



Reports to Synod 2022

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Resolutions of Synod 2021

1. Financial Statements 2020 & Operational Diocesan Budget 2022

That Synod receive the Financial Statements 2020 and Operational Diocesan Budget 2022 including Parish Contributions Schedule.

CARRIED

2. Parish Contribution Rate for 2022

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

CARRIED

3. Auditors

That this Synod confirm 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.

CARRIED

4. St Paul's Cathedral Canon 2021

That the Bill for the St Paul's Cathedral Canon 2021 does now pass.

The President gave his assent to the bill.

CARRIED

5. Responding to Domestic and Family Abuse

- 1) Acknowledges the National Anglican Family Violence Research Project and laments the findings which revealed a higher rate of Intimate Partner Violence (IPV) among people affiliated with Anglican faith communities than in comparable studies of the general population;
- 2) Acknowledges that these findings are a direct contradiction of the Christian imperative to live out the teaching of the Bible with regards to equality of every human being, that we lament instances when the church has failed to uphold this teaching, that the church has failed to directly address the issue of Domestic and Family Violence with the seriousness that it requires, and that our behavior towards others must reflect the grace, love and mercy of God towards humankind.
- 3) Acknowledges the work which is ongoing in the development and review of Safe Ministry across our Diocese, and, in light of the findings, calls for greater awareness of Domestic and Family abuse to generated as part of our Safe Ministry Policies;
- 4) Grieves with victim-survivors of Domestic and Family Abuse, and acknowledges with thanks those who contributed to the study;
- 5) Adopts the 'Ten Commitments for Preventing and Responding to Domestic and Family Violence' recommended by the NAFVP research report, and encourages the Bishop to establish a Family Violence Working Group with the purpose of
 - a) reviewing areas of Canon, Policy and Practice with regards to the findings of the study

CARRIED

6. Expression of Thanks

The Bishop moved a motion of thanks to Revd Jake De Salis for his work in the Seafarers Centre.

CARRIED WITH ACCLAMATION

7. Commendations

The Bishop thanked

- The Cathedral parish catering team for their hospitality and efforts over the course of Synod,
- The Dean, parish Wardens and others involved for assistance with setting up and the use of the hall facilities,
- Revd Nathan Dean and Mrs Cheryl Haughton for secretarial duties throughout Synod,
- The Very Revd Melusi Sibanda and Mrs Bev Russell for assisting with the ballot,
- Mrs Allison Leech for keeping time, and
- All Diocesan staff, without whom Synod would not have happened.

CARRIED



Bishop-in-Council

Attendances at meetings of the **Bishop-in-Council and Diocesan Council** from November 2021 to September 2022.

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

16 November 2021	17 May 2022
21 December 2021	21 June 2022
15 February 2022	19 July 2022
15 March 2022	20 September 2022
19 April 2022	

Attendance records as at 21 September 2022

Ex Officio			
The Right Reverend PJ Grice (Chair)	6	Mr AW Rankin (Chancellor)	
Vacant (Treasurer)		The Venerable JS Barnes (Diocesan Chair of Committees & Archdeacon)	5
Members			
The Very Reverend MF Sibanda	2		
The Reverend BR Andersen	8	Ms R Bethel	8
The Reverend L Collings	9	Canon VD Gribble ML	9
The Reverend JAF De Salis	9	Mrs F Hodge	8
The Reverend JA Hercott (Registrar)	9	Mrs A Leech	7
The Reverend CA Nixon	7	Mrs C Schlencker	7
The Reverend REG Stanley	6		
Additionally, there were flying minutes on 22 October 2021, 23 December 2021, 9 February 2022, 25 February 2022, 6 May 2022, 19 May 2022, 2 x 2 August 2022, 3 August 2022.			
The Bishop appointed The Very Revd MF Sibanda to Bishop-in-Council on 16 November 2021.			

COVID-19 has continued to be a shadow over all Diocesan business. All current measures for management of COVID-19 in our Diocese meet with Government recommendations.

Major areas of business:

Budget

Audited financials for 2021 show a net book surplus of \$87,536.

The budget for 2022 is ahead of schedule due to management and cost saving measures.

2023 budget currently predicts a near breakeven cash position on current forecasts.

Risk & Insurance

Insurance cover for matters of sexual abuse within the church have been changed. The abuse must have occurred during a period where insurance for sexual abuse was held (this is

unchanged), *and* insurance must be held at the time a claim is received. Ansva must be notified as soon as a complaint is received, or when a disclosure or allegation of sexual abuse is received, otherwise insurances may be void in the future.

Insurance costs continue to increase. BiC is monitoring increases and parish impact.

Major areas of risk being monitored by BiC continue to be Redress & PIPA, financial viability, safe ministry, building safety, and compliance matters.

All Diocesan residential properties are now compliant with legislation requiring integrated smoke alarms.

Insurance claims processed: Mount Morgan, Winton, Wandal, North Rockhampton, Gracemere, Dysart.

Staff Movements

Since last Synod we have said farewell to Matt & Cathy Taylor, Phillip & Sheryl Ward, and Andrew & Kareen Gall.

We welcome Deputy Chancellor James Taylor to the Diocesan advisory team.

Property Sales

Blackwater church & residence, Barcaldine rectory, Deeford vacant land, Diocesan vehicle.

Policy documents endorsed

Professional Supervision of Clergy

Licensing

Consumption of Alcohol

Outcomes

Redress & PIPA total since Synod 2021 \$698, 700

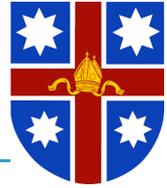
Telecommunication upgrade across the Diocese underway to reduce costs, improve call flow and ensure that all calls across the Diocese are answered.

All Diocesan residential properties now to be managed by a licensed estate agent to ensure all compliance and safety issues are addressed.

Insurance provision fund established.



The Reverend Jennifer Hercott
Registrar



General Synod

General Synod 18 was held on the Gold Coast from **Sunday 8 May to Friday 13 May 2022**.

Rockhampton General Synod Representatives were Bishop Peter Grice, Canon Val Gribble and Rev'd Jennifer Hercott.

There has been much made of General Synod in the media since May. For those in attendance it was five days where significant work was done, many outcomes were achieved, and where respectful and thoughtful debate was undertaken. Legislative changes have been brought to our Synod in the areas of NATSIAC, Defense Force Chaplaincy, Accessing Long Service Leave Entitlements, Safe Ministry and Church Discipline; motions have been brought with regards to the environment, gambling and recognising the milestone of 30 years of Ordination of Women to the Priesthood. The motions around human sexuality were debated with great respect; the majority of the floor of Synod voted to uphold the traditional understanding of marriage; for a variety of reasons the vote was lost in the house of Bishops, although a later motion seeking to affirm Same Sex Marriage as a Christian witness and a moral good, declined to affirm this and upheld the traditional understanding of marriage in all three houses.

Synod Reports, Business Papers, Minutes and Media Releases from the five days of General Synod 18 can be found here: <https://anglican.org.au/the-general-synod/general-synod-sessions/>

Registrar



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 Synod & Bishop-in-Council
- Safe Ministry
- Secretariat for Bishop-in-Council and Cathedral Chapter
- Operational support for the office of the Bishop
- Human Resource Management and Advice
- Centralised Bookkeeping and 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 Diocesan Projects
- Organising Civic and Special services and events as required
- 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 (BCA Funded)	1 FTE
Deputy Registrar / Financial Accountant	1 FTE
Bishop's PA	1 FTE
Redress Manager	<u>.1 FTE</u>
Total:	<u>3.1 FTE</u>

This is an extremely lean organisational structure for the complexity of the organisation. There is inherent risk in a lean staffing structure. To counter organisational risk, procedure manuals are being developed to ensure business continuity and secure organisational knowledge.

2022 has been a challenging year for staffing with significant sickness, COVID-19 and family concerns impacting on normal office operations. I would like to acknowledge and thank Tara, Barb and Louise for their dedication to duty, for the work completed, and for the grace and humour in which it has all been done. It is the extraordinary efforts of this team that enables the work of the Diocese to continue.

Risk and Insurance

The Diocesan office continues to work closely with our insurers to reduce cost, minimise risk and manage claims. Claims this year, have in the majority been vandalism and storm damage to buildings. We have again been provided with a tiered approach to building insurance reducing policy pricing through agreed valuations on the majority of buildings across the Diocese.

Risk and insurance continues to be a major area of focus for BiC and the Diocesan Office. 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:

- Risk assessments of insurable events (activity outside of normal church meetings)
- Protection of vulnerable people (Safe Church Ministry)
- Building maintenance

Property Matters

Property sales

Several Properties have been sold in line with the endorsed Financial Roadmap. The sale of these properties has gone towards PIPA and Redress commitments:

- Blackwater Church & Rectory
- Vacant Land Deeford
- Barcaldine Rectory

Rental Properties

The Diocesan Office manages six different residential rental properties including two villages with the assistance of commercial property managers. Rental properties have taken considerable time this year with changeover of agents, tenancy concerns and maintenance approvals.

Two commercial properties are owned and managed by the Diocese. New leases have recently been agreed to on these properties.

Cathedral Chapter

Cathedral Chapter continues meeting monthly. Work this year has focused on beautification, maintenance and up keep of the Cathedral precinct.

BCA funding

The Diocesan office works closely with BCA to support mission and ministry in our Diocese. We currently have three BCA funded positions active within the Diocese and one advertised vacancy. We continue to work with BCA to identify opportunities to partner in bringing gospel ministry to remote and challenging areas of our Diocese.

Parish	Agreement	Status	
Moranbah PiC	2 year extension. Part funding Expires: September 2023	Approved	Active
Diocese & Keppel Youth Minister	4 year Agreement. Part funding Expires: June 2023	Approved	Active
Emerald & Blackwater PiC	4 year Agreement. Part funding Offer expires 1 Dec 2023	Approved	Advertised
Diocese Registrar	4 year Agreement. Part funding Expires: 31 Dec 2025	Approved	Active

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.

Redress

Redress claims appear to have slowed in 2022.

RFI's received since last Synod	Claims awaiting determination	Determination awaiting acceptance	Accepted determinations awaiting invoice
5	4	2	1

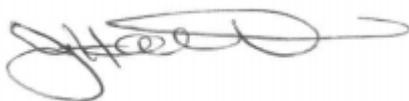
Total redress costs since last Synod: \$56, 800

Civil Claims

We have had 4 compulsory conferences since last Synod. All claims were successfully settled for a total of \$641, 900

Current Claims	Scheduled Compulsory Conferences	Potential total liability (all current claims)
5	1	\$2,000,000.00

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

As at 23 September the Diocese has:

- 1194 active people on Elvanto
- 259 Safe Ministry compliant people in the Diocese
- 159 Blue Cards processed since Synod last year

All Safe Ministry Training is now being conducted online to ensure that we comply with the national requirements for qualification of trainers, consistency of delivery, assessment protocols and outcome traceability. This training is now working well for individuals and for groups. We have additionally been working with our provider on a three-tiered model of training meaning that less will be required of an Op Shop volunteer than those running specific child focused ministries. This project has been delayed due to our provider suffering from the effects of long COVID; I hope that we will be able to roll out this new training in early 2023.

COVID-19 has continued to be a major consideration for Safe Ministry across the Diocese. All Diocesan Safe Ministry protocols align with current Government advice. I anticipate that requirements for Communion and cleaning of high touch zones will remain valid for a while longer, as will the recommendation to maintain social distancing, and wearing of masks in high density situations and in the case of occasional new outbreaks.

I understand how challenging compliance can sometimes be in ministry. I would like to thank Barb for her tireless administrative assistance, and all Parish Safe Ministry Contacts for your persistence and grace throughout the year.

To the glory of God alone,



Revd Jennifer Hercott
Diocesan Safe Ministry Coordinator

Aboriginal and Torres Strait Islander Ministry



Nothing to report

Revd William Oates
Deacon Assistant, Keppel Parish and Diocesan Representative to NATSIAC

Earlier this year, I had the privilege to attend the Anglican Board of Mission (ABM) Diocesan Representatives' Conference. It provided an opportunity for all representatives to connect with each other, gain a deeper insight into the work of ABM and to raise awareness of its mission.

ABM is the national mission agency of the Anglican Church of Australia. Its vision is to see people everywhere experience the wholeness of life God offers in Jesus Christ, and to this end works with Anglican Church Partners to develop and provide the spiritual, social, and material needs of people, both overseas and within Aboriginal and Torres Strait Islander communities in Australia. ABM helps the Anglican Church and the wider community realise and respond to the call for each of us to be part of God's mission.

In 2021, ABM launched Anglicans in Development (AID), a wholly owned company that is responsible for implementing ABM's tax-deductible Sustainable Communities and Emergency Response Programs. ABM retains responsibility for implementing the non-tax-deductible Church to Church Program. ABM's Reconciliation Program is implemented through both AID and ABM. The focus of AID's Reconciliation Program is Wontulp-Bi-Buya College (Cairns) and Nungalinga College (Darwin) with over 100 students at each college. The colleges exist in two of Australia's poorest dioceses. ABM's Reconciliation Program continue to support the National Aboriginal and Torres Strait Islander Anglican Council and its Mission Grants, plus ministry initiatives in and with Aboriginal and Torres Strait Islander Communities.

ABM provides various resources and study programs which are available online and in printed form. Weekly *Pew Reflections* provide a prompt to help congregations to 'read, mark, learn, and inwardly digest' the Scriptures, and that in doing so, their faith will be deepened. ABM's 2022 Lenten study, 'Repairing the Breach', was added to the three existing resources and widely distributed across the country, challenging the church to face the future with prophetic confidence, particularly emphasising the Anglican Five Marks of Mission. Supporters are encouraged to subscribe to ABM's monthly e-news *On a Mission* to ensure they keep up to date with mission related news from Australia and across the Anglican Communion.

On behalf of ABM, I would like to thank the Parishes of the Diocese and individuals who pray for and give financially to ABM and AID. Whether they have adopted a project from the Project Book, or given to one of our seasonal appeals, the Advent/Christmas Appeal, Lent, Good Friday and Easter appeals, the Pentecost (end of financial year) Appeal and the recent Martyrs Appeal or given to the general work of ABM and AID. ABM is particularly grateful to those who have provided for ABM in their will as this provides an ongoing legacy to ensure we can continue to respond to God's call to mission into the future. ABM also wishes to thank those that gave to the 2021 Archbishop's November Appeal. The forthcoming 2022 Archbishop's November Appeal will support Papua New Guinea's Newton Theological College. Funds raised will go towards repairing buildings, library material, IT equipment and sponsoring a staff member to gain experience in theological college administration.

Revd Beryl Andersen
Diocesan representative to ABM-A



Anglican Mothers Union Australia

AMUA is part of the world-wide Mothers' Union, so what we do here through prayer, action, giving and fundraising contributes to the life, mission and function of the church world-wide, and internationally through our representation at the United Nations on women's issues. AMUA's Mission Statement is: **Sharing Christ's love by encouraging, strengthening and supporting marriage and family life**, which includes families that have met with adversity.

Our members are all, with only a couple of exceptions, regular worshipping members of our parishes, and are prominent in the roles and ministries in parish life. In most cases, MU is the only active "organisation" within the parish, providing fellowship and care, belonging and nurture. Members participate in outreach activities such as *Mainly Music* at All Saints, and the weekly *Catch Kids* at Keppel, where one member is involved every week in providing Afternoon Tea, with other members supporting with food from time to time. Members at St Paul's will be contributing in many ways to *Messy Church* when it begins later in the year. As well, of course, members pray regularly for our people and parishes and members throughout the world in our Prayer Diary, *Families Worldwide*, and they lead, or participate in, Bible Study Groups.

