



Lutheran Church of Australia
Queensland District
ABN: 30 051 602 996

**OFFICIAL BOOK OF REPORTS
OF THE
52nd REGULAR CONVENTION OF
SYNOD**

31 May to 2 June 2019

Hosted by:

Bethany Lutheran Church, Ipswich

Venue: 126 Cascade St, Raceview



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LCAQD BOOK OF REPORTS 2019

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Lutheran Church of Australia Queensland District

11 April 2019

Dear Synod Delegate

Welcome to your Convention of Synod for 2019 hosted by the **Ipswich Lutheran Parish at the Bethany Congregation Raceview.**

Synod Delegates

Queensland District Conventions of Synod are a great experience. Every year new delegates of all ages and gender arrive and are overwhelmed with the experience. They learn, watch participate, network and come away with a much better understanding of the greater Church they are members of.

In recent years only half of the possible places for congregational delegates have been filled. As Chairperson of your congregation, I am asking you to make sure your congregation fills all your places at the annual Convention. The governance of the LCAQD is important. Your congregation's full involvement is vital.

At this year's Convention, we will be electing a new District Church Council and discussing major governance reforms of the LCAQD and the mission of the Church. Your congregation's full involvement is important. Please do all you can to ensure your delegate entitlement is filled.

The Program

Friday Night. Will be mission focused. We will hear different reports from LCA Departments and ministries. Come to the Friday night opening night and register. If you want a small meal first, go on-line to our web site, follow the links and order the light meal.

Saturday. It's an action packed agenda with reports and the Governance Review presentation. Reports are taken 'as read'. Departments will be delivering their reports during the convention. Elections are undertaken through the day.

Saturday Night Dinner. Dinner will be at a nearby Services Club only 10 minutes away. Be sure to book early as places are limited.



Lutheran Church of Australia Queensland District

Sunday. Worship Service. The rest of the day will be focused on the LCAQD Department reports and a presentation for the Mission Stimulus Grant recipient.

Meals. As with previous years, meals will only be available to delegates and visitors who have prepaid using our on-line registration system. Extras will not be available.

We are once again very pleased with the \$25,000 sponsorship secured from the LLL to support a mission outreach plan for 2018/2019.

Reports. These will be posted on the web site www.qld.lca.org.au Look for the Events tab at the top of the screen and then navigate from there. We are intentionally ensuring we have reports in A4 format to make them easier to read. You can print and bring your own, save to whatever electronic device you want, purchase a printed copy or you might decide to wirelessly access the report using the provided wifi network whilst you are at Bethany Raceview. Too many choices perhaps? Plenty of solid reading.

We hope you enjoy the Convention.

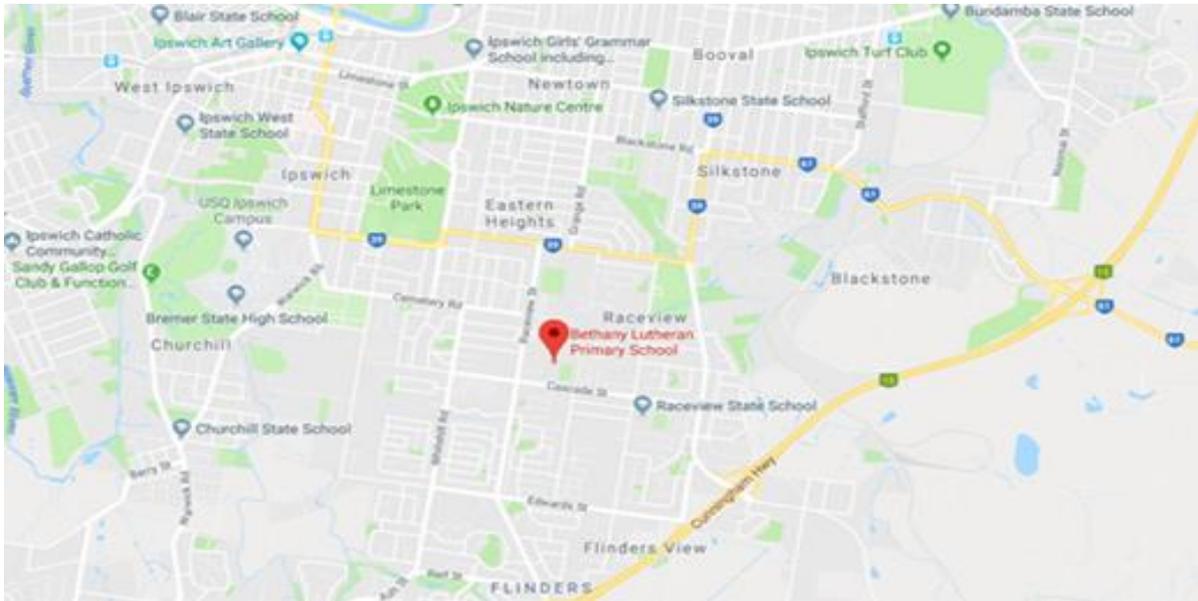
Blessings in Christ

Michael Turner
District Executive Officer

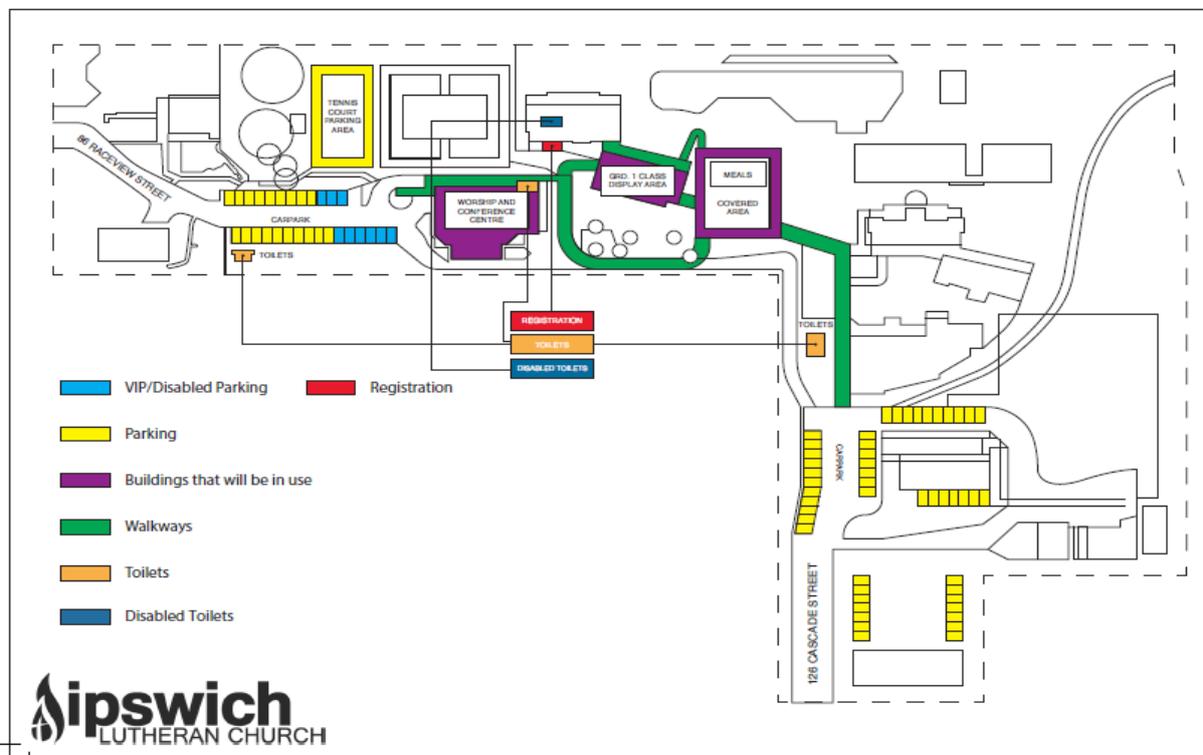
Margit Hubbers
Secretary DCC

Where the 2019 LCAQD Convention of Synod will be Held

This year's Convention of Synod is being held at Bethany Lutheran Church, Ipswich – 126 Cascade St, Raceview QLD 4305. The Church and School are next to each other, and easy to find. Parking is available onsite, the entry is from Cascade Street, and VIP/Disabled parking is accessed from 86 Raceview Street (see site map below).



Site Map



**EXTRACT FROM BY- LAWS PART A OF THE CONSTITUTION AND BY- LAWS OF
THE LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT PERTAINING
TO THE CONVENTION OF SYNOD**

BY-LAWS PART A, SCHEDULE VII SYNOD

1. Lay delegates shall be voting members of the Congregation.
2. The following shall be entitled to submit matters for discussion at the Convention of the Synod of the District:
 - 2.1. any Congregation;
 - 2.2. any Parish;
 - 2.3. any Standing Committee, Council, and Commission of the District, provided the matter is within its terms of reference;
 - 2.4. Pastors' Conference;
 - 2.5. Church Council, or its Executive;
 - 2.6. General Church Council of the Church, or its Executive.
3. **Procedure i n Transacting Business**
 - 3.1. The business of a Convention of the District Synod shall be chaired by the Bishop, or at the Bishop's request, the Assistant-Bishop. If they are unable to act, the Convention shall elect its own Chairperson.
 - 3.2. The Chairperson shall ensure that a quorum is present at all times.
 - 3.3. In addition to the voting members and the consultants, the right to speak may be exercised by recognised official visitors, by any additional members of the teaching staff of Australian Lutheran College present, and, when the reports of a board are before the Convention, by any member of the respective board. Any other member of the District present who desires to speak may do so at the discretion of the Chairperson.
 - 3.4. Persons entitled to speak and desiring to exercise such right shall ask for the floor by raising their hand or otherwise indicating to the Chairperson their desire to speak, and when called upon to speak they shall stand and address themselves to the Chair. No interruption to speech shall be permitted, except upon a question of order.
 - 3.5. All proposals on the Agenda shall be placed before the Convention for discussion and decision, unless withdrawn.
 - 3.6. All reports published in the official Book of Reports or in supplements thereto shall be regarded as received by the Convention by virtue of that fact.
 - 3.7. A motion or amendment, including any proposal stemming from the reports of councils or boards, may be discussed and voted on only after it has been moved and seconded by a delegate.
 - 3.8. At the request of the mover and seconder, and with the consent of the Convention, a motion or an amendment may be withdrawn.
 - 3.9. A proposal which has not been moved may be withdrawn by the body from which it originated. A proposal which has been printed in the agenda of the Convention, but which has not been moved, may be withdrawn by the body from which it originated, with the consent of the Convention.

- 3.10. Only one amendment to a motion shall be before the Chair at any time. After the same has been agreed to or rejected another amendment may be moved. Notice of further amendment may be given at any time.
- 3.11. Every amendment shall be relevant to the motion to which it refers.
- 3.12. Proposers of amendments and of any motions not previously printed shall submit them to the Chairperson in writing either in advance, whenever possible, or when requested to do so by the Chairperson.
- 3.13. Those taking part in a debate shall be limited to one [1] speech on a motion or amendment, except to clear up misunderstanding or in exercising the right of reply, or except the meeting grant permission.
- 3.14. A right of reply is only allowed to the mover of the original motion. It concludes the debate unless there are one or more amendments, in which case it may be exercised at the conclusion of the debate on the first amendment.
- 3.15. Seconded amendments are new questions and persons who have spoken to the motion shall be permitted to speak again.
- 3.16. The mover of any motion shall be permitted to speak for five [5] minutes, and three [3] minutes shall be the limit for all other speakers unless a resolution granting extension of time be granted by the Convention.
- 3.17. The Chairperson shall give ample opportunity for speakers for and against a motion or an amendment to be heard. If there are no speakers against it shall be put without right of reply.
- 3.18. As a general rule motions and amendments shall be read before a vote is taken, and the Chairperson shall if necessary, briefly explain their meaning.
- 3.19. No motion may be brought forward which is the same in substance as a matter which has already been resolved by the Convention unless a motion calling for a reconsideration of the matter previously decided is moved and seconded by persons who voted with the majority when the matter was originally put. If the motion to reconsider is carried the previous vote is thereby cancelled, and the original motion is again before the Convention in the form in which it was put to the vote. A matter may be reconsidered only once at the same Convention.
- 3.20. A motion shall be decided by a show of hands unless a ballot is required by the Chairperson or demanded by a delegate and granted by resolution of the Convention. In the event of a disagreement as to the result of the vote, a recount or second vote may be demanded.
- 3.21. If in the opinion of any delegate an irregularity of procedure occurs the delegate may immediately without asking permission from the Chair rise to a 'point of order' and shall be heard forthwith. The delegate shall explain the point of order clearly and briefly without introducing new matter. The Chairperson shall decide either to uphold or disallow the point raised, and it shall not be debated unless an appeal be made against the ruling of the Chairperson.
- 3.22. Deference shall be paid to the Chairperson's authority. All present shall be seated whenever the Chairperson rises to speak, and the Chairperson shall be heard without interruption, except when a point of order is raised.

- 3.23. The Chairperson may call attention to continued irrelevance or tedious repetition on the part of a speaker and may direct the speaker to cease speaking.
- 3.24. If disorder should arise the Chairperson may announce an adjournment of the convention and leave the Chair, and by that action the Convention is immediately adjourned for a period that shall not exceed one-half hour.
- 3.25. The Chairperson may speak briefly for the purpose of giving some desired or necessary information. If, however, the Chairperson wishes to take an active part in a debate, an Assistant-Bishop or some other appointed person shall take the Chair.
- 3.25.1. Unless otherwise stipulated, a majority of those delegates voting shall decide the motion, and in the event of an equality of votes, the Chairperson shall in addition to a deliberative vote, have a casting vote or refer the motion for further discussion.
- 3.25.2. A non-delegate Chairperson has neither a deliberative nor a casting vote at a District Convention of Synod. Only the Bishop or Assistant-Bishop acting as Chairperson has the right to exercise a casting vote.
- 3.26. No formal motion may be moved or seconded by anyone who has moved, seconded or spoken to the motion or any amendment. The following formal motions may be moved and seconded and are not debatable:
- 3.26.1. A motion may be superseded for that particular Convention by the acceptance of either of the following motions:
 'The debate be adjourned'; or
 'Synod proceeds to the next business'.
- 3.26.2. A motion may be superseded for the time being by the motion 'That the question lie on the table'. There can be a subsequent motion either at the same or a later Convention to take the motion from the table.
- 3.26.3. The Convention may be adjourned by the motion 'That the convention adjourns'. Debate may take place if the motion or amendment states time, date and place of the adjourned convention.
- 3.26.4. Debate on a motion or an amendment may be closed by the motion 'That the motion be now put'. If in the opinion of the Chairperson the motion has not been sufficiently discussed, such motion may be refused.
- 3.27. [This clause of the By-laws of the Church is not applicable to the District.]
- 3.28. Any of the By-laws in Section VII.3 may, if the need arises, be suspended in respect to any business of the Convention by a two-thirds majority of those delegates present.
- 3.29. Any motions coming before the Convention may be referred by the Executive of the District Church Council prior to the sessions, or by the Convention during the sessions, for study and for report to the Convention.
- 3.30. All proceedings shall be entered into a Minute book, with the exception of unseconded motions or amendments.
- 3.31. The District shall not be bound by any statements or plans contained in a report, but only by specific resolutions on matters arising from such report and carried by the District Synod.

EXTRACT FROM BY- LAWS PART B OF THE CONSTITUTION AND BY- LAWS OF THE LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT PERTAINING TO THE CONVENTION OF SYNOD

SECTION 2 Synod and Its Conventions

- 2.1 The synodical term shall be from the commencement of one regular Convention to the commencement of the next succeeding regular Convention.
- 2.2 The regular Convention shall be held during the first weekend in May or at such other time as may be determined by the Church Council.
- 2.3 Any special Convention shall be held at a time and place to be determined by the Church Council.
- 2.4 Notice of a Convention shall be published by the Secretary in the Official Organ at least twelve (12) weeks before the appointed date in the case of a regular Convention and at least four (4) weeks before the appointed date in the case of a special Convention.
- 2.5 The following are entitled to place proposals on the agenda for a Convention:
- each Congregation;
 - the Standing Committees, Councils and Commissions of the District, provided the proposal is within the respective terms of reference;
 - the Pastors' Conference;
 - the Church Councils of the Church and District and their Executives.
- 2.6 Proposals to be placed on the agenda for a regular Convention shall be forwarded to the Secretary at least 10 weeks before the appointed date in the case of a regular Convention.
- 2.7 Reporting Committees shall submit to the Secretary their reports to the regular Convention with proposals arising therefrom attached at least ten (10) weeks before the appointed date in the case of a regular Convention.
- 2.8 The Secretary shall forward to the Steering Committee all reports and proposals regularly received. The Steering Committee shall (where necessary) collate, group and reformulate the proposals in accordance with the terms of reference of the Steering Committee.
- 2.9 The Book of Reports shall be forwarded by the Secretary to all Congregations at least three (3) weeks before the date of a regular Convention. The Book of Reports shall include the agenda setting out details of the nature of the matters to be dealt with at the regular Convention, and the reports to Convention of the Reporting Committees.
- 2.10 The agenda for a special Convention shall be forwarded by the Secretary to all Congregations at least two weeks before the date of the special Convention.
- 2.11 Each Congregation shall be entitled to elect lay representatives as follows:-
- One (1) lay representative for up to 75 communicant members;
 - Two (2) lay representatives for 76 to 200 communicant members;
 - Three (3) lay representatives for 201 to 300 communicant members;

- Four (4) lay representatives for more than 300 communicant members. Each lay representative shall be a voting member of the Congregation.
- 2.12 The secretary of each Congregation shall notify the Secretary of the District in writing of the name and address of each lay representative so elected.
- 2.13 When an elected lay representative cannot attend a Convention and the Congregation cannot find a substitute from its midst, the Congregation may appoint an Active Communicant Member of another Congregation (not otherwise a District Delegate) to act as the alternate for its elected lay representative at such Convention, provided such appointment is approved by the Bishop.
- If a lay representative for reasonable cause cannot continue to attend a Convention, he/she may request that an Active Communicant Member (not otherwise a District Delegate) be appointed as his/her alternate by the Bishop for the remainder of the Convention.
 - In each case the lay representative shall upon the appointment of the alternate cease to be a District Delegate until the conclusion of the Convention.
- 2.14 An alternate shall have authority to represent only one (1) lay representative at any one time.
- 2.15 The Bishop of the Church, the members of the faculties of the Luther Seminary and Lutheran Teachers College, the executive officers of the Church, the Chairmen of the Committees and other such persons as the Church Council may deem advisable may be invited to attend as consultants.
- 2.16 Members of Congregations which are members of the Church, may take part in discussions. The Auditor shall have the right to take part in any discussions arising out of his/her report.
- 2.17 Unless otherwise determined by Convention, other visitors may attend but may in any event speak only with the permission of the chairperson.

SECTION 3 Nominations and Elections

- 3.1 Nominations for positions other than Bishop or the Assistant-Bishops may be made by the Nominations Committee or by District Delegates or alternates in accordance with these By-Laws. Any nominee for a position shall be an Active Communicant Member of a Congregation.
- 3.2 The Nominations Committee shall circularise all Congregations and Committees at the end of each year asking for recommendations for nominations and, where known, pointing out any vacancies.
- The Nominations Committee shall request each Congregation and Committee to furnish personal details concerning each person recommended including his/her occupation, Congregation, service rendered to and positions held in the Church, District, Congregations and community.
- 3.3 The Nominations Committee may also contact any member of a Congregation to ascertain whether that member would be willing to accept nomination.
- 3.4 Recommendations for nomination from Congregations shall be in the hands of the Nominations Committee or the Secretary ten (10) weeks prior to the date appointed for the regular Convention.

- 3.5 The Nominations Committee shall examine all recommendations and shall draw up a list of nominations which shall be published in the Book of Reports.
- Such list of nominations shall include the occupation of the nominee, the Congregation to which he/she belongs, and any service which he/she has undertaken in the work of the Church, District, Congregations and community.
 - The Nominations Committee shall not be bound to accept all recommendations received.
- 3.6 The Nominations Committee shall ensure that each nominee on the list of nominations has consented to the nomination.
- 3.7 The elections for Bishop and/or Assistant-Bishop(s) shall be held as early as possible on the first day of Convention
- The first reading of nominations for all other elective offices in the District shall take place as early as possible after the election of Bishop and/or Assistant- Bishop(s), unless the Steering Committee determines otherwise.
 - The first reading shall consist of an announcement of alterations to the published list of nominations.
- 3.8 District Delegates or alternates may make additional nominations provided the nomination is in writing and has the consent of the nominee and is in the hands of the Nominations Committee and the Electoral Officer prior to the time determined by the Convention.
- The first reading of the nominations shall take place on the first day of Convention unless the Steering Committee determines otherwise.
- 3.9 The Nominations Committee shall prepare a final list of nominations consisting of the names submitted at the first reading together with the additional nominations received from District Delegates or alternates.
- 3.10 The second and final reading of the list of nominations shall be given when the final list of nominations has been prepared.
- At or prior to the second reading a list of nominees whose nominations were not published in the Book of Reports shall be provided to each District Delegate and alternate if an election is necessary. Such list of nominees shall include the occupation of the nominee, the Congregation to which he/she belongs, and any service which he/she has undertaken in the work of the Church, District, Congregations and community.
 - The second reading shall consist of a further announcement of alterations to the published list.
- 3.11 Upon completion of the second reading, the Electoral Officer shall prepare ballot papers where elections are necessary.
- 3.12 In preparing any ballot paper:
- the names submitted by the Nominations Committee shall appear first on the ballot paper;
 - all names shall appear in the order drawn by the Electoral Officer; and
 - the ballot paper shall indicate which nominees are sitting members.
- 3.13 All elections shall be conducted according to the preferential system of voting unless otherwise decided by Convention.

- 3.14 The Electoral Officer shall direct the Convention with regard to voting procedure, whenever he/she deems it necessary.
- 3.15 The Electoral Officer shall be responsible for the distribution and collection of ballot papers.
- 3.16 The Electoral Officer shall be responsible for the counting of votes.
- 3.17 The Electoral Officer shall retain all ballot papers. The ballot papers shall be re-checked if the result of any election is challenged. The ballot papers shall be destroyed at the direction of the Convention or, if no direction is given, at the conclusion of the Convention.
- 3.18 The Electoral Officer shall keep a good record of the result of all elections, including the name of the candidate next in preference to those elected.
- 3.19 The Electoral Officer shall inform the chairperson of the result of the election as soon as practicable after counting is concluded.

SECTION 4 Procedure in Transacting Business

- 4.1 The procedure to be followed in transacting the business of Synod shall be as stipulated in Part A Section VII "Procedure in Transacting Business", with the addition of the following:
 - The Quorum shall be 50 percent of delegates, plus 1.
 - All reports published with the agenda shall be taken as read unless the Convention otherwise requires.
 - For the discussion of each report of a Committee, the Chairperson of the Committee concerned, or his/her nominee shall be given a brief time to draw the attention of the Convention to matters of importance, and corrections/updates to the written report.
 - Before the proposals stemming from the report are debated, District delegates or alternates may seek information concerning the matters raised in the report or within the Committee's terms of reference.
 - The proposals stemming from the report shall be debated one by one.
 - The Chairperson may refuse to accept any formal motion if, in his/her opinion, the question has not been sufficiently discussed. In any event, those who have signified their intention to speak to the question prior to the moving of the formal motion shall have the right to speak and the mover of the substantive motion before Convention shall have the right of reply notwithstanding the carrying of the formal motion.
 - Where a resolution of Convention necessitates, either directly or by implication, an alteration to By-laws Part B, the Church Council may make such alterations to By-laws Part B as are necessary to implement the resolution of Convention. Such amendment shall operate as if passed by a resolution of Convention until the next succeeding regular Convention. Such amendments shall be printed in the agenda for the next succeeding regular Convention for ratification (or otherwise).

SECTION 5 Late Proposals and Unfinished Business

- 5.1. All unfinished business shall be referred to the Church Council without the necessity for a formal resolution to that effect.
- 5.2. The report of Convention shall list the items of unfinished business so referred.
- 5.3. Late proposals, in writing and handed to the Secretary before the first business session of Convention may be accepted by Convention. At its discretion, Convention may admit new business during its sessions.
- 5.4. Unless Convention resolves otherwise, all late proposals shall be deferred until the completion of all other business unless they are of an urgent nature or are related to other matters on the agenda.
- 5.5. If a late proposal is not dealt with by Convention, the proposing body may request that it be placed on the agenda for the next regular Convention.
- 5.6. If no such request is made, the matter shall be dealt with by the Church Council.
- 5.7. The report of Convention shall contain a list of late proposals so referred to the Church Council.
- 5.8. Unfinished business and late proposals referred to the Church Council shall be dealt with as follows:
 - the proposing body shall be given the opportunity either to send representatives to discuss the proposal with the Church Council or to send to the Church Council a written submission on the proposal;
 - the Church Council may deal with the matter or may defer the same to the next regular Convention.

SECTION 6 Postal Voting

- 6.1. When pursuant to Article VII Clause 9 of the Constitution, the Church Council decides that a matter of urgency shall be referred to voting members of the Synod for determination, the following procedure shall apply;
 - the Church Council shall formulate a resolution on the matter in question in a suitable form;
 - the Church Council shall appoint a time of closing of the ballot. The Church Council may from time to time before the opening of the ballot box extend the time of closing of the ballot;
 - the arguments for and against the resolution shall be stated concisely by the Bishop or his/her appointed representative;
 - voting shall be by ballot on the ballot paper provided;
 - the Secretary shall forward to each Congregation the ballot papers and the copies of the arguments for that Congregation's voting members of the Synod;
 - each Congregation shall upon receipt of the ballot papers ensure that the ballot papers are completed and returned to the Secretary before the time of closing of the ballot;
 - the ballot papers shall be forwarded without scrutiny, sealed in an envelope provided to the Secretary who shall place all envelopes unopened in a locked ballot box for safe keeping;
 - the Church Council shall appoint a committee of three members to count the votes. The Committee shall meet at the time of the closing of

- the ballot to place all ballot papers without scrutiny into a pile, after which all votes shall be counted;
- the result of the ballot shall be conveyed by the Committee to the Bishop, who shall announce the result in the Official Organ indicating the number of votes cast in the affirmative and in the negative.



Section 2

2019 Convention of Synod

Synod Program



Lutheran Church of Australia Queensland District Convention of Synod Program 2019 Bethany Lutheran Church, Ipswich	
Friday Night Program	Friday 31st May 2019 5:00pm Registration Desk opens Light dinner meal served 6:00pm Welcome and housekeeping (including Welcome to Country) by Bishop Paul Smith 6:15pm LCA Department Presentations LCA Question Time 8:00pm Devotion (including Rite of Welcome to new Pastors) by Bishop Paul Smith 8:15pm Supper served
Saturday Morning 1st Session <i>Please be seated by 8:15am</i>	Saturday 1st June 2019 7:30am Delegate Registration Desk opens outside the church building 8:20am Opening Devotion by Rev Ben Hentscke and Rev Mark Vainikka 8:55am Preliminaries and Welcome from Chair of Congregation, DCC Secretary to Welcome Dignitaries and Guests. 9:15am Adoption of previous minutes 9:20am Governance Review Presentation with Discussion 10:20am Announcements and Prayer by Chaplain
Morning Tea	10:25am Morning Tea (30mins)
Saturday Morning 2nd Session	10:55am Governance Review Proposals 12:25pm Reading of Nominations by Sandra Klingberg 12:35pm In Memoriam by Margit Hubbers (DCC Secretary) 12:45pm Announcements and Prayer by Chaplain
Lunch	12:50pm Lunch (1 hour)
Saturday Afternoon 1st Session	1:50pm Reading of Nominations by Sandra Klingberg Election of 1st Assistant Bishop, DCC members and committees by Sandra Klingberg 2:10pm District Bishop's Report by Bishop Paul Smith 2.50pm DCC Report by Margit Hubbers (DCC Secretary) DCC Business DCC Resolutions from DCC Report 3:20pm Announcements and Prayer by Chaplain



Afternoon Tea	3:25pm Afternoon Tea (30 min)
Saturday Afternoon 2nd Session	<p>3:55pm Department of M&M Presentation by David Schmidt & David Schuppan Questions regarding the M&M Report (Report taken as read) Other business/issues for discussion/resolutions</p> <p>4:35pm LWQ Presentation by Shirley Klinge Questions regarding the LWQ Report (Report taken as read)</p> <p>4:50pm Other business/issues for discussion/resolutions Budget Presentation & RAFC Report by Michael Klatt & Michael Turner Budget Discussions and Adoption of Budget</p> <p>5.05 pm Election Results announcement for 1st Assistant Bishop, DCC members and Committees. Election of 2nd Assistant Bishop by Sandra Klingberg</p> <p>5:20pm Closing devotion by Heidi Hansen (Principal – Bethany Lutheran Primary School); Message: Ps. Ben Hentschke (2nd Assistant Bishop)</p> <p>5:40pm End of Session</p>
Dinner	6.15pm Dinner function at The Reserve Guest Speaker: Mr David Janetzki, Member for Toowoomba South
Sunday Morning 1st Session <i>Please be seated by 8:15am</i>	Sunday 3 June 2018 8.30am Worship Service with Holy Communion by Bishop Paul Smith
Morning Tea	10:10am Morning Tea (30mins)
Sunday Morning 2nd Session	<p>10:40am Department of Lutheran Services Presentation by Clare Seligmann Questions regarding the Lutheran Services Report (Report taken as read) Other business/issues for discussion/resolutions</p> <p>11.20 am Proposals from Congregations by Bishop Paul Smith</p> <p>11.25am Department of LEQ & QLECS Presentation by Dennis Mulherin & Tim Kotzur Questions regarding the LEQ & QLECS Report (Report taken as read) Other business/issues for discussion/resolutions</p> <p>12:05pm Announcement of election results for 2AB by Sandra Klingberg</p> <p>12.15pm Announcements and Prayer by Chaplain</p>
Lunch	12.30pm Lunch (1 hour)
Sunday Afternoon 1st Session	<p>1:30pm Department of LYQ Presentation by Aaron Glover and Keziah Sydes Questions regarding the LYQ Report (Report taken as read)</p> <p>2:10pm LLL Presentation & Mission Stimulus Grant Recipient by Marie Pawsey</p>



	2.25pm	Unfinished Business (including vote of thanks) including Hosting Congregation announcement for Synod 2020
	2:55pm	Closing Service by Bishop Paul Smith (including installations)
	3:30pm	End of Convention of Synod
Afternoon Tea	3:30pm	Afternoon Tea



Section 3

2018 Convention of Synod

Detailed Agenda



Agenda

52nd Regular Convention of Synod of the LCAQD

Theme – “Lord Teach us to Pray”

Bible text: Matthew 6: 9-13

Venue: Bethany Lutheran Church, Ipswich

31st May – 2nd June 2019

Friday 31st May 2019

1. Delegate registration from 5:00pm (light dinner meal served)
2. Opening formalities
 - Welcome & housekeeping (including Welcome to Country) by Bishop Paul Smith
3. LCA Department presentations (including Question Time)
4. Worship. Leading: Ps. Ben Hentschke (Lead Pastor, Ipswich); Message: Ps. Roelof Buitendag (Associate Pastor, Ipswich); Rite of Welcome to new Pastors: Bishop Paul Smith
5. Supper served.

Saturday 1st June 2019

6. Delegate Registration Desk opens outside of church building
7. Worship. Leading: Ps. Ben Hentschke (2nd Assistant Bishop); Message: Ps. Mark Vainikka (1st Assistant Bishop)
8. Preliminaries and Welcome from Chair of Congregation & DCC Secretary to welcome Dignitaries and Guests

9. Adoption of previous Minutes
10. Governance Review Presentation with Discussion
11. DCC Announcements and Prayer by Chaplain
12. Morning tea
13. Governance Review Proposals
14. Reading of Nominations by Sandra Klingberg
15. In Memoriam by Margit Hubbers (DCC Secretary)
16. Announcements and Prayer by Chaplain
17. Lunch
18. Reading of Nominations by Sandra Klingberg
 - (Election of 1st Assistant Bishop), DCC members and committees by Sandra Klingberg
19. District Bishop's Report by Bishop Paul Smith
 - a) DCC Report by Margit Hubbers (District Secretary)
 - b) DCC Business
 - c) DCC Resolutions from DCC Report
20. Announcements and Prayer by Chaplain
21. Afternoon Tea
22. Department of M&M Presentation by David Schmidt & David Schuppan
 - Questions regarding the M&M Report (Report taken as read)
 - Other business/issues for discussion/resolutions
23. Lutheran Women of Queensland presentation by Shirley Klinge
 - Questions regarding the LWQ Report (Report taken as read)
 - Other business/issues for discussion/resolutions
24. Budget Presentation & RAFC Report by Michael Klatt & Michael Turner
 - Budget Discussions and Adoption of Budget
25. Election Results announcement for 1st Assistant Bishop, DCC members and committees
 - Election for 2nd Assistant Bishop by Sandra Klingberg
26. Closing Worship. Leading: Heidi Hansen (Principal – Bethany Lutheran Primary School); Message: Ps. Ben Hentschke (2nd Assistant Bishop)
27. End of Session
28. Synod Dinner at The Reserve– Guest Speaker, David Janetzki, Member for Toowoomba South

Sunday 2nd June 2018

1. Worship. Leading: Ps. Roelof Buitendag (Associate Pastor, Ipswich); Ps. Mark Vainikka (1st Assistant Bishop); Ps. Ben Hentschke (2nd Assistant Bishop).
Preaching: Bishop Paul Smith (inc. Rite of Installation CEO: Lutheran Service: Nick Ryan)
2. Morning tea
3. Department of Lutheran Services Presentation by Claire Seligmann, Council Chair
 - Questions regarding the Lutheran Services Report (Report taken as read)
 - Other business/issues for discussion/resolutions
4. Proposals from Congregations by Bishop Paul Smith
5. Department of Lutheran Education Queensland & QLECS presentation by Dennis Mulherin, Director & Tim Kotzur, Council Chair
 - Questions regarding the LEQ & QLECS Report (Report taken as read)
 - Other business/issues for discussion/resolutions
6. Announcement of election results for 2nd Assistant Bishop by Electoral Officer Sandra Klingberg
7. Announcements and Prayer by Chaplain
8. Lunch
9. Department of LYQ Presentation by Aaron Glover and Keziah Sydes
 - Questions regarding the LYQ Report (Report taken as read)
 - LLL Presentation & Mission Stimulus Grant Recipient by Marie Pawsey
10. Unfinished Business (including vote of thanks) including Hosting Congregation announcement for Synod 2020.
11. Closing service – including installations by Bishop Paul Smith
12. End of Convention of Synod
13. Afternoon Tea



**LUTHERAN CHURCH
OF AUSTRALIA**

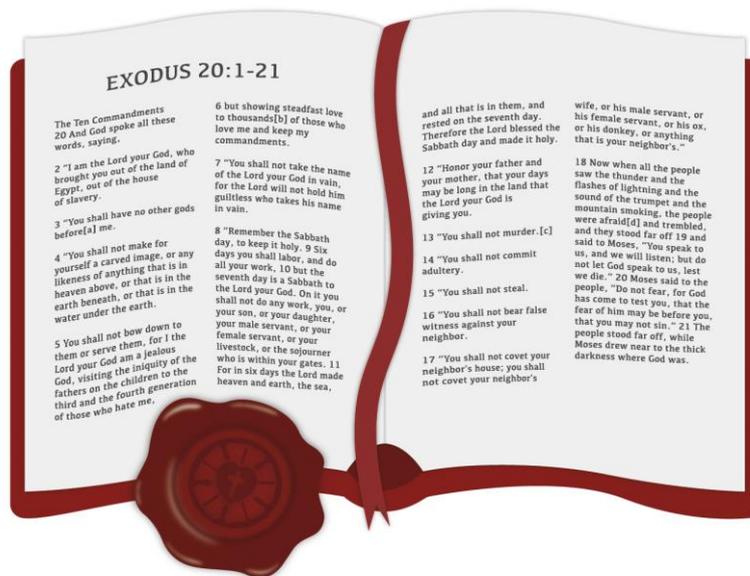
QUEENSLAND DISTRICT

where love comes to life

Minutes of 51st Convention of Synod of the LCAQD

**Venue: St John's Lutheran Church and School, Bundaberg.
Friday 1st June – Sunday 3rd June 2018**

Theme & logo:



**GRACIOUSNESS TO THE
1000th Generation
EXODUS 20:1-21**

Friday 1st June 2018



GRACIOUSNESS TO THE
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EXODUS 20:1-21

1. Delegate registration from 5:00pm
2. Opening formalities
 - a. Welcome & greetings – by Bishop Paul Smith
 - b. Acknowledgement of Country by Aunty Dianna
 - c. Constitution of Synod led by Rev Paul Smith, Bishop LCAQD
3. LCA Departments presentation

Presentations were given by:

Rev John Henderson, Bishop of the Church
Tania Nelson, Executive Officer, Board for Local Mission
Peter Schirmer, Executive Officer of the Church
Christian Stern, Australian Lutheran World Service,
Emma Graetz, Australian Lutheran College

Concern was raised re the content of the Professional Standards report, and how this related to the work of Lutheran Youth of Queensland.

The proposal “That all reports of LCA Departments be received.” was tabled until after the LYQ report..

4. Opening Service led by Rev Paul Smith, Bishop LCAQD
5. Devotion, including Rite of Welcome to New Pastors to the District
 - Rev Stephen van der Hoek Maryborough-Childers Parish
 - Rev Doug Fitzpatrick Immanuel, Buderim
 - Rev Simon Cooper Good Shepherd Lutheran College, Noosa
 - Rev Brenton Fiedler Faith Lutheran College, Plainland
 - Rev Mark Lieschke South Burnett Parish
 - Rev Andrew Neumann Lowood Parish
 - Rev Roelof Buitendag Ipswich Parish
 - Rev Ray Roehm Retired pastor now resident in Qld
 - Rev Peter Laihia Bethania
6. Canapés, Supper and fellowship.

Saturday 2nd June 2018



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7. Opening Devotion Rev Mark Vainikka, 1st Assistant Bishop
LCAQD

8. Greetings from special guests

Mr David Batt MP,

Member for Bundaberg

Venerable Keith Dean-Jones,

Anglican Archdeacon of Burnett

Archdeaconry, Rector of Bundaberg Parish

Rev Dr Russell Briese

President, Queensland Churches Together

Rev Kate Dix representing Uniting Church Moderator, Rev David Baker

9. Preliminaries

Welcome from Chair of Congregation - Janelle Gerry

DCC Secretary – Margit Hubbers brought greetings from Bishop, NSW District,

Rev James Haak, and advised re list of apologies – listed in Appendix A

10. Adoption of Minutes

Resolved that the minutes of the 50th Convention of Synod held at Grace Lutheran College, Rothwell, be adopted.

Resolution 18CoS:01

11. District Bishop's Report – Rev Paul Smith, Bishop LCAQD

Aaron Glover spoke about the development of an induction program for use throughout the district.

Dennis Mulherin spoke about the ICT project and how this may benefit congregations as well as departments.

Resolved that the Bishop's Report be received.

Resolution 18CoS:02

12. Reading of Nominations - Electoral Officer Sandra Klingberg (Bishop, Assistant Bishops)

Rev Mark Vainikka took the chair.

Resolved that Sandra Klingberg be appointed as electoral officer.

Resolution 18CoS:03

The Electoral Officer advised that Rev Paul Smith held the only nomination for the position of Bishop, LCAQD.

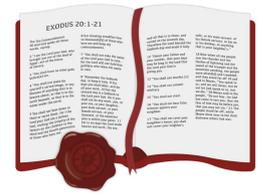
Resolved that nominations for the position of Bishop be closed.

Resolution 18CoS:04

Rev Paul Smith, having the only nomination, was declared re-elected as Bishop.

Bishop Paul resumed the chair.

Resolved that nominations for the position of 1st Assistant Bishop be closed.



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Resolution 18CoS:05

Rev Mark Vainikka, having the only nomination, was declared re-elected as 1st Assistant Bishop.

Resolution 18CoS:06

Two nominations were received for 2nd Assistant Bishop – Rev Ben Henschke and Rev Nathan Glover.

Resolved that nominations for the position of 2nd Assistant Bishop be closed.

Resolution 18CoS:07

Resolved that the Electoral Officer be authorized to conduct the necessary ballots during the business proceedings of Convention.

Resolution 18CoS:08

Rev Tim Jarick introduced the use of the labyrinth as a spiritual practice and invited delegates to experience this.

13. Announcements, Morning tea

14. The election of 2nd Assistant Bishop was conducted by Elections Officer, Sandra Klingberg. – Nominees Rev Ben Henschke & Rev Nathan Glover. It was noted that this position is for a period of one synodical term.

15. DCC Report – Margit Hubbers, District Church Council Secretary

Michael Stolz, who is retiring from DCC, spoke briefly about his ten years of service on DCC.

The issue of a property department was discussed – work towards this is in progress.

Resolved that the Report of the District Church Council be received.

Resolution 18CoS:09

16. The 2nd Assistant Bishop election result was announced – Rev Ben Henschke.

Highfields Parish
Instrumental in acquiring Koojarewon youth camp
Secretary and later Vice President of LCAQD
LCA President 1972-1987

- Rev David John Larsen 29 January 1937 - 24 February 2018
Southern Suburbs Mission (later Eight Mile Plains)
St Pauls Toowoomba
Nundah
Vice President, LCAQD
- Rev Keith Scholz 14 March 1929 - 4 April 2018
Gin Gin QLD 24/01/1960 – 30/11/1963
Dalby QLD 1/12/1963 – 29/07/1967
Wangaratta VIC
Woodridge QLD 23/02/1975 – 1977
Bethania QLD 1977 – 1978
- Roy McIvor 6 May 1936 – 1 May 2018
Hope Vale Evangelist

21. Announcements, Lunch

22. Second reading for members to District Church Council & Committees

- Electoral Officer Sandra Klingberg – no new nominations since first reading.

Resolved that nominations be closed.

Resolution 18CoS:15

23. Governance Review discussions – led by DCC Secretary, Margot Hubbers

“Governance 101” tutorial from 1st Assistant Bishop, Rev Mark Vainikka.

Anthony Dyer – vice-chair, CLEQ, Clare Seligmann, Chair, Lutheran Services

Council, Ian Grieshaber, chair, Lutheran Youth of Queensland, and Kathy

Matuschka, Council for Ministry & Mission affirmed the process which has been followed to develop the model.

Delegates spent time in discussion. Margit went through a Question & Answer session.



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Resolved that Synod 2018 support the direction of the governance model, as tabled to Synod in the book of reports, as the preferred direction for governance in the LCAQD.



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Resolution 18CoS:16

Resolved that District Church Council will develop an implementation plan and other processes required to move to the proposed governance model, and fund this activity from District funds.

Resolution 18CoS:17

Resolved that all positions, excluding those of the Bishop and Assistant Bishops, to be elected during the 2018 LCAQD Convention of Synod will be for one Synodical term only.

Resolution 18CoS:18

- 24. Election of DCC pastor member - Electoral Officer Sandra Klingberg
- 25. Announcements, Afternoon Tea
- 26. Election announcement - DCC members - Electoral Officer Sandra Klingberg – Rev Nathan Glover & Bruce Lockwood
- 27. Receiving LCA reports

Resolved that the tabled proposal re receiving LCA reports be lifted.

Resolution 18CoS:19

Resolved that the reports of:

- 1. The Lutheran Church of Australia Bishop of the Church**
- 2. Australian Lutheran College**
- 3. Australian Lutheran World Service**
- 4. Lutheran Church of Australia International Mission**
- 5. Lutheran Church of Australia Local Mission**

be received.

Resolution 18CoS:20

28. Department of Lutheran Youth of Queensland presentation
– Aaron Glover, Director & Ian Grieshaber, Council Chair



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Resolved that the LCAQD express to GCC its concern that the current LCA Safe Training delivery and availability is preventing the LCAQD from training key office holders and congregation members who serve in ministry with children in a timely manner, creating an unacceptable risk for the LCAQD.

Resolution 18CoS:21

Resolved that the LCAQD Synod request that GCC, through the LCA PSD, develop a Safe Ministry Training system that meets the safe ministry needs of LCAQD congregations and departments, and that this be finalised through the LCAQD DCC by 31 December 2018. And that this training be:

- a. Accessible in a timely manner for all LCAQD members***
- b. Flexible in delivery and assessment AND***
- c. Consistent and portable across all LCAQD ministries***

Resolution 18CoS:22

Resolved that if GCC is unable to implement an accessible, flexible and consistent Safe Ministry Training system for the LCAQD by 31 December 2018, that DCC develop a Safe Ministry Training system for the LCAQD congregations and departments by 2019 Synod.

Resolution 18CoS:23

Resolved that the report from Department of Lutheran Youth of Queensland be received.

Resolution 18CoS:24

29. Lutheran Women of Queensland presentation

Resolved that the report from Lutheran Women of Queensland be received.

Resolution 18CoS:25

30. Closing Devotion / End of Saturday session

31. Synod Dinner at The Bundaberg Services Club – guest speaker Noel Pearson

Sunday 3rd June 2018



GRACIOUSNESS TO THE
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32. Worship Service with Holy Communion

33. Announcements, Morning tea

34. Acknowledgement of Bishop Paul

1st Assistant Bishop, Rev Mark Vainikka led an acknowledgement of Bishop Paul after his re-election. Delegates gave a standing ovation.

35. Department of Lutheran Education Queensland & QLECS presentation

– Dennis Mulherin, Director & Tim Kotzur, Council Chair

36. Tim Kotzur announced the Rolph Mayer Award for Teacher Excellence –

Rosanna Hemara (Living Faith LPS) and Merle Schrodter – St. Paul's LPS.

TT Reuther Award for School Excellence – Immanuel Lutheran College – accepted by Principal Colin Minke.

Living Faith LPS Principal – Jane Mueller – shared the story of one past student at Living Faith, and faith and her continuing involvement in the Living Faith community.

St Johns Lutheran Primary School, Bundaberg, Principal, Chris Mallett also shared the story of the St Johns church and school.

Immanuel Lutheran College Principal Colin Minke reflected on reimagining the church through our schools, and the interaction between Immanuel church and school, and service learning mission trips.

Resolved that the reports from Department of Lutheran Education Queensland be received.

Resolution 18CoS:26

Resolved that the reports from Queensland Lutheran Early Childhood Services be received.

Resolution 18CoS:27

37. Department of Lutheran Services presentation

Clare Seligmann, Council Chair

Clare shared regarding the 25 year outreach growth plan, and their 5 year plan.

Rev Lionel Rohrlach – encouraged engagement with local pastors and congregations.

Question raised about ongoing financial viability/risks.

Resolved that the report from Department of Lutheran Services be received.



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Resolution 18CoS:28

38. 2nd Assistant Bishop, Ben Henschke took the chair and introduced Marie Pawsey

39. LLL Presentation – Marie Pawsey

Mission Stimulus Grant recipient – Calvary Lutheran Church, Rockhampton, accepted by Rev Rob Edwards, who spoke of outreach to / reconnecting with / discipline of the “Looserans” of Rockhampton, and read a poem reflecting on the Synod.

A question was raised regarding LLL sponsorship of ALC pastoral students.

Resolved that the report of the Lutheran Laypeoples League be received.

Resolution 18CoS:29

40. Constitutions Committee report – Chair Graeme Drapper

Resolved that the report of the Constitutions Committee be received.

Resolution 18CoS:30

41. Final matters

a. Invitation re 2019 Convention of Synod

Resolved that Synod accepts with thanks the invitation received from Ipswich Parish to be the host the 2019 Convention of Synod.

Resolution 18CoS:31

b. Unfinished business

Resolved that any unfinished business be referred to District Church Council for appropriate action.

Resolution 18CoS:32

c. Vote of thanks – Margit Hubbers, DCC Secretary

Resolved that Synod records its sincere appreciation to those who, either as a result of election or retirement, will no longer serve.

Resolution 18CoS:33

Resolved that Synod records its comprehensive vote of thanks with acclamation.

Resolution 18CoS:34

- 42. Closing service – including installation of Bishop, Assistant Bishops and DCC members
- 43. End of Convention of Synod



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Appendix A – Apologies



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Pastors:

Rev. Roelof Buitendag	Ipswich parish
Rev. Simon Cooper	Good Shepherd Lutheran College, Noosa
Rev. Mark Demmer	Salem Residential Aged Care, Toowoomba / Northridge
Rev. Nathan Glover	St Andrews Lutheran College, Tallebudgera
Rev. Robin Hoffmann	Crows Nest Parish
Rev. Mark Lieschke	South Burnett Parish
Rev. Ray Morris	St Marks Congregation, Caloundra
Rev. Andrew Neumann	Lowood Lutheran Parish
Rev. Stephen Nuske	Leave of absence
Rev. Lester Reinbott	St John's Lutheran Church, Corinda
Rev. Ray Roehm	Retired
Rev. Martin Scharnke	Trinder Park Aged Care, Woodridge
Rev. Kevin Spilsbury	Prince of Peace Congregation, / Parish Everton Hills
Rev. Ed Szabo	St Pauls Lutheran Church, Toowoomba
Rev. Stephen van der Hoek	Maryborough-Childers Lutheran Parish
Rev. Dirk Willner	Trinity Congregation, Ashmore

College Principals:

Adrian Wiles	Concordia Lutheran College, Toowoomba
Jodie Hoff	Lutheran Ormeau Rivers District School (LORDS), Ormeau
Elizabeth Fenske	Peace Lutheran College, Cairns
David Bliss	St Andrews Lutheran College, Tallebudgera
Luke Schoff	St James Lutheran College, Hervey Bay
Jill Lange-Mohr	St Peters Lutheran College, Springfield
Tsae Wong	Trinity Lutheran College, Ashmore

Congregation / Parish delegates

Fassifern Parish	Renee Noe
Redeemer Lutheran Church, Miles	Steven Stiller
St Andrew's Lutheran Church, Cooyar	Christine Duncombe
St John's Lutheran Church, Eight Mile Plains	Isaac Stiller & Colin Vietheer
St Matthew's Lutheran Church, Maclagan	Royce Jensen

Appendix B: 51st SYNODICAL ELECTION RESULTS 2018

Figures in brackets indicate number of terms to serve if this is more than one term

OFFICIALS

BISHOP	Pastor Paul Smith (3)
FIRST ASSISTANT BISHOP	Pastor Mark Vainikka (2)
SECOND ASSISTANT BISHOP	Pastor Ben Hentschke (1)
SECRETARY	Margit Hubbers

DISTRICT CHURCH COUNCIL (DCC)

PASTORS (5)

Bishop (3)
First Assistant Bishop (2)
Second Assistant Bishop (1)
Pastor Nathan Glover
Pastor Mark Brinkman

LAY MEMBERS (8)

Secretary
Cheryl Steinhardt
Helen Mibus
Michael Klatt
Andrew Spyropoulos
Danielle Robinson
Adam Richardson
Bruce Lockwood

THE STANDING COMMITTEES

CONSTITUTIONS COMMITTEE (8)

PASTORS (2 or 3)

Pastor Carl Thiele
Vacant

LAY MEMBERS (5 or 6)

Graeme Drapper
Michael Klatt
Helen Howard
Andrew Spyropoulos
Kerryn Simpfendorfer
Vacant

DEPARTMENT OF MINISTRY AND MISSION

COUNCIL FOR MINISTRY AND MISSION (13; 7 appointed by DCC & 6 elected by Synod)

CHAIR – Pastor David Schuppan

SECRETARY – **Vacant**

PASTOR (and Vice Chair) – Pastor Noel
Burton

LAY PERSON – Robert Knock

LAY WORKER – Carl Eckermann

LAY MEMBER - Grant Cummins

(LYQ Nominee – Benjamin Lyons)

LUTHERAN EDUCATION QUEENSLAND COUNCIL FOR SCHOOLS

ADMINISTRATION & GOVERNANCE (6)

Gary Fulton
Debbie West-McInnes
Ray Ebert

Tim Kotzur
Jodie Hoff
Anthony Dyer

PARISH PASTOR (1)

Pastor Michael Neldner

CLASSROOM TEACHER (3)

Pastor Brenton Altmann
Vacant

Vacant

PARENT OF STUDENT (2)

Mark Newton

Katrina Hibberd

DEPARTMENT FOR LUTHERAN COMMUNITY CARE

LUTHERAN COMMUNITY CARE COUNCIL (10 members, 2 Pastors only)

Pastors

Pastor Mark Gierus
Vacant

Lay Members

Stuart Jaeschke
Dr Clare Seligmann
Dr Leena Vuorinen
Simon LaBlack
Jennifer Danslow
Andrew Stanke
Dr Bobby Rolison
Vacant

DEPARTMENT FOR LUTHERAN YOUTH OF QUEENSLAND (9 + Director of M&M)

Pastor Michael Mayer
Keziah Sydes
Jodie Hoff
Jill Shepherdson
Janelle Anderson

Meagan Dull
Ian Grieshaber
David Truss
Vacant

NOMINATIONS COMMITTEE

(Nominated by DCC; at least 5, minimum 3 Lay Members)

DCC to consult further with CMM regarding the future direction and composition of the Nominations Committee.

PARISH ALIGNMENT COMMITTEE (6; 1 DCC appointed, 5 elected by Synod)

Adrian Muller
Colin Donges
R Unverzagt

Norm Auricht
A Foster
1 Appointed by DCC

N.B held dormant at Synod until resolved by DCC



Section 4

Reports to 2019 Synod

District Bishop's Report

Bishop's Report
Rev Paul M Smith
LCAQD Convention of Synod
Bethany Lutheran Church and School, Raceview
31st May - 2nd June 2019
Convention Theme: *Lord teach us to pray: Luke 11*

1. CCOWS: Connecting Communities of Witness and Service

At the end of 2018, a book was published by the recent Chief Executive Officer of Churches in Christ in Queensland, Dean Phelan with Melbourne Scholar Dr Andrew Menzies. This book, '*Kingdom Communities: Sharing the Light of Christ through Faith, Hope and Love*', tells the story of the organisational change and renewal of the various entities and congregations of the Churches of Christ in our State over these first two decades of the 21st Century. At the heart of this journey of change, was a phrase that was created to describe the identity of all the 'parts' of the Churches of Christ in Queensland: "*Kingdom Access Points*." With that brief phrase the people of the Churches of Christ wanted to move beyond language of 'congregations', 'departments', 'buildings' and 'programs'. Churches of Christ wanted to say to each other and to the world, that they were about building Kingdom Communities which became points of contact where people could be connected with (access) the 'kingdom of God' at work amongst us.

When I became Bishop in 2015, I attended a gathering of Queensland State Church Leaders, where Dean Phelan and Greg Runge of Churches of Christ were presenting. Both men were articulate and considerate in the way in which they talked about the organisational change that was going on in their Church. What was most noticeable to me, was their clear theological reflection on what they were about. Their work of change was not simply to rearrange budgets. Their work of change was not simply to maintain the organisation. Their work of change was to provide the means by which local communities could better live out the great commission to live under Christ Jesus 'in His kingdom and serve Him in everlasting righteousness, innocence, and blessedness.' (That might sound familiar to those who know Luther's explanation to the second article of the Creed.)

In this book, the writer of the 'foreword' makes one strong single point about this theological reflection at work in the Churches of Christ organisational renewal. Alan Roxburgh explains that this theological reflection, is fundamental for any work of organisation change in the Church, as we engage in the 'critical discussion about the ways of being God's people' in our time.

In my conversations with our LCAQD Ministry and Mission Department team, we have mused on the possibility that what we call congregations and departmental entities, are actually 'Connecting Communities of Witness and Service'. I am glad that our LCAQD work of governance renewal proposals have been discussed at all levels of the people serving in the District, with a clear purpose to use the language of Church and 'mission of God' to describe who we are, and why we would want to strengthen our collaboration as God's people of the Lutheran Church in Queensland.

In our governance work, we have continually had this theme of 'improved collaboration' across our departments and District entities. The New Testament word for this 'collaboration' is 'co-worker or 'fellow-labourer'. This is explicitly used in Philippians chapter 4 where St Paul speaks of two women, Euodia and Syntyche as his collaborating colleagues who have struggled beside him in the cause of the Gospel.

In our governance work, we have been designing better ways to collaborate in the cause of the Gospel. Our governance journey has been travelled with prayer and thanksgiving - with and for each other, and with the Lord's guiding hand. We have ensured that we have gathered together to talk and listen to each other - to collaborate, to produce a model of collaboration.

Guiding this servant approach, in which we lose for the sake of Christ and his kingdom, is a word of St Paul at the beginning of his letter to the Philippians, which is one of the readings for Holy Week. This reading is not just about the work of Christ Jesus, but explains how to serve in his name.

The Apostle writes, "Be of the same mind, having the same love, being in full accord and of one mind. Do nothing from selfish ambition or conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests, but to the interests of others. Let the same mind be in you that was in Christ Jesus, who, though he was in the form of God, did not regard equality with God as something to be exploited, but emptied himself, taking the form of a slave, being born in human likeness. And being found in human form, he humbled himself and became obedient to the point of death— even death on a cross". (Phil 2)

2. Flood and Drought - Thanksgiving for Church-wide Support

You may remember the old tourism advert: "Queensland: Beautiful one day, perfect the next". Those of us who live in this wonderful part of the world, know that the advert could go on to say: "Raining the next, flooding the next, parched the next!" Since we last met in District Synod, we have seen great suffering and loss through drought and flood. May the Lord bless the generosity of the people of our Church who have supported appeals and supported their neighbours and fellow Queenslanders through various means such as financial support, physical support, and prayer. Particularly, the people of our St Paul's Lutheran Community in Townsville were greatly encouraged by the response to the Flood Appeal and the LCA Disaster relief support.

3. Royal Commission investigating Institutional Responses to Childhood Sexual Abuse

Our Lutheran Church continues to work through the recommendations of the Royal Commission, including the matters of the Redress Scheme and the guidance especially for paid Church workers to receive ongoing clinical pastoral supervision.

We know that there are people for whom this Commission has been a heavy load to carry. If you know a person or persons who need help regarding their own personal situation of abuse within the ministries of our Church, then you should provide them with details regarding our Queensland Officer for the work of Safe Place: Elizabeth Kloeden: Elizabeth.Kloeden@lca.org.au phone 3512 7284. You would also need to confirm that the person has access to pastoral care.

4. Royal Commission into Aged Care Quality and Safety

Following the announcement of the Royal Commission into Aged Care Quality and Safety on Tuesday 9 October by Prime Minister Scott Morrison, Lutheran Services was invited by the Royal Commission to make a submission to the Royal Commission about its provision of aged care services between the years 2013/14 and 2017/18. Acting CEO John De Angelis and his support staff are working with DCC and the Lutheran Services Council, to help to ensure that the work of this Royal Commission produces good outcomes for the work of care both within our Lutheran Services and in other such agencies in Australia. Please pray for all involved in this work in our country.

5. Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability

On 5 April 2019, we heard Prime Minister Scott Morrison announce a Royal Commission into violence, abuse, neglect and exploitation of people with disability. This Royal Commission will also require engagement by our Lutheran Services Department on behalf of the LCAQD as our church is involved in the area of social work that the Royal Commission is investigating. Again, please pray for all involved in this work in our country.

6. Ecumenical Matters – Religious Instruction Collaborations

Each year, thousands of young Queensland State School students are guided through their 'Religious Instruction' classes, delivered by a mostly volunteer cohort of Christian women and men. Many people in our Lutheran communities take part in this work. Over the past 18 months, there has been extensive conversations and negotiations regarding the delivery and maintenance of RI in Queensland, to strengthen this ministry across the denominations. The Reverend David Baker, QLD UCA Moderator, has been very active in guiding this work to help ensure the longevity of the work of Religious Instruction in the State Schools of Queensland. I invite you to pray for these ministry of the churches in Queensland.

7. Three Congregational Closures Anticipating New Futures:

On Sunday January 13th, I joined Lionel Rohrlach for the closure of St John's Lutheran Church, Millmerran. The Lutheran folk of Millmerran are currently continuing as a preaching place of the Church.

On Sunday 5th August 2018, Assistant Bishop Mark Vainikka officiated at the closure of St John's Lutheran Church, Milguy (near Moree).

On 12th August 2018, Assistant Bishop Mark Vainikka officiated at the closure of St Paul's Lutheran Church, Yandilla assisted by Pastor Lionel Rohrlach.

In all three cases, there was thanksgiving that the Lord had 'blessed us on our way with countless gifts of love'. Please pray for the Christian people of these three congregations as they are gathered into new communities for the workshop and work of the Church. A congregation may close but the Lord promised to continue to build his Church, and he promises that the gates of hell will not prevail against it.

8. Lutheran Church of Australia - Governance Change

Since the Convention of General Synod last year, the LCA has been guided by a new model of Governance with a new General Church Board which is made up of people who are not gathered on the basis of their District representation. There is no longer representation drawn from the Districts of the Church on our National Council. The General Church Board is now designed to be comprised of skill-based members. This underscores the need of increasing communication between the GCB and the Districts of the Church, as Bishops of Districts were previously engaged in the workings of the GCB and aware of progress made on matters at the national level. At the General Convention of Synod in Sydney last year, it was highlighted that the role and function of Districts in the new LCA structure still needs major discussion and design. Amongst some folk in the Church, there is an increased use of the phrase 'Synod between Synod' to describe the work of the GCB across the whole LCA, or of the DCC in the Districts. I remain unconvinced that this is a helpful phrase for the Church.

Also, from 1st May 2019, the popular description of the General Synod office functions will not be the 'National Church', but the nomenclature of 'Church-Wide' will be used to accommodate New Zealand.

9. Ordination of Women Matters Following General Synod 2018

We have now had three General Synod votes around the matter of ordaining both men and women to the office of the public ministry, since the discussion was first tabled at the year 2000 Synod in the Barossa Valley.

Our Convention of General Synod in Sydney last year, did not produce the required two thirds majority vote in favour of changing the teaching of the Church. Each time the votes at General Synod have been in the majority in favour of changing the teaching but not over the required two-thirds. This has produced the following struggle amongst us: Those who hold the minority vote position believe it is important to uphold the unchanged teaching of the Church. Those who hold the majority vote position believe it is important to enable what is consistently the majority position.

