the bounds of the Presbytery
- The Presbytery hosted a 'Building a Culture of Discipleship Workshop' hub
- Alpha groups – exploring faith in Jesus
- Intergenerational Worship
- Messy Church
- Supporting Lay Preachers and Clinical Pastoral Education training

Some ways the Presbytery is transforming communities:

- Warwick Killarney UC completed the refurbishment of their old manse to join in partnership with Protea Place Warwick, a place for vulnerable woman to gather and be supported. Congregation members committed over 1550 volunteer hours to the project. This will transform the lives of many vulnerable women and the congregation members.
- Each congregation connects into what is happening locally - this is a natural part of small community living. Local shows and festivals are important events where the church is present; and churches also offer support and pastoral care at times of disaster.
- Bottle Tree RAM launch - reimagining ways to connect with small rural communities and UnitingCare agencies
- St Stephens UC opens its hall one night a week for Winter Homeless Shelter. Not only does this ministry provide shelter, it also supports people to build relationships and has connected guests to housing options and health facilities.
- St Stephens Meals on Wheels ministry
- Being involved in interfaith network to promote peace and harmony between faiths

Some ways the Presbytery is working towards being fit for purpose:

- Carrying out a review of Combined Presbyteries Mission Pool (CPMP) and adopting a new CPMP policy
- Office refurbishment and review of our administration resources
- Developing more accessible systems for compliance
- Built a new website and developed an effective communication strategy
- Engaged with Synod to equip our key leaders to be more effective
- Offered healthy team workshops to church councils
- A number of key leaders have completed the Plentiful Leadership Mentoring Program
- Engaged with the Synod in the Resourcing Review
- Supported congregations to better utilise their properties by the establishment of a Property Committee

Some ways the Presbytery is connecting, engaging, and collaborating:

- UnitingCare Connect 100 working with Bottle Tree Bush Chaplain supports the staff of our more isolated agencies out West

- A new collaboration between C100 and Lifeworks UC to provide a Toowoomba Community Chaplain
- Presbytery Minister (PM) attends and participates regularly in Presbytery Synod Interface (PSI) – the intentional building of relationships between PMs and Synod team benefits each of our Presbyteries, the congregations and the Synod
- Participating in the Mission Collaboration Coordination Committee to encourage and develop mission across the Synod
- BlueCare Toowoomba - Grief and Loss Program training facilitators and offering a well-received service
- Ecumenical Relationships providing Ecumenical Pastoral Care Coordinator in Darling Downs Health Services
- Abrahamic and Interfaith conversations to promote acceptance and understanding

Challenges

Resourcing the work of the Presbytery through the CPMP each year is a challenge as congregations have less capacity to find resources to stay afloat themselves. We have engaged in a Synod-wide resourcing review recognising that we are not alone in this challenge - we all need to find other ways to resource the ministry and mission of the church. In the short term we have agreed as a Presbytery on how we will contribute to the CPMP and will keep exploring and praying for wisdom.

Congregations, especially small congregations, are challenged by the amount of administration and compliance, there is a frustration about what is required and receiving confusing messages.

Health and Wellbeing of our Ministry Agents - There is a recognition of the significant effect that the disruption of the pandemic, alongside wider church decisions and uncertainty about the future direction of the church, has had on our key leaders. We have a genuine concern for ministry agents suffering from compassion fatigue and not having space to recover. At our last Presbytery meeting we acknowledged and lamented together the significance of the emotional impact this season is having on all of us. We explored together 'Leading in a Liminal Season with Rev Susan Beaumont'¹ – shifting from 'Knowing to Unknowing'; from 'Advocating to Attending' and from 'Striving to Surrender', encouraging us to be ok with not knowing, be present and surrender to God.

Proposals to the 37th Synod

It is proposed that the 37th Synod receive this report.

Greener Shoots - possibilities and opportunities

- Two Bush Chaplains, taking up the mantle and ministering to over 300,000km² of this Presbytery. These roles can offer support and care to communities who feel forgotten.
- Celebrating our connection with Frontier Services and UnitingCare Connect 100 who offer resources to provide vital ministry opportunities.
- Crows Nest District Uniting Church completed a time of Intentional Interim Ministry and are ready for mission and motivated to share the gospel.

renewal

- A revitalised expression of church in Nobby UC connecting to the local school across the road and have re-established a vibrant Sunday School.
- Our new partnership with Saltbush, a part of the NSW Synod who have given new energy to individuals and small rural communities.
- Our meetings of Presbytery show signs of hope and opportunities for growth as we have difficult conversations with respect and surrounded in prayer.
- A guest at last year's Winter Homeless Shelter coming this year, re-housed, to support the ministry as a volunteer.
- The connection with Protea Place Warwick building new relationships and serving the community.
- Good support from the staff at the Office of Synod who assist congregations and attend our Presbytery meetings to build relationship and listen to our concerns.
- A growing connection to Scots PGC College to support them in their mission.
- Celebrating with Highfields Community Church their growth and vitality, and the generosity of Moreton Rivers Presbytery in gifting some Mission Development Funds to off-set the loan on their worship centre.

Contact for report questions

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ⁱ YouTube Video: 20 October 2021 'Leading in a Liminal Season with Rev. Susan Beaumont', Yale Divinity School, <https://youtu.be/nXuj3H6XB3E>