Each branch has a particular focus on supporting and encouraging Baptismal families. MU produces a Baptism Kit explaining Baptism, what is expected of godparents, with prayers for parents and godparents to use as well, and these are given to families as part of their preparation for Baptism. All children presenting for Baptism are given a Children's Bible, *The Beginners Bible*, (even the families that we prepare and are baptised elsewhere at their wider family's church), which is gratefully received. When these are presented at the Baptism, a member uses the opportunity to inform everyone about the work of Mothers Union. We tell them that we support marriage and family life, want to include them and their children in the life of God's church and that we will pray for their child and themselves every month. At St Paul's we also give them a Prayer on a card, and a placemat with grace on it, to encourage some spiritual activity.

Philip van't Spyker tells us more about what happens at Keppel:

- As we catch up with the baptism families, every family talks of the child loving it.
- One family was very hesitant for their child to touch this special gift. We have encouraged that family to read the Bible with the child and encourage them to let their child read the Bible and play with it with supervision.
- Our latest baptism family (not churches) found that their older child had out grown his Bible, so they purchased the Big Picture Story Bible to read to him.
- As a church, we have made the children's Bible one of our Bible readings in our family service. We found this really helpful for the congregation to know what the baptism families are receiving.
- We also find this helps the whole church to get the whole story of the Bible in 26 weeks. The week that we read the final chapter about the return of Jesus and him making all things new was so helpful for our whole church to be longing for that great day of the Lord.

St Paul's is also working out ways of catching up with Baptismal families. Currently we send them cards on the anniversary of their Baptism, and will be inviting them to Grandparents

Day on 30th October and the Children's Christmas Service. Any other ideas from synod members would be appreciated.



St Paul's MU members made 100 muffins for AnglicareCQ for the Homeless Connect event.

They have an annual Spring outing to which parishioners are invited generating connection with parishioners and the public as well as members.

All branches gather appropriate toiletries for the Pamper packs we donate to the Women's Shelter later in the year.

All Saints planted a tree in the church grounds on 31st July, World Tree Planting Day, as a sign of our world commitment to improving the environment. They have also been knitting beanies and scarves and buying biscuits for The Mission to Seafarers in Gladstone.



Other activities include Simnel Cakes for Mothering Sunday; making palm crosses; giving prayer cards on Mother's Day and Father's Day. All of these activities show our care and concern for both our church and the wider less-fortunate community.

The 16 Days of Activism against Gender and Family Violence (25 November to 10 December) is promoted each year with a Prayer Tree in our parishes, an activity we encourage all parishes in the Diocese to support, in line with our object 5, to support families whose lives have met with adversity. Keppel parish takes their tree to the Christmas Tree festival, and this reaches a much wider section of the community than just our churches. Mothers' Union ladies sit at a

table beside it and they have a lot of interaction with the people, some even sharing their problems with them. Many just like to chat with friendly people and then write a prayer - others ask questions about our church. Sheets about domestic violence are placed on the table, as are church times, and people are encouraged to write prayers about other issues as well. They have these snippets to share:

- A little girl was absolutely delighted to put up a prayer for her sick kitten. Mum was delighted too!
- A sceptic saying answered prayer was all coincidence. So we said 'funny how often coincidences happen, why not try'. He did.
- A woman who was able to share a big problem and we helped her offer it to God in prayer.
- Also offering people the Christmas church times.
- Apart from one surprising abuse, many are interested.

Mothers' Union is not a fundraising group. However, we are required to support our **Overseas and Northern Outreach Department**, and all branches do this in different ways.

We support our 3 Northern Dioceses, namely **North Queensland** (\$8,500 for travel and training of indigenous women), **Northern Territory** (\$12,480 for Safe Ministry, transitional housing activities, and travel allowances to attend the Katherine Christian Convention), and **North West Australia** (\$6,000 travel costs for new Bishop's wife).

Our **Target Fund Project** for the next two years is **Disaster and Climate Change Management in the Pacific**. Recovery includes re-establishing food gardens and savings groups as well as child protection and re-establishing water supplies. Raising funds to support MU work among these local communities will build on local strengths to assist communities to be resilient and disaster ready. Island communities are also extremely vulnerable to climate change, as they lose land and face inundation from sea water, thereby reducing available land for growing food, and flooding infrastructure such as sewage systems. We have also sent money to the National Disaster Fund. These funds, as well as a portion of our annual fees which goes to Mary Sumner House, thus support mission throughout the worldwide community and enhance the lives of millions of people.

Members know that they do all that they do because they belong to AMUA. They are sustained by their prayer and worship and fellowship, and they reach out to encourage, support and enhance the lives of others.

Our Diocesan Bible Verse

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.

John 15:5

ANNUAL REPORT TO SYNOD 2021-2022

From: Carol Godwin, Chief Executive Officer

Date: 14 September 2022

Since last report to Synod much has happened, and I look forward to sharing with you a little of the distance travelled. The work to bring our new Strategic Plan to life has been consistent and we are moving forward across most areas both service delivery and organisational support. Overseeing AnglicareCQ and guiding us with good governance is our very dedicated Board, all of which generously volunteer their time.

This year we farewelled - Jacquie Mackay – Director & Chair of Marketing Committee and Peter Donaghy – Director & Chair of Finance, Audit and Risk Management Committee. Both Directors made valuable contributions during their tenure and are missed. New to the AnglicareCQ Board is William Oates. William is a welcomed addition and will assist us with work on our Reconciliation Action Plan, amongst other things.

Ongoing Board Members include:

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 organizing 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.

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.

William Oates – Director

William is a Wailwan man from Warren New South Wales, whose father was of Irish stock. He is proud of both heritages that have made him whom he is today, an Australian Aborigine. With over 45 years of experience in Schools, Colleges and Universities teaching Aboriginal History, Religion & Education, William is able to offer his experiences towards understanding life in our lapsed Colony now called Australia. His recent full-time position was as a senior teacher at Emmaus College Rockhampton in the Inclusive Curriculum & Enrichment (ICE) department and teaching Religion Education. Currently enjoying

retirement and any causal work that comes his way, he is non-the-less kept busy with his family; wife Suzanne, six grown children and currently seven grandchildren. William is an Ordained Anglican Minister who lives and worships in the Keppel Parish of Rockhampton Diocese at the Emu Park Anglican Church.

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.

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.

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.

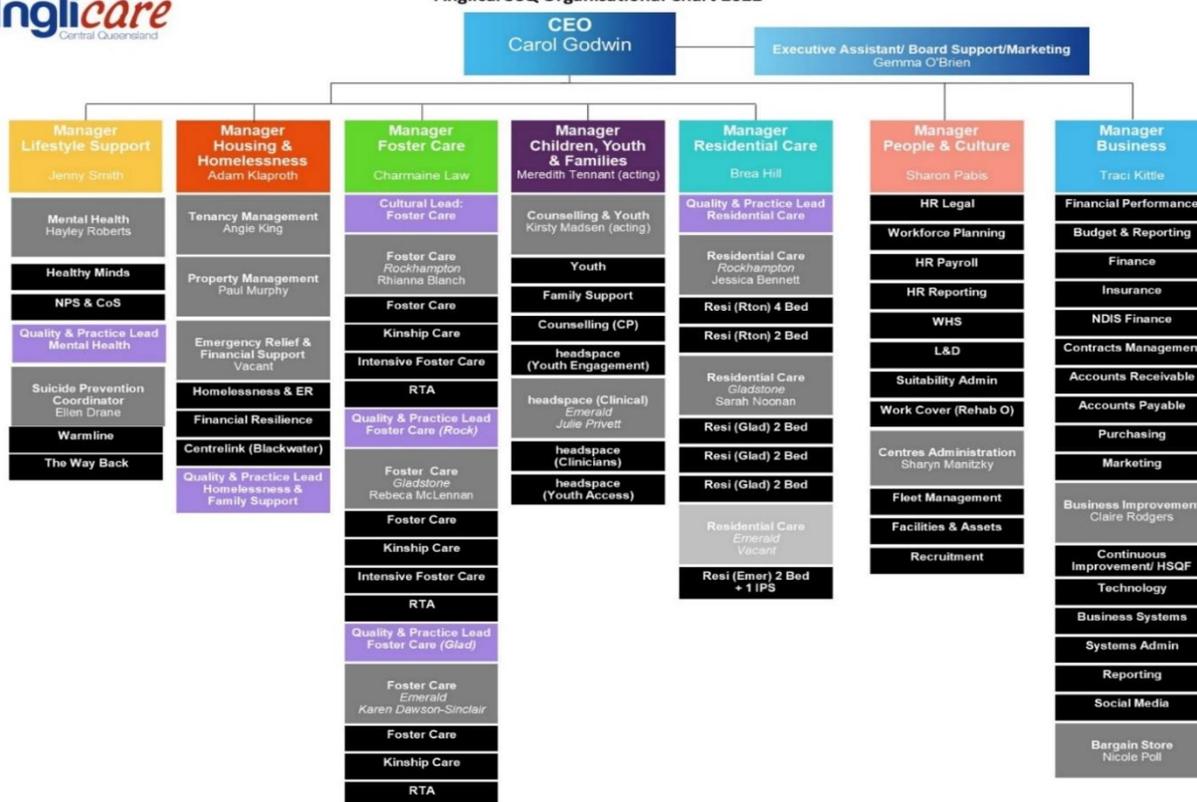
Bishop Peter is passionate about encouraging people to know Christ and to make Him known. His desire is to shape and enable the church to communicate the good news of Jesus effectively. Sport, travel (pre COVID), maritime history, reading, amateur farming and music are some of his interests.

In addition, we have benefited from external independent representatives on our committees including; Rhylla Webb who has really enhanced our Clinical and Care Governance Committee. Rhylla only recently stepped down from this committee but her efforts and involvement with AnglicareCQ over the years have been invaluable. Melinda Jocusen has also been an active contributor to our Clinical and Care Governance Committee. As a psychologist she carries the credentials and experience to monitor our approaches to safety for both staff and participants.

Underneath the Board, the AnglicareCQ structure is as follows. This team work to operationalise the strategy set by the Board. Since last Synod Report, there is one service area no longer provided by AnglicareCQ, that is the National Disability Insurance Scheme. This will be explored further in the report.



AnglicareCQ Organisational Chart 2022



Last Synod report provided an overview of the Strategic Plan and underlying operational initiatives. This ground will not be reploughed rather the report will concentrate on the work carried out across the Diocese aligned against our 3 Strategic Plan 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.

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 (in progress)
- Developing a Peer Workforce Framework (in progress)
- Hosting our Shine Awards and Staff Recognition Day (complete – and a great bunch of awards winners across several categories including our Volunteers Award which went to the Bargain Store this year).
- Enhancing our Staff Recruitment and Retention Strategy – Recently a new role has been created and filled, this being our Recruitment and Onboarding Officer.

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

The operational initiatives include;

- Safe Places – This is our first major property development formed of 4 detached houses that will house women and children moving beyond domestic and family violence. Expected to be completed by mid-2023.



- Emerald Residential – This is a new resident home that now provides 24hr/7 day a week care for 3 young people under 18 years who are in the child protection system. This program has been established and is now at capacity.

- The Way Back Service – This is a new service that focuses on suicide prevention and is now operating at capacity. This service has worked with people at risk of suicide and has saved lives by helping them stay safe.
- Develop proposal for purpose build residential in Emerald and Rockhampton – proposal has been submitted for Emerald and a house has been purchased for Rockhampton. Young people have moved into the new Rockhampton home, and it's been lovely to hear of their progress in this new environment.
- Review, then implement Stakeholder Engagement Plan – with a focus on participant engagement and developing our partnerships with the Diocese. Documentation and mapping exercise yet to be reviewed.
- Exploring grants that align with our strategy – countless submissions have been lodged.
- Generating untied funds – the Bargain Store continues to grow!
- Introduction of Staff Innovation Grants – documentation in progress.
- Development of our fee for service work in child protection and mental health – our child protection fee for service area is currently moving along and we are exploring moving into the family support and residential space here too.

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 – AnglicareCQ has continue significant advocacy efforts across a number of social / welfare issues including continuing with both the Homestretch (extending care for those in the child protection system) and Town of Nowhere (calling for action around the housing crisis) campaigns in 2022. The HomeStretch Campaign saw the state government extend support for young people in their budget announcement this year and housing advocacy has helped push for a Housing Summit which was committed to on 13/09/22 by the Premier.



- Development of a Reconciliation Action Plan (have joined Reconciliation Australia and Reflect RAP draft being moved on)
- Review of our Risk Management Framework (complete and moving to a fully integrated incident and risk management system during 2023).
- Identification and implementation of an evidence-based model of residential care (research underway)
- Review of our Information Technology Strategy (draft complete)
- Embed AnglicareCQ's Outcomes Framework and measure the difference we make (in progress as programs move over to new case management system)
- Develop AnglicareCQ Business Plan (complete)
- Review our Housing Strategic Asset Management Plan and Business Plan (complete)
- Implement a Case Management System across all service delivery areas (in progress with mental health and housing programs the current priority)
- Become a Child Safe Organisation (initial audit has been complete)
- Develop a Foster Carer Recruitment and Retention Strategy (recruitment strategy complete and reviewed for 2022, retention strategy in progress)
- Practice Development – focus on culture and innovation across all program areas (review complete and being trialled for the next 12 months to inform continuous improvement).
- Review our NDIS program - After thorough investigation and discussion, the AnglicareCQ Board has made the very difficult decision to transition out of the National Disability Insurance Scheme (NDIS). AnglicareCQ has been committed to providing services under NDIS for 4 years (since 2017/18). However, ongoing difficulties in the structure of the broader NDIS system led to the Board requesting respected external consultant Geoff Higgins, to undertake a comprehensive review of AnglicareCQ's National Disability Insurance Scheme (NDIS) program. The NDIS Review identified concerns that AnglicareCQ was unable to deliver on our vision and commitment for participants and staff in NDIS. Our last NDIS services were provided on the 5 August 2022 (6 weeks after announcement). All related staff and participants were effectively transitioned over into other employment or support options during this time. Moving forward, AnglicareCQ is committed to undertaking advocacy efforts at both a state and federal level – regarding NDIS funding relating to participants and staffing aspects.

Children, Youth and Families

The Children, Youth and Families portfolio delivers several programs working with young people subject to statutory intervention, their carers, and biological parents, families at risk of entry/re-entry into child protection systems; and holistic, individualised, and practical support for at risk people.

The highlight of the year for this portfolio was the opening of the new headspace in Emerald. Over 400 young people, their families and service providers celebrated the official opening in April and the service has been growing and support young people ever since.

headspace Emerald provides brief and early intervention services for people aged 12-25 years old, across four key areas;

- Mental health and wellbeing
- General and sexual health
- Alcohol and other drug service
- Work, school and study



Foster Care

AnglicareCQ's Foster, Kinship and Intensive Foster Care programs support foster carers across Central Queensland, who open their homes to provide a safe, secure, caring environment to vulnerable young people unable to remain at home. Through the program our staff recruit, train and support people to ensure they can provide quality care for young people in their homes. At present we are funded to support 374 young people. AnglicareCQ is always looking for additional carers and encourage anyone reading this report to reach out if they have an interest and motivation to support young people in need. To follow are some of the billboard advertisements you may have seen about Rockhampton to promote and recruit for foster carers.



Tina's Story

A nurse for 27 years, Tina came into fostering through a friend fostering with AnglicareCQ. Tina had developed brain tumours and was unable to return to nursing.

At home with her daughter who is intellectually impaired, and with plenty of time on her hands, Tina felt she could help someone. She was inspired by her friend's work with the child in her care and contacted AnglicareCQ to begin her journey.

Four days after receiving her certificate, two children arrived to stay with Tina, initially for a three-day stay. One stayed for one and a half years and the other for three and a half years.

Supported by AnglicareCQ, Tina cared for three fulltime placements. Although each have been extremely challenging, the children all became, and remain, members of Tina's family.

"Even though they don't live with me, we still keep in contact. They are like my grandchildren; they call me Grandma. The good times outweigh the bad, even when the bad times seem to go on forever! You get a glimmer of good, and it makes it all worth it."

Tina says she has been blessed with amazing support workers. With training, support, and resources through AnglicareCQ, she says fostering has taught her and her daughter about family life and helped her to better appreciate their own family. She realises her childhood was blessed. Knowing what her foster children have been through keeps her going - Tina wants to be the person who never gives up on children in her care.