Since the 2018 Synod, the College of Bishops has had a one-day workshop to discuss ways forward. At the same time, the newly-formed General Church Board had a day's workshop that included this same matter.

I believe there are two key matters for the Church to address, they are:

- A. what do we believe the scriptures teach us about the role and service of women in the Church and society?
- B. what is the Church's teaching regarding the doctrine known as 'the orders of creation' which is shorthand for arguing that there is a Divinely created order for women?

10. IN GOD'S CARE PASTOR TIM JAENSCH:

Pastor Tim Jaensch, President Emeritus of the LCAQD died on Friday 22nd March 2019 at Corinda. Tim was ordained in 1968 and served at Grovedale VIC, Caboolture, Corinda and Mt Gravatt in QLD. He was our QLD District President from 2000 - 2009.

Pastor Tim's funeral was conducted by Pastor Paul Thiele on Saturday 30th March 2019 at St John's Lutheran Church, Corinda. We continue to pray for Tim's wife Sue and their children Stephen, Anthony, Deborah and Isaac and their families, and for all who grieve his loss. The Lord says, "*The sheep hear his voice. He calls his own sheep by name and leads them out*" (John 10).

11. IN GOD'S CARE PASTOR IVAN ROENNFELDT:

On the 19th February, Pastor Ivan Roennfeldt's funeral was conducted by Pastor Rob D' Antoni at Nazareth, Woolloongabba. Ivan had served his ministry in the LCAQD, including, Gin Gin Home Mission Field, Mackay, Highfields, Lowood, Ipswich, Kingaroy, Woodridge and Gympie Parishes and he was ordained in February 1947. Ivan had a particular heart for the work of the Church in Hopevale. Ivan died on 12th February. Please pray for Ivan's wife Olga and the wider family at this time. "*Surely Goodness and mercy shall follow me all the days of my life*" (Psalm 23).

12. IN GOD'S CARE REVD DR DAVID STOLZ:

On Thursday 30th August, the funeral for Dr David Stolz was conducted by Acting Bishop, Pastor Mark Vainikka at St Paul's Lutheran Church, Nundah. David was ordained in January 1963 and served firstly at Wynnum, then Redlands, Crows Nest, Haden, Eight Mile Plains/Mt Gravatt in QLD before heading to Columbus Ohio to complete his doctorate. He then served at Box Hill in VIC before becoming District President in VIC, and also Vice President of the LCA. David's wife June died in 2017. Please pray for their children Paula, David, Mark and their families. "*The Lord will watch over your coming and going both now and forevermore*" (Psalm 121).

13. IN GOD'S CARE PASTOR JAMES HAAK:

On 30th October 2018, LCANSW Bishop Pastor James Haak's funeral was conducted by LCANZ Bishop John Henderson at Peace Lutheran Church, Gatton. This was the church where James had served prior to his election and call to serve as District Bishop. James was born and bred in Queensland, attending Concordia College, Toowoomba before entering Luther Seminary. He had served at Rockhampton, West Logan, Pittsworth, Eudunda in South Australia and the Lockyer Valley Lutheran Parish, (Gatton Ministry Area). Immediately prior to his work as the Bishop of the New South Wales District, James had served as First Assistant Bishop of the Queensland District from 2011 to 2017. Pastor James Haak died suddenly on the 20th October 2018. Please pray for James' wife Marie, their children Aidan and Annie and the wider family. Thomas said to Jesus, "*Lord, we do not know where you are going. How can we know the way?*" Jesus said to him "*I am the way, and the truth, and the life. No one comes to the Father except through me*" (John 14).

14. IN GOD'S CARE PASTOR REG KOTZUR:

On 3rd September 2018, Pastor Matt Theile conducted the funeral of Pastor Reg Kotzur at Immanuel Lutheran Church, Buderim, with Assistant Bishop Mark Vainikka attending. Reg was ordained in 1956 and he served at Rockhampton Home Mission Field, Alberton, Goombungee, Beenleigh, Birdwood SA, Broken Hill NSW, Burrumbuttock NSW. He retired to live on the Sunshine Coast in 1998. Please pray for his wife Joy, and their children Joanne, Jonathan, Philip, Simon and Nathan and their families. "*For through the Spirit, by faith, we eagerly wait for the hope of righteousness. For in Christ Jesus neither circumcision nor uncircumcision counts for anything; the only thing that counts is faith working through love* (Gal 5).

15. Australian Lutheran College and Training for the Ministries of the Church

As in previous reports to you, I commend to you the Pastoral Ministry Programme of Australia Lutheran College. Many times, I have heard Dr Andrew Pfeiffer at the College repeat his yearning to the people of the Church, "We cannot graduate pastors if the congregations of the Church don't send young men to train for the ministry." Most of us know one young person who could be encouraged to consider training for the Office of the Public Ministry in the LCA/NZ.

16. Hopevale and Ongoing Pastoral Service

At the end of 2018, our Ministry and Mission Director, Pastor David Schmidt and I travelled to Far North Queensland to visit our sisters and brothers in Christ from the Lutheran communities around Hopevale, Coen and Wujal Wujal. We know the faithful oversight of Pastor David Spanagel will soon conclude when he retires, so Pastor David Schmidt and I talked with the FNQ leaders to better understand the kind of ministry the communities would seek for a person to take up the work amongst them. There are two key matters that were established: A yearning for an ordained Lutheran Pastor; and a pastor who appreciates the complexities of the cultural ministry of our Far North Lutheran communities. Also, 2020 will be a major milestone in the Cooktown region with the 250th anniversary of the landing of Captain Cook in the Endeavour.

In May 2019, Pastor Noel Noack, Bishop Emeritus attended the anniversary of the return of the people back to Hopevale, after their removal during the Second World War.

17. Queensland Vicars:

At the end of 2018 we celebrated the arrival of ALC Queensland student, David Seligmann, to serve in a vicarage with Pastor Ray Pace at Good Shepherd in Toowoomba. We also have another kind of 'vicar' in District with another Queensland, Mick Hauser undergoing a form of vicarage under Pastor Greg Schiller in Cairns. It is understood that Mark will return to PNG after this time in the Cairns Parish.

18. Support, Review, Grow

In the first years of my work as Bishop in the LCAQD, a new committee was formed to provide for the support of pastors, the ongoing regular review of our pastors' work, and the promotion of personal and professional growth of pastors. This 'Support, Review, Grow' Committee can play a vital, proactive role in assisting with the well-being of our pastors and other church workers, as it works alongside of calling bodies and other LCAQD and LCA/NZ HR staff. Over the past years, we have witnessed an increase in the number of pastors seeking leaving the office of the public ministry. This is not simply an LCAQD issue and nor is this simply a Lutheran concern, as it is being experienced across the denominations of our country. I commend to you, the work of this Support Review Grow Committee. Please pray for this Committee and for the pastors and church workers of our Church.

19. Strategic Priorities Reminder:

In my Bishop's Report 2018, I included a reminder of the Strategic Charter Priorities that were adopted at Synod in 2017. These are guiding our work from 2017-2021. I have included the priorities again inviting you to work your way prayerfully through them:

As the people of the Lutheran Church of Australia, Queensland District, our mission charter is guided by the following strategic priorities:

[A] Growing Together

We engage people with God's love in everyday life by working together and growing as God's people. St Paul uses the image of the 'body' to explain how God's Church is made up of many parts working for the common good.

- i) Strengthening our identity – celebrating what we've received and growing as a church of the Lutheran witness to Christ.*
- ii) Working together effectively as people of the church with common purpose.*
- iii) Ensuring that our Lutheran communities are known as places which celebrate God's love.*
- iv) Growing as a church which inspires collaboration amongst Christian church denominations.*

[B] Reaching Out Together

We engage people with God's love in everyday life by developing our outward focus to the communities where God places us. The Risen Lord send us to his witnesses 'to the ends of the earth'.

- i) Expressing ourselves in contextually relevant ways (making theology & worship relevant).*
- ii) Ensuring that the Church is known as a place of trust and care.*
- iii) Growing intergenerational church communities.*
- iv) Each person growing through their participation in the care of our Lutheran communities.*
- v) Developing a strong sense of being a thriving church which is always increasing in mission work.*
- vi) Establishing a strong presence in new communities.*

[C] Success & Sustainability

We engage people with God's love in everyday life by ensuring that we are resourced and organised for growth and outreach. In the book of Acts we learn in the sixth chapter, that the early Church established resourcing strategies to provide for the work of the Gospel.

- i) Enabling all people for stronger participation in the mission of the church.*
- ii) Developing pathways for leadership development and for the ongoing formation of the people of the church.*
- iii) Ensuring effective governance which includes equipping governance leaders, establishing succession planning and the ongoing review of District structures.*
- iv) Ensuring every worker has a fulfilling vocation.*
- v) Communicating purposefully internally and externally.*

20. Two Terms as Bishop

My second term as Bishop in the LCAQD concludes at the June 2021 Synod. I have shared with the pastors of the District and with the DCC, that I will not be seeking re-election for a third term.

My single purpose in this decision, is to enable and to promote planning for younger pastors to be prepared for leadership in the Church. I have no plans for any particular role in ministry after Synod 2021 and I appreciate that some of our LCAQD presidents before me, moved from their presidency to other pastoral roles before their time of retirement. I trust the Lord will guide me with a call to serve, according to his good and gracious will.

21. I Thank My God Every Time I Remember You ... (Phil 1)

When I left my final luncheon after my time of service at Good Shepherd Lutheran Church in Toowoomba, I remember standing with my wife Heidi saying, "Good-bye" to the various people who had shared in the work of the gospel with us over the previous years. In the midst of her tears, Heidi launched into a celebration of thanksgiving for the extraordinary Christian service of so many different people of the congregation. Often the Good Shepherd members had wondered just how much they were involved for the sake of the mission of God. But Heidi and I had both seen the humble and earnest willingness of ordinary people to reach out with the Gospel to friends and neighbours, continually in ways that are not often listed in the categories of 'mission strategies.'

With that same heart, I express my thanksgiving for the way in which the people of the communities of our District are faithfully and purposely caught up in witness and service, to the glory of God. This includes our congregational communities; our departmental agencies; our organisations designed to promote the cause of the Gospel; our ministries in state schools and other government settings; our auxiliaries; and various representatives in wider church and state. This also includes the faithful commitment of the women and men of our Church to serve the Lord in their daily vocation whatever that might be. This is what inspires the language of 'connecting communities of witness and service' that I began with in this synodical report.

In our District office, the Lord has provided a tremendous team including my Exec Assistant Neil (and two temporary helpers this past year: Bronagh Quinn and Crystal Bignall); our DEO Michael Turner and the staff on Level Three of the District Office. Over the past Synodical term, I have been greatly encouraged and blessed by the way that Pastor David Schmidt has passionately taken up the diverse duties of his call to serve as our LCAQD Director for Ministry and Mission.

Finally, I thank God that on the day after Valentine's Day in 1986, I was bound in marriage to a compassionate Christian colleague called Heidi. I thank God for her daily witness and service with me and to me, in the name of our Lord.

Let me end a call to prayer from St Paul's letter to the Christians in Philippi:
"Rejoice in the Lord always; again I will say, Rejoice. Let your gentleness be known to everyone. The Lord is near. Do not worry about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus. Finally, beloved, whatever is true, whatever is honourable, whatever is just, whatever is pure, whatever is pleasing, whatever is commendable, if there is any excellence and if there is anything worthy of praise, think about these things. Keep on doing the things that you have learned and received and heard and seen in me, and the God of peace will be with you" (Philippians 4:4-9).

In Christ,

Paul +
Bishop, Lutheran Church of Australia, Queensland District

Appendix 2: Pastoral Transfers and Events since the 2016 Convention of Synod

	2019	2018	2017	2016	2015	2014
Pastors in full time Parish/Congregational Ministry (Incl SMPs)	62	56	57	57	68	66
Full time SMP Pastors – Chinese	1	1	1	1	3	3
Full time SMP Pastors – Other	3	3	2	2	1	1
Part time SMP Pastors – Other	1 x 0.5	1 x 0.5	1 x 0.5	1 x 0.5	3 x 0.5	2 x 0.5
Full time School Chaplains	9	10	9	11	8	9
F/T Other Chaplaincy	Aged: 3 Police: 1 Uni: 1	Aged: 3 Police: 1 Uni: 1	Aged: 3 Police: 1 Uni: 1 PT	Aged: 3 Police: 1 Uni: 1 PT	Aged: 3 Police: 1 Uni: 1 PT	2
Mixed role – Congregational/School chaplain	2	1	2	1	2	2
Administration	4	4	4	4	4	4
ALC Lecturer	1	1	1	1	1	1
Total, full time, active	82	79	80	73	69	84
Total, part time, active	2	2	2	2	3	4
Average age of active pastors	54.1	53.5	53.2	52.4	53.2	53.3
Median age of active pastors	57.4	55.7	58.7	54.1	54.2	54.3
Pastors eligible to retire in the next 3 years	15	18	16	16	18	20
Leave of Absence	6	6	4	5	5	4
Part Time - no salary	0	0	0	0	1	1
Retired Pastors	49	50	51	53	48	48

	2019	2018	2017	2016	2015	2014
Pastoral Vacancies in LCAQD	12	13	8	13	5	5
LCA (not incl. permanent vacancies)	~24 total	>30 total	~26 total	~22 total	~20 total	~20 total
ALC graduates for ordination (Estimated)	2019 – 8 2020 – 3 2021 - 4	2018 - 3 2019 – 7 2020 - 4	2017 - 6 2018 – 6 2019 - 5	2016 - 7 2017 - 8 2018 - 7	2015 – 4 2016 – 6 2017 – 9	2014 – 5 2015 – 3-4 2016 – 6-8

Vacancies in Qld

Alberton-Woongoolba Parish with LORDS College
Beaudesert
Bundaberg Associate Role
Gladstone
Gympie
Highfields Christchurch
Indooroopilly
Plainlands: Faith Lutheran College
Rockhampton Calvary
Rothwell: Grace Lutheran College
Tingalpa-Mt Cotton Parish
Toowoomba: Cornerstone
Woodridge

Pastors Transferring to another District of the LCA

Rev Brenton Fiedler – Leave of absence & moved to SA/NT District

Rev Carl Thiele - moved to Nhill, VIC

Rev Damien Martin - moved to Barossa North, SA/NT District

Pastors coming into the LCAQD

Rev Peter Laihia Bethania Lutheran Congregation
Rev Ken von Pein (SMP) South West QLD Lutheran Parish, Diaspora Ministry Area
Rev Ken Schultz Oakey/Norwin Parish
Rev Andrew Koehler St Andrews Lutheran Church, Tallegudgera
Rev Tim Spilsbury St James, Hervey Bay
Rev Matthew Thomas Mount Gravatt Parish
Pastor Meelis Rosma
Rev Roger Atze Retired pastor now resident in Queensland.

Pastors moving within the District

Rev Jade Bauer	Pastor without call
Rev Ed Szabo	St Paul's, Toowoomba to St James, Cleveland
Rev Mark Demmer	Salem Toowoomba to St Paul's Toowoomba
Rev Robert Edwards	Rockhampton Parish to Peace, Gatton
Rev Tommi Vuorinen	Brisbane Finnish Parish to St Andrew's, Brisbane
Rev Michael Jarick	Bundaberg Parish to St John's Corinda
Rev Peter Cass	Locum call, Gladstone to Maryborough/Childers Parish

Pastors who have ceased active service

Don Wicklman (retired)
Lester Reinbott (retired)
William (Bill) Narnst (retired)
James (Jim) Strelan (retired)
Mark Lieschke (retired)
Wayne Logan (retired)
Dylan Miegel (leave of absence)
Jade Bauer (leave of absence)

Pastors of the LCAQD who have been called to their heavenly home

Retired: Rev Dr David Stolz	15 August 1939 - 24 August 2018
Retired: Rev Reginald (Reg) Kotzur	26 June 1933 - 24 August 2018
Rev James Haak	7 June 1959 – 20 October 2018
Retired: Rev Ivan Roennfeldt	24 May 1924 – 12 February 2019
Retired: Rev Tim Jaensch	28 April 1945 – 22 March 2019



Section 5

2019 Convention of Synod

District Church Council Report

DCC Report – Convention of Synod, LCAQD, 2019

We gather again as Synod under the banner “Lord, teach us to pray”. Christ gave us a wonderful example in the prayer he prayed, recorded in Matthew 6: 9 – 13. In the 17th chapter of the Gospel of St John Jesus example of prayer continues with the words he prayed in the Garden just prior to his betrayal. We see in this account that Jesus prays for us as well as for his immediate disciples. We were on his mind even then.

Jesus’ example to us reminds us that prayer should not be an ‘added extra’, if we remember to do it. Rather prayer is our regular communication with the God who made us, and who seeks a relationship with us on a daily even moment-by-moment basis. Prayer also is not just our petitions to God but is our way of listening to God’s still, small voice.

District Church Council prays before, during and after each meeting. We are well aware of the fact that we are being God’s hands, feet and heart for the Lutheran Church here in Queensland. And what a diverse church it is! As well as the parishes and congregations of the church, we have ‘congregations’ wherever we have entities that serve the community in Christ’s name under the banner of the LCAQD in our State. Our schools and colleges, early learning centres, aged care residences, facilities for the otherwise marginalised of our society, camping facilities run by LYQ – and the list goes on – are all places that God has provided for us to care for the people loved by God.

In order for this care to occur, good governance and management is of real importance. District Church Council is part of the governance oversight of all that has been entrusted to us, elected by Synod.

As reported at the Convention of Synod in 2018 we are on a journey of change. And change does not come easily to any of us. Synod gave DCC the mandate to continue with the Governance Change Project and there has been a significant amount of work that has been done and will continue to be done right up to the 2019 Convention of Synod and beyond.

While continuing with the regular business of DCC, members have also been involved in various sub-committees of the Governance Change Project. This has resulted in the proposals that Synod will have to decide when we meet. Rather than itemising these in this report, all matters to do with the Governance Change Project will be recorded in that part of the Book of Reports. I ask that you take the time to prayerfully consider all that you read; to discuss it with your congregations and ask for clarification if it is needed. We stand on the brink of much needed change, not of our theology but of the way in which we do ‘business’. And it is not a whim. It has come about because of wide consultation with all of the stakeholders.

These paragraphs from the 2018 DCC Report to Synod are included to remind you of the Governance Change Journey so far:

“Much of the past 12 months of District Church Council’s energy has been harnessed to assist with the Governance Review and Restructure. This has been in

2 parts – until the end of 2017, all Councils of the District were engaged in reviewing how they operated. This was done with the assistance of a facilitator, Les Stahl, who has worked with the LCA to review national structures. Les also sought the opinion and wisdom of leaders in the District (including Directors of the departments) to put forward from the vast material he had gleaned some new models for governance structures.

In 2018 we have ‘workshopped’ these models with another facilitator, Terence Corkin, to ascertain a process that will assist us into the future. Whatever is decided (and at the time of writing, a proposal for this Synod is not yet completed), we will move on together because the process has listened to and valued the input of every person involved. Members of governing councils have collaborated to find the most practical outcome for our District. Be assured that nothing is changing yet! But we have some new and exciting ideas for you to reflect upon.”

At 2018 Synod, the ‘model’ for change was selected and the continuing work has been about putting flesh and bones on that new Model for Governance.

The current membership of the District Church Council is:

District Church Council (end of March 2019)	Congregation	DCC Sub Committees
Bishop Paul Smith	St Peters, Indooroopilly	Executive The Bishop is a member of all sub-committees and Departments
Rev Mark Vainikka 1st Assistant Bishop	School Pastor/Chaplain, Redeemer Lutheran College, Rochedale	Executive
Rev Ben Hentschke 2nd Assistant Bishop	Senior Pastor, Ipswich Parish	Executive
Margit Hubbers Secretary	Our Saviour, Rochedale	Executive
Rev Mark Brinkmann	Grace Congregation, Redcliffe	
Rev Nathan Glover	St Andrew’s Lutheran College, Tallebudgera	
Michael Klatt	St Pauls, Nundah	Constitutions RAFC
Bruce Lockwood	St Peters, Indooroopilly	Gov Change Project
Helen Mibus	St Johns, Ipswich	
Adam Richardson	Good News, Middle Park	
Danielle Robinson	Grace Congregation, Redcliffe	
Andrew Spyropoulos	St Marks, Mount Gravatt	Constitutions Committee
Cheryl Steinhardt	Redeemer, Laidley	

What remains a constant is that ministry and mission lies at the heart of all that we do. The work of DCC may resemble a business meeting with the discussion of Budgets,

loan approvals, property and legal matters. But all these are to do with the ministries of the Departments of the District. Whether they are catering for adolescents at Luther Heights or preparing meals for residents at one of our Aged Care facilities, supervising students at one of our Colleges or supporting pastors and congregations as they minister to their community, this is our 'business'.

Last year the Royal Commission into Institutional Responses to Child Sexual Abuse was having an impact on all of our departments as we responded to the outcomes of that investigation and put into practice better ways of keeping the vulnerable safe. Some of these may seem like unnecessary intrusions which manifest as extra work for 'someone'. Currently the Royal Commission into Aged Care is shining its light into part of our ministry and there will be further investigation with the forthcoming Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability established on 4 April 2019. We have amazing people working in all our departments who are able to represent us and answer the questions asked by these Royal Commissions.

The work of District Church Council is supported by the team of people who work on the 3rd floor at 24 McDougall Street. There have been some changes in the last few months to the faces you see or the voices you hear when you contact the office. This has been necessitated by staff movements and staff taking leave for various reasons. God has provided excellent replacements, sometimes at short notice! We are grateful for the calibre of people who answer our calls for temporary staff.

This is my last report to Synod as Secretary of District Church Council. It has been a difficult decision for me to step aside. But it opens a door of opportunity for someone else. God has indeed blessed me richly as I have undertaken the role. His loving kindness is apparent every day. It has been a privilege to serve. God's blessings on the LCAQD into the future.

Respectfully submitted,

Margit Hubbers

Secretary DCC



Section 5.1

2019 Convention of Synod

Risk, Audit and Finance Committee Report

Report to Convention of Synod – LCAQD

Risk, Audit and Finance Committee

The Risk Audit and Finance Committee (RAFC) has eight members, one of whom is a DCC member and there are representatives from departments on the committee. That initiative to have representatives on the department is working well to assist with the provision of information in respect of proposals and matters concerning department issues to be considered by RAFC.

RAFC is not a decision maker, but makes recommendations to the District Church Council on matters referred to it, to assist DCC with their decision making.

RAFC considers draft budgets for submission to Synod in relation to the district and departments, considers auditors reports in relation to the financials for the district and departments, loan applications, policies, delegations and authorities matters, proposals to buy and sell a property, investment decisions and any matters which pose a risk to the district.

Over the last 12 months, RAFC have specifically considered and provided recommendations to DCC on:

- The proposal to redevelop Luther Heights and the associated loan application.
- A Delegations of Authority Policy for council for Lutheran Education Queensland in favour of school councils.
- Expansion of Redeemer Lutheran College, Biloela to senior secondary years.
- A loan application by Faith Lutheran College, Redlands.
- A Lutheran Services request to acquire a business at Fernvale.
- Lutheran Services development application for Black Mountain Care Farm.
- Lutheran Services redevelopment proposal for sale of Hume Street, Stage 1.
- Review of Lutheran Services operations by an independent consultant.
- Loan application for Lourdes College.
- District policy concerning labour hire licensing laws.
- District Church Workers Service Policy.
- A District Capitalisation Policy.
- A review of LLL loan application forms.
- LLL loan summaries report.
- Transfer of administration of the LCAQD Transfer Fund to national office.
- St Peter's Springfield loan application.
- Recommendation for a funding formulae for the cost of the governance review.
- LEQ borrowing report showing current debt.
- Considering borrowing arrangements with Westpac.
- Considering documents provided by the LCA concerning LLL loan security framework.
- Loan application by Concordia Lutheran College.
- Manse loan application for St Peter's, Indooroopilly.
- Sale of property at 21 Baronga Street, Middle Park.
- Management of the District Blue Card registry.
- Consideration of the QBCC safer buildings audit and a process for ensuring compliance within the district.
- Budget for the Governance Change project.

- Purchase of land at St John's Lutheran Primary School.
- Purchase of land at 11 Sydney Street, Nambour.
- Sale of property at St John's, Millmerran.
- Loan application for Trinity Lutheran College.
- Increase in borrowing limit for Immanuel Lutheran College.
- Loan application for St Paul's Lutheran Primary School.
- Purchase of Peace Gatton OSHC.
- Consideration of the amalgamation of land titles at Mysterton.
- Meeting with BDO auditors for Lutheran Services to review their audit report.
- Consideration of a just formula for department governance levy contributions to the district.
- Sale of Grace Lutheran Riverview Manse.
- Consideration of a purchase proposal for Calvary Lutheran Church, Rockhampton.
- Loan application for Immanuel Lutheran College.

The Chair acknowledges the contribution of all committee members of RAFC in considering matters of significant importance to the financial sustainability of the Lutheran Church in Queensland and its various missions.

Michael Klatt
Chair



Section 5.2

2019 Convention of Synod

Proposed Governance Model

Contents

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3. Governance Vs Administration
4. Proposals to Implement and Review the Revised LCAQD Structure
5. Proposals to Facilitate Governance Changes
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7. Proposal to Enhance the Role and Responsibilities of Bishop
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10. Appendix Two - The Proposed Structure

1. Preface – Bishop Paul

"Hope does not disappoint us." This is the Lord's promise to us in Romans chapter five. He has come amongst us in the manger at Bethlehem. He has given his life for us on the cross at Calvary. He has risen from the empty tomb outside Jerusalem and he has sent us to witness of these things, to live as people of hope.

I thank our Lord of all hopefulness for the diligent work of so many people in our Queensland Lutheran communities, who have offered their gifts in service to the mission of God through this Governance Review Project. There have been meetings and conversations, writings and reviews of writings. The primary goal is to serve God and to serve the people of Queensland through strengthening the way we work together in our modern era as an organised incorporated entity. Within this goal is the commitment to the generations that come after us, to pass on the robust communities of witness and service that we have received from those who went before us.

I commend these governance change proposals to you and encourage that you would ask the Lord to guide you as you work through the proposals that your sisters and brothers of our Queensland Lutheran Church have prepared for us. A draft of these proposals was issued early in February for comment. The feedback you have provided has been invaluable. Your comments have been prayerfully considered and taken into account while formatting the final proposals. I believe it is good for our Church to have enabled conversation and consideration across the District before tabling the final proposals which are being taken to the Ipswich Synod in June this year.

There have been many folk involved in this work, but I would like to give particular acknowledgement to our District Church Council member, Bruce Lockwood for his passion and commitment to the mission of God in leading this governance review project since June 2018.

Finally, I pray that the Lord of the Church would use these governance review proposals to enable his people of the Lutheran Church of Australia Queensland District, to be better able to "give a good account of the hope" that is within us. (1 Peter 3)

Your fellow in Christ,

Paul +
Bishop LCAQD.

2. Introduction

At the 2018 District Synod it was resolved that:

“Synod 2018 supports the direction of the governance model, as tabled in the Synod Book of Reports, as the preferred direction for governance in the LCAQD.” Resolution 18CoS:16

“District Church Council will develop an implementation plan and other processes required to move to the proposed governance model, and fund this activity from District funds.” Resolution 18CoS:17

In order to fulfil these resolutions the District Church Council appointed a project chair from its membership. The project chair was given the brief to form a committee with representation from each of the four department councils and to form the necessary teams, and find the resources and consultants necessary to move to the proposed governance model. This work has been undertaken during the 2018 – 2019 Synodical term.

A full-time co-ordinator and assistant were appointed to project manage the governance change project. Besides the two full time project coordinators, the chair, and the representative committee of five, there are eleven Working Parties with a total of seventy three members appointed to undertake detailed studies of the many aspects of our governance organisation and structures and make recommendations to the District Church Council. Some of these Working Parties will have concluded their work in this Synodical term, while others will undertake most of the work during this coming synodical term.

The District Church Council has now thoroughly examined and agreed the proposals to be presented to Synod. These are included in Appendix One. The DCC proposes that the proposed new governance structure is implemented for a Review Period of one synodical term commencing at the close of synod 2019 and concluding at the commencement of synod 2020. During this review period a Review Panel will be in place so that the District as a whole can submit feedback for attention as the review progresses.

The Constitutions Committee has undertaken a comprehensive review of the By-laws Part B in order to facilitate this Governance Change Review. Terms of Reference have been written, reviewed or revised for the Board, District Assembly, First Assistant Bishop, Treasurer, Chair, Secretariat, Bishop's Desk, District Secretary, Senior Managers' Forum and other roles and duties as required.

The good Governance of the District and the Departments of the District relies on the Policy of Authorities and Delegations so that all matters are decided and managed at the appropriate and agreed level. The current document was developed over three years and authorised in 2017. This document is being reviewed as part of the governance change project and any updates and amendments deemed necessary will be a priority item on the agenda of the first District Assembly in October 2019.

In governance we seek to fulfil the Objects of the Church by strategically embedding and enhancing our culture of service to others.

Key changes proposed include:

- Renaming the District Church Council (DCC) as District Church Board (DCB)
- A new District Assembly to focus on regular cultural and strategic reviews of the district and departments
- Representation of the Department Councils on the Board and at District Assembly
- Greater distinction between governance and administration
- The Synod to elect a lay chair that the Bishop will appoint for the business sessions of Synod and Board meetings
- Reintroduction of the Treasurer role
- Synchronisation of meetings of the governing entities
- Focusing the Secretariat on matters supporting the governing entities
- Establishing a Bishop's Desk within the Secretariat
- Creating a collaborative administrative resource network to meet requirements of the Departments
- Changing the First Assistant Bishop to a full time called and elected role to provide essential support for the Bishop in an increasingly complex regulatory environment

The **Project Purpose** as defined by the working parties:

This project exists to build a home for our church of the future that recognises and enables our participation in Christ's mission of bringing God's love into everyday life. In developing a culture of contemporary and agile governance, we recognise the maturity and experience of our Lutheran communities and agencies, and the part each plays, working side by side in a healthy church.

3. Governance Vs Administration

A key challenge facing the Governance Change Project Committee has been a blurring of the distinction between governance and administration in the LCAQD. This blurring can create some inefficiency in the way we manage communications, decisions, approvals and delegations. Clarifying our governance structures and procedures can provide dividends in efficiency and effectiveness, freeing more of our time and resources for service in ministry and mission.

The District Synod is the highest constitutional authority of the District with power to direct and control those to whom it has entrusted tasks or delegated authority. Between synods that delegated authority is given to the District Church Council which in Queensland is incorporated under Letters Patent as the Board of the District. There is only one board in Queensland District. The work of the District and of the four departments in the District is governed by this board. The members of the board individually carry fiduciary responsibilities.

The Australian Institute of Company Directors (AICD) document “Good Governance Principles and Guidance for Not-for-Profit Organisations” (NFPs) says that clarity is required concerning the role of the board:

“For a board to function effectively there needs to be clarity regarding its role. While part of the board’s role is to oversee the operations and finances of the organisation, it is usually also externally focused and concerned with the larger context and “settings” of the organisation. Management on the other hand, tends to focus more on operational detail.

The role of the board usually involves certain core elements, such as:

- *Determining, reviewing and maintaining the vision, purpose and values of the organisation.*
- *Approval of short and long-term strategies.*
- *Approval of annual budgets.*
- *Approval of expenditure over pre-specified limits.*
- *Appointment, performance evaluation and (if the circumstances necessitate) termination of the employment contract of the CEO.*
- *Risk oversight.*
- *Providing a check on the integrity of external financial and non-financial reports.*
- *Any additional monitoring of the activities of the organisation in order to satisfy itself that the NFP is being properly managed.*
- *Supporting effective engagement with key stakeholders.*

The role of management is often described as being responsible for implementing the strategy approved by the board, to get the right results and deliver the right outcomes (depending on the organisation's purpose), without too much direct board involvement. It may be the case that involvement of the board in organisational activities expands and contracts over time, as the needs of the organisation change. For instance, boards may become more involved in the operations of an NFP in the organisation's early years or where there is a period of significant change.

One problem that can arise in some NFP's is the blurring of role boundaries. This can arise, for example, where directors serve in a volunteer capacity and view "stepping in to fill operational gaps" as merely an extension of their volunteering activities. This can create problems from a governance perspective, including the blurring of accountabilities. Directors might be "wearing two hats": as a key operational contributor (like a senior executive), and as a board member. To meet what can be a common challenge of "role confusion", it is vital to remember no matter what they do, directors still have the same legal duties and responsibilities, and need to govern in the best interests of the whole organisation."

The Project Committee has focused on providing good governance by creating clarity and distinction between the governance and the administration entities operating in the District.

This report proposes both the proposed governance structure and the resolutions necessary to implement a review of this structure over one synodical term.

The seven proposed resolutions are grouped under four headings:

1. Implement and Review the Revised LCAQD Structure
2. Facilitate Governance Changes
3. Address the Title of the New Governance Board
4. Enhance the Roles and Responsibilities of the Bishop

4. Proposals to Implement and Review the Revised LCAQD Structure.

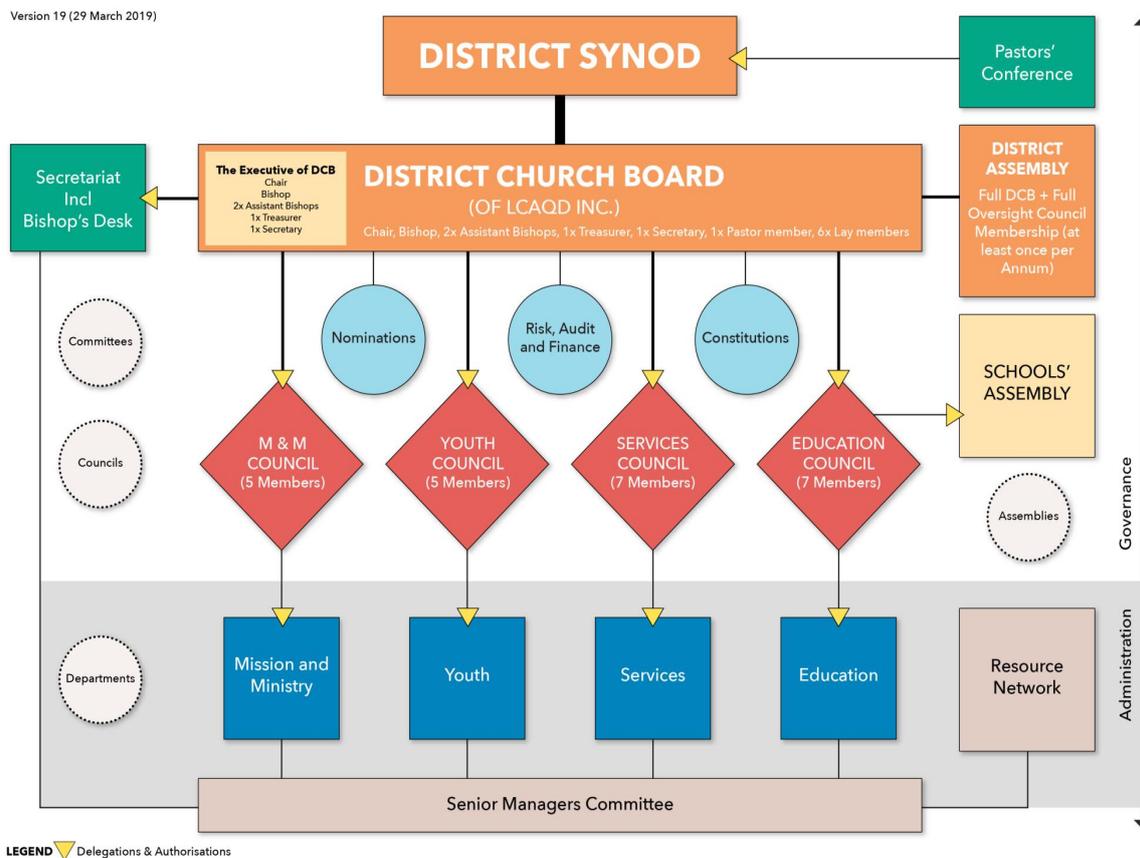
Proposal One

Resolved that the proposed Governance Changes and Restructure of LCAQD as detailed in the structure diagram (version 19, dated 29 March 2019), and the accompanying explanatory notes, be implemented for review during the 2019/2020 synodical term and that the necessary amendments to the LCAQD By-laws Part B be promulgated for the duration of the review period. Any current By-law Part B which conflicts with the purpose of the review is deemed suspended for the duration of the review.

Proposal Two

Resolved that the Executive of the District Church Board be the Chair, Bishop, two Assistant Bishops, Treasurer and Secretary, and that a quorum be four (4) members of the Executive.

Proposed LCAQD Structure (see Appendix Two for larger version)



The reasons for proposals one and two are included below in the elements of the proposed structure being A. Governance Level Structure and B. Administration Level Structure

A. Governance Level Structure

District Synod

The power of the District is exercised through Convention of Synod, which is the highest constitutional authority of the District with power to direct and control those to whom it has entrusted tasks or delegated authority.

The Convention of Synod meets annually. The delegates are pastor delegates, lay delegates elected by congregations, members of church council, principals of secondary schools, chairs of standing committees of the district and the Treasurer/Administrator/Secretary. The Pastors Conference is delegated to provide theological advice to the Convention of Synod as required.

District Church Board (DCB) - formerly called District Church Council (DCC)

The District Church Council is the only Board of the District. Renaming the Church Council to Church Board clearly distinguishes between the Board and the Oversight/Governance Councils of the Departments. It is the District Church Board which carries the fiduciary duties and liabilities of the District and this needs to be made clear to both internal and external stakeholders.

The Board has thirteen members, the same number as in the Letters Patent. These members include:

- The Bishop, two Assistant Bishops and one pastor member at large;
- The Chair, Treasurer, Secretary; and
- Six lay representatives (one lay member for each Department being Mission & Ministry, Youth, Lutheran Services, and Education, one representative for Risk Audit and Finance Committee and one lay member at large).

The Letters Patent under which the District is incorporated lists the President, Vice President and Secretary, Pastor Members and Lay Members as holding the Offices of the District. A resolution of the Synod is not required to make changes to those holding these Offices.

The Executive of the District Church Council is proposed to be the Chair, Bishop, two Assistant Bishops, Treasurer and the Secretary. The restructure proposes that the District Church Board and the Executive meet bi-monthly on alternate months. As four of the proposed DCB are also members of the Councils of the four Departments this program of alternating meetings allows the Executive of DCB, and the members who are members of both DCB and a Council to attend meetings on alternate months and smooth the governance processes.

District Assembly

The District Assembly brings together all the members of the DCB and the four Councils each year to share, review, and reflect on the work of the District. The District Assembly would have thirty three (33) members. The central purpose of the District Assembly would be to review and reflect on the Strategic Charter 2017-2021 of LCAQD, its implementation and effectiveness, and to enhance, celebrate and promote the culture of LCAQD. The District Assembly perpetuates the collaborative spirit of the departments which brought about this project through the Les Stahl and Terence Corkin workshops. The District Assembly would be forward looking and have the right to bring recommendations and proposed resolutions to the District Synod and General Synod through the DCB.

Standing Committees

The three (3) standing committees proposed are:

- Risk, Audit and Finance Standing Committee retained in its present format with an increased focus on policy and compliance;
- The Constitutions Standing Committee is retained in its present format; and
- The Nominations Committee has a role in ensuring the quality, balance and diversity of candidates put forward for election to the DCB, Councils and Standing Committees. The Nominations Committee is also intended to have a role in assisting with succession planning and building the next generation of leaders in the church

Governance Change Project Committee

The Governance Change Project Committee is an ad-hoc committee formed by District Church Council for the specific purpose of working towards the implementation of the governance changes deemed necessary by resolution of synod in 2018.

It is proposed that the work of this committee continues through the next synodical term while the governance structure is undergoing review. There is still a body of work to be completed on Culture and Strategy, on developing Communities of Witness and Service, on Delegations and Authorisations (the DnA of the Departments) and fostering a culture of professional development and succession planning. This work is planned to be completed by the end of this synodical term and the committee will report on its findings and outcomes, together with the Review Panel at the 2020 synod.

Councils

There are four (4) Councils proposed, one for each Department. Each council has a delegated governance role in relation to its department. Each council is the direct link between the administration of the department and the DCB. Not only are they the direct link between the administration of the department and the DCB but each council will now have permanent representation on the DCB and the District Assembly.

It is proposed that the membership of the Councils is five (5) members for Ministry & Mission (CM&M) and Lutheran Youth of Queensland (CLYQ) and seven (7) members for Lutheran Education Queensland (CLEQ) and Lutheran Services (CLS) respectively. This is reflective of

the complexity, size and legislative requirements surrounding the governance of these departments.

Terms of Reference (TOR's); policies; procedures; delegations and authorisations (DnA); and reporting templates establish protocols for operations and communications between the DCB and the departments. These TOR's, policies, procedures, delegations and authorisations (DnA) and reporting will also inform the basis for audit. The Councils are the hubs through which the departments communicate directly with the DCB.

Schools Assembly

The current Schools Assembly has a governance and delegation of authority role, largely to decide on the distribution of government funding between the schools and other matters requiring collaboration. Therefore, the Schools Assembly is treated as a governance entity of the LCAQD.

Secretariat

The Secretariat will focus on supporting the District Church Board with governance matters relating to legislative and legal compliance e.g. ACNC, ATO. The district administrative functions will come under the management of the Secretariat and provide administrative services to the non-department areas such as the Bishop's Desk and support other district related functions as required. This will create a clear distinction between governance and management/ administration. The Secretariat will be part of the Senior Managers Committee and contribute to efficiency opportunities through the Resource Network.

B. Administration Structure Level

Clarity of the differentiation between governance and administration is key to effective functioning and operations of LCAQD. Currently there are five arms of administration. The first is the Secretariat (including the Bishops Desk and other general district support functions) and the other four are the Departments. It is in the Secretariat and the Departments where the current day to day functioning and administration of the District is undertaken under delegated authority. However, it is also in these administrative areas where the distinction between governance and administration has become most blurred.

Functioning of the Departments

A Working Party is examining the functioning of the Departments, specifically reviewing TORs; Policies; Procedures; delegations and authorisations (DnA); and reporting. The DnA is currently being reviewed for required changes to support the new structure and will be presented to the District Church Board and District Assembly for approval. Key to the smooth operation of the LCAQD is the sequencing and programming of meetings to ensure efficient, effective and timely decision making and communications of compliant submissions and

decisions between the departments' administration and councils and between the councils and the DCB.

Senior Managers Committee

The Senior Managers Committee (SMC) with representation from each of the Departments and currently chaired by the Bishop for implementation, has been successful over recent times. This Committee is the administrative vehicle through which the work of the departments is collaborated. The Committee identifies areas of management and administration such as funding, resourcing, procuring, reporting and compliance, which can be more efficiently and effectively resourced through working together. The Senior Managers Committee has recently resolved to meet monthly, in order to be more agile in implementing efficiencies.

Resource Network

There is some degree of inefficiency and duplication between departments in relation to management and administration. Far greater efficiencies, effectiveness in resourcing, procurement, facilities, technology are still to be identified. There are significant operational efficiencies and cost savings to be achieved for all departments by collaboration and sharing of common systems, reporting, resourcing and facilities. The Senior Managers Committee instigated by Bishop Paul is working well and is encouraged to grow in its vision and scope and drive the Resource Network concept.

The Resource Network could become the platform for the study of Parishes and formation of Communities of Witness and Service (CW&S) during the next Synodical term. The Resource Network is a collaborative framework for shared services across the LCAQD departments (e.g. IT, Property, Finance, HR). The digital network of shared resources will be strategically overseen by the Senior Managers Committee with key staff or task-forces appointed for roles or tasks as determined by the SMC.

5. Proposals to Facilitate Governance Changes

Proposal Three

Resolved that the following By-law amendments, additions or deletions, promulgated for the purpose and duration of the Governance Changes and Restructure review period will sit alongside the current By-laws for the next Synodical Year and cease or continue as approved by Synod following recommendation by the Governance Change Review Panel.

Reasons for the Proposal

Various By-laws need to be amended, added or suspended in order to facilitate this Governance Changes and Restructure review period. This work is well underway. The Governance Change Committee and Constitutions Committee has gained expert legal advice regarding ACNC legislation for both Constitutional frameworks for the future and immediate

By-law advice for the proposed review period. While this proposal requires the promulgation of By-laws for the purpose and duration of the review period it is necessary, in order to avoid doubt, that the intent of the current By-laws remains intact except where specifically suspended for the duration of the review period. This proposal introduces a sunset clause for the review period. The By-law changes will be drafted and distributed as late documentation prior to Synod.

Proposal Four

Resolved that the District Church Board at its inaugural meeting appoints a Governance Change review panel with prescribed Terms of Reference and that the Review Panel reports to the District Assembly and District Church Board as implementation progresses; and reports to 2020 Convention of Synod with recommendations on further implementation of new governance structures and operations.

Reasons for the Proposal

The proposed review period of the new governance structure requires a prescribed process of review. A review panel would be tasked with obtaining and receiving feedback from the arms of the church and also studying the outcomes of the review and making recommendations to the Governance Change Project Committee as the District prepares for full implementation in 2020.

Proposal Five

Resolved that the Governance Change Project progress throughout the 2019/2020 Synodical Term and that the LCAQD continue to fund the project so that by the 2020 Convention of Synod is informed, prepared and able to consider and act on the recommendations of the Review Panel.

Reasons for the Proposal

During this Synodical term the Governance Change Project has focussed on high level strategic changes deemed necessary to make the functioning of the District more efficient, effective, accountable and streamlined. While the review of the new structure proceeds there are many matters of detail remaining to be addressed. These matters relate to the interface between governance and administration of both the District and the Departments. Collaboration, shared resources, and efficiencies will be examined. Delegations and authorisations between board, department council to executive officers and departments will be carefully scrutinised. The culture of service, accountability and communications will be promoted. The Senior Managers Committee will be progressing a collaborative LCAQD budgeting model project that will include the funding of various LCAQD components such as the Secretariat including the Bishops Desk, district support functions, and the governance project. The continued funding of this project by the District for the District is a sound investment in our future.

6. Proposal to Address the Title of the New Governance Board

Proposal Six

Resolved that the District Church Council (DCC) of the Lutheran Church of Australia Queensland District (LCAQD) be renamed the District Church Board (DCB). (A footnote in the declaration to be added regarding By-Laws Part A)

Reasons for the Proposal

The District Church Council is the only Board of the District. Renaming the Church Council to Church Board clearly distinguishes between the Board and the Oversight/Governance Councils of the Departments. It is the District Church Board which carries the ultimate fiduciary duties and liabilities of the District and this needs to be made clear to both internal and external stakeholders.

7. Proposal to Enhance the Role and Responsibilities of the Bishop

Proposal Seven

Resolved that the First Assistant Bishop be a full time called and elected role with a three year term of Office to support the Bishop and share the duties of the Bishop as determined by the Bishop.

A series of heart health issues affecting many of the bishops of the LCA over recent times has highlighted to the DCC that it is not possible for the Bishop to faithfully, diligently and strategically attend to all matters pastoral, and preside over all governance matters required of the role. The Assistant Bishops have their own full time call and are therefore limited in the time they can dedicate to supporting the Bishop. The District is greatly blessed to have a Bishop with the diverse talents, insight and wisdom of Bishop Paul. However, overload is never sustainable. This proposal recommends sharing the duties of the Office of Bishop and to allow the Bishop more time and space for prayer, study, reflection, teaching, sharing, caring, communicating and leading.

The proposal is to make the First Assistant Bishop a full time calling. The proposed additional duties of the First Assistant Bishop would be “any such duties of the Bishop under “Part B SCHEDULE 1 OFFICIALS OF THE DISTRICT A. BISHOP 4.1 to 4.17 inclusive.” delegated by the Bishop from time to time. This gives the Bishop the ability to delegate duties according to the gifts of the First Assistant Bishop and their respective workloads.

A further opportunity to reduce workload is for the Bishop to delegate the chairing of the business sessions of Synod, the District Assembly and the DCB to a lay member of the DCB. By delegating this role, the Bishop can preside and speak on all matters before the District without the protocols of handing over the duties of the Chair while speaking. The Synod is therefore requested to elect the Chair that the Bishop will appoint.

8. Conclusion

The 2018 Convention of Synod approved a resolution to recommend a new governance model and implementation plan. A considerable effort has been made by the Governance Change Committee and various working parties to achieve a draft structure and supporting proposals to take to Convention of Synod in June 2019. The structure, proposals and reasons for the proposals has been included in detail in this document.

Should there be approval for implementation of the proposed governance structure for the review period, the governance change project will move to matters regarding the interface between governance and administration of both the District and the Departments. Focus of the working parties will be on collaboration, shared resources, and efficiencies including delegations and authorisations, culture of service, accountability and communications, parish communities and sustainable funding etc. In addition, a review panel will be established to assess the outcomes of the review period and report to Convention of Synod 2020, with recommendations whether to proceed to full implementation.

9. Appendix One – Proposals

Proposals Regarding a Revised LCAQD Structure.

Proposal One

Resolved that the proposed Governance Changes and Restructure of LCAQD as detailed in the structure diagram (version 19, dated 29 March 2019), and the accompanying explanatory notes, be implemented for review during the 2019/2020 synodical term and that the necessary amendments to the LCAQD By-laws Part B be promulgated for the duration of the review period. Any current By-law Part B which conflicts with the purpose of the trial is deemed suspended for the duration of the review.

Proposal Two

Resolved that the Executive of the District Church Board be the Chair, Bishop, two Assistant Bishops, Treasurer and Secretary, and that a quorum be four (4) members of the Executive.

Proposals to Facilitate Proposed Changes

Proposal Three

Resolved that the following By-law amendments, additions or deletions, promulgated for the purpose and duration of the Governance Changes and Restructure review period will sit alongside the current By-laws for the next Synodical Year and cease or continue as approved by Synod following recommendations by the Governance Change Review Panel.

Proposal Four

Resolved that the District Church Board at its inaugural meeting appoints a Governance Change review panel with prescribed Terms of Reference and that the Review Panel reports to the District Assembly and District Church Board as implementation progresses; and reports to the 2020 Convention of Synod with recommendations on further implementation of the new Governance structures and operations.

Proposal Five

Resolved that the Governance Change Project progresses throughout the 2019/2020 Synodical Term and that the LCAQD continues to fund the project so that the District by the 2020 Convention of Synod is informed, prepared and able to consider and act on the recommendations of the Review Panel.

Proposal to Address Issues of Titles of New Governance

Proposal Six

Resolved that the District Church Council (DCC) of the Lutheran Church of Australia Queensland District (LCAQD) be renamed the District Church Board (DCB). (A footnote in the declaration to be added regarding By-Laws Part A).

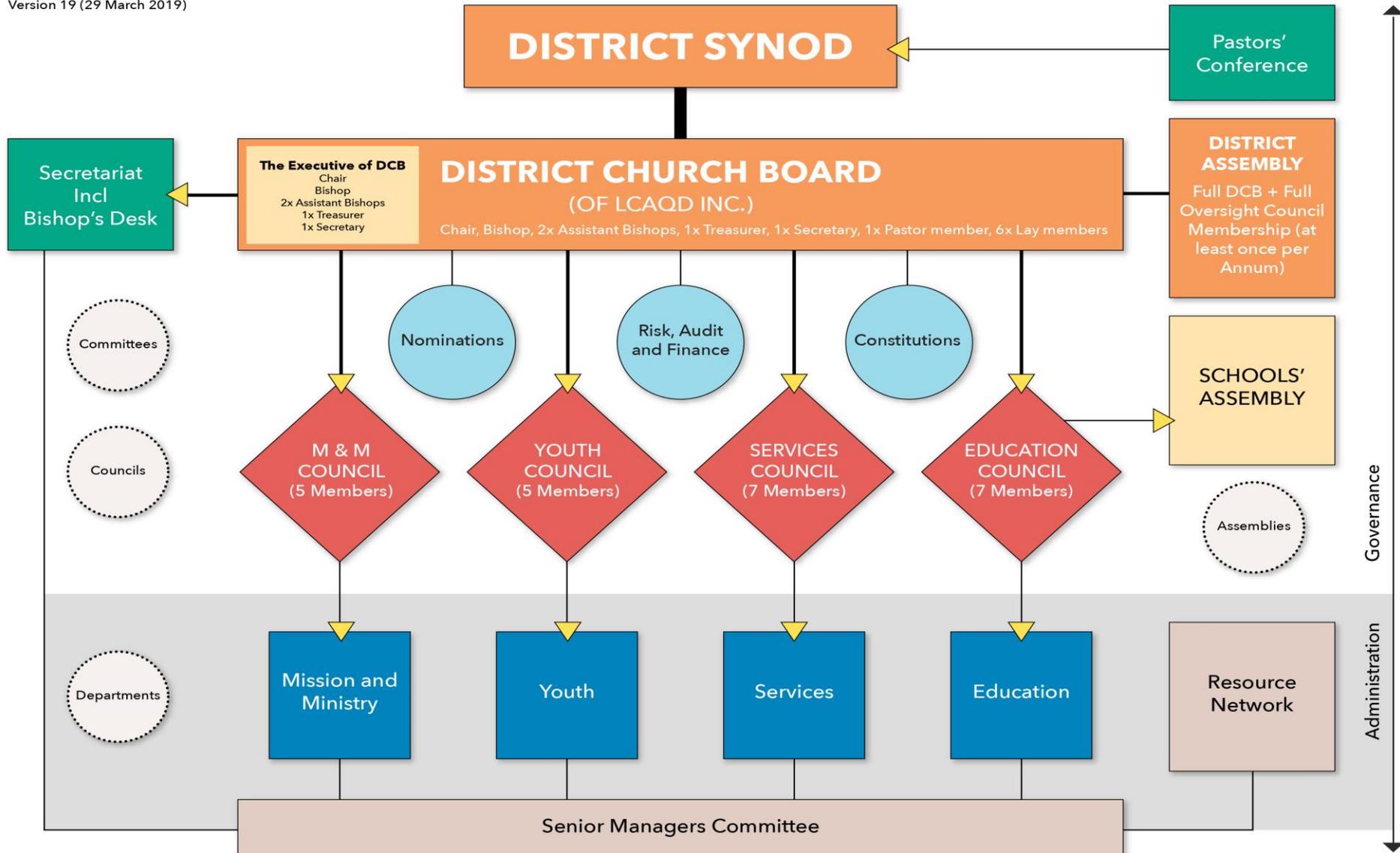
Proposal to Enhance the Role and Responsibilities of the Bishop

Proposal Seven

Resolved that the First Assistant Bishop be a full time called and elected role with a three year term of Office to support the Bishop and share the duties of the Bishop as determined by the Bishop.

10. Appendix Two – Proposed Structure

Version 19 (29 March 2019)



LEGEND ▼ Delegations & Authorisations

“Therefore my beloved be steadfast, immovable,
always excelling in the work of the Lord, because
you know that in the Lord your labour is not in
vain.”

[1 Cor 15:58]



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Lutheran Church of Australia Governance Change Project Basic Questions and Answers

Q. What are the benefits to the Mission of the Church in this proposed Governance change?

A.

- Most significantly, an improved culture of collaboration and communication.
- This has been the strong focus throughout this governance change project. It started with workshops with our original facilitators Les Stahl and Terence Corkin.
- The District Church Council and the Departments of the District have been building a culture of collaboration and communication to strengthen our common identity and purpose as people of the Lutheran Church in Queensland.
- This culture of collaboration and communication is priceless. It cannot be expressed in budgetary dollars. It is not quantifiable. It is not tangible. But it pulsates and gives life to our mission and ministry.

Q. What would be some examples of proposed benefits to the people of the Church with these proposals?

A.

- Efficient and effective use of our resources (both human and other resources) through collaboration.
- Strengthening our working together with collaborative activities such as District Assemblies, Senior Managers Forum and a District resource network.
- Enhancing the Department of Mission and Ministry e.g. developing connected communities of witness and service; developing services offered to parishes and congregations; Full Time Assistant Bishop supporting the personal and professional development of pastors and church workers.
- Enhancing communications and integration with the work of the National Church.
- Improving District-Wide policies.
- Revised By-laws and Delegations and Authorities for greater efficiency.
- More clarity for LCAQD staff development and career pathways across the Departments
- Development of training programmes for all leaders in our congregations, parishes and Departments, which will provide future leaders, including training in governance theory and practice.
- Comprehensive longer term budget planning across the District.

Q. Who has been on the Governance Change Project Committee?

A.

- Bishop Paul Smith; LYQ: Keziah Sydes; LEQ: Pastor Brenton Altmann; MnM: Carl Eckermann; LS: Dr Clare Seligmann; DCC: Bruce Lockwood.
- Supported by staff: John Hoffmann and Crystal Bignall.

Q. Were other people in the Church involved in this project?

A.

- Yes. The project has been accompanied by continuing "communiques" distributed to the people in parishes and the pastors of the District.
- The actual first form of the proposals was distributed across the District at the beginning of 2019, to enable the people of the Church to ensure that the proposals were in the best form to be tabled at Synod.
- The people involved in the work behind these proposals has also included District Church Council members; the Departmental Council members, members of the District Church in working groups; Church leaders; and other resources engaged for specific tasks.

Q. What is the benefit of having a Full-Time Assistant Bishop?

A.

- One of the key roles in the proposed full time position would be the support and development of our Church workers, especially pastors. This is a matter of great need in our District and elsewhere.
- In our District with so many entities such as schools, aged and community services and child care centres, the Bishop's work of oversight needs this full time support.

Q. Is there something wrong with the District's current governance?

A.

- The current governance structure was formed for the Church of the 1966 Union. This was a time when we only had two colleges and a variety of congregation-run entities.
- The 1966 model has been added to over the years with amendments and new thinking.
- This is the first major governance review of our District.
- The proposed model is the response of investigations into the best way to design a contemporary governance structure able to address concerns whilst providing flexibility and nimbleness to engage with future matters.

Q. What is the relationship between our LCAQD Governance Change Project and the National LCA Governance Change Project?

A.

- There has been ongoing engagement between our LCAQD work and the LCA work. Even the legal advisor for the LCAQD project, Matthew Turnour is also the advisor for the LCA's constitutions and governance working group.
- When the LCAQD's Strategic Charter was devised, it was carefully aligned with the LCA's Strategic Planning materials. The collaboration in the current LCAQD Strategic Charter development was a key factor in the subsequent LCAQD investigations into governance change.
- At the LCA Synod in Sydney in October 2018, there was no clarity regarding the role and function of Districts in the published LCA Governance model.
- Our work in Queensland helps give clear guidance to ongoing LCA Governance work, regarding how the District Church functions with its congregations and Departments.

Q. How do we know this proposed structure is the best governance structure?

A.

- There is no "best" governance structure. In any proposed revision, there needs to be thorough and careful investigation from relevant stakeholders. This has been done to the best of the abilities of those involved.
- The work brought to Synod 2019 is the result of thousands of hours of conversation, collaboration and investigation.

Q. Is the District Office suitable to accommodate the new governance structure?

A.

- Yes. DEO Michael Turner has been working on options. The key need would be a desk/office for a new full-time Assistant Bishop.
- We also have a manse that is unused, which is the current MnM Director's manse. (Pastor David Schmidt lives in his own home)
- For some time there have been ongoing conversations regarding relocating our District Office to a purpose-built facility with better parking and access.

Q. What new jobs would be created?

A.

- There would be the various "governance positions" such as Chairperson of DCB and District Treasurer.
- The proposal for a "full time 1st Assistant Bishop" is the only salaried position proposed.

Q. Would anyone lose their jobs?

A.

- There is no plan to end any jobs. The project has been designed to allow as smooth a transition as possible.
- The proposed structure would certainly redefine the role of the current District Executive Officer and our DEO Michael Turner is aware of that.

Q. Are the new structures, constitution and by-laws compliant with the Australian Charities and Not For Profit Commission's requirements?

A.

- Yes. The proposed structures have been reviewed by legal opinion both within and outside of the LCAQD.

Q. How are we managing risk?

A.

- We are continuing with a robust "Risk Audit and Finance Committee" as in the previous structures of the District.

Q. How would we compensate for the creation of the First Assistant Bishop as a full time position?

A.

- In the event that the Synod adopts the proposal for a full time First Assistant Bishop, the pastor called to that position, if he accepts, will leave a vacancy in his current ministry. A new call would need to be extended to fill that position. Budget to this Synod includes provision for the salary of a full time First Assistant Bishop position. This would take a pastor out of the work of parish or institutional ministry but the working groups which prepared the proposals for this Synod believed that the full time work of the Assistant Bishop alongside of the Bishop would greatly strengthen and support our pastors in the field.

Q. What are the ramifications if the governance changes are not approved by this Synod?

A.

- The whole project with its proposals, has been developed after careful, broad and collaborative investigations into our current structures and governance needs.
- In the event that Synod does not adopt the current proposals for governance change, further investigations will be required according to the direction from Synod.

Q. What happens next if the governance change proposals are approved by this ?Synod?

A.

- The District will have a Board with some new faces, a treasurer and chairperson and each department will have representation on the board.
- We will conduct the first District Assembly in October. The District Assembly will focus on the strategic collaboration of the departments and the district.
- We will complete the good work on By-laws and a comprehensive review of the policies and procedures of the District and departments.

- The Senior Managers Forum will continue its work of collaboration and resource networking in management and administration.
- The Governance Change Working Parties which have ongoing tasks will move into Phase 2, building on early work. Culture and Communications will remain the thread running through all our work, and Connected Communities of Witness and Service will be a highlight of the next Synodical term.
- We will have a review panel to ensure that all matters which arise during the transition are dealt with expeditiously and proactively.
- We will be gifted with a governance structure which will enable the District and the Departments to be more efficient, effective, agile, collaborative and compliant.
- We will have a District gifted with people of good will and specific governance skills when challenges face us.
- We will have a District which has a plan to provide for and develop our future leaders.
- We will have a District where the Objects of the Church can shine.

