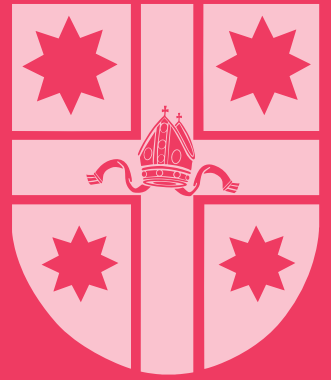




Book 4

Reports of General Synod Bodies & Other Bodies

The Nineteenth Session of General Synod

The Anglican Church of Australia
The Nineteenth Session of General Synod
9-14 August 2026 Melbourne





The Anglican Church of Australia

REPORTS OF GENERAL SYNOD BODIES & OTHER BODIES

The Nineteenth Session of General Synod

BOOK 4

9 – 14 August 2026

Published by:

The Standing Committee of the General Synod of The Anglican Church of Australia

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generalsecretary@anglican.org.au

REPORTS OF GENERAL SYNOD BODIES AND OTHER BODIES

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INTRODUCTION

Book 4 of the papers for the Nineteenth Session of the General Synod contains reports of General Synod bodies and other bodies connected to the Anglican Church of Australia.

The reports are arranged in groups reflecting the governance relationship each body has with the Church, including:

- Bodies established by the General Synod and operating under its direction;
- Bodies established by the General Synod and operating independently;
- Anglican bodies established independently of the General Synod.

A number of these reports, particularly those from the General Synod Commissions, provide background material relevant to motions on the Business Paper for the Session of the General Synod.

Also included is a report on engagement with the Anglican Communion, through the Province of Australia's representation on the Anglican Consultative Council.

The Protection of the Environment Canon 2007 requires every diocese which adopts the Canon to report to each ordinary session of the General Synod as to its progress against the objectives of the Canon.

These reports reflect the diversity and reach of the Church's mission and the contribution of the many individuals who contribute to the work of the Anglican Church of Australia.

We express our gratitude to these individuals and groups for the preparation of these reports to the General Synod.

CHURCH LAW COMMISSION

THE PURPOSE OF THE COMMISSION

The statutory functions of the Church Law Commission are:

- a) to examine questions of Church law referred to it by the Primate, the Standing Committee or the General Synod, and to report thereon to the referring party and the Standing Committee, and
- b) to make recommendations to the Standing Committee on matters of church law which are of importance to this church.

In practice the Church Law Commission—

1. provides advice about the interpretation of the ACA Constitution and Canons, especially as they apply in particular situations;
2. advises on how to amend the Constitution and Canons to achieve particular policy objectives;
3. occasionally advises about the larger questions of church law;
4. drafts and/or settles the drafting of all legislation to be presented by the Standing Committee to General Synod;
5. to drafts and/or settles the drafting of other key documents, such as *Faithfulness in Service*;
6. from time to time, contributes to discussions about secular legal requirements or the response of the church in externally-imposed situations, or in matters where lawyers are involved.

MEMBERSHIP OF THE CHURCH LAW COMMISSION

Since November 2022 the members of the Church Law Commission have been:

Dr Ian Gibson (Chair)

The Right Rev'd Dr Bradley Billings (The Most Revd Dr Bradley Billings since March 2026)

Mrs Carine Collins

Ms Rachel Ellyard

Ms Seak-King Huang

Mr Steve Lucas

The Hon. Justice Michael Meek

Mr Eric Ross-Adjie

Ms Emma Riggs

Dr Robert Tong AM

The Rev'd Kate Beer was temporarily appointed as a consultant to the Church Law Commission in April 2025 to assist it in the development of possible legislation to amend the NATSIAC Canon.

MEETINGS OF THE CHURCH LAW COMMISSION

The Church Law Commission has not met. The work of the Commission is done by correspondence.

EXPENSES OF THE CHURCH LAW COMMISSION

The Church Law Commission has incurred no expenses.

ACTIVITIES AND ACHIEVEMENTS OF THE CHURCH LAW COMMISSION SINCE GS18

General advice and contributions to policy development

The Church Law Commission has provided general advice or participated in the development of policy in relation to:

- What provisions are in the ACA Constitution and Canons to address the situation where one of the dioceses of the Anglican Church of Australia may be facing financial receivership and there is no neighbouring or metropolitan diocese willing to amalgamate or provide financial support to ensure that ministry in that geographical location continues to be supported in a diocesan structure.
- The future shape of the Anglican Church of Australia.
- A comprehensive revision of *Faithfulness in Service*.
- The *filioque* clause in the Nicene Creed.
- Alternative models for the National Aboriginal and Torres Strait Islander Anglican Council.

Legislation

The Church Law Commission has drafted these Bills:

- Bill for the General Synod Presence (Amendment) Canon 2025
- Bill for a General Synod Staff Committee Membership Canon 2026
- Bill for a Miscellaneous Legislative Amendments and Repeals Canon 2026
- Bill for a National Aboriginal and Torres Strait Islander (Amendment) Canon 2026
- Bill for a Rule to Amend Rule I – Standing Orders 2026
- Bill for the Constitution Amendment (Bishop of Multiple Dioceses) Canon 2026
- Bill for the Constitution Amendment (Defence Force Representation in General Synod) Canon 2026
- Bill for the Constitution Amendment (Diocesan Emergency Arrangements) Canon 2026
- Bill for the Constitution Amendment (Provincial Composition) Canon 2026
- Bill for the Constitution Amendment (Provincial Constitutions) Canon 2026
- Bill for the Constitution Amendment (Publication of Constitutional Amendments) Canon 2026
- Bill for the Constitutional Amendment (First Nations Bishops) Canon 2026
- Bill for the Defence Force Ministry (Representation in General Synod) Canon 2026
- Bill for the Primate Amendment Canon 2026
- Bill for the Trust Corporation Amendment Canon 2026

The Church Law Commission has reviewed and settled these Bills:

- A Bill for the Special Tribunal Canon 2026
- A Bill for the Offences Amendment (Child Protection) Canon 2026
- A Bill for the Suspension of Bishops Canon 2026
- A Bill for the Episcopal Standards (Adoption and Transition) Canon 2026
- A Bill for the Offences Amendment Canon 2026
- A Bill for the Long Service Leave (Amendment) Canon 2026

PLANS OR GOALS FOR THE FUTURE

It is anticipated that following the passage of legislation relating to episcopal standards the Church Law Commission will contribute to the development of new Protocols under the Special Tribunal Canon 2026.

The Commission will contribute to the final form of a revised *Faithfulness in Service* following the consultation taking place in 2026.

The Commission will consider providing updates periodically to all Diocesan legal officers on matters within its statutory functions that have been considered by the Standing Committee.

The Doctrine Commission of the Anglican Church of Australia

REPORT TO THE 19th SESSION OF THE GENERAL SYNOD

PURPOSE

The Doctrine Commission of the Anglican Church of Australia exists to examine questions of doctrine referred to it by various church bodies, and to make recommendations on matters of doctrine which are of importance to the church.

MEMBERSHIP

The Rt Rev'd Dr Michael Stead	Chair
Dr Louise Gosbell	Member
The Rev'd Dr Garry Deverell	Member
The Rev'd Dr Joan Riley	Member
The Rev'd Dr Raewynne Whiteley (*)	Member
The Rev'd Canon Dr Rhys Bezzant	Member
The Rev'd Canon Dr Mark Thompson	Member
Dr Claire Smith	Member
The Rev'd Dr Gregory Seach	Member
The Rev'd Canon Prof Dorothy Lee	Member

- The Rev'd Dr Raewynne Whiteley resigned as the Warden of Wollaston Theological College in May 2024 to take up a role in the Diocese of Carlisle, UK.

THE WORK OF THE DOCTRINE COMMISSION SINCE GENERAL SYNOD IN 2022

The Doctrine Commission has had one matter referred to it since the last meeting of the General Synod.

In Nov 2022, the Standing Committee received a report from the Diocese of Brisbane's Select Committee on the Nicene Creed, and asked the Doctrine Commission, Liturgy Commission, Ecumenical Relations Commission and Church Law Commission to provide a report to a future Standing Committee meeting.

The Doctrine Commission met via zoom on multiple occasions in 2023 and 2024 to consider this matter, and prepared the attached report which was received by the Standing Committee at its meeting in May 2024.

Our report concludes with the observation that there were legal questions to be resolved, and referred these questions to the Church Law Commission for their consideration.



The Doctrine Commission of the Anglican Church of Australia

The Filioque Clause

1. This report is in response to Standing Committee Resolution SC2022/3/26, which asked the Doctrine Commission, the Liturgy Commission, the Ecumenical Relations Commission and the Church Law Commission to provide a report on the Study Guide and Report on the *Filioque Clause in the Nicene Creed* ('Study Guide') prepared by a Select Committee of the Diocese of Brisbane.
2. Some historical background is important. What is called 'the Nicene Creed' in our Constitution, in the Articles, in the BCP, in AAPB and in APBA is the formula sometimes technically called 'the Niceno-Constantinopolitan creed'. As J.N.D. Kelly notes, this 'hybrid title combines the popular but erroneous tradition that it is none other than the true Nicene creed enlarged with the theory, widely held since the middle of the fifth century..., that the occasion of its enlargement was the second general [or 'Ecumenical'] council, held at Constantinople in 381.'¹ The date 'the middle of the fifth century' refers to the Council of Chalcedon held in 451. There, the wording first appeared 'as an official formulary' (though it was probably in use before then). At Chalcedon, the basis for the wording we now use was described as 'The Holy Creed which the 150 Holy Fathers set forth, which is consonant with the Holy and Great Synod of Nice [*sic*.]'²
3. For the purpose of this submission, it is important to record the wording documented in 451 in order to see the difference between it and the creed as given in paragraph 10 below. Given that the issue under consideration is based in the third section of the creed (that concerning the Holy Spirit), only that part is quoted here:

We believe '... in the Holy Spirit, the Lord and life-giver,
Who proceeds from the Father,
Who with the Father and the Son is together worshipped and together glorified,
Who spoke through the prophets;
in one holy Catholic and apostolic Church...'

[The remainder continues as in 10 below]
4. From this, it is clear that the creed now used in the Anglican Church of Australia has different wording from this ancient creed, such that it now reads 'proceeds from the Father *and the Son*' (in Latin 'filioque'). It is the insertion of this phrase that we consider here.

¹ J.N.D. Kelly, *Early Christian Creeds*, 3rd ed (London: Continuum Books, 1972), p. 296. As Kelly further notes, "Whether or not it was actually composed and ratified in 381...its connection with Constantinople was taken for granted" (p. 298) and was made 'official' through its endorsement at Chalcedon.

² The title found in the Acts of the IVth Council, as quoted in *Nicene and Post-Nicene Fathers*, Second Series, Vol 7: *The Seven Ecumenical Councils* (Peabody, Massachusetts: Hendrickson, 1994, reprinting Charles Scribner's Sons ed, 1900), p. 163. The reference to the '150 Holy Fathers' is to the Council of Constantinople.

5. The Study Guide (page 15) explains the context that prompted the report.
In 2019, Synod passed a motion setting up a committee to investigate the possible cessation of saying the words 'and the Son' in worship in the Diocese. The committee consulted the General Synod Ecumenical Relations Committee (ERC). The matter is on their agenda and possibly that of the next General Synod. The ERC felt that it would be helpful if a Diocese had a trial of omitting the words 'and the Son' in public worship.
6. Participants in the study were asked the following question – 'Do you think that the Anglican Church of Australia should remove the words "and the Son" from the Creed when it is said in public worship?'. There were 32 responses to the survey. Two-thirds (66%) were in favour of omitting the phrase.
7. This report will focus solely on whether the Anglican Church of Australia *can* and *should* remove the filioque clause from the Nicene Creed. It will pursue this issue independently of the material in the Study Guide, which has not canvassed some of the key questions.
8. The 'Nicene Creed' is identified in the Fundamental Declarations of the Constitution of the Anglican Church of Australia.
The Anglican Church of Australia, being a part of the One Holy Catholic and Apostolic Church of Christ, holds the Christian Faith as professed by the Church of Christ from primitive times and in particular as set forth in the creeds known as the Nicene Creed and the Apostles' Creed.
The Nicene Creed is also listed in article 8 of the 39 Articles.
The three Creeds, Nicene Creed, Athanasius's Creed, and that which is commonly called the Apostles' Creed, ought thoroughly to be received and believed: for they may be proved by most certain warrants of Holy Scripture.
9. By virtue of s.66 of the Constitution, the Fundamental Declarations are unalterable.
10. That is not to say that the words used to express the Nicene Creed are unchangeable. In the authorised prayer books and approved liturgical resources of our Church, there are stylistic and linguistic variations in wording in the Nicene Creed, though not altering its substance. For example, the table below highlights the differences between the BCP and APBA versions of the Nicene Creed.

BCP	APBA
I believe in one God the Father Almighty, Maker of heaven and earth, And of all things visible and invisible:	We believe in one God, the Father, the almighty, maker of heaven and earth, of all that is, seen and unseen.
And in one Lord Jesus Christ, the only-begotten Son of God, Begotten of his Father before all worlds, God of God, Light of Light, Very God of very God, Begotten, not made, Being of one substance with the Father, By whom all things were made: Who for us men and for our salvation came down from heaven, And was incarnate by the Holy Ghost of the Virgin Mary, And was made man, And was crucified also for	We believe in one Lord, Jesus Christ, the only Son of God, eternally begotten of the Father, God from God, Light from Light, true God from true God , begotten, not made, of one Being with the Father; through him all things were made. For us and for our salvation he came down from heaven, was incarnate of the Holy Spirit and the virgin Mary and became truly human. For our sake he was crucified under Pontius Pilate; he

us under Pontius Pilate. He suffered and was buried, And the third day he rose again according to the Scriptures, And ascended into heaven, And sitteth on the right hand of the Father. And he shall come again with glory to judge both the quick and the dead: Whose kingdom shall have no end. And I believe in the Holy Ghost, The Lord and giver of life, Who proceedeth from the Father and the Son, Who with the Father and the Son together is worshipped and glorified, Who spake by the Prophets. And I believe one Catholick and Apostolick Church. I acknowledge one Baptism for the remission of sins. And I look for the Resurrection of the dead, And the life of the world to come. Amen.	suffered death and was buried. On the third day he rose again in accordance with the Scriptures; he ascended into heaven and is seated at the right hand of the Father. He will come again in glory to judge the living and the dead, and his kingdom will have no end. We believe in the Holy Spirit, the Lord, the giver of life, who proceeds from the Father and the Son, who with the Father and the Son is worshipped and glorified, who has spoken through the prophets. We believe in one holy catholic and apostolic Church. We acknowledge one baptism for the forgiveness of sins. We look for the resurrection of the dead, and the life of the world to come. Amen.
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11. As we shall canvass below, the filioque clause carries theological freight. The purpose of this report is to consider whether the proposed omission of the filioque clause is merely a stylistic or linguistic variation or whether it would represent a change in the doctrine of our Church.
12. Section 5(1) of the *Canon Concerning Services* 1992 allows a minister to make ‘make and use variations which are not of substantial importance in any form of service authorised by section 4 according to particular circumstances.’ This is subject to the limitation in 5(3) that any variation ‘must not be contrary to or a departure from the doctrine of this Church’. Is the omission of the filioque such a variation?
13. It is important to understand the rationale for the proposal to omit the filioque. To the extent that the argument for omission of the filioque clause is on that basis that the Anglican Church of Australia should no longer affirm that the Spirit also proceeds from the Son, it appears that this is a doctrinal question. (And, as we shall see, this raises legal questions as to whether it is possible, and if so, how it could be done, given our Constitution). However, if the argument is not on the basis that the Anglican Church of Australia has changed its doctrine, but that it is appropriate to omit the clause on occasion (perhaps as an exercise in ecumenical hospitality in certain circumstances), then different considerations apply. The rubrics in AAPB (see, e.g., page 117) permit the omission of the Nicene Creed in its entirety on weekdays, and the rubrics in APBA (see, e.g., page 122) allow for the Apostles’ Creed (which does not contain the filioque) to be said in place of the Nicene Creed. To this end, it is important to understand the history and significance of the filioque, and the implications of this, both ecumenically and theologically.

The History and Significance of Filioque

14. In this submission, it is not possible to canvass all of the historical background to the rise and insertion of the filioque clause in the Creed in the West, nor the continuing specialist discussions amongst doctrinal historians. Similarly, it is not possible (nor helpful) to revisit all of the bitter reviling with claims and counter-claims that have marked nearly a millennium of division between Christians in East and West. A brief history is, however, necessary, before moving to (another brief) exploration of the doctrinal significance.

History

15. The idea that the Spirit 'proceeds' from the Son as well as from the Father existed in the West even in the fourth century. As the Study Guide noted (p. 10), however, it was through an understanding of the teaching of St Augustine, chiefly in his *De Trinitate*, that the insertion of *filioque* began to occur from the sixth century.
16. The first appearance of *filioque* is in debates held in a Church Council in the newly Christianised kingdom of Visigothic Spain, the Council of Toledo (589). As in all things, context is significant. King Reccared (Spanish, *Requareredos*), newly converted from Arianism, wished to reinforce the full divinity of the Son. While he argued forcefully before the Council that the Spirit proceeded from the Father and the Son, significantly, there is *no manuscript evidence* to support the common assumption that he forced the Council to include the *filioque* in the Creed. Indeed, Reccared formally recited first the original Nicene Creed, followed by that attributed to Constantinople, 'as embodying the faith of the first four... councils.'³ The manuscript evidence is decidedly ambiguous as to whether the *filioque* occurs in any official documents from Toledo.
17. As with the formation of the Creed in Nicaea and Constantinople, however, the power of the throne was crucially persuasive. Reccared's passionate argument against Arianism *through* the *filioque* saw its gradual inclusion in the recitation of the Creed throughout Spain.
18. By the ninth century, *filioque* in the Creed had spread north of the Pyrenees and was used in a number of Frankish dioceses. Charlemagne, as the first 'Holy Roman Emperor' (from AD 800), wished for uniformity in the Empire he was building across Western Europe, much as Constantine had done three centuries earlier. Furthermore, wishing to present himself as the 'true' successor of the Roman Empire, he opposed the Emperor in Constantinople. Charlemagne was therefore willing and able to use the *filioque* as a 'rallying point' to attack the Byzantine Emperor, arguing that *not* to use the *filioque* was heretical.
19. Significantly, the *filioque* had not been adopted in Rome. Pope Leo III opposed any variation in the wording of the Creed handed down from Constantinople/Chalcedon, while at the same time affirming the orthodoxy of doctrinal truth conveyed by the *filioque*.
20. It was not until 1014 that Pope Benedict VIII agreed that the *filioque* would be used in the coronation liturgy of the Frankish Emperor Frederick IV (in Rome). Within the same century, given Rome's increasing attempt to gain supremacy over Byzantium, the *filioque* became a (or the) definition of 'orthodoxy', as both East and West became increasingly at odds. The *filioque* was identified as highly significant in the anathema declared in 1054, the Great Schism – with Rome going so far as to argue that the Easterners had removed the *filioque* from the Creed.
21. From then, the fight for the justification of the *filioque* was underway. Augustine was used in the West, developed with the aid of Thomas Aquinas, to argue that those who did not accept the *filioque* could be regarded as heretics. Likewise, the East argued the inclusion of *filioque* – whatever the theological issues, with which there was some sympathy, alongside disagreement – by a one-sided *fiat* (by Rome and the Western Church) was contrary to the Ecumenical or Universal nature of the original wording of the creed.

³ C.f. Kelly, *op. cit.*, p.

22. By the time of the Reformation, the Filioque was firmly embedded in the liturgies of Western Christendom. It was included in the version of the creed accepted by the English Reformers and appears in the Prayer Books of 1549, 1552 and 1662 in that form.

Significance

23. The distinction between the immanent and economic Trinity is key to understanding the significance of the filioque. The immanent Trinity refers to God *in se* - that is, God in essence within the Godhead, as has been from all eternity. The economic Trinity refers to the actions of God in the economy of salvation – God *ad extra*. Both East and West agree that the Spirit is ‘sent’ (Gk: *pempō*) by the Father and Son in the economy of salvation. The debate turns on whether the Spirit ‘proceeds’ (Gk: *ekporeuō*) from the Son within the immanent Trinity – an ‘eternal’ procession. The insertion of the filioque into the Nicene Creed in the West was to make a theological statement about the relationships within the Trinity – that from all eternity, the Spirit proceeds from both the Father and the Son. The issue in consideration is, thus, what is called the ‘double procession’ of the Spirit; that is, that the Spirit proceeds from the Father and the Son (filioque) eternally.

24. The key biblical passages relevant to this debate are in John 14-16.

And I will ask the Father, and he will give you another Helper, to be with you forever, even the Spirit of truth, whom the world cannot receive, because it neither sees him nor knows him.” (John 14:16)

But the Helper, the Holy Spirit, whom the Father will send (*pempō*) in my name, he will teach you all things and bring to your remembrance all that I have said to you. (John 14:26)

But when the Helper comes, whom I will send (*pempō*) to you from the Father, the Spirit of truth, who proceeds (*ekporeuō*) from the Father, he will bear witness about me. (John 15:26)

Nevertheless, I tell you the truth: it is to your advantage that I go away, for if I do not go away, the Helper will not come to you. But if I go, I will send (*pempō*) him to you. (John 16:7)

There is an important linguistic variation to note. As highlighted above, ‘proceeds’ translates the Greek word *ekporeuō* and ‘sends’ translates the Greek word *pempō*.

Also relevant are passages that describe how Jesus bestows the Spirit on his disciples – ‘sending’ (Luke 24:49), ‘breathing out’ (John 20:22), ‘baptising with’ (Acts 1:4-8) and ‘pouring out’ (Acts 2:32-33).

These texts, taken together, enable us to recognize an inseparability of the persons of the Godhead as well as an asymmetry in their relations. Just as the Father and the Son are not interchangeable, so the Son and the Spirit are inseparable and yet not reciprocal. The pouring out of the Spirit on believers is both the work of the Father and the Son, but differently according to their persons. However, these texts relate to the economy of salvation, and therefore do not speak directly about the interrelationships in the immanent trinity.

25. Augustine (AD 354–430) is a crucial source in the development of the filioque, in particular in the following passage in *De Trinitate* (XV.26.47–27.48), which parallels the eternal generation of the Son (i.e., the Son is eternally begotten of the Father) with the eternal double procession of the Spirit ('the procession of the Holy Spirit from both without time').

Wherefore let him who can understand the generation of the Son from the Father without time, understand the procession of the Holy Spirit from both without time. And let him who can understand that which the Son says, "As the Father has life in Himself, so has He given to the Son to have life in Himself", not that the Father gave life to the Son already existing without life, but that He so begat Him that apart from time, that the life which the Father gave to the Son by begetting Him is co-eternal with the life of the Father who gave it: let him, I say, understand, that as the Father has in Himself that the Holy Spirit should proceed from Him, so has He given to the Son that the same Holy Spirit should proceed from Him, and be both apart from time: and that the Holy Spirit is so said to proceed from the Father as that it be understood that His proceeding also from the Son, is a property derived by the Son from the Father. For if the Son has of the Father whatever He has, then certainly He has of the Father, that the Holy Spirit proceeds also from Him ... [T]he Holy Spirit proceeds from the Father principally, the Father giving the procession without any interval of time, yet in common from both [Father and Son].

For when, among other things, I had taught them by testimonies of the Holy Scriptures that the Holy Spirit proceeds from both, I continue: "If, then, the Holy Spirit proceeds both from the Father and from the Son, why did the Son say, 'He proceeds from the Father?' Why, think you, except as He is wont to refer to Him, that also which is His own, from whom also He Himself is? Whence also is that which he says, 'My doctrine is not mine own, but His that sent me?' If, therefore, it is His doctrine that is here understood, which yet He said was not His own, but His that sent Him, how much more is it there to be understood that the Holy Spirit proceeds also from Himself, where He so says, He proceeds from the Father, as not to say He proceeds not from me? From Him, certainly, from whom the Son had his Divine nature, for He is God of God, He has also, that from Him too proceeds the Holy Spirit; and hence the Holy Spirit has from the Father Himself, that He should proceed from the Son also, as He proceeds from the Father. (NPNF 3:225–226, emphasis added)

26. Augustine understands the Spirit as the bond of love between the Father and the Son. It is only 'natural' then that the Spirit would proceed from both. Nevertheless, 'only as the Father and the Son are one Lord in relation to creation are they one principium in relation to the Spirit.'⁴ Thus, extrapolating from the Spirit's role in uniting Christians in love, Augustine states, 'How much more does [the Spirit] make the Father and the Son and the Holy Spirit one God, one light, one principium.'⁵ In Augustine's understanding, the eternal unity of the Holy Trinity flows from an equal sharing in the one divine *substance*. The effect of this is that the different 'roles' of the three persons could be merged, not only in the economy, but immanently. This was a crucial issue for the East, which continued to maintain that the sharing of the divine substance

⁴ *De Trinitate* 5, cited from L. Ayres, *Augustine and the Trinity*, (Cambridge: Cambridge University Press, 2010) p.264

⁵ *Tractate on John's Gospel* 39.6, cited from Ayres, op. cit., p.257.

was determined by the eternal existence of the Three Persons. The East argued that, in brief, the only thing that could be said of the *immanent* Trinity was that the Father is Unbegotten and that he is the Father of the Son; the Son is begotten and that he is the Son of the Father; and the Spirit ‘proceeds from’ the Father and that he is the Spirit and not the Son. This is significant as it maintains the important point that there are not two Sons, nor two Spirits; but that the reason for this differentiation is to do with the *manner* of the Father’s relation to the Son and the Spirit. The East argues that at stake is *how* the Persons are and thus *who* they are; but that the filioque confuses this *how*.

27. The theological argument for the removal of the filioque is summarised in the 2017 Agreed Statement of the Anglican–Oriental Orthodox International Commission as follows: ‘the Oriental Orthodox Churches consider the addition of Filioque as an error since it breaks the order within the Trinity and puts into question the Father’s role as source, cause, and principle of both the Son and the Spirit.’⁶
28. The theological argument for the retention of the filioque is that it affirms that a perfect ontological equality with relational asymmetry intrinsic to the Godhead, meaning that the actions of the Godhead in the economy of salvation mirror how God is in himself and in eternity — so Rahner’s maxim. It is also worth noting, in response to East’s concern that the filioque undermines the monarchy of the Father, that Augustine recognises that ‘the Holy Spirit proceeds from the Father *principally*’ and that the eternal procession has been ‘given’ to the Son by the Father. Augustine’s view could be summarised ‘The Spirit proceeds from the Father to the Son, and thence proceeds from the Father and the Son’. The 1984 Dublin Statement notes that ‘the doctrine of the Filioque ... as expressed by Augustine ... is capable of an Orthodox interpretation’. For example, Orthodox theologian, David Bentley Hart, argues that ‘the understanding of the generation of the Son and the procession of the Spirit found in Augustine is not only comparable, but identical, with that to the Cappadocian fathers — including Gregory’s and Basil’s belief that the generation of the Son is directly from the Father, while the procession of the Spirit is from the Father only *per Filium* (*sed*, to borrow a phrase, *de Patre principaliter*).’⁷
29. This brief theological survey demonstrates that the filioque continues to carry theological freight, and the argument for its inclusion or removal turn on convictions about the monarchy of the Father, the unity of the Godhead, the relational asymmetry in intra-trinitarian relationships and the knowability of aspects of those relationships.

The Filioque and the Anglican Communion

30. Resolution 35.3 of the 1978 Lambeth Conference requested that ‘all member Churches of the Anglican Communion should consider omitting the Filioque from the Nicene Creed.’ Resolution 6 of the 1988 Lambeth Conference recommended to Provinces that in future liturgical revisions, the filioque clause should be omitted from the Nicene Creed, ‘believing

⁶ <https://www.anglicancommunion.org/media/312561/the-procession-and-work-of-the-holy-spirit-dublin-agreed-statement.pdf>, paragraph 3.

⁷ David Bentley Hart, “*The Myth of Schism*”, in *Ecumenism Today: The Universal Church in the 21st Century*, ed. F. A. Murphy (Ashgate, 2008), 100. The Latin ‘*per Filium sed de Patre principaliter*’ means ‘through the Son but principally from the Father’.

that it may be possible to achieve unity of action on the part of all the “Western Churches” to adopt the original form of the Creed without any betrayal of their theological heritage’.

31. The 2017 Agreed Statement of the Anglican–Oriental Orthodox International Commission, entitled ‘The Procession and Work of the Holy Spirit’, called on Anglicans to adopt the original form of the Nicene Creed (i.e., without the filioque).⁸
32. However, very few Provinces in the Anglican Communion have revised their liturgies in response to these invitations to do so. The Anglican Church in Canada’s *Book of Alternative Services* omits the filioque in the Nicene Creed, with a rubric noting ‘General Synod meeting at Peterborough in 1980 stated that the omission of the filioque does not imply a change of doctrine or belief on the part of the Anglican Church.’⁹ The General Convention of The Episcopal Church in 1994 reaffirmed ‘its intention to remove the words “and the Son” from the third paragraph of the Nicene Creed at the next revision of the Book of Common Prayer,’¹⁰ but there has not yet been a revision of the Book of Common Prayer.

Implications and Conclusions

33. It remains to determine whether inclusion of the filioque offers a doctrinal change to (or in) the original Creed of the undivided Church, such that for the Anglican Church of Australia to ‘remove’ the filioque would equally amount to a change in doctrine. Or whether the filioque presents, rather than a *change of doctrine*, a different *emphasis* on an element of the central tenet of the Creed: belief in the one Triune God who is Father, Son and Holy Spirit.
34. From the foregoing, it is clear that the complexity of the centuries’ long debate on the filioque is not likely to be solved by one Church acting alone, and certainly not by the work of the Doctrine Commission of the Anglican Church of Australia. There are theologically and doctrinally justifiable positions in both perspectives.
35. Given this and the status of the Nicene Creed in our Constitution, one possible way forward is to permit variation in practice on the basis that this does not represent a change in our doctrine. That is, the Anglican Church of Australia continues to believe and affirm that the Spirit proceeds from both the Father and the Son, without always needing to explicitly state this. Another way of expressing this is to say that ‘our’ Nicene Creed contains the filioque, but we don’t always have to use ‘our’ version, and that as a matter of hospitality in ecumenical gatherings, it would be appropriate to use the version familiar to our guests. In these circumstances, it would be appropriate to acknowledge this by means of a rubric or footnote, such as ‘In acknowledgment of brothers and sisters from other Christian traditions who are present with us today, we are using the form of the Nicene Creed as agreed at the Council of Constantinople in 381 AD.’
36. It is a different matter if the desired outcome is that the Anglican Church of Australia should cease using the filioque in public worship altogether, to demonstrate that we no longer affirm that the Spirit proceeds eternally from the Father **and** the Son in order to facilitate a greater visible unity with Orthodox churches, and with the Uniting Church of Australia (which has removed the filioque from the Creed in its liturgies). In the view of some members of the

⁸ <https://www.anglicancommunion.org/media/312561/the-procession-and-work-of-the-holy-spirit-dublin-agreed-statement.pdf>

⁹ <https://www.anglican.ca/wp-content/uploads/BAS.pdf>, page 176

¹⁰ https://episcopalarchives.org/cgi-bin/acts/acts_resolution-complete.pl?resolution=1994-A028

Doctrine Commission, this represents a change in our doctrine. To that end, it raises a significant legal question [para.38 below].

37. Other members of the Commission see the removal of the filioque as nuancing the way in which the Anglican Church's reception of the doctrine of the Trinity is expressed in public worship, not a change in that doctrine. This view continues to insist on and affirm the full understanding, as received, of the eternal unity and divinity of all three Persons of the Trinity: Father, Son and Holy Spirit.
38. At this point, there are legal questions to be resolved. Does the naming of the Nicene Creed (as it appears in the BCP) in the Fundamental Declarations mean that Anglican Church of Australia cannot change this? Is it one of "the principles of doctrine" arising from the thirty nine articles that can be changed but only by Canon of General Synod? We refer these question to the Church Law Commission for their consideration.

The Rt Rev'd Dr Michael Stead
Chair, Doctrine Commission
February 2024

ECUMENICAL RELATIONS COMMISSION

PURPOSE

The functions of the Ecumenical Relations Commission ('ERC') are:

1. to advise the Standing Committee on:
 1. contact between ecumenical organisations and the Anglican Communion Office in regard to ecumenical matters;
 2. the nurturing of people interested in and with knowledge about ecumenical matters within the life of the Church;
 3. liaison between the representatives of the Church engaged in bilateral dialogue with other groups;
 4. responding to requests from other Churches or ecumenical bodies;
 5. the appointment of representatives of this Church to ecumenical bodies.
2. to advise the Primate, the Standing Committee or the General Synod on other ecumenical matters specifically referred to the Commission."

MEMBERSHIP

The current membership of the Ecumenical Relations Commission ('ERC') is:

- The Rt Rev'd Dr Paul Barker (Melbourne) - Chair
- The Very Rev'd Naomi Cooke (Grafton)
- The Rev'd Dr Jane Lee-Barker (Riverina)

The Rt Rev'd Dr Peter Stuart resigned as Chair of the ERC in November 2025.

The Rev'd Jacob Legarda resigned from the ERC in March 2024.

ACTIVITIES SINCE LAST GENERAL SYNOD

The Ecumenical Affairs Commission met just twice in the past term, both times on zoom.

There was discussion about establishing bilateral relations with Australian Christian Churches but this did not develop. There are currently no bilateral dialogues with other Christian denominations and ACA.

Two members of the Commission attended the 11th Forum of the National Council of Churches in Adelaide with the Primate from 21 – 24 June 2024. The then Chair, Bishop Peter Stuart was involved in one of the subsequent dialogue groups.

In 2025, Bishop Paul Barker attended the Baptist World Convention final night as a representative of the Primate.

There was some discussion about the filioque clause in the Nicene Creed and its significance in ecumenical relations.

No budget has been expended by the EAC.

There needs to be a review of the importance and usefulness of the EAC by the next Standing Committee.

The Right Reverend Dr Paul Barker
Chair, Ecumenical Relations Commission

17 February 2026

FAMILIES AND CULTURE COMMISSION

1. EXECUTIVE SUMMARY

a) ACHIEVEMENTS

Since its establishment in 2023, the Families and Culture Commission (FCC) has delivered a wide range of actions designed to meet the outcomes set by General Synod. Building on the foundational work of the General Synod Family Violence Working Group, the FCC has worked with dioceses, parishes and those with lived experience of domestic and family violence to develop key resources, tools and forums for change to advance the work of building safer and more respectful church communities.

b) PROGRAM MANAGER

The Commission expresses its appreciation to the General Synod for the provision of funding to support both the National Program Manager role and the Commission's projects. Working in close partnership with the Commission, the National Program Manager has provided strategic leadership and oversight, ensuring alignment and implementation of the Ten Commitments, driving coordination, momentum and the strategic focus required to translate the vision of the Commission into practical action across the Church. Through the development of resources, engagement with dioceses, partnerships with the relevant sector organisations, and the delivery of national initiatives, this role has enabled measurable progress that would not otherwise have been achievable. The leadership and support have significantly strengthened the Church's capacity to prevent and respond to domestic and family violence.

Without a National Program Manager, the Commission's capacity to maintain momentum, engage effectively across dioceses, and deliver coherent, long-term outcomes would be significantly diminished. Continued investment in this role is therefore essential to enabling the Commission to carry out its remit and to support the Church's ongoing work in preventing and responding to domestic and family violence.

c) FUTURE

Looking ahead, the Families and Culture Commission will continue to fulfil its mandate by supporting the Anglican Church of Australia in its commitment to prevent and respond to domestic and family violence. Key priorities include strengthening national coordination, equipping dioceses to implement the Ten Commitments, advancing primary prevention initiatives, and fostering a culture of safety, dignity, and flourishing across the Church. The Commission will prioritise focus on building sustainable systems, deepening sector and church partnerships, and embedding long-term cultural change integral to the Church's mission and witness. The extent of this work program remains dependent on appropriate resourcing and funding.

d) RECOMMENDATIONS

The General Synod, noting the report of the Families and Culture Commission,

- a) laments the continuing presence of domestic and family violence in our churches and in the community,
- b) commends the work of the Families and Culture Commission in developing and advancing an ongoing program of work implementing the 10 Commitments to prevent and respond to domestic and family violence, endorsed by the General Synod,

- c) encourages all dioceses to utilise the key initiatives led by the Families and Culture Commission, and
- d) acknowledging the long-term intergenerational nature of this work,
 - i. requests the Treasurer to bring forward a recast General Synod budget that secures ongoing staffing and program delivery for this Synod cycle (2026 onwards) at a level no less than that provided in the previous General Synod budget cycle
 - ii. recommends such funding to be identified, in the first instance, from budget surpluses, investment returns or through the reallocation of existing budget priorities,
 - iii. encourages dioceses and parishes to support national fundraising initiatives, including DV Aware Sunday.

These recommendations will be brought as motion(s) to the 19th Session of the General Synod.

2. PURPOSE AND BACKGROUND

a) PURPOSES FOR THE COMMISSION SET BY GENERAL SYNOD

The outcomes established by General Synod for the Families and Culture Commission are as follows:

- Examining questions that relate to family violence affecting members of the Church, the drivers of violence and the well-being of families and women referred to it by the Primate, the Standing Committee or the General Synod;
- Making recommendations to the Standing Committee on matters relating to family violence affecting members of the Church, violence prevention and the well-being of families and women;
- Assisting further Dioceses to adopt the Ten Commitments, and the church to implement them.

b) NATIONAL CONTEXT

Domestic and family violence (DFV) is now widely recognised as a critical issue requiring sustained and coordinated response across all sectors of society. In Australia, it has been identified as a national priority through the work of Council of Australian Governments (COAG), and through major inquiries including the Victorian Royal Commission into Family Violence and the South Australian Royal Commission into Domestic, Family and Sexual Violence. Internationally, it has been recognised by the United Nations as a significant global human rights issue requiring primary prevention, cultural change, and whole-of-community engagement.

The scale of DFV is significant. In Australia, one in four women has experienced intimate partner violence since the age of 15, and recent data from the Australian Bureau of Statistics indicates that reported domestic and family violence offences increased by approximately 8% in 2024–2025—the largest annual rise since national reporting began. While there have been some improvements in community attitudes related to DFV, there are also areas where progress has slowed. Of particular concern is the role of social media in amplifying harmful messaging to boys and young men, which has given rise to wide ranging backlash against women's equality and dignity.

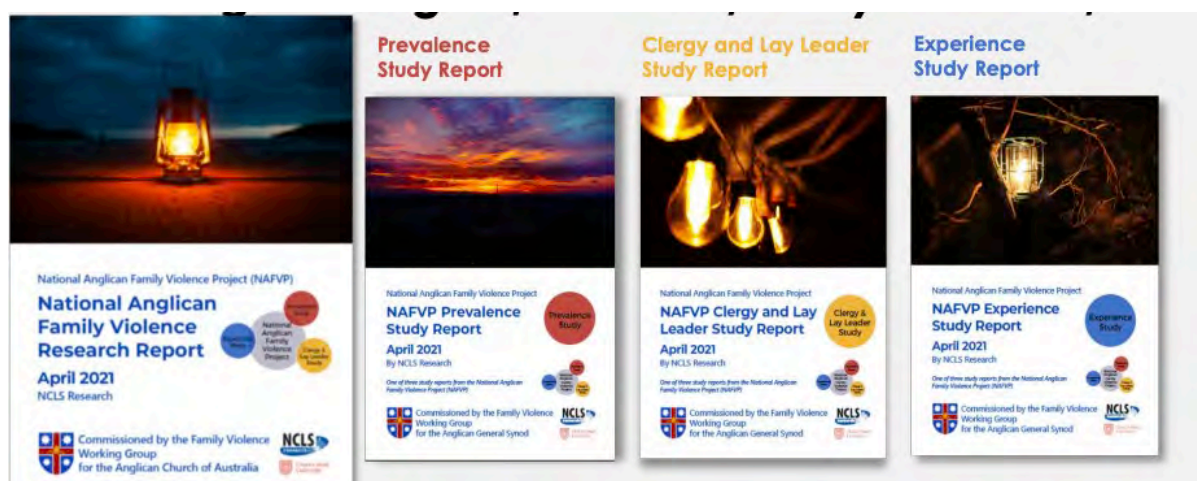
In response to the national crisis of gender-based violence, the Federal Government continues to fund two national organisations, Australia's National Research Organisations for Women's Safety (ANROWS) and Our Watch, the national Primary Prevention foundation. All

state governments now have state-based frameworks for the prevention of gender-based violence, and, particular in Victoria, there has also been an emphasis on the place of local government in tackling local community attitudes and actions.

c) CHURCH CONTEXT

A key resource and foundation for the work of the FCC is the research commissioned by Standing Committee, with the support of the former General Synod Family Violence Working Group. Undertaken by the National Church Life Survey (NCLS) organisation, the National Anglican Family Violence Project (NAFVP) found that rates of intimate partner violence within Anglican communities are comparable to, and in some cases higher than those in the wider community.

The NAFVP also highlighted important gaps in our response as a church. For example, clergy and church leaders are often among the first to whom disclosures are made, yet many reported a lack of confidence in recognising and responding appropriately to domestic and family violence. This points to the need for greater equipping, clearer pathways, and consistent approaches across dioceses.



These research report can be read here: <https://www.tencommitments.org.au/evidence-base>

People of faith are not immune from experiencing or perpetrating violence. Faith communities both shape and are shaped by the attitudes, beliefs, and practices that influence relationships. At times, theology and church teaching have been misused in ways that enable harm. Yet, when rightly understood, the gospel offers a compelling vision of dignity, equality, and love that challenges violence and supports healing.

The Anglican Church of Australia therefore faces an ongoing challenge to ensure that its theology, culture, policies, and practices consistently reflect this vision; supporting those impacted by violence, preventing harm, engaging in long term prevention and fostering communities where all people are safe and able to flourish. As a community with deep relational networks and moral influence, the Church is uniquely placed to contribute to this work at both a local and national level. This will require ongoing leadership and commitment across the whole Church. It calls for sustained attention to culture change, consistent standards and practices across dioceses, and a shared commitment to prevention and response as integral to the Church's mission and witness.

In response to the alarming findings of the NAFVP, the working group collaborated with dioceses and experts to develop a uniquely church based approach to this work. The outcome of this is the Ten Commitment's to respond and prevent domestic and family

violence in the Anglican Church of Australia. This framework was adopted nationally in 2022 and continues to be the framework within which the Families and Culture Commission arranges and promotes our mission of a church and community free from violence. The Ten Commitments can be accessed at <https://anglican.org.au/our-work/family-violence/>



Ten Commitments for Prevention and Response to Domestic and Family Violence in the Anglican Church of Australia

10 COMMITMENTS FOR PREVENTING AND RESPONDING TO DOMESTIC AND FAMILY VIOLENCE

1	Our Church acknowledges and laments the violence which has been suffered by some of our members and regrets of the part we have played in allowing an environment where violence went unaddressed.
2	Our Church leaders commit to ensure conditions that support the prevention of violence, a church culture that promotes equality, and support for those who experience violence.
3	Our Church consistently teaches about equality, freedom from violence, respectful relationships and the honour/value of every person.
4	Our Church affirms that human relationships are to be based on respect and mutuality.
5	Our Church acknowledges the different experiences of all people and that these have played a part in whether they have been treated with respect and equality.
6	Our Church actions are directed by the gospel of love, peace and justice, and are informed and engaged with local, state and national government initiatives as appropriate.
7	Our church supports cultural change in our communities by communicating effectively to our members.
8	Our Church trains our leaders, pastoral staff and parish councils to understand and be equipped to respond in ways that prevent and address domestic and family violence.
9	Our leaders and pastoral staff hold themselves to account and are guided by the Anglican Church's Code of Conduct: <i>Faithfulness in Service</i> .
10	These commitments are regularly reviewed and improved.

3. MEMBERSHIP

At the 18th General Synod, the Family Violence working group was replaced by a new Families and Culture Commission. Appointments to the FCC included members of the former Family Violence Working Group (the R't Rev'd Genieve Blackwell, the Rev'd Scott Holmes, Ms Ruth Holt, Ms Naomi Johnson) as well as new members. Rev'd Tracy Lauersen continued as chair of the FCC until her appointment as the National Program Manager, at which time the R't Rev'd Genieve Blackwell became chair. There have since been a number of other changes to the Commission membership.

Current members:

The R't Rev'd Genieve Blackwell (Chair)	19 November 2022 - present
The Rev'd Tracy Lauersen	19 November 2022 - present
The Venerable Kara Hartley	19 November 2022 – present
Ms Naomi Johnson	19 November 2022 – present
The Venerable Kara Hartley	19 November 2022 – present
The Very Rev'd Richard Humphrey	19 November 2022 – present
The Rev'd Scott Holmes	19 November 2022 – present
The Rev'd Alex Zunica	14 November 2025 - present
The Rev'd Louise Lang	14 November 2025 – present

Former members:

Ms Ruth Holt	19 November 2022 – 10 February 2025
The Rev'd Dr Matthew Wilcoxon	17 April 2024 – 30 April 2025
The Rev'd Mark Tough	19 November 2022 – 18 Nov 2023

4. MEETINGS, CONFERENCES AND REPORTS

Since its inception, the Commission has had 6-7 days of regular meetings each year, some face to face but most online. These meetings have enabled sustained progress, strategic oversight, and alignment of work.

In addition to its regular meetings, the Commission also convened three national conferences in 2023, 2024 and 2025. These have played a significant role in building a connected network of diocesan representatives. With participation from 19 dioceses, the gatherings have fostered collaboration, increased capability, and supported the development of a common understanding of best practice in prevention and response across the Church. They have also contributed to a growing sense of collective responsibility and momentum.

Engagement with sector leaders, government representatives, and Members of Parliament has strengthened the Church's engagement within the broader national response to domestic and family violence. This has supported alignment with best practice and positioned the Church as an active contributor to prevention efforts.

Ongoing reporting to the Standing Committee of General Synod and the Executive has ensured transparency, accountability, and informed governance. Regular updates have enabled oversight of progress and supported continued strategic direction.

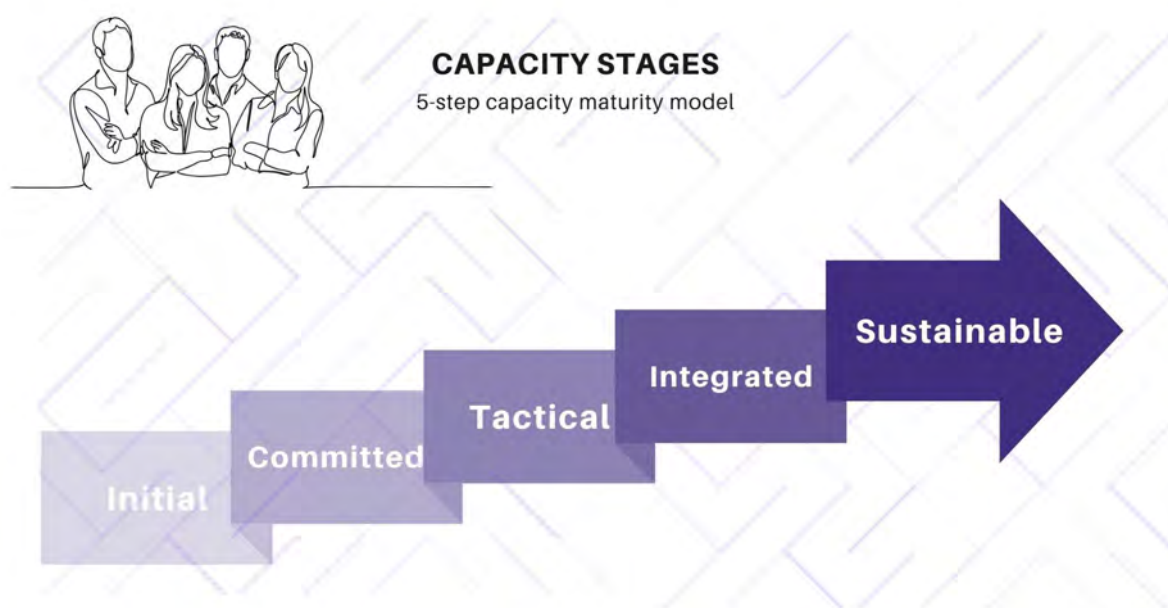
Through participation in external conferences and forums, Commission members have extended the influence of this work beyond the Church, contributing to wider conversations on domestic and family violence and reinforcing the Church's role in prevention and response.

5. PROGRAM PLANNING AND EVALUATION

In 2024, the FCC worked with Consultant Grace Asten to establish a monitoring evaluation framework and planning tool for the work of the Commission. Through a detailed review of the Ten Commitments, this process identified five key outcome areas:

- **ONE: Strengthening National & Diocesan Leadership & Commitment**, ensuring our Church demonstrates leadership & accountability in response and prevention of DFV through the Ten commitments and work of our General Synod, FCC, and our Episcopal and Clerical Leadership.
- **TWO: Building diocesan capacity and implementation**, supporting dioceses to embed the Ten Commitments in local contexts
- **THREE: Enhancing partnerships and collaboration**, working from the foundation and wisdom of Holy Scripture, our Church listens to and learns from our Indigenous brothers and sisters, culturally and linguistically diverse communities, and those with lived experience. Our actions are also informed by Government and sector specialists.
- **FOUR: Advancing awareness, becoming equipped and active in prevention and response**: Our leaders and members are informed about the problem, causes and solutions for DFV and are motivated and active in prevention and response. Leaders and members understand that dealing with this injustice has a place in our discipleship, and so we honestly face DFV in our church and local community to raise awareness, ensure we are equipped, and in loving service support appropriate response and healing.
- **FIVE: Fostering safe and flourishing communities**. Ensuring our church teaches, implements and practices the Biblical standards of equality, freedom from violence, respectful relationships, mutuality and the value of every person. Our leaders and members know the need to defend the cause of those oppressed and themselves model freedom from violence and the rejection of any use of the Bible to justify abuse.

The Ten Commitments for Prevention and Response to Domestic and Family Violence are aligned in multiple ways across these 5 outcomes and enable the Commission to track actions and impact as we deliver on our mandate. One of the ways the FCC does this is by asking Dioceses to utilise an online tool developed by the FCC: The Diocesan Capacity Assessment. The assessment helps dioceses to map their implementation across each domain of the Ten Commitments. The tool produces a customised report for each diocese and maps out stages of implementation capacity. It gives suggestions for next steps and can help dioceses to assess future priorities.



6. ACTIVITIES

The following provides a chronological list of activities delivered by the FCC since its establishment.

2023 – Establishment and Foundations

- Establishment of the Families and Culture Commission following General Synod.
- Appointment of a national program manager.
- Development of the national program of work aligned to the Ten Commitments
- Initial diocesan engagement and consultations across multiple dioceses
- Onsite training by national program manager in dioceses.
- Early development of key resources and frameworks
- Development of Website (www.tencommitments.org.au)
- Facilitating a national gathering of diocesan representatives
- Initial engagement with sector partners and government stakeholders

2024 – Development and Planning

- Continued diocesan consultations and strengthening national relationships
- Continued onsite training by national program manager in dioceses.
- Delivery of the Faith, Hope, Love Conference for diocesan, other denominational and sector representatives.
- Design and development of the Diocesan Capacity Assessment

- Drafting of the domestic and family violence chapter for *Faithfulness in Service* (with Safe Ministry Commission)
- Approaching NATSIAC to consult in the development of resources
- Consulting with legal advisors, Standing Committee and General Secretary regarding fundraising vehicles and opportunities.
- Approval and design of DV Aware Sunday ahead of launch in 2025.
- Development of national communications strategy (with ICON Consultants)
- Utilisation and updating of website and social media channels
- Development of daily devotional resources to accompany campaigns
- Expansion of national awareness initiatives (including campaign development)
- Initial development of the Communities That Care (CTC) bystander course
- Facilitation of Communities of Practice with diocesan representatives (8 meetings)

2025 – Implementation and National Rollout

- Delivery of national Faith, Hope & Love Conference (100+ participants)
- Delivery of DV Aware Sunday across dioceses
- Delivery of the Faith, Hope, Love Conference.
- Working to raise funds via philanthropic donations.
- Raising of \$87,000 via DV Sunday and philanthropic donations.
- Research and application for grants.
- Utilisation and updating of website and social media channels
- National social media campaigns (including 16 Days of Activism) with strong engagement
- Attendance and workshop at ANTSIAC national gathering.
- Distribution and rollout of the Diocesan Capacity Assessment tool
- Launch of the CTC bystander training program
- Development of daily devotional resources to accompany campaigns
- Ongoing facilitation of Communities of Practice (two national groups, 8 meetings)
- Ongoing diocesan implementation of Ten Commitments (20/23 dioceses adopted)
- Continued engagement with government, sector, and Anglican agencies

2026 – Consolidation and Scaling

- Continued rollout and embedding of CTC training across dioceses
- Webinars for parish clergy and lay leaders.
- Research and application for grants
- Expansion of DV Aware Sunday and national awareness initiatives (funding permitted)
- Further development of diocesan strategies using Capacity Assessment insights
- Review and revision of website and social media channels
- Strengthening of partnerships, including work with NATSIAC
- Continued engagement with dioceses.
- Ongoing delivery of training via webinars
- Ongoing leadership engagement
- Continued development of fundraising pathways and philanthropic engagement
- Advancement of evaluation and reporting frameworks aligned with outcomes
- Implementing the Diocesan Capacity Assessment and exploring the development of a complementary parish-level assessment.
- Reporting to the Nineteenth General Synod

7. IMPACT

Measuring the impact of social and cultural change projects is a complex process. Projects such as that delivered by the FCC usually look at two different measures of impact:

- Process – was the project able to do the activities it set out to do?
- Outcome – did the project achieve the aims that it was trying to achieve?

Outcome measures are the more complex of these measures, and, in the case of the work of the Commission, would require a considerable investment in an evaluation consultant, including a further survey similar to that of the National Anglican Family Violence Project. In the absence of resourcing for this type of evaluation, the Commission is reliant on process measures to explore the impact of our work. The following section provides a presentation of these measures against the 5 outcome areas described in section 5, above. After listing some of the process areas, a summary draws from the Diocesan Capacity Assessment completed by Dioceses to give an indication of progress.

APPENDIX ONE provides an alternative presentation of these process measures by listing them against the Ten Commitments, and includes a list of future actions for each of the Ten Commitments.

APPENDIX TWO for an aggregated report from the FCC Diocesan Capacity Assessment, a diocesan administered tool that assesses diocesan implementation measures against each of the Ten Commitments.

PROCESS MEASURES FOR OUTCOME 1: STRENGTHENING NATIONAL & DIOCESAN LEADERSHIP & COMMITMENT

- 20 out of 23 dioceses have formally adopted the Ten Commitments, demonstrating strong national engagement and shared commitment. These commitments are increasingly made public and socialised.
- Greater national consistency has been established through the establishment and resourcing of the Families & Culture Commission, the development of its program of work, and by shared frameworks, resources, and approaches across dioceses.
- Ongoing reporting and engagement with the Standing Committee of General Synod and the Executive has strengthened accountability and strategic oversight.
- A monitoring framework has been established by the FCC.

These process measures point to strong and growing alignment in the Church's response to domestic and family violence. The widespread adoption of the Ten Commitments, supported by the leadership of the Families and Culture Commission, has established a common framework across dioceses. Increased reporting and the development of a monitoring framework further strengthen accountability, indicating that the foundations for sustained, system-wide change are now in place.

PROCESS MEASURES FOR OUTCOME 2: BUILDING DIOCESAN CAPACITY AND IMPLEMENTATION

- Most dioceses have established and resourced working groups. Some are beginning to develop action plans, and are beginning to embed responses within diocesan structures
- Increasingly, the Diocesan Capacity Assessment is being used to support long-term strategy and identify areas for growth. At the time of writing this General Synod Report (April, 2026), this has been completed by 52% of dioceses. (See APPENDIX TWO for further information)
- Diocesan synods and leadership forums are increasingly used to promote, implement, and report on progress

Finalising action plans and strengthening the connection between these measures and diocesan governance frameworks will be critical to achieving sustained and meaningful change. Progress on policies that address equality and structural drivers of violence are yet

to be embedded in most dioceses. Strengthening the link between leadership commitment and organisational systems will be essential for sustained and meaningful change.

PROCESS MEASURES FOR OUTCOME 3: ENHANCING PARTNERSHIPS AND COLLABORATION.

- Establishment of Communities of Practice has enabled collaboration, shared learning, and mutual support across dioceses
- Engagement with government and sector partners has strengthened alignment with national frameworks and best practice
- Partnership with National Aboriginal and Torres Strait Islander Anglican Council is supporting culturally informed and contextually appropriate approaches
- Development of sustainable funding pathways, including national fundraising and philanthropic engagement, to support ongoing work

Data captured in the Diocesan Capacity Assessment suggests that collaborative work is developing, as is diocesan engagement with diversity, but that neither are embedded. Several dioceses are highly engaged with sector initiatives and in partnerships. Overall, 64% of dioceses report collaboration with DFV service providers but only 18% are tailoring responses for First Nations peoples or other diverse groups, and 82% have not undertaken any analysis of systemic discrimination. In addition, just 36% align policies with national frameworks or participate in joint initiatives. Together, this indicates growing awareness and connection, with further intentional and structured approaches needed to embed inclusive and collaborative practice.

PROCESS MEASURES FOR OUTCOME 4: ADVANCING AWARENESS, BECOMING EQUIPPED AND ACTIVE IN PREVENTION AND RESPONSE

- Four national campaigns, including social media initiatives centred around the global 16 days of activism against gender-based violence initiative and DV Aware Sunday, delivered by the FCC and adopted by dioceses and parishes have increased awareness and preliminary equipping across the Church.
- Three national FCC conferences in this reporting period have increased the common understanding across dioceses and the equipping of diocesan representatives. These provided a key platform for alignment around the Ten Commitments, deepened engagement with prevention frameworks, and supported the development of relationships for ongoing collaboration and implementation.
- Establishment of Communities of Practice has enabled shared learning across dioceses.
- Growing recognition of domestic and family violence as a discipleship, pastoral, and mission issue

Drawing data from the diocesan Capacity Assessment, 64% of dioceses have participated in one of our Communities Of practice and 91% of dioceses have engaged in national conferences or webinars. Communication and capacity building are present and growing across diocesan life. 55% of dioceses report their DFV responses as visible across dioceses and parishes, although 27% report visibility only at diocesan level

PROCESS MEASURES FOR OUTCOME 5: FOSTERING SAFE AND FLOURISHING COMMUNITIES

- Development and delivery of national resources, including the online bystander training program, equipping clergy and congregations
- Teaching, campaigns, and resource development is contributing to long-term primary prevention
- Increasing confidence and capability among leaders to recognise and respond to domestic and family violence
- Changes in Knowledge, Attitudes and Actions

The process measures for Outcome five include the development of training, including the national bystander training program (Communities That Care) for all Anglicans, which has been co-developed with input from five dioceses. These are being slowly but increasingly implemented by dioceses. There is some anecdotal evidence of changes in knowledge, attitudes and practices across our national church, however the data from the Diocesan Capacity Assessment indicates that uptake and delivery of training is still emerging, with most dioceses reporting small numbers of clergy, lay leaders and parish councils have completed training of three or more hours duration, reflecting that many initiatives are in the early stages of implementation. While resources are increasingly available, greater use and wider engagement will be needed to build capability

CONCLUSION REGARDING IMPACT

The Church has made significant early progress in awareness, commitment, and initial activity. Most dioceses have adopted the framework, begun engagement, and are participating in national initiatives. However, the data shows clearly that this work is still in an early to mid-stage of implementation. The strongest areas are awareness, engagement, and initial structures, while the weakest are systemic change, training scale, intersectional practice, and measurement.

In short, the foundations are in place, momentum is building, but deep, sustained, system-wide change has not yet been realised. This reinforces that the work ahead is dependent on ongoing national resourcing and deeper diocesan uptake and integration across all levels of church life.

8. FINANCES

The work of the Families and Culture Commission has been made possible through the initial funding provided by the General Synod, alongside emerging fundraising and income-generating activities. This combined approach has enabled the establishment of the Commission, the appointment of a National Program Manager, the development of key initiatives that are now supporting dioceses across the Church, and the continuation of the program of work into 2026.

In 2025, the Commission raised approximately \$87,000 through a combination of DV Aware Sunday giving, philanthropic contributions, and related initiatives. A further unspent \$25,840 was carried over from 2025 into 2026. This represents an encouraging foundation for future fundraising efforts, particularly as awareness and engagement across dioceses continue to grow. A partnership with Anglican Health and Welfare has also enabled donations to be tax deductible, significantly strengthening the Commission's capacity to attract philanthropic support.

While these developments are positive, current income streams remain modest relative to the scale and complexity of the work. The Commission's initiatives, particularly national coordination, training programs, and resource development, require stable and ongoing funding to ensure consistency and impact across dioceses. Fundraising will continue to be an important component of the Commission's strategy; however, it is not yet sufficient to replace the need for core funding.

Area	Details	Status / Notes
General Synod Funding	Core funding for National Program Manager and Commission work	As National Program Manager was not appointed until July, 2023, a saving of \$52,000 occurred and was returned to reserves.
Fundraising (2025)	~\$87,000 raised through campaigns and donations	Strong initial base, opportunity for growth
DV Aware Sunday	National giving initiative linked to awareness campaign	Growing participation across dioceses
Philanthropic Giving	Donations from individuals and supporters	Enabled through DGR partnership
DGR Partnership	Anglican Health and Welfare partnership	Allows tax-deductible (DGR) donations
Training Income (Emerging)	Potential income from CTC and related programs	Early stage, growth opportunity
Conferences and Events	Contribution to cost recovery and engagement	Modest financial return, high strategic value. (Also enabled Commission members to meet in person.)
Future Funding Need	Ongoing funding for NPM role and national initiatives	Essential for sustainability and scale

9. LOOKING AHEAD

Across Australia, including within our church communities, we continue to see family life impacted by domestic and family violence. Domestic and Family Violence is a critical issue, a gendered issue and a faith issue. We know that intersectional faith factors, including religious and social norms, misuse of Christian teachings and power by those who choose violence are significant for those in our churches who are impacted by domestic and family violence. (Source Powell, R. & Pepper, M. (2021). National Anglican Family Violence Research Report: for the Anglican Church of Australia. NCLS Research Report.) Domestic and family violence is a life and death issue that requires a sustained effort by all members of our community if we are to see change.

We have started a good work in addressing it and we have reached a tipping point, but our early gains can plateau if we aren't able to embed our commitments into practices, training and cultural change.

The Families and Culture Commission has demonstrated since the last General Synod that dedicated national coordination enables measurable, system-wide progress toward a safer, more just, and more compassionate Church. The National Program Manager has played a central role in embedding the Ten Commitments to prevent and respond to DFV, supporting dioceses and co-creating planning tools, training, and communications that translate vision into lived practice. This structure has created a shared framework for change and built collaboration across dioceses, agencies, and ministries; an achievement that can be

deepened through sustained commitment. We therefore believe that continuation of this role is critical to fulfilling the General Synod's objectives in regard to this issue. A dedicated staff member is necessary for driving these intentional, long-term initiatives and managing the complexities that come with them in our large and diverse church.

Looking ahead, the Families and Culture Commission will continue to fulfil its mandate by supporting the Anglican Church of Australia to prevent and respond to domestic and family violence. This includes strengthening national coordination, equipping dioceses to implement the Ten Commitments, advancing primary prevention, and fostering a culture of safety, dignity, and flourishing across the Church. The Commission will prioritise developing and coordinating resources, building sustainable systems, deepening partnerships, and embedding long-term cultural change as integral to the Church's mission and witness. The extent of this work program is dependent on resourcing and funding.

The broad scope of this work program is outlined below. Appendix One contains more items aligned to the Ten Commitments framework.

- Scaling of national training and prevention initiatives
- Further embedding of Ten Commitments across all dioceses
- Development of leadership programs and advanced training pathways
- Expansion of partnerships (government, sector, theological colleges)
- Strengthening of national coordination and long-term funding model
- Continued focus on culture change and primary prevention across the Church
- Continuing the rollout of the Communities That Care Bystander Training Program.
- Providing training and practical resources to assist diocesan leaders, clergy, and lay people in implementing the Ten Commitments.
- Continuing to develop the FCC website as a central resource hub for dioceses.
- Continuing to monitor government initiatives and consult with NATSIAC to support culturally appropriate engagement and resources related to domestic and family violence.
- Development of the *Driving Change* leadership program.
- Undertaking formal evaluation of FCC initiatives.
- Continuing to monitor and apply for suitable grants and to seek donations to fund this ministry

10. CONCLUSION

The Families and Culture Commission has worked with focus and purpose to advance the General Synod's bold commitment to be a faith-based organisation that effectively prevents and responds to domestic and family violence. As a result of this sustained effort, the Anglican Church nationally is recognized as a leader amongst the faith communities in our commitment to this work.

Despite this, we continue to lament the prevalence of domestic and family violence, both in our churches and in the wider community. We particularly lament that we, who are meant to shine as lights in the darkness and embody a new humanity following in the way of Jesus, have so often failed to be that new humanity.

Given this is a time in which awareness of domestic and family violence within the Church has never been greater, so it is also the time when we face our best opportunity to address it. Therefore, the Families and Culture Commission are grateful for the opportunity to serve our church in this manner and look forward to the continuing commitment of General Synod so that this important work can continue to progress.

APPENDIX ONE – ANALYSIS OF ACTIONS AND OUTCOMES AGAINST THE TEN COMMITMENTS

Commitment 1

Our Church acknowledges and laments the violence suffered by some of our members and repents of the part we have played in allowing an environment where violence went unaddressed.

Delivered

- Adoption of the Ten Commitments across 20 of 23 dioceses
- Establishment and initial funding of the Families & Culture Commission (FCC)
- Development and implementation of a national program of work
- Drafting of a new chapter on domestic and family violence for *Faithfulness in Service*, in collaboration with the Safe Ministry Commission

Ongoing

- Limited but growing diocesan engagement in prevention and response initiatives
- Development of a sustainable fundraising strategy for the FCC

Next Phase

- Adoption of the proposed *Faithfulness in Service* chapter at GS19

COMITMENT 2

Our Church leaders commit to ensure conditions that support the prevention of violence, a church culture that promotes equality, and support for those who experience violence.

Delivered

- Development of diocesan planning resources, including the Diocesan Capacity Assessment
- Formation of diocesan action plans and working groups in some contexts
- Use of diocesan synods to promote accountability and cultural change
- Development of an online bystander training program

Ongoing

- Inconsistent uptake of resources and action plans across dioceses
- Continued need to strengthen gender equality and inclusion
- Ongoing review of policies and procedures
- Gaps in response pathways and annual observances (e.g. DV Sunday)

Next Phase

- Systemic promotion of gender equality and inclusion
- Development of a national leadership program
- Strengthening and refining response pathways

COMMITMENT 3

Our Church consistently teaches about equality, freedom from violence, respectful relationships and the honour/value of every person.

Delivered

- National social media campaigns with strong engagement
- Daily devotional resources to support theological reflection and formation

Ongoing

- Continued communication and messaging across all levels of the Church

Next Phase

- Further national awareness initiatives (e.g. DV Aware Sunday, 16 Days of Activism)
- Development of liturgical, biblical, and curriculum resources
- Programs engaging men and boys in prevention
- Resources promoting healthy relationships

COMMITMENT 4

Our Church affirms that human relationships are to be based on respect and mutuality.

Delivered

- Reinforced through teaching, campaigns, and resources under Commitment 3

Ongoing

- Continued theological and cultural messaging

Next Phase

- Development of marriage education materials
- Implementation of respectful relationships programs

COMMITMENT 5

Our Church acknowledges the different experiences of all people and that these have played a part in whether they have been treated with respect and equality.

Delivered

- Initial consultation with National Aboriginal and Torres Strait Islander Anglican Council
- Integration of lived experience insights into FCC work

Ongoing

- Informal use of lived experience insights, with scope for more structured engagement

Next Phase

- Establishment of a funded lived experience advisory group
- Co-development of resources with National Aboriginal and Torres Strait Islander Anglican Council
- Development of culturally and linguistically diverse (CALD) resources

COMMITMENT 6

Our Church actions are directed by the gospel of love, peace and justice, and are informed and engaged with local, state and national government initiatives as appropriate.

Delivered

- Development of the Diocesan Capacity Assessment
- Engagement with government stakeholders
- Initial collaboration with sector organisations

Ongoing

- Strengthening collaboration across dioceses, denominations, and theological colleges
- Maintaining engagement amid changing government contexts

Next Phase

- Expansion of sector partnerships
- Development of partnerships with theological colleges

COMMITMENT 7

Our church supports cultural change in our communities by communicating effectively to our members.

Delivered

- Establishment of DV Aware Sunday
- Participation in the 16 Days of Activism
- Delivery of the Communities That Care (CTC) bystander program
- Design & Development of posters and business cards for parishes and diocese.

Ongoing

- Continued rollout and embedding of the CTC program

Next Phase

- Expansion of social media campaigns
- Continued development of DV Aware Sunday

COMMITMENT 8

Our Church trains our leaders, pastoral staff and parish councils to understand and be equipped to respond in ways that prevent and address domestic and family violence.

Delivered

- Training delivered through diocesan visits and lay leadership events
- Delivery of the Communities That Care (CTC) program
- National conferences supporting leadership development

Ongoing

- Continued rollout of training and formation initiatives

Next Phase

- Development of new training initiatives
- Ongoing delivery of national conferences

COMMITMENT 9

Our leaders and pastoral staff hold themselves to account and are guided by the Anglican Church's Code of Conduct: Faithfulness in Service.

Delivered

- Co-development and submission of a new domestic and family violence chapter for *Faithfulness in Service*

Ongoing

- Diocesan initiatives supporting accountability

Next Phase

- Adoption of the revised *Faithfulness in Service* chapter at GS19

COMMITMENT 10

These commitments are regularly reviewed and improved.

Delivered

- Establishment of a national program of work with monitoring and evaluation mechanisms

Ongoing

- Ongoing monitoring and evaluation

Next Phase

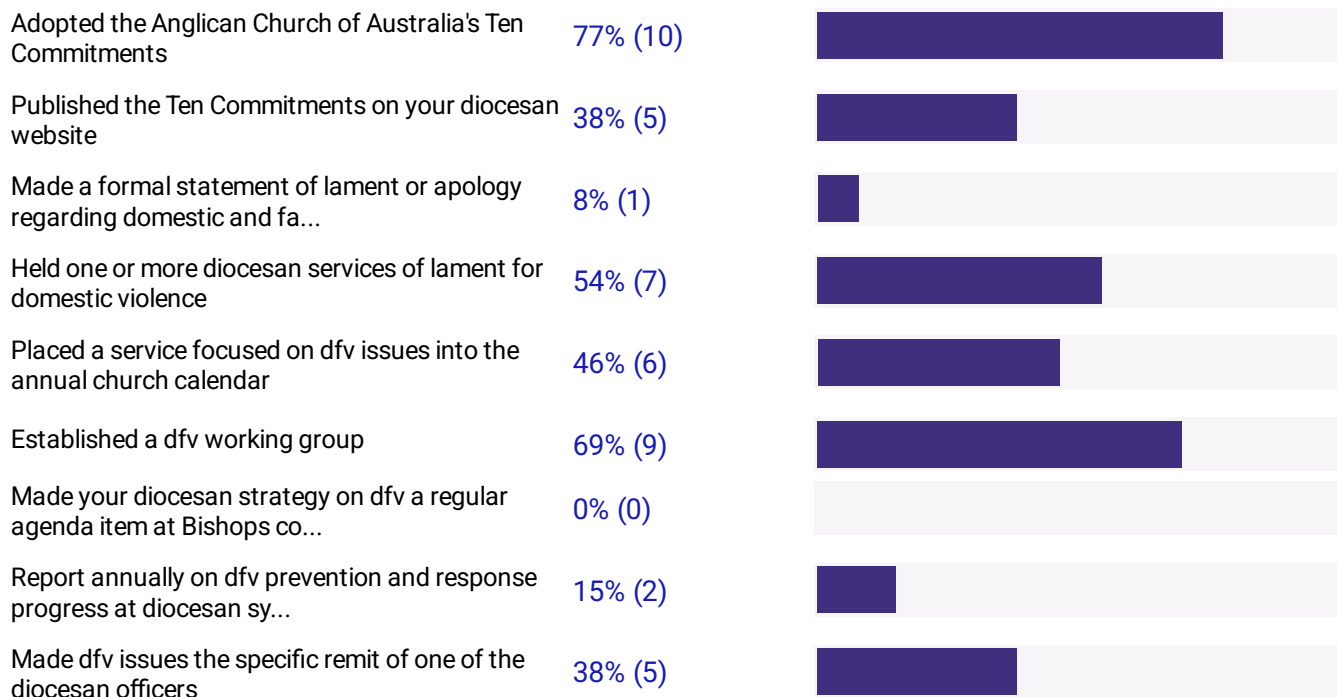
- Reporting to GS19
- Formal review

10 CMNTS DIOCESAN CAPACITY ASSESSMENT 2026

1. Commitment One: Diocesan Commitment & Lament Our Church acknowledges and laments the violence which has been suffered by some of our members and repents of the part we have played in allowing an

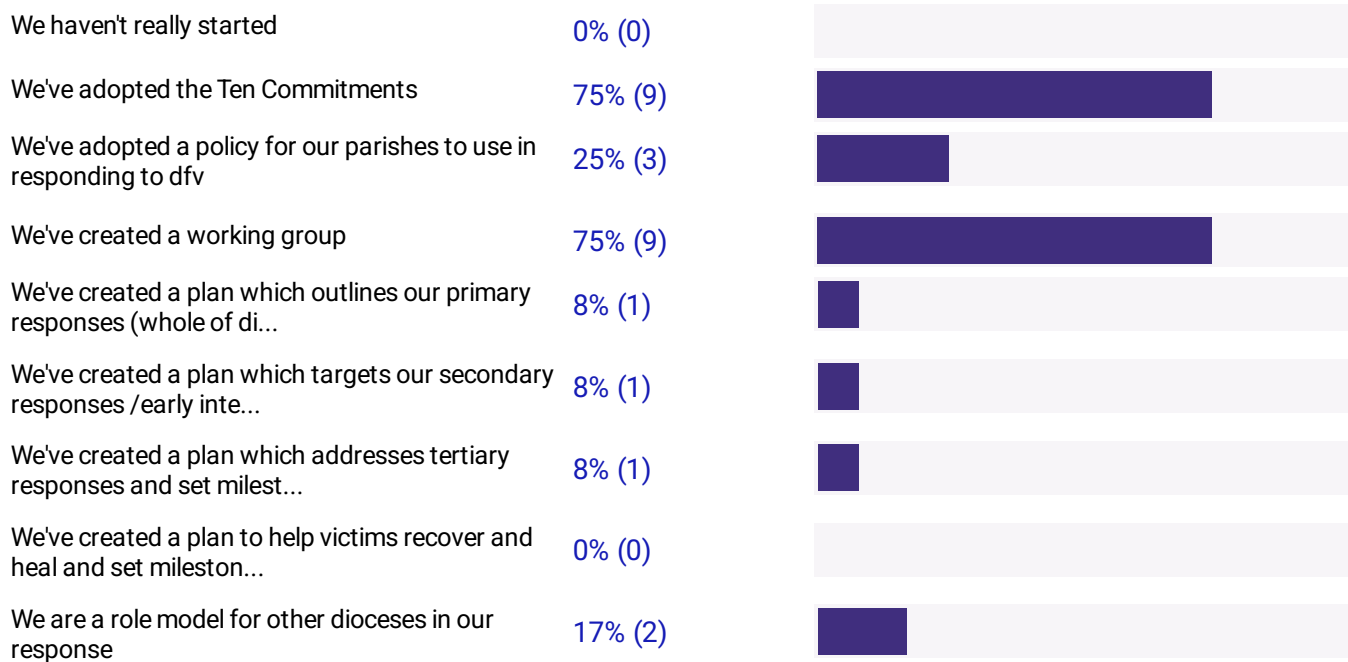
environment where violence went unaddressed. If we claim to be without sin, we deceive ourselves and the truth is not in us. If we confess our sins, he is faithful and just and will forgive us our sins and purify us from all unrighteousness. (1 John 1:9) 1

2. Which of the following actions has your diocese taken so far to commit to preventing and responding to domestic and family violence affecting members of our churches?



Response	% of responses	Number of responses
Adopted the Anglican Church of Australia's Ten Commitments	76.92%	10
Published the Ten Commitments on your diocesan website	38.46%	5
Made a formal statement of lament or apology regarding domestic and family violence (dfv) affecting members of churches in your diocese	7.69%	1
Held one or more diocesan services of lament for domestic violence	53.85%	7
Placed a service focused on dfv issues into the annual church calendar	46.15%	6
Established a dfv working group	69.23%	9
Made your diocesan strategy on dfv a regular agenda item at Bishops council	0.00%	0
Report annually on dfv prevention and response progress at diocesan synod	15.38%	2
Made dfv issues the specific remit of one of the diocesan officers	38.46%	5
Total	100%	13

3. Responding to domestic and family violence affecting members of our church communities is a complex process. Which statements below best represent your diocesan response thus far? (You can choose several)



Response	% of responses	Number of responses
We haven't really started	0.00%	0
We've adopted the Ten Commitments	75.00%	9
We've adopted a policy for our parishes to use in responding to dfv	25.00%	3
We've created a working group	75.00%	9
We've created a plan which outlines our primary responses (whole of diocese prevention actions) and set milestones	8.33%	1
We've created a plan which targets our secondary responses /early intervention and set milestones	8.33%	1
We've created a plan which addresses tertiary responses and set milestones	8.33%	1
We've created a plan to help victims recover and heal and set milestones	0.00%	0
We are a role model for other dioceses in our response	16.67%	2
Total	100%	12

4. Select the statement from those that follow which most accurately reflects your dioceses overall response and prevention initiatives. (You can only choose one statement)

Addressing DFV is a new issue to our diocese and we are just becoming ... 18% (2)



We're doing one or more things, adopted the Ten Commitments, looking in... 36% (4)



We've gone some way to connect the issue into some diocesan initiative... 36% (4)



More than just a project, we've looked at everything we do in the dioc... 9% (1)



Everyone across the diocese is involved and sees this work as a kingdom... 0% (0)



Response	% of responses	Number of responses
Addressing DFV is a new issue to our diocese and we are just becoming aware of its importance))	18.18%	2
We're doing one or more things, adopted the Ten Commitments, looking into a policy.	36.36%	4
We've gone some way to connect the issue into some diocesan initiatives and goals	36.36%	4
More than just a project, we've looked at everything we do in the diocese through the lens of prevention and response, strategies in place, accountabilities	9.09%	1
Everyone across the diocese is involved and sees this work as a kingdom building response which brings God praise, systemic changes to our organisational culture are addressing the social drivers of DFV, leaders are champions of prevention and response	0.00%	0
Total	100%	11

5. In terms of how comprehensively the diocese is implementing DFV prevention and response initiatives, which statement below best represent your diocese?

The diocese is still identifying or deciding which initiatives to impl... 18% (2)



The diocese has implemented one or two initiatives 64% (7)



The diocese has implemented 3-6 significant initiatives 9% (1)



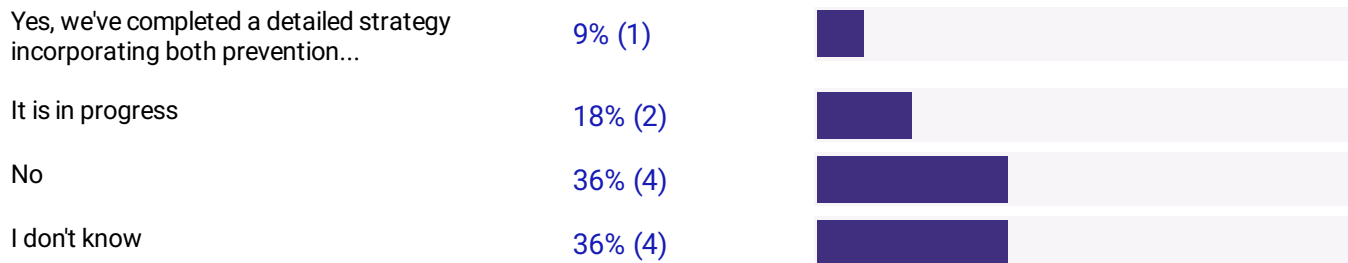
The diocese has implemented 7 or more significant initiatives and they... 9% (1)



Response	% of responses	Number of responses
The diocese is still identifying or deciding which initiatives to implement	18.18%	2
The diocese has implemented one or two initiatives	63.64%	7
The diocese has implemented 3-6 significant initiatives	9.09%	1
The diocese has implemented 7 or more significant initiatives and they are across the various areas or levels of the diocese	9.09%	1
Total	100%	11

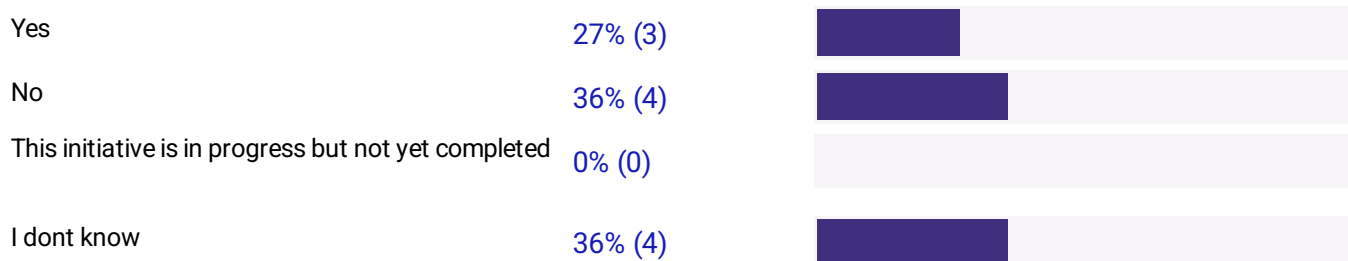
6. Commitment Two: Leadership & Systems Our Church leaders commit to ensure conditions that support the prevention of violence, a church culture that promotes equality, and support for those who experience violence. Let your kingdom come. Let your will be done on earth as it is done in heaven. (Matthew 6:10)

7. Has your diocese developed a detailed diocesan strategy or action plan to prevent and respond to domestic violence?



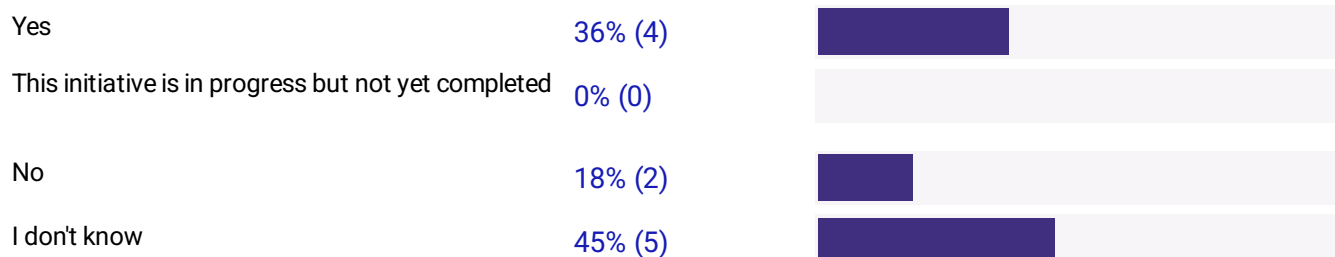
Response	% of responses	Number of responses
Yes, we've completed a detailed strategy incorporating both prevention and response	9.09%	1
It is in progress	18.18%	2
No	36.36%	4
I don't know	36.36%	4
Total	100%	11

8. Does your diocese have a policy that expresses the goal of gender equality in the staffing and practices of the diocese or church life?



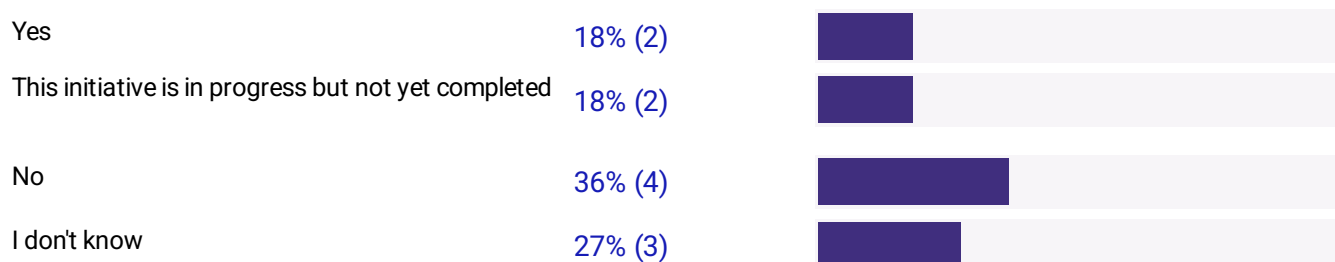
Response	% of responses	Number of responses
Yes	27.27%	3
No	36.36%	4
This initiative is in progress but not yet completed	0.00%	0
I don't know	36.36%	4
Total	100%	11

9. Does your diocese have a policy that addresses sex discrimination?



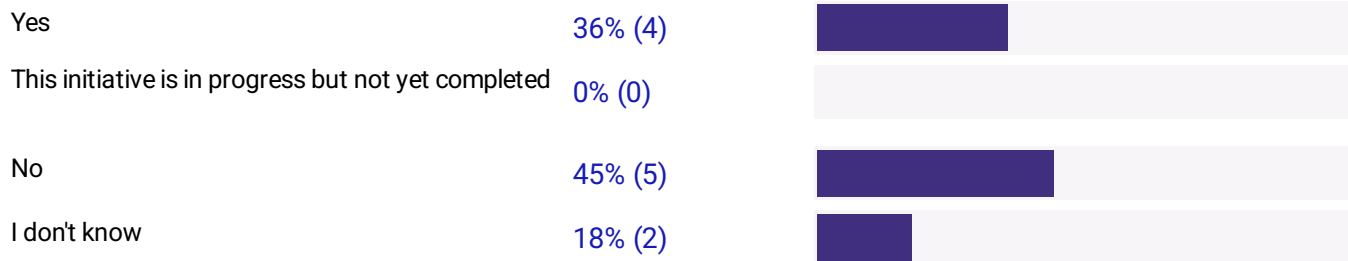
Response	% of responses	Number of responses
Yes	36.36%	4
This initiative is in progress but not yet completed	0.00%	0
No	18.18%	2
I don't know	45.45%	5
Total	100%	11

10. Does your diocese have a policy that outlines a commitment to increasing the inclusion and participation of people from diverse backgrounds—such as First Nations peoples, people from culturally and linguistically diverse communities, older adults, and people with disabilities—in its staffing, practices, and church life?



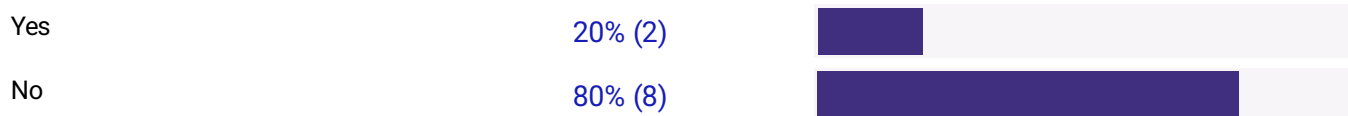
Response	% of responses	Number of responses
Yes	18.18%	2
This initiative is in progress but not yet completed	18.18%	2
No	36.36%	4
I don't know	27.27%	3
Total	100%	11

11. Has your diocese introduced practical, accountable steps to increase the participation of women at all levels of leadership roles in the diocese, at synod, at bishops council, in parish governance (parish councils)?



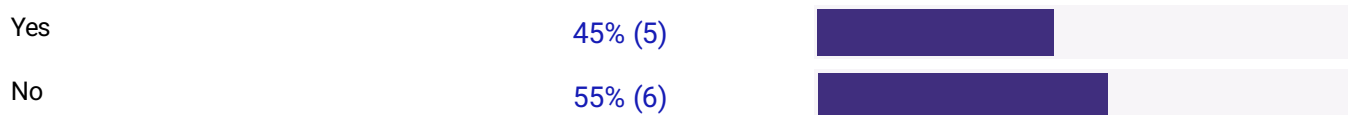
Response	% of responses	Number of responses
Yes	36.36%	4
This initiative is in progress but not yet completed	0.00%	0
No	45.45%	5
I don't know	18.18%	2
Total	100%	11

12. Has your diocese taken any steps to improve the economic security of women employed in the diocese?

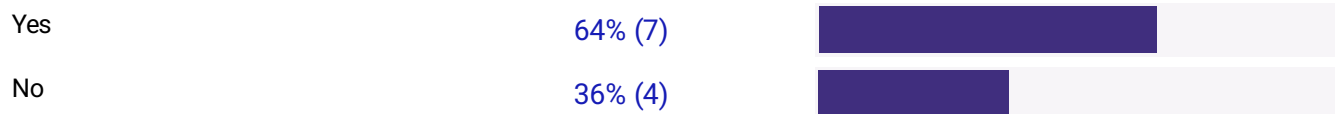


Response	% of responses	Number of responses
Yes	20.00%	2
No	80.00%	8
Total	100%	10

13. Has your diocesan commitment to prevent violence and empower the well-being of all in the church found its way into the declared vision of your diocese?



Response	% of responses	Number of responses
Yes	45.45%	5
No	54.55%	6
Total	100%	11

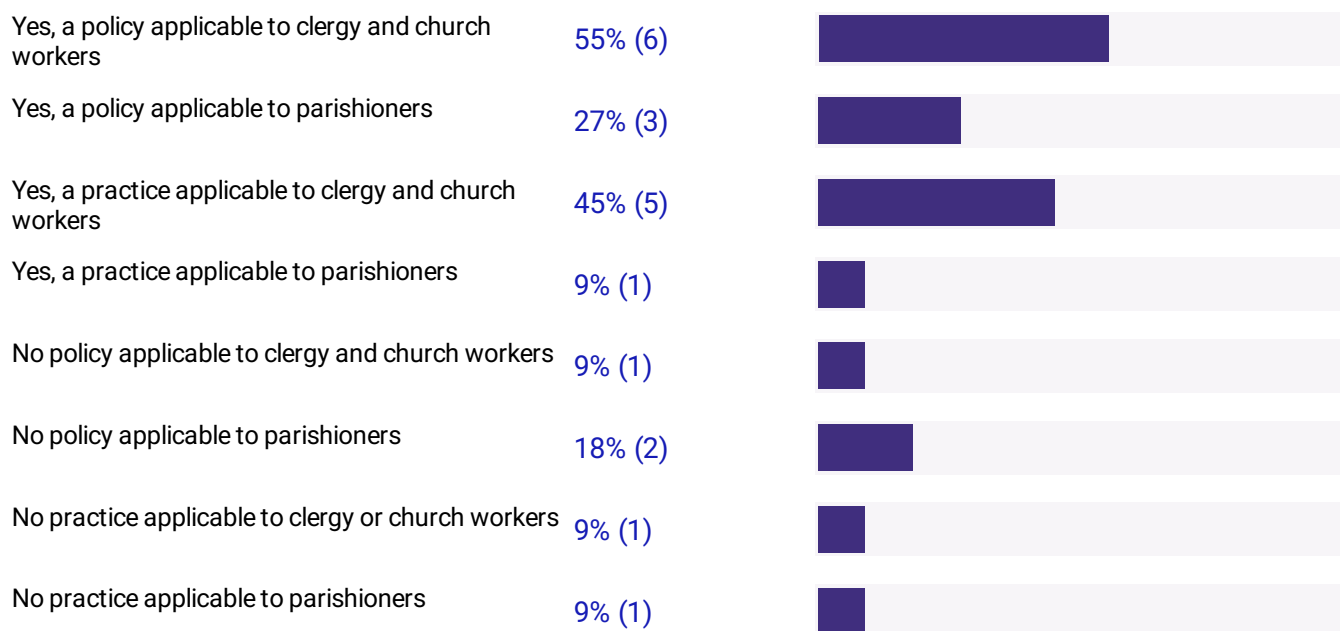
14. Has your diocese engaged with any local referral services in the family violence sector?

Response	% of responses	Number of responses
Yes	63.64%	7
No	36.36%	4
Total	100%	11

15. Has your diocese engaged with representatives who have lived experience of domestic or family violence?

Response	% of responses	Number of responses
Yes	54.55%	6
No	9.09%	1
I don't know	36.36%	4
Total	100%	11

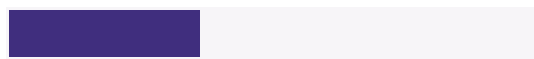
16. Does your diocese have a policy or accepted practice for holding perpetrators accountable?



