



Reports to Synod 2021

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Bishop-in-Council



Attendances at meetings of the **Bishop-in-Council and Diocesan Council** from November 2020 to September 2021.

The Council met on the following dates for a total of 10 meetings –

10 November 2020	18 May 2021
8 December 2020	15 June 2021
9 February 2021	20 July 2021
9 March 2021	17 August 2021
20 April 2021	21 September 2021
	19 October 2021

Attendance records as at 1 October 2021–

Ex Officio			
The Right Reverend PJ Grice (Chair)	8	The Venerable TP Henderson-Brooks (Administrator)	2
The Reverend JA Hercott (Registrar)	9	The Venerable JS Barnes (Diocesan Chair of Committees & Archdeacon)	8
Members			
The Very Revd MF Sibanda	10	Canon VD Gribble ML	10
The Revd BR Andersen	9	Mrs CE Haughton	9
The Revd L Collings	7	Mrs A Leech	9
The Revd NL Dean	9	Mrs C Schlencker	10
The Revd AD Gall	10	Mrs R Webb	10
The Revd REG Stanley	10		
<p>Additionally, there were flying minutes on 18 December 2020, 11 January 2021, 15 January 2021, 25 January 2021, 16 March 2021, 30 March 2021, 24 September 2021.</p> <p>The Administrator appointed The Very Revd MF Sibanda to Diocesan Council on 10 November 2020.</p>			

Resolutions of Synod 2020

1. Standing Orders

That this Synod adopts the Amended Standing Orders approved and recommended by Diocesan Council on Tuesday 6th October 2020.

CARRIED

2. Parish Contribution Rate for 2021

That the parish contribution rate for the 2021 year remain at 12% of Base Contribution Income as calculated by the Parish Contribution model adopted at the 2019 Synod.”

CARRIED

3. Auditors

That this Synod agrees to the appointment of Mr Matthew Hund of rdl.accountants as Auditor of the 2020 Financial Statements of the Corporation and other related entities as required.”

CARRIED

4. Marriage/Blessing of Marriages

In light of the Anglican Diocese of Wangaratta moving to approve the blessing of ‘Same Sex Marriages’ at their Synod in 2019 and the impending actions at the Appellate tribunal regarding their decision on the matter, that this Synod affirms the current Anglican Church of Australia’s stance on marriage/blessing of marriages, according to the constitution of the Anglican Church of Australia and the 39 Articles, which recognises marriage as being between a Man and a Woman.

CARRIED

5. Message of Condolence to National Church of PNG

That this Synod sends a message of condolence to the National Church of PNG in relation to the death of Bishop Allan Migi, late Archbishop of ACPNG with thankfulness for his year of ministry in the Diocese of Rockhampton. We remember him as a young priest of great potential whose deep faith, gentleness and concern for others made a lasting impression on all with whom he ministered. We ask the National Church Secretary to send our sincere sympathy and prayers to his wife, Mary and their family.

CARRIED, RESOUNDINGLY

6. Expression of Thanks

Synod extends its deepest gratitude to the Revd Capt Graeme Liersch and the Revd Susan Liersch for their years of service in Longreach and the greater western region of the Diocese. Synod wishes them well as they move in January to accept the Parish of Wongthaggi and Inverloch in the Diocese of Gippsland.

CARRIED, RESOUNDINGLY

7. Expression of Thanks

Synod expresses its deepest gratitude to Mr Alan Larsen for his many years of service to this Synod and the Diocese, including Diocesan Council, Tanyalla Board, Standing Committee, AnglicareCQ Board, Mission to Seafarers and most recently Bishopric Election Board, for his advice surrounding many aspects of finance and property.

CARRIED WITH ACCLAMATION

8. Expression of Thanks

Synod expresses its deepest gratitude to the Ven John Barnes for the work he has done as Registrar and Synod Treasurer since arriving in February 2019.

CARRIED WITH ACCLAMATION

9. Expression of Thanks

Synod expresses its sincere gratitude to The Ven Tom Henderson-Brooks for his dedication, support and servant leadership in the Diocese since arriving in January 2016. Tom has served as Rector of North Rockhampton Parish, Archdeacon for Ministry, Training & Formation, on Synod, Diocesan Council, Standing Committee, Examining Chaplain, Board member AnglicareCQ and most recently as Bishop's Commissary and Administrator of the Diocese. We would like to express our deepest gratitude for the focused and pastoral manner in which Tom has led the Diocese through these significantly challenging times in 2020. We wish both Tom and Caroline well as in their next phase of ministry with Canberra Goulburn Diocese commencing in April 2021.

CARRIED WITH ACCLAMATION

10. Expression of Thanks

In light of the contribution the Rev Delfina Trail has made to the Diocese over many years, through Bishop-in-Council/Diocesan Council and other means, that this Synod thank her and wishes her well in her new endeavours, by passing a vote of thanks through acclamation.

CARRIED WITH ACCLAMATION

11. Expression of Thanks

That this Synod thank the Rev Anne Nixon for her contribution to this Diocese over many years.

CARRIED WITH ACCLAMATION

12. Expression of Thanks

Synod expresses its gratitude to the Rev Jake de Salis for his Synod Bible studies, and to the Rev Luke Collings for his music, and to the Rev Jennifer Hercott for her leading the Synod worship.

CARRIED WITH ACCLAMATION

13. Congratulations

Synod wishes to express its congratulations and gratitude to Rev Beth O'Neill on the receipt of her Order of Australia Medal for her service to the Parish of Barcoo and the community of Blackall.

CARRIED WITH ACCLAMATION

14. Expression of Thanks

That this Synod expresses its heartfelt gratitude to and admiration of Bishop Alf Chipman for his Christ-centred leadership of the Bishopric Election Board, his wise counsel and his unstinting contribution both personally and financially to the role he was asked to take on by Diocesan Council. Bishop Alf's love, prayerfulness and wise leadership was instrumental in the successful conclusion of the Bishopric Election Board's task.

CARRIED WITH ACCLAMATION

15. Expression of Thanks

Synod expresses its gratitude to all those behind the scenes who have helped Synod to function smoothly, including all those who have helped on committees, and facilitated Synod, including Mrs Cheryl Haughton, Ms Barbara Smith, Miss Tara Cowen, Rev Jen Hercott.

CARRIED WITH ACCLAMATION

Bishop-in-Council/Diocesan Council Business for 2020/2021

In the period since the last Synod (October 2020) the Bishop-in-Council (BiC)/Diocesan Council (DC) have continued to meet on a monthly basis. Council have dealt with a number of major issues, including the on-going assessment of the Corporation's solvency and enacted on the 'Financial Road Map' handed down at Special Synod 2020.

Diocesan Financial Position and Solvency

Synod members would be aware that the Diocese has, for some years, incurred operational losses which have required the drawdown of investment funds to support operational cash flow. These operational losses were unsustainable. The financial challenges facing the Diocese were presented at the Special Synod of July 18, 2020. A Financial Road Map was adopted by that synod. The endorsed 'Financial Road Map' had the following key objectives:

- Significantly reduce or eliminate the external debt of \$2.342 million to the ANZ Bank by the end of 2021.
- Increase the already quarantined provision to meet future Redress and Civil Claims.
- Enhance the See Endowment Fund so it would be able to fund the full remuneration costs of a Bishop for at least five years, and create a distinct Investment Portfolio for these funds.

As a result of following the endorsed 'Financial Road Map', careful financial management and good stewardship of resources the budgeted draw down of reserve funds has not been necessary. This is in a large part due to the ANZ loan being eliminated.

There is a small projected operating surplus in 2022. Please refer to the financial reports for more details.

Bishop-in-Council will continue to meet regularly and monitor financial solvency in the coming year.

Redress and Civil Claims

Redress and Civil claims continue to be our greatest area of weakness with regards to financial forecasting and operational viability. At the time of reporting

- in the area of Redress we have one offer awaiting acceptance and two claims awaiting determination.
- in the area of civil claims Personal Injuries Proceedings Act (PIPA) we have six civil claims in process and two in abeyance.

BiC continues with a conservative approach to current and potential liability in this area, and has raised the target value of 'quarantined funds' as a means of meeting liabilities, in line with advice from our legal representatives.

Risk & Insurance

The Council has continued to monitor Diocesan responsibilities with regards to risk and insurance. BiC has continued with insurance reforms instituted in 2020 with regards to a three-tier approach to property insurance across the Diocese.

