

a daring **HOPE** SYNOD 36



Report from **Synod Standing Committee**



[life of the church – business during covid-19 times]

Report

Synod Standing Committee (SSC)

The Synod and Synod Standing Committee have clear responsibilities as articulated in the Regulations and the By-Laws. These provide that:

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.

Project Plenty (October 2020 to May 2022)

The main activity for the promotion and encouragement of the mission of the church has been found in the encouragement of Project Plenty and the opportunities for Synod wide collaboration that have come out of this vision.

The 35th Synod in Session endorsed the four mission priority areas of Discipleship, Transforming Communities, Fit-for-Purpose and Life Together, and the 11 supporting commitments as the strategic intent of the Synod. This affirmed these focus areas as the priorities that would move the church closer to creating a shared life in flourishing communities.

Since this endorsement, the Synod Standing Committee has overseen the work of Plenty which has centred around creating a space where strategic conversations were held with representatives from all entities of the church, including schools and residential colleges, service agencies, presbyteries, and congregations.

Within these shared spaces, people came together from diverse geographic locations, from multicultural backgrounds, considering gender balance and ensuring the voices of our First Peoples were heard. These groups of people formed working groups – one for each of the 11 commitment areas and shared their future hopes for each area, together developing a set of initiatives and actions that are considered necessary to move the church forward.

The initiatives and actions outlined in the Shared life: Flourishing communities Progress Report, October 2021 (see the Report [here](#)) were endorsed by the Synod Standing Committee and now provide a clear pathway and framework for church renewal.

The Plenty work is well and truly in the implementation stage with progress well established in most areas. One of the important aspects of Plenty is the opportunity to connect with all parts of the church where similar or aligned work is already happening. This will continue to occur as the energy

and impetus for change continues to grow, through a developing shared understanding of all entities as part of one church.

Uniting Early Learning (UEL) (October 2020 to March 2022)

Key Achievements

A report by Circle Education commissioned by the Synod Office Business Development Unit in 2019/2020 recommended that an Early Education Unit should be established within the Synod office to improve collaboration and coordination across all services which to that point had been operated by congregations or church agencies. The report was approved by the Synod Standing Committee (Mar-20) and a Synod project team established to set up the new more integrated service.

However, an intervention by the national office of the regulator (ACECQA) for childcare advised us that all childcare centres run directly or indirectly by the church must fully and exclusively vest in one 'responsible body'. This would be the Property Trust and would leave it as the responsible legal entity, rather than have some combination of the Synod office and disparate congregations or agencies perform that role. The regulator set a deadline of 30 Sept 2021 for this transition to the Property Trust to be completed. All 24 services at 21 sites were transitioned within this deadline including:

- 14 Long Dare Care Centres
- 3 Outside School Hours Care (OSHC) services
- 7 Family Day Care and In-home Care service teams.

As such, the services are now run directly as a mission of the Uniting Church under the auspices and direct control of the Property Trust. The work of the services since transition has been overseen by the Early Learning Project Board which is shortly to be replaced by the Early Learning Sub-Committee of the Finance Investment Property Board.

An 8-year strategy for UEL was submitted to the Finance Investment Property Board for review in Feb-22 which focuses on building links to the community through the church- or school-based centres. The Synod Office Early Education office has now set in place an 18-month transformation program to deliver a service combining all of the above components which is financially sustainable; contributes to the growth of mission; and is compliant with national regulatory childcare standards. The start of this program has been delayed with the impact of COVID and recent flood damage to some centres and so the program will now start later than planned and conclude by the end of 2023.

UEL Key Priorities

A transformational plan will commence after the perceived high point of COVID-19 (June 2022) which will turn the UEL services from loss-making to generating a surplus to help build mission by our expected timeframe of Q1 of the calendar year 2023.

- Provide financial and operational reporting across all centres;
- Consolidate compliant policies and processes into all services;
- Complete our staff cultural engagement work including training conduits to enable staff development and engagement by June 2023;
- Complete our 'voice of the customer research' to better align our services with customer needs, thereby increasing occupancy to above-average levels for QLD;

- Delivering on our highest priority internal workplace health and safety audit recommendations across all long day care centres by Dec-22.

Committees reporting to the SSC

The Synod Standing Committee received reports and updates from the following church entities during its term:

- General Secretary (incl. Strategic Resources Group, Risk Group, Shared Services Group, Strategic Mission Group, Synod Covenanting Group) *
- Finance, Investment and Property Board*
- Audit and Risk Committee
- Remuneration and Nomination Committee*
- Board for Christian Formation (Incl. Trinity College Qld) *
- Schools & Residential Colleges Commission*
- Synod Chaplaincy Commission*
- Synod Multi-Cross-Cultural Reference Group*
- UnitingCare Queensland*
- Wesley Mission Queensland*
- Presbyterian and Methodist Schools Association*
- National Safe Church Unit*
- Partners in Ministry*
- Chaplaincy Transition Reference Group*

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

Working with the Assembly

The Synod continues to maintain strong supportive relationships with the Assembly Standing Committee and the Assembly office. The national work of the church inevitably impacts on our operations in the Synod and this is particularly so in the operations of our agencies, our responses to Royal Commissions and in whole of church approaches to the future mission of the Uniting Church in Australia. We note in particular the Act2 process and thank the Assembly Secretary and the President for presenting to the Committee on this. It is important to note that this process will impact on our identity and purpose as a national church, and we encourage all members to become involved in this important work. More information about this can be found [here](#).

Presidential Ruling

The SSC was invited to respond to a request for a Presidential Ruling around the decision to conclude the Calvary Presbytery and form the Carpentaria Presbytery. The Synod made extensive submissions around the reasons for its decision and the President notified the Synod that she declined to rule on the matter as it would not be in the best interests of the church.

Hosting the Assembly meeting 2021/2022

At the last Triennial Assembly meeting Queensland agreed to host the Assembly meeting scheduled for July 2021. The impact of COVID meant that we have had to assist the Assembly to manage this in two phases. An online weekend Assembly was hosted from the Queensland Synod offices from 17 and 18 July 2021, and the face to face component will occur at Alexandra Park from the 6 to 9 May 2022.

The work of the Synod office to support these meetings in these extraordinary times is to be applauded.

Changes in the By-Laws

The SSC made no changes to existing by-laws in the last 18 months.

Legal Principles for dealing with Synod Property

The Synod Standing Committee led a piece of work to ensure that all entities within the Synod were in agreement around the nature and function of the property trust, the authority and expectations of responsible bodies and the way real property is dealt with across the life of the church. This was because the financial impact of the Covid-19 pandemic revealed several inconsistent understandings and approaches across the various activities of the church.

To assist us to be clear on these issues, the Synod sought advice from Batrouney QC and Rome-Sievers (Counsel) on those issues and a draft advice was obtained in December 2020.

That draft advice identified the legal principles that should be applied by the Property Trust and Responsible Bodies in order to ensure compliance with the common law and the statutory regimes established by the ATO and ACNC. That draft advice was circulated to Uniting Care and Wesley Mission Queensland and, after a period of consultation, those legal principles were incorporated into the *Legal Principles to be applied by Synod when dealing with Church Property*, which were ultimately approved by the SSC at its meeting on 6 May 2021.

In essence, those principles articulate the Church's legal position concerning legal ownership of its property (i.e. the Synod's various entities do not have any legal or equitable interest in the Church's property, as such property is held by the Property Trust on a charitable trust and there are no beneficial owners of such property), the nature of the charitable trust(s) on which particular property may be held, the requirements imposed by the income tax legislation on charities to use its 'assets and income' solely for its charitable purposes, and the framework within which property may be transferred between Responsible bodies.