Lifestyle Support

The Lifestyle Support portfolio comprises of mental health and suicide prevention services. Our skilled and adaptable team members, many with lived experience, provide collaborative care inclusive of loved ones and professional supports, for people to live their best lives, to choose life, and to grow their mental wealth and wellbeing.

This team also reaches out to the wider staffing community to raise awareness utilising RUOK Days – and brightening up our staff rooms with information and treats.



Participant Story

The Lifestyle Support Team has been working with a mother who has been struggling to have access to her children for years. This participant has only been able to have occasional supervised visits with her children for a period of time. The mother has worked to achieve wellness and in turn has full access to her children.

This participant presented to AnglicareCQ with a diagnosis of severe depression and anxiety over a duration of 6 months, family dysfunction and was also homeless.

She worked in the AnglicareCQ Healthy Minds Program with a focus on Distress Brief Intervention (BDIS) and emotional regulation through working with horses. AnglicareCQ was able to offer this person consistent support and encouragement. Mum now has shared housing, and is working in 2 jobs, one being paid work with horses, and an apprenticeship as a carpenter. This participant now continues to work on her relationship with her mother, too.

Housing and Homelessness

At AnglicareCQ we believe that safe affordable housing be obtainable for everyone. That's our belief and is the basis of our Housing and Homelessness programs which for focus on outcomes and opportunities for people experiencing barriers to housing. Much more than housing alone, our programs giving emergency relief, addressing homelessness, and building resilience wrap around provision of affordable housing in its many forms; emergency, transitional and long-term.

Leoni's Story

Leoni and her partner of 26 years enjoyed life together in their home of more than 4 years, when Leonie's partner passed away suddenly. Leoni was on her own for the first time in many years. With her partner's children receiving her partner's estate, Leoni was left grieving, heartbroken, and in financial hardship living on her modest disability pension. When her home was sold, she found herself with nowhere to live.

"It was extremely hard. Not only had I just lost my partner of 26 years, I lost my unit. It was the lowest point in my life," Leoni recalls. "I looked for rentals but was unsuccessful. I've never been so afraid in my life."

Leoni sold her belongings, her future uncertain. It was then she gained support from her health support worker who installed belief in her: "I can do this; I can't give up" she recalls.

After spending time at friends' houses, Leoni contacted AnglicareCQ's Homelessness Support team, who found her accommodation in our emergency housing. From there, she was offered a home through our community housing team and suddenly, things started to look up for her. "This is my home. I feel safe and supported by AnglicareCQ; no-one can make me leave," a very relieved Leoni says.

Her message for others who may find themselves in a similar situation: "Don't give up, even if you are feeling extremely low. Ask for help, don't be afraid."

Residential Care

Through our Residential Care program, we provide homes for young people who cannot remain with family because it is unsafe. In the last year, we increased our program to 6 residential houses with an addition of our first residential in Emerald. Our workers assist young people in their transition to adulthood and life beyond AnglicareCQ. The story below captures one young person's journey.

Callum's Story

Callum* lives in one of our residential houses. He came to our residential house a very angry young person with behaviours to match. During his time with us, he has grown and achieved more than he could have dreamt! His behaviour improved and he has come to fit into the residential house incredibly well – treating staff and co-tenants politely and creating an affirming and positive presence in the house.

He regularly attends gym, and says his favourite personal achievement is being able to lift a couch full of people! From periods of relatively poor school attendance, he will graduate at the end of 2021 school year.

His potential graduation prompted Callum to think about employment, so he is dropping off resumes to prospective employers. As he is a keen cook and resident chef at the house, he is considering a career in hospitality.

Callum often acts as a mentor to the younger co-tenants and is engaged in goal planning and transition plans. He occasionally slips up and, like most young people his age, may need reminding of his goals. Callum says he is really enjoying his placement with AnglicareCQ.

Our Volunteers

AnglicareCQ is blessed to have a wonderful band over volunteers who work hard to support our mission. These volunteers assist with running the Bargain Store, selling raffle tickets, providing food for emergency relief and of course – undertaking the annual Christmas Hamper Drive. Words in a report are not enough to reflect the value and appreciation AnglicareCQ has for this group. The Bargain Store and donations contribute 1% towards of our revenue – and their contribution to supporting people and AnglicareCQ, is priceless. Here is a snapshot of our key statistics from the last annual report:



Our Finances

Our last year has seen AnglicareCQ grow and strengthen financially. Revenue has increased by 9% to \$21.1 million, and our ongoing surplus positions continue – which is positive. Growth has been achieved across various portfolios. However, this year we did see the wind down of our NDIS program and the effective transitioning of participants and staff over to other arrangements. We also opened Emerald headspace this year. So, all in all, grant funded programs grew by 10% but are now plateauing as we move into the 2022/23 financial year.

Strengthening our partnership

Over the past 12 months the work and connection with the Diocese has continued.

Our shared efforts;

- AnglicareCQ rents the Bargain Store property from the Diocese to provide much needed cost-effective goods to the community;
- AnglicareCQ also rents the Musgrave Street property from the Diocese to provide much needed services to the community;
- AnglicareCQ provides tenancy and property management to St Matthew's Village, and this has been an ongoing arrangement for the last few years;
- Currently completing the NAYBA survey – along with CatholicCare which will reflect the contribution to the Rockhampton community by faith-based organisations;
- We have received kind donations from local parishes and parishioners to support our work – thank you!

- Brochures have been displayed in some churches and more will be made available should others wish to provide these resources too;
- Our Board continues as it should to operate with a Bishop in Council nominated major – with our Bishop Peter a valued member as well and;
- In addition to this, Bishop Peter takes time to meet with the AnglicareCQ CEO each month to discuss our shared work along with community issues.

It is a privilege to do the work we do, with the team we have, in the communities across the Central Queensland in which we serve. It is also a privilege to share through the efforts of AnglicareCQ through to Synod again this year. Thank you for your interest in the work of AnglicareCQ which I remind all members is an extension of the work of the Anglican Diocese of Rockhampton.

Carol Godwin
CEO

Chaplaincy

Hospital

The position of Hospital Chaplain in Rockhampton is currently vacant.

Chaplaincy services are currently provided by either Rev'd Barbara Blackford or Rev'd Jennifer Hercott. Chaplaincy services can be arranged by contacting the Diocesan office.

CQU – Capricornia College

The links between the Diocese and Capricornia College CQU date back to 1976. The Diocese subsidised by the Federal Government, built McCall House in memory of Bishop McCall, Bishop of Rockhampton 1959-1963. University Chaplaincy is currently restricted to Capricornia College. As Chaplain, I attend Monday dinner at the college with family in tow. We are getting to know the students and seek to provide pastoral support. This usually involves listening, but has also required advocacy and representation of student sin distress. The faith discussions are starting to happen and it has been a rich and rewarding experience. Whilst this role could be extended in future, we are currently enjoying this opportunity to provide this limited chaplaincy service. I commend the College and the broader CQU community to you prayers.



The Rt Rev'd Peter Grice

Police

vacant

Prison

vacant

Rockhampton Grammar School

The Rockhampton Grammar School Chaplaincy is a private appointment by the Rockhampton Grammar School Principal and Board. Rev'd Jennifer Hercott has been the Chaplain at Rockhampton Grammar school since 2021. The commitment is equivalent to one day per week which is currently spread flexibly throughout the week to cover before school activities, some daytime activities and after school and weekend activities. The highlights of the last year have been working with Gideons to distribute over 100 Bibles to students in the school, working with the vocational education team to develop a program of active volunteering for students and presenting the gospel at the school Easter Assembly. Plans for the coming year include a lunch time youth program, a staff bible study/connect group and further developing connection with the student cadets.



The Rockhampton
Grammar School
Established 1881

Please pray for this ministry as the connections flow throughout our Diocese. In His service,

The Rev'd Jennifer Hercott

Families and Youth Ministry

When I look out across our diocese, my confidence continues to be in the words of scripture in Ephesians 1: *'For he chose us in him before the creation of the world to be holy and blameless in his sight. In love he predestined us for adoption to sonship through Jesus Christ, in accordance with his pleasure and will.'*

God planned that we would be adopted into his family. He has planned for many more people to be adopted. With this in mind, we can boldly proceed to do ministry and share Jesus with the world. Knowing that there are people waiting to hear the news of Jesus and to respond in faith. This is why we can do kids, youth and families ministry.

Young in people in our Diocese

In terms of Youth and Families Ministry, our church currently looks like this:

We have 21 Parishes.

Within these Parishes, we have the following structured programs:

- 2 Sunday Schools
- 3 Youth Groups
- 3 Kids Club
- 1 Play morning/ Mainly Music group
- 2 Messy Church programs



This year, we again ran CQ LAUNCH, our leadership training camp for high schoolers. We opened up the book of Deuteronomy together and learnt about loving our God with everything. It was a great joy to see the camp triple in size and to hear the great work that God has been doing in the lives of the teenagers over the past year.



We also had CQ ALIVE (youth camp) in the September school holidays. Luke Jardine from Brisbane taught us from Matthew 10-11. It was great to see some teenagers who'd never attended a youth camp come along.



CQ Alive and CQ Launch are a combined effort between the Anglican Church of CQ and the Presbyterian Church in CQ. We thank God for this gospel partnership.

In 2022, we were unable to run a kids camp or a holiday kids program. We pray that this can return in 2023.

In terms of numbers across our diocese we have around 90 children and 21 teenagers as regulars in our various programs. I did not collect any data on under school age children attending church.

We continue to see many families bringing young ones for baptism across the diocese. It has been great to see gospel partnership with Mother's Union in this ministry. More than half of our baptism families have one parent who is a FIFO worker. This brings challenges for families that our churches can support them in. There are many non-church mothers who want to come to church, but are very nervous about how the members of a church will react if their child makes a noise or behaves like a child in church.

In most of our services will are reminded of the two great commands: to love God with everything and to love others. To love others includes loving the newcomer and the child who lives like a child. This will be hard at times, but that is love.

I've seen a child yelled at for talking in church and I've seen an older couple remind the church of how great it is when children are in church and a part of our body.



Going Forward

I have continued to visit and talk to churches around the diocese about how they are going.

Most of us would love to see in every church: A Sunday school, a play morning, a kids club, a holiday program, a youth group and full confirmation classes every year (to keep the Bishop busy). I am very happy to help our churches to do this. But the reality is that every church is stretched with few people available to run structured programs.

We do well to recall Jesus' words to us: pray that God would raise up workers for his harvest field. That God would save people as he promised. That he would use us on his mission.

My continual advice to churches is to make weekend services accessible for families and to choose one structured program to do with young people. To that one thing well and then as capacity (and need) grows to do another program.

I hope and pray that every church is ready for children and young people to attend Sunday (or Saturday) worship. This means that we've done risk assessments, that it is made clear from the front (and on our websites) that children and families are welcome. That young people are catered for (juice at communion), kids at morning tea (food, plastic cups, water or cordial etc), grounds are safe (fences etc). That the congregation wants them to be there. That there is a helpful expectation that children make noise and mess.

I have lots of ideas and resources and a bit of time. I am willing to share it all with you. I am willing to talk with Parish Councils. I have enjoyed talking with one church that is located near a school. They currently provide lunch for the teachers on student free days and are seeking to do more with their ideal location.

Please don't do this just so that your local church keeps going and doesn't die. We need to do this in response to Jesus' words: Go and make disciples of all nations. We want to build God's kingdom, not just our local churches.

Young people need Jesus and to follow him, God has structured his church that the older members might be more mature in the faith and they would model being godly and devoted to prayer. God has planned for many to be saved. There are countless stories of God saving people through his local church.

God saves people as he promised, we have people and the opportunity to share the words of eternal life with the young people in our communities.

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



GFS Australia Inc.

GFS in this Diocese is spending 2022 looking at our membership and our future. Bishop Peter issued a challenge to us at our Annual meeting early in the year, to meet and pray together for the next six months, to then prepare a statement for him on our future role in this diocese and to also present that statement to Synod. We have nearly completed the task at the time of writing this report, continuing to meet monthly.

We began by surveying members to build up a picture of our membership. We now have 24 financial members – of these only 14 are able to participate in active membership. The majority joined GFS during the introduction of adult members many years ago and there are only five who had actual leadership (and were trained as leaders) in children's ministry. However all have been members of GFS since childhood and wish to retain their membership and participate as far as possible in the purpose and vision of GFS Worldwide.

GFS has been active in this diocese since 1884 and mainly involved in children's ministry. There was a unanimous decision that we can no longer be involved in GFS children's ministry although some still assist in non GFS groups. We brainstormed many activities that we would like to do, and then prayerfully considered what we are able to do – there was quite a difference. It was difficult for some members to accept the situation and to understand that GFS must look both within and without as we follow our two main purposes – to bring others to Christ and to serve others.



At our last meeting we made the decision to become a GFS Townsend group (groups for adult members and named after Mary Elizabeth Townsend, our founder).

We have listed five activities in which we may be able to participate:

- volunteering with Anglicare (at their Bargain Shop) and discussed with Anglicare,
- visiting Aged homes (taking advice from The Revd Narelle Kidson on how we may be able to participate and accepting the challenges that Narelle offered),
- fundraising for our diocesan, national and world projects, and
- being a group which would welcome others both within and without the church community who seek fellowship and activity (craft etc).
- We have also contacted MU and asked them how we can work together. We are awaiting their response.

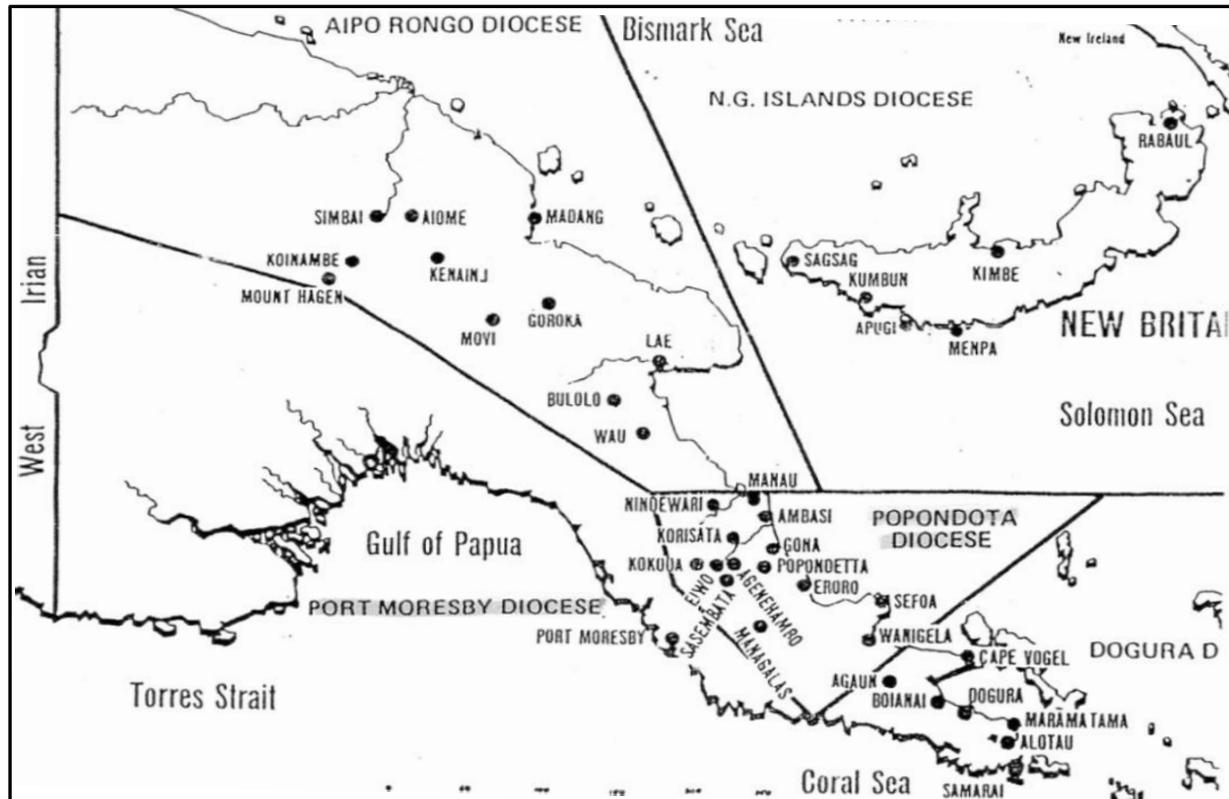
One member is prayerfully considering leading this group (as the current Coordinator has indicated she will not be available as Coordinator from the beginning of 2023). It is hoped we will finalise our purpose and plans at our November meeting. We are very conscious that GFS has been active in this diocese since 1884.

