



Anglican Diocese of Gippsland

Gippsland Anglicans are Committed in Christ – Connecting in Service – Creative in Spirit

To: All Synod Members

From: The Registrar

Date: 1 May 2025

Memo: Re Synod Papers – First Session of the 41st Synod - 16-18 May 2025

Dear Synod Members,

Please find attached the following:

- Bishop's Mandate summoning the Synod into Synod on 16-18 May 2025 (Signed copy held in Registry Office.
- Section 1: Program and Business Paper
- Section 2: Bishop in Council Report and 2025/26 Bishop-in-Council Budget
- Section 3: Diocesan Organisations – Reports
- Section 4: Consolidated Financial Statements

If you have not already done so, please confirm whether you would like hard copies of the Synod Papers to be sent to you or made available at Synod.

If there are any other enquires in relation to this years Synod, please contact me on 5144 2044 or via email at registrar@gippslandanglicans.org.au.

I look forward to seeing you at Synod.

With best wishes,

Yours Sincerely,

Rae Riley
Registrar

**ANGLICAN DIOCESE OF GIPPSLAND
FIRST SESSION OF THE FORTY-FIRST SYNOD 2025**

M A N D A T E

RICHARD STANLEY, by Divine Permission BISHOP OF GIPPSLAND, to all to whom this document refers.

GREETING

In pursuance of the powers conferred on me under the relevant legislation of the Parliament of Victoria and the Synod of the Diocese of Gippsland, I hereby convene the First Session of the Forty-first Synod of the Anglican Church of Australia within the Diocese of Gippsland,

And summon all Clergy duly licensed, the Ex-officio members of Synod, the Lay Representatives of all Parishes in the Diocese of Gippsland and the Youth members appointed by Bishop-in-Council under Section 26(4) of the Synod Act to attend the Synod which will commence with Morning Prayer in Garnsey Hall, Gippsland Grammar Garnsey Campus, via McGhee Street, on **Saturday 17 May 2025 at 8.30am** following the Synod Eucharist and Presidential Address at St Paul's Cathedral, Sale at **7.30pm on Friday evening 16 May 2025**.

GIVEN under My Hand and Episcopal Seal this Twenty-Third Day of April in the Year of Our Lord Two Thousand and Twenty-Five in the Seventh Year of my Consecration and the Seventh Year of my Jurisdiction.

REGISTERED at Sale the day and year within written,

By me,



**Rae Riley
REGISTRAR**

ANGLICAN CHURCH OF AUSTRALIA

DIOCESE OF GIPPSLAND



41st SYNOD

FIRST SESSION

16 - 18 May 2025

SALE

SECTION 1

Program and Business Paper

Issued by the Registrar

PO Box 928, Sale Vic 3853

Phone - (03) 5144 2044 Email- registrar@gippslandanglicans.org.au

Website - <http://www.gippslandanglicans.org.au>

29 April 2025

SECTION ONE

ANGLICAN DIOCESE OF GIPPSLAND

FIRST SESSION OF THE FORTY-FIRST SYNOD

16 – 18 May 2025

SALE, VIC

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NOTES ON SYNOD PROCEDURES

The following notes are provided for the guidance of members of the Synod:

- When any member rises to speak, she/he shall address the President only, and not the Synod, or any member thereof.
- When a member is speaking, no other member may rise to speak, nor may interrupt him/her, except through the President.
- No member should rise to speak unless he/she intends to move, support or oppose a resolution - save for the purpose of making an explanation or asking a question, and then only by the leave of Synod.
- Whenever a member enters or leaves the Synod or crosses from one side of the House to the other, it is customary to acknowledge the Chair.
- An attendance slip is to be signed by all clerical and lay representatives at each session of the Synod and handed to the Synod Secretaries.
- When giving notice of motions, questions or moving motions or amendments, members must give copies in duplicate to the assistant secretaries.

Copies of Standing Orders of the Synod of the Diocese of Gippsland are available on the Diocesan website at www.gippsanglican.org.au

DIOCESE OF GIPPSLAND
FIRST SESSION OF THE FORTY-FIRST SYNOD
SYNOD PROGRAM 2025

Friday 16 May 2025

7.30 pm Synod Eucharist – St Paul’s Cathedral, Sale, including the
Collation of an Archdeacon and Commissioning of Regional
Deans.

Dean, Archdeacons, and Canons - Copes
Clergy please robe – white stole.
Lay Readers also please robe.

8.50pm Presidential Address

9.20pm Synod business suspended

Saturday 17 May 2025

8.30 am Morning Prayer in Garnsey Hall, Garnsey Campus, Gippsland
Grammar

9.00 am Synod sitting.
Commences with Prayers by the Chaplain
Formal proceedings
Response to Presidential Address
Synod Business

11.00 am Morning Tea (Voting commences for elections)

11.30 am Resume - Continuation of Synod Business

1.15 pm Lunch Recess

Lunch will be in the vicinity of the Synod Hall

2.00 pm Resume - Continuation of Synod Business (Voting concludes)

Order of the Day

- Hope 25 Presentation
- ABM Presentation

3.30 pm Afternoon Tea

4.00 pm Resume - Continuation of Synod Business

5.00 pm Synod business suspended.

6.00pm Evening Prayer - Cathedral
6.30pm Synod Dinner and Fellowship Time – Delbridge Hall

Sunday 18 May 2025

8.30am Eucharist – St Anne’s Chapel, Gippsland Grammar
Preacher – The Ven Canon Uncle Glenn Loughrey
Ministry team only to robe.

9.40am Morning Tea
Tea and coffee available in the Synod Hall throughout the morning

10.00am Synod sitting commences with Prayers by the Chaplain

10.05am Order of the Day: Aboriginal Ministry Panel

1.00 pm Synod adjourns (no lunch will be provided)

DIOCESE OF GIPPSLAND

FORTY-FIRST SYNOD – FIRST SESSION 2025

THE CLERGY

Last Name	Title, First Name, Initials & Qualifications	Parish/Ministry
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THE BISHOP

TRELOAR	The Right Rev'd Dr Richard S B.Theol., TheolM., PhD	BISHOP OF GIPPSLAND
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THE CLERGY

ANDY	The Rev'd Canon Phyllis L	ABORIGINAL MINISTRY – LAKE TYERS
ANGUS	The Rev'd Christine BAppSci PostGradDip Arts MSSc (Resrch) MTh	BUNYIP
BENTON	The Rev'd Judith A B App Theol Dip Pastoral Leadership PG Cert Health Science	CROAJINGOLONG
CAMPBELL	The Rev'd Kathleen H DipTh	SALE
DALTON	The Rev'd Kathleen D A	ABORIGINAL MINISTRY – MORWELL
FREDERICKS	The Rev'd Gradwell Mark Adolph DipPMan DipTh BA (Hons)	TRARALGON
GADEN	The Rev'd Dr Timothy BA (Hons) Melb BD (Hons) MCD PhD Monash MALT Deakin	MAFFRA & MINISTRY WELLBEING & DEVELOPMENT
GEBERT	The Rev'd Daniel J BE Melb; DipMus Melb; MDiv Ridley; GradDip Div Ridley	WARRAGUL
GRIMES	The Rev'd Canon Dr Frances A MBBS, GradDipTheol, AD CM&T	CORNER INLET
HANLON	The Rev'd Ruth E BA/BSW Monash; MDiv Ridley	BASS-PHILLIP ISLAND
HAYMAN	The Rev'd Rebecca BBS BMin MA (Min)	CHURCHILL; CHAPLAIN FEDERATION UNIVERSITY
JACKA	The Rev'd Sue M MEd BEd BTh DipAngOrders	MORWELL

KING	The Rev'd Damien E	LEONGATHA, MIRBOO NORTH AND FULHAM CORRECTIONAL CNTRE
KNOTT	The Ven. Graham K BA (Theology&PastoralStudies) MMin GradCertMgt DipHE	LEONGATHA
LAKE	The Rev'd Judith A Dip Soc Sc ThA Adv Dip Min	HEYFIELD
LAUERSEN	The Rev'd Tracy BTh DipTraining&Dev't DipEd DipDivinity&Mission	SALE
LIESRCH	The Rev'd Graeme J DipEvang BTh DipAngOrds	WONTHAGGI / INVERLOCH
LIERSCH	The Rev'd Susan BAppScOT AdvDip Counselling and Family Therapy (Christian) AdvDip Min & Theol BTh	WONTHAGGI / INVERLOCH
LOWE	The Rev'd Daniel A BA DipTh DipEd	St PAULS ANGLICAN GRAMMAR SCHOOL
MARTIN	The Rev'd Denise	MIRBOO NORTH
NEWCOMBE	The Rev'd Susan J Dip2 Nurs Dip DD Dip Past Care Coun	LAKES ENTRANCE/ METUNG
OAKLEY	The Rev'd Colin J BMin BTheol	LAKES ENTRANCE/ METUNG
PARKER	The Rev'd Kenneth BA ThL	BUNYIP
PERRYMAN	The Rev'd David J R BTh AdvDipCM&T	AVON
PHILLIPS	The Rev'd Lyndon M DipMin BTh DipAngOrds	ROSEDALE
SEABROOK	The Rev'd Belinda K Dip Min&Theol AdvDip Min & Theol Dip Health & Science BTh	MIRBOO NORTH/ LEONGATHA
SPALDING	The Rev'd Dr Dean K PhD GradDipTheol Grad.DipEd BTh BSc	TRAFALGAR
TERPSTRA	The Very Rev'd Keren C BMus (Hons1) Syd MMus (Hons1) AMusA BTh BCT	SALE
WEBSTER	The Rev'd Dennis BMus Tas; TTC; BD MCD; GCM SCD	PAYNESVILLE
WEBSTER	The Ven John DipComp DipBusSys DipThEd&Min	DROUIN
WOODCOCK	The Rev'd Paul BA (Hons2-ii) Theol UGreenwich MA Theol Dip Mission/Ministry St John's Nottingham	BAIRNSDALE

DIOCESE OF GIPPSLAND
FORTY-FIRST SYNOD – FIRST SESSION 2025
LAY MEMBERS (Parish, Ex-Officio and Youth Members)

RILEY	Ms. Raelene	REGISTRAR
BLYTHMAN	Mr. Roger, OAM, LLB, GradDipLP	CHANCELLOR

(as at 29 April 2025 and based on parish returns for 2025)

Parish		Lay Members		Supplementary Lay Members
AVON		Bev Harrap		Victor Ferguson
		Kevin Broughton		
		Denise Vranek		
BAIRNSDALE		Peggie Arthur		
		Malcolm Reed		
		Kathie Tisdall-Fry		
BASS/PHILLIP ISLAND		Richard Prideaux		
		Helen Milward		
		Sandy Ridge		
BUNYIP		Francesca Lamond		
		Ruth Green		
CHURCHILL /BOOLARRA/YINNAR		Anne Lyne		Marie Ormstom-Smith
		Ian Combridge		
		Glenda Combridge		
CORNER INLET		Liz Hall		
		Meg Knight		

		Rob Knight		
CROAJINGOLONG		Kim Millard		
DROUIN		Alicia (Lacy) Biggs		Ewan Stilwell 2
		Wendy Shiels		
		Elizabeth Williams		
HEYFIELD		Nell Hewat		Jannette Stevens
		David Chambers		Joan Hall
		Debra Chambers		
KORUMBURRA & POOWONG		Christina Robinson		Janet Staben
		Annie Brown		Margaret Shaw
		Paul Robinson		Marty Shaw
LAKES ENTRANCE / METUNG		Sandra Leggatt		
LEONGATHA		Marion Dewar		
		Heather Scott		
		Jodie Fishwick		
MAFFRA		Jennifer Toma		
		Lynette Teese		
		Debbie Darnell		
MIRBOO NORTH		Jill Campbell		
		Lynette Beaty		
MOE/NEWBOROUGH		Jan Misiurka		

		Beryl Brien		
		Gwyneth Jones		
MORWELL		Sandra Wagner		
		Tammy Austen		
		Hendre Roelink		
NAR NAR GOON		Genevieve Shallard		
NEERIM SOUTH		Michelle Nichol-Smith		
		Murray Hannah		
OMEEO		Kate Commings		
		Thelima Roselly		
ORBOST		Barbara Lunson		
PAYNESVILLE		The Hon Robert Fordham AM		
		Tim Gibson		
		Anne Tucker		
ROSEDALE		Ross Williams		
		Sharon Reid		
SALE		Jan Down		
		Michael Down		
		Nicholas Nagy		
TAMBO		Peter Foster		
		Kerrie Schmidt		
		Marion Bloomfield		

TRAFALGAR		Eleanor Harrington		
TRARALGON		Sarah Gover		
		Mark Woods		
		Caroline Mann		
WARRAGUL		Sheryl Hastings		
		Alison Buttle		
		Andrew Wood		
WESTERNPORT		Sharron Lane		
WONTHAGGI/ INVERLOCH		Robert Mesley		
		Elaine Sammut		
		Merridee Pilkington		
YARRAM		David Miller		
		Tara Andrews		
		Anita Hicks		

Notes:

1. Seeking leave of Absence for this Session of Synod
2. Supplementary Members attending this session of Synod.

NON-PARISH REPRESENTATION

Members of Bishop-in-Council not otherwise members of Synod	Ms. Jaan Enden, Ms. Cynthia Grove and Mr Ian Maxfield
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DIOCESE OF GIPPSLAND

FIRST SESSION OF THE FORTY-FIRST SYNOD

SATURDAY 16 MAY 2025 - SUNDAY 18 MAY 2025

BUSINESS PAPER

1. Prayers by the Bishop's Chaplain, the Rev'd David Perryman.
2. Assistant Secretaries of Synod: The President will announce that the Rev'd Kate Campbell and Mrs Marion Dewar will continue as assistant Secretaries of Synod under Standing Order 6(3) *(There shall be 2 Assistant Secretaries for Synod, one clerical and one lay, who shall be appointed by the President at least 7 days before the first day of the First Session of each Synod, and shall hold office until the appointment of their successors.)*.
3. Election of Chair and Deputy Chair of Committees: The President will call for nominations for election to these positions under Standing Order 7. The Registrar will nominate Mr Mark Woods as Chair and in the absence of Mr Woods at the current session, the Rev'd Brian Norris as Acting Chair. Archdeacon Graham Knott to be appointed as Deputy Chair. *(7. There shall be a Chairman of Committees, and a Deputy Chairman who shall be elected immediately after the announcement of the appointment of the Assistant Secretaries on the first day of the First Session of Synod and shall hold office until the election of their successors.)*.
4. The President will announce the appointment of one clerical and one lay person to peruse the minutes of the Synod and certify to the President within 30 days after the end of the Session whether the minutes are a true record of proceedings (The Rev'd Lyndon Phillips and Mr Tim Gibson).
5. The President will call for nominations for the election of a Timekeeper to hold office until the appointment of his or her successor (Standing Order 9). The Registrar will move that The Revd Daniel Gebert be appointed.
6. The Assistant Secretary (Lay) will move "the suspension of so much of Standing Orders as will allow the business of the House to proceed in the order and at the times indicated in the Synod program circulated to Members and the time of sitting".
7. The President will advise that members will indicate their attendance at Synod by completing an attendance slip and handing it to the Synod Secretaries. The Secretaries will also call over the names of Synod members on Saturday only.

8. The President will announce the Elections that are required to take place during the Session, his own appointments (if made already) and the results of any uncontested elections.
9. The Assistant Secretary (Lay) to inform the house that the elections, if necessary, will be held from 11.00 a.m. to 2.00 p.m. Saturday. (Standing Order 20)
10. The appointment of scrutineers, if required. The Registrar will move that the Rev'd Colin Oakley, Ms. Wendy Shiels, the Rev'd Rebecca Hayman and Mr David Miller be appointed as scrutineers.
11. The Assistant Secretary (Lay) to move "that the following persons be accorded seats in the house and that they be permitted to speak but not to vote:

Atkinson, The Rev'd David	Locum Priest at Korumburra/Poowong
Connelly, Dr. Cath	Abbey Director
Gijsbers, Mr Richard	Diocesan Finance Committee Chair
Halliwell, Mrs Cathie	UCA Supply Minister at Churchill/Boolarra/Yinnar
Hart, The Rev'd Dr Sallyanne	Locum Priest at Nar Nar Goon
Langshaw, The Rev'd Thelma	Locum Priest at Omeo
Lunson, The Rev'd Bevil	Locum Priest at Orbost
Norris, The Rev'd Brian	Locum Priest at Tambo
Ralte, The Rev'd Gospel	UCA Minister at Neerim South
Sullivan, Mr James	Diocesan Solicitor
Toms, The Rev'd Heather	Associate Priest at Sale

12. The Presidential Address – Delivered on the previous evening.
13. Bishop's Presidential Address – Response
(To be taken after the lunch break on Saturday afternoon)
14. The Registrar will table the Minute Book of the Bishop-in-Council, and a report of the Parish and Diocesan Trusts.
15. The President will ask for -
 - a) Petitions

- b) The Assistant Secretaries to advise the Synod of those nominated for election to positions.
- c) Notices of Questions
- d) Notices of Motions (Unless there are unusual circumstances, additional motions are normally only accepted on Saturday)
- e) Answers to Questions (Questions submitted on Saturday will be answered on Sunday morning).

16. Formal Motions – Standing Order 14

Before the Orders of the day or Motions are proceeded with the President, at each sitting, shall read over the Motions on the Business Paper and any Motion may be taken as a Formal Motion, unless objection be made by the word "Object" being called by a person other than the mover or the seconder and such motion on being determined formal shall forthwith be put without debate.

17. Motions recommended by Bishop-in-Council under Standing Order 11(10)

17.1 Motion on Procedure

The Registrar will move that this Synod agrees to suspend so much of standing orders as would prevent:

- (a) presentations being given on the following matters after the lunch break on Saturday at 2pm:
 - Hope 25
 - ABM
- (b) An Aboriginal Ministry Panel being held following the formal business on Sunday morning.

17.2 Bishop-in-Council Motions

BIC/1 Bishop-in-Council Report - *See Section 2*

That this Synod receives the report of the Bishop-in-Council covering the work of the Council since the last ordinary session of Synod.

Moved: The Registrar

Seconded: The Very Rev'd Keren Terpstra

BIC/2 2023/24 Annual Accounts of the Diocese - *(See Section 4)*

That this Synod adopts the audited Diocesan Accounts for 2023/24.

Moved: Mr Richard Gijssbers

Seconded: The Registrar

BIC/3 2025/2026 Diocesan Budget - (See Section 2)

That this Synod endorses the budget for October 2025 – September 2026 adopted by Bishop-in-Council on 9 April 2025 and requests Bishop-in-Council to continue to keep income and expenditure under review with a view to bringing the budget into balance in the medium term.

Moved: Mr Richard Gijbers

Seconded: The Registrar

18. Bills for consideration

There are no bills for consideration.

19. Reports

(See Section 3 of the Synod papers)

Each person listed, if they are a Synod member, will move that the report be received. If they are not a Synod member then a Synod member will move the motion on their behalf. Reports marked 'F' will be received formally this year.

Aboriginal Ministry	The Ven. Sue Jacka (F)
ACTinG	Mrs Jan Down
Anglicare	Ms Wendy Mawoyo
Gippsland Gahini Covenant of Companionship	Ms Sarah Gover (F)
Gippsland Grammar	Mr Bo Powers (F)
Kooyoorra	Ms Fiona Boyle (F)
Ministry Development Program (MDP)	The Ven. Graham Knott (F)
Ministry Wellbeing & Development	The Rev'd Tim Gaden (F)
Modawa Institute	Mrs Lindy Driver
Mothers' Union	Mrs Lindy Driver
St Paul's Anglican Grammar School	The Rev'd Daniel Lowe
The Abbey	Dr Cath Connelly (F)

(F) Report to be taken formally

20. Motions Submitted by Members of Synod

NM/1 Clergy Retirement Age

That this synod values the ministry of all the ordained and, in light of the General Synod requirements for clergy reviews, professional development and professional supervision, resolves that all references to retirement age for priests and deacons in diocesan legislation be removed.

Moved: The Very Reverend Keren Terpstra

Seconded: TBA

NM/2 - Communications Strategy

That this Synod requests Bishop-in-Council to form a working group to further develop a comprehensive communications strategy for the Diocese to be presented to the Council by September 1, 2025.

This plan should include:

- a) Defining our communication goals
- b) Identifying target audiences – that is our internal and external stakeholders
- c) Choosing appropriate and effective communication channels
- d) Outlining the strengths and weaknesses of each channel
- e) Including a detailed plan of execution – timelines, responsibilities, resources and finances
- f) Defining key performance indicators to track progress

Mover: Megan Knight (Corner Inlet)

Seconded: Liz Hall (Corner Inlet)

NM/3 – Diocesan Voluntary Workers' Insurance Policy

That in relation to the Diocesan voluntary workers' insurance policy, synod confirms the principle of equal status of volunteers regardless of individual age and requests diocesan officers to negotiate a policy which best reflects this position.

Mover: Malcolm Reed (Bairnsdale)

Seconded: Kathie Tisdall-Fry (Bairnsdale)

NM/4 – Order of St Luke

That this Synod affirms the healing ministry of Christ within the church particularly recognised through the Order of St Luke and that we request the Bishop and Bishop-in-Council to search for ways to develop this ministry in the future.

Mover: Archdeacon Graham Knott (Leongatha)

Seconded: The Rev'd Graeme Liersch (Wonthaggi-Inverloch)

NM/5 – Climate Change

That this Synod:

- a) acknowledges the significant and sometimes disastrous impacts of climate change that are already happening and inevitably increasing, and encourages Gippsland Anglicans in their various contexts to deepen engagement with the theology of creation and Christian responses to climate change, and further reduce greenhouse gas emissions from church properties and activities: and
- b) asks ACTinG to advise Bishop-in-Council on how to develop greater resilience to future impacts of climate change in our parishes and other ministry settings in a way that honours God and cares for people and place.