The articulation of these principles in one succinct document has assisted all Synod entities to understand the legal framework within which the assets of the Property Trust are held.

Audit and Risk Committee

The Audit and Risk Committee (ARC) met 6 times during the Synod term. The ARC received regular reports and provided significant feedback through its quarterly reporting to the SSC in the following areas:

- Risk and compliance including:

- Contribution to the development and review of the Synod wide Risk Appetite Statement
- Review of the Business Continuity Plan for the Synod office
- Development of governance attestations questionnaire
- Insurance including:
 - Regular monitoring of claims across multiple insurance lines
 - Reviewed the insurance program approach – especially in 2021 where the church took a much higher self-insurance portion to lower the premiums paid to external insurers
- Work Health and Safety
- Safe church
- Annual reporting from UnitingCare and Wesley Mission Queensland
- Property Inspections
- COVID updates

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

Two Deep Dives were conducted:

- Cyber security – the practice of defending computers, servers, mobile devices, electronic systems, networks and data from malicious attacks
- Uniting Early Learning post transition of management and control from various entities in the church to the Synod office.

Looking forward the ARC consider the following items high priorities:

- Review of the insurance program with a focus on the level of self-insurance and its associated reserving
- Review of the specifications and scope of the proposed risk management software including an insurance claims management and reporting module.

Synod's Risk Appetite Statement

The Committee continued its work in refining the risk appetite across the life of the church. In implementing the current Risk Appetite Statement (found [here](#)) the SSC recognises that this cascades into risk appetite statements for:

- Uniting Care Queensland
- Wesley Mission Queensland
- Church Enterprises

The Committee recognizes that work is still to be done in order to embed the Risk appetite statement at an operational level at the Presbytery and Congregational levels.

The key risks identified across the Synod are:

1. Financial Risk: Finance (including liquidity & funding, credit and market)
2. Person / Child Harm
3. Work, Health and Safety (employees, third parties, public etc.)
4. Facilities and Assets (fit for purpose, availability, reliability and condition)
5. Information and Communication (loss, integrity, availability of information)
6. Cyber Risk (loss of data integrity)
7. ICT – fit for purpose, availability, integrity of ICT
8. Regulatory and Legal
9. Our people (quantity, quality, culture and conduct)
10. Business disruption
11. Fraud – internal and external
12. Governance failure – Inter-conciliar structure of church
13. Strategic and project risk (conflict between objectives, misalignment of objectives, decision risk, execution risk)

Managing the Historical Sexual Abuse Claims against the church

The Synod continues to receive claims against it from survivors of sexual abuse across the life and activities of the church. These claims come through both the National Redress Scheme and through civil claims through the Queensland Courts. Not all these claims against us are covered by insurance and as a result the Redress recovery levy continues to operate across the life of the church. All church entities are provided with an invoice at the end of the financial year to contribute to the costs of the redress claims. This is known as the Redress for Abuse Recovery Scheme.

In order to provide a unified approach to the National Redress Scheme, the Queensland Synod is a member of Uniting Church in Australia Redress Limited (UCARL) an independently incorporated company. The General Secretary is the nominated representative to the company and provides regular updates from that entity.

The Synod also contributes payments toward the National Safe Church Unit, which is a collaborative effort across all Synod's to resource a nationally consistent approach to standards for safety in ministry.

Law firms representing the Uniting Church in Australia Property Trust (Q.), Qld Synod office in respect of civil claims for historical child sexual abuse are Hall and Wilcox and Sparke Helmore.

As at 24 January 2022 the number of claims against the Synod are as follows:

CIVIL MATTERS MANAGED BY UCA

Type of proceeding	Type/date of allegations	Location	Other notes
6 potential claims (PIPA claim not yet received)			Came to notice of Synod (since 1 July 2021) due to request for records from legal representative to UCQ/UCA or other entity indicating possible future claim.
24 active claims (PIPA claim received & no Court proceedings served)	Sexual and physical abuse	Church affiliated institutions, (incl. Marsden ^[iii] x 4, Schools x2, congregations x4,)	7 matters have no prospect of insurance coverage. 17 matters have had insurer notifications with either partial indemnity granted, or a decision reserved/pending.
3 claims with Supreme Court proceedings filed	Sexual and physical abuse	Church affiliated institution.	2 matters ('AF' & 'BC') have no prospect of insurance coverage. 1 matter ('AU') has had indemnity granted; file remains with legal team.
0 matter settled but PIPA claim not finalised			
4 matters with finalised PIPA claims		Church affiliated institution x 4.	4 matters finalised in current financial year.

LITIGATED MATTERS

- 'AF' – allegations from 1977 at the Marsden Home for Boys. Current Claim Sought \$650,000. Managed by Hall & Wilcox.
- 'AU' – allegations from 1988-1991 at the Marsden Home for Boys. Current Claim Sought \$1.1M plus costs. Managed by Hall & Wilcox.
- 'BC' – allegations from 1979 at the Marsden Home for Boys. Current Claim Sought 1.35M plus costs. Managed by Hall & Wilcox.

CIVIL MATTERS COVERED BY A POLICY OF INSURANCE AND INSURER HAS GRANTED INDEMNITY AT 24 JANUARY 2022 (not managed by UCA)

Type of Proceeding	Type of allegations	Location	Other notes
9 x general liability PIPA claims	9 x bodily injury	8 x UCC facility 1x Harrison House	1 claim closed
26x medical malpractice PIPA claims	Various	21 x UCH facility 4 x BlueCare 1x Disability Service	
7 x historic sexual abuse PIPA claims	Sexual and physical abuse	7x GSO	

Law firms representing the Uniting Church in Australia Property Trust (Q.), Qld Synod office on insured matters:

- HBM Lawyers
- Barry & Nilsson
- Minter Ellison Lawyers
- HWL Ebsworth

REDRESS MATTERS REPORTING	
UCA INTERIM REDRESS SCHEME (NOW CLOSED)	
Number of Applications to be finalised*	1
Number of Applicants still receiving Counselling NB – An offer has been accepted on the one remaining IRS matter, sanction from the Public Trustee has recently been received, expect payment to be made in the current financial year.	4
CIVIL CLAIMS	
Number of current claims as at 24 January 2022	27
Number of new claims since 1 July 2021	3
Number of claims settled by payment of damages since 1 July 2021	4
Number of claims finalised other than by payment of damages i.e. withdrawn or wrong institution since 1 July 2021	0
NATIONAL REDRESS SCHEME	
Total Applicants to 24 January 2022	151
Number of Applications received (no previous payment by UCA)	121
Number of Applications received (previously received an ex-gratia, PIPA, or IRS payment)	30
Number of Applications finalised by payment (incl offers accepted, yet to be invoiced to UCA)	89
Number of Applications finalised but not paid i.e., withdrawn / wrong institution / UCA not found not responsible	29
Number of Applications to be finalised (i.e., no determination yet, or offer made but not yet accepted)	33
We have received a total of 184 Requests for Information (RFI*) and 33 Requests for Further Information (RFFI**). *An RFI is issued to each Institution named by an applicant ** An RFFI is issued where the Department requires further information from the Institution	
Breakdown on current 151 applicants:	
Schools	4
Family Group Homes /Residential Home	131
Congregations	14
UCAPTQ	1
Aged Care Facility	1

Number of Direct Personal Response (DPR) requested	45
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REDRESS FOR ABUSE RECOVERY SCHEME	
The current balance as of 31 December 2021, to be recovered in July 2022, is detailed below	
Settlements	1,105,119
Recoveries / Reimbursements	(333,820)
Net payments for administering Redress for Abuse	422,707
Balance to be recovered to date (31/12/21) from responsible bodies – July 2022	1,194,006*
*this amount represents the actual cash spend YTD.	