We are also aware that there are many different ways of being GFS as demonstrated by our large worldwide membership. Children's ministry may have been the priority of GFS in Australia for many years, but as we no longer see our role in this area we hope to be able to offer our efforts to projects or needs in this diocese, as well as our very active and fruitful projects nationally and internationally.

We prepare our own annual Prayer Diary and include the needs of this diocese. We ask for prayers as we continue to discuss ways in which we can be fruitful members in this diocese.

Canon Val Gribble
Coordinator/Secretary

Papua New Guinea Support Committee



Our Diocese continues in its support to the Anglican Church Papua New Guinea (ACPNG) which continues to be challenged by the leadership issues within the House of Bishops. That, of course, flows down through the parishes. The Dioceses of Port Moresby and Dogura are without Bishops and the Primate's position is still unfilled. The Bishop of Aipo Rongo Diocese continues to act as Primate. The recent earthquake in this area has caused considerable damage to homes and buildings.

We continue to budget our annual gift to the Diocese of Popondota and you will be voting on this figure at the Synod. We send this gift as a monthly payment, mainly because it is desperately needed to just keep the diocese running. So our gift assists with the small stipends of the four staff, and paying water and electricity. The cost of living pressure we are experiencing is being felt in PNG.

The future of ACPNG rests heavily on building up the clergy to be strong and knowledgeable in their faith and strong in leadership. That has influenced the diocesan commitment to Newton Theological College in the Diocese of Popondota, the only Anglican Theological college in PNG. Our Christmas Appeal in 2021 was solely for Newton Theological College. We added some money we had been holding from the previous year's appeal, money that was to go to the Port Moresby School which has had to close and so \$7338 was sent to Newton College. We had committed to assisting students with an annual allowance of \$1000 – their only assistance – and so we can be pleased that we were able to assist 7 students. The maximum is around 25. I know we can equal this in our 2022 Christmas Appeal.

Bishop Driver (retired Archbishop of Adelaide) has been able to commence visits to PNG (post COVID). He is the Principal of the College but much of the load at the college falls to

Father Giles Motisi. The college now has electricity but this did not happen without a lot of unforeseen costs with the old wiring and fittings needing replacement. Most of the student houses have LED lighting to help reduce costs.

Bishop Driver said in one of his newsletters that theology in places like PNG must have a holistic edge and so, at long last, a new medical clinic has been built, by the students, on the block and a house is being refurbished for the nurse. The clinic serves not just the college community, but the surrounding villages and they are lining up by 7.00am. In the week before Bishop Driver wrote his latest newsletter people have presented with physical injuries, raging infections, typhoid fever, TB and all sorts of tropical complaints such as ulcers, scabies, fungal infections. There is almost always a shortage of medications and this is a nationwide disgrace.



The major challenge for Bishop Driver is focusing on the Registration and Accreditation requirements to make the college fully compliant, or taking measures to ensure it will be fully compliant in the near future. That involves repairing building, septic systems, installing a digital projection system and IT accessibility. Then comes the review of the curriculum, providing a five year business plan, and having the accounts externally audited.

It is now the dry season in this part of PNG. The bore that supplies the college is almost dry. There are no longer showers at Newton. 12 tanks have been installed but more are needed for when the rain comes and tanks will fill.

People have asked me if they can be assured that the money they give does go to Newton College. Bishop Driver has set up a fund through Gippsland Diocese and all our gifts go through this account and carefully monitored and used by Bishop Driver.

Much has been done with our gifts, we can do much more. Alfred, a second year student was recently interviewed by Bishop Driver and he said how grateful he was for the support of Australian people, he felt they were part of his blood family and it brought him great joy. He found studying quite challenging but looks forward to more learning.

I trust we can continue to help those like Alfred as they accept their call to the priesthood and all the sacrifice that entails in ACPNG.

(Canon) Val Gribble

On behalf of ACCQ Support Committee for ACPNG.

RI in Schools

Background

Religious Instruction (RI) also known as scripture, religion, R.I. or R.E. has been our privilege to be involved in since schools began in Queensland.

McCrindle Research tells us that 99% of Australian parents think that it is important to teach values to Australian school students. 84% believe that Australia's Christian heritage has been influential in shaping those values.

Originally in the Education Act 1910 and now in the Education (General Provisions) Act 2006 local faith groups are allowed to conduct Religious Instruction for students in years 1-12 in Queensland state schools.

Christian RI provides a safe environment for children to develop a positive self-image, identity and resilience. It gives young people an opportunity to form their understanding of the morals and values from the teachings of Jesus.

A typical RI lesson might include asking questions, looking at the Bible, singing a song, doing some book work. Often RI occurs weekly in a classroom, but not always. Across Central Queensland we have various combinations of how RI is delivered:

- RI students in years 1-6 have a weekly RI lesson in their classroom with an instructor.
- RI students have RI for 4 weeks per year, a term per year or a semester per year.
- RI students have a weekly assembly style RI lesson in the hall.
- There is no RI because of the lack of instructors.
- There is no RI because the school has prevented it from happening.

RI is an activity of the local minister's fellowship. The local churches authorise instructors to go into local schools to teach; these ministers must also approve what materials are taught by the instructors in the local schools.

The options for materials that can be taught are usually provided by Christian Education Publications (CEP) or Godspace. Godspace is produced by Victorian Baptists. The CEP material is produced by the Anglican Diocese of Sydney, this includes 'Big Questions', 'Beginning with God' and 'Connect' programs. There are a couple of other curriculums that could be used. God Space and CEP are reviewed and approved for local ministers fellowships to approve for local usage.

The Statistics

Across Queensland there are around 175,000 children involved in RI. There are around 3,500 volunteers who make these classes happen. Of the 99 schools in Central Queensland:

- 52 Offer Christian RI
- 20 Have no Christian RI
- 27 We do not know
- Around 65-75% of Central Queensland parents opt in for RI
- We know of 8 Anglican instructors across Central Queensland.

What do teachers need

- All RI instructors must have a current Blue Card (or equivalent).
- Covid 19 vaccines are no longer required by Education Queensland.
- As of 2022 all new RI instructors will need to complete 3 training modules.
- As of 2023 all RI instructors will need to complete 3 training modules.
- Plus all must have completed Education Queensland Mandatory All-staff training.

The opportunity

RI is a wonderful God-given opportunity to share with those who opt in the great hope that we find in the Lord Jesus Christ. It takes time, but the value is enormous. We don't know how long this opportunity will last. There are groups who are seeking to remove it from schools. They have succeeded in Victoria to remove RI as we know it.

Here are some things that local churches can do to help:

1. Pray (in church and prayer meetings)
 - a. for local schools, principals and students.
 - b. for RI classes that are currently meeting and for the gaps where there are no classes.
 - c. for current instructors and for the Lord to raise up new instructors.
2. Get involved in local school RI programs (as an instructor or helper).
3. Look in your congregation for people who be an instructor now or help now or who could be trained to instruct or help in the future.
4. Ministers: you need to know your role in approving materials for your local schools. Be active in this decision. Godspace and Connect are both excellent. Look to have these two materials approved in your local schools.
5. Ministers: know your responsibly to approve local RI instructors. You are the one with the responsibility of approving local Anglican instructors.
6. Budget to support this ministry (even if it's \$50 per year). These funds can be tax deductible.
7. If you can't fill a whole school with RI, be creative with timetabling. Start with 1 class for 4 weeks per year. Then perhaps 1 per term or all students for 4 weeks blocks across the year.
8. Have an RI Sunday once per year to encourage your church to pray, support and be involved.
9. Encourage your people when signing kids up for schools to opt in for RI (even if not offered). This very important statistic across our state.
10. Check the website of your local school and enrolment packs. Both must contain information about RI (if RI is offered).
11. Commission the RI instructors every year. Be involved in this service.

From time to time, there will be negative stories in the press about RI. Try not to give these stories oxygen or even click on them. There are networks of people who support RI behind the scenes. They meet with Education Queensland and represent the leaders of the Christian denominations. They also have people to help local churches with this great challenge. Use them www.christianri.org.au

There are students who are meeting Jesus in RI. When they know people from local churches, this makes the jump to church or kids clubs etc so much easier. This is an important ministry to be involved in. It is worth the enormous sacrifice of time and people.

Philip van't Spyker

RI Co-ordinator, Yeppoon Combined Churches.

Families Minister, Diocese of Rockhampton.

In June 2021 seven SU state and territory entities, and Childsafe, became merged into one Scripture Union Australia movement. SU Chaplaincy is a division of SU Australia which governs the chaplains employed in our schools.

Across the Anglican Diocese of Rockhampton, there are currently thirty-two SU Chaplains employed in our schools.

These school chaplains provide social, emotional and spiritual support for the students, staff and their families of their school communities. They contribute to the wellbeing programs and educational goals of their schools.

They are involved with role modelling, mentoring, education support, community development and other team contributions.

SU Chaplaincy connects schools with their local communities. Hundreds of volunteers each week engage with their local schools to provide programs and events which are facilitated by the Chaplain.

Chaplains have been referred to as the “feet of Jesus”, with the motivation of Christ as their Lord they love, serve, and work alongside the students, staff and their families.

SU Chaplaincy provide ongoing Personal Development Training, Local Chaplaincy Committees, Cluster Meetings and Professional Supervision in order that their staff are equipped, supported and have teams of people who are also focused on Jesus and His mission all working together reach even more children, young people and families.

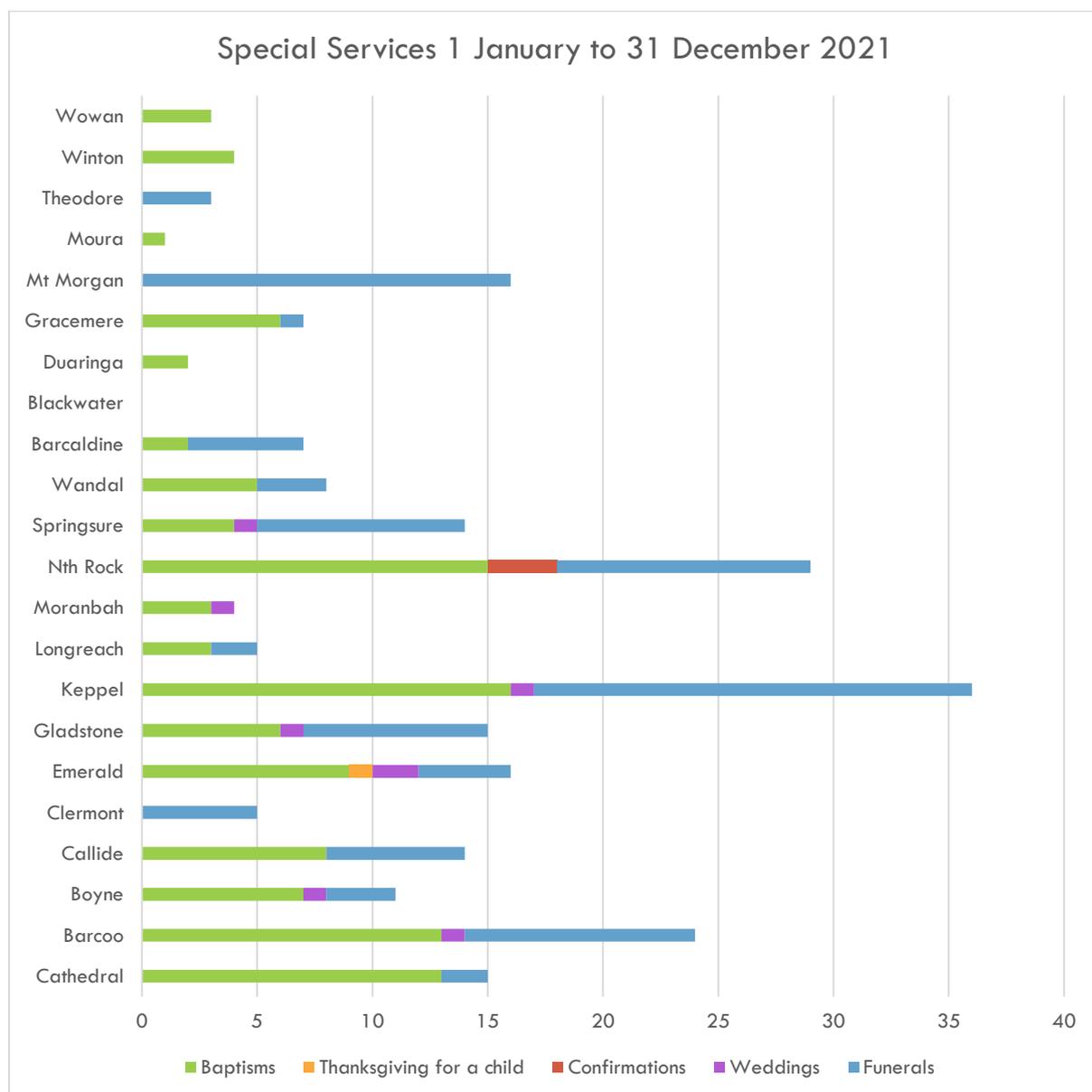
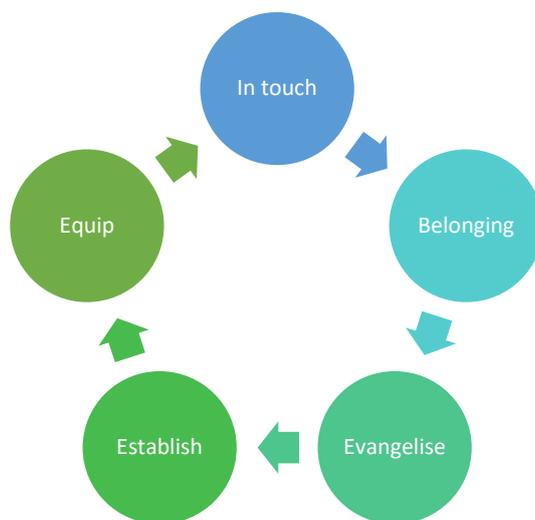
“The focus of our work is with children, young people and their families, and this is our primary 'mission' area. A growth area in Central Qld is camps and outreaches, where there would be opportunity for children and young people to attend camps, to either experience Christian community and hear the gospel, often for the first time, or discipleship camps that are focused on the development of faith for Christian kids. We hope in the next couple of years to send some teams from the coast to do outreach and mission to the more regional/remote areas of the patch, but as I said this is a growth area.” - Christy Marhin, Regional Manager Central & North Qld, SU Australia.