Mover: Jan Down (Sale)

Seconded: TBA

NM/6 – Ministry of Women in the Diocese

That this Synod:

noting that in December 2026 we will be celebrating 30 years since the first ordination of a woman as a priest in this Diocese:

- i. gives thanks for the long and faithful ministry of women in this Diocese, from the pioneering ministry of Deaconesses in the early 1900s through to the present day;
- ii. gives thanks for the leadership of our bishops past and present, and other senior leaders, who have striven to actively encourage the appointment of women and the fostering of women's vocations to ordained ministry;
- iii. notes the Report Regarding Gender Equity on Diocesan Bodies as of 1 April 2025 in the current BIC report and gives thanks for the figures that show that both licensed clergy and the majority of diocesan bodies have 50% or greater representation by women, while acknowledging that there is still work to be done in the areas of Finance and Trusts;
- iv. notes the findings of the Diocese of Canberra and Goulburn's *Addressing Disparity Report* (see Appendix below) particularly noting the challenges that younger women face in discerning and exercising vocation to ordained ministry;
- v. requests BIC to create a working group to trace recent trends in women's ministry, including collecting the stories of ordained women in the diocese in preparation for our thirty year celebration at the Cathedral in December 2026; and

- vi. encourages the Governance Review Group of BIC to consider the findings of the Canberra and Goulburn report, including legislative measures such as paid parental leave that would enable better working outcomes for women in ministry.

Mover: TBA

Seconder: TBA

Please refer to: Diocese of Canberra Goulburn's [Addressing-Disparity-Report.pdf](#)

Next Synod

41st Synod – Second Session

15-17 May 2026, Sale

ANGLICAN CHURCH OF AUSTRALIA

DIOCESE OF GIPPSLAND



41st SYNOD

FIRST SESSION

16-18 May 2025

SALE

SECTION 2

Bishop in Council Report

Report on 2024 Synod Motions

2025/26 Bishop in Council Budget

Issued by the Registrar

PO Box 928, Sale Vic 3853

Phone - (03) 5144 2044 Email- registrar@gippslandanglicans.org.au

Website - <http://www.gippslandanglicans.org.au>

23 April 2025

SECTION TWO

**ANGLICAN DIOCESE OF GIPPSLAND
FIRST SESSION OF THE FORTY-FIRST SYNOD
2025**

SALE, VIC

BISHOP-IN-COUNCIL REPORT TO SYNOD AND BUDGETS

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BISHOP-IN-COUNCIL
REPORT TO SYNOD - 2025

This report covers the major areas dealt with by Bishop in Council since last Synod Session in May 2024.

BISHOP-IN-COUNCIL MEMBERSHIP
(Bishop-in-Council Act. 139 Section 6)

Ex Officio Members

The Bishop	The Rt Rev'd Dr Richard Treloar
The Vicar-General	The Ven Graham Knott
The Dean of Sale	The Very Rev'd Keren Terpstra
Archdeacons	The Ven John Webster
The Chancellor	Mr Roger Blythman
The Registrar	Ms Rae Riley
The Members of the Trusts	The Hon Robert Fordham AM (Retires 2027)
Corporation elected by Synod	Mr Tim Gibson (Retires 2027)
	Mrs Marion Dewar (Retires 2027)
	Mr Cameron Herbert (Retires 2027)

Members appointed by the Bishop - Three Clerical and Three Lay persons.

		Appointed	Retires
Clerical	The Rev'd Kathy Dalton	2023	2026
	The Rev'd Gradwell Fredericks	2024	2027
	The Rev'd Graeme Liersch	2025	2028
Lay	Ms Jaan Enden	2022	2025
	Mrs Alice Weatherall	2022	2025
	Dr Sandra Leggat	2023	2026

Members elected by Synod - Three Clerical and Six Lay Members of Synod

		Elected	Retires
Clerical	The Rev'd David Perryman	2024	2027
	The Rev'd Lyndon Phillips	2024	2027
	Vacant		
Lay persons	Mr Ian Maxfield	2022	2025
	Mrs Cynthia Grove	2024	2027
	Mrs Maryann Ashton	2024	2027
	Mr David Miller	2024	2027
	Vacant		

1. **SYNOD MOTIONS – 2024**

A report on action taken on Synod motions passed in 2024 are to be found on pages 16 of this Paper.

2. **STRATEGIC MATTERS**

The Council met on six occasions since Synod 2024. The Council again spent considerable time on strategic issues during the year. The key issues progressed included:

2.1 Strategic Property Developments – Nar Nar Goon & Longwarry

The Trusts Corporation has for some time been operating under a policy of identifying and selling vacant, surplus, or non-income producing parcels of land for building up capital reserves. Proceeds from these sales has both built up capital reserves for the Diocese to meet redress claims and support Aboriginal Ministry and has provided funds for parishes to undertake capital works. Council and the Trusts Corporation have been exploring opportunities for property development on suitable parcels of land to maximise the returns to parishes and the Diocese and facilitate mission and ministry. As pilot projects, Registry staff have been liaising with a property developer regarding the following possible development sites.

Substantial work has been undertaken on two key strategic sites: Nar Nar Goon and Longwarry. Specialist advice was commissioned from Harrison Wraight and Ramon Dawson (Platform 4), whose preliminary reports focused on optimising feasibility and financial outcomes. Site assessments included feature surveys, services infrastructure reviews, and early traffic studies. Bishop-in-Council also explored how both sites might be developed for Special Disability Accommodation (SDA) under the NDIS, aligning with the Church's social mission and offering potential for sustainable income generation. A dedicated trust account has been established to manage development-related costs, ensuring transparency and accountability.

Nar Nar Goon: Planning is underway for the rear site of St John's Church. Proposed works include construction of a new rectory and seven dwellings, potentially for SDA use. Consultants have undertaken feasibility analysis, including traffic, infrastructure, and design suitability. Discussions are ongoing regarding financial modelling and parish engagement.

Longwarry: While the Diocese is exploring the acquisition of the Longwarry Union Church (currently shared use with the UCA) for around \$800,000, the purchase has not yet occurred. A valuation is currently being sought. The site is being considered for a mixed-use development that could incorporate parish ministry, an op-shop, and potential housing. A working group is in the early stages of preparing a business plan focused on outreach, financial return, and community impact.

Other Locations: Additional strategic property development opportunities are under consideration at both Rosedale and Yarragon. Further detail is provided under “Property Matters.”

2.2 Retirement Village – Clifton Waters

Oversight of Clifton Waters Village continued in partnership with Ashley House, which remains the site manager under a lease agreement. Near-full occupancy was maintained throughout the year. Registry staff provided ongoing oversight, including monthly financial reports and operational discussions. A capital works and maintenance plan is currently being developed.

The future development of the Village is kept under regular review.

2.3 Land Tax & Vacant Residential Land Tax

In response to recent legislative changes introduced by the Victorian Government, the Registry is undertaking a comprehensive audit and review of all diocesan properties currently subject to land tax, including those identified as vacant residential land holdings. Where properties have been incorrectly classified as taxable, exemption applications will be submitted to the State Revenue Office (SRO), and discussions initiated to clarify ongoing reporting obligations. This proactive compliance initiative has mitigated the risk of penalties and improved understanding of tax liabilities and applicable exemptions.

2.4 Insurance and Valuations

An assessment of diocesan property valuations identified that a significant portion of properties appear to be underinsured, with average valuations approximately 36% below replacement value. In response, Bishop-in-Council approved an initial 10% uplift in insured values for 2025, based on advice from Anglican Insurance and Risk Services Ltd (AIRS).

A 16% increase in insurance premiums was noted for the 2024/25 renewal period, and AIRS has indicated that a higher level of self-insurance may be proposed in future years.

To ensure adequate coverage and support long-term risk management, a full valuation of all diocesan properties will be undertaken in the coming six months, with assistance from AIRS.

2.5 The Abbey Strategic Redevelopment Plan

Development of The Abbey A-frame redevelopment continued with engagement of architect Craig Brown and planning consultants Crowther & Sadler. Although the original planning permit remains valid, minor amendments are being sought to accommodate updated redevelopment plans. A \$10,000 allocation from the RE Pratt Estate was approved to fund planning and advisory costs. Fundraising efforts, including a major event

hosted by Archbishop Philip Freier, attracted support and raised the project's public profile.

2.6 Registry Staffing and Operations

The Registry has undergone a significant period of transition and consolidation over the past year, with new leadership and a renewed focus on operational efficiency, compliance, and support for parishes across the Diocese. With the appointment of Rae Riley as Registrar in January 2025, supported by The Rev'd Brian Norris in a transitional Deputy Registrar role, the office has prioritised clearing backlogs, strengthening governance processes, and improving responsiveness to parish needs.

New appointments during this period included Joseph Gormally (Finance Officer), who also commenced in January, and Jules Lanham (Clearance Officer), who joined the team in October 2024. Krista Mountford was also appointed as TGA Editor and Development Officer. Ongoing support from The Rev'd Brian Norris and The Rev'd Kate Campbell has ensured continuity and stability throughout this transition. Together, the team continues to strengthen administrative systems and provide a dependable point of coordination for clergy, parishes, and diocesan bodies.

2.7 Ministry Wellbeing and Development (MWD)

A renewed focus was placed on the wellbeing and professional development of licensed ministry personnel. Presentations were delivered across regional deaneries to promote the uptake of professional supervision, and clergy and lay ministers have expressed strong support for the initiative. The program is expected to be fully operational by the end of 2025.

2.8 Governance Review and Training

In response to two Synod motions passed in 2024—concerning the review of diocesan legislation and the introduction of governance training—Bishop-in-Council established a governance committee in early 2025.

Two key initiatives are now underway:

1. Development of a **Governance Training Program** for parish and diocesan office holders, to be delivered in modular format (online and/or face-to-face). This training will offer flexible access to essential modules on church governance, parish finances, legal responsibilities, and meeting procedures. The proposed framework is included in **Appendix C** (page 18).
2. A staged **review of diocesan legislation**, beginning with the Parish Administration Act 1994 (including 2023 Amendments).

The committee, chaired by Dr Carole Broxham, has met three times and is consulting broadly across the Diocese. Early work includes gathering feedback on the Act and drafting training module content.

The review aims to simplify language, reduce governance burden on parishes, and ensure coherence across legislation. A detailed update, including the proposed training framework and review schedule, is included in **Appendix B** (page 20).

This report is provided to Synod to share progress and seek feedback.

2.9 Safe Ministry Authority

The Diocese transitioned its clearance processes to the Kooyoora OSCA platform. This transition was aimed at reducing delays, improving record accuracy, and streamlining parish compliance processes. Initial challenges relating to legacy data are being resolved. The Registry is monitoring the new system's performance and continues to provide support to parish administrators.

2.10 Land Justice – Redistribution of Parish Land Sale Proceeds

Bishop-in-Council approved a revised allocation of the 20% of parish land sale proceeds retained for diocesan purposes:

- 7% to Aboriginal Ministry and First Nations projects
- 7% to the Redress Trust Fund
- 6% to the Gippsland Ministry Foundation (GMF)

This reallocation affirms the Diocese's commitment to land justice, ensuring reparation for First Nations peoples is prioritised alongside redress obligations and long-term ministry sustainability. The updated distribution supersedes the previous model (18.5% Redress; 1.5% Aboriginal Ministry). The decision positions the Diocese to respond faithfully and proactively to insights from the Yoorrook Justice Commission and future obligations.

3. PROPERTY MATTERS

The Trusts Corporation and Bishop-in-Council reviewed a range of property-related proposals and decisions during the year:

Neerim South: The Parish of Neerim South's proposal to sell St Andrew's Church, Noojee, was approved following a decommissioning service. The church sold for \$282,500. Funds are held in trust for future capital needs of the parish.

Morwell: Boyd House's refurbishment resumed after a new contractor was engaged. The property had experienced delays due to the collapse of the original building firm. The house will serve as a ministry base with a focus on Aboriginal outreach.

Traralgon: Bishop-in-Council considered the parish's proposal to purchase 47 Donegal Avenue for \$598,000 as a parish

investment or future clergy residence. The Trusts Corporation did not recommend this investment under existing policy guidelines.

Rosedale: Approval was given for rectory refurbishment at a cost of \$104,252.93 (ex-GST). An offer of private sale for St Paul's Gormandale was extended to a neighbouring property owner, who declined. The property is now being prepared for public listing through a real estate agent.

Westernport: Funds from the Jean McKay Estate and Koo Wee Rup land sale trust were allocated to maintenance works at Corinella and Lang Lang churches. Further strategic planning for refurbishment and compliance improvements is in progress.

Trafalgar: Following the identification of significant flooring and moisture damage in St Mark's Yarragon, services were relocated to the Uniting Church. The Parish Council has resolved to decommission the site, and initial discussions are underway regarding potential redevelopment options.

Bass-Philip Island: Bass Subdivision plans are under consideration to enable the church and manse to be sold as a single parcel. Surveying advice has been received, and further guidance from a real estate agent is pending to progress the sale.

Leongatha: Leongatha: The parish congregation entered a period of discernment regarding long-term facility needs. Storm-related roof damage and structural integrity were a concern. The proposed building works were suspended.

Croajingolong: Roof replacement and solar panel installation were completed at St Peter's Mallacoota, funded by Cann River rectory sale proceeds. The total cost was \$50,863 (ex-GST).

4. APPOINTMENTS / RETIREMENTS TO COMMITTEES

Since the last session of Synod, the following retirements and appointments are noted:

- Appointment of The Rev'd Daniel Gebert to the Finance Committee.
- Resignations from Anglican Diocese of Gippsland (ADG) Administration Ltd: Brian Norris, Robert Fordham, Richard Connelly, Edith Ashley, Elizabeth Delzoppo, and David Gittins.
- Appointments to ADG Administration Ltd: Jaan Enden, Sandra Leggat, Mark Woods, and Raelene Anne Riley.
- Appointment of The Rev'd Rich Lanham to the Abbey Chapter.

- Dissolution of the McNeilly Estate Advisory Committee, following advice from the Chancellor that such funds should be administered like any other parish trusts.

5. FINANCIAL AND ADMINISTRATIVE MATTERS

Anderson, Munro & Wyllie completed the audits for the preceding four financial years. The audited accounts for 2023/24 are tabled at this session of Synod, along with the corresponding audit reports, which are available in Section 4 of the Synod Papers.

5.1 Consolidated Financial Statements for 2023/24

The financial statements reflect a consolidated view of the accounts of Bishop-in-Council, the Trusts Corporation, The Abbey, the Anglican Development Fund (ADF), *The Gippsland Anglican*, Anglican Retirement Villages, and the Church Book Room.

The following comments are made on specific areas:

5.2 The Abbey

The Abbey has experienced a vibrant and active year, with a growing number of programs and events attracting a wide range of participants. From retreats and quiet days to music sessions, outreach activities, and school visits, the calendar has been full and diverse. Increased publicity and community engagement have introduced many new people to the site, reinforcing its reputation as a place of welcome, restoration, and spiritual reflection.

Ongoing improvements to facilities—such as the repainting of cabins and buildings, landscape enhancements, and general maintenance—have further contributed to the positive visitor experience. Financially, The Abbey recorded a surplus of \$11,215 for the year, reflecting steady growth in accommodation income and program participation.

Members of Synod are referred to The Abbey report (in Section 3 of Synod Papers) for further detail.

5.3 Church Book Room

The Church Book Room remains a small but valued service provided by the Registry, supplying communion wafers and candles to parishes. While many parishes continue to source these items through online retailers, the Book Room plays an important role in ensuring essential liturgical supplies are readily available within the Diocese.

For the 2023/24 financial year, the Book Room recorded a modest loss of \$716, reflecting limited sales activity and minimal pricing margins.

5.4 *The Gippsland Anglican*

The Gippsland Anglican remains a central part of the Diocese's communication and engagement strategy. It continues to provide an accessible and thoughtful platform for sharing stories, theological reflection, parish updates, and key diocesan messages across Gippsland and beyond.

While the cost of production and distribution remains high, and subscription and advertising income covers only a portion of expenses, the Diocese continues to underwrite the publication to ensure its broad reach and quality. Individuals and parishes are encouraged to support the paper through personal subscriptions or donations, helping to sustain its future.

The deficit \$91,320 for 2023/24, though significant, reflects both the rising cost of publishing and the value placed on maintaining this vital channel of diocesan life.

5.5 Anglican Development Fund – Gippsland

The Anglican Development Fund (ADF) continues to play a key role in supporting parish life by providing access to market-competitive loans for capital improvements to parish properties. It also offers a secure and interest-generating option for parishes to invest their reserve funds. In accordance with the Parish Administration Act, parishes are required to invest reserve funds in either the ADF or approved Trust Funds, rather than with external financial institutions.

The ADF accepts deposits from parishes, diocesan bodies, clergy, and salaried employees. There is also limited capacity to accept deposits from other individuals associated with the Diocese. Further details can be obtained by contacting the Registrar.

As of 30 September 2024, the ADF reports:

Year	Deposits	Loans to Parishes	Operating Surplus
2016-17	\$4,324,930	\$1,183,849	\$193,040
2017-18	\$3,024,206	\$1,269,261	\$157,927
2018-19	\$2,131,726	\$1,076,172	\$46,799
2019-20	\$2,394,551	\$1,253,027	\$79,952
2020-21	\$2,464,888	\$1,113,203	\$335,653
2021-22	\$2,450,682	\$1,238,912	\$87,359
2022-23	\$2,055,118	\$1,674,766	\$154,682
2023-24	1,717,885	\$1,789,893	\$133,405

5.6 Gippsland Ministry Foundation

The Gippsland Ministry Foundation (GMF) exists to strengthen and support ministry across the Diocese. As outlined in the GMF Deed, its core objectives are:

- To provide adequate training for the ministry of clergy and laity.
- To support ministry within parishes and areas of special ministry, principally within the Diocese of Gippsland; and
- To develop and grow parish and diocesan structures to better facilitate ministry.

The Foundation continues to be a valuable resource in enabling ministry initiatives, leadership development, and training opportunities across the Diocese. Its role remains essential in supporting both current and emerging ministry needs.

Balance on 30 September 2024

Year	Balance
2021/22	\$839,542
2022/23	\$926,412
2023/24	\$949,904

5.7 Anglican Retirement Villages

The Anglican Retirement Villages continue to operate with a financial surplus. Notably, all operational costs are now fully funded through rental and maintenance income received from residents. This self-sustaining model has contributed to a gradual reduction in the liability associated with in-going contributions owed to residents.

The Diocese maintains an oversight role under its management agreement with Ashleigh House, including responding to maintenance needs and supporting the ongoing upkeep of independent living units as required.

	2021/22	2022/23	2023/24
Operating surplus	\$271,786	\$395,224	\$222,425
Ingoing Contribution Liability	\$4,407,722	\$4,777,427	\$4,952,097
Capital Deposits held	\$907,187	\$1,355,594	\$1,819,470

5.8 Anglican Diocese of Gippsland Administration Ltd (ADG Admin Ltd)

The ADG Admin Ltd financial performance relates primarily to the cost of professional standards and employee Workcover insurance. It creates no income independent of an allocation from the Bishop in Council budget which for 2023/24 totalled \$247,743 (as compared with \$188,410 for the previous year). There were no redress expenses for the year.

5.9 Anglican Trusts Corporation of the Diocese of Gippsland

The role of the Trusts Corporation is to:

- Ensure that the Trust Seal has been affixed in accordance with the decisions of BIC.
- Receive advice of any new bequests or trusts in which the Diocese has an interest and to ensure the management of trusts is compliant with any Trust Deeds.
- To meet when a new trustee is appointed to authenticate the seal and signatures.

The Trusts Corporation budget relates primarily to the investment and trust management operations of the Diocese. These activities are separate from the operational diocesan management activities. The following is noted in relation to the Trusts Corporation financial position for 2024.

	2022/23	2023/24
Dividends & Interest	\$ 391,556.00	\$ 506,427.00
Property Income	\$ 251,264.00	\$ 307,986.00
Gross Income	\$ 542,865.00	\$ 529,660.02
Expenses	\$ 103,352.00	\$ 1,240,858.92
Net Income	\$ 439,513.00	Dr\$ 711,198.90
Share Portfolio (Incl ADF)	\$ 8,802,005.00	\$ 8,015,977.89

The Trusts Corporation membership comprises -

The Bishop Ex-officio & Chair
The Chancellor Ex-officio
The Registrar Ex-officio
Members: The Hon Robert Fordham AM, Mr Tim Gibson, Mrs Marion Dewar, Mr Cameron Herbert, and Mr James Sullivan (as Diocesan Solicitor).

Trust Corporation – Interest Rates

The following rates are current:

Parish Trusts	2.50%
Diocesan Trusts	2.50%
Clergy Car Replacement Funds	2.50%
Clergy Car Loans	5.25%

(Effective from 1 October 2018)

5.10 Finance Committee

The Bishop-in-Council Finance Committee oversees the financial management of the Diocese and provides advice on financial strategy, budgeting, risk, and administrative matters. The Committee also monitors expenditure against the Bishop-in-Council budget and supports the development of sound financial practices across the Diocese.

Membership currently includes Mr Richard Gijbers (Chair), the Bishop, Archdeacon Clem Watts, the Rev'd Daniel Gebert, Ms. Lee Nethercote, Ms. Rae Riley, Registrar, The Rev'd Kate Campbell, The Rev'd Brian Norris, Deputy Registrar. The Committee is supported by the Diocesan Finance Officer, Mr Joseph Gormally, and Registry staff as required.

The Committee meets monthly and key matters considered over the past year have included:

Strategic Financial Planning:

Ongoing work has focused on identifying sustainable revenue opportunities, containing costs, and ensuring long-term financial resilience. The Committee maintains oversight of the Bishop-in-Council budget, diocesan insurance, and the Anglican Development Fund.

Insurance:

Diocesan insurance costs increased by **16%** in 2024. While this represents a notable rise, it remains within an acceptable range given broader market conditions. Nationally, commercial property insurance premiums have begun to stabilise, with industry reports indicating renewal changes ranging from a **10% reduction to a 5% increase** in 2024, depending on risk profile and location. ¹

¹ Source: *Insurance Business Australia – Marsh McLennan Mid-Year Market Update 2024*

Budget Review Committee:

In response to the need for greater transparency and collaborative oversight in diocesan financial planning, Bishop-in-Council approved the establishment of a Budget Review Committee. The Committee has been formed to review and refine the annual Bishop-in-Council budget, and to provide strategic input into ongoing budgetary decisions.