Queensland Dashboard for the National Redress Scheme - Administered by UCARL

Below is a dashboard summary of the Queensland Request For Information (RFI) numbers as at 21 February 2022. These numbers are higher than any other state in Australia. This is because the child protection system in Queensland was characterised by multiple/unstable placements for individuals so there are multiple RFI's for one individual as they were often in more than UCA institution. The lower than UCA average redress payments are for the same reason, that is, a person experienced abuse in multiple institutions, so in most cases liability is split between the UCA, the State and one or more non-UCA institutions. The high number of 'not liable' relates often to physical abuse only experienced in UCA institution.



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

The current Royal Commission in the Violence, Abuse, Neglect and Exploitation of People with Disability (DRC) and the recent Royal Commission into Aged Care Quality and Safety (ACRC), have both identified systematic concerns in relation to organisations preventing and responding appropriately to abuse, neglect and exploitation of people with disabilities and older persons. This has highlighted the need within the Uniting Church in Australia Queensland Synod to focus on the quality and safety of services that it delivers to people who are vulnerable to abuse, neglect and exploitation due to their care and support needs. Improved assessment of risk by identifying the factors that potentially place individuals at increased risk of harm is important for ensuring appropriate safeguards are in place when required.

Federal and state/territory governments have begun to address emerging findings from the DRC in mechanisms such as *Australia's Disability Strategy 2021-2031* and its associated targeted action plans. Aged care reforms in response to the ACRC final report are currently being introduced, including new governance obligations to improve leadership capability in the sector by requiring improvements to the composition and accountability of aged care provider boards. This includes the introduction of stronger legislative obligations for approved providers of aged care aimed at improving transparency and accountability and ensuring the needs, preferences and best interests of people receiving care are at the core of service delivery.

Under the Safe Church Network, a working group was formed in 2021 to discuss the implications, opportunities and risks for the Uniting Church in Australia Queensland Synod and its agencies, which are emerging as the DRC progresses. The Uniting Church in Australia Queensland Synod is also collaborating with the Uniting Church in Australia General Assembly and UnitingCare Australia to progress the work of the DRC National Taskforce Group.

Project Cooee - Re-configuration of the Synod Office

The Committee approved capital expenditure monies to reconfigure the Synod office reception area and entrance. Project Cooee proposes a two staged approach to address the shortcomings of the Synod Office to better serve the 3 entities sharing the site (Synod Office, Trinity College Queensland, Raymont Residential College), as well as the building's users from the wider church and external customers.

Stage 1 of Project Cooee includes the permanent relocation of the reception to the ground floor, increased building security and an upgrade of the combined reception and café area into a multifunction space where people can wait, meet, eat and work. Stage 1 has been approved by SSC in December 2021 and at this stage it is planned to commence building work in May 2022.

Stage 2 of Project Cooee is subject to the approval of a business plan by the FIP Board and SSC. Work is currently underway to develop conceptual design and costing. The business plan will also include input from Henry Reed in regard to change management and corporate culture.

COVID Update on Synod Office

Aside from when the Premier of Queensland has required Queenslanders to lockdown, the Office of the Synod has normally remained open through the pandemic. Floor space has meant it is not possible for all staff to be in the office simultaneously with most of the team continuing to work from home. It has been encouraging to watch the staff adapt to the changes imposed by the directions.

As restrictions ease, the staff need to continue to adapt to adhere to the public health directions. The directions currently require anybody entering a café or a restaurant to be vaccinated to remain on site. This also applies to anyone using a shared entry or exit or sharing facilities with the café or dining room.

This effectively makes the UC Centre a vaccinated site and anyone seeking to remain on the site for a meeting or gathering is required to be vaccinated.

Background to the Missional Subcommittee proposal

The PSI put forward a proposal to SSC in April 2021 to lead a consultation process to design a draft operating model for a mission collaboration and coordination committee for presentation to SSC and then to the next general Synod meeting. This proposal and final draft charter were endorsed.

The foundational purpose of this missional subcommittee would be to enable the ministry and mission of the Church (Reg. 3.1.5 (a) by providing collaborative leadership to governance and connection in the relationships between Synod, Presbytery and Congregations.

External Entities supported financially by the Synod

Wontulp Bi-Buya

The Synod remains an active ecumenical partner to support Wontulp, an Indigenous Theological Training College in Cairns. Dr Paul Jones is the Queensland Synod nominee to the Board of the College. More about their activities can be found [here](#)

Queensland Churches Together and ecumenical activities

We remain actively involved in the activities of Queensland Churches Together (QCT), with regular support and assistance being provided in relation to operational matters. We note the major pieces of work coming from this body. These included the publication of an updated resource from the Joint Churches Domestic Violence Prevention Project, *The Good, the Bad and the Ugly: Questions Women ask about Relationships and Christian Beliefs* copies of which can be ordered from [here](#).

Through QCT we have also contributed to a joint church review of the Queensland Government's anti-Discrimination legislation to assess any impact on the activities of churches. This is continuing work.

Finally, we note the activities of the Christian Religious Instruction Alliance (CRIAQ) which acts as the strategic advisor on all Christian Religious Instruction (RI) matters, and strategically positions RI effectively with all stakeholders -parents/carers, the Christian church, RI grass roots leaders, volunteers and networks, working also with the RI Multi-Faiths Body, Department of Education, Government, and the community in Queensland. For further information you can email info@christianri.org.au.

Queensland Community Alliance

We maintain our membership of this grass roots community activity. More information can be found [here](#).

Other significant issues

Sunrise Beach and the Glossy Black Cockatoos

A major issue that has received media coverage has been the environmental impact from the Blue Care Sunrise Beach aged care and retirement living precinct. This group are protesting what they believe is the impact of the development on the local glossy black cockatoo population. They have also reached out to UCA staff nationally and in other Synods and made phone calls, emails and commented on social media campaigns, nationally and in the Queensland Synod. There has been a low level of local media coverage.

It is important to note that after a fortnight in January 2022 when we received over 30 emails and 1 phone call, including emails to various unconnected Office of the Synod staff, the numbers have significantly reduced with only 2 people contacting the office after that spike.

For further information about the development, please see [Blue Care Sunrise Beach](#).

Presbyterian and Methodist Schools Association

We continue our governance relationship with the Presbyterian and Methodist Schools Association (PMSA) and have welcomed the new Chair, Mr Peter Barker and Executive officer, Mr Shane Coppin. We continue to appoint members to the governing body and hearing regular reporting from this group. The transformation work from the PMSA over the last few years has been heartening. More information about PMSA activities can be found [here](#).

Insolvency of Presbyterian Church Queensland

This event raised many issues for the Synod, in particular we reached out to offer any support or assistance we could reasonably give in the circumstances. Also, importantly we reviewed whether there were any risks or lessons that could be learned from this situation to ensure that Synod activities were sufficiently robust to withstand any similar circumstances.

Attachment A contains a list of SSC meeting attendances

Attachment B contains an update on the general proposals from the 35th Synod

Attachment C contains the decision register for the SSC for this Synod term, as required by Regulation 3.7.4.1(g)

Proposals to the 36th Synod

It is proposed that the 36th Synod receive this report.

Contact for report questions

Name Rev Heather den Houting
Position General Secretary
Email generalsecretary@ucaqld.com.au
Phone 07 3377 9702

Attachment A

SSC member meeting attendance

The SSC met 16 times during this Synod term. The numbers of meetings held during this Synod term and the numbers of meetings attended by each member are outlined below. The attendance numbers are based on 14 meetings and exclude the 7 April 2022 and 5 May 2022 meetings, as this report was distributed prior to those meetings being held.