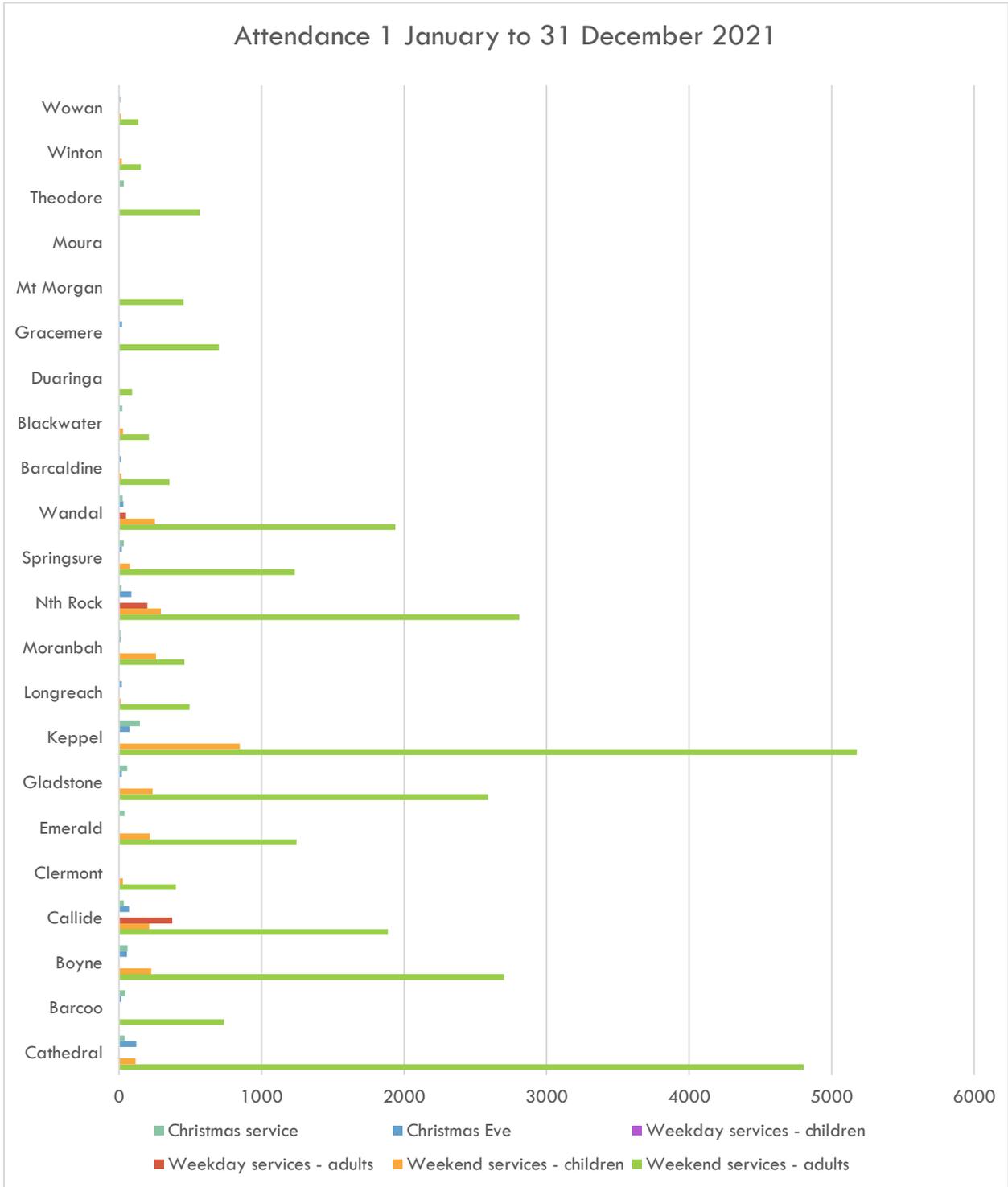
As our Saviour Jesus tells his disciples, “The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field”. (Luke 10:2).

There are many schools without chaplains in our region. The schools know the worth and benefits of having a chaplain. They are crying out for one! So if you or someone you know have the qualities of a chaplain (eg. a good listener, patient, kind, generous) please apply to be a chaplain!

Anita Dean
 SU Chaplaincy
 Chaplain at Moura State High School

Parishes and Special Ministry Districts





This data was captured in the Annual Returns submitted for 2021.

Following are ‘discipleship journey’ reports from each ministry.

Anglican Regional Ministry - Mt Morgan/Wowan & Duaringa

MT MORGAN

Highlights: Willingness of 2 male partners of regular communicants to return to worship and to participate in managing maintenance of church property. Regular attendance of a disabled resident of the Aged Care Village. There continues to be an interest in the Anglican Church in Papua New Guinea, mainly financially.

Mr Noel Kearney, (ex resident of Mt Morgan), now a parishioner of the Cathedral, being available to assist at Mt Morgan and Wowan on the 1st Sunday of each month.

Challenges: Dwindling congregation. All aged and mostly frail (max 8).

Discipleship journey: For many years congregation has held a Christmas Carol service. Elected not to hold it last year as members felt they were too few in numbers and not well enough to organise the event. This meant that all the past regular Anglican events (Cent Sales, Passover Meal, Christmas Carol service, PNG Morning Teas) have now ceased.

No Belonging, Evangelizing, Establishing or Equipping programs held.

Planning: Major challenge is the illness of the only LM who has elected to not continue his role. Consideration was being given to a move to monthly services only, but the small congregation has elected to continue with fortnightly services. The LM conducted a number of funerals, and these will be managed by the Visiting Priest.

WOWAN

Highlights: With both the Catholic and Uniting Churches closed some of both congregations continue to worship with the Anglicans and have become an integral and active part of the Anglican congregation.

With the assistance of a local handyman, and a number of the congregation, repairs have been made to the church (new guttering, possum proofing the interior of the church, and removal/trimming of many of the overgrown shrubs/trees in the church yard).

Challenges: Ageing congregation but more positive than Mt Morgan. Need to address Safe Ministry requirements.

Discipleship journey: Many of the congregation are related and all belong to and support a number of community events in Wowan. After monthly services there is a sit down morning tea and this has become an opportunity for discussing community events as well as church activities locally and diocesan. Questions are often asked and answered regarding various events within the church as a whole and there is interest and positive conversation.

The Catholic Bishop is negotiating using the Anglican church for a monthly Mass and this is often discussed positively at the monthly gatherings.

There are no Belonging, Evangelising, Establishing or Equipping programs.

Planning: The Anglican, Catholic and Uniting Church have held a Flower Show on the first Saturday in September for many years. It was cancelled in 2020/21 due to COVID. The planning has commenced for 2022. Wowan is very fortunate in having a very talented large musical family in their midst – the Olsson family. Their three generations perform at the Flower Show each year and the school community is a major source of the entertainment. This is a unique blessing for Wowan and is an important event in the community calendar. The funds raised are divided amongst the three congregations.

CENTRE OF DUARINGA

Highlights: The congregation were pleased to welcome Bishop Peter to two services. Services continue monthly except for January. Services are held in the Catholic Church – St Kevin’s – and an annual gift made to the Catholic Sisters in Blackwater.

Mr Noel Kearney also makes himself available to accompany Visiting Priest when required.

Challenges: Ageing and frail members of congregation, one regular member who does much of the organising within the congregation now working away from town and away most weekends.

Most of the furniture from the Anglican Church (which was destroyed some five years ago) is still stored in Duaringa and a decision has to be made to dispose of it.

Discipleship journey: Most of the congregation have lived in Duaringa their whole lives and accept monthly services as normal. There is good conversation after services when church and community events are discussed. Most members are connected to community events but these are less and less as the population of the town decreases.

There are no Belonging, Evangelising, Establishing or Equipping programs.

Planning: To seek permission from the Catholic church to have a sign at St Kevin’s to advertise the monthly Anglican service.

Father Paul Gribble
Visiting Priest

Special Ministry District of Gracemere

Written by:	Mitch Vernon
Position:	Warden
Date:	25 September 2022

Part 1 - Highlights

- It is encouraging to see that the numbers of our congregation have remained, despite the loss of clergy. It is also encouraging that our playgroup has remained consistently attended.

Challenges

- The greatest challenge this year has been COVID 19 and the loss of clergy. The financial difficulties that all the church is facing.

Part 2 - Discipleship Journey

In Touch

St Andrew's operates a playgroup on a Tuesday morning. It is supported by 3 members of the leadership team. It provides structured and unstructured play and learning opportunities. The playgroup is held at St Andrews Church and is usually attended by 2 to 4 families. Coffee and tea for parents.

St Andrew's also has a Facebook page for both the church and playgroup.

St Andrew's also participated in Christmas Carols in the park, in conjunction with the Gracemere Baptist Church

St Andrew's also has fortnightly bible study.

Belonging

As mentioned above St Andrew's operates a playgroup on Tuesday mornings. It is lead by Fiona Tann and ably supported by Annette Breckenridge and Eddie Van Der Mark.

Evangelising

St Andrew's financially supports the Gracemere and District School Chaplaincy.

Establishing

Bible study is held fortnightly at Phil and Fiona Tann's house and is usually attended by approximately half the congregation.

Equipping

Part 3 - Planning

- Our congregation is holding strong, praying for a positive new year.

Special Ministry Districts of Theodore and Moura

Written by:	Lorna Goodland
Position:	Lay Minister, Theodore
Date:	7 September 2022

THEODORE

With regard to the Synod Reports, on our connecting with our community and growing in the Kingdom of God, for our Church here in St George's, Theodore.

I am afraid none of the guidelines you have sent apply to us.

I would say a highlight for the year would have been 15 people at a church service. That may have happened once. A good day would be 8 to 9. It is sometimes as low as two parishioners and the L.M.

We are an ageing dwindling congregation. The average age mid-seventies. No young people and no families with young children. We offer weekly Morning Prayer and a communion service from a visiting priest when available for Baptisms and Funerals when a priest is available. We are very fortunate to have in our congregation a lay minister of the Uniting Church who is available to provide a funeral service and fortunate for us, we have three more faithful Uniting Church members who quite often outnumber Anglicans at our services.

We host a K.Y.B. Bible Study group which consists of different religions. We have a very successful retirement village and hostel in Theodore. When a minister is here, he takes a service at the village, which is popular and appreciated by the people living there. We have tried many various programs over the years but with no resident Priest, few young people and no young families we are at the stage where we just keep our doors open. It does not matter how few people attend we will continue to do this. As to anything else, with the general apathy and lack of interest from our people in general I feel nothing more can be done.

Sadly to say, when our few dedicated generation passes on the Church doors will close.

Special Ministry District of Winton

Written by:	Stephanie Greenwood and 'Nookie' Durack
Position:	Church Contact and former Warden
Date:	17 August 2022

Part 1 – Highlights

- High points of the parish during the previous year were the Baptism of six children conducted during three Holy Communion services. Potentially this should indicate that the five families concerned would establish a connection with the Church.
- Our congregation (of six to twelve) is blessed in having visits from Rev. Jenny Coombes Uniting Church of Australia pastor, Longreach, every second month and from our Rev. Anne Nixon the alternate month. These services are advertised on our noticeboard alongside the front gate and by word-of-mouth. We have no social media presence.

Challenges

- The low point in this scenario is that our church has no established children's activity to offer an invitation to parents for the participation of their children. Neither do we have established regular services.

Part 2 - Discipleship Journey

In Touch

A 'plus' for our parish was our regular participation in the community main street markets each month resulting in conversations with browsers and customers who were aware we were fundraising for our church.

However, a 'minus' became apparent when our church leader was unable to take charge again after debilitating illness. The much older members of the former parish council tried, but were unable to deal with the pressure of taking on the regular cooking, messaging, the lifting and carrying involved in setting up. We gave up.

Belonging

Our parish has no get-together group activities such as craft and chat, card evenings, children's activities. We have no presence on social media. We do not reach out to the community.

Part 3 - Planning

We are waiting for - what? 'Something to happen'? We are not actively campaigning to increase the numbers of our congregation. We have convinced ourselves we are 'too old'. Our former priest of the parish Rev. Anne Nixon is encouraging us to re-establish our former Morning Prayer gatherings – and we say 'for whom?'

Parish of Barcoo

Written by:	Revd Beth O'Neill
Position:	Honorary Priest in Charge
Date:	13 August 2022

Part 1 - HWith the easing of some Covid Restrictions we were once again able to hold Christmas Markets and The Christmas Tree Festival on Advent Sunday 2021. While the markets are a fund raiser for the Parish the Christmas Tree Festival is a wonderful collaboration between all Churches, The Regional Council, Blackall Work Camp, Blackall Thrift Shop and many volunteers. About 160 people attended the Opening Night enjoying a free Sausage Sizzle, Christmas Play and Carols and the lighting of the Christmas Trees. Others, including the residents of McLean Place Aged Care, were able to visit during the week. For many this would be their only experience of the Real meaning of Christmas.

- In June we celebrated 60 years since the dedication of the “New Holy Trinity” and 132 years since the dedication of the “First Holy Trinity”. Much research was done to find the very early history of the Anglican Church in our area. How amazing were those early Priests in the 1870’s & 80’s who set out from Brisbane to bring God’s Word to the early settlers of western Queensland. Many items from the First Holy Trinity, including the pews, are still in use in the new Church while others shared special family memorabilia with us.
- In October St Michael & All Angels’ Church congregation will celebrate 70 years of worship in their “New Church”. The first St Michael’s was totally destroyed in a Cyclone in 1938.
- In September the Blackall Anglican Flower Show, held in all but one year since 1928 (Covid) will again involve many Community organisations and volunteers.

ChallengesWith an ageing and decreasing Congregation the continuation of events such as these will require more and more outside assistance.

Part 2 - Discipleship Journey

In Touch & Belonging

The Activities listed in Part 1 illustrate the Parish and its interaction with the community.

We hold Music Mornings and organise Ecumenical Services at McLean Place every month. During the winter monthly markets are held in the Parish Hall and Garden.

Evangelising

We have a representative at the School Breakfast Club and on the Chaplaincy Committee.

Equipping

Equipping people to accept new roles within the church community is becoming more difficult as the amount of training and necessary formalities required seems to increase year by year. While courses can be available online nothing can replace face to face conversation and discussion and until this is available once more I cannot see any improvement in the number of people offering to serve in new ways within our Parish.

Part 3 - Planning

To me, an analogy of the future of our parish is rather like that of some of the gold mines of North Queensland - placed in a care and maintenance mode until new techniques could be found to extract the gold lying still within the mine. Some of these mines are now reopening and producing gold once more.

With new leadership and support may this parish once more be productive in spreading God's Word in this place.

Parish of Boyne River

Written by:	Revd Beryl Andersen
Position:	Priest in Charge
Date:	8 September 2022

Part 1 - Highlights

- One of the highlights for our parish was the commencement of a second Sunday morning service at St Mark's Church Boyne Island. This service has provided an alternate service and worship style with communion monthly and the band providing the music.
- Miriam Vale Church held Christmas carols on the lawn with approximately 40 people attending. This was the first time this event had been held for many years and it is planned to be an annual event.

Challenges

- The biggest challenge facing the parish is aging congregations. In order to help people of all ages remain connected, we have regular social events, including morning teas and sausage sizzles.
- Although the distance between the centers causes a sense of disconnectedness at times, every endeavor is taken to foster inclusiveness and belonging.

In Touch

The Bargain Shop, which is adjacent to St Mark's, provides an opportunity for the church to be in touch with the community. Volunteers are from both the church and the wider community.

A monthly free sausage sizzle enables Bargain Shop customers to intentionally interact with parishioners. A monthly morning tea is held on the church verandah of the church as an opportunity for parishioners to connect with the wider community. Events are facilitated by the parish priest and parishioners.

An Australia Day BBQ has proven to be a winner. Provides an opportunity for the community, Parishioners, Messy Church families to share activities and share food.

Free book exchange is available outside the church. Service times are prominent on the church door. The weekly pew sheet is available as well as other evangelistic tracts.

The parish supports the work of the worldwide organisation, Movement Day. Parishioners help by providing food and toiletries for the homeless, which are distributed through Roseberry House in Gladstone.

Belonging

Messy Church is held once a month at St Mark's from 4 to 6pm, engaging with about 30 families. People of all ages can come together to hear a bible message, sing, play and share food. A team meet to prepare the program, then advertised on the roadside sign, Facebook.

A Saturday Eucharist followed by lunch is held each quarter with a theme or celebration. It provides an opportunity for parishioners from both congregations to join together for worship and fellowship.