OBJECTS

The District accepts the Objects of the Church, and shall promote them within its assigned area. These Objects are to:

- (a) fulfil the mission of the Christian Church in the world by proclaiming the Word of God and administering the Sacraments in accordance with the Confession of the Church laid down in Article II;
- (b) unite in one body Evangelical Lutheran congregations in Australia and New Zealand for the more effective work of the Church;
- (c) promote and maintain true Christian unity in the bond of peace;
- (d) ensure that preaching, teaching, and practice in the Church are in conformity with the Confession of the Church;
- (e) provide pastors and teachers and other church workers for service in the Church and its congregations, and for this purpose to establish and maintain institutions for their training;
- (f) encourage every congregation to carry out its mission to its local community;
- (g) establish, develop and support new congregations where it is not possible for individual congregations to do so;
- (h) support and cooperate with selected churches in other lands as they seek to carry out their mission;
- (i) dialogue with other Christian church bodies;
- (j) establish and maintain schools and other institutions and to foster all other means whereby the members of the congregations receive Christian education;
- (k) cultivate uniformity in worship, ecclesiastical practice and customs in accord with the principles laid down in Article X of the Formula of Concord;
- (l) publish, procure, and distribute literature compatible with the Confession and principles of the Church;
- (m) minister to human need in the name of Jesus Christ our Lord and provide institutions and agencies for this purpose;
- (n) take such action as is necessary for the protection of the congregations, pastors, teachers, and other church workers in the performance of their duties and the maintenance of their rights.



Section 5.3

2019 Convention of Synod

By- Laws Part B – Proposed Amendments

17 May 2019

By-laws to be implemented for the Governance Change review period

The Constitution Committee of LCAQD has prepared new and amended By-laws necessary for the implementation of the governance change proposals for a one synodical term review period. Only the By-laws necessary for the implementation of the changed structure have been amended or introduced with deleted words ~~striketrough~~ and new words **bold**.

The DCC proposals focus specifically on the governing bodies, namely the District Church Council, the Standing Committees, the Council for each of the four departments and the proposed new District Assembly.

The membership of these bodies has been adjusted in order to enable broad, skills based representation from the ministry, laity and departments.

During the next synodical term, while the review is in progress, the policy and compliance component of the project will shift its focus to the internal governance of the departments and to the interface of the departments with the District through Delegations and Authorizations (DnA).

A comprehensive review of the Part B By-laws has commenced and will be brought to Synod in 2020.

We thank the Constitutions Committee, chaired by Andrew Spyropoulos for their commitment to delivering this good work.

Bruce Lockwood

Chair, Governance Change Review Committee



LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT

BY-LAWS PART B

Proposed Amendments for the Governance Review period

This is a document of the Queensland District of the Lutheran Church of Australia and may be altered only by Resolution of the District Synod.

LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT BY LAWS PART B

SECTION 1. Definitions and Interpretation

1.1. In these By-laws unless the context or subject matter otherwise requires: -

Active Communicant Member meaning: a member of a Congregation who in the opinion of the Pastor of that Congregation or of the Congregation is:

- (a) worshipping frequently;
- (b) communing frequently; and
- (c) adhering to the Confessions of the District;

Bishop meaning: the Bishop of the District;

Book of Reports meaning: the agenda for Convention and the reports published with the agenda;

~~Chairperson of the Committee meaning: where the Committee consists of one person, that one person;~~

Church (LCA) meaning: the Lutheran Church of Australia;

Congregation meaning: a Congregation which is a member of the District;

Convention meaning: a convention of the Synod of the District;

Committee includes: ~~all Officials, Full-time Executive Officers, Officers, Appointees, Councils, Standing Committees, Committees, Commissions, Tribunals, Boards, Schools, Rest Homes,~~ **Assemblies**, Auxiliaries, and other bodies elected, appointed or created by the constitution or By-laws of the District;

Any Committee or Council established under the Constitution and By-laws, except a disciplinary or adjudication tribunal or an ad hoc committee or temporary task force, is by definition a Standing Committee. ~~Standing Committees are Committees of some other entity, on the basis of "by whom appointed" and "to whom reporting".~~

District Church Council-Board (DCC DCB) meaning: the Church Board of the Lutheran Church of Australia, Queensland District;

District Assembly meaning: **an assembly of all members of the District Church Board and all the Council members of all the District Departments;**

District (LCAQD) meaning: the Lutheran Church of Australia Queensland District;

District Delegate meaning: each of the persons referred to in the District Constitution Article VII.2 **Clause 2, The Synod;**

Executive Officer meaning: **the Chief Executive Officer (CEO) of a Department of the District, or by whatever title that office may from time to time be designated, including Head of Department (HOD), Executive Director (ED);**

Executive meaning: **the Executive of the District Church Board referred to in these By-laws Part B Schedule II B;**

Financial Year meaning: **the year ending on 31st December;**

First Assistant-Bishop meaning: the First Assistant-Bishop of the District;

~~LCA~~ meaning: ~~Lutheran Church of Australia;~~

~~LCAQD meaning: Lutheran Church of Australia, Queensland District~~

~~MSC meaning: the Ministry Support Centre, which is the Lutheran Services Department office and the personnel employed to assist the HOD in carrying out the duties and responsibilities of that role;~~

Official Organ meaning: "The Lutheran" or such other publication as the District Church Council **Board** may for a particular purpose determine;

Pastor meaning: any Pastor on the Queensland Role of Pastors;

Parish meaning: a Parish consisting of member Congregations of the District;

Quorum meaning: a simple majority of voting members, unless specified elsewhere;

Reporting Committee meaning: a Committee required or permitted by its terms of reference or by the District Church Council **Board** to submit a report to the regular Convention;

Second Assistant-Bishop meaning: the Second Assistant-Bishop of the District;

Secretary meaning: the Secretary of the District;

Treasurer meaning: the Treasurer of the District;

Term of Service meaning: the period commencing at the close of one regular Convention and terminating at the close of the next regular Convention, or, in the case of an appointee, the period commencing at the date of the appointment and terminating at the close of the next regular Convention. In the case of an appointment for two (2) Terms of Service, the termination date shall be the close of the second regular Convention after the date of the appointment. **In the case of a delegate to a Convention the period from the commencement of the Convention to the commencement of the next regular Convention of Synod.**

- 1.2. The definitions in the Constitution of the Church and of the District shall apply to these By-laws.
- 1.3. Words of singular number include the plural and vice-versa.

SECTION 7. Administration and Structure

7.1. The **Officials of the District**, elected by Convention, are the Bishop, **Assistant Bishops**, the **Secretary, Treasurer and Chairperson**. The terms of office, ~~terms of reference~~ and duties of these officials are set out ~~hereto~~ in the District By-laws Part B, Schedules I **A, B, C, D, E and F**.

7.2. The **District Church Council Board** is elected by Convention and reports to it. The composition, term of office, terms of reference, rights and duties of the ~~Council~~ **District Church Board** and its Executive are set out in the District By-laws Part B, Schedule II **A**.

7.3. **Standing Committees of the District Church Council Board** are appointed by the District Church ~~Council~~ **Board** and report **directly** to the District Church ~~Council~~ **Board**.

These Committees are as follows:

7.3.1 the Risk Audit and Finance Committee; and

7.3.2 the Synod Steering Committee.

~~The Worship Committee~~

~~The Queensland Lutheran Foundation Trust Fund Committee~~

The composition, terms of reference, rights and duties of these Committees are set out hereto in the District By-laws Part B, Schedules V A and B. ~~The composition, terms of reference, rights and duties of these Committees are set out in Schedule V.~~

7.4. **The District Assembly comprising of all members of the District Church Board and the Councils of the Departments of the District, as set out in Clause 7.5.1, whose terms of reference, rights and duties are set out in the District By-laws Part B, Schedule II A.**

7.5. The **Standing Committees of the District** are of two types:

7.5.1 Governance Councils of Departments of the District which act for and on behalf of the District ~~Synod~~ Convention within the limits set out in their By-laws. They report directly to **the District Church Council Board** ~~Synod~~. These Councils are as follows:

7.5.1.1 the Council of the Department for Ministry and Mission;

7.5.1.2 the Council of the Department for Lutheran Youth Queensland;

7.5.1.3 the Council of the Department for Lutheran Services; and

7.5.1.4 the Council of the Department for Lutheran Education Queensland

The composition, terms of reference, rights and duties of these Councils are set out in the District By-laws Part B, Schedules III **A, B, C and D**.

7.5.2 Advisory Committees, elected at least in part by Synod ~~and~~ report directly to Convention.

These Committees are as follows:

7.5.2.1 the Constitutions Committee; and

7.5.2.2 the Nominations Committee

~~Statistics Committee~~

The composition, terms of reference, rights and duties of these Committees are set out in the **District By-laws Part B, Schedule IV A and B.**

7.6. **Officers appointed by District Church Board.** These officers report to District Church ~~Council~~ **Board** and comprise the following:

7.6.1 The Advisory Pastors;

7.6.2. The Seal-holders;

7.6.3. The Electoral Officer; and

7.6.4. **The District Administrator**

~~The Auditor~~

~~The Archives Liaison Officer~~

The terms of reference, rights and duties of these Officers are set out in the District By-laws Part B, Schedules VI A, B, C and D.

~~7.6.~~ 7.7. A **Commission of the District** is a taskforce established until its function is completed. It is by nature a short-term taskforce set up by ~~Synod~~ Convention to whom it reports. The composition, terms of reference, rights and duties of a **Commission of the District shall be presented to Convention.** ~~The composition, terms of reference, rights and duties of a commission shall be presented to the Synod that appoints it.~~

**BY-LAWS, PART B, SCHEDULE I
OFFICIALS OF THE DISTRICT**

B. FIRST ASSISTANT-BISHOP

1. The term of office of the First Assistant-Bishop shall be ~~two (2)~~ years **three (3)** Terms of Service.
2. **The First Assistant-Bishop is a called and elected full time role for the term of office.**
3. If the First Assistant-Bishop ceases to be an Active Communicant Member, ~~of a Congregation~~ he shall automatically cease to be the First Assistant-Bishop.
4. In addition to the duties laid down in the District By-laws Part A, the duties of the First Assistant-Bishop shall include the following:
 - 4.1. to be Chairperson of the Pastors' Conference; and
 - 4.2. **any such duties of the Bishop laid down in the District By-laws Part B, Schedule I Officials of the District, A. Bishop, which may be delegated by the Bishop from time to time.** ~~Under Part B SCHEDULE 1 OFFICIALS OF THE DISTRICT A. BISHOP 4. Delegated by the Bishop from time to time.~~

**BY-LAWS, PART B, SCHEDULE I
OFFICIALS OF THE DISTRICT**

C. SECOND ASSISTANT-BISHOP

1. The term of office of the Second Assistant-Bishop shall be two (2) ~~years~~ Terms of Service.
2. If the Second Assistant-Bishop ceases to be an Active Communicant Member, ~~of a Congregation~~ he shall automatically cease to be Second Assistant-Bishop.
3. The retiring Second Assistant-Bishop shall be eligible for re-election.
4. The duties of the Second Assistant-Bishop shall include the following:
 - ~~4.1. In the event of the death or resignation of the First Assistant-Bishop or his assuming the office of Bishop, they will automatically assume the office of First Assistant-Bishop until the next regular Convention;~~
 - 4.1. by direction of the District Church Council Board, assume office as acting First Assistant-Bishop during the sickness or absence of the First Assistant-Bishop, or his inability to carry out his duties;
 - 4.2. carry out such duties as may be directed by the District Church Council Board; and
 - 4.3. if requested by the Bishop, act as his deputy wherever and whenever deemed necessary.

**BY-LAWS, PART B, SCHEDULE I
OFFICIALS OF THE DISTRICT**

D. SECRETARY

1. The Secretary shall be elected at a regular Convention, **following the endorsement of the Nominations Committee.**
2. The term of office of the Secretary shall be two (2) ~~years~~ **Terms of Service.**
3. If the Secretary ceases to be an Active Communicant Member, ~~of a Congregation he/she~~ **they** shall automatically cease to be the Secretary.
4. The retiring Secretary shall be eligible for re-election.
5. In addition to the duties laid down in the District By-laws Part A, Schedule VIII Officers and Administration, Article 4, the duties of the Secretary shall include the following:
 - 5.1. to keep an accurate record of the minutes of Conventions and of meetings of the District Church Council **Board** and Pastors' Conferences in the respective Minute Books;
 - 5.2. to publish the notice of the regular and special Conventions;
 - 5.3. to receive and in conjunction with the Bishop to publish the agenda and the reports for any Convention;
 - 5.4. to prepare and publish the official report of each Convention;
 - 5.5. to inform responsible Committees, bodies or individuals as soon as possible after a Convention of the resolutions affecting them;
 - 5.6. to keep an accurate Roll of Pastors of the District, a Roll of church workers working as such in the assigned area of the District and the official Roll of Congregations;
 - 5.7. to attend to such other duties as the District may determine from time to time;
 - 5.8. **notify Department Councils of any decision of the DCB concerning that Department; and**
 - 5.9. **shall be the Chair of the Synod Steering Committee, ex officio.**

**BY-LAWS, PART B, SCHEDULE I
OFFICIALS OF THE DISTRICT**

E. TREASURER

1. The Treasurer shall be elected at a regular Convention, **following the endorsement by the Nominations Committee.**
~~The term of office shall be one (1) Term of Service~~
2. **The term of office of the Treasurer shall be two (2) Terms of Service.**
3. If the Treasurer ceases to be an Active Communicant Member ~~of a Congregation,~~ **he/she they** shall automatically cease to be the Treasurer.
4. The retiring Treasurer shall be eligible for re-election.
5. In addition to the duties laid down in the District By-laws Part A, **Schedules VIII Officers and Administration, Article 4**, the duties of the Treasurer shall include the following:
 - 5.1. while retaining the oversight over the financial affairs and records of the District, to delegate, with approval from District Church ~~Council-Board~~, to the District **Administrator** ~~Executive Officer~~ and other employees of the District such duties and functions as ~~he/she they~~ **they** deem fit to enable the day to day financial transactions of the District to be carried out in the most effective manner;
 - 5.2. **In collaboration with RAFC** to ensure financial reports of the District are presented regularly to the **District Church Council Board**;
 - 5.3. **In collaboration with RAFC** to ensure that the financial records of the District are properly kept in the form and manner required by the **District Church Council Board**;
 - 5.4. to ensure that the financial records of the District are audited as required by the **District Church Council Board**;
 - 5.5. to offer assistance and oversight to the relevant staff in the carrying out of duties and expectations of their roles in accord with the written role descriptions;
 - 5.6. to consult regularly with the District ~~Executive Officer-Administrator~~;
 - 5.7. to report to **District Church Council Board** personally or through a nominated delegate; and
6. **The Treasurer shall be a member (preferably Chair) of the Risk Audit and Finance Committee by virtue of this office.**

**BY-LAWS, PART B, SCHEDULE I
OFFICIALS OF THE DISTRICT**

F. CHAIRPERSON

1. **The Chairperson shall be elected at a regular Convention, following the endorsement by the Nominations Committee and appointed by the Bishop.**
2. **The term of office of the Chairperson shall be two (2) Terms of Service**
3. **If the Chairperson ceases to be an Active Communicant Member, they shall automatically cease to be the Chairperson.**
4. **The retiring Chairperson shall be eligible for re-election.**
5. **In addition to the duties laid down in the District By-laws Part A, Schedules VIII Officers and Administration, Article 4, the duties of the Chairperson shall include the following:**
 - 5.1. **to call all meetings of the District Church Board;**
 - 5.2. **to ensure the resolutions of the District Church Board are carried out;**
 - 5.3. **to chair the Business sessions of the Convention;**
 - 5.4. **to engage with the Chairs of the Department Councils as required from time to time;**
 - 5.5. **to consult regularly with the District Administrator;**
 - 5.6. **to report to the District Church Board personally or through a nominated delegate;**
 - 5.7. **the Chairperson may attend the Risk Audit and Finance Committee in an ex-officio capacity by virtue of this office; and**
 - 5.8. **such other duties as prescribed from time to time by the District Church Board.**

BY-LAWS, PART B, SCHEDULE II

A. DISTRICT CHURCH COUNCIL BOARD

1. The District Church ~~Council~~ **Board elected at a regular Convention** - shall consist of the Bishop, the two (2) ~~Vice-Presidents~~ Assistant Bishops, the Secretary, **the Treasurer, the Chairperson** and additional members (~~elected at a regular Convention~~) to a total of ~~five (5)~~ **four (4)** Pastor members and ~~eight (8)~~ **nine (9)** Lay members.
2. **Of the nine (9) Lay members, four (4) members will also have membership of the Councils of the Departments, being one member for each of the respective Departments; Ministry and Mission, Lutheran Youth of Queensland, Lutheran Education Queensland and Lutheran Services. Where membership of the Department Council is not continuing, membership of the District Church Board will also conclude, unless arranged by DCB in collaboration with the Department.**
3. The **District** Church ~~Council~~ **Board** shall meet as called by the Bishop and Secretary whenever they deem such meeting necessary, or when three (3) members of the **District** Church ~~Council~~ **Board** request a meeting. In the latter case the meeting shall be held within three (3) weeks **of such request**.
4. The Quorum shall **be a simple majority of the voting members** ~~be seven (7) members~~. No business shall be transacted except in the presence of a Quorum. Decision-making shall be by simple majority vote.
5. Any member of the **District** Church ~~Council~~ **Board** who ceases to be an Active Communicant Member ~~of a Congregation~~, shall automatically cease to be a member of the **District** Church ~~Council~~ **Board**.
6. If a vacancy occurring for any reason among the members of the **District** Church ~~Council~~ **Board**, the Church ~~Council~~ **Board** may appoint a replacement member. The term of office for the replacement member shall be the balance of the term of office of the member whom they replace.
7. The **District** Church ~~Council~~ **Board** shall facilitate the holding of Conventions in accordance with the District Constitution and these By-laws, and ensure that participation in decision making is maximised; and
 - 7.1. shall submit to the Convention a proposed budget for the ~~following synodical term~~ **financial year ending 31st December**;
 - 7.2. ensure that the resolutions of Conventions are carried out;
 - 7.3. receive, between Conventions, an incoming Pastor as a Pastor of the District and instruct the Secretary to record ~~his~~ their name on the Roll of Pastors of the District;
 - 7.4. be sensitive to the collective views of the Congregations of the District;
 - 7.5. shall recommend to the Convention the budget of the District for the current year, including recommended action on the budget of the Standing Committees, Councils, Commissions, and other bodies of the District submitted to it through the Risk Audit and Finance Committee; and
 - 7.6. shall take action in matters involving expenditure not covered by the budget or provided for by the Convention.
8. The **District** Church ~~Council~~ **Board** shall ensure effective administration practices are observed by the District and the Standing Committees, Councils, Commissions, and other bodies of the District; and

- 8.1. fill any vacancies in any office or on any Standing Committees, Councils, Commissions, and other bodies of the District, except when such vacancy occurs within two (2) months of the next regular Convention;
 - 8.2. remove from office any member of any Standing Committees, Councils, Commissions, and other bodies of the District (excluding the Bishop and Assistant-Bishops) during their term of office if, in its considered judgement, the said member becomes incapable or unworthy of their office, and fill the vacancy thus created for the remainder of that term of office;
 - 8.3. make arrangements for the payment of all relieving Pastors either through the Parish treasurer or the Treasurer;
 - 8.4. ensure that all records are kept up to date and are freely accessible by member Congregations and their voting members; and
 - 8.5. delegate specific tasks to officers and departments.
9. The **District Church Council-Board** shall ensure Standing Committees, Councils, Commissions, and other bodies of the District act transparently in accordance with the policies of the District.
 10. The **District Church Council-Board** shall ensure that at all times there is clear open communication at all levels of the District.
 11. The **District Church Council Board** shall provide guidance and counsel to the Bishop in relation to his role in the District.
 12. The **District Church-Council Board** shall receive general oversight from the Bishop.
 13. The **District Church Council Board** shall determine the duties from time to time of members of **District Church Council-Board** where duties are not specified in the By-laws Part B and shall determine additional duties for all members of the **District Church Council-Board** not inconsistent with duties specified in By-laws Part B.
 14. **The District Church Board shall engage an Auditor to conduct the audit of the annual statement of accounts and balance sheet of the District who will be required to:**
 - 14.1. **ensure that the accounting records of the District are kept in the form and manner required by Accounting Standards and the Risk Audit and Finance Committee;**
 - 14.2. **submit their report of the District Church Board for inclusion in the Convention Book of Reports;**
 - 14.3. **when required by the Risk Audit and Finance Committee or the District Church Board, audit the accounting records of any fund, Committee or enterprise under the control of the District;**
 - 14.4. **report directly to Convention when considered necessary;**
 - 14.5. **undertake such other duties as the District Church Board or the Risk Audit and Finance Committee or Convention may from time to time contract them to do; and**
 - 14.6. **when required by the Risk Audit and Finance Committee or the District Church Board, audit the accounting records of any fund, Committee or enterprise under the control of the District.**

BY-LAWS, PART B, SCHEDULE II

B. EXECUTIVE OF DISTRICT CHURCH COUNCIL BOARD

- ~~1. The Executive of the Church Council (the Executive) shall consist of the Bishop, the two Assistant-Bishops and the Secretary.~~
- ~~2. The Executive shall meet as often as necessary.~~
- ~~3. A meeting shall be called by the Secretary if requested by any member of the Executive. Such meeting shall be held within four (4) days of such request.~~
- ~~4. The Quorum shall be two (2) members. No business shall be transacted except in the presence of a quorum.~~
- ~~5. The Executive shall exercise the powers of the District Church Council between meetings of the District Church Council, reporting on its actions to the next meeting of the District Church Council.~~

- 1. The Executive Committee of the District Church Board (Executive) shall exercise the powers of the District Church Board between meetings of this Board, which may include urgent and/or crisis situations. The powers of the Executive are limited to the District Constitution, By-laws and Policies, and the Executive is to observe the Vision, Mission and the Constitutional Objectives of the District in its decision making at all times as well as its fiduciary responsibilities.**
- 2. The Executive shall provide a written report on its decisions and actions made between District Board meetings, at the next meeting of the District Church Board.**
- 3. The Executive shall consist of the Bishop, the two (2) Assistant-Bishops, the Secretary, the Treasurer and the Chairperson and shall meet as often as necessary.**
- 4. A meeting shall be called by the Secretary if requested by any member of the Executive. Such meeting shall be held within four (4) days of such request. An agenda for the meeting shall be circulated to all the members, together with any inwards correspondence, at least twenty-four (24) hours prior to the meeting, giving sufficient time for the members to prepare for the meeting.**
- 5. The Quorum shall be four (4) members. No business shall be transacted except in the presence of a Quorum.**

BY-LAWS, PART B, SCHEDULE II

C. DISTRICT ASSEMBLY

The District Assembly shall;

- 1. Comprise the full voting membership of the District Church Board and Departmental Councils;**
- 2. Consider and recommended to the District Church Board and/or Synod initiatives and matters of strategic significance to the LCAQD;**
- 3. Review and reflect on the Strategic Charter of LCAQD, its implementation and effectiveness;**
- 4. Enhance, celebrate and promote the culture of LCAQD;**
- 5. Review and recommend to the District Church Board matters relating to policy and procedure of significant organisational relevance, such as Delegations and Authority;**
- 6. Consider and recommend solutions for organisation wide opportunities and risks to the District Church Board;**
- 7. Promote the delivery of the LCA mission agenda in the District; and**
- 8. Use the District Assembly meetings as an opportunity for reflection and professional development.**
- 9. The District Assembly is a forum to enhance collaboration. The business will be conducted in accordance with the Terms of Reference adopted from time to time proposed by its members and adopted by the DCB.**

BY-LAWS, PART B, SCHEDULE III

A. COUNCIL OF THE DEPARTMENT FOR MINISTRY AND MISSION

3 STRUCTURE AND MEMBERSHIP

- 3.1 The Council of M&M ('the Council') shall consist of a Director for Ministry and Mission, ~~the Council for Ministry and Mission members ("the Council"), the Committee for Far North Queensland Mission, the Faith and Life Institute and such Committees and working groups as the Council may determine from time to time.~~

~~The Council shall be a Standing Committee of the District.~~

~~The Committee for Far North Queensland Mission shall consist of normally not less than two (2) pastors elected at a regular convention, and ten (10) laypeople appointed as follows:~~

~~Three (3) of whom are appointed by the Parish of Cairns from the members of the parish; one (1) by the Hope Vale Congregation and who shall be a person who worships regularly at Coen; four (4) by the Congregation of Hope Vale from the members of the congregationCongregation, and three (3) by the congregationCongregation of Wujal Wujal from the members of the congregationCongregation.~~

~~The term of office of each member shall be two (2) Terms of Service.~~

- 3.2. The Council shall comprise five (5) members, ~~five (5) or six one (16)~~ of whom shall be a Pastor **and the other four (4) being Lay members. All members shall be elected at a regular Convention.** ~~Six (6) shall be elected at a regular Convention, as follows:~~

~~Council Executive (3), comprising a chair, vice-chair and secretary; three (3) additional members, including a pastor, a lay worker and a lay member; one (1) shall be nominated by the Lutheran Youth of Queensland Executive and ratified by Synod.~~

~~The District Church Council shall appoint the remaining six (6) members, within the specified ratio of pastor/lay membership, so as to provide for the following skills/experience: The members shall have where possible the following skills/experience.~~

~~The membership shall be skills-based and members shall include the following have where possible the following skills/experience:~~

- a) financial/business;
- b) management/leadership;
- c) **strategy/risk;**
- d) education including tertiary;
- e) **inter-cultural understanding** ~~multi-cultural experience;~~ and
- f) **pastoral.**

3.3. Lay membership may comprise of the following for the duration of the review period:

3.3.1. a maximum of one (1) member may be employed in leadership or administration within the same or another department whether an Active Communicant Member or an active member of another Christian denomination.

3.3.2. no employee of any Department or the District Administration is eligible to be the Council's representative on the District Church Board.

3.4 The Bishop or their nominee, and the Director for Ministry and Mission shall be advisory, non-voting members of the Committees and the Council.

BY-LAWS, PART B, SCHEDULE III

B. COUNCIL OF THE DEPARTMENT FOR LUTHERAN YOUTH QUEENSLAND

5 COUNCIL

5.1. Council Membership and Term of Office

- 5.1.1. the Council shall consist of **five (5)** ~~nine (9) who are~~ **Active Communicant Members** elected at a regular Convention of the District of whom one (1) shall be a Pastor and the other four (4) being Lay members;

The membership shall be skills-based and include the following skills/experience:

- a) **financial/business;**
- b) **management/leadership;**
- c) **strategy/risk;**
- d) **education including tertiary;**
- e) **inter-cultural understanding; and**
- f) **pastoral.**

- 5.1.2 **Lay membership may comprise of the following for the duration of the review period:**

5.1.2.1. **a maximum of one (1) member may be employed in leadership or administration within the same or another department whether an Active Communicant Member or an active member of another Christian denomination.**

5.1.2.2. **no employee of any Department or the District Administration is eligible to be the Council's representative on the District Church Board**

- 5.1.3. the term of office of each member of the Council shall be two (2) Terms of Service. In addition, the following shall be ~~eligible~~ entitled to attend meetings of the Council in an advisory, non-voting capacity:

5.1.3.1 the Bishop of LCAQD or his nominee;

~~A representative of the District Church Council (if appointed by it);~~

5.1.3.2 the HOD of the Department; and

5.1.3.3 the Director of the Department of Ministry and Mission.

~~If any member of the Council ceases to be an Active Communicant Member of a Lutheran congregation Lutheran Congregation, the District Church Council shall declare that person ineligible for membership of the Council and the position on the Council vacant.~~

~~If any elected member of the Council is, in the opinion of the Council, absent without good reason for two (2) consecutive meetings of the Council, the Council shall notify the District Church Council who may terminate that person's membership of the Council and declare the position vacant. The District Church Council may suspend or terminate a member's appointment in the event of their failure to carry out their responsibilities.~~

~~In the event of a vacancy occurring for any reason among the elected members of the Council, the District Church Council may appoint a replacement member. The term of office for the replacement member shall be the balance of the term of office of the member whom the new member replaces.~~

BY-LAWS, PART B, SCHEDULE III

C. COUNCIL OF THE DEPARTMENT FOR LUTHERAN SERVICES

8 COUNCIL

8.1. Council Membership and Term of Office:

- 8.1.1. the Council shall consist of **seven (7)** ~~ten (10)~~ members elected at a regular Convention, of whom only one (1) shall be a Pastor, and the other six (6) being Lay members.

The membership shall be skills-based and include the following skills/experience:

- a) **financial/business;**
- b) **management/leadership;**
- c) **strategy/risk;**
- d) **clinical/care;**
- e) **inter-cultural understanding; and**
- f) **pastoral.**

- 8.1.2. **Lay membership may comprise of the following for the duration of the review period:**

8.1.2.1 **a maximum of one (1) members may be employed in leadership or administration within the same or another department whether an Active Communicant Member or an active member of another Christian denomination.**

8.1.2.2 **no employee of any Department or the District Administration is eligible to be the Council's representative on the District Church Board.**

- 8.1.3. the election of each member of the Council shall be for two (2) Terms of Service. Approximately half (**1/2**) of the members shall retire at each regular Convention;

~~The District Church Council may, if it thinks fit, appoint one (1) additional voting member to the Council. In addition, the following shall be eligible to attend meetings of the Council in an advisory, non-voting capacity:~~

- 8.1.4. the Bishop or his nominee **and the CEO of LS shall be entitled to attend meetings of the Council in an advisory, non-voting capacity;**

- 8.1.5. if any member of the Council ceases to be an Active Communicant Member, the District Church Council **Board** shall declare that person ineligible for membership of the Council and the position on the Council vacant.

~~In the event of a vacancy occurring for any reason among the elected members of the Council, the District Church Council may appoint a replacement member. The term of office for the replacement member shall be the balance of the term of office of the member whom the new member replaces~~

BY-LAWS, PART B, SCHEDULE III

D. COUNCIL OF THE DEPARTMENT FOR LUTHERAN EDUCATION QUEENSLAND

6 THE COUNCIL OF LEQ

- 6.1. The Council shall consist of seven (7) ~~twelve (12)~~ members elected at a regular Convention, **of whom only one (1) shall be a Pastor and the other six (6) being Lay members.**
- 6.2. The membership shall be skills-based **and include the following skills/experience:** ~~as far as possible, be representative of all levels of care and education operated by the District.~~
- a) **financial/business;**
 - b) **management/leadership;**
 - c) **strategy/risk;**
 - d) **education including tertiary;**
 - e) **inter-cultural understanding; and**
 - f) **pastoral.**
- 6.3. At least two (2) ~~six (6)~~ members shall be actively involved in ~~school or early childhood services~~ administration or governance ~~in~~ of Lutheran Schools **or Early Learning Services.**
- 6.4. **Lay membership may comprise of the following for the duration of the review period:**
- 6.4.1. **a maximum of one (1) members may be employed in leadership or administration within the same or another department whether an Active Communicant Member or an active member of another Christian denomination.**
 - 6.4.2. **no employee of any Department or the District Administration is eligible to be the Council's representative on the District Church Board.**
- ~~At least three (3) members shall be classroom teachers in Schools~~
- ~~At least two (2) members shall be parents of students in Schools who are not professional educators.~~
- 6.5. The term of office of each member **of the Council shall be two (2) Terms of Service.** ~~in accordance with the policy of the District. Following the inaugural election, District Church Council shall limit the initial term of office of three six members to two one (12) Terms of Service. so as to ensure one half of the members of the Council retires at each regular Convention.~~
- 6.6. Any member of the Council who ceases to be an Active Communicant Member shall automatically cease to be a member of the Council.
- ~~Any member of the Council who ceases to be eligible to represent the category under which he/she was elected may retain their voting membership of the Council until the end of his/her elected term.~~

~~In addition to the members elected pursuant to Clause 3.1, the Bishop or his/her nominee shall be a voting member of the Council. The Bishop shall, if he/she be the member, be entitled to be represented at meetings of the Council by any nominee appointed by him.~~

6.7. In addition, the following shall be eligible to attend meetings of the Council in an advisory, non-voting capacity:

6.7.1 the Bishop of LCAQD or his nominee;

6.7.2 the ED of the Department;

6.7.3 the Director of the Department of Ministry and Mission; and

6.7.4 the CEO of QLECS.

~~The District Church Council may, if it thinks fit, appoint one (1) additional voting member to the Council.~~

6.8. The District Church Council Board and the Council may appoint advisors to the Council from time to time. Such appointments may be terminated by the District Church Council Board or the Council (whichever appointed them) at any time. Advisors may participate in debate but have no right to vote.

6.9. The Council may make appointments to sub-committees established under terms of reference from time to time and the members so appointed shall have voting rights on those sub-committees as established by the relevant terms of reference.

6.10. Retiring members of the Council shall be eligible for re-election.

6.11. If any elected member of the Council or Committee is absent for two (2) consecutive meetings of the Council or Committee without good reason, their position shall become vacant upon consultation with the District Church Board.

~~If any elected member of the Council is, in the opinion of the Council, absent without good reason for two (2) consecutive meetings of the Council, the Council shall notify the District Church Council who may terminate that person's membership of the Council and declare the position vacant. The District Church Council may suspend or terminate a member's appointment in the event of their failure to carry out their responsibilities.~~

~~In the event of a vacancy occurring for any reason among the elected members of the Council, the District Church Council may appoint a replacement member. The term of office for the replacement member shall be the balance of the term of office of the member whom the new member replaces.~~

**BY-LAWS, PART B, SCHEDULE IV
ADVISORY COMMITTEES OF THE DISTRICT**

B. NOMINATIONS COMMITTEE

2 MEMBERSHIP

2.1. The Committee shall consist of

2.1.1 ~~a minimum of not less than five (5) voting members persons including not less than three (3) laypeople~~ nominated by the District Church Council **Board** and elected at a regular Convention, **one (1) of whom shall be a Pastor**; and

2.1.2 any member of the Committee who ceases to be an Active Communicant Member ~~of a Congregation~~ shall automatically cease to be a member of the Committee.

3 TERM OF OFFICE

3.1. The term of office of each **elected member shall be two (2) Terms of Service. Approximately one half (1/2) of the elected or appointed members of the Committee shall retire at the regular Convention.** ~~Member shall be two (2) Terms of Service.~~

**BY-LAWS, PART B, SCHEDULE V
STANDING COMMITTEES OF THE DISTRICT CHURCH COUNCIL
BOARD**

A. RISK AUDIT & FINANCE COMMITTEE

2 COMMITTEE MEMBERSHIP AND GOVERNANCE

- 2.1 The voting membership of the RAFC ~~will~~ **shall** consist of seven (7) members appointed by the ~~DCC DCB~~ **DCB** with at least two (2) being members of ~~the District Church Council Board~~, **including the Treasurer by virtue of the office.**
- 2.2 The District **Administrator** shall be a consultant to the RAFC, **as required.**
- 2.3 All appointments ~~shall be~~ **shall** be for two (2) years, with half (**1/2**) of the members retiring in alternate years.
- 2.4 The Chairperson of the Committee is appointed by ~~the District Church Council Board~~ **the District Church Council Board.**
- ~~The Secretary of the RAFC shall be the District Executive Officer.~~
- 2.5 A Quorum for ordinary meetings ~~shall be a simple majority~~ **shall be a simple majority** of voting members. ~~shall consist of four (4) voting members.~~
- 2.6 Ordinary meetings shall be held at least bi-monthly or as required.
- 2.7 Other non-voting members may be co-opted for special projects from time to time by the ~~District Church Council Board~~ **DCB** or by nomination of the RAFC through the ~~District Church Council Board~~ **DCB.**
- 2.8 The Executive shall consist of the Chairperson, Secretary and one (1) other member of the RAFC appointed by the ~~RAFC~~ **RAFC.**
- 2.9 A Quorum for an Executive meeting shall consist of two (2) members.
- 2.10 Minutes of all meetings are to be prepared and submitted to the following ~~the District Church Council Board~~ **the District Church Council Board** meeting.

5 Duties of the Risk, Audit and Finance Committee

5.1 Risk

- 5.1.1 The RAFC seeks to ensure that Congregations, Parishes, Standing Committees and Departments of the District establish, maintain and practise the use of suitable systems for identification, management and mitigation of risk.
- 5.1.2 The RAFC will seek to ensure:
- a) that consultation and feedback (covering significant strategic and operational risks and their proposed treatment) occurs between ~~the DCC DCB~~ **the DCB** and the District's various entities; and
 - b) that risks are referred to the DEO or other entities as appropriate for action.

5.1.3 The RAFC is to:

- a) submit an annual report to the ~~DCC~~ **DCB** on the adequacy or opportunity for improvement of risk management policy and procedures as they affect Parishes, Congregations, Standing Committees of the District, and Departments;
- b) at least annually, review the Strategic Risk Registers of the LCAQD and all Standing Committees of the District;
- c) provide an independent perspective on risk management of the issues of the LCAQD and its Standing Committees;
- d) review the risk management framework for identifying, monitoring and managing significant business risks, including fraud;
- e) satisfy itself that insurance arrangements are appropriate for risk management;
- f) liaise with the ~~DCCB~~ to ensure there is a common understanding of the key risks to the church;
- g) make recommendations to the LCAQD and its standing committees on the adequacy and effectiveness of risk mitigation strategies; and
- h) certify to **the District Church Council Board** on an annual basis that risk to LCAQD and its Standing Committees has been suitably identified and that appropriate risk mitigation strategies are in place.

5.2 Finance

5.2.1 The RAFC is to:

- a) make recommendations regarding adoption of all Department and District budgets to the District Church ~~Council~~ **Board**;
- b) submit an annual report to the ~~DCC~~ **DCB** on the debt servicing performance of all entities that enjoy a District or LCA guarantee;
- c) with the approval of **the District Church Council Board** and in consultation with the committee responsible for the promotion of Congregational life, arrange for visits to Congregations for the purpose of sharing and imparting information on the finances of the Church and the promotion of mission projects and Christian stewardship;
- d) submit to **the DCC-DCB** annually a review of the financial resources of the District and make recommendations regarding effective stewardship of those resources;
- e) submit to **the DCC-DCB** annually a proposed global borrowing and guarantee limit for the District; and
- f) act on any other matters as referred to the RAFC by the District Church ~~Council~~ **Board**.

5.2.2. The RAFC is to:

- a) **submit an annual report to the DCC DCB on the adequacy or opportunity for improvement of risk management policy and procedures as they affect Parishes, Congregations, Standing Committees of the District, and Departments; and at least annually, review the Strategic Risk Registers of the LCAQD and all Standing Committees of the District.**

~~Submit an annual report to DCC on the adequacy or opportunity for improvement of finance policies and procedures followed by the District, Parishes, Congregations, Standing Committees of the District, and~~

~~Departments. (Note: Finance policies and procedures includes, and is not limited to; policies and practices followed in banking, investment, holding and management of reserves, borrowing from all sources, application for and management of grants from all sources; the funding of capital projects, the funding on ongoing recurrent expenditure; the holding of contingency funds and holding and management of reserves).~~

**BY-LAWS, PART B, SCHEDULE V
STANDING COMMITTEES OF THE DISTRICT CHURCH COUNCIL
BOARD**

B. SYNOD STEERING COMMITTEE

2 MEMBERSHIP

- 2.1. The Committee shall consist of the following voting members:
- 2.1.1. the Secretary; **and**
 - 2.1.2. three (3) members appointed by the District Church Council **Board**.
- 2.2. The District Church Council **Board** or the Committee may appoint advisors from time to time. Such appointments may be terminated by the District Church Council **Board** or the Committee (**whichever appointed them**) at any time. Advisors may participate in debate but have no right to vote.
- 2.3. The District Church Council **Board** may remove any appointed member ~~from time to time~~ and may fill any vacancy from time to time.
- 2.4. Any member of the Committee who ceases to be an Active Communicant Member of a ~~Congregation~~ shall automatically cease to be a member of the Committee.

4 INTERNAL ORGANISATION

- 4.1. **The Secretary of the DCB shall be the Secretary Chairperson of the Committee.** ~~The Committee may, if it wishes, appoint from its own members a chairperson. The Secretary shall be the secretary of the Committee.~~
- ~~If a Chairperson has been elected, the chairperson shall preside at each meeting of the Committee, in his/her absence, the Committee may appoint a Chairperson for the meeting. In any other case, the secretary shall preside at each meeting of the Committee.~~
- 4.2. A Quorum shall be **three (3)** ~~two (2)~~ members. No business shall be transacted except in the presence of a Quorum.

**BY-LAWS, PART B, SCHEDULE VI
OFFICERS APPOINTED BY DISTRICT CHURCH COUNCIL BOARD**

B. SEAL HOLDERS

1. The **Corporate Seal of the District** shall **be stored in a safe place under the supervision of the District Administrator** ~~Executive Officer~~.
2. The District Church ~~Council~~ **Board** shall determine from time to time the number of Seal Holders to be appointed. The Seal Holders shall be appointed by the District Church ~~Council~~ **Board** and shall hold office **until determined otherwise by the District Church Board** ~~at its pleasure. The Seal Holders shall keep the seal in a safe place.~~
3. The **Corporate Seal of the District** shall not be affixed to any document save as herein provided.
4. No Seal holder shall permit the affixation of the **Corporate Seal of the District** to any document, nor shall they subscribe their name unless the affixation of the **Corporate Seal of the District** has been authorised by **resolution of the Executive of the District Church Council Board**.
5. All documents requiring the affixing of the **Corporate Seal of the District** shall be signed by any two **(2)** of the Bishop, the First Assistant-Bishop, the Second ~~Vice~~ **Assistant Bishop, the Chairperson**, the Secretary, the Treasurer and the Seal Holders.

**BY-LAWS, PART B, SCHEDULE VI
OFFICERS APPOINTED BY DISTRICT CHURCH COUNCIL BOARD**

C. ELECTORAL OFFICER

1. The Electoral Officer shall be appointed by the District Church Council **Board**.
~~The term of office shall be two (2) Terms of Service.~~
2. The duties of the Electoral Officer shall include:
 - 2.1. to be responsible for the conduct of all elections at Convention; [in accordance with By-laws Part A Section 7 Synod **Item 5. Elections** and **the District By-laws Part B Section 3 Nominations and Elections [3.6 to 3.12]**];
 - 2.2. to be responsible for the counting of votes **and rechecking should the result of any election be challenged**;
 - 2.3. by lot to determine the order of names on the ballot papers subject to clause ~~3.12~~ **3.11 of Section 3** of these By-laws;
 - 2.4. to ensure that the ballot papers conform to these By-laws;
 - 2.5. to direct the Convention with regard to voting procedure whenever ~~he/she~~ **they** deem it necessary;
 - 2.6. to be responsible for the distribution and collection of ballot papers;
 - 2.7. **to be responsible for the counting of votes and rechecking should the result of any election be challenged**;
 - 2.8. to retain all ballot papers. **The ballot papers shall be rechecked if the result of any election is challenged. The ballot papers shall be destroyed at the direction of the Convention or if no direction is given at the conclusion of the Convention.**
 - 2.9. to keep a record of the results of **all** elections, **including the name of the candidate next in preference to those elected**; ~~in accordance with the By-laws and~~
 - 2.10. to inform the Bishop or the **person chairing the Convention** of the results of the elections, **as soon as practicable after counting is concluded.**

**BY-LAWS, PART B, SCHEDULE VI
OFFICERS APPOINTED BY DISTRICT CHURCH COUNCIL BOARD**

D. DISTRICT ~~EXECUTIVE OFFICER~~ ADMINISTRATOR

1. The **District Administrator** (~~to be known described herein as the District Executive Officer or DA~~) shall be appointed by the District Church Council **Board**.
2. The **DA** shall report to the District Church Council **Board** (~~DCC DCB~~) **through the Treasurer** and operate within delegated authority from the ~~DCC DCB~~.
3. The general area of responsibility for the DA shall be:
 - 3.1. to carry out the directives of the District Church Council **Board through the Treasurer** and to report to the District Church Council **Board** thereon;
 - 3.2. **In general:**
 - 3.2.1 to provide Organisational Support ensuring the District is operating efficiently and moving toward its goals;
 - 3.2.2 to provide Liability Protection **for all members of the DCB and common property via adequate Insurance cover**, ensuring the District has sufficient management measures in place to detect and mitigate risk;
 - 3.2.3 **to monitor and keep informed the Treasurer and the DCB of all Regulatory Compliance – ensuring the District is meeting regulatory requirements;**
 - 3.2.4 to provide Resource Management ensuring the District's management of it resources ~~is~~ **are** responsible and effective; and
 - 3.2.5 **to be the "Public Officer" of the LCAQD.**
4. **The DCB is responsible for the construction of a Position Description for the DA and will monitor their performance.** ~~The DCC will be responsible to determine a specific job description for the DEO and will certify this by resolution.~~



Section 6

2019 Convention of Synod

Resolutions from Congregations

Proposal 1:

Proposed that Synod endorses the transfer of funds remaining from the Far North Queensland Lutheran Mission Committee into the bank account of the Hope Vale Lutheran Church.

Resolved that the Proposal “that Synod endorses the transfer of funds remaining from the Far North Queensland Lutheran Mission Committee into the bank account of the Hope Vale Lutheran Church.” be put to the 2019 LCAQD Convention of Synod with DCC endorsement.
Resolution 19:162

Please see Section 12.1 – Report from North Queensland



Section 7

2019 Convention of Synod

Mission and Ministry Statistics Report

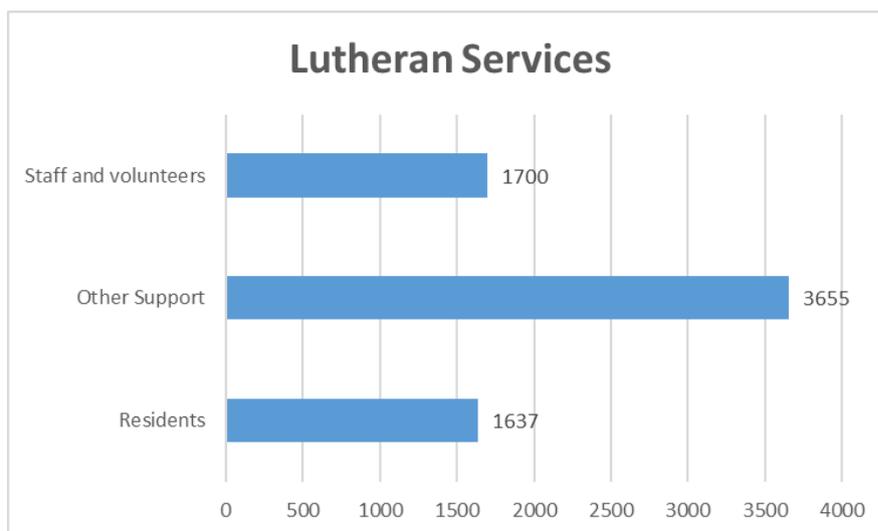
Mission and Ministry Statistics Supplement

The LCAQD is a large community. Statistics suggest that in excess of 56,000 people have the potential to have a meaningful connection with either a congregation, a college or school (LEQ), early learning centre (QLECS), or one of the care and support programs of Lutheran Services (LS) every year. Following are some statistics which represent the missional possibilities of living our lives as Connected Communities of Witness and Service. The statistics are based on reports of the different LCAQD agencies, as well as 110 responses from our congregations. While there is, no doubt, some overlap between the numbers (for example congregational families may also be involved in schools or aged care), it paints a picture of what could be possible, and in many cases is already happening as the LCAQD agencies partner in Mission and Ministry.

A Snap Shot of Connections

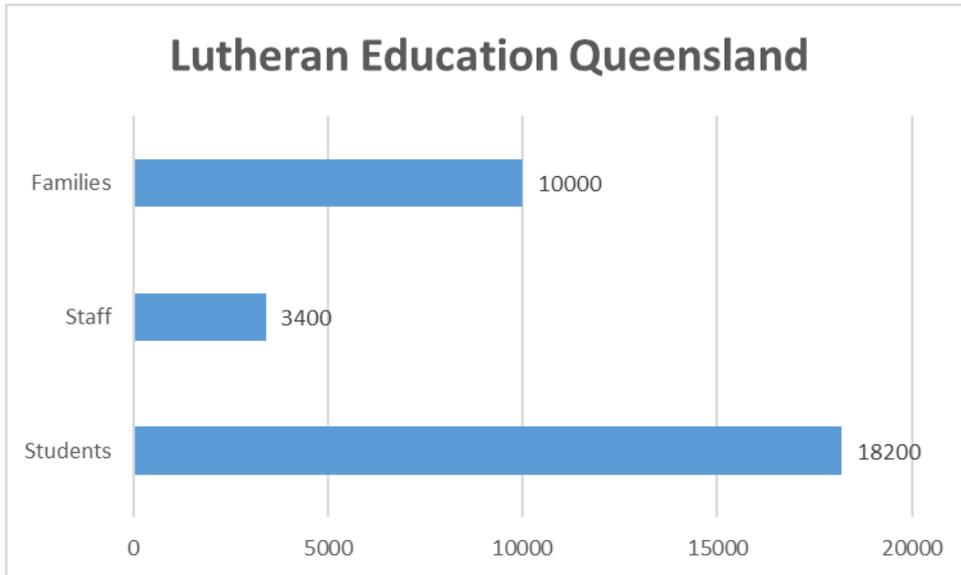
Lutheran Services

6,992 through Lutheran Services 18 Service Sites



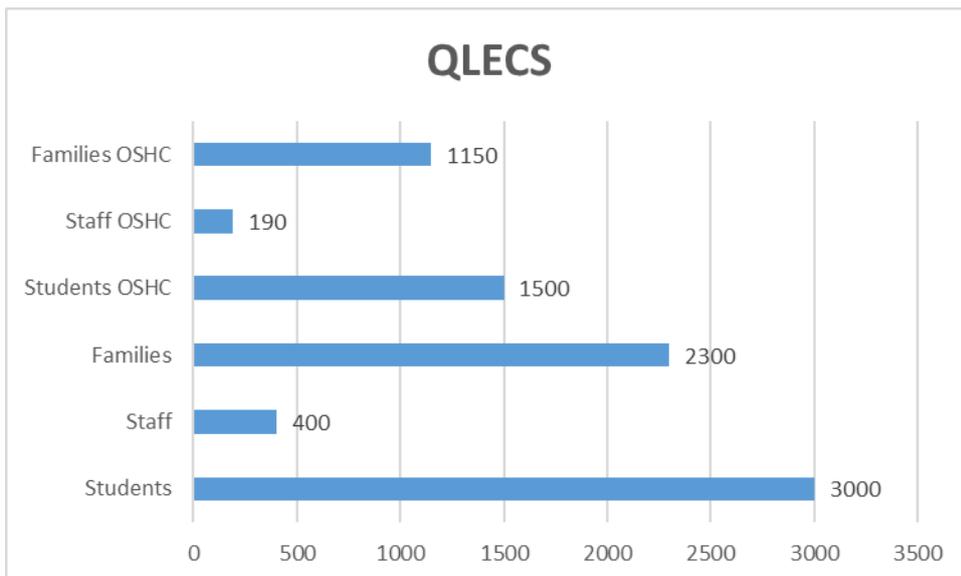
Lutheran Education Queensland

31,600 through Lutheran Education Queensland's 26 Schools and Colleges



Queensland Lutheran Early Childhood Services (QLECS)

5,840 through QLEC's 55 LCAQD based; 4 LEVNT; 1 external Kindergarten



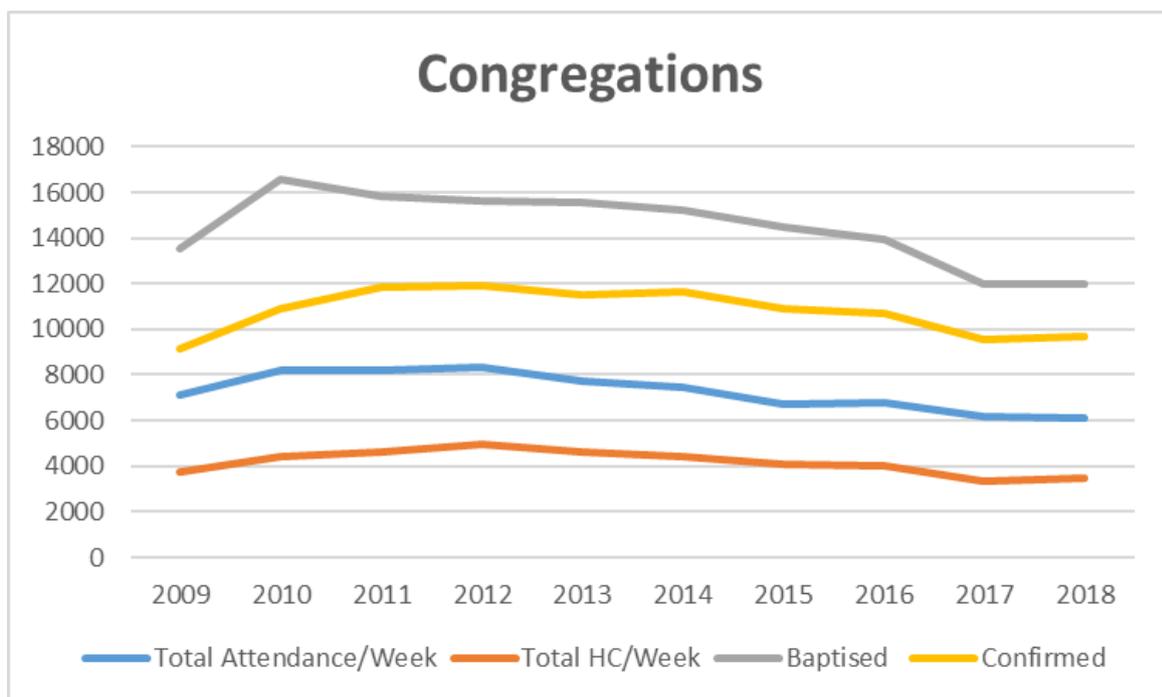
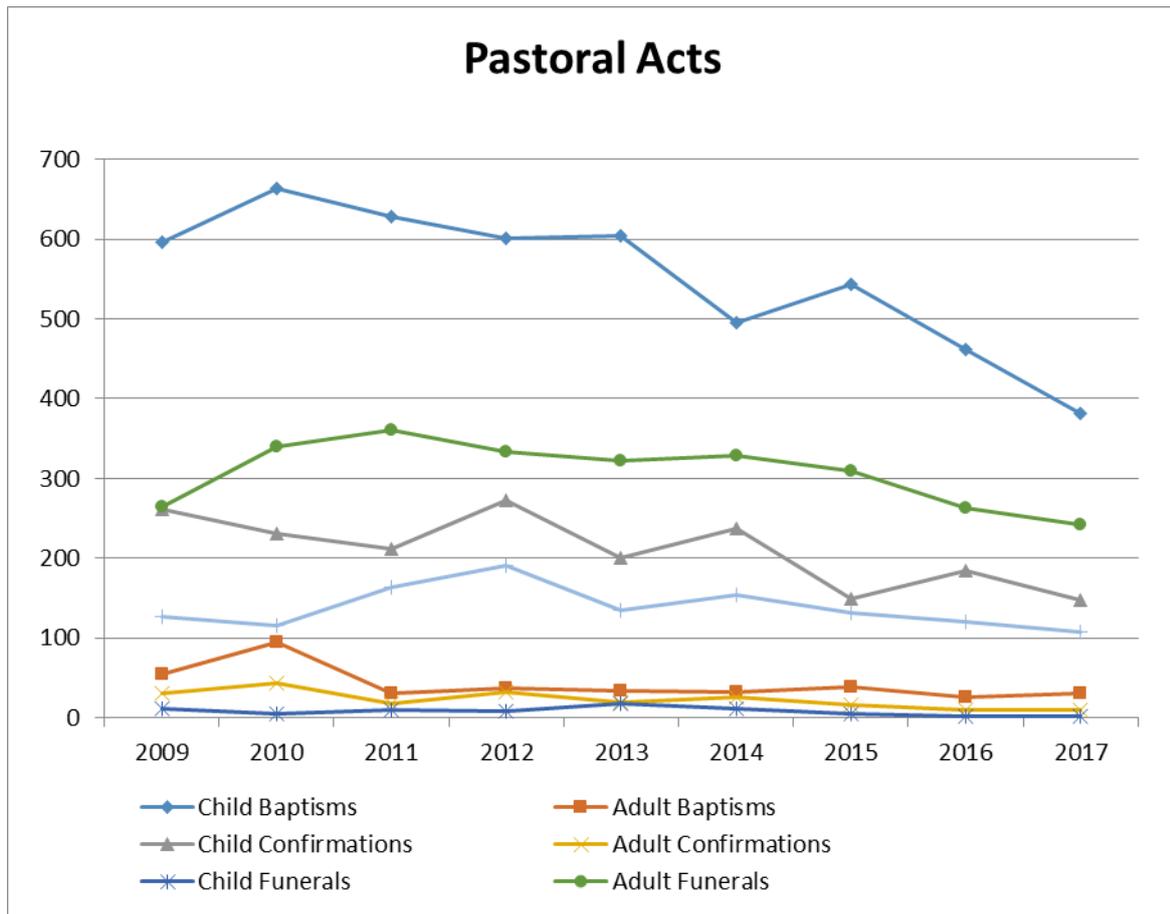
Congregations and Parishes

12,007 through congregations and parishes.

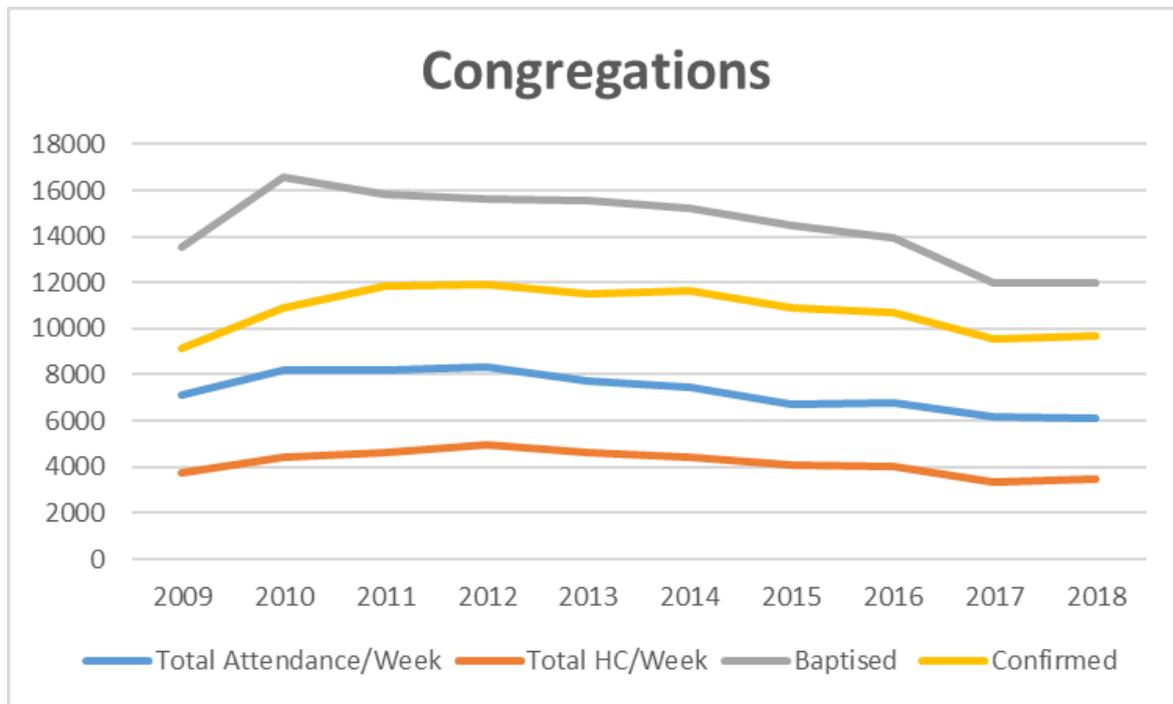
Within congregations in 2018:

- 304 children and 27 adults were baptised
- 173 children and 11 adults confirmed their faith
- 2 child and 242 adult funerals were conducted;
- 40 children had their First Communion

These congregational statistics are represented as follows...



Overall, there has been a 26% reduction in average worship attendance between the years 2012 and 2018 and 10% reduction in the last two years (2016-2018). The good news is that the reduction in average worship attendance over the past 12 months is only 1% and during that time there was actually a 0.4% increase in baptised membership, and 1.1% increase in confirmed membership (although this can be explained by there being an additional 5 returns over the previous year).



Conclusion

While last year 6,103 people (on average) attended Sunday worship services every week, a further 18,200 school and college students, 3,000 QLECS students, 1,600 aged care residents and their families, were exposed to expressions of the Gospel every week through their involvement in Lutheran Communities. These expressions included provision for needs, caring conversations, Christian teaching and worship.

Irrespective of the congregational statistics, we continue to have numerous opportunities to grow relationally both with God and with each other, across all age groups and across all sectors. While it is important to invest in growing and developing the faith of our young, we have lifelong opportunities to grow into our vocation as Christians and as communities.

The key questions we need to consider:

What relationships and connections are we intentionally forming?

What is the 'good news' that we are conveying to the communities in which we live?

How can we best engage with them?

Current Lutheran Service, Lutheran Schools and Colleges and QLECS Services locations are available from those agencies.