Member	Originating appointment capacity	Meetings eligible to attend	Fully attended	Partially attended	Not attended
Rev Andrew Gunton	Ex officio (Moderator)	14	14	0	0
Rev David Baker	Ex officio (ex-Moderator)	10	10	0	0
Rev Heather den Houting	Ex officio (General Secretary)	14	13	0	1
Mr Nigel Alexander	Ex officio (UCQ chair)	14	13	0	1
Rev Dennis Corowa	Ex officio (Congress nominee)	14	7	0	6
Mr Paul Newman	Ex officio (WMQ chair)	14	13	0	1
Dr Gewa Au	Elected – lay	14	9	0	5
Mr Greg Braithwaite	Elected – lay	14	11	0	3
Rev Garry Hardingham	Elected – ministerial	14	13	0	1
Rev Fa Matagi	Elected – ministerial	11	8	2	1
Dr Marilyn Healy	Elected – lay	14	12	0	2
Mr Scott McDonald	Elected – lay	14	14	0	0
Andrew McBryde	Elected – lay	14	11	0	3
Rev Bruce Moore	Elected – ministerial	14	12	0	2

Attachment B

35th Synod general proposals update

An update on the 35th Synod general proposals progress is outlined below:

Resolution #	Resolution	Action
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> <p>(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</p> <p>(b) that these principles be applied for the next 18 months, and then be subject to review at the 36th Synod.</p> <p>The principles</p> <p>1.Changes to By-Laws are only to be made after appropriate consultation across the Synod.</p> <p>2.That it shall deal with all matters:</p> <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. <p>3.That it shall refer matters to the general Synod when:</p> <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 	<p>COMPLETED</p> <p>see attached report – Synod Decision Register (Attachment “C”)</p>

Resolution #	Resolution	Action
20.60	<p>General Proposal 5: Project Plenty proposal</p> <p>It was RESOLVED by Consensus that the Synod:</p> <p>(a) accept the Project Plenty report <i>Shared life. Flourishing communities</i>. and thank the Synod Standing Committee and Project Plenty team for their work</p> <p>(b) adopt the 2025 ambition, four mission priorities and the commitments contained within the report as a set of mission priorities and directions that will guide its work for the period 2020-2025</p> <p>(c) continues the conversation with congregations, presbyteries, agencies, schools and other bodies of the church to commit to the ambition, mission priorities and commitments of Project Plenty in their own context.</p> <p>(d) partner with congregations, presbyteries, agencies, schools and other bodies of the church in a further period of co-creation to develop and agree the specific deliverables of commitments contained in the report by 30 June 2021.</p>	<p>The Plenty work has been reported variously to the 36th Synod and has guided the work of the Synod over this period.</p>
20.63	<p>General Proposal 9: Youth, children and family ministry</p> <p>It was RESOLVED by Consensus that the Synod:</p> <p>(a) notes with concern the significant decline in staff and resources supporting youth, children and families ministry within Synod, presbyteries and congregations over recent years; and</p> <p>(b) determines that the development & resourcing of youth, children’s & families ministry as part of the Project Plenty commitment of ‘Encourage and empower young people to nurture their faith, serve God and practice leadership in church and the world’ as an urgent priority area. This prioritisation shall align with the level of support from the small group Project Plenty commitment feedback.</p>	<p>This resolution has been incorporated into the Project Plenty work and will lead to outcomes as further determined by the Synod.</p>

Attachment C

SSC 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.

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 20.229	03/09/2020	It was RESOLVED by Consensus that the Synod Standing Committee note that the Newlife Governance Task Group will continue its work and bring its report and recommendations to the December meeting of the Synod Standing Committee.	Requires ongoing, sustained oversight in execution
SSC 20.230	03/09/2020	It was RESOLVED by Consensus that the Synod Standing Committee endorse the release of <i>Shared life. Flourishing communities.</i> to members of the 35th Synod, and the wider church for consideration at the 35th Synod.	Requires ongoing, sustained oversight in execution
SSC 20.231	03/09/2020	It was RESOLVED by Consensus that the Synod Standing Committee receive the Complaints report.	Pose an unacceptable risk to the church if left unaddressed
SSC 20.232	03/09/2020	It was RESOLVED by Consensus that the Synod Standing Committee request the General Secretary to continue work and engagement on a Naming Convention Policy, with no time constraints placed upon this piece of work.	Requires ongoing, sustained oversight in execution
SSC 20.245	01/10/2020	It was RESOLVED by Consensus that the Synod Standing Committee directly appoint, in due course, three lay youth members to the 16th Assembly to satisfy the age requirements of Regulation 3.3.8(a)(3).	Requires a timely response
SSC 20.246	01/10/2020	It was RESOLVED by Consensus that the Synod Standing Committee receive the Report on Child Safety.	Requires regular reporting
SSC 20.247	01/10/2020	It was RESOLVED by Consensus that the Synod Standing Committee approve the revised Emmanuel College Constitution.	Requires a timely response
SSC 20.248	01/10/2020	It was RESOLVED by Consensus that the Synod Standing Committee note: there are a number of minor inconsistencies that have been passed back to the Emmanuel for future housekeeping.	Requires a timely response

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
		there are also a number of other potential amendments that might, at an appropriate future point in time, be advanced. They arise out of the Schools and Residential Colleges Commission project of developing a template Constitution.	
SSC 20.249	01/10/2020	It was RESOLVED by Consensus that the Synod Standing Committee authorises the 35th Synod Business Committee to co-opt the following three members to attend the 35th Synod, in accordance with Regulation 3.3.7(c): Annabel Demack (Chapel Hill UCA) Nia Lavaki (Park UCA) Namila Davui (Zillmere UAICC).	Requires a timely response
SSC 20.251	01/10/2020	It was RESOLVED by Consensus that the Synod Standing Committee endorse the 35th Synod Proposal to reappoint the General Secretary for release to the 35th Synod as a general proposal.	Requires regular reporting
SSC 20.256	03/12/2020	The Committee NOTED its Electronic Decision of 2 November 2020 regarding a complaint matter.	Requires a timely response
SSC 20.260	03/12/2020	It was RESOLVED by Consensus that the Synod Standing Committee approve the appointment of Deloitte as external auditors of the Synod office for two one-year option periods, being the years ending 30 June 2021 and 30 June 2022.	Requires a timely response
SSC 20.271	03/12/2020	It was RESOLVED by Consensus that the Synod Standing Committee note the UnitingCare Queensland ABN Transition update.	Simple or technical nature
SSC 20.275	03/12/2020	It was RESOLVED by Consensus that the Synod Standing Committee approve the 30 June 2020 Financial Statements of The Uniting Church in Australia Queensland Synod office.	Requires annual reporting or approvals
SSC 20.276	03/12/2020	It was RESOLVED by Consensus that the Synod Standing Committee appoint Rev Andrew Gunton and Rev Heather den Houting to sign the 30 June 2020 Financial Statements of The Uniting Church in Australia Queensland Synod office.	Requires annual reporting or approvals
SSC 20.277	03/12/2020	It was RESOLVED by Consensus that the Synod Standing Committee gives in principle support for Uniting Education to be approved as an institution of the Uniting Church in Australia, Queensland Synod and will consider the approval of the institution when the constitution has been finalised in 2021.	Requires a timely response