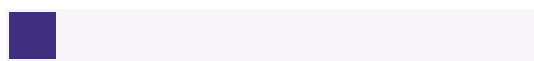
Response	% of responses	Number of responses
Yes, a policy applicable to clergy and church workers	54.55%	6
Yes, a policy applicable to parishioners	27.27%	3
Yes, a practice applicable to clergy and church workers	45.45%	5
Yes, a practice applicable to parishioners	9.09%	1
No policy applicable to clergy and church workers	9.09%	1
No policy applicable to parishioners	18.18%	2
No practice applicable to clergy or church workers	9.09%	1
No practice applicable to parishioners	9.09%	1
Total	100%	11

17. Which, if any of the following policy initiatives have been implemented by the diocese?

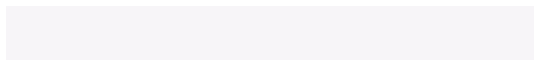
An DFV policy that describes what should be done in the event of a disclosure of DFV 36% (4)



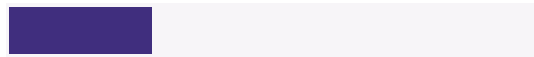
DFV elements introduced into other policies (eg: employment, clergy well-being, leave policies, applying a DFV lens across all existing policies) 9% (1)



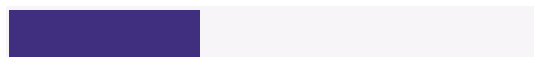
Applying a DFV lens across all existing policies 0% (0)



None of these initiatives 27% (3)



Some initiatives are in progress but not yet completed 36% (4)



Response	% of responses	Number of responses
An DFV policy that describes what should be done in the event of a disclosure of DFV	36.36%	4
DFV elements introduced into other policies (eg: employment, clergy well-being, leave policies, applying a DFV lens across all existing policies)	9.09%	1
Applying a DFV lens across all existing policies	0.00%	0
None of these initiatives	27.27%	3
Some initiatives are in progress but not yet completed	36.36%	4
Total	100%	11

18. Has your diocese allocated a person to liaise with the Families & Culture Commission?

Yes 91% (10)



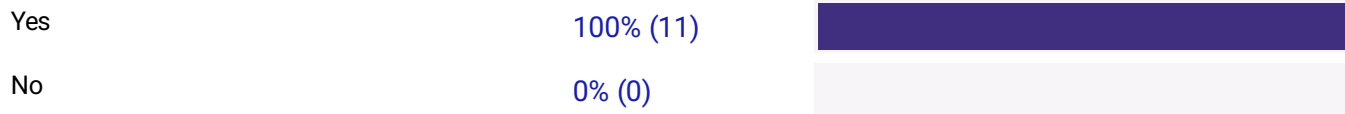
No 9% (1)



Response	% of responses	Number of responses
Yes	90.91%	10
No	9.09%	1
Total	100%	11

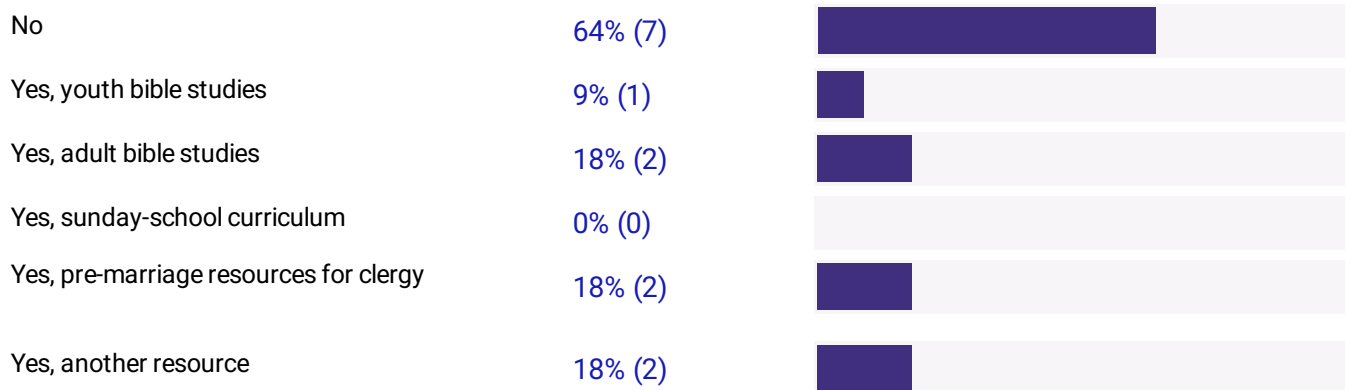
19. Commitment Three: Teaching & Modelling Our Church consistently teaches about equality, freedom from violence, respectful relationships and the value of every person. You are all God's children through faith in Christ Jesus. All of you who were baptised into Christ have clothed yourselves with Christ. There is neither Jew nor Greek; there is neither slave nor free; nor is there male and female, for you are all one in Christ Jesus. (Galatians 3:26-28)

20. Has your diocese worked with the cathedral and parishes to raise awareness of DFV issues (Eg: A DV aware Sunday, international women's day, 16 days of activism against gender-based violence)?

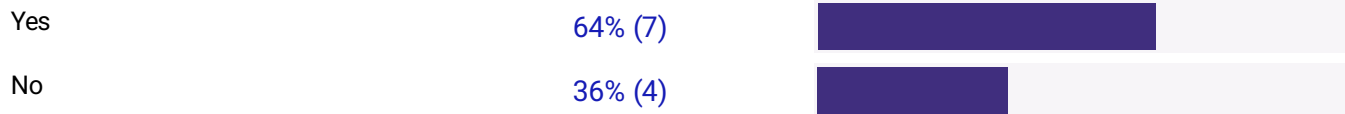


Response	% of responses	Number of responses
Yes	100.00%	11
No	0.00%	0
Total	100%	11

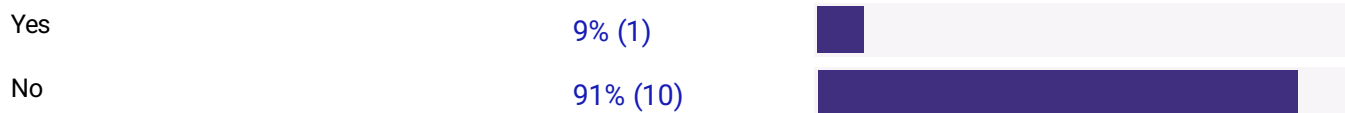
21. Has your diocese developed or promoted any age or stage resources for parishes to clearly affirm and teach about human dignity, equality, freedom from violence, respectful relationships? (Age & Stage resources are resources such as curriculum that are developed for specific age groups and stages of life. Examples are youth bible studies, adult bible studies, pre-marriage courses or curriculum, sunday school curriculum)



Response	% of responses	Number of responses
No	63.64%	7
Yes, youth bible studies	9.09%	1
Yes, adult bible studies	18.18%	2
Yes, sunday-school curriculum	0.00%	0
Yes, pre-marriage resources for clergy	18.18%	2
Yes, another resource	18.18%	2
Total	100%	11

22. Has your diocese developed or promoted any liturgical resources for parishes to address DFV? (Eg: themed services, prayers, orders of service)

Response	% of responses	Number of responses
Yes	63.64%	7
No	36.36%	4
Total	100%	11

23. Has your diocese made any resources for different age groups or stages of life available to parishes to address the impact of pornography on views of women? (Eg: Bible study resources, youth resources, pre-marital counselling resources, pastoral care resources)

Response	% of responses	Number of responses
Yes	9.09%	1
No	90.91%	10
Total	100%	11

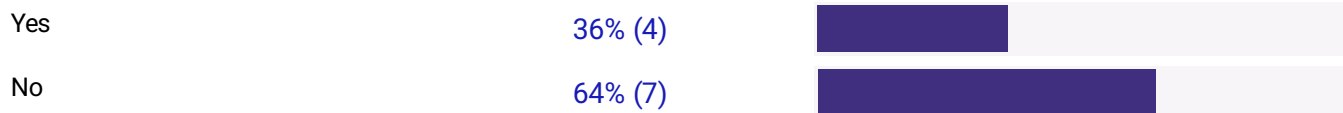
24. Has your diocese developed any stated policy or resources that facilitate gender inclusive language being used in liturgy, music, scripture translations or teaching materials?

Response	% of responses	Number of responses
Yes	36.36%	4
No	36.36%	4
We have a policy but it needs refreshing	27.27%	3
Total	100%	11

25. Please list initiatives, if any, that your diocese has conducted that explicitly focus on addressing dominant forms of masculinity and engage men and boys to prevent violence against women.

Response	Date
None that I know of	March 30, 2026 at 12:22:47 PM
active bystander training at clergy conference	April 1, 2026 at 11:58:56 AM
As mentioned previously, our diocese holds to the Bible's teaching that men and women are created equally in the image of God. Within this teaching there is no room for dominance or violence.	April 2, 2026 at 11:46:53 AM
16 Days of of action against domestic violence	April 14, 2026 at 2:15:53 PM
We address men and women together in the PVAW Program and we have commenced conversations with Shane Tas at OurWatch.	April 14, 2026 at 4:14:09 PM

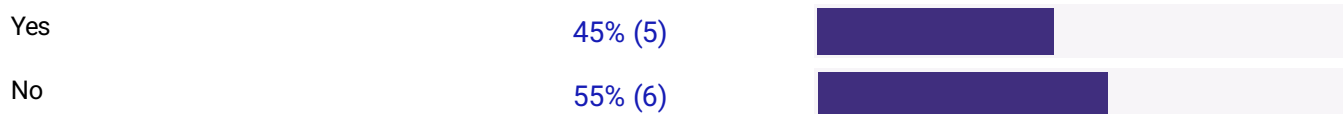
26. Has your diocese made any intentional theological resources available to parishes to aid in preventing and responding to domestic and family Violence?



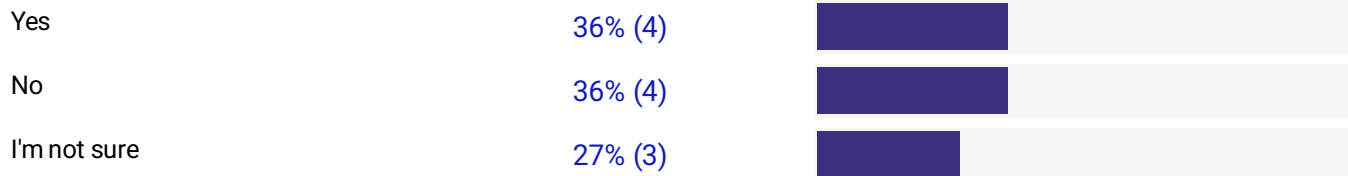
Response	% of responses	Number of responses
Yes	36.36%	4
No	63.64%	7
Total	100%	11

27. Commitment Four: Nurturing healthy mindsets and relationships Our Church affirms that human relationships are to be based on respect and mutuality. The second is this, 'You shall love your neighbour as yourself.' There is no other commandment greater than these. (Mark 12:31)

28. Has your diocese developed or promoted any resources for parish clergy to use in marriage preparation to clearly affirm and teach about human dignity, equality, freedom from violence, respectful relationships?



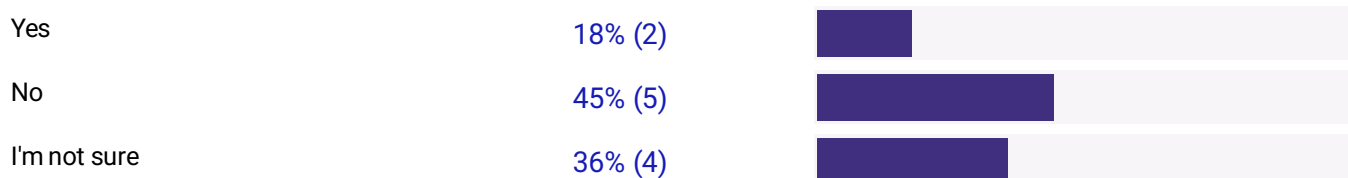
Response	% of responses	Number of responses
Yes	45.45%	5
No	54.55%	6
Total	100%	11

29. Are diocesan clergy trained and equipped to address unhealthy power and control issues?

Response	% of responses	Number of responses
Yes	36.36%	4
No	36.36%	4
I'm not sure	27.27%	3
Total	100%	11

30. Are diocesan clergy trained and equipped to address and avoid spiritual abuse?

Response	% of responses	Number of responses
Yes	27.27%	3
No	45.45%	5
I'm not sure	27.27%	3
Total	100%	11

31. Has your diocese intentionally encouraged and equipped parish councils/parish clergy to make statements which clearly affirm and teach about human dignity, equality, freedom from violence, respectful relationships?

Response	% of responses	Number of responses
Yes	18.18%	2
No	45.45%	5
I'm not sure	36.36%	4
Total	100%	11

32. Has your diocese made any resources available for children, youth or adults to nurture healthy relationship between women and men, girls and boys?

Yes 45% (5)



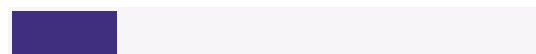
No 55% (6)



Response	% of responses	Number of responses
Yes	45.45%	5
No	54.55%	6
Total	100%	11

33. Has your diocese taken any practical steps to intentionally engage men and boys in prevention and gender equality initiatives?

Yes 20% (2)



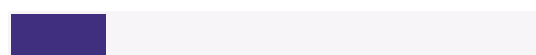
No 80% (8)



Response	% of responses	Number of responses
Yes	20.00%	2
No	80.00%	8
Total	100%	10

34. Are you aware of any parishes in your diocese that intentionally support men and boys to develop healthy masculinities and supportive male peer relationships?

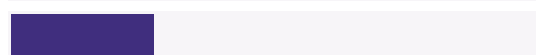
Yes 18% (2)



No 55% (6)



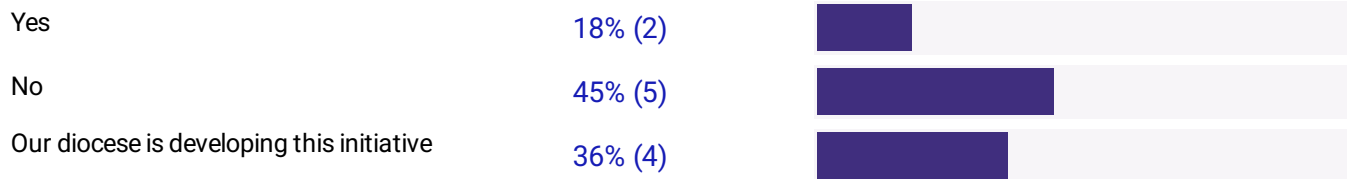
I'm not sure 27% (3)



Response	% of responses	Number of responses
Yes	18.18%	2
No	54.55%	6
I'm not sure	27.27%	3
Total	100%	11

35. Commitment Five: Recognising complexity (Intersectionality) Our Church acknowledges the different experiences of all people and that these have played a part in whether they have been treated with respect and equality. Gender, race, class, age, colour, ability- all can be categories of discrimination.

36. In any prevention or response initiatives related to domestic and family violence, does your diocese intentionally and explicitly honour the diverse experiences of our members such as Indigenous people and tailor prevention and response strategies to them?



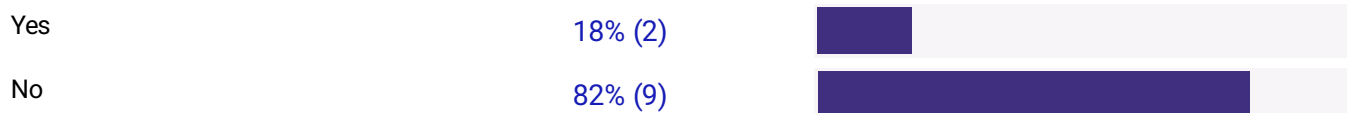
Response	% of responses	Number of responses
Yes	18.18%	2
No	45.45%	5
Our diocese is developing this initiative	36.36%	4
Total	100%	11

37. In any domestic and family violence prevention or response initiatives, does your diocese intentionally or explicitly honour the diverse experiences of your members (such as people who are culturally & linguistically diverse, older people and people who are disabled) and does your diocese tailor prevention and response strategies to them?



Response	% of responses	Number of responses
Yes	18.18%	2
No	54.55%	6
Our diocese is developing this initiative	27.27%	3
Total	100%	11

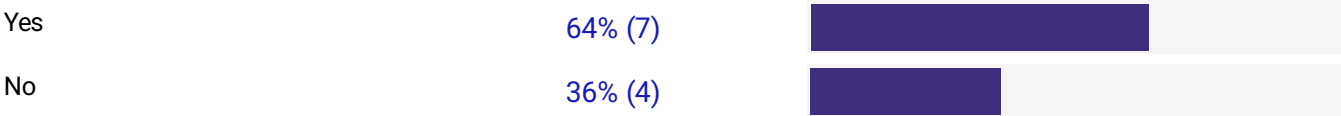
38. Has your diocese undertaken any analysis to determine whether any discrimination or oppression towards any of these groups of people may be embedded within your diocese ?



Response	% of responses	Number of responses
Yes	18.18%	2
No	81.82%	9
Total	100%	11

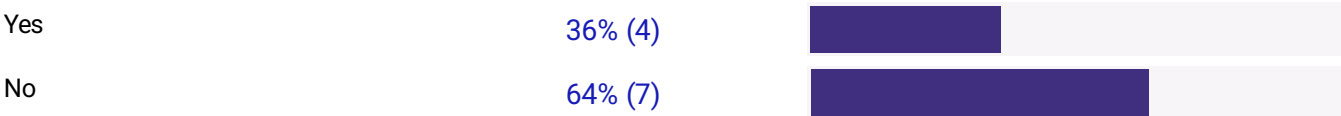
39. Commitment Six: Advocacy and collaboration Our Church actions are directed by the gospel of love, peace and justice, and are informed and engaged with local, state and national government initiatives as appropriate. All truth is God's truth. (John Calvin)

40. In the last two years has there been any intentional and ongoing engagement between your diocese and any local DFV service providers to advance the shared goal of supporting victims of DFV or preventing DFV? (This engagement might look like any of the following: sharing resources, partnerships, joint initiatives, referrals, training initiatives, mutual learning (with churches gaining insights into trauma, safety, and cultural considerations, and DFV organisations understanding the role of faith and pastoral care), shared advocacy).



Response	% of responses	Number of responses
Yes	63.64%	7
No	36.36%	4
Total	100%	11

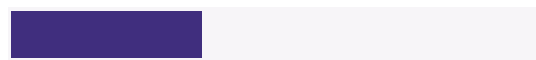
41. In the development of any domestic and family violence prevention and response policies, have those policies been intentionally informed by national frameworks such as 'The National Plan to End violence' or 'Change the Story'?



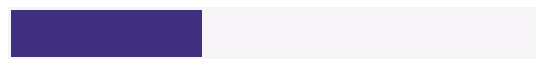
Response	% of responses	Number of responses
Yes	36.36%	4
No	63.64%	7
Total	100%	11

42. If you have developed any domestic and family violence (DFV) related policies, please give details of what those policies cover (E.g. responding to disclosures, prevention, intervention, healing, DFV leave, respect at work, sex discrimination) (Just to clarify, this question does not relate to Faithfulness in Service, but is asking whether your diocese has developed additional policies))

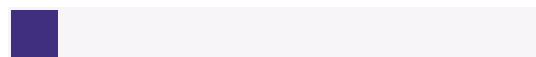
No, we have not developed a policy which covers any of these matters **36% (4)**



Yes, we have a policy that covers how to respond to disclosures of DFV **36% (4)**



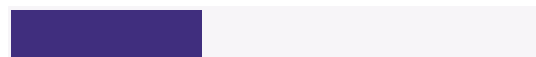
Yes, we have a policy that covers prevention of DFV **9% (1)**



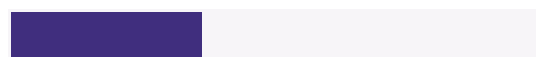
Yes, we have a policy that guides early intervention where DFV may be ... **9% (1)**



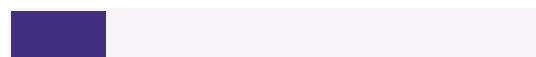
Yes, we have a DFV leave policy for employee's **36% (4)**



Yes, we have a policy which specifically addresses respect at work **36% (4)**



Yes, we have a policy which specifically addresses sex discrimination **18% (2)**



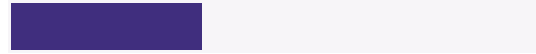
Response	% of responses	Number of responses
No, we have not developed a policy which covers any of these matters	36.36%	4
Yes, we have a policy that covers how to respond to disclosures of DFV	36.36%	4
Yes, we have a policy that covers prevention of DFV	9.09%	1
Yes, we have a policy that guides early intervention where DFV may be occurring	9.09%	1
Yes, we have a DFV leave policy for employee's	36.36%	4
Yes, we have a policy which specifically addresses respect at work	36.36%	4
Yes, we have a policy which specifically addresses sex discrimination	18.18%	2
Total	100%	11

43. Is your diocese participating in one of the dedicated Communities of Practice facilitated by the Families & Culture Commission of the General Synod?

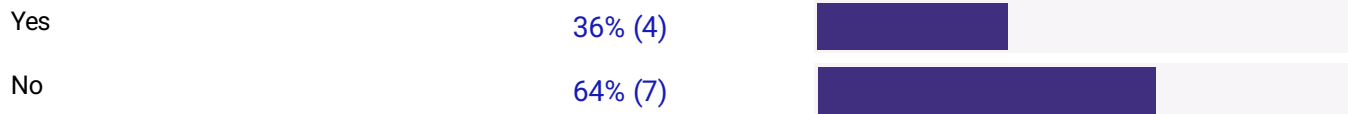
Yes **64% (7)**



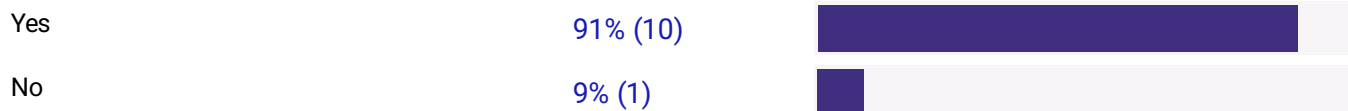
No **36% (4)**



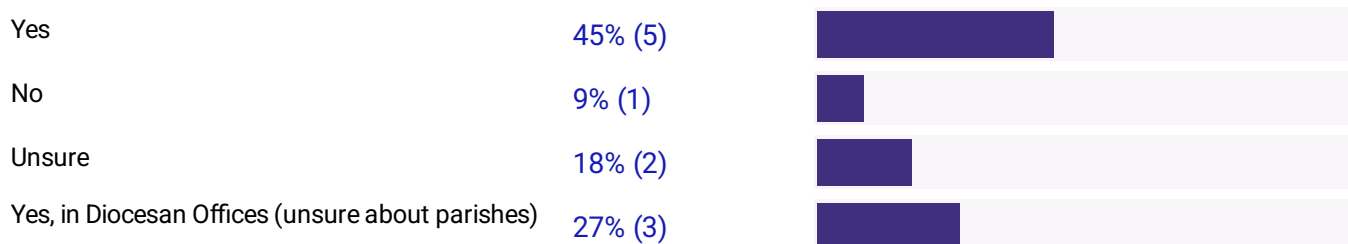
Response	% of responses	Number of responses
Yes	63.64%	7
No	36.36%	4
Total	100%	11

44. Has your diocese (not parishes) partnered in any joint initiatives with other churches, church agencies or organisations to address domestic and family violence in your community?

Response	% of responses	Number of responses
Yes	36.36%	4
No	63.64%	7
Total	100%	11

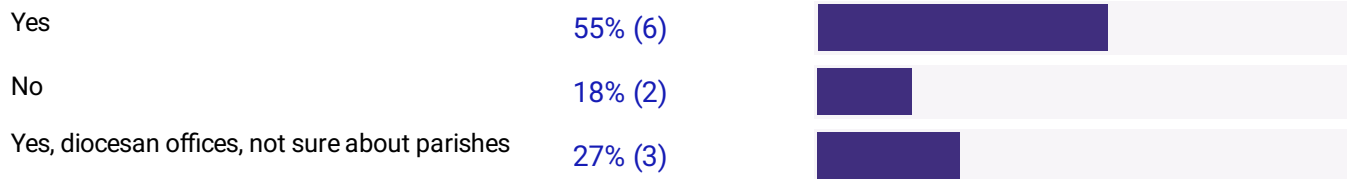
45. Has your diocese participated in any national conferences or webinars facilitated by the Families & Culture Commission, or DFV sector conferences?

Response	% of responses	Number of responses
Yes	90.91%	10
No	9.09%	1
Total	100%	11

46. Commitment Seven: Communications Our church supports cultural change in our communities by communicating effectively to our members. "My church had great documents but they didn't follow them". (a survivor of a violent relationship)**47. Would a visitor to your diocesan offices or to any of the parishes in your diocese be able to discern from posters, pamphlets, visual aids, website information that addressing domestic and family violence is a priority?**

Response	% of responses	Number of responses
Yes	45.45%	5
No	9.09%	1
Unsure	18.18%	2
Yes, in Diocesan Offices (unsure about parishes)	27.27%	3
Total	100%	11

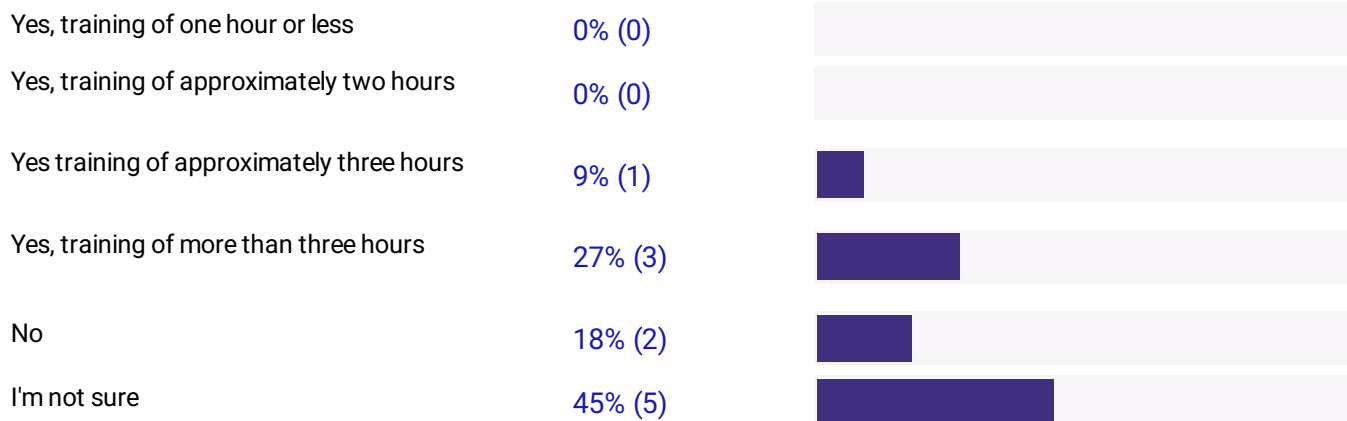
48. Would a visitor to your diocesan offices or to any of the parishes in your diocese be able to discern from posters, etc how to access help if they are a victim or if they are a perpetrator of domestic and family violence?



Response	% of responses	Number of responses
Yes	54.55%	6
No	18.18%	2
Yes, diocesan offices, not sure about parishes	27.27%	3
Total	100%	11

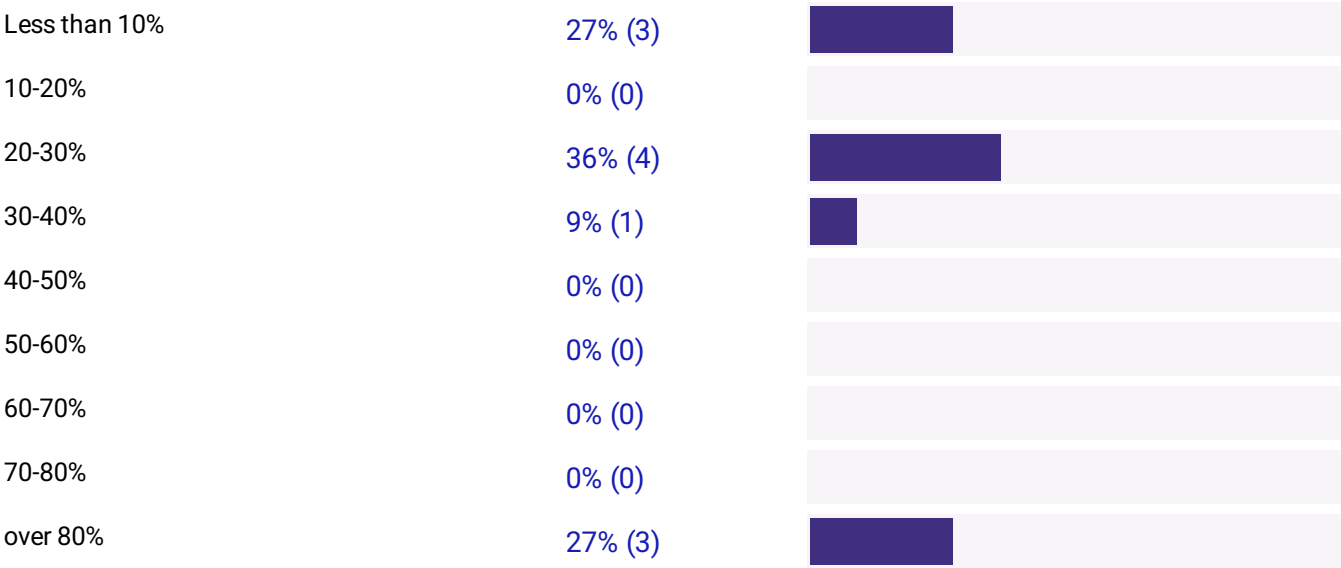
49. Commitment eight: Training & Capacity building Our Church trains our leaders, pastoral staff and parish councils to understand and be equipped to respond in ways that prevent and address domestic and family violence. No training seems pleasant at the time. In fact, it seems painful. But later on it produces a harvest of godliness and peace. It does this for those who have been trained by it. (Hebrews 12:11)

50. Has your diocese conducted or sponsored any training for clergy or laity to build capacity around gender equality, respectful relationships and responding to domestic violence?



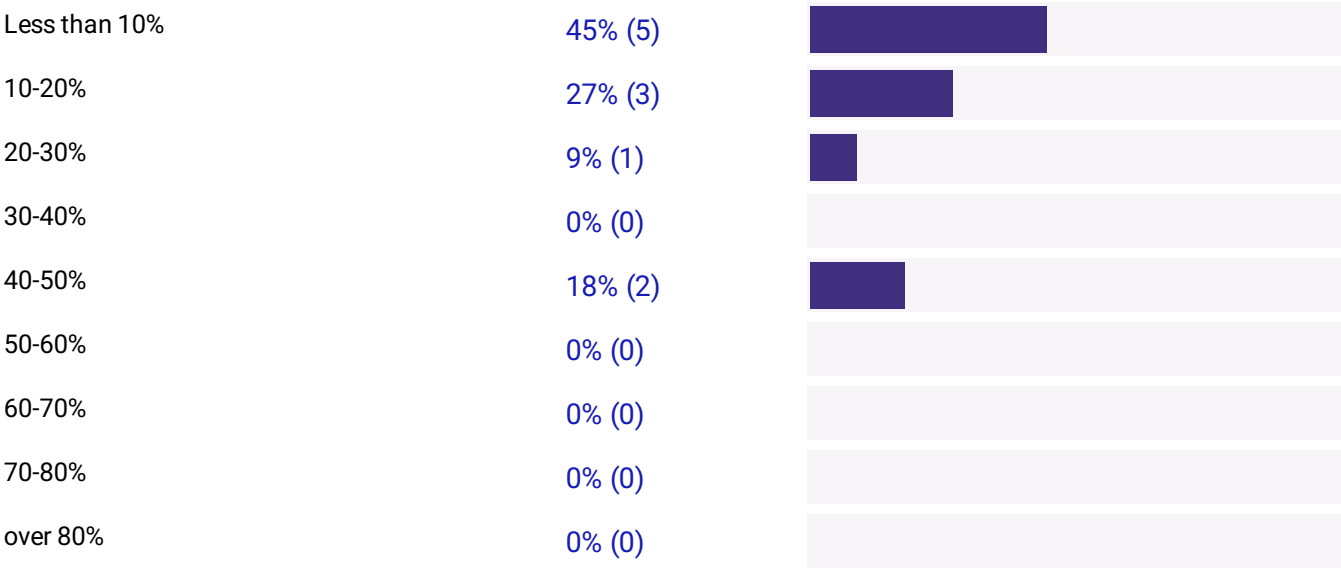
Response	% of responses	Number of responses
Yes, training of one hour or less	0.00%	0
Yes, training of approximately two hours	0.00%	0
Yes training of approximately three hours	9.09%	1
Yes, training of more than three hours	27.27%	3
No	18.18%	2
I'm not sure	45.45%	5
Total	100%	11

51. How many clergy in your diocese do you estimate have undertaken training of 3 hours or more to build their capacity to prevent or respond to domestic violence?



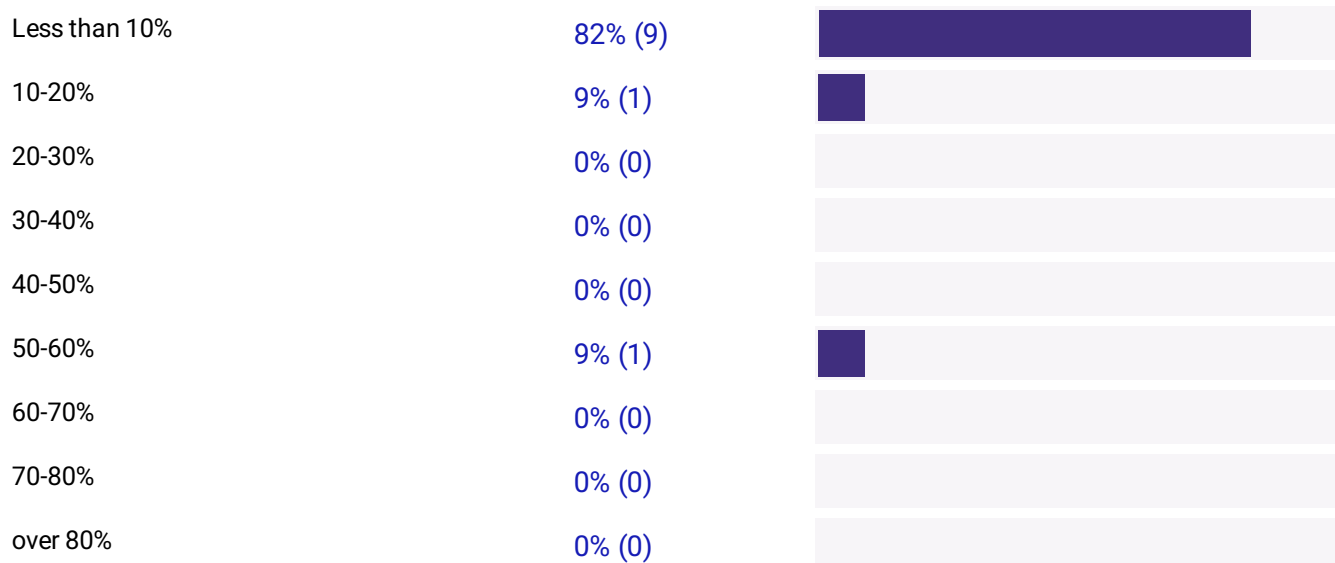
Response	% of responses	Number of responses
Less than 10%	27.27%	3
10-20%	0.00%	0
20-30%	36.36%	4
30-40%	9.09%	1
40-50%	0.00%	0
50-60%	0.00%	0
60-70%	0.00%	0
70-80%	0.00%	0
over 80%	27.27%	3
Total	100%	11

52. How many laity and 'church workers' (volunteers) in your diocese do you estimate have undertaken training of 3 hours or more to build their capacity to prevent or respond to domestic violence?



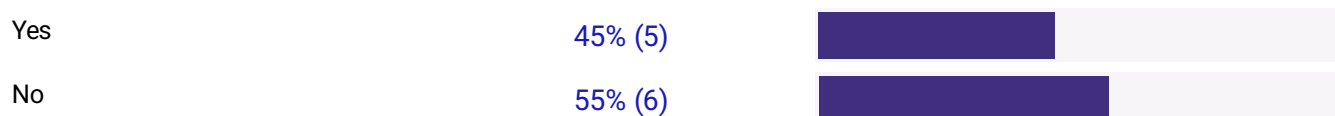
Response	% of responses	Number of responses
Less than 10%	45.45%	5
10-20%	27.27%	3
20-30%	9.09%	1
30-40%	0.00%	0
40-50%	18.18%	2
50-60%	0.00%	0
60-70%	0.00%	0
70-80%	0.00%	0
over 80%	0.00%	0
Total	100%	11

53. How many parish councils in your diocese do you estimate have undertaken training of 3 hours or more to build their capacity to prevent or respond to domestic violence?



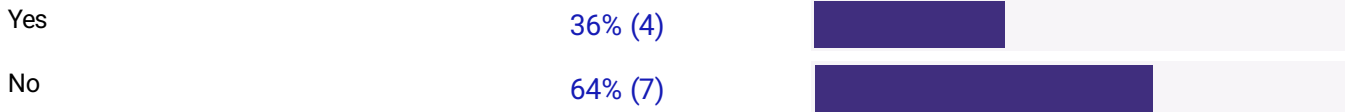
Response	% of responses	Number of responses
Less than 10%	81.82%	9
10-20%	9.09%	1
20-30%	0.00%	0
30-40%	0.00%	0
40-50%	0.00%	0
50-60%	9.09%	1
60-70%	0.00%	0
70-80%	0.00%	0
over 80%	0.00%	0
Total	100%	11

54. Does your diocese have an expectation and a specific plan for clergy, laity or parish councils to undertake training to prevent and respond to domestic violence more than once in the next three years?



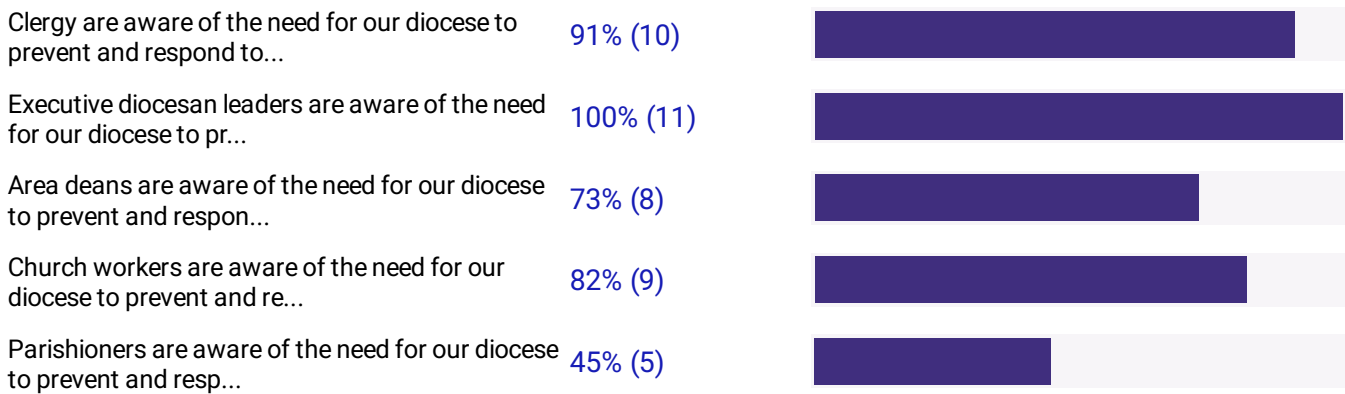
Response	% of responses	Number of responses
Yes	45.45%	5
No	54.55%	6
Total	100%	11

55. Has your diocese made any intentional theological resources available to parishes to aid in preventing and responding to domestic and family Violence?



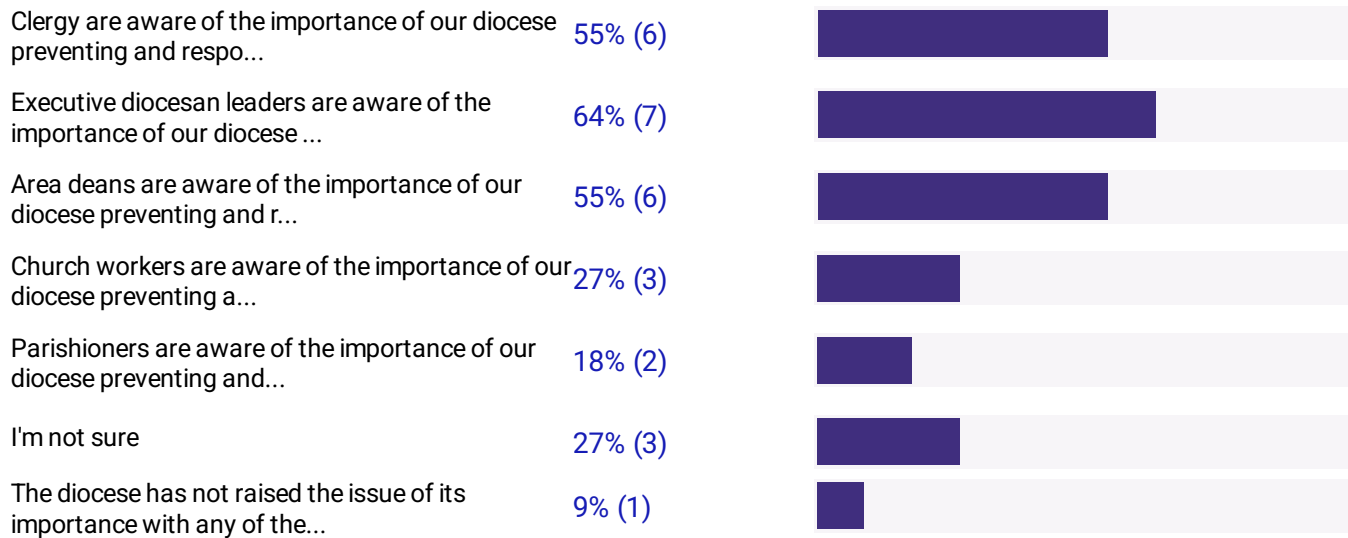
Response	% of responses	Number of responses
Yes	36.36%	4
No	63.64%	7
Total	100%	11

56. In your opinion, which of the following statements are true of your diocese? (Select as many as are true)

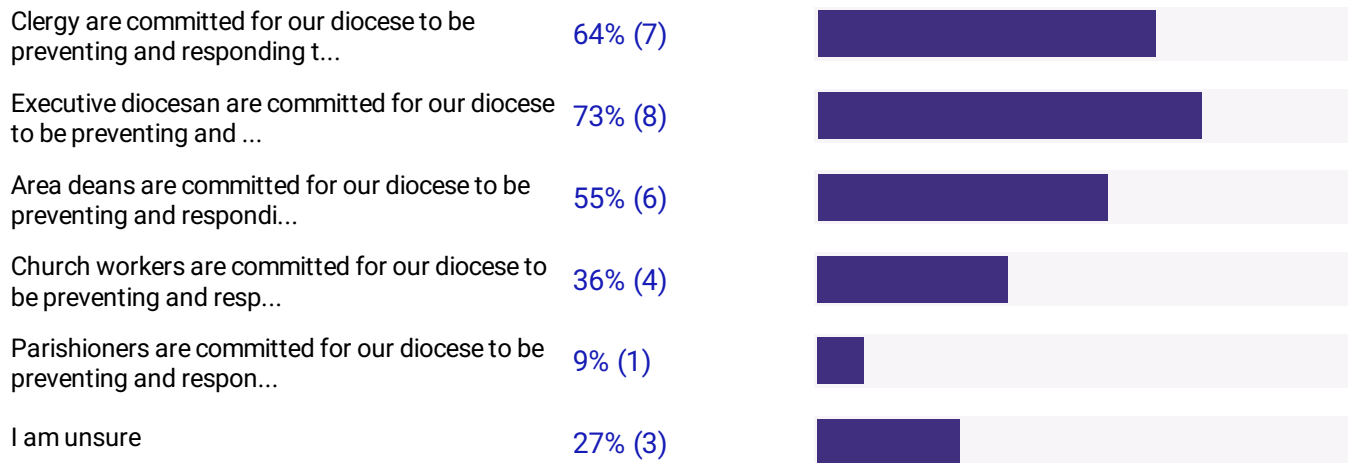


Response	% of responses	Number of responses
Clergy are aware of the need for our diocese to prevent and respond to DFV in our church communities	90.91%	10
Executive diocesan leaders are aware of the need for our diocese to prevent and respond to DFV in our church communities	100.00%	11
Area deans are aware of the need for our diocese to prevent and respond to DFV in our church communities	72.73%	8
Church workers are aware of the need for our diocese to prevent and respond to DFV in our church communities	81.82%	9
Parishioners are aware of the need for our diocese to prevent and respond to DFV in our church communities	45.45%	5
Total	100%	11

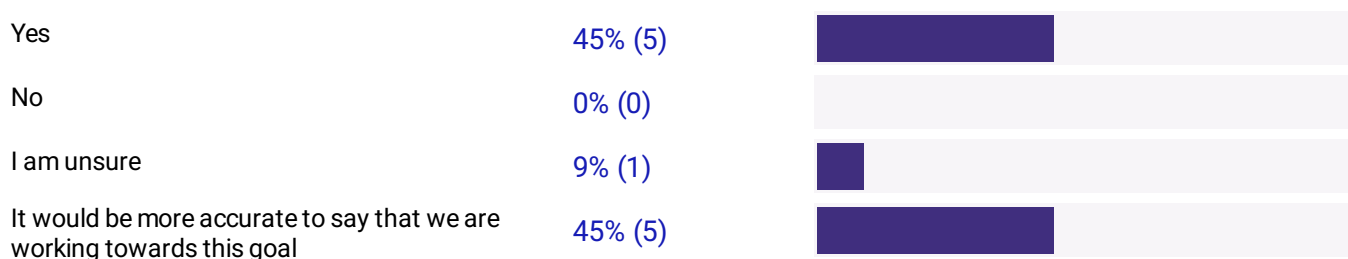
57. In your opinion, which of the following statements are true of your diocese? (Select as many as are true).



Response	% of responses	Number of responses
Clergy are aware of the importance of our diocese preventing and responding to DFV in our church communities	54.55%	6
Executive diocesan leaders are aware of the importance of our diocese preventing and responding to DFV in our church communities	63.64%	7
Area deans are aware of the importance of our diocese preventing and responding to DFV in our church communities	54.55%	6
Church workers are aware of the importance of our diocese preventing and responding to DFV in our church communities	27.27%	3
Parishioners are aware of the importance of our diocese preventing and responding to DFV in our church communities	18.18%	2
I'm not sure	27.27%	3
The diocese has not raised the issue of its importance with any of these groups	9.09%	1
Total	100%	11

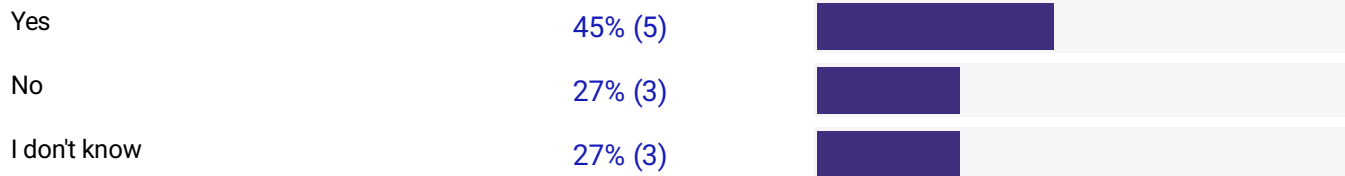
58. In your opinion, which of the following statements are true of your diocese?

Response	% of responses	Number of responses
Clergy are committed for our diocese to be preventing and responding to DFV in our church communities?	63.64%	7
Executive diocesan are committed for our diocese to be preventing and responding to DFV in our church communities?	72.73%	8
Area deans are committed for our diocese to be preventing and responding to DFV in our church communities?	54.55%	6
Church workers are committed for our diocese to be preventing and responding to DFV in our church communities?	36.36%	4
Parishioners are committed for our diocese to be preventing and responding to DFV in our church communities?	9.09%	1
I am unsure	27.27%	3
Total	100%	11

59. In your opinion, would it be true to say that clergy in your diocese know how to respond if someone makes a disclosure of domestic and family violence to them?

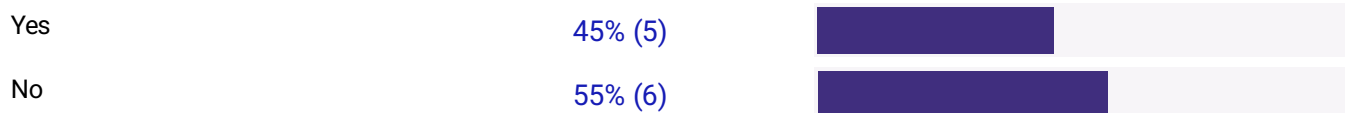
Response	% of responses	Number of responses
Yes	45.45%	5
No	0.00%	0
I am unsure	9.09%	1
It would be more accurate to say that we are working towards this goal	45.45%	5
Total	100%	11

60. In your opinion, are diocesan leadership addressing any concerns raised or fears or pushback about preventing and responding to domestic and family violence in our church communities?



Response	% of responses	Number of responses
Yes	45.45%	5
No	27.27%	3
I don't know	27.27%	3
Total	100%	11

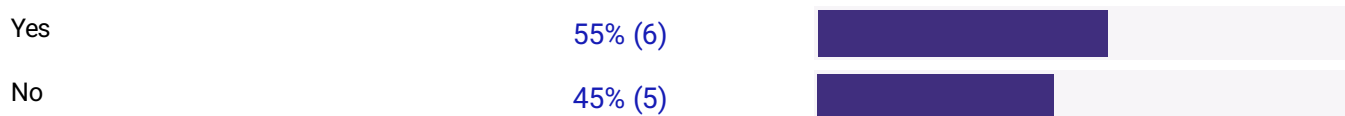
61. In your opinion, is the diocese providing ongoing support, coaching and resources to clergy for effective response and prevention of domestic and family violence?



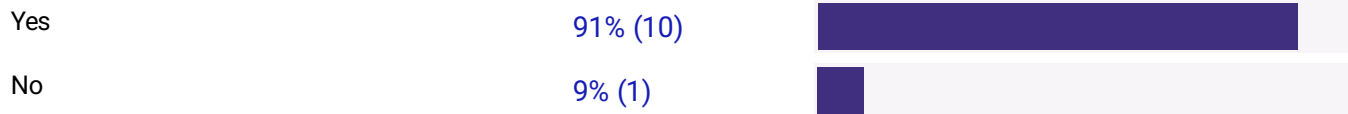
Response	% of responses	Number of responses
Yes	45.45%	5
No	54.55%	6
Total	100%	11

62. Commitment Nine: Standards Our leaders and pastoral staff hold themselves to account and are guided by the Anglican Church's Code of Conduct: Faithfulness in Service. He has told you, human one, what is good and what the Lord requires from you: to do justice, embrace faithful love, and walk humbly with your God. (Micah 6:8, CEB)

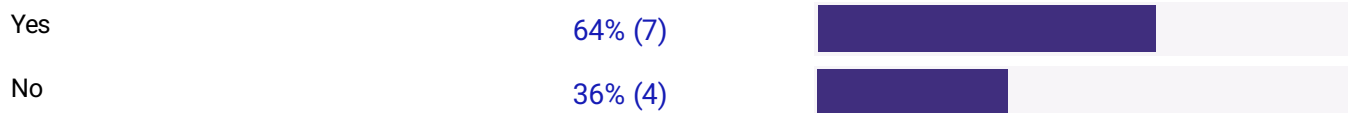
63. Are diocesan clergy trained in how to respond appropriately to disclosures of domestic and family violence? (That disclosure may relate to a member of clergy, a church worker or another parishioner).



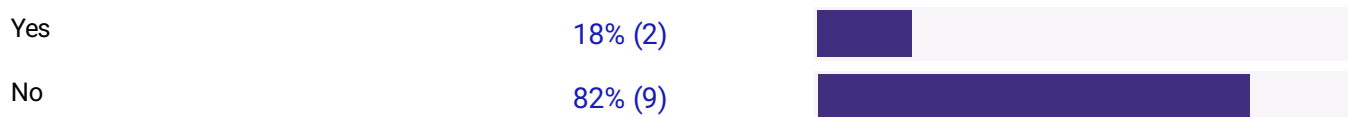
Response	% of responses	Number of responses
Yes	54.55%	6
No	45.45%	5
Total	100%	11

64. Are the diocesan professional standards officers trained in responding to domestic and family violence disclosures related to clergy and church workers?

Response	% of responses	Number of responses
Yes	90.91%	10
No	9.09%	1
Total	100%	11

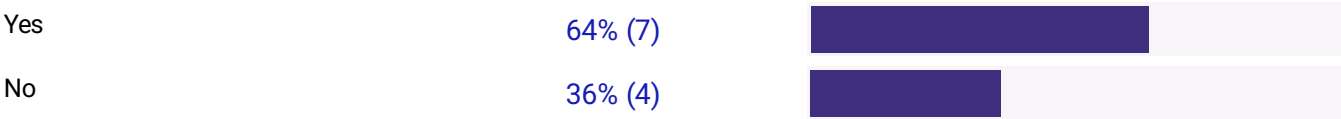
65. Have the diocesan clergy been trained in how to beware of and respond to a situation of grooming?

Response	% of responses	Number of responses
Yes	63.64%	7
No	36.36%	4
Total	100%	11

66. Commitment Ten: Monitoring, Review and Improvement These commitments are regularly reviewed and improved. "What gets measured, gets managed" (attributed to Peter Drucker)**67. Has your diocese established an assessment rubric and monitoring framework to guide managing change and to evaluate any progress in prevention or response to dfv affecting members of parishes in the diocese?**

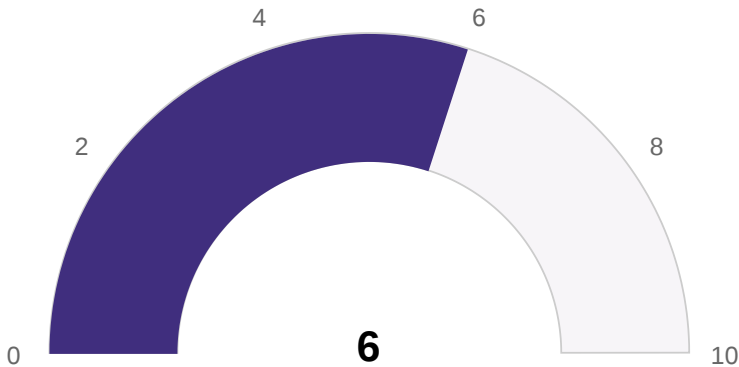
Response	% of responses	Number of responses
Yes	18.18%	2
No	81.82%	9
Total	100%	11

68. If your diocese has established a domestic and family violence working group, has that working group been given adequate resources to progress and fulfil their task/s?

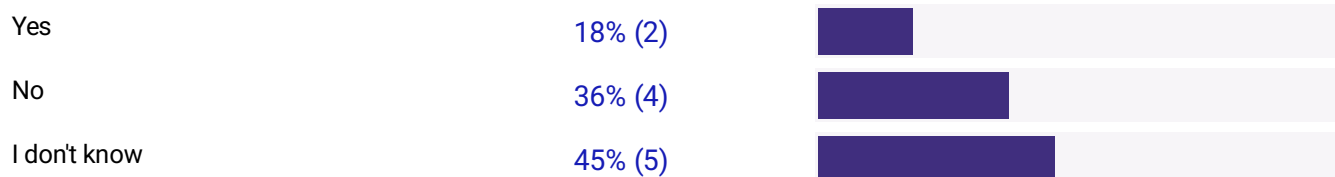


Response	% of responses	Number of responses
Yes	63.64%	7
No	36.36%	4
Total	100%	11

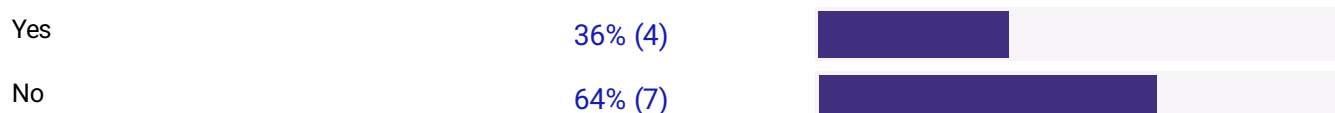
69. In your opinion, to what extent are senior diocesan leaders visibly and actively championing and communicating the diocesan commitment to prevent and respond to domestic and family violence affecting those in its parish communities?



Answer	Percentage	Count
0 - Rarely visible or active	0.00%	0
1	0.00%	0
2	9.09%	1
3	0.00%	0
4	18.18%	2
5	36.36%	4
6	0.00%	0
7	9.09%	1
8	0.00%	0
9	9.09%	1
10 - Highly visible and proactive	18.18%	2
Total	100%	11
Statistics		
Total Responses		11
Sum		66
Average		6
StdDev		2.97
Min		0
Max		10

70. Are diocesan clergy or other employees being recognised or rewarded for adopting prevention or response initiatives?

Response	% of responses	Number of responses
Yes	18.18%	2
No	36.36%	4
I don't know	45.45%	5
Total	100%	11

71. Do you think that any insights and learnings from diocesan DFV prevention initiatives are being documented and shared with others for ongoing improvement?

Response	% of responses	Number of responses
Yes	36.36%	4
No	63.64%	7
Total	100%	11

LITURGY COMMISSION

1. PURPOSE

According to Canon 19, 1998 section 11, the Liturgy Commission's role is

To examine questions of liturgy referred to it by the Primate, the Standing Committee or the General Synod, and to report thereon to the referring party and Standing Committee, and

To advise the Primate, the Standing Committee or the General Synod, on matters relating to the creative nurture and renewal of the liturgical life of this church.

The Liturgy Commission also has a role under recent amendments to the Canon Concerning Services, involving recommendations for longer-term authorisation of liturgical texts in a process also involving the Doctrine Commission and the Bishops.

In fulfilling these purposes, the Commission produces trial-use texts and liturgical guidelines in various areas of liturgical need.

2. MEMBERSHIP 2023-PRESENT

The members of the Commission are as follows, with Dioceses.

The Reverend Heather Patacca, Diocese of Melbourne, Chair
The Reverend Dr Rhys Bezzant, Diocese of Melbourne
The Very Reverend Chris Chataway, Diocese of Perth
The Reverend Dane Courtney, Diocese of Sydney, previously Tasmania
The Reverend Jasmine Dow, Diocese of Brisbane
The Very Reverend Richard Humphrey, Diocese of Tasmania
The Reverend Canon Di Langham, Diocese of Newcastle
The Reverend Natalie Ray, Diocese of Sydney
The Reverend Dr Elizabeth Smith AM, Diocese of Perth
The Right Reverend Dr Richard Treloar, Diocese of Gippsland*

*The Right Reverend Dr Richard Treloar resigned from the Commission following the meeting of June 2025. Bishop Richard joined the Commission in 2012, and at the June 2025 meeting Commission members expressed our gratitude to him for the theological insight and pastoral value of his work over those years, and for his generous hospitality as our host when in previous years meetings were held at Christ Church South Yarra.

Attendance at meetings was as follows.

<i>Name</i>	<i>Eligible to attend</i>	<i>Meeting days attended</i>
The Rev'd Canon Dr Rhys Bezzant	10	6
The Very Rev'd Christopher Chataway	10	8
The Rev'd Dane Courtney	10	10
The Rev'd Jasmine Dow	10	2
The Very Rev'd Richard Humphrey	10	10
The Rev'd Canon Di Langham	10	4
The Rev'd Heather Patacca	10	7
The Rev'd Natalie Ray	10	7
The Rev'd Dr Elizabeth Smith AM	10	10
The Rt Rev'd Dr Richard Treloar	10	7

3. VARIANCE FROM GENERAL/MEETING COSTS BUDGET AND THE REASONS FOR ANY OVERSPENDING

Budget 2023	\$3,500
Expenditure 2023	\$5,859

The expenditure variance, an overspend of \$2,359 was due to the Commission gathering for a face-to-face meeting for the first time in several years, and airfares and accommodation being subsidised.

Budget 2024	\$3,600
Expenditure 2024	\$4,766.02

The expenditure variance, an overspend of \$1,166.02 was due to the Commission gathering for the annual face-to-face meeting, and airfares and accommodation being subsidised.

There was no available budget and no expenditure in 2025. Our main three-day meeting for the year was conducted over Zoom.

4. AREAS OF WORK

Australia Day Readings - Correspondence was received by the Commission questioning the suitability of the readings listed in the lectionary for Australia Day. Discussion around this issue led to recommending that a motion be promoted to the next General Synod along the following lines:

General Synod requests NATSIAC and the Liturgy Commission in conversation to prepare liturgical and lectionary resources alternative to those in APBA for Australia Day and surrounding occasions.

Morning Prayer Readings – in response to correspondence about the use of lectionary readings for Morning Prayer on Sunday mornings, the question of how to provide an Old Testament reading as a third reading in addition to the gospel and New Testament readings in the lectionary was raised. Options under consideration include the use of the Old Testament reading from the middle column of the Lectionary or using the suggested Old Testament reading from the Church of England's *Common Worship* prayer book.

Relationship with Broughton Publishing - The Commission continues regular contact with Broughton Publishing, for the most part through one or more members of the Commission being also on the Broughton Board. Dane Courtney has been on the board of Broughton for some years and is currently its Chair. Natalie Ray has recently been appointed to the Broughton Board with a view to providing longer term connection. We are grateful to Dane for his diligent work in providing easy communication with Broughton, and for Bob Andersen's willingness to attend meetings with the Commission.

Psalter Pilot Project - The Commission is grateful to the Standing Committee for their support via a grant for the proposed Psalter Pilot Project. We are grateful to the Revd Dr Matthew Anstey for his scholarship and translation work of a number of psalms by way of testing the waters for an updated psalter for use in Anglican services. On delivery of the agreed psalm translations the Commission decided the style was not a match for our purposes, but is glad to note Dr Anstey's continued work on a new psalter.

Ecumenical Calendar Proposal: a new Feast of Christ the Creator - In March 2024 and May 2025, major ecumenical seminars were held in Assisi, Italy, on the possibility of adding a Feast Day to the calendars of the churches, to honour the role of Christ in creation.

Liturgy Commission member, The Reverend Dr Elizabeth Smith AM, attended both seminars and reported back to the Commission. Having discussed the substance of seminars and their implications for the Anglican Church of Australia, the Commission advises the bishops, the

Primate, and the General Synod Standing Committee, that the ACA may be approached with a request to subscribe to a major ecumenical Statement of Intent about the proposed new feast. Churches are also being requested to contribute to a collection of new liturgical materials that could be associated with the proposed new Feast, and with the existing Day of Prayer for Creation that is celebrated in many places.

Conference Involvement - Several members of the Commission took part in international conferences since the last reporting period.

The Very Revd Chris Chataway attended the *Societas Liturgica Congress 2023*.

The Revd Dane Courtney, the Revd Dr Elizabeth Smith AM and the Very Revd Chris Chataway attended the International Anglican Liturgical Consultation 2024. The IALC meeting in Seoul in February 2024 undertook the task of considering ways in which the Eucharist is being celebrated in the wake of COVID and other disruptions. This was not intended to be a replacement for the Dublin statement produced some 30 years earlier, but a companion to it, reflecting the various contemporary contexts in which we live and worship. The Steering Committee responded to feedback on that work from IASCUFO (The Inter Anglican Standing Commission on Unity, Faith and Order), and a final draft of the document was due to be considered by IASCUFO at its meeting in December 2025, following which it is planned that the work be published.

The Revd Dr Elizabeth Smith AM attended the 2024 and 2025 Assisi Seminars on the possibility of a Feast of God the Creator, as noted above, and the meeting of *Societas Liturgica* in July 2025.

5. MOTIONS

Motion 1 - Response from the Liturgy Commission to the 2025 Assisi Seminar on the possibility of a Feast of God the Creator

General Synod, in the light of the Fifth Mark of Mission, to “strive to safeguard the integrity of creation, and sustain and renew the life of the earth”,

1. Notes the biblical, theological and liturgical work being done internationally and ecumenically on care for creation, including the exploration of a possible addition to the church’s Calendar of a Feast Day recognising the role of Christ through whom all things were made;
2. Encourages dioceses to consider local observance of a Day of Prayer for Creation on 1 September each year; and
3. Requests the Primate, the Bishops’ Meeting, NATSIAC, the Doctrine Commission, the Public Affairs Commission, and the Liturgy Commission to develop and promote resources for a theologically wholesome, culturally adapted, and liturgically rich Day of Prayer for Creation in the Anglican Church of Australia.

Mover: The Very Revd Christopher Chataway, Perth

Seconder: The Very Revd Richard Humphrey, Tasmania

Motion 2 - Australia Day readings

General Synod requests NATSIAC and the Liturgy Commission in conversation to prepare liturgical and lectionary resources alternative to those in APBA for Australia Day and related occasions.

Mover: The Very Revd Richard Humphrey, Tasmania

Seconded: The Revd Canon Di Langham, Newcastle

MISSION AND MINISTRY COMMISSION

1. PURPOSE

The Mission and Ministry Commission exists to examine questions of mission in this church on all matters dealing with the competency of ordained and authorised lay ministry, referred to it by the Primate, the Standing Committee or the General Synod, and to report thereon to the referring party and to the Standing Committee, and to make recommendations to the Standing Committee on matters of mission and ministry which are of importance to this church.

2. MEMBERSHIP

The Commission members since GS18 have included: The Rt Revd Dr Richard Condie* (Chair), The Revd Shannon Smith*, The Revd Karen Reid, The Revd Dr Christy Capper*, The Ven Canon Arthur Copeman*, Ms Vasihi Rajanayagam, Dr Monica Short*, The Revd Gary O'Brien, The Revd Kate Beer*, The Revd Dr Max Wood, The Rt Revd Jeremy James*. The starred* members remain on the Commission at the time of writing.

3. MEETINGS

Since GS18 the commission has met 11 times. A subcommittee of the Commission, the Hope25 Working Group also met 12 times in 2024 and 2025.

4. EXPENSES

The main expenses for the Commission were travel to in person meetings, and the Hope 25 Project.

Annual Expenditure in 2023 was \$10,222 and in 2024 \$4,972.

Hope25 Income and expenditure is reported below.

5. OUR WORK

Since GS18 we have worked on two major projects.

Monitoring the implementation of the Clergy Wellbeing Policy on Supervision, Appraisals and Professional Development.

Evangelism in the National Church – to develop a plan for coordinated national, parish based outreach program of evangelism for implementation from Easter 2025. This became Hope 25.

6. WELLBEING POLICY

Report prepared by The Reverend Kate Beer, The Reverend Gary Obrien, and The Right Reverend John Stead (consultant to the MMC).

Executive Summary:

Background

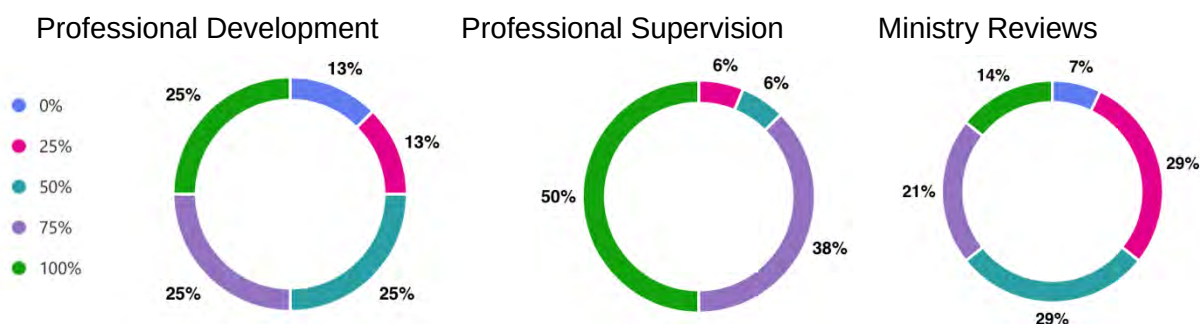
At the 2021 General Synod gathering of the Anglican Church of Australia (ACA), representatives voted to adopt The Wellbeing Policy for Professional Development, Professional Supervision and Ministry Review (The Policy). The policy was drafted by the Safe ministry commission of the ACA, in response to recommendations of the Royal Commission into Institutional responses to child sexual abuse, 2017 and was considered a vital part of

demonstrating the church's desire to improve practice in response to the findings of the commission. The Standing Committee of the General Synod subsequently asked the Mission and Ministry Commission (MMC) to monitor the implementation of the policy and to report back to the next meeting of General Synod. This report arises from that reference. The MMC conducted qualitative research surveys of all Dioceses in 2022 and 2026 to glean the information presented in this report.

Summary of findings:

1. Implementation: Extent of Compliance

- a. 16 Dioceses out of 23 responded to the survey. 51% of respondents have reported an implementation level of 50% or less, around the policy expectations in relation to Professional development.
- b. 12% of Diocesan respondents reported an implementation level of 50% or less, in relation to the policy's expectations around participation of clergy in professional supervision.
- c. 65% of Diocesan respondents have reported an implementation level of 50% or less, in relation to the policy's expectations around participation of clergy in regular ministry reviews.



The most commonly cited obstacles to full compliance included: lack of time; lack of financial resources; that decisions were tied up in committee processes; and, that stakeholders were not convinced of the value.

2. Potential for fruitful Collaboration

Respondents to the research indicated national church assistance or fruitful collaboration between dioceses would be most welcome in the following areas: Development of recording and reporting solutions to monitor clergy and church worker participation AND sharing of resources for adaption.

3. Limitations

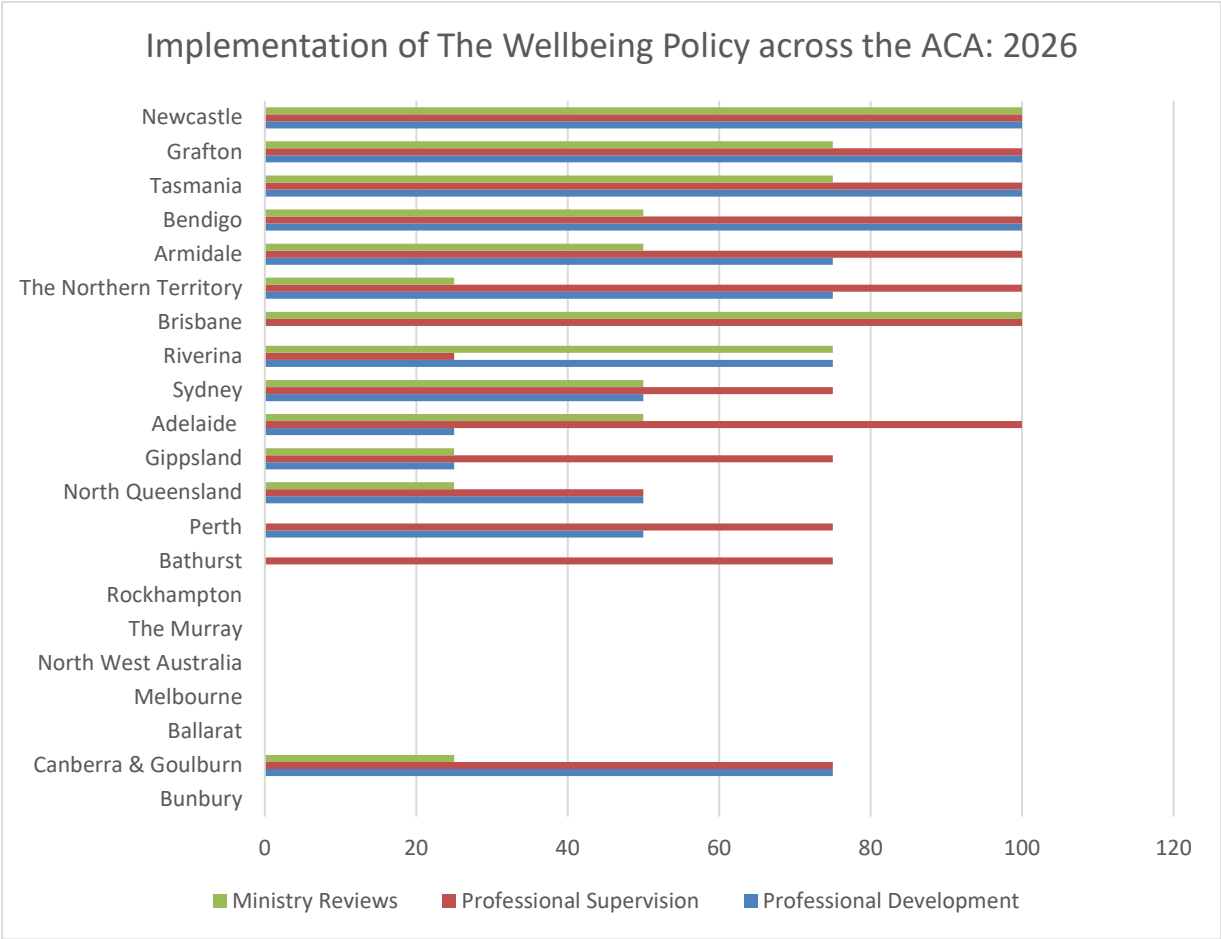
In this survey, 69%, or 16 of the 23 Dioceses responded in 2026, (17 responded in 2022). The data therefore invites speculation which the research cannot answer in relation to accountability, priorities and capacity. Regardless of the reasons for non-response, the research certainly indicates that the ACA cannot yet claim a nationally consistent nor fulsome response to the recommendations of the Royal commission as regards to supporting and monitoring the wellbeing of clergy for the sake of those they serve. This is an outcome which stands in stark opposition to what was asked of the ACA by the Royal Commission. Noting the extreme cost when harm occurs through misconduct arising from lack of attention to the matters in the policy, what ought the response of the wider national church be to this non-participation in assessment of implementation? Further, nearly all Diocesan authorities now have a legal duty to protect clergy (and lay employees) from psycho-social risks. Given the shared risk and reputational issues at stake, it seems reasonable for dioceses to expect transparency from other Dioceses about how the psychosocial risks to church workers are

being mitigated, if not through implementation of the recommendations of the wellbeing policy. Therefore the limitations of this report indicates that, at the very least, there is a need to review the processes we have adopted, and determine the best way forward in response to the risks posed by this situation.

Participation in the research:

Most recent survey, 2026

Sixteen dioceses responded to 2026 survey.



Respondents indicated that the five most cited obstacles to compliance and full implementation were: lack of financial resources; lack of time; lack of expertise to deliver the expected program; that decisions became tied up in committees, which delayed progress, and that some stakeholders were unconvinced of the value of the expectation.

Limitations:

Comparison of data between dioceses is limited due to limitations of the research. It is noted that the data was self-reported, estimated data, supplied by a Diocesan authorised spokesperson without independent verification.

Further Findings:

Professional supervision:

Professional supervision was the most implemented requirement of the policy recommendations. Strong uptake for this measure was anecdotally supported by strong episcopal support, including accountability for participation and positive benefits and experiences by those participating in this measure of wellbeing. The most significant obstacle to implementation reported by all responses was that some stakeholders were unconvinced of

the value of the requirement. There were many comments about the need for culture change among less compliant groups.

A significant issue arising in relation to participation in Professional supervision was how to resource this for active but non-stipendiary clergy and church workers. This group of people are a significant proportion of the church 'workforce' and includes retired but active clergy and volunteer youth and children's ministers as well as volunteer pastoral care workers.

Some responses indicated that although the policy framework and expectations were fully implemented, there were limitations in record keeping and reporting actual participation by church workers. The one diocese who indicated they would welcome assistance to implement this aspect of the wellbeing policy, financial and skill support were the two most requested assistance.

Professional development:

Only three Dioceses reported full implementation of this aspect of the Policy. The most cited obstacles to implementation were lack of financial resources; lack of geographically available experts to deliver quality professional development in the region; lack of time; and, that decisions become tied up in committees. This invites curiosity about the priority of investing in this area of ministers' wellbeing, given that some rural dioceses are reporting no such issues. Also, the increasing availability of online training and recorded conference content which could be accessed and played at a local event diminishes the challenges of getting quality speakers to travel to regional areas.

Some respondents commented that culture change had been part of supporting the implementation of this raft of the policy. Two responses indicated that the PD implementation had been suspended to prioritise ministry reviews, which would determine the PD most needed. Of the two dioceses who would welcome assistance to implement this aspect of the wellbeing policy, the most requested assistance was for record keeping and reporting systems that would reduce the administrative load.

Ministry Reviews:

The least fulsomely implemented initiative of the wellbeing policy was the requirement for regular ministry reviews. Given the self-reported degree of implementation in each diocese, this element of the policy was reported overall as at just over 30% implementation across the national church. Most cited obstacles to implementation were a lack of human resources; lack of available training for reviewers; the geographic challenges of meeting for review; and, lack of financial resources. Interestingly, fear of conflict was only raised by one response. Several responses also indicated that implementation of reviews had been deliberately put last in the diocesan response to the policy, so increased uptake might be expected in coming years.

Positive steps were reported where a diocese had implemented self-review processes either as an initial step towards implementation, or as year one of a three year review process. Several dioceses reported a three year cycle in trial, where external review was supported by self-review and facilitated review in previous years. The complexity of finding an approach that was appropriate in both smaller and larger parishes was noted in several comments.

The diocese that would welcome general synod's help to implement this aspect of the wellbeing policy requested training for reviewers and template resources for the implementation of review.

Benchmarking survey: 2022:

In 2022, seventeen of twenty three Dioceses responded to the benchmarking survey. At that time, only one Diocese reported that the three policy areas had been fully implemented. However, the remaining sixteen Diocese reported some degree of early implementation, with many reporting overlap with aspects of existing wellbeing measures. At the time of the benchmarking, many of the sixteen were still awaiting their synod gathering, to endorse the General Synod policy or some form of it. In summary, the policy was partially implemented in most of the Dioceses where a response was received, with ministry reviews being the least implemented are of the policy.

7. HOPE25



The Mission and Ministry Commission (MMC) have great pleasure in submitting this report on Hope 25. We have been deeply encouraged by the response to Hope25 across the National Church.

We were grateful to receive the request from the General Synod Standing Committee for a significant piece of work:

The Mission and Ministry Commission be requested to develop a plan for coordinated national, parish-based outreach program of evangelism for implementation from Easter 2025.

Here follows a summary of what we did in response to this request:

- The MMC met and developed a **draft plan** that was approved by the standing Committee.
- We were grateful to the Standing Committee for allocating **funds** to enable the project to proceed.
- MMC continued to develop and refine a **proposal**.
- With approval of the Standing Committee, we commissioned some **research** from the National Church Life Survey on social trends within Australia.
- This enabled the MMC to develop the **theme of “Hope in an uncertain world”** which sought to meet a felt need within the community.
- The MMC hosted a **Workshop** in Melbourne in early 2024 which was attended by representatives from almost every diocese in Australia. It planned the general outline of the program.

- o A year of resource development and prayer from Pentecost 2024
- o A season of prayer and preparation in Lent 2025
- o A season of proclamation at Easter 2025.
- The MMC invited **financial contributions** from Dioceses and other bodies. We were pleased to receive the following contributions:

Anglican Diocese of Adelaide	\$20,000
Anglican Diocese of Bathurst	\$10,000
Anglican Diocese of Bendigo	\$12,230
Anglican Diocese of Grafton	\$5,000
Anglican Diocese of Newcastle	\$20,000
Anglican Diocese of Sydney	\$30,000
Anglican Diocese of Tasmania	\$25,000
Anglican Evangelical Trust	\$12,000

- The funds contributed enabled us to appoint The Revd Wayne Schuller as **Project Officer** which has been a key enabler in the project. The Diocese of Perth also released The Revd Dr Christy Capper to work 2 days per week as an additional Project Officer. These two positions (and especially the people who held them) were critical to the success of the program. The MMC has thanked them both for their generous service.
- We developed a **website** that evolved with the program providing launch materials, resources, video resources, how-to guides, prayer materials and training.
- A monthly prayer meeting was held via zoom, which had a small but loyal following.
- Postcards with a Hope25 Collect were printed and distributed.
- A Lenten Study booklet was edited by Bishop Paul Barker and published by Broughton Publishing, with a distribution of over 8,500.
- The largest project was to commission a Hope25 special edition Gospel of Luke with the Bible Society. 55,000 copies were printed and distributed to Parishes across the country. Many were given away as part of Hope25 activities.
- Monthly Newsletters were produced that stepped parishes through how they could most effectively participate in Hope25.
- The MMC invited feedback on the project from participants and non-participants, and produced a report which is attached.
- The MCC invited feedback from the bishops. Unfortunately, only 10 out of the 23 diocesan bishops responded to the survey. we have included the results for completeness.
- The MCC held a zoom wrap up meeting for all the diocesan leaders of Hope25 which was attended by 15 people representing 10 dioceses.

Summary observations:

We make the following general observations arising from the Hope25 Project.

- Hope25 demonstrated that the National church **can** work together and fund a national strategic initiative such as this.
- It should not surprise us, but we believe it is worth noting that our core mission as a church, proclaiming the gospel of Jesus, was the cause that was able to unite us. For this we give thanks.
- Hope25 not only proclaimed the hope that we have in Jesus to our nation but also gave hope to many parish communities across Australia.

- The role of Bishops in leadership of evangelism was critical to success of Hope25. Dioceses where the bishop gave full and personal support to the project were most successful in their engagement with it.
- The specific roles of each “order” of ministry (bishops, priests, deacons, and laity) in the mission of the church were critical for the project’s success. The need to release the balance in each playing their part in the body was significant. In particular lay people were released to serve in a new way.
- Large churches and well-resourced networks and dioceses were not as engaged by Hope25, and by corollary, it was especially valuable for and appreciated by less resourced communities.
- Hope25 served as a catalyst in situations where conditions were the ripe for new initiatives in evangelism.
- It worked well to provide a smorgasbord of resources from which people could pick and choose and this allowed the participation of the maximum breadth of our church.
- The theme of “Hope” proved to be timely and very appropriate for Australia in 2025.
- We note that vitality comes from a work of God. Many reported increased vitality as a result of prayer and the work of the Holy Spirit.
- There is a real desire among movement leaders for continuing momentum towards evangelism in the national church.
- The decision to live with ambiguity about the definition of “hope in Jesus” and the “gospel” served the breadth of the church well, maximising people’s participation from across the traditions.

Recommendations

We make the following recommendation to the General Synod

That the General Synod:

- Celebrate and give thanks to Almighty God for Hope25 and pray for ongoing Gospel fruit from all that has been undertaken.
- Maintain evangelism as a strategic priority for the national church and provide resources for its prioritisation.

Financial Report

Hope25 Project			
Statutory Assessment Account Grants			
GSO Grant 2024	received	\$53,000	
GSO Grant 2025	received	\$18,000	
Total Statutory Assessment Account Grants			\$71,000
Diocesan Grants			
Anglican Diocese of Adelaide	received	\$20,000	
Anglican Diocese of Bathurst	received	\$10,000	

Anglican Diocese of Bendigo	received	\$12,230	
Anglican Diocese of Grafton	received	\$5,000	
Anglican Diocese of Newcastle	received	\$20,000	
Anglican Diocese of Sydney	received	\$30,000	
Anglican Diocese of Tasmania	received	\$25,000	
Anglican Evangelical Trust	received	\$12,000	
Total Diocesan Grants			\$134,230
Receipts for Gospel of Luke Second Print Run			
Wyong Anglican Parish	received	\$1,750	
Gung Anglican Church	received	\$1,750	
St Matthew's Church	received	\$1,750	
Total Other Receipts			\$5,250
Total Income			\$210,480
Less Expenses to date			
Salary Costs		- 67,464	
Branding & Advertising			
Canva, Mailchimp, Postcards	- 8,575		
City to City (resources)	- 2,273		
Rebecca Jee (video and website)	- 4,800		
Olive Tree Media Limited (video resources)	- 3,182		
Colin Buchanan (produce and record two children's songs)	- 9,091		
Total Brand & Advertising		- 27,920	
National Evangelism Workshop Subsidy			
Diocese of Grafton	- 250		
Diocese of North West Australia	- 600		
The Synod of the Diocese of the Northern Territory	- 500		
Total National Evangelism Workshop Subsidy		- 1,350	

Others - Daniel Sainsbury		- 1,000	
Travel & Accommodation		- 6,039	
Hope25 branded NIV Gospel of Luke		- 52,500	
Gospel of Luke deliveries		- 12,300	
Gospel of Luke Second Print Run		- 9,600	
Total Expenses to date			- 178,173
TOTAL Funds Available 2025 JULY			32,307
Less Expenses Committed for 2025			
Wayne Schuller Reimbursement		-\$311	
Salary Costs 2025 August		-\$4,720	
			-\$5,031
Uncommitted Funds as at 2025 JULY			\$27,276
The Diocese of Perth provides a staff member to the project two days a week.			
* Please note the above figures include invoices received by GSO and may not fully reflect expenses incurred			

Report Prepared by
The Rt Revd Dr Richard Condie
Chair – Mission and Ministry Commission

Public Affairs Commission



PURPOSE AND MEMBERSHIP

Purpose: The Public Affairs Commission (PAC) is reference commission under the Strategic Issues, Commissions, Task Forces and Networks Canon 1998. Its functions as set out in s12B of that Canon are:

- (a) to develop a process to assist people engage with public affairs;
- (b) to respond within its capacity to aspects of public affairs referred by the Primate, the Standing Committee or the General Synod or initiated by the Commission;
- (c) to work collaboratively with any diocesan body engaged in public affairs or any network of diocesan bodies engaged in public affairs.

The PAC also observes the Protocol for Making Public Statements which was developed by the Standing Committee in 2011 and updated in 2020.

Membership – (Members who have resigned are in grey)

<i>Position</i>	<i>Name</i>	<i>Term</i>	<i>Meetings possible</i>	<i>Meetings attended</i>
Chair	Dr Carolyn Tan	May 22-Nov 22	<i>Dr Tan concluded as chair during this period</i>	
Chair	Rt Rev Dr Matt Brain	Nov 22-Current	16	16
Member	Ms Ruth Brigden	Nov 22-Jan 26	15	9
Member	Rev Dr Andrew Ford	May 22-May 23	2	1
Member	Ven Bronwyn Pagram	Nov 22-Current	16	11
Member	Rev Di Langham	May 22-Nov 24	9	0
Member	Dr Togiabmacrose (Rose) Elu	May 22-Current	16	1
Member	Very Rev Dr Peter Catt	May 22-Current	16	13
Member	Ms Kasey Chambers	May 22-Current	16	11
Member	Dr Philip Hughes	Nov 24-Current	9	9
Member	Rev Dr Chris Mulherin	Nov 24-Current	7	7

Particular thanks should be given to Dr Carolyn Tan for her long, faithful and skilled membership and leadership of the PAC for the Anglican Church of Australia.

Expenditure –

<i>Year</i>	<i>Expenditure item</i>	<i>Amount</i>
2023	Annual face to face meeting	\$5,424
	<i>Budget: \$3,500 (higher cost due to non-expenditure of prior years' budget allocation)</i>	
2024		\$0
	<i>Budget: \$3,600</i>	
2025	Annual face to face meeting	\$4,646
	<i>Budget: \$5,000</i>	

It is expected that a similar Face to face meeting would bear fruit (~\$5,000). Initial project costs for an online PAC hub (see further in this report) can be met from outside sources, however continuing hosting and development (minimal) would require a small annual investment.

ACTIVITIES

1. Matters referred by the General Synod

GS28/17 – First Nations Voice

Resources for schools, parishes and other Anglican entities were completed in collaboration with NATSIAC and distributed via General Synod Office (August 2023)

GS42/17 – Australian Freedom Network

Nothing new to report

GS62/17 – Action to contribute to the Paris Climate Accord

2023 saw extensive consideration of most fruitful way to socialise and encourage take up of tools to assist parish and agency sustainability. It was decided that regular briefings to Bishops and key diocesan personnel was needed to keep usable tools at the fingertips of decision makers. Similarly, introductions to local action groups was required. The previous work of the PAC to develop a discussion paper on environmental policy was reviewed noting the difficulty in maintaining up to date and accurate commentary. It was decided that subject matter experts should be recruited to the PAC who could bring scientifically robust and well worked policy papers to the PACs attention for circulation to Bishops and key diocesan personnel. Running commentary on GS and other resolutions regarding the environment and sustainability is required to help existing decisions to remain in the minds of decision makers. Dr Philip Hughes (scientist, practicing sustainability expert and Australian member of the Anglican Communion Environmental Network) was asked to join the PAC to fill this key position. The work to establish a regular briefing for diocesan leaders and portal to socialize tools and relationships Anglican entities can use in local efforts to mitigate climate change has progressed to the point of preparing an on-line portal/clearing house to make General Synod resolutions and instruments available for decision-makers, alongside resources developed by subject matter experts to aid implementation.

2. Matters referred by the Standing Committee

2023

SC2019/02/30 – Modern Slavery Act 2018 – Compliance

The progress of appropriate legislation has been monitored.

Strategic Priorities of Standing Committee arising from the Eighteenth Session of the General Synod SC2023/1/12 (Parts 2(3) and 2(5))

Priority #3, resources were submitted to Standing Committee for broad distribution in Aug 23

Priority #5, became a key focus of discussion in face-to-face meeting in October 23 where a refreshed programme to fulfil the strategic agenda was endorsed comprising briefing notes for senior leaders and the socialization of key local relationships and planning/audit tools.

The Voice to Parliament – Commonwealth Government Referendum SC2023/1/24

A comprehensive package of resources was submitted to Standing Committee in Aug 23

Climate Change – Report of the Public Affairs Commission

SC2023/2/7

An important focus of discussion in face-to-face meeting in October 23 where a refreshed agenda to fulfil the strategic agenda was endorsed comprising briefing notes for senior leaders and the socialization of key local relationships and planning/audit tools.

The Voice to Parliament – Commonwealth Government Referendum - Resources
SC2023/2/14
Distribution of resources was noted.

Refugee and Migrant Working Group SC2023/2/15
This reference was noted with the intent to add to workplan.

NATSIAC Call to Action SC2023/3/19
The Chair of PAC attended the NATSIAC Gathering at NATSIAC's invitation to share progress on matters recognition in the ACA Constitution. This occurred in the immediate aftermath of the failed national referendum for a Voice to Parliament. The Chair presented progress including four foundational principles which should be captured in constitutional change, a timeline to prepare change in time for GS 26, and a proposed Victorian Pilot Program to share the work enabled under the NATSIAC Canon with provincial bodies. The document outlined the work plan and foundational principles for recognition is attached, as is the Victorian Pilot Program proposal. Subsequent to the NATSIAC gathering the Pilot Program, and direction of the PAC work on recognition were endorsed by the NATSIAC Executive committee.

2024
SC2019/02/30 – Modern Slavery Act 2018 – Compliance
The progress of appropriate legislation continued to be monitored.

Strategic Priorities of Standing Committee arising from the Eighteenth Session of the General Synod SC2023/1/12 (Part 2(5))
See note GS62/17 above

Climate Change – Report of the Public Affairs Commission
SC2023/2/7 – 12 August 2023
See note GS62/17 above

Refugee and Migrant Working Group SC2023/2/15
Nothing to report in 2024

NATSIAC Call to Action SC2023/3/19 – 24-25 November 2023
Please report 'First Nations Ministry – Priorities for General Synod 2026 – Report – October 2024'

NATSIAC Call to Action – Public Affairs Commission Report SC2024/1/17 – 12-13 April 2024
Please see report 'First Nations Ministry – Priorities for General Synod 2026 – Report – October 2024'
Advanced planning for a revised NATSIAC Canon continued with detailed discussion occurring between members of the Church Law Commission, NATSIAC and PAC.

2025
SC2019/02/30 – Modern Slavery Act 2018 – Compliance
This matter continues to be monitored, noting that the legislative frameworks which exist around the nation are reaching a level of maturity requiring regulatory or reporting compliance from some larger Anglican entities.

Strategic Priorities of Standing Committee arising from the Eighteenth Session of the General Synod SC2023/1/12 (Part 2(5)) and Climate Change – Report of the Public Affairs Commission SC2023/2/7 – 12 August 2023
The range of references, standing views of GS (usually in the form of motions), Canons, and tools prepared to assist Anglican entities (usually parishes) to address climate change at the

local level have been reviewed. The need to create a platform where these views and tools may be promulgated more effectively was identified. Initial work to construct an online resource hub to do so has commenced.

Refugee and Migrant Working Group SC2023/2/15
This reference has been noted.

NATSIAC Call to action (x2) *and* Resourcing National Aboriginal and Torres Strait Islander Bishops

The references regarding NATSIAC's call to action, the engagement with NATSIAC regarding preparation for GS19, and the proper resourcing of Episcopal ministry for Aboriginal and Torres Strait Islander people has rightly consumed the greater part of the PAC's time and capacity. This has resulted in the two reports noted in the reports delivered to Standing Committee. This work may be summarised as recommending (following NATSIAC's lead) that: The NATSIAC Canon be left alone; and that a Canon be presented placing Aboriginal and Torres Strait Islander Bishop(s) in the Primatial Office (like the BDF) be promoted to GS19; and that a fundraising drive be promoted to enable the proper endowment of a fund capable of earning enough to resource the positions of bishop and a small secretariat.

3. Matters referred by the Primate

ALRC Review of Human Tissue Laws - Interfaith roundtable consultation (March 2026)

4. Briefings/reports/recommendations to the Standing Committee

2023

Strategic Issues, Commissions, Task Forces and Networks Canon 1998 – Annual Reports 2022 – 27 March 2023

The Voice to Parliament – Commonwealth Government Referendum – Resources – August 2023

Public Affairs Commission Report to Standing Committee August 2023 - Climate Change

2024

Strategic Issues, Commissions, Task Forces and Networks Canon 1998 – Annual Reports 2023 – 12 March 2024

Submission to the Senate Committee Inquiry into the Migration Amendment (removal and Other Measures) Bill 2024 – 18 April 2024

Correspondence to the Prime Minister – Commonwealth Government Legislation Review – Gambling Advertising – 5 September 2024

First Nations Ministry- Priorities for General Synod 2026 – Report – October 2024

2025

Strategic Issues, Commissions, Task Forces and Networks Canon 1998 – Annual Reports 2024 – 14 March 2025

Report to Executive Committee - Public Affairs Commission – Application for Funds to Meet Face to Face – 20 May 2025

NATSIAC Structure and Recognition of First Nations Bishops - Constitutional Recognition for Aboriginal and Torres Strait Islander Peoples in the ACA - Report from Chair Public Affairs Commission – 18 October 2025

5. Continuing matters and new work

The development of web resource to make General Synod positions, motions and canons relating to the matters referred to the PAC is a priority. Seed funding for its development has been sourced from outside the GS budget.

PAC business concerned with environmental matters has progressed via; a draft submission to the Senate Inquiry on EPBC Reform Bill (Nov 25) which was overtaken by events and not sent and but was adapted as a letter to the Minister for Environment (Dec 25). (Not sure this was sent?), a draft summary of previous General Synod motions concerned with environmental matters: *Revisiting the environmental resolutions of General Synod*, and a draft resolution for 19th Session of GS regarding the Communion Forest.

The PACs environmental concern has been facilitated through involvement with the Anglican Communion Environmental Network (ACEN) between 2023 and 2026. The PAC has been active participant in the work of the ACEN by engaging with and learning from Anglicans around the world how to care for God's creation. Some of the creation care activities of Australian churches and dioceses have been featured in the ACEN Newsletter. Other dioceses and parishes have been encouraged to be involved in the Communion Forest initiative and Lungs of the Earth advocacy. Australian Anglicans have participated in the Lambeth Call on the Environment and Sustainable Development and have supported the Communion's international advocacy at the United Nations climate and biodiversity meetings. Through the ACEN, Australia dioceses and their people have been able to display their commitment to caring for God's creation through prayer, worship, and practical means and to learn from Anglicans around world about other aspects of creation care.

MOTIONS FOR GS19

1. The Anglican Communion Forest

That this Synod notes:

- a) The independent and evidence-based 2021 State of the Environment report concluded that the state of Australia's natural environment is poor and deteriorating from multiple pressures resulting in many threatened species and ecosystems.
- b) That in its Protection of the Environment Canon 2007 the Anglican Church of Australia acknowledges God's sovereignty over creation through the Lord Jesus Christ and that caring for the environment is part of the role of dioceses, agencies, and their people.
- c) The Anglican Communion's fifth mark of mission is to '... strive to safeguard the integrity of creation and sustain and renew the life of the earth'.
- d) The Anglican Communion Forest is a worldwide, practical, spiritual, and symbolic response to our current environmental and biodiversity crises and is an act of Christian hope for God's creation including humanity.

This Synod therefore:

- a) Laments the damage already inflicted on God's creation here in Australia.
- b) Understands that we are to be God's representatives in this physical world by taking care of creation and working with Christ in the renewing of all things.
- c) Supports the work of Australia's environmental and conservation agencies as they seek to care for Australia's natural areas and plant and animal communities
- d) Encourages Dioceses and Agencies of the Anglican Church of Australia to embrace the Anglican Communion Forest as a sign of healing and redemption of the physical world.
- e) Endorses the creation and care for natural areas, large or small, in dioceses which reflect the beauty of God's natural world here in Australia.