The Committee's membership includes representatives from key governance and financial bodies of the Diocese: The Bishop, The Registrar, Mr Richard Gijbers (Finance Committee), Ms Lee Nethercote (Finance Committee), The Rev'd Daniel Gebert (Finance Committee), The Hon Robert Fordham AM (Trusts Corporation), The Ven John Webster (Archdeacon – Property Portfolio), Mr Joseph Gormally (Finance Officer), Consultants: The Rev'd Kate Campbell and The Rev'd Brian Norris

The Committee met once prior to Synod and will meet twice following Synod, with a view to strengthening budget consultation and strategic alignment across diocesan priorities. The draft budget reviewed at the Committee's last meeting has been submitted to this Synod for consideration.

6. **PARISH MATTERS**

Bishop-in-Council continues to engage closely with parishes across the Diocese in a range of practical and pastoral matters. Over the past year, parishes have sought and received support on issues including property maintenance and development, Safe Ministry clearance processes, insurance renewals, and compliance with governance and trust obligations.

Initial analysis has identified that many diocesan properties, including parish assets, are likely to be underinsured. In response, a full valuation audit will be undertaken in the coming months, coordinated through the Registry with the support of Anglican Insurance and Risk Services (AIRS), to ensure appropriate coverage and mitigate risk across the Diocese.

Support has also been provided to assist parishes in transitioning to the new Kooyoora clearance system, with Registry staff offering guidance to parish administrators and clergy as the new platform is embedded.

Bishop-in-Council remains committed to supporting parishes in their ministry, stewardship, and mission, recognising the diverse contexts and faithful witness of communities across Gippsland.

7. **REPORT REGARDING GENDER EQUITY ON DIOCESAN BODIES AS OF 1 APRIL 2025**

Female Rank	Body	Male Percent	Female Percent
1	Professional Standards Committee	0 / 0%	5 / 100%
2	Synod (House of Laity)	19 / 26%	55 / 74%
3	Safe Ministry Authority	3 / 43%	4 / 57%
4	ADG Administration Limited	3 / 43 %	4 / 57%
5	Abbey Chapter	5 / 45%	6 / 55%
6	Licensed Clergy	15 / 48/%	16 / 52%
7	Bishop in Council **	12 / 55%	10 / 45%
8	Trust Corporation **	6 / 75%	2 / 25%
9	Finance Committee	6 / 75%	2 / 25%

The above report arises from Synod motion 232/19 Equal Representation, from which Council will report annually regarding the gender representation on Diocesan bodies.

*** Bishop in Council and Trusts Corporation includes a range of appointed, elected, and ex officio roles where gender is not able to be considered given existing appointments. This is itself subject to potential gender biases in recruitment and appointment of executive roles such as the Bishop and Registrar, for example. However, the roles able to be filled by election (by Synod) and appointment are filled in the following proportions: BiC – 2 males (12%) and 15 females (88%); Trusts Corp – 3 males (75%) and 1 female (25%).*

The Council commends this report to Synod.

Rae Riley
Registrar

APPENDIX A

REPORT ON ACTION TAKEN ON 2024 SYNOD MOTIONS

260/24 Bishop in Council Report

That this Synod receives the report of the Bishop-in-Council covering the work of the Council since the last ordinary session of Synod.

ACTION TAKEN: Resolution noted by Bishop-in-Council.

261/24 2022/23 Annual Accounts of the Diocese

That this Synod adopts the audited Diocesan Accounts for 2022/23.

ACTION TAKEN: Resolution noted by Bishop-in-Council.

262/24 2024/25 Diocesan Budget

That this Synod confirms the budget for October 2024 – September 2025 adopted by Bishop-in-Council on 20 April 2024.

ACTION TAKEN: Bishop-in-Council has implemented the budget.

263/24 ABM 175th Anniversary

That this synod:

1. Notes with gratitude that the Anglican Board of Mission (ABM) will celebrate its 175th Anniversary on 29 October 2025 and

Encourages the organisations of this Diocese to both participate in events organised by ABM and to consider organising their own events in 2025 or 2026 to mark this achievement, highlighting particularly the involvement of members of this Diocese over that time.

Explores with ABM where God is calling this Diocese to participate in God's ongoing mission through ABM.

Asks the Bishop to write to ABM to convey the interest of this diocese in celebrating this significant anniversary with ABM.

2. Gives thanks for the almost \$18,000 donated by parishes to the work of ABM and Anglicans in Development (AID) in 2023 and more recently to the Good Friday Gift which aims to support work on the ground via local mission partners in Palestine, urging prayer for the peace of Jerusalem, Israel, Gaza and the Middle East;
3. Encourages parishes to support ABM Church to Church and Reconciliation Programs that work with First Nations peoples throughout Australia and partner churches overseas.

ACTION TAKEN: All three clauses continue to be actioned in various ways, with a further presentation from ABM an 'Order of the Day' at this Synod.

264/24 Safe Ministry

That Bishop in Council reviews the 'Safe Ministry Check' screening questionnaire and provides feedback, making any recommendations for amendment to the Safe Ministry Commission of General Synod giving consideration to:

- The relevance of the questions asked in the questionnaire to the work for which the clearance is requested.
- The process for application ensures pastoral support for the applicant.

ACTION TAKEN: Advice continues to be sought on this matter; the Safe Ministry Authority (SMA) and Diocesan Clearance Officer are working together with Kooyoora to ensure clearances processes are accompanied by pastoral and other relevant support as we migrate to the OSCA platform.

265/24 Governance Training

That this Synod encourages Bishop in Council to prepare and introduce governance training for diocesan and parish office holders.

ACTION TAKEN: Governance group established to address this motion and 266/24, below. See preliminary report at Appendix C.

266/24 Concerning a review of the legislation of the Diocese.

That this synod requests Bishop in Council to initiate a review of the legislation governing the Diocese of Gippsland with a view to:

1. Updating it,

2. Systematising it in order to create consistency and synergy across its breadth, and
3. Ensuring that legislation reflects current circumstances;
4. and requests a report and suggested schedule for the work to be carried out to achieve this to be delivered to the 2025 session of synod.

ACTION TAKEN: Governance group established to address this motion and 265/24, above. See preliminary report at Appendix B.

267/24 McNeilly Estate Advisory Committee

That Bishop in Council reviews the governance arrangements for the McNeilly Estate Advisory Committee and make such changes as it considers necessary giving special consideration to:

1. Updating any Memorandum of Understanding regulating the role and function of the McNeilly Estate Advisory Committee;
2. The appointment of Committee members; and
3. Processes and policies for the distribution of funds held by the McNeilly Estate.

ACTION TAKEN: Consultation between the Parish and the Chancellor has resolved this matter to the satisfaction of the Parish, the Advisory Committee, and the Trusts Corporation.

268/24 Hope25 ‘Hope in an Uncertain World’

That this Synod wholeheartedly supports the Anglican Church of Australia's project Hope25 – 'Hope in an Uncertain World' – sharing the hope we have in Jesus Christ and encourages every Parish and Ministry Centre to participate.

ACTION TAKEN: A Diocesan Hope25 Facilitation was established, which has resourced the Hope25 page on the Diocesan website and encouraged Parishes and Ministry Centres to participate in a variety of contextually appropriate ways. Hope25 has featured prominently in *The Gippsland Anglican* and *Ad Clerum* communications. A Hope25 Panel is an ‘Order of the Day’ at this Synod.

269/24 A Policy For The Management and Best Practice Of Locum Ministry

That this synod requests that the Bishop and Bishop-in-council further the finding of the Locum Ministry Review 2023-2024 by:

1. creating a policy, for the management and the guidance of locum ministry within the Diocese, guided by the findings of the report; and
2. implementing such of the other recommendations in the report as appropriate.

ACTION TAKEN: Interim report received from the Working Group on Locum Ministry. Planning for the implementation of recommendations in the report in keeping with the diocesan 'Leaving Well' policy is ongoing, with some measures already in place.

270/24 Youth Ministry

That Bishop-in-Council be requested to convene a working group to canvas, and report to the 2025 Synod on the following issues associated with youth and families ministries across the Diocese:

1. The current unmet need for youth and families ministry in parishes;
2. The capacity of parishes to meet such needs via stipendiary or volunteer workers;
3. The feasibility of the Diocese providing resources to enhance the capacity of parishes to address the unmet need.

ACTION TAKEN: This motion was a focus of discussion at the 2024 Diocesan Clergy Conference, recognising that the resources needed may be more than purely financial. With this in view, a small group accepted responsibility for fostering some inter-parish cooperation and sharing of ideas in this ministry area. That work has begun and is ongoing. Given time, it is hoped that some concrete proposals will emerge from this forum.

APPENDIX B

THIS REPORT IS PROVIDED BY THE GOVERNANCE COMMITTEE TO THE 2025 SESSION OF SYNOD TO REPORT ON PROGRESS AND RECEIVE FEEDBACK.

Synod Motion: Concerning a review of the legislation of the diocese.

That this synod requests Bishop in Council to initiate a review of the legislation governing the Diocese of Gippsland with a view to:

- Updating it,
- Systematising it in order to create consistency and synergy across its breath, and
- Ensuring that legislation reflects current circumstances.

And requests a report and suggested schedule for the work to be carried out in order to achieve this to be delivered to the 2025 session of synod.

Synod Motion: Governance Training

That this Synod encourages Bishop in Council to prepare and introduce governance training for diocesan and parish office holders.

Following the Synod motions (2024) two parallel and related pieces of work were identified:

1. Development and delivery of governance training for lay office bearers (and clergy) to be rolled out in a modular format, face-to-face and/or online
2. A review of diocesan legislation, starting with the Parish Administration Act (1994).

An initial small working group (governance committee) was established and met for the first time, in person on 7th February 2025, with a second meeting held via ZOOM on 7th March, and a third via ZOOM on 11th April. The governance committee aims to meet every 4-6 weeks at this stage of the project.

Please note, that as the work of the committee progresses, it will be important to invite other relevant persons to participate in this work.

We have also sought feedback on the Parish Administration Act 1994 from clergy/lay persons via the *Ad Clerum*.

Current committee members: Dr Carole Broxham (Chairperson); Ms Jaan Enden; Dean Keren Terpstra; Professor Sandra Leggat

Training

In relation to the development and delivery of training, some early work was undertaken by Professor Leggat and Richard Connelly. An early draft of the proposed intended governance training outcomes and module content is *attached*.

Parish Administration Act 1994 (including Amendments to 2023) update.

At the time of writing, the governance committee has focused its attentions on the Parish Administration Act (1994), with the keys aims to:

- Bring the language into ‘plain English.’
- Reduce the governance burden on parishes (in particular) without compromising on good governance.
- Ensure the relevant Acts of legislation speak coherently to one another.

As you can imagine this is a very large piece of work, and to date has provided the governance committee with many more questions than answers.

For example, if we consider the Parish Administration Handbook 2010 (an excellent document with all credit to Brian Norris) it makes clear that the Parish Act 1994,

‘...only establishes a framework within which the parish council carries out its work.’

If one of the tasks of the governance committee’s work, in the context of this project is to reduce the governance burden, how is good governance defined within the context of the Act? Does/should the Act provide/define this?

Therefore, scoping out the terms of reference for this project is essential to keep our work relevant and focussed.

In broad terms our process and suggested schedule will be:

Step 1: Review the Parish Administration Act

- Committee members have individually commenced their review and note possible changes/updates on a shared document.
- Undertake analysis of findings
- Identify where a policy/procedure/guideline might be useful.

Expected completion date for step 1 June 2025

Step 2: Update the Parish Act

Step 3: Seek legal review of recommended updates/changes.

Step 4: Amend Act as required based on collated feedback.

Step 5: Present revised Parish Act to Bishop-in-Council for feedback/confirmation by February (2026)

Step 6: Consider system/s, policy/procedure/guidelines, and implementation.

Step 7: Present revised Parish Act to 2026 Synod for approval

Step 8: Present governance training objectives/intended learning outcomes to Bishop-in-Council for approval.

Step 9: Confirm training methods (e.g. face-to-face versus online training platform, or combination)

Step 10: Develop governance training modules.

Step 11: Pretest governance training modules

Step 12: Delivery of training

Step 13: Evaluation of governance training for report to 2027 Synod

Step 14: Revise governance training modules as necessary

Step 15: Commence review of other relevant Acts

We look forward to progressing the first phase of this work in relation to the Parish Administration Act (1994) and Governance training.

**ANGLICAN DIOCESE OF GIPPSLAND
PROPOSED GOVERNANCE TRAINING – DRAFT FOR FEEDBACK**

Are you ready for **your** role in the Parish Council or other Diocesan Committees?

You can increase your understanding, skills, and confidence in your governance role through our flexible governance training, available online and through printed materials.

At the completion of the governance modules, you will:

1. Understand the importance of the governance components (such as finance, risk, and strategy) and the standards for good governance.
2. Clarify the legal and regulatory aspects of Parish governance and your protection in your governance role.
3. Understand the Parish and Diocesan structures and functions.
4. Develop skills in effective meeting processes and outcomes.

Proposed Contents

Module 1 – Understanding the Governance of the Anglican Diocese of Gippsland

1. Introduction
 - Nature of Parish / Diocesan structure ~ Where does the parish fit into the Church's framework / structure? Where do you fit into the Parish/Diocesan structure?
 - What is good governance for the church? Governance standards required.
 - Discussion of governance in relation to the spiritual and operational aspects of the Church
 - Gen Synod – Synod – AGM – Parish Council (PC) meetings
 - Limits and freedoms of PC
2. Composition and role / functions of parish council
 - Parish Admin Act
 - Wardens: property, faculties, insurance, Safe Ministry?
 - Secretary, Treasurer, SMO
 - Other groups: Regional Deanery, CAAB
 - Impact of Commissions
 - Your accountability and protection as a Warden or member of Parish Council
 - Terms of office
3. Legislation that impacts / affects us
 - Parish Admin Act
 - Synod / BiC / Trusts Acts
 - Appointments Act
 - Prof Standards Act

Module 2 – Parish Council

1. Conduct of parish council meetings
 - Agenda and Minutes
 - Who attends, who chairs?

- Decision making processes?
 - Confidentiality / governance standards
 - What to do when things go wrong?
2. Finances for the Parish
 - Finances and audit
 - Budget development
 - ADF
 3. The Congregational and Annual meetings
 - Congregational meetings
 - Elections
 - Audit report
 - Budget
 - Reports
 - Strategic planning
 4. Practical skills
 - Reading financial statements
 - Risk assessment of activities
 - Clearance requirements and process
 - Minute taking
 - Budget development
 - Evaluating performance

Module 3 – The Anglican Diocese of Gippsland

1. The Diocese of Gippsland
 - Overview of Diocese
 - Specific information
 - policies and procedures –
 - Stipend rates - admin circular
 - MWD
 - Op-shops
 - How to get involved?

Bishop-in-Council Budget

2025-26

**(including forecasts to
2028-29)**

ANGLICAN DIOCESE OF GIPPSLAND
Five Year Budget
Bishop-in-Council
INCOME
2023/24 to 2028/29

Account Numbers	INCOME	Actual 2023/24	Budget 2024/25	Draft Budget 2025/26	Draft Budget 2026/27	Draft Budget 2027/28	Draft Budget 2028/29	Comments
	Aboriginal Ministry Fund - Stipend	64,512.38	70,000.00	70,000.00	70,000.00	70,000.00	70,000.00	Income stream doubtful
	Aboriginal Ministry Fund - Superannuation	3,371.39						
	Parish Contributions	406,954.67	415,000.00	423,000.00	432,000.00	440,000.00	450,000.00	To be verified
	Gippsland Anglican Sales	23,536.00	24,000.00	24,500.00	24,500.00	25,000.00	25,000.00	
	Gippsland Anglican Advertising	5,414.00	5,500.00	5,500.00	6,000.00	6,000.00	6,500.00	
	Gippsland Ministry Foundation - Collections at inductions for Clergy Training	1,804.60	2,000.00	2,000.00	2,500.00	2,500.00	3,000.00	
	Gippsland Home Mission Fund Income	54.16	32,500.00	33,000.00	33,000.00	33,500.00	33,500.00	
	Anglican Retirement Living Admin Assistance	26,400.00	27,000.00	27,000.00	27,000.00	27,000.00	27,000.00	
	Anglican Retirement Living Management Fees	28,800.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	
	BCA Grant - Croalingalong	16,666.65	17,000.00	17,000.00	17,000.00	18,000.00	18,000.00	
	EFM Participants	1,225.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	
	ADF Monthly drawdown	127,488.00	130,000.00	130,000.00	130,000.00	130,000.00	130,000.00	This is 80% of the 2022/23 surplus apparently although the actual figure is \$123,746 (80% of \$154,682).
	Trust Monthly drawdown	437,627.04	440,000.00	440,000.00	440,000.00	440,000.00	440,000.00	
	Trust Management Fee	130,000.00	130,000.00	130,000.00	130,000.00	130,000.00	130,000.00	
	Parish Recoveries	4,745.91	0.00	0.00	0.00	0.00	0.00	
	Rent - 453 Raymond Street	32,320.78	33,000.00	33,000.00	33,500.00	33,500.00	34,000.00	
	Sundry Income	13,981.83	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	
		1,324,902.41	1,367,000.00	1,376,000.00	1,386,500.00	1,396,500.00	1,408,000.00	
	Total Expenditure: Grants, Admin, Staff Costs	1,533,727.14	1,474,433.00	1,471,350.00	1,496,100.00	1,527,250.00	1,547,600.00	
	Net Surplus/Deficit	-208,824.73	-107,433.00	-95,350.00	-111,600.00	-125,750.00	-139,600.00	

0.00

ANGLICAN DIOCESE OF GIPPSLAND
BISHOP-IN-COUNCIL BUDGET

EXPENDITURE

2023/24 to 2028/29

Account Numbers	Allocations	Actual 2023/24	Budget 2024/25	Draft Budget 2025/26	Draft Budget 2026/27	Draft Budget 2027/28	Draft Budget 2028/29	Comments
	Anglican Diocese of Gippsland Administration Ltd - Professional Standards and Workcover	190,000.00	200,000.00	220,000.00	220,000.00	225,000.00	230,000.00	
	Conference Expenses	19,614.33	20,000.00	25,000.00	25,000.00	25,000.00	25,000.00	
	Cirrigy Removal Expenses	39,124.01	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	
	EFM Expenses	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	
	General Synod - Statutory Assessment	35,043.03	36,000.00	37,000.00	38,000.00	40,000.00	41,000.00	
	General Synod - Special Assessment	10,887.00	11,200.00	11,500.00	11,750.00	12,000.00	12,500.00	
	General Synod and Provincial Council		500.00	500.00	500.00	500.00	500.00	
	Gippsland Anglican							
	- Advertising	292.23						
	- Consultant and Design Costs	17,700.00						
	- Consultant Costs Editor	28,129.00						
	- Production & Delivery	63,438.70						
	- Travel	145.79						
	- Melbourne Anglican Costs	9,791.00						
	- Telephone Costs	773.09	120,269.81	95,000.00	100,000.00	100,000.00	100,000.00	Editor's costs included in Diocesan Staff costs from 2024/25.
	Gippsland Ministry Foundation							
	- A'Beckett Park	6,666.92	10,000.00	10,200.00	10,400.00	10,600.00	10,600.00	
	- General Expenditure	2,320.65	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	
	- Discernment	1,173.44	1,250.00	1,250.00	1,250.00	1,250.00	1,250.00	
	- Parish of Westernport	5,850.77	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	
	- Parish of Bunyip	10,400.04	0.00	0.00	0.00	0.00	0.00	
	- Parish Assistance General	3,101.73	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	- Parish of Omco	405.13	0.00	0.00	0.00	0.00	0.00	
	- Vocational Assessment	800.00	750.00	750.00	750.00	750.00	750.00	
			25,500.00	25,700.00	25,900.00	26,100.00	26,100.00	
	St Paul's Cathedral - Maintenance		3,000.00	3,250.00	3,250.00	3,250.00	3,250.00	
	Synod - Committees	4,520.33	4,500.00	5,000.00	5,000.00	5,000.00	5,000.00	
	Total	455,629.11	463,700.00	491,150.00	497,800.00	505,450.00	511,950.00	