A craft group meet weekly, for ladies to enjoy fellowship and morning tea. Last year 44 quilts were created and then displayed. After being blessed, the quilts were then distributed to Ambulance Wish Queensland and Oz Care. Toiletry bags for homeless women have been made and distributed through a local agency.

A Trivia Night is held each year as a fundraising event. A "bible" segment has now been included in the program.

A group of mature ladies called the Red Hatters, meet once a month on the church verandah for morning tea and fellowship. The multipurpose ability of the church permits such functions and groups to use it during the week.

Evangelising

Christianity Explored was held with a group of ladies completing the course. As well as growing in their understanding of the Christian faith, friendships were formed as these women grew and deepened their belief in God. From this group a young Mum and her baby were baptised.

During Lent, 2 groups met each week. The ABM Lenten study "Repairing the Breach" was used and provided great discussion. The study followed the lectionary readings for the Sunday and provided a connection between the study and the preaching.

We are blessed to be able to provide Religious Instruction at Lowmead School using "Connect" resources.

Establishing

A group of parishioners meet each week at both Boyne and Lowmead Churches for bible study. The Lowmead group work through a book of the Bible and are led by a parishioner. The parish priest leads the Boyne group, as they study the bible readings for the next Sunday.

Equipping

Safe ministry is a key to equipping our Parish. Regular referrals are made to Faithfulness in Service and copies are readily available. Safe ministry training takes place through groups and one on one as the need arises.

Training for Liturgical Assistants occurs regularly as new updates, especially with COVID, are issued by the Diocese.

A new handbook has been implemented with guidelines for management of the Bargain Shop. This in turn has helped equip volunteers with safe policies and procedures, at the same time being mindful of raising and equipping new leaders for the Shop.

Part 3 - Planning

Due to the large number of social events. Messy Church and regular morning tea, plans are in the early stages of installing a dishwasher in the kitchen at St Mark's. This will enhance the food handling safety for all who use the kitchen.

Efficient use of the area under St Mark's Church to be investigated.

To apply for a grant for the ongoing maintenance of the Heritage Listed St Luke's Church Boyne Island. All necessary repairs need to comply with relevant legislation.

Parish of Callide Valley

Written by:	Nathan Dean, Betty Brennan and Marion Meissner
Position:	Priest in Charge and Church Wardens
Date:	29 August 2022

Part 1 - Highlights

- Christmas Services. The 3 services across our 3 centres each had their own character and shape, but saw up-connect with significant numbers of fringe church members and other members of the community. This was particularly true of the service at Thangool which was held outside the community centre which was a great time of celebrating Christmas as well as connecting with the community. The services at Jambin and Biloela did not see quite as strong representation of the wider community, but did still see a number of visitors.
- Trivia Nights. Over this period, we have held 3 trivia nights: 2 at Jambin and 1 at Biloela. They have averaged over 50 people at each and about 75% of those people are not regular members of our congregations.

Lowpoint/ Challenges

- Financial challenges. We have spoken regularly about our financial situation as it has been approaching a critical point. Monthly updates have been included in our news-sheet and have been re-iterated during services both as notices and in sermons. This has seen our situation improve and then stabilise, but in the last 12 months as a number of people have moved on to other parts of the country or to their eternal home, we have not been able to maintain that position
- Limited Human resources. Our diminishing numbers and ageing congregation has meant we have struggled to resource ministries that we would otherwise be keen to sustain. The clearest example of this in the last year was the Mainly Music group which we ran coming to an end because we did not have enough people able to commit to running it.

Part 2 - Discipleship Journey

In Touch

The parish makes a lot of its connections with the community through the relationships which individuals have and the activities which they are involved with.

One example of this which particularly engages people with the church is through the local **Board Game Group**, which often holds its gatherings in the church hall at Biloela.

This is facilitated by our minister and is attended by people of a range of ages and backgrounds, but predominantly people between 15-50 which is not a particularly strong demographic within the parish.

The connection sees them meet a couple of congregation members but also sees them coming inside the church buildings which is a good first step for further engagement for those who find churches intimidating.

We also make connections with the community through other activities whose primary goal is fundraising such as stalls held in the local shopping centre and our Book and Garage Sale mornings which we hold a couple of times a year.

Belonging

A key activity in this space is one which is also part of our building connections in the community and that is our **Trivia Nights**.

These have been run by our minister with help from a number of congregation members, especially from Jambin where the majority of them have been held.

We have been running them on an annual basis, although during the period this report covers we had 3, 2 in Jambin and 1 in Biloela.

The majority of the people who have attended these nights are not regular congregation members, but it has been helpful in building a sense of belonging in the more fringe members who have attended as well as others in the wider community.

Evangelising

Our focus over the past couple of years has been on trying to connect and reconnect people with our congregation and ultimately with God.

The main space where particular opportunities have come has been within the area of **Special Services**, both community celebration services like ANZAC Day and services which are part of the life of the individual within the church such as baptisms and funerals.

The community services like ANZAC Day provide a public opportunity to share the good news of Jesus.

The baptism and funeral services do provide some space for this, but the opportunities come much more in the context of discussion with the families involved (eg in baptism, what is it that you are declaring you believe and promising to do)

Establishing

We have three regular **Bible study groups** meet weekly to read the Bible together and deepen our faith. They meet in a variety of homes and each group has a slightly different target group.

These groups are going well, but only about a third of the congregation would be a member of a group.

As such, other contexts are very important for discipleship within the parish, particularly our regular **services**. The teaching component of our services is one of the main ways which our congregation engages with the word of God and is personally equipped for their life of service.

Equipping

Bible Study groups are also a key part of the equipping of our people for ministry, although not equally across all the groups.

In our smaller context much of the training which is required is given on the job, rather than formally, although we take the chances for more formal training when it is offered and have advertised training being run by some of our neighboring churches.

Parish Council is also a place where equipping takes place, not just about learning how to handle particular tasks which might be new to people, but how we think about church life and ministry together as we plan for the future.

Part 3 - Planning

What exciting programs are being planned for the next year in your parish?

- Trivia Nights
- We are open to new ideas, perhaps coming out of our new arrangement of sharing a minister with Theodore as we see what shape that takes over the coming months.

Do you foresee any challenges that may encroach on program planning for the year ahead?

- The challenges which we faced in the past 12 months remain very much present, our limited financial and human resources.
- The transition from having a full time minister to a part time one and the uncertainties of how exactly that will end up affecting ministries.

Cathedral Parish of St Paul

Written by:	Bev Russell
Position:	Dean's Warden
Date:	2 September 2022

Part 1 - Highlights

- Whilst the 9.30am services at St Paul's had the benefit of organ music (and other instrumental music from time to time) it did not have its own singing group to lead the congregation. All that changed when the Grice and Fletcher families, along with Daveena Parker, offered their talents. On the third and fourth Sundays of the month Virginia Grice plays the piano, Esther Fletcher the drums, Daveena Parker the guitar and mother-daughter duo Penny and Isabella Fletcher along with Mim Grice make great use of their microphones. The hymns/songs are varied and expose parishioners to a range of hymns/songs and tempos. In their usual mode of adapting to things new, the 9.30am service parishioners are responding well and learning new songs.
- During 2021 St Paul's Cathedral hosted the annual Law Service. This was an opportunity to provide a memorable service for the wider community. The Cathedral church workers, in particular Bishop Peter Grice, Sacristan Graham Millar and Wardens Bev Russell and Lewis Dunne, left no stone unturned to ensure that the service and processions were carried out to the highest order and that the Cathedral looked magnificent. Lots of parish participation, co-ordinated by Donna Parken, ensured the food and presentation of the Cathedral Centre Hall were worthy of the occasion.

Challenges

- Cost of the weekly floral arrangements initially was \$30.00 per arrangement and it remained at this price for some years. Parishioners donated a good deal of the money as a thanksgiving etc. However, rising costs to \$50.00, \$80.00, \$100.00 and a smaller, ageing congregation contributing noticeably less towards the flowers caused the Parish Executive to rethink the expenditure for floral arrangements. The result was a trial by Sunny Thomson, Graham Millar and Anita Mair of artificial floral creations. The response to the trial was positive and encouraging.

Part 2 - Discipleship Journey

In Touch

Themed Trivia Nights have been conducted by Cheryl and Des Haughton and Donna and Andrew Parken in the Cathedral Centre Hall every two months. Designed originally as purely social nights for St Paul's Cathedral parishioners these nights now attract more non-churchgoers from the community than parishioners. Numbers vary from 40 to 50. Once expenses have been deducted for the meals, profits are channelled into missional funds.

The Children's Christmas Service attracted families to attend St Paul's Cathedral and those families who came specifically for this service. Family groups enjoyed seeing their young family members participate. Alice Hare and helpers ensured all children who wished to join

in were dressed as Mary, Joseph, shepherds, wisemen or angels to take part in the enactment of the Nativity Scene. Although numbers were down somewhat on previous years, the Cathedral was far from empty.

In 2020 Dianne Jeha spearheaded a hugely successful Christmas Wonderland in St Paul's Cathedral Centre. Last year there was a change of venue to a shop front in East Street. Tables of home-cooked Christmas goodies and craft items sold well to passersby and to shop assistants – another great initiative for outreach.

Belonging

Mothers' Union Cathedral Branch meets monthly on the third Wednesday at 7.00pm in the Nathaniel Dawes Hall. Membership stands at 16. Lynn Graham is the president, and she is assisted by members in preparation and leadership of the evening. Programming for the year is done at the first meeting night of the year in February. The programs are varied, stimulating and fun. Each September parishioners and friends are invited to MU's Spring Outing. This year the outing is lunch at St Aubin's Village. The group holds a cooking and craft stall annually to donate to MU work overseas as well as in Australia and to add to the number of Bible Stories already donated by members. These user-friendly Bibles Stories are presented to children after their baptism by a MU member, usually Noelle Frazer. The children also receive a prayer card for bedtime and an illustrated place mat with a children's grace printed on it. People visiting the baptism are informed of some of the work of MU and are invited to join MU.

Evangelising

Baptism preparation at St Paul's Cathedral is conducted in the month before the baptism. Revd Barbara Blackford, assisted by a MU member, interviews the parents either at their home or in the Nathaniel Dawes Hall. The service is gone through and explained, questions are answered and a friendly link is formed for when the parents and child attend the 9.30am service at least once before the baptism. At this interview parents are invited to fill in their details on a specifically designed form to give permission to be contacted by MU members re Activity Days, the Children's Christmas Service, and eventually, Messy Church. This form of outreach was begun by MU members a couple of years ago.

Establishing

Parishioners at St Paul's Cathedral have two opportunities weekly to attend Bible Studies and deepen their faith journey. On Tuesday evenings, 7.30am-9.00am, Revd Barbara Blackford and seven parishioners meet in the Nathaniel Dawes Hall. They study the Sunday Journal publication in preparation for the following Sunday's readings. On Friday evening, 7.30pm-9.00pm, in the Diocesan Boardroom Bishop Peter extends the knowledge and faith journey of the Old and New Testaments. Ages of the eight participants range from 40 to 90.

This year a youth group was formed at St Paul's Cathedral. Named 'Oasis', the group meets on Friday evenings 7.30pm-9.00pm during the school term and offers Bible Study and fun for younger people Years 7-12. Experienced leaders Virginia Grice and Steve Fletcher lead the group.

Equipping

During the year the only specific training sessions were to ensure that current Safe Ministry Training had been undertaken by all involved in leadership in any capacity at St Paul's Cathedral. The Safe Ministry Officer, Penny Fletcher, had a busy time ensuring that all of the Cathedral's approximately 30 churchworkers are compliant with Faithfulness in Service requirements.

Part 3 - Planning

- Messy Church – Revd Barbara Blackford.
- PWC2022 Walk in the Way of Love – women's day of fellowship and bible teaching – Virginia Grice, Penny Fletcher, Barb Smith and others.

Challenges

- Messy church – to be sure of sufficient consistent help and to have families to sustain their involvement.
- Day of Fellowship and Bible teaching – being the first of its kind in this Diocese.

Parish of Clermont

Written by:	Marg Henn
Position:	Parish Secretary
Date:	23 September 2022

Challenges

- We have not had a Parish priest for a few years and only one registered lay person
- We have a shrinking congregation
- We have an ageing congregation
- We are experiencing financial pressures

How are we dealing with these pressures

1. We have concentrated on “the basics” to enable us to keep the doors open. It is important we have a regular service, not only for our church family but for the “grey nomads” who visit during the winter months. Most Sundays we join together for Morning Prayer led by our Lay Person or a member of the congregation. This is followed by morning tea, informal and friendly. Once a month, Rev Luke travels from Moranbah and we celebrate Holy Communion, followed by a period of fellowship. We are very fortunate in that regard.

We cooperate with the other churches in town and we share ecumenical services on a rotating basis in any month that has five Sundays. We recently hosted the ecumenical service in remembrance of our late Queen which was well attended.

2. This is a major problem. We have identified an extended group that still support the church but do not attend services. We seek to keep these involved, mainly by group emails to keep them up to date with church news and activities.

We hold regular Markets during the cooler months in the church grounds. We receive income from stall rents and also from morning teas and a Trash and Treasure. These markets have obvious financial benefits but they also provide an opportunity for the extended group to become involved. They also provide an opportunity for us to interact with the wider community.

3. The ageing congregation is a problem partly because it limits our activity and it limits our relevance in the wider community. The Markets are a help in this regard. A major problem of the ageing (and shrinking) church family is the added work load this places on the remains active members. This load is considerable and discourages fresh involvement and limits any additional initiatives.
4. Like all parishes, we suffer financial pressures. As we don't have a priest, we rent the rectory as there is high demand at present. The markets also contribute.

Our financial pressures are increased by the fact that we have a second church in the parish that no longer has a congregation. The cost of rates and services to this unused facility fall on our small community which is difficult. We are fortunate that past generations have left us in a strong financial position and the present community is very generous.

Parish of Emerald

Written by:	Alan Thomas, Donna Lewis and Councillors
Position:	Wardens and Parish Councillors
Date:	22 September 2022

Part 1 - Highlights

- From me, Alan, the main highlight to have taken place this year is the spirit of being welcome - this comes to me via feedback from new members, visitors etc. The reason - a team of greeters, hosts, welcomers have come onboard. When I drive up there are gentlemen out on the apron/path acting as car park attendants, at the door more people are handing bibles, prayer books, notices etc., and bottled water is now available in service. These may not be big things, but it has brought something to St Luke's, like having people being involved, creating conversation with regulars, the new, and visitors.

Downside creates a gathering at the door, we'll deal with that.

- A much-needed fence has been erected along the front boundary, providing safety for children during events, as well security. Light poles of use by dates have been replaced by new modern lights, using just one pole in a more suitable location.

Challenges

- Volunteers, resources, and of course funding.

Part 2 - Discipleship Journey

In Touch

Our shop front for staying in touch is "St Luke's Shop". The main activity of the shop is selling used clothing, in the way of dress, work, children's wear, school clothing, linen, books, kitchenware, limited range of furniture and anything household. The shop is run by a volunteer coordinator working with a team of volunteers. The shop only operates of a Saturday Morning, due a lack of volunteers for greater opening hours. The shop is very well presented, air conditioned, freshly painted, well lit, EFTPOS sales, and well laid out. The coordinators of the shop are known to run events such as special price mornings with a sausage sizzle, tea, coffee, with cakes buns etc., and afternoon tea gatherings show casing the works and ministry of St Luke's. We run active Facebook pages to help keep the community in touch.

Belonging

Our main activity in this this field, and quite successful, is the Sunday evening meetings St Luke's is currently holding. These meetings draw people from other congregations, the reason for this is St Luke's is the only denomination in Emerald that runs an evening service now. Its aim is not to poach others but offer a service and fellowship to all.

These start off with a light meal followed by a light devotion, which may be in the form of an electronic message, led by Priest in Charge, or Lay Person. Other activities occasionally

run by congregation members include such things as sausage sizzles and trivia nights. These raise funds for missionaries, supporting chaplaincy work, and inhouse projects.