Mover: Rt Rev Dr Matt Brain

Seconder: Very Rev Dr Peter Catt

2. Creation Care

We, the General Synod of the Anglican Church of Australia, are reminded that The General Synod has assented to more than twenty resolutions, and enacted a Canon, on environmental matters.

The resolutions state:

- a) the church's belief that God is the creator of the physical universe and everything in it, and
- b) that God has called people to care for and steward the creation.

These resolutions have addressed topics concerning the state of Australia's natural physical environment including its climate, biodiversity, and land. The resolutions also note that not all is well with God's creation because people have misused it in an unsustainable manner.

Therefore, the resolutions, taken as a whole, encourage the church, including its organisations, dioceses, parishes, and individuals to look after, and care for creation. Caring for creation is seen as both a practical response to environmental damage and a spiritual response through prayer and worship. Caring might involve advocacy, using resources wisely and sustainably, measuring the energy use of buildings, and divestment from investments that damage creation. We are asked to pray about the creation and to incorporate creation care in our worship.

These resolutions are a public statement that the church cares for God's creation because we are made in God's image to steward what God has given. We are to use the creation and its resources sustainably and in a manner that does not harm our neighbours.

We resolve once more not to be forgetful of the decisions made in prior sessions of General Synod which call us to this continued activity.

We ask the Public Affairs Committee to make such resolutions readily available to aid memory, and spur action as we seek to care for creation.

Mover: Very Rev Dr Peter Catt

Second: Rt Rev Dr Matt Brain

3. Recognition of Aboriginal and Torres Strait Islander People and Ministry in the Anglican Church of Australia

That this Synod:

- a) notes the standing references to the PAC from General Synod, The General Synod Standing Committee, and the Primate relating to matters concerning the formal recognition of Aboriginal and Torres Strait Islander People and Ministry in the Anglican Church of Australia,
- b) notes that the bills under consideration by this synod relating to the position and function of episcopal ministry for Aboriginal and Torres Strait Islander People, and the budgetary preparations enabling adequate funding to enable this ministry, flow from the long consultation between the PAC and NATSIAC in direct fulfilment of these references.

Mover: Rt Rev Dr Matt Brain

Second: Very Rev Dr Peter Catt

SAFE MINISTRY COMMISSION

1. PURPOSE OF THE SAFE MINISTRY COMMISSION

The Professional Standards Commission was established following the 2004 General Synod in response to the child sexual abuse crisis in the Church. The 2017 General Synod expanded the work of the Commission to “the protection of children and adults from abuse”

The function of the Commission is:

- (a) to examine the questions of professional standards, safe ministry practices and training, the protection of children and adults from abuse, and care and support for ordained and authorised lay ministry, referred to it by the Primate, the Standing Committee or the General Synod, and to report thereon to the referring party and the Standing Committee;
- (b) to make recommendations to the Standing Committee on matters relating to professional standards, safe ministry practices and training, the protection of children and adults from abuse, and care and support for ordained and authorised lay ministry.

2. MEMBERSHIP

Ms Audrey Mills (Chair)	The Rev'd Dr Andrew Ford (resigned May 2023)
The Rt Rev'd Dr Gregory Anderson	Mrs Jennifer Nixon
The Rev'd Amy Brown	The Rev'd Canon Prof Peter Sandeman AM
Ms Sherril Butterworth	Ms Dianne Shay
The Rt Rev'd Dr Ian Coutts	

3. MEETINGS

Since the 2022 General Synod, the Safe Ministry Commission (the Commission) has met in person 5 times and by video conference 8 times. The Commission has endeavoured to meet with members of the Professional Standards Directors Network at least once each year. The Commission has also met with the Church Law Commission, the Family and Culture Commission, the General Secretary, and others for specific items of work undertaken. The Commission thanks the General Synod Office for its support in helping the Commission to meet and manage engagement.

4. ENGAGEMENT AND GOVERNANCE

Across 2023–2026, the Commission:

- Reported regularly to Standing Committee and responded to multiple Standing Committee resolutions concerning FiS, training benchmarks, and safeguarding policy
- Engaged with a petition concerning Professional Standards legislation
- Continued work under General Synod Resolutions R47/18 and R52/18
- Supported national consultation processes with dioceses and Directors of Professional Standards

5. BUDGET

From Jan 2023 to Feb 2025, the Commission's budget was \$20,800, but expenses totalled \$26,219.02, mainly due to higher travel costs. The Commission sought additional funds so Audrey Mills could attend the Safe Church Commission conference in Zimbabwe as Australia's representative in September 2024. In 2025, expense budgets for all Commissions were eliminated except for Zoom and Sharepoint licensing managed by the General Synod Office. No funding is allocated for Commission meetings in 2026.

The future work of the Commission will require a budget allocation to enable the Commission to have one face-to-face meeting annually given the significant change in the membership and to consult with Dioceses commencing in 2027.

6. ACTIVITIES AND ACHIEVEMENTS

The Anglican Church is sometimes asked why a Safe Ministry Commission is needed when Australia already has the National Child Safe Principles, mandatory reporting, and child safety legislation. The Commission exists because the Church has committed, through the General Synods, and to the Royal Commission, to national standards and codes of conduct and to consistent safeguarding practices across the Dioceses.

Safeguarding is far more than just a compliance issue. To be effective, safeguarding must be embedded in our Church culture if we are to provide a thriving ministry in our communities. The Commission supports risk-informed, consistent and transparent safeguarding so children and vulnerable people are not harmed in our churches. Safeguarding is now recognised as an essential component of ministry.

The Commission notes the ongoing commitment of dioceses and parishes to safe ministry, despite understandable fatigue, and acknowledges the sustained work being undertaken across the Church.

This work continues within a broader national and international context.

Nationally, safe ministry systems across the 23 autonomous dioceses have operated long enough for differences in legislation and practice to have increased. These differences add complexity when ordained and lay workers move between dioceses, particularly outside capital cities where safe ministry resourcing can be more limited.

At the same time, a number of dioceses have undertaken, or are undertaking, reviews of their safe ministry systems after two decades of operation. While these reviews can strengthen practice, they may also increase variation across the national Church. In September 2024, a letter to the Commission (70 signatories from 11 dioceses) called for a national review of the safe ministry system, citing inadequate implementation, significant variation between dioceses, and a rising compliance burden; it also asked whether these issues indicate that aspects of the system are not fit for purpose.

Internationally, comparable churches have faced sustained scrutiny of safeguarding practice. In the Church of England, recent inquiries—including the Future of Church Safeguarding ("The JAY Report") report—have examined whether safeguarding mechanisms should be more independent of the Church. These reviews have also highlighted risks of processes being misused for non-safeguarding grievances and the harm caused by delayed investigations and disciplinary processes. These issues resonate in other jurisdictions, including Australia.

This scrutiny coincides with broader Australian legislative and regulatory change, including workplace health and safety reforms (including psychosocial safety), the positive duty to prevent discrimination and harassment, reportable conduct schemes, and strengthened child safe compliance requirements.

Together, increasing diocesan divergence and expanding civil obligations—many extending beyond child safety—have implications for the Church's wider activities. They also underscore the need for a comprehensive review of safe ministry documents and processes across dioceses, including how church and civil expectations intersect.

7. ANGLICAN COMMUNION SAFE CHURCH COMMISSION (ACSCC)

The Anglican Communion Safe Church Commission, in collaboration with the Council of Anglican Provinces in Africa and the Episcopal Ministry in the Anglican Communion team, facilitated the Leading Safer Churches: Power and Vulnerability in Church Life conference in Bulawayo, Zimbabwe from 6-10 September 2024. Audrey Mills attended and participated and represented the Australian province and the Safe Ministry Commission in promoting safeguarding and networking and gain knowledge and contacts throughout the Anglican Communion regarding safeguarding.

The ACCC has also arranged regular Zoom meetings across the provinces to share and learn safeguarding practices.

8. MAJOR ACHIEVEMENTS

8.1 Full Revision of *Faithfulness in Service*

Faithfulness in Service (FiS) is the Code of Conduct for the Anglican Church in Australia, setting standards of behaviour for clergy and church workers. First developed in 2004 and last reviewed in 2016 FiS had grown to include educative material as the church endeavoured to embed child safe practice. The introduction of the Safe Ministry to Children Canon (2017), increased civil safety legislation and more targeted Safe Ministry Training, gave an opportunity to simplify FiS as Standards and Guidelines for conduct.

The Commission completed a comprehensive revision of *Faithfulness in Service*, including:

- Alignment with the **10 National Child Safe Principles**
- Updated sections on **Vulnerable Persons**
- A new chapter on **Family & Domestic Violence**, developed with the Families & Culture Commission
- Incorporation of Royal Commission recommendations
- Reformatting to improve clarity, usability, and distinction between mandatory and non-mandatory elements

The completed revision was presented to the Standing Committee in 2025 and circulated to dioceses for consultation. The consultation closes in May 2026. The Commission will then review the feedback and report to Standing Committee seeking adoption.

8.2 Full Review of the Safe Ministry to Children Training Benchmarks

The Commission completed the full review and update of the Safe Ministry to Children Training Benchmarks, aligning them with the National Child Safe Principles and contemporary safeguarding practice. To assist dioceses, links to existing training resources, foundational objects, and simple search terms and AI prompt questions are included.

Safe Ministry training is more than just compliance. The desired outcomes are church communities that are safe for everyone, especially children.

Safe Ministry in practice means:

- Safe people
- Safe environments
- Safe programs

The updated Benchmarks were presented to Standing Committee in 2025 and circulated to dioceses for consultation. The consultation closes in May 2026, and the Commission will then review the feedback and provide a report to Standing Committee seeking adoption.

8.3 Child-Focussed Complaint Handling Resources

Helping children and young people understand and use complaints procedures builds a culture of safety and participation. National Child Safe Principle 6 requires organizations to have child-focused processes for responding to complaints and concerns, while State and Territory laws set compliance standards.

The Commission developed a resource guide for diocesan use, referencing the National Office for Child Safety Guide, reviewing policies, and consulting with church bodies, safeguarding groups, and Anglican Schools to support context-specific complaint handling for children.

Thanks are extended to the Diocese of Bendigo, Diocese of Melbourne, Australian Catholic Safeguarding Limited, Kooyoora, and Creating Safer Communities for their contributions.

The resource was sent to Standing Committee in April 2026 for endorsement and then distribution to dioceses.

8.4 Progress toward the National Principles for Child Safe Organisations

The Commission monitored and reviewed progress toward the National Principles for Child Safe Organisations, including consideration of sector-wide approaches and resources to inform possible approaches to audits, checks and supporting resources. The Commission is pleased with progress in general across the Anglican Church in Australia, with the main outstanding items being child focussed and trauma informed complaint handling processes, empowering children and youth to participate in decisions affecting them and fostering transparency and collaboration with families in promoting child safety and well-being.

9. ONGOING AND EMERGING WORK

Embedding child safe practices

9.1 Reviewing safe ministry culture, policies and structures

The Commission monitors the Church's progress in developing and implementing safe ministry policies and structures.

Dioceses deliver prevention and response functions through different models (for example, specialist external providers or diocesan Professional Standards Directors). While these models can be effective, they can also contribute to inconsistent practice across dioceses. The Commission will continue to monitor any emerging risks.

In reviewing safe ministry culture, the Commission considers it essential to consult beyond church leadership and workers, including with survivors and culturally and linguistically diverse (CALD) communities, to support ongoing alignment with the National Child Safe Principles.

Recommendations - The General Synod requests the Safe Ministry Commission to:

- a. Monitor the Church's progress in developing and implementing safe ministry policies and structures, and promoting a safe ministry culture, and report to Standing Committee with recommendations.
- b. Report progress to the 20th General Synod.

The work plan to undertake this work will include:

- Undertake a short biennial diocesan stocktake (survey and document review) against the National Child Safe Principles and agreed minimum safe ministry requirements.
- Develop a simple "safe ministry maturity" framework and baseline assessment to track progress over time (for example: governance, training, screening, complaints handling, reporting, and survivor support).
- Consult more broadly with survivors and CALD communities (and other impacted groups as appropriate) to test whether policies and processes are understood, accessible, and safe in practice.
- Review delivery-model risk annually (including potential provider concentration risk) and report to Standing Committee annually with a brief risk statement and any mitigation actions.

9.2 Review and Updating of Safe Ministry Documents

The Commission will continue a multi-year program to review and update Safe Ministry documents published under Safe Ministry on the Anglican Church of Australia website. The review is being undertaken to ensure policies, processes and guides take into account changes made in civil and church legislation, changes in Safe Ministry practice, ensure documents are simple and accessible, are trauma informed where necessary, and allow ease of adoption and use.

Recommendation – The General Synod requests the Safe Ministry Commission to continue its review and updating of the Safe Ministry Documents published under Safe Ministry on the Anglican Church of Australia website.

9.3 National Consistency and Capability

The increased importance of safeguarding, together with the clear expectations of the public, highlights areas where our processes diverge rather than align

Feedback showed varied Professional Standards practices, legislation, and approaches across the 23 dioceses. The Commission spot-checked differences and their effects on clergy and church workers transferring between dioceses, especially in regional areas, where these variations raise costs and prolong moves.

Consistent national frameworks, policies and processes, are critical for confidence in the system. The Commission proposes the following be included in the Safe Ministry work program for the next period.

9.3.1 Consultation with Professional Standards Directors

Professional Standards Directors (PSD) are the church's front line team for response and complaint handling. The Commission will continue regular consultation with PSDs to inform consistency, case management practice, and policy development.

9.3.2 Professional Standards Board Decisions Repository

The Commission consulted PSDs, dioceses, and Professional Standards Boards about inconsistent board decisions across dioceses, especially where boards are rare and lack continuity. Most support creating a secure repository for Professional Standards Board decisions to promote consistency and learning. Kooyoora is willing to host the repository, as it already has secure capability.

Recommendation – General Synod requests the Commission to establish a secure national repository of Professional Standard Board decisions.

9.3.3 Review of Diocesan Professional Standards Legislation for National Consistency

Except for the Safe Ministry to Children Canon 2017, our research indicates increasing divergence in Safe Ministry legislation and protocols between dioceses. A particular area of difference occurs where Child Safe processes have been adapted for use in other situations. This can create unnecessary complexity and poorer outcomes.

Recommendation - The General Synod requests the Safe Ministry Commission to:

- develop policies, frameworks, or model legislation to resolve non-child-related matters, such as grievances, interpersonal conflicts, and psychosocial work health and safety issues.
- report to Standing Committee with recommendations.

9.3.4 Review of Professional Standards Boards Training Benchmarks

The Commission identified the need to review training benchmarks for Professional Standards Boards to ensure consistency and contemporary practice.

Recommendation – The General Synod requests the Safe Ministry Commission to review and update the training benchmarks for Professional Standards Boards and to report to Standing Committee.

9.3.5 National Register capability

The General Synod Office continues to consider improvements to the National Register based on software advancements, cyber security expectations from the Australian Signals Directorate, and the Federal government's creation of the National Early Childhood Worker Register—a secure database ensuring childcare workers are qualified and safe.

This remains an operational matter for the General Synod Office; however, any changes to the National Register system may impact related legislation and protocols.

9.3.6 Persons of concern

The Commission has received feedback from Professional Standards Directors requesting consideration of a review of the coverage of the Persons of Concern policy to ensure all identified safety risks beyond child abuse are addressed. This may include risks from persons engaging in threatening or criminal behaviour which creates risks for vulnerable persons and others in parish communities.

Recommendation – The General Synod requests the Commission, after consultation with Professional Standards Directors, to review the coverage and scope of the Persons of Concern policy and report to Standing Committee with recommendations.

9.4 Future membership

Currently, the structure and membership of the Safe Ministry Commission after GS19 remain unclear. Nevertheless, ongoing changes in civil law and community standards require strong safeguarding policies, making a capable Safe Ministry Commission essential. With a significant change in membership, it will be necessary for at least one annual face-to-face meeting commencing in 2027 to establish efficient and positive working relationships for the membership of the Commission.

Recommendation – The General Synod requests an allocation in the General Synod budget of \$15,000 per year to enable one annual face-to-face meeting of the Commission and consultations with dioceses commencing in 2027.

Skills and experience

The Commission's effectiveness depends on a mix of skills and perspectives, including safeguarding practice, social work/counselling, legal expertise, practical parish and diocesan experience, and governance. Diversity of gender, geography (regional and metropolitan), and background supports better decision-making and more effective, culturally safe implementation across the national Church.

The terms of all but 1 member of the current commission expire at the 2nd meeting of Standing Committee following GS19. The Commission wishes to acknowledge the work of retiring members and thank them for their dedication to helping children be safe in our churches.

With only one continuing member, the Commission will experience a significant loss of corporate knowledge and (unless managed) a discontinuity of the diverse skills needed to deliver high-quality, holistic safeguarding policy and practice for the Anglican Church. This transition creates an opportunity to refresh membership and consider Commission size and structure; however, any changes should preserve sufficient breadth of expertise to maintain a whole-of-system approach to embedding safeguarding in our Church.

Retiring members

Ms Audrey Mills

Mrs Jennifer Nixon

Rt Rev'd Dr Gregory Anderson

Rev'd Canon Prof Peter Sandeman AM

Ms Sherril Butterworth

Ms Dianne Shay

Rt Rev'd Dr Ian Coutts

APPENDIX – MOTIONS FOR GENERAL SYNOD 19

Motion 1

The General Synod receives the report of the Safe Ministry Commission.

Motion 2

The General Synod requests the Safe Ministry Commission:

- a) to monitor, evaluate, and report on the Church's ongoing implementation and embedding with the National Principles for Child Safe Organisations, ensuring that the Church maintains and continually strengthens its status as a child safe institution, and to report its findings to the Standing Committee;
- b) to report to the 20th General Synod as to the progress of the Church in the ongoing development, implementation and review of safe ministry policies and structures

Motion 3

The General Synod requests the Commission to monitor the Church's progress in developing and implementing safe ministry policies and structures, and promoting a safe ministry culture, including the continuing review and updating of Safe Ministry Policies and Resources, and to report to Standing Committee with recommendations, and to report progress to the 20th General Synod.

Motion 4

That the General Synod:

- a) request the Safe Ministry Commission, in consultation with diocesan Professional Standards authorities and Kooyoora, to establish and maintain a secure National Repository for de-identified and anonymised Professional Standards determinations, accessible only to Professional Standards Directors (or their equivalents) for the purposes of supporting consistent practice, training and decision-making; and
- b) that the Safe Ministry Commission develop and promulgate national protocols for
 - i. the submission of determinations by dioceses in accordance with applicable diocesan legislation and confidentiality requirements,
 - ii. minimum standards for anonymisation and de-identification, and
 - iii. governance, access controls, record-keeping and cyber security, and
 - iv. report to the next session of General Synod on implementation.

Motion 5

The General Synod requests the Safe Ministry Commission to:

- develop policies, frameworks, or model legislation to resolve non-child-related matters, such as grievances, interpersonal conflicts, and psychosocial work health and safety issues.
- report to Standing Committee with recommendations.

Motion 6

The General Synod requests the Safe Ministry Commission to review and update the training benchmarks for Professional Standards Boards and to report to Standing Committee

Motion 7

The General Synod requests the Commission, after consultation with Professional Standards Directors, to review the coverage and scope of the Persons of Concern policy and report to Standing Committee with recommendations.

Motion 8

The General Synod requests an allocation in the General Synod budget of 15,000 per year to enable one annual face-to-face meeting of the Commission and consultations with dioceses commencing in 2027.

Motion 9

The General Synod expresses its sincere thanks to the retiring members of the Safe Ministry Commission for their faithful, diligent, and wise service in the complex and demanding areas of Child Safety and Professional Standards, and acknowledges with deep appreciation their significant contribution to strengthening the Church's commitment to safe ministry across the nation.

DIOCESAN FINANCIAL ADVISORY TASK FORCE

EXECUTIVE SUMMARY

DFATF has formed the view that the financial health of the Church in Australia, outside of the large metropolitan dioceses, is in a delicate state. This has been largely caused by various macro trends (e.g., declining church membership, changing demographics, shrinking rural economies, etc) and, in recent times, exacerbated by the magnitude of sexual and physical abuse claims in a number of dioceses.

Overall, DFATF members were encouraged by the work of the dioceses under review, noting that, in nearly all cases, improvements were evident in their financial situation throughout the year. This was largely driven by the following:

- It appears that, barring unforeseen circumstances, the wave of claims that were evident over the last few years may have peaked for most dioceses. Several Registrars believe that most claims have now been lodged, or are at least known to the Diocese, and they no longer feel as threatened by unknown large payments.
- Plans to sell properties to meet required payments have occurred successfully, which have enabled the payment of claims and/or added to equity reserves for several dioceses.

The General Synod should be encouraged by the actions most Dioceses have taken.

1. THE PURPOSE OF THE TASK FORCE

According to its charter, the purpose of DFATF is to advise the Standing Committee of the General Synod on financial matters relating to, within and across the dioceses of the Church, and to assist in identifying and addressing any potential or actual financial difficulties which may arise from time to time.

2. MEMBERSHIP

Between them, the members of the Task Force have a depth of experience in auditing, accounting, governance, risk management, regulatory matters, and diocesan and parish operations. They have held senior positions in executive and non-executive life.

DFATF is now at full complement, with ten members.

Jenny Dawson (Chair)	Chartered Accountant, Non-executive director (appointed Apr'24)
Rev'd John Barnes	Archdeacon (former diocesan Registrar and, prior to that, rector)
Susan Foley	Funds management and governance consultant, ex-head of Anglican Funds Melbourne
Geoff Girvan	Accountant, ex-KPMG partner
Bruce Harris	Accountant and director
Evelyn Horton	Non-executive director, Anglicare & Glebe Administration Board

Rev'd Rod McArdle	Minister, Diocese of Melbourne, ex GM large oil & gas company, Investment Banker (appointed Apr'24)
Stuart Neilson	CFO and COO at The National Housing Finance and Investment Corporation
James Oakley	General Manager/Registrar, Diocese of Tasmania (appointed Apr'25)
Moana Overton	Partner, Audit & Assurance, Deloitte & Member of Financial Reporting Council AASB (appointed Apr'25)
Michael Codling (Chair)	Non-executive director, ex-PwC partner (retired Apr'24)
Keith Stephens	Registrar, Perth Diocese (retired Jul'24)

We continue to be alert for potential new members with valuable skills and experience who would benefit the group and provide a succession pipeline.

3. ACTIVITIES

Consistent with its charter, the key activities of DFATF have continued to be to:

- a) Review diocesan financial statements and identify any early warning signs of stress or sources of future risks that can be addressed in advance to good effect;
- b) Help dioceses, where help is requested, to improve their financial health and set up more sustainable financial management practices; and
- c) Identify regulatory developments and monitor the regulatory environment for emerging risks for diocesan activities.

DFTAF's activities have extended beyond these as it has sought, and been invited and encouraged by the Standing Committee, to play a broader constructive role in protecting and enhancing the financial well-being of the Church. This has included, DFATF making recommendations and participating in initiatives such as:

- 2023 - Diocesan Cooperation and Resource Sharing: Crisis Planning Survey Results
- 2024 - Strategic Issues, Commission, Task Forces and Networks Canon 1998
- 2025 – Future Shape ACA Consultative Paper

DFATF meets regularly (typically four times a year) and reports to, and has occasionally presented at, the Standing Committee's six-monthly meetings.

Set out below is a summarised description of the outcomes of each key activity since our previous report to the GS18 meeting.

4. DESKTOP REVIEW 2025

REVIEW PROCESS & VIABILITY RATING

We undertake a desktop review of each of the 23 dioceses once every three to four years; and for those dioceses that are rated as 'Watchlist' or 'Distressed' the review is conducted annually.

A desktop review is a 'light touch' review that involves us examining the most recent audited financial statements (which are typically 9-15 months old) and, from that, raise questions with the Bishop or Registrar and/or Finance Officer, typically via a phone or video conversation.

Desktop reviews can only provide limited confidence about the financial health of the entity, and we pass no judgement on the vitality or governance of the dioceses.

We generally focus on identifying and exploring any potential financial concerns, for example, exposure to sexual and physical abuse claims, inadequate available capital, recurring losses, management of non-core activities (such as schools and retirement villages), exposure to large debtors, cash flow management, reliance on sale of capital assets to fund normal operations, over-dependence on grants, reliance on high risk investments, unfunded litigation, or significant contingent liabilities, etc.

A desktop review does not, enable us to analyse forecast financial estimates, comprehensively 'normalise' for one-off/unusual transactions or non-core activities, study long-term trends, or always view the consolidated position including related entities that might impact the future financial health of the diocese, etc.

Based on the limited review, we rate each diocese into one of four 'financial viability ratings':

- Metro (Complex structures with large capital bases and able to sustain adverse shocks. Not given detailed reviews)
- B: Sound (steadily managing, but with some vulnerabilities)
- C: Watchlist (in a fragile financial position)
- D: Distressed (in an extremely fragile position or unable to operate without support from another diocese).

SCOPE OF WORK:

The scope of the 2025 review covered:

- a. Interviews with 8 dioceses on the Diocesan Financial Advisory Taskforce (DFATF) Watchlist and 2 Dioceses graded Distressed.
- b. Desktop review only of Metropolitan Dioceses
- c. North Queensland was excluded, given it had entered formal receivership

REVIEW FINDINGS

a. Dioceses regraded

As a result of the 2025 reviews we have regraded the Riverina and Bathurst Dioceses from "D - Distressed" to "C-Watch list".

In the case of Bathurst, this is largely due to the funding agreement with the Sydney Diocese being extended for a further 6 years through to 2030, and an improving capital position. Bathurst is gradually rebuilding a level of equity to help it to support future ministry but is still unable to continue operations without the annual support from Sydney. Redress and civil claims are ongoing, and a Financial Stability Taskforce continues to assess suitable properties for sale to assist claim payments. With these arrangements in place, the Diocese is not at imminent risk of failure, and hence we have moved it from the Distressed category.

Likewise, the actions taken by Riverina with property sales has increased its equity position and turned around previous equity decline. The Diocese remains challenged to cover operational costs on an ongoing basis given its large geographical area and declining parishioner base. It maintains plans to continue to sell property. With the actions taken to date, the Diocese is not at imminent risk of failure, and hence we have moved it from the Distressed category.

b. Watchlist need remains for all

Whilst for some, the acute phase of funding redress payments has passed, operational funding pressures remain. All Dioceses on the Watchlist continue to experience significant pressure to fund operations in a sustainable manner. This is due to a combination of declining parishioner numbers, expenses involved in serving a large geographical area, expenses required to maintain heritage-listed buildings, and declining income support from an investment base, which has been significantly reduced for some Dioceses due to the weight of claim payments.

The Dioceses should remain on the Watchlist until there is a clear path to sustainable operations. This could be achieved by scaling ministry operations to suit the parish's resources, and/or by rebuilding investment bases, typically by property sales.

c. Structural reliance on external financing remains

Dioceses such as North West Australia, Bathurst and Northern Territory cannot sustain ministry at the current level without external financial support. It is very much part of their current "business as usual" operating model. Expansion of ministry is not possible in these Dioceses without specific support for such activity.

Due to this external reliance, these Dioceses will remain on the Watchlist.

d. Metro desktop review results

DFATF had a great deal of difficulty doing desktop reviews of the Metropolitan Dioceses, as more detailed discussions are required in order to understand complex structures and inter-related entities and trusts.

The metropolitan dioceses typically have extensive property holdings, and large reserves, generally resulting from property revaluations. The metropolitans also benefit from access to a deeper pool of experienced personnel to draw upon to constitute their governance structures.

Trust distributions and investment revaluations can mask the status of operational results, and claim information is difficult to quantify from reports alone.

It was noted from Synod presentations that Melbourne have acknowledged a decline in their financial position and have constituted a committee to focus on this area.

It is often assumed that the metropolitans are strong and able to support others. Caution should be exercised to determine whether this remains the case, particularly where extensive claims have been made. Reliance can appropriately be placed on Synod financial reporting to alert the GSO to signs of decline.

Without more detailed reviews, we have been unable to reach a conclusion regarding the financial status of the metropolitan dioceses.

STRENGTHS NOTED

During the 2025 reviews it was noted that steady progress was being made by Dioceses who were all very aware of the difficulties they were facing but had strategies to address their challenges and were making progress against their plans.

Specifically, it was noted:

- High value properties that had been prioritised for sale had been successfully sold
- Claims are steadying in many dioceses, who feel they may have seen the worst
- Strong equity markets had assisted the growth of equity investments and dividend flows
- Successful “cross boundary” sharing of resources. Sharing of ministry across Dioceses has been very successful where there is a defined community across Diocesan borders, and at times, interdenominational arrangements. Riverina, for example, has successfully worked with the Diocese of Bendigo to gain greater efficiencies in the sharing of ministry
- Focussed large-scale fund-raising efforts by North West Australia.

As per the 2024 review, we note the remarkable resilience of Australian dioceses, and the committed people within them. They understand the difficult environment they are currently operating in and are open to the requirements of property sales and investment sell-downs.

ISSUES OF CONCERN

During the 2025 reviews the following issues have come to our attention that cause us concern:

a. Risk of Claims escalation

All Dioceses facing a larger claims pipeline have reported that they feel they are slowing and/or that all known claims are now known. Most large claims have now been identified and are moving to settlement, and there is greater awareness of expected compensation figures than in previous years. The trend to larger payments resulting from the civil process has been considered in provisions to the extent possible.

However, we are aware that actuarial firms that are doing estimates for not-for-profit groups have reported very significant increases in the estimated liabilities due to increases in payouts, the number of claims, and the extension of the claim population to secondary victims. It is the inclusion of secondary victims (e.g. family members) into the claims population that may put renewed pressure on Dioceses with an existing large claim history. Whilst we are not aware of any secondary claims in our Watchlist population, we will remain watchful for this trend, which makes us cautious about the future claims experience.

We also note plans by the Victorian Government to introduce legislation to address the implications of the High Court judgement in *Bird v DP*. In that case, it was held that institutions could not be deemed liable for sexual abuse if an offending priest or member of an institution was not in a formal employment relationship. It has been reported that the Victorian government plans to make the new laws retrospective and to allow courts to set aside settlements received after the ruling. This may have implications for Victorian Dioceses that have settled cases since this ruling.

b. Appetite to right-size ministry

All Watchlist Dioceses have issues maintaining financially sustainable operations. Many hard decisions have been made to support ministry where parishes are unable to sustain full-time ministry. Examples include introducing part-time ministry, sharing ministry across Diocesan boundaries, reducing service levels, and sharing ministry on an interdenominational basis.

Whilst not palatable and hard for some parishes to adjust, this needs to remain a continual focus when there is an inability to support ministry sustainably. An option, and also difficult for some, is to have a focused effort on external fundraising and asking for increased giving.

Doing nothing in a deficit position reduces depleted equity and the longevity of possible revised models of ministry provision. We empathise with Dioceses in these difficult adjustments and encourage a continual focus.

c. Accounting irregularities and inconsistencies noted

In previous reports, we have highlighted different ways of treating key assets and liabilities in Diocesan Financial Reports. Many of these issues have resulted in an overstatement of the true value of assets and the equity position of Dioceses. We are aware that these publicly accessible documents have been used by law firms in their litigation process, often to the detriment of Dioceses. Dioceses then need to correct the misunderstanding about their true asset and liability positions, adding to the demands of managing the significant activity typically required during a litigation process.

Specifically, we noted the following:

- Trusts reported on Balance Sheets that the Diocese are not presently entitled to
- Valuation of cathedrals or properties at inflated insurance valuations
- Inclusion of parish property on Balance Sheets that the Dioceses do not beneficially own

d. Contagion exposure to Anglican Representative National Redress Scheme Limited (ARNRSL)

Whilst outside the direct scope of our review, we are conscious of the potential flow-on impacts that any drawdown on the capital position of the Anglican Representative National Redress Scheme Limited (ARNRSL) – which may result from the North Queensland receivership would have on Dioceses. This may not be an outcome, but if the capital is drawn upon in ARNRSL it will need to be replenished. We understand most Diocesan Trusts have provided an undertaking to pay any Redress obligations for their own Diocese and their participating organisations.

e. Unstable registry staffing

During our reviews, it was highlighted in 6 out of the 8 Dioceses that there were new Registrars or unstable registry staffing. Issues noted included:

- an inability to attract sufficiently experienced members for their governance and oversight committees, nor the ability to plan for the succession of committee members.
- several dioceses continue to operate with very thin financial and administration resources, limiting their ability to provide more than basic services. It also exposes them to key person risk. Turnover of registrars in some dioceses illustrates the stress and demands that can be placed on this position.

f. Property developments have the potential to ride up the risk curve

It is appropriate that Dioceses consider ways to maximise the return on their property holdings. Undertaking property developments can be a useful way to get a greater return from existing lazy assets. We note, however, that such activities are not without risk. Refer section 5(b) for our recommendations to manage this risk.

g. Awareness of underutilised Parish finances

Early learnings from North Queensland have suggested that financial resources existed in Parishes that may have been unreported and the Diocese were unaware of. Parishes not fully disclosing assets to the Diocese have also occurred elsewhere in the past. This may contribute unnecessarily to the sale of assets held by the Diocese that are high-income earners (in the case of North Queensland, the diocese had already sold its only significant income-generating property), whilst under-earning investments may continue to exist within Parishes. This parochial behaviour is a perennial church problem that ultimately results from a lack of trust and leadership at one or both of the Diocesan and parish levels.

Whilst we have no solution, we note that such behaviour, in concealing funds, can result in long-term detriment to the Church's overall financial health. It also raises questions about the quality of external auditing of financial reports at the parish level.

h. Continuing issues from prior years

The following issues noted in prior years remain a concern:

- the negative environmental forces which persist in most of regional/rural Australia, such as diminishing and ageing populations and shrinking economies. For example, Port Hedland parish in North West Australia is facing challenges due to a mining contract completing, resulting in the possible loss of several highly contributing parishioners. This highlights the issues for parts of regional/rural Australia that rely on narrow industries, where changes can have an exaggerated impact on parish viability.
- the rising costs of insuring properties, of ministry operations, and of complying with relevant compliance and regulatory requirements. Insurance costs were reported as stabilising by several Dioceses, although, unfortunately, at higher levels than in recent years. The 2025 increases were reported by some as lower than expected, which is encouraging.
- the reliance in many dioceses on investment returns from equity investments, which can expose the diocese to significant losses from time-to-time. If future cash requirements are not carefully managed, the risk is that these volatile assets may need to be sold in down markets to meet compensation payments. Refer section 5(a) for further comments on this issue.
- The need to fund property repairs and renewal remains a continual need with ageing Church infrastructure in all Dioceses, but something that is significantly down the priority list for many facing larger pressures of continuing ministry and rebuilding investments.

5. SUGGESTED ACTION - BY DIOCESES

a. Stress testing of Equity Portfolios

Dioceses should be cautious about the continuing growth of equity markets. Shareholder returns have been strong over the last few years, but history suggests this is unlikely to continue. Whilst we do not know when the market sentiment will turn, Dioceses should be alive to such an eventuality.

Accordingly we recommend:

- Dioceses with exposure to equity markets should stress test their investment portfolios for, say, a 20% decline in market values.

Each Diocese should ask itself what it would do if this were to happen and discuss the scenario with its investment committees and advisors. It is helpful to know what actions would be taken in order to avoid panic in the event of a downturn. Would they be required to sell their investments in a falling market? Can they hold the investments long term in the expectation of an eventual recovery? Are the investments required for cash purposes in the short to medium term, and what would change under this stressed environment? Clearly, knowing how management will respond ahead of time will greatly assist if the circumstances present themselves, and avoid ill-considered actions or the risk of illiquid operations.

- Several Dioceses are dependent on the dividend/income streams from investments to support operational costs. During the Pandemic, many companies suspended dividend payments for 1-2 years. We recommend that Dioceses that are reliant on dividend/income streams stress test their budgets if the income were to cease again for a year. Management teams should consider the actions they would take in this scenario in advance to avoid ill-considered short-term responses or running out of access to cash.

b. Conducting risk workshops led by sector specialists

- As referred to above, several Dioceses are looking at ways to maximise the return from existing underutilised or surplus property assets. Property developments can present an opportunity to create an income stream where one previously did not exist. They are not without risk, as significant upfront funds are typically required, and strong, ongoing, experienced management is required.
- We strongly recommend that detailed risk workshops be held prior to entering into such initiatives.
- The risk workshops should include all key governance and management personnel. They should be led by skilled facilitators in this area. ***Most importantly, they should include a participant who is deeply experienced in the form of development being considered.*** This person may need to be an independent external party brought in specifically to contribute their expertise to the workshop.

The outcome of the workshop should be a documented plan that outlines;

- A very clear awareness of **what could go wrong** (WCGW).
- **Specific responses** put into place to prevent the possibility of WCGW
- **Specific monitoring** mechanisms designed to identify early warning signs if WCGW items start to present
- **Specific interventions** that will be taken if early warning signs appear.

6. SUGGESTED ACTION – BY DFATF

Consistent with previous years, DFATF have identified a number of ways in which the group could contribute to improving outcomes for the Church. In addition to suggestions made in prior years, we specifically recommend:

a. Provision of Accounting Guidance on Accounting for Properties

We continue to note the variability of accounting for Land and Buildings (refer to earlier comments). We suggest issuing a Guidance Sheet to Registrars outlining the considerations regarding which properties should be capitalised on Balance Sheets and the approaches to valuation.

b. Continued involvement in structural change discussions

DFATF were pleased to have been asked to provide a submission to the Executive Committee in relation to the Consultation Paper on the Future Shape of the Structure of the Anglican Church of Australia.

DFATF can clearly see that the structural issues for many of the non-metropolitan dioceses cannot be solved by them acting alone, and that leadership at the National level is required in the manner that has commenced.

c. Tracking the North Queensland receivership

For DFATF to remain relevant in our interactions with Dioceses, it is essential that we stay abreast of how the North Queensland receivership unfolds and the associated learnings.

We ask that the General Secretary keep DFATF informed of key developments as the receivership unfolds.

7. REGULATORY DEVELOPMENTS

DFATF has a Compliance sub-committee whose aim is to identify upcoming regulatory changes that may affect dioceses, to scan the regulatory environment for emerging issues that may suggest changes in regulatory stance, and to assist dioceses in responding to these changes, potentially by referring them to experts.

APRA's review of the Banking exemption

APRA have initiated a review of the Banking exemption applying to Development Funds. None of the Dioceses on our Watchlist operates a Development Fund. We do not think this will result in significant changes for Church Development Funds; we will, however, watch and see the outcome. We commend the leadership within the Perth ADF for leading awareness of this review.

8. THANKS TO DIOCESAN LEADERS

We are very pleased to report the development of strong relationships with Dioceses and DFATF review members. We note the development of trust and openness, which have improved considerably since our reviews began.

We thank the respective Bishops and Registrars who have made our job easier.



Locked Bag Q4005, Queen Victoria Building NSW 1230
P: 1300 302 663 F: (02) 9261 3560 E: info@abmission.org.au
ABM ABN 18 097 944 717 AID ABN 86 647 293 481

www.abmission.org



ANGLICAN BOARD OF MISSION - AUSTRALIA REPORT TO GENERAL SYNOD 2026

INTRODUCTION

The Anglican Board of Mission - Australia (ABM) was created by Resolution of the bishops of Australasia in 1850 and is now constituted by a Canon of the General Synod. Since 2001, ABM has been incorporated as a company limited by guarantee. ABM's vision is to see people everywhere experience the wholeness of life that God offers in Jesus Christ. To this end, ABM works with Anglican Church Partners to develop and provide for the spiritual, social, and material needs of people both overseas and within Aboriginal and Torres Strait Islander communities in Australia. ABM assists the Anglican Church and the wider community to realise and respond to the call for each of us to participate in God's mission.

Over the last three decades ABM has developed an international profile as an Australian community development agency. Its development work is undertaken through Anglicans in Development (AID), whose primary aim is the alleviation of poverty and disadvantage. AID has been accredited with the Australian Government since 1997 and was reaccredited in early 2023 for a further five years. AID was incorporated as a Public Benevolent Institution in 2021, while remaining a wholly owned entity of ABM.

ABM's understanding of mission is holistic, supporting Partners as they care for the physical needs of their communities. This includes addressing disadvantage, discrimination, the effects of climate change, and gender inequality. ABM also maintains a strong commitment to peace-building and reconciliation in contexts of conflict.

ABM's work is guided by the Five Marks of Mission of the Anglican Consultative Council, adapted by ABM in 1998 and refined in 2012:

- Witness to Christ's saving, forgiving, reconciling love for all people;
- Build welcoming, transforming communities of faith;
- Stand in solidarity with the poor and needy;
- Challenge violence, injustice, and oppression, and work for peace and reconciliation;
- Protect, care for, and renew life on our planet.

The World Council of Churches statement on Mission and Evangelism, *Together Towards Life*, affirms that mission is not a distant activity to which we are witnesses, but a movement of God's Spirit alive in the church.

ABM continues to engage in the work of the Anglican Communion and is responding to the Lambeth Calls from the Lambeth Conference of 2022.

Since the last meeting of General Synod, ABM and AID have strengthened relationships across the Anglican Communion, expanded education and climate-focused work, responded to humanitarian needs, and renewed their strategic vision. This period also saw ABM's 175th Anniversary celebrations in 2025.

ABM'S BOARD

The Primate, the Right Rev'd Dr Mark Short, serves as President of ABM. The Board is chaired by the Rev'd Andrew Sempell. Other directors include (in no particular order) - Ms Sarah Gowty; Mr Brett Collins; The Right Rev'd Dr Murray Harvey; The Rev'd Dr Emily Fraser; The Rev'd Christopher Waterhouse; The Rev'd Canon Auntie Dianne Langham; The Rev'd Paul Devenport; The Rev'd Matthew Smedley; Mrs Edwina Waddy; Mr Pei-Onn Lee; and the Rev'd Dr John Deane (Executive Director).

Committees supporting the ABM Board include the Finance Committee (Chair: Mr Pei-Onn Lee), the Fundraising and Marketing Committee (Chair: Mr Brett Collins), the Policy Review Committee, the Nominations Committee, and the Development Committee.

HIGHLIGHTS FROM FY 2024–2025

During the Financial Year of 2024 - 2025 ABM and AID supported more than 43,000 people through development programs and over 10,000 through humanitarian responses. Key achievements included:

- Strengthened relationships and pilgrimages, including the inaugural Sri Lanka pilgrimage and renewed visits to the Philippines and the Pacific;
- Ongoing support for theological education at the Modawa Institute (PNG) and St John's Seminary (Zambia);
- Launch of the Bishop Arthur Malcolm First Nations' Bishops' Fund;
- Expanded education resources including *Caravan* and preparation of Lent 2026 materials;
- Increased engagement with NATSIAC; and
- A strengthened focus on Education and Climate across AID's portfolio.

These activities reflect ABM's commitment to a holistic understanding of God's mission, empowering communities spiritually, materially, and socially.

RECONCILIATION AND FIRST NATIONS PARTNERSHIPS

ABM continues to strengthen its engagement with First Nations partners - including:

- Collaboration with NATSIAC;
- Participation in the Northern Territory Partnership Conference;
- Support for First Nations clergy and leaders facing heavy cultural and ministry demands;
- Mission grants supporting First Nations ministries and community development; and
- Introduction of the Bishop Arthur Malcolm First Nations' Bishops' Fund.

ABM remains committed to truth-telling, reconciliation, and supporting the future of First Nations leadership within the Anglican Church.

ANGLICANS IN DEVELOPMENT (AID)

AID is ABM's development agency, accredited by the Australian Government. Its work during 2024 - 2025 centred on the priorities of Education, Climate, and locally led development. Across Africa, Asia, the Middle East, and the Pacific, AID supported more than 43,000 people through long term development projects and over 10,000 through humanitarian responses.

The Education priority encompassed both formal and informal learning. Formal education initiatives included school resourcing, teacher training, and scholarships in Kenya, Sri Lanka, the West Bank, and the Philippines.

The Philippines Schools Program was strengthened through the support of Anglican schools and chaplains in Australia. During the reporting period 107 teachers received training to improve classroom outcomes.

Informal education was delivered through adult literacy programs in Papua New Guinea and Vanuatu. More than 350 adult learners participated in literacy or life skills training, helping build confidence and foundational learning skills.

Under the Climate Adaptation and Resilience priority, AID supported communities as they responded to environmental pressures. Work included the promotion of drought resistant crops and water saving agricultural practices in Kenya and the Philippines. Solar installations were introduced in several communities, and disaster risk reduction, climate awareness, and local data collection activities progressed in Vanuatu and the Solomon Islands. Communities also undertook coastal and marine protection, including the construction of sea walls in Honiara and the Diocese of Ysabel.

Water, Sanitation and Hygiene (WASH) programs continued across Vanuatu, Myanmar, Kenya, and the Solomon Islands. A total of 1,629 people gained access to improved drinking water, while 4,263 people gained access to improved sanitation. Hygiene education supported the adoption of safe practices at household and community levels.

Gender Equality and Social Inclusion work reached 13,237 people through gender awareness activities. In Zambia, community-based services responded to 2,534 gender related cases. Women participated strongly across a range of livelihoods and agricultural initiatives, contributing to improved economic and social outcomes.

Livelihoods and Economic Empowerment programs helped 2,226 people increase household income. A further 1,161 people accessed financial services, and 1,614 adopted new agricultural technologies that improved productivity and resilience.

AID's humanitarian responses were all locally led through Anglican partners. In Gaza and the West Bank more than 4,000 patients received medical care. In Myanmar, assistance reached more than 5,000 displaced people through cash distributions, food relief, temporary shelter, and psychosocial support. In Vanuatu, following the Port Vila earthquake, more than 2,600 people received water, food, and psychosocial assistance. Responses in Mozambique and the Democratic Republic of the Congo provided vouchers, essential goods, and food relief to vulnerable households.

AID also continues to strengthen partner institutions by supporting governance, planning, leadership development, and program management. These efforts contributed to improved organisational resilience and long-term program effectiveness.

CHURCH TO CHURCH (CtC)

The Church to Church (CtC) program continues to strengthen theological education and leadership development across ABM's partner provinces. A significant focus of this work was the Modawa Institute in Papua New Guinea, which achieved formal registration as a higher education provider during the reporting period. This milestone enables graduates to receive nationally recognised qualifications. New student cohorts commenced their formation studies, supported by improvements to both staffing and infrastructure that enhanced the quality and sustainability of the institute's programs.

ABM also continued its support for St John the Evangelist Seminary in Zambia, the nation's only Anglican theological institution. The seminary has taken important steps toward greater

inclusion by admitting women to ordination training, with one female student currently part of the cohort. Support for facilities and formation programs has strengthened the seminary's ability to equip clergy and lay leaders for ministry, contributing to the growth and vitality of the Anglican Church in Zambia.

ABM has also traditionally supported CtC relationships with the Church of the Province of Myanmar (CPM). Ongoing political instability and conflict have limited the capacity to provide regular financial support through CtC arrangements during the reporting period, with assistance largely restricted to emergency humanitarian relief. Existing relationships are maintained despite these constraints.

REGIONAL PARTNERSHIPS

ABM-AID maintains active partnerships with Anglican provinces across a broad geographic range, including: Central Africa (Zambia); Jerusalem and the Middle East (Gaza, the West Bank, and Jordan); Kenya; Melanesia (the Solomon Islands and Vanuatu); Myanmar; Papua New Guinea; the Philippines; and the Church of Ceylon in Sri Lanka. Through these partnerships, AID supports a diverse portfolio of programs encompassing Sustainable Communities initiatives; education; Water, Sanitation and Hygiene (WASH); climate resilience; governance and gender programs; disability inclusion; school support; theological education; adult literacy; and humanitarian response.

Engagement continues with longstanding partner provinces with which ABM has deep historical and relational ties. These include Aotearoa New Zealand and Polynesia, Hong Kong, Japan, Korea, South-East Asia, South Sudan, and Sudan. Collaboration with these provinces take place through regular communication, visits, joint initiatives, and participation in wider Anglican networks.

ABM participates actively in the Oceania Regional Anglican Consultation (ORAC), contributing to shared regional work across the thematic areas of Agents of Change, Safeguarding, Partners in Response and Resilience, and Environment and Climate Change. This involvement strengthens regional cooperation and provides opportunities for mutual learning and coordinated action.

Partnership Agreements are being strengthened with the Episcopal Church in the Philippines, the New Zealand Missions Board, and the Anglican Church of Ceylon. In 2025 ABM-AID has also renewed its engagement with the Amity Foundation in China, with a focus on mutual learning, capacity building, and strengthening organisational relationships.

EDUCATION AND ADVOCACY

ABM continues to develop formation and mission resources. A key achievement was *Caravan*, a story-based retelling of the biblical narratives from the Annunciation to Epiphany in an Australian context. It received positive feedback and was widely used during Advent 2024.

ABM's Education work is also helping Anglicans explore God's mission through the Five Marks of Mission and contributes to deeper engagement in mission across dioceses.

MARKETING, COMMUNICATIONS AND FUNDRAISING

ABM has been strengthening its communication through refreshed publications, monthly e-news, digital updates, parish visits, and renewed pilgrimages. Supporters remained connected through stories, prayer materials, and mission resources. ABM continues to value the work of diocesan representatives, the Auxiliary, committees, and volunteers.

LEARNING AND EFFECTIVENESS

ABM-AID maintains high standards of accountability, transparency, and reflective practice. As a signatory to the ACFID Code of Conduct and a DFAT-accredited agency, ABM-AID is subject to rigorous review and independent oversight. Ongoing monitoring and evaluation processes, together with active participation in sector networks such as the Church Agencies Network - Disaster Operations (CAN DO) and the Anglican Alliance, support continuous learning and organisational improvement.

ABM-AID conducts at least one annual monitoring visit to each of its larger programs. In Africa, these visits are sometimes undertaken by locally engaged consultants acting on ABM-AID's behalf. In addition, ABM-AID commissions evaluations of all DFAT-funded programs approximately every three years.

More broadly, ABM-AID produces a project effectiveness analysis annually and a partnership effectiveness analysis every three to four years. ABM-AID systematically tracks and records key recommendations arising from program evaluations and effectiveness analyses and ensures that these recommendations are considered and, where appropriate, incorporated into subsequent program design and implementation.

175TH ANNIVERSARY CELEBRATION

ABM's 175th Anniversary was celebrated in Sydney on 29th October 2025. The events included Choral Evensong at St James' Church (King Street) and a major Celebratory Dinner at NSW Parliament House. The Dinner was attended by more than 300 supporters, including international partners, First Nations representatives, diocesan leaders, donors, and long-standing supporters.

The Anniversary celebrations provided an important opportunity to share ABM's renewed mission, vision, long-term relationships, and strengthen ties across the Church in Australia and the global Anglican Communion. The celebrations also included services held at the Cathedrals of major Australian cities, a Supporter Fest, and a coordinated program of partner and stakeholder engagements across Sydney.

ABM expresses its deep gratitude to bishops, clergy, diocesan representatives, and parish leaders across Australia whose encouragement, participation, and prayers contributed significantly to the success of these celebrations. Their presence and support underscored the national character of ABM's mission and strengthened relationships across the Church in Australia and the wider Anglican Communion.

MOVING TOWARDS THE FUTURE

As ABM looks ahead, it remains committed to supporting the Anglican Church's witness to the Gospel of Jesus Christ, serving the poor, feeding the hungry, healing the sick, and building strong communities of faith.

ABM-AID's strategic focus on education and climate provides clarity for long term impact. ABM will continue to support community-led, strengths-based approaches through global partnerships.

ABM anticipates ongoing collaboration across the Communion through various Anglican networks. Pilgrimages, theological reflection, contextual resources, and truth-telling initiatives will continue to shape ABM's formation work. ABM will seek to remain a catalyst for connection

between Australian Anglicans and global partners, between mission theology and practical action, and between heritage and the Church's evolving call to witness.

ABM will continue to prioritise accountability, stewardship, governance, and long-term sustainability.

ABM gives thanks to God for the foundations established in the past and for the dedication of the ABM Auxiliary, diocesan and provincial committees and representatives, clergy, and volunteers. ABM is deeply grateful for the support it receives from Anglicans across Australia, through prayer, giving, and involvement in its work.

Please feel free to contact ABM on (02) 9264 1021 or Email info@abmission.org.au or visit ABM's website at www.abmission.org

The Rev'd Dr John Deane
Executive Director, ABM-A

ANGLICAN REPRESENTATIVE (NATIONAL REDRESS SCHEME) LTD

BACKGROUND

In September 2017, at the Seventeenth Session, the General Synod passed the *Redress for Survivors of Abuse Canon 2017* which authorised the registration of a company to co-ordinate and manage redress for survivors of child sexual abuse through participation in a Commonwealth redress scheme.

The National Redress Scheme [“the Scheme”] was established by the Commonwealth Government and commenced on 1 July 2018. The Scheme will run for 10 years.

The Anglican Church of Australia General Synod has established Anglican Representative (National Redress Scheme) Limited [“ARNRSL”] to act as the representative entity to enable all Anglican dioceses, schools and agencies to join the Scheme as part of a national participating group.

ARNRSL is a company limited by guarantee which provides a single point of engagement with the Scheme to co-ordinate the provision of redress under the Scheme by Anglican participating institutions for survivors of institutional child sexual abuse.

DIRECTORS

The ARNRSL Constitution allows for not less than five and not more than seven directors. The Directors of ARNRSL are responsible for carrying out the company's purposes and for managing the affairs of the company.

The current Directors of ARNRSL are:

• Mr Joe Thorp (Chair)	Appointed 31 July 2024
• Reverend Dr Andrew Ford	Appointed 2 November 2022
• Mr James Gale	Appointed 25 February 2026
• Mr Charles Pitt	Appointed 3 April 2023
• Ms Karen Potts	Appointed 25 February 2026
• The Right Reverend Alison Taylor	Appointed 25 September 2018
• Ms Mandy Tibbey	Appointed 31 July 2024

The Directors of ARNRSL who resigned after GS18 are:

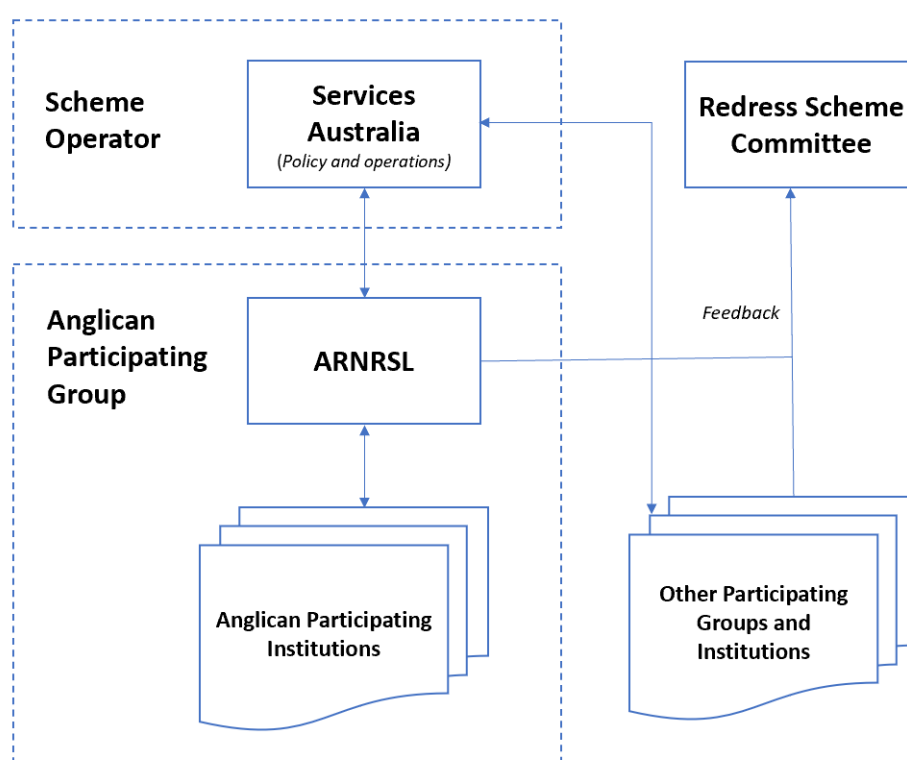
• Mr Garth Blake AM SC (Chair)	Appointed 31 July 2018, Resigned 30 July 2024
• Ms Sherril Butterworth (Chair)	Appointed 13 September 2022, Resigned 6 November 2024
• Mr Doug McCluskey	Appointed 1 January 2019, Resigned 22 August 2022
• Mrs Lynn Smith	Appointed 24 October 2018, Resigned 17 December 2025
• Mr Keith Stephens	Appointed 31 July 2018, Resigned 30 July 2024

ACTIVITIES

ARNRSL was registered as a company on 31 July 2018 and as a charity with the Australian Charities and Not-for-profits Commission on 1 August 2018. ARNRSL was declared by the Minister for Family and Social Services as the representative entity for the Anglican Participating Group on 4 December 2018.

As the representative entity, ARNRSL provides a coordinating role in liaising with the Scheme Operator on behalf of the members of the Anglican Participating Group. ARNRSL also represents the interests of its members as a member of Redress Scheme Committee established by the Scheme Operator. ARNRSL provides its members administrative support in receiving and responding to redress applications through the Scheme and liaising with the Scheme Operator on operational issues.

This is diagrammatically represented as follows:



Since its establishment in July 2018, the key activities of ARNRSL have been to:

- Promote participation of Anglican institutions in the Scheme through membership of the Anglican Participating Group;
- Support Anglican institutions in the application for admission as a participating member of ARNRSL and onboarding as a participating institution in the Scheme;
- Support participating institutions with operational issues in responding to redress claims and determinations;
- Liaise with the Scheme Operator on operational issues, and advocate for policy and process improvements on behalf of the Anglican Participating Group;
- Establish and document operational guidelines for participating members of ARNRSL;

- Establish internal policies and procedures to ensure appropriate governance structures are in place and ongoing compliance with regulatory authorities and the Scheme;
- Represent the interests of the Anglican Participating Group to the Minister for Families and Social Services, at the Redress Scheme Committee and other Government-led forums;
- Liaise with other non-government participating institutions on the operations of the Scheme and other matters in relation to their participation in the Scheme; and
- Report to internal (e.g. Standing Committee, participating members) and external stakeholders (e.g. Services Australia, ACNC) as required.

FUTURE OF THE SCHEME

The deadline for the receipt of new applications is 30 June 2027 with the Scheme scheduled to wrap up 30 June 2028. As at 31 March 2026 64.2% of all applications received by the Scheme are yet to receive a determination, making it highly unlikely that the end date of 2028 will be met.

In March 2026 the Joint Standing Committee of the National Redress Scheme, held a parliamentary inquiry into the continuing operation of the National Redress Scheme. The Chair & The Company Secretary of the ARNRSL represented the interests of the Anglican Church of Australia at the hearing.

PARTICIPATING INSTITUTIONS

As at 31 March 2026, 159 Anglican entities have been declared by the Minister for Social Services as part of the Anglican Participating Group, including all 23 dioceses.

A current list of all members of the Anglican participating group can be accessed on the General Synod Office website at:

<https://anglican.org.au/wp-content/uploads/2026/03/ARNRSL-Anglican-Participating-Group-for-website-30-March-2026.pdf>

As the representative entity, ARNRSL continues to provide feedback to and raise concerns with the Scheme Operator on behalf of its members in efforts to improve the operations of the Scheme.

ARNRSL continues to promote participation in the Scheme as part of the Anglican Participating Group, and Anglican schools and agencies continue to progressively join the Scheme.

Anglican Institutions	Declared Institutions	Institutions with applications pending
Diocesan	23	-
Schools¹	74	2
Agencies & Other	62	1
Total	159	3

ARNRSL DATA

Requests for Information

Since commencing operations in December 2018, ARNRSL has received 2,471 Requests for Information (RFIs), which are applications for redress. Of these, 78 have been returned by ARNRSL or withdrawn by the Scheme Operator as the incorrect institution was identified.

A summary of RFIs received by ARNRSL institutions by year and organisation type as at 31 March 2026:

RFI by Organisation Type	YTD 2026	2025	2024	2023	2022	2021	2020	2019	2018	Total
Diocese	62	350	185	228	143	187	203	303	9	1670
% of Years Total RFI	62.63%	62.39%	61.67%	65.33%	68.75%	77.27%	71.48%	73.54%	56.25%	67.58%
Agencies	15	119	69	78	48	38	60	71	7	505
% of Years Total RFI	15.15%	21.21%	23.00%	22.35%	23.08%	15.70%	21.13%	17.23%	43.75%	20.44%
Schools	22	92	46	43	17	16	15	16	0	267
% of Years Total RFI	22.22%	16.40%	15.33%	12.32%	8.17%	6.61%	5.28%	3.88%	0.00%	10.81%
Non-ARNRSL	0	0	0	0	0	1	6	22	0	29
TOTAL	99	561	300	349	208	242	284	412	16	2471

The above table shows an increase in Redress applications received by ARNRSL participating organisation in 2025. It is expected that this volume of applications may remain high at this level until the end of the scheme. As at the time of this report, the last date that applications will be accepted is 30 June 2027.

1,055 RFIs (43%) have been priority applications where the applicant is above 75 years of age or has a terminal illness.

Institutions are required to respond to RFIs within the required timeframes (4 weeks for priority applications, 8 weeks for non-priority applications), with some extensions available at the discretion of the Scheme Operator.

Redress Determinations and Offers

As at 31 March 2026, there have been 1,618 determinations by the Scheme Operator. Of these, there have been 483 determinations where an Independent Decision Maker has determined that the institution is not responsible for the abuse and therefore not liable for providing redress.

Applicants have 6 months to respond to redress offers and are able to request a review of the determination.

A summary of redress offers as at 31 March 2026:

Anglican Institutions	Number of Offers	Value of Offers ¹	Number of Offers Accepted	Number of Offers Declined
Dioceses	808	\$46,348,484	723	23
Schools	111	\$8,295,387	91	-
Agencies & Other	216	\$10,184,607	181	10
Total	1,135	\$64,828,478	995	33

Value of offers payable by Anglican institutions after consideration of prior payments of redress:

Range	Number of Offers
\$0	81
Between \$1 and \$50,000	613
Between \$50,001 and \$100,000	376
Greater than \$100,000	65
Total	1,135

The Scheme has a maximum redress amount of \$150,000. The average value of offers payable by Anglican institutions is \$57,118 incl \$0 payments, and \$61,507 excluding \$0 payments. A support service payment ranging between \$1,250 - \$5,000 is also payable by Anglican institutions in conjunction with each redress offer.

There have been delays in determinations since the commencement of the Scheme, however the appointment of additional Independent Decisions Makers by the Scheme Operator has seen material improvements in the timing of determinations.

Direct Personal Responses

Direct personal response (DPR) is an important component of redress available to survivors under the Scheme. As at 31 March 2026 of the 995 offers of redress accepted, 607 survivors had accepted an offer of a DPR from the responsible institution, however the actual number of applicants who have completed a DPR is 69.

Financial

ARNRSL charges its members the following fees:

- Application Fee – a one-off fee for non-diocesan members, payable on joining the Scheme
- Annual Fee – a recurring fee for every participating member payable each year
- Service Fee – a fee for each redress application received by a participating institution payable each quarter in arrears

The Directors of ARNRSL have appointed the General Synod Office to provide management and administrative support services to ARNRSL and its members.

For the year ended 31 December 2022, 31 December 2023, 31 December 2024 and 31 December 2025, ARNRSL have paid the General Synod Office an Administration Fee of \$88,500, \$91,500, \$95,160 and \$98,966 respectively in relation to services provided.

The audited Annual Financial Reports for ARNRSL as at 31 December 2022, 31 December 2023, 31 December 2024 and 31 December 2025 are included in this report as Annexure 1, Annexure 2, Annexure 3, and Annexure 4.

Annexure 1: Annual Financial Report at 31 December 2022

Annexure 2: Annual Financial Report at 31 December 2023

Annexure 3: Annual Financial Report at 31 December 2024

Annexure 4: Annual Financial Report at 31 December 2025



Anglican Church of Australia

Anglican Representative (National Redress Scheme) Limited

**ANGLICAN REPRESENTATIVE (NATIONAL REDRESS
SCHEME) LIMITED**

ABN 34 627 850 828

Annual Financial Report

31 December 2022

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Directors' Report

The Directors of Anglican Representative (National Redress Scheme) Limited ("ARNRSL") present their report together with the financial report of ARNRSL for the period ended 31 December 2022 and the independent auditor's report thereon.

The Directors during the period ended 31 December 2022 were:

Name	Position	Appointment Date
Mr Garth Blake AM SC	Chair	Appointed 31 July 2018
Mr Greg Hammond OAM		Appointed 31 July 2018 Resigned 23 March 2022
Mr Doug McCluskey		Appointed 1 January 2019 Resigned 30 June 2022
Mrs Lynn Smith		Appointed 24 October 2018
Mr Keith Stephens		Appointed 31 July 2018
The Right Reverend Alison Taylor		Appointed 25 September 2018
Ms Sherill Butterworth		Appointed 13 September 2022
The Right Reverend Dr Andrew Ford		Appointed 2 November 2022

Principal activities

ARNRSL has been established to support the purposes of the Anglican Church of Australia by acting as a representative for Anglican dioceses, schools and agencies under the National Redress Scheme for Institutional Child Sexual Abuse Act 2018.

As outlined in its constitution, the principal activities of ARNRSL are coordinating the provision of redress under the National Redress Scheme for survivors of institutional child sexual abuse by Anglican dioceses, schools and agencies, promoting participation in the Scheme and enabling an appropriate response to survivors by Anglican dioceses, schools and agencies.

As at 31 December 2022, all 23 Anglican dioceses have been declared as participating institutions. 150 of 155 Anglican schools are participating or have applications pending in the National Redress Scheme. The majority of Anglican mission and community service agencies which provide services to children are participating and ARNRSL continues to support many others in their application process. All Anglican institutions named in the Royal Commission into Institutional Child Sexual Abuse have joined the Scheme.

Operating and financial review

The surplus from ordinary activities amounted to \$25,347 (2021: Deficit \$17,317).

ARNRSL operated and earned \$145,100 (2021: \$98,250) from Application, Annual and Service Fees. ARNRSL also earned \$9,056 (2021: \$5,362) of Bank Interest.

ARNRSL incurred \$88,500 (2021: \$85,800) in General Synod Office ("GSO") management fees, representing the largest expense of the organisation, followed by bank fees of \$24,932 (2021: 25,137) and Audit Fees of \$7,150 (2021: \$7,150).

Significant changes in the state of affairs

In the opinion of the Directors, there were no significant changes in the state of affairs of ARNRSL that occurred during the financial year under review.

Environmental regulation

ARNRSL is not subject to any significant environmental regulations under either Commonwealth or State legislation.

Australian Charities and Not-for-profits Commission

ARNRSL was registered as a charity with the Australian Charities and Not-for-profits Commission on 1 August 2018.

Likely developments

The COVID-19 outbreak has not significantly impacted the Company's operation in 2022.

Except for the above, the Directors know of no event that will significantly impact on the activities of the ARNRSL in 2023.

Indemnification and insurance of officers

The Directors have agreed to indemnify various insured persons against all liabilities to another person that may arise from their position with ARNRSL.

For 2022, ARNRSL has paid insurance premiums of \$3,112 (2021: \$3,641) in respect of the insured persons.

Since the end of the 2022 financial year, ARNRSL has not indemnified or made a relevant agreement for indemnifying against a liability for any person who is or has been an auditor of the ARNRSL.

Signed in accordance with a resolution of the Board of Directors:

Dated at Sydney this 24th day of May 2023.

Mr Garth Blake AM SC
Chair

Mrs Lynn Smith
Director

ANGLICAN REPRESENTATIVE (NATIONAL REDRESS SCHEME) LIMITED

ABN: 34 627 850 828

AUDITOR'S INDEPENDENCE DECLARATION

FOR THE YEAR ENDED 31 DECEMBER 2022

We declare that, to the best of our knowledge and belief, during the year ended 31 December 2022 there have been no contraventions of:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commissions Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

National Audits Group Pty Ltd
Authorised Audit Company



Chang Chow
Registered Company Auditor

Dated 5 June 2023

Wagga Wagga

Statement of Profit or Loss and Other Comprehensive Surplus for the period ended 31 December 2022

	Note	2022 \$	2021 \$
Total Revenue Excluding Investing Activities	5	145,100	98,250
Expenses			
Audit Fees		(7,150)	(7,150)
Insurance		(3,528)	(2,909)
Members Meetings		(4,028)	-
GSO Management Fee	6	(88,500)	(85,800)
Board - Travel		(669)	-
Other Expenses	7	(2)	67
Net Expenses Excluding Investing Activities		(103,877)	(95,792)
Surplus Excluding Investing Activities		41,223	2,458
Investing Activities			
Investment income		9,056	5,362
Bank Guarantee Fees		(24,932)	(25,137)
Net Investing Activities		(15,876)	(19,775)
Surplus / (Deficit) after investing activities before income tax		25,347	(17,317)
Income tax expense	4h	-	-
Total comprehensive surplus / (deficit) for the year		25,347	(17,317)

The notes on pages 10 to 18 are an integral part of these statements.

Statement of Financial Position as at 31 December 2022

	Note	2022	2021
Assets			
Current Assets			
Cash and Cash Equivalents	8	59,912	40,730
Trade and Other Receivables	9	21,084	16,933
Prepayments		2,039	2,454
Total Current Assets		83,035	60,117
Non-Current Assets			
Other Financial Assets	10	1,020,930	1,020,930
Total Non-Current Assets		1,020,930	1,020,930
Total Assets		1,103,965	1,081,047
Liabilities			
Current Liabilities			
Trade and Other Payables	11	7,271	9,700
Total Current Liabilities		7,271	9,700
Non-Current Liabilities			
Other Financial Liabilities	12	1,000,000	1,000,000
Total Non-Current Liabilities		1,000,000	1,000,000
Total Liabilities		1,007,271	1,009,700
Net Assets		96,694	71,347
Accumulated Surplus			
Current Year Surplus / (Deficit)		25,347	(17,317)
Accumulated Surplus		71,347	88,664
Total Accumulated Surplus		96,694	71,347

The notes on pages 10 to 18 are an integral part of these statements.

Statement of Cash Flows for the period ended 31 December 2022

	Note	2022 \$	2021 \$
Cash Flows from Operating Activities			
Cash receipts in the course of operations		144,130	108,128
Cash payments in the course of operations		(102,568)	(120,667)
Net Cash Provided / (Used) by Operating Activities	13	41,562	(12,539)
Cash Flows from Investing Activities			
Cash receipts in the course of investing		2,552	6,089
Cash payments in the course of investing		(24,932)	(25,137)
Increase in Investments		-	(6,089)
Net Cash Used in Investing Activities		(22,380)	(25,137)
Net Increase / (Decrease) in Cash Held		19,182	(37,676)
Cash and Cash Equivalents at beginning of the period		40,730	78,406
Cash and Cash Equivalents at end of the period	8	59,912	40,730

The notes on pages 10 to 18 are an integral part of these statements.

Statement of Changes in Equity for the period ended 31 December 2022

2022	Accumulated Surplus	Total
	\$	\$
Balance at 1 January 2022	71,347	71,347
Surplus for the year	<u>25,347</u>	<u>25,347</u>
Balance at 31 December 2022	<u>96,694</u>	<u>96,694</u>
 2021	 Accumulated Surplus	 Total
	\$	\$
Balance at 1 January 2021	88,664	88,664
Deficit for the year	<u>(17,317)</u>	<u>(17,317)</u>
Balance at 31 December 2021	<u>71,347</u>	<u>71,347</u>

The notes on pages 10 to 18 are an integral part of these statements.

Notes to the Financial Statements for the period ended 31 December 2022

The financial report was authorised for issue by the Directors at their meeting on 24 May 2023.

1. Reporting Entity

ARNRSL is domiciled in Australia. The principal activities of ARNRSL during the course of the financial year were coordinating the provision of redress under the National Redress Scheme ("NRS") for survivors of institutional child sexual abuse by Anglican dioceses, schools and agencies, promoting participation in the NRS and enabling an appropriate response to survivors by Anglican dioceses, schools and agencies.

In the opinion of the Directors, ARNRSL is not a reporting entity. The financial report of ARNRSL has been drawn up as a special purpose financial report for distribution to the members.

2. Basis of Preparation**(a) Statement of compliance**

The special purpose financial report has been prepared in accordance with all the recognition and measurement aspects of applicable Australian Accounting Standards ("AASBs") (including the Australian Accounting Interpretations) adopted by the Australian Accounting Standards Board and the reporting requirements of the *Australian Charities and Not-for-Profits Commissions Act 2012*.

The notes to the Financial Statements of ARNRSL have been prepared on the basis that the Directors choose to exclude all disclosures except the minimum requirements.

The financial report does not include disclosure requirements of all AASBs except for the following minimum requirements:

AASB 101	Presentation of Financial Statements
AASB 107	Statement of Cash Flows
AASB 108	Accounting Policies, Changes in Accounting Estimates and Errors
AASB 1048	Interpretation of Standards
AASB 1054	Australian Additional Disclosures
AASB 1057	Application of Australian Accounting Standards

Basis of Preparation (continued)**(b) Basis of measurement**

The financial report has been prepared on the basis of historical costs.

(c) Functional and presentation currency

The financial report is presented in Australian dollars, which is also ARNRSL's functional currency.

(d) Use of estimates and judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

3. Purpose

The financial report reflects the operations of ARNRSL established by its Constitution.

4. Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in the financial report.

(a) Revenue**(i) Application Fees**

The directors may resolve from time to time that any person applying to become a Participating Member must pay an application fee. The Standing Committee of General Synod must approve any application fee determined by the Directors before it comes into effect. Fee income is taken into the income statement when the Participating Member is invoiced.

(ii) Annual Fees

Fees are payable by 31 December and recognised as income when the Participating Member is invoiced.

(iii) Service Fees

The Directors may establish and vary service fees payable by each Participating Member or each member of a class of Participating Members. Service fees are to be determined on a cost-recovery basis unless otherwise authorised by a 2/3 majority of votes cast by

members of the Standing Committee of General Synod. The Standing Committee must approve any service fee established or varied by the Directors. Fee income is taken into the income statement when the Participating Member is invoiced.

(iv) Interest Income

Interest income is recognised as and when it accrues in relation to the current period.

(b) Goods and services tax

Revenues, expenses, and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

Receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the taxation authority is included as a current asset or liability in the balance sheet.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the taxation authority are classified as operating cash flows.

(c) Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits with maturities of three months or less from the acquisition date that are subject to an insignificant risk of changes in their fair value and are used by the Company in the management of its short-term commitments.

(d) Trade and other receivables

Trade and other receivables are measured at their amortised cost less impairment losses. Trade debtors are generally settled within 30 days.

(e) Trade and other payables

Trade and other payables are measured at amortised cost. Trade accounts payable are normally settled within 30 days.

(f) Provisions

A provision is recognised in the balance sheet when the organisation has a present legal or constructive obligation as a result of a past event, and it is probable that an outflow of economic benefits will be required to settle the obligation. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

(g) Impairment

A financial asset is assessed at each reporting date to determine whether there is any objective evidence that it is impaired. A financial asset is considered to be impaired if objective evidence indicates that one or more events have had a negative effect on the estimated future cash flows of that asset.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount, and the present value of the estimated future cash flows discounted at the original effective interest rate. An impairment loss in respect of an available-for-sale financial asset is calculated by reference to its fair value.

Individually significant financial assets are tested for impairment on an individual basis. The remaining financial assets are assessed collectively in groups that share similar credit risk characteristics. AASB 9 introduces a new impairment model based on expected credit losses. This model makes use of more forward-looking information and applies to all financial instruments that are subject to impairment accounting.

All impairment losses are recognised in profit or loss. Any cumulative loss in respect of an available-for-sale financial asset recognised previously in equity is transferred to profit or loss.

Reversals of impairment

An impairment loss is reversed if the reversal can be related objectively to an event occurring after the impairment loss was recognised. For financial assets measured at amortised cost and available-for-sale financial assets that are debt securities, the reversal is recognised in profit or loss. For available-for-sale financial assets that are equity securities, the reversal is recognised directly in equity.

An impairment loss in respect of a receivable carried at amortised cost is reversed if the subsequent increase in recoverable amount can be related objectively to an event occurring after the impairment loss was recognised.

(h) Income tax

No provision for income tax has been raised as the Company is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

(i) Critical accounting estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

(j) Reclassification

In 2021, interest income and bank guarantee fees relating to the term deposit were reclassified to the investing activities in the cash flows statements for enhanced understandability of the financial statements. The respective comparative was updated accordingly.

5 Revenue

	2022	2021
	\$	\$
Application Fee	5,000	7,000
Annual Fee	78,000	36,250
Service Fee	62,100	55,000
Total	145,100	98,250

6 GSO Management Fee

	2022	2021
	\$	\$
GSO Management Fee	88,500	85,800
Total	88,500	85,800

7 Other Expenses

	2022	2021
	\$	\$
Other Expenses	-	(1)
Bad Debts Written Off / (Recovered)	2	(66)
Total	2	(67)

8 Cash and Cash Equivalents

	2022	2021
	\$	\$
Cash at Bank	59,912	40,730
Total Cash and Cash Equivalents	59,912	40,730

9 Trade and Other Receivables

	2022	2021
	\$	\$
Trade Debtors	14,060	16,075
Expected Credit Loss	(4)	(2)
Other Receivables	7,028	525
GST Paid	-	335
Total Trade and Other Receivables	21,084	16,933

	2022	2021
	\$	\$
10 Other Financial Assets		
Term Deposit for Bank Guarantee	1,020,930	1,020,930
Total Other Financial Assets	1,020,930	1,020,930

Under the terms of the National Redress Scheme, ARNRSL was required to provide the Commonwealth of Australia a Bank Guarantee for the value of \$1.0m. This has been secured from Westpac Banking Corporation, and requires the value of the guarantee to be placed on deposit as security for the term of the bank guarantee. The interest earned on the term deposit partially offsets the cost of the bank guarantee.

	2022	2021
	\$	\$
11 Trade and Other Payables		
Accrued Expenses	7,150	9,525
GST Collected	121	175
Total Trade and Other Payables	7,271	9,700

	2022 \$	2021 \$
12 Other Financial Liabilities		
Non-Current		
Non-current Loan from Anglican Church of Australia Trust Corporation	1,000,000	1,000,000
Total Non-Current Financial Liabilities	1,000,000	1,000,000
Total Financial Liabilities	1,000,000	1,000,000

(a) The Non-Current Loan from Anglican Church of Australia Trust Corporation:

- i) The Company entered into a loan of \$1.0m from the Anglican Church of Australia Trust Corporation (the "Lender") on 26th September 2018. The loan is a non-cumulative, subordinated, unsecured loan.
- ii) The proceeds of the loan principal were deposited with Westpac Banking Corporation as security for a guarantee, in favour of the Commonwealth of Australia (Department of Social Services), to enable the Company to participate as the representative of the Anglican Participating Group in the National Redress Scheme (NRS).
- iii) The payment of interest on the loan is subject to the absolute discretion of the Company. The Company has no liability to pay interest on the loan and the Lender has no claim or entitlement in respect of non-payment of interest.
- iv) Unless the Company is wound up, the Company has in its absolute discretion an option, but no obligation to repay the loan.
- v) In the event of the Company winding-up, the rights and claims of the Lender will be subordinate to any Senior Creditors, but senior to Members of the Company.
- vi) The \$1.0m guarantee to the Commonwealth of Australia, is backed by the cash from the Loan, deposited with Westpac and may be applied to discharge obligations of the Company, following a claim by the Commonwealth under the NRS.
- vii) The \$1.0m guarantee represents the current value of the agreed surety provided by the Company under the NRS. It is not implied nor intended to represent the quantum of any, or all future claims against the Anglican Church of Australia, under the NRS.
- viii) The Board consider the Loan is a liability as it is intended to be repaid in full to the Anglican Church of Australia Trust Corporation (the Lender), and that there are sufficient internal controls and alternative funding available that will not require the Commonwealth to draw on the \$1,000,000 bank guarantee.

13. Notes to the Statement of Cash Flows

(a) Reconciliation of Cash

For the purposes of the statement of cash flows, cash includes cash on hand and at bank and short-term deposits at call. Cash as at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

	2022 \$	2021 \$
Cash Assets	59,912	40,730
Reconciliation of surplus from ordinary activities to net cash provided by / (used in) operating activities		
Surplus from Operating Activities (excluding Investing Activities)	41,223	(17,317)
Add / (Less) non-cash items:		
Accrued interest income	-	(524)
Bad debts written off / (recovered)	2	(67)
Net Cash provided / (used) by operating activities before change in assets and liabilities	41,225	(17,908)
Change in Assets and Liabilities		
(Increase) / Decrease in Trade and Other Receivables	2,350	5,040
(Increase) / Decrease in Prepayments	415	(731)
Increase in Trade and Other Payables	(2,428)	1,060
Total	337	5,369
Net Cash provided / (used) by Operating Activities	41,562	(12,539)

14. Commitments

The General Synod Office ("GSO") provides management and administrative support services to ARNRSL as required for the operation of the company as the representative entity of the Anglican Participating Group in the National Redress Scheme.

15. Events Occurring after reporting date

Those charged with governance believe the Company will be able to continue as a going concern for the next twelve months.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Company the results of those operations or the state of affairs of the Company in the future financial years.

16. Contingent Liability

Claims against a member of the Anglican Participating Group under the National Redress Scheme are referred by the Company to the responsible institution. The Company has a joint and several liability in respect of these claims. Should an individual institution be unable to meet their redress liabilities under the National Redress Scheme, ARNRSL would ultimately be the responsible entity.

The Directors are not aware of any institution who is unable to meet their redress obligations under the National Redress Scheme at this time.

17. Related Parties**Revenue from Operating Activities**

All revenue received by ARNRSL in its ordinary course of business is received from entities that may be considered related parties of General Synod of the Anglican Church of Australia. During 2022 the total revenue received from related parties totalled \$145,100 (2021: \$98,250).

Management Fees

ARNRSL paid management fees to General Synod of the Anglican Church of Australia of \$88,500 (2021: \$85,500). These fees are paid for the provision of administrative and secretarial services.

Subordinated Loan

The Anglican Church of Australia Trust Corporation has provided a subordinated loan for the amount of \$1 million to ARNRSL. The terms of this loan and further information may be found in Note 12.

Statement by the Directors of Anglican Representative (National Redress Scheme) Limited

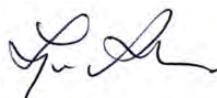
The Directors declare that in the Directors' opinion:

- (a) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- (b) the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*, with a resolution at a duly constituted meeting:



Mr Garth Blake AM SC
Chair



Mrs Lynn Smith
Director

Dated at Sydney this 24th day of May 2023.

ANGLICAN REPRESENTATIVE (NATIONAL REDRESS SCHEME) LIMITED
ABN: 34 627 850 828

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

Report on the Financial Statements

Opinion

We have audited the accompanying financial statements of Anglican Representative (National Redress Scheme) Limited (the Company), which comprises the statement of financial position as at 31 December 2022, the statement of profit or loss and other comprehensive surplus, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Directors' declaration.

In our opinion, the accompanying financial statements Anglican Representative (National Redress Scheme) Limited have been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Company's financial position as at 31 December 2022 and of its performance for the year then ended; and
- (ii) complying with the Australian Accounting Standards to the extent described in Note 2, and Division 60 of the *Australian Charities and Not-for-profits Commissions Regulation 2013*.

Basis for Opinion

We have conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial statements in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Preparation

We draw attention to Note 2 of the financial statements, which describes the basis of preparation. The financial statements have been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under the *Australian Charities and Not-for-profits Commissions Act 2012*. As a result, the financial statements may not be suitable for another purpose. Our report is intended solely for the Company and should not be distributed to or used by parties other than the Company. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance

The Directors of the Company are responsible for the preparation of the financial statements that give a true and fair view and have determined that the basis of preparation described in Note 2 to the financial statements is appropriate to meet the requirements of the Australian Charities and Not-for-profits Commissions Act 2012. The Directors' responsibility also includes such internal control as the Directors determine is necessary to enable the preparation of a financial statements that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

ANGLICAN REPRESENTATIVE (NATIONAL REDRESS SCHEME) LIMITED
ABN: 34 627 850 828

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

Responsibilities of Management and Those Charged with Governance (Continued)

In preparing the financial statements, the Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so. The Directors is also responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern.

If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion.

Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

ANGLICAN REPRESENTATIVE (NATIONAL REDRESS SCHEME) LIMITED
ABN: 34 627 850 828

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

Auditor's Responsibilities for the Audit of the Financial Report (Continued)

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit. We also provide the Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

National Audits Group Pty Ltd
Authorised Audit Company



Chang Chow
Registered Company Auditor

Dated 5 June 2023

Wagga Wagga



Anglican Church of Australia

Anglican Representative (National Redress Scheme) Limited

ANGLICAN REPRESENTATIVE (NATIONAL REDRESS SCHEME) LIMITED

ABN 34 627 850 828

Annual Financial Report

31 December 2023

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Directors' Report

The Directors of Anglican Representative (National Redress Scheme) Limited ("ARNRSL" or "the Company") present their report, together with the financial report of ARNRSL for the period ended 31 December 2023 and the independent auditor's report thereon.

Directors

The names of each person who has been a director during the period and to date of this report are:

Director	Appointment Date
Mr Garth Blake AM,SC	31 July 2018
The Right Reverend Alison Taylor	25 September 2018
Mr Keith Stephens	31 July 2018
Mrs Lynn Smith	24 October 2018
Ms Sherril Butterworth	13 September 2022
Reverend Dr Andrew Ford	2 November 2022
Mr Charles Pitt	3 April 2023

Company Secretary

Tracey Longfield has held the role of Company Secretary since August 2023, and is responsible in ensuring that the ongoing requirements of the ARNRSL are met.

Directors' meetings

The number of meetings of Directors (including meetings of Committees of Directors) held during the year and the number of meetings attended by each Director were as follows:

Director	Meeting Eligible to attend	Meetings attended
Mr Garth Blake	3	3
The Right Reverend Alison Taylor	3	3
Mr Keith Stephens	3	3
Mrs Lynn Smith	3	2
Ms Sherril Butterworth	3	3
Reverend Dr Andrew Ford	3	3
Mr Charles Pitt	3	3

Principal activities

The principal activities of the ARNRSL during the financial period was to pursue charitable purposes as defined in section 12(1) of the Charities Act 2013 (Cth).

The ARNRSL has been established to support the purposes of the Anglican Church of Australia by acting as a representative for Anglican dioceses, schools and agencies under the National Redress Scheme for Institutional Child Sexual Abuse Act 2018. As outlined under its constitution, the principal activities of ARNRSL are to coordinate the provision of redress under the National Redress Scheme (**Scheme**) for survivors of institutional child sexual abuse by Anglican dioceses, schools and agencies, promoting participation in the Scheme and enabling an appropriate response to survivors by Anglican dioceses, schools and agencies.

As at 31 December 2023, all 23 Anglican dioceses have been declared as participating institutions. 150 of 155 Anglican schools are participating or have applications pending in the National Redress Scheme. The majority of Anglican mission and community service agencies which provide services to children are participating and ARNRSL continues to support many others in their application process. All Anglican institutions named in the Royal Commission into Institutional Child Sexual Abuse have joined the Scheme.

Significant changes in the state of affairs

In the opinion of the Directors, there were no significant changes in the state of affairs of ARNRSL that occurred during the financial year under review.

Significant events after the balance date

The ARNRSL board is not aware of any matters or circumstances since the end of the financial year that significantly affected or may significantly affect the operations of the ARNRSL, the results of those operations, or the state of affairs or the ARNRSL in future financial years.

Operating and financial review

The surplus from ordinary activities amounted to \$111,207 (2022: \$25,347).

ARNRSL operated and earned \$202,100 (2022: \$145,100) from Application, Annual and Service Fees. ARNRSL also earned \$36,388 (2022: \$9,056) of bank interest.

ARNRSL incurred \$91,500 (2022: \$88,500) in General Synod Office ("GSO") management fees, representing the largest expense of the organisation, followed by bank fees of \$25,000 (2022: \$24,932) and Audit Fees of \$7,000 (2022: \$7,150).

Dividends

No dividends have been declared or paid during the financial year as the Company is not permitted under its Constitution to pay a dividend.

Environmental regulation

The ARNRSL's operations are not subject to any significant environmental regulations under either Commonwealth or State legislation. However, the Board believes that the Company has adequate systems in place for the management of its environmental requirements and is not aware of any breach of those environmental requirements.

Likely Developments

There are currently no likely developments which may materially impact the activities of the Company.

Indemnification of officers and auditors

On 8 December 2023 the ARNRSL paid a premium in respect of a contract insuring the directors of the ARNRSL, the company secretary and all executive officers of the Company against a liability incurred to the extent permitted under Australian Charities and Not-for-profits Commission Act 2012. For 2023, ARNRSL has paid insurance premiums of \$3,241 (2022: \$3,528) excluding GST in respect of the insured persons.

Directors' Report

The contract of insurance prohibits the disclosure of the nature of the liabilities and the amount of the premium. The Company has entered into deeds of indemnity and access for director and officers.

The Company has not otherwise, during or since the end of the financial year except to the extent permitted by law, indemnified or agreement to indemnify an office or auditor of the Company or of any related body corporate against a liability incurred as such an officer or auditor.

Auditors Independence Declaration

The auditor's independent declaration as required under the Corporations Act 2001 (Cth) and Australian Charities and Not-for-profits Commission Act 2012 is set out on page 6.

ACNC Registration

ARNRSL was registered as a charity with the Australian Charities and Not-for-profits Commission on 1 August 2018.

Contribution in winding up

The Company is incorporated under the Corporations Act 2001 and is a Company limited by guarantee.

If the Company is wound up, its Constitution states the following:

Governing Member

Each Governing Member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity. That is, the total amount that members of the Company are liable to contribute if the Company is wound up is \$1, based on 1 Governing Member.

Participating Members

Each Participating Member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity. That is, the total amount that members of the Company are liable to contribute if the Company is wound up is \$161, based on 161 Participating Members.

Signed in accordance with a resolution of the Board of Directors:


Mr Garth Blake (AM SC)
Chair

Sydney


Mrs Lynn Smith
Director

Adelaide

Dated this 20th day of June 2024.



Vince Fayad
Registered Auditor

ABN 29 613 917 169

P | GPO BOX 2733, SYDNEY NSW 2001

A | SUITE 6, LEVEL 5, 189 KENT STREET, SYDNEY NSW 2000

T | +61 2 8046 2799

The Board Members
The Anglican Representative (National Redress Scheme) Limited
4/189 Kent Street
Sydney NSW 2000

Dear Board Members,

Auditor's Independence Declaration to The Anglican Representative (National Redress Scheme) Limited

In accordance with the Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, I provide the following declaration of independence to the board members of The Anglican Representative (National Redress Scheme) Limited.

As auditor of the financial statements of The Anglican Representative (National Redress Scheme) Limited for the financial year ended 31 December 2023, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours sincerely



Vincent John Fayad
Registered Company Auditor
Sydney, 20 June 2024

Statement of Profit or Loss and Other Comprehensive Surplus

for the period ended 31 December 2023

	Note	31 December 2023 \$	31 December 2022 \$
Total Revenue Excluding Investing Activities	5	202,100	145,100
Expenses			
Audit Fees		(7,000)	(7,150)
Insurance		(3,241)	(3,528)
Members Meetings		-	(4,028)
General Synod Office Management Fee	6	(91,500)	(88,500)
Board – Travel		(1,140)	(669)
Other Expenses	7	600	(2)
Net Expenses Excluding Investing Activities		(102,281)	(103,877)
Operating Surplus for the year		99,819	41,223
Investing Activities			
Investment income		36,388	9,056
Bank Guarantee Fees		(25,000)	(24,932)
Investing Surplus for the year		11,388	(15,876)
Surplus for the year before income tax		111,207	25,347
Income tax expense	41	-	-
Other comprehensive income for the year		-	-
Total comprehensive surplus for the year		111,207	25,347

The accompanying notes on pages 13 to 24 form part of these financial statements.

Statement of Financial Position

As At 31 December 2023

	Note	31 December 2023	31 December 2022
Assets			
Current Assets			
Cash and Cash Equivalents	8	120,856	59,912
Trade and Other Receivables	9	37,361	21,084
Prepayments		2,312	2,039
Total Current Assets		160,529	83,035
Non-Current Assets			
Other Financial Assets	10	1,055,131	1,020,930
Total Non-Current Assets		1,055,131	1,020,930
Total Assets		1,215,660	1,103,965
Liabilities			
Current Liabilities			
Trade and Other Payables	11	7,759	7,271
Total Current Liabilities		7,759	7,271
Non-Current Liabilities			
Financial liabilities	12	534,583	509,078
Total Non-Current Liabilities		534,583	509,078
Total Liabilities		542,342	516,349
Net Assets		673,318	587,616
Equity			
Current Year Surplus / (Deficit)		111,207	25,347
Accumulated Surplus		96,694	71,347
Total Accumulated Surplus		207,901	96,694
Funds Contributed	13	465,417	490,922
Net Equity		673,318	587,616

The accompanying notes on pages 13 to 24 form part of these financial statements.

Statement of Cash Flows

For the Period Ended 31 December 2023

	Note	31 December 2023 \$	31 December 2022 \$
Cash Flows from Operating Activities			
Cash receipts from annual fees		80,000	78,000
Cash receipts from application fees		-	5,000
Cash receipts from service fees		107,960	61,190
Cash payments for management fees		(91,500)	(88,500)
Cash payments for insurance policies		(3,515)	(3,112)
Cash payments to suppliers and associated costs		(7,001)	(11,016)
Net Cash Provided by Operating Activities	14	85,944	41,562
Cash Flows from Investing Activities			
Cash receipts in the course of investing		-	2,552
Net Cash Used in Investing Activities		-	2,552
Cash Flows from financing activities			
Payments for fees on bank guarantee		(25,000)	(24,932)
Net Cash used in Financing Activities		(25,000)	(24,932)
Net Increase in Cash Held		60,944	19,182
Cash and Cash Equivalents at beginning of the period		59,912	40,730
Cash and Cash Equivalents at end of the period	8	120,856	59,912

The accompanying notes on pages 13 to 24 form part of these financial statements.

Statement of Changes in Equity

For the period ended 31 December 2023

2023	Accumulated Surplus	Funds Contributed	Total
	\$	\$	\$
Balance at 1 January 2023	96,694	490,922	587,616
Surplus for the year	111,207	-	111,207
Fair value adjustment recognised for year	-	(25,505)	(25,505)
Balance at 31 December 2023	207,901	465,417	673,318

2022	Accumulated Surplus	Funds Contributed	Total
	\$	\$	\$
Balance at 1 January 2022	71,347	-	71,347
Surplus for the year	25,347	-	25,347
Fair value adjustment recognised for year	-	490,922	490,922
Balance at 31 December 2022	96,694	490,922	587,616

The accompanying notes on pages 13 to 24 form part of these financial statements.

Notes to the Financial Statements

For the Period Ended 31 December 2023

The financial report was authorised for issue by the Directors at their meeting on 20 June 2024.