ANGLICAN DIOCESE OF GIPPSLAND
BISHOP-IN-COUNCIL BUDGET
EXPENDITURE

2023/24 to 2028/29

Account Numbers	Administration		Actual 2023/24	Budget 2024/25	Draft Budget 2025/26	Draft Budget 2026/27	Draft Budget 2027/28	Draft Budget 2028/29	Comments
	Archives		75.00	0.00	0.00	0.00	0.00	0.00	Remove item and incorporate into Registry costs
	Audit Fees		18,500.01	20,000.00	20,000.00	22,000.00	22,000.00	22,000.00	
	Accounting Consultancy		68,736.36	70,000.00	70,000.00	70,000.00	70,000.00	75,000.00	Does this include outsourcing costs
	Amortisation Expense		15,713.00	0.00	0.00	0.00	0.00	0.00	Unknown item
	Bank Interest and Charges		27,437.96	25,000.00	25,000.00	25,000.00	26,000.00	26,000.00	Mostly interest on ADF insurance and Registry relocation loans/ This is odd as the interest should be included in the repayments
	Books and Stationery		10,206.24	10,500.00	10,500.00	11,000.00	11,000.00	11,500.00	
	Bishops Court Expenses		45,241.96	45,000.00	45,000.00	45,500.00	45,500.00	46,000.00	Includes 50% of the cost of the deck at Bishops Court
	Clearing and Grounds Maintenance		894.11	1,250.00	1,250.00	1,250.00	1,300.00	1,300.00	
	Consultancy - Diocese		2,348.97	2,500.00	2,500.00	2,600.00	2,600.00	2,700.00	
	Depreciation Motor Vehicles		29,223.00	20,000.00	20,000.00	21,000.00	21,000.00	21,500.00	
	Depreciation Other than MV		15,289.12	12,000.00	12,000.00	12,000.00	12,500.00	12,500.00	
	Diocesan Website		0.00	500.00	500.00	500.00	500.00	500.00	
	Energy Costs		2,943.40	3,000.00	3,000.00	3,000.00	3,500.00	3,500.00	
	Legal Expenses		12,191.97	12,000.00	12,500.00	12,500.00	13,000.00	13,500.00	
	Insurance		16,820.95	17,500.00	18,000.00	18,000.00	18,000.00	18,000.00	
	Insurance loan (ADF) - Former Years (2022-24)		0.00	0.00	0.00	0.00	0.00	0.00	Five year loan from ADF
	Miscellaneous		3,268.65	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
	Other Expenses		1,919.76	0.00	0.00	0.00	0.00	0.00	Incorporate into previous item
	Parish Accounting Fees		157.25	0.00	0.00	0.00	0.00	0.00	Delete item
	Postage, Freight, Bank Charges		1,852.92	2,200.00	2,200.00	2,200.00	2,300.00	2,300.00	
	Registry Expenses and Rates		29,103.86	30,000.00	30,000.00	30,500.00	30,500.00	30,500.00	
	Registry Maintenance Contracts		15,502.46	16,000.00	16,000.00	16,000.00	16,500.00	16,500.00	
	Maintenance Contracts - Computers		17,967.08	18,000.00	18,000.00	18,500.00	18,500.00	19,000.00	
	Philanthropy/Fundraising Initiative		3,456.45	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	Is this a continuing item?
	Rent - Chapter House			25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	
	Rental Property Expenses - 453 Raymond Street, Sale		3,049.51	3,500.00	3,500.00	4,000.00	4,000.00	4,500.00	
	Sales - 453 Raymond Street, Sale		941.93	1,000.00	1,000.00	1,250.00	1,250.00	1,250.00	
	Synod - Diocesan		6,980.00	4,500.00	4,500.00	4,500.00	4,750.00	4,750.00	
	Telephone		5,714.49	6,000.00	6,000.00	6,500.00	6,500.00	7,000.00	
	Travel Expenses - General		3,211.71	3,500.00	3,500.00	3,500.00	4,000.00	4,250.00	
	Total		358,738.14	357,950.00	358,950.00	365,300.00	369,200.00	378,050.00	

ANGLICAN DIOCESE OF GIPPSLAND
BISHOP-IN-COUNCIL BUDGET
EXPENDITURE

2023/24 to 2028/29

Account Numbers	Staffing	Actual 2023/24	Budget 2024/25	Draft Budget 2025/26	Draft Budget 2026/27	Draft Budget 2027/28	Draft Budget 2028/29	Comments
	Archdeacons	38,242.08	27,600.00	27,600.00	30,000.00	30,000.00	30,000.00	How is this calculated?
	BCA Grant - Croislingolong	16,666.65	17,000.00	17,000.00	17,000.00	18,000.00	18,000.00	Ongoing? Contra anyway.
	Dean	19,121.04	19,483.00	20,000.00	20,000.00	21,000.00	21,000.00	How is this calculated?
	Regional Deans							
	Payments to Parishes	4,780.32	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	Fixed at 8.33% of the 2018 Stipend rate
	Aboriginal Ministry							
	Stipend & allowances	70,498.17	70,000.00	70,000.00	70,000.00	70,000.00	70,000.00	In excess of income
	Superannuation	7,457.60						In excess of Income
	Ministry Development & Wellbeing	5,304.30	0.00	0.00	0.00	0.00	0.00	Discontinued item
	Ministry Development & Wellbeing - Super	698.41						
	Wages GSO TL	32,407.82	0.00	0.00	0.00	0.00	0.00	Should be the same amount on the income side.
	Bishopric							
	Bishops Stipend & Allowances	100,581.45	110,000.00	112,000.00	115,000.00	117,500.00	120,000.00	Matches minimum clergy stipend x 1.65
	Bishop's Conference and Subscription Expenses	2,028.49	2,500.00	2,500.00	3,000.00	3,000.00	3,500.00	
	Long Service Leave	838.00	900.00	950.00	950.00	1,000.00	1,000.00	Set by General Synod
	Superannuation	14,884.53	16,500.00	17,000.00	17,000.00	17,500.00	17,500.00	Matches minimum clergy stipend
	Travelling Expenses	5,249.06	5,500.00	6,000.00	6,500.00	7,000.00	7,500.00	
	Bishop's Ministry Allowance	18,000.00	18,000.00	20,000.00	20,000.00	20,000.00	20,000.00	
	Telephone	1,427.54	1,500.00	1,600.00	1,700.00	1,700.00	1,700.00	
	Administrator Costs		0.00	0.00	0.00	0.00	0.00	
	Registrar							
	Long Service Leave	838.00	0.00	0.00	0.00	0.00	0.00	
	Registrar's Salary	53,403.90	110,000.00	112,000.00	115,000.00	117,500.00	120,000.00	Why is 2023/24 expenditure so low? Allocation error?
	Superannuation	8,010.60	16,500.00	17,000.00	17,000.00	17,500.00	17,500.00	
	Conferences	703.99	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	
	Telephone	790.92	800.00	850.00	850.00	900.00	900.00	
	Travel	6,714.39	7,000.00	7,000.00	7,500.00	7,500.00	8,000.00	
	Diocesan Staff (incl super)							
	Salaries and Superannuation	310,446.73	218,500.00	178,750.00	182,500.00	186,500.00	190,000.00	See schedule attached
	Long Service Leave	265.90	0.00	0.00	0.00	0.00	0.00	
	Total	719,359.89	652,783.00	621,350.00	635,000.00	647,600.00	657,800.00	

Diocesan Staff 2023/24

[illegible]

Diocesan Staff 2025/26

Position	Name	Period	Days per week	Monthly	Yearly	Super mthly	Super yrlly	Total
Deputy Registrar	Brain Norris	0.25	3	5447.23	16341.69	817.09	2451.27	18792.96
Deputy Registrar	Brian Norris	0.416666667	5	7762.97	36314.85	1089.45	5447.25	41762.10
Finance Officer	Kare Campbell	Full year	3 days	3017.58	30210.96	452.64	5431.68	41642.64
Finance Officer	Jos Gollamy	Full year	3 days	3017.58	24140.04	452.64	3621.12	27761.76
Clearance Officer	Jalie Lantham	0.875	0.875	2011.82	21124.11	231.03	2435.815	23549.935
Development Office	Krista Mountford	0.916666667	2.5	3233.10	35564.10	371.31	4084.41	39648.51
Bishop's Chaplain	David Perryman	Full Year	2 days	1834.07	22008.84	275.11	3301.32	25310.16
TOTAL								218468.06

Diocesan Staff 2026/27 (not indexed)

[illegible]

ANGLICAN CHURCH OF AUSTRALIA

DIOCESE OF GIPPSLAND



41st SYNOD

FIRST SESSION

16-18 May 2025

SALE

SECTION 3

Diocesan Organisations – Reports

Issued by the Registrar
PO Box 928, Sale Vic 3853
Phone - (03) 5144 2044 Email- registrar@gippslandanglicans.org.au
Website - <http://www.gippslandanglicans.org.au>
1 May 2025

SECTION THREE
ANGLICAN DIOCESE OF GIPPSLAND
FIRST SESSION OF FORTY-FIRST SYNOD
2025

SALE, VIC

DIOCESAN ORGANISATIONS

REPORTS TO SYNOD

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ACTinG: Acting on Climate Together in Gippsland

Our purpose:

'ACTinG seeks to inspire, encourage and equip Gippsland Anglicans to act on climate change in our households, churches, schools and agencies; to study the theology of creation; and to pray and act for the good of Earth and all creatures.'

Prayer (whether via a screen or under a tree) has been a particular focus for ACTinG over the past year. In September The Rev'd Cathy Turnbull began offering 'ACTinG Prays for Creation' once a month via Zoom, which was much appreciated by those who attended. We are so grateful for Cathy's work in putting these sessions together. They continued for several months after Cathy's ministry in Gippsland came to a close, but the prayer Zoom is now taking a break. (The prayers continue of course.)

Another opportunity for prayer was realised through the major project of the year – in partnership with The Abbey – which was the Launch of the Prayer Trees of Gippsland in the Season of Creation. The launch began with the Blessing of the Prayer Tree at The Abbey on Saturday 31st August and continued on Sunday 1st September at St Paul's Cathedral in Sale, where the Cathedral Prayer Tree was also blessed.

A highlight of the day at the Cathedral (and of the year in fact) was the visit of Tony Rinaudo, author of *The Forest Underground – hope for a planet in crisis*. Tony and Liz Rinaudo were agronomist missionaries in Niger, where they pioneered a simple but extraordinarily effective method of reforestation, which came to be known as Farmer Managed Natural Regeneration. This method, now practised in at least 25 countries, has helped lift many people out of poverty as well as removing more than 180,000 tonnes of greenhouse gases from the atmosphere.

Tony's integrated faith and deep humility were an inspiration to those who heard him speak, which included some who joined in via the live stream.

Prayer trees have now been blessed in at least 11 locations around the Diocese (please let us know if we have missed any):

The Abbey Raymond Island
Christ Church Foster
St John's Glengarry
St Mary's Morwell
All Saints Poowong
St Paul's Cathedral Sale
Holy Trinity Stratford
St David's Toongabbie
St Mary's Trafalgar
St James' Traralgon
Holy Trinity Yarram

The prayer trees provide people with a quiet place to sit and pray or meditate in the context of a little corner of God's good and beautiful creation. They help us to re-connect with nature and symbolise our commitment to care for creation. They also add us into the Communion Forest, a global initiative of local activities across the Anglican Communion.

To find out more about the Gippsland prayer trees, see our booklet 'Prayer Trees in Gippsland', which you can download from the diocesan website at: <https://tinyurl.com/3ahb925c>

Bulletins and TGA

ACTinG has continued to send out brief monthly bulletins to those who have signed up to receive them (If you would like to be added to the list, please email us: acting@gippslandanglicans.org.au)

Members of the ACTinG team take turns to write the bulletins which aim to keep readers up to date with climate change and related news, equip them with useful resources and inspire us all to continue to act and pray.

Many articles in *TGA* over the past year have been written by ACTinG team members, though not always identified as such. These have helped to keep creation in focus, as well as providing new information and food for thought.

Resilience and adaptation

The Rev'd Dennis Webster (Priest-in-Charge, Paynesville) and I (Jan Down, Chair of ACTinG) attended a Community Resilience Mapping Event at Eagle Point in August. This was organised by the East Gippsland Climate Action Network (EGCAN) and facilitated by two presenters from Friends of the Earth. It was good to have representatives of the Anglican Diocese involved in this event, and a great opportunity for the Paynesville parish to establish a connection with EGCAN.

EGCAN organisers explained that Community Resilience Mapping helps communities understand climate risks and vulnerabilities. It considers local factors and existing strengths to identify areas that need the greatest adaptation efforts. We looked at what happens to transport, communications, power, water, shelter, food and so on in the event of a fire, flood or other disaster.

Adaptation has become a necessary response to climate change, as more frequent and more severe natural disasters are already occurring and inevitably increasing. ACTinG now has four meanings to the A in our name: acting, accepting, advocating and adapting.

While we accept what we cannot change, we continue to act and advocate for action at every level, keeping in mind that our action today will make a difference to the next generations. The 'Prayer of Serenity' has become very relevant:

'God grant me the serenity to accept the things I cannot change,
courage to change the things I can,
and wisdom to know the difference.'

People and future directions

We were sad to say good-bye to Libby Willems, Richard Connelly and Cathy Turnbull as they have moved on to other things and thank them all for their wonderful work as part of ACTinG. Ann Miller has relocated to Canberra but remains part of the group via Zoom. We expect a new member or two soon, and welcome interested people to join us.

In the second half of 2025, Cath Connelly and I are planning to provide three creative visioning workshops in different parts of Gippsland. (Stay tuned for more information.)

Thank you for all you are doing in parishes, schools and other settings. May God guide us and grow us all as we study the theology of creation, become more aware of what is happening, and play our part in a godly response.

ANGLICARE VICTORIA REPORT TO THE SYNOD OF THE DIOCESE OF GIPPSLAND 2025 FROM MICHELLE TARANTO, ACTING ASSISTANT DIRECTOR COMMUNITY AND SUPPORT SERVICES

Introduction

At Anglicare Victoria we assist children, young people, adults and families to make positive changes in their lives and much of our work is made possible with the support of our community. Whether it be through donations, people who volunteer their time, or those who open their homes to children through Foster Care - we thank you for your support. This report provides an overview of some of the work that has been occurring over the last year.

Changes Leadership Structure Gippsland and South Metro Regions

After a thorough review, we have combined our Gippsland and South Metro services into one Southern Divisional structure. This means we have combined the Regional Director roles for the South and Gippsland regions into a single role, now known as the Director Southern Division. Vicki Levey has been appointed as the Director Southern Division. Vicki brings a wealth of experience to this role, having previously served as the Regional Director for Gippsland and held various positions within the Department of Families, Fairness & Housing (DFFH) and Family Safety Victoria. Along with Vicki Levey's new role, the Division will have three Assistant Directors. Vicki Levey commenced in the Director Southern Division role on 11th March 2025.

New Program Manager Position – Legal Services

Simon Suttie has been appointed as the Legal Services Program Manager. Simon's experience as Principal Lawyer in our Gippsland Community Legal Service (GCLS) and other lawyer positions within the community sector will bring a wealth of knowledge to the newly developed role. The Legal Services Program Manager role will enable further growth opportunities for GCLS and will enable greater links internally for Anglicare Victoria.

New Program Funding

Gippsland successfully secured funding to deliver the Rental Stress Support Package to provide legal advice and financial counselling support to Victorians. Roll out of this program included the implementation of the AV Rental Stress Communications Hub that utilises an 'intake bot' to support information gathering/sharing and triaging referrals. We were successful in funding for the DFFH Foster Care Specialist Disability Program to deliver foster care targets for children and young people with disabilities in Gippsland with disability provider Yooralla. We were successful in securing Bass Coast Shire Council funding to deliver the Bass Coast Youth Services, which includes management of the YES Youth Hub in Wonthaggi as of 1 July 2025. This funding will enable Anglicare Victoria to increase our growing presence within the Bass Coast area and develop significant relationships and partnerships with local service providers and community groups through collaborative work supporting young people. We were also successful in delivering Caring Dads in the Outer Gippsland region.

Early Help in Outer Gippsland

The Early Help team were nominated and won a highly commended award at the Anglicare National Conference. Letters of support provided by Sale College and Lindenow Primary

School reflected high praise for the program. The award nomination, along with renewed funding for 12 months was a fantastic boost for the program.

Mockingbird

The Gippsland Mockingbird model was launched in August at Phillip Island. Mockingbird sits in our Foster Care team and comprises of six satellite carer households who attended as well as one other carer household that is interested in potentially joining the satellite. The launch was successful, and we look forward to the ongoing development of Mockingbird in Gippsland.

Garma Festival – Gove

In August both Josie Stubbe, Family Services Program Manager and Vicki Levey, Director Southern Division attended the Garma Festival in Gove. The Garma Festival is Australia's largest Indigenous gathering, a 4-day celebration of Yolngu life and culture held in remote northeast Arnhem Land. Hosted by the Yothu Yindi Foundation, Garma showcases traditional art, song, dance and storytelling, and is an important meeting point for the clans and families of the region.

Wonthaggi and Leongatha Offices

Staff moved into the new Wonthaggi premises on 17th February 2025 and the Leongatha Office in Church Street has been closed. Combining the Leongatha and Wonthaggi offices strengthens our presence in South Gippsland and Bass Coast, allowing for growth and expanded services.

Christmas Hampers

Over the 2024 Christmas season Anglicare Victoria provided Christmas Toys and Food hampers for over 400 Client families and 77 families from the Gippsland community seeking assistance. Each year the cost of purchasing food items increases and being a Not-for-Profit organisation we rely heavily on monetary and food donations. This year Scotch College in Melbourne approached Anglicare to become involved in the Christmas food appeal. They provided 51 food boxes which were distributed to families across the Gippsland region. Students placed cards in the boxes with personal messages, which were appreciated by all who received them. Gippsland Grammar Junior school year six students Sale were given a project to start and run a business, all the proceeds of their business were donated to Anglicare Gippsland along with a large donation of food and toys. The senior school also donated food and toys. We are extremely grateful for the all the donation of food, toys and gift cards we received from local donors, Scotch College and the Gippsland Grammar Junior and Senior schools.

Parish Partnerships Community Development Coordinator – Wendy Mawoyo

Community Challenges

Over the 2024 -2025 year the CDC continued to support Parishes to understand the role they play in community and understand the needs of their respective communities. The CDC routinely visited Parishes and connected with community organisations such as Olivia's Place to support their programs and get Parishes involved. Drouin Parish has been collaborating with Olivia's place, donating goods and supporting the work they do with young families through their Playgroup and Op-Shops.

Community Partnerships

The CDC continues to visit the Op shops and has been connecting the Parishes with the local schools and community organisations to form partnerships considering the challenge in finding volunteers. CDC has recently visited Philip Island Parish and witnessed the opening of the San Remo food bank project. Visiting such projects is encouraging to the Parishes and highlights the importance of the work being done in the community.

Parish Connections

The CDC has been visiting parishes and meeting with the clergy and teams. These connections have been instrumental in identifying the challenges within their respective communities and finding sustainable solutions. The CDC has enjoyed hearing the Ministers' visions for their communities and supporting them to take significant steps towards those visions. There has been a fresh energy of innovative ideas in the Parishes and local communities.

The CDC was invited to speak at Neerim South Missions Sunday and speak on the role of CDC and how it interlaps with the role of the church. CDC has encouraged the Parish to connect with local community therefore working on an idea to host a Fun day to help Grandparents Connect with their grandchildren.

Anglicare Vic Connections

The CDO has enjoyed connecting the Parishes to the Anglicare Vic programs such as Parent zone. With the help of parishes these programs can be run at the Parish or at partner schools such as Lang Lang Primary School. Visiting Lang Lang Primary school breakfast club which was established by the Parish was heartwarming. The many volunteers that have been involved in the project has been testament to the success of this project and getting everyone involved. Connecting Parishes, community and schools has been a highlight for CDC and encouraging to the community for their efforts.

Family Violence Advocacy

CDC connected with Anglicare Vic Family Safety Program Manager who highlighted the alarming rates of domestic and family violence within Gippsland region. CDC is excited to be collaborating and be a part of this advocacy work and sharing information within the Diocese and other Gippsland areas in general. Working together with AV and the Parishes is part of strengthening the relationship.

Youth Advocacy

The CDO was invited by the Chaplain at Federation Uni Churchill to discuss project ideas for the Parish Partnership grant. Chaplain noted the challenges that university face during exam

time. CDC has been supporting this initiative to support residential students at the campus with food during exam time. The CDC is looking forward to being a part of this initiative.

CDC Support & Thank You

The CDC is pleased with the new connections and opportunities that are emerging as well as the fresh energy in the parishes and the opportunity to encourage them. The CDC is grateful for the opportunity to have been in this role and believes that it has great value for the parishes. The CDC wishes to thank the Parish Partnership Steering Committee for their support, encouragement, prayers and commitment.

Gippsland Gahini Covenant of Companionship
A Report to Synod
By Sarah Gover

The past year has been positive for both the Diocese of Gahini and the Companion Relationship. However, one of the significant challenges faced by the Diocese of Gahini has been the temporary closure of most of its churches.

In August last year, the Rwandan Government closed more than 5,000 churches from all denominations for failing to comply with health and safety regulations. Initially, all but seven of the over 270 church buildings in the Diocese were closed. Since then, an additional six churches have reopened.

The new standards require clergy to have theology degrees, faith organizations to register with the government, and churches to meet safety and hygiene codes. Despite five years' notice, many parishes struggled to fund necessary upgrades, such as installing toilets, paving entrances, soundproofing, and providing running water. While parishes focused on building improvements, the Diocese prioritized clergy training. In 2019, only Bishop Manasseh had a theology degree. Since then, funding has supported six clergy in completing a master's program and eight in earning undergraduate degrees. Last year, Bishop Manasseh secured funding for over 130 clergy, including 15 in Gahini. The Diocese aims to have 43 qualified clergy by year-end and is considering restructuring parishes to reopen most centres.

In the meantime, churches remain closed. The bishop and clergy are looking for ways to encourage the faith of the Christians in the Diocese and promote evangelism in this challenging environment. As the months of closure drag on, raising funds for the necessary improvements to bring the church buildings up to standard is becoming increasingly difficult.

As the Commissary for the Diocese of Gahini, Sarah Gover has been collaborating with a New Zealand couple who have applied to NZCMS to become missionaries in Rwanda. This couple, who are Anglican clergy and trained theological scholars, have a calling to train clergy. Initially planning to work at a non-denominational university in northern Rwanda, their plans changed after discussions with CMS and Bishop Manasseh. They are now set to be sent to Rwanda, supported by the Diocese of Gahini. They will spend the first year or so discerning their call, working between Gahini and the East African Christian College, as the college establishes a new affiliate base in Gahini. If any parishes would like to meet these CMS missionaries while they are based in Melbourne before they depart for Rwanda, please contact Sarah Gover.

In Gippsland, the Companion relationship has been strengthened through the Mothers Union's collection of brooches, which Gahini MU members use to hold up the white sash on their uniforms. A team from Gippsland attending the East African Revival Conference in August 2025 will deliver the donated brooches personally. Over 350 brooches have been donated and will be on display during the synod.

Four Gippslanders are travelling to Gahini in August to celebrate 100 years since the first CMS missionaries arrived in Gahini, Rwanda, and established a hospital. It was from this hospital that Dr. Church, a British doctor, had an experience of the Holy Spirit, which he shared with everyone at the hospital, school, and village. People from nearby villages and countries travelled to Gahini to experience this, leading to the East African Revival. This revival had a global impact, and today, the average Anglican is a 30ish-year-old sub-Saharan African female, largely due to this Revival.

Bishops Manasseh and Richard agreed to set June 26th as the date to acknowledge the Revival throughout the Diocese, marking the climax of the Revival in 1936. Resources will be available on the website to support parishes that wish to acknowledge the Revival on that day.