Council has this year created an insurance excess provision in the budget to cushion budget shock encountered with insurance claims. Excess on claims is currently \$20,000 per event. Parish excess is \$,2000 per claim.

The 2022 budget includes a parish insurance premium subsidy of 10%, reducing from 30% in the previous years. The Cathedral building, bell tower and hall will have a subsidy reduction from 100% to 50%, and all other Cathedral buildings will receive 10% as per other Parishes.

Parish Viability

The Council has received and considered a Parish Viability review conducted by Ven. John Barnes. This information will be analysed and action proposed in the coming year.



The Reverend Jennifer Hercott
Registrar

Bishop-in-Council Motions to Present to Synod 2021

Sponsored by Bishop-in-Council

1. PARISH CONTRIBUTION RATE FOR 2022

Moved: The Revd JA Hercott

Seconded:

“That Bishop-in-Council endorses that a Parish Contribution rate of 12% for 2022 be recommended to Synod.”

2. AUDITORS

Moved: The Revd JA Hercott

Seconded:

“That the Synod agrees to the appointment of Mr Matthew Hung of rdl.accountants as Auditor of the 2021 Financial Statements of the Corporation and other related entities as required.”

Office Operations

The Diocesan office is a small but efficient team providing for the operations of the Corporation of the Synod of the Diocese of Rockhampton, as well as in support of our Parishes. The work of the Diocesan Offices includes:

- Operational implementation of directions from Bishop-in-Council
- Secretariat for Bishop-in-Council and Cathedral Chapter
- Operational support for the office of the Bishop
- Human Resource Management and Advice
- Centralised Payroll
- Policy and Procedural development, consultation and implementation
- Property Management
- Development and implementation of operational budgets
- Audit management
- Risk and Insurance management
- Project management for Cathedral works and other instigated projects as appropriate
- Liaison with Diocesan Investment advisors
- Management of Redress and Civil Claims
- Operational review and improvement
- Compliance management
- IT & Telecommunications

At the date of writing the Registry Staff structure (on a Full Time Equivalent paid basis) is as follows:

Registrar / General Manager	33% of FTE
Deputy Registrar / Financial Accountant	100% of FTE
Accounts Clerk	21% of FTE
Redress Manager	10% of FTE
Bishop's PA	79% of FTE
Safe Ministry & Risks Officer	17% of FTE
Total:	2.6 FTE

This level of staffing carries significant organisational risk for both capacity and business continuity.

I would like to publicly acknowledge and personally thank to the small but dedicated team in the Diocesan office for the work completed, the milestones achieved, and the grace in which it has been done, in what has been a very challenging year: Tara Cowen (Deputy Registrar/Accountant), Barb Smith (Bishop's PA/Admin Support) and Louise Bulman (Redress Management). It is the extraordinary efforts of this team which enables the work of the Diocese to continue.

New Bishop

The first half of this year has been busy organising the consecration, installation, orientation and induction of our new Bishop. Bishop Peter has settled in well, he has a clear agenda for Pastoral Care, Parish Visitation and Governance Structures. The Diocesan team works closely with the Bishop to manage priorities and to implement the directions of Bishop-in Council.

Risk and Insurance

The Diocesan office continues to work closely with our insurers to minimise risk and manage claims. Claims this year, have in the majority, been storm damage to buildings.

The insurance and re-insurance industry is becoming increasingly risk adverse. As a result of recent insurance audits, all Parishes are asked to include 'Safe Church, Risk and Insurance' as an agenda item for all Parish Council meetings. We are also reminded to ensure that all buildings have a current risk assessment and that all activities have permission to proceed.

The Diocesan office continues to work closely with our Insurance advisors to ensure that we remain compliant with regulations and abreast of changes in the industry.

Current focus areas:

- Building ingress, egress and public liability
- Protection of vulnerable people (Safe Church Ministry)
- New legislation requiring all rented residential accommodation (including rectories) to have integrated smoke alarms installed before January 1, 2022.

Property Matters

Property sales:

Several Properties have been sold in line with the endorsed Financial Roadmap. The sale of these properties has gone towards extinguishing the ANZ debt (see financial reports).

The properties sold include:

- Tanyalla
- St Mark's, Allenstown
- Vacant land at Mary Street, Yeppoon
- Christ the King, Middlemount & rectory

Properties currently under contract or currently listed for sale in line with the endorsed Financial Roadmap include:

- 15 Taurus Street, Blackwater
- 80 Yew Street, Barcaldine
- 20 Fisher Street, Dysart

Valuations and listing opportunities are currently being sought for other properties identified in the endorsed Roadmap. Please note that the Diocesan office will continue to work with Bishop-in-Council and local Parishes to extend the list of properties as required to meet the anticipated cost of civil claims against historic abuse in the Diocese.

Rental Properties

The Diocesan Office manages six different residential rental properties including two villages with the assistance of commercial property managers. Rental properties have, in the main, required only minor and planned maintenance, with one exception due to the collapse of a retaining wall at St Mary's in Mount Morgan.

One commercial rental property is still owned and managed by the Diocesan Office, that being in Musgrave Street, Berserker.

Cathedral Chapter

Cathedral Chapter has recommenced meeting this year. The Chapter meets once a month. Work has been completed on the Cathedral Canon as well as the establishment of an appeals committee.

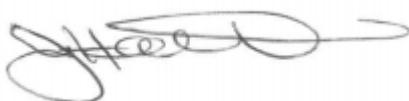
BCA Funding

The Diocesan office works closely with Bush Church Aid (BCA) to support mission and ministry in our Diocese. We currently have two BCA funded positions in the Diocese, one in Moranbah and one based in Yeppoon. Two new positions have been identified and are awaiting announcement. As a Diocese we continue to be grateful for the longstanding friendship and support that we enjoy with BCA.

Redress & Civil Claims

It has been a busy year with regards to Redress and Civil Claims against the Diocese. Please see the BiC report for details. On behalf of the Diocese I would like to extend our gratitude to RGB Lawyers for their support and advice in the handling of these matters.

In all things may God's will be done, his gospel proclaimed, his kingdom extended and his glory revealed.



The Reverend Jennifer Hercott
Registrar

Safe Ministry

COVID-19 has continued to be a major consideration with regards to Safe Ministry across our Diocese. I want to thank all parishes for having worked so hard to comply with 'Endorsed Industry Plans' until they were revoked, and for your continued vigilance to ensure compliance with Government directives. COVID-19 directives are likely to be with us for a little while yet, please keep abreast of updates as they are sent out from the Diocesan office, and please feel free to clarify any concerns that you have.

We have had some difficulties with the online training platform which we use for all Safe Ministry Training. This has been caused by a change in the procedures of the Open Learning Platform. We are working with our provider to ensure the easiest and most cost-effective process possible. As previously reported online training enables more local facilitators to be active, as well as providing better assurance of consistency of outcomes and traceability of our legal responsibilities. If you have any concerns with regards to accessing training, please contact the office to discuss options.

To the glory of God alone,



Revd Jennifer Hercott
Diocesan Safe Ministry Coordinator

Aboriginal and Torres Strait Islander Ministry

Greetings

There has been nil NATSIAC activities to report.

COVID-19 continues to knock us off kilter in our churching this year, this report reflects this reality. NATSIAC meetings have been cancelled last year (2020) and this year and may not happen next year (2022). This report sets out a brief overview of the role of NATSIAC.

1. National Aboriginal Bishop

- The Right Reverend Chris McLeod is our National Aboriginal Bishop who is also Assistant Bishop of Adelaide.

2. National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC)

- The National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC) is an official body of the Anglican Church of Australia with representatives from across the national church working together on issues that are important to Aboriginal and Torres Strait Islander Anglicans.
- NATSIAC's vision is to be the primary voice for Aboriginal and Torres Strait Islander Anglicans, promoting Gospel mission, encouraging ministry and generating resources so that we may walk together with God and the wider church.
- The annual NATSIAC Gathering is an important source of support and encouragement for participants. NATSIAC members come from a diverse range of ministries. They include bishops, priests, deacons and lay ministers working in cities, regional towns and remote communities.
- NATSIAC needs to consider alternate ways to keep in touch and support each other...we may have to "zoom it".
- While our intention is to meet annually, future F2F meetings of NATSIAC are dependent on COVID-19 and its increasing variants being contained.