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 20.278	03/12/2020	It was RESOLVED by Consensus that the Synod Standing Committee noted the Plenty Update presentation.	Requires ongoing, sustained oversight in execution
SSC 20.279	03/12/2020	It was RESOLVED by Consensus that the Synod Standing Committee receive the report on the Evaluation of the 35th Synod online.	Simple or technical nature
SSC 20.280	03/12/2020	It was RESOLVED by Consensus that, in not wishing to begin a process of consultation across the wider church on the Queensland Synod's position on therapeutic termination of pregnancy, the Synod Standing Committee request the General Secretary to revert to South Moreton Presbytery with Queensland Synod's current position on termination of pregnancy, which is considered conservative and consistent with the historic position of the church.	Requires a timely response
SSC 20.281	03/12/2020	It was RESOLVED by Consensus that the Synod Standing Committee note the correspondence between Rev Dr Hedley Fihaki and the General Secretary on Queensland Synod's position and previous resolutions on marriage and take no further action on this matter.	Requires a timely response
SSC 20.282	03/12/2020	It was RESOLVED by Consensus that the process for nominating further Synod appointments to the 16th Assembly be conducted through an expression of interest process, with those who have sought nomination previously through Synod processes being ineligible to apply.	Requires a timely response
SSC 20.283	03/12/2020	It was RESOLVED by Consensus that the recommended candidates to the 16th Assembly be brought to the Synod Standing Committee for decision at the February 2021 meeting.	Requires a timely response
SSC 21.015	04/02/2021	It was RESOLVED by Consensus that the Synod Standing Committee receive the report of Barnabas Council Durack.	Requires annual reporting or approvals
SSC 21.016	04/02/2021	It was RESOLVED by Agreement that General Proposal 2 – Composition of SSC: Standing Associated be defeated.	Requires a timely response
SSC 21.017	04/02/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the draft chaplaincy strategy document and progress update.	Requires long term preparation and research

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 21.018	04/02/2021	It was AGREED that where measurable, quantitative tolerances would be added into the risk appetite, indicators and tolerances table within the Synod Risk Appetite Statement.	Requires regular reporting
SSC 21.019	04/02/2021	It was AGREED that further consideration will be given to sub-categories for the Our People key risk within the Synod Risk Appetite Statement.	Requires regular reporting
SSC 21.020	04/02/2021	It was RESOLVED by Consensus that an updated Synod Risk Appetite Statement be presented to a future Synod Standing Committee meeting for approval.	Requires regular reporting
SSC 21.025	04/02/2021	It was RESOLVED by Consensus that the Synod Standing Committee appoint the following lay representatives to the 16th Assembly: Ms Rachel Hanson Ms Virginia (Nia) Lavaki Ms Kate Barton Youthful member to be located and directly appointed by the General Secretary.	Appointment to governing entities
SSC 21.026	04/02/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the process being undertaken to fill the casual vacancy on the SSC in accordance with Queensland Synod By-law Q2.2.14.	Appointment to governing entities
SSC 21.031	04/02/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the report on the Status of Complaints, Appeals and Concerns.	Pose an unacceptable risk to the church if left unaddressed
SSC 21.043	04/03/2021	It was RESOLVED by Consensus that Synod Standing Committee note the draft General Secretary Key Performance Indicator's for December 2020 – December 2023, and the Remuneration and Nomination Committee chair note the extensive feedback provided by the Committee for inclusion in the next iteration of the General Secretary KPI's.	Requires a timely response
SSC 21.046	04/03/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the appointment by the Moderator, upon the recommendation of the Remuneration and Nomination Committee and in accordance with Queensland Synod By-law Q2.2.14, of Rev Fa Matangi as a member of the Synod Standing Committee for the period from 5 March 2021 until the 36th Synod.	Appointment to governing entities

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 21.047	04/03/2021	It was RESOLVED by Consensus that, pursuant to Regulation 2.10.3(a)(i), the Synod Standing Committee withdraw the recognition of Douglas Lawrence Jones as a minister of the Uniting Church in Australia effective 28 July 2020.	Requires a timely response
SSC 21.048	04/03/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the reforecast undertaken across the Office of the Synod activities for the remainder of the 20/21 financial year.	Requires annual reporting or approvals
SSC 21.050	04/03/2021	It was RESOLVED by Consensus that the General Secretary bring an exit strategy on Grace College to the next SSC meeting.	Pose an unacceptable risk to the church if left unaddressed
SSC 21.051	04/03/2021	It was RESOLVED by Consensus that the General Secretary bring a proposal to the next SSC meeting on the South Moreton Presbytery request for a working group to identify resources for each of the two positions on marriage, including a communications strategy, resources collation information, and information on necessity for a working group).	Requires a timely response
SSC 21.053	04/03/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the update on the Status of Complaints, Appeals and Concerns.	Pose an unacceptable risk to the church if left unaddressed
SSC 21.054	04/03/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the UCAPT (Q.) briefing note in relation to the draft advice of Batrouny QC and Sievers.	Pose an unacceptable risk to the church if left unaddressed
SSC 21.073	01/04/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the Synod Risk Appetite Statement, subject to: the Indicator Measurement for SSC reporting for key risk 11 "Fraud – Internal and External" being updated to be "Fraud financial loss >\$20k" "members" being added to the Risk Description for key risk 2 "Person / Child Harm".	Requires regular reporting

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 21.076	01/04/2021	It was AGREED that the General Secretary would provide further information to the Committee on the appointment of direct reports to the General Secretary, including the most appropriate appointing body, succession planning and delegation comparisons from other Synods.	Requires a timely response
SSC 21.077	01/04/2021	It was RESOLVED by Consensus that, upon the recommendation of the Executive Leadership Team, the Synod Standing Committee approve amendments to the Uniting Church in Australia Queensland Synod Delegations document effective 2 April 2021.	Requires a timely response
SSC 21.078	01/04/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the recommended option from the Schools and Residential Colleges Commission to monitor and engage with Grace College at this stage.	Pose an unacceptable risk to the church if left unaddressed
SSC 21.079	01/04/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the Shared Services Team report, 2017 Key Change Initiatives report and the Plenty Update.	Requires regular reporting
SSC 21.080	01/04/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the approach and implementation timeline outlined by the Presbytery Synod Interface (PSI) to design a draft model for a mission collaboration and coordination committee.	Requires long term preparation and research
SSC 21.083	01/04/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve that the “next steps” as outlined in the “QC’s draft opinion – Second paper for joint circulation across UCA Boards March/April 2021” be adopted.	Pose an unacceptable risk to the church if left unaddressed
SSC 21.088	06/05/2021	The Committee NOTED its Electronic Decision of 16 April 2021 regarding a litigated claim set for mediation on 30 April 2021. <i>It is RESOLVED by electronic decision that the Synod Standing Committee approve General Counsel to settle the JWH claim on the best terms possible at mediation up to the recommended reserve of \$100,000, not including defence costs.</i>	Requires a timely response
SSC 21.090	06/05/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the updated Remuneration and Nomination Committee Charter effective 7 May 2021.	Requires annual reporting or approvals

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 21.094	06/05/2021	It was RESOLVED by Consensus that the presentation from the Presbyterian Methodist Schools Association be received.	Requires regular reporting
SSC 21.095	06/05/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the draft Chaplaincy strategy as outlined in the Chaplaincy Strategy 2021-2025 and Governance Review report.	Requires long term preparation and research
SSC 21.096	06/05/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the governance and budget recommendations as outlined in the Chaplaincy Strategy 2021-2025 and Governance Review, namely: the mandate of the Commission be modified or “tweaked” as expressed in the proposed Chaplaincy Commission Charter (p.18-19) that the current overall budget of approximately \$1 million per annum be retained for the next financial year to support current Synod managed chaplains, subject to membership of the Commission, as presented to the Committee, being amended as follows: removing the following ex-officio roles: Executive Officer, Chaplaincy Commission the Chief Executive Officer of UnitingCare Queensland, or nominee the Superintendent, Wesley Mission Queensland or nominee adding cross-cultural experience to the interest/expertise requirements.	Requires long term preparation and research
SSC 21.099	06/05/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the Queensland Synod Perceptions Survey 2021.	Requires regular reporting
SSC 21.100	06/05/2021	It was RESOLVED by Consensus that the Synod Standing Committee note these interrelated pieces of work: General Secretaries KPIs, Synod office strategic plan and budgeting process.	Requires a timely response
SSC 21.101	06/05/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the General Secretary’s KPIs for 2021-2023.	Requires a timely response
SSC 21.102	06/05/2021	It was RESOLVED by Consensus that the Synod Standing Committee receive the report and presentation of the National Safe Church Unit, including the Annual Report to Stakeholders dated February 2021.	Requires annual reporting or approvals