1. Reporting Entity

This financial report covers the Anglican Representative (National Redress Scheme) Limited ("ARNRSL" or "the Company") as a public company limited by guarantee domiciled in Australia. The ARNRSL was registered with the Australian Securities & Investment Commission (ASIC) and the Australian Charities and Not-for-profits Commission (ACNC) on 1 August 2018. The ARNRSL is a public company limited by guarantee that is governed internally by its Constitution.

The ARNRSL obtained a Charity endorsement with the ACNC and Australian Taxation Office (ATO) on 1 August 2018.

The principal activities of ARNRSL during the course of the financial year were coordinating the provision of redress under the National Redress Scheme ("NRS") for survivors of institutional child sexual abuse by Anglican dioceses, schools and agencies, promoting participation in the NRS and enabling an appropriate response to survivors by Anglican dioceses, schools and agencies.

2. Basis of Preparation

The directors have prepared the financial statements on the basis that the Company is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the Corporations Act 2001. The Company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

These are special purpose financial statements that have been prepared for the purposes of complying with Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013 and associated regulations and the Corporations Act 2001 requirements to prepare and distribute financial statements to the members of the ARNRSL. The directors have determined that the accounting policies adopted are appropriate to meet the needs of the members of the ARNRSL.

(a) Statement of compliance

The special purpose financial report has been prepared in accordance with all the recognition and measurement aspects of applicable Australian Accounting Standards ("AASBs") (including the Australian Accounting Interpretations) adopted by the Australian Accounting Standards Board and the reporting requirements of the *Australian Charities and Not-for-Profits Commissions Act 2012*.

The notes to the Financial Statements of ARNRSL have been prepared on the basis that the Directors choose to exclude all disclosures except the minimum requirements.

The financial report does not include disclosure requirements of all AASBs except for the following minimum requirements:

AASB 101	Presentation of Financial Statements
AASB 107	Statement of Cash Flows
AASB 108	Accounting Policies, Changes in Accounting Estimates and Errors
AASB 1048	Interpretation of Standards
AASB 1054	Australian Additional Disclosures
AASB 1057	Application of Australian Accounting Standards

(b) Basis of measurement

The financial report has been prepared on the basis of historical costs.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

(c) Functional and presentation currency

The financial report is presented in Australian dollars, which is also ARNRSL's functional currency.

(d) Use of estimates and judgements

The amounts presented in the financial statements have been rounded to the nearest dollar.

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

3. Purpose

The financial report reflects the operations of ARNRSL established by its Constitution.

4. Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in the financial report.

(a) Revenue

Revenues are recognised when the Company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Revenues are recognised net of the amounts of goods and services tax (GST) payable to the Australian Taxation Office (ATO).

(i) Application Fees

The directors may resolve from time to time that any person applying to become a Participating Member must pay an application fee. The Standing Committee of General Synod must approve any application fee determined by the Directors before it comes into effect. Fee income is taken into the income statement when the Participating Member is invoiced.

(ii) Annual Fees

The members of the ARNRSL have agreed, through the Members' Agreement, to provide contributions to the ARNRSL annually (31 December) to allow it to carry out its activities in meeting its purpose. The Company assesses that AASB 15 is applied in recording revenue.

(iii) Service Fees

The Directors may establish and vary service fees payable by each Participating Member or each member of a class of Participating Members. Service fees are to be determined on a cost-recovery basis unless otherwise authorised by a 2/3 majority of votes cast by members of the Standing Committee of General Synod. The Standing Committee must approve any service fee established or varied by the Directors. The Company assesses that AASB 15 is applied in recording the recharge revenue, where such revenues are recognised in the period in which the underlying recharge cost was incurred.

(iv) Interest Income

Interest income is recognised as and when it accrues in relation to the current period.

(b) Expenses

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with the use of the resources.

(c) Goods and services tax

Revenues, expenses, and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

Receivables and payables are stated with the amount of GST included.

(d) Goods and services tax (continued)

The net amount of GST recoverable from, or payable to, the taxation authority is included as a current asset or liability in the balance sheet.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the taxation authority are classified as operating cash flows.

(e) Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits with maturities of three months or less from the acquisition date that are subject to an insignificant risk of changes in their fair value and are used by the Company in the management of its short-term commitments.

(f) Trade and other receivables

Trade and other receivables are measured at their amortised cost less impairment losses. Trade debtors are generally settled within 30 days.

(g) Trade and other payables

Trade and other payables are measured at amortised cost. Trade accounts payable are normally settled within 30 days.

(h) Provisions

A provision is recognised in the balance sheet when the organisation has a present legal or constructive obligation as a result of a past event, and it is probable that an outflow of economic benefits will be required to settle the obligation. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

(i) Loan from Anglican Church of Australia Trust Corporation

As set out in note 12, the loan from the Anglican Church of Australia Trust Corporation is subject to interest which is at the discretion of the Company and is also repayable at any time at the election of the Company. Accordingly, the loan is recognised at its fair value, which has been based on estimating the discounted future loan repayments and using a rate that an unrelated lender would offer for the loan. Given that the life of the loan instrument is 18 years (which accommodates for a 2-year extension on the 10-year duration of the National Redress Scheme, plus an additional 6 year debt limitation period), the present value of the future cash flows arising from that loan is shown as liability, with the remainder having been classified as contributed equity.

(j) Financial instruments**(I) Recognition and initial measurement**

The Company initially recognises receivables and debts security issued on the date when they are originated. All other financial assets and financial liabilities are initially recognised on the trade date.

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at Fair Value Through Profit and Loss (FVTPL), transaction costs that are directly attributable to its acquisition or issue.

(II) Financial liabilities - classification, subsequent measurement and gains/losses

Financial liabilities are classified as measured at amortised cost or FVTPL. A financial liability is classified as at FVTPL if it is classified as held-for-trading, it is a derivative or it is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value and net gains and losses, including any interest expense, are recognised in profit or loss.

Other financial liabilities are subsequently measured at amortised cost using the effective interest method.

Interest expense and foreign exchange gains and losses are recognised in profit or loss. Any gain or loss on derecognition is also recognised in profit or loss.

(III) Financial assets - derecognition

The Company derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred, or it neither transfers nor retains substantially all the risks and rewards of ownership and does not retain control over the transferred asset.

Any interest in such derecognised financial assets that is created or retained by the Company is recognised as a separate asset or liability. The Company derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. Financial assets and liabilities are offset and the net amount presented in the Statement of Financial Position when, and only when, the Company has a legal right to offset the

(IV) Financial liabilities - derecognition

The Company derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. The Company also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value.

(k) Impairment

A financial asset is assessed at each reporting date to determine whether there is any objective evidence that it is impaired. A financial asset is considered to be impaired if objective evidence indicates that one or more events have had a negative effect on the estimated future cash flows of that asset.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount, and the present value of the estimated future cash flows discounted at the original effective interest rate. An impairment loss in respect of an available-for-sale financial asset is calculated by reference to its fair value.

Individually significant financial assets are tested for impairment on an individual basis. The remaining financial assets are assessed collectively in groups that share similar credit risk characteristics. IFRS 9 introduces a new impairment model based on expected credit losses. This model makes use of more forward-looking information and applies to all financial instruments that are subject to impairment accounting.

All impairment losses are recognised in profit or loss. Any cumulative loss in respect of an available-for-sale financial asset recognised previously in equity is transferred to profit or loss.

Reversals of impairment

An impairment loss is reversed if the reversal can be related objectively to an event occurring after the impairment loss was recognised. For financial assets measured at amortised cost and available-for-sale financial assets that are debt securities, the reversal is recognised in profit or loss. For available-for-sale financial assets that are equity securities, the reversal is recognised directly in equity.

An impairment loss in respect of a receivable carried at amortised cost is reversed if the subsequent increase in recoverable amount can be related objectively to an event occurring after the impairment loss was recognised.

(l) Income tax

No provision for income tax has been raised as the Company is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

(m) Critical accounting estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

(n) Application of new and revised Accounting Standards

The Company has adopted all new and revised standards and amendments thereof and interpretation effective for the current year that are relevant to the agency. A number of other new standards are also effective from 1 January 2024 but they do not have a material effect on the Agency's financial statement.

(o) Going concern

The Company had net current assets of \$673,318 (2022: \$587,616) as of the financial year-end.

Notwithstanding the above net asset position, due to the Company acting as the representative for the Anglican dioceses, schools and agencies (**Participating Members**) under the National Redress Scheme for Institutional Child Sexual Abuse Act 2018 (**National Redress Scheme**), it will be responsible for meeting any shortfall of redress claims (**Shortfall Claims**) that may arise against the Participating Members.

As at the date of these financial statements, there are several claims that were pending against various Participating Members. However, the directors have prepared the financial report on a going concern basis due to the following factors:

- i. the Company has received a letter of support from the Anglican Church of Australia Trust Corporation to provide an irrevocable and unconditional guarantee to the Company to meet any Shortfall Claims that the Company may be required to meet under the National Redress Scheme;
- ii. based on information presented by the Participating Members, only one Participating Member at the date of these financial statements was suffering financial hardship in meeting its redress obligations. The Company is satisfied that this Participating Member will likely be able to meet its obligations for the current financial year; and
- iii. the Company's current financial position, without further funding from the Anglican Church of Australia Trust Corporation, is considered to be sufficient to meet any Shortfall Claims that may arise over the current financial year.

(p) Comparative figures

Comparative information has been revised to enhance comparability with the year ended 31 December 2023.

The comparative figures have been adjusted to consider the accounting policy detailed under note 1(i) above, which refer to the requirements contained in "IFRS 9 Financial Instruments". Under this standard, it identifies the treatment that is to be adopted for loan that has not been provided on an arms-length, or commercial basis.

IFRS 9 has been adopted when classifying the subordinated loan provided by the Anglican Church of Australia Trust Corporation, as the ARNRSL does not have a contractual obligation to repay the loan or pay interest.

The above is a change in accounting policy has resulted in a change to the presentation of the comparative amounts previously stated. Such changes reflect the amount of future cash flows under the loan instrument that are to be classified as equity and which part is to be shown as a financial liability. As a result of such changes, the financial liability to the Anglican Church of Australia Trust Corporation has been reduced from \$1,000,000 at 31 December 2022 to \$509,078, with the balance having been reallocated to "Contributed Capital" (\$490,922).

No other changes have been made to the comparative balances.

Anglican Representative (National Redress Scheme) Limited
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2023

5 Revenue

	Note	2023	2022
		\$	\$
Application Fee		-	5,000
Annual Fee		80,000	78,000
Service Fee		122,100	62,100
Total		202,100	145,100

6 General Synod Office Management Fee

	2023	2022
	\$	\$
General Synod Office Management Fee	91,500	88,500
Total	91,500	88,500

7 Other Expenses

	2023	2022
	\$	\$
Other Expenses	(650)	-
Bad Debts	50	2
Total	(600)	2

8 Cash and Cash Equivalents

	2023	2022
	\$	\$
Cash at Bank	120,856	59,912
Total Cash and Cash Equivalents	120,856	59,912

9 Trade and Other Receivables

	2023	2022
	\$	\$
Trade Debtors (a)	900	14,060
Expected Credit Loss	(54)	(4)
Accrued Income	27,300	-
Other Receivables	9,215	7,028
Total Trade and Other Receivables	37,361	21,084

(a) With the exception of the Expected Credit Loss recognised within the above, there are no balances within trade receivables that are impaired and are/or past due. It is expected that these balances will be received when due.

Anglican Representative (National Redress Scheme) Limited
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2023

	Note	2023	2022
		\$	\$
10 Other Financial Assets			
Term Deposit for Bank Guarantee	(a)	1,055,131	1,020,930
Total Other Financial Assets		1,055,131	1,020,930

- (a) Under the terms of the National Redress Scheme, ARNRSL was required to provide the Commonwealth of Australia a Bank Guarantee for the value of \$1.0m. This has been secured from Westpac Banking Corporation and requires the value of the guarantee to be placed on deposit as security for the term of the bank guarantee. The interest earned on the term deposit offsets the cost of the bank guarantee.

	2023	2022
	\$	\$
11 Trade and Other Payables		
Accrued Expenses	7,000	7,150
GST Collected	759	121
Total Trade and Other Payables	7,759	7,271

	Note	2023	2022
		\$	\$
12 Financial Liabilities			
Loan from Anglican Church of Australia Trust Corporation	(a), (b)	534,583	509,078
Total Financial Liabilities		534,583	509,078

(a) Terms of the loan from Anglican Church of Australia Trust Corporation

The following terms are attributed to the loan provided from the Anglican Church of Australia Trust Corporation (Loan):

- i) The Company entered into a loan of \$1.0m from the Anglican Church of Australia Trust Corporation (the "Lender") on 26th September 2018. The loan is a non-cumulative, subordinated, unsecured loan.
- ii) The proceeds of the loan principal were deposited with Westpac Banking Corporation as security for a guarantee, in favour of the Commonwealth of Australia (Department of Social Services), to enable the Company to participate as the representative of the Anglican Participating Group in the National Redress Scheme (NRS).
- iii) The payment of interest on the loan is subject to the absolute discretion of the Company. The Company has no liability to pay interest on the loan and the Lender has no claim or entitlement in respect of non-payment of interest.

12 Financial Liabilities (continued)

- iv) Unless the Company is wound up, the Company has in its absolute discretion an option, but no obligation to repay the loan.
 - v) In the event of the Company winding-up, the rights and claims of the Lender will be subordinate to any Senior Creditors, but senior to Members of the Company.
 - vi) The \$1.0m guarantee to the Commonwealth of Australia, is backed by the cash from the Loan, deposited with Westpac and may be applied to discharge obligations of the Company, following a claim by the Commonwealth under the NRS.
 - vii) The \$1.0m guarantee represents the current value of the agreed surety provided by the Company under the NRS. It is not implied nor intended to represent the quantum of any, or all future claims against the Anglican Church of Australia, under the NRS.
 - viii) The Board intends on repaying the Loan to the Anglican Church of Australia Trust Corporation (the Lender), as they believe that there will be sufficient resources within each Participating Member to meet the claims under the NRS.
- (b) Accounting treatment adopted - loan to the Anglican Church of Australia Trust Corporation

The loan has been discounted over 18 years to reflect its fair value in accordance with IFRS 9 Financial Instruments. The discounted principal has been classified by the ARNRSL as a Non-Current Loan Liability of \$534,583 (2022: \$509,078).

It is noted that the Standing Committee of the General Synod of the Anglican Church of Australia determines to be the ultimate day-to-day decision-making body of both General Synod and ARNRSL. The Standing Committee has established that the risk of default under the loan instrument over its lifetime are "low" as the likelihood of any claim made by Participating Members of the ARNRSL were negligible. Accordingly, under IFRS 9 such a loan will fall within the "Stage 1" impairment model, with the expected credit loss amount to an immaterial balance. Accordingly, no credit losses have been recognised by either the General Synod or ARNRSL.

This treatment was not applied during the previous financial year. More information concerning the adoption of this new accounting treatment can be found within Note 4(p) of these financial statements.

	Note	2023 \$	2022 \$
13 Contributed Capital			
Contribution from the Anglican Church of Australia Trust Corporation	(a), (b)	465,417	490,922
Total Contributed Capital		465,417	490,922

Contributed Capital (continued)

(a) Contributed Capital from the Anglican Church of Australia

In accordance with IFRS 9, the loan from the Anglican Church of Australia Trust Corporation has been recognised at its fair value, which has been based on estimating the discounted future loan repayments and using a rate that an unrelated lender would offer for the loan.

The maximum interest rate payable by ARNRSL to General Synod on the loan has been set to equal the interest rate received from Westpac by ARNRSL, less a 2.5% bank guarantee fee. However, the payment of any interest is subject to the absolute discretion of ARNRSL. The General Synod has no claim or entitlement in respect of the non-payment (including on a winding-up of ARNRSL) and the non-payment does not constitute an event of default. The effective interest rate between ARNRSL and the General Synod during the year was 0% (2022: 0%).

In noting that there is no effective rate adopted for interest on the loan, no discounting of the loan to the profit and loss required. However, an adjustment for fair value has been recognised for repayments to be made for the loan, which treats to unwind the loan value over the term – being 18 years. Such an amount is reflected in (b) below.

(b) Movement to Contributed Capital

The movement in the contributed capital account during each financial year was as follows:

	2023	2022
	\$	\$
Contributed Capital		
Balance at the beginning of year	490,922	515,210
Fair value adjustment recognised for year	(25,505)	(24,288)
Total Contributed Capital	465,417	490,922

14. Notes to the Statement of Cash Flows

(a) **Reconciliation of Cash**

For the purposes of the statement of cash flows, cash includes cash on hand and at bank and short-term deposits at call. Cash as at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

14. Notes to the Statement of Cash Flows (continued)

	2023 \$	2022 \$
Cash Assets	120,856	59,912
Reconciliation of surplus from ordinary activities to net cash provided by / (used in) operating activities		
Surplus from Operating Activities (excluding Investing Activities)	99,819	41,223
Add / (Less) non-cash items:		
Accrued interest income	-	-
Bad debts written off / (recovered)	50	2
Net Cash provided operating activities before change in assets and liabilities	99,869	41,225
Change in Assets and Liabilities		
(Increase) / Decrease in Trade and Other Receivables	(14,140)	2,350
(Increase) / Decrease in Prepayments	(274)	415
Increase in Trade and Other Payables	489	(2,428)
Total	(13,925)	337
Net Cash provided by Operating Activities	85,944	41,562

15. Commitments

The General Synod Office ("GSO") provides management and administrative support services to ARNRSL as required for the operation of the company as the representative entity of the Anglican Participating Group in the National Redress Scheme. Such services are governed under an agreement entered into between the parties on 8 August 2018 (**Agreement**).

The costs under the Agreement are subject to mutual agreement between the parties and is set at the commencement of each financial year. The term of the Agreement is indefinite, however can be terminated at any time by either party.

16. Events Occurring after reporting date

Those charged with governance believe the Company will be able to continue as a going concern for the next twelve months.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Company the results of those operations or the state of affairs of the Company in the future financial years.

17. Contingencies

Contingent Liability

National Redress Scheme

On 31 May 2018, the Company was accepted as a participant to the Federal Government's National Redress Scheme. The members of ARNRSL, as part of the Members' Agreement, have agreed to indemnify the Company for any claims made under the National Redress Scheme. As a result of the Company being a participant of the National Redress Scheme, it is responsible for the meeting of any claims made pursuant to the National Redress Scheme.

As at the date of these financial statements, there are several claims pending against various diocese associated with the ARNRSL. The Company has a joint and several liability in respect to any claims against a participating member where it is unable to meet its redress liability.

The extend of the claims is unknown at the date of this report.

Diocese of North Queensland

The Directors are aware that the Diocese of North Queensland (**DoNQ**), being a participating member of the ARNRSL, may have insufficient reserves to meet future claims made against it under the National Redress Scheme. To the extent that the DoNQ could not meet the payment obligations required under future claims, the ARNRSL, as the representative entity under the National Redress Scheme, would be required to satisfy such a shortfall.

It is not possible to determine the amount at balance date of these claims as they remain uncertain. In the event that claims are lodged and the quantum of such claims exceeds that of the recoverable assets of the DoNQ, it is anticipated that a provision will be raised within the financial statements of the ARNRSL based on the average claim payments rates made under the National Redress Scheme.

Contingent Asset

The Anglican Church of Australia Trust Corporation has provided an irrevocable and unconditional guarantee to the Company for the payment of amounts that may be necessary to meet all amounts associated with the Company's compliance under the National Redress Scheme.

18. Company Details

The entity was incorporated in the state of New South Wales and has the registered office at :

Suite 4, Level 5

189 Kent Street

Sydney NSW 2000

19. Related Parties

Revenue from Operating Activities

All revenue received by ARNRSL in its ordinary course of business is received from entities that may be considered related parties of General Synod of the Anglican Church of Australia. During 2022 the total revenue received from related parties totalled \$202,100 (2022: \$145,100).

Management Fees

ARNRSL paid management fees to General Synod of the Anglican Church of Australia of \$91,500 (2022: \$88,500). These fees are paid for the provision of administrative and secretariat services.

Subordinated Loan

The Anglican Church of Australia Trust Corporation has provided a subordinated loan for the amount of \$1 million to ARNRSL. The terms of this loan and further information may be found in Note 12.

20. Auditors remuneration

Vince Fayad is the appointed auditor of the Company.

Fees paid by the Company in respect to the audit and review of its financial report were are as:

	2023	2022
	\$	\$
Vince Fayad	7,000	-
National Audits Group	-	7,150
	<u> </u>	<u> </u>

Vince Fayad has not performed any other services in addition to his statutory duties as the auditors.



Vince Fayad
Registered Auditor

ABN 29 613 917 169

P | GPO BOX 2733, SYDNEY NSW 2001

A | SUITE 6, LEVEL 5, 189 KENT STREET, SYDNEY NSW 2000

T | +61 2 8046 2799

Independent Auditor's Report to the Members of the Anglican Representative (National Redress Scheme) Limited

Opinion

We have audited the financial report of the Anglican Representative (National Redress Scheme) Limited (the "Company") which comprises the statement of financial position as at 31 December 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, other explanatory information and the Directors declaration as set out on page 25.

In our opinion: the accompanying financial report of the Company is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (the "ACNC Act"), including:

- (a) giving a true and fair view of the Company's financial position as at 31 December 2023 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter

Basis of Accounting and Restriction is Use

We draw attention to Note 2 of the financial statements, which describes the basis of preparation. The financial statements have been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under the Australian Charities and Not-for-profits Commissions Act 2012. As a result, the financial statements may not be suitable for another purpose. Our report is intended solely for the Company and should not be distributed to or used by parties other than the Company. Our opinion is not modified in respect of this matter.



Vince Fayad
Registered Auditor

ABN 29 613 917 169

P | GPO BOX 2733, SYDNEY NSW 2001

A | SUITE 6, LEVEL 5, 189 KENT STREET, SYDNEY NSW 2000

T | +61 2 8046 2799

Other Information

The Directors are responsible for the other information. The other information comprises all information included in the Annual Report 2023 except for the Financial Statements (financial report) from pages 9 to 24 and our auditors report.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and the Board Members for the Financial Report

Management of the Company is responsible for the preparation of the financial report in accordance with Australian Accounting Standards, the ACNC Act and for such internal control as management determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Board Members are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Board Members either intend to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Board Members are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



Vince Fayad
Registered Auditor

ABN 29 613 917 169

P | GPO BOX 2733, SYDNEY NSW 2001

A | SUITE 6, LEVEL 5, 189 KENT STREET, SYDNEY NSW 2000

T | +61 2 8046 2799

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Board Member's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management and the Board Members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Vincent John Fayad
Registered Company Auditor
Sydney, 20 June 2024

Anglican Representative (National Redress Scheme) Limited
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2023

Statement by the Directors of Anglican Representative (National Redress Scheme) Limited

The Directors declare that in the Directors' opinion:

- (a) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- (b) the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*, with a resolution at a duly constituted meeting:



Mr Garth Blake AM SC
Chair



Mrs Lynn Smith
Director

Dated this 20th day of June 2024.



Anglican Church of Australia

General Synod

14 March 2024

Ms Tracey Longfield
Company Secretary
Anglican Representative (National Redress Scheme) Limited
Suite 4, Level 5
189 Kent Street
Sydney NSW 2000

Dear Ms Longfield

Letter of Financial Support

1. We hereby confirm that Anglican Representative (National Redress Scheme) Limited, ABN 627 850 828 of 189 Kent Street, Sydney NSW 2000 continues as a going concern for at least the following 12 months from the date of this Comfort Letter.
2. The General Synod of the Anglican Church of Australia General Synod is willing to provide immediate financial support to Anglican Representative (National Redress Scheme) Limited in case of its financial difficulties to ensure that the Anglican Representative (National Redress Scheme) Limited will continue as a going concern.
3. We hereby confirm that the Anglican Church of Australia General Synod Standing Committee at its November 2023 meeting resolved:

The Standing Committee:

(4) noting the advice of the Church Law Commission that ARNRSL is initially funded by way of a subordinated loan capital of \$1 million from the Anglican Church of Australia Trust Corporation, and further similar loan(s) must be provided if additional capital is required, authorised the Executive Committee to apply funds from the Reserve Fund if additional capital is required to enable the ARNRSL to perform its obligations under the Scheme

(Part SC2023/3/38)

On behalf of the General Synod of the Anglican Church of Australia

Yours sincerely

Anne Hywood
General Secretary

T: +61 (0)2 8267 2701

E: generalsecretary@anglican.org.au

Subsequent Events Response

	Name	Title	Date
1.	Tracey Longfield	Finance & Operations Manager	20/6//2024
2.			
3.			

No.	Question	Comments
a)	Details of new commitments, borrowings or guarantees have been entered into	N/A
b)	Has there been any sales or acquisitions of assets have occurred or are planned.	No
c)	Has there been any increases in capital or issuance of debt instruments (e.g., new shares or debentures, or agreement to merge/liquidate made or planned)	No
d)	Have assets been appropriated by government or destroyed (e.g., fire, flood, etc.).	No
e)	Has there been any developments regarding contingencies?	Diocese of North Queensland is likely to default on its Redress Claims in 2025. Discussions with GSO & ARNRSL Auditors, suggest the need for a contingent liability note.
f)	Any unusual accounting adjustments have been made or are contemplated?	No
g)	Any events have occurred or likely to occur that will bring into question the appropriateness of accounting policies used.	No
h)	Any events have occurred that are relevant to the measurement of estimates or provisions made in the financial statements	Refer e)
i)	Any events have occurred that are relevant to the recoverability of assets	No
j)	Events that will require disclosure or otherwise affect the financial statements	Refer e)
k)	Events resulting from management or TCWG (Those Charged With Governance) decisions made at meetings for which minutes are not yet available.	No
l)	Events already identified but where the current status has changed. This could include estimates or provisions that were accounted for on the basis of preliminary or inconclusive data.	No



Anglican Church of Australia

General Synod

20 June 2024

The Directors
Anglican Representative (National Redress Scheme) Limited
Suite 4 Level 5
189 Kent Street
SYDNEY NSW 2000

Dear Directors,

MANAGEMENT REPRESENTATION LETTER – AUDIT – YEAR ENDED 31 DECEMBER 2023

RE: Anglican Representative (National Redress Scheme) Limited

This representation letter is provided in connection with your audit of the financial report of Anglican Representative (National Redress Scheme) Limited for the year ended 31 December 2022 for the purpose of expressing an opinion as to whether the financial report is presented fairly, in all material respects, in accordance with the *Australian Charities and Not-for-profits Commissions Act 2012* and the relevant Australian Accounting Standards.

We confirm that:

Financial Report

- We have fulfilled our responsibilities, as set out in the terms of the audit engagement, for the preparation of the financial report in accordance with the *Australian Charities and Not-for-profits Commissions Act 2012* and the relevant Australian Accounting Standards; in particular, the financial report is fairly presented in accordance therewith.
- Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.
- Related party relationships and transactions have been appropriately accounted for and disclosed in accordance with the requirements of Australian Accounting Standards.
- All events subsequent to the date of the financial report and for which Australian Accounting Standards require adjustment or disclosure have been adjusted or disclosed.
- The effects of uncorrected misstatements are immaterial, both individually and in the aggregate, to the financial report as a whole.
- There has been no non-compliance with requirements of regulatory authorities that could have a material effect on the financial report in the event of non-compliance.

Information Provided

- We have provided you with:
 - Access to all information of which we are aware that is relevant to the preparation of the financial report, such as records, documentation and other matters;
 - Additional information that you have requested from us for the purpose of the audit and
 - Unrestricted access to persons within the entity from whom you determined it necessary to obtain audit evidence.
- All material transactions have been recorded in the accounting records and are reflected in the financial report.
- We acknowledge our responsibility for the design, implementation and maintenance of internal control to prevent and detect fraud.
- We have disclosed to you the results of our assessment of the risk that the financial report may be materially misstated as a result of fraud.
- We have disclosed to you all information in relation to fraud or suspected fraud that we are aware of and that affects the entity and involves:
 - Management;
 - Employees who have significant roles in internal control; or
 - Other where the fraud could have a material effect on the financial report.
- We have disclosed to you all information in relation to allegations of fraud, or suspected fraud, affecting the entity's financial report communicated by employees, former employees, analysts, regulators or others.
- We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial report.
- We have disclosed to you all known actual or possible litigation and claims whose effects should be considered when preparing the financial report; and accounted for and disclosed in accordance with Australian Charities and Not-for-profits Commissions Act 2012 and the relevant Australian Accounting Standards.
- We have disclosed to you the identity of the entity's related parties and all the related party relationships and transactions of which we are aware.
- We have provided you with all requested information, explanations and assistance for the purposes of the audit.
- We have provided you with all information required by the Australian Charities and Not-for-profits Commissions Act 2012 and the relevant Australian Accounting Standards.

Yours faithfully

For and on behalf of: The Anglican Church of Australia General Synod Office



Tracey Longfield
Finance & Operations Manager

T: +61 (0)2 8267 2703
M: +61 412 204 501
E: finance@anglican.org.au



Anglican Church of Australia

Anglican Representative (National Redress Scheme) Limited

**ANGLICAN REPRESENTATIVE (NATIONAL REDRESS
SCHEME) LIMITED**

ABN 34 627 850 828

Annual Financial Report

31 December 2024

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Directors' Report

The Directors of Anglican Representative (National Redress Scheme) Limited ("ARNRSL" or "the Company") present their report, together with the financial report of ARNRSL for the period ended 31 December 2024 and the independent auditor's report thereon.

Directors

The names of each person who has been a director during the period and to date of this report are:

Director	Appointment Date	Resignation Date
Ms Sherril Butterworth	13 September 2022	
Reverend Dr Andrew Ford	2 November 2022	
Mr Charles Pitt	3 April 2023	
Mrs Lynn Smith	24 October 2018	
The Right Reverend Alison Taylor	25 September 2018	
Ms Mandy Tibby	31 July 2024	
Mr Joe Thorp	31 July 2024	
Mr Garth Blake AM,SC	31 July 2018	6 November 2024
Mr Keith Stephens	31 July 2018	6 November 2024

Company Secretary

Tracey Longfield has held the role of Company Secretary since August 2023, and is responsible in ensuring that the ongoing requirements of the ARNRSL are met.

Directors' meetings

The number of meetings of Directors (including meetings of Committees of Directors) held during the year and the number of meetings attended by each Director were as follows:

Director	Meeting Eligible to attend	Meetings attended
Ms Sherril Butterworth	3	2
Rev'd Dr Andrew Ford	3	3
Mr Charles Pitt	3	3
Mrs Lynn Smith	3	2
The Right Reverend Alison Taylor	3	2
Ms Mandy Tibby	1	1
Mr Joe Thorp	1	1
Mr Garth Blake AM,SC	2	2
Mr Keith Stephens	2	1

Principal activities

The principal activities of the ARNRSL during the financial period was to pursue charitable purposes as defined in section 12(1) of the Charities Act 2013 (Cth).

The ARNRSL has been established to support the purposes of the Anglican Church of Australia by acting as a representative for Anglican dioceses, schools and agencies under the National Redress Scheme for Institutional Child Sexual Abuse Act 2018. As outlined under its constitution, the principal activities of ARNRSL are to coordinate the provision of redress under the National Redress Scheme (**Scheme**) for survivors of institutional child sexual abuse by Anglican dioceses, schools and agencies, promoting participation in the Scheme and enabling an appropriate response to survivors by Anglican dioceses, schools and agencies.

As at 31 December 2024, 34 Anglican dioceses have been declared as participating institutions and 126 of 155 Anglican schools are participating or have applications pending in the National Redress Scheme. The majority of Anglican mission and community service agencies which provide services to children are participating and ARNRSL continues to support many others in their application process. All Anglican institutions named in the Royal Commission into Institutional Child Sexual Abuse have joined the Scheme.

During the 2024 Financial Year, St Mary's Community Care Busselton (St Mary's), a former Participating Member, formally resigned from the Company's redress scheme. In accordance with Clause 14 of the Company's constitution, St Mary's has fulfilled all necessary requirements concerning its resignation, including providing a declaration under Section 115(2) of the National Redress Scheme Act for the revocation of its participation. However, under Clause 25 of the Constitution, St Mary's remained liable for a maximum contribution of \$1 towards any outstanding obligations of the Company for up to one year following its resignation, being until 31 December 2024.

Significant changes in the state of affairs

In the opinion of the Directors, there were no significant changes in the state of affairs of ARNRSL that occurred during the financial year under review.

Significant events after the balance date

Since balance date, the following matters have arisen:

- based on discussions with the Diocese of North Queensland (**DoNQ**), it is anticipated that the diocese is in the process of preparing an application to the Supreme Court of Queensland to establish a Scheme of Arrangement (**the Proposed Scheme**). The purpose of the Proposed Scheme is to facilitate the management and sale of specific assets held in charitable trust, allowing the DoNQ to restructure and allocate funds to meet redress claim payments.

As of the date of this financial statement, no application has been filed by the DoNQ with the Supreme Court of Queensland. Additionally, the ARNRSL, as the representative entity for all Anglican diocese redress claims, is currently seeking legal advice on the Proposed Scheme to determine its potential position regarding the Proposed Scheme.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Company the results of those operations or the state of affairs of the Company in the future financial years.

Operating and financial review

The surplus from ordinary activities amounted to \$113,587 (2023: \$111,207).

ARNRSL operated and earned \$199,150 (2023: \$202,100) from Application, Annual and Service Fees. ARNRSL also earned \$45,833 (2023: \$36,388) of bank interest.

ARNRSL incurred \$95,160 (2023: \$91,500) in General Synod Office ("GSO") management fees, representing the largest expense of the organisation, followed by bank fees of \$25,000 (2023: \$25,000) and Audit Fees of \$7,000 (2023: \$7,000).

Dividends

No dividends have been declared or paid during the financial year as the Company is not permitted under its Constitution to pay a dividend.

Environmental regulation

The ARNRSL's operations are not subject to any significant environmental regulations under either Commonwealth or State legislation. However, the Board believes that the Company has adequate systems in place for the management of its environmental requirements and is not aware of any breach of those environmental requirements.

Likely Developments

There are currently no likely developments which may materially impact the activities of the Company.

Indemnification of officers and auditors

On 10 December 2024 the ARNRSL paid a premium in respect of a contract ensuring the directors of the ARNRSL, the company secretary and all executive officers of the Company against a liability incurred to the extent permitted under Australian Charities and Not-for-profits Commission Act 2012. For 2024, ARNRSL has paid insurance premiums of \$3,487 (2023: \$3,241) excluding GST in respect of the insured persons.

The contract of insurance prohibits the disclosure of the nature of the liabilities and the amount of the premium. The Company has entered into deeds of indemnity and access for director and officers.

The Company has not otherwise, during or since the end of the financial year except to the extent permitted by law, indemnified or agreement to indemnify an officer or auditor of the Company or of any related body corporate against a liability incurred as such an officer or auditor.

Auditors Independence Declaration

The auditor's independent declaration as required under the Corporations Act 2001 (Cth) and Australian Charities and Not -for-profits Commission Act 2012 is set out on page 7.

ACNC Registration

ARNRSL was registered as a charity with the Australian Charities and Not-for-profits Commission on 1 August 2018.

Contribution in winding up

The Company is incorporated under the Corporations Act 2001 and is a Company limited by guarantee.

If the Company is wound up, its Constitution states the following:

Governing Member

Each Governing Member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity. That is, the total amount that members of the Company are liable to contribute if the Company is wound up is \$1, based on 1 Governing Member.

Participating Members

Signed in accordance with a resolution of the Board of Directors:



Ms Sherril Butterworth
Chair

Sydney



Mrs Lynn Smith
Director

Adelaide

Dated this 18th day of March 2025.

The Board Members
The Anglican Representative (National Redress Scheme) Limited
4/189 Kent Street
Sydney NSW 2000

Dear Board Members,

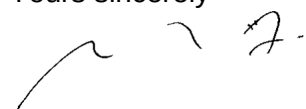
Auditor's Independence Declaration to The Anglican Representative (National Redress Scheme) Limited

In accordance with the Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, I provide the following declaration of independence to the board members of The Anglican Representative (National Redress Scheme) Limited.

As auditor of the financial statements of The Anglican Representative (National Redress Scheme) Limited for the financial year ended 31 December 2024, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours sincerely



Vincent John Fayad
Registered Company Auditor
Sydney, 18 March 2025

Statement of Profit or Loss and Other Comprehensive Surplus

for the period ended 31 December 2024

	Note	2024 \$	2023 \$
Total Revenue Excluding Investing Activities	5	199,150	202,100
Expenses			
Audit Fees		(7,000)	(7,000)
Insurance		(3,487)	(3,241)
General Synod Office Management Fee	6	(95,160)	(91,500)
Board – Travel		-	(1,140)
Other Expenses	7	(749)	600
Net Expenses Excluding Investing Activities		(106,396)	(102,281)
Operating Surplus for the year		92,754	99,819
Investing Activities			
Investment income		45,833	36,388
Bank Guarantee Fees		(25,000)	(25,000)
Investing Surplus for the year		20,833	11,388
Surplus for the year before income tax		113,587	111,207
Income tax expense	4(l)	-	-
Other comprehensive income for the year		-	-
Total comprehensive surplus for the year		113,587	111,207

The accompanying notes on pages 12 to 25 form part of these financial statements.

Statement of Financial Position

As At 31 December 2024

	Note	2024 \$	2023 \$
Assets			
Current Assets			
Cash and Cash Equivalents	8	228,781	120,856
Trade and Other Receivables	9	49,531	37,361
Prepayments		2,212	2,312
Total Current Assets		280,524	160,529
Non-Current Assets			
Other Financial Assets	10	1,055,131	1,055,131
Total Non-Current Assets		1,055,131	1,055,131
Total Assets		1,335,655	1,215,660
Liabilities			
Current Liabilities			
Trade and Other Payables	11	14,167	7,759
Total Current Liabilities		14,167	7,759
Non-Current Liabilities			
Financial liabilities	12	561,440	534,583
Total Non-Current Liabilities		561,440	534,583
Total Liabilities		575,607	542,342
Net Assets		760,048	673,318
Equity			
Current Year Surplus / (Deficit)		113,587	111,207
Accumulated Surplus		207,901	96,694
Total Accumulated Surplus		321,488	207,901
Funds Contributed	13	438,560	465,417
Net Equity		760,048	673,318

The accompanying notes on pages 12 to 25 form part of these financial statements.

Statement of Cash Flows

For the Period Ended 31 December 2024

	Note	2024 \$	2023 \$
Cash Flows from Operating Activities			
Cash receipts from annual fees		87,450	80,000
Cash receipts from service fees		100,610	107,960
Cash payments for management fees		(95,160)	(91,500)
Cash payments for insurance policies		(3,387)	(3,515)
Cash payments to suppliers and associated costs		(1,555)	(7,001)
Net Cash Provided by Operating Activities	14	87,958	85,944
Cash Flows from Investing Activities			
Cash receipts in the course of investing		44,967	-
Net Cash Used in Investing Activities		44,967	-
Cash Flows from financing activities			
Payments for fees on bank guarantee		(25,000)	(25,000)
Net Cash used in Financing Activities		(25,000)	(25,000)
Net Increase in Cash Held		107,925	60,944
Cash and Cash Equivalents at beginning of the period		120,856	59,912
Cash and Cash Equivalents at end of the period	8	228,781	120,856

The accompanying notes on pages 12 to 25 form part of these financial statements.

Statement of Changes in Equity

For the period ended 31 December 2024

	Accumulated Surplus	Funds Contributed	Total
	\$	\$	\$
Balance at 1 January 2024	207,901	465,417	673,318
Surplus for the year	113,587	-	113,587
Fair value adjustment	-	(26,857)	(26,857)
Balance at 31 December 2024	321,488	438,560	760,048
2023			
Balance at 1 January 2023	96,694	490,922	587,616
Surplus for the year	111,207	-	111,207
Fair value adjustment	-	(25,505)	(25,505)
Balance at 31 December 2023	207,901	465,417	673,318

The accompanying notes on pages 12 to 25 form part of these financial statements.

Notes to the Financial Statements

For the Period Ended 31 December 2024

The financial report was authorised for issue by the Directors at their meeting on 18 March 2025.

1. Reporting Entity

This financial report covers the Anglican Representative (National Redress Scheme) Limited ("ARNRSL" or "the Company") as a public company limited by guarantee domiciled in Australia. The ARNRSL was registered with the Australian Securities & Investment Commission (ASIC) and the Australian Charities and Not-for-profits Commission (ACNC) on 1 August 2018. The ARNRSL is a public company limited by guarantee that is governed internally by its Constitution.

The ARNRSL obtained a Charity endorsement with the ACNC and Australian Taxation Office (ATO) on 1 August 2018.

The principal activities of ARNRSL during the course of the financial year were coordinating the provision of redress under the National Redress Scheme ("NRS") for survivors of institutional child sexual abuse by Anglican dioceses, schools and agencies, promoting participation in the NRS and enabling an appropriate response to survivors by Anglican dioceses, schools and agencies.

2. Basis of Preparation

The directors have prepared the financial statements on the basis that the Company is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the Corporations Act 2001. The Company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

These are special purpose financial statements that have been prepared for the purposes of complying with Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013 and associated regulations and the Corporations Act 2001 requirements to prepare and distribute financial statements to the members of the ARNRSL. The directors have determined that the accounting policies adopted are appropriate to meet the needs of the members of the ARNRSL.

(a) Statement of compliance

The special purpose financial report has been prepared in accordance with all the recognition and measurement aspects of applicable Australian Accounting Standards ("AASBs") (including the Australian Accounting Interpretations) adopted by the Australian Accounting Standards Board and the reporting requirements of the *Australian Charities and Not-for-Profits Commissions Act 2012*.

The notes to the Financial Statements of ARNRSL have been prepared on the basis that the Directors choose to exclude all disclosures except the minimum requirements.

The financial report does not include disclosure requirements of all AASBs except for the following minimum requirements:

AASB 101	Presentation of Financial Statements
AASB 107	Statement of Cash Flows
AASB 108	Accounting Policies, Changes in Accounting Estimates and Errors
AASB 1048	Interpretation of Standards
AASB 1054	Australian Additional Disclosures
AASB 1057	Application of Australian Accounting Standards

(b) Basis of measurement

The financial report has been prepared on the basis of historical costs.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

(c) Functional and presentation currency

The financial report is presented in Australian dollars, which is also ARNRSL's functional currency.

(d) Use of estimates and judgements

The amounts presented in the financial statements have been rounded to the nearest dollar.

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

3. Purpose

The financial report reflects the operations of ARNRSL established by its Constitution.

4. Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in the financial report.

(a) Revenue

Revenues are recognised when the Company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Revenues are recognised net of the amounts of goods and services tax (GST) payable to the Australian Taxation Office (ATO).

(i) Application Fees

The directors may resolve from time to time that any person applying to become a Participating Member must pay an application fee. The Standing Committee of General Synod must approve any application fee determined by the Directors before it comes into effect. Fee income is taken into the income statement when the Participating Member is invoiced.

(ii) Annual Fees

The members of the ARNRSL have agreed, through the Members' Agreement, to provide contributions to the ARNRSL annually (31 December) to allow it to carry out its activities in meeting its purpose. The Company assesses that AASB 15 is applied in recording revenue.

(iii) Service Fees

The Directors may establish and vary service fees payable by each Participating Member or each member of a class of Participating Members. Service fees are to be determined on a cost-recovery basis unless otherwise authorised by a 2/3 majority of votes cast by members of the Standing Committee of General Synod. The Standing Committee must approve any service fee established or varied by the Directors. The Company assesses that AASB 15 is applied in recording the recharge revenue, where such revenues are recognised in the period in which the underlying recharge cost was incurred.

(iv) Interest Income

Interest income is recognised as and when it accrues in relation to the current period.

(b) Expenses

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with the use of the resources.

(c) Goods and services tax

Revenues, expenses, and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

Receivables and payables are stated with the amount of GST included.

(d) Goods and services tax (continued)

The net amount of GST recoverable from, or payable to, the taxation authority is included as a current asset or liability in the balance sheet.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the taxation authority are classified as operating cash flows.

(e) Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits with maturities of three months or less from the acquisition date that are subject to an insignificant risk of changes in their fair value and are used by the Company in the management of its short-term commitments.

(f) Trade and other receivables

Trade and other receivables are measured at their amortised cost less impairment losses. Trade debtors are generally settled within 30 days.

(g) Trade and other payables

Trade and other payables are measured at amortised cost. Trade accounts payable are normally settled within 30 days.

(h) Provisions

A provision is recognised in the balance sheet when the organisation has a present legal or constructive obligation as a result of a past event, and it is probable that an outflow of economic benefits will be required to settle the obligation. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

(i) Loan from Anglican Church of Australia Trust Corporation

As set out in note 12, the loan from the Anglican Church of Australia Trust Corporation is subject to interest which is at the discretion of the Company and is also repayable at any time at the election of the Company. Accordingly, the loan is recognised at its fair value, which has been based on estimating the discounted future loan repayments and using a rate that an unrelated lender would offer for the loan. Given that the life of the loan instrument is 18 years (which accommodates for a 2-year extension on the 10-year duration of the National Redress Scheme, plus an additional 6-year debt limitation period), the present value of the future cash flows arising from that loan is shown as liability, with the remainder having been classified as contributed equity.

(j) Financial instruments

(I) Recognition and initial measurement

The Company initially recognises receivables and debts security issued on the date when they are originated. All other financial assets and financial liabilities are initially recognised on the trade date.

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at Fair Value Through Profit and Loss (FVTPL), transaction costs that are directly attributable to its acquisition or issue.

(II) Financial liabilities - classification, subsequent measurement and gains/losses

Financial liabilities are classified as measured at amortised cost or FVTPL. A financial liability is classified as at FVTPL if it is classified as held-for-trading, it is a derivative or it is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value and net gains and losses, including any interest expense, are recognised in profit or loss.

Other financial liabilities are subsequently measured at amortised cost using the effective interest method.

Interest expense and foreign exchange gains and losses are recognised in profit or loss. Any gain or loss on derecognition is also recognised in profit or loss.

(III) Financial assets - derecognition

The Company derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred, or it neither transfers nor retains substantially all the risks and rewards of ownership and does not retain control over the transferred asset.

Any interest in such derecognised financial assets that is created or retained by the Company is recognised as a separate asset or liability. The Company derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. Financial assets and liabilities are offset and the net amount presented in the Statement of Financial Position when, and only when, the Company has a legal right to offset them.

(IV) Financial liabilities - derecognition

The Company derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. The Company also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value.

(k) Impairment

A financial asset is assessed at each reporting date to determine whether there is any objective evidence that it is impaired. A financial asset is considered to be impaired if objective evidence indicates that one or more events have had a negative effect on the estimated future cash flows of that asset.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount, and the present value of the estimated future cash flows discounted at the original effective interest rate. An impairment loss in respect of an available-for-sale financial asset is calculated by reference to its fair value.

Individually significant financial assets are tested for impairment on an individual basis. The remaining financial assets are assessed collectively in groups that share similar credit risk characteristics. IFRS 9 introduces a new impairment model based on expected credit losses. This model makes use of more forward-looking information and applies to all financial instruments that are subject to impairment accounting.

All impairment losses are recognised in profit or loss. Any cumulative loss in respect of an available-for-sale financial asset recognised previously in equity is transferred to profit or loss.

Reversals of impairment

An impairment loss is reversed if the reversal can be related objectively to an event occurring after the impairment loss was recognised. For financial assets measured at amortised cost and available-for-sale financial assets that are debt securities, the reversal is recognised in profit or loss. For available-for-sale financial assets that are equity securities, the reversal is recognised directly in equity.

An impairment loss in respect of a receivable carried at amortised cost is reversed if the subsequent increase in recoverable amount can be related objectively to an event occurring after the impairment loss was recognised.

(l) Income tax

No provision for income tax has been raised as the Company is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

(m) Critical accounting estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

(n) Application of new and revised Accounting Standards

The Company has adopted all new and revised standards and amendments thereof and interpretation effective for the current year that are relevant to the agency. A number of other new standards are also effective from 1 January 2024 but they do not have a material effect on the Agency's financial statement.

(o) Going concern

The Company had net assets of \$760,048 (2023: \$673,318) as of the financial year-end.

Notwithstanding the above net asset position, due to the Company acting as the representative for the Anglican dioceses, schools and agencies (**Participating Members**) under the National Redress Scheme for Institutional Child Sexual Abuse Act 2018 (**National Redress Scheme**), it will be responsible for meeting any shortfall of redress claims (**Shortfall Claims**) that may arise against the Participating Members.

As at the date of these financial statements, there are several claims that were pending against various Participating Members. However, the directors have prepared the financial report on a going concern basis due to the following factors:

- i. the Company has received a letter of support from the Anglican Church of Australia Trust Corporation to provide an irrevocable and unconditional guarantee to the Company to meet any Shortfall Claims that the Company may be required to meet under the National Redress Scheme;
- ii. based on information presented by the Participating Members, only one Participating Member at the date of these financial statements was suffering financial hardship in meeting its redress obligations. The Company is satisfied that this Participating Member will likely be able to meet its obligations for the current financial year; and
- iii. the Company's current financial position, without further funding from the Anglican Church of Australia Trust Corporation, is considered to be sufficient to meet any Shortfall Claims that may arise over the current financial year.

5 Revenue

	2024	2023
	\$	\$
Application Fee	-	-
Annual Fee	87,450	80,000
Service Fee	111,700	122,100
Total	199,150	202,100

6 General Synod Office Management Fee

	2024	2023
	\$	\$
General Synod Office Management Fee	95,160	91,500
Total	95,160	91,500

7 Other Expenses

	2024	2023
	\$	\$
Other Expenses	803	(650)
Bad Debts	(54)	50
Total	749	(600)

8 Cash and Cash Equivalents

	2024	2023
	\$	\$
Cash at Bank	228,781	120,856
Total Cash and Cash Equivalents	228,781	120,856

9 Trade and Other Receivables

	2024	2023
	\$	\$
Trade Debtors	-	900
Expected Credit Loss	-	(54)
Accrued Income	39,450	27,300
Other Receivables	10,811	9,215
Total Trade and Other Receivables	49,531	37,361

(a) With the exception of the Expected Credit Loss recognised within the above, there are no balances within trade receivables that are impaired and are/or past due. It is expected that these balances will be received when due.

	Note	2024 \$	2023 \$
10 Other Financial Assets			
Term Deposit for Bank Guarantee	(a)	1,055,131	1,055,131
Total Other Financial Assets		1,055,131	1,055,131

- (a) Under the terms of the National Redress Scheme, ARNRSL was required to provide the Commonwealth of Australia a Bank Guarantee for the value of \$1.0m. This has been secured from Westpac Banking Corporation and requires the value of the guarantee to be placed on deposit as security for the term of the bank guarantee. The interest earned on the term deposit offsets the cost of the bank guarantee.

	2024 \$	2023 \$
11 Trade and Other Payables		
Trade Debtors with credit balances	160	-
Accrued Expenses	14,000	7,000
GST Collected	7	759
Total Trade and Other Payables	14,167	7,759

	Note	2024 \$	2023 \$
12 Financial Liabilities			
Loan from Anglican Church of Australia Trust Corporation	(a), (b)	561,440	534,583
Total Financial Liabilities		561,440	534,583

(a) Terms of the loan from Anglican Church of Australia Trust Corporation

The following terms are attributed to the loan provided from the Anglican Church of Australia Trust Corporation (Loan):

- i) The Company entered into a loan of \$1.0m from the Anglican Church of Australia Trust Corporation (the "Lender") on 26th September 2018. The loan is a non-cumulative, subordinated, unsecured loan.
- ii) The proceeds of the loan principal were deposited with Westpac Banking Corporation as security for a guarantee, in favour of the Commonwealth of Australia (Department of Social Services), to enable the Company to participate as the representative of the Anglican Participating Group in the National Redress Scheme (NRS).
- iii) The payment of interest on the loan is subject to the absolute discretion of the Company. The Company has no liability to pay interest on the loan and the Lender has no claim or entitlement in respect of non-payment of interest.

12 Financial Liabilities (continued)

- iv) Unless the Company is wound up, the Company has in its absolute discretion an option, but no obligation to repay the loan.
 - v) In the event of the Company winding-up, the rights and claims of the Lender will be subordinate to any Senior Creditors, but senior to Members of the Company.
 - vi) The \$1.0m guarantee to the Commonwealth of Australia, is backed by the cash from the Loan, deposited with Westpac and may be applied to discharge obligations of the Company, following a claim by the Commonwealth under the NRS.
 - vii) The \$1.0m guarantee represents the current value of the agreed surety provided by the Company under the NRS. It is not implied nor intended to represent the quantum of any, or all future claims against the Anglican Church of Australia, under the NRS.
 - viii) The Board intends on repaying the Loan to the Anglican Church of Australia Trust Corporation (the Lender) once it has been established that there are sufficient resources within each Participating Member to meet the claims under the NRS.
- (b) Accounting treatment adopted - loan to the Anglican Church of Australia Trust Corporation

The loan has been discounted over 18 years to reflect its fair value in accordance with IFRS 9 Financial Instruments. The discounted principal has been classified by the ARNRSL as a Non-Current Loan Liability of \$561,440 (2023: \$534,583).

It is noted that the Standing Committee of the General Synod of the Anglican Church of Australia determines to be the ultimate day-to-day decision-making body of both General Synod and ARNRSL. The Standing Committee has established that the risk of default under the loan instrument over its lifetime are “low” as the likelihood of any claim made by Participating Members of the ARNRSL were negligible. Accordingly, under IFRS 9 such a loan will fall within the “Stage 1” impairment model, with the expected credit loss amount to an immaterial balance. Accordingly, no credit losses have been recognised by either the General Synod or ARNRSL.

	Note	2024 \$	2023 \$
13 Contributed Capital			
Contribution from the Anglican Church of Australia Trust Corporation	(a), (b)	438,560	465,417
Total Contributed Capital		438,560	465,417

Contributed Capital (continued)

(a) Contributed Capital from the Anglican Church of Australia

In accordance with IFRS 9, the loan from the Anglican Church of Australia Trust Corporation has been recognised at its fair value, which has been based on estimating the discounted future loan repayments and using a rate that an unrelated lender would offer for the loan.

The maximum interest rate payable by ARNRSL to General Synod on the loan has been set to equal the interest rate received from Westpac by ARNRSL, less a 2.5% bank guarantee fee. However, the payment of any interest is subject to the absolute discretion of ARNRSL. The General Synod has no claim or entitlement in respect of the non-payment (including on a winding-up of ARNRSL) and the non-payment does not constitute an event of default. The effective interest rate between ARNRSL and the General Synod during the year was 0% (2023: 0%).

In noting that there is no effective rate adopted for interest on the loan, no discounting of the loan to the profit and loss required. However, an adjustment for fair value has been recognised for repayments to be made for the loan, which treats to unwind the loan value over the term – being 18 years. Such an amount is reflected in (b) below.

(b) Movement to Contributed Capital

The movement in the contributed capital account during each financial year was as follows:

	2024	2023
	\$	\$
Contributed Capital		
Balance at the beginning of year	465,417	490,922
Fair value adjustment recognised for year	(26,857)	(25,505)
Total Contributed Capital	438,560	465,417

14. Notes to the Statement of Cash Flows

(a) **Reconciliation of Cash**

For the purposes of the statement of cash flows, cash includes cash on hand and at bank and short-term deposits at call. Cash as at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

14. Notes to the Statement of Cash Flows (continued)

	2024 \$	2023 \$
Cash Assets	228,781	120,856
Reconciliation of surplus from ordinary activities to net cash provided by / (used in) operating activities		
Surplus from Operating Activities (excluding Investing Activities)	92,754	99,819
Add / (Less) non-cash items:		
Accrued interest income	-	-
Bad debts written off / (recovered)	(54)	50
Net Cash provided operating activities before change in assets and liabilities	92,700	99,869
Change in Assets and Liabilities		
(Increase) / Decrease in Trade and Other Receivables	(11,250)	(14,140)
(Increase) / Decrease in Prepayments	100	(274)
Increase in Trade and Other Payables	6,408	489
Total	(4,742)	(13,925)
Net Cash provided by Operating Activities	87,958	85,944

15. Commitments

The General Synod Office ("GSO") provides management and administrative support services to ARNRSL as required for the operation of the company as the representative entity of the Anglican Participating Group in the National Redress Scheme. Such services are governed under an agreement entered into between the parties on 8 August 2018 (**Agreement**).

The costs under the Agreement are subject to mutual agreement between the parties and is set at the commencement of each financial year. The term of the Agreement is indefinite, however can be terminated at any time by either party.

16. Events Occurring after reporting date

Since balance date, the following matters have arisen:

- based on discussions with the Diocese of North Queensland (**DoNQ**), it is anticipated that the diocese is in the process of preparing an application to the Supreme Court of Queensland to establish a Scheme of Arrangement (**the Proposed Scheme**). The purpose of the Proposed Scheme is to facilitate the management and sale of specific assets held in charitable trust, allowing the DoNQ to restructure and allocate funds to meet redress claim payments.

As of the date of this financial statement, no application has been filed by the DoNQ with the Supreme Court of Queensland. Additionally, the ARNRSL, as the representative entity for all Anglican diocese redress claims, is currently seeking legal advice on the Proposed Scheme to determine its potential position regarding the Proposed Scheme.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Company the results of those operations or the state of affairs of the Company in the future financial years.

17. Contingencies

Contingent Liability

National Redress Scheme

On 31 May 2018, the Company was accepted as a participant to the Federal Government's National Redress Scheme. The members of ARNRSL, as part of the Members' Agreement, have agreed to indemnify the Company for any claims made under the National Redress Scheme. As a result of the Company being a participant of the National Redress Scheme, it is responsible for the meeting of any claims made pursuant to the National Redress Scheme.

Following a review of the financial health of the Participating Members for the 2024 financial year, it was identified that several dioceses were experiencing financial difficulties. These dioceses are currently receiving support from other Participating Members, enabling them to continue operating as a going concern, including meeting their respective redress claims. However, if this support were to cease, the ARNRSL may become liable for the associated redress claims.

The extent of the claims is unknown at the date of this report.

Diocese of North Queensland – Current Claims

The Directors are aware that the Diocese of North Queensland (**DoNQ**), being a participating member of the ARNRSL, may have insufficient reserves to meet future claims made against it under the National Redress Scheme during the 2025 financial year.

Further to communications between the ARNRSL and the DoNQ in November 2024, the ARNRSL has estimated that:

- \$900,000 in new redress claims are expected to materialise for the 2025 financial year for the DoNQ (**New Claims**); and
- there is \$60,000 remaining available for new invoices that can be funded by the DoNQ (**Payment Plan**).

In the event that the DoNQ is unable to restructure or enter into a new arrangement with the Department of Social Services (DSS) for the New Claims and the current Payment Plan, then it is likely that the DoNQ will not be able to satisfy its obligations under the National Redress Scheme. To the extent that the DoNQ could not meet the payment obligations required under future claims, the ARNRSL, as the representative entity under the National Redress Scheme, would be required to satisfy such a shortfall (**DoNQ Shortfall**).

It is noted that the current cash reserves (including term deposits) of the ARNRSL were approximately \$1.3 million at 31 December 2024 and are expected to be sufficient in meeting the DoNQ Shortfall - should this eventuate.

Should the New Claims exceed what is anticipated, then additional funding would be sought by the ARNRSL from the Anglican Church of Australia Trust Corporation (see "Contingent Assets").

Diocese of North Queensland – Future Claims

At this stage, it is not possible to determine the amount of claims beyond 2025 for the DoNQ as they remain uncertain (**Future Claims**). In the event that future claims are lodged and the quantum of such claims exceeds further exceeds the recoverable assets of the DoNQ, this will further add to the DoNQ Shortfall.

Contingent Asset

The Anglican Church of Australia Trust Corporation has provided an irrevocable and unconditional guarantee to the Company for the payment of amounts that may be necessary to meet all amounts associated with the Company’s compliance under the National Redress Scheme.

18. Company Details

The entity was incorporated in the state of New South Wales and has the registered office at :

Suite 4, Level 5
189 Kent Street
Sydney NSW 2000

19. Related Parties

Revenue from Operating Activities

All revenue received by ARNRSL in its ordinary course of business is received from entities that may be considered related parties of General Synod of the Anglican Church of Australia. During 2024 the total revenue received from related parties totalled \$199,150 (2023: \$202,100).

Management Fees

ARNRSL paid management fees to the Anglican Church of Australia, General Synod of \$95,160 (2023: \$91,500). These fees are paid for the provision of administrative and secretariat services.

Subordinated Loan

The Anglican Church of Australia Trust Corporation has provided a subordinated loan for the amount of \$1 million to ARNRSL. The terms of this loan and further information may be found in Note 12.

20. Auditors remuneration

Vince Fayad is the appointed auditor of the Company.

Fees paid by the Company in respect to the audit and review of its financial report were are as:

	2024	2023
	\$	\$
Vince Fayad & Associates	7,000	7,000

Vince Fayad has not performed any other services in addition to his statutory duties as the auditors.

Statement by the Directors of Anglican Representative (National Redress Scheme) Limited

The Directors declare that in the Directors' opinion:

- (a) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- (b) the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*, with a resolution at a duly constituted meeting:



Ms Sherril Butterworth
Chair



Mrs Lynn Smith
Director

Dated this 18th day of March 2025.

**Independent Auditor's Report to the Members of the
Anglican Representative (National Redress Scheme) Limited**

Opinion

We have audited the financial report of the Anglican Representative (National Redress Scheme) Limited (the "Company") which comprises the statement of financial position as at 31 December 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, other explanatory information and the Directors declaration as set out on page 26.

In our opinion: the accompanying financial report of the Company is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (the "ACNC Act"), including:

- (a) giving a true and fair view of the Company's financial position as at 31 December 2024 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter

Basis of Accounting and Restriction is Use

We draw attention to Note 2 of the financial statements, which describes the basis of preparation. The financial statements have been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under the Australian Charities and Not-for-profits Commissions Act 2012. As a result, the financial statements may not be suitable for another purpose. Our report is intended solely for the Company and should not be distributed to or used by parties other than the Company. Our opinion is not modified in respect of this matter.

Other Information

The Directors are responsible for the other information. The other information comprises all information included in the Annual Report 2024 except for the Financial Statements (financial report) from pages 8 to 25 and our auditors report.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and the Board Members for the Financial Report

Management of the Company is responsible for the preparation of the financial report in accordance with Australian Accounting Standards, the ACNC Act and for such internal control as management determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Board Members are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Board Members either intend to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Board Members are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

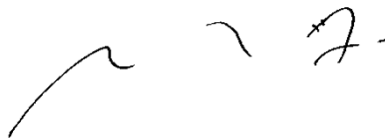
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Board Member's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management and the Board Members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Vincent John Fayad
Registered Company Auditor
Sydney, 18 March 2025



Anglican Church of Australia

Anglican Representative (National Redress Scheme) Limited

**ANGLICAN REPRESENTATIVE (NATIONAL REDRESS
SCHEME) LIMITED**

ABN 34 627 850 828

Annual Financial Report

31 December 2025

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Directors' Report

The Directors of Anglican Representative (National Redress Scheme) Limited ("ARNRSL" or "the Company") present their report, together with the financial report of ARNRSL for the period ended 31 December 2025 and the independent auditor's report thereon.

Directors

The names of each person who has been a director during the period and to date of this report are:

Director	Appointment Date	Resignation Date
Ms Sherril Butterworth	13 September 2022	12 September 2025
Reverend Dr Andrew Ford	2 November 2022	-
Mr Charles Pitt	3 April 2023	-
Mrs Lynn Smith	24 October 2018	17 December 2025
The Right Reverend Alison Taylor	25 September 2018	-
Ms Amanda Tibby	31 July 2024	-
Mr Joseph Thorp	31 July 2024	-

Company Secretary

Tracey Longfield has held the role of Company Secretary since 15 August 2023 and is responsible in ensuring that the ongoing requirements of the ARNRSL are met.

Directors' meetings

The number of meetings of Directors (including meetings of Committees of Directors) held during the year and the number of meetings attended by each Director were as follows:

Director	Meeting Eligible to attend	Meetings attended
Ms Sherril Butterworth	6	4
Rev'd Dr Andrew Ford	6	6
Mr Charles Pitt	6	6
Mrs Lynn Smith	6	2
The Right Reverend Alison Taylor	6	6
Ms Amanda Tibby	6	5
Mr Joseph Thorp	6	6

Principal activities

The principal activities of the ARNRSL during the financial period was to pursue charitable purposes as defined in section 12(1) of the Charities Act 2013 (Cth).

The ARNRSL has been established to support the purposes of the Anglican Church of Australia by acting as a representative for Anglican dioceses, schools and agencies under the National Redress Scheme for Institutional Child Sexual Abuse Act 2018. As outlined under its constitution, the principal activities of ARNRSL are to coordinate the provision of redress under the National Redress Scheme (**Scheme**) for survivors of institutional child sexual abuse by Anglican dioceses, schools and agencies, promoting participation in the Scheme and enabling an appropriate response to survivors by Anglican dioceses, schools and agencies.

As at 31 December 2025, 34 Anglican dioceses have been declared as participating institutions and 128 of 155 Anglican schools are participating or have applications pending in the National Redress Scheme. The majority of Anglican mission and community service agencies which provide services to children are participating and ARNRSL continues to support many others in their application

process. All Anglican institutions named in the Royal Commission into Institutional Child Sexual Abuse have joined the Scheme.

During the 2025 financial year, Cathedral of St Anne and St James, Overnewtown Anglican College, and The Friends of All Saints Limited were admitted as Participating Members of the Company. In accordance with Clause 7 of the Company's Constitution, the New Participating Members completed the required application process and were admitted following approval by the Directors and their declaration as members of the Anglican Participating Group under the National Redress Scheme Act 2018 (Cth).

Significant changes in the state of affairs

In the opinion of the Directors, there were no significant changes in the state of affairs of ARNRSL that occurred during the financial year under review.

Significant events after the balance date

Since balance date, the following matters have arisen:

- in August 2025, the Supreme Court of Queensland (**SCQ**) appointed SV Partners as receivers of the Diocese of North Queensland (**DoNQ**). On 13 February 2026, the SCQ approved a restructuring proposal put forward by the receivers, which will facilitate the potential sale of an estimated \$18.48 million in assets over three phases, allowing the DoNQ to:
 - recommence funding contributions towards abuse claims, being ongoing monthly payments of not less than \$50,000 (or such other amounts as agreed with ARNRSL) to the DSS. This will mean that the ARNRSL should no longer be required to commit funding on behalf of the DoNQ for payments to the Department of Social Services (DSS); and
 - enter into a repayment plan with ARNRSL in relation to amounts owing by Corporation of the Diocese of North Queensland (CDSNQ) under the National Redress Scheme. The repayment plan contemplates the repayment of approximately \$400,000 which was paid by the ARNRSL for obligations of the DoNQ to the DSS.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Company the results of those operations or the state of affairs of the Company in the future financial years.

Operating and financial review

The surplus from ordinary activities amounted to \$155,342 (2024: \$113,587).

ARNRSL operated and earned \$314,400 (2024: \$199,150) from Application, Annual and Service Fees. ARNRSL also earned \$46,484 (2024 \$45,833) of bank interest.

ARNRSL incurred \$98,966 (2024: \$95,160) in General Synod Office ("GSO") management fees, representing the largest expense of the organisation, followed by bank fees of \$25,000 (2024: \$25,000) and Audit Fees of \$7,210 (2024: \$7,000). In addition, one-off legal costs totalling \$71,135 were incurred by ARNRSL during the 2025 financial year in relation to legal advice obtained concerning the appointment of receivers to the Diocese of North Queensland and the Company's position under the National Redress Scheme in connection with that appointment.

Dividends

No dividends have been declared or paid during the financial year as the Company is not permitted under its Constitution to pay a dividend.

Environmental regulation

The ARNRSL's operations are not subject to any significant environmental regulations under either Commonwealth or State legislation. However, the Board believes that the Company has adequate systems in place for the management of its environmental requirements and is not aware of any breach of those environmental requirements.

Likely Developments

There are currently no likely developments which may materially impact the activities of the Company.

Indemnification of officers and auditors

On 11 November 2025 the ARNRSL paid a premium in respect of a contract ensuring the directors of the ARNRSL, the company secretary and all executive officers of the Company against a liability incurred to the extent permitted under Australian Charities and Not-for-profits Commission Act 2012. For 2025, ARNRSL has paid insurance premiums of \$3,081 (2024: \$3,487) excluding GST in respect of the insured persons.

The contract of insurance prohibits the disclosure of the nature of the liabilities and the amount of the premium. The Company has entered into deeds of indemnity and access for director and officers.

The Company has not otherwise, during or since the end of the financial year except to the extent permitted by law, indemnified or agreement to indemnify an officer or auditor of the Company or of any related body corporate against a liability incurred as such an officer or auditor.

Auditors Independence Declaration

The auditor's independent declaration as required under the Corporations Act 2001 (Cth) and Australian Charities and Not-for-profits Commission Act 2012 is set out on page 7.

ACNC Registration

ARNRSL was registered as a charity with the Australian Charities and Not-for-profits Commission on 1 August 2018.

Contribution in winding up

The Company is incorporated under the Corporations Act 2001 and is a Company limited by guarantee.

If the Company is wound up, its Constitution states the following:

Governing Member

Each Governing Member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity. That is, the total amount that members of the Company are liable to contribute if the Company is wound up is \$1, based on 1 Governing Member.

Participating Members

Each Participating Member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity. That is, the total amount that members of the Company are liable to contribute if the Company is wound up is \$1973, based on 197 Participating Members.

Signed in accordance with a resolution of the Board of Directors:



Mr Joseph Thorp
Chair

Adelaide



Mr Andrew Ford
Director

Sydney

Dated this 6th day of May 2026



Vince Fayad
Registered Auditor

ABN 29 613 917 169
P | GPO BOX 2733, SYDNEY NSW 2001
A | SUITE 6, LEVEL 5, 189 KENT STREET, SYDNEY NSW 2000
T | +61 2 8046 2799

The Board Members
The Anglican Representative (National Redress Scheme) Limited
4/189 Kent Street
Sydney NSW 2000

Dear Board Members,

Auditor's Independence Declaration to The Anglican Representative (National Redress Scheme) Limited

In accordance with the Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, I provide the following declaration of independence to the board members of The Anglican Representative (National Redress Scheme) Limited.

As auditor of the financial statements of The Anglican Representative (National Redress Scheme) Limited for the financial year ended 31 December 2025, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours sincerely


Vincent John Fayad
Registered Company Auditor
Sydney, 6 May 2026

Statement of Profit or Loss and Other Comprehensive Surplus
for the period ended 31 December 2025

	Note	2025 \$	2024 \$
Total Revenue Excluding Investing Activities	5	314,400	199,150
Expenses			
Audit Fees		(7,210)	(7,000)
Insurance		(2,726)	(3,487)
General Synod Office Management Fee	6	(98,966)	(95,160)
Legal Fees		(71,135)	-
Other Expenses	7	(505)	(749)
Net Expenses Excluding Investing Activities		<u>(180,542)</u>	<u>(106,396)</u>
Operating Surplus for the year		133,858	92,754
Investing Activities			
Investment income		46,484	45,833
Bank Guarantee Fees		<u>(25,000)</u>	<u>(25,000)</u>
Investing Surplus for the year		<u>21,484</u>	<u>20,833</u>
Surplus for the year before income tax		155,342	113,587
Income tax expense	4(l)	-	-
Other comprehensive income for the year		<u>-</u>	<u>-</u>
Total comprehensive surplus for the year		<u>155,342</u>	<u>113,587</u>

The accompanying notes on pages 12 to 25 form part of these financial statements.

Statement of Financial Position

As at 31 December 2025

	Note	2025 \$	2024 \$
Assets			
Current Assets			
Cash and Cash Equivalents	8	72,269	228,781
Trade and Other Receivables	9	368,825	49,531
Prepayments		2,567	2,212
Total Current Assets		443,661	280,524
Non-Current Assets			
Other Financial Assets	10	1,055,131	1,055,131
Total Non-Current Assets		1,055,131	1,055,131
Total Assets		1,498,792	1,335,655
Liabilities			
Current Liabilities			
Trade and Other Payables	11	21,962	14,167
Total Current Liabilities		21,961	14,167
Non-Current Liabilities			
Financial liabilities	12	589,569	561,440
Total Non-Current Liabilities		589,569	561,440
Total Liabilities		611,531	575,607
Net Assets		887,261	760,048
Equity			
Current Year Surplus / (Deficit)		155,342	113,587
Accumulated Surplus		321,488	207,901
Total Accumulated Surplus		476,830	321,488
Funds Contributed	13	410,431	438,560
Net Equity		887,261	760,048

The accompanying notes on pages 12 to 25 form part of these financial statements.

Statement of Cash Flows

For the Period Ended 31 December 2025

	Note	2025 \$	2024 \$
Cash Flows from Operating Activities			
Cash receipts from application fees		1,000	-
Cash receipts from annual fees		88,055	87,450
Cash receipts from service fees		207,085	100,610
Cash payments for management fees		(98,966)	(95,160)
Cash payments for insurance policies		(3,081)	(3,387)
Cash payments to suppliers and associated costs		(370,636)	(1,555)
Net Cash Provided by Operating Activities	14	(176,543)	87,958
Cash Flows from Investing Activities			
Cash receipts in the course of investing		45,031	44,967
Net Cash Received in Investing Activities		45,031	44,967
Cash Flows from financing activities			
Payments for fees on bank guarantee		(25,000)	(25,000)
Net Cash Used in Financing Activities		(25,000)	(25,000)
Net (Decrease)/Increase in Cash Held		(156,512)	107,925
Cash and Cash Equivalents at beginning of the period		228,781	120,856
Cash and Cash Equivalents at end of the period	8	72,269	228,781

The accompanying notes on pages 12 to 25 form part of these financial statements.

Statement of Changes in Equity

For the period ended 31 December 2025

	Accumulated Surplus	Funds Contributed	Total
	\$	\$	\$
2025			
Balance at 1 January 2025	321,488	438,560	760,048
Surplus for the year	155,342	-	155,342
Fair value adjustment	-	(28,129)	(28,129)
Balance at 31 December 2025	476,830	410,431	887,261
2024			
Balance at 1 January 2024	207,901	465,417	673,318
Surplus for the year	113,587	-	113,587
Fair value adjustment	-	(26,857)	(26,857)
Balance at 31 December 2024	321,488	438,560	760,048

The accompanying notes on pages 12 to 25 form part of these financial statements.

Notes to the Financial Statements

For the Period Ended 31 December 2025

The financial report was authorised for issue by the Directors at their meeting on 6 May 2026.

1. Reporting Entity

This financial report covers the Anglican Representative (National Redress Scheme) Limited ("ARNRSL" or "the Company") as a public company limited by guarantee domiciled in Australia. The ARNRSL was registered with the Australian Securities & Investment Commission (ASIC) and the Australian Charities and Not-for-profits Commission (ACNC) on 1 August 2018. The ARNRSL is a public company limited by guarantee that is governed internally by its Constitution.

The ARNRSL obtained a Charity endorsement with the ACNC and Australian Taxation Office (ATO) on 1 August 2018.

The principal activities of ARNRSL during the course of the financial year were coordinating the provision of redress under the National Redress Scheme ("NRS") for survivors of institutional child sexual abuse by Anglican dioceses, schools and agencies, promoting participation in the NRS and enabling an appropriate response to survivors by Anglican dioceses, schools and agencies.

2. Basis of Preparation

The directors have prepared the financial statements on the basis that the Company is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the Corporations Act 2001. The Company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

These are special purpose financial statements that have been prepared for the purposes of complying with Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013 and associated regulations and the Corporations Act 2001 requirements to prepare and distribute financial statements to the members of the ARNRSL. The directors have determined that the accounting policies adopted are appropriate to meet the needs of the members of the ARNRSL.

(a) Statement of compliance

The special purpose financial report has been prepared in accordance with all the recognition and measurement aspects of applicable Australian Accounting Standards ("AASBs") (including the Australian Accounting Interpretations) adopted by the Australian Accounting Standards Board and the reporting requirements of the *Australian Charities and Not-for-Profits Commissions Act 2012*.

The notes to the Financial Statements of ARNRSL have been prepared on the basis that the Directors choose to exclude all disclosures except the minimum requirements.

The financial report does not include disclosure requirements of all AASBs except for the following minimum requirements:

AASB 101	Presentation of Financial Statements
AASB 107	Statement of Cash Flows
AASB 108	Accounting Policies, Changes in Accounting Estimates and Errors
AASB 1048	Interpretation of Standards
AASB 1054	Australian Additional Disclosures
AASB 1057	Application of Australian Accounting Standards

(b) Basis of measurement

The financial report has been prepared on the basis of historical costs.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

(c) Functional and presentation currency

The financial report is presented in Australian dollars, which is also ARNRSL's functional currency.

(d) Use of estimates and judgements

The amounts presented in the financial statements have been rounded to the nearest dollar.

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

3. Purpose

The financial report reflects the operations of ARNRSL established by its Constitution.

4. Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in the financial report.

(a) Revenue

Revenues are recognised when the Company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Revenues are recognised net of the amounts of goods and services tax (GST) payable to the Australian Taxation Office (ATO).

(i) Application Fees

The directors may resolve from time to time that any person applying to become a Participating Member must pay an application fee. The Standing Committee of General Synod must approve any application fee determined by the Directors before it comes into effect. Fee income is taken into the income statement when the Participating Member is invoiced.

(ii) Annual Fees

The members of the ARNRSL have agreed, through the Members' Agreement, to provide contributions to the ARNRSL annually (31 December) to allow it to carry out its activities in meeting its purpose. The Company assesses that AASB 15 is applied in recording revenue.

(iii) Service Fees

The Directors may establish and vary service fees payable by each Participating Member or each member of a class of Participating Members. Service fees are to be determined on a cost-recovery basis unless otherwise authorised by a 2/3 majority of votes cast by members of the Standing Committee of General Synod. The Standing Committee must approve any service fee established or varied by the Directors. The Company assesses that AASB 15 is applied in recording the recharge revenue, where such revenues are recognised in the period in which the underlying recharge cost was incurred.

(iv) Interest Income

Interest income is recognised as and when it accrues in relation to the current period.

(b) Expenses

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with the use of the resources.

(c) Goods and services tax

Revenues, expenses, and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

Receivables and payables are stated with the amount of GST included.

(d) Goods and services tax (continued)

The net amount of GST recoverable from, or payable to, the taxation authority is included as a current asset or liability in the balance sheet.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the taxation authority are classified as operating cash flows.

(e) Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits with maturities of three months or less from the acquisition date that are subject to an insignificant risk of changes in their fair value and are used by the Company in the management of its short-term commitments.

(f) Trade and other receivables

Trade and other receivables are measured at their amortised cost less impairment losses. Trade debtors are generally settled within 30 days.

(g) Trade and other payables

Trade and other payables are measured at amortised cost. Trade accounts payable are normally settled within 30 days.

(h) Provisions

A provision is recognised in the balance sheet when the organisation has a present legal or constructive obligation as a result of a past event, and it is probable that an outflow of economic benefits will be required to settle the obligation. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

(i) Loan from Anglican Church of Australia Trust Corporation

As set out in note 12, the loan from the Anglican Church of Australia Trust Corporation is subject to interest which is at the discretion of the Company and is also repayable at any time at the election of the Company. Accordingly, the loan is recognised at its fair value, which has been based on estimating the discounted future loan repayments and using a rate that an unrelated lender would offer for the loan. Given that the life of the loan instrument is 18 years (which accommodates for a 2-year extension on the 10-year duration of the National Redress Scheme, plus an additional 6-year debt limitation period), the present value of the future cash flows arising from that loan is shown as liability, with the remainder having been classified as contributed equity.

(j) Financial instruments

(I) Recognition and initial measurement

The Company initially recognises receivables and debts security issued on the date when they are originated. All other financial assets and financial liabilities are initially recognised on the trade date.

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at Fair Value Through Profit and Loss (FVTPL), transaction costs that are directly attributable to its acquisition or issue.

(II) Financial liabilities - classification, subsequent measurement and gains/losses

Financial liabilities are classified as measured at amortised cost or FVTPL. A financial liability is classified as at FVTPL if it is classified as held-for-trading, it is a derivative or it is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value and net gains and losses, including any interest expense, are recognised in profit or loss.

Other financial liabilities are subsequently measured at amortised cost using the effective interest method.

Interest expense and foreign exchange gains and losses are recognised in profit or loss. Any gain or loss on derecognition is also recognised in profit or loss.

(III) Financial assets - derecognition

The Company derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred, or it neither transfers nor retains substantially all the risks and rewards of ownership and does not retain control over the transferred asset.

Any interest in such derecognised financial assets that is created or retained by the Company is recognised as a separate asset or liability. The Company derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. Financial assets and liabilities are offset and the net amount presented in the Statement of Financial Position when, and only when, the Company has a legal right to offset them.

(IV) Financial liabilities - derecognition

The Company derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. The Company also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value.

(k) Impairment

A financial asset is assessed at each reporting date to determine whether there is any objective evidence that it is impaired. A financial asset is considered to be impaired if objective evidence indicates that one or more events have had a negative effect on the estimated future cash flows of that asset.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount, and the present value of the estimated future cash flows discounted at the original effective interest rate. An impairment loss in respect of an available-for-sale financial asset is calculated by reference to its fair value.

Individually significant financial assets are tested for impairment on an individual basis. The remaining financial assets are assessed collectively in groups that share similar credit risk characteristics. IFRS 9 introduces a new impairment model based on expected credit losses. This model makes use of more forward-looking information and applies to all financial instruments that are subject to impairment accounting.

All impairment losses are recognised in profit or loss. Any cumulative loss in respect of an available-for-sale financial asset recognised previously in equity is transferred to profit or loss.

Reversals of impairment

An impairment loss is reversed if the reversal can be related objectively to an event occurring after the impairment loss was recognised. For financial assets measured at amortised cost and available-for-sale financial assets that are debt securities, the reversal is recognised in profit or loss. For available-for-sale financial assets that are equity securities, the reversal is recognised directly in equity.

An impairment loss in respect of a receivable carried at amortised cost is reversed if the subsequent increase in recoverable amount can be related objectively to an event occurring after the impairment loss was recognised.

(l) Income tax

No provision for income tax has been raised as the Company is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

(m) Critical accounting estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

(n) Application of new and revised Accounting Standards

The Company has adopted all new and revised standards and amendments thereof and interpretation effective for the current year that are relevant to the agency. A number of other new standards are also effective from 1 January 2025 but they do not have a material effect on the Agency's financial statement.

(o) **Going concern**

The Company had net assets of \$887,261 (2024: \$760,048) as of the financial year-end.

Notwithstanding this net asset position, the Company acts as the representative entity for Anglican dioceses, schools and agencies (**Participating Members**) under the *National Redress Scheme for Institutional Child Sexual Abuse Act 2018* (National Redress Scheme). In this role, the Company may be required to meet any shortfall in redress claims (**Shortfall Claims**) arising where Participating Members are unable to meet their obligations.

As at the date of these financial statements, a number of claims remain pending against various Participating Members, which may give rise to potential Shortfall Claims.

The Directors have prepared the financial report on a going concern basis having regard to the following:

i. Letter of support and constitutional funding framework

The Company has received a letter of support from the Anglican Church of Australia Trust Corporation confirming that it will provide an irrevocable and unconditional financial guarantee to enable the Company to meet any Shortfall Claims as they arise (refer to Note 17 – Contingent Assets).

This support is consistent with, and gives effect to, the funding framework set out in the Company's Constitution (Article 1.5), which requires the Governing Member to ensure that the Company is adequately capitalised and funded to meet its Shortfall Claims and other liabilities as they fall due, including through the provision of guarantees or other financial assurances.

Accordingly, the Directors consider that the Company has access to sufficient financial support to meet its obligations under the National Redress Scheme for the next 12 months.

ii. Financial capacity of Participating Members

Based on information provided by Participating Members, only one Participating Member was experiencing financial hardship at the date of these financial statements. The Directors are satisfied, based on information available (including matters outlined in the Subsequent Events note), that this Participating Member is likely to meet its obligations for the current financial year.

Having regard to the above factors, the Directors believe that the Company will be able to pay its debts as and when they fall due and accordingly have prepared the financial report on a going concern basis.

Anglican Representative (National Redress Scheme) Limited
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2025

5 Revenue

		2025	2024
	Note	\$	\$
Application Fee		1,000	-
Annual Fee		87,450	87,450
Service Fee		225,950	111,700
Total		314,400	199,150

6 General Synod Office Management Fee

		2025	2024
		\$	\$
General Synod Office Management Fee		98,966	95,160
Total		98,966	95,160

7 Other Expenses

		2025	2024
		\$	\$
Other Expenses		246	803
Provision for bad debts		259	(54)
Total		505	749

8 Cash and Cash Equivalents

		2025	2024
		\$	\$
Cash at Bank		72,269	228,781
Total Cash and Cash Equivalents		72,269	228,781

9 Trade and Other Receivables

		2025	2024
		\$	\$
Trade Debtors	(a)	357,550	-
Expected Credit Loss		(259)	-
Accrued Income		-	39,450
Other Receivables		11,534	10,811
Total Trade and Other Receivables		368,825	49,531

(a) With the exception of the Expected Credit Loss recognised within the above, there are no balances within trade receivables that are impaired and are/or past due. It is expected that these balances will be received when due.

Anglican Representative (National Redress Scheme) Limited
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2025

	Note	2025 \$	2024 \$
10 Other Financial Assets			
Term Deposit for Bank Guarantee	(a)	1,055,131	1,055,131
Total Other Financial Assets		1,055,131	1,055,131

- (a) Under the terms of the National Redress Scheme, ARNRSL was required to provide the Commonwealth of Australia a Bank Guarantee for the value of \$1.0m. This has been secured from Westpac Banking Corporation and requires the value of the guarantee to be placed on deposit as security for the term of the bank guarantee. The interest earned on the term deposit offsets the cost of the bank guarantee.

	2025 \$	2024 \$
11 Trade and Other Payables		
Trade Debtors with credit balances	-	160
Accrued Expenses	21,210	14,000
GST Collected	752	7
Total Trade and Other Payables	21,962	14,167

	Note	2025 \$	2024 \$
12 Financial Liabilities			
Loan from Anglican Church of Australia Trust Corporation	(a), (b)	589,569	561,440
Total Financial Liabilities		589,569	561,440

(a) Terms of the loan from Anglican Church of Australia Trust Corporation

The following terms are attributed to the loan provided from the Anglican Church of Australia Trust Corporation (Loan):

- i) The Company entered into a loan of \$1.0m from the Anglican Church of Australia Trust Corporation (the "Lender") on 26th September 2018. The loan is a non-cumulative, subordinated, unsecured loan.
- ii) The proceeds of the loan principal were deposited with Westpac Banking Corporation as security for a guarantee, in favour of the Commonwealth of Australia (Department of Social Services), to enable the Company to participate as the representative of the Anglican Participating Group in the National Redress Scheme (NRS).
- iii) The payment of interest on the loan is subject to the absolute discretion of the Company. The Company has no liability to pay interest on the loan and the Lender has no claim or entitlement in respect of non-payment of interest.

12 Financial Liabilities (continued)

- iv) Unless the Company is wound up, the Company has in its absolute discretion an option, but no obligation to repay the loan.
- v) In the event of the Company winding-up, the rights and claims of the Lender will be subordinate to any Senior Creditors, but senior to Members of the Company.
- vi) The \$1.0m guarantee to the Commonwealth of Australia, is backed by the cash from the Loan, deposited with Westpac and may be applied to discharge obligations of the Company, following a claim by the Commonwealth under the NRS.
- vii) The \$1.0m guarantee represents the current value of the agreed surety provided by the Company under the NRS. It is not implied nor intended to represent the quantum of any, or all future claims against the Anglican Church of Australia, under the NRS.
- viii) The Board intends on repaying the Loan to the Anglican Church of Australia Trust Corporation (the Lender) once it has been established that there are sufficient resources within each Participating Member to meet the claims under the NRS.

(b) Accounting treatment adopted - loan to the Anglican Church of Australia Trust Corporation

The loan has been discounted over 18 years to reflect its fair value in accordance with IFRS 9 Financial Instruments. The discounted principal has been classified by the ARNRSL as a Non-Current Loan Liability of \$589,569 (2024: \$561,440).

It is noted that the Standing Committee of the General Synod of the Anglican Church of Australia determines to be the ultimate day-to-day decision-making body of both General Synod and ARNRSL. The Standing Committee has established that the risk of default under the loan instrument over its lifetime are "low" as the likelihood of any claim made by Participating Members of the ARNRSL were negligible. Accordingly, under IFRS 9 such a loan will fall within the "Stage 1" impairment model, with the expected credit loss amount to an immaterial balance. Accordingly, no credit losses have been recognised by either the General Synod or ARNRSL.

	Note	2025 \$	2024 \$
13 Contributed Capital			
Contribution from the Anglican Church of Australia Trust Corporation	(a), (b)	410,431	438,560
Total Contributed Capital		410,431	438,560

Contributed Capital (continued)

(a) Contributed Capital from the Anglican Church of Australia

In accordance with IFRS 9, the loan from the Anglican Church of Australia Trust Corporation has been recognised at its fair value, which has been based on estimating the discounted future loan repayments and using a rate that an unrelated lender would offer for the loan.

The maximum interest rate payable by ARNRSL to General Synod on the loan has been set to equal the interest rate received from Westpac by ARNRSL, less a 2.5% bank guarantee fee. However, the payment of any interest is subject to the absolute discretion of ARNRSL. The General Synod has no claim or entitlement in respect of the non-payment (including on a winding-up of ARNRSL) and the non-payment does not constitute an event of default. The effective interest rate between ARNRSL and the General Synod during the year was 0% (2024: 0%).

In noting that there is no effective rate adopted for interest on the loan, no discounting of the loan to the profit and loss required. However, an adjustment for fair value has been recognised for repayments to be made for the loan, which treats to unwind the loan value over the term – being 18 years. Such an amount is reflected in (b) below.

(b) Movement to Contributed Capital

The movement in the contributed capital account during each financial year was as follows:

	2025	2024
	\$	\$
Contributed Capital		
Balance at the beginning of year	438,560	465,417
Fair value adjustment recognised for year	(28,129)	(26,857)
Total Contributed Capital	410,431	438,560

14. Notes to the Statement of Cash Flows

(a) **Reconciliation of Cash**

For the purposes of the statement of cash flows, cash includes cash on hand and at bank and short-term deposits at call. Cash as at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

14. Notes to the Statement of Cash Flows (continued)

	2025 \$	2024 \$
Cash Assets	72,269	228,781
Reconciliation of surplus from ordinary activities to net cash provided by / (used in) operating activities		
Surplus from Operating Activities (excluding Investing Activities)	133,858	92,754
Add / (Less) non-cash items:		
Accrued interest income	-	-
Bad debts written off / (recovered)	259	(54)
Net Cash provided from operating activities before change in assets and liabilities	134,117	92,700
Change in Assets and Liabilities		
(Increase) / Decrease in Trade and Other Receivables	(318,100)	(11,250)
(Increase) / Decrease in Prepayments	(355)	100
Increase in Trade and Other Payables	7,795	6,408
Total	(310,660)	(4,742)
Net Cash (used) / provided by Operating Activities	(176,543)	87,958

15. Commitments

The General Synod Office ("GSO") provides management and administrative support services to ARNRSL as required for the operation of the company as the representative entity of the Anglican Participating Group in the National Redress Scheme. Such services are governed under an agreement entered into between the parties on 8 August 2018 (**Agreement**).

The costs under the Agreement are subject to mutual agreement between the parties and is set at the commencement of each financial year. The term of the Agreement is indefinite, however can be terminated at any time by either party.

16. Events Occurring after reporting date

Since balance date, the following matters have arisen:

- in August 2025, the Supreme Court of Queensland (**SCQ**) appointed SV Partners as receivers of the Diocese of North Queensland (**DoNQ**). On 13 February 2026, the SCQ approved a restructuring proposal put forward by the receivers, which will facilitate the potential sale of an estimated \$18.48 million in assets over three phases, allowing the DoNQ to:
 - recommence funding contributions towards abuse claims, being ongoing monthly payments of not less than \$50,000 (or such other amounts as agreed with ARNRSL) to the DSS. This will mean that the ARNRSL should no longer be required to commit funding on behalf of the DoNQ for payments to the Department of Social Services (DSS); and
 - enter into a repayment plan with ARNRSL in relation to amounts owing by Corporation of the Diocese of North Queensland (CDSNQ) under the National Redress Scheme. The

repayment plan contemplates the repayment of approximately \$400,000 which was paid by the ARNRSL for obligations of the DoNQ to the DSS.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Company the results of those operations or the state of affairs of the Company in the future financial years.

17. Contingencies

Contingent Liability

National Redress Scheme

On 31 May 2018, the Company was accepted as a participant in the Commonwealth Government's *National Redress Scheme for Institutional Child Sexual Abuse* (National Redress Scheme). Under the Members' Agreement, Participating Members have agreed to indemnify the Company for any claims made under the National Redress Scheme. Notwithstanding this, the Company may be required to meet redress claims where Participating Members are unable to meet their obligations.

As part of ongoing monitoring, the financial capacity of Participating Members to meet their obligations under the National Redress Scheme is periodically reviewed. A review undertaken by the Diocesan Financial Taskforce (DFT) identified variability in financial reporting practices across Participating Members, including in the measurement of assets, which may impact the assessment of their capacity to meet redress obligations. As at 31 December 2025, certain Participating Members have been identified as experiencing financial difficulties. These entities are currently being supported by other Participating Members and are continuing to meet their redress obligations. However, if such support were to cease or be insufficient, the Company may be required to meet the associated shortfall.

The ultimate quantum and timing of any such claims cannot be reliably measured at the date of this report.

Diocese of North Queensland – Current Claims

The Diocese of North Queensland (DoNQ) is a participating institution in the National Redress Scheme and, as part of the Anglican Participating Group, claims relating to the DoNQ may give rise to financial obligations under the National Redress Scheme.

In August 2025, the Supreme Court of Queensland appointed SV Partners as receivers of the Corporation of the DoNQ. Following this appointment, the receivers commenced a restructuring process to realise certain assets of the DoNQ in order to fund abuse claims assessed under the National Redress Scheme.

In February 2026, the Supreme Court of Queensland approved a restructuring proposal put forward by the receivers. The restructuring plan contemplates the realisation of certain landholdings and the establishment of a dedicated fund to meet abuse claims assessed through to 2028. Based on information provided by the receivers, it is anticipated that the DoNQ will be able to resume funding contributions under the National Redress Scheme administered by the Department of Social Services (DSS) from March 2026, and repay amounts previously funded on its behalf by the Company.

While the Company acts as the representative entity for participating Anglican institutions, the primary responsibility for meeting funding contributions associated with claims relating to a specified institution rests with the relevant participating institution.

As at the reporting date, the ultimate financial exposure associated with claims relating to the DoNQ remains uncertain and is contingent upon the realisation of its assets by the reciever. Accordingly, the Company has not recognised a provision in respect of this matter. However, due to the ongoing nature of claims under the National Redress Scheme and the uncertainty surrounding the timing and quantum of future claims, the Company considers that a contingent liability may exist in relation to claims associated with the DoNQ.