I recommend this report be tabled and accepted.

Kind regards

William

Revd William Oates

Deacon Assistant, Keppel Parish and Diocesan Representative to NATSIAC

Anglican Mothers Union Australia

Prayer is central to our work as Mothers Union, and each day, at midday, members all over the world pause to pray. The Wave of Prayer is a continuous expression of our commitment in prayer to each other, which runs throughout the year and encompasses all the places in which we are represented. (Prayer Diary, p 5) As we use our Prayer Diary daily, praying in turn for the dioceses of the 84 countries where MU functions, we know that as we pray for others, they are praying for us. So, all over the world, our Wave of Prayer is sustaining us all, 24/7.

We pray: **Give us strength to be different, to stand up for justice and peace, and be signs of your reconciling love for all.**

Our Diocesan arrangements continue as outlined in my 2020 report, with a small group of Office-bearers acting as an Executive, meeting twice a year. We have been able to hold our regular Diocesan events this year, each one arranged by one of our branches:

- Our **Quiet Day** in February led by our Chaplain Revd Rob Stanley at Keppel, preparing our hearts and minds for the year ahead;
- **Lady Day** in March celebrated in the Cathedral by our Chaplain with an inspiring Eucharist and presentation of long service awards which was followed by morning tea and great fellowship after all the time missed from 2020;
- **Mary Sumner Day** on 9th August hosted by All Saints, where we were able to welcome Bishop Peter to the first MU gathering. He celebrated the thoughtfully prepared Eucharist, in a circle, on the 140th anniversary of our founder, Mary Sumner's death, then joined us for fellowship over Morning Tea.

Members really value being able to meet and share.

In May, to coincide with the time when our Diocese is prayed for along with 4 other Dioceses in Africa and India (our Link Dioceses) in the Wave of Prayer, the Australian Coordinator of the Overseas and Northern Outreach Department, Dr Robin Ray visited. Dr Ray joined us at St Paul's on Wednesday night and Keppel on Thursday and gave an excellent presentation of the work done throughout the world. Overseas, MU members are very active in caring for people in the pandemic, where death rates are so high, little or no vaccine is available, and there is increased HIV in babies whose mothers cannot access their antiretroviral medication. We were pleased to welcome Virginia Grice on the night, (a regular contributor to Mia Mia), who gave a first-hand perspective on the Lay Workers Conference in NW Australia. Northern Outreach funds support this important conference every second year. MU members regularly give and fundraise for our Mission through Overseas and Northern Outreach.

Members carry out various activities to build relationships with Baptism families e.g. baptism preparation and sponsorship, giving a Children's Bible or other gift to baptism children, sending anniversary of baptism cards, invitations to special services or activities such as at Christmas.

Another major focus for members is to raise awareness of gender violence. We support the 16 Days of Activism (Nov 25 to Dec 10) with Prayer Trees in parish churches. Keppel takes theirs to the Christmas Tree Festival in the Town Hall, a good promotion and outreach. About 60 toiletry packs are provided each year for the local Women's Shelter, also.

Again this year, All Saints branch organised a drive for biscuits, beanies and toiletries for the Mission to Seafarers, and took a 'truckload' to Gladstone in August, while St Paul's made 100 muffins for the Anglicare Brunch for the Homeless in Queen's Park. Members support Anglicare, and iCare.

I am the vine, you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me, you can do nothing. Our Diocesan Bible Verse: John 15:5

At our mid-year Office-bearers meeting, Bishop Peter led the opening prayers and reflection, then asked us "What is the job of Mothers Union?...its purpose...its value ...its work...why should people join? ...what can we do better?" These questions led to a lot of soul searching and discussion. Firstly, there needs to be a process to follow-up Baptism families, as Our Lord's commission is to *Baptise and make disciples*. We must welcome and talk to young families. Also, the need for better communication and promotion of what we have to offer emerged. For example, the great range of resources in Mia Mia, and on our website, such as Parenting Courses, Children's Spirituality ideas, Marriage resources, Prayer and Spirituality and Worship. We need to talk about MU at Baptisms, especially when Bibles and gifts are presented. Parishioners and members need to know what we are doing, and also be aware of members and parishioners needing support.

We established that as members of MU, we are flexible and adaptable, taking on topical social issues as they come up, for example our concern for Gender Violence. Our commitment to Prayer and Worship is basic to all our work. *Without MU, the things we do wouldn't be done: it is the HUB from which spreads our works in Prayer and Worship, Gender Violence, Baptismal Families, Children's Ministry, Mission to Seafarers, Overseas mission projects and Northern Outreach. Through our meetings, the fellowship of other members gives each of us the strength, support and purpose to carry out God's work in a Christian atmosphere.*

Therefore, we concluded that AMUA does have purpose and value, we work, pray and worship, and we take on board the needs regarding Baptism follow-up and Communication. We thank Bishop Peter for making us consider these questions and trust our considerations will bear fruit.

Another prayer: **May we always see the world through the eyes of Christ, speak to those we meet with the words of Christ, and take with us on our journey the peace of Christ.**

Noelle Frazer

Immediate Past President

ANNUAL REPORT TO SYNOD 2020-2021

From: Carol Godwin, Chief Executive Officer

Date: 29 September 2021

AnglicareCQ has moved forward over the last year and there is much to report through to Synod. There have been challenges and opportunities both of which have enabled us to continue to strengthen and grow as a team and as well as an organisation. Further to this, our new strategic plan 'Thriving communities, empowered people' was rolled out in 2021. A supporting operational plan is in place and a business plan is currently being developed. Strong foundations are being set to ensure the strategic vision for AnglicareCQ is realised.

The following report will provide an overview of:

- The new strategic plan – exploring our three focus areas, objectives and KPIs
- Our amended values and introduction of our foundation statement
- Our Board and committees
- Our new organisational structure
- Our work highlights – including our COVID response, Volunteers & Bargain Store

As always, AnglicareCQ acknowledges our team (Board, Committee Representatives, Managers, staff – paid and unpaid, volunteers, contractors/consultants, donors and supporters), who all play a vital part in us delivering on our vision to 'work with people to make the best of their lives'.

A new Strategic Plan 2021-2025 – 'Thriving Communities, empowered people'

Our new Strategic Plan captures three focus areas:

- Our team
- Our work
- Our communities all of which flow through to;
- People – ***our participants, who we place first*** and at the centre of everything we do.

Each of our focus areas have associated objectives, measures, KPI's and operational initiatives to deliver on the strategy.

The following oversight reflects the strategic and operational aspects linked with the three focus areas:-

Our Team – our objectives are about building the capacity and capability of our team, about embracing diversity and being an inclusive workplace along with attracting and retaining enthusiastic staff.

The operational initiatives include:

- Embedding our Training and Development Plan
- Developing a Peer Workforce Framework
- Hosting a SOAR Awards and/or Staff Recognition Events
- Enhancing our Staff Recruitment and Retention Strategy

Our Communities – our objectives are about understanding and responding to our community, strengthening our partnership with the Anglican Diocese of Rockhampton, building positive partnerships and our profile.

The operational initiatives include:

- Safe Places – establish and implement. This is a property formed of four (4) detached houses that will house women and children moving beyond domestic and family violence.
- Emerald Residential – establish and implement. This is a resident home that will provide 24hr/7 day a week care for three (3) young people under 18 years who are in the child protection system.
- The Way Back Service – implement. This is a new service that focuses on suicide prevention.
- Develop proposal for purpose build residentials in Emerald and Rockhampton.
- Review, then implement Stakeholder Engagement Plan – with a focus on participant engagement and developing our partnerships with the Diocese.
- Exploring grants that align with our strategy.
- Generating untied funds.
- Introduction of Staff Innovation Grants
- Development of our fee for service work in child protection and mental health.

Our Work – our objectives are about designing and delivering safe, culturally appropriate and inclusive services that are innovative. The other component to 'Our Work' is advocacy relating to – Homestretch, Town of Nowhere - accessible and affordable housing, increasing Jobseeker, and other Board endorsed social justice issues.