Evangelising

Our biggest evangelising event would be Christmas on the lawn; this event is well attended by families with children, elderly, and young people. Usually with a movie, sausage sizzle, drinks etc. A light devotional style message telling the meaning of Christmas. Activities such as hospital visitation, nursing home services and visitation, baptism preparation, marriage preparation and courses are all used as evangelistic opportunities. The priest in charge carries out much of this work and is supported by congregation members as required.

Establishing

Lead by Larry, Pim and Alan, a bible study group is the activity in progress at the present time; discipleship has been the theme in this current year. Using this activity, we aim to raise up more leaders. At the currant time we have three leaders – a leader for a local Thursday afternoon, another for Sunday afternoon meetings, another leading and sharing at Blackwater every 2nd and 4th Sunday. Another raised their hand as late as today to take on bible study leadership.

Equipping

Priest in charge leads these activities. This session at the moment is led by Priest in Charge, or Pimm who has recently taken on the position.

Pastoral care training has been held in the past. Sunday afternoon is considered an equipping session as many subjects and teaching has been shared. For example, forgiveness, thoughtfulness, thankfulness, and patience.

Part 3 - Planning

- The immediate planning for the remainder of 2022 is to re-establish the "Kids Zone" activity. Ideally, in the next year we would like to recommence the youth group along with "Little Lukes" or similar programs. Emerald being a younger family population is a prime target for evangelism. There are many opportunities in Emerald for St Luke's to build on. At the same time there is a great need for support and encouragement amongst the elderly within our congregation and community. To give an indication of support for these programs the enquiries that come through messages on the Facebook happen quite regularly.

Challenges

- Yes, unfortunately there are many challenges, we are an older congregation, we lack volunteers (a local shortage in all organisations) and we lack training. A lack of Pastoral leadership, combined with an unstable leadership. By this we mean losing leaders and allowing the baton to be dropped on activities. This could be overcome by the raising up of leaders within; we believe we have the talent, but training, encouragement, equipping is necessary.

Parish of Gladstone

Written by:	Rob Farnsworth and Graham Rutherford
Position:	Church Wardens
Date:	23 September 2022

Part 1 - Highlights

- The parish has recently had the opportunity and privilege of meeting a young couple who have recently completed their training and are going to serve the Lord in South-East Asia in 2023 with CMS. The parish has undertaken to link with them and has committed to support them both in prayer and financially as they follow God's calling on their lives.
- The week spent with them was both enlightening and profitable as the members of the congregation came to know "L and C" (their names are not published as the country to which they are going is politically sensitive to the gospel). They also came to understand our parish and the various ministry outreach activities in which we are involved.

Challenges

- The effect of the close downs during the Covid 19 virus and the induction of a new parish priest has resulted in a reduced number of members attending services. Some have joined other churches, while others appear to have taken the opportunity to cease worship. Most of these people have been followed up.
- The result of the decline in numbers has affected the income of the parish. A stewardship programme is planned for later in 2022 with an emphasis on the use of our talents and our worship through our giving back to God from what He has given to us.

Part 2 – Discipleship- Journey

In Touch

The parish has a number of community outreach activities: The This n That Shop, St Peter's Shed Sales, Food Centre and Ray's Soup Kitchen. Whilst each of these activities reaches different needs within the community, The Food Centre and Ray's Soup Kitchen, in particular, provide support to those with the greatest socio-economic disadvantage. We have seen rising demand for these services this year.

Except for the This n That Shop, an active member of the parish is responsible for each of these activities. The two wardens are involved, and the minister's wife is responsible for the Food Centre. The lady responsible for the coordination of the This n That Shop has performed this role for a number of years but has indicated that she will not continue after this current year.

The Food Centre and the This n That Shop are both in a property owned by the parish, which is strategically located on the fringe of the city business district. The Food Centre provides low-cost groceries etc to those in need as well as "crisis hampers" to those

people/families in necessitous circumstances. This ministry has seen significant demand as families feel the effects of the current financial situation.

Ray's Soup Kitchen has recently recommenced after having been closed due to the Covid 19 Virus. Prior to its closure the Soup Kitchen was addressing a significant need within the community. However, as the parish investigated the re-opening of this ministry, it became apparent that the facilities from which the Soup Kitchen was operating did not meet the Local Authority's requirements for a commercial kitchen as required pursuant to the Food Act 2006 and the Food Regulations 2016.

The Parish Council is currently addressing this issue and has already received significant support from business organisations and the community. In the meantime, a "sausage sizzle" is provided one night each week except that on the first Monday of the month, pizzas are provided thanks to the support of Dominos Pizzas.

The activity provides a good opportunity for members of the parish to share with those who attend. We also have good interest from those outside of the congregation who are interested in volunteering to assist. We have commenced including a short devotional at the end of the evening for those who wish to stay.

Belonging

A Play Group and a Coffee and Craft Group continues to operate at the St Peter's Church on a weekly basis. These provide the opportunity to invite those who currently are not involved in the life of the parish to non-threatening activities. The numbers are not large; however, these activities appear to be meeting a need within the community.

The parish also hosts a men's breakfast every second month. A number of churches/denominations in Gladstone are involved in hosting men's breakfasts. This provides the opportunity to meet with men from other denominations and enjoy fellowship with our brothers in Christ.

Evangelising

The primary outreach for sharing the gospel of our Lord Jesus Christ occurs through our outreach activities. It is the position adopted by the Parish Council that all our outreach activities are a means of spreading the gospel. Thus, while we may be providing food for those in need, we also take the opportunity to speak with the "customers". In particular the Soup Kitchen provides for those from the congregation to sit with the members of the community while they are eating to develop friendships, get to understand the needs of the people and to share our message of hope in Christ Jesus.

Establishing

The parish conducts one regular study group that meets weekly. This group aims to build up the members' knowledge of God's Word to encourage and foster growth in their Christian faith. The group has been working through the book *According to Purpose* by Graeme Goldsworthy. This is giving the group an understanding of Biblical theology and an appreciation of how God's Word is a unified, historically rooted, progressively unfolding, and ultimately Christ-centred narrative of God's covenantal work in our world to redeem sinful humanity.

The Bible study is led by one of the Wardens and a member of the congregation who is involved in preaching. Attendance at the group is consistent with eight to ten people every week.

Equipping

As part of the long-term plan for equipping members of the parish to be faithful and effective witnesses in the community, the members of the Parish Council have been studying the Epistle to the Philippians using *Discipleship Explored* by Rico Tice.

It is seen that the future growth and development of the parish must commence with the leadership of the parish. Thus, developing disciples who have their faith firmly grounded on God's Word will develop from building up the leadership. The next step will be the equipping of the parish members to be effective disciples.

Part 3 – Planning

- Early this year the Parish Council held a detailed planning session at which the Council considered the goals and objectives for the current year, and the future direction of the parish. This was a valuable time as the members of the Council considered the future direction of the parish and future goals.
- At the end of 2021 the Parish Council made the decision to cease holding services at Calliope. The service was held only monthly and was not well attended. However, Calliope has a growing population and the Parish Council see it as an area where the church should be playing a role in the community.
- The Discipleship Explored study is part of the proposed equipping of the members of the congregation to be involved in the re-establishment of services at Calliope. The Parish Council will spend time planning for, and training and equipping members of the congregation to be involved in a "church plant" in the near future.

Parish of Keppel

Written by:	Lyndall Anderson
Position:	Parish Warden
Date:	17 August 2022

Part 1 - Highlights

- The commencement of children/youth programmes which are being attended by children/youth who are not normally involved in church. This was an extension of our very successful Vacation Bible School program. This covered 4 steps of our pathway ie growing disciples, equipping people to serve, engaging with our community and sharing the gospel.
- 13 babies across 11 families were baptised and has been another strong way for us to engage the community. Mother's Union always present the newly baptised child with a Children's Bible. (With a couple of adults as well!)

Challenges

- Financial Difficulty with Generosity. Our parish continues the pattern of living beyond our means. Speaking of financial difficulty is always a challenge when addressing the people. We have begun to address this by offering parishioners specific giving targets which seems to be working.
- Rosters. We are dependent on just a handful of parishioners volunteering their time. Whether it's working bees, monthly rosters for duties on a Sunday or cleaning roster at St James. Our Lenten studies on church life aimed to help people reflect on what role they might have in the future.

Part 2 - Discipleship Journey

In Touch

The annual Christmas Tree Festival was held in early December where community members were encouraged to display a tree. This festival was well attended. We had an opportunity to outreach by way of conversations, the distribution of bags that included information of services over Christmas, a calendar and a booklet with gospel testament explaining the meaning of Christmas. A committee was formed to run this event and it is held annually at St James Church. Funds raised are distributed to chosen community groups. This festival is advertised on our Facebook page, Yeppoon Families (Facebook), fliers and posters. We found that offering a kids room with activities and opportunities with a number of volunteers to help the kids became a hit last year.

Belonging

A monthly Women's Fellowship Lunch and monthly Men's Lunch are held at local restaurants. Parishioners are encouraged to invite anyone they might know. These are organised by parishioners.

Mothers' Union is held regularly. This is organised by a member of Mothers' Union. The Senior Minister attends.

We have Catch Kids/The Catch youth groups once a week. Children outside the parish attend. Children of the parish are encouraged to ask friends along. This is run by the Families Minister and volunteer leaders and helpers.

The 6pm service on a Saturday night have a shared meal once per month after service and anyone who visits is invited to attend. This is always well attended compared to other weeks.

See 'CONNECT Groups' in the 'Establishing' section. In addition to these groups which include Bible teaching, we also create CONNECT Groups which are a means of keeping people connected to church. We call these Virtual CONNECT Groups. One person is given a small group of people and they keep connected to them. These groups worked very effectively during COVID when some people had no other connections with people.

Evangelising

Alpha Course is run once per year. Parishioners are encouraged to ask those they know to attend. The course has been run by our Senior Minister and Families Minister. Parishioners are approached to be group leaders and others are asked to prepare and serve food. An introduction dinner is held and a meal before every session occurs. Participants are encouraged to start a Connect Group at the completion of the course.

A parenting course and marriage course have been held. This has been run by the Families Minister and has been attended by not only parishioners but also those who do not attend the church. Volunteers from the church helped.

Youth who attend The Catch youth programme are encouraged to attend youth camps.

Two Parish services are live-streamed each week, which extends not only to people who are unable to attend services but for those in the community who are curious to see what God has to offer.

Establishing

We have two participants in our Parish who are working their way through the Ridley Course. This is self-paced and done in their own homes.

We have a very successful Connect Group program. We have 10 groups held either at the churches or at people's homes. These are run by either the Senior Minister or leaders. These are well attended, and everyone is engaged and curious to ask questions. These groups are predominantly attended by parishioners, but some community members attend. We run these groups in Nursing Homes Independent living housing, once a month, and these are well attended.

Equipping

Following the Parish AGM, a meeting is held for the new Councillors to explain their role, the workings of the Parish and the parish finances. All Councillors gather to share a lunch at the home of one of the Wardens, to get to know each other. This is all organised by the Wardens.

Training sessions are held by the Senior Minister to explain various roles in the Parish. These include Welcoming and other lay ministries.

Parishioners are encouraged to equip and complete the Safe Ministry Course and refreshers. This is offered by one of our Wardens and the records of people completing the course are maintained by one of our volunteer office staff.

RI leaders for various schools in the district was coordinated by our Families Minister. A training session was held to equip these teachers. RI is taught once a week across 7 schools by 20 teachers.

Part 3 - Planning

- Next year, we plan is to do similar activities to the activities we ran this year.
- With the challenges noted below, we expect that this may be all we can handle.

Challenges

- A reduction in ordained ministers in the Parish.
- Potential COVID restrictions.
- Rising insurance costs.
- Not being financial enough to meet operational costs of the Parish.

Parish of Moranbah

Written by:	Luke Collings
Position:	Priest-in-charge
Date:	20 September 2022

Part 1 - Highlights

- We have restarted our BBQ fellowship dinners in a park close to the church, which we have not been able to run for several years. It has proven to be a fabulous opportunity to meet new people in the community and invite them to other parish ministries. We currently are able to run our BBQs once a term but we hope to increase frequency in the future.
- Interest in our playgroup has grown over the last year, and we have now increased sessions from one to two per week. This has been a great connection point for our parish and an opportunity to invite families to Messy Church services specifically.

Challenges

- A major challenge this year has been ill health among several of our key church members. One of our parish wardens has been diagnosed with a condition that has left her immunocompromised and she has not been able to participate in parish life in person as much as we all would have liked. Our parish treasurer was also suddenly taken to hospital for an emergency issue that has required ongoing treatment.

Part 2 - Discipleship Journey

In Touch

Our parish hosts BBQ and/or potluck dinners 1-2 times per term. The dinners are coordinated by the minister with assistance from several key lay people. The dinners are open to anyone in the social spheres of our church members or those who we might meet through our Op Shop. BBQ meals are held at Lions Park, just around the corner from the church, while other meals are held in the church hall. We would have approximately 20-30 people attend with us each time.

Another way we connect with the community is through our stall at the monthly town markets. This gives us an opportunity to meet people new to town, hand out copies of our monthly newsletter, and sell some second-hand books from our Op Shop stock.

Belonging

Julia Collings is currently running a free community playgroup in the church hall. The sessions are Wednesdays and Fridays 9:30-11:30am during school term. We advertise these sessions through our Op Shop and parish Facebook pages and via our market stall outreach, although several of our new members have come through word-of-mouth. Morning tea is also provided and we encourage family members such as fathers and grandparents to also come and be part of the group. Some of the families who attend have been willing to help out with other activities around the church

Evangelising

Our Pioneers youth group for ages 8-14 is on Friday afternoons during school term. Our group has remained steady this year at about 7-10 youth attending per week, although we have seen some new faces. Every session has a schedule of activities, snacks, a Bible video and talk, worship music, and prayer. There is also an opportunity for the youth to ask questions about God and the Bible.

In addition, Luke and Julia Collings run a weekly online devotional session through the parish Facebook page which can be shared with the community. In these sessions they discuss a Bible verse and its application to life.

Establishing

Our parish Bible study is held weekly on Wednesday nights with about 4-6 regular church members attending. Our sessions generally follow the passages from the previous Sunday, but in the past we have had special sessions that focus on particular topics of interest to the group. There has also been a ladies group that was running on Friday, but due to changing schedules of the members this group is on hold and is intending to restart at a new time in the near future.

Equipping

In the past we have supported members of our parish in online studies of ministry and biblical subjects through different providers, but none are engaged in this study at the moment. It is planned in the next year to begin some new training for parish members to become lay assistants.

Part 3 - Planning

- In the next year our parish is intending to put more energy into developing lay leaders to be involved in and direct ministries of the parish, whether in the context of the Sunday service or in other outreach and evangelism.

Challenges

- The Moranbah parish continues to be in the context of a highly transient community and lacks experienced and trained elders ready to assist with ministries.

Parish of North Rockhampton

Written by:	Narelle Kidston, Christine Dobebe, Robert Ransome
Position:	Priest, Priest Warden, Peoples Warden
Date:	13 September 2022

Part 1 - Highlights

St David's

- Donating the historical sandstone plinth to Capricorn Sandstone Quarries and receiving from them seating, as yet to be delivered and the Plinth to be collected.
- We have consistently maintained our regular number of parishioners to our services between 40-60 members.
- This then rises to 80 when we hold a Baptism.

St John's Ford Street

- 2021 has been a very sad and difficult time for us at St John's because of the Covid Restrictions as we weren't able to have our normal services.
- Our thanks to Lorraine and Everard Smith offering their house to have Morning Prayer once a month when restrictions were eased. On 26th September 2021 we had our first service for the year, when we welcomed Bishop Peter Grice. Then on the 18th December we had another church service with Rev. Bob Witton and his wife, Sue.
- With the Lord's blessing, we look forward to a better year in 2022.

Challenges

- Not having a fulltime priest.
- Caring and supporting our two part time priests.
- Covid and sickness impacting on our ageing parishioners.
- Unable to attract younger members to our parish.