Should the New Claims exceed what is to be realised from DoNQ assets and the Company's available cash at bank, then additional funding would be sought by the ARNRSL from the Anglican Church of Australia Trust Corporation (see "Contingent Assets").

Contingent Asset

The Anglican Church of Australia Trust Corporation has provided an irrevocable and unconditional guarantee to the Company for the payment of amounts that may be necessary to meet all amounts associated with the Company's compliance under the National Redress Scheme.

18. Company Details

The entity was incorporated in the state of New South Wales and has the registered office at:

Suite 5.02, Level 5
323 Castlereagh Street
Sydney NSW 2000

19. Related Parties

Revenue from Operating Activities

All revenue received by ARNRSL in its ordinary course of business is received from entities that may be considered related parties of the General Synod of the Anglican Church of Australia. During 2025 the total revenue received from related parties totalled \$341,400 (2024: \$199,150).

Management Fees

ARNRSL paid management fees to the Anglican Church of Australia, General Synod of \$98,966 (2024: \$95,160). These fees are paid for the provision of administrative and secretariat services.

Subordinated Loan

The Anglican Church of Australia Trust Corporation has provided a subordinated loan for the amount of \$1 million to ARNRSL. The terms of this loan and further information may be found in Note 12.

20. Auditors remuneration

Vince Fayad is the appointed auditor of the Company.

Fees paid by the Company in respect to the audit and review of its financial report were are as:

	2025	2024
	\$	\$
Vince Fayad & Associates	7,210	7,000

Vince Fayad has not performed any other services in addition to his statutory duties as the auditor.

Anglican Representative (National Redress Scheme) Limited
For the year ended 31 December 2025

Statement by the Directors of Anglican Representative (National Redress Scheme) Limited

The Directors declare that in the Directors' opinion:

- (a) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- (b) the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*, with a resolution at a duly constituted meeting:



Mr Joseph Thorp
Chair



Mr Andrew Ford
Director

Dated this 6th day of May 2026.



Vince Fayad
Registered Auditor

ABN 29 613 917 169
P | GPO BOX 2733, SYDNEY NSW 2001
A | SUITE 114/115, 165 PHILLIP STREET, SYDNEY NSW 2000
T | +61 2 8046 2799

Independent Auditor's Report to the Members of the Anglican Representative (National Redress Scheme) Limited

Opinion

We have audited the financial report of the Anglican Representative (National Redress Scheme) Limited (the "Company") which comprises the statement of financial position as at 31 December 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, other explanatory information and the Directors declaration as set out on page 26.

In our opinion: the accompanying financial report of the Company is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (the "ACNC Act"), including:

- (a) giving a true and fair view of the Company's financial position as at 31 December 2025 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter

Basis of Accounting and Restriction is Use

We draw attention to Note 2 of the financial statements, which describes the basis of preparation. The financial statements have been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under the Australian Charities and Not-for-profits Commissions Act 2012. As a result, the financial statements may not be suitable for another purpose. Our report is intended solely for the Company and should not be distributed to or used by parties other than the Company. Our opinion is not modified in respect of this matter.



Vince Fayad
Registered Auditor

ABN 29 613 917 169
P | GPO BOX 2733, SYDNEY NSW 2001
A | SUITE 114/115, 165 PHILLIP STREET, SYDNEY NSW 2000
T | +61 2 8046 2799

Other Information

The Directors are responsible for the other information. The other information comprises all information included in the Annual Report 2025 except for the Financial Statements (financial report) from pages 8 to 25 and our auditors report.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and the Board Members for the Financial Report

Management of the Company is responsible for the preparation of the financial report in accordance with Australian Accounting Standards, the ACNC Act and for such internal control as management determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Board Members are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Board Members either intend to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Board Members are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

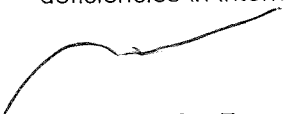


Vince Fayad
Registered Auditor

ABN 29 613 917 169
P | GPO BOX 2733, SYDNEY NSW 2001
A | SUITE 114/115, 165 PHILLIP STREET, SYDNEY NSW 2000
T | +61 2 8046 2799

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Board Member's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management and the Board Members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Vincent John Fayad
Registered Company Auditor
Sydney, 6 May 2026

Broughton Publishing Pty Ltd

1. Purpose

The purpose of Broughton Publishing, pursuant to the Liturgy Publishing Canon 2001, is the publishing and distribution of material relating to the liturgical life and ministry of this Church and of any other material or document authorised by the Standing Committee.

Broughton Publishing Pty Ltd is an incorporated company established by Deed of Trust by The Anglican Church of Australia Trust Corporation and is registered with the Australian Charities and Not-for-profit Commission.

2. Membership

The Board of Directors:

- The Reverend Dane Courtney (Chair)
- The Venerable Brett Hall (Treasurer)
- Lucy Davison
- Tess Delbridge
- James Kirsop
- The Reverend Natalie Ray
- The Reverend Alan Reader

Since 2022, Bishops Ross Nicholson and Michael Stead, and Mr Daniel Harris, ceased to members of the board. James Kirsop, Natalie Ray, and Alan Reader have all commenced as new Directors.

3. Meetings and Attendance

	2022		2023		2024		2025	
Meetings	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended
Dane Courtney	6	6	4	4	4	4	4	4
Lucy Davison	6	3	4	3	4	4	4	1
Tess Delbridge	6	5	4	3	4	3	4	2
Brett Hall	6	6	4	4	4	4	4	4
Daniel Harris	2	1	0	0	0	0	0	0
James Kirsop	0	0	0	0	0	0	4	3
Ross Nicholson	2	2	0	0	0	0	0	0
Natalie Ray	0	0	0	0	0	0	4	3
Alan Reader	0	0	0	0	4	4	4	2
Michael Stead	6	6	4	4	0	0	0	0

Board Meetings were held via video conference, with one all-day, in-person meeting held in Melbourne per year.

4. Financial Results

Year		Budget	Actuals	Description
2022	Income	211,000	179,591	The budget anticipated a significant one-off deficit to planned E-pray development work. This did not materialise. Income was approximately \$6,500 below budget, while expenses reflected higher-than-expected costs associated with the Anglican Church of Australia Directory and E-pray.
	Expenses	241,100	223,389	
	Surplus/Deficit	(30,100)	(43 798)	
2023	Income	244,000	224,955	Several planned costs were lower than anticipated – largely deferred to 2024.
	Expenses	245,185	210,934	
	Surplus/Deficit	(1,185)	14,021	
2024	Income	214,160	265,329	Income exceeded budget due to the largely unbudgeted Hope25 Booklets, which proved a substantial source of revenue even with modest margins.
	Expenses	227,022	260,675	
	Surplus/Deficit	(12,862)	4,654	
2025	Income	214,015	253,779	Both Hope25 and Joy26 Lenten Booklets were again largely unbudgeted and performed strongly.
	Expenses	225,284	246,592	
	Surplus/Deficit	(11,269)	7,187	

5. Activities - Achievements

Broughton Publishing has undertaken a significant renewal of its board, strengthening the range of skills and experience available and improving its gender balance.

Broughton Publishing operates across four key product lines:

- Annual print lectionary booklet
The lectionary continues to be published annually, with sales remaining steady.
- Traditional print products (i.e. books and booklets)
This includes maintaining the *APBA* in print.
A new, clearer Editorial Policy—aligned with the priorities of the *Liturgy Publishing Canon 2001*—has helped attract new authors and strengthen our publishing pipeline.
- E-pray (Online liturgical resource for preparing services)
Substantial work has been completed to improve billing processes and the management of customer accounts.
- Anglican Church of Australia Directory
Two further editions of the national directory have been successfully published.

6. Activities – Plans and Future Priorities

We intend to continue growing our traditional publishing program, across both print and electronic formats, to:

1. Diversify Broughton Publishing's revenue streams; and
2. Serve the Anglican Church of Australia by becoming the publisher of choice for material supporting the liturgical life and ministry of the church.

We also recognise that E-pray will require significant future investment to refresh its underlying platform. Part of the recent board renewal was designed to ensure appropriate technical expertise is available to guide this work when it is undertaken.

DEFENCE FORCE BOARD

Executive Summary

Defence Force Board Purpose

The Defence Force Board consults with, and provides advice to, the Bishop to the Defence Force. It is also responsible to General Synod for the sustainment and maintenance of the office of the Bishop to the Defence Force.

Chaplains

There are 94 Anglican chaplains in Defence. 53 full time and 41 part time.

New Defence Anglicans 5-year Plan

Defence Anglicans—comprising the Defence Force Board (DFB), Defence Force Anglican Chaplaincy Incorporated (DFACI), and the Anglican Military Outreach Service Foundation (AMOS)—developed a new five-year strategic plan aligned with the Bishop's new term in Feb 2025. The plan strengthens unity, transparency, and coordination between the three entities.

Ministry Context

Defence is a secular and pluralistic organisation, and this continues to challenge the long-term future of religious (especially Christian) chaplaincy. The Rationalist Society of Australia's campaign to remove religious chaplaincy from the Defence Force has lost momentum. Indeed, data demonstrates the value of faith-based ministry to the vast majority of Defence members. For example, a 2021 Defence survey found that only 13% of members considered chaplaincy unimportant, and in 2025 the 315 (about 50% full time and 50% part time) Defence chaplaincy workforce recorded over 233,100 chaplaincy interventions. Despite these facts, the extension of non-religious chaplains from Navy to Air Force and Army remains possible.

Strategically, the Defence Minister recently stated that "Australia faces its most complex and threatening strategic circumstances since the end of World War II. International norms that once constrained the use of force and military coercion continue to erode. More countries are engaged in conflict today than at any time since the end of World War II, and this is occurring across every region of the world."¹ Further, a survey conducted in February 2026 by the National Security College of ANU found that 64% of the 20 000+ respondents were worried about national security.²

In this context, Defence Chaplains continue to be held in very high regard by Commanders, particularly for their pastoral care, mental ill health interventions, and assistance in managing welfare issues. Senior Commanders also appreciate the strategic contribution of chaplains on operations—especially in our highly religious region—where they facilitate high-level engagements and assist Commanders in understanding the worldview of both allies and adversaries.

¹ The Hon Richard Marles, MP, Deputy Prime Minister and Minister for Defence, address to the National Press Club, 16 April 2026

² <https://nsc.anu.edu.au/research/no-worries-australian-attitudes-national-security-risk-and-resilience#:~:text=By%20February%202026%2C%20it%20had,2024%2C%20from%2010%25%20to%2023%25>. Accessed 16 April 26

Pastoral Care

Approximately 20% of Anglican chaplains are currently experiencing mental ill health challenges, ranging from mild to severe. The Bishop and Archdeacons provide pastoral care to all through visits and phone calls. Additionally, using Service Personnel Anglican Help Society (SPAHS) funds, numerous pastoral care packages and spiritual retreats to support chaplains dealing with particularly difficult circumstances have been provided.

Financial Sustainability

There is a need to continue to grow our finances to move towards financial sustainability. If every parish sought a \$10 per person donation on Defence Sunday each year that would go a long way to meeting the need.

Recruiting

There is a continuing need for high-quality chaplains, particularly younger women and men. Defence chaplaincy provides multiple benefits to dioceses and parishes, including supplementing clergy income, parish funding for release time, leadership training, and community engagement with those unlikely to otherwise encounter the Church.

Memorandum of Arrangements (MoA) Review

The initial paper of Defence's position proposes a very significant reduction in the responsibilities and use of the Bishop. It is of deep concern, and the Primate will provide Defence's review team the Anglican Church's response by 10 June 2026. Your prayers are requested.

ANZAC Way Pilgrimage

The ANZAC Way Pilgrimage, a new Australian pilgrimage route designed especially for veterans, commenced with its inaugural 275km walk from Wagga to Canberra from 10–24 April 2025. The 2026 pilgrimage is planned for 1–10 May, with an extended route from Wagga to Jervis Bay.

Service Personnel Anglican Help Society (SPAHS)

Defence Anglicans express deep gratitude to SPAHS for its continued financial support of key projects including pastoral care initiatives, chaplain retreats, and the ANZAC Way Pilgrimage.

Motions for General Synod

The following motions are for General Synod to consider:

- That General Synod thanks God for the wonderful ministry of Anglican Defence Chaplains undertaken in the most challenging of strategic circumstances and the increasingly difficult climate of growing secularism and pluralism.
- That General Synod thank God for the privileged position and blessed opportunity to still have Christian chaplains living among and ministering to our Defence Force personnel.
- That General Synod notes the significant reduction in support for the Bishop provided by Defence and encourages each diocese to financially support Defence Chaplaincy by collecting a congregational donation each year on Defence Sunday (the Sunday before Remembrance Day).
- That General Synod affirms the importance of Anglican Defence Chaplaincy as a critical element of the Church's ministry, notes the benefits to the Church of partnering with Defence Chaplaincy in gospel ministry, notes the strategic importance of having high calibre younger women and men serve as chaplains, and therefore encourages each diocese to work with the Bishop to the Defence Force in recruiting them.

FULL REPORT

Defence Force Board Purpose

The Defence Force Board consults with, and provides advice to, the Bishop to the Defence Force. It is a resource available to the Primate, the Bishops, the General Synod and the Standing Committee of General Synod on matters pertaining to the ministrations of the Anglican Church of Australia among Defence Force members and their families. It brings together a range of perspectives and knowledge to anticipate, define and recommend courses of action on emerging problems in an increasingly strategically challenging, secular and pluralistic environment. It is also responsible to General Synod for the sustainment and maintenance of the office of the Bishop to the Defence Force.

Defence Force Board Membership

The Defence Force Board met formally in 2022 (5), 2023 (4), 2024 (4), 2025 (4); 2026 (1 online meeting prior to this report). Current membership of the Board is:

Ex officio

The Right Rev'd Grant Dibden (Chair)
Senior Chaplain The Ven Darren Hindle - Navy Archdeacon (since 2025)³
Chaplain The Ven Glenn Buijs - Army Archdeacon
Chaplain The Ven John (Cam) Carroll - Air Force Archdeacon (since 2024)⁴

Clergy elected by General Synod

The Ven Andrew Nixon (Sydney) (Navy Reserve Chaplain) Honorary Secretary
The Rev'd Catherine Wynn-Jones (Sydney) (Navy Clergy)
Vacant since Aug 2025⁵

Lay members elected by General Synod

Dr Michael Tong (Northern Territory)
Major General Liz Cosson (Rtd) (Canberra and Goulburn)⁶
Colonel Mark Francis (Rtd), RFD (Canberra and Goulburn) Honorary Treasurer

Bishop to the Defence Force

The Bishop to the Defence Force is a full-time Anglican Church position appointed by, and responsible to, the Primate. The Bishop is also appointed by the Minister for Veteran Affairs and Defence Personnel as the Anglican Member of the Religious Advisory Committee to the Services. The Chair of that Committee is rotational and the Bishop served as the Chair from 1 January 2022 to 31 December 2024. Key tasks of the Bishop are:

- Episcopal oversight and pastoral care of Anglican chaplains serving in the Defence Force and of the ministrations of the church among men and women of the Defence Force and their families.
- Recruiting suitable people to represent our church as Defence Chaplains, endorsing them to Defence and recommending to the Primate their licencing as chaplains.
- Supporting chaplains transitioning back to civilian life and ministry.
- Providing advice to the Defence Force on all matters of religious policy and practice as the direct link between Anglican Church of Australia and the Defence Force.
- Dealing with Professional Standards matters relating to Defence Anglican chaplains.

³ Principal Chaplain the Ven Andrew Lewis retired 31 Dec 2024

⁴ Principal Air Chaplain Kevin Russell retired 31 Dec 2023

⁵ The Rev'd Lynn Pearson retired 15 Aug 2025

⁶ A/Prof Megan Best retired 13 Oct 2024

- Communicating with the Defence Minister, the Minister for Veteran Affairs and Defence Personnel and Chief of the Defence Force as required.

Following the change to the Defence Force Ministry Canon 1985 at GS 18 which instituted fixed terms of up to five years for the Bishop, a review of the Bishop's appointment was conducted in 2024. The outcome of that review was that the Bishop was reappointed for a further five year term which will conclude on 17 March 2030.

The Bishop is funded by Defence in his role as a Religious Advisory Committee to the Services Member, which accounts for approximately 72% of his total remuneration package. The remaining 28% is effectively provided through Defence Chaplains, who own the residence in which the Bishop lives rent-free. Defence also provides office accommodation and, until December 2025, supported travel requirements; this support has since been significantly reduced, with only limited travel assistance now available. In addition, Defence has withdrawn staff support equivalent to approximately 200 days of executive assistance.

The Defence Force Board supplements the administrative support as required including, for example, travel for Bishop to the Defence Force to Anglican non-Defence activities. Defence Chaplains, through Defence Force Anglican Chaplaincy, provide administrative staff support.

Chaplains

Defence appoints, directly employs and pays both full-time and part-time chaplains within The Royal Australian Navy, The Australian Army and The Royal Australian Air Force. Anglican Defence Chaplains must meet the Defence recruiting standards, be endorsed by the Bishop to the Defence Force (representing the Anglican Church of Australia) and be licensed by the Primate.

Currently there are 94 Anglican chaplains in Defence consisting of 53 Full time and 41 Part Time. Anglicans are the biggest single denominational or Faith Group of chaplains.

	Navy		Army		Air Force		Total
	M	F	M	F	M	F	
Full Time	9	4	24	6	7	3	53
Part Time	5	1	26	1	6	2	41
Totals	14	5	50	7	13	5	94

New Defence Anglicans 5-year Plan

The three separate entities that together provide governance, oversight and funding of Defence Anglicans are:

- Defence Force Board (DFB) is a canonical body of the General Synod (GS) which primarily interfaces with the Church.
- Defence Force Anglican Chaplaincy Incorporated (DFACI) is an incorporated association which primarily interfaces with Defence Chaplains.
- The Anglican Military Outreach Service Foundation (AMOS) aims to secure the ongoing viability of ministry to, and support of, Defence Force members and their families.

The Bishops Chairs all three and the Archdeacons are ex officio members/trustees. On 20,21 Feb 25 representatives of the entities wrote a new Defence Anglicans 5-year plan that coincided with the BDFs new term. The plan aims to strengthen transparency and alignment among the three entities.

The binding principles of the three entities are:

- We are Anglicans.
- We deliver Chaplaincy to Defence.
- We serve the ADF and their families.

The goals that were determined are:

1. Contribute to ADF Capability.
2. Engage the Anglican Church.
3. Build relationships with partners.
4. Enhance the financial sustainability of Defence Anglicans.

Progress includes streamlining meetings, improving communications to chaplains, forming an Investment Committee, conducting a financial risk appetite assessment for each entity, selecting investment partners and beginning to invest some of our funds.

Defence Environment - Secular and Pluralist

Ongoing societal secularisation continues to pose a challenge to the long-term future of religious—particularly Christian—chaplaincy. Since 2019, the Rationalist Society has campaigned for the abolition of religious chaplaincy. Although its momentum has eased somewhat, it remains active—writing to the Minister for Defence Personnel, submitting questions through Senate Estimates, and lodging Freedom of Information requests to Defence regarding the Religious Advisory Committee to the Services (RACS). A key focus of its advocacy is the expansion of non-religious chaplaincy within the Army and Air Force.

While some within Defence support this direction, available data continues to demonstrate the enduring value of faith-based ministry. A 2021 Defence survey found that only 13% of members considered chaplaincy unimportant. In 2025, the Defence chaplaincy workforce—comprising 315 personnel (approximately half full-time and half part-time)—recorded more than 233,100 chaplaincy interventions. This reflects both the demand for, and the impact of, chaplaincy across the force.

National Strategic Circumstances – Possible Conflict

It is widely acknowledged that we are living in the most challenging strategic environment since the Second World War. Increasing regional tensions are evident in China's assertive actions in the South China Sea, its naval presence circumnavigating Australia, and live-fire exercises in the Tasman Sea. Globally, instability has intensified: recent months have seen significant military actions involving the United States, Israel, Iran, and other regional actors, contributing to a volatile and interconnected security landscape.

As the Minister for Defence has noted, "We live in a deeply interconnected world... where a conflict in the Middle East has disrupted the energy supply of our region." Reflecting this concern, a February 2026 survey by the Australian National University's National Security College found that 64% of more than 20,000 respondents were worried about national security.

In response, Defence has adopted the National Defence Strategy as the cornerstone of its planning. This "strategy of denial" seeks to deter potential adversaries by demonstrating that hostile action against Australia would not achieve its aims at an acceptable cost. It emphasises close cooperation with the United States and key partners, and a credible capacity to influence any adversary's cost-benefit calculations. These developments bring

heightened pressure, operational tempo, and uncertainty to the Australian Defence Force—the very context in which chaplains minister.

Ministry

Chaplains offer unhurried, non-judgemental listening, and bring the truths of Scripture to bear on the complex and often demanding realities faced by Defence members and their families. Through their ministry, God brings forgiveness and peace to troubled hearts, reconciliation to strained relationships, calm in stressful situations, hope to those in despair, practical support in times of need, and comfort in grief and loss. They have spiritual conversations as part of pastoral care for those interested engaging deeply with matters of belief, meaning, and purpose.

Chaplains continue to deploy alongside military personnel, serving both within Australia and overseas. During the reporting period, Anglican clergy were deployed on operations in Afghanistan, the Middle East, Tonga, and at sea, often for periods of up to eight months. Such service comes at significant personal, spiritual, and psychological cost.

Since the last General Synod, all chaplains have been trained in Pastoral Narrative Disclosure to address moral injury—now widely recognised as affecting many Defence members, often alongside PTSD. This training strengthens chaplains' capacity to care for those carrying deep moral and spiritual burdens, further contributing to Defence capability.

High Regard for Chaplaincy

Defence continues to recognise and value the contribution of chaplains. They are trusted for their proactive engagement in the workplace, their pastoral care, their ethical and moral guidance, and their contributions to training in character development and suicide prevention. Available around the clock, chaplains are often first responders in times of crisis, including incidents involving suicidal behaviour and domestic violence. Their assurance of confidentiality makes them a particularly important source of support—especially given that consultations with psychologists are formally recorded on members' medical files.

As a result, they are regarded by commanders as an essential enabling capability—one in which Defence invests tens of millions of dollars annually.

Pastoral Care

The Bishop meets with chaplains individually in their home locations each year and phones them intermittently. The visits were fully funded by Defence until budget cuts in 2025 which resulted in the Bishop personally funding visits he was able to drive to such as Sale, Wagga and Sydney. In 2026 the funding cuts have become more severe and DFACI and the DFB have funded trips to Adelaide, Brisbane and Melbourne and the Bishop has funded his car travel to Canowindra, Mudgee and Mt Victoria all in NSW.

Defence funds an annual five day retreat for full time Defence Chaplains. In 2025 Defence decided to rename these Spiritual Conferences and hold them on Defence bases rather than at Retreat Centres. Consequently, the 2025 Anglican Conference was held on HMAS Penguin. The Primate addressed the gathering and Bishop Sarah Plowman attended the whole Conference and lead two days of reflection.

There are approximately 20% of Anglican chaplains with mental health issues ranging from quite severe (extended mental ill-health leave with some being medically discharged from Defence) to mild (just needing a short break and monitoring). Members with mental ill-health are treated professionally by the Defence medical system. The DFB, utilising Service

Personnel Anglican Help Society (SPAHS) funding supplemented by AMOS funding, has provided numerous care packages and/or fully funded spiritual retreats to chaplains and their spouse as part of our pastoral care for those in need.

Financial Sustainability

There is a need to continue to grow our finances to move towards financial sustainability with less reliance on Defence funding. Consequently, there is a continuing campaign centred on the celebration of Defence Sunday. If every parish sought a \$10 per person donation on Defence Sunday each year that would go a long way to meeting the need.

Recruiting Anglican Chaplains

Defence has said that they are not looking for the chaplains of the past. They want candidates who are capable, resilient, and representative of the demographic Defence seeks—particularly younger clergy and women.

Clergy who can sit with people in darkness and bring light, life and hope into that darkness make the best chaplains. Defence chaplains often work theologically from the other person's situation back to God rather than starting from a church or religious perspective. Defence chaplains have to live the gospel amongst many who have never heard the 'good news of salvation'. Many chaplain candidates who are unsuccessful are unable to meet the Defence medical or physical fitness requirements.

If the Church is willing to provide/encourage these types of people to become Defence chaplains, the Church benefits through:

- Developing clergy skilled in pluralistic contexts.
- Leadership and character formation transferable to parish ministry.
- Building bridges between the Church and Defence communities.
- Supplementary financial support for parishes releasing clergy for chaplaincy service.

Memorandum of Arrangements (MoA) Review

The MoA is the foundational document that establishes the Bishop's role on the Religious Advisory Committee. It is signed by the Chief of the Defence Force on behalf of the Commonwealth and by the Members of the Religious Advisory Committee to the Services on behalf of their faith groups/denominations. Defence has initiated a review of the MoA to "contemporise" it as the current document was signed in December 2019.

The Primate will provide the review team the Anglican Church's response by 10 June 2026. Your prayers are requested.

ANZAC Way Pilgrimage

The inaugural ANZAC Way Pilgrimage (10–24 April 2025) traced a 275km route from Wagga (the home of the soldier and the home of the aviator) to Canberra (the home of the officer), including spiritual reflections and worship in multiple towns. There were four pilgrims, including the Bishop. Additionally, pilgrims spent time reflecting on the sacrifice of those Australians who have died or served in times of conflict at several war memorials along the route. Some supporters, including General David Hurley (Retd) and Mrs Linda Hurley, joined for the final stage.

The 2026 pilgrimage (1–10 May) will include an extended route to Jervis Bay to represent the home of the sailor.

Veteran Support

Following the motion carried at GS18 that a non-stipendiary Archdeacon to Veterans be collated under the Bishop to the Defence Force, The Venerable Andrew Nixon was collated as the inaugural Archdeacon on 28 July 2025 by the Primate. He serves as liaison between the ADF, DVA, and the Church through the Bishop. He is also a Navy Reserve Chaplain and a long serving Secretary of the Defence Force Board.

Service Personnel Anglican Help Society (SPAHS)

SPAHS's generosity continues to sustain key pastoral initiatives and strengthen chaplain wellbeing. Defence Anglicans are deeply grateful for its ongoing support, which funds research, care packages, and the ANZAC Way Pilgrimage. Of particular significance is SPAHS's provision enabling approximately 15 reserve chaplains to attend the annual retreat—an opportunity not funded by Defence, which supports only full-time chaplains. This is invaluable, as it is the one occasion each year when the whole chaplaincy community gathers for mutual encouragement. It fosters deeper relationships, strengthens cohesion, and provides space for meaningful interaction that enriches both ministry and team unity.

Motions for General Synod

The following motions are for General Synod to consider:

- That General Synod thanks God for the wonderful ministry of Anglican Defence Chaplains undertaken in the most challenging of strategic circumstances and the increasingly difficult climate of growing secularism and pluralism.
- That General Synod thank God for the privileged position and blessed opportunity to still have Christian chaplains living among and ministering to our Defence Force personnel.
- That General Synod notes the significant reduction in support for the Bishop provided by Defence and encourages each diocese to financially support Defence Chaplaincy by collecting a congregational donation each year on Defence Sunday (the Sunday before Remembrance Day).
- That General Synod affirms the importance of Anglican Defence Chaplaincy as a critical element of the Church's ministry, notes the benefits to the Church of partnering with Defence Chaplaincy in gospel ministry, notes the strategic importance of having high calibre younger women and men serve as chaplains, and therefore encourages each diocese to work with the Bishop to the Defence Force in recruiting them.

Grant Dibden
Anglican Bishop to the Defence Force
On behalf of the Defence Force Board
24 April 2026



Anglican Church of Australia

Anglican Long Service Leave Fund

LONG SERVICE LEAVE BOARD

INTRODUCTION

The Board of the Anglican Church of Australia Long Service Leave Fund (the Fund) presents its report for the period 1 January 2022 to 31 December 2025. This report is made in accordance with section 16(2) of the Long Service Leave Canon 2010.

The audited Annual Financial Reports as at 31 December 2022, 31 December 2023, 31 December 2024 and 31 December 2025 are included in this report as Annexures 2-5, respectively.

PURPOSE

The Fund was established to:

- provide timely access to long service leave benefits for Fund participants.
- support the Anglican Church of Australia (the Church) to be financially prudent so that Fund participants are well cared for financially and personally when undertaking long service leave.
- be an instrument of unity within the Church by enabling participating individuals to transfer between dioceses and participating organisations.

The Fund continues to:

- receive monies comprising contributions from participating dioceses and organisations, together with investment earnings
- make payments of long service leave benefits to participating dioceses and organisations, and for the Fund's administrative expenses and professional fees.

GOVERNANCE

Long Service Leave Board

The Long Service Leave Board, as constituted under Part II of the Long Service Leave Canon 2010, is responsible for the stewardship of the Fund and its long-term sustainability.

The Board meets quarterly to consider matters relating to the administration of the Fund, the investment of Fund monies, actuarial and other consultants' reports, and any other matters relevant to the operations of the Fund.

Membership of the Board as at 31 December 2025

Bishop Donald Kirk (House of Bishops)	term:	19 Nov 2022 – GS19
Rev'd Dr Andrew Ford (House of Clergy)	term:	7 Sept 2017 -- GS19
Rev'd Simon Roberts (House of Clergy)	term:	12 May 2022 – GS20
Mr Douglas Marr (House of Laity)	term:	7 Oct 2004 – GS19
Mr Christopher Nelson (House of Laity)	term:	7 Sep 2017 – GS19
Mr Allan Thomson (House of Laity)	term:	26 Jul 2001 – GS20
Mrs Leeanne Zamagias (House of Laity)	term:	29 Nov 2019 – GS20
Mrs Catherine Rich (Board Appointment)	term:	7 Nov 2023 – 6 Nov 2026

Board Terminations since the Eighteenth Session of the General Synod (GS18)

Bishop Allan Ewing (House of Bishops)	term:	3 Jul 2014 – 19 May 2022
Reverend Robert Weekes (House of Clergy)	term:	4 Jul 2014 -- 12 May 2022
Ms Alison Perrott (Board Appointment)	term:	2 May 2023 – 14 May 2025

Clause 3(2)(d) of the Long Service Leave Canon permits the Board to appoint two members of the Board:

- Mrs Rich, Registrar of the Diocese of Sydney, was appointed under this provision in November 2023 for a period of three years, terminating on 6 November 2026.
- Ms Alison Perrott, Senior Investment Advisor of Ord Minnett, was appointed in accordance with this provision in May 2023 for a period of three years but resigned in May 2025.

The terms of appointment of Rev'd Simon Roberts, Mr Allan Thomson and Mrs Leeanne Zamagias do not expire until the Twentieth Session of General Synod.

The terms of appointment of Rev'd Dr Andrew Ford, Bishop Donald Kirk, Mr Douglas Marr and Mr Christopher Nelson expire at this Nineteenth Session of General Synod.

Audit & Risk Committee

The members of the Board's Audit & Risk Committee (ARC) as at 31 December 2025 were as follows:

Mr Douglas Marr, Mr Christopher Nelson, Mr Allan Thomson and Mrs Leeanne Zamagias.

The ARC meets at least 3 times per year. Its primary functions are:

- to approve the Auditors' Engagement Letter, Audit Plan & Annual Audited Financial Reports: and
- assess Risk, with a particular focus on Cybersecurity risk.

SUBSTANTIVE ISSUES DURING THE PERIOD

Introduction of Long Service Leave Portal for Fund Administrators

In 2021, the Board evaluated recent technology options to upgrade the existing ACCESS Database. Following an extensive evaluation, Formation Technology, a provider specialising in portable long service leave administration systems, was selected to undertake the Project. A contract was executed in April 2022, and the system was implemented, with the portal going live in April 2023.

During 2024 and 2025, the Fund Administrators (GSO) worked with several dioceses on the functionality of the Anglican Long Service Leave Portal, some of which included:

- creating a Buy-back workflow, enabling the diocese and participating organisations to enter data directly into the portal and obtain an estimate of costs, prior to submitting the request to the Fund;

- updating leave payment calculations to cater to participants with an FTE other than 1;
- giving diocese and participating organisations access to their participants' full history with the Fund, rather than only the history relating to their organisation, which will improve their capacity to respond to participant enquiries; and
- implementation of an automated daily process, whereby new participants are sent an invitation to register for access to the Participants Portal.

Introduction of Long Service Leave Portal for Fund Participants

In 2024, Formation commenced development of the Anglican Long Service Leave Participants Portal, to provide participants with access to:

- **a dashboard** – providing them with a snapshot of their leave entitlements, contact details, and the date of the last leave return submitted for them by a diocese or participating organisation;
- the **date** they are likely to be **eligible** to take leave based on their current FTE. This date will be dependent on breaks in service;
- their full **employment history**, including returns submitted on the participant's behalf, and leave previously taken; and
- the ability to **update** their **personal contact details**

In January 2025, the Participants Portal was rolled out to participating dioceses and organisations over six months, with rollout timing aligned to each diocese/participating organisation's work schedule.

As at 31 December 2025, 1,314 (76.5%) of the 1,716 active participants had registered to access the Fund's Participants Portal. Participants who have not registered will be prompted to do so each time they are included in a diocese's or participating organisation's quarterly return.

Amendments to the Buy-back Policy

Since GS18, significant work has been undertaken regarding the treatment of buy-backs. In 2023, a Buy-back Working Group was established to review the circumstances surrounding the buy-back of participant service and to provide recommendations to the Board on policy settings for approving or declining requests.

The Board Working Group comprises Mr Chris Nelson, Mrs Leeanne Zamagias, The Right Reverend Donald Kirk, and Mr Allan Thomson.

The key changes arising from this work are:

- The allowable buy-back period for past eligible service has been extended to up to 5 years (previously 3 years) without requiring Board approval.
- The total buy-back period must not exceed 10 years.
- Part-time participants are now eligible, subject to approval, to buy back eligible service.
- The buy-back calculation methodology has been amended:
 - Buy-backs of 0 to 5 years are based on the current value of contributions and are administered by General Synod Office staff.
 - Buy-backs exceeding 5 years are calculated using a straight-line progression, where:
 - 5 years is costed at the current value of contributions, and
 - 10 years is costed at the current value of benefits, including the supplementary allowance.
- Each Diocese or Participating Organisation is permitted only one buy-back per participant, except in exceptional circumstances approved by the Board.
- A buy-back quote expiry period of 90 days has been introduced.
- Participating organisations are required to provide documentation confirming a participant's eligibility.

A copy of the current Long Service Leave Buy-back Policy is available at:

<https://anglican.org.au/governance/other-bodies/long-service-leave-fund-administration-policies/>

Limbo Participants

In 2023 the Board turned its attention to addressing the number of participants classified as “Limbo” within the Fund, particularly those with five or more years of eligible service. Significant work has been undertaken to reduce both the current number of the Limbo participants and the likelihood of future cases:

Reducing Future Number of Limbo Participants

- A policy change has been implemented to allow participants who leave the Fund to return at a later date without any loss of eligible service. This ensures that receiving a termination payment does not disadvantage participants should they rejoin the Fund in the future.
- A resignation letter has been introduced for participants to complete when finishing service with a participating organisation, enabling them to indicate their intention to remain in the Fund.

Reducing Existing Number of Limbo Participants

- A Limbo Policy and legal documents have been developed to allow the Fund to make payments to Limbo participants who are no longer affiliated with a participating organisation.
- Work is ongoing with participating organisations to identify participants who are unlikely to return to the Fund so that their entitlements can be paid out.

A copy of the current Long Service Leave Limbo Policy is available at:

<https://anglican.org.au/governance/other-bodies/long-service-leave-fund-administration-policies/>

BOARD ADVISORS

Actuarial Services

In 2022, following the retirement of the Fund's Actuary, the Board initiated a full tender process overseen by the Audit & Risk Committee.

After a comprehensive evaluation of the four firms invited to submit proposals, the Board appointed PFS Consulting Ltd, determining that its size, methodology and approach were well-suited to the Fund and closely aligned with those of the previous actuary, Alea Consulting.

At its August 2025 meeting, the Board confirmed its satisfaction with PFS's performance and resolved to extend the appointment for a further three years. In January 2026, the Board executed a contract extension with PFS to continue providing actuarial services to the Fund through to 31 December 2028.

Auditors

In 2023, the Long Service Leave Board resolved to review the Fund's auditors. A full tender process was initiated in February 2024 and managed by the Audit & Risk Committee (ARC), with recommendations sought from various Anglican organisations.

Four audit firms were shortlisted and invited to present their proposed solutions to the Board. Each firm was evaluated against a range of criteria, including fees, actuarial expertise, experience working with Anglican entities, organisational values and previous tenure with the Fund. The ARC was impressed by all four firms but agreed to conduct reference checks only for two.

The ARC determined that Grant Thornton Australia Limited would best serve the needs of the Anglican Long Service Leave Fund. Grant Thornton Australia Limited was engaged by the Board for a three-year term to commence with the 2025 audit.

Investment Manager

In 2024, the Board resolved to undertake a review of the Fund's Investment Manager and investment options. In 2025 The Board established an Investment Review Working Group (the Working Group), comprising:

- Mr Chris Nelson (Board Chair);
- Rev'd Dr Andrew Ford (Board Member);
- Mrs Susan Foley (member, General Synod Investment Committee and former Head of Anglican Funds, Diocese of Melbourne); and
- Mr Ross Smith (CEO, Lutheran Liturgy Laypersons League and former Chair of Glebe Administration Board and The Anglican Schools Corporation)

The Working Group initiated a full tender process, managed by the Fund's Asset Consultant, McGing Advisory and Actuarial. Twelve investment management firms were invited to tender, and ten submitted. Three firms were shortlisted and invited to present their proposed solutions to the Working Group.

The shortlisted firms were assessed against a range of criteria, including investment performance and returns, fees, reporting capability and commitment to ethical investment.

Following consideration of the tender submissions and presentations, the Working Group selected BlackRock Investment Management (Australia) Ltd (BlackRock) on the basis of its transparency, robust investment process and the potential benefits of its Alternatives Proposal, notwithstanding that the fee for its revised proposal was higher than its original proposal.

Administration

The Board engages the General Synod Office of the Anglican Church of Australia to administer the Fund. The General Synod Office is responsible for the day-to-day operation and management of the Fund. The Fund pays an annual administration fee to the General Synod Office for the provision of this service. This fee is reviewed and approved annually by the Board.

ADVISORS

As at 31 December 2025, the Board-appointed advisors were as follows:

Actuary – Mr Stephen Crump FIAA, PFS Consulting Pty Ltd.

The Canon requires the Board to procure the advice of an Actuary for the exercise of all its powers that require actuarial knowledge or judgement.

Asset Consultant – Mr Sean McGing FIAA, McGing Advisory and Actuarial.

The Asset Consultant monitors and advises on the suitability and performance of the Fund's investments, and on risk management issues.

Investment Manager – Mr Uwe Helmes CFA, BlackRock Investment Management (Australia) Limited.

The Fund's monies are invested in an investment portfolio comprised of a mix of sustainable assets across a range of exchange-traded funds and managed funds that is expected to provide a balance of investments across asset classes and to produce a reasonably stable rate of investment earnings in future years.

FUND OVERVIEW

Notional Stipend

The Notional Stipend is reviewed annually by the Board. The Standing Committee of General Synod, upon advice by the Board, approves the rate of the Notional Stipend, which is used to determine the amount paid for long service leave taken, sabbatical leave and the annual contribution payable per participant.

The Notional Stipend and Contribution Rates for the 2022 to 2025 reporting periods are listed in the table below:

	2022	2023	2024	2025	2026
Number of Participants					
- Active	2,220	1,687	1,741	1,714	Not Available
- Limbo	576	606	500	529	
Notional Stipend	\$77,922	\$81,063	\$84,138	\$87,516	\$90,553
Annual % Increase	2.35%	4.03%	3.79%	4.01%	3.47%
Sabbatical Allowance	\$62,338	\$64,850	\$67,310	\$70,013	\$72,442
Annual % Increase	2.35%	4.03%	3.79%	4.01%	3.47%
Annual Contribution	\$1,596	\$1,656	\$1,716	\$1,764	\$1,812
Annual % Increase	0.00%	3.76%	3.62%	2.80%	2.72%

Note: Fund participants who are inactive and not accruing LSL benefits are referred to as Limbo Participants. They retain their entitlement to any accrued benefits and LSL benefits and may return to an active participant status in the future.

The Sabbatical Allowance payable when a participant takes a period of long service leave is determined as a percentage of their entitlement in respect of the leave taken. For the period 1 January 2022 to 31 December 2025, the sabbatical allowance was 80%.

Investments

The Fund's investment objective is:

"To achieve a real rate of return over rolling 3-year periods of 3.5% per annum net of external investment management expenses and adjusted for tax effects."

The Fund's monies are invested in an investment portfolio managed by BlackRock Investment Managers with oversight provided by McGing Advisory & PFS Actuarial. The Fund's investment portfolio, previously invested in the Pandal Sustainable Balanced Fund, transitioned to BlackRock's ALSLF Portfolio, which is consistent with the Board's approved solution of a 70% growth and 30% defensive (70/30) balance.

As at 31 December 2025, the mix held to achieve the 70/30 balance is 71.8% in the Growth Assets and Sustainable Balanced Fund and 28.2% in Defensive Assets.

The asset allocation of the Fund's investments in BlackRock at 31 December 2025 was as follows:

	Actual (%)	Benchmark (%)	Actual vs Benchmark (%)
Growth Assets Weighted Contribution			
Australian Equities	24.0	-	-
International Equities	47.8	-	-
Property	-		
Total Growth Assets in the Fund	71.8	70.0	1.82
Defensive Assets Weighted Contribution			
Australian Fixed Interest	4.2		
International Fixed Interest	2.8		
Cash	1.0		
Other			
Alternative Investments	20.2		
Total Defensive Assets	28.2	30.0	-1.82
Total Portfolio	100.0		

The fair value and returns on the Fund investments since 2022 were:

Year	Value of Investments (\$'000)	Investment Returns (%)
2022	44,186	-7.7
2023	44,910	8.7
2024	46,677	9.1
2025	48,724	9.7

Benefits Paid

The cost of participants' long service leave benefits is met from two sources – contributions paid into the Fund and investment earnings achieved on the Fund's assets.

The contributions received and investment earnings compared to long service leave benefits paid to participants for the 2022 to 2025 reporting periods are summarised below:

Year	Contributions Received (\$'000)	Investment Earnings (\$'000)	Benefits Paid (\$'000)	Cash Surplus / (Deficit) (\$'000)
2022	2,616	4,138	4,418	272
2023	2,702	648	4,955	381
2024	2,787	2,580	4,700	451
2025	2,979	2,772	4,990	315

Note: Cash Surplus is before administration expenses and management fees.

The Fund adopts a long-term investment strategy, meaning that favourable earnings over the last few years have contributed to the Fund's surplus assets and help manage risk during periods when investment returns are more volatile or when benefits paid to participants are high.

Valuation

A valuation (for accounting purposes) of the long service leave obligations of the Fund is undertaken each year by the Fund Actuary. It represents the estimated value, as of the end of the reporting period, of future benefits accrued by participants up to that date. The valuation is done in accordance with applicable Australian Accounting Standards and is disclosed in the annual report of the Fund.

The value of the Fund (for accounting purposes) is as follows:

	2022 (\$'000)	2023 (\$'000)	2024 (\$'000)	2025 (\$'000)
Assets (<i>excl. LSL benefits due and payable</i>)	44,505	45,036	47,499	49,090
LSL Benefits payable (<i>from the actuarial valuation</i>)	41,412	40,568	41,491	43,807
Net Assets	3,093	5,269	6,008	5,283

At each of the reporting dates during the period of this report, the Fund has held assets in excess of the long service leave obligations payable.

The Board has also adopted a program of biennial valuations (more detailed valuations for Funding purposes) and quarterly financial updates to monitor the Fund's short-term and long-term solvency and financial strength.

Actuarial Report

A report by the Actuary, which provides Fund participants, dioceses and participating organisations with additional information on the various matters relevant to the current and future operation of the Fund, is available on the General Synod Members GS19 Portal at www.anglican.org.au.

Date of Report: 5 May 2026

- Annexure 1:** Report on the number of active participants
- Annexure 2:** Annual Financial Report at 31 December 2022
- Annexure 3:** Annual Financial Report at 31 December 2023
- Annexure 4:** Annual Financial Report at 31 December 2024
- Annexure 5:** Annual Financial Report at 31 December 2025

ANNEXURE 1

The table below shows the number of active participants as of 31 December 2025:

Diocese / Participating Organisation	Full-Time Participants	Part-Time Participants	Total Participants
Dioceses			
Adelaide	46	11	57
Armidale	41	5	46
Ballarat	11	4	15
Bathurst	20	-	20
Bendigo	24	14	38
Brisbane	95	34	129
Bunbury	15	11	26
Canberra and Goulburn	49	26	75
Gippsland	20	7	27
Grafton	21	16	37
Melbourne	183	88	271
The Murray	7	3	10
Newcastle	48	5	53
North Queensland	17	-	17
Northern Territory	9	1	10
North West Australia	17	2	19
Perth	78	19	97
Riverina	9	4	13
Rockhampton	5	4	9
Sydney	512	57	569
Tasmania	40	15	55
Wangaratta	12	-	12
Willochra	7	2	9
Sub-total	1,286	328	1,614
Participating Organisations			
Anglicare Sydney	35	13	48
Australian Board of Missions (ABM)	1	-	1
Bush Church Aid Society (BCA)	5	-	5
Church Missionary Society Australia	7	-	7
Church Missionary Society NSW & ACT	5	1	6
Church Missionary Society QLD & NT	1	-	1
Church Missionary Society TAS	1	-	1
Church Missionary Society VIC	3	-	3
Church Missionary Society WA	1	-	1
Diocese of The Southern Cross	8	-	8
Ridley College	5	4	9
Trinity Network of Churches	9	1	10
Sub-total	81	19	93
Total Active Participants	1,367	347	1,714

LONG SERVICE LEAVE FUND BOARD AND DIRECTORS OF TRUSTEE:



The Anglican
Church of
Australia

LONG SERVICE LEAVE FUND

ABN 53 579 792 912

ESTABLISHED BY CANON OF GENERAL SYNOD

ANNUAL REPORT 31 December 2022

LONG SERVICE LEAVE FUND BOARD AND DIRECTORS OF TRUSTEE:

Bishop A.B. Ewing
The Rev'd A.L. Ford
Mr D.S. Marr
Mr C.P. Nelson
Mr A.A.L. Thomson
Mrs L.M. Zamagias

The Rev'd S.J. Roberts (elected 12 May 2022)
Bishop D.K. Kirk (elected 19 November 2022)
The Rev'd R.J.C. Weekes (ceased 12 May 2022)

ADMINISTRATION MANAGER:

Ms S. Mayers (resigned 31 December 2022)
Mrs B Bateman (appointed 1 January 2023)

FUND ADMINISTRATION MANAGER:

General Synod of the Anglican Church of Australia

AUDIT AND RISK COMMITTEE:

Bishop A.B. Ewing
Mr D.S. Marr
Mrs L.M. Zamagias
Mr C.P. Nelson (appointed 5 April 2022)

INVESTMENT MANAGER:

Pendal Institutional Limited
Level 14, 2 Chifley Square
Sydney NSW 2000

AUDITOR:

KPMG
Level 38, Tower Three
International Towers Sydney
300 Barangaroo Avenue
Sydney NSW 2000

ACTUARY:

Mr Stephen Crump
PFS Consulting Pty Ltd
Suite 307
Level 3, 343 George Street
Sydney NSW 2000

ASSET CONSULTANT:

Mr Sean McGing
McGing Advisory and Actuarial
Level 13, 160 Queen Street
Melbourne VIC 3000

BANKERS:

Westpac Banking Corporation

TRUSTEE:

Anglican Long Service Leave Fund Limited

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

ABN 53 579 792 912

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Registered office and principal place of business is:
Suite 4, Level 5, 189 Kent Street, Sydney, NSW 2000

Telephone: 02 8267 2700
Facsimile: 02 8267 2727
Email: lsf@anglican.org.au

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2022
Directors' report

Long Service Leave Fund Board report

The Long Service Leave Fund Board and Directors of Trustee ("the Board") presents its report together with the financial report of the Anglican Church of Australia Long Service Leave Fund ("the Fund") for the year ended 31 December 2022 and the independent auditor's report thereon.

Significant changes in the state of affairs

During the year the Fund received \$2.616m from contributing members and paid \$4.418m to fund long service leave payments.

The COVID-19 pandemic has significantly impacted global economies, resulting in workforce and travel restrictions. During 2022 the Fund has seen a return to pre COVID-19 patterns of leave. Monitoring and responding to changing investment values and leave activities were the principal focus of Board meetings during 2022.

During 2022 the value of long service leave taken was \$4.418m this is an increase in the leave taken from the 2021 year (\$3.064m). The value of long service leave taken prior to Covid-19 was an average of \$4.5m per year. The Fund has seen a return to normal leave rates during 2022.

The investment markets have continued to be volatile during 2022, largely due to external global factors. This has resulted in a decline in the market value of investments during 2022 of \$8,093,044.

During the year Alea Consulting Pty Ltd resigned. PFS Consulting was engaged as the new actuary.

The investment manager, Pandal Institutional Limited began a merger with Perpetual Limited during 2022.

The Fund has commissioned the implementation of a new web-based administration system, this will replace the legacy Access Database. The system is anticipated to be active in the first half of 2023.

Investments

The Fund's investments continued to be managed by Pandal Group Limited (Pandal) throughout the year, under the supervision of the Board and in accordance with approved guidelines and strategies.

Pandal has continued to offer Sustainable Funds which met the Board's desire for investments to be negatively screened to eliminate all prohibited investments (alcohol, firearms, weapons, gambling, etc) and positively screened to invest in well-governed, responsibly managed, ethical entities. In 2021, after careful consideration the Board decided to place all investment funds in either the Pandal Sustainable Balanced Fund or the Pandal Sustainable Conservative Fund.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Directors' report (continued)

For the year ended 31 December 2022

Investments (continued)

The Pandal Sustainable Funds continue to meet the investment strategy objectives of the Board, both in the mix between Growth and Defensive Assets, and in the mix between different asset classes. The Asset Allocation as at 31 December 2022 is presented in note 6 of the Accounts (Page 24 of this Report).

Notional stipend and contribution levels

The following table shows the value of the Notional Stipend paid to participating organisations when an entitlement is paid, and the contribution paid to the Fund for each member per annum.

Year	Notional Stipend \$	Increase %	Contributions Per Person Per Annum \$	Increase %
2007	43,277	5.03	996	2.47
2008	46,525	7.51	996	-
2009	55,581	19.46	1,044	5.00
2010	56,502	1.60	1,044	-
2011	59,428	5.17	1,100	5.36
2012	62,102	4.50	1,140	3.65
2013	64,899	4.50	1,188	4.50
2014	67,871	4.58	1,320	11.10
2015	69,435	2.30	1,460	10.60
2016	71,457	2.91	1,500	2.74
2017	72,439	1.37	1,524	1.60
2018	72,964	0.72	1,536	0.78
2019	74,399	1.97	1,560	1.56
2020	75,822	1.90	1,596	2.30
2021	76,134	0.40	1,596	-
2022	77,922	2.35	1,596	-

Principal activities

The principal activities of the Fund during the course of the year were receiving contribution income from participating organisations, making long service leave payments to participating organisations and investing funds with Pandal Group Limited.

The Anglican Church of Australia Long Service Leave Fund pays an annual fee to the General Synod of the Anglican Church of Australia (Fund administration manager) for the provision of management services.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Directors' report (continued)

For the year ended 31 December 2022

Operating and financial review

The net loss from ordinary activities for the year 2022 amounted to \$2,286,453 (2021: profit of \$5,298,079). This included a unrealised loss on the fair value of financial assets of \$8,093,044 for the year ended 31 December 2022 (2021: gain of \$1,967,125).

The long service leave liability as at the 31 December 2022 \$32.932m is 10.1% less than was calculated in the prior year \$36.615m. This decrease reflects a number of matters, including:

Item	Financial Impact over the year to 31 December 2022
the accrual of further LSL benefit entitlements for participants through the year which resulted in an increase in the LSL liability as at 31 December 2022;	approx. +\$3.363 million
payment of LSL benefits to participants during the year (including the Sabbatical Allowance where appropriate) which resulted in a reduction in the LSL liability as at 31 December 2022.	approx. -\$4.418 million
a change in the discount rate resulted in a decrease in the LSL liability as at 31 December 2022.	approx. -\$2.660 million

Fund Manager

Ms S. Mayers. (resigned 31 December 2022)

Mrs B Bateman (appointed 1 January 2023)

Environmental regulation

The Fund is not subject to any significant environmental regulations under either Commonwealth or State legislation.

Events subsequent to balance date

No other item, transaction or event of a material and unusual nature is likely, in the opinion of the Directors, to affect significantly the operations of the Fund, the results of those operations, or the state of affairs of the Fund in future financial years.

Impact of COVID-19

The COVID-19 pandemic has significantly impacted global economies, resulting in workforce and travel restrictions, supply chain and production disruptions and reduced demand and spending across many sectors. In the opinion of the Directors, whilst the risks associated with COVID-19 have been largely mitigated, these risks and the required mitigating actions will continue to be vigilantly monitored and evaluated by management.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2022
Directors' report (continued)

Likely developments

It is not envisaged that the activities of the Fund will significantly change in the next financial year.

Indemnification and insurance of officers

During the financial year the Fund paid \$Nil (2021: \$Nil) in premiums in respect of insurances including Directors' and Officers' liability. As an associated or affiliated body of the General Synod the Fund is covered under the General Synod of the Anglican Church of Australia umbrella insurance policies including the Directors and Officers and Company Liability Insurance Liability Policy.

Since the end of the previous financial year, the Fund has not indemnified or made a relevant agreement for indemnifying against a liability any person who is or has been an auditor of the Fund.

Signed in accordance with a resolution of the directors at a duly constituted meeting:

Dated at Sydney this 2nd day of May 2023.



Douglas Marr



Allan Ewing



Independent Auditor's Report

To the members of The Anglican Church of Australia Long Service Leave Fund.

Opinion

We have audited the **Financial Report** of The Anglican Church of Australia Long Service Leave Fund (the Fund)

In our opinion, the accompanying Financial Report presents fairly, in all material respects, the financial position of The Anglican Church of Australia Long Service Leave Fund as at 31 December 2022, and of its financial performance and its cash flows for the year then ended, in accordance with *Australian Accounting Standards - Simplified Disclosures* and the Long Service Leave Canon 2010 (amended 2022 per Canon 6)

The **Financial Report** comprises:

- Statement of financial position as at 31 December 2022
- Statement of profit or loss and other comprehensive income, Statement of changes in equity, and Statement of cash flows for the year then ended;
- Notes including a summary of significant accounting policies
- Long Service Leave Fund Board Declaration.

Basis for opinion

We conducted our audit in accordance with *Australian Auditing Standards*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report.

We are independent of the Fund in accordance with the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the **Financial Report** in Australia. We have fulfilled our other ethical responsibilities in accordance with these requirements.

Restriction on use and distribution

The Financial Report has been prepared to assist the Board of The Anglican Church of Australia Long Service Leave Fund in complying with the financial reporting requirements of the Long Service Leave Fund Canon 2010 (amended 2022 per Canon 6)

As a result, the Financial Report and this Auditor's Report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Our report is intended solely for the members of The Anglican Church of Australia Long Service Leave Fund and should not be used by or distributed to parties other than the members of The

1
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Anglican Church of Australia Long Service Leave Fund. We disclaim any assumption of responsibility for any reliance on this report, or on the Financial Report to which it relates, to any person other than the members of The Anglican Church of Australia Long Service Leave Fund or for any other purpose than that for which it was prepared.

Other Information

Other Information is financial and non-financial information in The Anglican Church of Australia Long Service Leave Fund's annual reporting which is provided in addition to the Financial Report and the Auditor's Report. The Board is responsible for the Other Information.

The Other Information we obtained prior to the date of this Auditor's Report was the Directors' Report.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not/the auditor does not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

Responsibilities of Board for the Financial Report

Management are responsible for:

- The preparation and fair presentation of the Financial Report in accordance with the financial reporting requirements of Simplified Disclosure Requirements and the Long Service Leave Canon 2010 (amended 2022 per Canon 6)
- Implementing necessary internal control to enable the preparation of a Financial Report that is free from material misstatement, whether due to fraud or error
- Assessing the Fund's ability to continue as a going concern and whether the use of the going concern basis of accounting is appropriate. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Fund or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Fund's financial reporting process.

Auditor's responsibilities for the audit of the Financial Report

Our objective is:

- To obtain reasonable assurance about whether the Financial Report as a whole is free from material misstatement, whether due to fraud or error; and
- To issue an Auditor's Report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in



accordance with *Australian Auditing Standards* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Financial Report.

A further description of our responsibilities for the audit of the Financial Report is located at the *Auditing and Assurance Standards Board* website at: http://www.aasb.gov.au/auditors_responsibilities/ars.pdf This description forms part of our Auditor's Report.

KPMG

Richard Drinnan

Partner

Sydney

2 May 2023

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2022

Long Service Leave Fund Board declaration

In the opinion of the Board of the Anglican Church of Australia Long Service Leave Fund

- (a) the Long Service Leave Fund is a reporting entity;
- (b) the financial statements and notes thereto, set out on pages 11 to 36, are in accordance with the *Long Service Leave Canon 2010 (amended 2022 per Canon 5)*, including:
 - (i) giving a true and fair view of the company's financial position as at 31 December 2022 and of its performance, for the year ended on that date; and
 - (ii) complying with Australian Accounting Standards - Simplified Disclosure Requirements and the *Long Service Leave Canon 2010 (amended 2022 per Canon 5)*; and
- (c) there are reasonable grounds to believe that the Long Service Leave Fund will be able to pay its debts as and when they become due and payable.

Dated at Sydney this 2nd day of May 2023.

Signed in accordance with a resolution of the directors at a duly constituted meeting:



Douglas Marr

Director



Allan Ewing
Director

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of profit or loss and other comprehensive income

For the year ended 31 December 2022

	Notes	2022 \$	2021 \$
Revenue			
Contribution revenue	11	2,616,034	2,675,159
Income from investments	9	4,138,391	4,340,894
Gain on sale of investments		3,338	54,717
Other Income		176,589	150,923
Net change in fair value of financial assets		(8,093,044)	1,967,125
Expenses			
Administrative expenses	10	(392,446)	(368,123)
Increase in value of long service leave liability	8	<u>(735,315)</u>	<u>(3,522,616)</u>
(Loss)/profit for the year		<u>(2,286,453)</u>	<u>5,298,079</u>
Other comprehensive income		<u>-</u>	<u>-</u>
Total comprehensive (loss)/income for the year		<u>(2,286,453)</u>	<u>5,298,079</u>

The statement of profit or loss and other comprehensive income is to be read in conjunction with the notes to the financial statements set out on pages 15 to 36.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of financial position

As at 31 December 2022

	Notes	2022 \$	2021 \$
Assets			
Current Assets			
Cash and cash equivalents	4	271,627	245,226
Financial assets at fair value	6	44,186,457	50,029,656
Trade and other receivables	5	686,594	862,674
Total current assets		<u>45,144,678</u>	<u>51,137,556</u>
Total assets		<u>45,144,678</u>	<u>51,137,556</u>
Liabilities			
Current liabilities			
Trade and other payables	7	86,448	109,803
Long service leave benefits	8	3,798,000	4,280,000
Total current liabilities		<u>3,884,448</u>	<u>4,389,803</u>
Non-current liabilities			
Long service leave benefits	8	29,134,000	32,335,070
Total non-current liabilities		<u>29,134,000</u>	<u>32,335,070</u>
Total liabilities		<u>33,018,448</u>	<u>36,724,873</u>
Net assets		<u>12,126,230</u>	<u>14,412,683</u>
Accumulated funds		<u>12,126,230</u>	<u>14,412,683</u>
Total accumulated funds		<u>12,126,230</u>	<u>14,412,683</u>

The statement of financial position is to be read in conjunction with the notes to the financial statements set out on pages 15 to 36.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of changes in equity

For the year ended 31 December 2022

	Accumulated Funds
	\$
Balance at 1 January 2021	9,114,604
Total comprehensive income for the year	
Net profit for the year	5,298,079
Balance at 31 December 2021	14,412,683
Balance at 1 January 2022	14,412,683
Total comprehensive loss for the year	
Net loss for the year	(2,286,453)
Balance at 31 December 2022	12,126,230

The statement of changes in equity is to be read in conjunction with the notes to the financial statements set out on pages 15 to 36.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of cash flows

For the year ended 31 December 2022

	Notes	2022 \$	2021 \$
Cash flows from operating activities			
Cash receipts in the course of operations		2,792,114	3,288,915
Cash payments in the course of operations		(4,840,310)	(3,278,068)
Cash used in operations		(2,048,196)	10,847
Distributions from investments		4,318,318	3,748,293
Net cash from operating activities	13	<u>2,270,122</u>	<u>3,759,140</u>
Cash flows from investing activities			
Payments for purchase of investments		(4,123,721)	(4,295,348)
Proceeds from sale of investments		1,880,000	467,419
Net cash (used in) investing activities		<u>(2,243,721)</u>	<u>(3,827,929)</u>
Net increase/(decrease) in cash held		26,401	(68,789)
Cash at the beginning of the financial year		<u>245,226</u>	<u>314,015</u>
Cash at the end of the financial year	4	<u>271,627</u>	<u>245,226</u>

The statement of cash flows is to be read in conjunction with the notes to the financial statements set out on pages 15 to 36.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements

For the year ended 31 December 2022

1. Reporting entity

The financial report reflects the operations of the Anglican Church of Australia Long Service Leave Fund (the "Fund"), which is a not-for-profit entity and was established by a Canon of the General Synod of the Anglican Church of Australia on 1 January 1969. The address of the Fund is Suite 4, Level 5, 189 Kent Street, Sydney, NSW 2000.

2. Basis of preparation

(a) Statement of compliance

The financial statements have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures made by the Australian Accounting Standards Board and the Long Service Leave Canon 2010 (amended 2022 per Canon 5).

These financial statements are the first general purpose financial statements prepared in accordance with Australian Accounting Standards – Simplified Disclosures. In the prior year the financial statements were general purpose financial statements prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements. There was no impact on the recognition and measurement of amounts recognised in the statements of financial position, profit and loss and other comprehensive income and cash flows of the Company as a result of the change in the basis of preparation.

The financial report was authorised for issue by the Board on 2nd May 2023.

(b) Basis of measurement

The financial report has been prepared on the basis of historical costs except where stated otherwise.

(c) Functional and presentation currency

The financial report is presented in Australian dollars, which is the Fund's functional currency.

(d) Use of estimates and judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

For information about estimates and judgments made, refer to Note 3(b) Impairment and Note 3(i) for Long Service Leave liability accounting policy used.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2022

2. Basis of preparation (continued)

(e) Comparative information

Comparatives are reclassified where necessary to conform to the current year presentation.

3. Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these financial statements.

(a) Revenue

Contribution Income

Contributions from participating dioceses and church organisations are recognised on an accrual basis. Contributions due but not received at balance date have been incorporated into the financial statements and are included in the statement of financial position under trade and other receivables as "contributions due".

Investment income

(i) Interest income

Interest income is recognised as it accrues, taking into account the effective yield on the financial asset.

(ii) Dividend and distribution income

Dividend and distribution income are recognised at the date the securities are quoted ex-dividend and ex-distribution.

In some cases, the Fund may receive or choose to receive dividends/distributions in the form of additional shares/units rather than cash. In such cases the Fund recognises the dividend/distribution income for the amount of the cash dividend/distribution alternative with the corresponding debit treated as an additional investment.

(iii) Franking Credits

Franking credits are recognised on an accrual basis.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2022

3. Significant accounting policies (continued)

(b) Financial instruments

(i) Recognition and initial measurement

Trade receivables and debt securities issued are initially recognised when they are originated. All other financial assets and financial liabilities are initially recognised when the Fund becomes a party to the contractual provisions of the instrument.

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at Fair value through profit or loss (FVTPL) transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price.

(ii) Classification and subsequent measurement

Financial assets

On initial recognition, a financial asset is classified as measured at: amortised cost; Fair value through other comprehensive income (FVOCI) debt investment; FVOCI - equity investment; or FVTPL.

Financial assets are not reclassified subsequent to their initial recognition unless the Fund changes its business model for managing financial assets, in which case all affected financial assets are reclassified on the first day of the first reporting period following the change in the business model.

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

A debt investment is measured at FVOCI if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

On initial recognition of an equity investment that is not held for trading, the Fund may irrevocably elect to present subsequent changes in the investment's fair value in OCI. This election is made on an investment-by investment basis.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2022

3. Significant accounting policies (continued)

(b) Financial instruments (continued)

(ii) Classification and subsequent measurement (continued)

Financial assets (continued)

All financial assets not classified as measured at amortised cost or FVOCI as described above are measured at FVTPL. This includes all derivative financial assets. On initial recognition, the Fund may irrevocably designate a financial asset that otherwise meets the requirements to be measured at amortised cost or at FVOCI as at FVTPL if doing so eliminates or significantly reduces an accounting mismatch that would otherwise arise.

Financial assets — Subsequent measurement and gains and losses

Financial assets at FVTPL

These assets are subsequently measured at fair value. Net gains and losses, including any interest or dividend or distribution income are recognised in profit or loss.

Financial assets at amortised cost

These assets are subsequently measured at amortised cost using the effective interest method. The amortised cost is reduced by impairment losses. Interest income, foreign exchange gains and losses and impairment are recognised in profit or loss. Any gain or loss on derecognition is recognised in profit or loss.

Debt investments at FVOCI

These assets are subsequently measured at fair value. Interest income calculated using the effective interest method, foreign exchange gains and losses and impairment are recognised in profit or loss. Other net gains and losses are recognised in OCI. On derecognition, gains and losses accumulated in OCI are reclassified to profit or loss.

Equity investments at FVOCI

These assets are subsequently measured at fair value. Dividends are recognised as income in profit or loss unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in OCI and are never reclassified to profit or loss.

Financial liabilities — Classification, subsequent measurement and gains and losses

Financial liabilities are classified as measured at amortised cost or FVTPL. A financial liability is classified as at FVTPL if it is classified as held-for-trading, it is a derivative or it is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value and net gains and losses, including any interest expense, are recognised in profit or loss. Other financial liabilities are subsequently measured at amortised cost using the effective interest method.

Interest expense and foreign exchange gains and losses are recognised in profit or loss. Any gain or loss on derecognition is also recognised in profit or loss.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2022

3. Significant accounting policies (continued)

(b) Financial instruments (continued)

(iii) Derecognition

Financial assets

The Fund derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which the Fund neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset.

Financial liabilities

The Fund derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. The Fund also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value.

Impairment

Financial instruments and contract assets

The Fund recognises loss allowances for expected credit loss (ECL) on:

- financial assets measured at amortised cost;
- debt investments measured at FVOCI; and
- contract assets.

The Fund measures loss allowances at an amount equal to lifetime ECLs, except for the following, which are measured at 12-month ECLs:

- debt securities that are determined to have low credit risk at the reporting date; and
- other debt securities and bank balances for which credit risk (i.e. the risk of default occurring over the expected life of the financial instrument) has not increased significantly since initial recognition.

Loss allowances for trade receivables and contract assets are always measured at an amount equal to lifetime ECLs.

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECLs, the Fund considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis, based on the Fund's historical experience and informed credit assessment and including forward-looking information.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2022

3. Significant accounting policies (continued)

(b) Financial instruments (continued)

(iii) Derecognition (continued)

Impairment (continued)

The Fund assumes that the credit risk on a financial asset has increased significantly if it is more than 30 days past due.

The Fund considers a financial asset to be in default when:

- the borrower is unlikely to pay its credit obligations to the Fund in full, without recourse by the Fund to actions such as realising security (if any is held); or
- the financial asset is more than 90 days past due.

Lifetime ECLs are the ECLs that result from all possible default events over the expected life of a financial instrument.

The Fund considers a debt security to have low credit risk when its credit risk rating is equivalent to the globally understood definition of 'investment grade'.

12-month ECLs are the portion of ECLs that result from default events that are possible within the 12 months after the reporting date (or a shorter period if the expected life of the instrument is less than 12 months).

The maximum period considered when estimating ECLs is the maximum contractual period over which the Fund is exposed to credit risk.

Measurement of ECLs

ECLs are a probability-weighted estimate of credit losses. Credit losses are measured as the present value of all cash shortfalls (i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the Fund expects to receive).

ECLs are discounted at the effective interest rate of the financial asset.

Credit-impaired financial assets

At each reporting date, the Fund assesses whether financial assets carried at amortised cost and debt securities at FVOCI are credit-impaired. A financial asset is 'credit-impaired' when one or more events that have a detrimental impact on the estimated future cash flows of the financial asset have occurred.

Evidence that a financial asset is credit-impaired includes the following observable data:

- significant financial difficulty of the borrower or issuer;
- a breach of contract such as a default or being more than 90 days past due;
- the restructuring of a loan or advance by the Fund on terms that the Fund would not consider otherwise;
- it is probable that the borrower will enter bankruptcy or other financial reorganisation; or

- the disappearance of an active market for a security because of financial difficulties.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2022

3. Significant accounting policies (continued)

(b) Financial instruments (continued)

(iii) Derecognition (continued)

Impairment (continued)

Presentation of allowance for ECL in the statement of financial position

Loss allowances for financial assets measured at amortised cost are deducted from the gross carrying amount of the assets.

For debt securities at FVOCI, the loss allowance is charged to profit or loss and is recognised in OCI.

Write-off

The gross carrying amount of a financial asset is written off when the Fund has no reasonable expectations of recovering a financial asset in its entirety or a portion thereof. For individual customers, the Fund has a policy of writing off the gross carrying amount when the financial asset is 180 days past due based on historical experience of recoveries of similar assets. For corporate customers, the Fund individually makes an assessment with respect to the timing and amount of write-off based on whether there is a reasonable expectation of recovery. The Fund expects no significant recovery from the amount written off. However, financial assets that are written off could still be subject to enforcement activities in order to comply with the Fund's procedures for recovery of amounts due.

(c) Goods and services Tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2022

3. Significant accounting policies (continued)

(d) Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits.

(e) Trade and other Receivables

Trade and other receivables are measured at their amortised cost less impairment losses.

(f) Trade and other Payables

Trade and other payables are measured at amortised cost. Trade accounts payable are normally settled within 30 days.

(g) Provisions

A provision is recognised in the statement of financial position when the Fund has a present legal or constructive obligation as a result of a past event, and it is probable that an outflow of economic benefits will be required to settle the obligation. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

(h) Investments

A financial instrument is classified as at fair value through the profit or loss if it is held for trading or is designated as such upon initial recognition. Financial instruments are designated at fair value through the profit or loss if the Fund manages such investments and makes purchase and sale decisions based on their fair value in accordance with the Fund's investment strategy. Financial instruments at fair value through the profit or loss are measured at fair value, and changes therein are recognised in the statement of profit or loss and other comprehensive income.

(i) Long Service Leave Benefits

The Fund's obligation to participating organisations in respect of long service leave benefits payable is a provision. The value of the long service leave benefits is calculated by estimating the date each clergy will take their leave along with the estimated payment amount; that benefit is discounted to determine its present value. The calculation is performed by a qualified actuary. Changes in the value of the long service leave benefits are recognised through the statement of profit or loss and other comprehensive income.

(j) Income tax

Under the provisions of the Income Tax Assessment Act 1997, the Fund is exempt from income tax.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2022

	2022 \$	2021 \$
4. Cash and cash equivalents		
Cash at bank	271,627	245,226
	<u>271,627</u>	<u>245,226</u>
	2022 \$	2021 \$
5. Trade and other receivables		
Current		
Accrued income	34,880	152,223
Contributions due	602,798	592,601
Franking credit refunds due	-	4,619
GST Recoverable	1,876	-
Pendal liquid assets	47,040	113,231
	<u>686,594</u>	<u>862,674</u>

None of the above receivables are interest bearing.

6. Financial assets and liabilities at fair value through profit or loss

All investments are managed by Pendal in either direct equities or in unit trusts and are designated as financial assets or liabilities at fair value through profit or loss.

	2022 \$	2021 \$
Financial assets		
Current		
Managed Funds	44,186,457	50,029,656
	<u>44,186,457</u>	<u>50,029,656</u>

The Long Service Leave Fund investment portfolio, previously a combination of several asset classes, was transitioned to a mix of two investment funds, being the Pendal Sustainable Balanced Fund and the Pendal Sustainable Conservative Funds, consistent with the Board's approved solution of a 60% growth and 40% defensive (60/40) balance.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2022

6. Financial assets and liabilities at fair value through profit or loss (continued)

The following table notes the asset allocation as at the 31 December 2022 as reported by Pandal.

Asset Class	Previous year ended 31 December 2021 Asset Allocation	Current year ended 31 December 2022 Asset Allocation	Sustainable Balance Fund Asset Allocation Benchmark	Conservative Balance Fund asset allocation Benchmark
	%	%	%	%
Australian Equities	21.5	22.66	20-40	0-20
Overseas Equities	25.17	27.03	20-40	0-20
Australian Listed Property	3.39	2.11	0-10	0-10
International Property	2.07	2.01	0-10	0-10
Australian Fixed Interest	9.49	11.22	0-25	10-40
International Fixed Interest	7.92	12.72	0-25	10-40
Net Cash	14.74	8.02	0-20	0-40
Alternatives	15.71	14.24	0-20	0-20
TOTAL	100.00	100.00	-	-

Asset Class	Current year ended 31 December 2021 Asset Allocation	Current year ended 31 December 2022 Asset Allocation	Benchmark
	%	%	%
Total Growth Assets	59.99	60.93	60.00
Total Defensive Assets	40.01	39.07	40.00
Pandal Sustainable Balanced Fund	73.33	72.26	70.00
Pandal Sustainable Conservative Fund	26.44	27.64	30.00
Balance (Net Liquids)	0.23	0.11	

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2022

	2022	2021
	\$	\$
7. Trade and other payables		
Actuarial fees	22,000	6,061
Accrued expenses	-	44,531
Audit fee	55,000	52,400
GST payable	-	872
Sundry creditors	9,448	5,939
	<u>86,448</u>	<u>109,803</u>

8. Liability for long service leave benefits payable

An actuarial review to assess the adequacy of the Fund's assets to meet accrued and vested liabilities is performed every year. The December 2022 review was undertaken by Mr Stephen Crump of PFS Consulting.

The Actuary used a method which estimates the date(s) at which each individual participant will take leave (after allowing for the probabilities of exit from the Fund for various causes) and the amounts of those payments. After allowing for future increases in the Notional Stipend, the estimated payments are then discounted back to a present value at rates of interest based on Commonwealth Government bond rates.

The key assumptions applied by the Actuary are:

Financial Assumptions:	2022	2021
Discount Rate Applied	"Forward" rates	"Forward" rates
Notional Stipend Growth Rate	3.0%	3.0%

In the current year the discount rate applied in the calculation of the long service leave liability was the "forward" discount rates. AASB137 requires that the discount rate to be used in valuing LSL benefit liabilities shall be a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The change in rates utilises the entire "yield curve" in valuing the Fund's LSL benefit liabilities.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2022

8. Liability for long service leave benefits payable (continued)

Annual Forward Discount Rates as at 31 December 2022 (% per annum)

Year	Forward Discount Rate (per annum)
1	3.7%
5	4.2%
10	4.7%
15	5.1%
20	4.7%

The Notional Stipend growth rate was based on a consideration of:

- historic growth in the Notional Stipend;
- historic Average Weekly Earnings rates; and
- expectations of the Church and other Australian reporting entities regarding future salary increases.

As at 31 December 2022 the Notional Stipend growth rate was determined to be 3.0% per annum.

Demographic Assumptions:

All participants are expected to retire on or before their 80th birthday.

A sample of the rates of exit from the Fund used for active participants are as follows:

Rates of exit from the Fund assumed (%)

Summary of rates used:

Age range in years	Males - rate for lower end of range	Males - rate for upper end of range	Females - rate for lower end of range	Females - rate for upper end of range
25 to 30	4.1	3.7	2.5	2.5
31 to 35	3.7	3.3	2.5	2.5
36 to 40	3.3	2.9	2.5	2.5
41 to 45	2.9	2.9	2.5	2.5
46 to 50	2.9	2.9	2.5	2.5
51 to 55	2.9	2.9	2.9	2.9
56 to 60	2.9	4.2	2.9	4.5
61 to 65	4.2	10.2	4.5	30.0
66 to 70+	33.0	33.0	30.3	30.3

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2022

8. Liability for long service leave benefits payable (continued)

Leave taken in service

The following rates of the taking of leave whilst remaining in service (weeks per annum) were used.

Rates of leave taken in service assumed (weeks per annum)

<i>Age</i>	<i>Male</i>	<i>Female</i>
Under 40	0.43	0.31
40-44	1.17	0.83
45-49	0.81	1.00
50-54	0.90	0.78
55-59	0.99	0.93
60-64	1.53	1.25
65-69	2.52	1.57
70 and over	2.80	2.29

Sensitivity Analysis:

We have considered the sensitivity of our calculation of the LSL liability as at 31 December 2022 by progressively adjusting some of the assumptions to recalculate the amount of the liability under each scenario.

The results of these sensitivity calculations, in terms of the change in the calculated LSL liability as at 31 December 2022, are set out below:

Sensitivity results

	<i>Change \$'000</i>	<i>Change %</i>
Total LSL liability as at 31 December 2022	32,932	
<i>Sensitivity analysis increase/(decrease) in the net liability due to:</i>		
Notional Stipend increase - 0.5% higher	657	2.0%
Notional Stipend increase - 0.5% lower	(639)	(2.0%)
Discount rate - 0.5% higher	(699)	(2.0%)
Discount rate - 0.5% lower	727	2.0%
Rates of exit - 10% higher	(304)	(1.0%)
Rates of exit - 10% lower	321	1.0%
Rate of leave taken - 10% higher	410	1.0%
Rate of leave taken - 10% lower	(480)	(1.0%)

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2022

8. Liability for long service leave benefits payable (continued)

	Notes	2022 \$	2021 \$
Liability for past service as at 1 January		36,615,070	36,156,070
Less: leave paid	12	(2,684,303)	(1,949,952)
Less: sabbatical allowance paid	12	(1,734,082)	(1,113,664)
Increase in value of past service liability		735,315	3,522,616
Liability for past service at 31 December		<u>32,932,000</u>	<u>36,615,070</u>
Liability is split between amounts expected to be settled:			
No more than twelve months after the reporting period		3,798,000	4,280,000
More than twelve months after the reporting period		<u>29,134,000</u>	<u>32,335,070</u>
Liability for past service at 31 December		<u>32,932,000</u>	<u>36,615,070</u>
		2022 \$	2021 \$

9. Income from investments

Interest income from operating bank account	3,599	-
Franking credit income	115,259	80,303
Managed Funds	<u>4,019,533</u>	<u>4,260,591</u>
	<u>4,138,391</u>	<u>4,340,894</u>

The Anglican Long Service Leave Fund generates revenue primarily from Income from Investments and contributions from participating organisations.

Timing of revenue recognition

Services transferred over time from investments	4,138,391	4,340,894
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ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2022

	2022	2021
	\$	\$
10. Administrative expenses		
Annual report expenses	615	523
Audit fees	54,230	54,230
Accounting fees	2,801	-
Actuarial fees	37,180	18,919
Bank charges	-	50
Computer software	1,600	1,010
Consultants fees	17,550	12,446
Legal costs	1,513	1,098
Management fee – General Synod Office	262,900	277,100
Other costs	110	-
Storage costs	633	600
Board and committee expenses	2,116	-
Traveling expenses - Board Members	11,198	2,147
	<u>392,446</u>	<u>368,123</u>

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2022

11 Contributions from participating organisations

	2022	2021
	\$	\$
Adelaide	101,623	98,757
Armidale	62,318	55,670
Ballarat	22,021	25,522
Bathurst	32,126	28,406
Bendigo	51,540	53,038
Brisbane	199,535	206,434
Bunbury	34,877	37,962
Canberra & Goulburn	89,969	88,718
Gippsland	33,659	36,248
Grafton	44,693	53,771
Melbourne	368,470	370,248
The Murray	18,544	25,312
Newcastle	91,876	97,001
North Queensland	30,558	29,768
Northern Territory	19,166	15,282
North West Australia	24,864	29,472
Perth	137,133	144,487
Riverina	16,758	23,761
Rockhampton	14,763	19,311
Sydney	956,136	977,512
Tasmania	80,963	87,679
Wangaratta	18,490	20,885
Willochra	16,235	16,321
Sub Total – Dioceses	2,466,317	2,541,565
ABM Missionaries	1,596	1,596
Anglican Community Services-Anglicare	74,786	54,993
Bush Church Aid	9,798	11,194
CMS NSW	25,057	26,161
CMS VIC	4,788	4,788
CMS WA	1,596	1,596
Ridley College	14,540	14,257
Trinity Network of Churches	17,556	19,009
	149,717	133,594
	2,616,034	2,675,159

The Anglican Long Service Leave Fund generates revenue primarily from Income from Investments and contributions from participating organisations.

Timing of revenue recognition

Services transferred over time from contributions	2,616,034	2,675,159
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ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2022

12. Entitlements paid through participating organisations

	Leave		Sabbatical Allowance	
	2022	2021	2022	2021
	\$	\$	\$	\$
Adelaide	117,098	90,697	86,077	61,312
Armidale	70,122	70,459	55,944	56,213
Ballarat	19,463	26,157	8,369	10,760
Bathurst	43,940	13,383	35,055	10,677
Bendigo	82,317	21,962	57,970	17,521
Brisbane	197,710	226,305	137,907	135,435
Bunbury	54,384	41,937	33,474	23,644
Canberra & Goulburn	98,254	136,116	73,170	38,813
Gippsland	43,457	39,097	34,670	18,689
Grafton	55,704	69,594	33,220	48,566
Melbourne	392,413	250,863	257,488	155,951
The Murray	26,509	2,928	26,545	2,336
Newcastle	87,593	126,294	37,109	53,112
North Queensland	15,602	40,792	9,564	15,185
Northern Territory	14,985	-	11,955	-
North West Australia	47,780	14,985	7,373	11,955
Perth	135,170	144,988	76,995	44,387
Riverina	30,602	16,105	22,715	12,849
Rockhampton	21,898	14,641	15,542	11,681
Sydney	861,706	464,772	563,733	290,821
Tasmania	123,498	13,177	61,887	10,513
Wangaratta	2,820	46,999	-	37,496
Willochra	2,103	14,547	-	9,454
Sub Total – Dioceses	2,545,128	1,886,798	1,646,762	1,077,370
Anglican Community Services - Anglicare	50,705	24,329	16,737	12,849
Bush Church Aid	34,466	-	27,497	-
CMS NSW	17,980	10,483	14,346	3,587
CMS VIC	14,985	-	11,955	-
Ridley College	21,039	15,703	16,785	11,681
Trinity Network of Churches	-	12,639	-	8,177
	<u>2,684,303</u>	<u>1,949,952</u>	<u>1,734,082</u>	<u>1,113,664</u>

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2022

13. Reconciliation of cash flows from operating activities

	2022 \$	2021 \$
Cash flows from operating activities		
Net (loss)/profit for the year	(2,286,453)	5,298,079
Gain on sale of investments	(3,338)	(54,717)
Change in fair value of financial assets	8,093,044	(1,967,125)
Change in value of long service leave liabilities	735,315	3,522,616
Net cash provided by operating activities before changes in assets and liabilities	6,538,568	6,798,853
Change in trade and other receivables	176,080	21,155
Change in other assets	-	5,372
Change in trade and other payables	(26,141)	(2,624)
Change in provisions and employee benefits	(4,418,385)	(3,063,616)
Net cash from operating activities	2,270,122	3,759,140

14. Related Parties

Directors of the trustee

The names of persons who were directors of the trustee of the Fund at any time during the financial year are as follows:

Bishop A.B. Ewing
The Rev'd A.L. Ford
Mr D.S. Marr
Mr C.P. Nelson
Mr A.A.L. Thomson
Mrs L.M. Zamagias
The Rev'd S.J. Roberts (appointed 12 May 2022)
Bishop D.K. Kirk (appointed 19 November 2022)
The Rev'd R.J.C. Weekes (ceased 12 May 2022)

Remuneration and benefits

No Directors have received or are due to receive any emolument as a trustee of the Fund.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2022

14. Related Parties (continued)

Transactions with related parties

The Fund received contributions from participating organisations, which are Anglican Church of Australia dioceses and related parties. For details of these contributions refer to Note 11.

The Fund also made entitlement payments to participating organisations in accordance with the Trust Deed. For details of these payments refer to Note 12.

The Fund also made management fee payments to the General Synod of the Anglican Church of Australia. For details of these payments refer to Note 10.

Outstanding balances

Contributions from participating organisations are paid in arrears on a quarterly basis. The December 2022 quarter contributions were not due until 14 January 2023. For details of amounts receivable refer to Note 5.

15. Events subsequent to balance date

No other item, transaction or event of a material and unusual nature is likely, in the opinion of the Directors, to affect significantly the operations of the Fund, the results of those operations, or the state of affairs of the Fund in future financial years.

16. Commitments

No material commitments to disclose as at 31st December 2022.

17. Contingencies

No material contingencies to disclose as at 31st December 2022.

18. Auditors' remuneration

	2022 \$	2021 \$
Audit and review services		
Auditors of the Company - KPMG		
Audit and review of financial statements	54,230	54,230

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2022

19. Financial risk management

Overview

The Fund's activities expose it to various financial risks: credit risk, liquidity risk and market risk.

This note provides disclosure on the Fund's exposure to financial risks, and the risk management approach applied to manage these risks.

(a) Risk management framework

The Long Service Leave Board has overall responsibility for the establishment and oversight of the Fund's risk management framework. The Fund does not have any direct investments. The Fund's monies are invested in an investment portfolio managed by Pandal Group Limited with oversight provided by the Fund's Asset Consultant in accordance with the Investment Policy and directions of the Board. The Board seeks to manage risk within acceptable limits, and ensure the underlying investments are diversified by asset class to achieve the desired balance of risk and timing exposure. The Board reviews risk parameters regularly.

The Fund's investment portfolio, previously a combination of several asset classes, has been transitioned to a mix of two investment funds, being the Pandal Sustainable Balanced Fund and the Pandal Sustainable Conservative Funds, consistent with the Board's approved solution of a 60% growth and 40% defensive (60/40) balance.

As at 31 December 2022, the mix held to achieve the 60/40 balance is 69% in the Sustainable Balanced Fund and 31% in the Sustainable Conservative Fund.

The asset allocation of the Fund's investments in Pandal's Sustainable Funds at 31 December 2022 was as follows:

	Actual (%)	Benchmark (%)	Actual vs Benchmark (%)
Percentage Invested in Approved Funds			
Pandal Sustainable Balanced Fund	60.93	60.00	+0.93
Pandal Sustainable Growth Fund	39.07	40.00	-0.93
Growth Assets Weighted Contribution in Approved Funds			
Pandal Sustainable Balanced Fund	52.02	-	-
Pandal Sustainable Growth Fund	8.84	-	-
Total Growth Assets in ALSF	60.87	60.0	0.87

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2022

19. Financial risk management (continued)

(b) Credit risk

The Fund held cash and cash equivalents at 31 December 2022 of \$271,627 (2021: \$245,226). The cash and cash equivalents are held with an authorised deposit taking institution.

(c) Liquidity risk

Liquidity risk is the risk that the Fund will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash. The Fund's approach in managing its liquidity is to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Fund's reputation. The Fund manages liquidity risk by monitoring net cash balances, actual and forecast operating cash flows.

(d) Market Risk

(i) Price Risk

The Fund is exposed to changes in market prices that affect the Fund's income or value of its holdings of financial instruments.

(ii) Interest rate risk

The Fund is exposed to variable interest rate risks at the reporting date on the cash and short deposits. The Fund's investments are diversified by asset class which includes an allocation to interest related investments.

(iii) Currency risk

The Fund is not exposed to any significant currency risk. Currency risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Fund's investments are diversified by asset class which includes an allocation to international equities.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2022

19. Financial risk management (continued)

(iv) Financial Instruments

The following table shows the carrying amounts per category of financial assets and financial liabilities:

Financial Assets

Cash and cash equivalents	271,627	245,226
Trade and other receivables	686,594	862,674

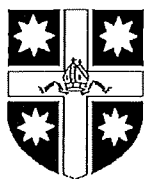
Financial assets at fair value

Balanced Unit Trusts	44,186,457	50,029,656
	44,186,457	50,029,656
Total Financial Assets	45,144,678	51,137,556

Financial Liabilities

Trade and other payables	86,448	109,803
Total Financial Liabilities	86,448	109,803

LONG SERVICE LEAVE FUND BOARD AND DIRECTORS OF TRUSTEE:



The Anglican
Church of
Australia

LONG SERVICE LEAVE FUND

ABN 53 579 792 912

ESTABLISHED BY CANON OF GENERAL SYNOD

ANNUAL REPORT **31 December 2023**

LONG SERVICE LEAVE FUND BOARD AND DIRECTORS OF TRUSTEE:

Mr C.P. Nelson – Chair since 1/05/2023
Bishop A.B. Ewing (ceased 30/04/2023)
The Rev'd A.L. Ford
Bishop D.K. Kirk
Mr D.S. Marr

Ms A.M. Perrott (appointed 22/5/2023)
Mrs C.A. Rich (appointed 30/11/2023)
The Rev'd S.J. Roberts
Mr A.A.L. Thomson
Mrs L.M. Zamagias

ADMINISTRATION MANAGER:

Mrs B Bateman (appointed 1 January 2023, resigned 17 August 2023)
Ms T Longfield (appointed 17 August 2023)

FUND ADMINISTRATION MANAGER:

General Synod of the Anglican Church of Australia

AUDIT AND RISK COMMITTEE:

Mr C.P. Nelson (Chair)
Mr D.S. Marr
Mr A.A.L. Thomson (appointed 20/02/2024)
Mrs L.M. Zamagias

INVESTMENT MANAGER:

Pendal Institutional Limited
Level 14, 2 Chifley Square
Sydney NSW 2000

AUDITOR:

KPMG
Level 38, Tower Three
International Towers Sydney
300 Barangaroo Avenue
Sydney NSW 2000

ACTUARY:

Mr Stephen Crump
PFS Consulting Pty Ltd
Suite 307
Level 3, 343 George Street
Sydney NSW 2000

ASSET CONSULTANT:

Mr Sean McGing
McGing Advisory and Actuarial
Level 13, 160 Queen Street
Melbourne VIC 3000

BANKERS:

Westpac Banking Corporation

TRUSTEE:

Anglican Long Service Leave Fund Limited

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
ABN 53 579 792 912

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Statement of financial position	12
Statement of changes in equity	13
Statement of cash flows	14
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ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2023
Directors' report

Long Service Leave Fund Board report

The Long Service Leave Fund Board and Directors of Trustee ("the Board") presents its report together with the financial report of the Anglican Church of Australia Long Service Leave Fund ("the Fund") for the year ended 31 December 2023 and the independent auditor's report thereon.

Significant changes in the state of affairs

During the year the Fund received \$2.7m (2022: \$2.6m) from contributing members and paid \$5.0m (2022: \$4.4m) to fund long service leave payments.

During 2023 the value of long service leave taken was \$5.0m, which is an increase in the leave taken from the 2022 year (\$4.4m). The value of long service leave taken prior to Covid-19 was an average of \$4.5m per year. The Fund has seen a return to normal leave rates during 2023.

The investment markets have recovered from their volatility during 2022, largely due to external global factors. The recovery resulted in an increase in the market value of investments during 2023 of \$3.1m.

The Fund commissioned the implementation of Formation Technology, a new web-based administration system, to replace the legacy Access Database. The new system became operational 1 April 2023.

Investments

The Fund's investments continued to be managed by Pandal Group Limited (Pandal) throughout the year, under the supervision of the Board and in accordance with approved guidelines and strategies.

Pandal has continued to offer Sustainable Funds, which met the Board's desire for investments to be negatively screened to eliminate all prohibited investments (alcohol, firearms, weapons, gambling, etc.) and positively screened to invest in well-governed, responsibly managed, ethical entities. In 2021, after careful consideration, the Board decided to place all investment funds in a combination of the Pandal Sustainable Balanced Fund and the Pandal Sustainable Conservative Fund.

The Pandal Sustainable Funds continue to meet the investment strategy settings of the Board, both in the mix between Growth and Defensive Assets and in the mix between different asset classes. The Asset Allocation as at 31 December 2023 is presented in note 6 of the Notes to Financial Statements (Page 24 of this report).

Notional stipend and contribution levels

The following table shows the value of the Notional Stipend paid to participating organisations when an entitlement is paid, and the contribution paid to the Fund for each member per annum.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2023
Directors' report (continued)

Notional stipend and contribution levels (continued)

Year	Notional Stipend \$	Increase %	Contributions Per Person Per Annum \$	Increase %
2007	43,277	5.03	996	2.47
2008	46,525	7.51	996	-
2009	55,581	19.46	1,044	5.00
2010	56,502	1.60	1,044	-
2011	59,428	5.17	1,100	5.36
2012	62,102	4.50	1,140	3.65
2013	64,899	4.50	1,188	4.50
2014	67,871	4.58	1,320	11.10
2015	69,435	2.30	1,460	10.60
2016	71,457	2.91	1,500	2.74
2017	72,439	1.37	1,524	1.60
2018	72,964	0.72	1,536	0.78
2019	74,399	1.97	1,560	1.56
2020	75,822	1.90	1,596	2.30
2021	76,134	0.40	1,596	-
2022	77,922	2.35	1,596	-
2023	81,063	4.03	1,656	3.76

Principal activities

The principal activities of the Fund during the course of the year were receiving contribution income from participating organisations, making long service leave payments to participating organisations and investing funds with Pandal Group Limited.

The Anglican Church of Australia Long Service Leave Fund pays an annual fee to the General Synod of the Anglican Church of Australia (Fund administration manager) for the provision of management services.

Operating and financial review

The net profit from ordinary activities for the year 2023 amounted to \$1.3m (2022: loss of \$2.3m). This included an unrealised gain on the fair value of financial assets of \$3.2m for the year ended 31 December 2023 (2022: loss of \$8.1m).

The long service leave liability as at 31 December 2023, \$32.7m, is 0.64% less than what was calculated in the prior year, \$32.9m. This decrease reflects a number of matters, including:

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2023
Directors' report (continued)

Operating and financial review (continued)

Item	Financial Impact over the year to 31 December 2023
the accrual of further LSL benefit entitlements for participants through the year, which resulted in an increase in the LSL liability as at 31 December 2023;	approx. +\$3.4 million
- payment of LSL benefits to participants during the year (including the Sabbatical Allowance where appropriate) which resulted in a reduction in the LSL liability as at 31 December 2023. - a change in the financial assumptions used by the Actuary resulted in an increase in the LSL liability as of 31 December 2023.	approx. -\$5.0 million approx. +\$1.4 million

Administration Manager

Mrs B Bateman (appointed 1 January 2023)
Mrs B Bateman (resigned 17 August 2023)
Ms T Longfield (appointed 17 August 2023)

Environmental regulation

The Fund is not subject to any significant environmental regulations under either Commonwealth or State legislation.