The operational initiatives include:

- Development and implementation of Advocacy and Campaign Plans
- Development of a Reconciliation Action Plan
- Review of our Risk Management Framework
- Identification and implementation of an evidence-based model of residential care
- Review of our Information Technology Strategy
- Embed AnglicareCQ's Outcomes Framework and measure the difference we make

- Develop AnglicareCQ Business Plan
- Review our Housing Strategic Asset Management Plan and Business Plan
- Implement a Case Management System across all service delivery areas
- Become a Child Safe Organisation
- Review our NDIS program
- Develop a Foster Carer Recruitment and Retention Strategy
- Practice Development – focus on culture and innovation across all program areas.

Years 1-2 of the plan are about enhancing the organisation. AnglicareCQ aims to move beyond consolidation through to collaboration with our stakeholders (participants and partners) and staff. Internally, we will be strengthening our existing staff capacity and capability to become leaders within the organisation and in their field.

Years 3-5 of the plan sees growing our influence and outcomes. AnglicareCQ aims to be responsive to opportunities and leveraging current services to achieve positive and measurable outcomes. Creating positive and sustainable support for Central Queenslanders is a key aspect of this phase of the plan.

AnglicareCQ values and foundation statement

Through our strategic plan consultation activities, our values were reviewed and a new foundation statement was chosen that enshrined the values.

Our values

Respect – We respect the intrinsic worth of every person, value differences, celebrate uniqueness and invite contribution. Where respect is shared, trust is gained and dignity upheld.

Integrity – We are honest, trustworthy and accountable. We take responsibility for our actions. We strive to do the right thing each time we face a difficult decision.

Justice – We advocate for the removal of unjust structures, promote opportunity and the fair distribution of resources.

Compassion – Through our understanding and empathy, we encourage and support each person on their own journey. Through the lens of compassion, we give hope. With hope people can be empowered to achieve their own goals for their life.

Shared Purpose – Our shared purpose is what gives meaning to our actions. We look to break the cycle of disadvantage and are determined to complete what we set out to do. We actively seek collaboration with other organisations and individuals to create thriving communities and empowered people.

‘Jesus Christ invites us to serve humanity by creating an inclusive and just world’ –
AnglicareCQ’s Foundation Statement.

Our Board and Our Committees

AnglicareCQ has been incredibly blessed to have had and to have such committed and experienced Board Members.

The work of our Board is support by the following committees:

- Finance Risk, Audit and Risk Management Committee
- Marketing Committee
- Clinical and Care Governance Committee
- Governance Policy Review Committee
- Housing Committee.

This year we farewelled – Venerable Tom Henderson-Brooks and Helen Quaife, whose contributions to AnglicareCQ continue well into our future.

Our current Board is formed by the following:

Clyde Wode – Director

Clyde Wode had a long career with Queensland Rail spanning 47 years. Clyde joined Careforce in 1992 and was appointed as a Director when Careforce became AnglicareCQ. Clyde has offered support of his wife during her 30 years of fundraising and volunteering for AnglicareCQ.

Bronwyn Dendle – Director & Chair of Clinical and Care Governance Committee

Bronwyn Dendle is a Social Worker with 20 years of front-line experience supporting rural communities in Central Queensland. Bronwyn successfully completed her studies at the University of Queensland, receiving a Bachelor of Social Work with Class 1 Honours and a Bachelor of Arts, majoring in Economics. Bronwyn has a strong social justice framework and is passionate about advocating for the needs of rural communities.

Libby Homer – Board Chair

Libby was raised in Rockhampton and went to school there before heading off to the University of Qld where she completed a Degree in Science majoring in Medical microbiology. Libby worked in this field for ten years before marrying in 1983 and moving to the country near Banana to her husband's cattle station. Over the years Libby worked to improve educational services and coordinated the drought relief in the Banana area. She also chaired the Regional Arts Development Committee. Libby and her husband were active members of the Moura Anglican community. Libby was also a foundation member of Beef Australia and sat on the organising committees and then the Board of Beef Australia. Libby graduated from the Australian Institute of Company of Directors course and has recently had further professional training in a variety of courses including Strategic planning and Risk management. Libby currently also sits on the Safe Food Queensland Board and also sits on every AnglicareCQ Committee.

Jacque Mackay – Director & Chair of Marketing Committee

Jacque completed an Arts Degree (Hons. History) at UQA before completing more study at Murdoch University and Edith Cowan University in Public History and Media Studies. She

spent one and a half years in the Broadcasting course at the WA Academy of Performing Arts before gaining a job at ABC Capricornia in Rockhampton in 1996 – finishing in 2019 (as the Breakfast Presenter). Jacquie is now challenging her creativity through her new business ‘Imagine You’ – as an Image Consultant.

Peter Donaghy – Director & Chair of Finance, Audit and Risk Management Committee

Peter is the Queensland Director of the Coal Assessment Hub with the Department of Natural Resources and Mines. Peter has 25 years’ experience across a range of disciplines that include administrative law, research, management and compliance with a particular focus on the resources and agricultural industries. A qualified economist, scientist and board director, Peter has successfully applied his expertise to roles with the Queensland Government, Australian Universities and as a private consultant

Barbara Lawrence – Director BA(NE), LLB(QUT), GradDipLegalPrac(QUT), GradCertMgt(C.Sturt), GradDipPubPol(Deakin), PGDipCnfctMgt(Macq)

Barbara has held Senior and Executive positions as a higher education administrator for a period of more than thirty years, fulfilling roles of Vice-President Student Services and Registrar, Academic Registrar, Executive Director of Student Services and Head of Residential Accommodation. Since 2013 Barbara has consulted in the higher education sector for public and private providers, primarily in the areas of higher education administration, governance, student management, misconduct investigations and compliance audits. More recently, Barbara has provided mediation and investigation services to businesses, NFP, government supported and funded organisations in the Central Queensland Region.

John Crossland – Director

John has been living in Rockhampton for the past 12 years after making the move north from Victoria. He is in his final year at The Rockhampton Grammar School as the Head of Year 8 before retiring. John has a Masters of Education, a post-graduate Diploma in Management Systems and undergraduate qualification in Computer Science and Pure Mathematics. John has a strong family history of community service and volunteering. John has served on Secondary School Boards as a Staff Representative and has completed the Independent Schools of Queensland Governance Course.

Susan Foyle – Director

Susan has been a nurse and midwife for over thirty years. Initially educated in the United Kingdom, she relocated to Queensland 15 years ago. She is experienced in clinical governance and risk management, nursing and midwifery leadership and management. Currently, Susan works for Central Queensland Hospital and Health Service as the Executive Director for Nursing, Midwifery, Quality and Safety.

Susan is delighted to be appointed as a director to the AnglicareCQ Board and sees this as a privilege to serve the wider Central Queensland communities. As a woman of faith, Susan finds it is easy to align with the mission and values of Anglicare CQ and looks forward to working with the team as they aspire to working with people to make the best of their lives.

Our most recent addition to the AnglicareCQ Board is:

Bishop Peter Grice – Director (and Bishop)

Peter brings to the role a wealth of experience in pastoral ministry in the rural Australian context as well as his earlier legal profession. He studied a Bachelor of Commerce/Law at the University of NSW before working as a solicitor in Sydney.

After completing his initial theological training through the Australian College of Theology, studying at Sydney Missionary and Bible College, Peter responded to the call of Parish ministry in the Diocese of Armidale, where he was Ordained in 2001. He served in St Augustine's Parish, Inverell for 14 years, before moving to Northwest Australia Diocese. He holds further Post Graduate qualifications from Moore Theological College and Trinity Theological College.

Bishop Peter is passionate about encouraging people to know Christ and to make Him known. His desire is to shape and enable the church to communicate the good news of Jesus effectively. Sport, travel (pre COVID), maritime history, reading, amateur farming and music are some of his interests.

Further to this we have a number of committee representatives who support our work; Rhylla Webb has worked with us to support our headspace tender preparations and sits on the Clinical and Care Governance Committee with Melinda Jocusen. Both have specialist experience and knowledge in the clinical space that has really assisted AnglicareCQ as we move from being a purely non-clinical provider. A steep yet exciting learning curve made easier with their expertise around the table.

All AnglicareCQ Board and Committee Members generously volunteer their time and their expertise to serve the best interests of the organisation. They set our strategy, our culture, our risk appetite and guide us through both the good and the not so good times.