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 21.103	06/05/2021	Subject to the addition of wording within the same-gender marriage decision section representing the diversity of experience of this matter, it was RESOLVED by Consensus that the Synod Standing Committee approve the Queensland Synod report to the 16th Assembly.	Requires a timely response
SSC 21.104	06/05/2021	It was RESOLVED by Consensus that Dr Paul Jones be appointed as the Uniting Church's member representative to Wontulp-Bi-Buya College Limited, Australian Company Number (ACN) 616 019 142 – A Company limited by guarantee.	Appointment to governing entities
SSC 21.105	06/05/2021	It was RESOLVED by Consensus that the legal principles to be applied by Synod when dealing with Church property as attached to the submission be adopted.	Pose an unacceptable risk to the church if left unaddressed
SSC 21.107	06/05/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the planning around a face to face 36th Synod with expected COVID restrictions.	Requires long term preparation and research
SSC 21.109	06/05/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the position that a working group is not required in response to the South Moreton Presbytery request for a working group to identify resources for each of the two positions on marriage.	Requires a timely response
SSC 21.111	06/05/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the update on the Status of Complaints, Appeals and Concerns.	Requires regular reporting
SSC 21.118	03/06/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the revised Synod Chaplaincy Commission Charter as circulated to members as part of the questions on notice process, subject to the removal of the second sentence of the second paragraph within section 1.9, effective 4 June 2021.	Requires a timely response
SSC 21.119	03/06/2021	It was RESOLVED by Consensus that the HENRY REED Culture Current State Report and presentation be received.	Requires ongoing, sustained oversight in execution
SSC 21.120	03/06/2021	It was RESOLVED by Consensus that the Synod Standing Committee receive the Feasibility Study in Self Insurance Workers Compensation Model report.	Requires long term preparation and research

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 21.121	03/06/2021	It was RESOLVED by Consensus that the Synod Standing Committee endorse progression to the next stage of the feasibility assessment of Self-Insurance model for the following actions: Endorsement that all entities under The Uniting Church in Australia Property Trust (Q.), (The Property Trust) will participate in the next stage of assessment as required. An agreement that UnitingCare will lead the Alignment to Self-Insurance Program. An assessment of Work Health & Safety, rehabilitation / claims management services and financial feasibility across all policies under The Uniting Church in Australia Property Trust (Q.) to be completed. Establishment of working party with representatives from the entities with workers compensation policies under The Uniting Church in Australia Property Trust (Q.).	Requires long term preparation and research
SSC 21.123	03/06/2021	It was AGREED that Mr Cranna take the following points on notice: discussion with the Finance, Investment and Property Board as to what alternative plans exist if the operations of Uniting Education – Early Learning are not profitable discussion with the Finance, Investment and Property Board as to alternative options for locking in gains on the equity investments expectation that the Business Development Unit will be breakeven and structured as such (expectation that this form part of the reforecast budget in February 2022).	Requires annual reporting or approvals
SSC 21.124	03/06/2021	It as RESOLVED by Consensus that the Synod Standing Committee approves the Synod office budget for 2021/2022.	Requires annual reporting or approvals
SSC 21.125	03/06/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the decommissioning of the Synod's Open Data Website.	Simple or technical nature
SSC 21.142	01/07/2021	It was AGREED that a decision on the Schools and Residential Colleges Commission request for delegation of appointment of board members to school and college boards be deferred to a future meeting, with such a proposal to include suitable parameters to address things such as reputational risk.	Appointment to governing entities
SSC 21.144	01/07/2021	It was RESOLVED by Consensus that the Synod Standing Committee endorse the Schools and Residential Colleges Commission recommended approach to Grace College: Continue to provide support but prepare for possible failure of the College.	Requires a timely response

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 21.145	01/07/2021	It was AGREED that monthly updates on Grace College be provided to the Synod Standing Committee.	Requires ongoing, sustained oversight in execution
SSC 21.146	01/07/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the Plenty Update.	Requires ongoing, sustained oversight in execution
SSC 21.147	01/07/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the presentation on the UnitingCare June quarter report against the 2020-21 Annual Statement of Missional Intent.	Requires regular reporting
SSC 21.148	01/07/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the Request from the Queensland Synod for exemption from Regulations.	Simple or technical nature
SSC 21.149	01/07/2021	It was RESOLVED by Consensus that the Synod Standing Committee appoint Mr Darrell Jardine, Partner, Hopgood Ganim Lawyers as the Legal Assistant for a proceeding before the Synod Committee for Discipline pursuant to Regulation 5.7.4(d).	Pose an unacceptable risk to the church if left unaddressed
SSC 21.155	01/07/2021	Inclusion of “discernment with incumbent General Secretary regarding extension of the role” was requested, and it was AGREED this be added to the Oct-Dec 2022 period in the timeline and an update be provided to the September 2021 Committee meeting.	Requires long term preparation and research
SSC 21.156	01/07/2021	It was RESOLVED by Consensus that the Synod Standing Committee receive the report on Succession planning for the General Secretary role.	Requires long term preparation and research
SSC 21.158	01/07/2021	It was AGREED that enrolment trends and financial health of the Presbyterian and Methodist Schools Association, as presented to their recent AGM, be shared with the Committee.	Simple or technical nature
SSC 21.160	01/07/2021	It was RESOLVED by Consensus that the Synod Standing Committee note that Ms Rachel Krohn has met the core competencies of a Pastor and approve her commissioning into the role as Lecturer in Old Testament and Hebrew at Trinity College Queensland.	Requires a timely response

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES										
SSC 21.161	01/07/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the status update on the complaints, appeals and concerns.	Requires regular reporting										
SSC 21.169	05/08/2021	<p>It was RESOLVED by Consensus that, upon the recommendation of the Queensland Synod Remuneration and Nomination Committee, the Synod Standing Committee approves the remuneration of appointed members of the WMQ Board from 1 January 2022 by the payment of board fees according to the following scale:</p> <table border="1"> <thead> <tr> <th>Position</th> <th>Amount (per annum)</th> </tr> </thead> <tbody> <tr> <td>Board Chair</td> <td>\$35,000</td> </tr> <tr> <td>Chair Audit Finance and Risk Committee</td> <td>\$30,000</td> </tr> <tr> <td>Chair Care and Clinical Governance Committee</td> <td>\$30,000</td> </tr> <tr> <td>Board Member</td> <td>\$20,000</td> </tr> </tbody> </table> <p>with the scale amount to be increased on each anniversary of commencement in accordance with the CPI (All Groups) for Brisbane.</p>	Position	Amount (per annum)	Board Chair	\$35,000	Chair Audit Finance and Risk Committee	\$30,000	Chair Care and Clinical Governance Committee	\$30,000	Board Member	\$20,000	Requires a timely response
Position	Amount (per annum)												
Board Chair	\$35,000												
Chair Audit Finance and Risk Committee	\$30,000												
Chair Care and Clinical Governance Committee	\$30,000												
Board Member	\$20,000												
SSC 21.170	05/08/2021	<p>It was RESOLVED by Consensus that the Synod Standing Committee notes:</p> <p>the scale remuneration amount is:</p> <p>Inclusive of the superannuation guarantee amount payable by WMQ under the <i>Superannuation Guarantee (Administration) Act 1992 (Cth)</i> for the remuneration</p> <p>Exclusive of any payment for a WMQ Board member to undertake professional development in accordance with the WMQ Board terms of reference, and</p> <p>Exclusive of any payment to a WMQ Board member in reimbursement of travelling or other expenses</p> <p>official members of the WMQ Board (currently the Superintendent Minister and WMQ Council Chair) are not to be remunerated by payment of board fees but remain eligible to receive or have the benefit of:</p> <p>any payment for a WMQ Board member to undertake professional development in accordance with the WMQ Board terms of reference, and</p> <p>any payment to a WMQ Board member in reimbursement of travelling or other expenses</p> <p>the WMQ Chief Executive Officer is not a member of the WMQ Board</p>	Requires a timely response										