Current Congregations

Metro:

- Alberton St Peters Congregation
- Ashmore Trinity Congregation
- Beenleigh Bethesda Congregation
- Bethania Congregation
- Brassall St Marks Congregation
- Brisbane City St Andrews Congregation
- Brisbane Valley Congregation
- Buderim Congregation
- Caboolture St Pauls
- Caloundra St Marks Congregation
- Cleveland St James Congregation
- Coopers Plains Bethlehem Congregation
- Corinda St Johns Congregation
- Eight Mile Plains St Johns Congregation
- Everton Hills Prince of Peace Congregation
- Gold Coast (Tallebudgera) St Andrews Congregation
- Indooroopilly Asian Worship Centre
- Indooroopilly St Peters Congregation
- Ipswich St Johns Congregation
- Middle Park Good News Congregation
- Mount Cotton St Pauls Congregation
- Mount Gravatt St Marks Congregation
- Murrumba Downs Living Faith Congregation
- Nundah St Pauls Congregation
- Nundah Zion Lutheran Home Worship Centre
- Raceview Bethany Congregation
- Redcliffe Grace Congregation
- Riverview Grace Congregation
- Rochedale Bethlehem Chinese Worship Centre
- Rochedale Our Saviour Congregation
- Southport Trinity Congregation
- Springfield St Peters College Worship Centre
- Tallebudgera St Andrews Chinese Worship Centre
- Thornlands Faith Celebration Worship Centre
- Tingalpa Good Shepherd Congregation
- Woodridge St Luke's Congregation
- Woodridge Trinder Park Aged Care Worship Centre
- Woolloongabba Nazareth Congregation
- Woolloongabba Nazareth Finnish Congregation
- Woongoolba Bethlehem Congregation

Regional:

- Beaudesert St Pauls Congregation
- Boonah Trinity Congregation
- Bundaberg Gracehaven Worship Centre
- Bundaberg North Faith Congregation
- Bundaberg St Johns Congregation
- Childers Grace Congregation
- Coolana St Johns Congregation
- Crows Nest St Lukes Congregation
- Dalby St Marks Congregation
- Gatton Peace Congregation
- Gladstone St Martins Congregation
- Glasshouse Country Calvary Congregation
- Glencoe Bethlehem Congregation
- Goombungee St Matthews Congregation
- Gympie Zion Congregation
- Haden Holy Trinity Congregation
- Harrisville St Matthews Congregation
- Hervey Bay St James Congregation
- Highfields Christ Congregation
- Kalbar St Johns Congregation
- Kingaroy St Johns Congregation
- Kulpi St Johns Congregation
- Kumbia Taabinga Peace Congregation
- Laidley Redeemer Congregation
- Lismore East Goodnews Congregation
- Lockrose Green Pastures Congregation
- Lowood Trinity Congregation
- Mackay Community Congregation
- Maryborough St Matthews Congregation
- Minden Zion Congregation
- Mount Sylvia Cross Congregation
- Nambour St Lukes Congregation
- Nanango Immanuel Congregation
- Nobby Holy Trinity Congregation
- Noosa Good Shepherd Congregation
- Norwin Bethlehem Congregation
- Oakey St Pauls Congregation
- Pittsworth St Peters Congregation
- Rockhampton Calvary Congregation
- Ropeley Immanuel Congregation
- Rosevale St Pauls Congregation
- Rosewood St Matthews Congregation
- Toowoomba Emmanuel Fellowship Congregation
- Toowoomba Good Shepherd Congregation
- Toowoomba Living Grace Congregation

- Toowoomba Our Saviours Congregation
- Toowoomba Redeemer Congregation
- Toowoomba St Pauls Congregation
- Toowoomba Trinity Congregation
- Warwick St Peters Congregation
- Wilsonton St Johns Congregation
- Witta Good Shepherd Congregation
- Yarraman Calvary Congregation
- Yeppoon Living Waters Worship Centre

Rural:

- Atherton Our Saviour Congregation
- Baffle Creek St Pauls Worship Centre
- Biloela Redeemer Congregation
- Biloela Redeemer Congregation
- Chinchilla Trinity Congregation
- Cooyar St Andrews Congregation
- Downfall Creek St Johns Congregation
- Emerald St Johns Congregation
- Gin Gin Redeemer Congregation
- Glenarbon St Pauls Congregation
- Goondiwindi Living Waters Congregation
- Hope Vale St Johns Congregation
- Ingham St Marks Congregation
- Macalister Redeemer Congregation
- Maclagan St Matthews Congregation
- Miles Redeemer Congregation
- Moree Grace Congregation
- Mount Isa St Pauls Congregation
- Moura Our Saviour Congregation
- Murgon St Pauls Congregation
- Rosedale Community Worship Centre
- Theodore Bethlehem Congregation
- Townsville St Pauls Congregation
- Wondai St John Trinity Congregation
- Wujal Wujal Living Waters Congregation

Church Plants

- Arise, Springfield
- Beyond Church, Murrumba Downs

Closing Congregations

- Millmerran St Johns Congregation (currently continuing as preaching place)
- Milguy St Johns Congregation
- Yandilla St Pauls Congregation



Section 8

2019 Convention of Synod

LCAQD Audited Financials

ABN 30 051 602 996

Lutheran Church of Australia Queensland District

Head Office function

Financial Statements

31 December 2018

Lutheran Church of Australia Queensland District

For the Year Ended 31 December 2018

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Lutheran Church of Australia Queensland District

Statement of Financial Position

31 December 2018

	Note	2018 \$	2017 \$
ASSETS			
Current assets			
Cash and cash equivalents	4	5,520,340	5,316,997
Trade and other receivables	5	360,971	439,723
Prepayments		21,060	16,453
Total current assets		5,902,371	5,773,173
Non-current assets			
Trade and other receivables	5	140,000	-
Property, plant and equipment	6	13,402,340	11,327,755
Total non-current assets		13,542,340	11,327,755
TOTAL ASSETS		19,444,711	17,100,928
LIABILITIES			
Current liabilities			
Trade and other payables	7	2,088,726	2,170,129
Borrowings	8	4,397	3,630
Provision for legal claims	12	-	325,000
Employee benefits	9	123,960	87,329
LCA transfer fund		57,129	103,959
Total current liabilities		2,274,212	2,690,047
Non-current liabilities			
Employee benefits	9	4,390	8,685
Total non-current liabilities		4,390	8,685
TOTAL LIABILITIES		2,278,602	2,698,732
NET ASSETS		17,166,109	14,402,196
EQUITY			
Reserves	10	2,923,735	1,590,402
Retained earnings		14,242,374	12,811,794
TOTAL EQUITY		17,166,109	14,402,196

The accompanying notes form part of these financial statements.

Lutheran Church of Australia Queensland District

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 31 December 2018

	Note	2018 \$	2017 \$
Revenue	2(a)	2,531,960	2,561,540
Capital income	2(b)	1,651,025	897,919
Employee benefits expense	3	(925,788)	(862,395)
Depreciation and amortisation expense		(342,850)	(321,801)
Lutheran Church of Australia contribution		(346,800)	(340,000)
Events expenses		(109,488)	(61,886)
Ecumenical initiatives		(19,861)	(18,557)
Meeting expenses		(33,775)	(27,770)
Donations and scholarships		(103,491)	(139,204)
Property expenses		(260,414)	(249,630)
Subsidies	3	(160,126)	(175,424)
Legal expenses and claims		(25,523)	(169,069)
Bad debts		(184,691)	(1,982)
Other operating expenses	3	(235,479)	(253,241)
Finance costs		(4,119)	(75,914)
Surplus before income tax		1,430,580	762,586
Income tax expense	14	-	-
Surplus for the year		1,430,580	762,586
Other comprehensive income			
Net gain/(loss) on revaluation of land		1,333,333	430,402
Other comprehensive income for the year		1,333,333	430,402
Total comprehensive income for the year		2,763,913	1,192,988

The accompanying notes form part of these financial statements.

Lutheran Church of Australia Queensland District

Statement of Changes in Equity

For the Year Ended 31 December 2018

2018

	Retained Earnings	Asset Revaluation Reserve	Total
	\$	\$	\$
Balance at 1 January 2018	12,811,794	1,590,402	14,402,196
Surplus for the year	1,430,580	-	1,430,580
Other comprehensive income for the year	-	1,333,333	1,333,333
Total comprehensive income for the year	1,430,580	1,333,333	2,763,913
Balance at 31 December 2018	14,242,374	2,923,735	17,166,109

2017

	Retained Earnings	Asset Revaluation Reserve	Total
	\$	\$	\$
Balance at 1 January 2017	11,433,154	1,776,054	13,209,208
Surplus for the year	762,586	-	762,586
Other comprehensive income for the year	-	430,402	430,402
Total comprehensive income for the year	762,586	430,402	1,192,988
Transfer from asset revaluation reserve to retained earnings	616,054	(616,054)	-
Balance at 31 December 2017	12,811,794	1,590,402	14,402,196

The accompanying notes form part of these financial statements.

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

1 Basis of preparation

(a) Compliance with Prescribed Requirements

The financial report is a special purpose financial report prepared to satisfy the financial report preparation requirements of the Lutheran Church of Australia Queensland District constitution. The District Church Council have determined that the District is not a reporting entity, and therefore has no requirement to comply with Australian Accounting Standards in the preparation and presentation of the financial report.

The financial report has been prepared on an accruals basis and is based on historical costs, modified, where applicable, by the revaluation of selected non-current assets, and financial assets and financial liabilities for which fair value basis of accounting has been applied.

The following is a summary of the material accounting policies adopted by the District in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

(b) The Reporting Entity

The financial report only includes the Head Office function of the District, and does not consolidate financial information from parishes, Lutheran Education Queensland, Lutheran Youth Queensland, Lutheran Services or Queensland Lutheran Early Childhood Services. The legal entity Lutheran Church of Australia Queensland District consolidates all of these entities, however this financial report includes only those transactions received, paid or assets and liabilities relating to the Head Office function of the District.

In understanding the financial report, users should be aware that significant amounts of the revenue and expenses of the District are received from or paid to parishes, associates, Departments and other related parties. Note 11 to the financial statements refers to contingencies and related parties. Significant assets and liabilities are held by these parties related to the District.

Lutheran Church of Australia Queensland District is also the sole member of Queensland Lutheran Giving Ltd which is the trustee of a number of deductible gift recipient funds.

(c) Other Presentation Matters

Comparatives

Comparative figures have been adjusted to conform to changes in presentation for the current financial year where required by accounting standards or as a result of a change in accounting policy.

Currency and Rounding

Amounts included in the financial statements are in Australian dollars and are rounded to the nearest dollar.

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

1 Basis of preparation

(c) Other Presentation Matters

Current/Non-Current Classification

Assets and liabilities are classified as either 'current' or 'non-current' in the Statement of Financial Position and associated notes. Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the service does not have an unconditional right to defer settlement to beyond 12 months after the reporting date. All other assets and liabilities are classified as non-current.

2 Revenue

(a) Revenue

	2018	2017
	\$	\$
Operating income		
Congregation contributions	674,488	691,053
Parish payroll services	1,853	12,238
Interest received	126,166	88,756
Governance contributions	357,293	350,287
Events income	118,719	81,299
Grants and donations	16,898	49,047
Governance review project - contributions received	71,752	-
	<u>1,367,169</u>	<u>1,272,680</u>
Rental income		
McDougall Street, Milton	951,088	941,408
Car parking	65,402	65,405
Outgoings	83,562	91,123
Third party rental income	63,738	91,099
Storage income	961	942
	<u>1,164,751</u>	<u>1,189,977</u>
Other income		
Sundry income	40	98,883
	<u>40</u>	<u>98,883</u>
Total Revenue	<u>2,531,960</u>	<u>2,561,540</u>

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

2 Revenue

(b) Capital Income

	2018	2017
	\$	\$
Capital Income		
Profit/(loss) on disposal of fixed assets	(143,721)	897,742
Insurance recoveries	-	177
Other donations and contributions	1,794,746	-
Total Capital Income	1,651,025	897,919

Accounting Policy

Contributions, rental and events income

Revenue from contributions, events and rent are recognised as the revenue is earned and invoiced.

Grants and donations

Revenue from grants and donations are recognised as revenue when received.

Other income

Other income is recognised on an accruals basis when the District is entitled to it.

3 Expenses

	2018	2017
	\$	\$
Employee benefits expense		
Wages, salaries and allowances	795,134	736,887
Superannuation contributions	82,122	117,720
Staff training	26,281	25,485
Other costs of employment	22,251	(17,697)
Total employee benefits expense	925,788	862,395
Subsidies		
Mission support and resources	12,222	30,013
Contribution - Lutheran Youth Queensland	147,904	145,411
Total subsidies	160,126	175,424

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

3 Expenses

	2018	2017
	\$	\$
Other operating expenses		
Auditors remuneration	23,900	28,540
Computer expenses	26,193	39,008
Consulting and professional fees	36,279	42,561
Insurance	17,839	16,215
Postage, printing and stationery	24,742	18,804
Sundry expenses	63,661	55,705
Telephone and fax	13,048	18,385
Travel expenses	29,817	34,022
Total other operating expenses	235,479	253,241

Accounting Policy

Employee benefits expense

Salaries, wages, employer superannuation contributions, annual leave costs and long service leave costs are regarded as employee benefits.

Workers' compensation insurance is a consequence of employing employees, but is not counted in an employee's total remuneration package. They are not employee benefits and are recognised in other costs of employment.

Superannuation

Employer superannuation contributions due but unpaid at reporting date are recognised in the Statement of Financial Position at the current superannuation rate.

4 Cash and cash equivalents

	2018	2017
	\$	\$
Cash on hand	200	200
Westpac Banking Corporation deposits	131,082	1,220,408
Lutheran Laypeoples League deposits	5,389,058	4,096,389
	5,520,340	5,316,997

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

4 Cash and cash equivalents

Accounting Policy

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

Restrictions on Cash

The District holds cash which can only be used for specific purposes. A bequest amount is held and recognised with a corresponding amount payable, as disclosed in Note 7. An additional amount of \$799,512 is held by the District which can only be used for specific purposes. No liability is recognised for this amount.

5 Trade and other receivables

	2018	2017
	\$	\$
CURRENT		
Trade receivables	53,336	59,266
Legal expenses recoverable	44,634	315,251
Amount receivable from sale of property - Yandilla	171,759	-
Accrued interest receivable	75,923	49,755
Other receivables	15,319	15,451
	<u>360,971</u>	<u>439,723</u>
	2018	2017
	\$	\$
NON-CURRENT		
Legal expenses incurred but not yet invoiced to related parties	140,000	-
Total non-current trade and other receivables	<u>140,000</u>	<u>-</u>

Accounting Policy

Trade and other receivables are recognised at the amounts invoiced. The collectability of receivables is assessed periodically with provision being made for impairment.

Legal expenses recoverable are recognised as a current asset when the amount has been invoiced to the responsible body. The non-current asset balance Legal expenses incurred but not yet invoiced to related parties represent amounts where the District is entitled to seek a recovery of costs, but have not yet done so. These amounts are discounted to their present value.

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

6 Property, plant and equipment

	2018	2017
	\$	\$
Freehold land		
24 McDougall street - at Council's valuation	3,000,000	1,666,667
Other land - at Council's valuation	1,961,500	1,525,000
Total freehold land	<u>4,961,500</u>	<u>3,191,667</u>
Buildings		
24 McDougall Street - at cost	8,503,026	8,497,374
Other buildings at cost	1,621,027	1,026,761
Less accumulated depreciation	<u>(1,752,371)</u>	<u>(1,485,562)</u>
Total buildings	<u>8,371,682</u>	<u>8,038,573</u>
Plant and equipment		
At cost	190,968	188,093
Less accumulated depreciation	<u>(158,868)</u>	<u>(129,543)</u>
Total plant and equipment	<u>32,100</u>	<u>58,550</u>
Furniture, fixture and fittings		
At cost	255,185	244,518
Less accumulated depreciation	<u>(235,618)</u>	<u>(225,937)</u>
Total furniture, fixture and fittings	<u>19,567</u>	<u>18,581</u>
Motor vehicles		
At cost	34,727	34,727
Less accumulated depreciation	<u>(17,236)</u>	<u>(14,343)</u>
Total motor vehicles	<u>17,491</u>	<u>20,384</u>
Total property, plant and equipment	<u>13,402,340</u>	<u>11,327,755</u>

Freehold land is carried at the District Council's valuation, determined on a periodic basis. All other property, plant and equipment is carried at cost.

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

6 Property, plant and equipment

(a) Movements in Carrying Amounts

Movement in the carrying amount for each class of property, plant and equipment between the beginning and the end of the current financial year

	Land	Buildings	Plant and Equipment	Furniture, Fixtures and Fittings	Motor Vehicles	Total
	\$	\$	\$	\$	\$	\$
Current Year						
Balance at the beginning of year	3,191,667	8,038,573	58,550	18,581	20,384	11,327,755
Additions	911,500	807,249	2,876	11,982	-	1,733,607
Disposals - written down value	(475,000)	(173,700)	-	(805)	-	(649,505)
Depreciation expense	-	(300,440)	(29,326)	(10,191)	(2,893)	(342,850)
Revaluation increase recognised in equity	1,333,333	-	-	-	-	1,333,333
Carrying amount at the end of year	4,961,500	8,371,682	32,100	19,567	17,491	13,402,340

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

6 Property, plant and equipment

(a) Movements in Carrying Amounts

	Land	Buildings	Plant and Equipment	Furniture, Fixtures and Fittings	Motor Vehicles	Total
	\$	\$	\$	\$	\$	\$
Prior Year						
Balance at the beginning of year	4,697,919	8,143,993	22,141	24,221	23,277	12,911,551
Additions	-	-	53,775	3,685	-	57,460
Disposals - written down value	(1,590,309)	(159,548)	-	-	-	(1,749,857)
Transfers	(346,345)	349,000	-	(2,655)	-	-
Depreciation expense	-	(294,872)	(17,366)	(6,670)	(2,893)	(321,801)
Revaluation increase recognised in equity	430,402	-	-	-	-	430,402
Carrying amount at the end of year	3,191,667	8,038,573	58,550	18,581	20,384	11,327,755

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

6 Property, plant and equipment

Accounting Policy

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

Items of property, plant and equipment acquired for nil or nominal consideration have been recorded at the acquisition date fair value.

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

Assets measured using the revaluation model are carried at fair value at the revaluation date less any subsequent accumulated depreciation and impairment losses. Revaluations are performed whenever there is a material movement in the value of an asset under the revaluation model.

Freehold land

Freehold land is shown at its fair value (being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction), based on periodic valuations by the District Church Council.

Increases in the carrying amount arising on revaluation of land are credited to a revaluation reserve in equity. Decreases that offset previous increases of the same asset are charged against fair value reserves directly in equity; all other decreases are charged to the income statement. Each year the difference between depreciation based on the revalued carrying amount of the asset charged to the income statement and depreciation based on the asset's original cost is transferred from the revaluation reserve to retained earnings.

Buildings, plant and equipment, furniture, fixtures and fittings and motor vehicles

Buildings, plant and equipment, furniture, fixtures and fittings and motor vehicles are measured using the cost model.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the District, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Buildings	2.5% - 25%
Plant and Equipment	10% - 50%
Furniture, Fixtures and Fittings	6.66% - 33.33%
Motor Vehicles	8.33%

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

6 Property, plant and equipment

Accounting Policy

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

7 Trade and other payables

	2018	2017
	\$	\$
CURRENT		
Trade payables	26,573	34,485
Australian Taxation Office amounts payable/(receivable)	(8,790)	(258)
QPS Chaplaincy	7,652	7,652
Sundry payables and accrued expenses	32,582	23,234
Bequest not yet distributed	1,828,782	1,828,782
Amounts held following disposal of Trinity Child Care	-	276,234
Amounts held following disposal of Yandilla property	201,927	-
	<u>2,088,726</u>	<u>2,170,129</u>

Accounting Policy

Trade payables

Trade payables are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase/contract price, gross of applicable trade and other discounts. Amounts owing are unsecured and are generally settled on 30 day terms.

Superannuation

Employer superannuation contributions due but unpaid at reporting date are recognised in the Statement of Financial Position at the current superannuation rate.

Bequest not yet distributed

A bequest was received in 2016 which is required to be utilised in the District in a particular manner. At 31 December 2018 this is recognised as a liability as the conditions attached to the bequest received have not yet been met.

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

8 Borrowings

	2018	2017
	\$	\$
CURRENT		
Corporate credit cards	4,397	3,630
	<u>4,397</u>	<u>3,630</u>

9 Employee Benefits

	2018	2017
	\$	\$
CURRENT		
Annual leave	71,943	50,088
Long service leave	52,017	37,241
	<u>123,960</u>	<u>87,329</u>

	2018	2017
	\$	\$
NON-CURRENT		
Long service leave	4,390	8,685
	<u>4,390</u>	<u>8,685</u>

Accounting Policy

Provision is made for the District's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

10 Reserves

Asset Revaluation Reserve

The asset revaluation reserve arises on the revaluation of land. When revalued land is sold, the portion of the asset revaluation reserve that relates to that asset is transferred directly to retained earnings. Items of other comprehensive income included in the asset revaluation reserve will not be reclassified subsequently to profit or loss.

11 Contingent Liabilities and Contingent Assets

The following contingencies exist at 31 December 2018:

Related Parties

As disclosed in Note 1 to the financial statements the financial statements relate to the Head Office function of the District, and does not consolidate the financial information from parishes, Lutheran Education Queensland, Lutheran Youth Queensland, Lutheran Services or Queensland Lutheran Early Childhood Services.

The nature of the operations of the District is that significant portions of the revenue and expenses of the District are received from or paid to other related parties.

The District prepares a separate report which combines financial information from each of these related parties to provide a consolidated financial position. Users of financial information of the District should consider the financial information from all parishes, associates and departments in making decisions as together these entities form the legal entity of Lutheran Church of Australia Queensland District.

The District is responsible for significant guarantees for these related parties to financial institutions, including the Lutheran Laypeople's League, and other parties which, if called upon, could significantly impact upon the District operations. The District Church Council are not aware of any guarantees that could be called upon at the date of this financial report.

Loans to Pastors

The LCA provides a top up benefit in the form of loans to pastors who were working before 1987 if their retirement savings or superannuation is not sufficient. This loan is provided at 3% p.a. with no repayment required.

Although this is recorded in LCA's accounts, LCAQD administers this on LCA's behalf by taking a mortgage on the pastors' land and buildings and acquitting the loans from LCA as these loans are to be repaid from the estate of the pastors. Currently, no agreement exists for this arrangement.

12 Litigation

At the time of the report, a number of material legal issues remain outstanding for the District. These matters include claims in relation to professional standards.

The District expects to recover the costs relating to these claims from LCA Insurance and the balance from the related party (e.g. the School or Congregation) where the claim relates to on a case by case basis. The District recognises a liability where it is not expected that the funds will be recovered.

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

12 Litigation

No liability has been recognised at this point in time in the Statement of Financial Position.

13 Entity Details

The registered office of the entity is:

Lutheran Church of Australia Queensland District
Level 1
24 McDougall Street
Milton QLD 4064

14 Other Information

Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Income Tax

The District is an exempt entity for income tax purposes.

Lutheran Church of Australia Queensland District

Statement by District Church Council

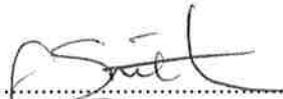
The District Church Council have determined that the District is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in the notes to the financial statements.

The District Church Council declare that:

1. The financial statements and notes, as set out on pages 1 - 16:
 - (a) comply with Accounting Standards as described in the Note 1 to the financial statements; and
 - (b) give a true and fair view of the financial position as at 31 December 2018 and of its performance for the year ended on that date in accordance with the accounting policies described in the notes to the financial statements.
2. In the District Church Council's opinion, there are reasonable grounds to believe that the District will be able to pay its debts as and when they become due and payable.

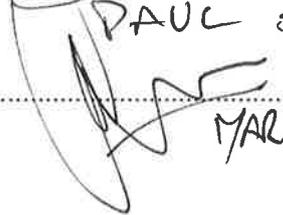
This declaration is made in accordance with a resolution of the District Church Council.

Bishop



PAUL SMITH

Assistant Bishop



MARK VAINIKKA

Dated 8 May 2019

Lutheran Church of Australia Queensland District

Independent Audit Report to the members of Lutheran Church of Australia Queensland District

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Lutheran Church of Australia Queensland District (the Company), which comprises the statement of financial position as at 31 December 2018, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by district church council.

In our opinion, the accompanying financial report of the District for the year ended 31 December 2018 is prepared, in all material respects, in accordance with fulfilling the requirements of the Lutheran Church of Australia Queensland District constitution.

Basis for Auditor's 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 District in accordance with the auditor independence requirements and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist the service in fulfilling the requirements of the Lutheran Church of Australia Queensland District constitution. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the service and should not be distributed to or used by parties other than the service. Our opinion is not modified in respect of this matter.

Responsibilities of District Church Council's for the Financial Report

The members of the District Church Council are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Lutheran Church of Australia Queensland District constitution and for such internal control as the members 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 members are responsible for assessing the District's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members either intend to liquidate District or to cease operations, or have no realistic alternative but to do so.

Lutheran Church of Australia Queensland District

Independent Audit Report to the members of Lutheran Church of Australia Queensland District

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial 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 District's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members.
- Conclude on the appropriateness of the members' 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 District'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 District 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.



Benjamin Horner
Chartered Accountant; Registered Company Auditor
Director
McConachie Stedman Audit and Assurance Pty Ltd

Toowoomba
8 May 2019

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
DISASTER AND RELIEF FUND**

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
DISASTER AND RELIEF FUND
STATEMENT BY THE DISTRICT CHURCH COUNCIL
FOR THE YEAR ENDED 31 DECEMBER 2018**

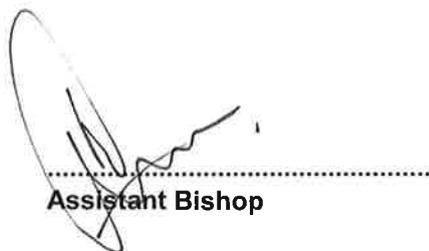
In the opinion of the members of the District Church Council:

- a) the accompanying Statement of Receipts and Payments is drawn up so as to give a true and fair view of the financial performance and position of the Fund for the year ended 31 December 2018;
- b) at the date of this statement there are reasonable grounds to believe that the Fund will be able to pay its debts as and when they fall due; and,
- c) there are no mortgages, charges or securities of any description held over any of the property of the Fund as at 31 December 2018.

Signed at MILTON this 8TH day of MAY 2019.



Bishop



Assistant Bishop

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
DISASTER AND RELIEF FUND
STATEMENT OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

		2018 \$		2017 \$
BALANCE AS AT 1 JANUARY 2018		41,902.93		528.97
RECEIPTS				
Gifts and donations	1,837.35		50,747.00	
Other income	2,000.00		-	
Interest income	<u>991.33</u>	<u>4,828.68</u>	<u>628.98</u>	<u>51,375.98</u>
		46,731.61		51,904.95
PAYMENTS				
Audit fees	-		2,580.00	
Donations	-		5,000.00	
Bank fees and charges	-		80.54	
Lutheran Church of Australia Queensland District expenses	-		1,102.85	
Payroll expenses	<u>3,880.41</u>	<u>3,880.41</u>	<u>1,238.63</u>	<u>10,002.02</u>
BALANCE AS AT 31 DECEMBER 2018		<u><u>42,851.20</u></u>		<u><u>41,902.93</u></u>
REPRESENTED BY LLL INVESTMENT				
LLL Investment		43,598.61		43,344.28
Accrued interest		587.87		558.65
Sundry accruals		<u>(1,335.28)</u>		<u>(2,000.00)</u>
		<u><u>42,851.20</u></u>		<u><u>41,902.93</u></u>

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
DISASTER AND RELIEF FUND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

Note 1: Basis of Preparation

(a) Compliance with Prescribed Requirements

In the District Church Council's opinion, the Lutheran Church of Australia Queensland District Disaster and Relief Fund (the Fund) is not a reporting entity because there are no users dependent on a general purpose financial report. The financial report is therefore a special purpose financial report that has been prepared in order to satisfy the financial reporting requirements of the Lutheran Church of Australia Queensland District.

These financial statements have been prepared in accordance with the significant accounting policies as detailed below.

Liquidation Basis of Preparation

The District Church Council of the Lutheran Church of Australia Queensland District resolved on 25 October 2017 that the Fund would close and transfer its assets and liabilities to Queensland Lutheran Giving Ltd in the 2019 financial year. Due to the wind-up of the Fund, the District Church Council have determined that the going concern basis of preparation not appropriate. Accordingly the financial statements are not prepared on a going concern basis. The District Church Council have applied the requirements of paragraph 25 of AASB 101 Presentation of Financial Statements which states that "When the financial report is not prepared on a going concern basis, that fact shall be disclosed, together with the basis on which the financial report is prepared and the reason why the entity is not regarded as a going concern."

Impact of Adopting the Liquidation Basis of Preparation on Measurement, Classification of Assets and Liabilities, and Disclosures in the Financial Report

Under the liquidation basis of preparation, assets and liabilities are measured at their liquidation value. The liquidation value of assets is their net realisable value. Net realisable value is based on the proceeds receivable on disposal less restructure and liquidation costs as detailed in the accounting policies noted below. The liquidation value of liabilities is their expected settlement amount as detailed in the accounting policies noted below. Any gains or losses resulting from measuring assets and liabilities to the liquidation value are recognised in profit or loss.

Under the liquidation basis of accounting, all assets and liabilities are classified as current. In adopting the liquidation basis, the District Church Council have continued to apply the disclosure requirements of Australian Accounting Standards, to the extent they are relevant to the liquidation basis, and have modified them where this is considered appropriate.

The accounting policies adopted are consistent with those of the previous financial year.

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
DISASTER AND RELIEF FUND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

Note 1: Basis of Preparation (continued)

(b) Principal Activities

The Fund is a not-for-profit entity that provides assistance to the District, its congregations, schools and community services to be effective and important participants in their communities response and recovery from disaster events.

The Fund does not control other entities. The financial statements include the value of all income, expenses, assets, liabilities and equity for the Fund as an individual entity.

(c) Underlying Measurement Basis

The financial report has been prepared on an accruals basis and is based on historical costs unless otherwise stated.

(d) Other Presentation Matters

Currency

Amounts included in the financial statements are in Australian dollars.

Comparative Figures

Comparative information reflects the audited 2017 financial statements.

(e) Significant Accounting Policies

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

(i) Income Tax

The District Church Council of Lutheran Church of Australia Queensland District Disaster and Relief Fund has self-assessed their income tax status and believe they are exempt from income tax under section 50 of the Income Tax Assessment Act 1997.

(ii) Cash and Cash Equivalents

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

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT DISASTER AND RELIEF FUND

Opinion

We have audited the financial report of Lutheran Church of Australia Queensland District Disaster and Relief Fund, which comprises the statement of receipts and payments for the year ended 31 December 2018 and notes comprising a summary of significant accounting policies and the statement by the District Church Council.

In our opinion the accompanying financial report presents fairly, in all material respects, the financial position of Lutheran Church of Australia Queensland District Disaster and Relief Fund as at 31 December 2018, and its financial performance and its cash flows for the year then ended in accordance with the financial reporting requirements of the Lutheran Church of Australia Queensland District.

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 Fund in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Fund to meet the requirements of the Lutheran Church of Australia Queensland District. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Emphasis of Matter - Use of Liquidation Basis

We draw attention to Note 1 to the financial report, where it is disclosed that the liquidation basis of accounting has been used. As it has been resolved that the Fund will close and transfer its assets and liabilities to the Queensland Lutheran Giving Ltd in the 2019 financial year, the District Church Council is of the opinion that the use of the going concern basis of accounting is not appropriate.

District Church Council's Responsibility for the Financial Report

The District Church Council of Lutheran Church of Australia Queensland District Disaster and Relief Fund are responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the Lutheran Church of Australia Queensland District and for such internal control as the District Church Council determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the District Church Council are responsible for assessing the Fund'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 District Church Council either intend to liquidate the Fund or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT DISASTER AND RELIEF FUND

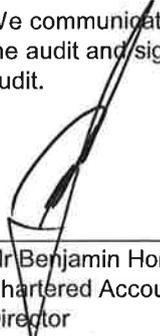
Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- a) 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.
- b) 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 Fund's internal control.
- c) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the District Church Council.
- d) Conclude on the appropriateness of the District Church Council's use of liquidation basis of accounting. Our conclusions are based on the audit evidence obtained up to the date of our audit report.
- e) Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Mr Benjamin Horner
Chartered Accountant; Registered Company Auditor
Director
McConachie Stedman Audit and Assurance Pty Ltd
619 Ruthven Street
Toowoomba Qld 4350

8 May 2019

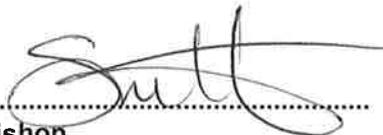
QUEENSLAND LUTHERAN FOUNDATION
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

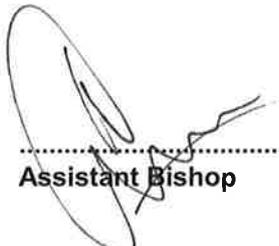
**QUEENSLAND LUTHERAN FOUNDATION
STATEMENT BY THE DISTRICT CHURCH COUNCIL
FOR THE YEAR ENDED 31 DECEMBER 2018**

In the opinion of the members of the District Church Council:

- a) the accompanying Statement of Profit or Loss is drawn up so as to give a true and fair view of the financial performance of the Foundation for the year ended 31 December 2018;
- b) the accompanying Statement of Financial Position is drawn up so as to give a true and fair view of the financial position of the Foundation as at 31 December 2018;
- c) at the date of this statement there are reasonable grounds to believe that the Foundation will be able to pay its debts as and when they fall due; and
- d) there are no mortgages, charges or securities of any description held over any of the property of the Foundation as at 31 December 2018.

Signed at MILTON this 8TH day of MAY 2019.


.....
Bishop


.....
Assistant Bishop

**QUEENSLAND LUTHERAN FOUNDATION
STATEMENT OF PROFIT OR LOSS
FOR THE YEAR ENDED 31 DECEMBER 2018**

INCOME	NOTE	2018 \$	2017 \$
Donations		2,000.00	500.00
Interest		<u>1,030.56</u>	<u>3,517.24</u>
TOTAL INCOME		3,030.56	4,017.24
EXPENDITURE			
Audit Fees		-	2,345.45
Donation	2	150,413.68	-
Legal Fees		<u>2,628.85</u>	<u>19,170.59</u>
TOTAL EXPENDITURE		<u>153,042.53</u>	<u>21,516.04</u>
SURPLUS/(DEFICIT) FOR THE YEAR		<u>(150,011.97)</u>	<u>(17,498.80)</u>

**QUEENSLAND LUTHERAN FOUNDATION
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2018**

	2018	2017
	\$	\$
ACCUMULATED FUNDS		
Queensland Lutheran Foundation	(135,487.32)	15,555.21
Trust Statement	100.00	100.00
Permanent Welfare Fund	14,897.17	14,897.17
Hospital Support Chaplain	15,100.00	15,100.00
Accumulated Interest	<u>106,872.02</u>	<u>105,841.46</u>
TOTAL ACCUMULATED FUNDS	<u><u>1,481.87</u></u>	<u><u>151,493.84</u></u>
REPRESENTED BY:		
CURRENT ASSETS		
LLL Foundation Account	1,619.15	113,078.30
Corney & Lind Trust Account	-	39,205.33
Loan - Lutheran Church of Australia Queensland District	107.13	293.31
Accrued Interest	<u>29.49</u>	<u>1,679.11</u>
TOTAL CURRENT ASSETS	<u><u>1,755.77</u></u>	<u><u>154,256.05</u></u>
TOTAL ASSETS	1,755.77	154,256.05
LESS LIABILITIES		
CURRENT LIABILITIES		
Trade Creditors	273.90	-
Sundry Accruals	<u>-</u>	<u>2,762.21</u>
TOTAL CURRENT LIABILITIES	<u><u>273.90</u></u>	<u><u>2,762.21</u></u>
TOTAL LIABILITIES	<u><u>273.90</u></u>	<u><u>2,762.21</u></u>
NET ASSETS	<u><u>1,481.87</u></u>	<u><u>151,493.84</u></u>

QUEENSLAND LUTHERAN FOUNDATION NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

Note 1: Basis of Preparation

(a) Compliance with Prescribed Requirements

In the District Church Council's opinion, the Foundation is not a reporting entity because there are no users dependent on a general purpose financial report. The financial report is therefore a special purpose financial report that has been prepared in order to satisfy the financial reporting requirements of the Trust Deed, Public Ancillary Fund Guidelines 2011 and Lutheran Church of Australia Queensland District.

These financial statements have been prepared in accordance with the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* and AASB 1054 *Australian Additional Disclosures* and the significant accounting policies as detailed below.

Liquidation Basis of Preparation

The District Church Council of the Lutheran Church of Australia Queensland District resolved on 25 October 2017 that the Foundation would close and transfer its assets and liabilities to Queensland Lutheran Giving Ltd as a result of the Foundation winding up. Due to the wind-up of the Foundation, the District Church Council have determined that the going concern basis of preparation is not appropriate. Accordingly the financial statements are not prepared on a going concern basis. The District Church Council have applied the requirements of paragraph 25 of AASB 101 *Presentation of Financial Statements* which states that "When the financial report is not prepared on a going concern basis, that fact shall be disclosed, together with the basis on which the financial report is prepared and the reason why the entity is not regarded as a going concern."

Impact of Adopting the Liquidation Basis of Preparation on Measurement, Classification of Assets and Liabilities, and Disclosures in the Financial Report

Under the liquidation basis of preparation, assets and liabilities are measured at their liquidation value. The liquidation value of assets is their net realisable value. Net realisable value is based on the proceeds receivable on disposal less restructure and liquidation costs as detailed in the accounting policies noted below. The liquidation value of liabilities is their expected settlement amount as detailed in the accounting policies noted below. Any gains or losses resulting from measuring assets and liabilities to the liquidation value are recognised in profit or loss.

Under the liquidation basis of accounting, all assets and liabilities are classified as current. In adopting the liquidation basis, the District Church Council have continued to apply the disclosure requirements of Australian Accounting Standards, to the extent they are relevant to the liquidation basis, and have modified them where this is considered appropriate.

The accounting policies adopted are consistent with those of the previous financial year.

(b) Principal Activities

The Foundation is a not-for-profit entity involved in the assist and provide funds to appropriate charitable projects and activities.

The Foundation does not control other entities. The financial statements include the value of all income, expenses, assets, liabilities and equity for the Foundation as an individual entity.

**QUEENSLAND LUTHERAN FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

Note 1: Basis of Preparation (continued)

(c) Underlying Measurement Basis

The financial report has been prepared on an accruals basis and is based on historical costs unless otherwise stated.

(d) Other Presentation Matters

Currency

Amounts included in the financial statements are in Australian dollars.

Comparative Figures

Comparative information reflects the audited 2017 financial statements.

Current / Non-Current Classification

Assets and liabilities are classified as either 'current' or 'non-current' in the Statement of Financial Position and associated notes. Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date.

Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the Foundation does not have an unconditional right to defer settlement to beyond 12 months after the reporting date. All other assets and liabilities are classified as non-current.

(e) Significant Accounting Policies

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

(i) Income Tax

No income tax is payable as Queensland Lutheran Foundation is income tax exempt under section 50 of the Income Tax Assessment Act 1997.

(ii) Cash and Cash Equivalents

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

Note 2: Donation

The Foundation made a donation of \$115,413.68 to the Queensland Lutheran Giving Ltd as Trustee for Lutheran Church Queensland Necessitous Circumstances Fund and a donation of \$20,000 to the Queensland Lutheran Giving Ltd as Trustee for Lutheran Church Queensland Scholarship Fund. These donations were made in preparation of the Foundation winding-up operations.

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF QUEENSLAND LUTHERAN FOUNDATION

Opinion

We have audited the financial report of Queensland Lutheran Foundation, which comprises the statement of financial position as at 31 December 2018, the statement of profit or loss for the year then ended, notes comprising a summary of significant accounting policies and the statement by the District Church Council.

In our opinion, the accompanying financial report presents fairly, in all material respects, the financial position of Queensland Lutheran Foundation as at 31 December 2018, and its financial performance and its cash flows for the year then ended in accordance with the financial reporting requirements of the Trust Deed, Public Ancillary Fund Guidelines 2011 and Lutheran Church of Australia Queensland District.

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 Foundation in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Foundation to meet the requirements of the Trust Deed, Public Ancillary Fund Guidelines 2011 and Lutheran Church of Australia Queensland District. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Emphasis of Matter - Use of Liquidation Basis

We draw attention to Note 1 of the financial statements where it is disclosed that the liquidation basis of accounting has been used. As it has been resolved that the Foundation will close and transfer its assets and liabilities to the Queensland Lutheran Giving Ltd in the 2019 financial year, the District Church Council is of the opinion that the use of the going concern basis of accounting is not appropriate.

District Church Council's Responsibility for the Financial Report

The District Church Council of Queensland Lutheran Foundation are responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the Trust Deed, Public Ancillary Fund Guidelines 2011 and Lutheran Church of Australia Queensland District and for such internal control as the District Church Council determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the District Church Council are responsible for assessing the Foundation'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 District Church Council either intend to liquidate the Foundation or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF QUEENSLAND LUTHERAN FOUNDATION

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- a) 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.
- b) 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 Foundation's internal control.
- c) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the District Church Council.
- d) Conclude on the appropriateness of the District Church Council's use of the liquidation basis of accounting. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report.
- e) Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Mr Benjamin Horner
Chartered Accountant; Registered Company Auditor
Director
McConachie Stedman Audit and Assurance Pty Ltd
619 Ruthven Street
Toowoomba Qld 4350

8 May 2019



Section 8.1

2019 Convention of Synod

LCAQD Consolidated Financial Report

Lutheran Church of Australia Queensland District

**Consolidated Statement of Financial Position and Statement of Profit or
Loss and Other Comprehensive Income**

31 December 2018

Lutheran Church of Australia Queensland District

For the Year Ended 31 December 2018

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Consolidated Statement of Profit or Loss and Other Comprehensive Income	2
Notes to the Financial Statements	3
Statement by District Church Council	5
Compilation Report	7

Lutheran Church of Australia Queensland District

Consolidated Statement of Financial Position

For the Year Ended 31 December 2018

	Lutheran Church of Australia Queensland District – Head Office	Lutheran Education Queensland	Lutheran Services	Lutheran Youth Queensland	Total
	\$	\$	\$	\$	\$
2018					
Assets					
Current Assets	5,902,371	85,599,341	90,057,081	2,129,110	183,687,903
Non-Current Assets	13,542,340	658,482,271	131,428,056	3,337,652	806,790,319
Total Assets	19,444,711	744,081,612	221,485,137	5,466,762	990,478,222
Liabilities					
Current Liabilities	2,274,212	81,049,021	156,852,139	601,964	240,777,336
Non-Current Liabilities	4,390	125,853,021	1,217,035	148,018	127,222,464
Total Liabilities	2,278,602	206,902,042	158,069,174	749,982	367,999,800
Net Assets - 31 December 2018	17,166,109	537,179,570	63,415,963	4,716,780	622,478,422

The accompanying notes form part of these financial statements.

Lutheran Church of Australia Queensland District

Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 31 December 2018

	Lutheran Church of Australia Queensland District – Head Office	Lutheran Education Queensland	Lutheran Services	Lutheran Youth Queensland	Total
	\$	\$	\$	\$	\$
2018					
Revenue					
Recurrent income	2,531,960	388,080,506	99,874,472	4,007,455	494,494,393
Non-recurrent/capital income	1,651,025	7,723,576	1,057,750	-	10,432,351
Total Revenue	4,182,985	395,804,082	100,932,222	4,007,455	504,926,744
Expenses					
Employee benefits expenses	925,788	263,979,832	74,353,307	2,123,739	341,382,666
Depreciation expenses	342,850	27,920,935	6,783,179	91,100	35,138,064
Finance expenses	4,119	6,283,482	283,740	-	6,571,341
Other expenses	1,479,648	80,698,936	25,045,468	1,519,222	108,743,274
Total Expenses	2,752,405	378,883,185	106,465,694	3,734,061	491,835,345
Surplus/(Deficit) for the Year	1,430,580	16,920,897	(5,533,472)	273,394	13,091,399
Other Comprehensive Income					
Revaluation changes for property, plant and equipment	1,333,333	-	-	-	1,333,333
Total Comprehensive Income for the Year	2,763,913	16,920,897	(5,533,472)	273,394	14,424,732

The accompanying notes form part of these financial statements.

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

1 Basis of preparation

The financial report is a special purpose financial report prepared to satisfy the financial report preparation requirements of the Lutheran Church of Australia Queensland District. The District Church Council have determined that the District is not a reporting entity, and therefore has no requirement to comply with Australian Accounting Standards in the preparation and presentation of the financial report.

The financial report compiles financial information from the Lutheran Church of Australia Queensland District (Head Office function), Lutheran Education Queensland, Lutheran Services and Lutheran Youth Queensland. Information within this report is sourced from both audited and unaudited sources. Where entities who report to these associated entities have not submitted financial reports, their financial information has been excluded in the current year. As disclosed in Note 2 to the financial statements, financial information in relation to parishes are not consolidated. For further information in relation to the financial performance or financial position of the District, the audited financial statements from each associated entity should be considered.

Users should be aware that in some instances non-current assets have been revalued to market value, whilst some remain to be valued at historical cost. For aged care facilities, bed licenses are recognised at cost value where purchased, but are not revalued to market value. The financial report does not disclose movements in equity and reserves.

(a) Other Presentation Matters

Currency and Rounding

Amounts included in the financial statements are in Australian dollars and are rounded to the nearest dollar.

Current/Non-Current Classification

Assets and liabilities are classified as either 'current' or 'non-current' in the Consolidated Statement of Financial Position and associated notes. Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the service does not have an unconditional right to defer settlement to beyond 12 months after the reporting date. All other assets and liabilities are classified as non-current.

Lutheran Church of Australia Queensland District

Notes to the Financial Statements

For the Year Ended 31 December 2018

2 Contingent Assets and Liabilities

Parish assets and liabilities

No information is provided in relation to the assets and liabilities of individual parishes, which is expected to be of significant value. The District provides guarantees to the Lutheran Laypeople's League for congregational and parish loans (including pastor car loans) estimated to be \$1,972,008 (2017: \$2,049,593).

Department loan guarantees

The District provides guarantees to the Lutheran Laypeople's League in respect of other associate and departmental loans, as well as borrowings with Westpac on behalf of Lutheran Education Queensland (LEQ). The liabilities of the District and its associated entities are supported by the assets of the District and its associated entities.

Capital government grants - schools and colleges

Pursuant to the conditions attached to Commonwealth and State Government capital grants, the Lutheran Education Queensland schools and colleges are contingently liable to repay, based on a formula, all or part of the grants received if the project to which the funds are applied ceases to be used for the purpose approved or is sold or otherwise disposed of within 20 years of the completion of the project. The balance of the contingent liability at 31 December 2018 is \$117,810,160 (2017: \$114,011,104).

Litigation

At the time of the report, a number of material legal issues remain outstanding for the District. These matters include claims in relation to professional standards.

The District expects to recover the costs relating to these claims from LCA Insurance and the balance from the related party (e.g. the School or Congregation) where the claim relates to on a case by case basis. The District recognises a liability where it is not expected that the funds will be recovered.

3 Entity Details

The registered office of the entity is:

Lutheran Church of Australia Queensland District
Level 1
24 McDougall Street
Milton QLD 4064

Lutheran Church of Australia Queensland District

Statement by District Church Council

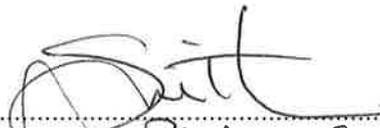
The District Church Council have determined that the District is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The District Church Council declare that:

1. The financial statements and notes, as set out on pages 1 - 4:
 - (a) comply with Accounting policies as described in Note 1 to the financial statements; and
 - (b) give a true and fair view of the financial position as at 31 December 2018 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
2. In the District Church Council's opinion, there are reasonable grounds to believe that the District will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the District Church Council.

Bishop



PAUL SMITH

Assistant Bishop



MARK JANKKA

Dated 8 May 2019

COMPILATION REPORT TO LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT

We have compiled the accompanying special purpose financial statements of Lutheran Church of Australia Queensland District, which comprise the consolidated statement of financial position as at 31 December 2018, the consolidated statement of profit or loss and other comprehensive income for the year then ended and the notes to the financial statements. These financial statements have been prepared to allow the District to meet its financial reporting requirements.

The Responsibility of the District Church Council

The District Church Council of the Lutheran Church of Australia Queensland District are solely responsible for the information contained in the special purpose financial statements, the reliability, accuracy and completeness of the information and for the determination that the basis of accounting used is appropriate to meet their needs and for the purpose that the financial statements were prepared.

Our Responsibility

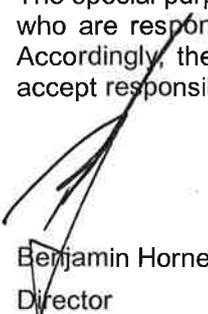
On the basis of information provided by the District Church Council we have compiled the accompanying special purpose financial statements in accordance with the basis of accounting as described in Note 1 to the financial statements and APES 315 Compilation of Financial Information.

We have applied our expertise in accounting and financial reporting to compile these financial statements in accordance with the basis of accounting described in Note 1 to the financial statements. We have complied with the relevant ethical requirements of APES 110 Code of Ethics for Professional Accountants.

Assurance Disclaimer

Since a compilation engagement is not an assurance engagement, we are not required to verify the reliability, accuracy or completeness of the information provided to us by management to compile these financial statements. Accordingly, we do not express an audit opinion or a review conclusion on these financial statements.

The special purpose financial statements were compiled exclusively for the benefit of the District Church Council who are responsible for the reliability, accuracy and completeness of the information used to compile them. Accordingly, these special purpose financial statements may not be suitable for other purposes. We do not accept responsibility for the contents of the special purpose financial statements.



Benjamin Horner

Director

McConachie Stedman Pty Ltd

8 May 2019



Lutheran Church of Australia Queensland District

13 May 2019

Explanatory Notes to LCAQD Consolidated Financial Position Report

The LCAQD Financial Position report is presented to the Convention of Synod for the second year in a row.

It is not an audited financial report although the information presented is largely derived from audited reports. Readers should note the report is for the calendar year 2018 and the complication in that matter is that LEQ, LYQ, QLECS, District Head Office all follow a calendar year reporting cycle however, for legislative reasons, the LS follows a tax year cycle. The LS component is therefore half of FY 17/18 and half of FY 18/19.

From the Consolidated Statement of Profit or Loss for the Year Ended 31 December 2018, the District, Lutheran Education Queensland and Lutheran Youth Queensland all operated with a surplus of \$1.4m, \$16.9m and \$273k respectively for the year, with Lutheran Services traded with a year end result of \$5.5m in deficit. The group recorded an overall result of \$13m in surplus, with \$10.4m of it being Non-recurrent/Capital income for the year.

Departments have submitted brief explanations relating to their component of the consolidated report.

District Head Office

In 2018, the District Head Office reported a surplus of \$1,430,580. This surplus (after provision of \$342,850 for depreciation) was made up from nett property activities \$1,651,025. (Trinity Toowoomba and Regency Court Hervey Bay) In terms of cash flow, the Office made a \$220,445 deficit for the year. Proceeds from the Regency Court sale have gone to the Buccholz fund which supports teenage children with scholarships to schools or Christian Life Week camps. The Trinity Toowoomba property is in the hands of the District whilst the MM Department consults broadly to determine its future use.

The revaluation of 24 McDougall St Milton (Head Office) contributed \$1.33M to the overall result.

LEQ

The LCAQD consolidated financial statements show a combined surplus position in 2018 for the 26 schools and 60+ early childhood services within the LEQ Department. Councils of the Schools of the District and QLECS undertake strategic financial planning to achieve the necessary level of operating (and cash) surplus required for reinvestment in educational facilities to ensure they continue to support contemporary education.

New building projects are funded from parent contributions, government capital funding and loan borrowings. In 2018, the surplus of \$16.9m included \$7m in capital grants received from the Commonwealth and State Government for education facilities. Each school's capacity for repayment of loan borrowings is achieved through their operating (and cash) surplus. During 2018, schools of the District completed \$15m in new building projects and repaid \$25m in borrowings.

LYQ

In 2018 LYQ's ministry collectively reported a surplus of \$273,393 (6.8% of turnover). Almost all of this surplus (99%) was generated by our campsites. These funds will be used in 2019 to assist in funding the \$5.26M Stage 1 development work at Luther Heights Youth Camp which includes the construction of a new double-storey accommodation facility that can host 92 guests and an associated new dining facility.

LS

The calendar year 2018 had resulted in a deficit of \$5.5m, of which a \$6.0m deficit was recorded in the first half of the year. The deficit to June 2018 was due mainly to lower Aged Care Funding Instrument ("ACFI") subsidy income of \$159.72 vs budgeted \$171.85, resulting in a loss of approximately \$2.9m as at 30th June 2018. An amendment of asset policy was also made to write off assets under the value of \$1,000 and expense assets going forward costing less than this threshold. The assets write offs were recorded at \$1.7m. Further, non-capital expenses of \$970k were expensed as a part Alondra business case which were unbudgeted.

The second half of the year 2018 returned a surplus of \$513k. Management and operational efforts were directed towards improving income including ACFI per resident per bed as well as monthly ACFI submissions. ACFI was improved from \$159.72 as at 30th June 2018 to \$166.15 as at 31st Dec 2018. Monthly subsidy submissions were improved to reach an average level 7.4% of residents in a month. Management had focused on the control of overhead costs including projects and consulting costs. The operations function also successfully received additional grant funding for significant refurbishment across four services improving revenue by approximately \$700k for the period July 2018 - Dec 2018.

Yours faithfully



Michael Turner
District Executive Officer
Lutheran Church of Australia Qld District



Section 9

2019 Convention of Synod

LCAQD Budget 2020

LCAQD Budget for 2020

For Presentation to Convention of Synod 2019

ABN 30 051 602 996

M Turner 2 May 2019

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LCAQD 2020 Budget - Commentary

The 2020 Budget is presented for your approval.

Your District Church Council commends this budget to you.

Background

In framing of the LCAQD budget for 2020 significant influencers are:

- (1) LCAQD Strategic Charter adopted at the 2017 Synod
- (2) Our LCAQD Governance Review
- (3) Issues that arise from ongoing financial and membership changes in congregations
- (4) A flat commercial rental environment meaning rental income has 'flat lined'
- (5) An above inflation rate continued increase in fees, expenses, and charges from all sources
- (6) The broader conversations in the District regarding governance and collaboration especially input from our Senior Managers meetings

Changes in this budget

In order to execute the agenda recommended by DCC to Convention, a number of changes are included as shown below.

Personnel

This budget includes the funding of a 1st Assistant Bishop on a full time basis.

The normal Business as Usual activities undertaken by the LCAQD require the expert advice and assistance of legal counsel. This budget includes, for the first time, the employment of in-house legal counsel on a one day per week basis plus additional on-costs.

District Office - The District Administration Office

The Bishop of the LCAQD is a position of oversight established by the Church for the "general oversight" of the Queensland District including Congregations, Pastors and LCAQD Agencies operating under the umbrella of the LCAQD. In the By-Laws, the Bishop is described as the "Chief Administrative Office of the District."

The significant tax and other benefits enjoyed by Schools, Aged Care Services, Kindergartens, Camps and so on are by virtue of them operating as mission trading agencies of the letters patent incorporation of the LCAQD.

The Bishop and District Church Council have significant legal responsibilities with regard to the operation of and trading activities of all the 'incorporated by the LCAQD' mission agencies.

The LCAQD has 115 separate ABN's and trades under more than 119 different names (not including Congregations and Parishes) with the District Executive Officer being the legally recognised Public Officer for all businesses trading under the identity of the LCAQD.

For many years, the District Office - District Administration Office was funded entirely through the LCAQD District Office Budget. However, during 2013 all Agencies began to share the cost of maintaining the District Office by way of monthly financial support, where the monthly contributions were set based on a significantly discounted rate against the actual cost of funding the provision of Governance and Management Services. This is continuing at present.

Governance Committees. The funding of DCC, RAFC, Constitutions Committee and other Governance Committees is from the District Office - District Administration Office budget. Ecumenical Support. The funding of the support for the Queensland Churches Together, the Ecumenical Tertiary Chaplaincy Committee, Ecumenical Pastoral Care Toowoomba, and the Wontulp Bi-Buya FNQ commitments is from the District Administration Office.

In 2020 it is budgeted that Departments will contribute about 22% of the costs of the Office of Bishop.

Notwithstanding contributions from Congregations 21% and Departments, most of the income used to fund the Office will be from its trading activities in managing a property portfolio 47% and other activities 10%.

In short, the Office draws very lightly on resources available to it.

Sustainability of the District Office. This has been major ongoing concern for many years. The demands on the office personnel's time and resources for support of all types have continued to increase.

This budget continues funding for an Office Manager and a Church Worker/ Personnel Support Officer to support the operation of LCAQD as the common employer.

The LCAQD Strategic Charter includes a requirement to undertake a wide variety of activities in all areas of mission, governance and administration.

HRM / Church Worker Support Services

The LCA project to implement a Human Resource Information System project aimed at implementing a national payroll and human resource management information system was largely delivered at the end of 2016. In 2017 all but 6 remaining Parishes were migrated onto the system.

In 2019 various HR management elements of the system were progressively enabled and this work continues in 2020 and is expected to continue further in 2021.

As the system to be implemented has a large and useful personnel management system that is of considerable value to all Congregations and the LCAQD, a Church Worker / Personnel Support Officer was taken on to assist all congregations and the Office in ensuring all legally required and best practice requirements are met in the management of staff, volunteers and pastors.

The LCAQD has a contract with the LCA for the provision of HRM/Church Worker Support services.

In 2018 Service Agreements were mailed to all Congregations and Parishes and Departments, Schools, Colleges where the LCAQD is the 'employer' of lay workers and called pastors. These agreements formally documented relationships between District Office and the various agencies and Congregations with regard to employment practices. To date, many agreements have been signed and returned. District staff will be following up with the few who are yet to return signed agreements in coming months.

Provision has been made for an increase in Pastor and Lay Worker Salaries and Allowances during 2020 from 2019 figures plus 3%.

Lutheran Youth QLD

Allocation of funds from LCAQD to LYQ continued from 2015 to 2019 in support the transfer of responsibility of the university chaplaincy from M & M to LYQ. The budget continues to provide support to a Lay Worker Level 3 Pay Point 5 in 2020.

In 2018, in response to changes in law and policy, Lay Workers ceased to be eligible for Fringe Benefits. Changes to remuneration were then implemented to ensure the Church worker was not disadvantaged.

Up to and including 2016, LYQ enjoyed extra support from the District in the form of a subsidy for District Support Fees and Rent. As reported in this budget the need to continue to support LYQ for rent ended in December 31, 2016. The DCC has 'forgiven' LYQ the requirement to contribute to District Support fees up to and including 2019. With effect this budget, LYQ must now contribute to District Support. It is pleasing to see the Department operating in a sound financial position. LCAQD continues to contribute to CLW camp leadership costs and provides a number of other 'cash' and 'non-cash' benefits.

In 2020 the benefits to LYQ will total approximately \$115K

Congregation support for the LYQ Luminate program is strongly encouraged.

Congregations

The LCAQD is truly blessed with the way congregations generously and willingly contribute to the work of the wider church. In the past, the payment of a congregation's voluntary contribution was left to the initiative and action of each congregation.

In a change of practice for the Queensland District, and as directed by the 2015 LCAQD Convention, the District invoiced congregations for their synod approved voluntary contribution in 2016. The provision of an invoice to congregations provided an administration process that was in line with computerised accounting systems and it also provided enhanced visibility in regards to congregations' support of District mission objects and projects. In general, this has been well received.

Voluntary offerings, however, are incredibly hard to plan for. If each District had to wait to see what people were willing to give, before they could go forward with any plans for mission and ministry, then almost nothing would get done. This would add considerable stress to those administering finances. We could only be reactive in our Christian mission instead of proactive.

An effort to redress the imbalance between congregation contributions over the past three years has had some success and is again being implemented in this budget. An analysis of Congregation contributions still shows some disparity between congregations in the amount they contribute to the LCAQD to support the mission of the District.

Taking this into account, the 2017 budget proposed a LCAQD Minimum Target Levy of \$70 per adult communing member (18+) that would further enhance the provision of a more consistent and planned contribution to the church's work.

In 2017 this was \$70 per Adult Communing Member 18+.

In 2018 this was increased to \$71.40; a 2% or \$1.40 increase.

In 2019 this was increased by a further 2% to \$72.85 per Adult Communing Member 18+.

In 2020 this is increased by a further 3% to \$75.04 per Adult Communing Member 18+

The invoiced amounts aren't to limit the amount of giving by some very generous congregations; congregations currently giving in excess of \$75.04 per adult communing member, are encouraged to continue to do so. Nor is the target amount designed to stretch struggling congregations to breaking point. The amount is designed to provide a simple formula to help us work together financially as a District that walks together as 'synod.' Individually we may struggle to achieve much, but together we can cheerfully serve many people, in many areas of need.

Congregations that are currently contributing above a \$75.04 per Adult Communing Member 18+ amount are being asked to continue to do so (with a CPI adjusted increase of 2%).