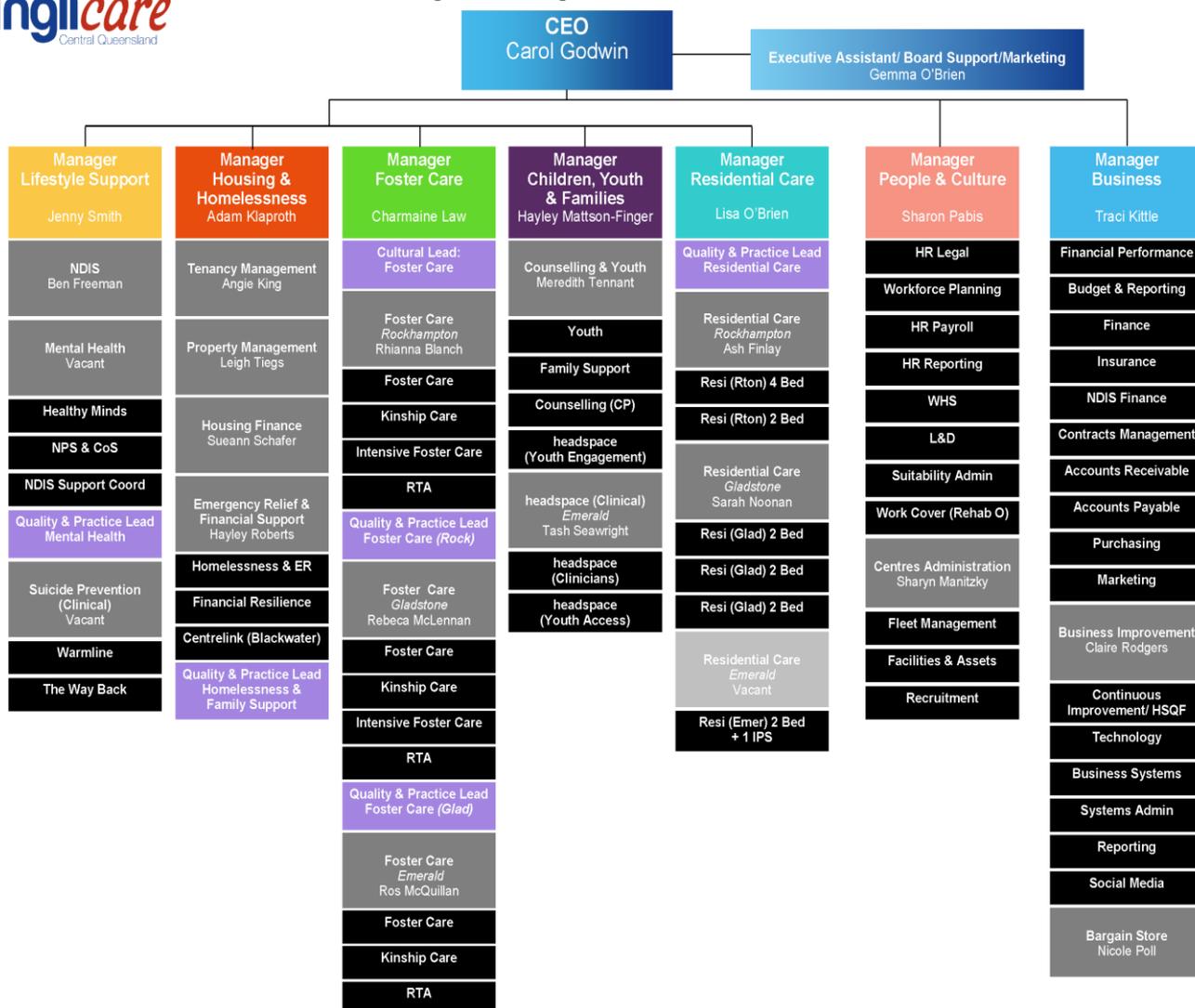
Our new structure

During 2020 AnglicareCQ experienced a year of unprecedented growth. Further to this, the organisation needed to position itself through our structure to support the vision of our Board and our new Strategic Plan. As such, we moved to the following structure which sees:

- Residential Care move to specialised functional stream
- Children, Youth and Families accommodate our new headspace Emerald program (while residential care transitioned out)
- The addition of Clinical Coordinator, Quality and Practice, and Cultural Leader positions
- The addition of the new Way Back Support Service and creating of a Suicide Prevention Program area to oversee this important and high-risk work
- There was only the creation of new positions and opportunities for staff.



AnglicareCQ Organisational Chart 2021



Foster Care

The demand for Foster Carers across Central Queensland continues to grow all the while it has become hard to recruit new Carers. The work in this program is vital to ensuring that children and young people have a safe home in which they are nurtured and can flourish in life. AnglicareCQ has supported Carers during the year to provide over 350 children a home at any given time.

The staff in the foster care program:

- Promote Foster Caring in the community
- Recruit, train and assess Foster Carers
- Provide Foster and Kinship Carer Support Groups
- Provide day-to-day support along with afterhours support
- Provide cultural support and advice (through our Cultural Lead).

Further to this, our Intensive Foster Care Program in Gladstone and Rockhampton provides, as the name suggests, intensive support tailored to young people who need just a little more help at particular times. Our staff provide wonderful, personalised care that is often activity based and, in the home, or community.

One of our key focus areas has been the development and implementation of a comprehensive Foster Care Recruitment Strategy. Staff and Carers were extensively involved in assisting with generating our campaign which has rolled out from July 2021. Social media platforms have been the primary means utilised to put the callout for more Carers and the interest generated has been incredible. Here’s a sample of our Myth Busting and Kinship Campaigns -

 **Anglicare Central Queensland** posted an episode of **Foster Care Myth Busting.**
Published by Tracey Siddins · July 13 · 🌐

CALLING FOR FOSTER CARERS ❤️🏠
Not every child in need of Foster Care has behaviour problems. They are children who need a safe home and the protection of stable adults who care. They do have complex needs because of the trauma they have endured, but AnglicareCQ will work with you to equip you with the skills needed for success. Will you raise your hand to care? Head to <https://anglicarecq.org.au/foster-care> to learn more.



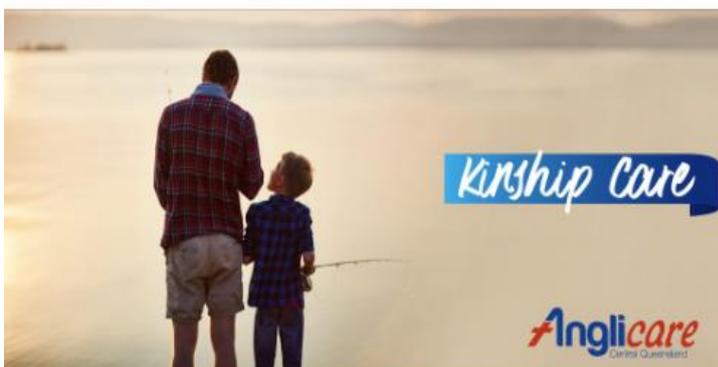
 **Anglicare Central Queensland**
Published by Buffer · June 11 · 🌐

What is a Kinship Carer?

Did you know Kinship Carers provide care to children in their extended family, community or cultural network?

Kinship care maintains the child’s existing connection to their family, community and culture, and Kinship Carers may be a biological family member, part of a school or sporting community, or a connection to the child’s cultural group.

The role of a Kinship Carer is important in that it provides an essential and consistent person in a child’s life. It’s someone they already know and can rely on.



Children, Youth and Families

The recently rejigged Children, Youth and Families portfolio sees this area continuing to deliver youth services to young people aged 8-21 years of age as well as family support programs to prevent families entry or re-entry into the statutory child protection system. A significant focus for this program area has been to move to establish our new program – headspace Emerald. This clinical service also pushes AnglicareCQ into developing as an organisation to move beyond non-clinical work. As such, we have needed to develop every aspect of headspace Emerald in consultation with young people, their family and friends as well as the wider community, including:

- Writing new documents that reflect clinical practice and governance and that meet extensive accreditation requirements
- Design, fit out and signage for the headspace Emerald Centre
- Development of new position descriptions, recruiting and onboarding all program staff
- Opening doors by mid-December 2021 to the young people (their family and friends).

It's a very exciting and hectic time for AnglicareCQ to establish and open our first headspace Centre, and I look forward to reporting back to Synod in future, around the program and the difference we are making in this community.

Housing and Homelessness

AnglicareCQ provide community, affordable and crisis accommodation across Central Queensland – overseeing approximately 530 properties and their tenants. Our programs offer much more than bricks and mortar, with support programs that include Financial Resilience Services, Emergency Relief and Homelessness Support. 1,191 people were supported with emergency relief – all distributed across Central Queensland by 1 FTE.