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
		the WMQ Board will change its meeting times to meet during office hours the Effective Governance Wesley Mission Queensland Board Remuneration Review Interim Report dated 27 February 2020 and Final Report dated 2 July 2021 informing the recommendation.	
SSC 21.173	05/08/2021	It was RESOLVED by Consensus that the Queensland Synod Risk Appetite Statement be approved.	Requires regular reporting
SSC 21.174	05/08/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the Strategic Planning – Transforming Communities update.	Requires ongoing, sustained oversight in execution
SSC 21.175	05/08/2021	It was RESOLVED by Consensus that the Synod Standing Committee receive the report of the Business Development Unit.	Requires regular reporting
SSC 21.176	05/08/2021	It was RESOLVED by Consensus that, pursuant to Regulation 2.10.3(a)(i), the Synod Standing Committee approve the withdrawal of the recognition of Lu Senituli as a minister of the Uniting Church in Australia.	Requires a timely response
SSC 21.182	05/08/2021	It was RESOLVED by Consensus that the Synod Standing Committee appoint Rev David Baker as convenor to the Moderatorial Candidature Task Group, along with four other members to be determined by the SSC via flying minute from the following groups: Remuneration and Nomination Committee member Presbytery Minister UCQ Board Chair or delegate a representative who has a focus on congregational interests.	Requires long term preparation and research
SSC 21.183	05/08/2021	It was RESOLVED by Consensus that the Synod Standing Committee note that communication to the broader Church will be made immediately with respect to nominations for Moderator, under the hand of the ex-Moderator, which are to be submitted by Saturday 13 November 2021.	Requires long term preparation and research
SSC 21.196	02/09/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve that the Partners in Ministry become an official activity of the Queensland Synod of the Uniting Church in Australia.	Simple or technical nature
SSC 21.197	02/09/2021	It was RESOLVED by Consensus that the Synod Standing Committee establish the 36th Synod Business Committee comprised of the following members: Moderator	Requires long term preparation and research

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
		General Secretary Executive Officer Corporate Rev Brian Kickbusch Any additional members as agreed and appointed by the Moderator and General Secretary.	
SSC 21.198	02/09/2021	It was RESOLVED by Consensus that the Synod Standing Committee authorises the 36th Synod Business Committee to elect from within its membership a convenor of the 36th Synod Business Committee.	Requires long term preparation and research
SSC 21.199	02/09/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the Strategic Resources and Assurance team presentation.	Requires regular reporting
SSC 21.204	02/09/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the UnitingCare Queensland Annual Statement of Missional Intent 2021–2022 including the financial summary and forecast information.	Requires annual reporting or approvals
SSC 21.206	02/09/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve that the Moderator/Moderator’s Social Justice and Advocacy Team can participate in and promote, established social justice and advocacy campaigns, such as “Raise the Age”.	Simple or technical nature
SSC 21.207	02/09/2021	It was AGREED that Rev Baker present a submission to the October 2021 Synod Standing Committee meeting regarding a collaborative approach across all Synod Standing Committee’s to the resourcing and funding of the Regulations review.	Pose an unacceptable risk to the church if left unaddressed
SSC 21.209	02/09/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve General Counsel to settle the AU claim on the best terms possible at conference up to the recommended reserve of \$520,000, not including defence costs.	Requires a timely response
SSC 21.210	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee endorse the Plenty Strategy progress report.	Requires ongoing, sustained oversight in execution
SSC 21.211	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee encourage the existing Plenty working groups to continue to refine their proposals as required.	Requires ongoing, sustained

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
			oversight in execution
SSC 21.212	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee endorse any immediately deliverable activities of the Plenty working groups as identified in this report	Requires ongoing, sustained oversight in execution
SSC 21.213	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee commission a further Plenty Strategy progress report to be delivered to the 36th Synod	Requires ongoing, sustained oversight in execution
SSC 21.214	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee members recommit to modelling and championing the ambition and mission priorities of the <i>Shared life. Flourishing communities.</i> journey.	Requires ongoing, sustained oversight in execution
SSC 21.215	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee charge the Plenty Program Board to fulfil its Terms of Reference in its oversight of the prioritisation, operationalisation and implementation of the initiatives and actions from this report.	Requires ongoing, sustained oversight in execution
SSC 21.222	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the Person of Concern Policy.	Requires a timely response
SSC 21.223	07/10/2021	It was AGREED that a formal report be presented to the Synod Standing Committee following the meeting between the General Secretary and the FMYC committee chairperson, including the agenda of the conversation.	Pose an unacceptable risk to the church if left unaddressed
SSC 21.224	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the appointment of those persons nominated at the 2021 FMYC Annual General Meeting (AGM), being: Tim Limmer Joel Revie	Appointment to governing entities

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
		Alan Revie Peter Earnshaw Diane Baker.	
SSC 21.225	07/10/2021	It was RESOLVED by Consensus that a decision was not required at this meeting on the submission “36th Synod membership and Queensland Synod By-law suspension”. As a result, the proposers fell from the proposal.	Requires long term preparation and research
SSC 21.226	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee, via the General Secretary, communicate with the other Synods and the Assembly Standing Committee to encourage appropriate resourcing of the Assembly’s Review of Regulations so that it can be done in as thorough and timely fashion as practically possible.	Pose an unacceptable risk to the church if left unaddressed
SSC 21.233	07/10/2021	It was AGREED that the General Secretary: bring a submission to the November SSC meeting regarding mandatory COVID-19 vaccinations for ministry agents, following consultation with Presbyteries arrange a communication to the broader church to inform church councils of their ability to implement mandatory vaccinations now if desired.	Requires a timely response
SSC 21.235	07/10/2021	It was RESOLVED by Consensus that a Chaplaincy Transition Reference Group be appointed by the General Secretary to manage the transition to the new Chaplaincy Commission.	Requires a timely response
SSC 21.240	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee that the Committee appoint Darrell Jardine, Partner at HopgoodGanim Lawyers, to the Legal Assistant role for the referral of a complaint by the Synod Committee for Counselling to the Synod Committee for Discipline.	Requires a timely response
SSC 21.241	07/10/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve General Counsel to settle the AC claim on the best terms possible at conference up to the recommended reserve of \$850,000, not including defence costs.	Requires a timely response
SSC 21.246	04/11/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the withdrawal of the recognition of Rev Rob Corrie.	Requires a timely response
SSC 21.249	04/11/2021	It was RESOLVED by Consensus that the presentation from the Presbyterian Methodist Schools Association be received.	Requires regular reporting