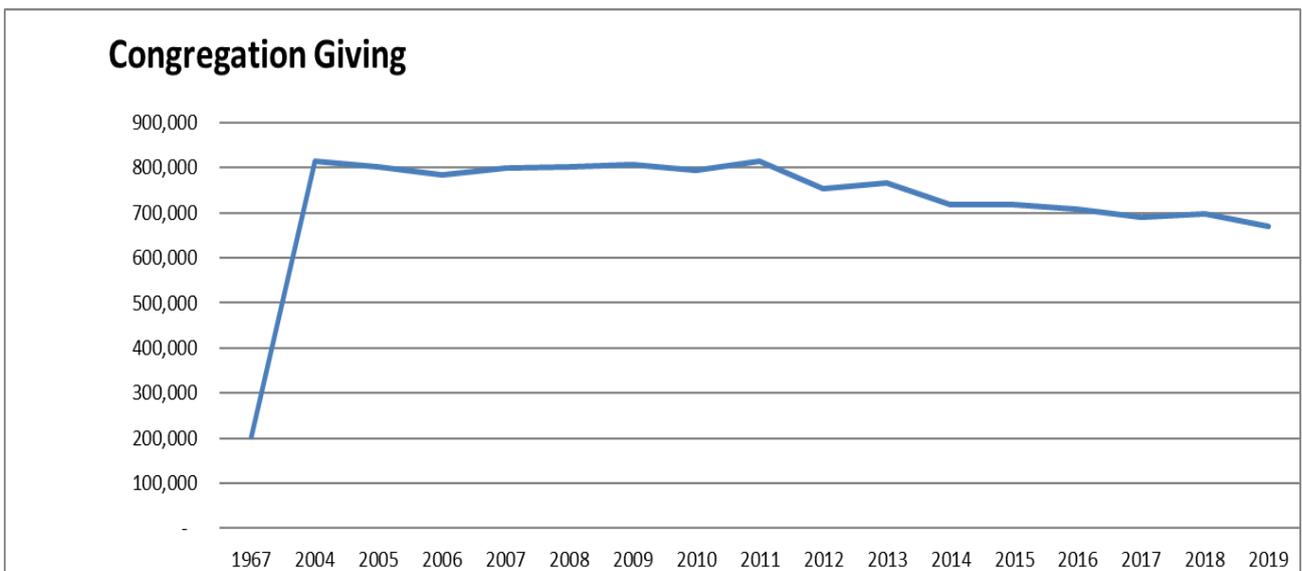
Congregations that are below the \$75.04 per adult communing member 18+ target amount are asked to increase their giving to meet the target in 2020. This budget assumes all congregations currently below the \$75.04 target will increase their contribution to reach the target in 2020.

It is expected the LCA levy will increase to \$38 per Adult Communing Member 18+ in 2020. That LCA total (\$38) added to a LCAQD target contribution of \$75.04 in 2020 means congregations should budget for a **total contribution and levy of \$113.04 per Adult Communing Member 18+ in 2020.**

Treasurers are requested to:

- a. show in their financial reports a line for LCA levy and a separate line for LCAQD Voluntary Contribution;
- b. support the LCAQD Bookkeeper in approving auto draw facility;
- c. communicate with District Office and Secretary DCC if there are financial issues

In 2020 the District again strongly encourages congregations to budget and plan to meet the LCAQD Minimum Target Level of \$75.04 for each adult communing member, the target amount may be negotiated between congregations and the District, in order to provide a clear indication for future planning.



As a historical note ... In 1967 Congregations gave \$260,511 to the work of the district. In CPI adjusted terms that would be equivalent to Congregation contributing \$3,459,281 in 2020.

For the record, in another change of practice agreed in 2015 and implemented in 2016, Congregations were expected to, as a minimum, contribute \$300 p.a. to the District. This supports a philosophy of everyone contributing to the mission of the church no matter how rich or poor you are. Invoices for a voluntary contribution for commenced in 2016 and have generally been well supported. In accordance with CPI changes the minimum amount set for 2020 is **\$335**.

Equity in Giving to District from Congregations.

Data shows faithful large and small congregations and many congregations not able to contribute as much. Every circumstance is different. There is no consistency.

Congregation delegates are reminded that in approving the budget with congregation contributions as entered in the book of reports (this budget) they are committing their congregations to support the amount so entered.

Senior Managers Forum and Collaborative Initiatives

This budget does not include "off-budget" items that are currently being developed through the formed "Senior Manager's Forum". This group includes the Chief Executive Officers and the Chief Financial Officers of our Departments, meeting with the Bishop as Chair.

Ministry and Mission

The budget for M&M in 2020 is for \$440,000.

This is the largest budget allocation made to the Department to date.

This reflects a deliberate increase in resourcing of the Department so it may do more to support Congregations and Mission Agencies and be more influential in the growth and development of the mission of the church.

Specifically, an extra allocation of resources to support the Departments added responsibilities for Communication, District Web Site, District Newsletter has been made as well as the inclusion of a line item called M&M Projects/Subsidies/Grants that has \$75,000 allocated against that line.

Parishes, Congregations and Mission Agencies are encouraged to be proactive in communicating with the Department about mission and ministry initiatives as the Department also oversees the distribution of grant monies for mission initiatives.

MM Department contribution to "District Office Support" is a notional \$5,000 amount but reflects a philosophy that all who benefit from the Governance of the District contribute to the cost of providing that governance.

Professional Standards Unit

The Professional Standards Department is funded by the LCA. The LCA pays for rent and outgoings with minor (20%) office expenses being met by the District Office.

The LCAQD has a contract with the LCA for the delivery of professional standard services to the District.

Financial Results - LCAQD

For the second time a Consolidated Financial Report for the LCAQD is being presented to Convention. It is a management report.

Subsidies to Congregations

The budget makes no provision for a subsidy for congregations. Where congregations find that through financial hardship they cannot meet the minimum \$335 amount, they are requested to correspond to the Secretary, District Church Council.

Events

The budget covers the following:

The Annual Convention of Synod

Pastors Conference

Regional conferences

District Office practice is to, at a modest price, support the running of quality events on a near break-even basis.

District Office

The District Office Budget includes sundry other activities that do not fall directly within the budget ambit of the District Administrative Office. e.g. Buchholz scholarship activity

The 2016 budget included a Capital Replacement target of 2% of the current value of the asset (in addition to depreciation). This was advised by the Risk Audit and Finance Committee. The target is set so that in due course when the asset must be replaced, there are funds available to do so. This item is now included in the budget for the fifth time.

Property Services

The Property Services budget includes the management of a mixed District property portfolio including 24 McDougall Street, and eight cemeteries.

Key points to note:

1. No rental subsidy for LCAQD entities within 24 McDougall Street.
2. Outgoings are in line with industry practice.
3. Rent adjustments for 24 McDougall Street tenancies have been factored in.
4. Surplus Funds will supplement District Budget projects and LCA contribution
5. The Key tenant lease continues.

Legal. Legal advice is that District Church Council is 'trustee' for the large amount of property congregations have. Lawyers advise there is significantly more that must be done by the trustee to ensure all property assets are properly maintained and risks, especially risks to the health of people from asbestos is managed.

Numbers to manage. In various forms, and arrangements, the LCAQD is owner or trustee of approximately 450 individual titles.

Value. The market value of property the LCAQD District Church Council as owner or trustee is unknown.

Condition. The physical condition of property the LCAQD District Church Council is responsible for as trustee or owner is unknown.

Staff. In 2018 I advised that DCC has no-one whose primary role is the management, protection, maintenance, development or other of all property in the LCAQD. In late 2018 a Property Officer was employed on a 12 month contract to undertake a number of important activities aimed at improving LCAQD and Parish understanding of who owned properties, who the beneficiaries of properties were, who the owner and beneficiary of 'businesses' were and a number of other activities to improve the LCAQD understanding of its securities and portfolios. This budget does not continue the employment of a Property Officer.

Risk. The risk of failing to diligently exercise trustee roles over property is considerable in terms of potential loss of asset value due to uncontested rezoning actions from local councils, litigation for asbestos related injury (no insurance protection), opportunity cost as opportunities to use property to derive income are foregone, and are run down in condition and value of the asset

Contingent Liabilities

Several claims for compensation resulting from previous misconduct of individuals associated with the Church have occurred and a number of substantial payments have occurred. Fortunately a significant amount has been reimbursed from the LCA insurance pool. Members should note that the operations of the Professional Standards Department and its ability to manage complex complaints has contributed significantly to keeping contingent liabilities low. This has also contributed to keeping insurance premiums low. The auditor has provided advice on when to show a contingent liability and this will be acted upon as the need arises.

Capital Reserves

Interest received from general LLL deposits will supplement the district budget. An interest rate of 2.50% on deposits has been assumed for 2020.

Key points to note:

Auditors recommendations being acted on include improved internal reporting

Borrowings. In the budget period the Office of Bishop is not planning any additional borrowings.

Significant Projects. In the budget period the following significant projects will commence, be ongoing, or completed :

- Review of the Governance Structure of the LCAQD

- Authority and delegation revision

- The modern office governance improvements - governance and legal office portal

- Implementation of service support projects

Other projects to complete as funds become available are:

- Efficiency review

- Legal support

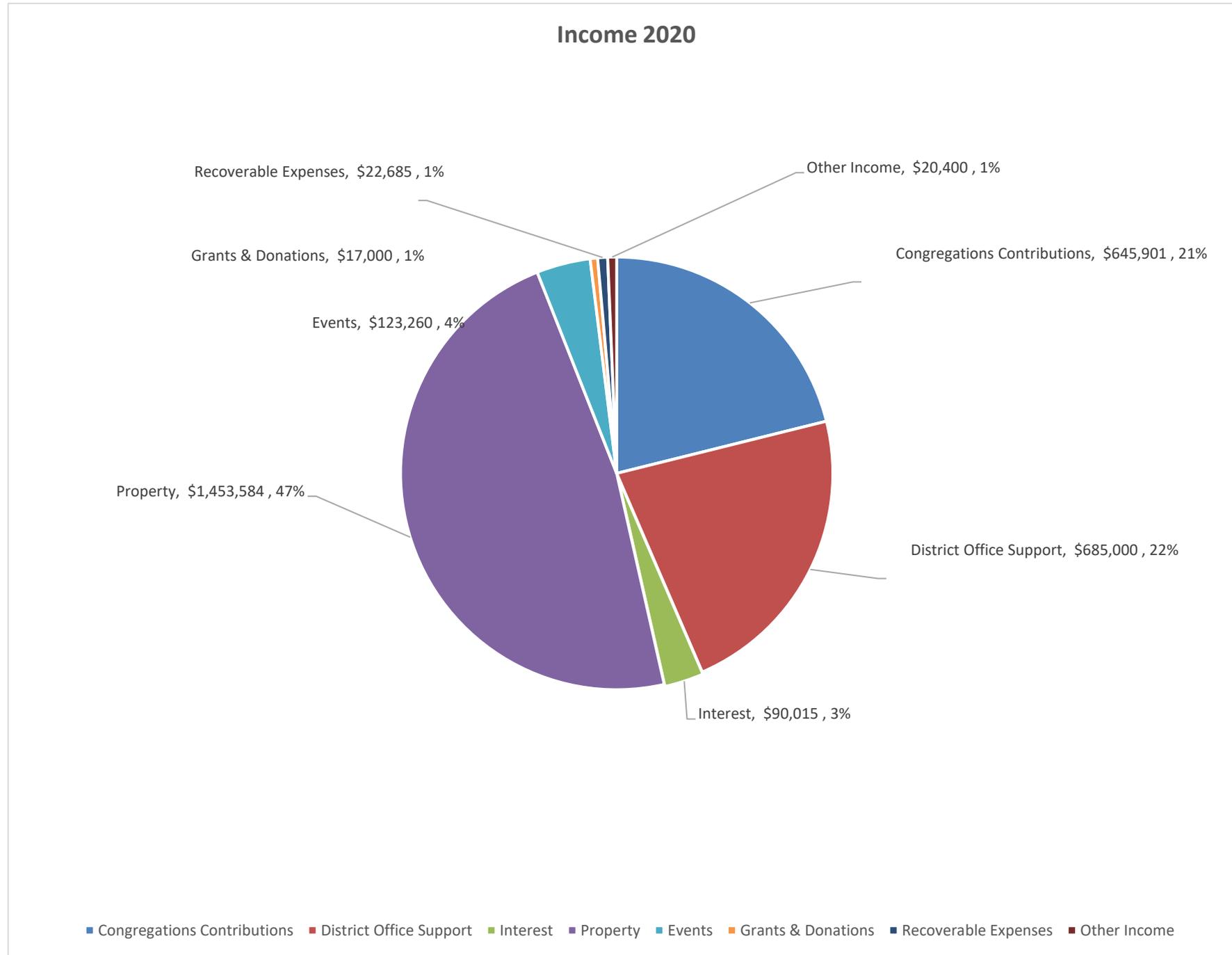
- Improve Fiduciary Duty Financial Reporting Compliance

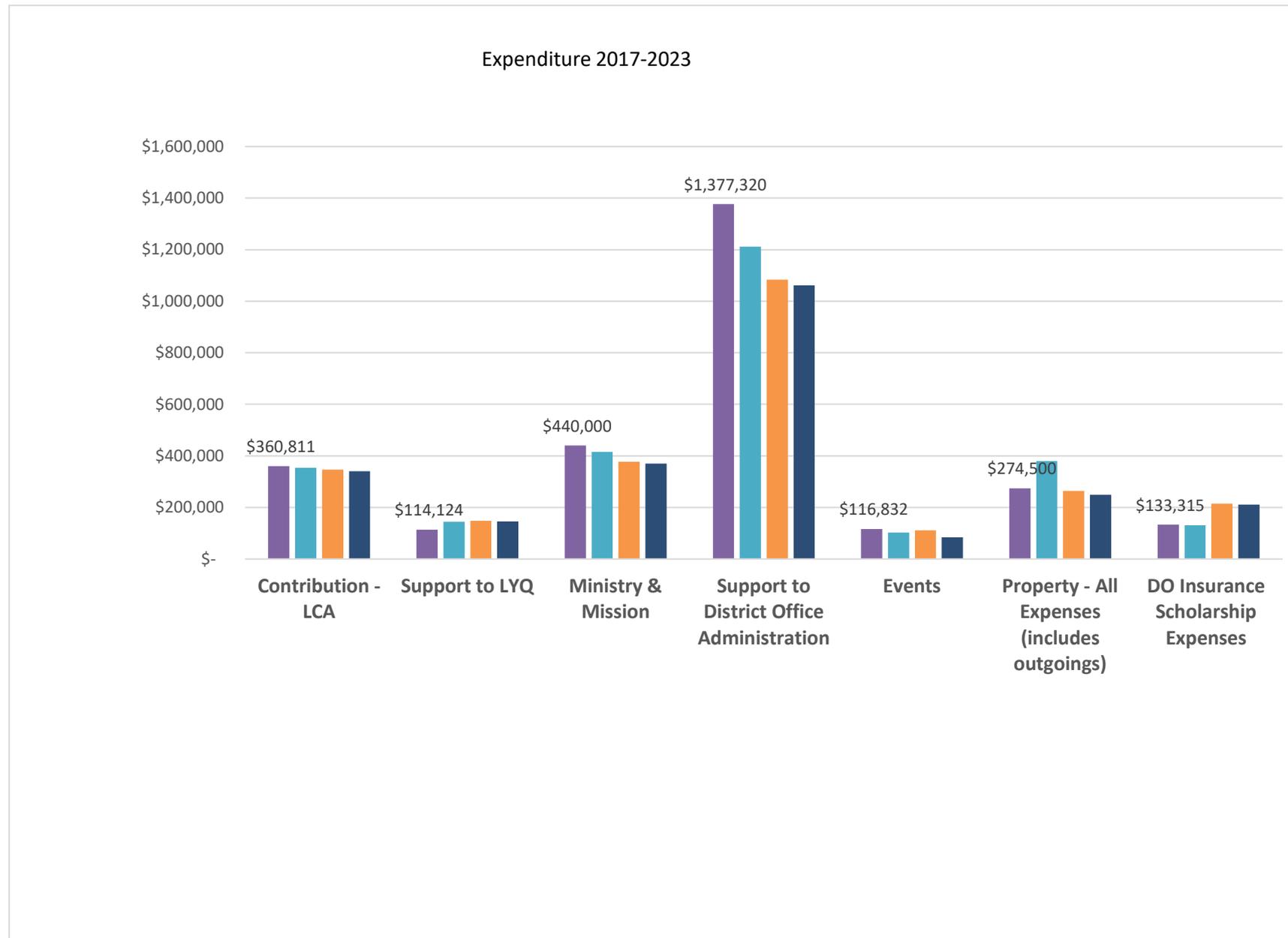
DCC Oversight

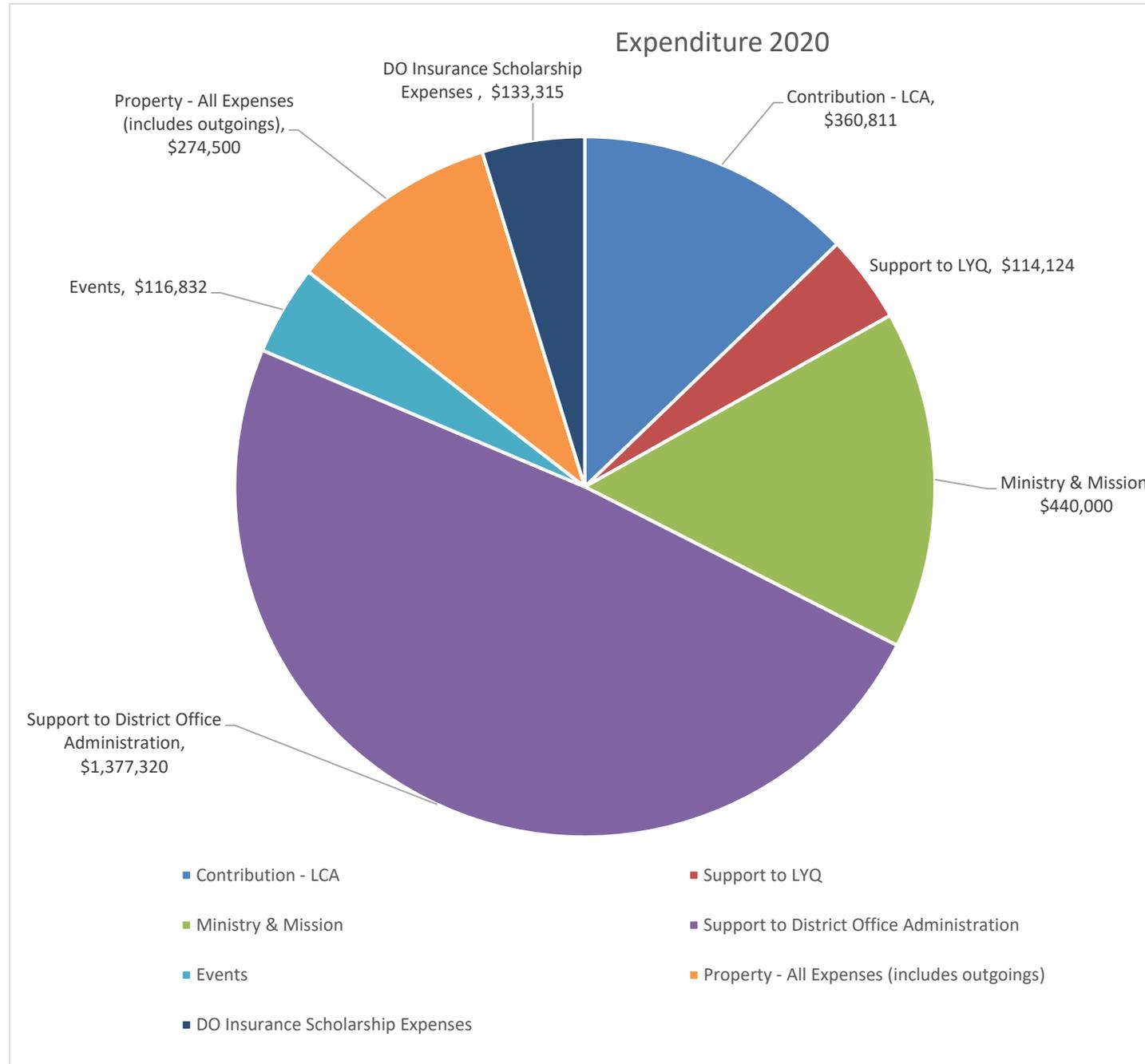
The budget has been considered by DCC in February and April 2019

LCAQD Budget 2020

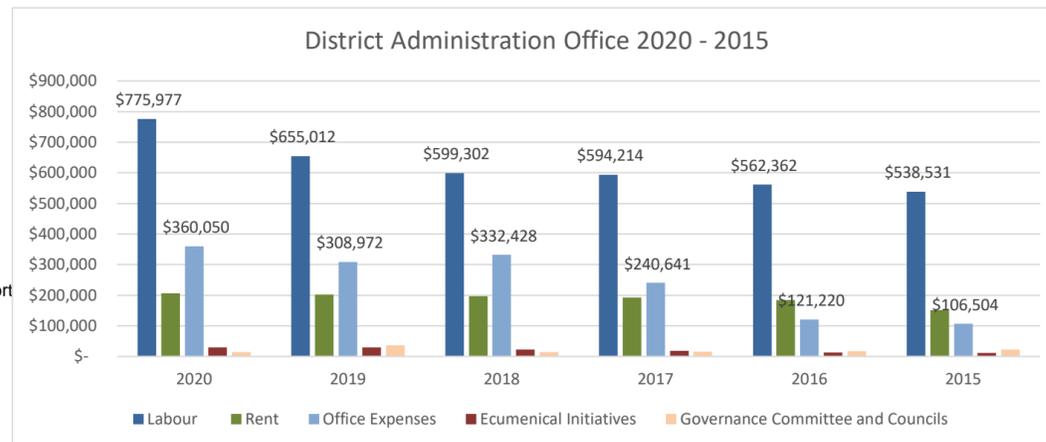
LCAQD Budget 2020	2020 Recommend ed to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	Notes
This office provides support to the LCAQD in accordance with LCAQD Constitution and By-Law requirements.										
Income District Office	2020	2019	2018	2017	2016	2015	2014	2013	2012	301
Congregations Contributions	\$ 645,901	\$ 671,000	\$ 657,901	\$ 691,052	\$ 711,014	\$ 718,606	\$ 727,671	\$ 776,944	\$ 788,845	302
District Office Support	\$ 685,000	\$ 385,094	\$ 373,579	\$ 366,546	\$ 252,791	\$ 168,528	\$ 161,272	\$ 151,800	\$ 66,005.00	304
Interest	\$ 90,015	\$ 69,451	\$ 126,786	\$ 88,756	\$ 93,453	\$ 60,711	\$ 97,007	\$ 63,601	\$ 132,347	305
Property	\$ 1,453,584	\$ 1,355,653	\$ 1,378,477	\$ 1,386,343	\$ 1,428,342	\$ 1,255,654	\$ 1,285,406	\$ 926,092	\$ 918,135	306,307
Events	\$ 123,260	\$ 109,999	\$ 110,661	\$ 75,929	\$ 74,122	\$ 74,711	\$ 85,003	\$ 87,638	\$ 90,200	
Grants & Donations	\$ 17,000	\$ 25,000	\$ 24,898	\$ 22,624	\$ 288,887	\$ 28,334	\$ 192,710	\$ 218,074	\$ 30,517	308
Recoverable Expenses	\$ 22,685	\$ 23,000	\$ 21,988	\$ 44,622	\$ 29,664	\$ 63,045	\$ 103,299	\$ 102,127	\$ 235,688	309
Other Income	\$ 20,400	\$ 20,000	\$ 1,852,992	\$ 1,056,267	\$ 452,294	\$ 201,397	\$ 8,803	\$ 112,075	\$ 1,875,221.40	310
Total Income District Office	\$ 3,057,845	\$ 2,659,197	\$ 4,547,282	\$ 3,732,138	\$ 3,330,567	\$ 2,570,986	\$ 2,676,068	\$ 2,508,072	\$ 4,966,824	
Expenditure	2020	2019	2018	2017	2016	2015	2014	2013	2012	311
Contribution - LCA	\$ 360,811	\$ 353,736	\$ 346,800	\$ 340,000	\$ 340,000	\$ 352,997	\$ 400,000	\$ 434,304	\$ 430,032	312
Support to LYQ	\$ 114,124	\$ 144,964	\$ 147,903	\$ 145,411	\$ 134,615	\$ 129,948	\$ 125,297	\$ 72,795		313
Ministry & Mission	\$ 440,000	\$ 415,632	\$ 377,893	\$ 370,482	\$ 243,582	\$ 206,678	\$ 232,230	\$ 217,348	\$ 132,736	314,315
Support to District Office Administration	\$ 1,377,320	\$ 1,212,227	\$ 1,083,250	\$ 1,062,009	\$ 890,265	\$ 661,543	\$ 698,515	\$ 678,636	\$ 210,754	
Events	\$ 116,832	\$ 103,228	\$ 111,205	\$ 83,840	\$ 59,520	\$ 75,328	\$ 81,815	\$ 84,481	\$ 61,016	
Property - All Expenses (includes outgoings)	\$ 274,500	\$ 379,395	\$ 264,046	\$ 249,630	\$ 283,317	\$ 304,523	\$ 357,831	\$ 268,115	\$ 263,118	
DO Insurance Scholarship Expenses	\$ 133,315	\$ 130,500	\$ 214,841	\$ 210,798	\$ 240,343	\$ 304,593	\$ 345,438	\$ 412,473	\$ 676,428	316
Total Expenditure District	\$ 2,816,901	\$ 2,739,683	\$ 2,545,938	\$ 2,462,169	\$ 2,316,239	\$ 2,259,949	\$ 2,539,408	\$ 2,353,192	\$ 2,749,717	317
District Balance Before Depreciation & Capital Replacement Fund Provision	\$240,944	-\$80,486	\$2,001,344	\$ 1,269,969	\$ 1,014,328	\$ 311,037	\$ 136,660	\$ 154,879	\$ 2,217,107	
Less			\$ -							
Depreciation	\$ 323,078	\$ 343,333	\$ 342,807	\$ 325,441	\$ 295,749	\$ 281,340	\$ 184,520	\$ 99,632	\$ 98,047	
Capital Replacement Fund	\$ 258,000	\$ 275,000								318
Balance After Expenditure, Depreciation & Capital Replacement Fund	-\$340,134	-\$698,819	\$1,658,537	\$944,528	\$ 718,579	\$ 29,697	-\$ 47,860	\$ 55,247		







District Administration Office (DAO)	2020 Recommended to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	Notes
This office provides Governance and Executive Officer support to LCAQD in accordance with LCAQD constitution and by-Law requirements.	2020	2019	2018	2017	2016	2015	2014	2013	
		adjusted for 2019							
Income DAO	\$ 1,401,519	\$ 1,232,600	\$ 1,241,162	\$ 1,081,228	\$ 892,527	\$ 664,050	\$ 698,515	\$ 678,636	146
Expenditure									
Labour	\$ 775,977	\$ 655,012	\$ 599,302	\$ 594,214	\$ 562,362	\$ 538,531	\$ 445,541	\$ 353,530	
Rent	\$ 206,548	\$ 202,966	\$ 196,890	\$ 192,142	\$ 184,312	\$ 150,667	\$ 110,268	\$ 85,117	
Office Expenses	\$ 360,050	\$ 308,972	\$ 332,428	\$ 240,641	\$ 121,220	\$ 106,504	\$ 113,149	\$ 89,207	
Ecumenical Initiatives	\$ 29,550	\$ 29,150	\$ 22,561	\$ 18,557	\$ 12,718	\$ 11,393	\$ 10,281	\$ 10,608	
Governance Committee and Councils	\$ 14,700	\$ 36,500	\$ 13,992	\$ 15,675	\$ 17,433	\$ 22,253	\$ 20,780	\$ 22,365	
Total Expenditures DAO	\$ 1,401,519	\$ 1,232,600	\$ 1,243,597	\$ 1,061,229	\$ 898,047	\$ 898,047	\$ 700,018	\$ 560,827	
Net Balance DAO	\$0	\$0	-\$2,435	\$ 19,999	-\$ 5,520	\$ 664,050	-\$ 1,503	\$ 117,809	



Notes:
146. Requires contributions from all District Entities to support governance requirements

Congregation Giving for 2018	Congregation Communing 18+ membership 2018	2020 Rec to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual	2008 Actual	1967 Actual
District Contributions			Adjusted by Congregations												
Zone 1 Contributions															
Alberton St Peters (Alberton-Woongoolba Parish)	40	3,002	3,978	-	3,900	9,146	1,950	4,850	2,850	3,700	3,600	3,500	3,400	3,300	644
Woongoolba Bethlehem (Alberton-Woongoolba Parish) *	53	3,977	4,007	1,698	9,362	10,767	9,744	9,588	9,455	8,780	7,985	8,400	8,230	7,910	2,860
Tallebudgera St Andrews	117	8,780	9,543	5,000	5,000	3,400	10,000	12,422	12,422	12,060	11,540	12,873	10,036	10,036	
Ashmore Trinity *	157	11,781	11,146	5,200	6,495	5,820	2,900	5,650	2,000	1,320	5,000	5,000	3,750	7,500	
Beaudesert St Paul's *	30	2,925	2,925	2,868	2,738	1,836	2,160	1,800	689	3,623	2,030	2,000	2,000	2,000	507
Bethania Evangelical	95	7,129	7,088	6,949	6,000	6,000	5,115	10,000	10,000	8,260	8,000	9,660	9,200	8,400	2,194
Brisbane Finnish Nazareth	40	3,002	2,914	300	350	250		-	321	-	-	-	-	800	
Beenleigh Bethesda	75	6,120	7,358	6,000	6,000	6,000	5,500	6,000	4,500	8,500	3,500	7,200	7,375	8,400	4,027
Corinda St John's	113	9,884	9,884	9,690	9,500	10,000	15,000	15,000	15,000	15,000	15,000	12,000	12,000	12,000	1,835
Cleveland St James (Incl Faith Celebration ThornlandsWC) *	120	9,291	9,291	9,109	8,930	8,712	8,544	-	-	5,928	-	-	10,395	3,642	2,309
Eight Mile Plains St Johns (Eight Mile Plains Parish)	95	8,323	8,323	8,160	8,000	7,650	10,000	10,000	15,750	15,300	14,400	14,000	14,000	14,000	3,827
Coopers Plains Bethlehem (Eight Mile Plains Parish) *	39	2,927	2,623	2,570	4,170	4,080	3,996	3,996	3,942	3,117	4,375	2,625	2,625	6,671	189
Lismore Goodnews *	29	2,176	1,967	1,972	1,933	1,836		12,000	1,800	-	5,000	-	1,500	1,500	
Middle Park Good News *	219	16,434	15,736	13,920	13,546	13,924	11,600	14,232	8,436	10,920	10,450	10,000	10,000	9,000	
Mt Cotton St Pauls (Mt Cotton -Tingalpa Parish)	35	4,079	4,079	3,999	3,921	7,650		3,750	3,375	-	3,140	5,000	3,000	3,000	1,665
Tingalpa Good Shepherd (Mt Cotton -Tingalpa Parish) *	64	4,803	4,662	2,400	2,955	1,500	5,315	-	1,500	4,600	4,600	4,600	4,600	4,225	
Mt Gravatt St Marks *	150	16,230	16,230	15,912	15,912	15,912	20,000	20,000	16,860	17,000	25,392	25,392	25,331	24,540	1,292
Rochedale Our Saviour *	327	31,992	31,992	31,365	30,750	30,000	41,904	41,904	47,962	33,400	57,988	60,000	55,000	55,000	
Southport Trinity	110	8,559	8,378	8,391	8,214	5,508		-	12,500	20,000	-	-	-	-	2,535
Woodridge St Lukes *	50	3,752	3,643	2,856	2,856	2,856	2,799	2,760	2,712	2,628	2,520	2,400	3,960	3,000	99
Woolloongabba Nazareth	71	15,753	15,753	15,444	15,132	14,760	14,400	13,920	13,620	13,200	10,500	10,445	10,170	10,170	
Total Zone 1 Contributions	2,029	180,918	181,520	153,803	165,664	167,607	170,926	187,872	185,694	187,336	195,020	195,095	196,572	195,094	23,984

Congregation Giving for 2018	Congregation Communing 18+ membership 2018	2020 Rec to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual	2008 Actual	1967 Actual
Zone 2 Contributions			-	-											
Brisbane City St Andrews	85	9,943	9,943	9,748	9,557	6,993	8,500	9,135	9,000	8,736	8,360	6,000	7,000	7,000	
Buderim Immanuel *	264	19,811	19,305	17,004	25,092	24,480	24,000	24,109	36,000	36,020	36,000	36,000	35,175	33,500	1,328
Caloundra St Marks *	97	7,279	6,702	2,712	2,712	2,717	2,719	2,719	2,719	2,640	2,400	2,040	2,040	1,800	405
Caboolture St Pauls *	226	19,914	19,914	19,524	19,140	20,004	20,916	20,916	20,600	20,000	20,000	20,000	20,000	22,000	426
Everton Hills Prince of Peace	208	15,608	17,265	14,366	13,525	16,554	25,016	9,708	18,868	21,480	17,500	17,800	16,500	15,100	
Glashouse Country Calvary *	27	2,026	1,967	433	432	300		-	400	828	370	360	350	300	
Indooroopilly St Peters *	95	15,096	14,158	14,800	13,880	13,776	12,375	13,500	13,500	14,500	8,000	12,000	12,313	15,000	
Murrumba Downs Living Faith *	172	17,317	17,317	16,977	16,644	16,644	16,315	16,315	16,315	6,600	15,160	15,000	20,875	24,200	
Noosa Good Shepherd *	151	11,331	11,000	9,770	9,045	7,800	7,584	7,461	7,115	11,550	6,900	5,500	6,000	6,000	
Nambour St Lukes (Nambour Parish) *	114	8,555	8,523	1,200	3,630	8,455	13,800	13,800	13,596	9,900	12,000	14,400	13,800	14,200	2,043
Witta Good Shepherd (Nambour Parish) *	24	1,801	1,821	1,139	780	300		-	-	1,600	1,600	1,600	1,600	1,601	760
Nundah St Pauls *	146	16,969	16,969	16,636	16,310	15,912	15,600	15,000	14,000	9,750	13,000	14,100	13,000	18,000	3,897
Redcliffe Grace *	139	22,176	22,176	21,741	21,315	21,315	21,315	21,000	20,400	13,950	18,290	17,021	15,767	16,733	623
Total Zone 2 Contributions	1,748	167,825	167,061	146,050	152,062	155,250	168,140	153,663	172,513	157,554	159,580	161,821	164,420	175,434	9,482

Congregation Giving for 2018	Congregation Communing 18+ membership 2018	2020 Rec to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual	2008 Actual	1967 Actual
Zone 3 Contributions															
Brisbane Valley Lutheran (Lowood-Brisbane Valley Parish)	20	1,501	1,093	720	660	600	592	578	568	-	-	-	500	500	3,160
Lowood Trinity (Lowood-Brisbane Valley Parish) *	101	16,310	16,310	15,990	15,990	15,600	10,337	15,300	15,345	15,310	15,310	14,760	14,400	14,400	1,864
Coolana St John's (Lowood-Brisbane Valley Parish)	33	3,951	3,951	3,874	3,798	3,798	3,798	3,798	3,798	2,532	3,660	3,504	3,504	3,504	1,860
Brassall St Mark's	18	1,351	1,671	-	1,638	1,596	1,584	1,560	1,560	780	4,535	1,560	780	1,560	700
Gatton Peace (Lockyer Valley Parish)	217	16,284	19,232	11,000	11,000	9,996	9,816	9,617	9,425	13,449	12,803	11,704	11,873	11,027	7,470
Laidley Redeemer (Lockyer Valley Parish)	125	19,935	19,935	19,544	17,687	17,256	16,920	16,680	16,440	15,636	14,892	14,175	13,500	12,840	2,454
Lockrose Green Pastures (Lockyer Valley Parish) *	35	2,626	2,258	1,775	1,497	1,404	1,377	1,377	1,377	1,377	1,377	1,377	1,377	1,377	600
Mount Sylvia Cross (Lockyer Valley Parish) *	15	1,126	1,166	780	780	300	1,000	-	-	-	-	-	-	-	-
Ropeley Immanuel (Lockyer Valley Parish)	31	2,813	2,813	2,758	3,690	3,254	3,287	3,662	4,059	3,677	4,154	5,404	4,400	5,648	5,007
Harrisville St Matthew's (Fassifern Parish)	12	900	2,483	-	2,386	2,330	2,250	2,283	2,250	-	-	2,000	3,250	3,250	-
Kalbar St John's (Fassifern Parish) *	44	6,398	6,398	6,273	6,150	6,000	6,000	6,000	6,000	6,192	8,300	8,292	8,200	8,200	1,273
Boonah Trinity (Fassifern Parish) *	56	8,365	8,365	8,201	8,040	14,292	13,990	13,800	13,596	13,145	12,595	12,000	12,240	16,800	1,157
Ipswich St Johns (Ipswich Parish)	180	14,136	13,477	13,859	13,366	12,280	15,000	11,250	9,613	28,000	27,470	26,780	26,340	24,408	6,293
Raceview Bethany (Ipswich Parish) *	120	19,339	19,339	18,960	18,480	18,000	16,800	16,517	15,600	14,640	13,290	10,500	10,500	9,300	-
Riverview Grace (Ipswich Parish)	25	2,622	2,622	2,570	6,000	6,000	5,000	3,200	5,000	800	2,800	2,500	2,450	3,100	-
Minden Zion (Rosewood Parish) *	31	2,424	2,424	2,376	2,376	2,376	2,333	2,328	2,299	2,140	2,107	2,040	2,040	2,040	3,037
Rosevale St Pauls (Rosewood Parish)	14	1,051	1,020	-	1,204	-	-	-	-	-	-	-	-	-	986
Rosewood St Matthews (Rosewood Parish)	23	3,065	1,748	3,005	-	588	575	575	1,075	550	1,050	1,000	840	720	778
Total Zone 3 Contributions	1,100	124,198	126,306	111,686	114,742	115,670	110,659	108,524	108,005	118,228	124,343	117,595	116,194	118,674	36,638

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Zone 4 Contributions															
Cooyar St Andrew's (Crows Nest Parish)	14	1,088	947	1,067	1,046	1,020	1,000	1,000	1,000	1,000	1,000	800	800	800	187
Crows Nest St Lukes (Crows Nest Parish)	63	4,728	4,590	3,000	3,500	3,500	3,500	4,370	4,306	4,180	4,100	4,000	4,000	4,000	3,412
Haden Holy Trinity (Crows Nest Parish)	18	1,351	1,384	-	-	-	-	-	-	-	-	-	-	-	3,473
Toowoomba Redeemer (Toow-Redeemer Parish)	121	10,877	10,877	10,664	10,455	9,350	-	10,000	-	13,667	19,633	28,000	28,000	28,000	6,888
Glenarbon St Pauls (Toow-Redeemer Parish) *	9	675	583	600	600	601	600	240	240	220	240	240	240	180	861
Stanthorpe Holy Trinity (Toow-Redeemer Parish)	10	750	729	300	300	300	-	-	300	-	-	-	250	250	-
Goombungee St Matthews (Goombungee-Maclagan Parish)	64	4,803	4,662	2,494	2,445	2,000	-	1,200	1,750	2,028	-	-	1,500	1,200	2,246
Maclagan St Matthew's (Goombungee - Maclagan Parish) *	42	3,945	3,945	3,868	3,891	3,792	3,720	3,606	4,987	2,009	3,300	3,150	3,150	3,150	751
Kulpi (Goombungee-Maclagan Parish)	19	1,426	1,166	-	745	300	520	-	525	-	500	500	450	450	576
Goondiwindi Living Waters (Moree Parish)	9	948	583	930	2,041	1,530	-	1,000	-	350	-	255	250	250	13
Milguy St John's (Moree Parish) Closed in 2018	-	-	-	-	605	150	-	-	-	-	-	-	-	500	3,669
Moree Grace (Moree Parish)	16	1,201	1,166	921	700	-	-	-	-	-	-	-	-	-	553
Pittsworth St Peters (Pittsworth Parish)	49	3,677	3,424	1,677	2,448	1,536	2,238	1,800	3,300	1,240	600	50	-	1,920	2,017
Millmerran St John's(Pittsworth Parish) Closed in 2019	-	1,433	-	1,405	1,380	1,344	1,300	1,250	1,200	1,100	1,100	1,000	1,000	1,000	330
Nobby Holy Trinity (Pittsworth Parish)	29	2,176	2,040	1,355	2,657	2,592	4,035	1,236	2,436	1,200	2,400	2,400	4,400	-	6,483
Yandilla St Paul's (Pittsworth Parish) Closed in 2018	-	3,046	-	2,986	2,927	2,856	3,300	3,425	3,624	3,276	3,140	3,000	3,000	3,050	8,839
Norwin Bethlehem (Oakey Parish)	38	11,198	11,198	10,978	10,763	10,500	10,300	10,300	10,000	10,875	10,125	10,000	10,000	12,000	2,910
Oakey St Pauls (Oakey Parish)	38	2,852	3,060	1,854	1,854	1,854	1,810	1,719	1,693	2,084	1,584	1,667	2,500	2,520	1,115
South West Qld Parish (Includes Chinchilla Trinity Cong 77, St George Lutheran WC, Dalby St Marks Cong 146, Miles Redeemer Cong 8, Downfall Creek St John's Cong 25, MacAlister Redeemer 35, Roma Fellowship Cong 8, Charleville Fellowship WC)	299	40,800	40,800	40,000	50,000	66,000	64,200	64,200	71,840	49,600	57,192	55,200	53,300	51,500	19,603
Toowoomba Emmanuel Fellowship	110	8,254	8,742	4,810	4,680	4,680	9,280	-	4,600	4,500	4,200	4,000	4,000	-	-
Toowoomba Good Shepherd	294	24,480	24,480	24,000	24,000	34,944	35,300	34,260	33,743	31,350	31,350	32,500	30,000	30,000	-
Toowoomba Living Grace (peacefully dismissed from LCAQD in 2017)	-	-	-	-	2,600	5,200	5,200	5,200	5,200	6,200	8,000	3,000	9,000	8,000	-
Toowoomba Our Saviour's (Toowoomba Cornerstone Parish)	97	7,279	6,775	5,636	5,136	5,040	5,040	4,800	4,722	4,290	5,137	4,498	4,200	4,200	-
Warwick St Peter's (Toowoomba Cornerstone Parish) *	35	3,733	2,623	3,660	3,588	3,500	3,900	3,200	3,000	2,800	2,600	2,500	2,400	2,300	1,658
Toowoomba St Pauls	170	14,603	14,603	14,317	15,683	15,000	15,000	15,000	22,500	7,500	22,500	7,500	15,000	7,500	10,927
Toowoomba Trinity (Toow Trinity-Christ Church Parish) (Closed in 2017)	-	-	-	-	-	5,556	5,448	5,448	5,647	5,628	7,400	6,160	5,160	5,160	2,980
Highfields Christ Church *	60	4,502	4,371	2,962	2,355	300	-	-	2,000	-	1,500	1,250	1,250	1,500	1,637
Toowoomba Wilsonton St Johns (Wilsonton-Glencoe Parish) *	124	9,305	7,795	6,839	7,396	6,240	7,142	7,060	6,765	7,564	8,700	6,693	6,385	8,000	1,700
Glencoe Bethlehem (Wilsonton-Glencoe Parish) *	34	5,875	5,875	5,760	5,640	5,520	5,520	5,400	5,280	5,525	4,620	11,880	3,960	3,600	373
Total Zone 4 Contributions	1,762	175,006	166,417	152,083	169,435	195,205	188,353	185,714	200,658	168,185	200,921	190,243	194,195	181,030	83,200

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Zone 5 Contributions			-	-											
Bundaberg St Johns (Bundaberg Parish) *	227	24,970	24,970	24,480	24,000	23,460	23,004	22,500	22,500	34,450	42,385	39,120	36,000	32,400	7,865
Bundaberg North Faith (Bundaberg Parish)	42	3,152	3,424	2,906	2,671	2,052	2,016	1,920	1,860	1,800	920	720	1,320	1,320	375
Gin Gin Redeemer (Bundaberg Parish) *	15	1,126	1,093	998	711	372	360	360	350	300	300	300	300	300	435
Childers Grace (Maryborough-Childers Parish) *	25	1,876	2,331	1,000	200	-	3,720	3,660	3,900	3,290	3,010	2,940	2,880	2,640	540
Maryborough St Matthew's (Maryborough-Childers Parish)	59	4,427	6,994	-	1,000	150		-	2,818	-	230	2,500	2,000	3,500	901
Gympie Zion *	108	8,104	6,411	1,891	2,109	1,485	1,980	200	400	3,640	6,240	6,240	6,240	6,240	1,218
Hervey Bay St James *	135	10,130	10,418	8,309	6,193	1,536	1,500	1,500	1,500	9,047	1,120	1,200	1,200	2,400	1,714
Kingaroy St Johns (Sth Burnett Luth Parish) *	119	8,930	6,411	5,172	4,275	2,040	2,030	2,000	12,980	9,350	11,513	10,000	12,500	7,500	6,646
Kumbia/Tabinga Peace Cong (Sth Burnett Luth Parish) *	37	5,960	5,960	5,843	5,843	6,000	6,180	6,180	7,180	6,000	6,270	6,000	6,000	8,000	5,746
Murgon St Pauls (Sth Burnett Luth Parish) *	55	4,127	3,724	3,651	3,579	3,492	3,420	3,420	3,360	3,000	6,023	2,500	2,500	2,500	6,430
Nanango Immanuel (Sth Burnett Luth Parish) *	17	1,276	1,238	832	756	756	742	742	742	690	680	660	660	660	390
Wondai St John (Sth Burnett Luth Parish) *	27	2,026	2,186	300	300	300		-	-	-	-	-	-	500	1,883
Yarraman Calvary (Sth Burnett Luth Parish) *	22	1,651	1,603	550	450	450	450	450	444	-	420	400	400	400	990
Total Zone 5 Contributions	888	77,754	76,761	55,931	52,088	42,093	45,402	42,932	58,034	71,567	79,111	72,580	72,000	68,360	35,132

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Zone 6 Contributions															
Biloela Redeemer (Biloela Parish) *	56	4,202	3,570	2,904	2,904	2,904	3,050	2,850	2,700	3,156	2,400	2,400	12,520	13,440	7,163
Moura Our Saviour (Biloela Parish) Closed in 2018	-	-	-	-	308	300		-	321	-	350	630	840	840	107
Theodore Bethlehem (Biloela Parish) *	17	2,607	2,607	2,556	2,522	2,460	2,407	2,368	2,336	1,512	2,180	2,148	2,148	2,000	58
Emerald St John's	45	3,377	3,424	2,452	1,550	225		-	-	-	-	-	1,300	1,300	221
Gladstone St Martins *	63	4,728	4,881	1,125	300	325		-	1,632	1,584	1,520	1,500	-	1,200	25
Rockhampton Calvary *	55	4,127	4,007	2,190	2,148	2,148	2,100	2,064	2,028	1,968	1,883	1,800	1,800	1,680	294
Total Zone 6 Contributions	236	19,041	18,488	11,227	9,732	8,362	7,557	7,282	9,017	8,220	8,332	8,478	18,608	20,460	7,869

Congregation Giving for 2018	Congregation Communing 18+ membership 2018	2020 Rec to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual	2008 Actual	1967 Actual
Zone 7 Contributions															
Cairns Trinity (Cairns Parish)	120	9,005	7,941	1,300	300	275		-	2,500	5,900	13,330	12,750	12,250	12,000	160
Atherton Our Saviour (Cairns Parish)	14	1,051	874	348	324	325		-	-	2,700	-	2,500	2,500	2,000	-
Hopevale St Johns (includes Coen Morning Star WC, Wujul Wujul Living Waters WC 125)	250	3,760	3,060	1,010	3,000	300		-	-	-	-	-	-	-	792
Ingham St Marks *	24	1,893	2,186	1,856	1,814	1,776	1,745	1,719	1,693	1,308	1,570	1,500	1,500	1,200	202
Mackay Community (includes Cannonvale from mid 2015) *	140	10,506	10,418	10,463	10,258	10,008	14,400	20,100	18,000	21,840	21,840	21,840	20,850	19,950	2,642
Mt Isa St Pauls *	25	2,447	2,447	2,399	2,411	2,352	2,304	2,301	2,388	2,850	2,308	2,400	2,400	2,400	412
Townsville St Pauls	89	9,939	11,292	9,744	8,760	7,980	7,020	6,920	6,160	5,720	6,000	5,880	5,520	5,040	883
Total Zone 7 Contributions	662	38,600	38,217	27,120	26,867	23,016	27,569	33,139	32,842	43,040	46,597	48,300	46,330	43,790	5,173
Total District Contributions	8,425	783,342	774,770	657,901	690,590	707,203	718,606	719,127	766,763	754,130	813,903	794,111	808,318	802,842	201,479

Note: *Italics are estimated membership number as congregation has not entered details in LAMP*

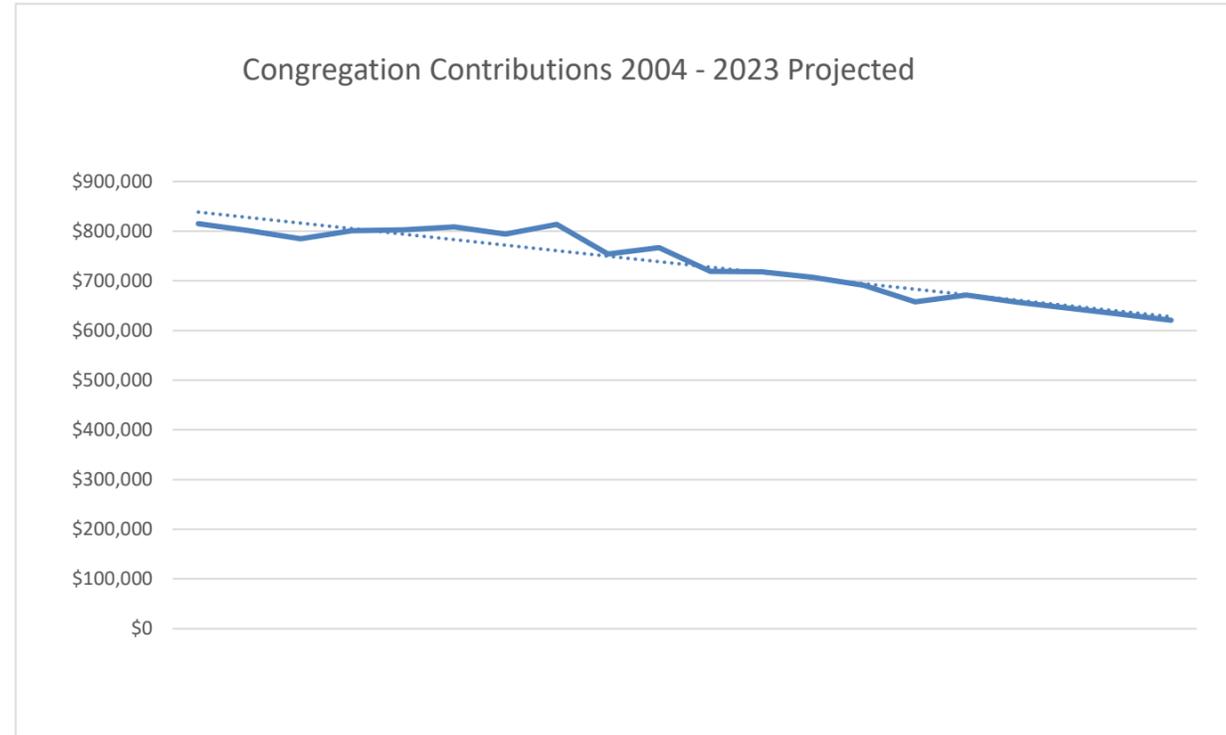
Note: * = Contribution is via Direct Debit

Congregation Giving for 2018

Congregation Communing 18+ membership 2018	2020 Rec to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual	2008 Actual	1967 Actual
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Pledge/actual/expected

\$201,479
 \$814,968
 \$801,216
 \$784,806
 \$800,461
 \$802,842
 \$808,318
 \$794,111
 \$813,903
 \$754,130
 \$766,763
 \$719,127
 \$718,606
 \$707,203
 \$690,590
 \$657,901
 \$671,000
 \$656,722
 \$644,722
 \$632,722
 \$620,722

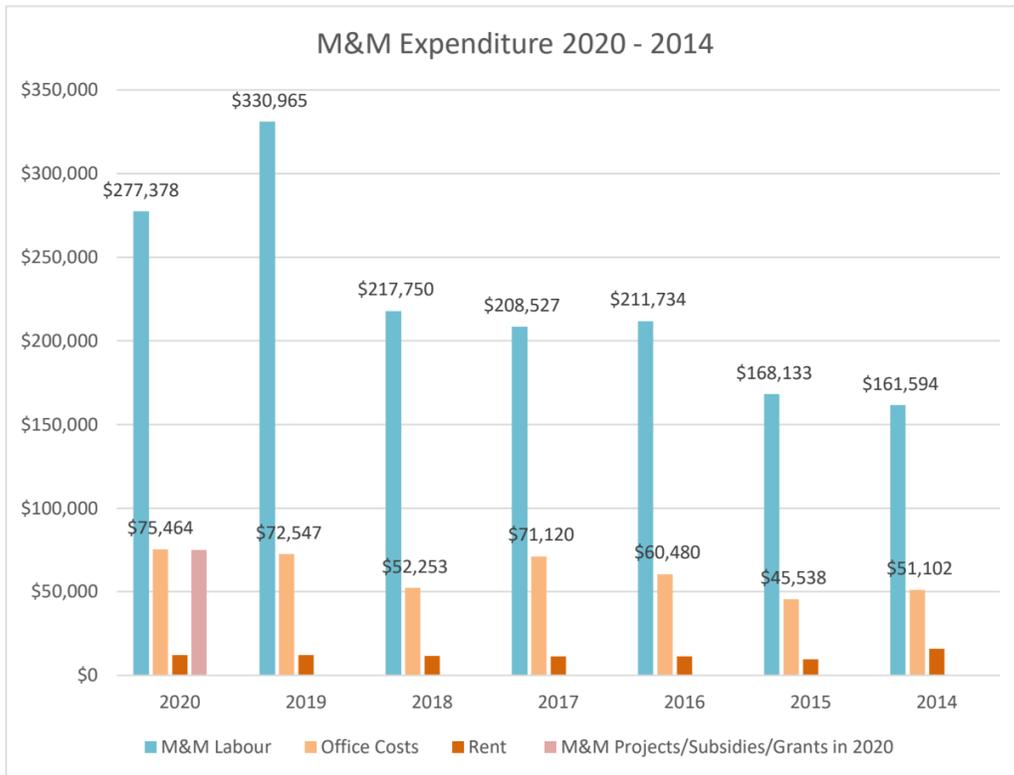


Ministry and Mission

M&M Department Income - Job #1000	2020 Recommend to Synod	2019 Approved by synod	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	Notes
Subsidy - M&M	\$ 440,000	\$ 415,632	\$ 377,893	\$ 370,483	\$ 243,582	\$ 206,678	\$ 232,230	
Total Income M&M	\$ 440,000	\$ 415,632	\$ 377,893	\$ 370,483	\$ 243,582	\$ 206,678	\$ 232,230	
		<i>adjusted</i>						
M&M Department Expense	2020	2019	2018	2017	2016	2015	2014	
M&M Labour	\$277,378	\$ 330,965	\$ 217,750	\$ 208,527	\$ 211,734	\$ 168,133	\$ 161,594	116, 120
Office Costs	\$75,464	\$ 72,547	\$ 52,253	\$ 71,120	\$ 60,480	\$ 45,538	\$ 51,102	117, 118, 119, 121
Rent	\$12,157	\$ 12,120	\$ 11,572	\$ 11,434	\$ 11,310	\$ 9,520	\$ 15,820	
M&M Projects/Subsidies/Grants in 2020	\$75,000							
Total M&M Department Expenses	\$440,000	\$ 415,632	\$ 281,574	\$ 291,081	\$ 283,524	\$ 223,191	\$ 228,516	

Note:
 116. SALWAG includes provision for office support
 117. SMP. Airfare- M&M includes for SMP training 6 pr twice p.a to Adelaide
 118. SMP Taxi/Rental/Parking - M&M includes for SMP training 6 Pr twice p.a. to Adelaide
 119. Coaching. Coaching recoverable expenses shown in District 4-4655
 120. SALWAG based on 12 months support in 2019
 121. Coaching. Expenditure shown against 6-1279 Consultancy

M&M Director
 M&M Asst Director
 District Journalist (contractor)
 Communications Officer
 Consultant/Projects



Lutheran Youth Queensland	2020 Recomm nd to Synod	2019 Approved by Synod	2018 Actual	2017 actual	2016 Actual	Notes
Income received from LYQ:		adjusted				
Governance fees	\$ 20,000	\$ 45,879	\$ 44,543	\$ 43,670	\$ 30,117	
Rent received from LYQ to District Office	\$ 8,792	\$ 13,195	\$ 8,368		\$ 7,859	
Car Parking Rent received from LYQ to District Office	\$ 4,309	\$ 4,021	\$ 4,101		\$ 4,021	
Outgoings received from LYQ to District Office	\$ 920	\$ 676	\$ 876		\$ 676	
	\$ 34,020	\$ 63,771	\$ 57,888	\$ 43,670	\$ 42,674	

This Department receives some support from OOB in salary for Youth Young Adult chaplaincy. Its payroll is managed by HRS services.

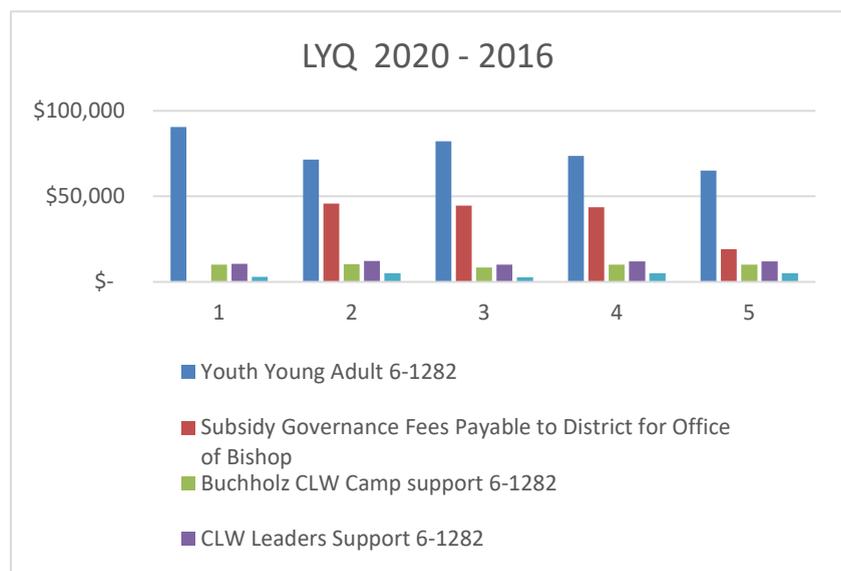
Payments from Office of Bishop to LYQ for:	2020	2019	2018	2017	2016	
Youth Young Adult	\$ 90,624	\$ 71,410	\$ 82,139	\$ 73,654	\$ 65,092	112,
Subsidy Governance Fees Payable to District for Office of Bishop		\$ 45,879	\$ 44,543	\$ 43,670	\$ 19,214	113
Rent - LYQ	\$ -	0	0	\$ -	\$ 7,391	
Outgoings on property paid to District	\$ -	0	0	\$ -	\$ 2,246	
Car Park Rent payable to District	\$ -	0	0	\$ -	\$ 1,577	
Support to LayWorker Mission Mondays	\$ -	0	0	\$ -	\$ -	
Rent payable to district for Cupboards	\$ -	0	0	\$ -	\$ -	
Sub-Total LCAQD Allocation - LYQ	\$ 90,624	\$ 117,289	\$ 126,682	\$ 117,324	\$ 97,535	

Other Support from OOB

Buchholz CLW Camp support	\$ 10,000	\$ 10,250	\$ 8,542	\$ 10,000	\$ 10,000	114
CLW Leaders Support	\$ 10,500	\$ 12,300	\$ 10,000	\$ 12,000	\$ 12,000	115
CLW Leaders Thank you Dinner	\$ 3,000	\$ 5,125	\$ 2,833	\$ 5,000	\$ 5,000	116
Total LCAQD-OOB support to LYQ	\$ 114,124	\$ 144,964	\$ 148,056	\$ 144,324	\$ 134,615	

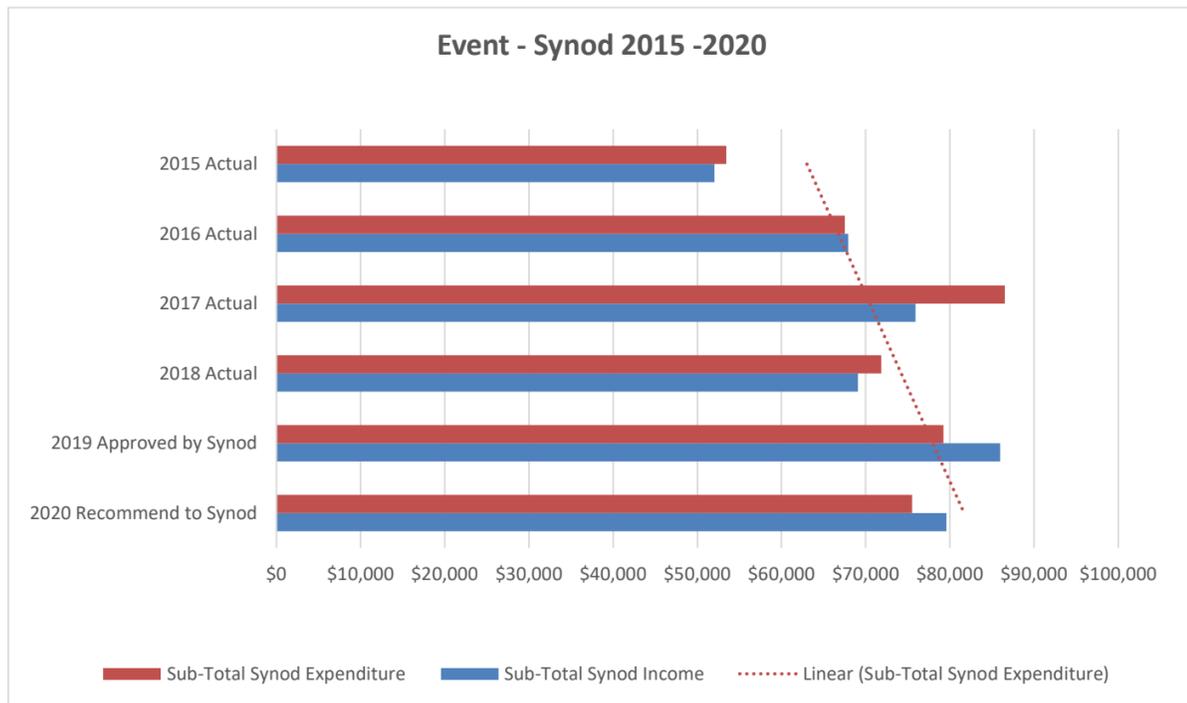
Notes:

112. LYQ is supported by District for:
- 1 x Level 2 PP5 Lay worker Salary but not workcover
113. District recovers from LYQ for:
- Payroll services fees
 - Office expenses
 - Telephony services
114. LYQ receives \$10,000 + p.a from Buchholz Account to fund disadvantaged children onto a CLW camp. Shown in Donations line item
115. LYQ receives \$10,500 to subsidize leaders of CLW camp fees
116. LYQ is supported for 1/3rd sponsorship of the CLW leaders thankyou dinner



Events	2020 Recommend to Synod	2019 Approved by Synod	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	Notes
This provides income and expenditure details for events including Synod, Electives and Pastors Conference.								
Synod and other Events								158
Sub-Total Synod Income	\$79,598	\$86,000	\$69,101	\$75,929	\$ 67,942	\$ 52,043	\$ 69,654	
Sub-Total Synod Expenditure	\$75,499	\$79,229	\$71,863	\$86,529	\$ 67,534	\$ 53,450	\$ 69,654	
Net Balance Synod	\$4,098	\$6,771	-\$2,762	-\$10,601	\$ 408	-\$ 1,407	\$ 0	
Net Balance Pastors Conference	\$2,330	-\$1	\$2,218	-\$1	\$ 1,049	\$ -	\$ 1,852	
Net Balance Zone Conferences							\$ -	
Net Balance Church Workers Retreat		\$1		\$1	-\$ 634	\$ 790	\$ 1,336	
Sub-Total Income All Events	\$123,260	\$109,999	\$110,661	\$99,928	\$ 80,344	\$ 74,711	\$ 85,003	
Sub-Total Expenditure All Events	\$116,832	\$103,228	\$111,205	\$110,528	\$ 79,520	\$ 75,328	\$ 81,815	
Sub Total Net Balance All Events	\$6,428	\$6,771	-\$544	-\$10,601	\$ 824	-\$ 617	\$ 3,188	

Notes:
158. Synod, Conferences, Electives, Zone conferences aim to be overall \$ neutral



Budget 2020 Notes

Notes:

301. Synod approved 2017 2016, 2015, 2014, 2013 and 2012 actual numbers entered
302. Past budgets (2009 to 2018) have assumed an overall a decline trend of congregation contribution to District in real terms. The 2019 budget assumes a decrease in contributions as the LCA Levy increases by \$2 p.a. to \$36 per adult communicant member and therefore congregation support to District will decline by over \$2 per adult communicant member. i.e. \$20,000 . Congregations have been based on asked, where they are currently giving below a target of \$75.04 per adult communing member 18+ to increase giving to meet that target; whilst congregations giving above the \$75.04 target are asked to maintain that extra giving.
304. Governance Fee in operation from 2013 to 2016 incl was replaced with a District Office Support item in 2017.
305. Interest income is increased as an assumption of a .25% increase in rates is factored in.
306. Income from property flat lines as rent reviews show the commercial property market in the area is highly competitive.
307. District Office does not pay itself rent but various departments are charged rent
308. Includes Lenten mission appeal and board for local mission grant
309. Includes recovery of expenses in printing & phone etc.
310. Includes income from rebates, refunds, and gifts etc.
311. Major expenditure groups are identified from a functional perspective.
312. Contribution to LCA was based on 50% of congregation contribution being passed to the LCA for the period 2009 to 2016 incl. This formula linkage ceased in 2017 and the contribution to LCA is now greater than 50% of expected congregation contributions.
313. Support to LYQ includes support for Young Adult Ministry and Mission co-ordinator and CLW related activities. LYQ pay rent, outgoing, carpark charges in 2017 and in 2020 contribute to the District Office Support budget line item.
314. Support to M&M increased slightly. See Budget Comments.
315. The M&M Project line item expenditure item was moved to M&M Department in 2017
316. District Office Expenses includes a. Donations and Scholarships - Buchholz Estate at \$55,000
317. Due to some restructuring of chart of accounts not all 2013 and 2016 Synod approved budget figures have been entered.
318. The 2016 budget included a Capital Replacement target of 2% of the current value of the asset (in addition to depreciation). This was set by Risk Audit and Finance Committee and approved by DCC. The target is set so that in due course when the asset must be replaced, if there are funds available to do so. This 2020 budget includes this item but presently it is not funded.