Bishop Jeffery and Lindy Driver are part of the team going in August. They will acknowledge the nearly 22 years since Bishop Jeffery and Bishop Alexis Bilindabagabo signed the Companion relationship agreement between the two dioceses. Bishops Manasseh and Richard have already begun discussing ways to acknowledge the 25th anniversary of this relationship on October 15, 2028.

In a world of politics and division, this companion relationship between two dioceses with different political views, yet journeying together as companions, sharing the ups and downs of everyday life, praying for each other, and caring for each other, speaks volumes.

Sarah Gover

Gippsland Grammar Synod Report 2025

Chaplaincy Program and Spiritual Guidance

Throughout 2024, the Chaplaincy program at Gippsland Grammar continued to profoundly influence the lives of students. Under the guidance of Chaplain Tim Gaden, and later Chaplain Tim Morrison, the School community engaged in weekly reflections on positive news and heartfelt matters. By embodying and teaching values such as kindness, generosity, love, justice, fairness, truth, service, compassion, and forgiveness, the Chaplains reinforced the Anglican ethos central to the School's identity. This guidance has been crucial in nurturing a community rooted in these principles, fostering personal growth and ethical development among students.

Annual Easter Service and Celebrations

A cherished tradition at the end of Term 1 is the Bairnsdale Campus's annual Easter Service held on the serene foreshore of The Abbey on Raymond Island. This picturesque setting enhances the spiritual experience, allowing students and staff to deeply reflect on the significance of Easter in their faith.

Student Achievements and Leadership Development

The School community celebrated Year 12 student Logan Mills, who received the 2024 Reverend John Leaver Award, established by Ecumenical Schools Australia to honour Reverend Leaver's pivotal role in founding numerous ecumenical schools. Additionally, selected Year 11 students participated in the Aspiring Leaders Day in Melbourne, hosted by Ecumenical Schools Australia. This program is designed to develop leadership skills and a sense of responsibility, including workshops and discussions focused on ethical leadership, service, and compassion in decision-making.

Supporting Chaplaincy and Broader Anglican Community Engagement

Students had enriching experiences attending services at St Paul's Cathedral in Sale, including an Easter Mass and the annual Coralfest. These visits provided exposure to the broader Anglican community and its traditions, deepening students' understanding and appreciation of their faith. Participating in Coralfest also allowed students to engage with sacred music, enhancing their worship experience. Across the three campuses, students engaged in regular fellowship and chapel services, central to the school's spiritual life, offering opportunities for worship, reflection, and community building. These thoughtfully organised services foster a sense of belonging and encourage spiritual growth among students.

Centenary Celebrations and Reconciliation Week

In 2024, the school community celebrated Gippsland Grammar's Centenary year. In February, Reverend Susanna Payne led a Centenary Eucharist in the Chapel of St Anne at the Garnsey Campus. Old Scholars joined current students to reflect on the School's rich history and reaffirm their commitment to faith-based education. In Term 3, a Commemoration Day Service marked 100 years of educational excellence, with over

280 staff and 1100 students from Early Learning to VCE gathering for reflections on the School's legacy, acknowledgments of achievements, and prayers for continued success. During Reconciliation Week, services were held at each campus to honour the traditional custodians of the land. The Garnsey event included guest speakers from the Indigenous community and student presentations, reaffirming the School's commitment to reconciliation. This Assembly embodies the values of compassion and responsibility, promoting a more inclusive school environment.

Engagement with the Church, Local Industry, and Business

In late 2024, the Bairnsdale Campus received the inaugural 'Schools Sustained Environment Award' at the Clean Up Australia Community Awards, recognising students' dedication to environmental initiatives. Over the past decade, the campus has actively participated in Clean Up Australia Day, planted more than 4000 trees to restore a nearby hill, and implemented a plastic-free policy in Year 6 classrooms. These initiatives enhance the local environment and cultivate a strong sense of stewardship among students.

In partnership with parishioners from St John's Anglican Church in Bairnsdale, students engaged in a Community Meal Program, preparing and distributing meals to local residents in need. This initiative transcends the mere acquisition of culinary skills; it embodies the principles of kindness, service, and community involvement. Through this program, students gained valuable insights into the significance of giving to others and the profound effect of compassionate actions within the community.

Commitment to Anglican Identity and Leadership Changes

Gippsland Grammar continues to exemplify a steadfast commitment to its Anglican identity, embracing the CLERR values of Compassion, Leadership, Excellence, Responsibility, and Respect. Engaging actively with both the church and the broader community, the School has enriched students' educational experiences, fostering spiritual growth, ethical leadership, and a profound sense of responsibility. Reflecting on these accomplishments, the School remains dedicated to nurturing these values, ensuring that the Anglican ethos continues to guide and inspire the community in the years to come. Movements in the School's leadership structure continued in 2024, with the year ending with the resignation of Principal Michele Wakeham in December. Deputy Principal Bo Power was appointed Acting Principal during the recruitment process, with current leadership member Kate Ray stepping into the Acting Deputy Principal role. The School's Chaplain Tim Gaden resigned in March 2024, and the position remained vacant until January 2025, when Tim Morrison was appointed as Chaplain and teacher of RAVE. During the transition between chaplains, Reverend Heather Toms from the Anglican Diocese of Gippsland assisted with weekly chapel services at Garnsey Campus and special events such as Commemoration Day, Grandparents Day, Valedictory, and the Celebration Assembly.

KOoyoora

GIPPSLAND SYNOD REPORT 2024

Kooyoora

Vision: Safe organisations, free from violence and abuse

Mission: To build community-wide trust by enabling organisation to protect their people and provide safe, just responses.

Kooyoora is pleased to submit this report to the Gippsland Synod.

2024 was a year of opportunity and investment for Kooyoora. Please see below the highlights:

- Our final strategic goals in relation to our independence was achieved. It was the first year we achieved no client organisation representing more than 50% of our funding and we also moved into a dedicated Kooyoora office.
- We invested in a Partnerships and Growth position with the goal of diversifying our funding streams.
- We released our online screening platform (OSCA). There is ongoing refinement and evolution of the system however it has been successful in making it easier for people to use, increasing data integrity and security and reducing processing time by 40%.
- We completed our Abuse Prevention through Cultural Change Framework, and this is generating widespread interest. Hard copies will be available at Synod.
- Kooyoora visited Lambeth Place to consult on their independent safeguarding models prior to their Synod.
- We have continued to develop relationships with the Anglican Church of Aotearoa, New Zealand and Polynesia and this has resulted in Kooyoora being engaged to provide our full range of services. We have hosted multiple contingents of people at Kooyoora to consolidate this partnership.
- We re-developed our website.
- We launched our Safeguarding Matters (Live and Newsletter). These are both tools to assist in disseminating critical and thought-provoking information.
- We developed a case management model to assist with ongoing issues of meeting people's communication expectations.

Finally, we as part of our obligations to the Anglican Diocese of Melbourne and Bendigo we underwent a triennial audit. Whilst this audit was specific to their legislation some of the outcomes may provide insight for all our clients. There are some improvements to be made as part of a quality improvement process. The following is an extract from the summary:

“On reflection the view of the auditors is that Kooyoora has sound systems and processes in place to achieve and support adherence to the requirements of The [Professional Standards Uniform] Act. This is characterised by the following:

- *Strong governance, leadership and engagement of qualified, experienced and independent professionals to undertake the roles as prescribed in The Act.*
- *Comprehensive knowledge and application of The Act, ensuring protocols in relation to matters as described in The Act are handled appropriately.*
- *Professional and sensitive handling and referral of all matters consistent with the requirements of The Act in keeping with the values of Kooyoora.*

- *The strong and mutually supportive relationships that exist between Kooyoora and the Diocese of Melbourne and Diocese of Bendigo further reinforced by the service agreements.*
- *Overall policies, procedures and manuals provided clear guidance, were fit for purpose and more than adequately focussed on the safety and wellbeing of all parties.*
- *Obligations in relation to governance and reporting is of a high quality and occurs within the broad legislative framework that applies to Kooyoora.” Triennial Report p.4.*

Annual Review (January to December 2024)

2024 Data

MATTERS SUMMARY

The tables below show the number and types of matters Kooyoora has managed for the Gippsland Diocese.

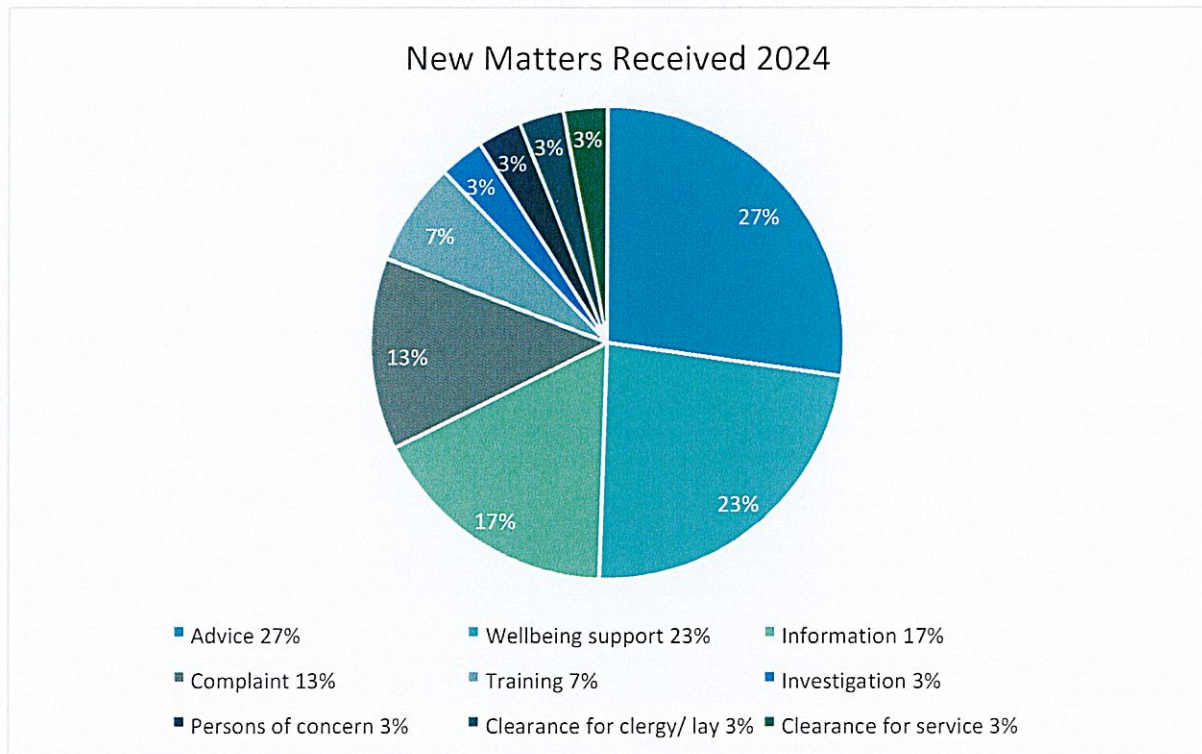
TYPE OF MATTER	OPEN END OF 2023	OPEN END OF 2023 Service adjustments	RECEIVED 2024	CLOSED 2024	OPEN END OF 2024
Advice	2	4	8	11	1
Clearance for clergy/ lay	0	0	1	1	0
Clearance for service	0	0	1	1	0
Complaint	5	6	4	5	5
Information	0	0	5	3	2
Kooyoora Redress	0	0	0	0	0
National Redress	0	0	0	0	0
Persons of Concern	4	4	1	1	4
Training	0	0	2	2	0
Wellbeing support	4	5	7	3	9
TOTAL	17	19	30	28	21

CLEARANCES

Kooyoora has also completed the following clearances in 2024.

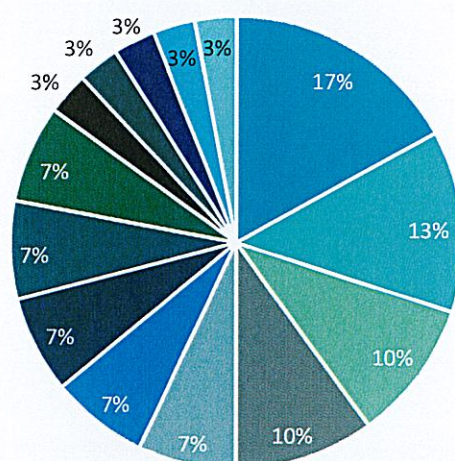
TYPE OF CLEARANCE	COMPLETED 2023	COMPLETED 2024
Clergy	19	27
Volunteer	89	131

NEW MATTERS IN 2024



TYPES OF NEW MATTERS IN 2024

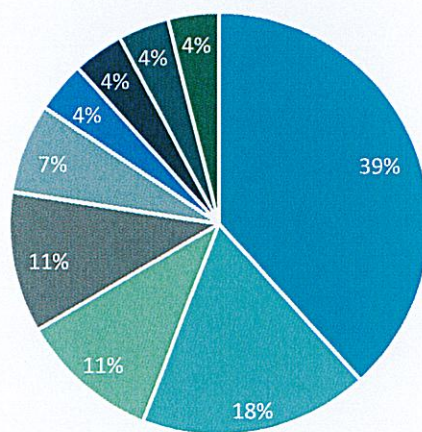
Types of matters received 2024



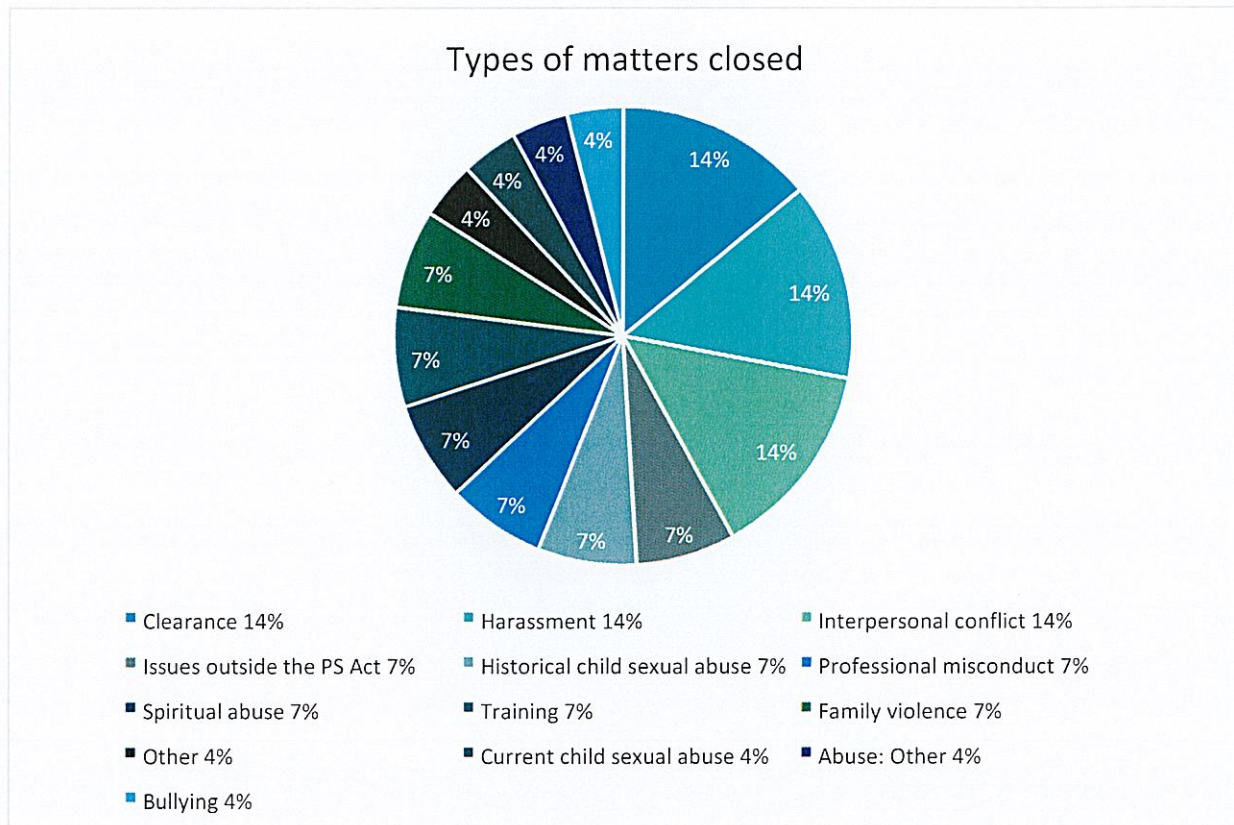
- Bullying 17%
- Clearance 13%
- Emotional abuse 10%
- Harassment 10%
- Interpersonal conflict 7%
- Issues outside the PS Act 7%
- Family violence 7%
- Other 7%
- Training 7%
- Abuse: Other 3%
- Professional misconduct 3%
- Neglect of a child 3%
- Historical child sexual abuse 3%
- Spiritual abuse 3%

MATTERS CLOSED IN 2024

Matters Closed 2024



- Advice 39%
- Complaint 18%
- Information 11%
- Wellbeing support 11%
- Training 7%
- Clearance for service 4%
- Investigation 4%
- Persons of concern 4%
- Clearance for service 4%
- Persons of concern 4%



The average number of days a complaint / advice / clearance or information matter was open was 113 days.

Synod Report 2024-2025

Ministry Development Program

The Ministry Development Program aims to provide foundational practical training to equip people with the necessary skills, knowledge and experience to serve well as a deacon, priest, or lay worker within the Anglican Church. We are not primarily providers of academic theological education, rather we aim to put theology, liturgy, good governance and missional leadership into a framework. In the current climate, not many parishes can afford stipendiary assistant curacies. MDP aims to replicate the curacy experience and strengthen it through the shared experiences of a cohort of peers, unlike a curate operating by themselves.

Participants in the course commit to six hours weekly in face-to-face learning. It is expected that they will have opportunities to put such learning into practice in their home parish and to undertake placement in other parishes, particularly as they prepare for ordination.

An increasing number of those offering themselves for ordination and ministry have not grown up in Anglicanism. MDP aims to develop an understanding of the singular yet significant contribution we make, as Jodie describes:

“Coming from a non-denominational background and undertaking MDP, I have developed a deep appreciation for the rich diversity within Anglicanism, as well as its structure and the history of its traditions. It has changed the way I view church, in that I can now view it more objectively, particularly as a whole parish. We have each faced challenges through the learning, but by sharing our experiences and insights as a group, we have grown in our faith, our giftings and character.” (Jodie Fishwick- Leongatha)

Every session begins with sharing MDP moments in a safe, confidential and supportive space. These are humorous, stretching, or challenging matters that participants have faced in recent days. The purpose is to enable fresh understanding, deep reflective learning and the application of what is taught. The Monday curriculum is generally about gaining knowledge of leadership and governance skills, while Friday is deeply practical application. Participants do everything from preaching, baptising dolls to developing skills in working with the aging and dying and are stretched as Heather shares:

“Even though it meant stepping out of my comfort zone, I’m so grateful that I heeded God’s calling to participate in the MDP course. The teachings have been profound! The depth of my understanding and faith has developed and flourished. The friendships and bonds made with the participants are a bonus! The

Ministry Development Program is a blessing to all who are seeking to grow in their walk with God."

As MDP Coordinators, our aim is to see every baptised person develop into their full potential in Christ, but particularly those preparing for ordination.

After a year of discernment concerning the will of God regarding ordination, the next step in the determination of a calling is to seek to be enabled and equipped for the role of servanthood and leadership in the church. This is where the Ministry Development Program is so valuable. The two-year practical course covers many aspects of ministry and prepares candidates for a wide range of roles and responsibilities. There are on-the-spot opportunities to practice the teaching in the course and to examine the prospect of vocation in a safe space. I have found the program a great support in the development of understanding and confidence and am very grateful to have this opportunity to discern the will of God and to be equipped and enabled for service in the context of a loving and supportive group.

There are a lot of hidden rules that need to be disclosed regarding the role of an ordained person and EFM helps to lift the lid on these and thereby more fully equip the candidates for what lies ahead. Also, outlining the freedoms within the liturgy promotes tuning in to the voice of the Holy Spirit so that worship and service can be vibrant and fresh, ministering, challenging and supporting the followers of Christ. We're all in this together." (Julie Bruce, Moe/Newborough)

There is something special about being part of the Diocese of Gippsland and we firmly believe that we ought not to be looking for larger and other Dioceses to provide our future clergy. Those trained in the city and elsewhere take time to adapt to and understand our unique Gippsland culture. Rather, our aim is to become a shaper of the future Anglican Church as we seek to develop and release people such as Julie.

Ministry is complex, demanding, noisy and frantic. There are series of unending tasks to be accomplished. These can be extremely demanding and overwhelming for a person in early years of ministry. MDP enables those already ministering to draw aside and draw breath, finding space before pressing forwards:

Reflecting on the Ministry Development Programme (MDP) over the last year, I can see God's hand in the at times challenging, but also enriching and even transformative, experience. Through MDP, I have deepened my understanding of ministry and developed

skills that I am already applying in my service at the Traralgon Parish. The sense of community and support from fellow participants and facilitators has been greatly appreciated. I have also learnt to value and appreciate the space given for discernment, questions, challenging perceptions as well as learning new concepts or skills. I recommend this program to anyone seeking to enhance their ministry or discerning further ministry challenges. (Sarah Gover- Traralgon)

This is the second cohort of participants in MDP, due for completion at the end of this year. The first received their certificates from the Bishop at a wonderful celebration lunch in Mirboo North on February 2nd this year. We hope to launch further groups next year in 2026.

There are three ways you can be involved in assisting the program.

MDP was seed-funded through the Atkins bequest made to Mirboo North parish. Participants who need a training allowance receive the equivalent of a one day lay worker stipend to enable them to take part in MDP. Our experience is that half of each cohort has benefited from such support. MDP receives no funding other than the gifts of our supporters. Thanks to the ongoing support from parishioners predominantly in Leongatha, the Atkins Trust remains near the level from where we began. Currently, both the parishes of Mirboo North and Leongatha release us freely for the time we spend on the program. We are thankful for this but also recognise that the program cannot expand currently unless other parishes are willing and able to do this. We therefore need support for the program and all gifts, especially ongoing, from individuals and parishes are warmly welcomed. (Atkins Ministry Training Fund; BSB 705077; Account Number 00041369. Please ensure all the zeros are included).