Events subsequent to balance date

No other item, transaction or event of a material and unusual nature is likely, in the opinion of the Directors, to significantly affect the operations of the Fund, the results of those operations, or the state of affairs of the Fund in future financial years.

Likely developments

It is not envisaged that the activities of the Fund will significantly change in the next financial year.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2023
Directors' report (continued)

Indemnification and insurance of officers

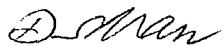
Indemnification

During the financial year the Fund paid \$Nil (2022: \$Nil) in premiums in respect of insurances including Directors' and Officers' liability. As an associated or affiliated body of the General Synod the Fund is covered under the General Synod of the Anglican Church of Australia umbrella insurance policies including the Directors and Officers and Company Liability Insurance Liability Policy.

Since the end of the previous financial year, the Fund has not indemnified or made a relevant agreement for indemnifying against a liability any person who is or has been an auditor of the Fund.

Signed in accordance with a resolution of the directors at a duly constituted meeting:

Dated at Sydney this 14th day of May 2024.



Douglas Marr



Christopher Nelson



Independent Auditor's Report

To the Members of The Anglican Church of Australia Long Service Leave Fund

Opinion

We have audited the **Financial Report** of The Anglican Church of Australia Long Service Leave Fund (the Fund)

In our opinion, the accompanying Financial Report presents fairly, in all material respects, the financial position of The Anglican Church of Australia Long Service Leave Fund as at 31 December 2023, and of its financial performance and its cash flows for the year then ended, in accordance with *Australian Accounting Standards – Simplified Disclosures* and the *Long Service Leave Canon 2010*.

The **Financial Report** comprises :

- Statement of financial position as at 31 December 2023
- Statement of profit or loss and other comprehensive income, Statement of changes in equity, and Statement of cash flows for the year then ended
- Notes, including material accounting policies
- Long Service Leave Fund Board Declaration.

Basis for opinion

We conducted our audit in accordance with *Australian Auditing Standards*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report.

We are independent of the Fund in accordance with the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the *Financial Report* in Australia. We have fulfilled our other ethical responsibilities in accordance with these requirements.

Restriction on use and distribution

The Financial Report has been prepared to assist the Board of The Anglican Church of Australia Long Service Leave Fund in complying with the financial reporting requirements of the *Long Service Leave Fund Canon 2010*.

As a result, the Financial Report and this Auditor's Report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Our report is intended solely for the The Anglican Church of Australia Long Service Leave Fund and should not be used by or distributed to parties other than the members of The Anglican Church of Australia Long Service Leave Fund. We disclaim any assumption of responsibility for any reliance on this report, or on the Financial Report to which it relates, to any person other than the members of The Anglican Church of Australia Long Service Leave Fund or for any other purpose than that for which it was prepared.



Other Information

Other Information is financial and non-financial information in The Anglican Church of Australia Long Service Leave Fund's annual report which is provided in addition to the Financial Report and the Auditor's Report. The Boards are responsible for the Other Information.

The Other Information we obtained prior to the date of this Auditor's Report was the Directors' Report.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

Responsibilities of the Board for the Financial Report

The Board are responsible for:

- the preparation and fair presentation of the Financial Report in accordance with the financial reporting requirements of Australian Accounting Standards - Simplified Disclosure Requirements and the *Long Service Leave Canon 2010*.
- implementing necessary internal control to enable the preparation of Financial Report that is free from material misstatement, whether due to fraud or error
- assessing the Fund's ability to continue as a going concern and whether the use of the going concern basis of accounting is appropriate. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Fund or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Fund's financial reporting process.



Auditor's responsibilities for the audit of the Financial Report

Our objective is:

- to obtain reasonable assurance about whether the Financial Report as a whole are free from material misstatement, whether due to fraud or error; and
- to issue an Auditor's Report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with *Australian Auditing Standards* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Financial Report.

A further description of our responsibilities for the audit of the Financial Report is located at the Auditing and Assurance Standards Board website at:
http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our Auditor's Report.

KPMG

KPMG

Patrice Scott

Partner

Sydney

21 May 2024

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2023

Long Service Leave Fund Board declaration

In the opinion of the Board of the Anglican Church of Australia Long Service Leave Fund

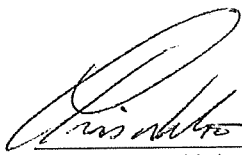
- (a) the Long Service Leave Fund is a reporting entity;
- (b) the financial statements and notes thereto, set out on pages 11 to 36, are in accordance with the *Long Service Leave Canon 2010* including:
 - (i) giving a true and fair view of the company's financial position as at 31 December 2023 and of its performance, for the year ended on that date; and
 - (ii) complying with Australian Accounting Standards - Simplified Disclosure Requirements and the *Long Service Leave Canon 2010*
- (c) there are reasonable grounds to believe that the Long Service Leave Fund will be able to pay its debts as and when they become due and payable.

Dated at Sydney this 14th day of May 2024.

Signed in accordance with a resolution of the directors at a duly constituted meeting:



Douglas Marr
Director



Christopher Nelson
Director

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of profit or loss and other comprehensive income

For the year ended 31 December 2023

	Notes	2023 \$	2022 \$
Revenue			
Contribution revenue	11	2,702,460	2,616,034
Income from investments	9	648,460	4,138,391
(Loss) / gain on sale of investments		(118,021)	3,338
Other Income		145,650	176,589
Net change in fair value of financial assets		3,169,975	(8,093,044)
Expenses			
Administrative expenses	10	(553,337)	(392,446)
Increase in value of long service leave liability	8	<u>(4,744,335)</u>	<u>(735,315)</u>
Profit / (loss) for the year		1,250,852	(2,286,453)
Other comprehensive income		<u>-</u>	<u>-</u>
Total comprehensive income/(loss) for the year		<u>1,250,852</u>	<u>(2,286,453)</u>

The statement of profit or loss and other comprehensive income is to be read in conjunction with the notes to the financial statements set out on pages 15 to 35.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of financial position

As at 31 December 2023

	Notes	2023 \$	2022 \$
Assets			
Current Assets			
Cash and cash equivalents	4	381,485	271,627
Financial assets at fair value	6	44,909,727	44,186,457
Trade and other receivables	5	915,180	686,594
Total current assets		<u>46,206,392</u>	<u>45,144,678</u>
Total assets		<u>46,206,392</u>	<u>45,144,678</u>
Liabilities			
Current liabilities			
Trade and other payables	7	108,310	86,448
Long service leave benefits	8	4,998,000	3,798,000
Total current liabilities		<u>5,106,310</u>	<u>3,884,448</u>
Non-current liabilities			
Long service leave benefits	8	27,723,000	29,134,000
Total non-current liabilities		<u>27,723,000</u>	<u>29,134,000</u>
Total liabilities		<u>32,829,310</u>	<u>33,018,448</u>
Net assets		<u>13,377,082</u>	<u>12,126,230</u>
Accumulated funds		<u>13,377,082</u>	<u>12,126,230</u>
Total accumulated funds		<u>13,377,082</u>	<u>12,126,230</u>

The statement of financial position is to be read in conjunction with the notes to the financial statements set out on pages 15 to 35.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of changes in equity

For the year ended 31 December 2023

	Accumulated Funds \$
Balance at 1 January 2022	14,412,683
Total comprehensive loss for the year	
Net loss for the year	(2,286,453)
Balance at 31 December 2022	<u>12,126,230</u>
Balance at 1 January 2023	12,126,230
Total comprehensive income for the year	
Net profit for the year	1,250,852
Balance at 31 December 2023	<u>13,377,082</u>

The statement of changes in equity is to be read in conjunction with the notes to the financial statements set out on pages 15 to 35.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of cash flows

For the year ended 31 December 2023

	Notes	2023 \$	2022 \$
Cash flows from operating activities			
Cash receipts in the course of operations		2,473,874	2,792,114
Cash payments in the course of operations		<u>(5,477,822)</u>	<u>(4,840,310)</u>
Cash used in operations		(3,003,948)	(2,048,196)
Distributions from investments		785,116	4,318,318
Net cash (used in)/from operating activities	13	<u>(2,218,832)</u>	<u>2,270,122</u>
Cash flows from investing activities			
Payments for purchase of investments		(511,310)	(4,123,721)
Proceeds from sale of investments		<u>2,840,000</u>	<u>1,880,000</u>
Net cash from/(used in) investing activities		<u>2,328,690</u>	<u>(2,243,721)</u>
Net increase in cash held		109,858	26,401
Cash at the beginning of the financial year		<u>271,627</u>	<u>245,226</u>
Cash at the end of the financial year	4	<u>381,485</u>	<u>271,627</u>

The statement of cash flows is to be read in conjunction with the notes to the financial statements set out on pages 15 to 35.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements For the year ended 31 December 2023

1. Reporting entity

The financial report reflects the operations of the Anglican Church of Australia Long Service Leave Fund (the "Fund"), which is a not-for-profit entity and was established by a Canon of the General Synod of the Anglican Church of Australia on 1 January 1969. The address of the Fund is Suite 4, Level 5, 189 Kent Street, Sydney, NSW 2000.

2. Basis of preparation

(a) Statement of compliance

The financial statements have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures made by the Australian Accounting Standards Board and the Long Service Leave Canon 2010 .

The financial report was authorised for issue by the Board on 14 May 2024.

(b) Basis of measurement

The financial report has been prepared on the basis of historical costs except where stated otherwise.

(c) Functional and presentation currency

The financial report is presented in Australian dollars, which is the Fund's functional currency.

(d) Use of estimates and judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

For information about estimates and judgments made, refer to Note 3(b) Impairment and Note 3(i) for Long Service Leave liability accounting policy used.

(e) Comparative information

Comparatives are reclassified where necessary to conform to the current year presentation.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2023

3. Material accounting policies

The material accounting policies set out below have been applied consistently to all periods presented in these financial statements.

(a) Revenue

Contribution Income

Contributions from participating dioceses and church organisations are recognised on an accrual basis. Contributions due but not received at balance date have been incorporated into the financial statements and are included in the statement of financial position under trade and other receivables as "contributions due".

Investment income

(i) Interest income

Interest income is recognised as it accrues, taking into account the effective yield on the financial asset.

(ii) Dividend and distribution income

Dividend and distribution income are recognised at the date the securities are quoted ex-dividend and ex-distribution.

In some cases, the Fund may receive or choose to receive dividends/distributions in the form of additional shares/units rather than cash. In such cases the Fund recognises the dividend/distribution income for the amount of the cash dividend/distribution alternative with the corresponding debit treated as an additional investment.

(iii) Franking Credits

Franking credits are recognised on an accrual basis.

(b) Financial instruments

(i) Recognition and initial measurement

Trade receivables and debt securities issued are initially recognised when they are originated. All other financial assets and financial liabilities are initially recognised when the Fund becomes a party to the contractual provisions of the instrument.

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at Fair value through the profit or loss (FVTPL) transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2023

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(ii) Classification and subsequent measurement

Financial assets

On initial recognition, a financial asset is classified as measured at: amortised cost; Fair value through other comprehensive income (FVOCI) debt investment; FVOCI - equity investment; or FVTPL.

Financial assets are not reclassified subsequent to their initial recognition unless the Fund changes its business model for managing financial assets, in which case all affected financial assets are reclassified on the first day of the first reporting period following the change in the business model.

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

A debt investment is measured at FVOCI if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

On initial recognition of an equity investment that is not held for trading, the Fund may irrevocably elect to present subsequent changes in the investment's fair value in OCI. This election is made on an investment-by investment basis.

Financial assets (continued)

All financial assets not classified as measured at amortised cost or FVOCI as described above are measured at FVTPL. This includes all derivative financial assets. On initial recognition, the Fund may irrevocably designate a financial asset that otherwise meets the requirements to be measured at amortised cost or at FVOCI as at FVTPL if doing so eliminates or significantly reduces an accounting mismatch that would otherwise arise.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(ii) Classification and subsequent measurement (continued)

Financial assets — Subsequent measurement and gains and losses

Financial assets at FVTPL

These assets are subsequently measured at fair value. Net gains and losses, including any interest or dividend or distribution income are recognised in the profit or loss.

Financial assets at amortised cost

These assets are subsequently measured at amortised cost using the effective interest method. The amortised cost is reduced by impairment losses. Interest income, foreign exchange gains and losses and impairment are recognised in the profit or loss. Any gain or loss on derecognition is recognised in the profit or loss.

Debt investments at FVOCI

These assets are subsequently measured at fair value. Interest income calculated using the effective interest method, foreign exchange gains and losses and impairment are recognised in the profit or loss. Other net gains and losses are recognised in OCI. On derecognition, gains and losses accumulated in OCI are reclassified to the profit or loss.

Equity investments at FVOCI

These assets are subsequently measured at fair value. Dividends are recognised as income in the profit or loss unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in OCI and are never reclassified to the profit or loss.

Financial liabilities — Classification, subsequent measurement and gains and losses

Financial liabilities are classified as measured at amortised cost or FVTPL. A financial liability is classified as at FVTPL if it is classified as held-for-trading, it is a derivative or it is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value and net gains and losses, including any interest expense, are recognised in the profit or loss. Other financial liabilities are subsequently measured at amortised cost using the effective interest method.

Interest expense and foreign exchange gains and losses are recognised in the profit or loss. Any gain or loss on derecognition is also recognised in the profit or loss.

(iii) Derecognition

Financial assets

The Fund derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which the Fund neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2023

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(iii) Derecognition (continued)

Financial liabilities

The Fund derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. The Fund also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value.

Impairment

Financial instruments and contract assets

The Fund recognises loss allowances for expected credit loss (ECL) on:

- financial assets measured at amortised cost;
- debt investments measured at FVOCI; and
- contract assets.

The Fund measures loss allowances at an amount equal to lifetime ECLs, except for the following, which are measured at 12-month ECLs:

- debt securities that are determined to have low credit risk at the reporting date; and
- other debt securities and bank balances for which credit risk (i.e. the risk of default occurring over the expected life of the financial instrument) has not increased significantly since initial recognition.

Loss allowances for trade receivables and contract assets are always measured at an amount equal to lifetime ECLs.

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECLs, the Fund considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis, based on the Fund's historical experience and informed credit assessment and including forward-looking information.

The Fund assumes that the credit risk on a financial asset has increased significantly if it is more than 30 days past due.

The Fund considers a financial asset to be in default when:

- the borrower is unlikely to pay its credit obligations to the Fund in full, without recourse by the Fund to actions such as realising security (if any is held); or
- the financial asset is more than 90 days past due.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2023

3. Material accounting policies (continued)
- (b) Financial instruments (continued)
- (iii) Derecognition (continued)

Impairment (continued)

Lifetime ECLs are the ECLs that result from all possible default events over the expected life of a financial instrument.

The Fund considers a debt security to have low credit risk when its credit risk rating is equivalent to the globally understood definition of 'investment grade'.

12-month ECLs are the portion of ECLs that result from default events that are possible within the 12 months after the reporting date (or a shorter period if the expected life of the instrument is less than 12 months).

The maximum period considered when estimating ECLs is the maximum contractual period over which the Fund is exposed to credit risk.

Measurement of ECLs

ECLs are a probability-weighted estimate of credit losses. Credit losses are measured as the present value of all cash shortfalls (i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the Fund expects to receive).

ECLs are discounted at the effective interest rate of the financial asset.

Credit-impaired financial assets

At each reporting date, the Fund assesses whether financial assets carried at amortised cost and debt securities at FVOCI are credit-impaired. A financial asset is 'credit-impaired' when one or more events that have a detrimental impact on the estimated future cash flows of the financial asset have occurred.

Evidence that a financial asset is credit-impaired includes the following observable data:

- significant financial difficulty of the borrower or issuer;
- a breach of contract such as a default or being more than 90 days past due;
- the restructuring of a loan or advance by the Fund on terms that the Fund would not consider otherwise;
- it is probable that the borrower will enter bankruptcy or other financial reorganisation; or
- the disappearance of an active market for a security because of financial difficulties.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2023

3. Material accounting policies (continued)
- (b) Financial instruments (continued)
 - (iii) Derecognition (continued)

Impairment (continued)

Presentation of allowance for ECL in the statement of financial position

Loss allowances for financial assets measured at amortised cost are deducted from the gross carrying amount of the assets.

For debt securities at FVOCI, the loss allowance is charged to the profit or loss and is recognised in OCI.

Write-off

The gross carrying amount of a financial asset is written off when the Fund has no reasonable expectations of recovering a financial asset in its entirety or a portion thereof. For individual customers, the Fund has a policy of writing off the gross carrying amount when the financial asset is 180 days past due based on historical experience of recoveries of similar assets. For corporate customers, the Fund individually makes an assessment with respect to the timing and amount of write-off based on whether there is a reasonable expectation of recovery. The Fund expects no significant recovery from the amount written off. However, financial assets that are written off could still be subject to enforcement activities in order to comply with the Fund's procedures for recovery of amounts due.

(c) Goods and services Tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

3. Material accounting policies (continued)

(d) Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits.

(e) Trade and other Receivables

Trade and other receivables are measured at their amortised cost less impairment losses.

(f) Trade and other Payables

Trade and other payables are measured at amortised cost. Trade accounts payable are normally settled within 30 days.

(g) Provisions

A provision is recognised in the statement of financial position when the Fund has a present legal or constructive obligation as a result of a past event, and it is probable that an outflow of economic benefits will be required to settle the obligation. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

(h) Investments

A financial instrument is classified as at fair value through the profit or loss if it is held for trading or is designated as such upon initial recognition. Financial instruments are designated at fair value through the profit or loss if the Fund manages such investments and makes purchase and sale decisions based on their fair value in accordance with the Fund's investment strategy. Financial instruments at fair value through the profit or loss are measured at fair value, and changes therein are recognised in the statement of the profit or loss and other comprehensive income.

(i) Long Service Leave Benefits

The Fund's obligation to participating organisations in respect of long service leave benefits payable is a provision. The value of the long service leave benefits is calculated by estimating the date each clergy will take their leave along with the estimated payment amount; that benefit is discounted to determine its present value. The calculation is performed by a qualified actuary. Changes in the value of the long service leave benefits are recognised through the statement of the profit or loss and other comprehensive income.

(j) Income tax

Under the provisions of the Income Tax Assessment Act 1997, the Fund is exempt from income tax.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

	2023 \$	2022 \$
4. Cash and cash equivalents		
Cash at bank	<u>381,485</u>	<u>271,627</u>
	<u>381,485</u>	<u>271,627</u>

	2023 \$	2022 \$
5. Trade and other receivables		
Current		
Accrued income	599,474	34,880
Contributions due	54,907	602,798
Franking credit refunds due	122,490	-
GST Recoverable	11,719	1,876
Pendal liquid assets	<u>126,590</u>	<u>47,040</u>
	<u>915,180</u>	<u>686,594</u>

None of the above receivables are interest bearing.

6. Financial assets and liabilities at fair value through the profit or loss

All investments are managed by Pendal in either direct equities or in unit trusts and are designated as financial assets or liabilities at fair value through the profit or loss.

	2023 \$	2022 \$
Financial assets		
Current		
Managed Funds	<u>44,909,727</u>	<u>44,186,457</u>
	<u>44,909,727</u>	<u>44,186,457</u>

The Long Service Leave Fund investment portfolio, previously a combination of several asset classes, was transitioned to a mix of two investment funds, being the Pendal Sustainable Balanced Fund and the Pendal Sustainable Conservative Funds, consistent with the Board's approved solution of a 60% growth and 40% defensive (60/40) balance.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2023

6. Financial assets and liabilities at fair value through the profit or loss (continued)

The following table notes the asset allocation as at the 31 December 2023 as reported by Pandal.

Asset Class	Previous year ended 31 December 2023 Asset Allocation %	Current year ended 31 December 2022 Asset Allocation %	Sustainable Balance Fund Asset Allocation Benchmark %	Conservative Balance Fund asset allocation Benchmark %
Australian Equities	21.84	22.66	20-40	0-20
Overseas Equities	26.76	27.03	20-40	0-20
Australian Listed Property	2.19	2.11	0-10	0-10
International Property	2.01	2.01	0-10	0-10
Australian Fixed Interest	12.99	11.22	0-25	10-40
International Fixed Interest	13.84	12.72	0-25	10-40
Net Cash	5.16	8.02	0-20	0-40
Alternatives	15.20	14.24	0-20	0-20
TOTAL	100.00	100.00	-	-

Asset Class	Current year ended 31 December 2023 Asset Allocation %	Current year ended 31 December 2022 Asset Allocation %	Benchmark %
Total Growth Assets	60.41	60.93	60.00
Total Defensive Assets	39.59	39.07	40.00
Pandal Sustainable Balanced Fund	70.96	72.26	70.00
Pandal Sustainable Conservative Fund	28.76	27.64	30.00
Balance (Net Liquids)	0.28	0.11	

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2023

	2023	2022
	\$	\$
7. Trade and other payables		
Trade Payables	1,760	-
Actuarial fees	43,850	22,000
Audit fees	62,700	55,000
Sundry creditors	-	9,448
	<u>108,310</u>	<u>86,448</u>

8. Liability for long service leave benefits payable

An actuarial review to assess the adequacy of the Fund's assets to meet accrued and vested liabilities is performed every year. The December 2023 review was undertaken by Mr Stephen Crump of PFS Consulting.

The Actuary used a method which estimates the date(s) at which each individual participant will take leave (after allowing for the probabilities of exit from the Fund for various causes) and the amounts of those payments. After allowing for future increases in the Notional Stipend, the estimated payments are then discounted back to a present value at rates of interest based on Commonwealth Government bond rates.

The key assumptions applied by the Actuary are:

Financial Assumptions:	2023	2022
Discount Rate Applied	Rates	"Forward" rates
Notional Stipend Growth Rate	3.0%	3.0%

In the current year the discount rate applied in the calculation of the long service leave liability was the risk-free discount curve based on Commonwealth Government bond yields for varying maturity dates. AASB137 requires that the discount rate to be used in valuing LSL benefit liabilities shall be a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The change in rates utilises the entire "yield curve" in valuing the Fund's LSL benefit liabilities.

Annual Discount Rates as at 31 December 2023 (% per annum)

Year	Discount Rate (per annum)
1	4.0%
5	3.6%
10	4.0%
15	4.3%
20	4.5%

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

8. Liability for long service leave benefits payable (continued)

The Notional Stipend growth rate was based on a consideration of:

- historic growth in the Notional Stipend;
- historic Average Weekly Earnings rates; and
- expectations of the Church and other Australian reporting entities regarding future salary increases.

As at 31 December 2023 the Notional Stipend growth rate was determined to be 3.0% per annum.

Demographic Assumptions:

All participants are expected to retire on or before their 80th birthday.
A sample of the rates of exit from the Fund used for active participants are as follows:

Rates of exit from the Fund assumed (%)

Summary of rates used:

<i>Ages</i>	<i>Current Analysis</i>		<i>Previous Assumptions</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
20 to 24	9.4	18.2	4.1	2.5
25 to 29	6.7	6.9	4.1	2.5
30 to 34	5.4	8.7	3.7	2.5
35 to 39	4.6	16.0	3.3	2.5
40 to 44	4.9	12.1	2.9	2.5
45 to 49	3.8	8.6	2.9	2.5
50 to 54	3.6	4.7	2.9	2.5
55 to 59	5.8	8.3	2.9	2.9
60 to 64	8.5	12.2	6.6	6.8
65 to 69	28.0	16.8	19.3	18.1
70 to 74	52.0	35.7	33	30.3
75 to 79	18.8	0.0	33	30.3
80+			100	100

Leave taken in service

The following rates of the taking of leave whilst remaining in service (weeks per annum) were used.

The Actuarial valuation assumes that Active participants with ten or more years of service will take the following percentages of their accrued LSL entitlement in service each year.

<i>Ages</i>	<i>Male</i>	<i>Female</i>
< 45	15%	15%
45 to 59	10%	10%
60 +	17%	17%

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

8. Liability for long service leave benefits payable (continued)

Sensitivity Analysis:

The Long Service Leave Fund have considered the sensitivity of our calculation of the LSL liability as at 31 December 2023 by progressively adjusting some of the assumptions to recalculate the amount of the liability under each scenario.

The results of these sensitivity calculations, in terms of the change in the calculated LSL liability as at 31 December 2023, are set out below:

Sensitivity results

	Change \$'000	Change %
Total LSL liability as at 31 December 2023	32,721	
<i>Sensitivity analysis increase/(decrease) in the net liability due to:</i>		
Notional Stipend increase - 0.5% higher	523	2.0%
Notional Stipend increase - 0.5% lower	(512)	(2.0%)
Discount rate - 0.5% higher	(575)	(2.0%)
Discount rate - 0.5% lower	594	2.0%
Rates of exit - 10% higher	(354)	(1.0%)
Rates of exit - 10% lower	371	1.0%
Rate of leave taken - 10% higher	303	1.0%
Rate of leave taken - 10% lower	(350)	(1.0%)

	Notes	2023 \$	2022 \$
Liability for past service as at 1 January		32,932,000	36,615,070
Less: leave paid	12	(2,954,523)	(2,684,303)
Less: sabbatical allowance paid	12	(2,000,812)	(1,734,082)
Increase in value of past service liability		4,744,335	735,315
Liability for past service at 31 December		32,721,000	32,932,000
Liability is split between amounts expected to be settled:			
No more than twelve months after the reporting period		4,998,000	3,798,000
More than twelve months after the reporting period		27,723,000	29,134,000
Liability for past service at 31 December		32,721,000	32,932,000

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

9. Income from investments

	2023 \$	2022 \$
Interest income from operating bank account	12,801	3,599
Franking credit income	122,490	115,259
Managed Funds	<u>513,169</u>	<u>4,019,533</u>
	<u>648,460</u>	<u>4,138,391</u>

The Anglican Long Service Leave Fund generates revenue primarily from Income from Investments and contributions from participating organisations.

Timing of revenue recognition

Services transferred over time from investments	648,460	4,138,391
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10. Administrative expenses

	2023 \$	2022 \$
Annual report expenses	-	615
Audit fees	62,097	54,230
Accounting fees	-	2,801
Actuarial fees	44,685	37,180
Computer software	167,250	1,600
Consultants fees	54,052	17,550
Legal costs	-	1,513
Management fee – General Synod Office	198,742	262,900
Other costs	1,107	110
Storage costs	677	633
Board and committee expenses	3,546	2,116
Traveling expenses - Board Members	<u>21,181</u>	<u>11,198</u>
	<u>553,337</u>	<u>392,446</u>

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

11. Contributions from participating organisations

	2023	2022
	\$	\$
Adelaide	94,016	101,623
Armidale	66,905	62,318
Ballarat	25,826	22,021
Bathurst	33,895	32,126
Bendigo	47,605	51,540
Brisbane	203,633	199,535
Bunbury	29,271	34,877
Canberra & Goulburn	96,732	89,969
Gippsland	32,373	33,659
Grafton	46,125	44,693
Melbourne	461,835	368,470
The Murray	15,435	18,544
Newcastle	87,938	91,876
North Queensland	32,121	30,558
Northern Territory	21,608	19,166
North West Australia	26,506	24,864
Perth	145,445	137,133
Riverina	16,954	16,758
Rockhampton	8,883	14,763
Sydney	948,375	956,136
Tasmania	85,732	80,963
Wangaratta	20,053	18,490
Willochra	13,988	16,235
Sub Total – Dioceses	<u>2,561,254</u>	<u>2,466,317</u>
ABM Missionaries	1,656	1,596
Anglican Community Services-Anglicare	61,209	74,786
Bush Church Aid	9,936	9,798
CMS NSW	23,825	25,057
CMS VIC	3,468	4,788
CMS WA	1,656	1,596
Ridley College	16,272	14,540
Southern Cross	4,968	-
Trinity Network of Churches	18,216	17,556
Sub Total – Non-Dioceses	<u>141,206</u>	<u>149,717</u>
	<u>2,702,460</u>	<u>2,616,034</u>

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

11. Contributions from participating organisations (continued)

The Anglican Long Service Leave Fund generates revenue primarily from Income from Investments and contributions from participating organisations.

Timing of revenue recognition

Services transferred over time from contributions	2,702,460	2,616,034
---	-----------	-----------

12. Entitlements paid through participating organisations

	Leave		Sabbatical Allowance	
	2023	2022	2023	2022
	\$	\$	\$	\$
Adelaide	82,602	117,098	62,681	86,077
Armidale	103,262	70,122	82,383	55,944
Ballarat	19,829	19,463	15,820	8,369
Bathurst	52,331	43,940	41,750	35,055
Bendigo	42,090	82,317	33,580	57,970
Brisbane	155,212	197,710	94,619	137,907
Bunbury	49,126	54,384	38,514	33,474
Canberra & Goulburn	147,850	98,254	83,753	73,170
Gippsland	51,013	43,457	29,849	34,670
Grafton	52,622	55,704	14,925	33,220
Melbourne	328,689	392,413	229,837	257,488
The Murray	16,907	26,509	11,193	26,545
Newcastle	157,666	87,593	60,075	37,109
North Queensland	-	15,602	-	9,564
Northern Territory	-	14,985	-	11,955
North West Australia	29,854	47,780	21,109	7,373
Perth	293,408	135,170	212,428	76,995
Riverina	26,501	30,602	21,143	22,715
Rockhampton	7,715	21,898	-	15,542
Sydney	1,044,869	861,706	733,806	563,733
Tasmania	121,454	123,498	83,328	61,887
Wangaratta	16,724	2,820	9,950	-
Willochra	6,255	2,103	2,487	-
Sub Total – Dioceses	2,805,979	2,545,128	1,883,230	1,646,762
Anglican Community Services-Anglicare	71,263	50,705	56,855	16,737
Bush Church Aid	-	34,466	-	27,497
CMS NSW	23,384	17,980	18,656	14,346
CMS VIC	-	14,985	-	11,955
Ridley College	22,364	21,039	16,914	16,785
Trinity Network of Churches	31,533	-	25,157	-
Sub Total – Non-Dioceses	148,544	139,175	117,582	87,320
	2,954,523	2,684,303	2,000,812	1,734,082

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

13. Reconciliation of cash flows from operating activities

	2023 \$	2022 \$
Net profit/(loss) for the year	1,250,852	(2,286,453)
Loss/(gain) on sale of investments	118,021	(3,338)
Change in fair value of financial assets	(3,169,975)	8,093,044
Change in value of long service leave liabilities	4,744,335	735,315
Net cash provided by operating activities before changes in assets and liabilities	<u>2,943,233</u>	<u>6,538,568</u>
Change in trade and other receivables	(228,586)	176,080
Change in trade and other payables	21,856	(26,141)
Change in provisions and employee benefits	<u>(4,955,335)</u>	<u>(4,418,385)</u>
Net cash (used in)/from operating activities	<u>(2,218,832)</u>	<u>2,270,122</u>

14. Related Parties

Directors of the trustee

The names of persons who were directors of the trustee of the Fund at any time during the financial year are as follows:

Mr C.P. Nelson – Chair since 1/05/2023
Bishop A.B. Ewing (ceased 30/04/2023)
The Rev'd A.L. Ford
Bishop D.K. Kirk
Mr D.S. Marr
Ms A.M. Perrott (appointed 22/05/2023)
Mrs C.A. Rich (appointed 30/11/2023)
The Rev'd S.J. Roberts
Mr A.A.L. Thomson
Mrs L.M. Zamagias

Remuneration and benefits

No Directors have received or are due to receive any emolument as a trustee of the Fund.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2023

14. Related Parties (continued)

Transactions with related parties

The Fund received contributions from participating organisations, which are Anglican Church of Australia dioceses and related parties. For details of these contributions refer to Note 11.

The Fund also made entitlement payments to participating organisations in accordance with the Trust Deed. For details of these payments refer to Note 12.

The Fund also made management fee payments to the General Synod of the Anglican Church of Australia. For details of these payments refer to Note 10.

Outstanding balances

Contributions from participating organisations are paid in arrears on a quarterly basis. The December 2022 quarter contributions were not due until 14 January 2023. For details of amounts receivable refer to Note 5.

15. Events subsequent to balance date

No other item, transaction or event of a material and unusual nature is likely, in the opinion of the Directors, to affect significantly the operations of the Fund, the results of those operations, or the state of affairs of the Fund in future financial years.

16. Commitments

No material commitments to disclose as at 31st December 2023.

17. Contingencies

No material contingencies to disclose as at 31st December 2023.

18. Auditors' remuneration

	2023 \$	2022 \$
Audit and review services		
Auditors of the Company - KPMG		
Audit and review of financial statements	62,907	57,301

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

19. Financial risk management

Overview

The Fund's activities expose it to various financial risks: credit risk, liquidity risk and market risk.

This note provides disclosure on the Fund's exposure to financial risks, and the risk management approach applied to manage these risks.

(a) Risk management framework

The Long Service Leave Board has overall responsibility for the establishment and oversight of the Fund's risk management framework. The Fund does not have any direct investments. The Fund's monies are invested in an investment portfolio managed by Pandal Group Limited with oversight provided by the Fund's Asset Consultant in accordance with the Investment Policy and directions of the Board. The Board seeks to manage risk within acceptable limits, and ensure the underlying investments are diversified by asset class to achieve the desired balance of risk and timing exposure. The Board reviews risk parameters regularly.

The Fund's investment portfolio, previously a combination of several asset classes, has been transitioned to a mix of two investment funds, being the Pandal Sustainable Balanced Fund and the Pandal Sustainable Conservative Funds, consistent with the Board's approved solution of a 60% growth and 40% defensive (60/40) balance.

As at 31 December 2023, the mix held to achieve the 60/40 balance is 60.41% in the Sustainable Balanced Fund and 39.59% in the Sustainable Conservative Fund.

The asset allocation of the Fund's investments in Pandal's Sustainable Funds at 31 December 2023 was as follows:

	Actual (%)	Benchmark (%)	Actual vs Benchmark (%)
Percentage Invested in Approved Funds			
Pandal Sustainable Balanced Fund	60.41	60.00	+0.41
Pandal Sustainable Growth Fund	39.59	40.00	-0.41
Growth Assets Weighted Contribution in Approved Funds			
Pandal Sustainable Balanced Fund	51.09	-	-
Pandal Sustainable Growth Fund	9.20	-	-
Total Growth Assets in ALSF	60.29	60.0	0.29

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2023

19. Financial risk management (continued)

(b) Credit risk

The Fund held cash and cash equivalents at 31 December 2023 of \$381,485 (2022: \$271,627). The cash and cash equivalents are held with an authorised deposit taking institution.

(c) Liquidity risk

Liquidity risk is the risk that the Fund will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash. The Fund's approach in managing its liquidity is to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Fund's reputation. The Fund manages liquidity risk by monitoring net cash balances, actual and forecast operating cash flows.

(d) Market Risk

(i) Price Risk

The Fund is exposed to changes in market prices that affect the Fund's income or value of its holdings of financial instruments.

(ii) Interest rate risk

The Fund is exposed to variable interest rate risks at the reporting date on the cash and short deposits. The Fund's investments are diversified by asset class which includes an allocation to interest related investments.

(iii) Currency risk

The Fund is not exposed to any significant currency risk. Currency risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Fund's investments are diversified by asset class which includes an allocation to international equities.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2023

19. Financial risk management (continued)

(iv) Financial Instruments

The following table shows the carrying amounts per category of financial assets and financial liabilities:

Financial Assets

Cash and cash equivalents	381,485	271,627
Trade and other receivables	915,180	686,594

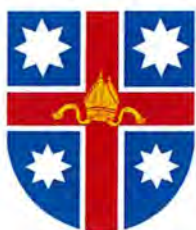
Financial assets at fair value

Balanced Unit Trusts	44,909,727	44,186,457
	44,909,727	44,186,457
Total Financial Assets	46,206,392	45,144,678

Financial Liabilities

Trade and other payables	108,310	86,448
Total Financial Liabilities	108,310	86,448

LONG SERVICE LEAVE FUND BOARD AND DIRECTORS OF TRUSTEE:



The Anglican
Church of
Australia

LONG SERVICE LEAVE FUND

ABN 53 579 792 912

ESTABLISHED BY CANON OF GENERAL SYNOD

ANNUAL REPORT 31 December 2024

LONG SERVICE LEAVE FUND BOARD AND DIRECTORS OF TRUSTEE:

Mr C.P. Nelson – Chair
Rev'd Dr A.L. Ford
Bishop D.K. Kirk
Mr D.S. Marr
Ms A.M. Perrott

Mrs C.A Rich
Rev'd S.J. Roberts
Mr A.A.L Thomson
Mrs L.M Zamagias

ADMINISTRATION MANAGER:

Ms T Longfield

FUND ADMINISTRATION MANAGER:

General Synod of the Anglican Church of Australia

AUDIT AND RISK COMMITTEE:

Mr C.P. Nelson (Chair)
Mr D.S. Marr
Mr A.A.L Thomson (appointed 20/02/2024)
Mrs L.M. Zamagias

INVESTMENT MANAGER:

Pendal Institutional Limited
Level 14, 2 Chifley Square
Sydney NSW 2000

AUDITOR:

Grant Thornton Australia
Grosvenor Place
Level 26/225, George Street
Sydney NSW 2000

ACTUARY:

Mr Stephen Crump
PFS Consulting Pty Ltd
Suite 307
Level 3, 343 George Street
Sydney NSW 2000

ASSET CONSULTANT:

Mr Sean McGing
McGing Advisory and Actuarial
Level 13, 160 Queen Street
Melbourne VIC 3000

BANKERS:

Westpac Banking Corporation

TRUSTEE:

Anglican Long Service Leave Fund Limited

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

ABN 53 579 792 912

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ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2024
Trustee's report

Long Service Leave Fund Board report

The Long Service Leave Fund Board and Directors of Trustee ("the Board") presents its report together with the financial report of the Anglican Church of Australia Long Service Leave Fund ("the Fund") for the year ended 31 December 2024 and the independent auditor's report thereon.

Significant changes in the state of affairs

During the year the Fund received \$2.8m (2023: \$2.7m) from contributing members and paid \$4.7m (2023: \$5.0m) to fund long service leave payments.

During 2024 the value of long service leave taken was \$4.7m, which is a decrease in the leave taken from the 2023 year (\$5.0m).

The investment markets performed well in 2024, which resulted in an increase in the market value of investments during 2024 of \$1.6m.

The implementation of Formation Technology's web-based administration system, to replace the legacy Access Database became operational 1 April 2023. The system continues to evolve, with work underway to create a Participants Portal that will provide Fund participants with access to their leave entitlements.

Investments

The Fund's investments continued to be managed by Pandal Group Limited (Pandal) throughout the year, under the supervision of the Board and in accordance with approved guidelines and strategies.

Pandal has continued to offer Sustainable Funds, which met the Board's desire for investments to be negatively screened to eliminate all prohibited investments (alcohol, firearms, weapons, gambling, etc.) and positively screened to invest in well-governed, responsibly managed, ethical entities. In 2021, after careful consideration, the Board decided to place all investment funds in a combination of the Pandal Sustainable Balanced Fund and the Pandal Sustainable Conservative Fund.

The Pandal Sustainable Funds continue to meet the investment strategy settings of the Board, both in the mix between Growth and Defensive Assets and in the mix between different asset classes. The Asset Allocation as at 31 December 2024 is presented in note 6 of the Notes to Financial Statements (Page 24 of this report).

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2024
Trustee's report (continued)

Notional stipend and contribution levels

The following table shows the value of the Notional Stipend paid to participating organisations when an entitlement is paid, and the contribution paid to the Fund for each member per annum.

Year	Notional Stipend \$	Increase %	Contributions Per Person Per Annum \$	Increase %
2007	43,277	5.03	996	2.47
2008	46,525	7.51	996	-
2009	55,581	19.46	1,044	5.00
2010	56,502	1.60	1,044	-
2011	59,428	5.17	1,100	5.36
2012	62,102	4.50	1,140	3.65
2013	64,899	4.50	1,188	4.50
2014	67,871	4.58	1,320	11.10
2015	69,435	2.30	1,460	10.60
2016	71,457	2.91	1,500	2.74
2017	72,439	1.37	1,524	1.60
2018	72,964	0.72	1,536	0.78
2019	74,399	1.97	1,560	1.56
2020	75,822	1.90	1,596	2.30
2021	76,134	0.40	1,596	-
2022	77,922	2.35	1,596	-
2023	81,063	4.03	1,656	3.76
2024	84,138	3.79	1,716	3.62

Principal activities

The principal activities of the Fund during the course of the year were receiving contribution income from participating organisations, making long service leave payments to participating organisations and investing funds with Pandal Group Limited.

The Anglican Church of Australia Long Service Leave Fund pays an annual fee to the General Synod of the Anglican Church of Australia (Fund administration manager) for the provision of management services.

Operating and financial review

The net profit from ordinary activities for the year 2024 amounted to \$1.0m (2023: profit of \$1.3m). This included an unrealised gain on the fair value of financial assets of \$1.6m for the year ended 31 December 2024 (2023: gain of \$3.2m).

The long service leave liability as of 31 December 2024 is \$33.3m, which is 1.46% more than the \$32.9m in 2023.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2024

Trustee's report (continued)

Signed in accordance with a resolution of the Board at a duly constituted meeting:

Dated at Sydney this 20th day of May 2025.



Mr Douglas Marr

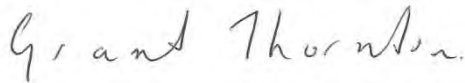


Mr Christopher Nelson

Auditor's Independence Declaration

To the Board Members as Trustees of the Long Service Leave Fund, Anglican Church of Australia

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as lead auditor for the audit of the Long Service Leave Fund for the year ended 31 December 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.



Grant Thornton Audit Pty Ltd
Chartered Accountants



James Winter
Partner – Audit & Assurance

Sydney, 20 May 2025

Independent Auditor's Report

To the Board Members as Trustees of the Long Service Leave Fund, Anglican Church of Australia

Report on the audit of the financial report

Opinion

We have audited the financial report of the Long Service Leave Fund (the "Registered Entity" or the "Fund"), which comprises the statement of financial position as at 31 December 2024, and the statement of profit or loss and other comprehensive income, statement of changes in funds and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information and the Responsible Entities' declaration.

In our opinion, the financial report of the Long Service Leave Fund has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

1. Giving a true and fair view of the Registered Entity's financial position as at 31 December 2024 and of its financial performance for the year then ended; and
2. Complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

Those charged with governance are responsible for the other information. The other information comprises the Trustees' report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Responsible Entities for the financial report

The Responsible Entities (Trustees) of the Registered Entity are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards – Simplified Disclosures, the *Australian Charities and Not-for-profits Commission Act 2012* and the *Australian Charities and Not-for-profits Commission Regulations 2022*, and the *Long Service Leave Canon 2010 (amended 2022 per Canon 5)*, and for such internal control as the Responsible Entities determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Responsible Entities are responsible for assessing the Registered Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Responsible Entities either intend to liquidate the Registered Entity or to cease operations, or have no realistic alternative but to do so.

The Responsible Entities are responsible for overseeing the Registered Entity's financial reporting process.

Auditor's responsibilities for the audit of the financial report

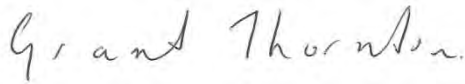
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

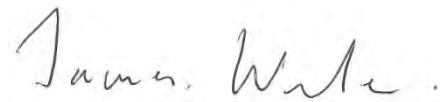
- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Registered Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Responsible Entities.

- Conclude on the appropriateness of the Responsible Entities' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Registered Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Registered Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Grant Thornton Audit Pty Ltd
Chartered Accountants



James Winter
Partner – Audit & Assurance

Sydney, 20 May 2025

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

For the year ended 31 December 2024

Responsible Entities' Declaration

In the opinion of the Board of Anglican Church of Australia Long Service Leave Fund Ltd as trustee for the Long Service Leave Fund (the "Fund"):

- (a) the financial statements and notes thereto, set out on pages 11 to 35:
 - (i) give a true and fair view of the Funds financial position as at 31 December 2024 and of its performance, for the ended on that date; and
 - (ii) complying with Australian Accounting Standards - Simplified Disclosures, the *Long Service Leave Canon 2010 (amended 2022 per Canon 5)*, and the *Australian Charities and Not-for-profits Commission Act 2012*; and
- (b) there are reasonable grounds to believe that the Long Service Leave Fund will be able to pay its debts as and when they become due and payable.

Dated at Sydney this 20th day of May 2025.

Signed in accordance with a resolution of the Board of the trustee:



Mr Douglas Marr
Director



Mr Christopher Nelson
Chair

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of profit or loss and other comprehensive income

For the year ended 31 December 2024

	Notes	2024 \$	2023 \$
Revenue			
Contribution revenue	11	2,786,926	2,702,460
Income from investments	9	2,579,926	794,110
Gain/(loss) on sale of investments		25,908	(118,021)
Net change in fair value of financial assets		1,568,030	3,169,975
Expenses			
Administrative expenses	10	(737,457)	(553,337)
Increase in value of long service leave liability	8	<u>(5,182,308)</u>	<u>(4,744,335)</u>
Net surplus for the year		1,041,025	1,250,852
Other comprehensive income		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>1,041,025</u>	<u>1,250,852</u>

The statement of profit or loss and other comprehensive income is to be read in conjunction with the notes to the financial statements set out on pages 15 to 35.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of financial position

As at 31 December 2024

	Notes	2024 \$	2023 \$
Assets			
Current Assets			
Cash and cash equivalents	4	450,603	381,485
Financial assets at fair value	6	46,676,889	44,909,727
Trade and other receivables	5	597,767	915,180
Total current assets		<u>47,725,259</u>	<u>46,206,392</u>
Total assets		<u>47,725,259</u>	<u>46,206,392</u>
Liabilities			
Current liabilities			
Trade and other payables	7	104,152	108,310
Long service leave benefits	8	5,156,000	4,998,000
Total current liabilities		<u>5,260,152</u>	<u>5,106,310</u>
Non-current liabilities			
Long service leave benefits	8	28,047,000	27,723,000
Total non-current liabilities		<u>28,047,000</u>	<u>27,723,000</u>
Total liabilities		<u>33,307,152</u>	<u>32,829,310</u>
Net assets		<u>14,418,107</u>	<u>13,377,082</u>
Accumulated funds		<u>14,418,107</u>	<u>13,377,082</u>
Total funds		<u>14,418,107</u>	<u>13,377,082</u>

The statement of financial position is to be read in conjunction with the notes to the financial statements set out on pages 15 to 35.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of changes in funds

For the year ended 31 December 2024

	Accumulated Funds \$
Balance at 1 January 2023	12,126,230
Total comprehensive loss for the year	
Net surplus for the year	1,250,852
Balance at 31 December 2023	<u>13,377,082</u>
Balance at 1 January 2024	13,377,082
Total comprehensive income for the year	
Net surplus for the year	1,041,025
Balance at 31 December 2024	<u>14,418,107</u>

The statement of changes in equity is to be read in conjunction with the notes to the financial statements set out on pages 15 to 35.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND
Statement of cash flows

For the year ended 31 December 2024

	Notes	2024 \$	2023 \$
Cash flows from operating activities			
Cash receipts in the course of operations		3,131,497	2,473,874
Cash payments in the course of operations		(5,451,322)	(5,477,822)
Cash used in operations		(2,319,825)	(3,003,948)
Distributions from investments		2,524,665	785,116
Net cash from / (used in) operating activities	13	204,840	(2,218,832)
Cash flows from investing activities			
Payments for purchase of investments		(2,235,722)	(511,310)
Proceeds from sale of investments		2,100,000	2,840,000
Net cash (used in) / from investing activities		(135,722)	2,328,690
Net increase in cash held		69,118	109,858
Cash at the beginning of the financial year		381,485	271,627
Cash at the end of the financial year	4	450,603	381,485

The statement of cash flows is to be read in conjunction with the notes to the financial statements set out on pages 15 to 35.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements For the year ended 31 December 2024

1. Reporting entity

The financial report reflects the operations of the Anglican Church of Australia Long Service Leave Fund (the "Fund"), a not-for-profit entity established by a Canon of the General Synod of the Anglican Church of Australia on 1 January 1969. The address of the Fund is Suite 4, Level 5, 189 Kent Street, Sydney, NSW 2000.

2. Basis of preparation

(a) Statement of compliance

The financial statements have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures made by the Australian Accounting Standards Board and the Long Service Leave Canon 2010 (amended 2022 per Canon 5).

The financial report was authorised for issue by the Board on 25 May 2025.

(b) Basis of measurement

The financial report has been prepared on the basis of historical costs except where stated otherwise.

(c) Functional and presentation currency

The financial report is presented in Australian dollars, which is the Fund's functional currency.

(d) Use of estimates and judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

For information about estimates and judgments made, refer to Note 3(b) Impairment and Note 3(i) for Long Service Leave liability accounting policy used.

(e) Comparative information

Comparatives are reclassified where necessary to conform to the current year presentation.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

3. Material accounting policies

The material accounting policies set out below have been applied consistently to all periods presented in these financial statements.

(a) Revenue

Contribution Income

Contributions from participating dioceses and church organisations are recognised on an accrual basis. Contributions due but not received at balance date have been incorporated into the financial statements and are included in the statement of financial position under trade and other receivables as "contributions due".

Investment income

(i) Interest income

Interest income is recognised as it accrues, taking into account the effective yield on the financial asset.

(ii) Dividend and distribution income

Dividend and distribution income are recognised at the date the securities are quoted ex-dividend and ex-distribution.

In some cases, the Fund may receive or choose to receive dividends/distributions in the form of additional shares/units rather than cash. In such cases the Fund recognises the dividend/distribution income for the amount of the cash dividend/distribution alternative with the corresponding debit treated as an additional investment.

(iii) Franking Credits

Franking credits are recognised on an accrual basis.

(b) Financial instruments

(i) Recognition and initial measurement

Trade receivables and debt securities issued are initially recognised when they are originated. All other financial assets and financial liabilities are initially recognised when the Fund becomes a party to the contractual provisions of the instrument.

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at Fair value through the profit or loss (FVTPL) transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(ii) Classification and subsequent measurement

Financial assets

On initial recognition, a financial asset is classified as measured at: amortised cost; Fair value through other comprehensive income (FVOCI) debt investment; FVOCI - equity investment; or FVTPL.

Financial assets are not reclassified subsequent to their initial recognition unless the Fund changes its business model for managing financial assets, in which case all affected financial assets are reclassified on the first day of the first reporting period following the change in the business model.

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

A debt investment is measured at FVOCI if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

On initial recognition of an equity investment that is not held for trading, the Fund may irrevocably elect to present subsequent changes in the investment's fair value in OCI. This election is made on an investment-by investment basis.

All financial assets not classified as measured at amortised cost or FVOCI as described above are measured at FVTPL. This includes all derivative financial assets. On initial recognition, the Fund may irrevocably designate a financial asset that otherwise meets the requirements to be measured at amortised cost or at FVOCI as at FVTPL if doing so eliminates or significantly reduces an accounting mismatch that would otherwise arise.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(ii) Classification and subsequent measurement (continued)

Financial assets — Subsequent measurement and gains and losses

Financial assets at FVTPL

These assets are subsequently measured at fair value. Net gains and losses, including any interest or dividend or distribution income are recognised in the profit or loss.

Financial assets at amortised cost

These assets are subsequently measured at amortised cost using the effective interest method. The amortised cost is reduced by impairment losses. Interest income, foreign exchange gains and losses and impairment are recognised in the profit or loss. Any gain or loss on derecognition is recognised in the profit or loss.

Debt investments at FVOCI

These assets are subsequently measured at fair value. Interest income calculated using the effective interest method, foreign exchange gains and losses and impairment are recognised in the profit or loss. Other net gains and losses are recognised in OCI. On derecognition, gains and losses accumulated in OCI are reclassified to the profit or loss.

Equity investments at FVOCI

These assets are subsequently measured at fair value. Dividends are recognised as income in the profit or loss unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in OCI and are never reclassified to the profit or loss.

Financial liabilities — Classification, subsequent measurement and gains and losses

Financial liabilities are classified as measured at amortised cost or FVTPL. A financial liability is classified as at FVTPL if it is classified as held-for-trading, it is a derivative or it is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value and net gains and losses, including any interest expense, are recognised in the profit or loss. Other financial liabilities are subsequently measured at amortised cost using the effective interest method.

Interest expense and foreign exchange gains and losses are recognised in the profit or loss. Any gain or loss on derecognition is also recognised in the profit or loss.

(iii) Derecognition

Financial assets

The Fund derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which the Fund neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(iii) Derecognition (continued)

Financial liabilities

The Fund derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. The Fund also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value.

Impairment

Financial instruments and contract assets

The Fund recognises loss allowances for expected credit loss (ECL) on:

- financial assets measured at amortised cost;
- debt investments measured at FVOCI; and
- contract assets.

The Fund measures loss allowances at an amount equal to lifetime ECLs, except for the following, which are measured at 12-month ECLs:

- debt securities that are determined to have low credit risk at the reporting date; and
- other debt securities and bank balances for which credit risk (i.e. the risk of default occurring over the expected life of the financial instrument) has not increased significantly since initial recognition.

Loss allowances for trade receivables and contract assets are always measured at an amount equal to lifetime ECLs.

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECLs, the Fund considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis, based on the Fund's historical experience and informed credit assessment and including forward-looking information.

The Fund assumes that the credit risk on a financial asset has increased significantly if it is more than 30 days past due.

The Fund considers a financial asset to be in default when:

- the borrower is unlikely to pay its credit obligations to the Fund in full, without recourse by the Fund to actions such as realising security (if any is held); or
- the financial asset is more than 90 days past due.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(iii) Derecognition (continued)

Impairment (continued)

Lifetime ECLs are the ECLs that result from all possible default events over the expected life of a financial instrument.

The Fund considers a debt security to have low credit risk when its credit risk rating is equivalent to the globally understood definition of 'investment grade'.

12-month ECLs are the portion of ECLs that result from default events that are possible within the 12 months after the reporting date (or a shorter period if the expected life of the instrument is less than 12 months).

The maximum period considered when estimating ECLs is the maximum contractual period over which the Fund is exposed to credit risk.

Measurement of ECLs

ECLs are a probability-weighted estimate of credit losses. Credit losses are measured as the present value of all cash shortfalls (i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the Fund expects to receive).

ECLs are discounted at the effective interest rate of the financial asset.

Credit-impaired financial assets

At each reporting date, the Fund assesses whether financial assets carried at amortised cost and debt securities at FVOCI are credit-impaired. A financial asset is 'credit-impaired' when one or more events that have a detrimental impact on the estimated future cash flows of the financial asset have occurred.

Evidence that a financial asset is credit-impaired includes the following observable data:

- significant financial difficulty of the borrower or issuer;
- a breach of contract such as a default or being more than 90 days past due;
- the restructuring of a loan or advance by the Fund on terms that the Fund would not consider otherwise;
- it is probable that the borrower will enter bankruptcy or other financial reorganisation; or
- the disappearance of an active market for a security because of financial difficulties.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(iii) Derecognition (continued)

Impairment (continued)

Presentation of allowance for ECL in the statement of financial position

Loss allowances for financial assets measured at amortised cost are deducted from the gross carrying amount of the assets.

For debt securities at FVOCI, the loss allowance is charged to the profit or loss and is recognised in OCI.

Write-off

The gross carrying amount of a financial asset is written off when the Fund has no reasonable expectations of recovering a financial asset in its entirety or a portion thereof. For individual customers, the Fund has a policy of writing off the gross carrying amount when the financial asset is 180 days past due based on historical experience of recoveries of similar assets. For corporate customers, the Fund individually makes an assessment with respect to the timing and amount of write-off based on whether there is a reasonable expectation of recovery. The Fund expects no significant recovery from the amount written off. However, financial assets that are written off could still be subject to enforcement activities in order to comply with the Fund's procedures for recovery of amounts due.

(c) Goods and services Tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

3. Material accounting policies (continued)

(d) Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits.

(e) Trade and other Receivables

Trade and other receivables are measured at their amortised cost, less impairment losses.

(f) Trade and other Payables

Trade and other payables are measured at amortised cost. Trade accounts payable are normally settled within 30 days.

(g) Provisions

A provision is recognised in the statement of financial position when the Fund has a present legal or constructive obligation as a result of a past event, and it is probable that an outflow of economic benefits will be required to settle the obligation. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

(h) Investments

A financial instrument is classified as at fair value through the profit or loss if it is held for trading or is designated as such upon initial recognition. Financial instruments are designated at fair value through the profit or loss if the Fund manages such investments and makes purchase and sale decisions based on their fair value in accordance with the Fund's investment strategy. Financial instruments at fair value through the profit or loss are measured at fair value, and changes therein are recognised in the statement of the profit or loss and other comprehensive income.

(i) Long Service Leave Benefits

The Fund's obligation to participating organisations in respect of long service leave benefits payable is a provision. The value of the long service leave benefits is calculated by estimating the date each clergy will take their leave along with the estimated payment amount; that benefit is discounted to determine its present value. The calculation is performed by a qualified actuary. Changes in the value of the long service leave benefits are recognised through the statement of the profit or loss and other comprehensive income.

(j) Income tax

Under the provisions of the Income Tax Assessment Act 1997, the Fund is exempt from income tax.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

	2024 \$	2023 \$
4. Cash and cash equivalents		
Cash at bank	450,603	381,485
	<u>450,603</u>	<u>381,485</u>

	2024 \$	2023 \$
5. Trade and other receivables		
Current		
Accrued income	415,161	599,474
Contributions due	72,431	54,907
Franking credit refunds due	-	122,490
GST Recoverable	21,088	11,719
Pendal liquid assets	89,088	126,590
	<u>597,767</u>	<u>915,180</u>

None of the above receivables are interest-bearing.

6. Financial assets and liabilities at fair value through the profit or loss

All investments are managed by Pendal in either direct equities or in unit trusts and are designated as financial assets or liabilities at fair value through the profit or loss.

	2024 \$	2023 \$
Financial assets		
Current		
Managed Funds	46,676,889	44,909,727
	<u>46,676,889</u>	<u>44,909,727</u>

The Long Service Leave Fund investment portfolio, previously a combination of several asset classes, was transitioned to a mix of two investment funds, being the Pendal Sustainable Balanced Fund and the Pendal Sustainable Conservative Funds, consistent with the Board's approved solution of a 60% growth and 40% defensive (60/40) balance.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

6. Financial assets and liabilities at fair value through the profit or loss (continued)

The following table notes the asset allocation as at 31 December 2024 as reported by Pandal.

Asset Class	2024 Asset Allocation %	2023 Asset Allocation %	Sustainable Balance Fund Benchmark %	Conservative Balance Fund Benchmark %
Australian Equities	20.48	21.84	20-40	0-20
Overseas Equities	29.27	26.76	20-40	0-20
Australian Listed Property	1.95	2.19	0-10	0-10
International Property	1.99	2.01	0-10	0-10
Australian Fixed Interest	12.27	12.99	0-25	10-40
International Fixed Interest	13.80	13.84	0-25	10-40
Net Cash	6.66	5.16	0-20	0-40
Alternatives	13.58	15.20	0-20	0-20
TOTAL	100.00	100.00	-	-

Asset Class	2024 Asset Allocation %	2023 Asset Allocation %	Benchmark %
Total Growth Assets	60.47	60.41	60.00
Total Defensive Assets	39.53	39.59	40.00
Pandal Sustainable Balanced Fund	71.92	70.96	70.00
Pandal Sustainable Conservative Fund	27.89	28.76	30.00
Balance (Net Liquids)	0.19	0.28	

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

	2024	2023
	\$	\$
7. Trade and other payables		
Trade Payables	424	1,760
Actuarial fees	68,228	43,850
Audit fees	35,500	62,700
	<u>104,152</u>	<u>108,310</u>

8. Liability for long service leave benefits payable

An actuarial review to assess the adequacy of the Fund's assets to meet accrued and vested liabilities is performed every year. The December 2024 review was undertaken by Mr Stephen Crump of PFS Consulting.

The Actuary used a method which estimates the date(s) at which each individual participant will take leave (after allowing for the probabilities of exit from the Fund for various causes) and the amounts of those payments. After allowing for future increases in the Notional Stipend, the estimated payments are then discounted back to a present value at rates of interest based on Commonwealth Government bond rates.

The key assumptions applied by the Actuary are:

Financial Assumptions:	2024	2023
Discount Rate Applied	Rates	Rates
Notional Stipend Growth Rate	4.0%	3.0%

In the current year the discount rate applied in the calculation of the long service leave liability was the risk-free discount curve based on Commonwealth Government bond yields for varying maturity dates. AASB137 requires that the discount rate to be used in valuing LSL benefit liabilities shall be a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The change in rates utilises the entire "yield curve" in valuing the Fund's LSL benefit liabilities.

Annual Discount Rates as at 31 December 2024 (% per annum)

Year	Discount Rate (per annum)
1	3.9%
5	3.9%
10	4.4%
15	4.8%
20	5.0%

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)

For the year ended 31 December 2024

8. Liability for long service leave benefits payable (continued)

The Notional Stipend growth rate was based on a consideration of:

- historic growth in the Notional Stipend;
- historic Average Weekly Earnings rates; and
- expectations of the Church and other Australian reporting entities regarding future salary increases.

As at 31 December 2024 the Notional Stipend growth rate was determined to be 4.0% per annum.

Demographic Assumptions:

All participants are expected to retire on or before their 80th birthday.

A sample of the rates of exit from the Fund used for active participants are as follows:

Rates of exit from the Fund assumed (%)

Summary of rates used:

Ages	Current Analysis		Previous Assumptions	
	Male	Female	Male	Female
20 to 24	5.0	5.0	9.4	18.2
25 to 29	5.0	5.0	6.7	6.9
30 to 34	5.0	5.0	5.4	8.7
35 to 39	5.0	5.0	4.6	16.0
40 to 44	5.0	5.0	4.9	12.1
45 to 49	4.0	4.0	3.8	8.6
50 to 54	4.0	4.0	3.6	4.7
55 to 59	5.0	5.0	5.8	8.3
60 to 64	7.0	7.0	8.5	12.2
65 to 69	18.0	18.0	28.0	16.8
70 to 74	30.0	30.0	52.0	35.7
75 to 79	30.0	30.0	18.8	0.0
80+	100.0	100.0	100.0	100.0

Leave taken in service

The following rates of the taking of leave whilst remaining in service (weeks per annum) were used.

The Actuarial valuation assumes that Active participants with ten or more years of service will take the following percentages of their accrued LSL entitlement in service each year.

Ages	Male	Female
< 45	15%	15%
45 to 59	10%	10%
60 +	17%	17%

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

8. Liability for long service leave benefits payable (continued)

Sensitivity Analysis:

The Long Service Leave Fund have considered the sensitivity of our calculation of the LSL liability as at 31 December 2024 by progressively adjusting some of the assumptions to recalculate the amount of the liability under each scenario.

The results of these sensitivity calculations, in terms of the change in the calculated LSL liability as at 31 December 2024, are set out below:

Sensitivity results

		Change \$'000	Change %
Total LSL liability as at 31 December 2024		33,203	
<i>Sensitivity analysis increase/(decrease) in the net liability due to:</i>			
Notional Stipend increase - 0.5% higher		604	2.0%
Notional Stipend increase - 0.5% lower		(585)	(2.0%)
Discount rate - 0.5% higher		(521)	(2.0%)
Discount rate - 0.5% lower		532	2.0%
Rates of exit - 10% higher		(358)	(1.0%)
Rates of exit - 10% lower		377	1.0%
Rate of leave taken - 10% higher		337	1.0%
Rate of leave taken - 10% lower		(387)	(1.0%)
	Notes	2024 \$	2023 \$
Liability for past service as at 1 January		32,721,000	32,932,000
Less: leave paid	12	(2,897,708)	(2,954,523)
Less: sabbatical allowance paid	12	(1,802,600)	(2,000,812)
Increase in value of past service liability		5,182,308	4,744,335
Liability for past service 31 December		33,203,000	32,721,000
Liability is split between amounts expected to be settled:			
No more than twelve months after the reporting period		5,156,000	4,998,000
More than twelve months after the reporting period		28,047,000	27,723,000
Liability for past service 31 December		33,203,000	32,721,000

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

	2024	2023
	\$	\$
9. Income from investments		
Interest income from operating bank account	12,964	12,801
Franking credit income	124,505	122,490
Pendal rebate	347,659	-
Pendal rebate – net of management fees	-	145,650
Managed Funds	2,094,799	513,169
	<u>2,579,926</u>	<u>794,110</u>

The Anglican Long Service Leave Fund generates revenue primarily from Income from Investments and contributions from participating organisations. In 2024, Pendal Investment Managers changed the way they reported their rebate income, from a net rebate (rebate income minus management fees) to reporting rebate income and management fees separately. Had this treatment not changed, the 2024 Pendal rebate – net of management fees would have been \$143,957 (\$347,659 – \$203,702)

	2024	2023
	\$	\$
10. Administrative expenses		
Audit fees	60,780	62,097
Actuarial fees	30,050	44,685
Computer software	105,825	167,250
Consultants fees	24,087	54,052
Legal costs	4,925	-
Management fee – General Synod Office	282,953	198,742
Other costs	3,068	1,107
Pendal Management Fees	9 203,702	-
Storage costs	638	677
Board and committee expenses	5,613	3,546
Travelling expenses - Board Members	15,816	21,181
	<u>737,457</u>	<u>553,337</u>

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

11. Contributions from participating organisations

	2024	2023
	\$	\$
Adelaide	93,643	94,016
Armidale	76,351	66,905
Ballarat	24,075	25,826
Bathurst	42,785	33,895
Bendigo	56,631	47,605
Brisbane	203,798	203,633
Bunbury	34,344	29,271
Canberra & Goulburn	100,188	96,732
Gippsland	35,904	32,373
Grafton	49,099	46,125
Melbourne	462,467	461,835
The Murray	15,989	15,435
Newcastle	68,073	87,938
North Queensland	30,298	32,121
Northern Territory	20,259	21,608
North West Australia	30,419	26,506
Perth	169,667	145,445
Riverina	15,864	16,954
Rockhampton	8,462	8,883
Sydney	973,188	948,375
Tasmania	81,594	85,732
Wangaratta	19,284	20,053
Willochra	15,191	13,988
Sub Total – Dioceses	2,627,573	2,561,254
ABM Missionaries	1,716	1,656
Anglican Community Services-Anglicare	74,162	61,209
Bush Church Aid	10,416	9,936
CMS Sydney	7,010	19,188
CMS NSW & ACT	16,514	4,223
CMS QLD	1,716	414
CMS Tasmania	1,716	-
CMS VIC	4,309	3,468
CMS WA	1,716	1,656
Ridley College	13,910	16,272
Southern Cross	7,293	4,968
Trinity Network of Churches	18,875	18,216
Sub Total – Non-Dioceses	159,353	141,206
	2,786,926	2,702,460

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

12. Entitlements paid through participating organisations

	Leave		Sabbatical Allowance	
	2024	2023	2024	2023
	\$	\$	\$	\$
Adelaide	180,630	82,602	105,544	62,681
Armidale	40,289	103,262	31,181	82,383
Ballarat	14,643	19,829	11,682	15,820
Bathurst	42,417	52,331	31,773	41,750
Bendigo	2,793	42,090	-	33,580
Brisbane	190,844	155,212	107,657	94,619
Bunbury	44,725	49,126	18,098	38,514
Canberra & Goulburn	203,218	147,850	90,140	83,753
Gippsland	56,484	51,013	26,010	29,849
Grafton	25,889	52,622	20,654	14,925
Melbourne	538,603	328,689	303,829	229,837
The Murray	3,269	16,907	1,291	11,193
Newcastle	81,743	157,666	58,839	60,075
North Queensland	17,798	-	14,200	-
Northern Territory	47,406	-	37,821	-
North West Australia	19,675	29,854	15,697	21,109
Perth	249,660	293,408	127,962	212,428
Riverina	-	26,501	-	21,143
Rockhampton	-	7,715	-	-
Sydney	898,049	1,044,869	678,121	733,806
Tasmania	51,625	121,454	28,399	83,328
Wangaratta	34,788	16,724	5,163	9,950
Willochra	36,778	6,255	-	2,487
Sub Total – Dioceses	2,781,326	2,805,979	1,714,061	1,883,230
Anglican Community Services-Anglicare	66,582	71,263	49,165	56,855
Bush Church Aid	8,090	-	6,454	-
CMS NSW	6,472	23,384	5,164	18,656
CMS QLD North NSW	1,618	-	1,291	-
Ridley College	27,148	22,364	21,302	16,914
Trinity Network of Churches	6,472	31,533	5,163	25,157
Sub Total – Non-Dioceses	116,382	148,544	88,539	117,582
	2,897,708	2,954,523	1,802,600	2,000,812

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

13. Reconciliation of cash flows from operating activities

	2024 \$	2023 \$
Net profit/(loss) for the year	1,041,025	1,250,852
Loss/(gain) on sale of investments	(25,908)	118,021
Change in fair value of financial assets	(1,568,030)	(3,169,975)
Change in value of long service leave liabilities	5,182,308	4,744,335
Net cash provided by operating activities before changes in assets and liabilities	4,629,395	2,943,233
Change in trade and other receivables	279,911	(228,586)
Change in trade and other payables	(4,158)	21,856
Change in provisions and employee benefits	(4,700,308)	(4,955,335)
Net cash (used in)/from operating activities	204,840	(2,218,832)

14. Related Parties

Directors of the trustee

The names of persons who were directors of the trustee of the Fund at any time during the financial year are as follows:

Mr C.P. Nelson – Chair
The Rev'd A.L. Ford
Bishop D.K. Kirk
Mr D.S. Marr
Ms A.M. Perrott
Mrs C.A. Rich
The Rev'd S.J. Roberts
Mr A.A.L. Thomson
Mrs L.M. Zamagias

Remuneration and benefits

No Directors have received or are due to receive any emolument as a trustee of the Fund.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

**Notes to the financial statements (continued)
For the year ended 31 December 2024**

14. Related Parties (continued)

Transactions with related parties

The Fund made management fee payments to the General Synod of the Anglican Church of Australia. For details of these payments refer to Note 10.

The Fund received contributions from participating organisations, which are Anglican Church of Australia dioceses and related parties. For details of these contributions refer to Note 11.

The Fund made entitlement payments to participating organisations in accordance with the Trust Deed. For details of these payments refer to Note 12.

Outstanding balances

Contributions from participating organisations are paid in arrears on a quarterly basis. The December 2024 quarter contributions were not due until 14 January 2025. For details of amounts receivable refer to Note 5.

15. Events subsequent to balance date

No other item, transaction or event of a material and unusual nature is likely, in the opinion of the Directors, to affect significantly the operations of the Fund, the results of those operations, or the state of affairs of the Fund in future financial years.

16. Commitments

No material commitments to disclose as at 31st December 2024.

17. Contingencies

No material contingencies to disclose as at 31st December 2024.

18. Auditors' remuneration

	2024	2023
	\$	\$
Auditors of the Company- Grant Thornton Australia		
Audit and review of financial statements	60,780	62,907

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

19. Financial risk management

Overview

The Fund's activities expose it to various financial risks: credit risk, liquidity risk and market risk.

This note provides disclosure on the Fund's exposure to financial risks, and the risk management approach applied to manage these risks.

(a) Risk management framework

The Long Service Leave Board has overall responsibility for the establishment and oversight of the Fund's risk management framework. The Fund does not have any direct investments. The Fund's monies are invested in an investment portfolio managed by Pandal Group Limited with oversight provided by the Fund's Asset Consultant in accordance with the Investment Policy and directions of the Board. The Board seeks to manage risk within acceptable limits, and ensure the underlying investments are diversified by asset class to achieve the desired balance of risk and timing exposure. The Board reviews risk parameters regularly.

The Fund's investment portfolio, previously a combination of several asset classes, has been transitioned to a mix of two investment funds, being the Pandal Sustainable Balanced Fund and the Pandal Sustainable Conservative Funds, consistent with the Board's approved solution of a 60% growth and 40% defensive (60/40) balance.

As at 31 December 2024, the mix held to achieve the 60/40 balance is 60.47% in the Sustainable Balanced Fund and 39.43% in the Sustainable Conservative Fund.

The asset allocation of the Fund's investments in Pandal's Sustainable Funds at 31 December 2024 was as follows:

	Actual (%)	Benchmark (%)	Actual vs Benchmark (%)
Percentage Invested in Approved Funds			
Pandal Sustainable Balanced Fund	71.92	70.00	+1.92
Pandal Sustainable Growth Fund	27.89	30.00	- 2.11
Growth Assets Weighted Contribution in Approved Funds			
Pandal Sustainable Balanced Fund	51.78		
Pandal Sustainable Growth Fund	8.93		
Total Growth Assets in ALSF	60.71	55.00 – 65.00	

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued) For the year ended 31 December 2024

19. Financial risk management (continued)

(b) Credit risk

The Fund held cash and cash equivalents at 31 December 2024 of \$450,603 (2023: \$381,485). The cash and cash equivalents are held with an authorised deposit taking institution.

(c) Liquidity risk

Liquidity risk is the risk that the Fund will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash. The Fund's approach in managing its liquidity is to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Fund's reputation. The Fund manages liquidity risk by monitoring net cash balances, actual and forecast operating cash flows.

(d) Market Risk

(i) Price Risk

The Fund is exposed to changes in market prices that affect the Fund's income or value of its holdings of financial instruments.

(ii) Interest rate risk

The Fund is exposed to variable interest rate risks at the reporting date on the cash and short deposits. The Fund's investments are diversified by asset class which includes an allocation to interest related investments.

(iii) Currency risk

The Fund is not exposed to any significant currency risk. Currency risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Fund's investments are diversified by asset class which includes an allocation to international equities.

(iv) Financial Instruments

The following table shows the carrying amounts per category of financial assets financial liabilities:

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Notes to the financial statements (continued)
For the year ended 31 December 2024

19. Financial risk management (continued)

	2024	2023
	\$	\$
<u>Financial Assets</u>		
Cash and cash equivalents	450,603	381,485
Trade and other receivables	597,767	915,180
<u>Financial assets at fair value</u>		
Balanced Unit Trusts	46,676,889	44,909,727
	46,676,889	44,909,727
Total Financial Assets	47,725,259	46,206,392
<u>Financial Liabilities</u>		
Trade and other payables	104,152	108,310
Total Financial Liabilities	104,152	108,310



The Anglican
Church of
Australia

LONG SERVICE LEAVE FUND

ABN 53 579 792 912

ESTABLISHED BY CANON OF GENERAL SYNOD

ANNUAL REPORT 31 December 2025

LONG SERVICE LEAVE FUND BOARD:

Mr C.P. Nelson – Chair
Rev'd Dr A.L. Ford
Bishop D.K. Kirk
Mr D.S. Marr
Ms A.M. Perrott (term ended 14 May 2025)

Mrs C.A Rich
Rev'd S.J. Roberts
Mr A.A.L Thomson
Mrs L.M Zamagias

ADMINISTRATION MANAGER:

Ms T Longfield

FUND ADMINISTRATION MANAGER:

General Synod of the Anglican Church of Australia

AUDIT AND RISK COMMITTEE:

Mr C.P. Nelson (Chair)
Mr D.S. Marr
Mr A.A.L Thomson
Mrs L.M. Zamagias

INVESTMENTS CUSTODIAN:

Netwealth Investments Limited (Australia)
Level 6 180 Flinders Street
Melbourne VIC 3000

AUDITOR:

Grant Thornton Australia
Grosvenor Place
Level 25/225, George Street
Sydney NSW 2000

ACTUARY:

Mr Stephen Crump
PFS Consulting Pty Ltd
Suite 307
Level 3, 343 George Street
Sydney NSW 2000

ASSET CONSULTANT:

Mr Sean McGing
McGing Advisory and Actuarial
Level 13, 160 Queen Street
Melbourne VIC 3000

BANKERS:

Westpac Banking Corporation
National Australia Bank

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

ABN 53 579 792 912

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Board Report

Long Service Leave Fund Board report

The Long Service Leave Fund Board presents its report together with the financial report of the Anglican Church of Australia Long Service Leave Fund ("the Fund") for the year ended 31 December 2025 and the independent auditor's report thereon.

Significant changes in the state of affairs

During the year the Fund received \$3.0m (2024: \$2.8m) from contributing members and paid \$5.0m (2024: \$4.7m) to fund long service leave payments.

The investment markets performed well in 2025, which resulted in an increase in the market value of investments during 2025 to \$48.2m (2024: \$46.7m).

Investments

The Fund's investments had been moved from Pandal Group Limited (Pandal) into BlackRock funds through the custodian Netwealth Investments Limited, under the supervision of the Board and in accordance with approved guidelines and strategies.

The Fund's investment portfolio, previously invested in Pandal fund transitioned to BlackRock investment funds' growth assets at 72% and defensive assets at 28%, consistent with the Board's approved mix of a 70% growth and 30% defensive (70/30) balance.

The Asset Allocation as at 31 December 2025 is presented in note 6 of the Notes to Financial Statements (Page 22 of this report).

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Board Report (continued)

Notional stipend and contribution levels

The following table shows the value of the Notional Stipend paid to participating organisations when an entitlement is paid, and the contribution paid to the Fund for each member per annum.

Year	Notional Stipend \$	Increase %	Contributions Per Person Per Annum \$	Increase %
2007	43,277	5.03	996	2.47
2008	46,525	7.51	996	-
2009	55,581	19.46	1,044	5.00
2010	56,502	1.60	1,044	-
2011	59,428	5.17	1,100	5.36
2012	62,102	4.50	1,140	3.65
2013	64,899	4.50	1,188	4.50
2014	67,871	4.58	1,320	11.10
2015	69,435	2.30	1,460	10.60
2016	71,457	2.91	1,500	2.74
2017	72,439	1.37	1,524	1.60
2018	72,964	0.72	1,536	0.78
2019	74,399	1.97	1,560	1.56
2020	75,822	1.90	1,596	2.30
2021	76,134	0.40	1,596	-
2022	77,922	2.35	1,596	-
2023	81,063	4.03	1,656	3.76
2024	84,138	3.79	1,716	3.62
2025	87,516	4.01	1,764	2.79

Principal activities

The principal activities of the Fund during the course of the year were receiving contribution income from participating organisations, making long service leave payments to participating organisations and investing funds, previously with Pandal Group Limited, and since November, with BlackRock funds through the custodian Netwealth Investments Limited.

The Anglican Church of Australia Long Service Leave Fund pays an annual fee to the General Synod of the Anglican Church of Australia (Fund administration manager) for the provision of management services.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Board Report (continued)

Operating and financial review

The net surplus from ordinary activities for the year 2025 amounted to \$0.3m (2024: surplus of \$1.0m). This included an unrealised gain on the fair value of financial assets of \$0.3m for the year ended 31 December 2025 (2024: gain of \$1.6m).

The long service leave liability as of 31 December 2025 is \$34.5m, which is 3.84% more than the \$33.2m in 2024.

Signed in accordance with a resolution of the Long Service Leave Board at a duly constituted meeting:

Dated at Sydney this 10th day of April 2026.



Mr Douglas Marr

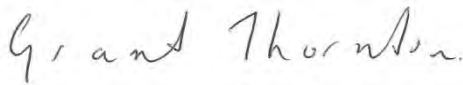


Mr Christopher Nelson

Auditor's Independence Declaration

To the Long Service Leave Board

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as lead auditor for the audit of Long Service Leave Fund for the year ended 31 December 2025, I declare that, to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.



GRANT THORNTON AUDIT PTY LTD
Chartered Accountants



James Winter

Partner - Audit & Assurance

Sydney, 10 April 2026

Independent Auditor's Report

To the Long Service Leave Board

Report on the audit of the financial report

Opinion

We have audited the financial report of the Long Service Leave Fund (the "Registered Entity" or the "Fund"), which comprises the statement of financial position as at 31 December 2025, and the statement of profit or loss and other comprehensive income, statement of changes in funds and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information and the Responsible Entities' declaration.

In our opinion, the financial report of the Long Service Leave Fund has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- 1 giving a true and fair view of the Registered Entity's financial position as at 31 December 2025 and of its financial performance for the year then ended; and
- 2 complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the registered entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Other information

The Long Service Leave Board members are responsible for the other information. The other information comprises the Board Report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Responsible Entities for the financial report

The Responsible Entities (Long Service Leave Board members) of the Registered Entity are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards – Simplified Disclosures, the *Australian Charities and Not-for-profits Commission Act 2012* and the *Australian Charities and Not-for-profits Commission Regulations 2022*, and the *Long Service Leave Canon 2010 (amended 2022 per Canon 5)*, and for such internal control as the Responsible Entities determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Responsible Entities are responsible for assessing the Registered Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Responsible Entities either intend to liquidate the Registered Entity or to cease operations, or have no realistic alternative but to do so.

The Responsible Entities are responsible for overseeing the Registered Entity's financial reporting process.

Auditor's responsibilities for the audit of the financial report

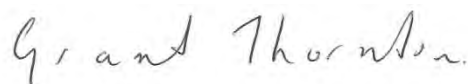
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Registered Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Long Service Leave Board.

- Conclude on the appropriateness of the Long Service Leave Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Registered Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Registered Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



GRANT THORNTON AUDIT PTY LTD
Chartered Accountants



James Winter
Partner - Audit & Assurance
Sydney, 10 April 2026

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Responsible Entities' Declaration

In the opinion of the Long Service Leave Fund Board (the Responsible Entities):

- (a) the financial statements and notes thereto, set out on pages 11 to 31:
 - (i) give a true and fair view of the Long Service Leave Fund's financial position as at 31 December 2025 and of its performance, for the ended on that date; and
 - (ii) complying with Australian Accounting Standards - Simplified Disclosures, the *Long Service Leave Canon 2010 (amended 2022 per Canon 5)*, and the *Australian Charities and Not-for-profits Commissions and Regulations 2022*; and
- (b) there are reasonable grounds to believe that the Long Service Leave Fund will be able to pay its debts as and when they become due and payable.

Dated at Sydney this 10th day of April 2026.

Signed in accordance with a resolution of the Long Service Leave Board:



Mr Douglas Marr
Director



Mr Christopher Nelson
Chair

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Statement of Profit or Loss and Other Comprehensive Income

For the year ended 31 December 2025

	Notes	2025 \$	2024 \$
Revenue			
Contribution revenue	10	2,979,248	2,786,926
Investment income	9	2,772,131	2,579,926
Gain/(loss) on sale of investments		1,260,665	25,908
Net change in fair value of financial assets		292,610	1,568,030
Expenses			
Administrative expenses		(706,328)	(737,457)
Increase in value of long service leave liability	8	<u>(6,265,296)</u>	<u>(5,182,308)</u>
Net surplus for the year		333,030	1,041,025
Other comprehensive income		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>333,030</u>	<u>1,041,025</u>

The statement of profit or loss and other comprehensive income is to be read in conjunction with the notes to the financial statements set out on pages 15 to 31.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Statement of Financial Position

As at 31 December 2025

	Notes	2025 \$	2024 \$
Assets			
Current Assets			
Cash and cash equivalents	4	643,815	539,691
Financial assets	6	48,226,342	46,676,889
Trade and other receivables	5	443,369	508,679
Total current assets		49,313,526	47,725,259
Total assets		49,313,526	47,725,259
Liabilities			
Current liabilities			
Trade and other payables	7	84,389	104,152
Long service leave benefits	8	25,376,000	23,897,000
Total current liabilities		25,460,389	24,001,152
Non-current liabilities			
Long service leave benefits	8	9,102,000	9,306,000
Total non-current liabilities		9,102,000	9,306,000
Total liabilities		34,562,389	33,307,152
Net assets		14,751,137	14,418,107
Accumulated funds		14,751,137	14,418,107
Total funds		14,751,137	14,418,107

The statement of financial position is to be read in conjunction with the notes to the financial statements set out on pages 15 to 31.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Statement of Changes in Funds

For the year ended 31 December 2025

	Accumulated Funds
	\$
Balance at 1 January 2024	13,377,082
Total comprehensive income for the year	
Net surplus for the year	1,041,025
Balance at 31 December 2024	14,418,107
Balance at 1 January 2025	14,418,107
Total comprehensive income for the year	
Net surplus for the year	333,030
Balance at 31 December 2025	14,751,137

The statement of changes in funds is to be read in conjunction with the notes to the financial statements set out on pages 15 to 31.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Statement of Cash Flows

For the year ended 31 December 2025

	Notes	2025 \$	2024 \$
Cash flows from operating activities			
Fund receipts in the course of operations		2,949,703	3,131,497
Cash payments in the course of operations		(5,658,375)	(5,451,322)
Cash used in operations		(2,708,672)	(2,319,825)
Distributions from investments		2,804,974	2,524,665
Net cash from operating activities	12	100,302	204,840
Cash flows from investing activities			
Payments for purchase of investments		(63,841,167)	(2,235,722)
Proceeds from sale of investments		63,844,989	2,100,000
Net cash from / (used in) investing activities		3,822	(135,722)
Net increase in cash held		104,124	69,118
Cash at the beginning of the financial year		539,691	470,573
Cash at the end of the financial year	4	643,815	539,691

The statement of cash flows is to be read in conjunction with the notes to the financial statements set out on pages 15 to 31.

Notes to the Financial Statements

For the year ended 31 December 2025

1. Reporting entity

The financial report reflects the operations of the Anglican Church of Australia Long Service Leave Fund (the "Fund"), a not-for-profit entity established by a Canon of the General Synod of the Anglican Church of Australia on 1 January 1969. The address of the Fund is Suite 5.02, Level 5, 323 Castlereagh Street, Sydney, NSW 2000. The Fund is registered with the Australian Charities and Not-for-profits Commission.

As referred to in Note 13, Anglican Long Service Leave Fund Ltd (the Corporation) is a company limited by guarantee established in accordance with the Long Service Leave Canon 2010. The Corporation acting upon the direction of the Board of the Fund, holds the investments of the Fund as Trustee for the Fund. The Corporation does not otherwise trade or undertake activities other than as Trustee for the Fund.

2. Basis of preparation

(a) Statement of compliance

The financial statements have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures made by the Australian Accounting Standards Board and the Long Service Leave Canon 2010 (amended 2022 per Canon 5).

The financial report was authorised for issue by the Board on 10th April 2026.

(b) Basis of measurement

The financial report has been prepared on the basis of historical costs except where stated otherwise.

(c) Functional and presentation currency

The financial report is presented in Australian dollars, which is the Fund's functional currency.

(d) Use of estimates and judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

For information about estimates and judgments made, refer to Note 3(b) Impairment and Note 3(h) for Long Service Leave liability accounting policy used.

Notes to the financial statements (continued)

For the year ended 31 December 2025

(e) Comparative information

Comparatives are reclassified where necessary to conform to the current year presentation.

3. Material accounting policies

The material accounting policies set out below have been applied consistently to all periods presented in these financial statements.

(a) Revenue

Contribution Income

Contributions from participating dioceses and church organisations are recognised on an accrual basis. Contributions due but not received at balance date have been incorporated into the financial statements and are included in the statement of financial position under trade and other receivables as "contributions due".

Investment income

(i) Interest income

Interest income is recognised as it accrues, taking into account the effective yield on the financial asset.

(ii) Dividend and distribution income

Dividend and distribution income is recognised based upon the distributions received and due from investment funds.

(iii) Franking Credits

Franking credits are recognised on an accrual basis.

(b) Financial instruments

(i) Recognition and initial measurement

Trade receivables and debt securities issued are initially recognised when they are originated. All other financial assets and financial liabilities are initially recognised when the Fund becomes a party to the contractual provisions of the instrument.

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at

Notes to the financial statements (continued)

For the year ended 31 December 2025

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(i) Recognition and initial measurement (continued)

Fair value through the profit or loss (FVTPL) transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price.

(ii) Classification and subsequent measurement

Financial assets

On initial recognition, a financial asset is classified as measured at: amortised cost; Fair value through other comprehensive income (FVOCI) debt investment; FVOCI - equity investment; or FVTPL.

Financial assets are not reclassified subsequent to their initial recognition unless the Fund changes its business model for managing financial assets, in which case all affected financial assets are reclassified on the first day of the first reporting period following the change in the business model.

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

A debt investment is measured at FVOCI if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

On initial recognition of an equity investment that is not held for trading, the Fund may irrevocably elect to present subsequent changes in the investment's fair value in OCI. This election is made on an investment-by investment basis.

All financial assets not classified as measured at amortised cost or FVOCI as described above are measured at FVTPL. This includes all derivative financial assets. On initial recognition, the Fund may irrevocably designate a financial asset that otherwise meets the requirements to be measured at amortised cost or at FVOCI as at FVTPL if doing so eliminates or significantly reduces an accounting mismatch that would otherwise arise.

Notes to the financial statements (continued)

For the year ended 31 December 2025

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(ii) Classification and subsequent measurement (continued)

Financial assets — Subsequent measurement and gains and losses

Financial assets at FVTPL

These assets are subsequently measured at fair value. Net gains and losses, including any interest or dividend or distribution income are recognised in the profit or loss.

Financial assets at amortised cost

These assets are subsequently measured at amortised cost using the effective interest method. The amortised cost is reduced by impairment losses. Interest income, foreign exchange gains and losses and impairment are recognised in the profit or loss. Any gain or loss on derecognition is recognised in the profit or loss.

Debt investments at FVOCI

These assets are subsequently measured at fair value. Interest income calculated using the effective interest method, foreign exchange gains and losses and impairment are recognised in the profit or loss. Other net gains and losses are recognised in OCI. On derecognition, gains and losses accumulated in OCI are reclassified to the profit or loss.

Equity investments at FVOCI

These assets are subsequently measured at fair value. Dividends are recognised as income in the profit or loss unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in OCI and are never reclassified to the profit or loss.

Financial liabilities — Classification, subsequent measurement and gains and losses

Financial liabilities are classified as measured at amortised cost or FVTPL. A financial liability is classified as at FVTPL if it is classified as held-for-trading, it is a derivative or it is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value and net gains and losses, including any interest expense, are recognised in the profit or loss. Other financial liabilities are subsequently measured at amortised cost using the effective interest method.

Interest expense and foreign exchange gains and losses are recognised in the profit or loss. Any gain or loss on derecognition is also recognised in the profit or loss.

(iii) **Derecognition**

Financial assets

The Fund derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which the Fund neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset.

Notes to the financial statements (continued)

For the year ended 31 December 2025

3. Material accounting policies (continued)

(b) Financial instruments (continued)

(iii) Derecognition (continued)

Financial liabilities

The Fund derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. The Fund also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value.

Impairment

Trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

The Fund has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

(c) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

(d) Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits.

Notes to the financial statements (continued)

For the year ended 31 December 2025

3. Material accounting policies (continued)

(e) Trade and other receivables

Trade and other receivables are measured at their amortised cost, less impairment losses.

(f) Trade and other payables

Trade and other payables are measured at amortised cost. Trade accounts payable are normally settled within 30 days.

(g) Provisions

A provision is recognised in the statement of financial position when the Fund has a present legal or constructive obligation as a result of a past event, and it is probable that an outflow of economic benefits will be required to settle the obligation. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

(h) Long service leave benefits

The Fund's obligation to participating organisations in respect of long service leave benefits payable is a provision. The value of the long service leave benefits is calculated by estimating the date each clergy will take their leave along with the estimated payment amount; that benefit is discounted to determine its present value. The calculation is performed by a qualified actuary. Changes in the value of the long service leave benefits are recognised through the statement of the profit or loss and other comprehensive income.

(i) Income tax

Under the provisions of the Income Tax Assessment Act 1997, the Fund is exempt from income tax.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Notes to the financial statements (continued)

For the year ended 31 December 2025

	2025	2024
	\$	\$
4. Cash and cash equivalents		
Cash at bank	314,737	450,603
Investment liquid assets	329,078	89,088
	<u>643,815</u>	<u>539,691</u>

	2025	2024
	\$	\$
5. Trade and other receivables		
Current		
Accrued income	370,609	415,161
Contributions due	57,495	72,430
GST Recoverable	15,265	21,088
	<u>443,369</u>	<u>508,679</u>

6. Financial assets

All investments are held by Netwealth Investments Limited as custodian, and invested in BlackRock funds (prior year the investments were held in Pandal funds) and are designated as financial assets held at fair value through the profit or loss.

	2025	2024
	\$	\$
Financial assets		
Current		
Managed Funds	48,226,342	46,676,889
	<u>48,226,342</u>	<u>46,676,889</u>

The Long Service Leave Fund investment portfolio, previously a combination of several asset classes, was transitioned to have a long-term average target exposure of BlackRock's Growth Assets at 72% and Defensive Assets at 28%. However, the allocations will be managed within the allowable asset class ranges within the **parameters of the established policies** depending on market conditions and the portfolio manager's outlook.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Notes to the financial statements (continued)

For the year ended 31 December 2025

6. Financial assets (continued)

The following table notes the asset allocation as at 31 December 2025 as reported by BlackRock.

Investment Fund Asset Classes	2025 Asset Allocation %	2024 Asset Allocation %	2025 Benchmark %
Australian Equities	24.01	20.48	10 - 40
Overseas Equities	47.82	29.27	25 - 60
Australian Listed Property	-	1.95	0 - 15
International Property	-	1.99	0 - 15
Australian Fixed Interest	4.16	12.27	0 - 30
International Fixed Interest	2.80	13.80	0 - 30
Net Cash	1.02	6.66	0 - 20
Liquid Alternatives	20.20	13.58	0 - 40
TOTAL	100.00	100.00	-

Investment Fund Asset Classes	2025 Asset Allocation %	2024 Asset Allocation %	2025 Benchmark %
Total Growth Assets	71.83	60.47	70.00
Total Defensive Assets (including Other Assets)	28.17	39.53	30.00
TOTAL	100.00	100.00	

	2025 \$	2024 \$
7. Trade and other payables		
Trade payables	14,015	424
Actuarial fees	26,324	68,228
Audit fees	44,050	35,500
	84,389	104,152

Notes to the financial statements (continued)

For the year ended 31 December 2025

8. Liability for long service leave benefits payable

An actuarial review to assess the adequacy of the Fund's assets to meet accrued and vested liabilities is performed every year. The December 2025 review was undertaken by Mr Stephen Crump of PFS Consulting.

The Actuary used a method which estimates the date(s) at which each individual participant will take leave (after allowing for the probabilities of exit from the Fund for various causes) and the amounts of those payments. After allowing for future increases in the Notional Stipend, the estimated payments are then discounted back to a present value at rates of interest based on Commonwealth Government bond rates.

The key assumptions applied by the Actuary are:

Financial Assumptions:	2025	2024
Discount Rate Applied	Rates	Rates
Notional Stipend Growth Rate	3.47%	4.0%

In the current year the discount rate applied in the calculation of the long service leave liability was the risk-free discount curve based on Commonwealth Government bond yields for varying maturity dates. AASB137 requires that the discount rate to be used in valuing LSL benefit liabilities shall be a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The change in rates utilises the entire "yield curve" in valuing the Fund's LSL benefit liabilities.

Annual Discount Rates as at 31 December 2025 (% per annum)

Year	Discount Rate (per annum)
1	3.8%
5	4.3%
10	4.7%
15	5.2%
20	5.5%

The Notional Stipend growth rate was based on a consideration of:

- historic growth in the Notional Stipend;
- historic Average Weekly Earnings rates; and
- expectations of the Church and other Australian reporting entities regarding future salary increases.