LCAQD Budget for 2020

For Presentation to Convention of Synod 2019

ABN 30 051 602 996

M Turner 2 May 2019

Ver 1.0 BAU

LCAQD 2020 Budget - Commentary

The 2020 Budget is presented for your approval.

Your District Church Council commends this budget to you.

Background

In framing of the LCAQD budget for 2020 significant influencers are:

- (1) LCAQD Strategic Charter adopted at the 2017 Synod
- (2) Our LCAQD Governance Review
- (3) Issues that arise from ongoing financial and membership changes in congregations
- (4) A flat commercial rental environment meaning rental income has 'flat lined'
- (5) An above inflation rate continued increase in fees, expenses, and charges from all sources
- (6) The broader conversations in the District regarding governance and collaboration especially input from our Senior Managers meetings

Changes in this budget

In order to execute the agenda recommended by DCC to Convention, a number of changes are included as shown below.

Personnel

The normal Business as Usual activities undertaken by the LCAQD require the expert advice and assistance of legal counsel. This budget includes, for the first time, the employment of in-house legal counsel on a one day per week basis plus additional on-costs.

District Office - The District Administration Office

The Bishop of the LCAQD is a position of oversight established by the Church for the "general oversight" of the Queensland District including Congregations, Pastors and LCAQD Agencies operating under the umbrella of the LCAQD. In the By-Laws, the Bishop is described as the "Chief Administrative Office of the District."

The significant tax and other benefits enjoyed by Schools, Aged Care Services, Kindergartens, Camps and so on are by virtue of them operating as mission trading agencies of the letters patent incorporation of the LCAQD.

The Bishop and District Church Council have significant legal responsibilities with regard to the operation of and trading activities of all the 'incorporated by the LCAQD' mission agencies.

The LCAQD has 115 separate ABN's and trades under more than 119 different names (not including Congregations and Parishes) with the District Executive Officer being the legally recognised Public Officer for all businesses trading under the identity of the LCAQD.

For many years, the District Office - District Administration Office was funded entirely through the LCAQD District Office Budget. However, during 2013 all Agencies began to share the cost of maintaining the District Office by way of monthly financial support, where the monthly contributions were set based on a significantly discounted rate against the actual cost of funding the provision of Governance and Management Services. This is continuing at present.

Governance Committees. The funding of DCC, RAFC, Constitutions Committee and other Governance Committees is from the District Office - District Administration Office budget.

Ecumenical Support. The funding of the support for the Queensland Churches Together, the Ecumenical Tertiary Chaplaincy Committee, Ecumenical Pastoral Care Toowoomba, and the Wontulp Bi-Buya FNQ commitments is from the District Administration Office.

In 2020 it is budgeted that Departments will contribute about 22% of the costs of the Office of Bishop. Notwithstanding contributions from Congregations 21% and Departments, most of the income used to fund the Office will be from its trading activities in managing a property portfolio 47% and other activities 10%.

In short, the Office draws very lightly on resources available to it.

Sustainability of the District Office. This has been major ongoing concern for many years. The demands on the office personnel's time and resources for support of all types have continued to increase.

This budget continues funding for an Office Manager and a Church Worker/ Personnel Support Officer to support the operation of LCAQD as the common employer.

The LCAQD Strategic Charter includes a requirement to undertake a wide variety of activities in all areas of mission, governance and administration.

HRM / Church Worker Support Services

The LCA project to implement a Human Resource Information System project aimed at implementing a national payroll and human resource management information system was largely delivered at the end of 2016. In 2017 all but 6 remaining Parishes were migrated onto the system.

In 2019 various HR management elements of the system were progressively enabled and this work continues in 2020 and is expected to continue further in 2021.

As the system to be implemented has a large and useful personnel management system that is of considerable value to all Congregations and the LCAQD, a Church Worker / Personnel Support Officer was taken on to assist all congregations and the Office in ensuring all legally required and best practice requirements are met in the management of staff, volunteers and pastors.

The LCAQD has a contract with the LCA for the provision of HRM/Church Worker Support services.

In 2018 Service Agreements were mailed to all Congregations and Parishes and Departments, Schools, Colleges where the LCAQD is the 'employer' of lay workers and called pastors. These agreements formally documented relationships between District Office and the various agencies and Congregations with regard to employment practices. To date, many agreements have been signed and returned. District staff will be following up with the few who are yet to return signed agreements in coming months.

Provision has been made for an increase in Pastor and Lay Worker Salaries and Allowances during 2020 from 2019 figures plus 3%.

Lutheran Youth QLD

Allocation of funds from LCAQD to LYQ continued from 2015 to 2019 in support the transfer of responsibility of the university chaplaincy from M & M to LYQ. The budget continues to provide support to a Lay Worker Level 3 Pay Point 5 in 2020.

In 2018, in response to changes in law and policy, Lay Workers ceased to be eligible for Fringe Benefits. Changes to remuneration were then implemented to ensure the Church worker was not disadvantaged.

Up to and including 2016, LYQ enjoyed extra support from the District in the form of a subsidy for District Support Fees and Rent. As reported in this budget the need to continue to support LYQ for rent ended in December 31, 2016. The DCC has 'forgiven' LYQ the requirement to contribute to District Support fees up to and including 2019. With effect this budget, LYQ must now contribute to District Support. It is pleasing to see the Department operating in a sound financial position. LCAQD continues to contribute to CLW camp leadership costs and provides a number of other 'cash' and 'non-cash' benefits.

In 2020 the benefits to LYQ will total approximately \$115K

Congregation support for the LYQ Luminate program is strongly encouraged.

Congregations

The LCAQD is truly blessed with the way congregations generously and willingly contribute to the work of the wider church. In the past, the payment of a congregation's voluntary contribution was left to the initiative and action of each congregation.

In a change of practice for the Queensland District, and as directed by the 2015 LCAQD Convention, the District invoiced congregations for their synod approved voluntary contribution in 2016. The provision of an invoice to congregations provided an administration process that was in line with computerised accounting systems and it also provided enhanced visibility in regards to congregations' support of District mission objects and projects. In general, this has been well received.

Voluntary offerings, however, are incredibly hard to plan for. If each District had to wait to see what people were willing to give, before they could go forward with any plans for mission and ministry, then almost nothing would get done. This would add considerable stress to those administering finances. We could only be reactive in our Christian mission instead of proactive.

An effort to redress the imbalance between congregation contributions over the past three years has had some success and is again being implemented in this budget. An analysis of Congregation contributions still shows some disparity between congregations in the amount they contribute to the LCAQD to support the mission of the District.

Taking this into account, the 2017 budget proposed a LCAQD Minimum Target Levy of \$70 per adult communing member (18+) that would further enhance the provision of a more consistent and planned contribution to the church's work.

In 2017 this was \$70 per Adult Communing Member 18+.

In 2018 this was increased to \$71.40; a 2% or \$1.40 increase.

In 2019 this was increased by a further 2% to \$72.85 per Adult Communing Member 18+.

In 2020 this is increased by a further 3% to \$75.04 per Adult Communing Member 18+

The invoiced amounts aren't to limit the amount of giving by some very generous congregations; congregations currently giving in excess of \$75.04 per adult communing member, are encouraged to continue to do so. Nor is the target amount designed to stretch struggling congregations to breaking point. The amount is designed to provide a simple formula to help us work together financially as a District that walks together as 'synod.' Individually we may struggle to achieve much, but together we can cheerfully serve many people, in many areas of need.

Congregations that are currently contributing above a \$75.04 per Adult Communing Member 18+ amount are being asked to continue to do so (with a CPI adjusted increase of 2%).

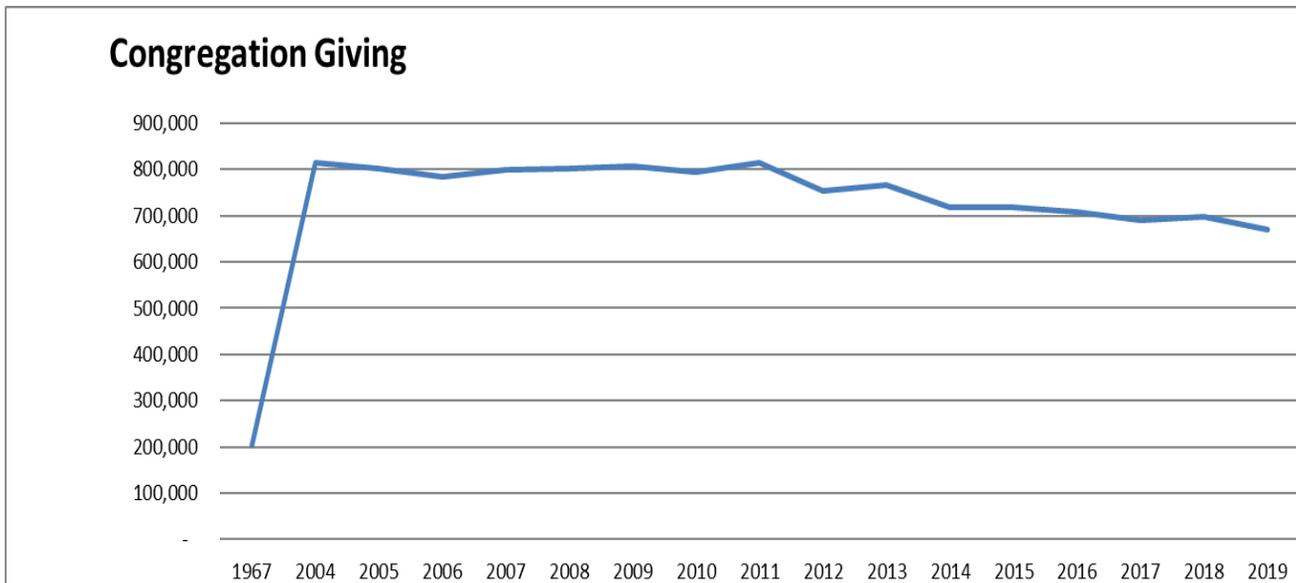
Congregations that are below the \$75.04 per adult communing member 18+ target amount are asked to increase their giving to meet the target in 2020. This budget assumes all congregations currently below the \$75.04 target will increase their contribution to reach the target in 2020.

It is expected the LCA levy will increase to \$38 per Adult Communing Member 18+ in 2020. That LCA total (\$38) added to a LCAQD target contribution of \$75.04 in 2020 means congregations should budget for a **total contribution and levy of \$113.04 per Adult Communing Member 18+ in 2020.**

Treasurers are requested to:

- a. show in their financial reports a line for LCA levy and a separate line for LCAQD Voluntary Contribution;
- b. support the LCAQD Bookkeeper in approving auto draw facility;
- c. communicate with District Office and Secretary DCC if there are financial issues

In 2020 the District again strongly encourages congregations to budget and plan to meet the LCAQD Minimum Target Level of \$75.04 for each adult communing member, the target amount may be negotiated between congregations and the District, in order to provide a clear indication for future planning.



As a historical note ... In 1967 Congregations gave \$260,511 to the work of the district. In CPI adjusted terms that would be equivalent to Congregation contributing \$3,459,281 in 2020.

For the record, in another change of practice agreed in 2015 and implemented in 2016, Congregations were expected to, as a minimum, contribute \$300 p.a. to the District.

This supports a philosophy of everyone contributing to the mission of the church no matter how rich or poor you are.

Invoices for a voluntary contribution for commenced in 2016 and have generally been well supported. In accordance with CPI changes the minimum amount set for 2020 is **\$335.**

Equity in Giving to District from Congregations.

Data shows faithful large and small congregations and many congregations not able to contribute as much. Every circumstance is different. There is no consistency.

Congregation delegates are reminded that in approving the budget with congregation contributions as entered in the book of reports (this budget) they are committing their congregations to support the amount so entered.

Senior Managers Forum and Collaborative Initiatives

This budget does not include "off-budget" items that are currently being developed through the formed "Senior Manager's Forum". This group includes the Chief Executive Officers and the Chief Financial Officers of our Departments, meeting with the Bishop as Chair.

Ministry and Mission

The budget for M&M in 2020 is for \$440,000.

This is the largest budget allocation made to the Department to date.

This reflects a deliberate increase in resourcing of the Department so it may do more to support Congregations and Mission Agencies and be more influential in the growth and development of the mission of the church.

Specifically, an extra allocation of resources to support the Departments added responsibilities for Communication, District Web Site, District Newsletter has been made as well as the inclusion of a line item called M&M Projects/Subsidies/Grants that has \$75,000 allocated against that line.

Parishes, Congregations and Mission Agencies are encouraged to be proactive in communicating with the Department about mission and ministry initiatives as the Department also oversees the distribution of grant monies for mission initiatives.

MM Department contribution to "District Office Support" is a notional \$5,000 amount but reflects a philosophy that all who benefit from the Governance of the District contribute to the cost of providing that governance.

The Department is also responsible for the coordination of District Budgets for the LCAQD.

Professional Standards Unit

The Professional Standards Department is funded by the LCA. The LCA pays for rent and outgoings with minor (20%) office expenses being met by the District Office.

The LCAQD has a contract with the LCA for the delivery of professional standard services to the District.

Financial Results - LCAQD

For the second time a Consolidated Financial Report for the LCAQD is being presented to Convention. It is a management report.

Subsidies to Congregations

The budget makes no provision for a subsidy for congregations. Where congregations find that through financial hardship they cannot meet the minimum \$335 amount, they are requested to correspond to the Secretary, District Church Council.

Events

The budget covers the following:

The Annual Convention of Synod

Pastors Conference

Regional conferences

District Office practice is to, at a modest price, support the running of quality events on a near break-even basis.

District Office

The District Office Budget includes sundry other activities that do not fall directly within the budget ambit of the District Administrative Office. e.g. Buchholz scholarship activity

The 2016 budget included a Capital Replacement target of 2% of the current value of the asset (in addition to depreciation). This was advised by the Risk Audit and Finance Committee. The target is set so that in due course when the asset must be replaced, there are funds available to do so. This item is now included in the budget for the fifth time.

Property Services

The Property Services budget includes the management of a mixed District property portfolio including 24 McDougall Street, and eight cemeteries.

Key points to note:

1. No rental subsidy for LCAQD entities within 24 McDougall Street.
2. Outgoings are in line with industry practice.
3. Rent adjustments for 24 McDougall Street tenancies have been factored in.
4. Surplus Funds will supplement District Budget projects and LCA contribution
5. The Key tenant lease continues.

Legal. Legal advice is that District Church Council is 'trustee' for the large amount of property congregations have. Lawyers advise there is significantly more that must be done by the trustee to ensure all property assets are properly maintained and risks, especially risks to the health of people from asbestos is managed.

Numbers to manage. In various forms, and arrangements, the LCAQD is owner or trustee of approximately 450 individual titles.

Value. The market value of property the LCAQD District Church Council as owner or trustee is unknown.

Condition. The physical condition of property the LCAQD District Church Council is responsible for as trustee or owner is unknown.

Staff. In 2018 I advised that DCC has no-one whose primary role is the management, protection, maintenance, development or other of all property in the LCAQD. In late 2018 a Property Officer was employed on a 12 month contract to undertake a number of important activities aimed at improving LCAQD and Parish understanding of who owned properties, who the beneficiaries of properties were, who the owner and beneficiary of 'businesses' were and a number of other activities to improve the LCAQD understanding of its securities and portfolios.

This budget does not continue the employment of a Property Officer.

Risk. The risk of failing to diligently exercise trustee roles over property is considerable in terms of potential loss of asset value due to uncontested rezoning actions from local councils, litigation for asbestos related injury (no insurance protection), opportunity cost as opportunities to use property to derive income are foregone, and are run down in condition and value of the asset

Contingent Liabilities

Several claims for compensation resulting from previous misconduct of individuals associated with the Church have occurred and a number of substantial payments have occurred. Fortunately a significant amount has been reimbursed from the LCA insurance pool. Members should note that the operations of the Professional Standards Department and its ability to manage complex complaints has contributed significantly to keeping contingent liabilities low. This has also contributed to keeping insurance premiums low. The auditor has provided advice on when to show a contingent liability and this will be acted upon as the need arises.

Capital Reserves

Interest received from general LLL deposits will supplement the district budget. An interest rate of 2.50% on deposits has been assumed for 2020.

Key points to note:

Auditors recommendations being acted on include improved internal reporting

Borrowings. In the budget period the Office of Bishop is not planning any additional borrowings.

Significant Projects. In the budget period the following significant projects will commence, be ongoing, or completed :

- Review of the Governance Structure of the LCAQD
- Authority and delegation revision
- The modern office governance improvements - governance and legal office portal
- Implementation of service support projects

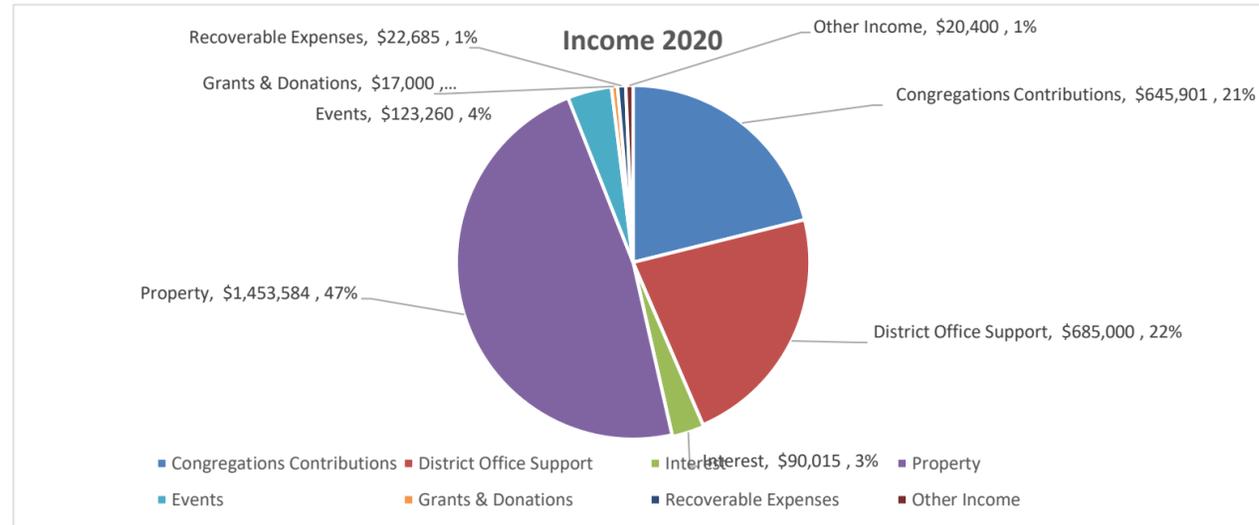
Other projects to complete as funds become available are:

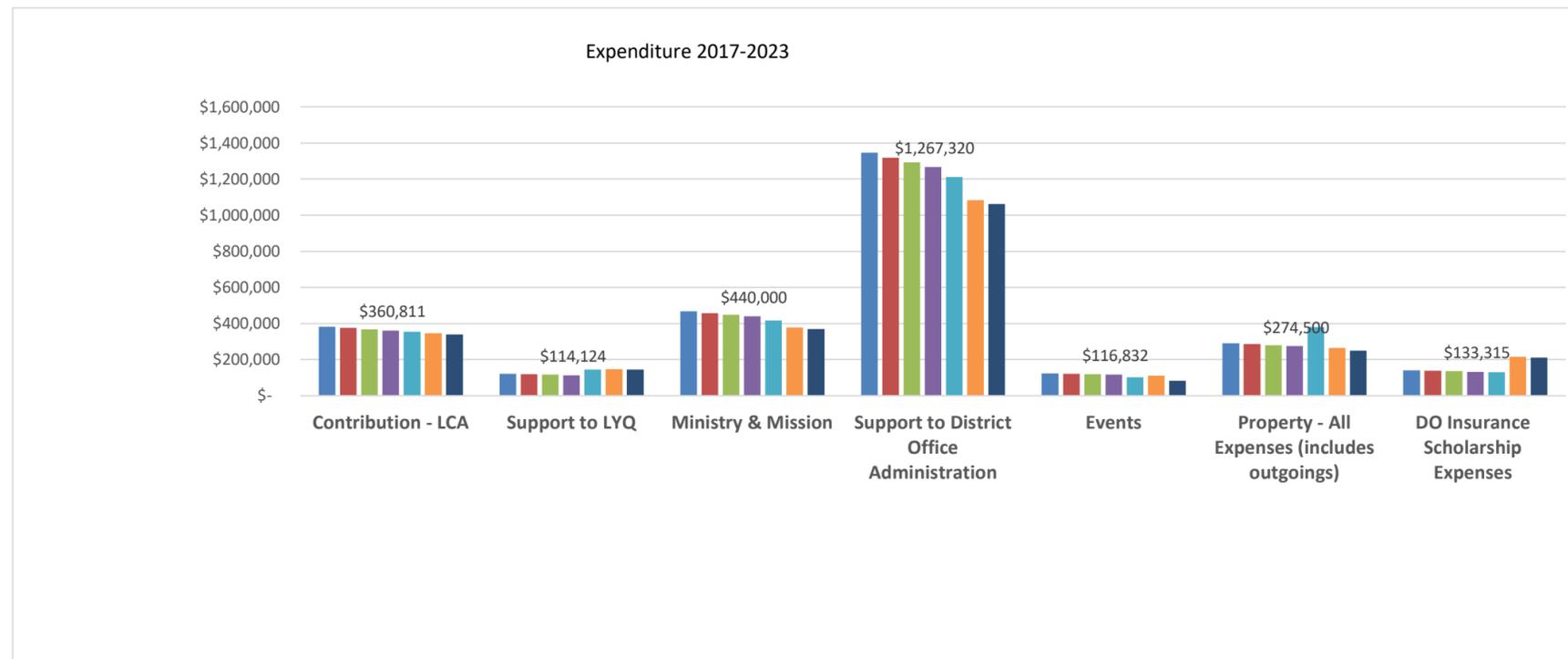
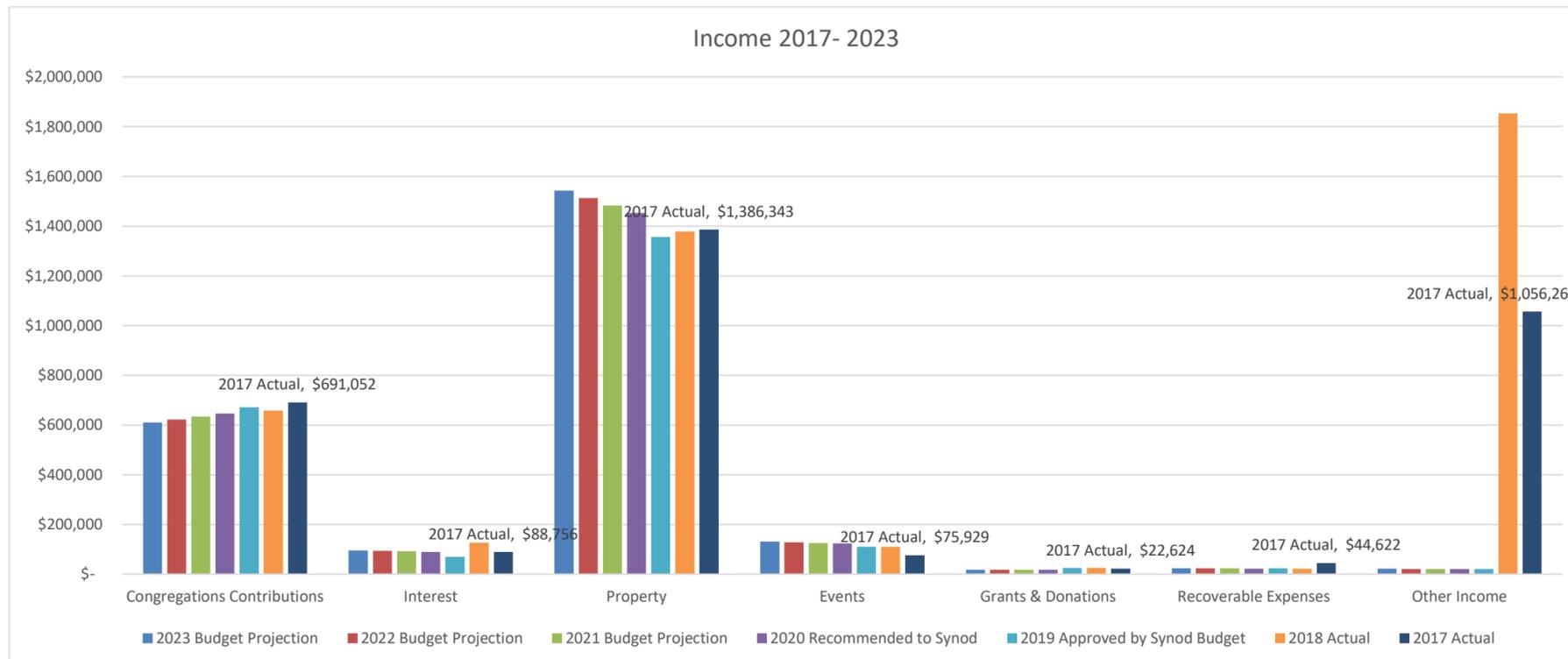
- Efficiency review
- Legal support
- Improve Fiduciary Duty Financial Reporting Compliance

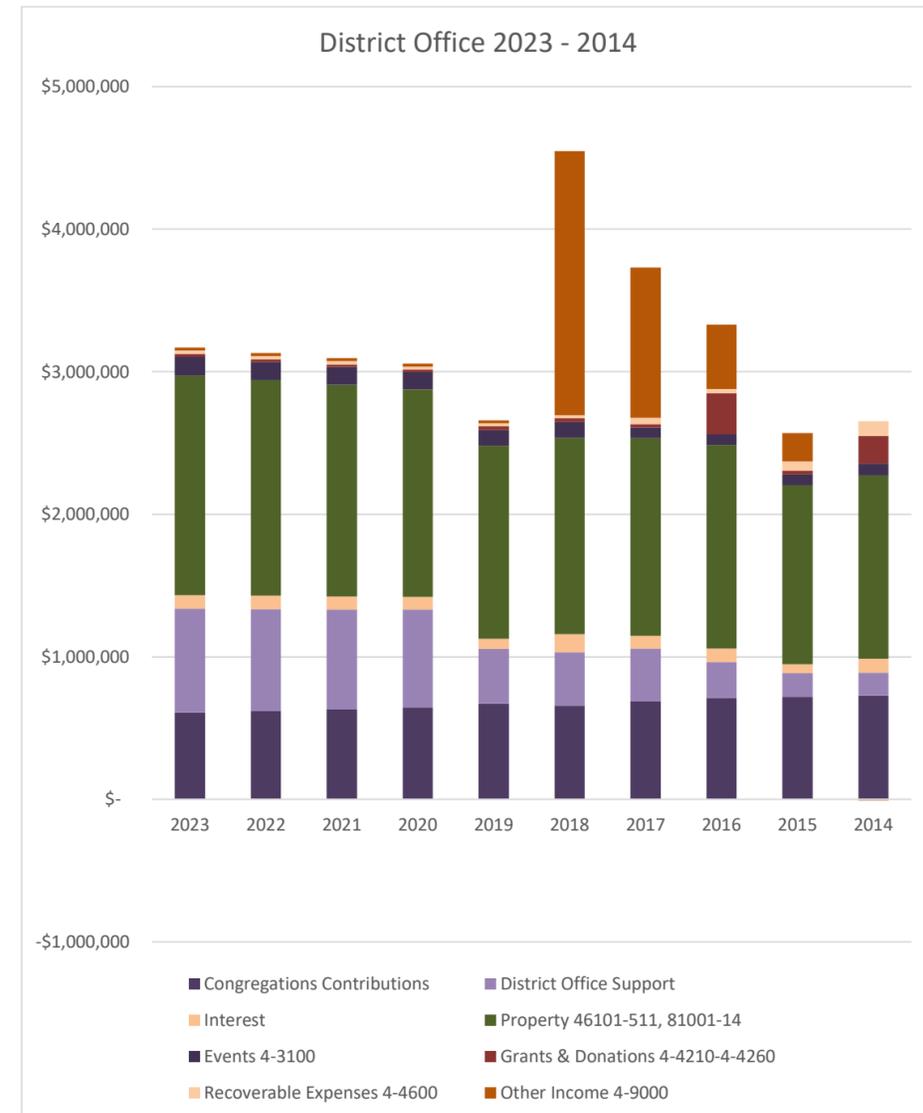
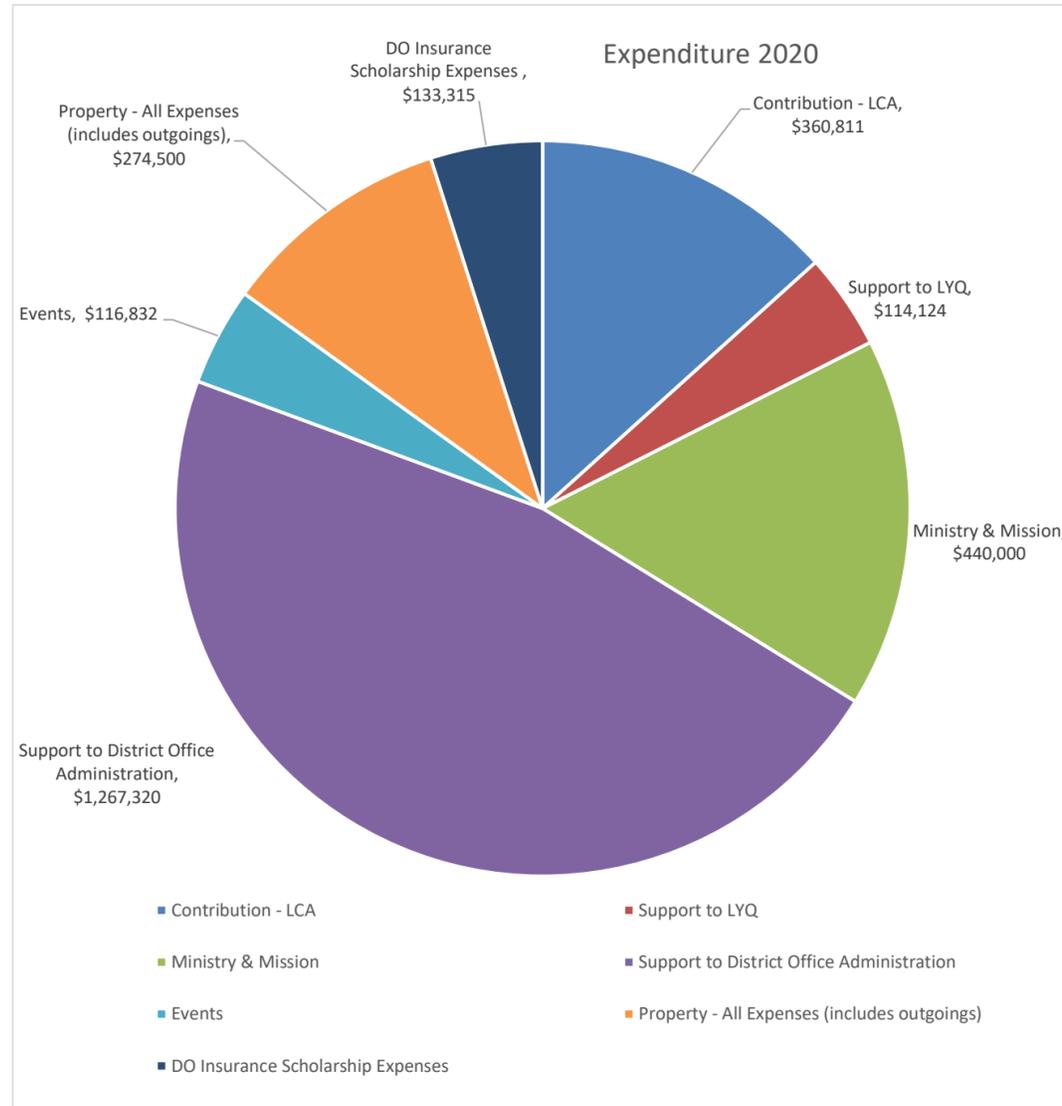
DCC Oversight

The budget has been considered by DCC in February and April 2019

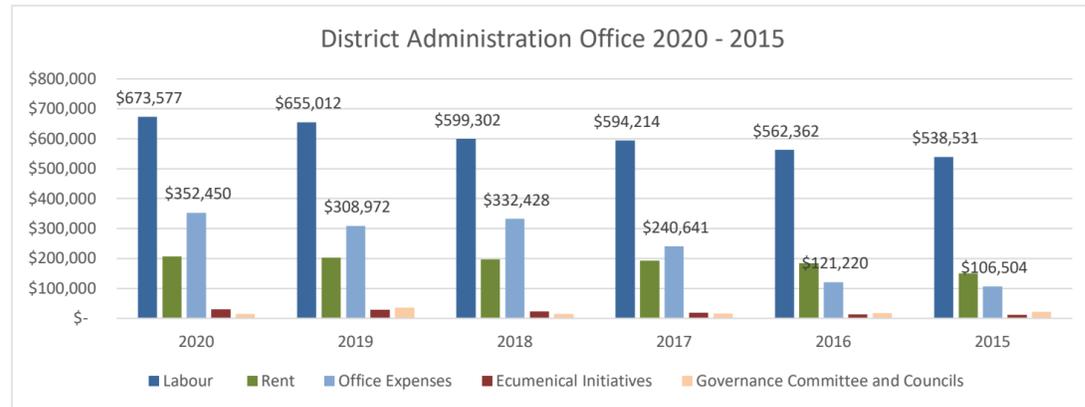
LCAQD Budget 2020	2023 Budget Projection	2022 Budget Projection	2021 Budget Projection	2020 Recommended to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	Notes
This office provides support to the LCAQD in accordance with LCAQD Constitution and By-Law requirements.													
Income District Office	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	301
Congregations Contributions	\$ 609,901	\$ 621,901	\$ 633,901	\$ 645,901	\$ 671,000	\$ 657,901	\$ 691,052	\$ 711,014	\$ 718,606	\$ 727,671	\$ 776,944	\$ 788,845	302
District Office Support	\$ 726,927	\$ 712,674	\$ 698,700	\$ 685,000	\$ 385,094	\$ 373,579	\$ 366,546	\$ 252,791	\$ 168,528	\$ 161,272	\$ 151,800	\$ 66,005.00	304
Interest	\$ 95,525	\$ 93,652	\$ 91,815	\$ 90,015	\$ 69,451	\$ 126,786	\$ 88,756	\$ 93,453	\$ 60,711	\$ 97,007	\$ 63,601	\$ 132,347	305
Property	\$ 1,542,555	\$ 1,512,308	\$ 1,482,655	\$ 1,453,584	\$ 1,355,653	\$ 1,378,477	\$ 1,386,343	\$ 1,428,342	\$ 1,255,654	\$ 1,285,406	\$ 926,092	\$ 918,135	306,307
Events	\$ 130,805	\$ 128,240	\$ 125,726	\$ 123,260	\$ 109,999	\$ 110,661	\$ 75,929	\$ 74,122	\$ 74,711	\$ 85,003	\$ 87,638	\$ 90,200	
Grants & Donations	\$ 18,041	\$ 17,687	\$ 17,340	\$ 17,000	\$ 25,000	\$ 24,898	\$ 22,624	\$ 288,887	\$ 28,334	\$ 192,710	\$ 218,074	\$ 30,517	308
Recoverable Expenses	\$ 24,073	\$ 23,601	\$ 23,138	\$ 22,685	\$ 23,000	\$ 21,988	\$ 44,622	\$ 29,664	\$ 63,045	\$ 103,299	\$ 102,127	\$ 235,688	309
Other Income	\$ 21,649	\$ 21,224	\$ 20,808	\$ 20,400	\$ 20,000	\$ 1,852,992	\$ 1,056,267	\$ 452,294	\$ 201,397	-\$ 8,803	\$ 112,075	\$ 1,875,221.40	310
Total Income District Office	\$ 3,169,475	\$ 3,131,287	\$ 3,094,084	\$ 3,057,845	\$ 2,659,197	\$ 4,547,282	\$ 3,732,138	\$ 3,330,567	\$ 2,570,986	\$ 2,676,068	\$ 2,508,072	\$ 4,966,824	
Expenditure	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	311
Contribution - LCA	\$ 382,895	\$ 375,387	\$ 368,027	\$ 360,811	\$ 353,736	\$ 346,800	\$ 340,000	\$ 340,000	\$ 352,997	\$ 400,000	\$ 434,304	\$ 430,032	312
Support to LYQ	\$ 121,109	\$ 118,734	\$ 116,406	\$ 114,124	\$ 144,964	\$ 147,903	\$ 145,411	\$ 134,615	\$ 129,948	\$ 125,297	\$ 72,795		313
Ministry & Mission	\$ 466,931	\$ 457,776	\$ 448,800	\$ 440,000	\$ 415,632	\$ 377,893	\$ 370,482	\$ 243,582	\$ 206,678	\$ 232,230	\$ 217,348	\$ 132,736	314,315
Support to District Office Administration	\$ 1,344,890	\$ 1,318,520	\$ 1,292,667	\$ 1,267,320	\$ 1,212,227	\$ 1,083,250	\$ 1,062,009	\$ 890,265	\$ 661,543	\$ 698,515	\$ 678,636	\$ 210,754	
Events	\$ 123,983	\$ 121,552	\$ 119,169	\$ 116,832	\$ 103,228	\$ 111,205	\$ 83,840	\$ 59,520	\$ 75,328	\$ 81,815	\$ 84,481	\$ 61,016	
Property - All Expenses (includes outgoings)	\$ 291,301	\$ 285,589	\$ 279,990	\$ 274,500	\$ 379,395	\$ 264,046	\$ 249,630	\$ 283,317	\$ 304,523	\$ 357,831	\$ 268,115	\$ 263,118	
DO Insurance Scholarship Expenses	\$ 141,475	\$ 138,701	\$ 135,981	\$ 133,315	\$ 130,500	\$ 214,841	\$ 210,798	\$ 240,343	\$ 304,593	\$ 345,438	\$ 412,473	\$ 676,428	316
Total Expenditure District	\$ 2,872,585	\$ 2,816,260	\$ 2,761,039	\$ 2,706,901	\$ 2,739,683	\$ 2,545,938	\$ 2,462,169	\$ 2,316,239	\$ 2,259,949	\$ 2,539,408	\$ 2,353,192	\$ 2,749,717	317
District Balance Before Depreciation & Capital Replacement Fund Provision	\$296,890	\$315,027	\$333,045	\$350,944	-\$80,486	\$2,001,344	\$ 1,269,969	\$ 1,014,328	\$ 311,037	\$ 136,660	\$ 154,879	\$ 2,217,107	
Less						\$ -							
Depreciation	\$ 323,078	\$ 323,078	\$ 323,078	\$ 323,078	\$ 343,333	\$ 342,807	\$ 325,441	\$ 295,749	\$ 281,340	\$ 184,520	\$ 99,632	\$ 98,047	
Capital Replacement Fund	\$ 258,000	\$ 258,000	\$ 258,000	\$ 258,000	\$ 275,000								318
Balance After Expenditure, Depreciation & Capital Replacement Fund	-\$284,188	-\$266,051	-\$248,033	-\$230,134	-\$698,819	\$1,658,537	\$944,528	\$ 718,579	\$ 29,697	-\$ 47,860	\$ 55,247		







District Administration Office (DAO)	2020 Recommended to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	Notes
This office provides Governance and Executive Officer support to LCAQD in accordance with LCAQD constitution and by-Law requirements.									
	2020	2019	2018	2017	2016	2015	2014	2013	
		adjusted for 2019							
Income DAO	\$ 1,291,519	\$ 1,232,600	\$ 1,241,162	\$ 1,081,228	\$ 892,527	\$ 664,050	\$ 698,515	\$ 678,636	146
Expenditure									
Labour	\$ 673,577	\$ 655,012	\$ 599,302	\$ 594,214	\$ 562,362	\$ 538,531	\$ 445,541	\$ 353,530	
Rent	\$ 206,548	\$ 202,966	\$ 196,890	\$ 192,142	\$ 184,312	\$ 150,667	\$ 110,268	\$ 85,117	
Office Expenses	\$ 352,450	\$ 308,972	\$ 332,428	\$ 240,641	\$ 121,220	\$ 106,504	\$ 113,149	\$ 89,207	
Ecumenical Initiatives	\$ 29,550	\$ 29,150	\$ 22,561	\$ 18,557	\$ 12,718	\$ 11,393	\$ 10,281	\$ 10,608	
Governance Committee and Councils	\$ 14,700	\$ 36,500	\$ 13,992	\$ 15,675	\$ 17,433	\$ 22,253	\$ 20,780	\$ 22,365	
Total Expenditures DAO	\$ 1,291,519	\$ 1,232,600	\$ 1,243,597	\$ 1,061,229	\$ 898,047	\$ 898,047	\$ 700,018	\$ 560,827	
Net Balance DAO	\$0	\$0	-\$2,435	\$ 19,999	-\$ 5,520	\$ 664,050	-\$ 1,503	\$ 117,809	



Notes:
146. Requires contributions from all District Entities to support governance requirements

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Congregation Giving for 2018	Congregation Communing 18+ membership 2018	2020 Rec to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual	2008 Actual	1967 Actual
			Adjusted by Congregations												
District Contributions															
Zone 1 Contributions															
Alberton St Peters (Alberton-Woongoolba Parish)	40	3,002	3,978	-	3,900	9,146	1,950	4,850	2,850	3,700	3,600	3,500	3,400	3,300	644
Woongoolba Bethlehem (Alberton-Woongoolba Parish) *	53	3,977	4,007	1,698	9,362	10,767	9,744	9,588	9,455	8,780	7,985	8,400	8,230	7,910	2,860
Tallebudgera St Andrews	117	8,780	9,543	5,000	5,000	3,400	10,000	12,422	12,422	12,060	11,540	12,873	10,036	10,036	
Ashmore Trinity *	157	11,781	11,146	5,200	6,495	5,820	2,900	5,650	2,000	1,320	5,000	5,000	3,750	7,500	
Beaudesert St Paul's *	30	2,925	2,925	2,868	2,738	1,836	2,160	1,800	689	3,623	2,030	2,000	2,000	2,000	507
Bethania Evangelical	95	7,129	7,088	6,949	6,000	6,000	5,115	10,000	10,000	8,260	8,000	9,660	9,200	8,400	2,194
Brisbane Finnish Nazareth	40	3,002	2,914	300	350	250		-	321	-	-	-	-	800	
Beenleigh Bethesda	75	6,120	7,358	6,000	6,000	6,000	5,500	6,000	4,500	8,500	3,500	7,200	7,375	8,400	4,027
Corinda St John's	113	9,884	9,884	9,690	9,500	10,000	15,000	15,000	15,000	15,000	15,000	12,000	12,000	12,000	1,835
Cleveland St James (Incl Faith Celebration ThornlandsWC) *	120	9,291	9,291	9,109	8,930	8,712	8,544	-	-	5,928	-	-	10,395	3,642	2,309
Eight Mile Plains St Johns (Eight Mile Plains Parish)	95	8,323	8,323	8,160	8,000	7,650	10,000	10,000	15,750	15,300	14,400	14,000	14,000	14,000	3,827
Coopers Plains Bethlehem (Eight Mile Plains Parish) *	39	2,927	2,623	2,570	4,170	4,080	3,996	3,996	3,942	3,117	4,375	2,625	2,625	6,671	189
Lismore Goodnews *	29	2,176	1,967	1,972	1,933	1,836		12,000	1,800	-	5,000	-	1,500	1,500	
Middle Park Good News *	219	16,434	15,736	13,920	13,546	13,924	11,600	14,232	8,436	10,920	10,450	10,000	10,000	9,000	
Mt Cotton St Pauls (Mt Cotton -Tingalpa Parish)	35	4,079	4,079	3,999	3,921	7,650		3,750	3,375	-	3,140	5,000	3,000	3,000	1,665
Tingalpa Good Shepherd (Mt Cotton -Tingalpa Parish) *	64	4,803	4,662	2,400	2,955	1,500	5,315	-	1,500	4,600	4,600	4,600	4,600	4,225	
Mt Gravatt St Marks *	150	16,230	16,230	15,912	15,912	15,912	20,000	20,000	16,860	17,000	25,392	25,392	25,331	24,540	1,292
Rochedale Our Saviour *	327	31,992	31,992	31,365	30,750	30,000	41,904	41,904	47,962	33,400	57,988	60,000	55,000	55,000	
Southport Trinity	110	8,559	8,378	8,391	8,214	5,508		-	12,500	20,000	-	-	-	-	2,535
Woodridge St Lukes *	50	3,752	3,643	2,856	2,856	2,856	2,799	2,760	2,712	2,628	2,520	2,400	3,960	3,000	99
Woolloongabba Nazareth	71	15,753	15,753	15,444	15,132	14,760	14,400	13,920	13,620	13,200	10,500	10,445	10,170	10,170	
Total Zone 1 Contributions	2,029	180,918	181,520	153,803	165,664	167,607	170,926	187,872	185,694	187,336	195,020	195,095	196,572	195,094	23,984

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Congregation Giving for 2018	Congregation Communing 18+ membership 2018	2020 Rec to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual	2008 Actual	1967 Actual
Zone 2 Contributions			-	-											
Brisbane City St Andrews	85	9,943	9,943	9,748	9,557	6,993	8,500	9,135	9,000	8,736	8,360	6,000	7,000	7,000	
Buderim Immanuel *	264	19,811	19,305	17,004	25,092	24,480	24,000	24,109	36,000	36,020	36,000	36,000	35,175	33,500	1,328
Caloundra St Marks *	97	7,279	6,702	2,712	2,712	2,717	2,719	2,719	2,719	2,640	2,400	2,040	2,040	1,800	405
Caboolture St Pauls *	226	19,914	19,914	19,524	19,140	20,004	20,916	20,916	20,600	20,000	20,000	20,000	20,000	22,000	426
Everton Hills Prince of Peace	208	15,608	17,265	14,366	13,525	16,554	25,016	9,708	18,868	21,480	17,500	17,800	16,500	15,100	
Glashouse Country Calvary *	27	2,026	1,967	433	432	300		-	400	828	370	360	350	300	
Indooroopilly St Peters *	95	15,096	14,158	14,800	13,880	13,776	12,375	13,500	13,500	14,500	8,000	12,000	12,313	15,000	
Murrumba Downs Living Faith *	172	17,317	17,317	16,977	16,644	16,644	16,315	16,315	16,315	6,600	15,160	15,000	20,875	24,200	
Noosa Good Shepherd *	151	11,331	11,000	9,770	9,045	7,800	7,584	7,461	7,115	11,550	6,900	5,500	6,000	6,000	
Nambour St Lukes (Nambour Parish) *	114	8,555	8,523	1,200	3,630	8,455	13,800	13,800	13,596	9,900	12,000	14,400	13,800	14,200	2,043
Witta Good Shepherd (Nambour Parish) *	24	1,801	1,821	1,139	780	300		-	-	1,600	1,600	1,600	1,600	1,601	760
Nundah St Pauls *	146	16,969	16,969	16,636	16,310	15,912	15,600	15,000	14,000	9,750	13,000	14,100	13,000	18,000	3,897
Redcliffe Grace *	139	22,176	22,176	21,741	21,315	21,315	21,315	21,000	20,400	13,950	18,290	17,021	15,767	16,733	623
Total Zone 2 Contributions	1,748	167,825	167,061	146,050	152,062	155,250	168,140	153,663	172,513	157,554	159,580	161,821	164,420	175,434	9,482

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Congregation Giving for 2018	Congregation Communing 18+ membership 2018	2020 Rec to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual	2008 Actual	1967 Actual
Zone 3 Contributions															
Brisbane Valley Lutheran (Lowood-Brisbane Valley Parish)	20	1,501	1,093	720	660	600	592	578	568	-	-	-	500	500	3,160
Lowood Trinity (Lowood-Brisbane Valley Parish) *	101	16,310	16,310	15,990	15,990	15,600	10,337	15,300	15,345	15,310	15,310	14,760	14,400	14,400	1,864
Coolana St John's (Lowood-Brisbane Valley Parish)	33	3,951	3,951	3,874	3,798	3,798	3,798	3,798	3,798	2,532	3,660	3,504	3,504	3,504	1,860
Brassall St Mark's	18	1,351	1,671	-	1,638	1,596	1,584	1,560	1,560	780	4,535	1,560	780	1,560	700
Gatton Peace (Lockyer Valley Parish)	217	16,284	19,232	11,000	11,000	9,996	9,816	9,617	9,425	13,449	12,803	11,704	11,873	11,027	7,470
Laidley Redeemer (Lockyer Valley Parish)	125	19,935	19,935	19,544	17,687	17,256	16,920	16,680	16,440	15,636	14,892	14,175	13,500	12,840	2,454
Lockrose Green Pastures (Lockyer Valley Parish) *	35	2,626	2,258	1,775	1,497	1,404	1,377	1,377	1,377	1,377	1,377	1,377	1,377	1,377	600
Mount Sylvia Cross (Lockyer Valley Parish) *	15	1,126	1,166	780	780	300	1,000	-	-	-	-	-	-	-	-
Ropeley Immanuel (Lockyer Valley Parish)	31	2,813	2,813	2,758	3,690	3,254	3,287	3,662	4,059	3,677	4,154	5,404	4,400	5,648	5,007
Harrisville St Matthew's (Fassifern Parish)	12	900	2,483	-	2,386	2,330	2,250	2,283	2,250	-	-	2,000	3,250	3,250	-
Kalbar St John's (Fassifern Parish) *	44	6,398	6,398	6,273	6,150	6,000	6,000	6,000	6,000	6,192	8,300	8,292	8,200	8,200	1,273
Boonah Trinity (Fassifern Parish) *	56	8,365	8,365	8,201	8,040	14,292	13,990	13,800	13,596	13,145	12,595	12,000	12,240	16,800	1,157
Ipswich St Johns (Ipswich Parish)	180	14,136	13,477	13,859	13,366	12,280	15,000	11,250	9,613	28,000	27,470	26,780	26,340	24,408	6,293
Raceview Bethany (Ipswich Parish) *	120	19,339	19,339	18,960	18,480	18,000	16,800	16,517	15,600	14,640	13,290	10,500	10,500	9,300	-
Riverview Grace (Ipswich Parish)	25	2,622	2,622	2,570	6,000	6,000	5,000	3,200	5,000	800	2,800	2,500	2,450	3,100	-
Minden Zion (Rosewood Parish) *	31	2,424	2,424	2,376	2,376	2,376	2,333	2,328	2,299	2,140	2,107	2,040	2,040	2,040	3,037
Rosevale St Pauls (Rosewood Parish)	14	1,051	1,020	-	1,204	-	-	-	-	-	-	-	-	-	986
Rosewood St Matthews (Rosewood Parish)	23	3,065	1,748	3,005	-	588	575	575	1,075	550	1,050	1,000	840	720	778
Total Zone 3 Contributions	1,100	124,198	126,306	111,686	114,742	115,670	110,659	108,524	108,005	118,228	124,343	117,595	116,194	118,674	36,638

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Zone 4 Contributions															
Cooyar St Andrew's (Crows Nest Parish)	14	1,088	947	1,067	1,046	1,020	1,000	1,000	1,000	1,000	1,000	800	800	800	187
Crows Nest St Lukes (Crows Nest Parish)	63	4,728	4,590	3,000	3,500	3,500	3,500	4,370	4,306	4,180	4,100	4,000	4,000	4,000	3,412
Haden Holy Trinity (Crows Nest Parish)	18	1,351	1,384	-	-	-	-	-	-	-	-	-	-	-	3,473
Toowoomba Redeemer (Toow-Redeemer Parish)	121	10,877	10,877	10,664	10,455	9,350	-	10,000	-	13,667	19,633	28,000	28,000	28,000	6,888
Glenarbon St Pauls (Toow-Redeemer Parish) *	9	675	583	600	600	601	600	240	240	220	240	240	240	180	861
Stanthorpe Holy Trinity (Toow-Redeemer Parish)	10	750	729	300	300	300	-	-	300	-	-	-	250	250	-
Goombungee St Matthews (Goombungee-Maclagan Parish)	64	4,803	4,662	2,494	2,445	2,000	-	1,200	1,750	2,028	-	-	1,500	1,200	2,246
Maclagan St Matthew's (Goombungee - Maclagan Parish) *	42	3,945	3,945	3,868	3,891	3,792	3,720	3,606	4,987	2,009	3,300	3,150	3,150	3,150	751
Kulpi (Goombungee-Maclagan Parish)	19	1,426	1,166	-	745	300	520	-	525	-	500	500	450	450	576
Goondiwindi Living Waters (Moree Parish)	9	948	583	930	2,041	1,530	-	1,000	-	350	-	255	250	250	13
Milguy St John's (Moree Parish) Closed in 2018	-	-	-	-	605	150	-	-	-	-	-	-	-	500	3,669
Moree Grace (Moree Parish)	16	1,201	1,166	921	700	-	-	-	-	-	-	-	-	-	553
Pittsworth St Peters (Pittsworth Parish)	49	3,677	3,424	1,677	2,448	1,536	2,238	1,800	3,300	1,240	600	50	-	1,920	2,017
Millmerran St John's(Pittsworth Parish) Closed in 2019	-	1,433	-	1,405	1,380	1,344	1,300	1,250	1,200	1,100	1,100	1,000	1,000	1,000	330
Nobby Holy Trinity (Pittsworth Parish)	29	2,176	2,040	1,355	2,657	2,592	4,035	1,236	2,436	1,200	2,400	2,400	4,400	-	6,483
Yandilla St Paul's (Pittsworth Parish) Closed in 2018	-	3,046	-	2,986	2,927	2,856	3,300	3,425	3,624	3,276	3,140	3,000	3,000	3,050	8,839
Norwin Bethlehem (Oakey Parish)	38	11,198	11,198	10,978	10,763	10,500	10,300	10,300	10,000	10,875	10,125	10,000	10,000	12,000	2,910
Oakey St Pauls (Oakey Parish)	38	2,852	3,060	1,854	1,854	1,854	1,810	1,719	1,693	2,084	1,584	1,667	2,500	2,520	1,115
South West Qld Parish (Includes Chinchilla Trinity Cong 77, St George Lutheran WC, Dalby St Marks Cong 146, Miles Redeemer Cong 8, Downfall Creek St John's Cong 146, 25, MacAlister Redeemer 35, Roma Fellowship Cong 8, Charleville Fellowship WC)	299	40,800	40,800	40,000	50,000	66,000	64,200	64,200	71,840	49,600	57,192	55,200	53,300	51,500	19,603
Toowoomba Emmanuel Fellowship	110	8,254	8,742	4,810	4,680	4,680	9,280	-	4,600	4,500	4,200	4,000	4,000	-	-
Toowoomba Good Shepherd	294	24,480	24,480	24,000	24,000	34,944	35,300	34,260	33,743	31,350	31,350	32,500	30,000	30,000	-
Toowoomba Living Grace (peacefully dismissed from LCAQD in 2017)	-	-	-	-	2,600	5,200	5,200	5,200	5,200	6,200	8,000	3,000	9,000	8,000	-
Toowoomba Our Saviour's (Toowoomba Cornerstone Parish)	97	7,279	6,775	5,636	5,136	5,040	5,040	4,800	4,722	4,290	5,137	4,498	4,200	4,200	-
Warwick St Peter's (Toowoomba Cornerstone Parish) *	35	3,733	2,623	3,660	3,588	3,500	3,900	3,200	3,000	2,800	2,600	2,500	2,400	2,300	1,658
Toowoomba St Pauls	170	14,603	14,603	14,317	15,683	15,000	15,000	15,000	22,500	7,500	22,500	7,500	15,000	7,500	10,927
Toowoomba Trinity (Toow Trinity-Christ Church Parish) (Closed in 2017)	-	-	-	-	-	5,556	5,448	5,448	5,647	5,628	7,400	6,160	5,160	5,160	2,980
Highfields Christ Church *	60	4,502	4,371	2,962	2,355	300	-	-	2,000	-	1,500	1,250	1,250	1,500	1,637
Toowoomba Wilsonton St Johns (Wilsonton-Glencoe Parish) *	124	9,305	7,795	6,839	7,396	6,240	7,142	7,060	6,765	7,564	8,700	6,693	6,385	8,000	1,700
Glencoe Bethlehem (Wilsonton-Glencoe Parish) *	34	5,875	5,875	5,760	5,640	5,520	5,520	5,400	5,280	5,525	4,620	11,880	3,960	3,600	373
Total Zone 4 Contributions	1,762	175,006	166,417	152,083	169,435	195,205	188,353	185,714	200,658	168,185	200,921	190,243	194,195	181,030	83,200