We also encourage participants on MDP to undertake short- or medium-term placements in parishes other than their own. The purpose is to broaden experience and understanding of the diversity of the Anglican Church and of our Diocese. If you feel that you could host a student, then please speak with us.

Finally, we are always looking to the future and to the next cohorts. Perhaps you would consider MDP for yourself or can think of someone you know who you feel would be suitable. Again, please talk with us.

Belinda Seabrook and Graham Knott



Graduation 2022

Ministry Wellbeing and Development

At its session in May 2022, this synod adopted General Synod's framework for Ministry Wellbeing and Development (MWD) produced by the Safe Ministry Commission. This framework consists of guidelines for each diocese to use in rolling out the adoption of regular professional supervision, ministry review and professional development by clergy and other church workers under the epitaph: '...And let us consider how we may spur one another on toward love and good deeds.' (Hebrews 10:24)

The full framework can be found here: <https://anglican.org.au/wp-content/uploads/2022/03/SC2021-4-12.3-2-National-Policy-and-Guidelines-for-Ongoing-Professional-Development-Professional-Supervision-and-Ministry-Reviews.pdf>

The MWD Working Group decided, following the recommendations in the framework itself, that although many people engaged in ministry would benefit from adopting these three elements, their scope would be restricted initially here in Gippsland to people who hold the bishop's licence and receive regular payment for ministry, a group of just under 50 people comprising mostly clergy and licensed youth and family workers.

Professional Supervision

Gippsland launched the first of the three strands, professional supervision, at its Christm Eucharist in March 2024. Since that time, the mechanics of parish and diocesan contributions to the cost of supervision were finalised and announced by the registrar at Diocesan Synod in May. Mr Kevin Broughton and the Revd Kate Campbell were very patient and helpful in creating a secure database that will centralise the information held on ministry workers (clergy and lay) in the diocese for record keeping related to MWD, for example, details of each person's supervisor, the number of sessions completed each year, the outcomes of ministry review and so on.

Ministry Review and Professional Development

A number of dioceses, including Melbourne and Wangaratta, are taking an integrated approach to the other two strands of the framework, ministry review and professional development, combining them in a single document that is considered at a meeting once a year between the minister and an archdeacon or area dean (Melbourne) or archdeacon plus one other person appointed by the bishop (Wangaratta). This provides a framework for senior clergy to exercise a pastoral ministry of engagement, encouragement and discernment with the other ministers in their area, allows the individual elements of professional development to arise organically out of a review of the past 12 months in ministry and offers an efficient, single point for dealing with both strands of the SMC policy. This approach represents a simplification of the more complicated ministry review sequence set out in the national framework.

The working group has decided to adopt the process outlined in the paragraph above, following the lead of the other dioceses in the province. A draft version of this ministry review document was shared at the clergy conference in 2024 and feedback from clergy solicited. This was incorporated into a revised draft which will be used by the archdeacons and a few other clergy in evaluating each other and sharing the outcomes of this process at the upcoming clergy conference. It is anticipated, following any additional feedback, that this document will begin wider use by everyone later this year.

Mandated Professional Development

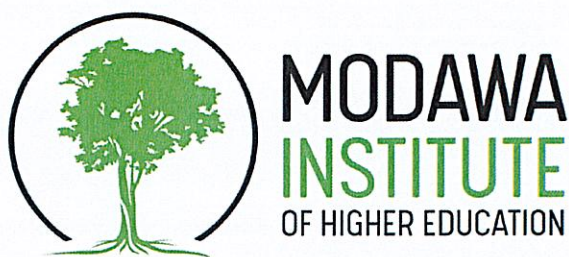
In addition to any outcomes for individual professional development that might emerge from ministry reviews, the national framework contains four categories of professional development in which three hours will be required over each three-year period – child safe training, boundaries in ministry, domestic and family violence, and ethics in ministry. This year's clergy conference will contain a module on domestic

and family violence, with professional development in the other categories following at the conference each year.

The MWD Working Group

In adapting and implementing these recommendations of the national church framework, I am very grateful to the following members of the working group for their time, advice and good humour: The Ven Graham Knott, the Ven Sue Jacka, the Revd Lyndon Phillips, the Very Revd Keren Terpstra, Mr Richard Connolly, and the Revd Brenda Burney.

The Revd Dr Timothy Gaden
MWD Coordinator, Diocese of Gippsland



REPORT TO SYNOD

By Diocesan Missioner, Bishop Jeffrey Driver

Members of Synod,

As Synod meets in Gippsland, I will be in the more humid climes of Popondetta. This is my eighth year of involvement with what was Newton Theological College, but which has now evolved into the Modawa Institute of Higher Education, embracing studies in theology, education, and health.

The link with Gippsland has been a wonderful thing. It is cherished by staff and students and has made a difference to many lives. The partnership that has grown is well symbolised in the fact that Fr Giles Motisi, my colleague in Popondetta for all the time I have been involved there, is present with you as a priest of this diocese and is able to speak to this report.

The vision for an Anglican Institute of Higher Education is well symbolised in the logo, the Modawa Tree. It is the New Guinea Rosewood, a native tree which became a symbol of an indigenous Anglican Church right from the earliest days. The first missionaries, Copland King and Albert Maclaren arrived in Dogura in 1891 and soon set about constructing a chapel made from bush materials. They cut down posts from one of the local trees and to their surprise, one of these posts started to grow. It was from a Modawa tree, and it is still there in Dogura beside the now more substantial cathedral.

It came to be seen as a symbol of an Anglican Christianity with its roots deep in the soil of the land. The Modawa tree is expansive, so it also came to represent a place where many different people could gather in shade and shelter. In a country with hundreds of tribes and languages, the Modawa tree is a unifying symbol.

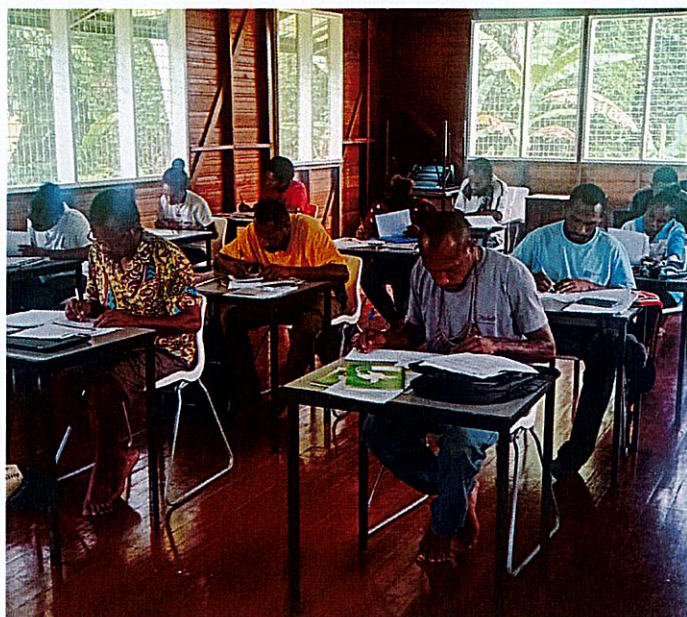
The Modawa vision is for education that contributes to the growth of PNG and also fosters its unity. But that unity must also be something that comes from the land and people themselves. In a post-colonial Papua New Guinea, we seek to do theology with a Melanesian perspective and voice, like the Modawa tree shooting forth from roots deep in the cultural soil of the land.

Little steps and big steps

The institute took another step forward this year with classes starting in the David Hand School of Teaching. A class of 18 students has commenced studies for a Bachelor of Education (Primary Teaching), alongside a class of similar size in Theology.

This first-year intake in education was intentionally a small one. It was a "soft start". We are learning and growing, introducing new staff and new requirements, so we want our take our time and build carefully.

The small intake also reflected the poor standards in secondary education across the Northern Province of Papua New Guinea. While there were many more applicants for the course, a majority did not meet the entry level required by Government authorities. This in its own way underlines the importance of developing teacher-training in this part of the country. Ultimately it will lift the standards for education in a part of the country that is educationally disadvantaged.



Students in the B. Ed program at the Modawa institute.

Preparations for the expansion of the campus at Popondetta have been going on for about two years, with enlargements to lecture theatres, improvements to the library, ICT, and staff housing. Staffing has had to be expanded, with qualified academics in the disciplines required by the national curriculum for teacher training. The cost of some of this additional staffing will eventually be met by the Department of Higher Education, but in the meantime the institute has to carefully manage a much-expanded budget while at the same time still investing in more infrastructure.

A new boarding facility for female students is the major project for this year. The buildings are being prefabricated at PNG Forest Products in Bulolo. The cost of these buildings has already been funded by partners including the Australian Government, and the Williams Trust in New Zealand. However, transport and construction costs still need to be met.

Studies in Health

A working group has been established to enable the transition of St Margaret's Christian Health Worker Training School into the Institute. St Margaret's provides health worker training at a Certificate 4 level. At the same time, we have commenced planning for the delivery of a diploma in nursing. This will follow a national curriculum. Commencement of the diploma program is probably two years away.

Students in Theology

In the meantime, the institute has a new intake in theology, with about 17 ordinands and eight-day students. With Fr Giles Motisi heading off to Australia to work part-time in a parish and further his studies, Fr Gabriel Manae has been appointed Deputy

Principal by the Governing Council. Fr Spencer Kombega has also joined the academic team.

Students this year come from the dioceses of Popondetta, Aipo Rongo, New Guinea Islands and Dogura. Most will be studying a two-year certificate in theology, including an ordination formation program. Some will move on to a diploma program, but National Government guidelines will not allow students with less than a Year 12 qualification to undertake diploma or degree studies.



Some of the newly arrived ordination candidates with their spouses, soon after their arrival in February 2025.

Registration and Accreditation

All higher education institutes in Papua New Guinea now have to be registered under the Department of Higher Education, Research, Science and Technology (DHERST). We are about halfway through that registration process, which is based on standards and requirements similar to the Australian system. The application process requires several hundred pages of documentation, and we have had to spend quite a lot of our resources upgrading facilities to the required level.

Documentation was submitted in 2023, and last year we had a registration audit. As a result of this audit, we expect that there will be recommendations for areas of further improvement before registration is finally granted. When it comes, registration will involve some Government funding. But until then, we have to carry all the costs through course fees and the support of our partners.

For your prayers and support.

The development of the Modawa Institute of Higher Education has come about by the contribution and commitment of many, both in PNG and with our international stakeholders. But it is still an infant in swaddling clothes; full of potential but very

fragile. A major concern for the development of the institute has been a recent suggestion that the canon establishing it had not been fully passed by the Provincial Council meeting that considered it in 2023. Please pray that this matter may be resolved in a way that does not impede our progress, particularly with the DHERST registration and accreditation processes.

Our students live poor. Most of them come from a subsistence agriculture background. Very few of them receive financial support from their dioceses. We provide them an area of land in which to grow a garden. Most of their food comes from these gardens. We also provide a small allowance of 150 kina a month for families. That amounts to about \$55-60. For some of them it is the only money they have to supplement their diet and to buy some soap for washing clothes, or some other basic items.

I do encourage synod members to encourage their parishes to support a student, or to do so individually. The difference this support makes is life changing. These are our Anglican near neighbours. We have shared their journey from its very beginning, but in recent times we have somewhat let them slip from view. As we support them, I am sure that we will all find, as I have found over the past seven or eight years, that we are all deeply enriched.

Passing on the leadership

The institute has grown to a point where my "fly-in-fly-out" leadership is no longer enough. And I have aged so that the physical demands of work and climate are increasingly challenging. I am looking forward to passing on the responsibility of leadership and stepping back to a less "on the ground" supportive role.

The Rt Rev'd Dr Jeffrey Driver
Principal Modawa Institute
Diocesan Missioner

MOTHERS UNION REPORT FOR SYNOD MAY 2025

It is my pleasure to present my first report as Diocesan President of MU to Synod.

MU is a mission agency of the Anglican Church of Australia and part of the worldwide Mothers' Union with links to 84 countries and over four million members who share one heartfelt vision - to bring about a world where God's love is shown through prayer and loving, respectful and flourishing relationships.

MU in Australia this year has the theme "inwardly nourished to be outwardly focused", which will see MU Australia involved in many projects and activities across the country to enhance the wellbeing of all.

Other projects and activities include things such as parenting programmes, support for refugees, court hospitality - coffee & care to the children's courts and hospital visiting. There are also the Northern Outreach Fund supports clergy families in isolated communities, practical support for new mums, baptism ministry, school breakfast clubs, holidays for disadvantaged families and the "Granny for a day" befriending project. Practical support for the homeless, marriage enrichment workshops and the 16 days of activism against gender-based violence are high priorities in many areas.

Across the branches 4 branches and the 12 lone members that make up Gippsland MU, members are involved in craft mornings that make things for refugees both here and overseas, that they can wear or to sell so we can buy what is needed, the making of toiletry bags that are filled with necessities and given to hospitals and refuges for those in need in emergency situations, Milo drives to support the breakfast clubs, knitting needles click away to make beanies, woolie socks, scarves, rugs etc for those in need, supply of towels and toiletries at a local community house that has a shower room for the homeless to use, parenting and child support in many and varied ways and visitation those who are home bound, to name a few of the many and various ways we work around Gippsland.

This past year has seen changes, Upon Maryanne resignation from the position of Diocesan President, I was asked to fill this vacancy. I had been attending executive meetings since two of my church members on the Executive committee, who cannot drive distances were catching a 6am train to Traralgon to attend a meeting that commenced at 10 am, little did I know this would lead to a new calling from God in a roundabout way. We held our June Join in and what a wonderful speaker the Rev. Dean Spalding was on this occasion, Dean also gave the sermon at Lady Day that was held in the Cathedral at Sale and again he did not disappoint. Dr Cath Connelly was the guest speaker for Lady Day after lunch and what an inspiration she was to us all.

Warragul held a night at the commencement of the 16 days of activism against gender-based violence with several speakers who amazed us, saddened us and inspired us.

We will be holding a similar thing this again year at the Cathedral. Other things we are working towards over next few years, along with our normal projects, is the installation of red benches in church gardens, school and local parks that are painted red and state that violence is not the answer. We are also looking at commencing some zoom meetings for those who are house bound and unable to attend meetings due to health, distance and age or who are working and unable to attend daytime meetings. Naturally we will also be looking at how we celebrate the 150 years of MU work coming up in 2026, so a busy time ahead.

We welcome new members, young and old, male or female, married or unmarried, divorced, mothers or not, if you believe in Jesus, if you want to change our local communities and communities worldwide, then please join us. It will cost you \$23 a year that's less than \$2 a month to assist making a world where the love of Jesus can be spread in many and varied ways across the world.

MU has always been a powerful voice to call for change, it advocates and campaigns for changes at local, national and international levels. Gippsland MU is going to be a part of that call out for change and support of families, children and to encourage and support women to be strong, acknowledge their worth and support them to reach potential in countries near and far that don't give women that opportunity. My sincere hope is that the Diocese will support us in this work.

REPORT TO SYNOD

2024 was a highly successful year for St Paul's Anglican Grammar School. The recent strong enrolment growth continued, with a current student population of approximately 1,950 students enrolled from Early Learning to Year 12 at our campuses in Traralgon and Warragul. St Paul's Anglican Grammar School is a major employer in Gippsland, with over 350 permanent and contracted staff.

2024 VCE Results

The 2024 Dux of St Paul's Anglican Grammar School is Indily Francis of Boolarra, who received an ATAR of 98.65. Close behind were India van Berkel of Traralgon with an ATAR of 97.8 and a perfect study score of 50 in Cert III Sport and Recreation and Annalisa Baxter of Warragul on 96.25 including a perfect study score of 50 in Visual Communication and Design.

Other very high achievers included: Anne-Maria Thomas of Warragul on 94.35, Oliver Haberl of Traralgon on 94.05, Codey Jackson of Warragul with 93.85, Lucinda Waller of Warragul on 93.25, Sienna Christian of Warragul on 93.10, Max O'Connor on 92.65 and Angela Mirkovic of Warragul on 91.50.

In addition to the two perfect study scores of 50 achieved by the Class of 2024, Year 10 student Asmi Pathania also achieved a 50 in General Mathematics.

The School is incredibly proud of the way our class of 2024 embraced every opportunity they were presented with both in and outside of the classroom. They have applied themselves to their studies in a dedicated and enthusiastic manner and balanced this with involvement in a wide array of co-curricular pursuits. The Class of 2024 approached this year with maturity and good humour and have consistently responded to situations in a way which fills the broader community with pride.

In all, 10% of students achieved an ATAR over 90 and 44% of students achieved an ATAR over 70. The fact that St Paul's does not stream students out of Year 12, or offer a VM stream, means that these results are truly indicative of the quality environment of learning and teaching that St Paul's offers.

Governance

There has been no change to the Executive of the St Paul's School Board for the past five years. Darren Jennings continues as Board Chair, Richard Connelly as Deputy Chair and Leanne Williams as Treasurer. Their contribution to, and support of, the school's recent achievements and exciting future expansion plans are sincerely appreciated. The Board welcomed one new Director during 2024: Laura MacPherson as an Elected Director.

Spiritual Life of the School

As we reflect on 2024 a year of growth, resilience, and meaningful spiritual engagement across our school community. The spiritual life of our school has been enriched through ceremonial events, student leadership, pastoral care, and continued partnerships, all of which have contributed to fostering a nurturing and faith-centred environment.

Parental Engagement and Encouragement: The faithful dedication of our parent prayer groups at both Warragul and Traralgon has been a cornerstone of support throughout the year. Their prayers and encouragement have been deeply appreciated by the school community.

Collaborative Endeavour: Prefects, School Captains, Junior School Captains, and Chapel Captains represented our school at the Combined Anglican Schools Service at St Paul's Cathedral in Melbourne, joining student representatives from over 30 Anglican Schools. This year's theme, 'Pilgrimage,' was particularly meaningful as the service also marked the farewell of the Anglican Archbishop of Melbourne, The Most Reverend Dr. Philip Freier. There were two significant services held at St Paul's Cathedral Sale this year, The Seasons of Creation and The Installation of our Senior Chaplain, The Reverend Daniel Lowe, as a clerical Canon of the Cathedral.

Creative Expressions and Celebrations: The chaplaincy team's creative ingenuity shone brightly in crafting engaging and thought-provoking special services for Easter, Christmas, and our School Anniversary. The collaborative efforts culminated in a memorable Christmas Service across multiple campuses, fostering a sense of unity and celebration among our diverse school community.

School Leadership

The School Executive continued to provide strong support and Leadership throughout the year. Gordon Oldham replaced Donna Sweeney as Deputy Principal, and Deb Cameron replaced Laura Butterworth as Head of Warragul Secondary School. Rowan van Raay made the transition from Warragul Junior School to our new Drouin Junior School during 2024, and we also welcomed our new Head of Warragul Junior School, Melissa McCrae, in November.

The School Executive team is as follows.

- Cameron Herbert (Principal)
- Gordon Oldham (Deputy Principal)
- Deb Cameron (Head of Secondary School, Warragul Campus)
- Leonie Clark (Head of Secondary School, Traralgon Campus)
- Tracey King (Head of Junior School, Traralgon Campus)
- Melissa McCrae (Head of Junior School, Warragul Campus)
- Rowan van Raay (Head of Junior School, Drouin Campus)
- Leah Young (Business Manager)
- Annie Wilson (Human Resources Manager)
- Daniel Lowe (Senior Chaplain)
- Ashley Kershaw (Head of Development)

Cameron Herbert
PRINCIPAL

The Abbey – Synod Report 2025

The past twelve months has seen The Abbey blossom into a hive of activity. Always a place where people have come to find sanctuary, restoration and harmony within our beautiful surroundings, the range of activities and the accompanying publicity has brought many new people to this place.

A brief list of activities over the past year include ‘Back to Raymond Island’, the Abbey Feast, Ecumenical Conversation, weekend and midweek retreats on numerous topics, our monthly *Hush Quiet Day*, a monthly Celtic music session, visits by Gippsland Grammar students, weekly Eucharist, weddings, parties, craft days, a car rally, outreach to disadvantaged families, and programs around our First Nation sisters and brothers.

On the physical side, the past year has seen the painting of both inside and outside the cabins, painting the Amenities block, painting inside parts of Illawarra, overhauling the shed, planting of trees and maintenance of the lawns. The place is looking in top condition.

Financially, The Abbey is in a healthy place, with increased bookings of the motel units and monies received from the many programs.

The Abbey remains deeply committed to honouring the three pillars of hospitality, spirituality and the environment. This is only possible through the ongoing support of volunteers and friends of The Abbey. Special thanks go to Fr Jeff Berger, Abbey Chaplain, for his continued support of The Abbey.

This is your place; come find a home here.

Cath Connelly – Abbey Director

ANGLICAN CHURCH OF AUSTRALIA

DIOCESE OF GIPPSLAND



41st SYNOD

FOURTH SESSION

16 – 18 May 2025

SALE

SECTION 4

Consolidated Financial Statement

Issued by the Registrar

PO Box 928, Sale Vic 3853

Phone - (03) 5144 2044 Email- registrar@gippslandanglicans.org.au

Website - <http://www.gippslandanglicans.org.au>

1 May 2025

SECTION FOUR
ANGLICAN DIOCESE OF GIPPSLAND
THIRD SESSION OF FORTIETH SYNOD
16 – 18 May 2024

SALE, VIC

The attached financial statements bring together all the entities under the control of, and which report to Bishop in Council.

The Statements that are contained within consist of the final audited statements and contain the audit report and management letter.

There is also some notes prepared by the Diocesan Accountants on the accounts.



11 April 2025

The Chair – Finance Committee
Anglican Trusts Corporation of the Diocese of Gippsland
PO Box 928
SALE VIC 3850

Dear Chairperson,

DOCUMENTS FOR YOUR ATTENTION

Please find enclosed the following documents for your attention:

1. Signed financials for Anglican Trusts Corporation of the Diocese of Gippsland and its controlled entities for the year-ended 30 September 2024; and
2. Our management letter.