The housing crisis felt here regionally, especially in locations such as Rockhampton and the Capricorn Coast has been of considerable concern for AnglicareCQ. Vacancies rates in Rockhampton are sitting at 0.4% and there simply aren't the properties available for people, especially those with more complex needs and/or barriers to securing and maintain tenancies. Our staff struggle to source interim arrangements for people until they can secure longer term housing, but they make every effort to explore all options.



Advocacy around the issue has been a significant focus for AnglicareCQ's leaders. AnglicareCQ partnered with QCOSS and 11 other NGOs to advocate through this campaign. The **Town of Nowhere** campaign ran throughout May 2021 and was developed by QCOSS to urge government to act on Queensland's housing crisis and build more social housing.

This crisis is now affecting a population larger than 96% of the state's towns. We called on the state government to invest \$4.1 billion over four years to build 14,700 social housing dwellings. We also urged the federal government to match that \$4.1 billion investment and continue a rental investment incentive scheme. Now we did not get the target we hoped for, but we are continuing the campaign to ensure it remains on their agenda.

Residential Care

Residential Care has just moved to a standalone portfolio area as a clear reflection of the commitment to and focus AnglicareCQ wishes to provide this program area, staff and young people. It is complex, fast paced work that is so vital for young people who cannot stay at home or within home-based care (Foster Care). AnglicareCQ is funded to operate six (6) residential homes across Rockhampton, Gladstone and now Emerald. This care model is 24hr/7day care for up to 15 young people at any given time.

This year our focus has been on establishing our new Residential Program in Emerald. As I write this report, we are preparing to transition in our first young person this week. There is a lot of pre-work that leads up to opening a home for young people, from making sure the house is safe and homely to adequately recruiting, screening and onboarding sufficient, quality staff to run around the clock service. A big congratulations to the team including leads across finance and human resource management.

This team is working hard to create a stronger and more sustainable program – with efforts being made to research and identify an evidence-based model for AnglicareCQ to adopt in residential care. Further to this, a proposal to seek partners to develop purpose built residential in Emerald and Rockhampton is underway. Our aim is to create a residential design and home that is therapeutic and provides a wonderful foundation for young people to achieve their best in life. This will be a slow burner – but a journey starts with a step.

AnglicareCQ Volunteers

***'The heart of a volunteer is never measured in size but by the depth of the commitment to make a difference in the lives of others.'** - DeAnn Hollis*

AnglicareCQ volunteers work to support two key initiatives – the Bargain Store and the Christmas Hamper Drive.

Bargain Store

The Bargain Store, located in Rockhampton (right near St Paul's Cathedral), is going from strength to strength thanks to a band of tireless volunteers and their Coordinator who just make things happen! This year their Facebook page was launched, and the page has been a constant stream of promotion and positivity about the benefits of buying recycled clothing and looking good in it – please do like and follow the page – AnglicareCQ Bargain Store.

Another first for the store was their fashion parade during Beef Week 2021. The Dulcie Mason Collection – an exhibition of over 60 beautiful gowns and accessories from the 1950's & '60's was held at St Paul's Cathedral Centre on Friday 7th & Saturday 8th May. The Australian Cultural Library were kind enough to loan the gowns to AnglicareCQ for the fundraiser. The gowns were hand made for Dulcie in Queensland. The event was run by AnglicareCQ's wonderful volunteers. \$3,275.40 was raised. 100% of funds raised go towards supporting the work of AnglicareCQ in the community.

All in all, the Bargain Store Team has been willing to try different things and get creative this year. We look forward to seeing what the next 12 months bring.....and yes, there will be another Fashion Parade in October!

Christmas Hampers

For some, Christmas is an amazing time full of magical wonder; for others it can be one of the most worrying and lonely times of the year. AnglicareCQ works with the community to bridge this gap and bring the Christmas message of hope to those who may not be able to see a light at the end of the tunnel

The generosity of the community is always overwhelming and last year AnglicareCQ was overwhelmed by the support. We had prepared for impacts of COVID and expected there to be reduced support, and that was far from the case. The community rose up and really shone – with the hamper drive being our biggest ever! More than 92 beautiful Christmas hampers donated by the Adopt-a-Family event run by The Morning Bulletin. In addition, our outstanding volunteers, headed by Diana Wode, worked tirelessly to raise funds to cover 174 hampers and 79 AnglicareCQ community donated hampers. Volunteers and staff worked together to pack and distribute 345 hampers for the 2020 Christmas season. An unbelievable effort and reflection of community generosity.

Lifestyle Support

Within this portfolio we deliver mental health, suicide prevention and NDIS services across various locations within Central Queensland. Our suicide prevention services have increased over the last few years with the introduction of both the WarmLine (after hours suicide support) and The Way Back Service (a post suicide attempt, 3-month intervention program). Unfortunately, there is an ever-increasing demand for suicide support across our communities.

NDIS maintains its current footprint in locations such as Biloela, Rockhampton and Gladstone. AnglicareCQ is currently looking at building this service up in Emerald. Most of the work with people here is in home or community support. Last year we provided over 32,500 hrs of service support with a group of dedicated staff who work in the field. During early COVID impacts, this team continued supports with enhanced safety practices in place – and this approach remains in place to date.

AnglicareCQ's free mental health services support people aged from 18 years through to end of life. The team provides one on one support as well as group work. Our work in mental health also continues to grow and is reflective of the great work that staff (including peer workers) do with our communities. Below is a testament of this work.

Philip – Mental Health Participant (proud father and great friend)

'Living with mental illness is like climbing a mountain. You have to keep pushing yourself to keep going. I also attend group at AnglicareCQ. I have found my voice amongst peers. I fit in somewhere, and I know I am not alone on my journey to wellness. But most importantly, my getting help, my talking about it, is breaking the cycle of silence about mental illness in my family.'

I have learnt to live with my reality, this is part of who I am, but not all of who I am. I am a proud father of two. I am determined and intelligent. I am a great friend and brother. I want to see my daughter marry.....And I want to climb more mountains.'

Our Finances

The 2020/2021 financial year has seen AnglicareCQ grow and strengthen financially. As an organisation we focused on continuing to provide outstanding services while creating efficiencies.

AnglicareCQ's financial performance in the 2020/2021 financial year was solid. An 8.3% increase in revenue (to \$21.03 million) corresponding with a 0.9% increase in expenditure (to \$20.4 million) resulted in an overall surplus of \$733,515.

Growth has been achieved across various portfolios. Grant funded programs have grown by 10% with new mental health programs being offered and foster care placements increasing. NDIS activities have steadied with no significant increase in 2020/2021.

The 2020/2021 financial year will see further improvement of our financial position further growth is anticipated with the opening of headspace Emerald and the construction of Safe Places.

What is important to note is that most of our revenue is 'grant funded' and tied to contractual requirements (and KPI's) as set by these funding partners. It limits what services we can provide until our self-generating funding options grow.

Strengthening our partnership

Moving into the CEO role for AnglicareCQ I made a commitment to strengthen our partnership with the Diocese. I was lucky enough to be guided in the early stages by The Venerable John Barnes and that connection paved a way for the open and respectful relationship that I believe has followed. The work of AnglicareCQ during this time has not always been easy – and we have hit a number of critical points that tested our resolve. We have had to dig deep, focus internally, advocate hard (in some instances) and weather these storms. The challenges have come in the form of insurance issues (both housing and now child protection related), financial strains, funding and policy changes and now unprecedented growth. The reality here, is that most of our work is tightly bound by our funders (mostly State and a little Federal), it has left little to no room for creative partnerships that might address unmet need. What we are focusing on is ensuring we do what we do well and make every effort to strengthen both AnglicareCQ and the Diocese and support one another.

Our shared efforts have included:

- Our Board member majority, all volunteers, are appointed by Bishop-in-Council. That being Bishop Peter, Libby Homer, Sue Foyle, Clyde Wode, Barbara Lawrence and John Crossland. This has been an ongoing feature in our Constitution and reflects the long-standing linkage between the Rockhampton Diocese and AnglicareCQ.
- Farewelling The Ven Tom Henderson-Brooks (Diocesan Administrator and former AnglicareCQ Director).