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Zone 5 Contributions			-	-											
Bundaberg St Johns (Bundaberg Parish) *	227	24,970	24,970	24,480	24,000	23,460	23,004	22,500	22,500	34,450	42,385	39,120	36,000	32,400	7,865
Bundaberg North Faith (Bundaberg Parish)	42	3,152	3,424	2,906	2,671	2,052	2,016	1,920	1,860	1,800	920	720	1,320	1,320	375
Gin Gin Redeemer (Bundaberg Parish) *	15	1,126	1,093	998	711	372	360	360	350	300	300	300	300	300	435
Childers Grace (Maryborough-Childers Parish) *	25	1,876	2,331	1,000	200	-	3,720	3,660	3,900	3,290	3,010	2,940	2,880	2,640	540
Maryborough St Matthew's (Maryborough-Childers Parish)	59	4,427	6,994	-	1,000	150		-	2,818	-	230	2,500	2,000	3,500	901
Gympie Zion *	108	8,104	6,411	1,891	2,109	1,485	1,980	200	400	3,640	6,240	6,240	6,240	6,240	1,218
Hervey Bay St James *	135	10,130	10,418	8,309	6,193	1,536	1,500	1,500	1,500	9,047	1,120	1,200	1,200	2,400	1,714
Kingaroy St Johns (Sth Burnett Luth Parish) *	119	8,930	6,411	5,172	4,275	2,040	2,030	2,000	12,980	9,350	11,513	10,000	12,500	7,500	6,646
Kumbia/Tabinga Peace Cong (Sth Burnett Luth Parish) *	37	5,960	5,960	5,843	5,843	6,000	6,180	6,180	7,180	6,000	6,270	6,000	6,000	8,000	5,746
Murgon St Pauls (Sth Burnett Luth Parish) *	55	4,127	3,724	3,651	3,579	3,492	3,420	3,420	3,360	3,000	6,023	2,500	2,500	2,500	6,430
Nanango Immanuel (Sth Burnett Luth Parish) *	17	1,276	1,238	832	756	756	742	742	742	690	680	660	660	660	390
Wondai St John (Sth Burnett Luth Parish) *	27	2,026	2,186	300	300	300		-	-	-	-	-	-	500	1,883
Yarraman Calvary (Sth Burnett Luth Parish) *	22	1,651	1,603	550	450	450	450	450	444	-	420	400	400	400	990
Total Zone 5 Contributions	888	77,754	76,761	55,931	52,088	42,093	45,402	42,932	58,034	71,567	79,111	72,580	72,000	68,360	35,132

LCAQD Budget 2020

Congregation Giving for 2018	Congregation Communing 18+ membership 2018	2020 Rec to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual	2008 Actual	1967 Actual
Zone 6 Contributions															
Biloela Redeemer (Biloela Parish) *	56	4,202	3,570	2,904	2,904	2,904	3,050	2,850	2,700	3,156	2,400	2,400	12,520	13,440	7,163
Moura Our Saviour (Biloela Parish) Closed in 2018	-	-	-	-	308	300		-	321	-	350	630	840	840	107
Theodore Bethlehem (Biloela Parish) *	17	2,607	2,607	2,556	2,522	2,460	2,407	2,368	2,336	1,512	2,180	2,148	2,148	2,000	58
Emerald St John's	45	3,377	3,424	2,452	1,550	225		-	-	-	-	-	1,300	1,300	221
Gladstone St Martins *	63	4,728	4,881	1,125	300	325		-	1,632	1,584	1,520	1,500	-	1,200	25
Rockhampton Calvary *	55	4,127	4,007	2,190	2,148	2,148	2,100	2,064	2,028	1,968	1,883	1,800	1,800	1,680	294
Total Zone 6 Contributions	236	19,041	18,488	11,227	9,732	8,362	7,557	7,282	9,017	8,220	8,332	8,478	18,608	20,460	7,869

LCAQD Budget 2020

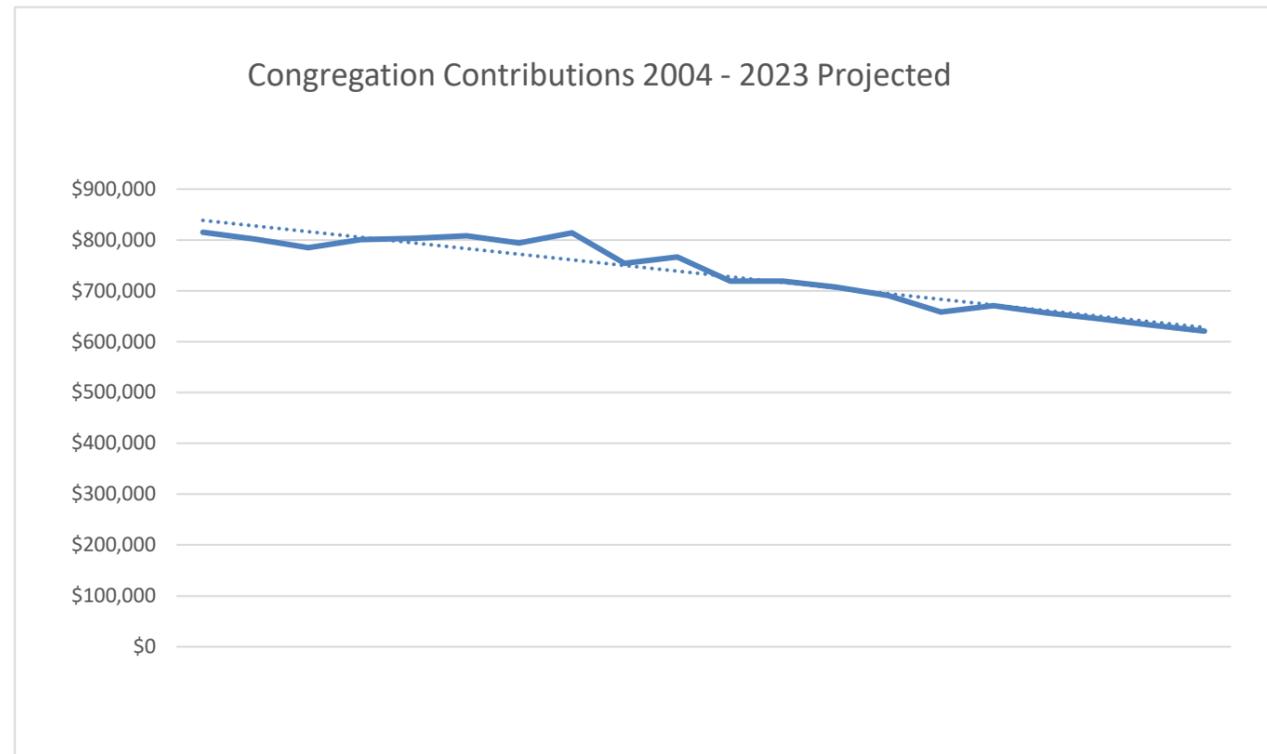
Congregation Giving for 2018	Congregation Communing 18+ membership 2018	2020 Rec to Synod	2019 Approved by Synod Budget	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual	2008 Actual	1967 Actual
Zone 7 Contributions															
Cairns Trinity (Cairns Parish)	120	9,005	7,941	1,300	300	275	-	2,500	5,900	13,330	12,750	12,250	12,000	12,000	160
Atherton Our Saviour (Cairns Parish)	14	1,051	874	348	324	325	-	-	2,700	-	2,500	2,500	2,000	2,000	-
Hopevale St Johns (includes Coen Morning Star WC, Wujul Wujul Living Waters WC 125)	250	3,760	3,060	1,010	3,000	300	-	-	-	-	-	-	-	-	792
Ingham St Marks *	24	1,893	2,186	1,856	1,814	1,776	1,745	1,719	1,693	1,308	1,570	1,500	1,500	1,200	202
Mackay Community (includes Cannonvale from mid 2015) *	140	10,506	10,418	10,463	10,258	10,008	14,400	20,100	18,000	21,840	21,840	21,840	20,850	19,950	2,642
Mt Isa St Pauls *	25	2,447	2,447	2,399	2,411	2,352	2,304	2,301	2,388	2,850	2,308	2,400	2,400	2,400	412
Townsville St Pauls	89	9,939	11,292	9,744	8,760	7,980	7,020	6,920	6,160	5,720	6,000	5,880	5,520	5,040	883
Total Zone 7 Contributions	662	38,600	38,217	27,120	26,867	23,016	27,569	33,139	32,842	43,040	46,597	48,300	46,330	43,790	5,173
Total District Contributions	8,425	783,342	774,770	657,901	690,590	707,203	718,606	719,127	766,763	754,130	813,903	794,111	808,318	802,842	201,479

Note: Italics are estimated membership number as congregation has not entered details in LAMP

Note: * = Contribution is via Direct Debit

Pledge/actual/expected

\$201,479
 \$814,968
 \$801,216
 \$784,806
 \$800,461
 \$802,842
 \$808,318
 \$794,111
 \$813,903
 \$754,130
 \$766,763
 \$719,127
 \$718,606
 \$707,203
 \$690,590
 \$657,901
 \$671,000
 \$656,722
 \$644,722
 \$632,722
 \$620,722

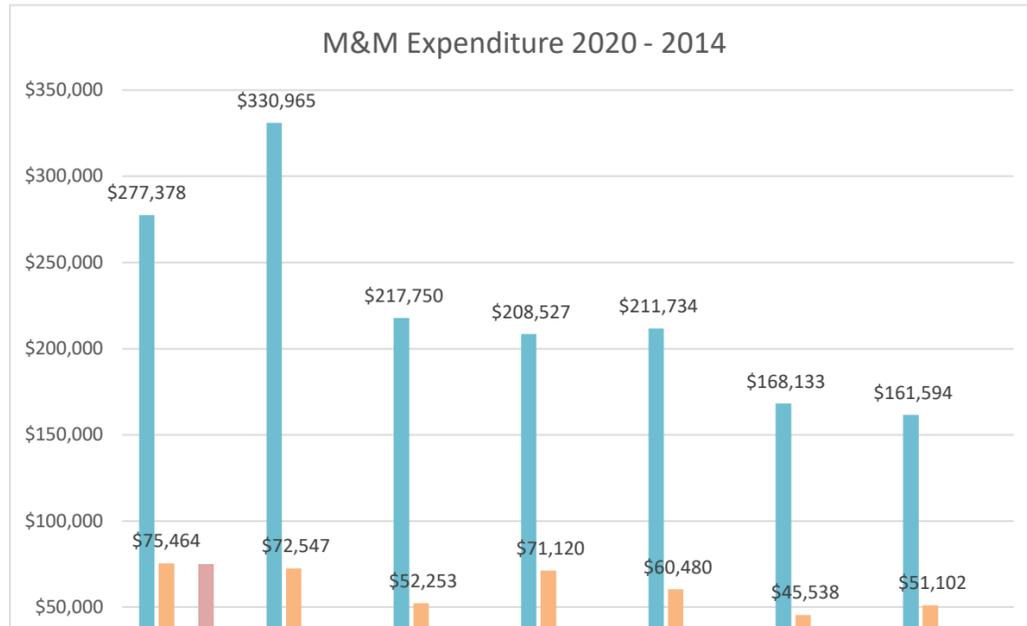


Ministry and Mission

M&M Department Income - Job #1000	2020 Recommend to Synod	2019 Approved by synod	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	Notes
Subsidy - M&M	\$ 440,000	\$ 415,632	\$ 377,893	\$ 370,483	\$ 243,582	\$ 206,678	\$ 232,230	
Total Income M&M	\$ 440,000	\$ 415,632	\$ 377,893	\$ 370,483	\$ 243,582	\$ 206,678	\$ 232,230	
M&M Department Expense	2020	2019 adjusted	2018	2017	2016	2015	2014	
M&M Labour	\$277,378	\$ 330,965	\$ 217,750	\$ 208,527	\$ 211,734	\$ 168,133	\$ 161,594	116, 120
Office Costs	\$75,464	\$ 72,547	\$ 52,253	\$ 71,120	\$ 60,480	\$ 45,538	\$ 51,102	117, 118, 119, 121
Rent	\$12,157	\$ 12,120	\$ 11,572	\$ 11,434	\$ 11,310	\$ 9,520	\$ 15,820	
M&M Projects/Subsidies/Grants in 2020	\$75,000							
Total M&M Department Expenses	\$440,000	\$ 415,632	\$ 281,574	\$ 291,081	\$ 283,524	\$ 223,191	\$ 228,516	

Note:
 116. SALWAG includes provision for office support
 117. SMP. Airfare- M&M includes for SMP training 6 pr twice p.a to Adelaide
 118. SMP Taxi/Rental/Parking - M&M includes for SMP training 6 Pr twice p.a. to Adelaide
 119. Coaching. Coaching recoverable expenses shown in District 4-4655
 120. SALWAG based on 12 months support in 2019
 121. Coaching. Expenditure shown against 6-1279 Consultancy

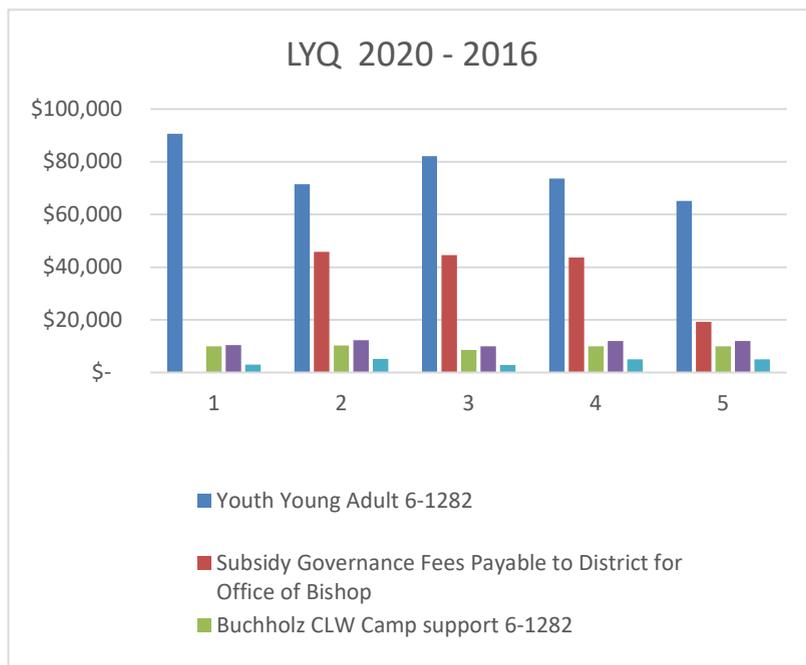
M&M Director
 M&M Asst Director
 District Journalist (contractor)
 Communications Officer
 Consultant/Projects



Lutheran Youth Queensland	2020 Recommen d to Synod	2019 Approved by Synod	2018 Actual	2017 actual	2016 Actual	Notes
Income received from LYQ:		adjusted				
Governance fees	\$ 20,000	\$ 45,879	\$ 44,543	\$ 43,670	\$ 30,117	
Rent received from LYQ to District Office	\$ 8,792	\$ 13,195	\$ 8,368		\$ 7,859	
Car Parking Rent received from LYQ to District Office	\$ 4,309	\$ 4,021	\$ 4,101		\$ 4,021	
Outgoings received from LYQ to District Office	\$ 920	\$ 676	\$ 876		\$ 676	
	\$ 34,020	\$ 63,771	\$ 57,888	\$ 43,670	\$ 42,674	
This Department receives some support from OOB in salary for Youth Young Adult chaplaincy. Its payroll is managed by HRS services.						
Payments from Office of Bishop to LYQ for:	2020	2019	2018	2017	2016	
Youth Young Adult	\$ 90,624	\$ 71,410	\$ 82,139	\$ 73,654	\$ 65,092	112,
Subsidy Governance Fees Payable to District for Office of Bishop		\$ 45,879	\$ 44,543	\$ 43,670	\$ 19,214	113
Rent - LYQ	\$ -	0	0	\$ -	\$ 7,391	
Outgoings on property paid to District	\$ -	0	0	\$ -	\$ 2,246	
Car Park Rent payable to District	\$ -	0	0	\$ -	\$ 1,577	
Support to LayWorker Mission Mondays	\$ -	0	0	\$ -	\$ -	
Rent payable to district for Cupboards	\$ -	0	0	\$ -	\$ -	
Sub-Total LCAQD Allocation - LYQ	\$ 90,624	\$ 117,289	\$ 126,682	\$ 117,324	\$ 97,535	
		0	0			
Other Support from OOB		0	0			
Buchholz CLW Camp support	\$ 10,000	\$ 10,250	\$ 8,542	\$ 10,000	\$ 10,000	114
CLW Leaders Support	\$ 10,500	\$ 12,300	\$ 10,000	\$ 12,000	\$ 12,000	115
CLW Leaders Thank you Dinner	\$ 3,000	\$ 5,125	\$ 2,833	\$ 5,000	\$ 5,000	116
Total LCAQD-OOB support to LYQ	\$ 114,124	\$ 144,964	\$ 148,056	\$ 144,324	\$ 134,615	

Notes:

- 112. LYQ is supported by District for:
 - a. 1 x Level 2 PP5 Lay worker Salary but not workcover
- 113. District recovers from LYQ for:
 - a. Payroll services fees
 - b. Office expenses
 - c. Telephony services
- 114. LYQ receives \$10,000 + p.a from Buchholz Account to fund disadvantaged children onto a CLW camp. Shown in Donations line item
- 115. LYQ receives \$10,500 to subsidize leaders of CLW camp fees
- 116. LYQ is supported for 1/3rd sponsorship of the CLW leaders thankyou dinner

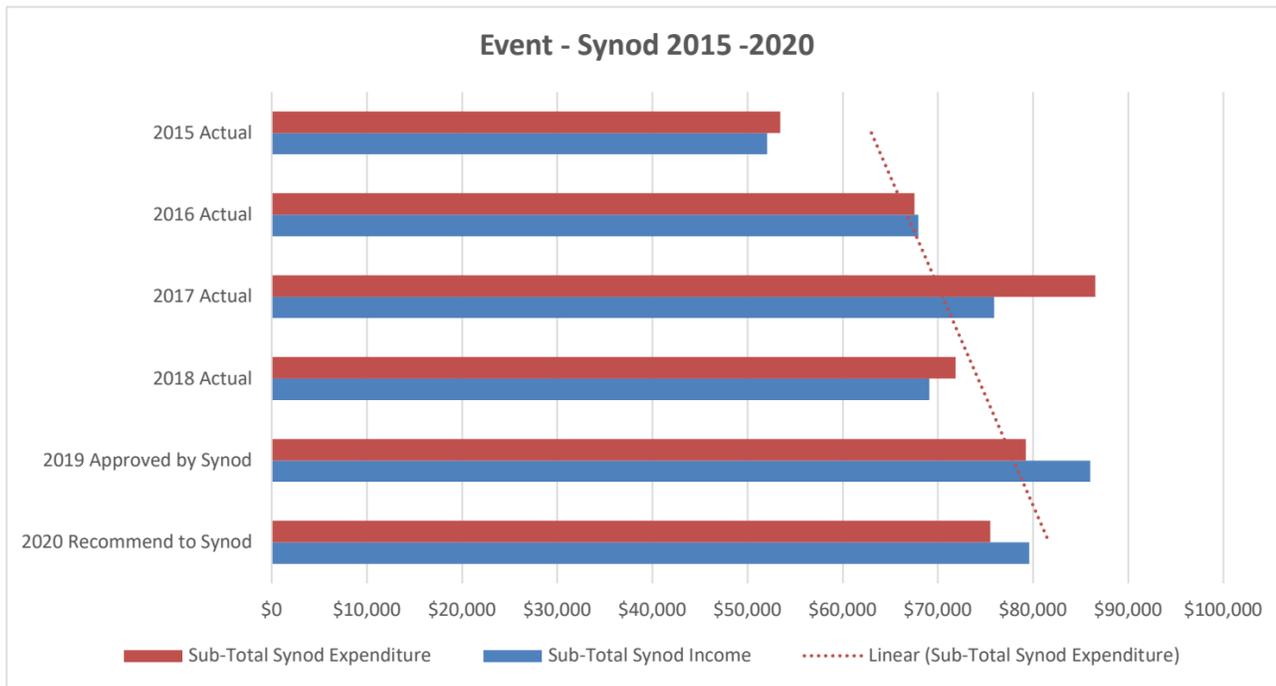


Events	2020 Recommend to Synod	2019 Approved by Synod	2018 Actual	2017 Actual	2016 Actual	2015 Actual	2014 Actual	Notes
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This provides income and expenditure details for events including Synod, Electives and Pastors Conference.

Synod and other Events								158
Sub-Total Synod Income	\$79,598	\$86,000	\$69,101	\$75,929	\$ 67,942	\$ 52,043	\$ 69,654	
Sub-Total Synod Expenditure	\$75,499	\$79,229	\$71,863	\$86,529	\$ 67,534	\$ 53,450	\$ 69,654	
Net Balance Synod	\$4,098	\$6,771	-\$2,762	-\$10,601	\$ 408	-\$ 1,407	\$ 0	
Net Balance Pastors Conference	\$2,330	-\$1	\$2,218	-\$1	\$ 1,049	\$ -	\$ 1,852	
Net Balance Zone Conferences							\$ -	
Net Balance Church Workers Retreat		\$1		\$1	-\$ 634	\$ 790	\$ 1,336	
Sub-Total Income All Events	\$123,260	\$109,999	\$110,661	\$99,928	\$ 80,344	\$ 74,711	\$ 85,003	
Sub-Total Expenditure All Events	\$116,832	\$103,228	\$111,205	\$110,528	\$ 79,520	\$ 75,328	\$ 81,815	
Sub Total Net Balance All Events	\$6,428	\$6,771	-\$544	-\$10,601	\$ 824	-\$ 617	\$ 3,188	

Notes:
158. Synod, Conferences, Electives, Zone conferences aim to be overall \$ neutral



Budget 2020 Notes

Notes:

301. Synod approved 2018 2017 2016, 2015, 2014, 2013 and 2012 actual numbers entered
302. Past budgets (2009 to 2018) have assumed an overall a decline trend of congregation contribution to District in real terms. The 2019 budget assumes a decrease in contributions as the LCA Levy increases by \$2 p.a. to \$36 per adult communicant member and therefore congregation support to District will decline by over \$2 per adult communicant member. i.e. \$20,000 . Congregations have been based on asked, where they are currently giving below a target of \$75.04 per adult communing member 18+ to increase giving to meet that target; whilst congregations giving above the \$75.04 target are asked to maintain that extra giving.
304. Governance Fee in operation from 2013 to 2016 incl was replaced with a District Office Support item in 2017.
305. Interest income is increased as an assumption of a .25% increase in rates is factored in.
306. Income from property flat lines as rent reviews show the commercial property market in the area is highly competitive.
307. District Office does not pay itself rent but various departments are charged rent
308. Includes Lenten mission appeal and board for local mission grant
309. Includes recovery of expenses in printing & phone etc.
310. Includes income from rebates, refunds, and gifts etc.
311. Major expenditure groups are identified from a functional perspective.
312. Contribution to LCA was based on 50% of congregation contribution being passed to the LCA for the period 2009 to 2016 incl. This formula linkage ceased in 2017 and the contribution to LCA is now greater than 50% of expected congregation contributions.
313. Support to LYQ includes support for Young Adult Ministry and Mission co-ordinator and CLW related activities. LYQ pay rent, outgoing, carpark charges in 2017 and in 2020 contribute to the District Office Support budget line item.
314. Support to M&M increased slightly. See Budget Comments.
315. The M&M Project line item expenditure item was moved to M&M Department in 2017
316. District Office Expenses includes a. Donations and Scholarships - Buchholz Estate at \$55,000
317. Due to some restructuring of chart of accounts not all 2013 and 2016 Synod approved budget figures have been entered.
318. The 2016 budget included a Capital Replacement target of 2% of the current value of the asset (in addition to depreciation). This was set by Risk Audit and Finance Committee and approved by DCC. The target is set so that in due course when the asset must be replaced, if there are funds available to do so. This 2020 budget includes this item but presently it is not funded.



Section 10

2019 Convention of Synod

Constitutions Committee Report

Constitutions Committee Report

Hebrews 13:8

Jesus Christ is the same yesterday and today and forever

Dear Friends in Christ

Due to the changes in our Church It feels like an end of an era, a change of the guard!

The ancient philosopher Heraclitus, coined the phrase “nothing endures but change”. At least that is how it is known to most westerners. What a contrast to the Bible verse chosen here. Our District Constitutions Committee has an important task and indeed has worked hard to fulfil its duty this year, as every other year in the past by our not forgotten brothers and sisters in Christ. We currently have six members, but operated most of the year with only five. We are still searching for a Pastor member.

Since the last report, we have worked on reviewing 34 Constitutions & By-laws for:

- Congregations - 27, and
- Parishes – 7

Of these, 10 Congregations and 2 Parishes have been completed so far.

In addition, we modified the latest LCA model Constitutions for:

- Unincorporated Parish
- Incorporated Parish
- Unincorporated Congregation – Single Point
- Incorporated Congregation – Single Point
- Unincorporated Congregation – Parish Member
- Incorporated Congregation – Parish Member

But, by far the biggest job was to review the District By-laws part B in their entirety. As this is a function of the Committee designed with a purpose. That purpose is two-fold. On the one hand, we reflect the correlation of the rules and the Objects of the Church and on the other, their practical application and compliance.

As change is inevitable, the Committee seeks ‘divine wisdom’ to advise Congregations and the District and, when fitting, indeed the LCA on Constitutional matters. This ‘wisdom’ is always available when we begin our meetings with the ‘word of God’ and applying the filter of love and collaboration to our thorough processes. I feel a great need to publicly thank the champions on the team for their thorough work, their dedication, their objectivity and above all, their heart of service. In this time deprived world in which we live, their contribution is simply priceless.

This year, Synod will be receiving the proposed changes to the LCAQD Governance of mainly the Departments of the District. I can assure you all, it was a massive collaborative effort and was handled by very competent church members. The Constitutions Committee undertook the By-laws review to ensure the new District structure is supported by the By-laws. The good news, is when Synod adopts the proposed Governance changes you, the Synod, can rely on

the By-laws to be easy to read, transparent and reliable. But they also make it easy to adopt new changes as may be required.

Any of the team of the Constitutions Committee who may be at Synod will be only too happy to answer any questions or take onboard any comments.

I pray God surrounds us with his Mercy, Grace and Wisdom before, during and after Synod that the work that we do is to His glory and peace among us.

Your servant in Christ

Andrew



Section 11

2019 Convention of Synod

Nominations Committee Report

LCAQD SYNOD 2019 – Nominations Received

KEY: Pastors; new nominees in *italics*; **bold** when election is required; asterisk* nominated as department representative on District Church Board

BOARD/COUNCIL/COMMITTEE

NOMINATIONS RECEIVED

DISTRICT CHURCH BOARD

13 members:

Bishop

1st Asst Bishop

2nd Asst Bishop

Chair

Secretary

Treasurer

1 x Pastor

6 x Lay members - (4 dept Council reps; + 2)

Bishop: Rev Paul Smith

1st Asst Bishop: TBA

2nd Asst Bishop: TBA

Chair: *Shiron Dixon*

Secretary: **vacant**

Treasurer: **vacant**

Rev Nathan Glover

Rev Ben Hentschke

Bruce Lockwood

Danielle Robinson

(CLEQ - **Ray Ebert; Gary Fulton**)

(CLYQ - *Keziah Sydes*)

(CLS - *Cheryl Steinhardt*)

(CM&M – *Vickie Schuurs*)

EDUCATION

7 members:

1 x Pastor

6 members; may include 1 x employee of Dept

Rev Mike Neldner

Rev Brenton Altmann

Anthony Dyer

Tim Kotzur

Ray Ebert*

Gary Fulton*

Katrina Hibberd

Darryl Muller

Mark Newton

MINISTRY & MISSION

5 members:

1 x Pastor

4 x members

Rev Roelof Buitendag

Rob Braunack

Carl Eckermann

Ben Lyons

Vickie Schuurs*

Anita Short

LUTHERAN SERVICES

7 members:

At least 1 x Pastor (max 2)

Up to 6 other members

Rev Mark Gierus

Rev Mark Brinkmann

Jenny Danslow

Stuart Jaeschke

Dr Bob Rolison

Andrew Spyropoulos

*Cheryl Steinhardt**

Dr Leena Vuorinen

YOUTH

5 members:

1 x Pastor

4 x members

Rev Michael Mayer

Janelle Anderson

Meagan Dull

Geoff Pfeffer

Jill Shepherdson

Keziah Sydes*

David Truss

CONSTITUTIONS

up to 8 members:

1 x Pastor

Up to 7 x members

Pastor vacant

Graeme Drapper

Helen Howard

Michael Klatt

Dr Bob Rolison

Kerryn Simpfendorfer

Andrew Spyropoulos

Vacant

LCAQD CONVENTION OF SYNOD 2019

Nominee information

DISTRICT CHURCH BOARD

CHAIR

Name: Shiron DIXON	Congregation: St Andrew's, Brisbane City
Occupation: Manager, Queensland Core Skills (QCS) Test; teacher; former geophysicist	Current Service: Chair, St Andrew's Church Council; member Board for Lutheran Education Australia (BLEA)
Skill set: <ul style="list-style-type: none"> • Ability to work with diverse groups of people working towards common goals • Experience working on different Church councils/committees/boards • Experience with strategic planning associated with these councils/committees/boards • Experience as Chair of St Andrew's congregation • Experience with strategic organisation e.g. during extended pastoral vacancy at St Andrew's during 2018 	

TREASURER – vacant

SECRETARY - vacant

PASTOR MEMBER - 2 nominees

Name: Rev Nathan GLOVER	Congregation: St Andrew's, Tallebudgera
Occupation: College Pastor	Current Service: DCC; secretary of LCAQD Pastors' Conference
Skill set: <ul style="list-style-type: none"> • Governance experience with LCAQD over the last 12 months and previously as consultant to a school board • Skills in organisation through a variety of roles including being one of the key organisers of LCAQD Pastors Conference • Thorough knowledge and understanding of the LCAQD through long-involvement in the church • Pastoral care in relation to systems and process and people, as developed through chaplaincy to ALC boarders, parish pastoring, college pastoring and caring for those in very difficult circumstance • Gifts of leadership and discernment 	
Name: Rev Ben HENTSCHKE	Congregation: Ipswich Lutheran Parish
Occupation: Lead Pastor Ipswich Lutheran Parish	Current Service: member DCC; 2 nd Asst Bishop
Skill set: <ul style="list-style-type: none"> • Dip. Bus. (Gov) – Federation Training 2019 	

- FIDCA
- The reason I have nominated is because I have the opportunity to serve God and His church through my talents and abilities in Governance, management and pastoral oversight.
- I have been blessed by God in this way, and have also appropriately trained in these areas, and so believe that I am called to use what God has given to me in order to support the work of His church.
- I have also been blessed to have been able to serve on DCC for a few years, and have found the process enjoyable and enlightening, and would love to continue to build on the networks and relationships with DCC and the other oversight councils of the District.

LAY MEMBERS

Name: Bruce LOCKWOOD	Congregation: St Peter's Indooroopilly
Occupation: Retired Architect	Current Service: DCC; Chair Governance Change Project Committee; congregation's Church Council and Treasurer
Skill set: <ul style="list-style-type: none"> • A lifetime of experience in the delivery of architectural projects from concept to completion. • Team building and leadership In large and complex projects and meeting the expectations of clients. • Building team(s) sustaining momentum, overcoming obstacles and building trust are essential to the governance change project. • Maintaining continuity during the review period is essential to achieving a worthwhile outcome for all people who we in the LCAOD are committed to serve. 	

Name: Danielle ROBINSON	Congregation: Living Faith, Murrumba Downs
Occupation: Creative Agency Director; Makeup Artist; Writer	Current Service: DCC; LCA Board for Local Mission
Skill set: <ul style="list-style-type: none"> • Layworker Accreditation • Business acumen • Advanced people skills • Parish organisation • Worship leading • Ministry/outreach establishment skills 	

COUNCIL FOR LUTHERAN EDUCATION QUEENSLAND

PASTOR MEMBER

Name: Rev Brenton ALTMANN	Congregation: St James Lutheran Church, Cleveland
Occupation: College Pastor/Secondary Teacher	Current Service: Council for LEQ
Skill set: <ul style="list-style-type: none"> • Past and present governance experience at District level (Council for Lutheran Education Queensland) • I have been serving on CLEQ for a number of years and have a passion for Lutheran Education and the essential function of good governance within our schools and colleges. • Our unique theological understanding equips us to not only provide excellent education to our students, staff and college families but also brings to life the mission and ministry of the LCA through serving and connecting with the wider community. Ideally, this involves a partnership with the local congregation. 	

Name: Rev Michael NELDNER	Congregation: St Paul's, Caboolture
Occupation: Pastor	Current Service: Member of CLEQ
Skill set: <ul style="list-style-type: none"> • Participation in the following Councils in the years of service to those communities: <ul style="list-style-type: none"> ○ Bethania Lutheran Primary School Council ○ Trinity Lutheran College Council ○ Immanuel College Council ○ Grace Lutheran College Council • Council member: St Andrews Lutheran College Council, Qld, 2004 – 2015 • Passionate about the connection between Church and Schools, at all levels, in the LCA. 	

MEMBERS – employees of Department entities

Name: Anthony DYER	Congregation: Good Shepherd, Noosa
Occupation: College Principal, Good Shepherd Lutheran College, Noosa	Current Service: CLEQ Executive and Finance and Development Committee
Skill set: <ul style="list-style-type: none"> • Education/ Educational Leadership • Finance/ Risk – education context • Critical Thinking / Analysis • Communication / Stakeholder engagement 	

Name: Timothy KOTZUR	Congregation: Our Saviour, Rochedale
Occupation: Head of College, St Peter's	Current Service: Chair CLEQ
Skill set: <ul style="list-style-type: none"> • Governance • Chair experience; leadership • Education • Theology • Financial skills/Risk and Compliance • Industrial Relations and Human Resources • Marketing and Communications • Strategic planning • Policy development 	

MEMBERS

Name: Ray Ebert	Congregation: Living Faith, Murrumba Downs
Occupation: retired Public Servant	Current Service: member of CLEQ
Skill set: <ul style="list-style-type: none"> • Past and present governance experience at Living Faith Lutheran Primary School • Present relevant governance experience as a Member of CLEQ • More than 20 years' experience working in a Governance framework when managing Government Funding for the sport and recreation sector • More than 20 years' experience serving on Boards of Sporting Organisations at Local, State and National levels including the Qld Olympic Council. • I believe that my work experience can add value to the governance decisions that must be made by the Church in the challenging Independent school sector. The Queensland Government is providing more resources to create schools to challenge the faith based independent schools sector. • I also believe that I have the experience to assist the LCAQD in all its considerations as a member of the District Church Board. I am a reasonably new member of the Church through marrying a lifelong Lutheran and I believe we need to consider our place in and relevance to the community we serve, not just rusted on Lutherans but those we reach through our schools. 	

Name: Gary FULTON	Congregation: Living Faith, Murrumba Downs
Occupation: Solicitor, Notary Public, Company Director	Current Service: CLEQ; QLECS Council; Council of Grace Lutheran College
Skill set: <ul style="list-style-type: none"> • Past and present governance experience at congregation and District level (GLC, LFLC, QLEC, CLEQ) • Past President of Society of Notaries Queensland • Past Chair of Brisbane North Development Forum • Past Chairman of Directors of Queensland Lutheran Early Childhood Services Ltd • Work as a Solicitor advising companies and businesses. • My work experience and experience on Church and other business organisations can add value to the governance decisions and assist in obtaining a balance in the competing interests of the Church 	

Name: Katrina HIBBERD	Congregation: St Peter's Indooroopilly
Occupation: Portfolio Analyst - investments	Current Service: CLEQ; past Church Council, CLEQ Risk & Compliance
Skill set: <ul style="list-style-type: none"> • Finance, strategy and risk management expertise • Experience in education sector • Governance training • Honorary Senior Lecturer, UQ 	

Name: Darryl MULLER	Congregation: Good News, Middle Park
Occupation: Old Public Servant (Civil Engineer)	Current Service: member of RAFC; past member St Peter's College Council
Skill set: <ul style="list-style-type: none"> • strategic planning • project management • business improvement • policy analysis, development and evaluation • consultation and negotiation on policy issues and reforms • community engagement • co-ordinating and participation in multidisciplinary teams • organisational development • change management • written and oral communication • human resource management • financial management 	

Name: Mark NEWTON	Congregation: Redeemer, Laidley
Occupation: Office/Sales Manager	Current Service: CLEQ, Faith (Plainland) Lutheran College Council
Skill set: <ul style="list-style-type: none"> • Currently member of the Lockyer Valley Regional Council Audit and Risk Management Committee • Currently secretary of the Lockyer Valley Chamber of Commerce and Industry • I have a passion for governance and enjoy being in that role. • I have experience of being on finance and audit Committees which assists in my role at a board level. • I provide a view and an opinion as someone independent and from outside of education but have a good understanding of the Lutheran system. 	

COUNCIL FOR MINISTRY AND MISSION

PASTOR MEMBER

Name: Rev Roelof BUITENDAG	Congregation: Ipswich Lutheran Parish
Occupation: Pastor	Current Service: Associate Pastor
Skill set: <ul style="list-style-type: none"> • B.Beh.Sc • B.Ex.Sc • B.Th./B.Min • Involved in other-denominational church planting from 2006-2011 • Coordinator for families and youth 2012-2015 • I am passionately interested in the Mission of God in and through the LCAQD and how we can continuously adapt to communicate The Timeless Message in timely ways. 	

MEMBERS

Name: Rob BRAUNACK	Congregation: Trinity Lutheran Church Ashmore
Occupation: Company Director, Professional Engineer, Commercial Manager	Current Service: Council Mission & Ministry, Risk Audit Finance Council, Qld Lutheran Giving, Trinity Ashmore Church Council
Skill set: <ul style="list-style-type: none"> • Extensive planning, financial, commercial, management experience. • High level written and oral communication skills. • Problem solving skills. 	

Name: Carl ECKERMANN	Congregation: Our Saviour, Rochedale
Occupation: Ministry Development Coordinator	Current Service: Council M&M
Skill set: <ul style="list-style-type: none"> • Extensive involvement and leadership in congregation ministry, as participant, leader and consultant • Various engagements in District and LCA roles (youth and congregational ministries) 	

Name: Ben LYONS	Congregation: Immanuel Lutheran Church Buderim
Occupation: Lay worker – Child Youth and Family Ministry	Current Service: Council for M&M
Skill set: <ul style="list-style-type: none"> • Bachelor of Theology • Current involvement in council for ministry and mission. • My roles with church and district (LYQ) have informed me of how to do youth ministry and to serve and encourage the next generation into the church. • I have made it my aim to create space within the church for young people. Or rather perhaps to create space within the church for anyone who does not 'fit in.' • Having studied at ALC I also have a firm grounding in our tradition and appreciate the beauty that we have to offer. • I would like to continue to advocate for the youth at a district level and shape how we create space for others. 	

Name: Vickie SCHUURS	Congregation: St Mark's Dalby
Occupation: Farm and business administrator	Current Service: Council for M&M; Elder
Skill set: <ul style="list-style-type: none"> • Administration • Finance control • Coordination of worship[services and music • Working with Youth (Secondary and Young Adults) • Involvement with Queensland Lutheran Schools • Lived in 5 Lutheran Parishes in Qld 	

Name: Anita SHORT	Congregation: Emmanuel Lutheran Fellowship, Toowoomba
Occupation: Secondary Teacher (LEQ school)	Current Service: Council for M&M; member congregation Church Council; Synod delegate
Skill set: <ul style="list-style-type: none"> • Past and present governance experience at congregation level (ELF CC, GSLCS Call Committee) • Working as a teacher, I have gained experience from working with young people at institutions from a number of Christian Contexts, which has provided me insight into the way young people today experience and connect with their own faith experiences and the experiences of others. • Growing up in a small, city Lutheran community I have experienced and worked through many of the tensions surrounding the development of worship communities in an intergenerational context, and have a passion for this kind of ministry. 	

COUNCIL FOR LUTHERAN SERVICES

PASTOR MEMBERS

Name: Rev Mark BRINKMANN	Congregation: Grace Lutheran Redcliffe
Occupation: Pastor	Current Service: DCC; Grace Lutheran College Council; Congregation Church Council
Skill set: <ul style="list-style-type: none"> • 5 years Commonwealth Bank • 25 years Pastor of the LCA • Currently member of Grace Lutheran College Council: Finance Committee • Currently member of LCAQD Church Council • Willing to continue to serve LCAQD in a Governance Role. • Have served in various governance bodies for many years. • Believes Lutheran Services provides a very practical expression of the Gospel in the care of people, and is willing to contribute to the best of his ability and capacity. 	

Name: Rev Mark GIERUS	Congregation: Mackay; but accepted call to Prince of Peace Lutheran College, Everton Hills
Occupation: Pastor	Current Service: Council Lutheran Services; LCA New and Renewing Churches C'tee
Skill set: <ul style="list-style-type: none"> • Governance training relevant to aged care • Pastoral experience in aged care, community services, disability services • I have attended the Better Boards conference in Adelaide gaining insight into more effective boards and governance as well as my own reading on the trends of aged care and home support. • I have also considered the need to do more reading and research surrounding the spirituality of ageing and what it means for Australians who are journeying into their later years. This is exciting as I see wonderful opportunities for me to grow in this area in turn bringing this learning to the Council for Lutheran Services. 	

MEMBERS

Name: Jenny DANSLOW	Congregation: St Peter's Indooroopilly
Occupation: Engineer	Current Service: Council for Lutheran Services
Skill set: <ul style="list-style-type: none"> • Human Resources • Governance • Business Development • Project Management • Public Speaking • Communication Skills 	

Name: Stuart JAESCHKE	Congregation: Prince of Peace Everton Hills
Occupation: Book-keeper/Business Owner	Current Service: Council for Lutheran Services; congregation Treasurer
Skill set: <ul style="list-style-type: none"> • Engineer/Project Manager for 15 years with the Australian Maritime Safety Authority and its predecessor; business owner for 17 years. • Treasurer of The Hills and Districts Chamber of Commerce • Have been involved with the LCA Aged Care Governance Review and the LCAQD Governance Review and would like to see them realised. • As some members of the Council are not standing for re-election, it is important to have some continuity going forward. 	

Name: Dr Bob ROLISON	Congregation: St Mark's Mt Gravatt
Occupation: GP Registrar	Current Service: Council for Lutheran Services; Director Lutheran Giving Queensland; new member Constitutions Committee
Skill set: <ul style="list-style-type: none"> • Graduate Certificate, Change Management, Freiburg University, 2000. Many hours of seminars and self-study in Dynamical Systems, Organizational Development. • Member, AICD. Courses in Governance, • Participation in National Review of Aged Care Governance, LCA • Attendance at two Better Boards Conferences (NFP Prof Development) • I feel that ongoing ministry to the vulnerable in our District is vital to maintain and grow along with the increasing need. I can offer ongoing assistance in this area, along with an understanding of the Lutheran imperatives and the legacy of what occurred to get us to this point. 	

Name: Andrew SPYROPOULOS	Congregation: St Mark's Mt Gravatt
Occupation:	Current Service: DCC; Constitutions Committee
Skill set: <ul style="list-style-type: none"> • I am a professional Accredited Mediator. Member of the peak body in Australia the Resolution Institute • I am a licensed Real Estate Agent, member of the REIQ. • I run a business consultancy company and have stakes in many small business but longer work in any of them. • I have experience in HR, dispute resolution, commercial transactions, mergers and acquisitions, Corporate Governance 	

Name: Cheryl STEINHARDT	Congregation: Redeemer Laidley
Occupation: Business Owner/Company Director	Current Service: DCC; congregation Youth Support and Church Council; Vice Chair of parish
Skill set: <ul style="list-style-type: none"> • Governance training as required by DCC • Consultant to Council LYQ • Dip of Business; current ownership of 3 businesses • Parish and personal involvement at Tabeel, Laidley • Governance experience on DCC with oversight of Council for Lutheran Services 	

Name: Dr Leena VUORINEN	Congregation: Finnish Lutheran Congregation and St Andrew's Brisbane City
Occupation: Aged Care Manager	Current Service: Council for Lutheran Services
Skill set: <ul style="list-style-type: none"> • Work experience in aged care spanning some 30 years including but not limited to research, management, quality assurance, service design and development • Developed a high level of critical and strategic thinking skills throughout my career as an academic researcher in gerontology • Gained a strong sector knowledge in aged and community care • Sound financial skills as are required in my current role as an aged care manager 	

COUNCIL FOR LUTHERAN YOUTH OF QUEENSLAND

PASTOR MEMBER

Name: Rev Michael MAYER	Congregation: St Peter's Indooroopilly
Occupation: Pastor	Current Service: Council LYQ; member Redeemer Lutheran College Council
Skill set: <ul style="list-style-type: none">• Currently school chaplain, focusing on yrs 7 – 9• Previously camp pastor for CLW at both Coolum and Highfields (Koojarewon)• Understanding of both camping ministry and the faith needs of young people	

MEMBERS

Name: Janelle ANDERSON	Congregation: Good News Middle Park
Occupation: Principal	Current Service: Council LYQ
Skill set: <ul style="list-style-type: none">• My 32 years in leadership roles in schools has given me a very broad base of knowledge which can be utilised in the work of the LYQ Council.• School development and design• Student care and pastoral needs• Links to School camping program and wellbeing needs and staff training.	

Name: Meagan DULL	Congregation: Good News Middle Park
Occupation: Category Manager	Current Service: Council LYQ
Skill set: <ul style="list-style-type: none">• Management experience working as a retail category manager; business experience• Leadership skills• Understanding of LYQ and ministry	

Name: Geoff PFEFFER	Congregation: Good News Middle Park
Occupation: Advice and Services Governance, Suncorp	Current Service: congregation Church Council
Skill set: <ul style="list-style-type: none">• Current consultant to Council of LYQ• Work at Suncorp providing governance on internal processes and auditing partner performances. Provide analysis of reporting and a risk based approach to process design	

Name: Jill SHEPHERDSON	Congregation: Good News Middle Park
Occupation: Administration Officer	Current Service: Council LYQ (20 yrs)
Skill set: <ul style="list-style-type: none"> • Leadership skills • Strong administration and budgeting • Understanding of LYQ and its ministries 	

Name: Keziah SYDES	Congregation: Our Saviour Lutheran Church
Occupation: Senior Communications Officer	Current Service: Council LYQ
Skill set: <ul style="list-style-type: none"> • Volunteer experience with LYQ (camper, leader, and co-director) • Youth leadership at congregational level • Corporate communications and marketing skills • Some governance experience on LYQC and in the role of Chair 	

Name: David TRUSS	Congregation: Good News Middle Park
Occupation: Engineer	Current Service: congregation Church Council; youth leadership
Skill set: <ul style="list-style-type: none"> • Analytical engineering mindset • Practical approach to problem solving. • Passion for youth, the work of LYQ, and the broader church 	

CONSTITUTIONS COMMITTEE

PASTOR MEMBER – **vacant**

MEMBERS

Name: Graeme DRAPPER	Congregation: St John's Corinda
Occupation: Retired/ travel Consultant	Current Service: Constitutions C'tee; QLECS C'tee; congregation Church Council
Skill set: <ul style="list-style-type: none">• Accounting• 6 yrs as member of Constitutions Committee	

Name: Helen HOWARD	Congregation: St Andrew's Tallebudgera
Occupation: Retired	Current Service: Constitutions C'tee; LORDS Council
Skill set: <ul style="list-style-type: none">• Prior to my retirement in December 2016, I worked as a Body Corporate Monger of large resorts for 20 years and prior to that, a Retirement Village Manager for 6 years.• These positions involved Secretarial work. Financial Management and setting proposed Budgets, reviewing Contracts, initiating the regulatory requirements and monitoring the Project Management of million dollar projects, reviewing and writing By-laws for the respective Bodies Corporate	

Name: Michael KLATT	Congregation: St Paul's Nundah
Occupation: Lawyer	Current Service: DCC; RAFC; Constitutions C'tee; congregation Management C'tee
Skill set: <ul style="list-style-type: none">• Lawyer• Congregation management• Currently on the committee and wishes to continue contributing to the Committee	

Name: Dr Bob ROLISON	Congregation: St Mark's Mt Gravatt
Occupation: GP Registrar	Current Service: Council for Lutheran Services; Director Lutheran Giving Queensland; new member Constitutions Committee
Skill set: <ul style="list-style-type: none"> • I am the newest member of this board, having only been approved by DCC in April 2019. I originally came to work alongside it as part of the Constitutional Working Party as a representative of Lutheran Services in the round of By Laws re-drafting necessary to implement the Governance Change Trial 2019-2020. • I look forward to helping to deliver a governance framework for local congregations which enables them to maintain control of those decisions best decided at a local level, yet empowering them to work together with other arms of ministry within the wider church to deliver a more effective and modern parish, in whatever form that takes, which will be part of the Lutheran Church of Queensland and hopefully Churchwide within the near future. 	

Name: Kerryn SIMPFENDORFER	Congregation: Our Saviour, Rochedale
Occupation: accountant	Current Service: Constitutions C'tee; RAFC; congregation Governance Council
Skill set: <ul style="list-style-type: none"> • Accounting • Finance • Governance • Strategy • Administration • Have been a member of the Constitution Committee for a few years and have a good understanding of constitutional matters including the structure and governance processes 	

Name: Andrew SPYROPOULOS	Congregation: St Mark's Mt Gravatt
Occupation:	Current Service: DCC; Constitutions Committee
Skill set: <ul style="list-style-type: none"> • I am a professional Accredited Mediator. Member of the peak body in Australia the Resolution Institute • I am a licensed Real Estate Agent, member of the REIQ. • I run a business consultancy company and have stakes in many small business but longer work in any of them. • I have experience in HR, dispute resolution, commercial transactions, mergers and acquisitions, Corporate Governance 	



Section 12

2019 Convention of Synod

Ministry & Mission Department Report

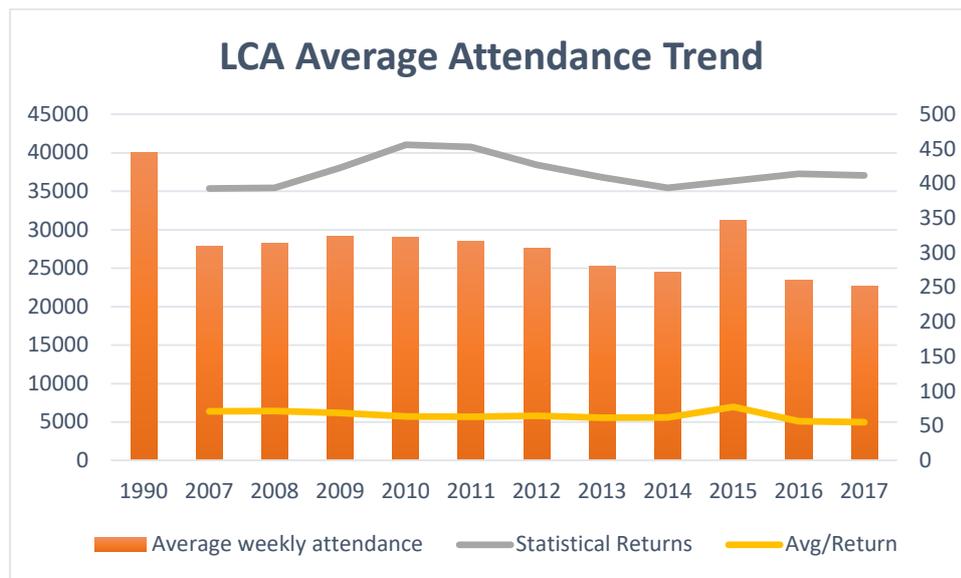
DEPARTMENT OF MINISTRY AND MISSION – 2019 DIRECTOR’S REPORT

*“Wrong will be right, when Aslan comes in sight,
At the sound of his roar, sorrows will be no more,
When he bares his teeth, winter meets its death,
And when he shakes his mane, we shall have spring again.”*

— C.S. Lewis, [The Lion, the Witch and the Wardrobe](#)

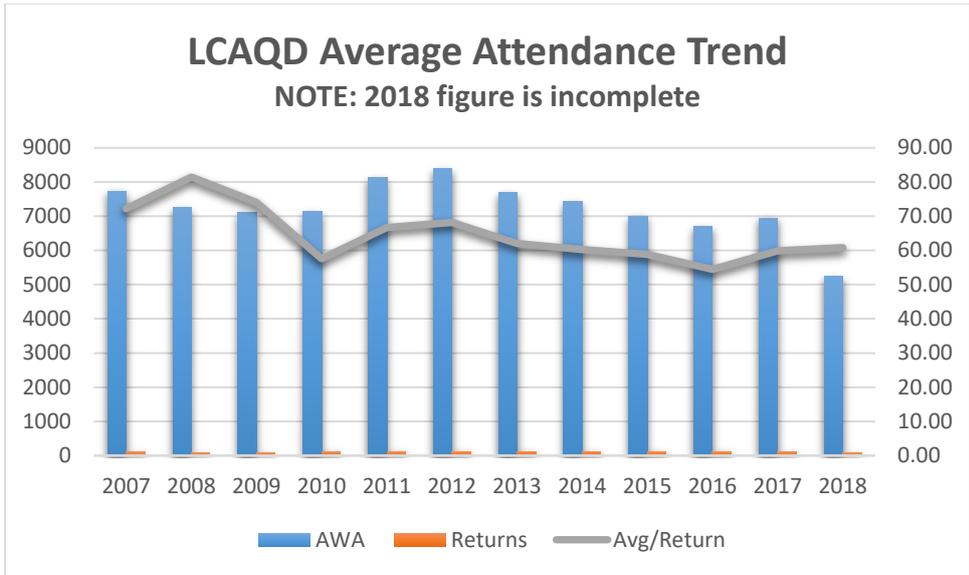
Travelling around Queensland, listening to the stories, the struggles and the questions of our Lutheran communities, it can seem as though the Narnian winter is casting a great shadow over Christendom. Evil and anxiety seems to be flourishing. There are natural disasters – droughts and floods. There are crises of faith. There is institutional complicity in violence against the vulnerable. There are questions over congregational viability.

The LCA, as a whole over the last decade, appears to be declining.



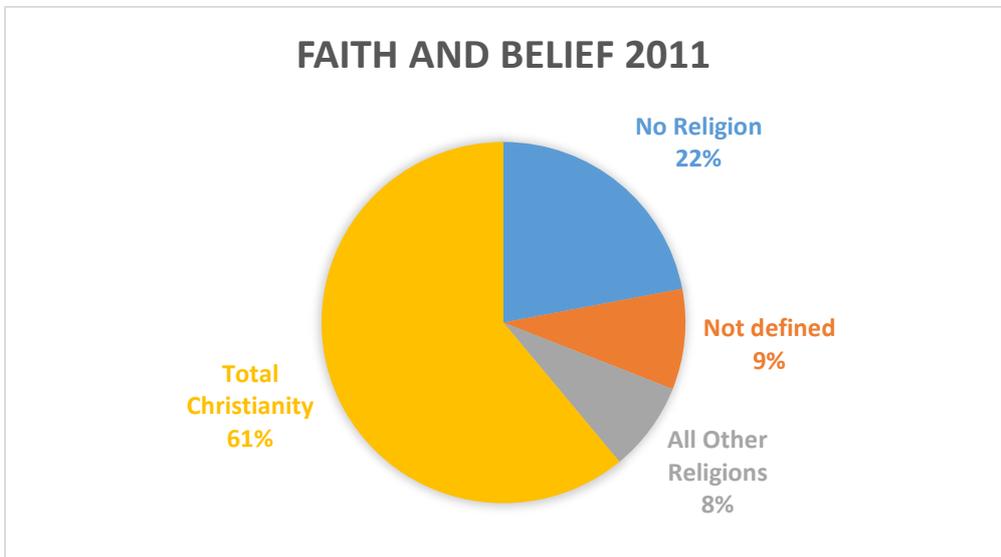
Source: LCA LAMP Statistics

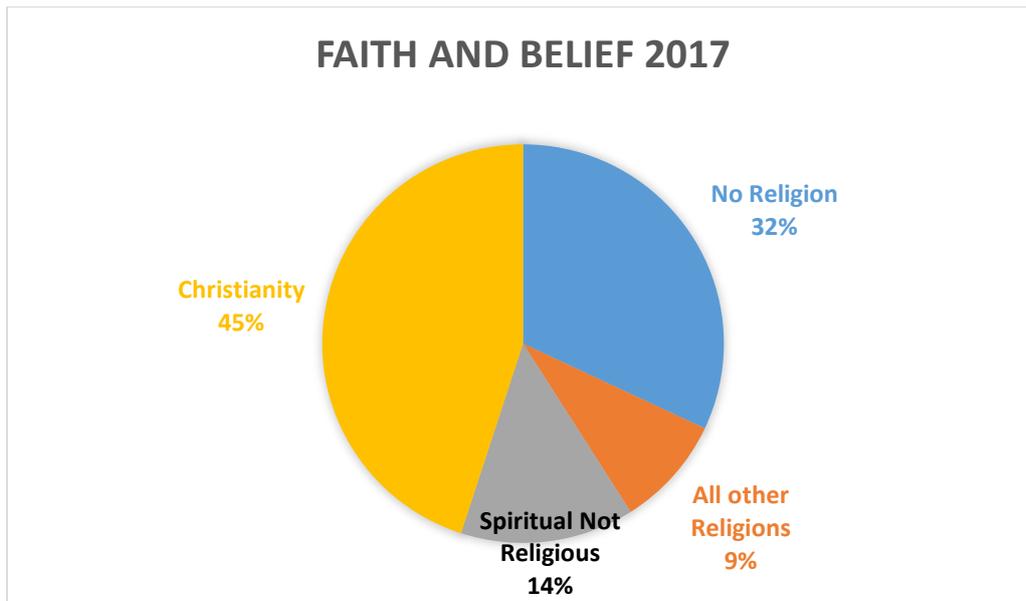
And LCAQD is similar, with a downward trend since 2012 in average weekly attendance.



The Lutheran Church is not alone in its wrestle with decline.

In the post-Christian cultures of Australia, New Zealand, the USA and Europe all mainline churches are declining. In a 2017 research project exploring the changing nature of faith and belief in Australia, Mark McCrindle notes that between 2011 and 2017, those who identified as Christian reduced by 16%.





Source: *Faith and Belief in Australia (McCrindle 2017)*

Admittedly, these statistics are from two different data sources (ABS Census (2011) and McCrindle Survey (2017)). However, McCrindle’s research confirms the changing nature of spirituality within Australia is a movement AWAY from Christianity and towards ‘spirituality’ and/or no religion.

In McCrindle’s research, when asked ‘what do the spiritual but not religious believe?’ the top three responses were:

1. There is an ultimate purpose and meaning – 36%
2. Inward journey of self-discovery – 26%
3. Mixture of religious beliefs – 22%

And when asked ‘why no religion?’ the top three reasons were:

1. Prefer science and evidence based – 49%
2. ‘Religion is a crutch for the weak’ – 18%
3. ‘Religion is outdated and traditional’ – 14%

Of those who self-identified as Christian, 60% attended church less than once a month. Of interest however, was that nearly 25% of people who identified themselves as non-Christians were still open to Christianity!

Yet the Narnian winter is not closing in on us.

“They say Aslan is on the move—perhaps he has already landed.”
 — **C.S. Lewis, The Lion, the Witch and the Wardrobe**

McCrindle points out that the greatest influences on shaping opinions (both positive and negative opinions) are parents and family (57%) and friends and networks (25%). In other words, we still have the capacity to influence change.

Perhaps the key question that we need to ask within the LCAQD, is not to simply consider hard statistics, but to ask the deeper question, ‘how do we measure and monitor the missional health of our communities?’ What criteria can be used to assess?

The church is about PEOPLE. As God became human for us, we embody Jesus' love for those who do not yet know him. As we respond to Jesus' call to take up our cross (Matthew 16:24), his invitation to deny ourselves in order to live (John 12:24-25), Paul's call to imitate Jesus (Philippians 2:5-8), and John's instruction to lay our lives down for others (1 John 3:16), we find ourselves and know God's love more deeply (Matthew 16:25). In this space we are being invited to embrace an outward, mission-hearted mindset over an inward, survivalist mindset. This outward, mission-hearted mindset moves us beyond our comfort zones, and into the lives of the people who live outside of our communities. It knows God's grace with such certainty, that it is always ready to give a reason for the hope that we have (1 Peter 3:15).

This outward mission-hearted mindset is the way of the cross. As faith energises us, as our hope and confidence in what Jesus has done on the cross grows within us, the radical nature of the gospel enables us to 'engage people with God's love in everyday life'. It is how others taste God's grace.

At times it may seem as though the Narnian winter is driving its chilly winds through our tired, achy bones... but by faith we know that the Holy Spirit is on the move – that the Holy Spirit has already landed.

As Martin Luther said (and this was quoted in last year's report)

"Faith is a living, bold trust in God's grace, so certain of God's favour that it would risk death a thousand times trusting in it. Such confidence and knowledge of God's grace makes you happy, joyful and bold in your relationship to God and all creatures. The Holy Spirit makes this happen through faith."

Look around. Where do you see the Holy Spirit's movement?

Some of the places I have noticed is through...

- a pastor encouraging his rural community to contribute to a devotional booklet that will encourage, not just themselves, but also the wider community;
- five congregations and leaders engaging with the process of clarifying their guiding principles to help them keep on task for the sake of the gospel;
- a number of congregations earnestly seeking to learn how best to share the good news – not just in actions, but also in words;
- a willingness by numerous communities to try different styles of worship services and service to help those who have grown up in a post-Christian culture engage with Jesus;
- the growth of some of our church plants, and a desire by other congregations to explore what it means to be a Sending or a Partnering Church with the LCA New and Renewing Church department;
- individuals seeking to learn how to connect relationally with people in their community;
- young adult communities gathering together to share God's love;
- the impact of the LCAQD Departments and Agencies: in our early childhood services, our schools, youth ministry and aged and community care;
- these various LCAQD Departments and Agencies working with their local congregations to engage people with the gospel;
- a growing awareness of how to engage in cross-cultural ministry; and
- there are so many more!

Assistant Director

In June 2019, we were delighted to have Mrs Kathy Matuschka join the Ministry and Mission Department in her capacity as Assistant Director. This is a different role to what we previously had in an Administrative Assistant. Kathy's gifts, her heart for connecting and listening to people, as well as her depth in Lutheran theology, have created a complementary team so that as a department we can provide greater support to the congregations, departments and agencies of the LCAQD.

Looking Ahead

The Department of Ministry and Mission connects with many aspects of the LCAQD, from collaborating with other departments and agencies in their mission, to supporting congregations with planning and calling processes, to communications, drought and disaster relief, support of cross-cultural ministry and administration of LLL mission grants. The office is never dull.

In this busy-ness, we constantly challenge ourselves to consider how we embody a 'kingdom culture' that transcends the things we do and achieve, and communicates God's timeless truths in ways that are relevant to the generations that follow. By the time we reach District Synod we will have run a mission workshop and participated in an LCAQD-wide ministry summit with the departments and agencies of the LCAQD. Each conversation opportunity leads to the next, as together we discover what it means to be a healthy church, working side-by-side in God's mission.