Please do not hesitate to call us on 1300 284 330 if you have any queries in regard to this matter.

Yours faithfully
AMW AUDIT
Chartered Accountants

A handwritten signature in black ink, appearing to read 'BJT', with a stylized flourish at the end.

BILLY-JOE THOMAS
Director

Enc.

**ANGLICAN TRUSTS CORPORATION OF
THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

ABN 89 363 058 392

**CONSOLIDATED FINANCIAL REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

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**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**CONSOLIDATED PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME STATEMENT
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

	Notes	2024 \$	2023 \$
INCOME			
Aboriginal Ministry Funds Received		85,775	116,462
Realised Gains/(Losses) on Investments		206,697	(64,180)
Dividends & Interest		506,427	391,556
Parish Contributions		406,954	365,271
Parish Recoveries		4,746	-
Property Income		307,986	251,264
Sundry Income		14,165	40,889
Anglican Development Fund Revenue	15	207,110	226,243
The Abbey Revenue	16	193,982	229,802
Church Bookroom Revenue	17	8,543	8,253
Anglican Retirement Living Revenue	18	885,683	882,020
Administration Revenue	19	2	4
Gippsland Anglican Revenue	20	28,950	27,323
Gippsland Ministry Foundation Revenue	21	1,859	5,000
TOTAL INCOME		2,858,879	2,479,907
EXPENDITURE			
Administration		299,843	304,270
Allocations		247,271	254,494
Data Services		18,032	15,737
Miscellaneous Expenses		338,855	297,034
Property & Investment Expenses		176,803	117,534
Staffing		645,422	487,774
Sundry Expenses		1,042	-
Anglican Development Fund Expenses	15	73,705	71,561
The Abbey Expenses	16	182,767	212,231
Church Bookroom Expenses	17	9,259	7,137
Anglican Retirement Living Expenses	18	663,258	486,796
Administration Expenses	19	247,745	188,410
Gippsland Anglican Expenses	20	120,270	121,506
Gippsland Ministry Foundation Expenses	21	30,921	33,441
TOTAL EXPENDITURE		3,055,193	2,597,925
OPERATING DEFICIT		(196,314)	(118,018)
Unrealised Gains on Trust Corporation Investments		929,305	496,499
NET OPERATING SURPLUS		732,991	378,481

The accompanying notes form part of these financial statements.

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**CONSOLIDATED BALANCE SHEET
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

	Notes	2024 \$	2023 \$
ASSETS			
Current Assets			
Cash and Cash Equivalents		2,564,162	2,245,831
Trade and Other Receivables	2	1,951,520	2,055,384
Inventories		3,483	4,070
		<u>4,519,165</u>	<u>4,305,285</u>
Non-Current Assets			
Investments	3	10,428,818	8,802,005
Right-of-Use Assets	4	49,758	65,471
Property, Plant & Equipment	5	27,512,965	27,480,919
		<u>37,991,541</u>	<u>36,348,395</u>
TOTAL ASSETS		<u>42,510,706</u>	<u>40,653,680</u>
LIABILITIES			
Current Liabilities			
Trade and Other Payables	6	2,706,184	3,047,804
Lease Liabilities	7	16,447	14,565
		<u>2,722,631</u>	<u>3,062,369</u>
Non-Current Liabilities			
Lease Liabilities	7	39,136	55,403
Provisions	8	68,532	34,138
ARL Ingoing Contribution Liability		4,952,097	4,777,427
		<u>5,059,765</u>	<u>4,866,968</u>
TOTAL LIABILITIES		<u>7,782,396</u>	<u>7,929,337</u>
NET ASSETS		<u>34,728,310</u>	<u>32,724,343</u>
DIOCESAN CAPITAL & TRUST FUNDS			
Capital Funds	9	1,855,750	1,855,750
Accumulated Funds	10	(2,941,605)	(3,686,096)
General Reserve		148,398	148,398
Other Reserves	11	22,759,512	22,759,512
Trust Funds	12	12,906,255	11,646,779
TOTAL DIOCESAN CAPITAL & TRUST FUNDS		<u>34,728,310</u>	<u>32,724,343</u>

The accompanying notes form part of these financial statements.

ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS CONTROLLED ENTITIES

**CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

	Capital Funds \$	Accumulated Funds \$	General Reserve \$	Other Reserves \$	Trust Funds \$	Total \$
Balance at 30 September 2022	1,855,750	(4,064,577)	148,398	22,567,026	9,976,207	30,482,804
Profit/(Loss) attributable to members	-	378,481	-	-	-	378,481
Transfers to/from reserves						
- General Reserve	-	-	-	-	-	-
- Other Reserves	-	-	-	192,486	-	192,486
- Trust Funds	-	-	-	-	1,670,572	1,670,572
Balance at 30 September 2023	1,855,750	(3,686,096)	148,398	22,759,512	11,646,779	32,724,343
Profit/(Loss) attributable to members	-	732,991	-	-	-	732,991
Prior Year Adjustments	-	11,500	-	-	-	11,500
Transfers to/from reserves						
- General Reserve	-	-	-	-	-	-
- Other Reserves	-	-	-	-	-	-
- Trust Funds	-	-	-	-	1,259,476	1,259,476
Balance at 30 September 2024	1,855,750	(2,941,605)	148,398	22,759,512	12,906,255	34,728,310

The accompanying notes form part of these financial statements.

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**CONSOLIDATED CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

	Notes	2024 \$	2023 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Customers and Investments		2,858,879	2,479,907
Payments to Suppliers and Employees		<u>(3,683,631)</u>	<u>(3,661,295)</u>
Net Cash Used in Operating Activities	14(b)	<u><u>(824,752)</u></u>	<u><u>(1,181,388)</u></u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payment for Property, Plant and Equipment		<u>(116,393)</u>	<u>(39,013)</u>
Net Cash Used in Investing Activities		<u><u>(116,393)</u></u>	<u><u>(39,013)</u></u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of Trust Funds		<u>1,259,476</u>	<u>1,689,294</u>
Net Cash Used in Financing Activities		<u><u>1,259,476</u></u>	<u><u>1,689,294</u></u>
Net Increase in Cash Held		318,331	468,893
Cash and Cash Equivalents at 1 October		<u>2,245,831</u>	<u>1,776,938</u>
Cash and Cash Equivalents at 30 September	14(a)	<u><u>2,564,162</u></u>	<u><u>2,245,831</u></u>

The accompanying notes form part of these financial statements.

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

NOTE 1. General Information Statement and Statement of Compliance

The Group consists of the Anglican Trusts Corporations of the Diocese of Gippsland as Parent and the following entities under the control of Bishop In Council for the purpose of preparing the consolidated financial statements:

- Anglican Diocese of Gippsland Administration Limited
- Anglican Retirement Living

Administration is a fund with a principal activity of managing funds allocated to address professional standards matters of the Diocese.

Anglican Retirement Living is responsible for the management of Clifton Waters Village, a resident-funded retirement village. ARL arranges for the collection of monies from incoming residents and the maintenance of properties occupied by the residents.

Basis of Consolidation

These financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Simplified Disclosures of the Australian Accounting Standards Board and the Australian Charities and Not-for-profits Commission Act 2012. The Anglican Diocese of Gippsland is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements are prepared in accordance with the historical cost convention, except for certain assets which are at fair value. Unless otherwise stated the accounting policies are consistent with those of the previous year.

The financial statements consolidate those of the Parent and of the Group as of 30 September 2023 and 30 September 2024. The Parent controls an entity if it is exposed, or has rights, to variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. All controlled entities have a reporting date of 30 September.

The parishes of the Anglican Diocese of Gippsland are not controlled entities for the purposes of consolidation in the financial statements.

All transactions and balances between the Group's entities are eliminated on consolidation, including unrealised gains and losses on transactions between the Group companies. Where unrealised losses on intra-group asset sales are reversed on consolidation, the underlying asset is also tested for impairment from a group perspective. Amounts reported in the financial statements of subsidiaries have been adjusted where necessary to ensure consistency with the accounting policies adopted by the Group.

Summary of Material Accounting Policy Information

The following material accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

(a) Property, Plant and Equipment

Leasehold improvements, plant, equipment and furnishings and motor vehicles are carried at cost less, where applicable, any accumulated depreciation. The depreciable amount of all plant and equipment is depreciated over the useful lives of the assets to the Diocese commencing from the time the asset is held ready for use.

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

(a) Property, Plant and Equipment (continued)

The depreciation rates used for each class of depreciable assets are as follows:

Class of Fixed Assets	Depreciation Rate
Leasehold improvements	5% - 20%
Plant, equipment and furnishings	5% - 33.3%
Motor vehicles	13.3% - 25%

All properties held by the Trust Corporation for commercial investment, the Diocesan Registry Office and A'Beckett Park were revalued in September 2020 by independent valuers. The Bishopscourt property and the properties held at Clifton Waters Village and Botterill Court were revalued in September 2021.

(b) Impairment of Assets

At the end of each reporting period, the committee reviews the carrying amounts of assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income and expenditure statement.

(c) Provisions

Provisions are recognised when the Diocese has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(d) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

(e) Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

(f) Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

In the current year

Contributed assets

The Diocese receives assets from the government and other parties for nil or nominal consideration in order to further its objectives. These assets are recognised in accordance with the recognition requirements of other applicable accounting standards (e.g. AASB 9, AASB 16, AASB 116 and AASB 138).

On initial recognition of an asset, the Diocese recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer).

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

(f) Revenue and Other Income (continued)

The Diocese recognises income immediately in profit or loss as the difference between initial carrying amount of the asset and the related amount.

Operating grants, donations and bequests

When the Diocese receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both of these conditions are satisfied, the Diocese:

- identifies each performance obligation relating to the grant - recognises a contract liability for its obligations under the agreement;
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Diocese:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (e.g. AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the Diocese recognises income in profit or loss when or as it satisfies its obligations under the contract.

Capital grant

When the Diocese receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards.

The Diocese recognises income in profit or loss when or as the association satisfies its obligations under the terms of the grant.

Interest income

Interest income is recognised using the effective interest method.

Dividend income

The Diocese recognises dividends in profit or loss only when the right to receive payment of the dividend is established.

All revenue is stated net of the amounts of goods and services tax.

(g) Leases

The Diocese as lessee

At inception of a contract, the Diocese assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Diocese where the Diocese is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

(g) Leases (continued)

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the association uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options;
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest. Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the association anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

(i) Critical Accounting Estimates and Judgement

The Diocese evaluates estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Diocese.

Key Estimates - Impairment

The Diocese assesses impairment at each reporting date by evaluating conditions specific to the group that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined.

(j) Financial Assets

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Diocese becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the Diocese commits itself to either the purchase or the sale of the asset (i.e. trade date accounting is adopted).

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**NOTES TO AND FORMING PART OF THE ACCOUNTS
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(j) Financial Assets (continued)

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical expedient was applied as specified in *AASB 15: Revenue from Contracts with Customers*.

Classification and subsequent measurement

Financial assets are subsequently measured at:

- amortised cost;
- fair value through other comprehensive income; or
- fair value through profit or loss.

Measurement is on the basis of two primary criteria:

- the contractual cash flow characteristics of the financial asset; and
- the business model for managing the financial assets.

A financial asset that meets the following conditions is subsequently measured at amortised cost:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

A financial asset that meets the following conditions is subsequently measured at fair value through other comprehensive income:

- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and
- the business model for managing the financial asset comprises both contractual cash flows collection and the selling of the financial asset.

A financial asset that meets the following conditions is subsequently measured at fair value through other comprehensive income:

- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and
- the business model for managing the financial asset comprises both contractual cash flows collection and the selling of the financial asset.

By default, all other financial assets that do not meet the measurement conditions of amortised cost and fair value through other comprehensive income are subsequently measured at fair value through profit or loss.

The Diocese initially designates a financial instrument as measured at fair value through profit or loss if:

- it eliminates or significantly reduces a measurement or recognition inconsistency (often referred to as an "accounting mismatch") that would otherwise arise from measuring assets or liabilities or recognising the gains and losses on them on different bases;

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(j) Financial Assets (continued)

- it is in accordance with the documented risk management or investment strategy and information about the groupings is documented appropriately, so the performance of the financial liability that is part of a group of financial liabilities or financial assets can be managed and evaluated consistently on a fair value basis; and
- it is a hybrid contract that contains an embedded derivative that significantly modifies the cash flows otherwise required by the contract.

The initial measurement of financial instruments at fair value through profit or loss is a one-time option on initial classification and is irrevocable until the financial asset is derecognised.

Derecognition

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All the following criteria need to be satisfied for the derecognition of a financial asset:

- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the Entity no longer controls the asset (i.e. it has no practical ability to make unilateral decisions to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

On derecognition of a debt instrument classified as fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investment revaluation reserve is reclassified to profit or loss.

On derecognition of an investment in equity that the Diocese elected to classify as at fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investments revaluation reserve is not reclassified to profit or loss, but is transferred to retained earnings.

Impairment

The Diocese recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- lease receivables;
- contract assets (e.g. amount due from customers under contracts);
- loan commitments that are not measured at fair value through profit or loss; and
- financial guarantee contracts that are not measured at fair value through profit or loss.

Loss allowance is not recognised for:

- financial assets measured at fair value through profit or loss; or
- equity instruments measured at fair value through other comprehensive income.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

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**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

(j) Financial Assets (continued)

The Diocese uses the following approaches to impairment, as applicable under *AASB 9: Financial Instruments* :

- the general approach;
- the simplified approach;
- the purchased or originated credit-impaired approach; and
- low credit risk operational simplification.

General approach

Under the general approach, at each reporting period, the Diocese assesses whether the financial instruments are credit-impaired, and:

- if the credit risk of the financial instrument has increased significantly since initial recognition, the Entity measures the loss allowance of the financial instruments at an amount equal to the lifetime expected credit losses; and
- if there has been no significant increase in credit risk since initial recognition, the Entity measures the loss allowance for that financial instrument at an amount equal to 12-month expected credit losses.

Simplified approach

The simplified approach does not require tracking of changes in credit risk at every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

This approach is applicable to:

- trade receivable; and
- lease receivables.

In measuring the expected credit loss, a provision matrix for trade receivables is used, taking into consideration various data to get to an expected credit loss (i.e.. diversity of its customer base, appropriate groupings of its historical loss experience, etc).

Purchased or originated credit-impaired approach

For financial assets that are considered to be credit-impaired (not on acquisition or originations), the Diocese measures any change in its lifetime expected credit loss as the difference between the asset's gross carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. Any adjustment is recognised in profit or loss as an impairment gain or loss.

Evidence of credit impairment includes:

- significant financial difficulty of the issuer or borrower;
- a breach of contract (e.g. default or past due event);
- where a lender has granted to the borrower a concession, due to the borrower's financial difficulty, that the lender would not otherwise consider;
- the likelihood that the borrower will enter bankruptcy or other financial reorganisation; and
- the disappearance of an active market for the financial asset because of financial difficulties.

Low credit risk operational simplification approach

If a financial asset is determined to have low credit risk at the initial reporting date, the Diocese assumes that the credit risk has not increased significantly since initial recognition and, accordingly, it can continue to recognise a loss allowance of 12-month expected credit loss.

In order to make such a determination that the financial asset has low credit risk, the Diocese applies its internal credit risk ratings or other methodologies using a globally comparable definition of low credit risk.

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**NOTES TO AND FORMING PART OF THE ACCOUNTS
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(j) Financial Assets (continued)

A financial asset is considered to have low credit risk if:

- there is a low risk of default by the borrower;
- the borrower has strong capacity to meet its contractual cash flow obligations in the near term; and
- adverse changes in economic and business conditions in the longer term, may, but not necessarily, reduce the ability of the borrower to fulfill its contractual cash flow obligations.

A financial asset is not considered to carry low credit risk merely due to existence of collateral, or because a borrower has a lower risk of default than the risk inherent in the financial assets, or lower than the credit risk of the jurisdiction in which it operates.

Recognition of expected credit losses in financial statements

At each reporting date, the association recognises the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

Assets measured at fair value through other comprehensive income are recognised at fair value with changes in fair value recognised in other comprehensive income. The amount in relation to change in credit risk is transferred from other comprehensive income to profit or loss at every reporting period.

For financial assets that are unrecognised (e.g. loan commitments yet to be drawn, financial guarantees), a provision for loss allowance is created in the statement of financial position to recognise the loss allowance.

(k) Comparative Amounts

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

When the Diocese retrospectively applies an accounting policy, makes a retrospective restatement of items in the financial statements or reclassifies items in its financial statements, a third statement of financial position as at the beginning of the preceding period in addition to the minimum comparatives financial statements is presented.

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FOR THE YEAR ENDED 30 SEPTEMBER 2024**

	2024 \$	2023 \$
Note 2. Trade and Other Receivables		
Clergy Car Loans	10,650	27,554
Macquarie Debtor	45,385	16,726
Parish & Other Debtors	772,173	702,513
Parish Loans - ADF	1,123,312	1,308,591
	<u>1,951,520</u>	<u>2,055,384</u>

Note 3. Investments (At Market Value)

Debentures	31,793	31,793
Shares	9,286,206	7,900,112
Macquarie Investments	1,110,819	870,100
	<u>10,428,818</u>	<u>8,802,005</u>

Note 4. Right-of-Use Assets

Right-of-Use Assets	128,323	128,323
Accumulated Amortisation	(78,565)	(62,852)
	<u>49,758</u>	<u>65,471</u>

Chapter House		
Balance as at 1 October	65,471	81,184
Amortisation of Right-of-Use Assets during the year	(15,713)	(15,713)
Balance as at 30 September	<u>49,758</u>	<u>65,471</u>

Note 5. Property, Plant & Equipment

Land & Buildings

Botterill Court Land & Buildings	1,115,700	1,115,700
Clifton Waters Land & Buildings	13,765,000	13,765,000
Diocesan Property	6,814,947	6,814,947
Gippsland Church Eextension Fund Land	179,000	179,000
Investment Property	4,960,000	4,960,000
	<u>26,834,647</u>	<u>26,834,647</u>
Leasehold Improvements	351,730	351,730
Accumulated depreciation	(170,760)	(144,229)
	<u>180,970</u>	<u>207,501</u>

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

	2024	2023
	\$	\$
Note 5. Property, Plant & Equipment		
Plant, Equipment & Furnishings	364,891	362,528
Accumulated Depreciation	(319,944)	(300,257)
	<u>44,947</u>	<u>62,271</u>
Motor Vehicles	229,377	115,347
Accumulated Depreciation	(114,975)	(85,752)
	<u>114,402</u>	<u>29,595</u>
Capital Improvements - ILU	356,223	356,223
Accumulated depreciation	(18,224)	(9,318)
	<u>337,999</u>	<u>346,905</u>
	<u>27,512,965</u>	<u>27,480,919</u>

Note 6. Trade & Other Payables

Accrued Expenses	6,066	1,428
ADF Gippsland Depositors	1,717,885	2,055,118
ADF Registry Relocation Loan	220,540	239,000
Clergy Car Replacement Deposits	347,737	371,404
Diocesan Clergy Benefits	8,160	14,648
GST & PAYG Liabilities	(97,664)	(63,575)
Insurance Liabilities	105,435	208,766
Stipends Payments Received in Advance	48,706	179,970
Sundry Creditors	306,021	2,706
Superannuation Liability	43,298	38,339
	<u>2,706,184</u>	<u>3,047,804</u>

Note 7. Lease Liabilities

Current	16,447	14,565
Non-Current	39,136	55,403
	<u>55,583</u>	<u>69,968</u>

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**NOTES TO AND FORMING PART OF THE ACCOUNTS
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	2024	2023
	\$	\$
Note 8. Provisions		
Long Service Leave Liabilities	64,385	29,992
Long Service Leave - Registry Staff	4,147	4,146
	<u>68,532</u>	<u>34,138</u>

Note 9. Capital Funds

Anglican Development Fund	140,992	140,992
Diocesan Capital Funds	845,801	845,801
Other Diocesan Capital Funds	651,748	651,748
The Abbey	217,209	217,209
	<u>1,855,750</u>	<u>1,855,750</u>

Note 10. Accumulated Funds

Retained Losses Brought Forward	(3,686,096)	(4,064,577)
Prior Year Adjustments	11,500	-
Surplus/(Deficit) Current Year	732,991	378,481
	<u>(2,941,605)</u>	<u>(3,686,096)</u>

Note 11. Other Reserves

Asset Revaluation Reserve	22,719,164	22,719,164
Bishops Election Expense Reserve	3,000	3,000
General Synod Reserve - Accommodation and other expenses	10,482	10,482
Lambeth Conference Reserve	8,144	8,144
Long Service Leave Reserve	18,722	18,722
	<u>22,759,512</u>	<u>22,759,512</u>

Note 12. Trust Funds

Diocesan Trust Fund Capital	2,790,313	2,534,666
Gippsland Ministry Foundation	949,904	926,412
Parish Trust Fund Capital	9,166,038	8,185,701
	<u>12,906,255</u>	<u>11,646,779</u>

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

NOTE 13. Contingent Liabilities

These contingent liabilities consist of loans made by Bishop-In-Council, the Trusts Corporation and the Anglican Development Fund to parishes, clergy and other parties that may become uncollectible. All such loan receivable balances have therefore been included in contingent liabilities to account for this possibility.

		2024 \$	2023 \$
Trusts Corporation			
Clergy Car Loans	0.60%	10,650	27,554
		<u>10,650</u>	<u>27,554</u>
Anglican Development Fund - Loans to Parishes			
The Abbey - Numby Numby Fit-out	1.20%	21,425	24,772
Bass/Phillip Island - Cowes Building	16.67%	298,456	269,767
Bunyip - High Street	1.26%	22,539	29,422
Chapter House Refurbishment	12.74%	228,055	239,001
Diocese - Insurance Premium Loan	30.93%	553,681	340,830
Diocese - Car Loan	5.09%	91,183	-
Drouin	25.06%	448,615	505,420
Neerim South - Op Shop	3.99%	71,482	94,296
Toora	2.45%	43,807	43,937
Traralgon - Shed	0.00%	-	127,321
		<u>1,779,243</u>	<u>1,674,766</u>
Total Contingent Liabilities	100%	<u>1,789,893</u>	<u>1,702,320</u>

Since 2004 a number of claims have been received under Professional Standards arrangements put in place by the Diocese. All known claims have been settled.