Notes to the financial statements (continued)

For the year ended 31 December 2025

8. Liability for long service leave benefits payable (continued)

Demographic Assumptions:

All participants are expected to retire on or before their 80th birthday.

A sample of the rates of exit from the Fund used for active participants are as follows:

Rates of exit from the Fund assumed (%)

Summary of rates used:

Ages	Current Analysis		Previous Assumptions	
	Male	Female	Male	Female
<30	5.0	6.0	5.0	5.0
30 to 44	3.5	6.0	5.0	5.0
45 to 54	2.5	4.5	4.0	4.0
55 to 59	5.0	6.0	5.0	5.0
60 to 64	5.0	6.0	7.0	7.0
65	9.0	9.0	18.0	18.0
66	13.0	12.0	18.0	18.0
67	17.0	15.0	18.0	18.0
68	21.0	18.0	18.0	18.0
69	25.0	21.0	18.0	18.0
70 to 79	25.0	21.0	30.0	30.0
80+	100.0	100.0	100.0	100.0

Leave taken in service

The following rates of the taking of leave whilst remaining in service (weeks per annum) were used.

The actuarial valuation assumes that active participants with ten or more years of service will take the following percentages of their accrued LSL entitlement in service each year.

Ages	Male	Female
< 45	15%	15%
45 to 59	10%	10%
60 +	20%	20%

Sensitivity Analysis:

The Long Service Leave Fund has considered the sensitivity of the LSL liability as at 31 December 2025 by progressively adjusting some of the assumptions to recalculate the amount of the liability under each scenario.

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Notes to the financial statements (continued)

For the year ended 31 December 2025

8. Liability for long service leave benefits payable (continued)

The results of these sensitivity calculations, in terms of the change in the calculated LSL liability as at 31 December 2025, are set out below:

Sensitivity results

	<i>Change \$'000</i>	<i>Change %</i>
Total LSL liability as at 31 December 2025	34,391	3.8
<i>Sensitivity analysis increase/(decrease) in the net liability due to:</i>		
Notional Stipend increase - 0.5% higher	542	2.0%
Notional Stipend increase - 0.5% lower	(530)	(2.0%)
Discount rate - 0.5% higher	(595)	(2.0%)
Discount rate - 0.5% lower	615	2.0%
Rates of exit - 10% higher	(319)	(1.0%)
Rates of exit - 10% lower	335	1.0%
Rate of leave taken - 10% higher	339	1.0%
Rate of leave taken - 10% lower	(391)	(1.0%)

	<i>Notes</i>	<i>2025 \$</i>	<i>2024 \$</i>
Liability for past service as at 1 January		33,203,000	32,721,000
Less: leave paid	12	(2,945,829)	(2,897,708)
Less: sabbatical allowance paid	12	(2,044,467)	(1,802,600)
Increase in value of past service liability		6,265,296	5,182,308
Liability for past service 31 December		34,478,000	33,203,000

Liability is split between amounts expected to be settled:

No more than twelve months after the reporting period and vested entitlement amounts	25,376,000	23,897,000
More than twelve months after the reporting period	9,102,000	9,306,000
Liability for past service 31 December	34,478,000	33,203,000

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Notes to the financial statements (continued)

For the year ended 31 December 2025

	2025 \$	2024 \$
9. Investment income		
Interest income from operating bank account	10,999	12,964
Franking credit income	141,699	124,505
Investment rebate	269,532	347,659
Managed Funds	2,349,901	2,094,799
	2,772,131	2,579,926

10. Contributions from participating organisations

	2025 \$	2024 \$
Adelaide	96,421	93,643
Armidale	80,199	76,351
Ballarat	24,094	24,075
Bathurst	24,692	42,785
Bendigo	59,004	56,631
Brisbane	206,607	203,798
Bunbury	39,358	34,344
Canberra & Goulburn	110,760	100,188
Gippsland	40,623	35,904
Grafton	49,857	49,099
Melbourne	471,202	462,467
The Murray	24,950	15,989
Newcastle	112,468	68,073
North Queensland	29,983	30,298
Northern Territory	17,647	20,259
North West Australia	32,067	30,419
Perth	162,434	169,667
Riverina	24,091	15,864
Rockhampton	14,449	8,462
Sydney	1,053,390	973,188
Tasmania	88,113	81,594
Wangaratta	31,724	19,284
Willochra	14,588	15,191
Sub Total – Dioceses	2,808,721	2,627,573
ABM Missionaries	1,764	1,716
Anglican Community Services-Anglicare	81,259	74,162
Bush Church Aid	10,148	10,416
CMS Sydney	12,686	7,010
CMS NSW & ACT	9,878	16,514

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Notes to the financial statements (continued)

For the year ended 31 December 2025

	2025	2024
	\$	\$
CMS QLD	1,764	1,716
CMS Tasmania	1,764	1,716
CMS VIC	5,292	4,309
CMS WA	1,764	1,716
Ridley College	13,779	13,910
Southern Cross	12,348	7,293
Trinity Network of Churches	18,081	18,875
Sub Total – Non-Dioceses	170,527	159,353
Total Contributions	2,979,248	2,786,926

11. Entitlements paid through participating organisations

	Leave		Sabbatical Allowance	
	2025	2024	2025	2024
	\$	\$	\$	\$
Adelaide	66,724	180,630	31,049	105,544
Armidale	52,860	40,289	40,401	31,181
Ballarat	-	14,643	-	11,682
Bathurst	-	42,417	-	31,773
Bendigo	77,241	2,793	54,613	-
Brisbane	221,150	190,844	150,126	107,657
Bunbury	19,071	44,725	-	18,098
Canberra & Goulburn	168,132	203,218	84,804	90,140
Gippsland	22,021	56,484	17,569	26,010
Grafton	75,852	25,889	60,515	20,654
Melbourne	361,153	538,603	246,318	303,829
The Murray	11,555	3,269	-	1,291
Newcastle	99,126	81,743	44,556	58,839
North Queensland	16,830	17,798	13,427	14,200
Northern Territory	3,286	47,406	-	37,821
North West Australia	39,365	19,675	22,826	15,697
Perth	190,156	249,660	140,507	127,962
Riverina	20,296	-	16,192	-
Rockhampton	-	-	-	-
Sydney	1,165,358	898,049	900,813	678,121
Tasmania	127,291	51,625	91,331	28,399
Wangaratta	17,414	34,788	13,893	5,163
Willochra	-	36,778	-	-
Sub Total – Dioceses	2,754,881	2,781,326	1,928,940	1,714,061

ANGLICAN CHURCH OF AUSTRALIA LONG SERVICE LEAVE FUND

Annual Financial Report 2025

Notes to the financial statements (continued)

For the year ended 31 December 2025

	Leave		Sabbatical Allowance	
	2025	2024	2025	2024
	\$	\$	\$	\$
Anglican Community Services - Anglicare	91,796	66,582	54,825	49,165
Bush Church Aid	16,943	8,090	12,084	6,454
CMS NSW	15,147	6,472	12,085	5,164
CMS NSW & ACT	3,366	-	2,686	-
CMS QLD North NSW	6,849	1,618	5,464	1,291
CMS VIC	10,098	-	8,056	-
Ridley College	486	27,148	-	21,302
Southern Cross	6,966	-	5,557	-
Trinity Network of Churches	39,297	6,472	14,770	5,163
Sub Total – Non-Dioceses	190,948	116,382	115,527	88,539
Total Entitlements paid	2,945,829	2,897,708	2,044,467	1,802,600

12. Reconciliation of cash flows from operating activities

	2025	2024
	\$	\$
Net surplus for the year	333,030	1,041,025
Gain on sale of investments	(1,260,665)	(25,908)
Change in fair value of financial assets	(292,610)	(1,568,030)
Change in value of long service leave liabilities	6,265,296	5,182,308
Net cash provided by operating activities before changes in assets and liabilities	5,045,051	4,629,395
Change in trade and other receivables	65,310	279,911
Change in trade and other payables	(19,763)	(4,158)
Change in provisions and employee benefits	(4,990,296)	(4,700,308)
Net cash from operating activities	100,302	204,840

Notes to the financial statements (continued)

For the year ended 31 December 2025

13. Related Parties

Board members of the Fund

The names of persons who were Board members at any time during the financial year are as follows:

Mr C.P. Nelson – Chair
The Rev'd A.L. Ford
Bishop D.K. Kirk
Mr D.S. Marr
Ms A.M. Perrott (term ended 14 May 2025)
Mrs C.A. Rich
The Rev'd S.J. Roberts
Mr A.A.L. Thomson
Mrs L.M. Zamagias

Remuneration and benefits

No Board members have received or are due to receive any emolument as a trustee of the Fund.

Transactions with related parties

The Fund made management fee payments to the General Synod of the Anglican Church of Australia.

The Fund received contributions from participating organisations, which are Anglican Church of Australia dioceses and related parties. For details of these contributions refer to Note 10.

The Fund made entitlement payments to participating organisations in accordance with the Long Service Leave Canon 2010. For details of these payments refer to Note 11.

Anglican Long Service Leave Fund Limited (the Corporation) is a company of which the Board of the Fund are also the directors and the members of the Corporation. The Corporation acting upon the direction of the Board of the Fund holds the investments of the Fund as Trustee for the Fund. The Corporation does not otherwise trade or undertake activities other than as a Trustee for the Fund.

Outstanding balances

Contributions from participating organisations are paid in arrears on a quarterly basis. For details of amounts receivable from participating organisations refer to Note 5.

Notes to the financial statements (continued)

For the year ended 31 December 2025

14. Events subsequent to balance date

No other item, transaction or event of a material and unusual nature is likely, in the opinion of the Directors, to affect significantly the operations of the Fund, the results of those operations, or the state of affairs of the Fund in future financial years.

15. Commitments

No material commitments to disclose as at 31st December 2025 (2024: nil).

16. Contingencies

No material contingencies to disclose as at 31st December 2025 (2024: nil).

17. Auditors' remuneration

	2025	2024
	\$	\$
Audit and review of the financial statements – Grant Thornton	60,395	60,780

18. Financial risk management

Overview

The Fund's activities expose it to various financial risks: credit risk, liquidity risk and market risk.

This note provides disclosure on the Fund's exposure to financial risks, and the risk management approach applied to manage these risks.

(a) Risk management framework

The Long Service Leave Board has overall responsibility for the establishment and oversight of the Fund's risk management framework. The Fund does not have any direct investments. The Fund's monies are invested into BlackRock funds by Netwealth Investments Limited as custodian in accordance with the Investment Policy and directions of the Board. The Board seeks to manage risk within acceptable limits, and ensure the underlying investments are diversified by asset class to achieve the desired balance of risk and timing exposure. The Board reviews risk parameters regularly and receives advice from the Fund's Asset Consultant.

Notes to the financial statements (continued)

For the year ended 31 December 2025

18. Financial risk management (continued)

The asset allocation of the Fund's investments in BlackRock funds at 31 December 2025 was as follows:

	Actual (%)	Benchmark (%)	Actual vs Benchmark (%)
Percentage Invested in Approved Funds			
Growth Asset Class	71.83	70.00	+1.83
Defensive Asset Class	28.17	30.00	- 1.83

(b) Credit risk

The Fund held cash and cash equivalents at 31 December 2025 of \$643,815 (2024: \$539,691). The cash and cash equivalents are held with an authorised deposit taking institution.

(c) Liquidity risk

Liquidity risk is the risk that the Fund will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash. The Fund's approach in managing its liquidity is to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Fund's reputation. The Fund manages liquidity risk by monitoring net cash balances, actual and forecast operating cash flows.

(d) Market risk

(i) Price Risk

The Fund is exposed to changes in market prices that affect the Fund's income or value of its holdings of financial instruments.

(ii) Interest rate risk

The Fund is exposed to variable interest rate risks at the reporting date on the cash and short deposits. The Fund's investments are diversified by asset class which includes an allocation to interest related investments.

(iii) Currency risk

The Fund is not exposed to any significant currency risk. Currency risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Fund's investments are diversified by asset class which includes an allocation to international equities

NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER ANGLICAN COUNCIL – (NATSIAC)



PURPOSE

At its core NATSIAC is about the promotion of the Gospel of Jesus Christ. We seek to be a voice for Aboriginal and Torres Strait Islander Australians within and without the church. We give an Indigenous perspective to the Anglican Church forum, especially those issues that involve support and social justice for Indigenous communities and ministries. Above all our members minister to, with and alongside Aboriginal and Torres Strait Islander Australians.

NATSIAC'S Vision is to be the primary voice for Aboriginal and Torres Strait Islander Anglicans, promoting Gospel mission, encouraging ministry and generating resources so we may walk together with God and the wider church.

ABOUT NATSIAC

At a House of Bishops meeting in 1991 it was decided that the Anglican Church of Australia needed an Indigenous voice, and The National Aboriginal Anglican Council was established. In 1996 the Torres Strait Islanders were included and in 1998 the 11th session of General Synod established the National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC) by canon. The canon was amended in 2004, 2017 and 2022.

The objects of NATSIAC are—

- a) to promote the proclamation of the gospel especially to Aboriginal persons and to Torres Strait Islanders;
- b) to encourage the provision of pastoral care especially to Aboriginal Anglicans and to Torres Strait Islander Anglicans;
- c) to provide resources to those engaged in ministry with Aboriginal Anglicans and Torres Strait Islander Anglicans;
- d) to encourage and facilitate the celebration of Aboriginal culture and Torres Strait Islander culture within the Church and the community;
- e) to represent the views of Aboriginal Anglicans and Torres Strait Islander Anglicans both within Australia and internationally;
- f) to develop and recommend to relevant bodies, policies and strategies for the purpose of facilitating Aboriginal and Torres Strait Islander mission and ministry;
- g) to engage with other Aboriginal people and Torres Strait Islanders in the wider church nationally and internationally;
- h) to advocate with Aboriginal people and Torres Strait Islanders nationally and internationally on issues relating to social justice; and
- i) to exercise the powers and perform the functions conferred on it by the Constitution, this Canon, and the Canons and rules of the General Synod.

NATSIAC is associated with the Anglican Indigenous Network (AIN) and the Anglican Alliance of the Anglican Communion.

MEMBERSHIP

Ms Evelyn Ambrym
The Rev'd Canon Phyllis Andy
The Rev'd Canon Bruce Boase
The Rev'd Cameron Burr
Ms Therese Cowley
The Rev'd Robyn and Eddy King Davis
The Rev'd Helen Dwyer
Dr Rose Elu
Ms Shirley Harris
Ms Bev Jacob
Mr Michael Jacobs
Ms Sandra Johns
The Ven Brian Kirk
The Rev'd Di Langham
Mr Danny Lui
Mr Andrew Malcolm
The Rev'd Colleen Mamarika
The Rt Rev'd Chris McLeod
Mr Lindsay Murgha
Ms Miriam Numamirdirdi
The Rev'd Michael Paduch-Duckett
The Rev'd Lenore Parker
Mrs Marie Pryor
Ms Belinda Roberts
Ms Bronwyn Roberts
The Rev'd Des Rumble
The Rev'd Gloria Shipp
Deacon Lorryana Smith
The Rev'd Shannon Smith
Mr Milton Walit
Mr Eddie Wapau
Ms Mary Wapau
The Rev'd James Woods
The Rev'd Brenda-Maree Yager

OFFICE BEARERS

Membership of NATSIAC Executive has remained the same as those elected in 2022:

National Aboriginal Bishop Chairperson	The Rt Rev'd Chris McLeod Rev Glenn Loughrey has resigned. Rev Cameron Burr (assistant chair) will chair until the 2026 meeting
Secretary	Rev Di Langham
Treasurer	Bishop Chris McLeod
Executive members	Mr Cameron Burr Rev Shannon Smith Milton Walit, Dr Rose Elu

ACTIVITIES SINCE THE LAST GENERAL SYNOD

National Gatherings

The 2023 National Gathering was held in October 2023 at Cessnock, Diocese of Newcastle.

The 2024 national Gathering was held in Cairns, Diocese of North Queensland.

The 2025 National Gathering was held in Cairns, Diocese of North Queensland. Diocesan delegates came from most Dioceses except North-Western Australia.

Delegates presented Diocesan Reports but contained mostly information about their own ministries. Some Dioceses had not given reports so that we still have an unclear picture of what many Dioceses are doing as far as Indigenous Ministries are concerned. We received reports from Bush Church Aid, Aboriginal Evangelical Fellowship and the Anglican Board of Mission.

Again, we have some Dioceses not represented in the membership of NATSIAC and we would like to see that rectified. We also had some new delegates which meant that we had to share how we work, where we fit in and ways forward.

The cost of the National Meetings is an issue. After COVID, airfares have become high. Because of this, we had discussions about having Provincial Meetings with a small group to meet Nationally. A pilot program for the Province of Melbourne has been established; with Bishop Matt Brain speaking to the group about it. We are awaiting results of the pilot provincial in Victoria.

Anglican Board of Mission (ABM) invited us to provide stories for the Gods Own Country Lenten publication. It has been a great success. Because it is about the seven days of Creation many churches are doing it later in the year.

We had many Dioceses with differing directions in their theology. As a group we decided to work on our commonalities rather than differences.

The Anglican Indigenous Network (AIN) postponed their meeting in Australia until 2026 but recently have contacted us to say that they will meet with us in Adelaide in September 2026.

The ongoing issue of our Aboriginal Bishop being funded poorly for travel was discussed. Bishop Chris has a limited travel budget and often relied on Dioceses to fund him. ABM has launched an Endowment fund to aid with the funding of the Indigenous Bishop's travel.

The issue of our priests not being paid stipends and having to work as well as run parishes is a constant problem, especially in North Queensland and Northern Territory. With the financial status of North Queensland this has become a very real issue.

Some Standing Committee members were guests of NATSIAC at its Gathering held in 2024 in Cairns.

Standing Committee presented a proposal to place in the General Synod Constitution a Recognition Statement of Aboriginal and Torres Strait Islander Peoples. However, when the discussions were held the main issue was the funding of the Indigenous Bishops. The Recognition suggestion was set aside in favour of funding our Indigenous Bishops.

The closure of Wontulp Bibuyi was a topic that Bishop Keith of North Queensland gave us a report on. ABM have the library stored as well as the teaching and learning resources. There

will be a taskforce set up to decide the future of these resources and the ownership of intellectual property rights.

We were also notified that the Indigenous School of Theology had closed in Melbourne due to lack of funding.

Most members felt that the racism and racial vilification is much more overt since the No referendum, so time was spent in reflection and strategy building to work through this.

Climate Changes have caused huge ecological problems for many Indigenous Communities, not only in Torres Strait but many of the mainland communities. Rev Canon Shannon Smith and Dr Macrose Elu attended the Climate Change Conference in Fiji to represent our Indigenous peoples.

The following General Synod delegates were nominated:

- Rev Cameron Burr was elected as the clergy representative (Aboriginal)
- Rev Di Langham is in place until elections due to resignations.
- Rose Elu was elected as Torres Strait Islander lay person.
- Bishop Chris McLeod is a delegate already in the House of Bishops.

It was agreed at the meeting that we have to make changes to the NATSIAC structure fully knowing that the NATSIAC Canon will have to be changed.

The next Gathering will be in Adelaide in September 2026. The Reconciliation Cope that was commissioned by the Archbishop of Canterbury's Office will be presented to the Australian Church.

NATIONAL HOME MISSION FUND OF THE ANGLICAN CHURCH OF AUSTRALIA

PURPOSE

The National Home Mission Fund (the Fund) is governed by the National Home Mission Fund Canon 1985. The purpose of the Fund is “the promotion of the mission of the Church throughout Australia, and particularly in those dioceses which because of remoteness, lack of resources, missionary opportunities or new development are in need of external assistance”. This external assistance takes the form of financial contributions.

ACTIVITIES

The Fund is not actively promoted and has experienced declining support, with a continuing reduction in donations from dioceses, parishes and individuals year on year.

In 2015, the Standing Committee resolved to transfer responsibility for managing and disbursing grants from the National Home Mission Fund Committee to the Executive Committee of Standing Committee.

Since 2015, there has been no advertising or promotion of the fund. It continues to attract donations from parishes and individuals at a reduced rate, totalling only \$726.70 from three donors in the seven months to 31 July 2025.

As there was only \$1,683 in available funds as of 31 July 2025, Standing Committee agreed with the Executive Committee’s recommendation that no grants be disbursed in 2025 and that the remaining funds be allocated to audit and future administrative costs.

The General Synod Office maintains the Fund’s financial records, supported by the Diocese of Melbourne which has continued to manage the receipt and banking of donations.

FINANCIAL SUMMARY 2022 - 2025

Year ended:	Donations Received	Grants Disbursed
31 December 2022	\$5,147	\$5,200
31 December 2023	\$5,702	\$5,100
31 December 2024	\$3,154	\$5,020
31 December 2025	\$3,121	-

BENEFICIARIES OF THE FUND

Since 2014, the Fund has distributed grants equally between the following dioceses:

- North West Australia
- Riverina
- The Northern Territory
- Willochra

WINDING UP THE FUND

In 2025 the Standing Committee resolved to authorise the suspension of the operations of the National Home Mission Fund from 31 December 2025.

While the decline in the existing grant program supports the plan to wind up the Fund, it should be noted that, according to the National Home Mission Fund Canon 1985:

The purpose of the National Fund shall be the promotion of the mission of the Church throughout Australia, and particularly in those dioceses which, because of remoteness, lack of resources, missionary opportunities or new development, need external assistance.

Retaining the Deductible Gift Recipient (DGR) Fund

Rather than closing the NHMF entirely, which would result in the definite loss of its Deductible Gift Recipient (DGR) status, it is proposed that the fund be placed into a state of suspension or "limbo". An organisation endorsed as a DGR does not automatically lose its status when it becomes inactive; however, prolonged inactivity may lead to revocation of DGR endorsement by the relevant authority. Should this occur, the GSO retains the option to apply for reactivation of the DGR status if and when the fund is required again.

Process required to move the National Home Mission Fund into Limbo

Each diocese has been informed that the NHMF's current operations have been suspended as on 31 December 2025 and requested to advise their parishes accordingly.

Existing donors have been advised of the closure and encouraged to redirect future donations to dioceses in need.

As the only outgoings from the bank account are grants, it is proposed that the total bank account balance as at 30 June 2026 be fully distributed to a final group of grant recipients. As at 30 April 2026 \$4,247.83 is available for distribution.

It is recommended that the bank account and ABN be retained in the event a similar program is reactivated in the future.

ADVISORY COUNCIL ON ANGLICAN RELIGIOUS LIFE in AUSTRALIA (ACARLA)

COMPOSITION

ACARLA is an annual gathering of the leaders of each of the recognised religious communities within the Anglican Church of Australia, two bishops, two others nominated by the National Bishops' Meeting and invited observers.

Anglican religious communities that send representatives to ACARLA are:

The Community of the Holy Name
The Community of Saint Barnabas and Saint Cecilia
The Community of the Sisters of the Church
The Oratory of the Good Shepherd
The Order of Preachers
The Order of Saint Benedict
The Society of the Sacred Advent
The Society of the Sacred Mission
The Society of Saint Francis
The Third Order of Society of Saint Francis

Anglican communities providing reports to ACARLA are:

The Community of Contemplative Prayer
The Little Brothers of Francis
The Oblates of Christ the King
The Sisters of the Incarnation

Additionally, ACARLA receives a report from the Deans appointed by the Advisory Council to provide guidance and formation to Single Consecrated Persons.

The ACARLA meeting is regularly attended by one representative from the Community of the Transfiguration, a Baptist community and by one representative from the Family Care Sisters, a Roman Catholic community.

Representatives from religious communities of the Anglican Church in Aotearoa, New Zealand and Polynesia are invited observers each year.

Bishop Garry Weatherill, Bishop of Ballarat has chaired ACARLA since 2009. In 2026, the members of ACARLA recorded their grateful thanks to Bishop Garry for his long years of insightful and faithful service to the Advisory Council. The other members nominated by the National Bishops' Meeting are Mrs Joy Freier, Ms Angela O'Brien, and Bishop Kate Wilmot.

OFFICE BEARERS

Chair of ACARLA since March 2026 Bishop Jeremy James TSSF
Secretary of ACARLA The Reverend Sister Jan Crombie SSA
Treasurer Ms Angela O'Brien

MEETINGS

ACARLA gathers once a year for a two-part meeting. On the first day the leaders (or nominated delegates) from each recognised religious community in Australia gather for an in-camera meeting. On the second day all members of ACARLA meet to offer oversight, to respond to issues raised by the leaders' group, to review each community, and to review the growth of new communities and the register of Consecrated Single People.

ACARLA met at the Community of the Holy Name, Cheltenham in 2023, 2024, 2025 and 2026.

ACTIVITIES

Although most religious communities are not receiving novices, the numbers of oblates, supporters and friends of Anglican religious communities continue to increase.

The Third Order of the Society of Saint Francis now has 350 members throughout Australia.

The Society of the Sacred Advent restructured its membership, enabling two vowed sisters to continue the ministry and mission of SSA through active engagement with school and parish ministry.

ACARLA has developed a network of Deans to provide formation, support and guidance to individuals pursuing a Single Consecrated Life.

In 2026 The Order of Preachers received formal recognition by ACARLA.

At the 2026 meeting the members of ACARLA worked to revise the constitution. This revised Document will be presented to the National Bishops' Meeting in October 2026.

+ Kate Wilmot



ANGLICAN SCHOOLS AUSTRALIA REPORT TO GS19

PURPOSE OF THE GROUP

Anglican Schools Australia (ASA) is a Network of the General Synod, with membership open to all Anglican schools across Australia. ASA is a collegial body comprising a diverse range of schools – urban, regional and rural, low through to high fee, single-sex and co-educational, independent and systemic, day tuition and boarding. Our member schools foster a strong commitment to the socially disadvantaged through the provision of bursaries and scholarships, Indigenous education initiatives, community service, and extension of the offering of each school's activities into local communities and parishes. Each school is governed locally by a School Council, with some schools being part of an Anglican 'system' of schools. Each school seeks to promote and live its Anglican Identity while meeting the needs of its community.

ASA is recognised as a Network of General Synod of The Anglican Church of Australia under Part V of the *Strategic Issues, Task Forces and Other Bodies Canon 19, 1998*.

ASA's Core Purpose is to serve, support and connect Anglican schools in living their Anglican Identity.

The Network, giving honour to God, putting God first and working within God's will, seeks to:

- Provide a forum at national level for Anglican schools to facilitate discussion particularly on spiritual, moral and values related issues as they have a bearing on education.
- Be an effective network of the General Synod of the Anglican Church of Australia.
- Achieve recognition of Anglican schools as part of the mission of the Anglican Church.
- Engage with the Commonwealth Government, national Anglican agencies, other national education bodies and industry groups on matters which affect the Church's mission through Anglican schools.
- Be a forward-looking, dynamic organisation aiming to develop a strong unity of purpose among Anglican schools.
- Report to General Synod on major matters discussed at the Network.

MEMBERSHIP OF THE GROUP

There are over 160 Anglican (and affiliated) schools located in 19 Dioceses across Australia. Almost all are full members of ASA. Our schools educate around 180,000 students. Anglican schools are Australia's third largest schooling sector, after government and Catholic schools.

GOVERNANCE

The work of the Network is managed by an elected Management Committee comprising Principals, other educational leaders and Chaplains.

OFFICE BEARERS AND CHANGES (SINCE THE LAST GENERAL SYNOD IN MAY 2022)

President	Dr Rob McEwan (from 9 August 2025) Mrs Debbie Dunwoody (to 9 August 2025)
President-Elect	Mr Tim Browning (from 9 August 2025) Dr Rob McEwan (to 9 August 2025)
Immediate Past President	Mrs Debbie Dunwoody (from 9 August 2025) Mrs Judith Tudball (to 9 August 2025)
Chief Executive Officer	The Reverend Peter Laurence OAM
State Representatives	
Canberra & Goulburn	Ms Leonie Harwood (from 23 October 2023) Mrs Fiona Godfrey (to 23 October 2023)
New South Wales	Mr Peter Fowler (from 31 July 2024) Dr David Nockles (to 31 July 2024)
Queensland	Mrs Maria McIvor (from 27 October 2025) Mr Andrew Hawkins (to 27 October 2025) Ms Sherril Butterworth (to 3 March 2024)
South Australia	Mr Darren Pitt (from 27 October 2025) Mr Tim Browning (to 27 October 2025)
Tasmania	Dr Rob McEwan
Victoria	Ms Elizabeth Rhodes (from 1 January 2026) Mr Adrian Farrer (to 31 December 2025)
Western Australia	Mr Benjamin Lomas
Chaplain	The Reverend Andrew Stewart (from October 2023) The Reverend Hans Christiansen (to October 2023)
Chaplain	The Reverend Sarah Hobba (from 27 February 2026) The Reverend Gillian Moses (to 31 December 2025)

MEETING FREQUENCY, FORMAT AND ATTENDANCE

Generally, the Committee meets four times per year, with additional meetings held by teleconference as required. Since 2022, the Committee met in-person in:

Year	Location	Format	Apologies
2023	March – Sydney	In-person	Ms Sherril Butterworth, The Rev'd Hans Christiansen, The Revd Gillian Moses and Dr David Nockles
	June – Melbourne	In-person	Nil
	August – Canberra	In-person	Ms Sherril Butterworth
	November – Melbourne	In-person	Mr Adrian Farrer and The Rev'd Gillian Moses

2024	March – Sydney	In-person	Dr Rob McEwan, Dr David Nockles and The Rev'd Andrew Stewart
	May – Melbourne	In-person	Nil
	July – Melbourne	In-person	Mr Adrian Farrer and The Rev'd Gillian Moses
	October – Melbourne	In-person	Nil
2025	February – Melbourne	In-person	Nil
	May – Melbourne	In-person	Mrs Judith Tudball, Mr Andrew Hawkins, The Rev'd Gillian Moses
	August – Brisbane	In-person	Nil
	October – Melbourne	In-person	Mrs Debbie Dunwoody
2026	February – Melbourne	In-person	Nil

NATIONAL OFFICE AND FINANCIAL SUSTAINABILITY

The ASA office is located at AngliSchools Head Office in Perth. It is led by the Chief Executive Officer, The Reverend Peter Laurence OAM. He oversees a team of dedicated staff who serve the needs of both ASA and AngliSchools. ASA staff include: Chief Financial Officer Joseph Pascuzzi, Director of Communications and Engagement Jade Casotti, Executive Assistant Christine Antoine, Graphic Designer Serena Pasco and Finance Officer Kym Auret (temporary appointment due to maternity leave absence of Kerry Campbell).

ASA's work is facilitated through subscriptions paid by member schools and surpluses generated through the annual conference and general revenue. AngliSchools continues to underwrite some of the costs associated with running the national Network, for which we are most grateful.

Over the last three years, ASA took a measured and responsible approach to membership fees and financial sustainability. In 2023, members approved a 3 per cent increase to the 2024 Budget and Membership Levy, the first rise in four years. This followed a period in which fees had been frozen in recognition of the financial impact of the COVID pandemic.

The 2025 Budget included a 4 per cent increase to the Membership Levy. In 2025, the 2026 Budget included a 3.5 per cent increase. These modest increases supported the ongoing delivery of ASA's strategic priorities while maintaining sensitivity to the financial realities facing member schools.

Importantly, ASA continued to provide support for schools experiencing financial hardship. This included assistance with annual conference registration and, where appropriate, Membership Levy support. This approach ensured that participation in ASA's national life remained accessible to all Anglican schools.

ANNUAL AUDITED FINANCIAL STATEMENTS

ASA has its financial statements audited annually. A copy of the 2024 Audited Financial Statements is available from the General Synod Office.

ACHIEVEMENTS OF THE GROUP (SINCE THE LAST GENERAL SYNOD IN MAY 2022)

Strategic Direction and Organisational Focus

Across 2023 to 2025, Anglican Schools Australia made significant progress in implementing its *Strategic Plan 2023–2027*. Launched in March 2023, the Plan clarified ASA's purpose: to serve, support and connect Anglican schools in living their Anglican Identity.

The four Core Activities of Anglican Identity, Supporting Chaplaincy, Sustainability and Growth, and Engagement through Advocacy provided a clear framework for the work of the Management Committee. Over the three-year period, this framework moved from planning to implementation, with priorities increasingly translated into structured activity, member engagement, resourcing and national programs.

A key strength of this period was the disciplined approach taken by the Management Committee. Strategic work was embedded into regular meetings, supported by dedicated sub-groups and annual Strategy Days. The resulting working documents became more detailed and practical each year, helping to guide work effort, clarify priorities and support the allocation of resources.

Member Engagement and Professional Learning

A major achievement of the period was the development and implementation of the Member Events and Engagement Calendar. Introduced for 2024, and further developed in 2025 and 2026, the Calendar gave ASA a more deliberate and consistent approach to engagement with member schools.

The Calendar was designed to serve key groups within Anglican schools, including Principals, Chaplains and Religious Studies Educators. It provided regular opportunities for professional learning, connection and shared reflection across the national Anglican schools community.

In 2024, the Calendar included ASA's first webinar, the Connections Forum for Religious Studies Educators, student forums, the national conference, the visit from The Reverend Dr Daniel Heischman, and the release of multiple video resources. These initiatives broadened ASA's reach and created practical resources to support schools beyond the events themselves.

In 2025, this work matured further. The Calendar included monthly newsletters, two webinars, the Connections Forum, the implementation of the Chaplaincy Grant, the publication of the Chaplains' Handbook, the Annual Conference, and further video resources. The webinar program was particularly well received, offering practical formation and support for chaplains in areas such as creative chapel planning and pastoral care during a crisis.

Religious Studies Support

The Connections Forum for Religious Studies Educators became an important national initiative during this period. Established as a distinctive forum for Anglican Religious Studies Educators, it created space for teachers to connect, share best practice and strengthen their capacity to deliver Religious Studies programs with confidence, creativity and theological depth.

The 2024 Forum, themed 'Weaving Journeys', explored faith, story, culture and relationship. The 2025 Forum, themed 'Fabric of Tomorrow', considered the future fabric of students' understanding of religion and philosophy. With over 100 participants in 2025, both online and in hub locations across Australia, the Forum demonstrated the value of national professional learning tailored specifically to the Anglican school context. The 2026 Forum is scheduled for mid-May 2026 with the theme of 'Future in Formation'.

ASA also continued to make Religious Studies curriculum resources freely available through its website, supporting schools from the Early Learning Years through to Year 12. This ongoing provision strengthened ASA's role as a practical source of support for member schools seeking to live their Anglican Identity through teaching and learning.

Chaplaincy Support

Support for chaplaincy was a significant and growing area of achievement between 2023 and 2025. The closed membership Facebook group for chaplains continued to provide a collegial space for sharing ideas, resources and encouragement. This was complemented by an increasingly structured program of webinars, resources and targeted initiatives.

A major milestone in 2025 was the launch of *Incarnational Ministry: A Practical Guide for Anglican School Chaplains*. Written by chaplains for chaplains, the Handbook brought together the wisdom and experience of nearly 30 contributors. It has been designed as an evolving resource, with further chapters and appendices to be added each year.

The introduction of the Chaplaincy Grant in 2025 was another important development. As a biennial initiative valued at up to \$8,000, the grant supports the professional formation of chaplains serving in ASA member schools. The inaugural recipient, The Reverend Kirsty Ross, Senior Chaplain at Melbourne Girls Grammar, was selected to attend the National Association of Episcopal Schools Biennial Conference in the United States. This initiative strengthened ASA's commitment to formation, international connection and shared learning across the wider Anglican Communion.

ASA also continued its annual work in supporting chaplaincy recruitment by engaging with chaplains and Religious Studies leaders in the United Kingdom who may be interested in serving in Australian Anglican schools.

In early 2026, ASA also commenced a national Chaplains' Survey, conducted by NCLS Research, to gather deeper insights into chaplaincy ministry and help inform future recruitment, formation and support. The results of this comprehensive survey will be shared at the Annual Conference in early August.

National Conferences

The Annual Conference remains ASA's key national gathering and a central expression of its purpose to serve, support and connect.

The 2023 Conference in Canberra marked a significant moment, being the first in-person conference since 2019. Held under the theme 'Re-emergence', it reflected the renewed freedom to gather following the pandemic years. With 269 attendees, including delegates, speakers and sponsors, the conference was marked by strong enthusiasm for in-person connection. Keynote speakers including Dr Julia Baird and Thomas Mayo were particularly well received.

The 2024 Conference in Melbourne built on this momentum. With the theme 'Embracing our AI', the conference explored the dual meaning of AI as both Artificial Intelligence and Anglican Identity. Around 260 registered delegates attended, joined by more than 60 sponsor representatives, speakers and accompanying persons. The program included a refreshed format with expanded opportunities for discussion, workshops and shared learning.

The 2025 Conference in Brisbane continued the growth of the national gathering. Held under the theme 'Immersion: Living our Anglican Identity', it attracted a record 275 delegates. Keynote speakers included Dr Beth-Sarah Wright, Mr Max Jeganathan and Dr Iain McGilchrist. The conference reinforced the depth of interest across member schools in Anglican Identity, formation, leadership and the role of schools in contemporary society.

Planning also progressed strongly for the 2026 Conference in Perth, to be held under the theme 'Grace-Full Hospitality: Anglican Schools as Expressions of God's Generosity'. The planned program continues the three-day format, with keynote speakers and twenty workshops to be presented by delegates from member schools. The strong response to the call for workshop proposals reflected both the breadth of expertise across the ASA community and the willingness of member schools to contribute to the national conversation.

Advocacy and Sector Representation

Advocacy remained a core activity throughout the period. The President and CEO continue to represent the interests of Anglican schools in discussions with government, church bodies and the wider independent schooling sector.

In 2023, ASA engaged with the Australian Law Reform Commission in relation to proposed amendments to the Sex Discrimination Act 1984 and other federal anti-discrimination laws. In 2024, ASA made submissions on issues including the proposed removal of deductible gift recipient status from school building funds and the Victorian payroll tax on independent schools. In 2025, ASA continued to make submissions to government and other entities on matters affecting Anglican schools.

ASA was also regularly consulted by government and approached for comment as a key peak body in education. In undertaking this work, ASA is committed to expressing views in areas where there is broad agreement across its diverse membership.

The CEO continued to meet with Anglican agencies and Church leaders and serves as the Australian representative for the Anglican Communion Schools Network. The President and CEO remain members of Independent Schools Australia's National Consultative Group, meeting twice yearly with colleagues from across the independent schooling sector.

ASA's representation at the launch of the Parliamentary Friends of Religious Schools and Faith Communities Group further reflected its role in contributing to national conversations about faith-based education.

Communications and Resources

ASA's communication with members became more regular, targeted and contemporary across the three-year period. In September 2023, the former biannual ASA News magazine was replaced with a shorter monthly newsletter distributed directly to Principals, Chaplains, Governors, Business Managers, Heads of Religious Studies, diocesan leaders and related Anglican entities.

This shift to more frequent communication resulted in increased readership and stronger engagement. By 2025, ASA had also introduced Chaplains' News Snapshots, providing role-specific updates, vacancies, announcements and reminders for chaplains.

The continued use of targeted communication channels, alongside online resources and professional learning materials, helped strengthen ASA's capacity to support member schools in a timely and practical way.

Overall Impact

Taken together, the achievements from 2023 to 2025 show ASA moving forward with increasing clarity, discipline and purpose. ASA strengthened its strategic foundations, expanded its member engagement, deepened its support for chaplaincy and Religious Studies, and built on the reach and quality of its national conferences, whilst maintaining an active advocacy role on behalf of Anglican schools.

During this period, ASA's work became more structured, responsive and directly aligned to its stated purpose. Through conferences, forums, webinars, resources, grants, advocacy and communications, ASA continued to serve, support and connect Anglican schools as they seek to live their Anglican Identity with integrity, confidence and practical expression.

FUTURE ACTIVITIES

A key focus for 2026 is the ongoing implementation of *Strategic Plan 2023-2027*, together with the delivery of the *2026 ASA Member Events and Engagement Calendar*. In 2027, the next strategic plan will be developed, for implementation in the following years.

The Management Committee and Chaplains' Consultative Committee will:

- Continue to develop resources and professional learning opportunities to assist schools to enhance their Anglican Identity;
- Support the ongoing professional development of Chaplains in member schools and continue efforts to help schools attract and recruit Chaplains from across Australia and beyond;
- Continue the development of new online units of work for use by Religious Studies teachers in Anglican schools across Australia;
- Advocate for Anglican schooling; and
- Foster partnerships with other Anglican schooling entities beyond Australia.

CONCLUSION

ASA remains committed to strengthening connections between Anglican schools, the wider community and the Church. Our focus is on serving, supporting, and bringing together Anglican schools, as they seek to live out their Anglican Identity.

The Reverend Peter Laurence OAM
CHIEF EXECUTIVE OFFICER

Dr Rob McEwan
PRESIDENT

ANGLICARE AUSTRALIA

INTRODUCTION

Anglicare Australia's mission is to engage with all Australians to build communities of resilience, hope and justice.

Anglicare Australia Ltd is constituted as a charitable company limited by guarantee, which is controlled by its membership of Anglican caring and community service agencies. Anglicare Australia is a public benevolent institution regulated by the Australian Charities and Not for Profits Commission.

Its work is facilitated by the member network and the national office enabling consultations, communication, research and development across the network of Anglican caring agencies in a manner which informs advocacy, policy and program development as part of the care and social justice realm of the Church.

The affirmation and promotion of the provision of loving service, and transformation of unjust structures, being integral to the mission of the Church is enhanced through the work of Anglicare Australia and the member agencies. The profile of Anglican agencies within the Church and the wider community is enhanced by the cooperative efforts of this network and the support of the national office of Anglicare Australia.

MEMBERSHIP

The National Network comprises of 30 members serving in every Diocese of Australia, 4 associate member agencies located in New Zealand, and one in Papua New Guinea. Membership is open to Anglican organisations involved in the pursuit of justice and care.

Since 2022, the National Network welcomed two new members: St John's Care, Reid, ACT and Relationship Matters, Victoria.

The Anglicare Australia Network provides services to thousands of children, young people, families, refugees and migrants, Indigenous Australians, older people, homeless, disabled and unemployed Australians. With a combined income of over \$2.94 billion in 2023/24, the Anglicare Network delivers 37 different service types in the Australian community.

On a local level, the members operate to provide care, services and support to address issues of social justice and community wellbeing relevant to their location and the needs of their area. On a national level, the members are committed to engaging collectively in public social policy debate and working cooperatively on issues of mutual concern. This involves working with and alongside other major church providers and a wide range of community groups. Regular contact is made with all levels of government and an annual Chief Executive Officer's forum is held in person each year. The collective impact of this work plays a significant role in developing a public response to social policy issues that will help address disadvantage, vulnerability and marginalisation in Australian society. Anglicare Australia is seen as a thought leader in the field and is well positioned to lead in the advocacy for social justice and to achieving a fairer Australia.

The organisation is governed by a board made up of six elected directors of member agencies. There is also capacity to add up to three board appointed directors to achieve balance and diversity. All directors are representatives of members.

The national activity is facilitated by the Canberra-based national office funded by its members and currently under the strategic guidance of the Anglicare Australia Ltd Board of which Bishop Chris Jones (Anglicare Tasmania) is the Chair; Stephanie Buckland (Amana Living) is the Deputy-Chair, and includes board members Craig Kelly (Anglicare Northern Territory), Shane Maddocks (ac.care), Mark Glasson (Anglicare WA), Sandra Hills (Benetas), Sue Cooke (Anglicare Southern Queensland), Carol Godwin (Anglicare Central Queensland) and Simon Miller (Anglicare Sydney). Kasy Chambers has been appointed by the Board as the Executive Director of Anglicare Australia and attends all Board meetings ex -officio.

There are no plans to significantly alter the current thrust of the work and the goals of the strategic plan (articulated later in this report) though the priorities of the policy areas may change from time to time.

Members commit to a Code of Ethics which state the following values:

FAITH BASED

In the spirit of the Gospel, Anglicare Australia through its member agencies, advocacy and research seeks to see the lives of all Australians transformed with hope and justice.

EQUITY AND JUSTICE

Anglicare Australia and our members work for social justice in Australia; to respect the inherent potential in every human being with special concern for those most disadvantaged.

COLLABORATION AND PARTICIPATION

Anglicare Australia and our members recognise that our work will be stronger when we work in partnership and collaboration, and we adopt a participatory approach in all we do.

STRENGTHS BASED

Anglicare Australia and our members recognise and seek to build on the strength of individuals, communities and organisations to effect change in Australia.

ACTIVITIES Since May 2022

Anglicare Australia's strategic plan is approved by the membership and has three strategic goals, which draw from its Constitutional aims and purpose, which are preceded by an introductory Identity Statement.

Anglicare Australia is a peak, membership organisation which represents and brings together 35 independent community service organisations, all with links to the Anglican Church.

We work in many hundreds of communities, in every State and Territory, as we focus on responding to the multiple and complex needs of people and families across Australia.

Building on our wisdom and practice across all our members and over 150 years of shared experience we aim;

- *To influence social and economic policy across Australia with a strong prophetic voice; informed by research and the practical experience of the network; called to speak out for those most disadvantaged.*
- *To better serve the needs of all people through building partnerships, creating member networks with purpose, and enabling collaboration for all members to innovate, learn and be challenged.*
- *To celebrate and build upon our Anglican foundation and our common values as the inspiration of our work.*

Whilst the remainder of this report will be given with reference to the goals, most activities fit more than one goal as the goals are complimentary.

GOAL ONE *To influence social and economic policy across Australia with a strong prophetic voice; informed by research and the practical experience of the network; called to speak out for those most disadvantaged.*

It is important to Anglicare Australia that the basis for sound advocacy advice and policy formation is research and evidence. With the Anglicare Australia network touching the lives of hundreds of thousands of vulnerable Australians we are in a unique position to produce robust data to inform our advocacy to government and to aid our members in developing better services.

Our research and our advocacy both strive to enable authentic voices to be heard on the issues of disadvantage and vulnerability. The results and products of this research and advocacy are made available to Parishes, Diocese and schools to assist in their understanding and communication of these issues.

Each year in April the National *Rental Affordability Snapshot* is carried out across the country by member organisations. Since 2012 a national report has been put together which augments member organisations' local data. This snapshot has taken on huge importance and is frequently quoted in research, parliaments and media across the year as well as gaining intense media interest at the time of its release. It has enabled Anglicare Australia and its member organisations to campaign credibly and with authority on issues of affordable housing and homelessness. This has put rental housing on the social policy map whereas previously it lost out in the public commentary to house (purchase) prices. From 2023 an additional publication was also produced annually to assist in understanding the direct impact in the market for essential workers.

Each year Anglicare Australia publishes its flagship publication called *State of the Family* until 2020 when it was changed to *Australia Fair*. Anglicare Australia continues to be an annual sponsor of Anti-poverty Week held each year in October. In addition to this sponsorship the *Jobs Availability Snapshot* each year continues to be warmly and seriously received by the media and by policy makers.

The *Jobs Availability Snapshot* is a useful complement to the *Rental Affordability Snapshot*, and identifies the issues behind the simple job numbers, in particular by which levels of jobs there was and was not growth and how the areas of job growth were not available for disadvantaged job seekers. This piece of work has provided the evidence to move the conversations from simply matching the numbers of job seekers and vacancies; and into the issues that have to be considered if everyone is to get and keep work. Since 2022, it received national and international attention, telling the story of people with barriers to entering the workforce and provided more evidence for the need to increase the level of government income support.

There is currently a huge amount of social policy reform. Reform in the areas of Aged care, Disability services, family and children's services and the Not for Profit and charitable sector has required major input, as has consultation on a raft of issues from right across Anglicare Australia's remit. Anglicare Australia has representation on numerous boards, committees and bodies, including Ministerial and government ones, in all areas of its work.

Anglicare Australia had a number of publications over the period since 2022 including:

- A monthly newsletter, *Aspect*, which has an open subscription from the Anglicare Australia webpage (www.anglicare.asn.au).
- Annual reports have been published.
- Publication of *Homes for All: A Roadmap to Affordable Housing* (Jul 2022), a twenty-year roadmap for affordable housing.

- Publication of *Obligation without Opportunity* (Aug 2022), a research report investigating Australia's employment service system, Workforce Australia.
- Publication of the *A Clear Choice* (13 Oct 2022), a research paper comparing major costs of addressing poverty with income forgone from the Stage Three Tax Cuts.
- Publication of *Nothing Left to Give* (Oct 2022), a report based on a survey of Anglicare Australia's Emergency Relief services as part of Anti-Poverty Week.
- Publication of *Creating Jobs, Creating Opportunity* (Jan 2023), a report investigating long-term unemployment in Australia.
- Publication of *Reforming Rent Assistance* (Jan 2023), a paper exploring the Commonwealth Rent Assistance's effectiveness, released in the wake of the 2023 Report on Government Services.
- Publications of *Left Behind* (22 Mar 2023), and *Trickle Up* (Nov 2023), investigating the distribution and potential impact of the Stage 3 Tax Cuts.
- Publication of the *A Costly Choice* (Mar 2023), a report investigating the current distribution of Australian tax.
- Publications of *The Poverty Premium* (Sep 2023), *Widening the Gap* (Aug 2024), and *In Every Community* (Aug 2025), investigating issues faced by essential services in rural areas, cost of living differences for those in poverty, and trends of wealth inequality as part of the annual *Australia Fair* report series.
- Publication of *Essential Connections: The Internet as an Essential Service* (Oct 2023), a paper discussing the growing need for digital literacy in regards to essential services.
- Publication of *Repeat Failure* (Jan 2024), a report investigating the existing Government workforce programs.
- Publication of *Becoming Anglicare Australia* (Aug 2024), a history of the organisation from 1983 – 2023, distributed across the network.
- Publication of an annual *Cost of Living Index*, beginning in 2023.
- Production of various pieces of national research, including the *Rental Affordability Snapshot*, and work across the network furthering the advocacy and the working together.
- Publication of *Truth after the Voice* (Sep 2024), a truth telling guide for Anglicare Australia members.
- National work on evaluation for clients.
- Submissions to numerous government enquiries including aged care, not for profit sector issues, out of home care, taxation, homelessness, disability, income adequacy, etc.
- All submissions, publications and media statements are available on the Anglicare Australia website.
- Partnered on national research into poverty and inequality with the Australian Council of Social Service and UNSW on their publication *The wealth inequality pandemic: COVID and wealth Inequality* (July 2022)
- Annual publication of *Budget Fast Facts* – a review and explanation of the Federal budget including details of each relevant measure produced on Budget Night each year.
- Website www.anglicare.asn.au

GOAL TWO *To better serve the needs of all people through building partnerships, creating member networks with purpose, and enabling collaboration for all members to innovate, learn and be challenged.*

The Anglicare network continues to grow size and reach, and commitment of individual agencies to the collective whole. The network provides a stable and mature base for individual member organisations. In the last three years many activities have promoted and sustained this such as:

An annual conference has been held each year, in Hobart 2022, Cairns 2023, Newcastle 2024, and Melbourne 2025. The conference considers issues of practice for the network but also the relationship between the work of the network and that of the church and the

relationships between the faith-based nature of the members and the provision of government funded services. Each year we have enjoyed the company of between 220 and 250 delegates at the conference.

Special interest networks within Anglicare Australia discussing and progressing issues in various areas including Aged and Community Care, Chaplaincy, CFOs, Children and Family Services, Clinical and Care Governance, Digital Transformation, Financial Wellbeing, Housing and Homelessness, Media, People and Culture, and Policy and Research. These special interest networks offer professional development for members as well as a venue to share policies, budgetary information and ideas. Several of the networks run mini-conferences for their members. The Chaplaincy and Parish partnerships group is particularly active in considering the connections with Parish communities and develops resources for use in this area.

Following on from the Voice referendum, Anglicare Australia developed *Truth After the Voice: Towards a Reckoning*. A guide seeking to assist the Anglicare Australia Network to return to the path of truth and reckoning. It provides background, ideas, and resources to strengthen the Network to understand truth, engage in truth-telling and listening, and take action to support justice for First Nations people.

In 2024, Anglicare Australia published *Becoming Anglicare Australia*, a history of the organisation from 1983 – 2023. This project involved extensive collaboration across our membership agencies, as well as contact with previous Anglicare employees, to put together a story of our history, both as an organization and as a national network.

The collaboration within the network increases each year. Relationships between members and groups of members based on geography, life cycle stage or service types are flourishing, and national projects increase in number and ambition each year.

GOAL THREE *To celebrate and build upon our Anglican foundation and our common values as the inspiration of our work.*

Anglicare Australia has enjoyed a strengthened relationship with the Church both on a national level and through member agencies' own relationships through:

Anglicare Australia Executive Officer is an active member of the Public Affairs Commission.

Anglicare Australia is grateful for the active involvement of the Primate in the Anglicare Australia conferences, and the attendance at these events of local Bishops.

Anglicare Australia provides leadership in the formation and ongoing operations of an advocacy and leadership group of major faith based service providers providing to government a faith-based perspective to services and policy.

All Anglicare Australia material is provided to the Anglican media for use.

We encourage our members in their role in the life of their Diocese(s).

AUSTRALIAN ANGLICAN DIACONAL ASSOCIATION



PURPOSE OF AADA

AADA is a national association that unites and supports Anglican deacons in fellowship, ministry development and engagement with the church and the wider community. The Association has traditionally convened a biennial national conference hosted by a diocese. The conferences offer opportunities for professional development and perhaps, most importantly, networking with other deacons from dioceses across Australia.

Since COVID and with the increasing costs of travel, there has been no face-to-face conference but efforts have been made to connect via platforms such as Zoom.

MEMBERSHIP

The members of the Association are deacons from Diocese across Australia. Numbers are unclear at the moment as we have not had an AGM in the last two years.

ACTIVITIES

The Association has been inactive for the past two years for a number of reasons, these include:

- the dwindling number of distinctive deacons in dioceses and a devaluing of the role of the Diaconate as a full and equal order,
- the demands of ministry as a deacon and limited options for connecting,
- a deficit of leadership,
- lack of engagement by active deacons and an ageing cohort.

FUTURE PLANS

Future plans for the Association to refresh and re-flourish the Association include:

- refreshing the website and facebook sites,
- reconnecting with deacons in Dioceses,
- reinstituting regular online meetings,
- connecting with deacons across Australia via publications such as newsletters,
- holding a national meeting to elect office bearers,
- looking towards holding a conference in the next year,
- supporting newly ordained deacons in Households across Australia.

We are hopeful that these efforts will reap a flourishing Diaconal Association nationally and serve encourage and support deacons in the many and varied ministries with which they engage.

AUSTRALIAN CATHEDRAL DEAN'S NETWORK

PURPOSE

To provide mutual support, pastoral, liturgical and personal between Deans of Australian Cathedrals in the particular and special roles they fulfil in their Dioceses and Cities

MEMBERSHIP

Open to all Deans of Australian Anglican Cathedrals. On occasions Deans conference has been combined with a New Zealand conference. Other Deans have attended by invitation, ie The Dean of Hong Kong in 2017.

OFFICE BEARERS

The group has no particular office bearers with decisions needing to be made done by consensus.

The Very Rev'd Dr Peter Catt (Brisbane) is the Senior Dean. The Very Rev'd Richard Humphrey (Hobart) is the honorary Treasurer.

ACTIVITIES 2022-25

Conferences have been held in Bunbury (2022), Melbourne (2023), Darwin (2024) and Perth (2025).

Deans also seek where possible to attend the Installations of fellow Deans when possible, from Rockhampton to Perth.

There is a facebook group where matters of mutual interest can be shared and questions asked. A zoom session have been held during the period of pandemic to check how the Deans were faring.

ACHIEVEMENTS 2022-25

It has been pleasing that despite tensions within the National Church there has been a commitment to meet by both Metropolitan and Rural Deans even where ecclesiastical communion has been impaired. A subscription allows a travel subsidy to those Dean's whose Cathedral struggle to cover cost or due to significant distance to travel.

There continues to be good pastoral support amongst the Deans between conferences.

FUTURE PLANS

The 2026 Dean's Conference will be in Sale in late July, Conferences usually alternate between rural and metropolitan locations.

Name: The Very Rev'd Richard Humphrey - Convener, Cathedral Deans Network

Signature:



Date: 28/1/2026

DEFENCE FORCE ANGLICAN CHAPLAINCY INC. (DFACI)



INTRODUCTION

DFACI was established by Anglican Defence Force Chaplains as their collective representative and professional organisation. DFACI is funded by compulsory personal contributions from Australian Defence Force Anglican Chaplains.

DFACI was pleased to welcome The Right Reverend Grant Dibden as the Bishop to the Defence Force (BDF) and Chair of DFACI in early 2020. Bishop Dibden's consecration was impacted by COVID 19, reducing attendees due to it aligning with the implementation of the first nationwide restrictions. Like the remainder of the Church, COVID – 19 has continued to impact the working of DFACI over the past three years.

PURPOSE

DFACI was established to support Anglican Ministry in the Australian Defence Force. Anglican ministry is provided by Chaplains spread across Australia working in ecumenical and multi-faith teams. The core role of Australian Defence Force Chaplains is to bring honour to the dead, support to the sick and hope to those in distress. Alongside their core military role Chaplains provide religious, spiritual and pastoral care and support to members of the ADF and their families at home and on operations. In 2020 this included providing assistance through the Bushfires and COVID 19 responses.

The BDF leads and supports this ministry by providing, on behalf of the Primate, episcopal oversight of 40 full-time Anglican Chaplains, 46 part-time Anglican Chaplains and 6 Defence funded Anglican ordination candidates/in service trainees. In turn the BDF is supported by DFACI in the provision of approximately 40% of the Bishop's remuneration package. DFACI members support the BDF and other DFACI operations including professional standards financially through their subscription fees.

The detailed purpose of DFACI can be found in the objects of the association as contained in Rules and Regulations of DFACI (attached below).

MISSION AND VISION

DFACI and DFB form Defence Anglicans and together have this mission and vision:

Mission

We are Anglican clergy called to minister, proclaim and witness to the gospel of Jesus Christ within the ADF community.

Vision

As Anglican chaplains we desire that all may know the reign of God (Mt 28:19, Col 1:28).

- Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit (Matthew 28:19)*
- He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ. (Colossians 1:28)*

*Under God we seek to serve the ADF community by:
Restoring the broken (Luke 4: 18)
Awakening people to God
Inviting the community into relationship with Jesus
Sustaining and nurturing them on their faith journey
Praying for the community
In all this we demonstrate the love of God.*

STRATEGIC GOALS AND INITIATIVES

In order to fulfill this mission and vision, in 2024 the Bishop to the Defence Force instigated a review of the strategic planning via two Defence Anglican Strategic Planning Meetings between the Defence Force Anglican Chaplains Incorporated Committee and the Defence Force Board. These meetings determined these four common goals for Defence Anglicans¹:

- Contribute to ADF Capability
- Engage the Anglican Church of Australia
- Build relationships with partners.
- Enhance the financial sustainability of Defence Anglicans

DFACI will make their unique contributions to these goals, as will Defence Force Board, as *together* we seek to pursue our mission and vision.

FUTURE ACTIVITIES

To this end DFACI has the following goals for 2026:

- To examine how to better meet the needs of the future, including being good stewards of the resources entrusted to us.
- To optimise our partnerships with local Diocese' and other like organisations to clearly be seen as an outreach and mission arm of the Church.
- To build up our support of the care of Australian Defence Force members and veterans through our partnership(informal) with SPAHS.
- To examine, in conjunction with the Defence Force Board, how to provide further administrative support to the BDF to enable the ongoing pastoral and ministry support for Anglican Chaplains.
- To begin working with partner organisations to develop Christian programs for use by or to support the work of Defence Force chaplains.

MEMBERSHIP AND GOVERNANCE

Membership is currently 97. The DFACI Committee for 2026 is:

- The Right Rev'd Grant Dibden (Chair)
- Principal Chaplain The Ven Darren Hindle (Archdeacon Navy)
- Chaplain The Ven Glenn Buijs (Archdeacon Army)
- Principal Air Chaplain The Ven Cam Carroll– (Archdeacon Air Force)
- Chaplain Phil Riley (Secretary)
- Chaplain Glen Elsegood (A/Sec)

¹ Defence Anglicans is the pulling together of the Defence Force Board and the Defence Force Anglican Chaplaincy Incorporated to assist with alignment, focus and energy of the two organisations. It has no formal status or authority.

- Mr James Malizani (Treasurer)
- Rev Duncan Sherman (Rtd) (Registrar)
- Chaplain Stuart Asquith (Public Officer)
- Chaplain Sean Heslehurst (Navy Rep)
- Chaplain Adam Mannion (Army Rep)
- Chaplain Tim Mannix (RAAF Rep)
- Chaplain Cameron Freese(Reserve Rep)
- Mr Mark Francis (Defence Force Board Lay Rep)
- Chaplain Cath Wynn Jones (Defence Force Board Clergy Rep)

A condition of endorsement as an Anglican Defence Force Chaplain is financial membership of DFACI.

ACTIVITIES DURING THE PERIOD

- Extension of Tenure for The Right Reverend Grant Dibden as BDF and Chair of DFACI
- Meetings
 - 2023 (5), 2024 (4), 2025 (4) All with a virtual option for attendees
 - o 14 DFACI committee meetings
 - o 2 Joint Defence Anglican Strategic Planning Meetings with the DFB
 - o 3 AGMs
- Annual Retreats primarily for full-time Chaplains.
- Collation of ADs Darren Hindle (Navy) and Cam Carroll (RAAF)
- Pastoral care and support of Chaplains
- Support of ANZAC Way Veteran Pilgrimage initial and

Chaplain Philip Riley

Secretary
Defence Force Anglican Chaplaincy Inc

15 May 2026

NATIONAL NETWORK OF DIRECTORS OF PROFESSIONAL STANDARDS

THE PURPOSE OF THE GROUP

The National Network of Directors of Professional Standards from Anglican dioceses across Australia meets quarterly including once a year in person for 2 days.

The group serves several functions including:

- To facilitate communication, cooperation and collaboration between Directors as needed.
- To allow information sharing between Directors as appropriate.
- To provide opportunities for Professional Development and upskilling for Directors.
- To provide opportunities for debriefing and advice in a collegial setting.
- To discuss the challenges commonly faced by Directors in their roles.

MEMBERSHIP OF THE GROUP

The group comprises the following 13 people, representing all 23 dioceses.

- Peter Barnett, from Safe Ministry Resources, DPS for the Diocese of Bathurst and North West Australia
- Rob Bates, DPS for the Dioceses of Brisbane, North Queensland and Rockhampton
- Philip Bonser, DPS for the Diocese of Grafton
- Lachlan Bryant, DPS for the Diocese of Sydney
- The Rev Brian Douglas, DPS for the Diocese of Riverina
- Rachel Drysdale, from Kooyoora, DPS for the Dioceses of Adelaide, Armidale, The Murray and Willochra
- Davina Goldthorpe, DPS for the Dioceses of Perth and Bunbury
- Michael Iacovino, DPS for the Diocese of Ballarat
- Cathy Rose, DPS for the Diocese of Newcastle
- Annette Sims, DPS for the Diocese of Tasmania (retiring end of May 2026)
- Jon Sleeman, DPS for the Diocese of Canberra-Goulburn
- Chris Smith, from Safe Ministry Resources, DPS for the Diocese of the Northern Territory
- Katrina Thomas, from Kooyoora, DPS for the Dioceses of Bendigo, Gippsland, Melbourne and Wangaratta.

PURPOSE OF THE REPORT

The purpose of this Report is to update the General Synod about developments since the last meeting of General Synod.

At GS18 the General Synod passed the following motion (43/18).

This General Synod:

- i. Affirm the importance of all Dioceses in the national church having robust child protection and professional standards systems in place for the safety and wellbeing of church members.*
- ii. Encourage all Dioceses to have or appoint a Director of Professional Standards who is able to fully participate in the Network of Directors of Professional Standards and to be properly resourced to undertake their role, including the provision of skilled professional supervision.*
- iii. Encourage all Dioceses to do their utmost to prioritise the support and resourcing of the office of their Professional Standards Director commensurate to the importance of their work in child protection and professional standards.*

NETWORK PRIORITIES IDENTIFIED IN 2022

In the report provided to the previous session of General Synod, the following priorities were identified:

- Trust and co-operation between network members are important to enable the network to function well. Face to face meetings and time together are critical to achieving this.
- Creating and maintaining an environment in which the sharing of information and processes is enabled.
- Consider more extensive reporting of learning from the network to Safe Ministry Commission indicating areas that might need further exploration or work.
- Creating a mentoring system for newly appointed DPSs to be matched with a more experienced DPS for the first 12 months.
- Development of a network charter that may assist to encourage Dioceses to value it, support it and resource each DPS to participate in the network.
- Whether the network can and should be doing more to support individual members who are experiencing difficulties in their role.

The network had resolved as follows in response to these issues:

- Face to face meetings 3 times a year for 2 days in duration would be a suitable rhythm for the network (February, June, October).
- Face to face meetings to be co-ordinated or convened by a member with an agreed agenda published prior to the meeting.
- All DPSs are encouraged to attend, and Dioceses should make participation in the network a priority for directors in order to make the network meetings worthwhile.
- Face to face meetings to be complemented by opt-in monthly Zoom meetings which would be less formal and allow for greater support and mutual engagement.
- The network will undertake further work on a charter and the development of a mentoring system.

UPDATE

There have been significant changes in the professional standards landscape since 2022.

Several long-term directors have concluded in their roles. There has also been an increasing shift in several provinces towards opting to outsource their safe ministry and professional standards functions to an external organisation rather than directly employing a director for this. For example, Kooyoora functions as the DPS for 8 Dioceses alone.

Attempts have been made by the network to address issues with the National Register with the General Synod office regarding:

- o Accessibility and technical difficulties with the National Register system;
- o Key National Register Canon definitions including *exhausted* and *notifiable complaint*;
- o Potential natural justice concerns; and
- o The overall effectiveness of the National Register.

It appears that this work has been stalled at the General Synod level for several years.

Most states and territories have introduced (or will be introducing) Reportable Conduct Schemes and regulatory Child Safe Standards Schemes. Dioceses have tended to rely on their DPS to implement systems and assume responsibilities for their compliance with these schemes. In many cases this has involved a significant ramping up of work and resources required for DPS offices.

Associated with this there has been an increasing shift in some Dioceses towards a broader safe ministry portfolio for DPS offices rather than a more limited professional standards focus.

The network is working more closely with the Safe Ministry Commission in some ways, such as in the development of a draft National Anglican Repository of professional standards determinations.

FUTURE PLANS

Time limitations and competing priorities have prevented the Network from meeting together more regularly than four times per year. One of these meetings is face to face for 2 days and the other meetings are held online for a period of 2 hours.

The network will undertake further work on a charter and mentoring system as time permits.

Lachlan Bryant

On behalf of the Network of Professional Standards Directors

4 May 2026

ANGLICAN REGISTRARS' NETWORK

The Anglican Registrars' Network is an informal network comprising the registrars of the 23 Australian dioceses and, at times, other diocesan staff with responsibility for finance or property. Its purpose is to facilitate professional connection and development for those in these roles as they serve the mission of the Church in a variety of contexts.

MEMBERSHIP

Membership of the network comprises all diocesan registrars and may include finance managers and other relevant staff. Role descriptions and job titles vary across dioceses, and as a result, membership of the network is relatively fluid.

The network has been convened since 2022 by the Registrar of the Diocese of Tasmania, Mr James Oakley. Following the Registrars' Conference in November 2025, this arrangement was broadened to a committee of four, comprising:

- Mr Joe Thorpe (Adelaide)
- Ms Sarah Crutch (Bendigo)
- Mr James Gale (Grafton)
- Mr James Oakley (Tasmania)

MEETINGS AND ACTIVITIES

The primary activity of the Registrars' Network is the annual conference, held each November. Since the last session of General Synod, the network has held the following meetings:

- 2022 – Hobart
- 2023 – Canberra
- 2024 – Christchurch, New Zealand
- 2025 – Port Lincoln, South Australia

These meetings provide a key opportunity for professional development and networking. They enable participants to hear from experts across a range of fields relevant to the responsibilities of registrars and finance officers, including:

- insurance
- property
- economic outlooks
- investments and markets
- redress and legal matters
- work health and safety

The conference is also an important opportunity for registrars to build relationships and develop a supportive professional community that can be drawn upon throughout the year. Between conferences, there is frequent ad hoc communication between registrars as they address common issues and concerns.

The network also has a pattern of meeting every two years with the registrars of the Anglican Church of Aotearoa, New Zealand and Polynesia. This was paused during the COVID period but resumed in 2024 in Christchurch.

FUNDING OF THE NETWORK

The network is not funded by the General Synod. The costs of the annual conference are met through a combination of generous sponsorship and contributions from participating dioceses.

To date, the conference has operated without imposing a significant financial burden on the host diocese.

RURAL MINISTRY NETWORK



PURPOSE OF THE NETWORK

The Rural Ministry Network was established by the General Synod Standing Committee following a request from delegates at the 2019 Rural Ministry Conference. The Network was created to:

1. Provide collegial support for those tasked with enabling ministry in regional, rural and remote Australia,
2. Enable the sharing of resources to more efficiently utilize the resources available in supplying ministry,
3. Capture, test and evaluate approaches to ministry in regional, rural and remote Australia so that what is learned is not forgotten, and
4. Develop a corpus of Australian reflection on the theology and practice of ministry in regional, rural and remote Australia.

MEMBERSHIP AND GOVERNANCE

The Network is convened by the Very Reverend (formerly Archdeacon) George J. Hemmings (Diocese of Bendigo), who assumed the role from Bishop Matt Brain in 2023.

While work has been undertaken to form a broader governance group of rural ministry leaders from across Australia, this has not been fully realised. No other changes in membership occurred during the reporting period.

ACTIVITIES SINCE THE LAST GENERAL SYNOD

Plans to hold another Rural Ministry Conference were thwarted by initially by the ongoing Covid-19 pandemic and then the ongoing challenge of gathering together those engaged in rural, regional, and remote ministry from across Australia.

Since the last General Synod, the Network has:

- Established a Facebook group for those engaged in ministry development in rural dioceses, providing a modest platform for connection and resource sharing.
- Facilitated the sharing of existing ministry training and formation resources relevant to rural contexts.

- Maintained strong informal links with the **Curnow Centre for Rural Ministry Training** (a ministry of the Diocese of Bendigo). While not formally a work of the Network, this relationship has contributed to:
 - o Ongoing use and extension of the **Australis Certificate of Ministry**, now utilised by approximately 25% of rural dioceses for lay training and ordination formation;
 - o Delivery of online workshops and training resources accessible to participants across multiple dioceses; and
 - o Sharing of practical resources (including children's ministry and Safe Church-adapted materials) suited to rural ministry contexts.

Plans to host a further Rural Ministry Conference and to initiate broader research projects were explored but not brought to completion during this Synod period.

FINANCIAL MATTERS

The Rural Ministry Network has incurred no direct expenditure and has operated without a dedicated budget. Administrative and practical support has been provided by the Diocese of Bendigo.

FUTURE DIRECTIONS AND CONCLUSION

Sadly, the stretched nature of rural life and ministry has meant that plans to progress the Network have not progressed as had been hoped. This has necessarily limited the scope and pace of activity. However, the need for the Network has not diminished, with the ongoing need for connection, shared learning, and mutual encouragement among those responsible for ministry in regional, rural, and remote Australia.

With that in mind, in the coming season the Network plans to:

1. Fill-out and convene governance group as a matter of priority.
2. Collect and collate insights from those involved in training and formation of ministers (lay and ordained) in regional and rural Diocese, including identifying areas of greatest need and resourcing.
3. Continue to collaborate and cooperate with the Curnow Centre for Rural Ministry in promoting online workshops and training material and resources.
4. Explore the possibility of hosting another Rural Ministry Conference.

Report prepared by the Very Reverend George J. Hemmings, May 2026

1. PURPOSE

The Anglican Cursillo Movement in Australia is part of a world-wide lay-led movement of the Christian Church which aims to evangelise environments through small Christian communities committed to living and sharing the Gospel of our Lord Jesus Christ.

The Spanish word “Cursillo” means “a short course” and refers to short courses in Christian living. While the Three-Day Cursillo Weekend remains central to the Movement, the ongoing emphasis of Cursillo is the encouragement, formation and support of Christians in their daily witness and discipleship through Group Reunions, Ultreyas and what is commonly referred to as the “Fourth Day”.

The Movement seeks to:

1. Reinforce what is fundamental to Christian living.
2. Encourage Christians to live out their faith in their everyday environments.
3. Build Christian communities which support one another in discipleship and ministry.
4. Work within and alongside the Anglican Church as a movement of renewal and encouragement.

While Cursillo has historically been known as a Three Day experience, some Anglican communities in Australia have adapted the program into a format to suit local circumstances and participant needs.

Programmes are held to prepare people for meeting in Christian groups to love, share with, support and challenge each other as they witness Christian living in their environments. This ongoing activity is The Fourth Day.

2. MEMBERSHIP

Since the commencement of Anglican Cursillo in Australia in 1979, more than 24,000 people have participated in a Cursillo Weekend throughout Australia.

At the time of this report, active Cursillo Secretariats and communities continue within several Australian wide dioceses and beyond including Bathurst, Bunbury, Highveld (South Africa), Hong Kong, Grafton, Newcastle, New Zealand, Perth, Tasmania and Southern Queensland,. Other dioceses continue to maintain smaller or intermittent Cursillo gatherings and Fourth Day communities.

The Movement continues to experience both opportunities and challenges across Australia, including leadership succession, volunteer sustainability and engagement with younger generations.

3. NATIONAL EXECUTIVE AND OFFICE BEARERS

The National Executive consists of:

1. The Right Reverend Carol Wagner – Episcopal Overseer.
2. The Rev Dr Lee Weissel – National Spiritual Director.
3. Paul Doyle – National Lay Director.
4. Kay Self – National Secretary.
5. Alison Wooden – National Treasurer.
6. Shirley Tongue National Web Coordinator

The National Executive acknowledges with gratitude the service of previous office bearers and diocesan leaders who have supported the Movement across Australia.

4. MEETINGS AND GOVERNANCE

Since the Eighteenth Session of General Synod in 2022, the National Executive and representatives of participating dioceses have continued to meet regularly through a combination of Zoom video conferencing and in-person gatherings.

The continued use of Zoom technology has enabled stronger national communication and participation, particularly for geographically isolated dioceses and members.

National gatherings and Executive meetings during this period have focused on:

1. Support and encouragement for diocesan Secretariats.
2. Sharing of resources and training materials.
3. Discussion regarding the future direction of Anglican Cursillo in Australia.
4. Governance, communication and copyright considerations.
5. Strengthening Fourth Day ministry and ongoing Christian formation.
6. Supporting dioceses seeking renewal or reactivation of Cursillo activities.

The National Executive has also continued reviewing communication systems, resource management and online collaboration tools to improve national coordination.

5. ACTIVITIES SINCE GENERAL SYNOD 2022

Since the last General Synod report, Anglican Cursillo communities throughout Australia have continued to conduct:

1. Cursillo Weekends.
2. Ultreyas and regional gatherings.
3. Group Reunions and Fourth Day activities.
4. Training and formation days for teams and leaders.
5. Prayer, fellowship and encouragement gatherings.

Dioceses have increasingly utilised hybrid and online meeting formats where appropriate to maintain engagement across large geographic areas.

The National Executive has continued encouraging dioceses to strengthen the “Fourth Day” dimension of Cursillo, recognising that ongoing Christian support and discipleship are central to the Movement.

Additional areas of activity during this reporting period have included:

1. Continued use and development of national communication platforms and online resources.
2. Ongoing sharing of resources between dioceses.
3. Continued support for dioceses experiencing periods of recess or reduced activity.

4. Exploration of leadership development and succession planning.
5. Strengthening relationships between diocesan Cursillo communities.
6. Continued discussions regarding governance, identity and authenticity within Anglican Cursillo in Australia.
7. Review of copyright and authorised use of Cursillo materials within the Anglican context.
8. Encouragement of outreach and renewal initiatives within diocesan communities.

6. ACHIEVEMENTS AND DEVELOPMENTS

The National Executive gives thanks to God for the continued faithfulness and dedication of Cursillo members across Australia.

Particular achievements and developments since 2022 include:

1. Ongoing rebuilding and strengthening of diocesan communities following the disruptions caused by the COVID-19 pandemic.
2. Greater national connectivity through the regular use of video conferencing and digital communication.
3. Continued sharing of leadership resources, training materials and support between dioceses.
4. Increased emphasis on the Fourth Day and long-term Christian discipleship.
5. Ongoing collaboration and encouragement between Australian dioceses.
6. Continued maintenance and use of national online communication tools and resources.
7. National discussions regarding the identity, authenticity and future direction of Anglican Cursillo in Australia.
8. Continued support for dioceses seeking to renew or revitalise local Cursillo activities.

7. CURRENT CHALLENGES

The Movement continues to face a number of challenges common to many Christian ministries and organisations, including:

1. Leadership succession and volunteer sustainability.
2. Encouraging participation by younger generations.
3. Supporting dioceses with limited leadership or reduced activity.
4. Maintaining strong communication across geographically dispersed communities.
5. Ensuring the faithful and authentic continuation of the Anglican Cursillo charism within Australia.

These matters remain active areas of prayer, discussion and planning for the National Executive.

8. FUTURE DIRECTIONS

The National Executive continues to focus on strengthening Anglican Cursillo throughout Australia by:

1. Supporting diocesan Secretariats and leadership teams.
2. Encouraging the development of Fourth Day communities.
3. Expanding communication and resource sharing across dioceses.
4. Encouraging leadership development and succession planning.
5. Supporting dioceses seeking renewal or re-establishment of Cursillo activities.
6. Continuing review of governance, copyright and resource management matters.
7. Encouraging collaboration and fellowship between dioceses.
8. Promoting the Gospel of Jesus Christ through the Cursillo method in partnership with local clergy and diocesan leadership.

The National Executive also looks forward to the forthcoming National Gathering planned in the Diocese of Southern Queensland in October 2026.

9. CONCLUSION

The Anglican Cursillo Movement of Australia remains committed to encouraging Christians to live and share the Gospel within their homes, workplaces, parishes and communities.

The Movement continues to value prayer, fellowship, discipleship and Christian witness through the Cursillo method and gives thanks for the support of bishops, clergy and lay people throughout the Anglican Church of Australia.

Ultreya! (Onwards and Upwards!)

Paul Doyle
National Lay Director
Anglican Cursillo Movement of Australia

Anglican Cursillo



MOTHERS UNION AUSTRALIA REPORT 2026



Celebrating 150 year of Mothers' Union Ministry

AIM

The advancement of the Christian religion in the sphere of marriage and family life.

THEME

Encouraging families through faith in action.

MOTHERS UNION AUSTRALIAN EXECUTIVE

President	Dr Robin Ray
Vice President - Parenting	Mrs Elizabeth Parker
Vice President – Family and Gender violence	Mrs Wendy Mabey
Secretary	Mrs Sue Milwright
Treasurer	Mrs Ailsa Gill
Prayer and Spirituality	Mrs Christine Jensen
Social Issues and Action	Ms Kristi Day
Overseas and Northern Outreach	Mrs Diane Thompson
MiaMia (MU Journal)	Ms Bethany Mills
Promotion and Communication	Mrs Kären Hayden
Publication	Mrs Lindy Driver

Apart from the strategic planning retreat at the beginning of each triennium, the Australian Executive meets quarterly over zoom. For the first time since reporting to General Synod Diocesan Presidents also meet quarterly with the President and occasionally with specific members of the Executive, ensuring an efficient, up-to-date communication system that also fosters collegiality across dioceses through prayer and networking. Meetings include opportunities for training and for support as well as sharing ideas and ministry innovations.

During 2023, with cyber security in mind, new generic emails were created for each Australian Executive position. At the May 2024 session of Australia Council, all Diocesan Presidents were trained and assisted to create generic emails for their positions.

MEMBERSHIP

Worldwide

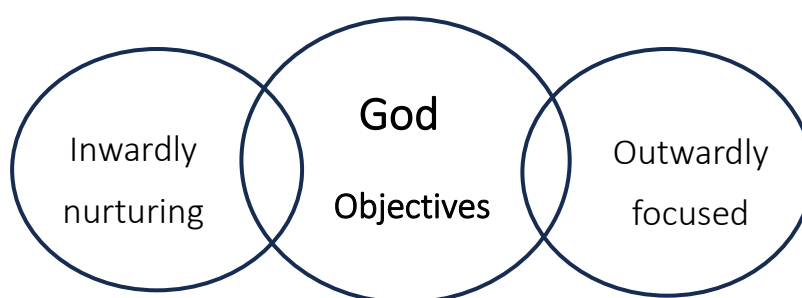
MU Australia is part of a worldwide Anglican ministry seeking to provide Christian care for families across 84 countries. Australia operates independently under the terms of an affiliation agreement with Mothers' Union Central Office in London. This agreement is reviewed every three years and was re-signed most recently in 2025. Communication between Provincial Presidents is enhanced by regular Global gatherings over zoom and participation in the Worldwide Council twice a year again over zoom. Being the 150th anniversary, the Worldwide Council will meet in Durban South Africa in September this year, in-person for the first time since 2019. This meeting will be followed by a worldwide gathering open to all members of Mothers Union across the globe. In 2023 MU Australia hosted a three week visit by the Worldwide President as well as a Pacific Leaders retreat held in the hinterland of southern Queensland.

Australia

MU Australia currently consists of 3,700 financial members across all 23 dioceses. While there has been an 8% reduction in numbers since the last report to General Synod, over the last two years several dioceses report small increases or stable membership. MU has always had Lone members for those unable to attend meetings, however, other forms of membership are now encouraged such as on-line groups and diocesan members who participate in events throughout the year but are not restricted by the need for monthly branch gatherings.

STRATEGIC DIRECTION

Over the last three years Mothers Union Australia has undergone a strategic review process to ensure we are ministering according to our Mission, Purpose, Aim and five Objects (now referred to as Objectives). To this end considerable time has been devoted to developing an innovative website and undertaking revisions to the MU Handbook, Constitution and By-Laws to ensure that our work is lawful and relevant as well as addressing the needs of modern systems and structures. An MU Australia framework developed as part of this process guides planning and evaluation of MU ministry from branch/parish level through to national level. The middle circle places our triune God as the centre of all MU thinking, planning and action, with the MU Objectives directing the focus of our ministry. The other two overlaying circles reinforce that connection demonstrating how we live out God's call as members of MU Australia.



Workshops have been held in various centres across 16 dioceses enabling members to engage with reviewing their own programs and making relevant adjustments to suit the ministry needs in their context. The importance of inwardly nurturing members to equip them for the work of MU has been a feature of these workshops. This nurture is not just support through prayer and worship and caring for each other, but equipping members to reach beyond themselves through the strength they have in our Lord Jesus. Underlying this process are three key words, *Visibility, Articulation, and Relevance*. For some time now the work of MU has largely been invisible or hidden behind a false impression of a 'tea sipping social group'. The

prayer life, worship and service of members has not been seen or well described. The Framework gives members a structure in which to address these deficits in their programs, in promotion of the work of MU and connection through our outward focus to others in their faith community and beyond. MU Australia members are looking for ways they can develop partnerships with community groups, not donating money but actively participating in meeting need relevant to their context and capacity while maintaining consistency with the MU Objectives.

The Australian Executive strategic planning retreat held in February 2026 reviewed the strategies from 2023 and set further goals for this triennium.

- increase membership by 10%,
- be more visible in our parishes and communities,
- increase the number of dioceses facilitating parenting programs and
- further integrate MU into parish ministry.

MOTHERS UNION AUSTRALIA MINISTRIES

At the recent Australia Council meeting consisting of all Diocesan Presidents, the Australian Executive and three Life-Vice Presidents, members workshopped the theme for 2026 increasing ownership and dedication to our work. The agreed theme: *Encouraging families through faith in action* returns us to the original call experienced by Mary Sumner (1876) to win homes for Christ. During regular worship services in June this year locally and worldwide, prayers of thanksgiving will be offered by members for 150 years of Mothers' Union. Members of MU Australia selected 21st June as our day to celebrate the 150th anniversary through praise and worship in local churches.

MU Australia continues to support families directly through actions such as intentional prayer, supplying materials for teaching the faith as well as facilitating parenting seminars and courses. Wider community linked ministry occurs in many ways including providing items for women and their families forced to flee their homes or in other emergency situations, coffee and care at the family law court, holiday accommodation for needy families, collecting appropriate clothing for distribution through Anglican social welfare agencies such as Anglicare, advocating against family and gender violence especially during the 16 Days of Activism, and many more. Further information about the activities of MU Australia can be found on our website at: <https://www.muaustralia.org.au/>

Our MU Australia Emergency Relief fund (backed by member fund raising) has been used to support the wider community in times of cyclone, flood and fire. Most recently in 2025, vouchers for local supermarkets in drought ravaged South Australia brought the love of Christ through MU to farming families in those communities.

Further support for the extension of God's kingdom is evident as MU groups raise funds to support mission efforts aligned with MU's Objectives in the remoter parts of Australia through the Northern Outreach Fund. Each year the total proceeds from this fund are distributed in response to submissions from the bishops of Northwest Australia, Northern Territory, and North Queensland (for work on the Cape and Torres Strait). Our fund raising also extends to the work of our near neighbours – most recently in Melanesia. Three-year projects across this reporting period have supported building and maintaining disability access to cyclone shelters in church buildings (often the most secure structures in communities) and since the beginning of 2025, support for a trained and equipped local MU team to extend literacy to the rural areas of the Solomon Islands.

CONCLUSION

I thank you for reading the MU Australia report. In keeping with our goals for 2026, I encourage you to contact your local MU group, Diocesan President, members of the Australian Executive that are known to you, or myself to explore ways in which MU Australia can support ministry in your faith communities as we work together to further the kingdom of God.

Dr Robin Ray
President
MU Australia
Email: president@muaustralia.org.au
Mobile 0419 713 571

Mothers Union Australia's vision is of a world where God's love is shown through loving, respectful, and flourishing relationships that demonstrate the Christian faith in action through care of families.

BUSH CHURCH AID SOCIETY OF AUSTRALIA



INTRODUCTION

Bush Church Aid (BCA) has been going the distance to share Jesus with the bush since 1919. Over 25% of Australians live outside our capital cities in rural, regional, and remote towns and communities - it is a large mission field!

Our mission is primarily accomplished through partnering with Anglican dioceses and other Christian organisations to send and support clergy, chaplains, and others involved in gospel ministry. At the time of writing, BCA is partnering with 14 dioceses and has partnerships with other Christian organisations, including Nungalinga College, the Aboriginal Evangelical Fellowship, Scripture Union and others.



We rely on the support and partnership of our generous donors and supporters to continue this vital and ever-growing ministry.

Since the last General Synod in 2022, we are thankful to God for his goodness and faithfulness to us and the ministry here at Bush Church Aid. This report will draw attention to some of the highlights and changes of the past few years.

MINISTRY LOCATIONS



BCA has commitments to support at least 45 ministry locations across the country. At any given time, not all of these are filled, with some currently vacant or in the process of seeking new workers. Even so, it has been an encouraging season of both consolidating existing commitments and extending support into new areas.

In 2026, we are especially pleased to be returning to the Diocese of Bunbury for the first time since the mid-1950s, marking a significant renewal of partnership in Western Australia.

This map depicts all the locations BCA has supported to date since 1919

We have also been grateful to see a number of long-standing vacancies, places that are deeply woven into the BCA story, now filled. Locations such as Coober Pedy and Kangaroo Island have long been close to our heart, and it has been a real encouragement to see ministry re-established in these communities after extended periods without a worker.



Across many rural dioceses, BCA has not only maintained its long-term commitments but has also been able to initiate new support in key areas. In some cases, this has meant renewing partnerships that had lapsed over time; in others, it has involved stepping into fresh opportunities where the need for gospel ministry is clear. One such example of a new opportunity has been the parish of West Tasmania in 2025, not only known for its striking natural beauty, but also for its isolation and the unique challenges of life and ministry in that region.

Another particularly encouraging development has been the strengthening of our partnership with the Aboriginal Berean Community Church in South Australia. This relationship reflects a shared commitment to faithful, Indigenous-led gospel ministry across the rural and regional parts of South Australia.

It has also been encouraging to see new Field Staff commence in recent years since the last General Synod report. At the same time, we have farewelled others as they move into new seasons of ministry, retirement, or respond to changing family circumstances. As a team, we continue to pray that the Lord of the harvest will raise up workers, as the need remains great across our nation.

ONTRACK FOR YOUNG CHRISTIAN WORKERS



There have been a number of significant and encouraging initiatives undertaken by BCA since the last General Synod report, reflecting a growing commitment

not only to sustaining ministry in the bush, but to strengthening the pathways that support it into the future.

One such initiative is the ONTRACK program. It is often said that the greatest export from our country towns is young people. Many leave for study or work and do not return. ONTRACK seeks to respond to that reality by encouraging young Christian graduates to consider living and working in rural, regional, and remote Australia, not as a fallback, but as a meaningful and intentional place for life and ministry. At the same time, the program recognises that the transition from city or campus life to the bush can be both exciting and challenging. ONTRACK provides a structured environment in which participants are supported and encouraged to live for Jesus wherever God has placed them. It creates space for thoughtful transition into life, work, and ministry in rural settings. Since its launch in mid-2022, each cohort has offered encouraging feedback and testimony of its value.

PATHWAYS INTO VOCATIONAL MINISTRY

Alongside this, BCA has undertaken a significant strategic focus on strengthening pathways into ordained vocational ministry, particularly for those preparing to serve in rural and remote contexts. This work has involved several interconnected initiatives.



A key part of this has been the relaunch of the theological bursary program in 2023, a scheme that reflects BCA's long-standing commitment to supporting those preparing for ministry in the bush. Since its relaunch, more than 25 bursaries have been awarded to students with a clear desire to serve in rural and remote settings. These students have come from a range of theological colleges across the country, including Brisbane School of Theology, Sydney Missionary and Bible College, Moore College, Ridley College, the Bible College of South Australia, and Trinity Theological College in Perth. In addition to financial assistance, students have been supported pastorally and prayerfully throughout their studies, helping to ease the pathway from theological education into ministry.

Flowing on from this, there has been a growing emphasis on ensuring that graduates are not left to step straight into the demands of rural ministry without appropriate preparation. In recent years, BCA has worked with six rural dioceses to support curacies or ministry training, providing recent graduates with the opportunity to receive practical formation and training in a rural context. These roles offer vital experience and support, equipping individuals for the realities of leading parishes in more isolated settings.



STARTWELL PROGRAM

Another significant initiative currently being developed is the StartWell Program, designed to support new Field Staff as they begin ministry in rural, regional, and remote Australia. The early years of ministry in the bush often involve substantial adjustment, from changes in context and expectations to the realities of more isolated and sometimes one-person ministry settings.

The program seeks to respond to these challenges by helping Field Staff to “start well” in their personal and family wellbeing, to “start well” with healthy and sustainable patterns in their ministry, and to “start well” by building strong relationships with Bush Church Aid from the outset.

It brings together training, mentoring, and resources drawn from BCA's long experience, with the aim not simply of helping workers get started but enabling them to serve effectively and sustainably over the long term.

INDIGENOUS MINISTRY



BCA has also given significant and strategic attention to supporting Indigenous ministry. One such example of this is our partnership with Nungalinga College. We direct a substantial level of support to this ministry because of its far-reaching impact. While the college is located in Darwin, its influence extends well beyond the city, across the Northern Territory, into western Queensland, the eastern regions of Western Australia, and down into South Australia, including the APY lands. The vast majority of

students come from remote Indigenous communities, and they return to those communities following their teaching blocks.

As a result, investment in Nungalinga has a multiplying effect, strengthening discipleship and gospel ministry across a wide and often isolated part of the country.

Within this partnership, the Nungalinya Chaplain ministry has continued to develop as an important and fruitful initiative. Now in its third year of operation, the program supports Indigenous chaplains who, having completed their own training, return to the college during teaching blocks to provide pastoral care to students. Their ministry brings a depth of understanding shaped by shared culture and lived experience and has been widely recognised as both effective and deeply valued. At the end of 2024, BCA was able to increase its support, enabling this ministry to expand further.



In the current year, BCA has also committed to supporting the Co-Teacher Program at Nungalinya. This program ensures that each classroom includes an Indigenous co-teacher, working alongside teaching staff. These co-teachers, who are themselves graduates of the college, travel in from remote communities for each teaching block. Their role is central to Nungalinya's "both ways" approach to teaching, where Indigenous knowledge and culture are brought into partnership with biblical and theological training. This enriches the learning environment, grounds teaching in lived experience, and strengthens the connection between the college and the communities it serves. Supporting this program, including the significant logistical challenges involved, represents an important investment in the ongoing effectiveness of Indigenous-led ministry formation.

Another exciting area that BCA financially and prayerfully supports is First Nations Ministry Training (FNMT), in partnership with the Aboriginal Evangelical Fellowship. FNMT has been developing over the past few years and is already having a meaningful impact. It is designed to equip Indigenous men and women for gospel ministry within their own communities, enabling them to grow in biblical understanding, discipleship, and practical ministry in ways that are both accessible and culturally grounded. The impact of this work is growing steadily, particularly across remote parts of Western Australia and now extending into South Australia, including Port Augusta. It is a partnership we are excited to support as this training is proving to be a life-changing experience for those involved.

GOVERNANCE

At the end of 2025, BCA undertook a significant step in strengthening its governance through the adoption of a new constitution. This outcome followed more than three years of careful work, consultation, and prayerful consideration. The previous constitution had served BCA well for the great majority of its 100-plus-year history, but it was timely to update it to reflect contemporary best practice in governance and to better support the organisation's ongoing growth and complexity.



The new constitution provides a clearer and more streamlined governance structure, moving from the former model of a National Council and Executive Committee to a Board structure. This change brings greater clarity and simplicity to how BCA is governed, and we are confident it will serve the organisation well in the years ahead.

SUPPORT AND COMMUNICATIONS

BCA can only continue its mission through the faithful support and partnership of churches and individuals across the country. We are deeply thankful for those who have stood with us over many years, as well as those who are newer to the work, supporting us through prayer, financial giving, and practical encouragement. This partnership in supporting the ministry is what enables the gospel work to continue and grow in rural, regional, and remote Australia.

In recent years, BCA has made a deliberate investment in strengthening its communications, recognising that clear and engaging communication is vital for sustaining and growing this partnership. Our quarterly Real Australian magazine and regular Prayer Notes seek not only to inform, but to help supporters feel closely connected to the realities of ministry on the ground and to pray with greater understanding.

Alongside this, we have also placed increased emphasis on in-person connection, with BCA Connect events held across all states and territories. It is in these gatherings where supporters can meet Field Staff, hear firsthand about life and ministry in the bush, and deepen engagement with the mission.

As BCA seeks to support more ministry locations and send more workers into the harvest field, the need for ongoing partnership continues to grow. For those already standing with BCA, we remain deeply grateful. For those less familiar with the work, we warmly invite you to consider how you might be involved, whether through prayer, giving, receiving our communications, or attending events. Further information can be found at www.bushchurcaid.com.au.