- Welcoming the new Bishop, The Rt Rev Peter Grice (and his family), and meeting monthly to discuss the priorities, challenges and opportunities in our work. Bishop Peter always has a valuable perspective and insight to share, and I am learning a lot.
- Registrar Rev Jen Hercott meets regularly with AnglicareCQ whereby we have shared interests such as Brotherhood Place. These conversations have always been incredibly valuable with Jen sharing knowledge around all matters of things, including running Bargain Stores. Promotion of employment opportunities in Emerald has also been something Jen has helped us out with.
- Our housing team continues to partner with the Diocese via an MOU to deliver tenancy and property management services on behalf of the Diocese for St Matthew's Cottages. The arrangement is as per any commercial real-estate arrangement. To date, this shared work has been very positive. The team particularly enjoy supporting these tenants.
- We invite suggestions from Parishes and Parish clergy as to how they would like to see our services being delivered in conjunction with the ministry to their local community.

On the horizon

AnglicareCQ looks forward to an upcoming year of completing key projects and moving them into service delivery implementation phases.

These projects include:

- Safe Places – 4 x houses and wrap around support available for four (4) families moving beyond domestic violence
- Emerald Residential Program for children in care
- Emerald headspace – open for young people requiring mental health and other supports

Further to this, we plan to grow and strengthen our work in housing, foster care and NDIS and fee for service provision – while continuing service delivery across all core program areas. This year will be a time to work on our sustainability, our ability to weather tougher times and put into place foundations that are both solid but enable the flexibility to move in an ever-changing environment.

AnglicareCQ is an organisation and team that thrives on challenges and meets a crisis head on. We know that the nature of our work demands this from us, and we are blessed to be surrounded by good people who support us and work with us – internally and externally, including those from the Diocese and the Anglicare Australia network. What connects us is our commitment to serving others – 'Only a life lived in service is worth living' - Albert Einstein.

Chaplaincy to Rockhampton Base Hospital

In addition to working as Priest-in-Charge of the Wandal Parish and at the Gracemere church, part of my ministry includes working as the Anglican Hospital Chaplain.

During the last year, 2020-2021, my role as hospital chaplain has included:

1. Responding to requests of 24x7 Emergency calls. This has mainly been requests for the last rites. Through this ministry I have taken some funerals of the patients I have visited.
2. Responding to prayer requests or visits for those in Palliative care and ICU.
3. Regular weekly visiting of patients in the wards, which involves:
 - Listening with clarification of particular words or phrases.
 - When patients open up and share with me about spiritual matters, I end the conversation by suggesting that I pray, e.g. "Would you like me to pray for you" I explain I will finish the prayer by praying the Lord's prayer together with them.
 - Reassuring them and seeking to provide hope.
4. Sacramental care including prayer and anointing.
5. Having meetings with Ms Yasmine Jozelijic, the Volunteer Coordinator, Social Work Department, Rockhampton Hospital.
6. Working as a Chaplain with an ecumenical focus and having meetings with other volunteers from the Uniting and Catholic Churches.
7. Once a month having a training day with other hospital volunteers, led by Ms Yasmine Jozelijic and other hospital staff, during which we update our mandatory training and cover issues such as: Privacy, Work, Health and Safety, Ethics and Accountability, etc.
8. Visiting patients at Hillcrest Rockhampton Private Hospital.

This ministry is challenging but also rewarding.

Your servant in Christ,

Revd Andrew Gall

Anglican Hospital Chaplain

And this is eternal life, that they know you the one true God, and Jesus Christ whom you have sent. (John 17:3 ESV)

Chaplaincy to CQUniversity

Presently being covered by the Bishop, and will be reported on in the Presidential Address.



GFS Australia Inc.

GFS in this Diocese now only has one group of Adult members and sadly that number is depleting due to the death of two of our members, illness and moving away or into care.

Although the GFS world activities have been seriously affected by COVID, as with many organisations we, in GFS Australia, have moved to meeting together virtually. Central Queensland members were able to meet at the Coordinator's home in September last year for an Australian virtual World Day of Prayer (close to St Michael and All Angel's day) and to vote for a very different national structure for GFS Australia.

Through our membership fee, through any fundraising we are able to do amidst the COVID restrictions and through prayer we are able to support the national projects for Papua New Guinea and Melanesia and for the new world project which is to support a program in Cameroon, West Africa, to work with teenage and young women. As in many African countries, women are very vulnerable, often unable to obtain an education or employment and the project will provide short term courses in a number of skills to improve their ability to earn a wage.

A virtual world conference was held this year with a decision to retain the world team elected at the 2017 World Council, and to aim for a physical/virtual World Council in South Africa in 2023. At this stage GFS Sri Lanka will become the host country. This means that the Coordinator of GFS in this Diocese remains as World Vice-President for another two years.

Some of our diocesan members have also been able to participate in the quarterly virtual Symposiums, a new innovation of GFS Australia. The first of the two hourly programs addressed Prayer, the second sharing of membership issues, feedback from the virtual World Council and general GFS activities. The next will incorporate the 2021 World Day of Prayer service and the final one will address Gender based issues.

GFS has been seen as an organisation that works with children only, but from its inception in 1875 it has worked with all ages and now also incorporates male membership. We would encourage others to read the world newsletters and reports on the world web page www.gfsworld.org to see the growth, breadth and strength of GFS around the world and to which we in our small number in this diocese, commit prayer and financial support.

Canon Val Gribble
Coordinator/Secretary

As there is no current Operations Manager this report is being furnished by Jake De Salis in his previous capacity as President of the Board. However, due to various circumstances he resigned from this role and board membership on 26 September 2021.

The Gladstone Seafarers Centre can be broken into four operational sections.

1. Management and Volunteer Management

Staffing has been a challenge this year with a lot of top-level movement. Two Operation Managers have resigned along with a Team Leader leaving on compassionate grounds, returning, and then resigning after a few months. This has caused a disruption to moral amongst other things. Thankfully the accounting and bookkeeping role has remained stable.

The Centre continues to employ many interns for admin work on grant funding.

Volunteers have dwindled due to a lack of genuine things for them to do. However, those that remain are steadfast, dedicated, and excellent in their service.

The Board saw changes at the AGM and have worked reasonably well in the circumstances.

2. Business Development and Marketing

As Seafarers cannot come ashore, the Centre has sought to raise money in new ways. One of the main functions of the Operations Manager is in developing new options for raising revenue for the continued operation of the Centre in the continuing COVID-19 crisis.

This includes continuing to source business and government grants.

Event public relations and fundraising were created with a rubber duck race at a fishing gala.

An online shop has been developed.

3. Financial Management and Income Protection

There is one main stream of income for the Centre, this is from the transport of Seafarers from port to vessels via road. As Brisbane is a transport hub for the state, this is a big revenue maker for the Centre, with an average of four (4) bus runs per week to Brisbane.

4. Welfare of Seafarers

There are a team of ship visitors that work within the government and organisational COVID requirements to visit as many vessels as possible.