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**NOTES TO AND FORMING PART OF THE ACCOUNTS
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	2024	2023
	\$	\$

NOTE 14. Cash Flow Information

(a) Reconciliation of Cash and Cash Equivalents

Cash at the end of the financial year as shown in the Cash Flow Statement is reconciled to these items in the balance sheet:

Cash in bank	2,564,112	2,245,631
Cash on hand	50	200
	2,564,162	2,245,831

(b) Reconciliation of Cash Flows from Operations with Net Profit/(Loss) from Ordinary Activities:

Net Profit/(Loss) from Ordinary Activities	732,991	378,481
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Non-Cash Flows in Profit from Ordinary Activities

Amortisation	15,713	15,713
Depreciation	84,347	66,108
Prior Year Adjustments	11,500	-
	111,560	81,821

Changes in Assets and Liabilities

(Increase)/decrease in Receivables	103,864	(400,129)
(Increase)/decrease in Inventories	587	(1,354)
(Increase)/decrease in Investments	(1,626,813)	(1,080,336)
Increase/(decrease) in Trade and Other Payables	(166,950)	(106,980)
Increase/(decrease) in Lease Liabilities	(14,385)	(15,353)
Increase/(decrease) in Provisions	34,394	(37,538)
	(1,669,303)	(1,641,690)

Net Cash Used in Operating Activities

	(824,752)	(1,181,388)
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**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

	2024	2023
	\$	\$
Note 15. Anglican Development Fund Detailed Profit or Loss Statement		
Revenue		
ADF Income	197,239	212,215
Interest Received	1,890	2,491
Realised Gains/(Losses) on Investments	7,981	11,537
	<u>207,110</u>	<u>226,243</u>
Expenses		
Bank Charges	2	5
General Expenditure	17,772	11,248
Interest Paid	44,368	46,523
Investment Expenses	11,563	13,785
	<u>73,705</u>	<u>71,561</u>
Net Surplus	<u>133,405</u>	<u>154,682</u>

Note 16. The Abbey Detailed Profit or Loss Statement

Revenue		
Accommodation	121,359	104,139
Allowances	6,869	6,869
Donations	13,449	57,897
Grants	20,000	35,000
Programs	32,255	25,815
Sundry Income	50	82
	<u>193,982</u>	<u>229,802</u>
Expenses		
Abbey Development	-	45,118
Administration	18,730	17,195
Fundraising & Marketing	9,772	5,916
Grants Expenses	5,080	-
Hospitality	40,532	33,890
Land Management & Conservation	3,832	120
Payroll Expenses	75,743	83,352
Programs	1,675	970
Site Management & Maintenance	14,494	15,913
Spirituality	132	99
Utilities & Rates	12,777	9,658
	<u>182,767</u>	<u>212,231</u>
Net Surplus	<u>11,215</u>	<u>17,571</u>

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**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

	2024 \$	2023 \$
Note 17. Church Bookroom Detailed Profit or Loss Statement		
Revenue		
Sales	8,543	8,253
	<u>8,543</u>	<u>8,253</u>
Expenses		
Cost of Goods Sold	8,817	6,767
Postage	327	370
Sundry Expenses	115	-
	<u>9,259</u>	<u>7,137</u>
Net Surplus (Deficit)	<u>(716)</u>	<u>1,116</u>

Note 18. Anglican Retirement Living Detailed Profit or Loss Statement

Revenue		
Deferred Management Fees	42,498	47,698
Fees & Charges	-	2,370
Guest Suite Fees	-	1,050
Hall, Lounge, Common Facility Hire	-	304
ILU Expenses - Recoverable	-	9,593
Interest Received	38,640	31,345
Maintenance Charges	10,637	137,866
Property Income	793,908	651,278
Sales	-	322
Sundry Income	-	94
Trust Donations	-	100
	<u>885,683</u>	<u>882,020</u>
Expenses		
Advertising & Promotion	1,000	781
Agent Management Fees	2,999	3,108
Bank Charges	26	582
Business Planning, Reporting	34,141	92
Cleaning	-	2,642
Computer Expenses	1,417	4,541
Depreciation	39,833	40,560
Guest Suite Expenses	-	2,084
Health, Fire & Safety	-	220
ILU Expenses	(4,970)	6,757
ILU Repairs & Maintenance	-	7,248
Insurance	24,711	27,445

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	2024 \$	2023 \$
Expenses (continued)		
Legal Fees	8,690	29,580
Light, Power & Gas	383	1,988
Management Fees	532,250	196,784
Motor Vehicle Expenses	591	1,345
Printing & Stationery	-	990
Rates	15,693	50,603
Repairs & Maintenance	6,341	41,927
Residents Welfare	-	3,553
Salaries & Wages	-	46,839
Security	-	887
Small Plant and Equipment	-	684
Staff Amenities	-	297
Superannuation	-	6,543
Telephone	153	1,369
Waste Disposal	-	7,347
	<u>663,258</u>	<u>486,796</u>
Net Surplus	<u>222,425</u>	<u>395,224</u>

Note 19. Administration Detailed Profit or Loss Statement

Revenue

Interest Received	2	4
	<u>2</u>	<u>4</u>

Expenses

Computer Expenses	287	-
Counselling Costs	2,060	300
Investigations	-	17,507
Kooyoora - Case Management	92,193	73,789
Kooyoora - Clearances	72,319	13,207
Kooyoora - Meeting & Reporting	14,732	18,289
Kooyoora - General Expenses & Travel	-	42
Kooyoora - Redress	-	757
Kooyoora - Intake	-	1,165
Legal Fees	-	1,890
Miscellaneous Expenses	-	156
Office Supplies	-	900
Professional Standards	-	7,530
Safe Ministry	15,037	26,304
Service Fees	850	500

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
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**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

	2024 \$	2023 \$
Expenses (continued)		
Stationery	-	83
Subscriptions & Conferences	5,446	-
Supervision	760	-
Telephone	825	102
WorkCover	43,236	25,889
	<u>247,745</u>	<u>188,410</u>
Net Deficit	<u>(247,743)</u>	<u>(188,406)</u>

Note 20. Gippsland Anglican Detailed Profit or Loss Statement

Revenue		
Advertising	5,414	8,156
Sales	23,536	19,167
	<u>28,950</u>	<u>27,323</u>
Expenses		
Advertising & Promotion	292	-
Consultant Costs (Editor & Design)	45,829	43,900
Melbourne Anglican	9,791	9,830
Postage & Telephone	773	736
Production & Delivery	63,439	67,040
Travelling	146	-
	<u>120,270</u>	<u>121,506</u>
Net Deficit	<u>(91,320)</u>	<u>(94,183)</u>

Note 21. Gippsland Ministry Foundation Detailed Profit or Loss Statement

Revenue		
Donations - Clergy Training	1,805	5,000
Sundry Income	54	-
	<u>1,859</u>	<u>5,000</u>
Expenses		
A'Beckett Park	6,869	6,869
Clergy Training	-	1,095
Conferences	-	150
Discernment	1,173	365

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	2024 \$	2023 \$
Expenses (continued)		
General Expenditure	2,321	-
Parish Assistance Bunyip	10,400	10,400
Parish Assistance General	3,102	-
Parish Assistance Omeo	405	-
Parish Assistance Westernport	5,851	10,980
Vocational Assessment	800	3,582
	<u>30,921</u>	<u>33,441</u>
Net Deficit	<u>(29,062)</u>	<u>(28,441)</u>

NOTE 22. Key Management Personnel Compensation

The totals of remuneration paid to key management personnel (KMP) of the Group during the year are as follows:

	2024 \$	2023 \$
Key management personnel compensation	<u>100,820</u>	<u>99,673</u>

NOTE 23. Capital Commitments

No capital commitments have been approved since the end of the reporting period.

NOTE 24. Events After the Reporting Period

The Bishop in Council is not aware of any significant events since the end of the reporting period.

NOTE 25. Related Party Transactions

The Group's main related parties are as follows:

a. Key management personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the Group, directly or indirectly, including any Bishop in Council members (whether executive or otherwise) of that Group, is considered key management personnel.

**ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

NOTE 25. Related Party Transactions (continued)

b. Other related parties

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel, individually or collectively with their close family members.

Transactions with Related Parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

NOTE 26. Auditor's Remuneration

The auditor of the Group for the year ended 30 September 2024 is AMW Audit (30 September 2023 - AMW Audit).

	2024 \$	2023 \$
Financial statement audit service	<u>19,250</u>	<u>18,500</u>

NOTE 27. Group's Information

The Diocese is domiciled and incorporated in Australia.

The registered office of the Group is:

PO Box 928

SALE VIC 3850

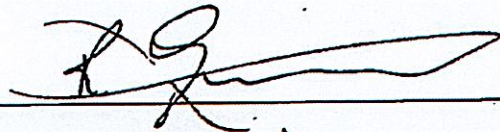
ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS
CONTROLLED ENTITIES

BISHOP IN COUNCIL DECLARATION
FOR THE YEAR ENDED 30 SEPTEMBER 2024

The Bishop in Council of the Anglican Trusts Corporation of the Diocese of Gippsland and its controlled entities declares that in its opinion:

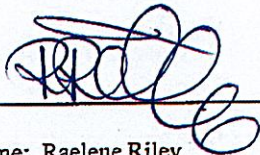
1. there are reasonable grounds to believe that the Anglican Trusts Corporation of the Diocese of Gippsland is able to pay all of its debts, as and when they become due and payable; and
2. the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulations 2022*.



Name: Richard Gijsbers
Position: Chair, Finance Committee

Date: 10th April 2025



Name: Raelene Riley
Position: Diocesan Registrar & Secretary of the Trusts Corporation

Date: 10th April 2025



AUDITOR'S INDEPENDENCE DECLARATION TO THE SYNOD OF THE ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS CONTROLLED ENTITIES

In accordance with Subdivision 60-C of the *Australian Charities and Not-for-profits Commission Act 2012*, I am pleased to provide the following declaration of independence to the Synod of Anglican Trusts Corporation of the Diocese of Gippsland and its controlled entities. As the lead auditor for the audit of the financial report of Anglican Trusts Corporation of the Diocese of Gippsland and its controlled entities for the year ended 30 September 2024, I declare that, to the best of my knowledge and belief, during the year ended 30 September 2024 there have been no contraventions of:

- the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- any applicable code of professional conduct in relation to the audit.

AMW Audit

AMW AUDIT
Chartered Accountants

A handwritten signature in black ink, appearing to read 'BJT', with a stylized flourish extending from the end.

BILLY-JOE THOMAS
Director

Dated at Perth, Western Australia this 11th day of April 2025.



INDEPENDENT AUDITOR'S REPORT TO THE SYNOD OF THE ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS CONTROLLED ENTITIES

Opinion

We have audited the accompanying financial report of Anglican Trusts Corporation of the Diocese of Gippsland and its controlled entities ("the Diocese") which comprises of the consolidated balance sheet as at 30 September 2024, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements including a summary of significant accounting policies, and the directors' declaration and other explanatory notes and Bishop in Council's declaration.

In our opinion, the accompanying financial report of the Diocese has been prepared in accordance with the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Diocese's financial position as at 30 September 2024 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 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 ACNC Act, 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 confirm that the independence declaration required by *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012*, which has been given to Bishop in Council, would be in the same terms if given as at the time of this auditor's report.

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

The Bishop in Council is responsible for the other information. The other information comprises the information included in the Diocese's annual report for the year ended 30 September 2024 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.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for the distribution to the Synod for the purpose of fulfilling the Diocese's financial reporting obligations. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect to this matter.

Responsibilities of the Bishop in Council for the financial report

The Bishop in Council of the Diocese are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the ACNC Act and for such internal control as the Bishop in Council determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Bishop in Council responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibility 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 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 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 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.

AMW Audit

AMW AUDIT

Chartered Accountants

A handwritten signature in black ink, appearing to read 'BJT' with a long horizontal stroke extending to the right.

BILLY-JOE THOMAS

Director

Dated at Perth, Western Australia this 11th day of April 2025.



11 April 2025

The Bishop in Council
Anglican Trusts Corporation of the Diocese of Gippsland
PO Box 928
SALE VIC 3850

Dear Richard,

MANAGEMENT LETTER 2024

We advise that we have recently completed the audit of Anglican Trusts Corporation of the Diocese of Gippsland and its controlled entities (the Diocese) for the year ended 30 September 2024.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. While our procedures are designed to identify any material weaknesses and detect misstatements from fraud and error, there is an unavoidable risk that even some material misstatements may remain undiscovered. This unavoidable risk is due to the test nature and other inherent limitations of an audit, together with the inherent limitations of any accounting and internal control system.

During our audit, we noted the following matters which we believe need to be brought to your attention.

Property, Plant and Equipment

Revaluation of Properties

During our audit, we noted that it has been a while since the last independent valuation was done for properties held by the Diocese, with the last known revaluation done in 2020. In line with the requirements of the Australian Accounting Standards, the frequency of revaluation is dependent on the extent to which the fair value of the asset fluctuates. Where fair value changes significantly and frequently, annual or more frequent revaluations may be required. Conversely, if changes in fair value are minimal or infrequent, a revaluation every three to five years may be sufficient.

We recommend that an independent valuation is done in the 2025 financial year.

Derecognition of Motor Vehicles

During our audit, we noted that on 24 May 2024, the Kia Sorrento (registration 1OJ6QO) was sold for \$10,000. However, the vehicle was being reported as an asset in the books and continued to be depreciated as at yearend.

We recommend that the motor vehicle be derecognised from the accounting records.

Additionally, we observed that the existence of the Toyota Coaster remains uncertain. Upon enquiry, we were informed that the vehicle is missing and its whereabouts appears to be unknown and is no longer in use by the Diocese.

We recommend that the vehicle be derecognised from the asset register and that controls be put in place to ensure that assets held and in use by the Diocese should be the only assets records on the fixed asset register.



Payroll

During our review of personnel records for our sampled employees and parishes, we observed an absence of increment letters or recent confirmations to support the current pay rates.

We recommend that a review of all personnel files during the 2024/2025 financial year and an increment letter or a letter outlining the current rate of pay for all employees and parishes be maintained on file, with a copy provided to each respective employee or parish. We discussed this matter with the Registrar and Deputy Registrar.

Resident and Management Contracts Review

During our audit, we noted that the contract for Jacki Cornwall did not clearly specify the amount of ingoing contributions. However, upon inquiry we were provided with the correct resident contract for Barb Crane, which clarified that her ingoing contributions amounting to \$80,920 had been erroneously recorded under Jacki Cornwall.

To ensure the accuracy in record-keeping, we recommend refining the control procedures surrounding the preparation and review of financial documentation.

Audit Adjustments

Errors or differences identified during the audit, whether adjusted or not must be communicated to management and those charged with governance of an entity. We therefore include the following accounts which were adjusted subsequent to the start of the audit:

None noted.

Audit Errors

The following items are errors and differences identified during the audit which were not adjusted and considered immaterial and does not impact our opinion of the financial statements:

No.	Accounts	Debit \$	Credit \$
1	ADF Motor Vehicle Loan	10,000.00	
	Accumulated depreciation - MV	32,695.00	
	Loss on Disposal	194.32	
	Motor Vehicle - at cost		41,807.97
	Depreciation expense		1,081.35
	<i>Being adjustment for the sale of the motor vehicle</i>		
2	Accumulated depreciation - MV	22,787.00	
	Loss on disposal	3,349.10	
	Motor Vehicle - at cost		26,136.10
	<i>Being adjustment for the disposal of the motor vehicle (Toyota Coaster)</i>		



No.	Accounts	Debit \$	Credit \$
3	Trust Sundry Creditors	372,858.14	
	ARL Accounts Payable	4,463.86	
	ADF Sundry Debtor		274,631.24
	BIC Accounts Receivable		102,690.76
	<i>Being adjustment for missed eliminating entries in the consolidation process</i>		

We would like to take this opportunity to thank Rae Riley and her team for their assistance provided during the course of our audit.

Yours faithfully

AMW AUDIT
Chartered Accountants

BILLY-JOE THOMAS
Director

ANGLICAN TRUSTS CORPORATION OF THE DIOCESE OF GIPPSLAND AND ITS CONTROLLED ENTITIES

NOTES ON THE CONSOLIDATED FINANCIAL REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2024

Consolidated Profit and Loss Statement (Page 3)

Additional details regarding selected expenditure items:

1. Miscellaneous expenses \$338,855 (2023 \$297,034)
The majority of this amount is comprised of interest and charges on Anglican Funds SA accounts.
2. Property and investment expenses \$176,803 (2023 \$117,534)

	2024 FY	2023 FY
TRUST INCOME:		
Dividends & Interest	\$ 506,427	\$ 391,556
Property	\$ 307,986	\$ 251,264
TRUST EXPENSES:		
32865000 – Macquarie Bank Fees	\$ 66,011	\$ 51,462
32920000 - Rental Property Expenses	\$ 22	\$ 3,288
32920001 - Rental Prop Exp- Unit 2 Paynes	\$ 6,171	\$ 8,305
32920002 - Rental Prop Exp- 204 Raymond	\$ 38,500	\$ 10,283
32920003 - Rental Prop Exp- 11-13 Kay St	\$ 12,001	\$ 7,266
32920008 - Rental Prop Exp- 126 Franklin	\$ 20,994	\$ 11,828
32920010 - Rental Prop Exp- 33-35 Grey St	\$ 13,099	\$ 17,547
329200101 - Rental Prop Exps- 64 Marley S	\$ 6,287	\$ 6,115
329200102 - Prop Exp - 47/47a South St Moe	\$ 647	\$ 1,142
329200103 - Prop Exp - Life FM	\$ 711	-
329200104 – Prop Exp – Bonneville Pde	-	\$ 298
329200105 - Prop Exp - 2/33 Newlands Dr	\$ 1,694	-

3. Staffing expenses \$645,422 (2023 \$487,774)

This line item includes the below expenses as reported in BIC's numbers:

32614000 - Dean's Stipend/Allowance/Superannuation	\$ 19,121
32615000 - Archdeacons - Stipends/Allowance/Super	\$ 38,242
32616000 - Regional Deans - Stipend/Allowance/Super	\$ 4,780
32635001 - Aboriginal Ministry Trust Salary & Allowance	\$ 70,498
32635002 - Aboriginal Ministry Trust Superannuation	\$ 7,458
32645001 - Bishop Stipend & Allowance	\$ 100,581
32645003 - Bishop Superannuation	\$ 14,884
32645004 - Bishop Long Service Leave	\$ 838
32870003 - Long Service Leave - Staff	\$ 266
32881000 - Registry Office Salaries	\$ 239,425
32881002 - Registry Office Staff Superannuation	\$ 34,653
32881011 - Advancement Officer Salary	\$ 12,624
32881012 - Advancement Officer Super	\$ 1,389
32881013 - Min. Development & Wellbeing Salary	\$ 5,304
32881014 - Min Development & Wellbeing Super	\$ 698
32910001 - Registrar Salary	\$ 53,404

32910002 - Registrar Super	\$ 8,011
32910006 - Registrar Long Service leave	\$ 838
34233010 - Wages - GSO - TL	\$ 32,408

4. Anglican Retirement Living expenditure \$663,258 (2023 \$486,796)
Total income has been consistent with the prior year however expenditure has increased. Please refer to pages 21-22 for a detailed breakdown of the below amounts.

	2024 FY	2023 FY
Income	\$ 885,683	\$ 882,020
Expenditure (mostly management fees)	\$ 663,258	\$486,796

Consolidated Balance Sheet (Page 4)

5. ARL Ingoing Contribution Liability \$ 4,952,097
This account reflects contributions paid to ARL by incoming residents. When considering this liability it should also be noted that the Assets include ARL's properties, which were valued at \$ 14,880,700 in September 2021.
6. Trade and Other Receivables includes the below amounts.
In transitioning the accounting records to new software (Xero) and outsourcing the bookkeeping function we found issues arose with the recording of some Parish Debtors. We are working to rectify these issues prior to the end of this financial year.

Parish and Other Debtors:

BIC – Accounts Receivable	\$ 346,675
BIC – Reallocated extra ordinary expenses (from 2018)	\$ 29,605
Trust – Accrued interest on Anglican Funds SA	\$ 2,593
Trust – Franking Credits Receivable from ATO	\$ 57,230
ADF – Accrued interest on Anglican Funds SA	\$ 4,843
ADF – Settlement funds from sale of Maryvale property (2020), these funds were put into a Redress Fund account in the Trust	\$ 274,631
ADF – Franking Credits Receivable from ATO	\$ 30,966
Church Bookroom – Accounts Receivable	\$ 702
ARL – Accounts Receivable	\$ 24,928

7. Trade and Other Payables includes the below amounts.
In transitioning the accounting records to new software (Xero) and outsourcing the bookkeeping function we found issues arose with the setup and recording of several clearing accounts. We are working to rectify these issues prior to the end of this financial year.

Sundry Creditors:

	2024 FY	2023 FY
BIC – Anglicare Clearing Account	(\$ 8,489)	-
BIC – Gippsland Home Mission Fund	\$ 238	-
BIC – Missions Clearing Account	\$ 2,000	-
BIC – Parish Invoicing Clearing Account	\$ 135,341	-
BIC – Accounts Payable	\$ 12,506	-
Trust – Accounts Payable (note includes management fees and drawdowns owed to BIC of \$ 94,604.50)	\$ 99,548	\$ 3,345
ADF – Accounts Payable	\$ 8,133	-
The Abbey – Accounts Payable	\$ 230	\$ 230

ARL – Purchasing Clearing Account	(\$ 156)	(\$ 156)
ARL – Accounts Payable	(\$ 713)	(\$ 713)
Admin – Accounts Payable	\$ 55,148	-

Other Audit Matters

8. The auditors have recommended that valuations be conducted for all properties. Valuations were last conducted in 2021.
9. The auditors have recommended some updates be made to payroll records, in particular a review of all personnel files and an increment letter or a letter outlining the current rate of pay for all employees be put on file and copies provided to each employee.