FUTURE



Australia is a vast and challenging mission field, stretching across great distances and diverse communities. From remote towns to bustling regional centres, from mining camps to small country communities, from red dust to rugged coastlines, we believe that every person in the bush should have every chance to know Jesus. Seeing this vision take shape across this land will not happen quickly or easily.

As it has for over 100 years, it will continue to require steady endurance, sacrificial generosity, and faithful prayer, so that the lost are found, disciples are made, and the church

grows.

Where others step back or choose not to go, BCA wants to push forward with the hope of Jesus, because we truly believe that all people in rural, regional, and remote Australia matter deeply to God. Directing so many resources to such locations may seem foolish to many, but in God's economy, he leaves the ninety-nine for the one.

Thank you again for all your support and prayers, as together we go the distance to share Jesus with the bush.

The Revd Canon Greg Harris
BCA National Director



2022-2025

MISSION TO SEAFARERS AUSTRALIA COUNCIL SYNOD REPORT



6065

Ships Visited



91,597

Seafarers Transported



49,284

Beanies Given



67,258

Volunteer Hours

2025 Impact



97,546

Seafarers
Attending Centres



562

Justice Welfare
Referrals



10,586

Care Gifts
Given



351

Volunteers -
Replacement
cost \$3,510,195



8,019

Shopping Trips
Carried Out



\$7,668,291

Costs to Run
Centres



13,506

Christian Materials
Distributed



Contact Us for more information

0408 532 506



www.mts.org.au



rd@mts.org.au

The Mission to Seafarers thank everyone for their support and care for seafarers globally.

MTS Synod Report

Purpose:

The Mission to Seafarers (MtS) is a missionary organisation of the Anglican Church, living out the Five Marks of Mission. Established in 1856 and operating in Australia since 1857, the Mission proclaims the Gospel to seafarers of all nations, drawing inspiration from Revelation 14:6 – the “Flying Angel” carrying the eternal Gospel to every nation, tribe, language and people.

The Mission to Seafarers Australia continues to minister to seafarers 365 days a year across more than 28 locations.

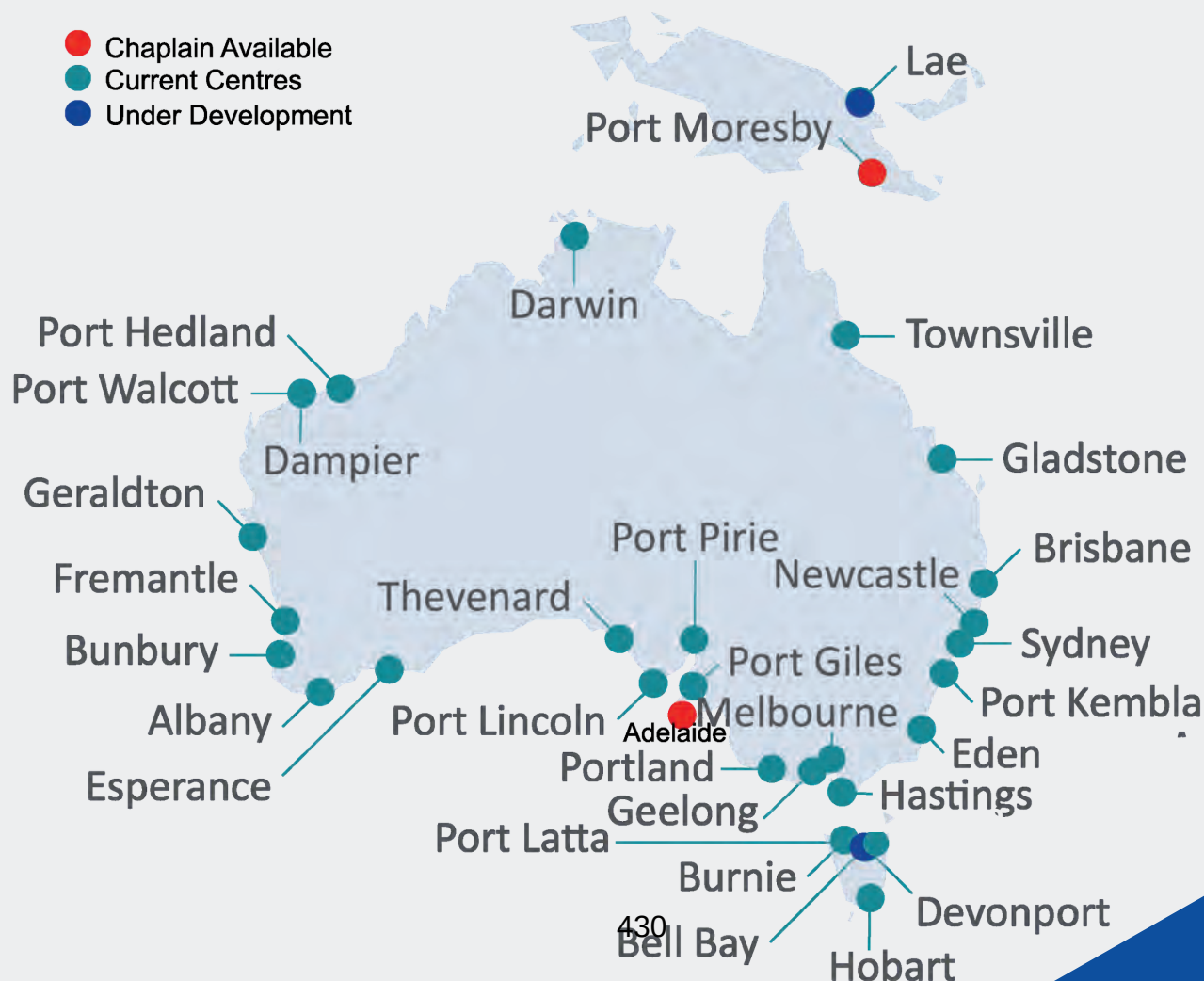
In a rapidly changing global maritime environment, the need for welfare, pastoral care, and Gospel witness remains urgent.

We bring hope.

We share the Gospel.

We are present where others are not.

Across Australia and Papua New Guinea, the Mission to Seafarers continues to serve a highly mobile and often invisible workforce, walking alongside the people we serve as a Parakletos – an advocate, comforter and companion to those who labour unseen across the oceans of the world. In every port, we seek to embody the presence of Christ through pastoral, practical, and spiritual care, offering justice, compassion, and the proclamation of hope to seafarers visiting our shores.



MTS Synod Report

Membership:

The Rt Rev'd Jeremy James tssf
Bishop of Willochra



The Mission to Seafarers Australia is governed by the Australian Council (AC), whose members are elected by affiliated centres and to assist in the governance of the organisation.

Representation includes clergy and lay leaders from across Australia, with episcopal appointments made by the House of Bishops.

The Australian Council employs a Regional Director to oversee national strategy, partnerships, and operational coordination.

OFFICE BEARERS (2023–2025)

Chair: The Right Reverend Jeremy James

Vice Chair: The Right Reverend Darrell Parker

Treasurer: The Very Reverend Darryl Cotton

Secretary: Lt Comm Peter Mason (Rtd)

Council Members:

Mr Andrew Schinick

Mr Phillip Holliday

The Reverend Un Tay

Mr Colin Booth

Regional Director:

(Since 2023) Ms Sue Dight

MEMBERSHIP CHANGES

Since the last General Synod (2022):

- Transition in of Bishops representation and Regional Director leadership
- Strengthening of lay and professional expertise within Council
- Increased engagement with national stakeholders including regulators and port authorities
- Expansion of collaboration with international partners including the International Christian Ministry Association and ecumenical partners

MTS Synod Report

MEETINGS AND GOVERNANCE:

The Australian Council has met regularly throughout the period (bi monthly, with additional strategic sessions), using a hybrid model of in-person and videoconference meetings.

Key governance developments include:

- Acceptance of the Council by regulatory authorities as a Peak Body for all MtS
- Strategic planning for 2027–2031
- Increased focus on compliance (ACNC, AML/CTF obligations)
- Strengthening of reporting frameworks across centres
- Development of national policy positions on seafarer welfare funding
- Development of a proposed National MTS Centre membership model

ACTIVITIES (2023–2025)

MtS centres across Australia continue to provide a broad range of welfare and mission services, including:

- Ship visiting and pastoral care
- Transport and shore access
- Emergency welfare support (medical, legal, abandonment cases, repatriation)
- Provision of food, clothing, currency exchange, and communications
- Distribution of Christian materials and chaplaincy ministry
- Crisis and incident response

The scale of activity has increased significantly post COVID, reflecting both demand and improved reporting:

- Substantial growth in seafarer contacts and centre attendance
- Increased transport services, including medical transfers
- Expansion of justice and welfare casework

Growth in volunteer engagement, though not keeping pace with demand
MtS Australia continues to serve tens of thousands of seafarers annually, contributing to over 99,000 welfare interactions nationally in the 2025 reporting period.



MTS Synod Report

CONTEXT AND CHALLENGES:

1. Post-COVID Recovery

The COVID-19 pandemic had a lasting impact on seafarer welfare and MtS operations. While border restrictions have eased, the sector continues to experience:

- Financial strain on centres due to reduced income streams
- Wider competition for grant funding
- Reduced diocesan funding – Church contributions
- Increased complexity in welfare cases
- Reduced volunteer engagement (aging volunteers)

2. Increasing Demand for Welfare Services

Global shipping pressures, geopolitical instability, and workforce fatigue have increased demand for welfare support.

Seafarers continue to report:

- Isolation and mental health challenges
- Restricted shore leave in some ports
- Uneven access to communication and connectivity

3. Volunteer Capacity

Although volunteer numbers have grown (approx. 22%), demand for services has increased at a significantly higher rate, creating operational strain.

4. Regulatory Environment

The Maritime Labour Convention (MLC 2006) continues to underpin seafarer welfare obligations.

Australia, through the Navigation Act 2012 and Marine Order 11 (administered by the Australian Maritime Safety Authority), is responsible for ensuring seafarers have access to welfare services. MtS plays a critical (Federally unfunded) role in enabling Australia to meet these obligations.



MTS Synod Report

ACHIEVEMENTS:

Key achievements during this period include:

- National Advocacy
 - Strengthened engagement with government regulators and industry
 - Continued advocacy for sustainable welfare funding models
- Conference and Sector Leadership
 - Delivery of the Seafarers Welfare Conference 2023 Melbourne, 2024 in Fremantle and 2026 in Adelaide
 - Leadership in national conversations on MLC implementation and seafarer wellbeing
- Partnership Development
 - Formal and informal agreements with port authorities (e.g. Flinders Ports, TasPorts, Southern Ports)
 - Increased collaboration with AMSA and the Australian Seafarers Welfare Council
- Operational Growth
 - Expansion of services in regional and remote ports
 - Improved data collection and reporting across centres
- Missional Impact
 - Continued sharing of the Gospel with seafarers from diverse cultural and religious backgrounds
 - Distribution of Bibles and Christian materials
 - Evidence of spiritual engagement and faith conversations among seafarers

FUTURE PRIORITIES (2026–2030)

The Mission to Seafarers Australia has identified the following priorities:

- Sustainable Funding Model - Advocate for a national, industry-supported funding mechanism (e.g. per-ship levy) to ensure long-term viability of welfare services.
- Strengthening Port Welfare Committees - Expand and formalise Port Welfare Committees across Australia to coordinate local welfare responses.
- Volunteer and Workforce Development - Invest in recruitment, training, and retention of volunteers and chaplains.
- Digital and Connectivity Solutions - Improve access to communication for seafarers, including onboard and shore-based connectivity.
- MLC 2026 Implementation - Support ports and industry stakeholders in meeting evolving obligations under the Maritime Labour Convention.
- Regional Expansion (PNG and Pacific) - Continue development of services in Papua New Guinea and support emerging welfare needs in the Pacific.
- National Centre Membership Framework - Implement a formal membership model between centres and the Australian Council to strengthen governance alignment, accountability, and shared strategic direction across the Mission nationally and internationally.

MTS Synod Report

FINANCIAL OVERVIEW:

MtS Australia continues to operate through a combination of:

- Donations (individual and church-based via Sea Sunday campaign)
- Grants and sponsorships
- Local centre fundraising
- Port funding in limited ports
- Limited corporate partnerships

Financial pressures remain significant, particularly for smaller regional centres. Variations between budget and actual expenditure are largely attributable to:

- Increased service demand
- Rising operational costs, particularly in the area of compliance obligations
- Reduced traditional funding streams

GENERAL SYNOD RESPONSE:

The Mission to Seafarers Australia calls on General Synod and all Dioceses to:

- Advocate to Federal and State Governments for funding of shore-based welfare services under the Maritime Labour Convention
- Support the introduction of a sustainable national funding mechanism
- Promote awareness of seafarer welfare across the Church

Everyone is affected by shipping through imports and exports – Cars, Coffee, Computers – Wheat, Wool, Minerals – a seafarer is involved.



SPARKLIT

SparkLit publishing partners produce first books in local languages

In some locations, SparkLit partner publishers are producing the first Christian books in their language. In northeast Cambodia, our project partners are producing the first books ever in the Kavet language. Like many before them, our Kavet-speaking partners learned to read and write so they could read the Bible. They have discovered the God who speaks. They have discovered the God who speaks their language.

SparkLit currently supports local Christian publishing initiatives and nurtures emerging Christian publishers in Argentina, Cambodia, Central Asia, China, Egypt, Kenya, Laos, Nepal, Pakistan, Peru, Poland, South Sudan, Timor Leste and Turkey. We direct funds, expertise and energy where Christian writing is most needed.

SparkLit sponsors Polish translation of *The Book of Common Prayer*

SparkLit has agreed to help **Aleksander Saško Nezamutdinov** publish a Polish translation of *The Book of Common Prayer*. "Please pray that an accessible translation of this beautiful liturgical resource will deepen our appreciation of our Protestant theological convictions and furnish a bridge between us and our Catholic neighbours."

SparkLit supplies books where resources are scarce

SparkLit makes Christian books available, accessible and affordable where commitment is strong but support and resources are scarce. SparkLit is providing theological texts and essential reference works to pastors and Bible college students in Cambodia, China, Ethiopia, Indonesia, Kenya, Myanmar, the Philippines, South Africa and Tanzania.

2025 Australian Christian Book of the Year is a fearless and realistic assessment of AI

Made in Our Image: God, Artificial Intelligence and You by **Stephen Driscoll** and published by Matthias Media, is the 2025 Australian Christian Book of the Year. In *Made in Our Image*, author Stephen Driscoll uses the Bible to make sense of artificial intelligence and explore what makes us human. Our humanity is defined by our relationship with our Creator, rather than by what technology cannot do.

The 2025 Young Australian Christian Writer Award was won by **Ashleigh Dowling** from Ringwood, Victoria. *In Between*, her collection of heartfelt and accomplished poems, offers rich insights into themes of faith and doubt, contemplation and creation, and meaning and purpose.

Hannah Leigh from Wantirna South, Victoria, won the 2025 Australian Christian Teen Writer Award. Her short story, *In Bloom*, harnesses the seasons to frame the slow ebb and flow of maturation in faith.

With these awards, SparkLit celebrates and encourages the creativity and enterprise of Australian Christian writers and publishers. If you would like to know more, please visit: www.sparklit.org/awards

Find out more

Where the gospel is preached, books are needed. SparkLit advances God's kingdom by empowering Christian writers and publishers around the world. We rely on your prayers and donations. If you would like to know more about the work of SparkLit and its partners in difficult places, visit: www.sparklit.org

Leadership

Valerie Kuan—President
Paul Douglas—Vice President
Simon Woodley—Secretary
Roslyn Schnerring—Treasurer
Michael Collie—National Director
Elsbeth Kernebone—Board member
Sarah McIntosh—Board Member
Chris Porter—Board member

Contact

The Society for Promoting Christian Knowledge Australia Incorporated trading as SparkLit
Post: PO Box 198, Forest Hill, Victoria 3131
Telephone: 1300 13 7725

Email: michael.collie@sparklit.org

ANGLICAN CONSULTATIVE COUNCIL

BACKGROUND

The role of the Anglican Consultative Council (ACC) is to facilitate the co-operative work of the churches of the Anglican Communion, exchange information between the provinces and churches, and help to co-ordinate common action. It advises on the organisation and structures of the Communion, and seeks to develop common policies with respect to the world mission of the Church, including ecumenical matters.

The Anglican Consultative Council usually meets every three years. So the Council met in Accra in Ghana in February 2023 and will, by the time General Synod meets, have met in Belfast in Ireland in July 2026. The Anglican Communion budget funds economy level travel, accommodation and meeting costs of members and invited representatives attending ACC.

This report focuses on what took place at the ACC18 meeting in Ghana in 2023 and proposals that will have been considered at the ACC19 meeting in Ireland in July 2026.

ACC-18 - FEBRUARY 2023 – ACCRA GHANA

110 members from 39 Anglican provinces attended the Eighteenth Anglican Consultative Council (ACC-18) meeting in Accra, Ghana from 12 to 19 February 2023. Only three provinces were not represented – Nigeria, Uganda and Rwanda. The Archbishop of Canterbury attended in his capacity as President of the ACC but is not the Chair of the meeting. The Chair of the Standing Committee of ACC presides at the meeting. The Most Rev'd Dr Paul Kwong (Hong Kong) concluded his term as Chair at ACC-18.

The Province of Australia was formally represented by three members:

- Archbishop Kay Goldsworthy (episcopal member to ACC-19)
- Archdeacon Arthur Copeman (clergy member to ACC-18)
- Justice Debra Mullins (lay member to ACC-20)

Each representative is appointed by the General Synod Standing Committee to attend 3 ACC meetings. Arthur Copeman attended his last ACC in Ghana. In addition, Anne Hywood, General Secretary attended ACC18 as a co-opted member as Chair of the Provincial Secretaries Network along with 5 other invited Provincial Secretaries and the Rev'd Heidin Kunoo from Melbourne attended her second ACC as the youth representative for the Oceania region.

All representatives of the Province of Australia considered themselves to be privileged and grateful to be provided with the opportunity to attend ACC-18.

The ACC-18 program provided for daily bible study and worship, reports from Anglican Communion Commission and Networks, presentations on mission and ministry from around the world and consideration of resolutions in the name of the Anglican Consultative Council.

The week opened and closed with celebratory services in local churches, with the opportunity on the final Sunday to visit local parishes. Hospitality was extended to the ACC members at a dinner hosted by the President of Ghana and a gala event showcasing Ghanaian culture at the home of the Archbishop of Accra.

The Five Marks of Mission - Daily Theme and Bible Studies

Each day the bible studies, reports, presentations and business of the meeting were collated into the themes of the Five Marks of Mission

- Tell – Proclaim the Good News of the Kingdom.
- Teach – Teach, baptize and nurture new believers.
- Tend – Respond to human need by loving service.
- Transform – Transform unjust structures of society, challenge violence of every kind and pursue peace and reconciliation.
- Treasure – Strive to safeguard the integrity of creation, and sustain and renew the life of the earth.

Presentations by Anglican Communion Commissions and Networks

All Anglican Communion Commissions, Networks and associated bodies had the opportunity to present updates on their work during the program. A number of Commission and network members were in attendance, in addition to ACC-18 members.

Archdeacon Arthur Copeman, gave a presentation on behalf of the Commission for Evangelism and Discipleship.

Resolutions – ACC-18

The ACC has the power to pass resolutions. However, a meeting of the ACC is not “an international Synod” and no ACC resolution is binding on any province of Communion but represents the view of its representatives in attendance at the ACC meeting. A summary of [ACC-18 Resolutions and Statements of Support](#) is published on the [ACC page of the Anglican Communion website](#).

ACC Standing Committee

At each ACC a Standing Committee is elected to supervise Communion work over the following three years. No representatives of the ACA chose to nominate to serve on the Standing Committee.

Canon Maggie Swinson (England) was elected the new Chair of ACC. She previously served as the Vice Chair. Archbishop Hosam Naoum from the Province of Jerusalem and the Middle East was elected Vice Chair.

Visit to Cape Coast Castle – Centre of the Transatlantic Slave Trade

A full day outside the meeting venue included a visit to Cape Coast Castle. The site once served as a headquarters for British involvement in the Transatlantic slave trade. Enslaved Africans were held in dungeons at the castle in squalid, overcrowded conditions and little ventilation, until they were boarded onto ships destined for North and South America and the Caribbean. Anglican worship services attended by the British governor and troops were conducted in a church built over the dungeons.

The visit was moving and challenging for all, particularly those from the United States and the Caribbean whose ancestors had likely been transported from this, or a similar, site.

The visit to Cape Coast also included a service of reconciliation in the local Anglican Cathedral.

Same Sex blessing and Slavery Reparation

The program included two events which were outside the official business of the ACC but of interest to its members:

- 1) the Archbishop of Canterbury presented information on the decision of the Synod of the Church of England to support the establishment of liturgies for the blessing of same sex marriages. This presentation was responded to by members, with a variety of opinions on this subject being expressed.
- 2) The Church of England Commissioners outlined a commitment to distribute £100 million in grants in response to confirmation that a significant amount of their current investment funds had arisen from the profits of the slave trade in the 18th and 19th centuries.

ACC19 - JULY 2026 – BELFAST IRELAND

By the time of the General Synod, ACC19 will have taken place in Belfast in Ireland from June 27th to July 5th 2026, with the theme of “**Called to One Hope**”.

The Province of Australia will have been formally represented by:

- Archbishop Kay Goldsworthy (episcopal member to ACC-19)
- The Rev’d Kate Beer (clergy member to ACC-21)
- Justice Debra Mullins (lay member to ACC-20)

Major Agenda items for ACC19

Welcoming the 106th Archbishop of Canterbury, Dame Sarah Mullally.

The Nairobi-Cairo Proposals – these are a series of proposals which have been developed by the Inter-Anglican Standing Commission on Unity, Faith and Order (IASCUFO). The proposals note that there is now a wide diversity of views on some subjects across the Anglican Communion and consider how to proceed with this situation in mind. In particular, the Proposals intend that the role of the Archbishop of Canterbury within the Communion be changed and there be a rotating President for the Communion.

Vision36 – Is a proposal which has come from the Anglican Commission for Evangelism and Discipleship to encourage the Anglican Communion, over the next ten years, to refocus itself as a Church which seeks as a first priority to undertake evangelism, discipleship and church planting. A copy of the Vision36 proposal is attached.

A Proposal for Vision36

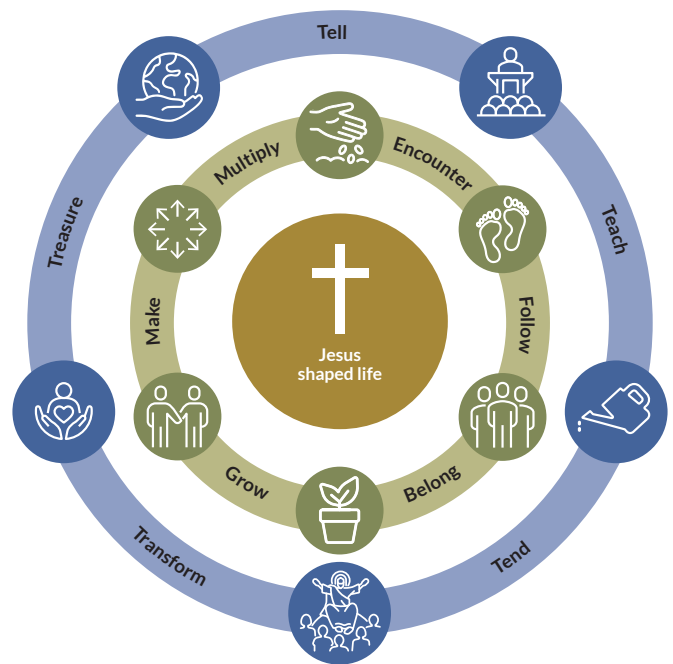
For the growth of
discipleship with
church planting
across the Anglican
Communion

This is a proposal for a Communion-wide vision of living Jesus-shaped lives, in a Jesus-shaped church, for a Jesus-shaped world to the glory of God in the power of the Holy Spirit.

It is a multiplication vision for every disciple and every church in the Anglican Communion. It is one in which everyone grows, and prayerfully helps someone else to grow, as wholehearted disciples of Jesus based on scripture, and in which every church has planted one or more new congregations, or has itself been revived, over ten years. As a sign of hope among many challenges around the world, including war, climate change and the rise of secularism, it is a vision of planting or renewing **one million** deeply rooted, spiritually healthy and fruitful congregations worldwide.

This is for the coming of the Kingdom of God and the transformation of the world according to the Five Marks of Mission (represented by the outer blue circle in the diagram above). It will follow the Season of Intentional Discipleship which began in 2016 (at the Anglican Consultative Council in 2016) and which finishes in 2026.

The vision is for a new decade, from **2026 to 2036**, in which making disciples will be supplemented with planting healthy churches (represented by the inner green circle in the diagram). At the centre of all this will be Anglicans and others living Jesus shaped lives prayerfully guided by scripture and worship including the sacraments within their different contexts across the globe.



The Decade will incorporate JC2033, an ecumenical movement of Christians around the world who are celebrating the 2000th anniversary of the resurrection of Jesus Christ at Easter 2033.

These celebrations will provide a key staging post in the decade, to praise the risen Christ for the church planting and revitalisation that has already taken place and to commit to continuing the initiative until 2036.

They will also provide an opportunity to offer more widely our wisdom and conviction for the renewal of the Church in the mission of God in the world, with intentional commitment to making the normal culture of our church one of missionary discipleship and the multiplication of churches.

The Big Idea: by 2036



Everyone in our churches has grown and helped someone else to grow as a wholehearted disciple of Jesus based on scripture within their own context;



Every church has grown new deeply rooted congregations of wholehearted disciples grounded in Safe Church principles of commitment to safety, respect, accountability and healthy relationships within all aspects of church life;



Every disciple and every congregation has played their part in transforming their local communities through the sacrificial love of Jesus in ecumenical partnership with other churches;



Every Province, diocese and church has played its part in planting a million new congregations involved in safely transforming their local communities.

Why?

In Matthew 28.16-20 Jesus calls on his followers to make disciples of all nations, baptising them in the name of the Father, Son and Holy Spirit. In Acts 1.8 he promises that they will receive power when the Holy Spirit comes upon them and they will be witnesses in Jerusalem and to the ends of the earth. But in what manner will this disciple-making take place?

In his parables Jesus gives us a clue in the images of organic growth, of seeds, plants and trees (Mark 4, Matthew 13). Sometimes the growth has tiny beginnings (as with a mustard seed) and sometimes it happens secretly (Mark 4.26-9). But as roots go down deep, the branches stretch up and out and birds of the air can come and find shelter. So with the coming of the kingdom of God in the hearts and lives of the company of disciples as they respond to Jesus' call. Trust is needed, mixed with expectant hope and generous love, then a Communion-wide vision of God's children living Jesus-shaped lives, in a Jesus-shaped church, for a Jesus-shaped world, to the glory of God in the power of the Holy Spirit, will be realised.



How will we get there?

As a Commission:

1. ACCED will mobilise/catalyse a global prayer movement which includes religious and monastic communities to support and deepen this vision
2. It will consult widely: IASCUFO (theology), CTEAC (training), Safe Church Commission (health), ACC (authorisation), Primates (leadership)
3. It will signpost resources and develop Bible-based resources when asked to do so
4. Members of the commission will individually champion Vision36 in their own provinces and regions
5. It will encourage regional training, consultations and webinars
6. It will meet three times per year online, and every two years in person, to stimulate, develop and encourage the vision into action

As a Communion:

- **To Envision:** Whenever Anglicans gather in various contexts, they will be encouraged to envision, celebrate, model and empower Vision36;
- **To Equip:** ACC will be invited to encourage and inspire provinces to mobilise and equip dioceses to realise the outcomes of Vision36;
- **To Enable:** ACC will be asked to invite dioceses to set a budget, appoint a team and create a plan to implement Vision36; report to their province on the impact; and give results on progress, so that the Communion can celebrate, support and pray for it;
- **To Empower:** Provincial and diocesan teams will be invited to encourage their parishes and congregations to grow in evangelism, discipleship, and church planting, supported by prayer teams and monastic communities, according to Safe Church Guidelines, to realise the goals of Vision36.

The Ask:

ACCED is inviting ACC-19
to affirm Vision36.

ACCED has consulted extensively, introduced the vision in the Lambeth Call webinars and made initial connections with IASCUFO, CTEAC and the Safe Church Commission.

The vision is already alive in many places. It now needs affirmation and endorsement of the Anglican Communion's senior leadership to see it take root and reach its fulfilment and goals.



The Process

To enable this vision to be fulfilled, there are three steps within an organic process:

1. Planting seeds (the vision) in Provinces & dioceses

ACCED will work with willing bishops, clergy and laity to build momentum, to highlight stories of good practice in their dioceses. It will work with IASCUFO to uncover robust Anglican theology and ecclesiology to support the vision and practice. Different Provinces in different contexts will require different approaches. Storytelling will be vital for building momentum.

2. Cultivating growth

ACCED will support contextual learning and training where the focus will be on training trainers, so that disciple-making and church planting practices are embedded in reproducible ways. It will work with CTEAC to source and disseminate excellent training materials for disciple-making and church planting, holding resources on webpages linked to the anglicancommunion.org website.

3. Working for the harvest

ACCED will encourage every disciple to help another disciple to grow; and we will encourage every church to plant another congregation or be revitalised itself - across tribal, language, generational and other boundaries where possible - with local budgets and sustainable models. We will encourage dioceses to capture their progress to share with others, especially during a designated season of the year, and to celebrate all that God is doing. We will also promote participation in the JC2033 celebrations to encourage this growth and multiplication.



Timetable

- **March 2026**
Proposed resolution submitted for ACC-19
- **June 28th to July 5th 2026**
ACC19 in Belfast, UK, with ACCED reps to advocate for Vision36
- **Oct 2026**
ACCED biennial in-person gathering in Kenya to include the launch of Vision36 and its rollout
- **2027-2035**
Regional training events in partnership with participating provinces, as funding permits
- **2028**
ACCED biennial gatherings for Vision36 review and development

ACC-19

The Anglican Consultative Council – 2026

Resolution for ACC-19

In light of the imperative of the Great Commission, to 'Go and make disciples of all nations', the ACC affirms the need for every province, diocese and parish in the Anglican Communion to adopt a clear focus and 'walk an extra mile' in the next decade, from 2026 to 2036, as per Vision36, to grow wholehearted discipleship among their people and to plant ONE million new churches/ communities/ congregations, in order to share in the calling and sanctification of the body of Christ.

Find out more about Vision36

Link up with others through ACCED:
email acced@anglicancommunion.org

Can you make a financial contribution to promoting
Vision36 across the Anglican Communion?

Please contact

stephen.spencer@anglicancommunion.org
for information on how to do this.



Find out more about the work of the Anglican
Communion Office, the official Secretariat to the
Anglican Communion.

anglicancommunion.org

 [theanglicancommunion](https://www.facebook.com/theanglicancommunion)

 [anglicancommunion](https://www.instagram.com/anglicancommunion)

Anglican Diocese
of Adelaide

General Synod Report The Diocese of Adelaide

Protection of the Environment Canon 2007

Adoption of the Canon:

The Diocese of Adelaide adopted the “Protection of the Environment Canon 2007” at its Synod held on 26 October 2008. The measure came into effect immediately.

Action Arising from the Adoption of the Canon:

Immediately following the adoption of the Canon, the Synod provided parishes a \$500 grant towards the cost of water capture and connection to plumbing.

The Cathedral installed fifty (50) 12.5 kW solar panels.

Lights in the Synod office, College, Cathedral and many parishes have been replaced with LED.

The Anglican Creation Care Network was established in 2017, to encourage and promote actions towards the care of God's creation as a local response to the Mark of Mission: *to strive to safeguard the integrity of creation and sustain and renew the life of the earth*. The ACCN remains active in conducting workshops, events

Synod representatives have been encouraged to view their Synod papers online in the interests of saving paper and on-line completion of surveys has been encouraged. Synod members are required to bring their own water cups to Synod.

The Diocesan Newspaper “The Adelaide Guardian” became an online only publication in 2020.

A Climate Action Task Group was established following the resolutions of GS18 which, *inter alia*, developed a relationship with ‘Greening Adelaide’ for workshops, education and resources and assisted the Synod with the development of a Diocese of Adelaide Climate Action Plan.

A key initiative of that Plan is that the Synod provides parishes with interest free loans to install solar panels on parish properties. It also promotes participation with the AnglicareSA virtual power plant which provides solar power in disadvantaged housing.

Clergy and Synod staff are encouraged to choose electric or at the very least hybrid motor vehicles.

Joe Thorp
Registrar & Secretary of Synod
Anglican Diocese of Adelaide

28 April 2026



The Anglican Church of Australia THE DIOCESE OF BALLARAT

Report on Environmental Stewardship within the Diocese of Ballarat

The Diocese of Ballarat, as a predominantly rural diocese comprised largely of farming communities, recognises that many within our parishes possess a well-developed and practical awareness of environmental issues, including water conservation, soil management, and land care. For these communities, the environment is not an abstract concern but one that directly shapes both daily life and livelihood.

In this context, the Diocese has sought not to adopt a didactic approach, but rather to:

- (a) affirm and theologically connect this lived experience of environmental stewardship with the faith lives of our parishioners; and
- (b) encourage modest, practical actions that reflect the Church's commitment to the care of Creation.

While the Diocese has not established a formal environmental commission, responsibility for these matters has been undertaken by the Ministry Development Committee (MDC), which continues to give them regular consideration. The MDC has focused on promoting practical and theologically grounded responses to environmental concerns within parish life.

In 2023 and 2024, the MDC responded to the invitation of the Archbishop of Canterbury, issued at the Lambeth Conference, for Anglicans across the Communion to engage more intentionally in the care of the environment. Accordingly, the diocesan theme for this period was "The Communion Forest." This initiative is described as:

"A global movement of local activities of forest protection, tree growing, and ecosystem restoration undertaken by provinces, dioceses, and individual churches across the Anglican Communion to safeguard creation." (Communion Forest website)

In alignment with this theme, the Diocese facilitated a range of activities across 2023–2024, including:

- A diocesan visit from the Rev'd Rachel Mash, co-founder of the Communion Forest initiative.
- The promotion and observance of the Season of Creation (1 September–4 October), including the development of diocesan resources for Harvest Festival celebrations, particularly suited to rural contexts.
- The preparation and distribution of Bible study materials, including a Lenten study based on *Renewing the Life of the Earth* by Rachel Mash.
- The organisation of multiple tree-planting initiatives, including a diocesan-wide planting day and an ongoing annual event at the Benedictine Abbey, Camperdown.
- The encouragement of parishes to mark significant life events—such as baptisms, weddings, and funerals—through the planting of native vegetation.
- A diocesan gathering at the Ballarat Botanical Gardens featuring a guest speaker.
- Support for local environmental and Landcare initiatives.
- The production of reusable Communion Forest bags to reduce plastic use, in collaboration with a local school.
- Workshops promoting "visible mending" and the reuse of clothing.

In addition to parish-based initiatives, the Diocese has sought to model responsible environmental practice in its own operations. At the Diocesan Centre in Ballarat, a previously

water-intensive garden has been converted to a predominantly native, low-water landscape. The Centre has also transitioned from gas heating to more energy-efficient split-system heating and cooling.

The Diocese has further supported broader environmental outcomes through the approval of a significant wind farm project on diocesan land. This development is expected to contribute to the provision of renewable energy across southwest Victoria for many years.

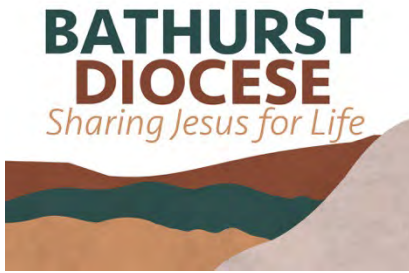
Parishes are also encouraged to engage with their local communities through environmental initiatives. Several have repurposed underutilised land into community gardens and green corridors, fostering inclusive spaces for community connection, shared learning, and sustainable practice.

At the same time, the Diocese acknowledges ongoing challenges, particularly in relation to heritage buildings and the constraints these place on the installation of solar infrastructure. In some cases, alternative solutions—such as the construction of standalone structures—have been required. Notwithstanding these difficulties, many parishes have successfully implemented solar energy systems where permitted, alongside other practical measures including water-saving fixtures, improved insulation, and the establishment of native, low-water gardens.

The Diocese remains committed to encouraging faithful, practical, and contextually appropriate responses to the care of Creation, both within parish life and in its broader institutional practices.

Report prepared by John Russell, Assistant Registrar.

Anthony Mould
Registrar
5th May, 2026



Dr Warwick Baines
The Bishop's Registry
11 Church Street (PO Box 23)
Bathurst NSW 2795
e: registrar@bathurstanglican.org.au
p: 0439 550 051

12 March 2026

Juliet Wenden
General Secretary
Anglican Church of Australia General Synod Suite 4 Level 5
189 Kent Street
Sydney NSW 2000

Re: Report to the Nineteenth Session of the General Synod – Protection of the Environment Canon 2007

Dear Juliet

In response to your request for a report on the progress the Diocese of Bathurst has made since GS18 in reducing its environmental footprint in order to reach the undertaking made in accordance with subsection (1) of section 2, I can report that no documented action has been taken and no reportable progress has been made.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'W Baines', written in a cursive style.

Dr Warwick Baines
Business Manager | Registrar

REPORT TO THE NINETEENTH SESSION OF THE GENERAL SYNOD – PROTECTION OF THE ENVIRONMENT CANON 2007 COMPLIANCE

DIOCESE OF BRISBANE (ANGLICAN CHURCH SOUTHERN QUEENSLAND – ACSQ)

1. PURPOSE OF THIS REPORT

1.1 This report is submitted in response to the request from the Standing Committee for a report under section 3 of the Protection of the Environment Canon 2007 for presentation to the Nineteenth Session of the General Synod (GS19).

1.2 In line with the Canon, the Diocese undertakes to reduce its environmental footprint by:

- increasing the water and energy efficiency of its current facilities and operations; and
- ensuring environmental sustainability is an essential consideration in the development of any new facilities and operations, with a view to ensuring the Diocese minimises its contribution to the mean global surface temperature rise.

2. MECHANISMS TO ASSIST IN PROTECTING THE ENVIRONMENT (GOVERNANCE, LEADERSHIP, EDUCATION)

2.1 The Diocese supports environmental stewardship through governance, education and resourcing mechanisms that seek to enable action across diocesan entities, parishes, schools and agencies, consistent with the Fourth Mark of Mission and the requirements of the Canon.

2.2 **Angligreen** has operated as a diocesan environmental group since 2006 and has progressed into a formal diocesan committee structure with a charter (established in 2020). Its objectives include responding to and complying with the Canon, providing leadership and education, and working in partnership with diocesan and external bodies on environmental protection.

2.3 **Social Responsibilities Committee (SRC)**: The SRC was established in 2010 to reinvigorate diocesan engagement in social issues and, working alongside Angligreen and the diocesan Justice Unit, contributes to leadership, education and resourcing around creation care and environmental stewardship.

2.4 SRC and partners provide diocesan resources and awareness activities including creation-care resources for Lent and Advent, participation and resourcing for Season of Creation and Overshoot Day observances, and workshops and collaborative engagement that encourage practical action and education.

2.5 **First Nations engagement**: SRC's creation-care work is informed by local Elders and First Nations organisations. In late 2025, SRC appointed its first First Nations member, strengthening the Diocese's engagement with Traditional Custodianship and connection to Country in its creation-care framing and advocacy.

2.6 **Across-diocese coordination:** The Diocese continues to support Diocesan coordination on sustainability, including through Angligreen and diocesan networks, and through sustainability planning frameworks intended to build synergies across parishes, schools, and related entities.

2.7 The Diocese has promoted use of the ACSQ Sustainability Roadmap 2023–2030 and related resources, including presentations encouraging parishes to sign on and utilise the Roadmap resources.

3. REPORTING REQUIREMENTS (CANON SECTION 3): TARGETS SET, ACHIEVEMENTS MADE, DIFFICULTIES ENCOUNTERED

The Canon requires that reports outline **targets set, achievements made, and difficulties encountered**. The Diocese provides this information below at an overall level, with examples from agencies and schools.

3.1 Targets set

a) The Diocese’s environmental commitments under the Canon include reducing environmental footprint through improved water and energy efficiency and embedding sustainability into new facilities and operations.

b) Diocesan environmental groups have articulated targets and planned areas of focus, including work to encourage diocesan entities to engage with sustainability frameworks and to support environmental action through education, resourcing and participation initiatives.

c) Across diocesan schools, targets are commonly expressed through master planning, sustainability committees/roadmaps, staged capital works programs (solar, water infrastructure, and efficiency upgrades), and waste-reduction and curriculum initiatives (described further in Section 5).

3.2 Achievements made

a) The Diocese has maintained environmental leadership and education mechanisms through Angligreen and SRC initiatives, including ongoing resourcing and partnership work.

b) Across diocesan entities, practical achievements are evident in:

- expansion of renewable energy generation and improved energy management (including solar PV, lighting upgrades, building management/monitoring systems);
- improved water efficiency through smarter irrigation controls, rainwater capture and storage, and leak detection/monitoring;
- waste reduction and recycling programs, often with strong student leadership;
- sustainability formation through curriculum and student engagement initiatives.

3.3 Difficulties encountered

- a) **Data consistency across a decentralised footprint:** A Diocese-wide challenge is achieving consistent baseline data and comparable reporting across a large, decentralised footprint (parishes, schools and agencies with differing systems and maturity). This can limit the ability to present uniform trend reporting across all entities.
- b) **Legacy infrastructure constraints:** Schools and agencies commonly note constraints posed by ageing infrastructure and the need to stage upgrades over time to align with operational requirements and capital works budgets.
- c) **Behavioural change and waste contamination:** Several schools highlight the practical challenge of sustaining behavioural change at scale and managing contamination within recycling streams (where contamination can reduce recycling outcomes).
- d) **Coordination and momentum:** Angligreen has noted the challenge of maintaining coordinated across-diocesan momentum and engagement, including the practical difficulties of re-activating and sustaining whole-of-Diocese coordination mechanisms over time.

4. DIOCESAN OPERATIONS (CURRENT FACILITIES AND NEW DEVELOPMENT)

4.1 The Diocese continues to embed sustainability considerations within operational and capital planning, including expectations for sustainable outcomes in design and development and a focus on improving efficiency in the operation of diocesan facilities.

4.2 The Diocese continues to transition its vehicle fleet over time, through replacement at point of purchase/lease, toward lower-emissions options (including hybrid vehicles), as part of broader efforts to reduce operational environmental impacts.

4.3 The Diocese has an ethical investment policy intended to support environmentally sustainable investments, including not investing in companies whose major business activity is the extraction of fossil fuels.

4.4 The Diocese's Property Asset Design Policy has been updated to incorporate best practice in ecologically sustainable development (ESD) and is issued to design consultants as part of briefs for capital projects to support optimal sustainable outcomes in diocesan building projects.

5. SCHOOLS AND EARLY EDUCATION AND CHILD CARE SERVICES

5.1 Diocesan schools report a broad suite of initiatives and achievements across energy, water, waste and biodiversity, and increasing incorporation of sustainability into master planning, strategic planning and governance mechanisms (sustainability committees and roadmaps). These initiatives support the Canon's requirements for improved water and energy efficiency and for sustainability to be an essential consideration in new facilities and operations.

5.2 Common themes across schools include:

- **Energy:** solar PV expansion, battery storage in some contexts, LED lighting upgrades, and building management/monitoring to reduce energy waste;
- **Water:** rainwater capture and reuse, smarter irrigation, leak detection and monitoring, and water-efficient fixtures;
- **Waste:** Containers for Change programs, recycling stream expansion, composting and food-waste programs, and paper reduction via digitisation;
- **Student formation:** sustainability embedded in curriculum and student leadership programs, providing education and practical stewardship across year levels.

5.3 Summary of school submissions (illustrative examples):

Anglican Church Grammar School (Churchie) reported initiatives including campus-wide building management, staged LED and air-conditioning upgrades, and significant solar generation, with strong recycling and reuse practices and sustainability embedded in master planning.

St Andrew's Anglican College reported sustainability embedded in major capital works, including a high-performance Performing Arts Hub (completion 2026) with a 300 kW rooftop solar system, BMS optimisation, and water-efficient and stormwater treatment measures, alongside extensive student-led sustainability programs.

Coomera Anglican College reported rain-responsive irrigation controls, recycled/recovered water for irrigation, BMS programming for HVAC, additional solar installation (including a further 100 kW on the Hub), improved waste management systems, and strong student and curriculum initiatives. (School submission provided to the Diocese, 2026.)

Canterbury College reported rooftop solar generation supplying a substantial portion of electricity demand, campus-wide air-conditioning monitoring with reported reductions in energy use, increased water storage (supported by a sustainability grant), and a flagship student-led Containers for Change program.

West Moreton Anglican College reported sustainability embedded into master planning, including sustainability workshops and upcoming infrastructure incorporating solar generation at a new Student Hub, alongside commencement of baseline tracking across water, waste and energy and student recycling initiatives.

Hillbrook School reported a NABERS Energy Audit (4 Star rating), building management improvements, circular-economy procurement settings, chemical reduction initiatives, Land for Wildlife and creek regeneration work, structured waste system upgrades, and strong student-led sustainability programs.

Fraser Coast Anglican College reported an energy efficiency audit and a successful sustainability grant supporting solar expansion, battery storage, major lighting upgrades, and improved HVAC

demand controls, supported by student-led recycling, organic waste initiatives and garden-to-kitchen programs.

St John's Anglican College reported solar PV expansion across campuses, battery storage, BMS and efficiency upgrades, water monitoring and leak detection, major rainwater harvesting infrastructure (including a 500,000-litre tank), and broad curriculum integration supporting sustainability literacy and stewardship.

St Hilda's School, Gold Coast reported extensive water efficiency initiatives (including bores and storage, irrigation and landscaping measures), solar expansion and energy control measures, improved recycling streams and reduced packaging (including boarding improvements), and comprehensive sustainability education from Pre-Prep through Senior School.

St Luke's Anglican School reported solar PV and battery storage (2019) and water sustainability measures including connection to an irrigation scheme with reduced potable water use, alongside digitisation and printing reduction programs with measured reductions, and strong student-led stewardship programs.

Cannon Hill Anglican College reported significant growth in solar generation capacity, improved energy controls, water monitoring and irrigation efficiency, rainwater collection, waste reduction initiatives and e-waste programs, active transport support and battery-powered equipment transitions, and a structured student Environment Committee with ongoing initiatives.

Toowoomba Anglican School reported sustainability embedded in recent capital works (Gill Precinct) including solar and water capture, operational initiatives to reduce energy use, and development of more structured targets through strategic planning, with sustainability embedded in student formation and camps.

The Glennie School reported staged LED upgrades, replacement of ageing air-conditioning with efficient plant, automated external lighting controls, low-flow shower head program in boarding, improved irrigation efficiency, forward planning for solar and lower-emissions heating options, and curriculum-embedded sustainability (P–12).

The Southport School reported the development of a Sustainability Roadmap (in consultation with the School community, P&F, Buildings and Grounds Committee and external environmental specialists), intended as a living accountability document reviewed annually and used to guide sustainability communications, reporting, education and operational objectives over a five-year horizon.

6. ANGLICARE SOUTHERN QUEENSLAND

6.1 Anglicare Southern Queensland continues to progress sustainability planning through a structured organisational approach, complemented by operational initiatives that reduce waste and improve energy and water efficiency across sites.

6.2 As previously described in diocesan reporting, practical measures implemented across facilities include recycling separation, shared desk bins where appropriate, LED lighting upgrades in fit-outs and replacements, use of low-emission paint, and the installation of water and energy-efficient appliances and plant across sites.

7. ST FRANCIS THEOLOGICAL COLLEGE

7.1 St Francis Theological College has undertaken staged replacement of lighting with LEDs and participates in container recycling and composting initiatives, supported by communication to residents to improve recycling outcomes and minimise water wastage through timely reporting of leaks. Sustainability considerations are also reflected in equipment replacement practices and solar planning for campus facilities.

7.2 Barooka Farm at St Francis Theological College continues as a community-based sustainability initiative supporting local food resilience and education, including water-efficient growing methods.

8. CONCLUSION

8.1 The Diocese of Brisbane affirms its commitment to the Protection of the Environment Canon 2007 and continues to progress practical measures that reduce environmental footprint, improve water and energy efficiency, embed sustainability into new facilities and operations, and strengthen leadership and education mechanisms across the Diocese.

8.2 Across schools and agencies, the Diocese notes meaningful progress in renewable energy adoption, improved energy and water management, waste reduction, and sustainability education; alongside known challenges in consistent data capture, staged upgrades for legacy infrastructure, and the practicalities of sustaining behavioural change and coordination across a decentralised footprint.

Tim Reid
General Manager
April 2026



THE ANGLICAN CHURCH OF AUSTRALIA

THE DIOCESE OF BUNBURY

REPORT TO THE NINETEENTH SESSION OF THE GENERAL SYNOD PROTECTION OF THE ENVIRONMENT CANON 2007

PREAMBLE

The Diocese of Bunbury adopted The Protection of the Environment Canon 2007 at its Synod in 2008. Its report to the 19th Session of The General Synod is provided in compliance with this Canon.

REPORT

In 2018, Bishop-in-Council established a Sustainable Living Working Group to report on a regular basis to Bishop-in-Council on the work being done in parishes and on the leadership provided by this group on behalf of the Diocese, to support the objectives of this Canon. This Working Group commenced in January 2019.

The Working Group is supported in its work and communications by the Diocesan Secretary as a formal resource to enable matters to be progressed.

The Sustainable Living Working Group regularly publishes articles in Diocesan communications such as the Bishop's monthly newsletter to parishes.

The Working Group's purpose is to provide practical assistance and advice to the Diocese of Bunbury and its parishes by:

- supporting the reduction of environmental impacts on global warming
- meeting the expectations of the GS Canon Protection of the Environment 2007
- providing assistance and advice for parishes and the Diocese in energy conservation activities
- giving guidance on the use of resources for God's creation
- promoting a Christian theology of the environment

Strategies currently include:

- a) Raising awareness in the Parishes and across the Diocese
- b) Changing behaviours in parishes and by individuals to support the objective by:
 - Providing resources for parishes which are now being developed for broader use by schools, businesses, community groups and in homes.
 - Creating a community of practice across the Diocese
 - Ensuring a theological foundation for the work at all times
 - Speaking and engaging with the younger generation
 - Sharing of resources, ideas and contacts between parishes.

- Engaging with a Regional Climate Change Working Group formed by five shires in the Bunbury Diocese and also the Regional Waste and Recycling Working Group.

ACTIONS UNDERWAY

The approval process for new building developments in the Diocese considers appropriate site-specific environmental strategies to limit the impact of excess water and energy.

The Chair of the Sustainable Living Working Group has visited some churches to discuss matters relating to sustainable living.

Particular Sundays are being offered to provide parishes with days, liturgies and prayers to encourage a focus on the issues. Many parishes now participate in the “Care for Creation” season from the 1st September to the 4th October. Parishes have also participated in a Carbon Fast for Lent. The diocesan prayer diary also includes prompts to pray for environmental issues.

Churches are encouraged to relate to sustainable living during annual events such as World Environment Day, Plastic Free July, National Recycling Week etc.

Many parishes and Anglican Communities have limited resources to respond, and parishioners have a range of opinions on these issues. The Diocese covers both metropolitan, regional, rural and remote communities and the strategies need to reflect this geographic and demographic diversity.

Through the Sustainable Living group, the Diocese is seeking to promote actions that can be done by individuals and Parishes which will help raise awareness.

This has resulted in a range of actions:

- Encouraging the use of sustainable alternatives to single use items such as shopping bags, plastic bottles and coffee cups. Sourcing of paper bags from the community for food relief and Op Shops.
- Using native vegetation in church property grounds
- Improvements and upgrades of water system in one of our schools after undergoing water leak protection, resulting in a reduction in their consumption of water.
- Use of a three-bin system in another school to minimise landfill. They also report planning for a pocket forest, sustainability education in the classroom and a school garden, which enables them to compost some of their green waste. The Chaplain leads a ‘clean up Friday’ to model the need to care for creation.
- Movement sensor lights in parish buildings and locating new buildings make best use of the sun
- Installation of solar panels in a number of parishes church properties, halls, rectories and Op Shops. The Anglican Community Fund used by the Diocese also has a number of eco-loans which parishes are accessing for such building projects.
- Supporting recycling initiatives such as “Containers for Change”
- One parish reports having re-vamped gardens to include native plants and water wise measures. They have switched to organic fertilisers and have encouraged birds to assist with insect control.
- Another parish uses bore water for reticulation and maintains reticulation systems regularly to promote efficiency. Plants are replaced with less thirsty options. Composting is encouraged.
- Many parishes encourage recycling. Parish Op Shops are a focus for waste reduction in many parishes and Op Shops are actively seeking ways to reduce sending items to landfill.
- One parish has become a collection point for foil from Easter Egg wrappers and is creating a huge ball which their City council is encouraging for recycling.

- Another parish has established a community garden within their precinct.
- Some parishes have developed partnerships with community organisations and sustainability programs. Examples include:
 - provision of recycling stations.
 - accessing free recycling programs through Terracycle and being a community drop off point.
 - running workshops teaching people to sew in order to mend torn clothing and use materials that would otherwise be sent to landfill to upcycle them.
 - partnering with local sustainability experts to run a monthly repair coop and Eco-market. The eco-market has linked the community with businesses who educate about green waste and has resulted in an increased awareness of the need to divert green waste from landfill, along with promoting ways to achieve this.
 - Most of our Op Shops are actively partnering with schools, indigenous communities, community organisations that support those escaping family violence, charities that look after injured animals, South West Aboriginal Medical Services, hospitals, Missions for Seafarers and many other groups in order to divert goods from landfill.

Reverend Justine Richmond
Chair of the Sustainable Living Working Group

Mrs Jenny Duncan
Diocesan Secretary

Protection of the Environment Canon: Canberra-Goulburn Report to General Synod 2026

1. Introduction

The requirements of the Protection of the Environment Canon 2007 (GS17) were initially met by the Diocese of the Canberra and Goulburn through the Diocese adopting its Environment Protection Canon in 2007 which established its Environment Commission. In 2015, Bishop-in-Council determined that the functions of the Environment Commission were to be incorporated into the Diocese's new Public Issues Commission. The public issues of interest to the Commission include those associated with the environment, such as global warming.

2. Charter of the Public Issues Commission

The Public Issues Commission (PIC) has, as its purpose, to address the fourth and fifth marks of mission of the Anglican Communion, namely:

- To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation.
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth.

The PIC was formally established as a committee of Bishop-in-Council on 16 April 2016 by the passing of the Public Issues Commission Ordinance 2016.

2.1 *'The functions of the Public Issues Commission are:*

- to facilitate awareness within the Diocese and the community of Public Issues and to stimulate informed debate and discussion of Public Issues amongst the members of this Church;
- to provide advice to the Synod and Bishop-in-Council on Public Issues and to assist in the preparation of submissions that the Bishop or Diocesan agencies may wish to make about Public Issues;
- to assist the Diocese to engage in public advocacy about Public Issues;
- to prepare codes of practice and any amendments to the codes that the Commission may from time to time consider appropriate; and
- to provide such advice or carry out such other functions in relation to Public Issues as may be requested by Bishop-in-Council from time to time.

In the discharge of its functions, the Commission may

- prepare and publish such discussion papers or reports about Public Issues as may be requested by the Bishop, Bishop-in-Council or otherwise considered appropriate by the Commission; and
- conduct and facilitate such lectures, seminars, workshops or conferences about Public Issues as the Commission considers appropriate'.

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2.2 The Codes of Practice

The Commission may prepare codes of practice which shall be designed to achieve the following purposes:

- to set out good practice in relation to the environment; and
- to assist agencies of the Diocese, including ministry units, to care better for the environment, use the resources of God's creation properly and to act responsibly about the effect the agencies and its members have on God's creation.

3. Members and Structure

3.1 Public Issues Commission membership

The Commission is comprised of a Chair; and such number of other members, being not less than 4, as Bishop-in-Council determines from time to time.

The Reverend Dr Wayne Brighton has served as Chair from April 2022 – April 2026 but has recently stepped down from this role. The other members include Dr Ian Dalziel (Secretary), Ms Helen Rainger, the Reverend Lynda McMinn, Ms Anna Conyers and Ms Sandra Wells. The Commission is currently being re-populated.

3.2 Diocesan Climate Change Action Plan (CCAP) Steering Committee

In December 2021, Bishop-in-Council approved the establishment of Steering Committee to progress the development of the Diocesan Climate Change Action Plan to enable a coherent Diocesan response to climate change, to set the course for the Diocese for the next phase of its work in this area.

The CCAP Steering Committee comprised The Venerable Paul Cohen (Chair), Mr Trevor Ament, the Venerable Neil Percival, the Reverend Linda Chapman, Ms Katy Nicholls, Ms Emma Body, Mr Mark Trainor and Mr Russell Rollason.

4. Environmental Activities

4.1 Diocesan Climate Change Action Plan

The main area of focus over 2022-2024 was the development of the [Diocesan Climate Change Action Plan](#), by the CCAP Steering Committee.

This Action Plan was developed to assist the Diocese and its ministry units, agencies and schools to transition to net zero carbon by 2040. It contains milestones and actions for all entities across the Diocese and provides links to resources and tools to assist in the transition. The draft Action Plan was shaped by data from the Public Issues Commission, Parish Return, annual reports and the Climate Change Action Plan survey undertaken in April–May 2023 and was endorsed by Bishop-in-Council on 12 April 2024 for piloting. Following this, the final Climate Change Action Plan (CCAP) was endorsed by Synod on 7 September 2024 (see section 4.2 below).

A webpage containing the CCAP and Toolkit Resources is available on the Diocesan website <https://anglicancg.org.au/care-for-creation/> to provide the Diocese and its ministry units, agencies and schools with easy access to information and resources to assist with practical implementation. This also featured in the Anglican Communion Environmental Network (ACEN) Digest on 24 January 2025.

4.2 Decisions of the Diocesan Synod

Since 2022, the Diocesan Synod has passed the following motions relating to the protection of the environment:

2024 BC/9 – Diocesan Climate Change Action Plan

Motion: That this Synod:

- (i) Noting the resolution of General Synod passed in 2022 urging members of the Anglican Church of Australia to pursue net zero carbon emissions by 2040 in operations across the country; and
 - (ii) Noting the significant progress this Diocese has already made since 2007 in responding to environmental issues in alignment with the Anglican fifth mark of mission to “To strive to safeguard the integrity of creation and sustain and renew the life of the earth”; and
 - (iii) Noting the recommendation of Bishop-in-Council,
- (a) Endorses the Diocesan Climate Change Action Plan (CCAP) as the framework for pursuing further actions relating to the environment and climate change adaptation, except for all reporting requirements for ministry units contained in the CCAP.
 - (b) Encourages all Parishes, Ministry Units and Agencies of the Diocese to engage with the CCAP and the associated resources, which will be accessible via the Diocesan website www.anglicancg.org.au, and to develop appropriate strategies to assess and report on carbon emissions reduction, which are relevant to their context and within their current resourcing capacity.
 - (c) Notes that the resources will continue to be reviewed and refined by Bishop-in-Council, considering any feedback received as part of the implementation.
 - (d) Requests that Bishop-in-Council report back to Synod in 2025 on the implementation of the CCAP.

Mover: Revd Paul Cohen (QDAC) - Chair of CCAP Steering Committee)

Seconder: Ms Emma Body (St John’s Canberra)

CARRIED

2025 - NM/4 Energy from waste

That this Synod:

- a) Recognises that “energy from waste” facilities or mass waste incinerators are currently banned in the ACT and Sydney due to health concerns, but that current NSW policy allows it in 4 regional areas.
- b) Is concerned that the proposed waste incinerator at Tarago presents a potential health risk to residents in Tarago, Braidwood, Bungendore, Queanbeyan, Yass, Collector, Gunning, Goulburn, Canberra and surrounding areas.

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- c) Notes the current NSW Legislative Council inquiry into “energy from waste” facilities is currently open for submissions until 31 October 2025.
- d) Encourages all parishes and all Anglicans in the diocese to have their say by making submissions to the inquiry, especially those in affected areas.
- e) Requests that the link to the inquiry submissions portal be distributed to all parishes and all clergy within the diocese.

Mover: Rev'd Paul Davey, North Goulburn Parish

Seconder: Dean Gavin Krebs, Cathedral Parish

CARRIED

This resolution, and associated information, was conveyed to all ministry units and clergy, agencies and schools, who were encouraged to make submissions to the inquiry, especially those in affected areas. Considerations with respect to the proposed Tarago waste incinerator are ongoing.

4.3 Education

In addition to the CCAP and Care for Creation webpage resources, each edition of our Diocesan newsletter 'Anglican News' contains information regarding environmental and sustainability initiatives (e.g. upcoming events, or articles on initiatives occurring). Several of our ministry units are also actively engaged in local environmental and climate change advocacy initiatives.

Relevant staff within Anglican Diocesan Services also work closely with parishes, agencies and schools in relation to practical environmental sustainability initiatives, and emissions reduction, with respect to buildings and vehicles, as outlined below.

4.4 Parish investments in Solar Panels and other initiatives

Parishes and Agencies are increasingly turning to grant funding as a practical way to reduce their carbon emissions and care for the environment while managing tight budgets. Many parishes are recognising that energy efficiency improvements—such as upgrading insulation, installing solar panels, or installing electric vehicle chargers often require significant upfront investment. Grants from government programs are helping bridge this gap, enabling parishes to undertake projects that might otherwise be unaffordable.

With Diocesan support parishes are accessing public funding streams designed to support community organisations in the transition to net zero. These can include grants for renewable energy installations, building retrofits, or energy audits. By positioning churches as community hubs—often with large, historic buildings and regular foot traffic—parishes can demonstrate both environmental and social value, strengthening their applications. The Diocesan office is frequently playing a key role in identifying relevant funding opportunities and coordinating applications across multiple parishes, increasing efficiency and sharing expertise.

Beyond the immediate carbon reductions, grant-funded projects often have wider benefits. Lower energy bills can free up resources for ministry and community outreach, while visible investments in sustainability can engage congregations and inspire behavioural change. Educational opportunities, such as sharing energy data or hosting community events about climate action, further enhance the parish's role as a leader in

environmental stewardship. Through strategic use of grants, parishes are not only reducing emissions but also strengthening their resilience and relevance in a changing world.

4.5 Property Developments

The Diocese continues to consider and pursue various building development opportunities. Environmental sustainability is an essential consideration in the development of any new facilities as we strive to ensure that the Diocese minimises its contribution to the mean global surface temperature rise.

All new developments use the “Nationwide House Energy Rating Scheme and the NatHERS software to evaluate the thermal performance of the buildings.

In 2025 two new clergy residences (townhouses) were constructed in Deakin. NatHERS ratings showed that the townhouses have a thermal performance (NatHERS) rating of:

- 7 stars for Townhouse 1
- 7.5 stars for Townhouse 2

4.6 Anglican Diocesan Services

Anglican Diocesan Services (ADS) remains committed reducing its environmental footprint.

The Diocesan Office/ADS has relocated to from its legacy offices which were 60 years old into a modernised A grade office space with enhanced HVAC systems, lighting and end of trip facilities. This move has reduced energy consumption by 20% to date.

More broadly the ADS is undertaking a review of power and water usage and actively pursuing procurement strategies (i.e. solar panels, bulk energy agreements) for energy and water services to further maximise efficiencies for our parishes and agencies and enhance environmental sustainability.

The location is another important factor in reducing carbon impact. Moving offices closer to light rail and the city main bus interchange, cycling infrastructure, can significantly reduce commuting emissions. Encouraging staff to switch from car travel to public transport, walking, or cycling not only lowers carbon output but can also improve employee wellbeing.

The move incorporated a deliberate plan to recycle and renew the existing office fixtures, layout and fittings to reduce procurement of new materials and limit what was taken to land fill. In this way, relocating offices becomes not just a logistical decision, but a strategic step toward achieving broader carbon reduction goals.

4.7 ADS Fleet

ADS operates a fleet of 242 passenger vehicles within our ACT and NSW franchise area supporting schools, parishes and social welfare services which provide support to individuals, families, and communities in the ACT and regional NSW areas. Currently we have 74 vehicles operating within the ACT basin at time of submission we have replaced 48 Internal Combustion Engine (ICE) vehicles with 48 Battery Electric Vehicles (BEV) and installed solar and EV charges at some of our agency locations and employee homes to support the recharging process.

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The process to install chargers at employee homes has facilitated the uptake and employee engagement to convert to a BEV process and has been key to our success to deploy BEV over a short period of time. There are several employees that have made the shift to changing over their personal vehicle to a BEV also. Currently with the existing operational 48 BEV's this will remove an estimated 265 tonne of CO2 emissions over the vehicles four-year operational period traveling an estimated 80,000km per vehicle. Work will continue to replace legacy ICE vehicles with BEV vehicles as part of our journey to zero emissions.

We have advocated for the adoption of BEV and charging infrastructure across many forums including speaking at infrastructure and electric vehicle events about our experiences and journey with BEV and charging infrastructure.

ADS has installed 32 BEV chargers at churches and employee homes to support the charging process for its electric vehicles.

ADS Fleet is continuing to replace legacy vehicles and adopts the below three key deliverables:

1. Climate Change Action Plan
2. Updated policy, procedure and drivers guides
3. Change management and culture alignment Induction for drivers of BEV

4.8 Climate Action Awards

The ADS has been the recipient of two climate action awards through the ACT Climate Choices (Bluebell) Sustainable Business Awards scheme.

In 2023, ADS won the Innovation Excellence Award for its work in building a mobile health clinic for Anglicare to support young people in Canberra. The mobile clinic, constructed in a commercial van, is the first of its kind in Australia. An innovative setup powers the clinic's equipment with a battery and inverter/charger system. The system allows the clinic to operate without producing any greenhouse gas emissions. ADS was also recognised for its work in establishing the CCAP Steering to develop a Climate Change Action Plan, noting these initiatives will help achieve the Anglican Church's commitment of zero emissions by 2040.

Following on from this, in 2025, ADS won the Zero Emissions Transport Award for its work in transitioning to electric vehicles and solar-powered charging to significantly cut carbon emissions.

4.9 Schools

Environmental considerations remain a key priority for our nine Diocesan and Company schools. Our schools continue to update their master plans for future growth, expansion and refurbishment.

As noted previously environmental sustainability is an essential consideration in the development of any new facilities as we strive to ensure that the Diocese minimises its contribution to the mean global surface temperature rise.

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Stromlo Forest Anglican College, a new school in the Molonglo valley of Canberra, is designed as a net zero energy use school. Making full use of the latest technology in respect of energy capture.



Initiatives include site review to ensure buildings are designed and situated to maximise northerly aspects, installation of solar panels and water tanks, use of LED lighting, installation of energy efficient appliances, water wise landscaping etc.

The majority of our schools have solar panels already installed.

In relation to water efficiency, all schools look to capture water through the use of tanks where appropriate for use on garden beds and playing fields. Water saving devices are installed in bathrooms (i.e. dual flush toilets).

At a student level most of the schools have segregated garbage collection to maximise recycling and many schools have active programs in relation to the environment and sustainability.

Some examples:

- Burgmann Anglican School took some steps towards greater sustainability with some central actions. Critically, Burgmann has been proactive in the education space, with climate change and sustainability featuring as significant education programs across all three sub-schools. The students developed a number of clubs to promote and action change. This had a particular focus on waste management, encouraging better recycling practices across the school.

The school has worked to reduce the amount of printing, investing in the development of online resources and better technology to limit the reliance on printing. They have also discouraged the use of laminators, significantly reducing the reliance on this within the school. The new Science Centre provided an opportunity to increase their production of solar power, with more solar panels added to this new build. A significant planting occurred on the Valley Campus, with over 20 trees planted and a number of bushes and understorey. The school prioritises natives and other hardy plants to ensure water efficiency of these plants.

- Radford College is supporting up to 30kW of solar power infrastructure.
- Taking the fifth mark of mission of the Anglican Communion to heart, Sapphire Coast Anglican College acknowledges Earth Day on 22 April 2026 as a reminder to celebrate our planet and reflect on what we can do, big or small, to care for it. Whether it's appreciating nature, reducing waste, planting trees, or learning about sustainability, every action helps protect the Earth for future generations. They are especially blessed at their school to be surrounded by 60 acres of natural green spaces, gardens, and fresh air, giving their students the opportunity to connect with the environment every day. A quiet, daily reminder of the changing seasons and the beauty of nature.

4.10 Anglican Church Property Trust Diocese of Canberra and Goulburn (ACPT) – Investment Guidelines

The ACPT's Investment Policy Guidelines reflect Synod's 2015 resolution that the Diocese should not invest in companies involved in fossil fuel extraction and related downstream activities of transport and energy generation. As recommended by our Synod, the ACPT looks for opportunities in the renewable energy industry that meet the investment criteria.

The ACPT investment portfolio has an Environmental, Social and Governance (ESG) rating of AA and is considered an ESG leader utilising Morgan Stanley Composite Index (MSCI) Research. The portfolio constituents show strong and/or improving management of financially relevant environment, social and governance issues.

The Anglican Diocese of Canberra and Goulburn remains committed to upholding its obligations under the Protection of the Environment Canon 2007 and continuing to implement our climate change action plan to further reduce our environmental footprint.

Emma Body
Diocesan Secretary
April 2026

Report to the Nineteenth Session of the General Synod**Protection of the Environment Canon 2007**

The Diocese of Gippsland has adopted the Protection of the Environment Canon 2007 and continues to affirm its commitment to the Five Marks of Mission of the Worldwide Anglican Communion, particularly the call to safeguard the integrity of creation and sustain and renew the life of the earth.

Building on initiatives reported to the Eighteenth Session of the General Synod in 2022, the Diocese has continued and broadened its response. The period from February 2022 to May 2026 has seen a clear deepening of engagement, particularly through the work of ACTinG, expanded partnerships with The Abbey at A'Beckett Park, and practical investment in renewable energy and emissions reduction across diocesan and parish operations.

Mechanisms to assist in protecting the environment**Reduction in environmental footprint**

Since the Eighteenth General Synod, a range of initiatives have been undertaken or expanded to reduce the carbon footprint of church operations.

ACTinG – Acting for Creation Together in Gippsland

ACTinG has matured into the Diocese's principal mechanism for environmental leadership, education, advocacy and adaptation. In 2025 to 2026, the group broadened its focus and updated its name from Acting on Climate Together in Gippsland to Acting for Creation Together in Gippsland, recognising the interconnection between climate, biodiversity loss and patterns of over consumption.

ACTinG's purpose is to encourage and equip Gippsland Anglicans to engage with the theology of creation, and to pray and act in ways that safeguard, sustain and renew the life of the earth.

Activities during the reporting period have included:

- Webinars on Moving Forward with Climate Action in the Diocese, Rainforests in East Gippsland, and Sustainable Food Production and Climate Change
- A Climate Change motion presented to the 2022 Synod, establishing climate action as a diocesan priority
- An Accessible Book Club via Zoom during the Season of Creation 2023, studying *Coming Home – Discipleship, Ecology and Everyday Economics* by Jonathan Cornford
- Three creative workshops, Spiralling into Active Hope, delivered in Warragul, Lakes Entrance and Sale in 2025
- A Season of Creation service at St Paul's Cathedral, Sale, on 31 August 2025, with both in person and online participation
- A monthly ACTinG bulletin and regular contributions to *The Gippsland Anglican*
- Partnerships with organisations including the Baw Baw Sustainability Network, Gippsland Climate Change Network, Sustainability Victoria, Common Grace, the Anglican Communion Forest, and the Uniting Church's Towards Zero initiative
- A formal letter to the Prime Minister in August 2023 regarding fossil fuel approvals, with a response received in February 2024
- Planning for a Season of Creation 2026 study group on *Called to Care – for people and planet* by Jo Knight

Prayer Trees of Gippsland

In partnership with The Abbey, ACTinG launched the Prayer Trees of Gippsland project during the Season of Creation 2024. Prayer trees have now been established in at least eleven locations across the Diocese, providing spaces for prayer and connection with creation, and linking Gippsland to the Anglican Communion Forest.

Solar installation at St Paul's Cathedral, Sale

A substantial solar installation was completed in 2023. This was funded through a Sustainability Victoria grant and tax deductible donations via Anglican Earthcare Gippsland Inc, demonstrating a practical model for parish level emissions reduction.

Electric vehicles

The Diocese transitioned to electric vehicles for the Bishop and Registrar in 2023 to 2024. Given the distances travelled across the region, this represents a significant reduction in transport related emissions and signals diocesan leadership in this area.

The Abbey – A Centre for Spirituality and the Environment

The Abbey at A'Beckett Park, Raymond Island, continues to serve as the Diocese's flagship for creation care. Work during this period has included:

- Continued annual planting of native species, building on the established baseline of more than 1,000 plants per year
- Ongoing partnerships with Gippsland Grammar, including student engagement in environmental learning and site audits
- Continued acknowledgement of the Gunaikurnai people as traditional custodians, with engagement around land management practices
- Hosting of Prayer Tree blessings, the Abbey Feast and other community events
- Completion of a Strategic and Operational Review in September 2025 to support the Abbey's future direction

Anglican Earthcare Gippsland Inc

AEG continues to operate as the Diocese's deductible gift recipient for environmental initiatives. During this period it has:

- Provided the funding mechanism for the Cathedral solar installation
- Enabled tax deductible donations to ACTinG
- Released an updated brochure inviting parishes to participate in environmental projects
- Continued support for The Abbey Vision Fund and broader environmental work

Community and share gardens

Parish based food production continues to expand, with active gardens in Poowong, Yarram, Moe and Newborough, and other locations. These initiatives reduce food miles, support biodiversity and strengthen community resilience.

Planter Box Plus

Originating at Drouin Anglican Church, this project continues to provide accessible garden beds to older and mobility restricted residents in the Baw Baw Shire, in partnership with local organisations.

Energy efficiency and emissions reduction in properties

Work has continued across diocesan and parish properties, including:

- Ongoing use of energy efficient heat pump systems at Clifton Waters Village
- Application of Bishop-in-Council policy directing proceeds from property sales toward energy efficiency upgrades before investment
- Participation in Victorian Energy Upgrades programs for heating, cooling and lighting improvements

Future initiatives

Planned work includes:

- A Community Resilience Mapping Workshop in June 2026
- Development of biodiversity projects linked to Prayer Trees
- Exploration of group purchasing and shared grant opportunities
- Further energy efficiency improvements across diocesan properties

Establishment of procedures and policies

Environmental responsibility has remained an ongoing item for Bishop-in-Council.

Key developments include:

- Synod 2022 motion establishing climate action as a diocesan priority
- Synod 2025 Resolution 280/25, encouraging deeper engagement and resilience planning
- Inclusion of ACTinG in the diocesan budget from 2024
- Continued application of policy directing property sale proceeds toward sustainability measures
- Ongoing availability of diocesan environmental resources
- Continued integration of First Nations perspectives in environmental work

Reporting: Targets, achievements and difficulties**Targets**

Embedding creation care as a core priority, reducing emissions, strengthening parish resilience, encouraging theological engagement, and supporting environmental initiatives through AEG.

Achievements

Completion of the Cathedral solar installation, transition to electric vehicles, establishment of Prayer Trees, delivery of workshops and resources, passage of Synod resolutions, completion of the Abbey review, and continued growth in parish initiatives.

Difficulties

Attendance at some events, changes in ACTinG membership, financial pressures, the scale of diocesan property, and the ongoing impact of climate related events across the region.

Conclusion

The Diocese of Gippsland remains committed to caring for creation as an integral expression of Christian discipleship. Over this period, the work has become more integrated across theology, practice and community life. This will continue to be an important focus in the years ahead, particularly given the environmental challenges facing the region.



Rae Riley
Registrar
6 May 2026

DIOCESE OF GRAFTON

REPORT – PROTECTION OF THE ENVIRONMENT CANON 2007 TO THE 19TH SESSION OF GENERAL SYNOD

BACKGROUND

The Diocese of Grafton adopted the Protection of the Environment Canon 2007 by ordinance in 2008.

REPORTING PERIOD

This report is provided in response to section 3 of the Protection of the Environment Canon 2007 and covers progress and initiatives since the last ordinary session of General Synod in May 2022 through to April 2026.

OVERVIEW

The Diocese of Grafton continues to support in action, the aims of the Protection of the Environment Canon 2007. The Diocese remains challenged through appropriate resourcing in producing a single, Diocese-wide quantified environmental footprint measure that meaningfully captures variations in activity across parishes, schools and agencies to meet 3.(1) requirements. Accordingly, the Diocese reports by outlining achievements made, initiatives in place and difficulties encountered, with emphasis on practical initiatives and education.

Initiatives

In alignment with section 2 of the Canon, the Diocese continues to encourage and support parishes and agencies to:

- The Diocese's Mission and Ministry Overview includes "promote environmental stewardship" as an element of governance and culture improvement and includes the Five Marks of Mission as undergirding the plan.
- Regular articles in North Coast Anglican promoting environmental awareness and actions, such as community garden initiatives – Alstonville COVE project <https://anglicans.live/communityontheverge>
- Policy implementation that ensures the Diocese leadership is leading with intent in our Clergy housing policy, Vehicle and Travel requirements policy and Building projects approval policy. These include strengthening and monitoring
 - reduce energy and water consumption through efficiency measures (including LED lighting upgrades and water-saving systems);
 - EV and onsite charging role out for parish and diocesan fleet vehicles;
 - increase on-site renewable generation where feasible (including solar PV);
 - treat environmental sustainability as an essential consideration in the development of new facilities and operations; and
 - use environmental initiatives as opportunities for education, awareness and discipleship in caring for God's creation.

KEY ACHIEVEMENTS (MAY 2022 – APRIL 2026)

Awareness and education continue to be promoted across the Diocese. The Diocese hosts and curates the “Care For Creation – Anglican Diocese of Grafton” social media presence to encourage environmental stewardship and practical action. Anglican schools continue to integrate environmental awareness and practical sustainability activities into curriculum and co-curricular programs.

St Columba Anglican School (Port Macquarie) – Powering Education: Commercial solar upgrade

- Delivered in October 2025, the project transitioned from an 100 kW system to a new installation of approximately 320 kW to materially offset electricity costs and strengthen the school's sustainability commitments.
- The upgrade was driven by dual objectives of financial savings and environmental stewardship.
- The system provides real-time energy monitoring via an online dashboard, with data available for educational use by students and staff.

Parish and rectory initiatives

- All new lighting across parish facilities is now LED, including recently installed security lighting.
- A new rectory's purchased are to comply with clergy housing standards policy with strengthened environmental features in mind, including solar hot water and water reticulation tanks, Solar systems and batteries.

DIFFICULTIES ENCOUNTERED

The primary difficulty remains the absence of a consistent and practical Diocese-wide methodology to quantify environmental footprint (including electricity and water consumption) across diverse facilities and patterns of use. Data collection is distributed across many legal entities and sites, and legacy systems may not provide comparable measures. The Diocese has therefore focused on reporting initiatives and qualitative progress while encouraging agencies to implement monitoring where feasible.

FUTURE DIRECTIONS

In the lead-up to GS19 and beyond, the Diocese intends to build on the practical measures reported above by:

- continuing to encourage efficiency upgrades across parish and agency facilities;
- encouraging parishes and agencies to consider solar PV and water-saving measures as part of planned maintenance and capital works;
- promoting the consideration of a shared monitoring dashboard to support both operational decision-making and education; and
- continuing diocesan communication that supports prayer, education and action in caring for creation.

James Gale
Registrar/General Manager
Anglican Diocese of Grafton
April 2026

ANGLICAN DIOCESE OF MELBOURNE REPORT TO THE NINETEENTH SESSION OF THE GENERAL SYNOD – PROTECTION OF THE ENVIRONMENT CANON 2007

BACKGROUND

At the date of the last report (January 2022) the following was known about what Melbourne Parishes had been doing to reduce their environmental footprint:

- A little under two-thirds of parishes (62.26 per cent) have undertaken some activity to reduce carbon footprint. Activities include changing lightbulbs, putting solar panels on churches and vicarages, reducing the use of paper and other consumables, and changing the heating and cooling systems of churches and vicarages to be more energy efficient.
- One-off activities mentioned were the use of a hybrid car for the vicar and the sharing of motor vehicles across parishes, a grey water system installed to use rainwater collected for a toilet system, and changing the parish buying policy to use recycled products, if possible.
- Much work is needed to raise the profile of both the Anglican Church of Australia's stated policy on the Environment (only one-third of parishes were aware – 32.08 per cent) and the Anglican Communion's Environment network (13.21 per cent).
- Much work can be done to raise the profile of the liturgical 'Creation Season' – 1 September to St Francis Day, 4 October – less than a third of parishes (30.19 per cent) use this resource.
- While the range was from 0 per cent important to 100 per cent important – the average for our Diocese was 62 per cent – this means that reducing the environmental footprint is not a high priority for the majority of the Diocese, based on this survey.

A Renewable Energy Working Group (REWG) was created with the aims of:

- Establishing a computerised data collection system for the use of all 209 ADOM sites
- Establish the feasibility of including solar power within all ADOM sites and
- Undertaking detailed analysis for the inclusion of solar power on 20 of these.

PROGRESS SINCE JANUARY 2022

Work was started on the computerised data collection system. However, due to technical difficulties, this stopped and the REWG ceased.

In 2022, Synod adopted a motion requesting that Archbishop-in-Council explore all avenues for the provision of funding for a position of Diocesan Climate Change Mitigation Project Officer by 2024. The motion carried, but due to financial constraints the position was not created.

It has been noticed that some clergy are now buying electric vehicles.

In late 2024, the Social Responsibilities Committee established a 'Creation Care' working group. This group has been taking a zero-cost approach to encouraging parishes to adopt environmentally friendly practices. In particular:

- it has written to all parishes and had articles published in The Melbourne Anglican on the Communion Forest and the Season of Creation;
- it has also written to the chaplains of all Anglican schools within the Diocese to encourage the inclusion of creation care within the teaching, religious and social life of the schools. Again, the Communion Forest and Season of Creation were mentioned as excellent resources. The Creation Care group also expressed an interest in knowing what each school was doing environmentally. As of February 2026, only one school has responded – reporting relevant actions at most year levels.

Work on a communication strategy with parishes has started and will be continued.

Preliminary discussions have started with the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation owned nursery concerning the supply of indigenous plants to parish gardens. This will be continued.

It is anticipated that the Diocese will soon restart the REWG and that the work the REWG commenced in 2019 on a data collection system will be resumed now that a technical solution has been found.

In the near future, the Creation Care working group (via the Social Responsibilities Committee) will be proposing a stopgap series of zero- (or low-) cost actions in the form of a motion to the 2026 Melbourne Synod. These will encourage parishes to;

- recognise that plans and actions to care for creation by parish leaders will influence the actions of their parishioners;
- reduce their own environmental (including carbon) footprint;
- raise the awareness of the need to reduce the environmental (including carbon) footprint by all in the community.

Prepared in conjunction with the Social Responsibilities Committee March 2026

ANGLICAN DIOCESE OF NEWCASTLE

REPORT TO GENERAL SYNOD

Protection of the Environment Canon

The Diocesan Council approved an *Environment, Social, and Governance Policy (ESG)* which states the following principle –

Newcastle Anglican strives to create a sustainable future by operating in an environmentally responsible manner to reduce our impact on climate change, reduce pollution, conserve natural resources and to promote environmental education and stewardship.

The ESG Policy outlines the following actions which were endorsed by the Synod as an Environment Mission Plan –

Climate Action

Newcastle Anglican accepts that climate change threatens humanity and our planet. We strive to safeguard the integrity of creation and to sustain and renew life on earth. We commit to achieving net zero carbon emissions by 2040. Initiatives will include undertaking energy audits and implementing measures to improve energy efficiency.

We advocate for a just transition for people and organisations to the use of renewable energy and resources.

Pollution and Degradation

We will progress ways to reduce pollution and minimise degradation of our environment, resources and biodiversity.

Newcastle Anglican will encourage initiatives to reduce waste, the use of plastics and chemicals and implement circular economies for effective recycling. We will factor these values into our procurement decisions.

Sustainability

To achieve our target of net zero carbon emissions by 2040, we will adopt sustainability initiatives for all new buildings and retrofits. Measures such as solar energy installation, water storage, grey water recycling, efficient fixtures, irrigation controls and drought-resistant landscaping will be implemented where practical.

First Nations Custodianship of Land

Newcastle Anglican acknowledges the traditional custodianship of the First Nations of the land on which we work and minister – the Awabakal, Biripi, Darkinyung, Geawegal, Kamilaroi, Worimi, Garrigal and Wonnarua peoples.

We acknowledge and respect the historical and ongoing Aboriginal connection to country through cultural and spiritual sites, language and ceremony.

Newcastle Anglican respects Indigenous land rights and traditional knowledge with regards to land management.

Environmental Educational and Stewardship

Newcastle Anglican encourages education and collaborative action to preserve and promote a thriving planet. We will engage our communities in positive action and awareness for environmental concern and commitment.

Prohibition on Fossil Fuel Investments

Following extensive consultation, the Diocesan Council enacted a limitation on fossil fuel investments which came into effect in 2024. The Trustees and our Religious Charitable Development Fund are prohibited from investing in companies that derive more than 20% of revenue from the extraction, production or refining of coal, oil or gas. Our Environment Commission (Anglican EcoCare) sponsored this initiative.

NSW Legislative Council Select Committee on proposed Energy from Waste (EfW) facilities

Anglican EcoCare developed a submission to the Select Committee advocating for a strategic and equitable approach to waste management. The submission argued that EfW facilities risk creating long-term dependence on waste streams, potentially undermining waste reduction objectives and the development of a circular economy. It recommended stronger recycling and waste minimisation measures, including recycled-content mandates, producer responsibility schemes, regional recycling infrastructure, and support for innovative resource recovery technologies. The submission also called for a thorough assessment of alternatives to EfW, including landfill and specialised waste treatment options, and highlighted community concerns in the Hunter region regarding any new pollution source in the context of the ongoing PFAS contamination legacy at Williamtown.

Anglican EcoCare

Anglican EcoCare continues to meet regularly, with a current focus on nurturing a spirituality that honours creation and strengthens links between environmental stewardship and reconciliation with First Nations peoples. It has continued to promote environmental initiatives including the use of hybrid and electric vehicles. It makes extensive use of social media to provide education on environmental issues and provide advice on environmental responsibility.

Reducing our environmental footprint

Newcastle Anglican continues to integrate newer technologies with higher energy efficiency ratings to cost effectively reduce carbon emissions & enable Business Continuity.

Initiatives include

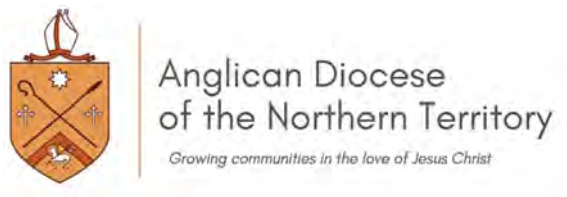
- Installation of solar panel installations;
- Installation of LED Lighting
- HVAC Systems with high energy star ratings
- Energy efficient hot water systems
- Replacing old appliances with more energy efficient appliances (white goods and others)
- The acquisition of hybrid vehicles in the motor fleet
- Ensuring use of biodegradable PPE options where appropriate
- Waste reduction initiatives

Challenges

Achieving emissions reductions across a geographically dispersed diocese remains challenging due to the age and diversity of some buildings, capital costs associated with sustainability upgrades, and the need to balance environmental objectives with financial stewardship and mission priorities.

Conclusion

Through its ESG Policy, environmental mission initiatives, investment policies and practical sustainability measures, Newcastle Anglican continues to work towards reducing its environmental footprint while encouraging responsible stewardship of creation across the Diocese.



28 May 2026

Mrs J. Wenden
Anglican Church of Australia
General Synod Office
Suite 4, Level 5
189 Kent Street
Sydney NSW 2000

Dear Juliet,

Re: Report to the Session of the General Synod – Protection of the Environment Canon 2007

Climate variation

The NT has a wide variation in each region. Northern NT receives regular monsoonal rains in wet season and Southern NT (being Central Australia) ranges in temperatures in summer months from 40 degrees down to winter months of 15 degrees during the day. Katherine enjoys the unique blessing of sharing weather patterns with both Northern and Central NT at any given time of the year. These variations bring each parish unique challenges.

Water sources and systems

The nature of rainfall in the NT makes it difficult for northern areas to capture and store water in tanks. Greater Darwin and Arnhem Land generally have substantial water supplies for domestic and commercial use. Parishes along the Roper Valley and Groote Eylandt rely on river systems which are kept healthy by wet seasons. Alice Springs rely on groundwater supply.

- Most parishes have water reticulation for minimal areas of church grounds, using timers for night watering when it is cooler;
- Parishes plant natives requiring minimal watering through dry season;
- One parish has replaced its underground irrigation system (Palmerston), which produced a saving of around 50% of its water usage.

Energy sources and systems

As expectations of climate-controlled environments have changed parishes have been introducing ways of supporting air-conditioning (and heating) through renewable energy options. Where churches have needed to invest in air-conditioning units, they have also installed solar arrays. The use of solar energy reduces grid demand. Other buildings designed with tropical conditions in mind, use solar energy also, with less demand on air-conditioning except for smaller rooms.

The Synod of the Diocese of the Northern Territory
A.B.N. 83 035 175 830, Incorporation Number 00160C (NT)
Diocesan Office: Corner Smith Street & The Esplanade, Darwin NT 0800
GPO Box 2950, Darwin NT 0801 Ph: 08 8941 7440 Fax: 08 8941 7446
Email: admin@ntanglican.org.au Website: www.ntanglican.org.au

- Solar panels year-round for electricity supply, particularly for air-conditioning units necessary in wet season
- Natural ventilation for church buildings, particularly in use during dry season, and also in remote communities

Recycling

There are many locations in the NT where there is little to no recycling options available. Where parishes are able, they make efforts to separate and collect bottles and cans which can be recycled.

Travel and technology

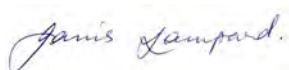
The geographical size of the NT Diocese is its most challenging area of reducing our environmental footprint.

- Remote meeting technology reduces travel requirements particularly for regular meetings with church leaders and partners-in-mission in remote areas;
- Physical travel is coordinated to both minimize the number of vehicles required and maximise the number of people travelling together for in-person pastoral ministries.

Conclusion

In 2024, the Diocese's principal environmental measures continued to be the use of existing rooftop solar installations, practical water-saving practices at parish level, and the reduction of travel through remote meeting technology. The parishes of the Northern Territory are often less reliant on water and energy than some other settings because of building design and the common use of open-air spaces for worship and meetings. Diocesan Council will continue to encourage practical measures that reduce water and energy consumption and, where feasible, support further solar investment.

Yours faithfully



Janis Lampard
Acting Registrar

Our ref: 20260508-567-118-Wenden

8 May 2026

Ms Juliet Wenden
General Secretary
Anglican Church of Australia
Via email: executive@anglican.org.au

Dear Juliet

Diocese of Perth – Protection of the Environment Canon 2007 Report to the Nineteenth Session of General Synod

The Diocese of Perth provides this report to the General Synod in accordance with section 3 of the Protection of the Environment Canon 2007. The report outlines, at a high level, the Diocese's progress in reducing its environmental footprint since the previous report in 2022.

1. Approach and Targets

The Diocese continues to prioritise environmental stewardship through improving energy and water efficiency, embedding sustainability considerations in new developments, and supporting parishes and agencies to adopt practical environmental initiatives. While no single centrally mandated set of quantitative targets has been adopted, the consistent objective has been to reduce energy consumption, improve water efficiency, and encourage more sustainable practices across diocesan operations and parishes.

2. Key Achievements

Progress has been most evident in property and infrastructure upgrades, including solar generation and improved building management systems. Parishes have undertaken local initiatives, particularly solar installations and energy-efficient systems, often supported by external funding and diocesan guidance. Environmental awareness has been supported through theological and practical resources, seasonal materials, and participation in broader initiatives such as the Season of Creation. Operational improvements, including waste management and reduced reliance on paper-based systems, have contributed to incremental reductions in environmental impact.

3. Governance and Leadership

Environmental stewardship is exercised through existing diocesan structures, including the Diocesan Office and the Social Responsibilities Commission, which continues to support education, advocacy and practical resources for parishes and agencies.

4. Challenges and Limitations

The Diocese recognises the diversity and decentralised nature of parish properties, which results in varying capacity to implement sustainability initiatives. Financial constraints, particularly in smaller parishes, limit the pace of environmental improvements. Competing operational priorities across diocesan agencies require careful balancing of resourcing and investment.

5. Conclusion

The Diocese of Perth remains committed to its obligations under the Protection of the Environment Canon 2007 and to the theological imperative of caring for God's creation. The Diocese's approach continues to focus on steady, practical progress through improved efficiency, support for local initiatives, and embedding environmental responsibility in decision-making.

Yours sincerely,



Keith Stephens
Diocesan Secretary & Executive Officer

Monday, 25 May 2026

The General Secretary
General Synod Office

By email



Report: Protection of the Environment Canon

Since the last session of General Synod, the Diocese of Tasmania has commissioned a working group with a focus on caring for the environment.

Key activities of this group during 2025 included:

- Exhibiting at a key lay training conference in the diocese, outlining the activities of the Environmental Working Group and the resources available.
- Producing a parish-based environmental audit, which has been distributed to parishes across the diocese. This audit tool covers both practical actions to reduce environmental footprint (e.g. buildings, energy, supplies etc.), and opportunities to introduce creation care within preaching and discipleship activities. The results of this audit tool will help both parishes and the diocese to identify opportunities and actions for improvement.
- Hosting a Creation Care workshop with A Rocha, exploring the theology of creation care. We hope to build on this workshop to equip more parishioners around the diocese with a basic understanding of ecotheology and the biblical mandate for creation care.

Meanwhile, a number of parishes have undertaken major sustainability upgrades, most recently the ongoing installation of large-scale solar panels by Wellspring (Sandy Bay).

Yours Faithfully,

James Oakley

General Manager/Registrar



7 May 2026

General Synod of the Anglican Church of Australia
Suite 4
Level 5, 189 Kent Street
Sydney NSW 2000

REPORT – PROTECTION OF THE ENVIRONMENT CANON

The Diocese of Wangaratta have engaged in the following to support the protection of the environment canon since the previous report in 2022;

1. The Diocese continues to use Zoom meetings with paperless documentation tabled at all meetings
2. The annual celebration of the Season of Creation throughout the Diocese commencing August 2024.
3. The distribution of citrus trees to each Parish in August 2024.
4. In 2025 an environmental award was established in the name G Baker and D Mitchell environmental award. An annual monetary award is granted to the successful applicant.
5. Advocacy through articles in the Wangaratta Advocate paper.
6. Communication of Government Grants associated with solar incentives.
7. Encouragement of recycling and environmental programs.
8. Several Parishes have established community gardens for food production for distribution.

Kind Regards

A handwritten signature in black ink, appearing to read 'Julie Torpey'.

Mrs Julie Torpey
Registrar



The Anglican Church of Australia
The Nineteenth Session of General Synod
9-14 August 2026 Melbourne