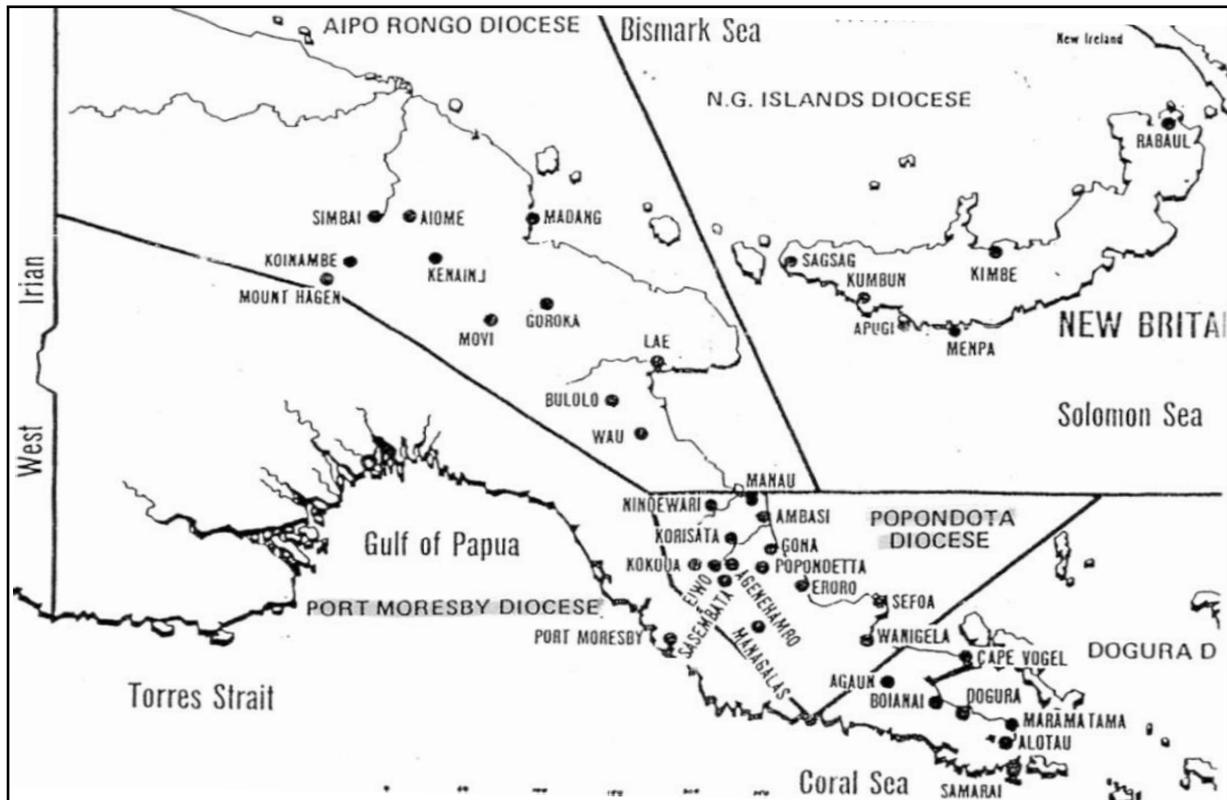
Welfare boxes are distributed to most vessels in port at a rate of six (6) boxes per day.

All vessels are now provided with free wifi at arrival in port or anchorage. This project is a combined effort with MSQ, Telstra, and Insite.

Faithfully,

Rev Jake De Salis

Papua New Guinea Support Committee



This Committee is a committee of Synod authorised at the 2014 Synod in which we agreed to continue our support of the Anglican Church of Papua New Guinea (ACPNG).

The ACPNG continues to face many challenges. There has been no Archbishop elected since Archbishop Migi resigned due to ill health and later died (through 2020). At the time of his resignation he was also acting as Bishop of New Guinea Islands Diocese and Port Moresby Diocese. A new Bishop of New Guinea Islands - Bishop Reginald Makele was consecrated in the last few months but Port Moresby remains vacant and the Bishop of Aipo Rongo Diocese continues to act as Primate.

We continue to support the Diocese of Popondota with our annual grant of \$6,000, paid in monthly instalments and which is now the major source of income for the diocese. A number of their projects relating to lease of land have not come to fruition and rentals of their offices, which ceased at the beginning of the pandemic, have not been taken up again. Without this grant the small staff (including the Bishop) would receive no allowance (as they call the salary). All have families to support.

COVID-19 has spread rapidly in PNG and now the Delta strain is also being detected. Only once have I seen any cases noted from Oro Province (the Diocese covers the whole of the province). I suspect this may be because there is very poor testing. There is a major problem with the spread of wrong information regarding vaccination and the poor vaccination rate will mean PNG will be very difficult to visit for a considerable time. Only 3% of the population of PNG have been fully vaccinated and an equally small percentage received one dose. In the

week of writing this report a doctor and four nurses, working at Highland hospitals and unvaccinated, died from COVID.

Our 2020 Christmas Appeal was highly successful with \$7,135 raised. It was agreed at the launch of the Appeal that half of the funds we raised would be sent to Port Moresby Diocese for salaries for teachers at Christ the King School and half to Newton Theological College for the purchase of text books.

Bishop Jeffrey Driver, retired Archbishop of Adelaide, continues in his support role for Newton College, from Australia. It is obvious that ACPNG needs to build up good leadership and addressing this issue at Theological training level is an important area. Bishop Driver, like those who visit PNG regularly, has not been able to travel to PNG and this is likely to continue, perhaps for more than a year. We are grateful that Bishop Driver keeps us well informed about Newton College.

A group of Rotary clubs in Victoria have supported Oro Province for many years and for the first time since well before the pandemic, have been able to send a container to Popondetta. Bishop Driver was able to use our Christmas appeal funds for the purchase of textbooks and added these boxes to the container. Facebook photos have shown the delight on the faces of students as they unpacked the many boxes.



Sadly, for many reasons, Christ the King School, in Port Moresby, has closed and so we are still holding the money we raised for teacher's salaries. This money will be reallocated for need in PNG.

It has been decided that the 2021 Christmas Appeal will go ahead and will be totally for assistance at Newton College. It costs \$1,000 to support one student per year and it is well within our means to raise enough for a number of students. The Appeal will be launched at Synod.

Thank you for your ongoing support. I often receive letters of gratitude, particularly from Popondota Diocese, for the assistance they receive through our diocese.

(Canon) Val Gribble

On behalf of the PNG Support Committee

Youth and Families Ministry

I love Jesus' words in Matthew 16:

'I will build my church, and the gates of Hades will not overpower it.'

What a great promise. Jesus is the one who will build his church. I know I can be tempted to look around and see smaller churches from a human point of view and think they'll never grow. But I need to be reminded that Jesus will build his church.

During the week, I listened to an interview with a UK Minister – The Rev Dick Lucas. He told the story of arriving at a tiny St Helen's Bishopsgate church in 1961. The typical Sunday was the choir, the choir leader's wife and himself. Over the next 35 years, Dick saw Jesus grow this church both numerically and spiritually. They have since sent many men and women out to preach the gospel across the world.

I also heard an Anglican church in Australia tell the story of their growth over the past 20 years as they preached the gospel week in week out. Again, from a small bunch of Christians they grew to a thriving church sending men and women out to preach the gospel across the world.

Two modern examples of Jesus keeping his promises of building his church.

I pray and trust that Jesus will keep his promise and build his church across Central Queensland. Growing churches will almost always have children and teenagers. Across our diocese, I have seen some great signs of Jesus building his church. At last count we have

- Six (6) churches doing weekly ministry to Children, and
- Four (4) Churches doing weekly ministry to Teenagers.



Kids holiday program at St Jame's, Keppel Parish

These are not all the same churches. It has been a privilege for my family and I to visit most of these groups in the past year. (Thank you to my family for going on long drives with me.)

Among these, there are no groups doing high energy wild games or massive productions with a lighting crew and pizza budgets. Each group is small. Each group takes time to properly teach the Bible to the young people. Each group is outward looking and ready to welcome new people. The leaders of our groups love the young people under their care and take child safety seriously. All of our groups have room to grow, but will need leaders as they do grow.

We all have a role to play in growing the families ministries in our churches. We can all pray for them, and ask about being trained to serve in kids and youth ministry (I am very happy to help with that). Each church will need to think through their practices and ask if we are set up to welcome children into our churches.

- Can we cope with noise during church?
- Do we 'talk up' that children are welcome?
- Are our properties safe for children?
- Is there morning tea for children?

Each church needs people who are willing to love the children, learn their names, say hello each week and model every day following Jesus and growing more like him every day.

One of the exciting things to happen over this past year is our partnering with the Presbyterian church for camping ministry.

In the April school holidays, we joined with them for CQ Alive – a holiday camp for teenagers at Biloela. We looked at the book of Philippians and asked the question – What matters most in life?



CQ Alive youth camp at Pelican Point, Biloela, in April school holidays.
A joint venture with the Presbyterian church.

In the September school holidays, we again joined in with the Presbyterians for CQ Launch – a leadership training camp for teenagers in Years 10-12 in Keppel Sands.



These camps are not massive, but it was great to pool our resources as we seek to share Jesus with the next generation and grow disciples of the Lord.

In the September holidays, Keppel Anglican Church ran their holiday program for kids. This work was then recorded, edited and turned into an online Holiday Program for churches across our diocese, to be run at home with parents or grandparents.

Going forward, we plan to run camps in 2022 for children, teenagers and leaders of the future. I continue to look for the best ways that I can to resource our churches with the tools they need to minister to the families in our churches and to equip them to reach out to our communities with the life-saving gospel of Jesus Christ.

Revd Philip van't Spyker
Families and Youth Minister
Diocese of Rockhampton