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 21.251	04/11/2021	It was RESOLVED by Consensus that the Synod Standing Committee endorse a proposal to be put to the 36th Synod regarding an appointment model whereby appointment of Board for Christian Formation members is made 50:50 by Synod in Session and Synod Standing Committee.	Requires long term preparation and research
SSC 21.253	04/11/2021	It was RESOLVED by Consensus that the Queensland Synod Risk Appetite Statement be approved.	Requires regular reporting
SSC 21.258	04/11/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the 30 June 2021 Financial Statements of The Uniting Church in Australia Queensland Synod office.	Requires annual reporting or approvals
SSC 21.259	04/11/2021	It was RESOLVED by Consensus that the Synod Standing Committee appoint Rev Andrew Gunton and Rev Heather den Houting to sign the 30 June 2021 Financial Statements of The Uniting Church in Australia Queensland Synod office.	Requires annual reporting or approvals
SSC 21.260	04/11/2021	It was RESOLVED by Consensus that the Synod Standing Committee endorse a Synod policy position that mandates vaccination for all people exercising a ministry role in the Queensland Synod and all Synod office staff and staff of Synod enterprises and that the due date for this mandate is 1 February 2022.	Requires a timely response
SSC 21.261	04/11/2021	It was RESOLVED by Consensus that communication and details of the mandatory vaccination policy be developed and distributed across the Synod by no later than 12 November 2021.	Requires a timely response
SSC 21.262	04/11/2021	It was RESOLVED by Consensus that Presbyteries be encouraged to implement the Synod policy position of mandatory vaccination.	Requires a timely response
SSC 21.264	04/11/2021	It was AGREED that the General Secretary would circulate a preliminary briefing paper on Act2 to the Synod Standing Committee.	Simple or technical nature
SSC 21.266	04/11/2021	It was RESOLVED by Consensus that the Moderator Candidature Task Group Report be received.	Requires long term preparation and research
SSC 21.267	04/11/2021	It was RESOLVED by Consensus that the members of the Moderator Candidature Task Group be: Rev David Baker (Chair) Mr Dale Ham (member of Remuneration and Nomination Committee, Beenleigh Congregation) Dr Kumi Abeysuria (member of 35th Synod, member at Cherside Kedron UCA) Mr Nigel Alexander (Chair UnitingCare Qld)	Requires long term preparation and research

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
		Rev Scott Ballment (Presbytery Minister, CQ Presbytery).	
SSC 21.268	04/11/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve Option A (unlimited numbers of members) as the preferred method of meeting for the 36th Synod and that the meeting be held at Alexandra Park Conference Centre.	Requires long term preparation and research
SSC 21.269	04/11/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the information provided by the 36th Synod Business Committee regarding Option B (postponement of the Synod to 2023).	Requires long term preparation and research
SSC 21.283	02/12/2021	It was RESOLVED by Consensus that the Synod Standing Committee suspend Queensland Synod Bylaw Q2.7.8(1)(f) with respect to the appointments below, and ratify the appointments as noted: Chris Townend, member Audit and Risk Committee from 2 February 2021 to 1 February 2024 Chris Townend, member Finance, Investment and Property Board from 25 February 2022 to 24 February 2025 Nigel Fairbairn, member Schools and Residential Colleges Commission from 13 July 2020 to 12 July 2023.	Appointment to governing entities
SSC 21.284	02/12/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the COVID-19 Vaccination Policy (D/2.1) as per the update circulated on 1 December 2021.	Requires a timely response
SSC 21.285	02/12/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the COVID-19 Vaccination Procedure (D/2.1.1) as per the update circulated on 1 December 2021.	Requires a timely response
SSC 21.286	02/12/2021	It was RESOLVED by Consensus that the Synod Standing Committee approve the COVID-19 Vaccine Exemption Application form (D/2.1.1.1) as per the update circulated on 1 December 2021.	Requires a timely response
SSC 21.287	02/12/2021	It was RESOLVED by Consensus that the Synod Standing Committee approves a budget of \$500,000 (excluding GST) for Project Cooee – Stage 1 (Ground Floor Upgrade), in line with the scope outlined in this report.	Requires ongoing, sustained oversight in execution
SSC 21.290	02/12/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the report “A Flourishing Creation: Queensland Synod Action and Advocacy Plan to 2030”.	Requires ongoing, sustained oversight in execution

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
SSC 21.291	02/12/2021	It was RESOLVED by Consensus that the Synod Standing Committee support the distribution of the Report for Synod wide engagement and feedback leading to a Final Report to be presented at the May 2022 Synod in Session meeting.	Requires ongoing, sustained oversight in execution
SSC 21.294	02/12/2021	It was RESOLVED by Consensus that the Synod Standing Committee note the report on Grace College and affirm the direction and decisions of the Schools and Residential Colleges Commission in relation to these matters.	Requires ongoing, sustained oversight in execution
SSC 21.295	02/12/2021	It was RESOLVED by Consensus that the Synod Standing Committee endorse the broad principles behind the proposed business model for an SSC Mission Collaboration and Coordination Committee (MC3).	Requires long term preparation and research
SSC 22.004	03/02/2022	The Committee NOTED its Electronic Decision of 17 December 2021 regarding Wesley Mission Queensland – WMQ Board Renumeration – Chair, Governance Committee, as a correct record.	Requires a timely response
SSC 22.012	03/02/2022	It was RESOLVED by Consensus that the presentation from the Assembly be received.	Requires regular reporting
SSC 22.015	03/02/2022	It was RESOLVED by Consensus that the Synod Standing Committee approve remuneration of \$10,136 p.a. for Chairperson and \$5,068 p.a. for members of the Audit and Risk Committee.	Requires a timely response
SSC 22.016	03/02/2022	It was RESOLVED by Consensus that the Synod Standing Committee Approve that the effective date for the payment of remuneration for members of the Audit and Risk Committee be 1 January 2022.	Requires a timely response
SSC 22.018	03/02/2022	It was RESOLVED by Consensus that the Synod Standing Committee endorse the recommendations of the Remuneration and Nomination Committee to change the remuneration framework for award free employees.	Requires a timely response
SSC 22.026	3/3/2022	The Committee NOTED the Electronic Decision of 23 February 2022 regarding Synod Office audit by the Audit & Risk Committee as a correct record.	Requires a timely response
SSC 22.028	3/3/2022	It was RESOLVED by Consensus that the Synod Standing Committee note the MDF discussion paper.	Requires regular reporting
SSC 22.032	3/3/2022	It was RESOLVED by Consensus that the presentation on the Uniting Early Learning business plans from the Executive Director, Enterprise and Innovation be received.	Requires ongoing, sustained

RES. #	MEETING DATE	RESOLUTION	PRINCIPLES
			oversight in execution
SSC 22.033	3/3/2022	It was RESOLVED by Consensus that the Synod Standing Committee resolved to approve the Synod office budget reforecast to 30 June 2022.	Requires a timely response
SSC 22.035	3/3/2022	It was RESOLVED by Consensus that the Synod Standing Committee, agrees that the proposal that a missional subcommittee of the SSC be presented to the Synod. That the wording of the proposal be:- "That the Synod agrees to the formation of a Missional sub-committee of the Synod Standing Committee to have the powers and responsibilities as articulated in the attached Charter; and the Synod Standing Committee be authorised to amend any By Laws in order to give effect to this resolution."	Requires a timely response
SSC 22.036	3/3/2022	It was RESOLVED by Consensus that the Synod Standing Committee appoint to Rev Moore to act as Mover, and Rev Hardingham to act as Seconder, of the MC3 motion at the Synod in Session.	Requires a timely response
SSC 22.038	3/3/2022	It was RESOLVED by Consensus that the Synod Standing Committee acknowledges and thanks Jacqueline Kelly for her time, commitment and leadership to UnitingCare Queensland since commencing 1 April 2019.	Requires a timely response
SSC 22.039	3/3/2022	It was RESOLVED by Consensus that the Synod Standing Committee approves an extension to Synod Standing Committee approved Recruitment and Reappointment Panel for the recruitment of one Board Member.	Requires a timely response