Part 2 - Discipleship Journey

In Touch

Our parish has just started to update our Web page and Facebook page.

We pay \$10 for a table at the Uniting Church Market Days. In 2021 we attended 3 market days and raised a total of \$2,268.00.

1st stall of the year raised \$515.00 and was donated to Chaplaincy.

2nd stall of the year raised \$900.00 and was donated to Anglicare for domestic violence.

3rd stall of the year raised \$853.00 and was donated to Bush Church Aid.

1st stall of 2022 raised \$357.00 and was donated to Quiz Worx, sharing Jesus with kids everywhere.

Our congregation also is on the Chaplaincy roster to cook every October for the Peries IGA Dean Street stall 1st Friday of that month.

We now have an account with Containers for Change and to date have raised \$223.80.

We also have attached to our front fence a "Little Library" which is a Rotary project.

Belonging

Our parish has a Secret Men's Business coffee and chat group that meet every Wednesday at 10am at Bella Via Café, Dean Street. This group provides fellowship and is an outreach to non-churched men also. There are 6 – 15 men who attend.

Our parish also has a Cuppa and Chat Ladies Group that meet the second Monday of the month 10am at Bella Via Café, Dean Street. There are 22 members with an average of 12 to 16 ladies meeting on the day. This is an informal and relaxed fellowship group who enjoy each other's company and cementing our friendships.

Each year we support the Adopt a Family program by providing a hamper to a family on the list.

In 2021 we held a lunch at one lady's home and raised \$175 which was donated to Dementia Research.

Mainly Music meet Tuesday morning from 9.30am during school terms. There are 8 parishioners who assist with the program and 20 families registered, with between 7 and 15 families attending each week. The program is run in the church during terms 1 and 4 and outside for terms 2 and 3. Cost is \$4 for a single child and \$6 for two or more children. The program allows fellowship between volunteers and parents.

Kids Club is run during school terms on Friday from 4pm, and has 7 parishioners who assist with the program. There are 9 children who consistently attend and increasing higher sometimes. The number varies depending on the time of the year. Afternoon sports or practice impacts our numbers from late August to early October. Of the 9 children only 3 children attend our church, with the other children being Catholic.

Mother's Union has at present 17 members but will always welcome new members. They meet on the 2nd Friday of the month from February at 9.30am in St David's church hall. The meeting is followed by morning tea and fellowship. MU annually support Northern Outreaches of Australia, Mission to Seafarers in Gladstone by knitting scarves and beanies, buying socks and biscuits. This year MU have also supported GFS Fundraiser "Soap for Hope" for PNG and also planted a bottle tree in our church grounds for International Tree Planting day to support our Pacific neighbours.

Evangelising

In the last year Reverend Narelle has given 27 hours Baptism preparation to the families of 18 children who were Baptised.

Establishing

We have 4 regular Bible study groups that meet. Three meet weekly and one fortnightly - except during Lent when they meet weekly. Our groups meet in our church, in private homes and at Shalom, one of our Retirement Villages.

Thursday morning Bible Study Group meets at 9.30am with 10 parishioners. In the group there is friendship, fellowship, support, learning, prayer, companionship, group bonding,

and freedom in sharing or just listening if needed. We share our understanding of what God is saying through His word and our knowledge is growing.

Tuesday night Bible Study meets at 7.30pm with 5 members that have in the past watched The Chosen and other studies. They will always welcome new members. The group meet at Bob and Sue's home.

KYB meet Wednesday afternoon at 2pm in private homes at Shalom. There are 8 members and they have studied Colossians and Philemon term 3 2021, Genesis Life of Joseph term 4 2021, Esther summer holidays 2021/2022, and Mark and Joshua so far in 2022. The group are growing in Christ through the Bible in knowledge, faith and fellowship.

Narelle's Home has 10 ladies who meet 10.30am to 1.00pm on Wednesday every fortnight and once a week during Lent. The group use material supplied by Grassroots or Matthias. Also "The Implanted Word". James, Conversations with our awesome God by Bishop Bill Ray, and Seeing God's Way. Currently studying Daniel and Jesus through Old Testament eyes. Some of the ladies have been enjoying this fellowship for 20-30 years. In the past 12 months 4 new members have joined. The group place a gold coin each on the table each meeting and when it reaches a \$100 donate it. In the past they have donated to Anglican Church after the Victoria fires, Mother's Union, GFS in their World Wide projects. Mission to Seafarers and Wings of Hope Children Mission

Equipping

We at St David's do not have any training records for our parishioners.

We have in the past had training for Pastoral Care Visitors.

RI training was also attended by the appropriate parishioners.

Part 3 - Planning

- Implementing the suggestions from our Parish feedback which was received before 19th June 2022.
- Traditional service - Anglicare food basket placed in front of Communion Table.
- Invite Baptism families to a sausage sizzle with an informal service to begin our time together. We hope then that this may develop into a regular service.

Parish of Springsure

Written by:	Revd Judy Edgar
Position:	Priest Member of Ministry Leadership Team
Date:	14 September 2022

Part 1 - Highlights

We hosted the ecumenical Christmas Eve service and the World Day of Prayer service, and attended the ecumenical Good Friday service. Our Spring Flower Show was very successful, even attracting contributions from other towns. Towards the end of September we will be hosting our Community Deb Ball.

Part 2 - Discipleship Journey

In Touch

Our in-touch activities mainly revolve around funerals, weddings and baptisms. Several families return to Springsure to have their children baptised in the church where they themselves were baptised or married. Play Group uses our church hall once a week during school term time and are always willing to be part of some of our activities, eg. the Flower Show.

Belonging

We try to have regular Family Services, but with all the problems we face, they are more like occasional services. Monthly services are provided at the Aged Care facility at the local hospital.

Evangelising

RI classes are held weekly at the Springsure State School and fortnightly at the Orion State School, and twice a term at the Springsure High School.

Establishing

Our dedicated Bible Study group meets fortnightly, and our newly formed Prayer Group is meeting the other fortnights.

Equipping

Equipping people to accept new roles within the church community is becoming more difficult as the necessary training and formalities required seem to be a stumbling block.

Part 3 - Planning

This is a year of taking stock, doing a Parish audit, succession planning, looking at ways we might be able to counteract the challenges we are facing. Final decisions are pending.

Challenges

We are competing with both adult and children's sports, dance groups, gymnastic clubs, pony club, campdrafts – both at-home and away events. Shift work and ease of travel for whatever reason are other problems. This results in the biggest problem of all – finding a suitable date and helpers for particular events.

Church is not a priority in this town.

Parish of Wandal

Written by:	Kay Smith
Position:	Parish Treasurer
Date:	9 September 2022

Part 1 - Highlights

- Celebration of the 50th year anniversary of St Luke's Church building and the 25th year anniversary of the Parish Hall building took place on St Luke's Day 17th October, 2021 with Bishop Peter Grice presiding at a celebratory Eucharist. This was followed by brunch in the Hall. Current and past parishioners and invited guests attended.
- A booklet of 'a collection of memories of the life of the Parish, 1971 – 2021' was of some interest and stories were shared. Nearly \$900 was raised from sale of the booklets.

Challenges

- The parishioners of St Luke's Wandal are mostly in the older age bracket so that by natural attrition, younger people having moved on and very few newcomers, the numbers have been dwindling over the past few years, as has the income from offertories, donations and fundraising. COVID has also had quite a large impact on financial resources, as has the cost of insurance.
- The Parish is currently unable to provide a stipend to maintain a priest in charge and consequently we lost Rev'd Andrew Gall during the year.

Part 2 - Discipleship Journey

In Touch

Hand delivery of flyers to letter boxes within the local community at Christmas and Easter. At Christmas, invitations to services with readings from St John and St Luke's gospels; and before Palm Sunday an invitation to services with a palm cross attached to flyer. These activities were carried out by the priest and two parishioners.

Members of the Parish keep in touch with the local community through a Garage Sale and monthly Street Stalls, led by the fundraising committee.

'Christmas Around the World', an activity directed especially for children and families the Saturday before Christmas, was followed by Eucharist. Invitations were hand delivered to families in the community. Sadly the response was lacking.

Reaching out to the Hall School & Community:

- Christmas Carols with the Hall School usually occurs on a Friday evening not long before Christmas and by this time the Christmas lights are shining brightly on the front wall of the Church.
- In January, prior to commencement of the school term, the Hall school staff are invited to a short service in the Church, presentation of donated student resources, followed by lunch in the Hall. Unfortunately, once again due to COVID, these activities were cancelled. However, our Christmas lights shone out and donations of resources for the children were delivered to the school.

- Each year the school is asked to elect a disadvantaged student who would benefit by a bursary to assist at his or her studies at the Rockhampton State High School the following year. The Priest in Charge is invited to the school at the end of year to meet the student. St Luke's is pleased to provide a \$250 bursary which is managed by the RSHS.
- Helping with school breakfasts has also been curtailed at this point in time.

Social evenings or lunches which are also fundraising events are usually held two or three times throughout the year and once again we can blame COVID to a certain extent, but not entirely. People resources are fewer. However, parishioners got together and invited friends in the community to a 'Beef & Bush' dinner in the Parish Hall in August. For entertainment there was trivia. It was a happy and fun filled evening. Not only was this a great opportunity for the active congregation of both Saturday evening and Sunday morning services to socialise but also for those who come to Church rarely or not at all.

Belonging

Social events held in the parish hall to which parishioners and non-frequent, or not at all attendees of Church services are invited, can give some people a sense of connection with the Church.

Morning Tea held after morning service where members of congregation catch up for a chat.

Visitation and Home Communion is offered to stay at homes, elderly and frail who are unable to attend Church. This is given by the priest or lay minister.

Visiting Anglicans in Eventide and Benevolent facilities ceased also due to COVID and has not commenced as yet.

Messy Church ceased during COVID and has not resumed as yet due to lack of resources.

One parishioner is a member of Mothers' Union and attends the St David's group.

Evangelising

The latest Alpha course was held in the Parish Hall in 2019 led by Rev'd Andrew Gall with some parishioners participating.

Baptism preparations have been held by Rev'd Andrew Gall prior to Easter and Rev'd Barrie Harvey since then.

Establishing

Bible study groups have ceased since Easter as there is no one available to lead a group.

Home study group is not meeting at the moment due to illness and other issues but hoping to begin again shortly.

Equipping

At the Parish Council meeting after the AGM, every member is given a 'job description' from the Parish Canon pertinent to their role in Parish Council.

No training days or refresher courses other than Safe Ministry have been held for some time for all sorts of reasons.

Successful training days held in the past were when people from all parishes within the Diocese came together where possible.

It would be good to have the opportunity attend Lay Retreats and have further training in:

- Leading Bible Studies
- Lay ministry
- Hospital and Aged Care Home visiting - Pastoral Care
- Intercessions

Part 3 - Planning

- Suggestions have been made as to how we could encourage younger people but our resources are limited at this time to actually make a formal plan.
- To assist the Parish finances to be in a position to afford a fulltime Priest in Charge, the Rectory has been made ready to be leased out for a six month term. Money was spent in order to make it ready and is now in the hands of Molloy and Livingstone Real Estate Agents.

Challenges

- No Priest in Charge.
- Resources, both financial and people.

We are grateful to Revds David Gentle and Barrie Harvey for taking services and being a part of the life in the Parish of Wandal as we wait and pray for a Priest in Charge.

Western Region Mission District – Longreach and Barcaldine

LONGREACH

Written by:	Revd Anne Nixon, Delphine Delaney and Kathy Vaughan
Position:	Part-time Locum Priest and Wardens
Date:	21 September 2022

Part 1 - Highlights

- Several members of the congregation have been empowered to lead Morning Prayer services when there is no priest in attendance.
- A visit to the other churches in the parish by Rev Anne, Delphine (warden) and Barney (Parish Councillor) was helpful for them to appreciate the quality of the other church buildings, and the small communities they serve, and the value and importance of the Church Safety audit.
- Wardens and Parish councillors have been informed of the existence and importance of the Parish Canon. All have a copy, and have been **strongly** encouraged to read it, and are therefore better equipped to carry out their roles.
- 10 children have been baptised.
- Repairs are being carried out to the rectory, and the Church office is being relocated to the side room in the church.
- Visitors who come from away during the tourist season and call in to see the Church and take part in services.

Challenges

- It is a long way from Longreach to the other churches in the Parish (Jundah over 200km, Muttaborra 120km) so there is little to no interaction between the different congregations.
- Rev Anne being present intermittently – services at Barcaldine, Jericho, Alpha, Aramac, Winton, Jundah, Muttaborra – as well as being retired and being in the west part-time.

Part 2 - Discipleship Journey

In Touch

The twice a month Garage Sale, on the 2nd and final Saturdays each month except December, January and February, selling donated goods at low prices, is an opportunity for local community members to have contact with the Parish, to chat together, and to acquire some inexpensive clothing and household goods. These occasions are valued by many community members, who attend almost every sale. This is a service to the community, as well as a fundraiser for the Church.

Belonging

Congregation members have morning tea together after services, a time for sharing and fellowship.

There is a group of ladies (and some men) called Cuppa Club, who prepare the stock for the twice monthly Garage Sale, and have a cuppa and chat – a time of maintaining the close relationships that have been built over the years.

Evangelising

Establishing

A Lenten Study was held this year, led by Revd Anne, attended by a small group of parishioners. This was valuable time for learning, reflection and growth.

Equipping

Late 2021 a group of parishioners was encouraged to step up to lead Morning Prayer, and though this was daunting at first, there are now several capable leaders, so there is a service in Longreach t St Andrew's every week. Rev Anne helped us all to be brave and step up, and helped people to understand the service and rubrics, and it has been very empowering.

Part 3 - Planning

No specific programs are planned for next year.

Challenges

Problems are distance, lack of numbers, not having a full-time Minister, the age of the parishioners.

BARCALDINE

Written by:	Kevin Kerr
Position:	Parish Contact and Liturgical Assistant
Date:	22 September 2022

In this District there has not been any activity in several of the items listed in the Report Guide.

There has not been a resident Priest in the Parish since 1994, and it has operated as a Special Ministry District, without a Parish Council since March 2019.

The present Officers are Liturgical Assistants, Trish Miller and Kevin Kerr, who are also the Church Contacts. Kevin is away on several occasions during the year.

Our main role is to conduct Morning Prayer Services when a priest is not available and to conduct funeral services when requested including in Aramac, Jericho and Alpha. For Eucharist services we are grateful to the Diocese for enabling the Rev Anne Nixon to visit regularly to conduct Services at all of the centres in the Parish.

Several years ago, four of the local churches formed an ecumenical group titled "Barcaldine Churches Together" (BCT) comprising the Anglican Parish of Barcaldine, Cross Roads Christian Community Church, The Catholic Sacred Heart Church, and the Uniting Church of Barcaldine, and set about organising a number of events. The group agreed, in conjunction with the

Barcaldine Hospital, to conduct a monthly service at the hospital on a roster basis, and a special Christmas Service when all churches were represented. These services were followed with morning tea provided by the Hospital. The Shire HACC Bus brought a group of senior citizens over from Aramac to attend these services followed by some shopping. Sadly Covid - 19 has ended this arrangement for the present.

Other successful events are still being organised annually and on a roster basis. These are:

- The Annual World Day of Prayer.
- May Day Service in a Park (Barcaldine attracts a number of visitors on Labor Day weekend and up to 50 people attend these services.)
- Christmas Carols in the Park and in the event of possible rain, the Shire Hall. Music, sound equipment, projection and computer systems were supplied by members of the Churches.
- The Group provides a Chaplain for services on ANZAC Day, Long Tan Day and Remembrance Day.
- Post Easter Services were held in the open when Church congregations were larger.
- Prayer gatherings for rain in times of prolonged drought have been well attended.
- Barcaldine Churches together were actively involved with RI at the Barcaldine State School including costs of special books being shared by the Group.

Sadly congregations in all of our groups have diminished. However we are confident that arrangements can be made to continue with most of the activities.