Disaster Relief and Recovery

During the last Synodical term, responsibility for overseeing LCAQD Disaster Relief and Recovery was transferred to the Department for Ministry and Mission.

Dorothea Mackellar's wonderful poem 'My Country' is a powerful expression of the diverse array of natural conditions that occur within Australia. Our country is impacted by floods and droughts, storms and cyclones, and all manner of weather in-between. However, when nature hits, not all is deemed a disaster – at least not from the perspective of the government. But all can have profound impact on the lives of mums and dads and children and grandparents. When lives are impacted, it provides an opportunity for the church to come together to support, love and help. Most recently, in response to the devastating Townsville floods, LCAQD schools and congregations along with the wider LCA, provided finance so that the members of St Paul's Lutheran Church, Townsville could provide additional financial resources and counselling to those profoundly affected through the floods.

For those events (such as drought) that are not declared disasters, we also seek to respond in caring and wise ways, through a Queensland Lutheran Giving (QLG) 'necessitous circumstances' fund. Tax-deductible donations towards 'disaster relief' or responses to 'necessitous circumstances' may be deposited into the appropriate QLG fund.

We pray for all those affected, and all providing assistance and care, in a year that has stretched many in Queensland.

Council for Ministry and Mission

Finally, I wish to acknowledge and thank the members of the Council for Ministry and Mission whose constant questioning, and whose breadth of experience, mix of age and gender, and

understanding of the differences in rural, regional and urban communities, provides wisdom and insight to both the Ministry and Mission Department and the LCAQD:

Rob Braunack
Pastor Noel Burton
Carl Eckermann
Robert Knock
Ben Lyons
Pastor David Schuppan
Vickie Schuurs
Anita Short

In His Service
Pastor David Schmidt
Director, Department for Ministry and Mission, LCAQD

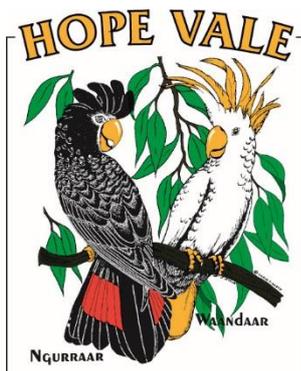
Kathy Matuschka
Assistant Director, Department for Ministry and Mission, LCAQD



Section 12.1

2019 Convention of Synod

North Queensland Report



2019 Report to LCAQD

Convention of Synod

Celebrate

This year we celebrate the 70th anniversary since the first people returned from Woorabinda to



begin building the town of Hope Vale we have today. We pause to remember them and what they have handed on to us. Only one of the original people to return remains with us today and that is Rev. George Rosendale. Special remembrance activities have been held with the specific intent of teaching our young people what their parents and grandparents endured to give us the life we have today. Some of the hardships were almost unbearable but for the Grace of God and the rock solid faith in God that these people had. We give thanks to Him as we honour them this year.

It is significant that the ministry of the Lutheran Church has remained for a period of 133 unbroken years. God is faithful to the end.



Generational Change

One of the most significant challenges in our ministry is keeping abreast of the changing expectations of the next generations. Baptism and Confirmation remain important to the majority, but where to after these events in the lives of our young people. More than 50% attend schools across Queensland for their secondary education which means they have encountered many

mainstream experiences, then to re engage where they were when they left their town is challenging and has not been happening.

Where people are not seeking the Gospel themselves we take the Gospel to them, everyday street walks, home and family Baptisms, pre funeral fellowship evenings, actively engaging in town events and one on one sharing the word are all ways we are reaching people. We are always welcomed where we take the message.

This is not an image of the past but a template for the future. God is always good and provides endless opportunities.

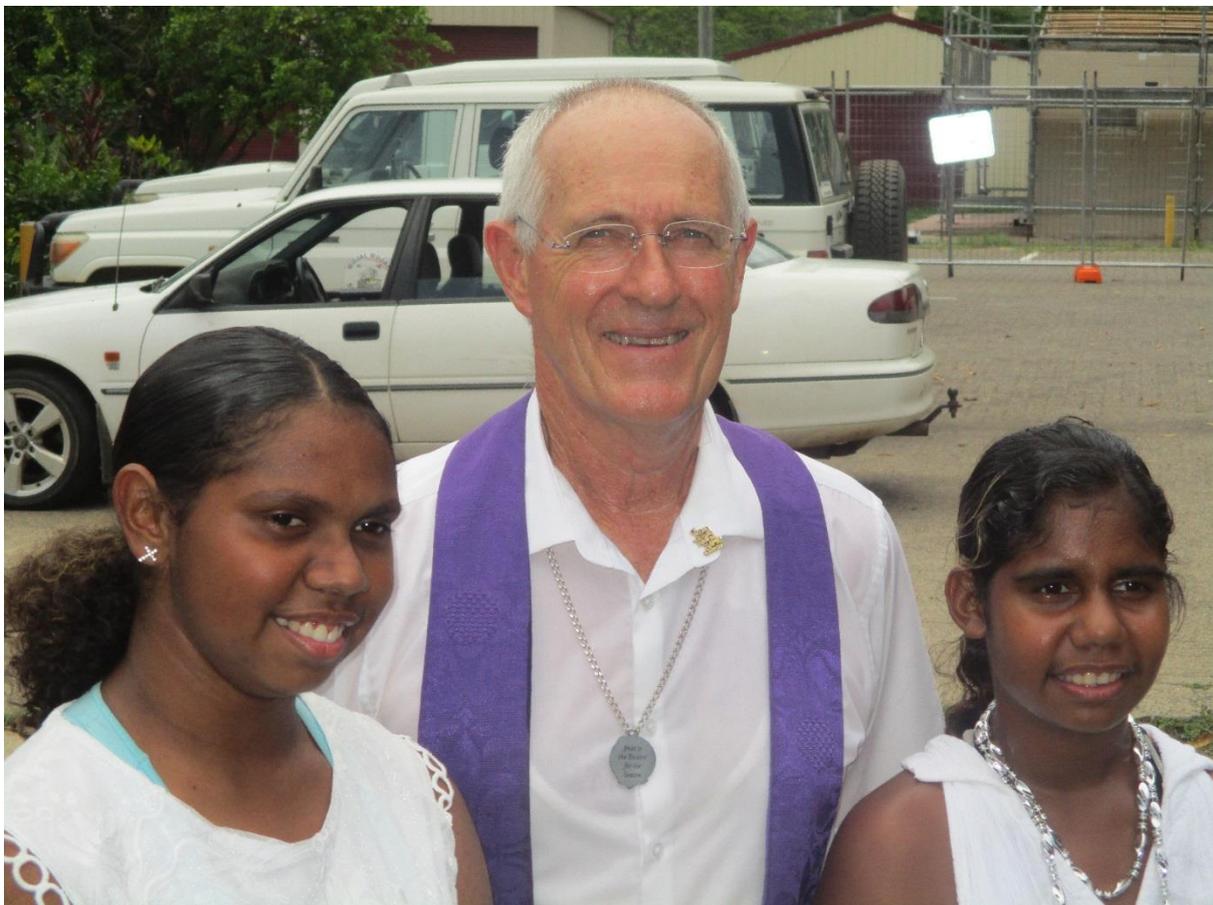


2020 and Beyond

In truth we really don't know? We do however, know that it is in God's hands and that He has always delivered on His promises. Following 10 very challenging years in ministry and finances during which we prayed that we would be in a position where we could have a transition to the next Pastor. This way we would have a time of sharing some of the complexities of this ministry. Only by the grace of God and His help in building some networks we

find ourselves in a position where this seems like a realistic possibility through prayer, savings, hard work, donations and bequests. A truly combined effort right across the LCA.

With this transition in mind we seek the endorsement of this synod to *transfer the funds remaining from the Far North Queensland Lutheran Mission Committee into the bank account of the Hope Vale Lutheran Church.* The Hope Vale congregation has consolidated the funds previously held by Wujal Wujal and Coen and now has financial and ministry oversight of these places. It is another transition that has had numerous benefits for all concerned especially the continuation of sharing the Gospel message and simplifying what was a reasonably complex financial arrangement.



We look forward to continuing the rewarding ministry in which we are involved, new opportunities everyday and walking beside God's people in the places we serve.

My new 'best friend'



May God Bless our beloved church forever and ever.

Respectfully Submitted David Spanagel



Family of 5 Baptised on the same day.



Section 13

2019 Convention of Synod

Lutheran Youth of Qld Report

LUTHERAN YOUTH QUEENSLAND

It is always a joy to share with you the way that God is using Lutheran Youth of Queensland to impact children, youth and families across our state. Through our training, camping and coaching ministries we now are blessed to connect with over 13,000 young people every year; sharing with the Good News of the Gospel and encouraging many of them in their journey of discipleship.

As we serve in this ministry we are continually humbled by the incredible generosity of individuals, congregations, our colleague departments and all in the District who partner with us in ministry. Thank you for the incredible encouragement, prayer support, volunteer support and financial contributions that you share with us every year. We are indebted to your partnership and we feel incredibly blessed to be serving alongside you!

KEY THEMES

There have been two key District-level ministry themes that have permeated our departmental ministry during the last synodical term that we believe are important to share with Synod.

Firstly, there has been a hope-filled, positive theme of collaboration. This theme has been primarily evident in the District's *Governance Change Project* which seeks to develop a collaborative governance approach that will help the institution of our church operate effectively into the future. The underlying spirit of collaboration that drives this project has been instigated by a District Church Council committed to working together as a whole of church, and an increasingly effective Senior Managers Forum where engagement and understanding is growing. Further to this a more active and capable Ministry & Mission Department deserves credit for their patient and purposeful linking of the various ministries of our church together in conversation and action.

We view this collaborative spirit positively and with hope for our church's future. While the practicalities of this collaboration are still being explored and developed, we believe that a collaborative approach is crucial for us to thrive as a Church in the future. Further, we welcome the growing spirit of support and encouragement that is part of this increasing collaboration.

The second theme that LYQ has experienced this year has been less positive as more young adults that are, and remain, connected to our ministry have decided to move away from their local Lutheran congregation. This is a trend that has existed for many years, but has been more poignant and evident during the last synodical term.

We wanted to share this experience with Synod in the hope that it might stimulate a healthy conversation in every congregation about how we are engaging and discipling the young people in our geographic communities.

We believe that this trend can be reversed if we're willing to make changes so that we can become communities where young people feel valued and nurtured. For some communities this will require small changes while for others they may be significant.

If you have noticed the young adults in your community leaving, then we would encourage you to start a local conversation about how you can be a community that young people love to be a part of, a place where they are empowered to try new things and are given leadership opportunities. This may involve an organisational, whole-of-church discussion – but it may also be direct conversations with your young people.

A great resource that could help you with this conversation is a book called *Growing Young* (<https://churchesgrowingyoung.com/>). Based on research of thriving churches it outlines how a church can 'grow young' and become a place that young people love. The online assessment tool might be a great way to start your church's reflection/conversation.

We would love to walk with you as you consider this issue in your local community. Working in partnership with the Ministry & Mission team, our Young Adult Ministry Coordinator can help your congregation to identify ways that you could be more welcoming for young people. Please call us on P: [3511 4080](tel:35114080) to find out more.

The rest of our Synod Report provides an overview of our ministry activity over the last 12 months. There is obviously, only so much that we can share through a report like this therefore please do not hesitate to contact us if you have any questions about our ministry. You can contact our office on P: [3511 4080](tel:35114080) or alternatively you might like to visit our stand or talk to one of our team at Synod. We would love to hear your story and have the opportunity to tell you more about what God is doing to impact young lives through our District. We hope that you enjoy reading about some of the ways our church is impacting young lives.

HOLIDAY CAMP MINISTRY

Ministry Snapshot	
Key Numbers:	559 Campers & 209 volunteer Leaders/Helpers/Cooks on 12 holiday camps
Blessing/s:	<ol style="list-style-type: none">1. Winter Kids Camp successfully launched2. Summer season now our largest camping season3. Incredible financial support from congregations & schools to help campers and leaders get to camp.
Challenge/s:	<ol style="list-style-type: none">1. Shortage of camp leaders (we could run more camps if we had more leaders)2. CLW camper numbers at low point in cycle(reduced to 4 SEQ CLW camps in 2018)3. Increasing percentage of campers with complex behaviour or care needs.

Holiday Camps remain a powerful way to share the Gospel with young people and a central part of our ministry. Our holiday camps are typically 5 days/4 nights in length and provide a space where children (grades 3-6) and teenagers (grades 7-12), can learn more about God within a Christ-centered community. For many, camp remains the moment where faith transitions from 'head knowledge' to a lived experience. The impact of that experience can be heard in the comments below:

Parent Quotes

"My daughter always has an amazing time meeting new friends and growing in her faith. I do notice a certain joy in her heart and glow after camp which tells me that she has had a wonderful spirit filled week full of worship and praise."

"We felt so strongly about wanting the kids to experience CLW. As they go to a state high school where there is no Christian guidance. We really want their faith to grow and our church has no youth, so to be in the same environment as other young people was so important. Since coming home, the kids have been so excited to tell us about different things they experienced like, The Energizers in the morning, The Final Countdown, the food and games. We are loving hearing them sing the songs, wanting to play them in the house & car."

Leader Quotes

"CQ CLW isn't a camp so much as it is a family. It is a place of belonging, true community and an expression of the love of God."

"Seeing the campers have deep moments of faith and change has challenged me to dive deeper into my own faith and reflect on what that means to me."

"CLW is a glimpse of the divine: A community which seeks God and is transformed by the grace He offers."

Camper Quotes

"Camp was full of fun and I learnt more about God and his ways with the world. I enjoyed the 'small' group work where I could participate and engage without any pressure."

“[God] really showed me how amazing He is and to just trust Him, even through the times that are difficult. He also showed me that I am worth more than I can imagine to Him and He will do everything He can to reach every single one of us.”

“Camp this year was absolutely amazing, all the activities, small group times and especially worship-awesome! I feel like my faith in these times grew tenfold and already can’t wait till next year.”

Camping Ministry Support – THANKYOU!!

We cannot thank enough the **incredible congregations and Lutheran schools that sponsor children, teenagers and young adults to attend our holiday camps**. Every year a number of congregations and schools provide substantial discounts - *some pay the entire cost* – so that the young people in their communities can grow closer to God through our holiday camps (either as campers or leaders). Thank you for investing so strongly and clearly in the faith of the young people in your community!

IN-SCHOOL TRAINING

Ministry Snapshot	
Key Numbers:	In 2008 we facilitated 49 workshops, involving over 2500 students at 17 different schools.
Blessing/s:	<ol style="list-style-type: none"> 1. Strong growth from 28 workshops in 2017 to a 49 in 2018. We project facilitating 70+ in 2019. 2. An amazing, vibrant, young, team of casual staff who are doing a fabulous job investing in the lives of students.
Challenge/s:	<ol style="list-style-type: none"> 1. Logistically keeping up with the strong growth over the last 2 years. 2. Lack of consistent work (the ministry is seasonal) makes it difficult to retain team members.

During the last Synodical term, we continued to experience strong growth in our In-school Training ministry. Every year we are blessed to equip hundreds of students through our leadership and personal development workshops facilitated in Lutheran, Catholic and Independent schools. In the last twelve months this exciting ministry has grown 75%.

The workshops we facilitate typically focus on key topics for senior students including team development, conflict resolution, gender specific matters, leadership development, culture development and time management. We facilitate both short-term (1/2 day, full-day, camp) or long-term (six months coaching for key student leaders) training at the school’s choice of location. We are also able to partner with schools to deliver ‘pathway’ programs that provide an integrated and consistent training program across multiple year levels.

Importantly, we find these workshops are a great opportunity to present the Gospel to students. Our workshops are facilitated in Christian schools so our team are able to promote Jesus as the perfect servant leader and model the Christian faith to participants in word and action.

CAMPSITE MINISTRY

Ministry Snapshot	
Key Numbers:	<ul style="list-style-type: none">- 27,461 camper nights at Luther Heights in 2018 (4% lower than 2017)- 2,823 camper nights at Koojarewon in 2018 (21% lower than 2017)
Blessing/s:	<ol style="list-style-type: none">1. Development process at Luther Heights has progressed well.2. Consistent bookings at Luther Heights coming off a very strong 2017
Challenge/s:	<ol style="list-style-type: none">1. Drop in bookings at Koojarewon resulting in a negative financial result.2. Lack of consistent bookings at Koojarewon makes it difficult to retain team members

We are blessed to welcome over 14,000 guests every year to our two beautiful campsites; Koojarewon Youth Camp, Highfields and Luther Heights Youth Camp, Coolum Beach. We love the opportunity that campsite ministry provides to share God's love with a diverse group of young people (and adults!).

For our campsite team the last synodical term has been focused on preparations for our first construction project in over 30 years; the addition of two new buildings at Luther Heights Youth Camp. The project is the first development stage in a new masterplan for Luther Heights Youth Camp and is comprised of:

- A new double storey accommodation building accommodating 92 guests in ensuited rooms.
- A new dining facility that can serve meals to 184 guests.
- An extension to the kitchen enabling more efficient catering to clients.

The \$5.26M project will commence construction in early April and the current program should see the project be completed in late 2019. The exciting thing about this expansion for our team is the opportunity that this expansion will give us to minister to an extra 6,000 guests every year... *we're looking forward to welcoming new guests into the facilities in January 2020!*

Operationally, our campsite ministry was relatively stable in 2018 with the exception of a decrease in bookings at Koojarewon. Our team are working hard to find a place for Koojarewon within the camping market and as such, our bookings fluctuate year to year. Our strategy to stabilise our position is to focus on local primary schools and day visitors. Our new site manager Dallan Lieschke, has been driving this strategy and we are beginning to see improvements in this area. Our foundation site coordinator and long-term leader Jodie Hauser, left for other employment in early 2019. We want to acknowledge Jodie's great work leading our onsite team since we took over management of Koojarewon in mid-2014.

Campsite Support – THANKYOU!!

A key part of our ministry success at Koojarewon and Luther Heights is the tremendous support we receive from our church community. Thank you to all the amazing volunteers, who contribute every year through our Work and Fellowship Camps and in other ways to enhance our facilities and the experience we provide to campers – thank you!

YOUNG ADULT MINISTRY

Ministry Snapshot	
Key Numbers:	<ul style="list-style-type: none"> - 162 connection and support meetings with young adults - 92 attendees at The Gathering 2019 - 12 attendees at the Young Adult Discipleship Retreat (YADR) 2018
Blessing/s:	<ul style="list-style-type: none"> - Seeing young adults connect with faith communities - Seeing regular attendance at and growing faith at our <i>Surrender</i> prayer and worship nights - Great network of competent and committed young adults - 5 Years of hospitality with our Connection Dinner (ended in 2018)
Challenge/s:	<ul style="list-style-type: none"> - Losing key young adult leaders away from the LCAQD to other churches - Difficulty finding Lutheran churches that want to partner in mission to young adults and become places in which young adults want to connect.

Our Young Adult ministry continues to be an area of strength with our layered ministry approach building a strong network of peer support and encouraging young adults in their discipleship.

In 2018, we concluded our weekly Connection Dinners after five fruitful years. In its place our Young Adult Ministry Coordinator is focusing on establishing and supporting a network of young adult small groups. The intent is for these small groups to be key discipleship groups and to provide an expanded connection network that can welcome and support young adults who are new to the community.

A blessing for the synodical term has been the growing faith development that we have seen at our monthly *Surrender* prayer and worship nights. The young adults involved have appreciated the opportunity this evening provides to engage in passionate worship, spend time sharing personally and engaging with each other in prayer. These nights have also been a place where many new or unconnected people have come to and we are increasing our focus on connecting these young adults with communities where their faith can grow.

An important change over the last synodical term, and looking into the future, is the growing collaboration between LYQ and the Ministry & Mission department. Our Young Adult Ministry Coordinator plays an important 'linking' role between our ministries and we anticipate this strengthening as Ministry & Mission increase their focus on leadership development and church planting.

LUMINATE

Ministry Snapshot	
Key Numbers:	6 participants in 2019. Commenced in 2016
Blessing/s:	<ol style="list-style-type: none"> 1. New scholarship system through Queensland Lutheran Giving has made Luminare financially accessible 2. Significant personal and faith growth for our 2018 participants
Challenge:	We need 10-12 participants for Luminare to be self-sustaining.

Luminare [verb: To illuminate] is our discipleship gap year ministry that commenced in 2016. This year we are blessed to have six participants involved. *Luminare* is a 12 month experience for

young adults (18-23) that fosters faith through formal learning, a strong peer community and ministry experience. The purpose of *Luminate* is to grow life-long disciples that live a life of service wherever God calls them.

Luminate has been proven to deliver a rich discipleship experience for participants, helping them to grow in their Christian faith and self-understanding. These positive outcomes are achieved through the investment of significant staff time. To be sustainable this approach requires 10-12 participants per year. In 2019 we will be reviewing our *Luminate* ministry to consider if our current approach is appropriate and sustainable into the long-term.

FINANCES

In the last synodical term, Lutheran Youth of Queensland recorded a modest surplus with our campsites reporting a combined 9% surplus and our non-campsite ministries breaking even (see attached audited reports). Overall this was a pleasing result however, it should be noted that our campsite surplus was down on budget due to a negative financial result at Koojarewon. In contrast our non-campsite ministry improved from a deficit the previous year due to growth in our In-school Training ministry and generous donations. We continue to operate with minimal margins so that we can keep our ministry as affordable as possible.

Development at Luther Heights

The largest financial matter for LYQ at this point is our Stage 1A development project at Luther Heights Youth Camp which will cost \$5.26M. This project is being funded through a \$4.16M loan from the LLL and \$1.1M of cash reserves that we have built up over the last ten years.

We are confident in the success of this project however it will reduce our financial capacity in the short to medium term and our ability to support ministry initiatives that are not self-sustaining.

District Support, Rent & Governance Fees

We have received incredible support from the District over the last ten years. This support is slowly reducing as our ministry becomes more sustainable.

In 2017 LYQ commenced paying annual rent for the office space we use at the LCAQD Milton Office. We know that District Church Council would like us to also contribute a governance fee in the long-term. To date this has been an on-going conversation and we are grateful to District Church Council for their understanding in slowly implementing these charges over a number of years so we can absorb the impact (particularly given our development project).

At the time of writing this report the 2020 District Budget was not yet finalised or available. We are hopeful that the new governance structure and associated budgeting approach will continue to be generous to our ministry.

HOW YOU CAN SUPPORT THIS IMPORTANT MINISTRY

The vibrancy and influence of LYQ's ministry is only possible because of the incredible support we receive from members of the Queensland District – thank you!

You and your congregation can continue to grow the effectiveness and reach of this important Lutheran ministry in the following ways:

1. Pray for us – Please add us to your congregational prayer list. In particular we would love prayers for our various ministries:

- Koojarewon Youth Camp
- Luther Heights Youth Camp
- Luminare Gap Year
- Holiday camp ministry
- Young Adult ministry
- In-school workshops
- Congregational support ministry

2. Volunteer Support

a) *Join one of our upcoming Work Camps at Luther Heights or Koojarewon (July 2019 and March 2020).* Help us reinvigorate the buildings and grounds while having lots of fun. We provide the food, accommodation and the projects... you provide the hard work and the laughs! Our Work and Fellowship camps are a great intergenerational activity with all ages sharing their gifts and experience together to benefit others.

b) *Administration Support*

We are always looking for volunteers to assist with administrative tasks in our four offices (Milton, Ipswich, Highfields and Coolum). Contact us to find out more.

3. Financial Support

You and your congregation may wish to provide one-off or monthly contributions. Donations can be made at www.lyq.org.au/donate.

To find out more about how you can help or to register your support please contact Aaron on P: 3511 4080 or aaron.glover@lyq.org.au.

Thank you for your ongoing support.

Respectfully submitted

Keziah Sydes
Lutheran Youth of Queensland – Chairperson

LUTHER HEIGHTS YOUTH CAMP

MANAGEMENT REPORT FOR THE YEAR ENDED 31 DECEMBER 2018

LUTHER HEIGHTS YOUTH CAMP

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Auditors' Report	7
Detailed Profit and Loss Statement	9

LUTHER HEIGHTS YOUTH CAMP

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	This Year \$	Last Year \$
Income			
Revenue		2,950,318.65	2,984,539.40
Other income		4,410.79	-
		2,954,729.44	2,984,539.40
Expenditure			
Advertising expenses		(14,542.07)	(15,867.82)
Auditors' remuneration		(3,500.00)	(4,000.00)
Bad and doubtful debt expenses		-	(681.82)
Depreciation and amortisation expenses		(58,624.00)	(55,053.33)
Employee benefits expenses		(1,512,347.49)	(1,439,166.60)
Impairment of property, plant and equipment		(32,293.59)	(40,284.54)
Other expenses		(1,062,658.48)	(1,044,669.01)
		270,763.81	384,816.28
Profit for the year		270,763.81	384,816.28
Retained earnings at the beginning of the financial year		3,814,290.04	3,429,473.76
Profit		4,085,053.85	3,814,290.04

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached Audit Report.

LUTHER HEIGHTS YOUTH CAMP

BALANCE SHEET AS AT 31 DECEMBER 2018

	Note	This Year \$	Last Year \$
ASSETS			
Cash and cash equivalents	2	1,378,127.22	1,263,527.47
Trade and other receivables	3	66,139.34	104,547.05
Prepayments		2,722.50	-
TOTAL CURRENT ASSETS		1,446,989.06	1,368,074.52
NON-CURRENT ASSETS			
Property, plant and equipment	4	3,337,651.96	3,108,673.89
TOTAL NON-CURRENT ASSETS		3,337,651.96	3,108,673.89
TOTAL ASSETS		4,784,641.02	4,476,748.41
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	5	117,874.78	157,053.68
Borrowings	6	221,595.00	208,045.00
TOTAL CURRENT LIABILITIES		339,469.78	365,098.68
NON-CURRENT LIABILITIES			
Employee benefits	7	66,866.86	62,133.20
TOTAL NON-CURRENT LIABILITIES		66,866.86	62,133.20
TOTAL LIABILITIES		406,336.64	427,231.88
NET ASSETS		4,378,304.38	4,049,516.53
MEMBERS' FUNDS			
Reserves	8	293,250.53	235,226.49
Retained earnings	9	4,085,053.85	3,814,290.04
TOTAL MEMBERS' FUNDS		4,378,304.38	4,049,516.53

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached Audit Report.

LUTHER HEIGHTS YOUTH CAMP

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2018

	This Year	Last Year
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	2,961,473.05	3,110,287.60
Payments to suppliers and employees	(2,660,762.09)	(2,563,276.41)
Interest received	27,253.31	19,611.61
Net cash provided by (used in) operating activities	327,964.27	566,622.80
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of property, plant and equipment	57,245.70	-
Proceeds from sale of other assets	-	67.37
Payments for property, plant and equipment	(281,687.72)	(89,612.92)
Payments for other assets	(2,722.50)	-
Net cash provided by (used in) investing activities	(227,164.52)	(89,545.55)
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds from borrowings	13,800.00	8,530.00
Net cash provided by (used in) financing activities	13,800.00	8,530.00
Net increase (decrease) in cash held	114,599.75	485,607.25
Cash at beginning of year	1,263,527.47	777,920.22
Cash at end of year	1,378,127.22	1,263,527.47

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached Audit Report.

LUTHER HEIGHTS YOUTH CAMP

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

	This Year	Last Year
	\$	\$
1 Statement of Significant Accounting Policies		
<p>This financial report is a special purpose financial report prepared for use by the director and members of the company. The director has determined that the company is not a reporting entity.</p> <p>The financial report is prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.</p>		
2 Cash and Cash Equivalents		
Bank Accounts		
Luther Heights Youth Camp General Account	9,723.52	22,436.10
Luther Heights Deposit Account	1,336,747.83	1,097,761.76
Luther Heights Drawings Account	23,179.12	30,000.00
Luther Heights Reserve Account	4,406.24	110,372.16
Koojarewon Lutheran Deposit Account	4,070.51	2,957.45
	<u>1,378,127.22</u>	<u>1,263,527.47</u>
	<u>1,378,127.22</u>	<u>1,263,527.47</u>
3 Trade and Other Receivables		
Current		
Trade Debtors	<u>66,139.34</u>	<u>104,547.05</u>
	<u>66,139.34</u>	<u>104,547.05</u>

LUTHER HEIGHTS YOUTH CAMP

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

	This Year \$	Last Year \$
4 Property, Plant and Equipment		
Land and Buildings		
Land & Buildings at Cost	400,710.00	400,710.00
Structural Improvements - Cost	1,382,696.35	1,134,178.37
Less Prov'n for Depreciation	<u>(42,644.74)</u>	<u>(35,988.22)</u>
	1,340,051.61	1,098,190.15
Total Land and Buildings	<u>1,740,761.61</u>	<u>1,498,900.15</u>
Plant & Equipment - at Cost	1,911,784.08	1,898,999.52
Less Prov'n for Depreciation	<u>(424,662.82)</u>	<u>(396,615.10)</u>
	1,487,121.26	1,502,384.42
Motor Vehicles - at Cost	77,375.83	68,946.59
Less Prov'n for Depreciation	<u>(38,194.87)</u>	<u>(50,276.07)</u>
	39,180.96	18,670.52
Office Equipment - at Cost	32,150.96	33,589.85
Less Prov'n for Depreciation	<u>(29,674.19)</u>	<u>(30,471.52)</u>
	2,476.77	3,118.33
Furniture & Fittings - at Cost	310,165.33	310,165.33
Less Prov'n for Depreciation	<u>(242,053.97)</u>	<u>(224,564.86)</u>
	68,111.36	85,600.47
Total Plant and Equipment	<u>1,596,890.35</u>	<u>1,609,773.74</u>
Total Property, Plant and Equipment	<u>3,337,651.96</u>	<u>3,108,673.89</u>
5 Accounts Payable and Other Payables		
Current		
Trade Creditors	104,133.78	123,911.68
Income Received in Advance	1,750.00	1,500.00
GST on Supplies	<u>11,991.00</u>	<u>31,642.00</u>
	117,874.78	157,053.68
6 Lease Liabilities		
Current		
Deposits Refundable	<u>221,595.00</u>	<u>208,045.00</u>
Total borrowings	<u>221,595.00</u>	<u>208,045.00</u>
7 Employee Benefits		

LUTHER HEIGHTS YOUTH CAMP

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

	This Year	Last Year
	\$	\$
<hr/>		
Non-Current		
Prov'n for Long Service Leave	<u>66,866.86</u>	<u>62,133.20</u>
8 Reserves		
Salary Reserve	60,000.00	60,000.00
Koojarewon Contributed Funds	60,001.16	60,001.16
Sinking Fund Reserve	<u>173,249.37</u>	<u>115,225.33</u>
	<u>293,250.53</u>	<u>235,226.49</u>
9 Retained Earnings		
Retained earnings at the beginning of the financial year	3,814,290.04	3,429,473.76
Net profit attributable to the association	<u>270,763.81</u>	<u>384,816.28</u>
Retained earnings at the end of the financial year	<u>4,085,053.85</u>	<u>3,814,290.04</u>

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LUTHER HEIGHTS YOUTH CAMP

Report on the Audit of the Financial Report

Qualified Opinion

It was not practical to confirm that all sources of revenue of the entity have been received and banked prior to their initial entry in the accounting records. Our audit relating to these items was therefore limited to the amounts recorded. In our opinion, the financial report of the association presents fairly, in all material respects the associations financial position as at the reporting date , and of its financial performance and its cash flows for the year ended 31 December 2018.

Basis for Opinion

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

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter- Basis of Accounting

We draw attention to note 1 to the financial report, which describes the basis of accounting. The financial report is prepared to assist the association in preparing financial reports for use by its members. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the association and should not be distributed to or used by parties other than the association. Our opinion is not modified in respect to this matter.

Responsibilities of Management and those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial report and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the association's financial reporting process.

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF LUTHER HEIGHTS YOUTH CAMP**

Auditors' 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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with 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.

Name of Firm: G J Walsh & Co
Certified Practising Accountants



Name of Partner: _____
D P Richardson CPA

Address: 213 Brisbane Street, IPSWICH QLD 4305

Dated this 21st day of March 2018

LUTHER HEIGHTS YOUTH CAMP
PROFIT AND LOSS STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2018

	This Year	Last Year
	\$	\$
<hr/>		
INCOME		
Interest Received	<u>27,253.31</u>	<u>19,611.61</u>
OTHER INCOME		
Sundry Income		
Accommodation - Catered	633,032.37	654,690.54
Cancellation Charges	8,877.27	9,772.72
Lease Income	71,417.55	67,901.63
Meals - Catered	1,444,260.24	1,501,304.71
Programmes	710,148.96	659,819.98
Other Income	4,121.12	10,985.17
Donations	4,760.06	6,807.86
Employment Assistance Funding	24,411.62	14,592.15
Reimbursements	<u>22,036.15</u>	<u>39,053.03</u>
	2,923,065.34	2,964,927.79
Profit on Sale of Assets	<u>4,410.79</u>	<u>-</u>
	<u>2,927,476.13</u>	<u>2,964,927.79</u>
	<u>2,954,729.44</u>	<u>2,984,539.40</u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached Audit Report.

LUTHER HEIGHTS YOUTH CAMP

PROFIT AND LOSS STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2018

	This Year	Last Year
	\$	\$
EXPENSES		
Administration Charges	14,207.59	11,269.34
Advertising & Promotion	14,542.07	15,867.82
Auditors Remuneration - Fees	3,500.00	3,500.00
Auditors Remuneration - Food Safety Audit	-	500.00
Bad Debts	-	681.82
Bank Charges	164.39	133.12
Catering Supplies	381,042.66	417,122.94
Cleaning	20,133.88	24,141.11
Consultants Fees	3,000.00	3,700.00
Council Fees	32,293.59	40,284.54
Depreciation	58,624.00	55,053.33
Electricity & Gas	54,752.67	60,365.54
General Expenses	5,640.74	3,283.78
Insurance	24,440.88	22,622.80
Licences, Registrations, Permits	3,806.37	3,934.50
LYQ Contribution	263,652.00	242,267.04
Motor Vehicle Expenses		
Fuel & Oil	4,918.95	3,605.10
Insurance & Registration	3,079.42	2,482.35
Repairs & Maintenance	7,575.50	5,151.87
	15,573.87	11,239.32
Pest Control	3,154.55	2,640.91
Postage	131.59	627.23
Printing & Stationery	4,995.29	5,677.63
Programming Supplies	43,375.18	52,589.97
Prov'n for Employee Ent'ments	21,317.83	1,669.05
Prov'n for Sinking Fund	88,448.00	85,045.92
Repairs & Maintenance	88,980.19	76,131.04
Staff Amenities	-	1,457.99
Staff Training	15,049.94	28,875.05
Subscriptions	3,936.72	3,521.81
Telephone	9,526.84	9,212.75
Travelling Expenses	4,696.94	1,184.83
Uniforms	3,196.58	1,925.03
Wages	1,497,297.55	1,408,833.56
Work Cover	4,483.72	4,363.35
	2,683,965.63	2,599,723.12
Profit for the year	270,763.81	384,816.28

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached Audit Report.



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LUTHERAN YOUTH OF QUEENSLAND

MANAGEMENT REPORT FOR THE YEAR ENDED 31 DECEMBER 2018

LUTHERAN YOUTH OF QUEENSLAND

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LUTHERAN YOUTH OF QUEENSLAND

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	This Year \$	Last Year \$
Income			
Revenue		1,061,098.49	992,675.82
Raw materials and consumables used		(8,372.83)	(6,520.29)
Expenditure			
Advertising expenses		(17,922.72)	(21,128.17)
Auditors' remuneration		(2,500.00)	(2,500.00)
Depreciation and amortisation expenses		(181.75)	(545.26)
Employee benefits expenses		(611,391.87)	(566,123.73)
Other expenses		<u>(418,099.53)</u>	<u>(417,398.85)</u>
		<u>2,629.79</u>	<u>(21,540.48)</u>
Profit (Loss) for the year		2,629.79	(21,540.48)
Retained earnings at the beginning of the financial year		<u>252,540.20</u>	<u>274,080.68</u>
Profit		<u>255,169.99</u>	<u>252,540.20</u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached Audit Report.

LUTHERAN YOUTH OF QUEENSLAND

BALANCE SHEET AS AT 31 DECEMBER 2018

	Note	This Year \$	Last Year \$
ASSETS			
Cash and cash equivalents	2	627,205.96	440,769.22
Trade and other receivables	3	51,889.33	44,245.16
Prepayments		3,025.28	-
TOTAL CURRENT ASSETS		682,120.57	485,014.38
NON-CURRENT ASSETS			
Property, plant and equipment	4	-	181.75
TOTAL NON-CURRENT ASSETS		-	181.75
TOTAL ASSETS		682,120.57	485,196.13
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	5	56,898.27	64,717.72
Deposits	6	205,595.02	14,602.95
TOTAL CURRENT LIABILITIES		262,493.29	79,320.67
NON-CURRENT LIABILITIES			
Prov'n for Asset Replacement		19,000.00	10,000.00
Employee benefits	7	62,151.07	60,029.04
TOTAL NON-CURRENT LIABILITIES		81,151.07	70,029.04
TOTAL LIABILITIES		343,644.36	149,349.71
NET ASSETS		338,476.21	335,846.42
MEMBERS' FUNDS			
Reserves	8	83,306.22	83,306.22
Retained earnings	9	255,169.99	252,540.20
TOTAL MEMBERS' FUNDS		338,476.21	335,846.42

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached Audit Report.

LUTHERAN YOUTH OF QUEENSLAND

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2018**

	This Year	Last Year
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	1,053,382.41	996,232.46
Payments to suppliers and employees	(1,065,835.57)	(1,013,677.59)
Interest received	7,716.08	9,332.37
Net cash provided by (used in) operating activities	<u>(4,737.08)</u>	<u>(8,112.76)</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of property, plant and equipment	181.75	-
Net cash provided by (used in) investing activities	<u>181.75</u>	<u>-</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds from borrowings	194,867.07	4,411.80
Repayment of borrowings	(3,875.00)	(1,043.18)
Net cash provided by (used in) financing activities	<u>190,992.07</u>	<u>3,368.62</u>
Net increase (decrease) in cash held	186,436.74	(4,744.14)
Cash at beginning of year	440,769.22	445,513.36
Cash at end of year	<u>627,205.96</u>	<u>440,769.22</u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached Audit Report.

LUTHERAN YOUTH OF QUEENSLAND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

	This Year	Last Year
	\$	\$
1 Statement of Significant Accounting Policies		
<p>This financial report is a special purpose financial report prepared for use by the director and members of the company. The director has determined that the company is not a reporting entity.</p> <p>The financial report is prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.</p>		
2 Cash and Cash Equivalents		
Bank Accounts		
Lutheran Youth of QLD Cheque Account	16,163.32	23,444.70
Lutheran Youth of QLD Investment Account	238,675.03	241,274.71
Lutheran Youth of QLD Fundraising Account	2,172.87	60.00
Lutheran Youth of QLD Reserve Account	350,392.79	155,989.81
Lutheran Youth of QLD Cheque Account	19,801.95	20,000.00
	627,205.96	440,769.22
	627,205.96	440,769.22
3 Trade and Other Receivables		
Current		
Trade Debtors	51,266.33	41,957.16
GST on Acquisitions	623.00	2,288.00
	51,889.33	44,245.16
	51,889.33	44,245.16
4 Property, Plant and Equipment		
Plant & Equipment - at Cost	3,433.47	3,433.47
Less Prov'n for Depreciation	(3,433.47)	(3,433.47)
	-	-
Office Equipment - at Cost	59,118.50	59,118.50
Less Prov'n for Depreciation	(59,118.50)	(58,936.75)
	-	181.75
	-	181.75

LUTHERAN YOUTH OF QUEENSLAND

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

	This Year	Last Year
	\$	\$
Total Plant and Equipment	-	181.75
Total Property, Plant and Equipment	-	181.75
5 Accounts Payable and Other Payables		
Current		
Trade Creditors	56,898.27	64,717.72
6 Deposits		
Current		
Deposits Refundable	1,951.50	5,826.50
Unspent Event Sponsorship	203,643.52	8,776.45
Total current deposits	205,595.02	14,602.95
Total deposits	205,595.02	14,602.95
7 Employee Benefits		
Non-Current		
Prov'n for Long Service Leave	62,151.07	60,029.04
8 Reserves		
Asset Revaluation Reserve	3,306.22	3,306.22
Salary Reserve	80,000.00	80,000.00
	83,306.22	83,306.22
9 Retained Earnings		
Retained earnings at the beginning of the financial year	252,540.20	274,080.68
Net profit (Net loss) attributable to the association	2,629.79	(21,540.48)
Retained earnings at the end of the financial year	255,169.99	252,540.20

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LUTHERAN YOUTH OF QUEENSLAND

Report on the Audit of the Financial Report

Qualified Opinion

It was not practical to confirm that all sources of revenue of the entity have been received and banked prior to their initial entry in the accounting records. Our audit relating to these items was therefore limited to the amounts recorded. In our opinion, the financial report of the association presents fairly, in all material respects the associations financial position as at the reporting date , and of its financial performance and its cash flows for the year ended 31 December 2018.

Basis for Opinion

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

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter- Basis of Accounting

We draw attention to note 1 to the financial report, which describes the basis of accounting. The financial report is prepared to assist the association in preparing financial reports for use by its members. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the association and should not be distributed to or used by parties other than the association. Our opinion is not modified in respect to this matter.

Responsibilities of Management and those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with the Associations Incorporation Act 1981 and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the association's financial reporting process.

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF LUTHERAN YOUTH OF QUEENSLAND**

Auditors' 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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with 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.

Name of Firm: G J Walsh & Co
Certified Practising Accountants



Name of Partner: _____
D P Richardson CPA

Address: 213 Brisbane Street, IPSWICH QLD 4305

Dated this 21st day of March 2019

LUTHERAN YOUTH OF QUEENSLAND

PROFIT AND LOSS STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2018

	This Year	Last Year
	\$	\$
<hr/>		
SALES		
Sales	<u>7,823.89</u>	<u>8,292.94</u>
 LESS: COST OF GOODS SOLD		
Purchases	<u>8,372.83</u>	<u>6,520.29</u>
 GROSS (LOSS) PROFIT FROM TRADING	<u>(548.94)</u>	<u>1,772.65</u>
 OTHER INCOME		
Interest Received	7,716.08	9,332.37
Sundry Income		
Bus Fares	7,796.25	4,855.95
Corporate Sponsorship	26,768.18	23,118.18
Event Fees	524,251.98	487,841.29
Expense Reimbursement	23,492.23	20,995.34
Fund Raising	88,374.91	85,511.20
Grants & Subsidies	8,930.00	16,970.28
Luther Heights Contribution	263,652.00	242,267.04
LCA - QLD Contribution	94,971.59	86,323.22
Other Income	1,341.38	1,684.01
Grow Together	5,980.00	5,484.00
	<u>1,045,558.52</u>	<u>975,050.51</u>
	<u>1,053,274.60</u>	<u>984,382.88</u>
	<u>1,052,725.66</u>	<u>986,155.53</u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached Audit Report.

LUTHERAN YOUTH OF QUEENSLAND

**PROFIT AND LOSS STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2018**

	This Year	Last Year
	\$	\$
EXPENSES		
Accommodation Expenses	56,535.69	53,722.00
Advertising & Promotion	17,922.72	21,128.17
Auditors Remuneration - Fees	2,500.00	2,500.00
Bank Charges	1,578.63	1,099.97
Catering	137,258.02	140,115.47
Coach Carter	6,779.80	9,444.26
Computer Expenses	1,191.27	2,215.20
Copyright	969.30	800.36
Depreciation	181.75	545.26
Event Program Costs	105,566.15	114,058.37
Fundraising Costs	22,497.04	29,427.86
General Expenses	3,094.75	421.59
Insurance	1,611.79	1,470.16
LCAQD Governance	1,000.00	-
LYQ Council Expenses	3,463.29	2,089.98
Postage	8,285.42	7,111.90
Printing & Stationery	5,455.33	3,627.19
Prov'n for Employee Ent'ments	5,171.61	8,317.37
Prov'n for Asset Replacement	14,135.45	-
Rent	15,087.60	14,553.20
Repairs & Maintenance	3,780.14	4,242.64
Sponsorship	1,137.00	1,110.00
Staff Amenities	1,621.25	632.79
Staff Training	33,686.81	26,448.60
Subscriptions	396.71	40.00
Telephone	7,723.22	7,686.20
Tertiary Ministry Expenses	2,971.30	4,002.46
Travelling Expenses	12,410.02	11,842.67
Wages	576,083.81	539,042.34
	1,050,095.87	1,007,696.01
Profit (Loss) for the year	2,629.79	(21,540.48)

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached Audit Report.



Section 14

2019 Convention of Synod

Lutheran Education Qld Report



Reports to Synod 2019

Lutheran Education Queensland
including
Queensland Lutheran Early Childhood Services,
Schools of the District
and
Congregational School

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Reports to Synod 2019

Lutheran Education Queensland

COUNCIL OF LUTHERAN EDUCATION QUEENSLAND

We note that there is a separate report from the Queensland Lutheran Early Childhood Services branch (QLECS) of Lutheran Education Queensland (LEQ) specifically with regard to the early childhood services and therefore, this report focuses almost exclusively on the schools and colleges of the Department.

1. Staffing

The LEQ Secretariat comprised the following staff in 2018:

	<i>Role</i>		<i>Role</i>
Dennis Mulherin	Executive Director	Meg Noack	Director – Identity & Formation
Darren Pope	Director – Leadership & School Improvement	Dominique Jacqueline (until Aug)	Education Officer – I & F (p/t)
Sandra McCullough	Executive Assistant	Stephanie Maher (from Oct)	Education Officer – I & F (p/t)
Kerryn Simpendorfer	Chief Financial Officer	Kellie Ogg	Archiving (p/t)
Donna Foxwell	Accountant/Financial Analyst	Eric Wilson	Risk Services Manager
Joseph Chia	Systems Financial Analyst	Paul Pantelimon	ICT Technical Support
Christina Spacie	Accountant (p/t)	Val Lycho	Admin Officer - Compliance
Danielle Schneider	Accountant / Payroll	Derek Bartels	Director – Innovation & Technology
Jean Acutt	Payroll (p/t)	Tracey Dalton (until Sep)	Admin Officer – I & F
Hannah Doecke (until Aug)	Receptionist	Alex Wong	XTech (charge out)
Asif Wasseen	XTech (charge out)		

This level of staffing equates to a head count of 21, an FTE of 18.9 of which 16.9 was funded through the Secretariat budget. Taking into account staff departures that were not replaced and long-term staff absences due to illness, the effective FTE for 2018 was 15.2. As way of comparison, in 2017 the Secretariat had a head count of 22, an FTE of 18.5, of which 16.0 was funded from the Secretariat budget. (See table 1 below.) I present this to reinforce the belief that the Secretariat is running as efficiently as possible as it aims to support schools without duplicating services offered by other agencies such as ACARA, QCAA and ISQ.

Year	Head Count	Effective Annual FTE	Funded from Levy	System Enrolments
2017	22	18.5	16.0	18,107.5
2018	21	17.2	15.2	18,049.2

Table 1. Comparison of Secretariat staffing levels 2017 and 2018

Each year we review our services by way of an anonymous survey and at the end of 2018, the satisfaction levels were generally between high and very high. Whilst we are able to track much of the general satisfaction levels longitudinally, for the first time in 2017, we asked for specific feedback on the quality of service offered by the individual members of the Secretariat leadership team. A summary has recently been supplied to CLEQ and the Secretariat uses the results of the survey to improve processes.

2. Enrolment Trend

Overall, total enrolments for the 26 schools at 2018 Commonwealth Census was 18,049, down 58 students on the corresponding 2017 figure. The competitive environment continues to challenge Lutheran schools to provide a high quality Christian education at an affordable price. There is a nationwide shift back from Non-State education to government schools for a variety of reasons.

A number of schools grew in enrolments between 2017 and 2018 Commonwealth Censuses. St John's LPS Bundaberg achieved 17% enrolment growth, LORDS at Pimpama 13%, Good Shepherd at Noosaville 5% and St John's at Kingaroy 6%. Overall, 15 schools grew or held enrolment levels over the 12 months whilst the other 11 experienced some level of enrolment decline. Early signs from the start of 2019 indicate an improvement of this situation with overall enrolment growth by the end of February.

3. School Leadership Changes

Principal changes in 2018

- Adrian Wiles commenced at Concordia Lutheran College.
- Heidi Hansen was Acting Principal at Bethany Lutheran Primary School for terms 2-4, whilst Neil Schiller was on medical leave.

Business Manager changes in 2018

- Damian Jackson commenced at LORDS.

Council Chair changes in 2018

- Narelle Bowden-Ford was elected Chairperson at Good News Lutheran School.
- Garth Hunt was elected Chairperson at Grace Lutheran Primary School.
- Dr Ian Marks was appointed as Acting Chairperson at LORDS.
- Kathy Close was elected Interim Chairperson at Peace Lutheran College.
- Sarah Dixon was elected Chairperson at Redeemer Lutheran College.

4. Business Services

During 2018, the following strategic projects were progressed on behalf of Lutheran schools:

- Implementation of the LEQ School Data Integration Portal for the automated reporting of financial information by schools, prepared in a consistent manner and including key financial reports such as Profit & Loss Statement, Balance Sheet and Dashboard Report;
- The second year of providing each school with a customised demographic dashboard profiling tool, geographic and economic variables that influence parental decision-making when selecting an independent school for their child;

- Anticipating the impact on system funding arrangements as a result of the Commonwealth Government's change from SES methodology to a Direct Income Measure (DIM) which will be implemented on an individual school basis between 2020-2022; and
- Strategic marketing support for Queensland Lutheran schools through the development of a marketing network and shared marketing resources and platforms.

5. Innovation & Technology

Highlights for the year included:

- Learning (Study) Tours focused on agile learning spaces and contemporary pedagogy that were oversubscribed and included teachers and leaders from Lutheran schools in other states
- National and International Accolades with Lutheran schools again being named again by EducatorOnline as among the 30 most innovative in the country, offers by LEQ school educators and leaders to present at national and international conferences. Visitors from intrastate, interstate and overseas are touring LEQ schools.
- Strengthening 'buy in' for contemporary transformation through innovation in relevant pedagogy and learning environments
- Expansion of Entrepreneurship Programs for students in a number of schools.
- Growth in collaborative approaches to teaching and learning as schools leverage the strengths of being part of a system of schools.

6. Identity & Formation

With the Lutheran Education Australia staff accreditation program being relaunched in 2019, last year LEQ committed the necessary resources to ensure all current staff in Lutheran schools in Queensland had completed their necessary elements to gain accreditation to teach Christian Studies and accreditation to teach in a Lutheran school. Close to 500 staff in our schools were supported in this process. In addition, we maintained a focus on the five areas of essential practice for Lutheran schools:

1. Formation and LEA Accreditation of Staff through the delivery of Pathways and Equip courses. Overall, in 2018, 36 offerings of Equip modules were attended by 450+ teachers of Christian Studies. In addition, more than 500 staff members attended a Pathways module delivered by LEQ.
2. The teaching of Christian Studies was further supported through CS Key Leaders network days and the effective use of the Ruth Murray Bequest to develop resources and share practice.
3. Service Learning continued to be a vital ingredient to the Lutheran schooling experience for staff and students. Mini-conference, mentoring and a resource development were offered in 2018.
4. Pastoral and Restorative Practices have been embraced by LEQ schools as a true reflection of our theology in action. 3-Day training in RP and networking days were initiated again during the year.
5. Supporting chaplaincy in our schools, ordained and lay workers, remains a key focus for the LEQ team.

7. IR and Risk Services

Employer Services, through Gil Muir and Chris Muir, continue to support schools with IR advice specifically in relation to our Enterprise Agreement. This occurs on a retainer basis with additional hours invoiced to respective schools where significant work is needed to be undertaken.

In the area of risk services, Eric Wilson delivered First Aid and Resuscitation courses that allowed staff from our regional and remote schools to complete their certification or recertification. He also supported School Councils in the areas of WH&S and risk management.

8. Leadership and Governance

The secretariat once again offered a series of governance training workshops that were attended by 64 volunteer school Council members. In addition to this, CLEQ maintained its commitment to supporting the development of local governance through training modules delivered at the twice-yearly Schools Assembly. This remains a high priority for CLEQ and for the wider Church.

LEQ has three current graduates of the Company Directors Course offered by the Australian Institute of Company Directors (AICD) to deliver quality governance training. ISQ and a number of Not-For-Profit companies offer governance resources and training for other NFP's.

The support for school leadership continued through a number of mechanism. Ten emerging leaders within our schools completed the first year of the 2-year Leadership Development Program coordinated by Lutheran Education Australia. School Principals met for collegiality and professional learning on a quarterly basis and attended the LEA national Lutheran Principals Conference in Hobart. School Business Manager workshops were delivered on a regular basis both in person and via video conferencing methodology.

An exciting new venture in 2018 was the Inspired Learning for Leaders program where Principal and Business Manager met together to be challenged by the concept of high performing teams, and leading with a mission focus. This will be extended for 2019.

9. Accountabilities and State Government matters

The following schools conducted successful cyclical reviews through the Non State Schools Accreditation Board (NSSAB) in 2018:

- ✓ LORDS, Pimpama
- ✓ St James Lutheran College, Hervey Bay
- ✓ St John's Lutheran Primary School, Bundaberg
- ✓ St Peters Lutheran College, Springfield
- ✓ Trinity Lutheran College, Ashmore

Whilst, running this process consumes significant resources on the part of the Secretariat, the ability to do so, with the approval of the State government, allows this compliance measure to be conducted in a supportive environment, allows Church requirements and expectations to be confirmed, and accommodates capacity building and collaboration between schools.

Concluding Remarks

Queensland Lutheran schools were acknowledged at the national convention of Synod in Sydney in October 2018 for their programs and processes that ensure they are vibrant places of daily ministry for the LCAQD that operate in a sustainable manner. They will continue to strive to be places where the Good News of the death and resurrection of Jesus Christ is shared and rejoiced on a daily basis.

Respectfully submitted

Tim Kotzur
Chairman
Council of Lutheran Education Queensland



Financial Reports

Reports from Lutheran Education Queensland Schools and Colleges of the District

For the Year Ended 31 December 2018

LUTHERAN EDUCATION QUEENSLAND FINANCIAL STATEMENTS TO 31 DECEMBER 2018

Please refer to **Appendix 1** for LEQ's Financial Statements to 31 December 2018.



Report to Synod 2019

Queensland Lutheran Early Childhood Services
Delegated Authority for the LCAQD as Approved Provider
under the Education and Care Services National Law Act
2010 and Education and Care Services National Regulations 2018



Service Types – 60
March 2019

- Centrally Managed Services are known as QLECS Plus Services
- Locally Managed Services are known as QLECS Services

S= Sessional
L= Long day Care

QLECS Services	QLECS Plus Services
Long Day Care Centres	
1. Immanuel Early Learning Centre	1. Grace Crèche & Kindergarten, Redcliffe
2. Little Lambs Early Learning Centre	2. Living Faith Early Learning Centre
3. Pacific Lutheran Early Learning	3. Nazareth Lutheran Early Learning Centre
4. St Andrew's Early Learning Centre (L)	4. St Pauls Child Care Centre Mount Isa
5. St Pauls Child Care Centre Nundah	5. St Pauls Child Care Centre Mysterton
6. Trinity Early Learning Centre	6. Good Shepherd Early Childhood Services; VIC
Occasional Care / Limited Hours Care	
7. Goombungee Little Folks group	
Family Day Care Scheme	
8. Beenleigh Family Day Care Scheme	7. Amana Family Day Care Scheme
Kindergartens	
9. Gatton Kindergarten (Management & CGB)	8. Bethania Lutheran Kindergarten, Bethania (L)
10. Little Saints, Jindera, NSW	9. Bethany Lutheran Kindergarten, Raceview (L)
11. Living Faith Lutheran Kindergarten (L)	10. Centenary Christian Kindergarten (S)
12. LORDS Little Wonders Kindergarten (S)	11. Concordia Lutheran Kindergarten (L)
13. St James Kindergarten, Hervey Bay (L)	12. Faith Lutheran Kindergarten, Victoria Point (S)
14. St John's Lutheran Kindergarten, Geelong, Vic (S)	13. Grace Lutheran Preschool, Moree NSW
15. St Pauls Lutheran Kindergarten, Caboolture (L)	14. Martin Luther Kindergarten, Toowoomba (S)
16. St Paul's Kindergarten, Grovedale, Vic (S)	15. Peace Lutheran Kindergarten, Cairns (L)
	16. Prince of Peace Kindergarten, Everton Hills (L)
	17. St James Kindergarten, Cleveland (S)
	18. St John's Lutheran Kindergarten, Bundaberg (L)
	19. St John's Lutheran Kindergarten, Eight Mile Plains (S)
	20. St John's Lutheran Kindergarten, Kingaroy (S)
	21. St Peters Lutheran Kindergarten, Springfield (L)
	22. St Stephens Lutheran Kindergarten, Gladstone (L)
Outside School Hours Care (OSHC)	
17. Faith Redlands OSHC	23. Bethania OSHC
18. Good News OSHC	24. Bethany Lutheran Primary OSHC

19. Good Shepherd OSHC	25. Living Faith OSHC
20. Grace OSHC	26. LORDS OSHC
21. Immanuel OSHC	27. Martin Luther OSHC
22. Pacific OSHC	28. Peace Cairns OSHC
23. Peace Gatton OSHC	29. Prince of Peace OSHC
24. Redeemer Rochedale OSHC	30. St Andrews OSHC
25. St Peters Indooroopilly OSHC	31. St James Lutheran College OSHC
26. St Peters Springfield OSHC	32. St Johns Bundaberg OSHC
27. Trinity OSHC	33. St Pauls Caboolture OSHC

School

Congregation

QLECS

External Management

QUEENSLAND LUTHERAN EARLY CHILDHOOD SERVICES BRANCH

Our Mission

Provision of excellence in Children's Services within a Christ Centred-environment.

QLECS Staff

Team	Summary Responsibilities
<p>Leadership Chief Executive Officer: Lyndal Mayer Senior Manager: Peter Soper Executive Assistant: Ruth Payne</p>	<p>Leadership and management of the Branch staff; leadership and oversight of all Lutheran Early Childhood and School-Aged Care Services; advocacy and liaison at all levels and across sectors; accountability/compliance on behalf of the Approved Provider.</p>
<p>Business Office Business & Financial Manager (BFM): Reg Gulley Financial Accountant: Caroline Wilson Assistant Accountant: Elyse Mullins Finance Officers: Sarah Jones Lynne Christie Caren Cadman Alexia St Clair</p>	<p>Financial accountability and sustainability of Centrally Managed Early Childhood Services and the Branch.</p> <p>Oversight of accounts payable, reconciliation of Xplor results, production of and analysis of accounting reports, GST, FBT PAYG payments</p> <p>Monthly financial reports for all Centrally-managed services</p> <p>Accounts Payable and Receivable, parent payments and fee statements, invoices, data entry.</p>
<p>Children's Services Managers Maryann Sword Julie Ker Ann-Marie Davis Gina Ryan (0.6) Carolynne Noonan Christine Hartung (0.8) Mary-Anne Rowett (0.8) Christopher Potts (WHS 0.6)</p>	<p>Advice, support and training for Service Leaders and staff; programs and their delivery; management of financial and accountability requirements (ECEC, NQF).</p>

CCMS Administration Support Someya Variava (0.8) Hannelie Muller (0.6)	To provide quality administrative support to the QLECS team and Service Leaders of QLECS Services in all areas of the Child Care Subsidy System.
IR/HR/Legal Consultant Gemma Sharp (0.75)	Provide advice to the CEO regarding general legal matters regarding the operations of QLECS. Prepare and review employment contracts, policies, procedures for employees within QLECS Head Office and Services in conjunction with the CEO; Conduct workplace related investigations regarding breaches of policies and procedures; Provide advice to CSMs regarding various employment related matters.
Other Staff	
Children's Ministry Chaplain Bethany McGibbon (0.4)	Develop relationships and connections with local Pastors, Congregations and Schools to enhance ministry synergy. Support Services in their daily pastoral care, mission and ministry.
ICT Support and Development Naveen Dasarath	Provision of IT Help Desk Services for QLECS Milton and QLECS Centrally Managed Services;
Project and Property Manager Eddie Langenhoven	Project management to deliver new and redeveloped early childhood facilities for QLECS Services. The position is also responsible for the long term property maintenance program.

Queensland Lutheran Early Childhood Services Branch (QLECS) is a management service for early childhood and school-aged care services. QLECS is a branch of Lutheran Education Queensland (LEQ) and is the delegated authority for the Approved Provider (Lutheran Church of Australia Queensland District - LCAQD).

Throughout 2018, QLECS Branch continued to provide support, management and advice to our services across Queensland, and northern NSW, as well as Consultation and Training for the Victorian District.

National Quality Framework (NQF):

- All Early Childhood and School-Aged Care Services are required to undertake an Assessment and Rating process conducted by the State Regulatory authority. Generally, this occurs every 3 years.
- At the end of 2018, of the 55 eligible services that come under the NQF, 93% received a rating of Exceeding or Meeting National Standards and 7% received Working Towards. (Exceeding – 23 services; Meeting 28 services, Working Towards 4 services).

Achievements

- Working with our Children's Ministry chaplain to continue to support services and staff to understand and implement a Christian Curriculum.
- Successfully managing non-compliance issues on behalf of all Services, to the satisfaction of the Early Childhood Education and Care Department, ensuring that no Service or District Church Council, faced fines or prosecution.
- St Paul's ELC Townsville – completion of a new building for the Child Care Service.

- Providing training for service leaders and educators at the Annual Early Childhood Retreat and Conference in March. 55 Service Leaders attended training and development across two days and 144 Early Childhood and School-Aged Care staff attended the one-day conference.
- Participating on the LEA Early Years Working Party, with a major focus currently looking at developing Christian Studies accreditation requirements for staff in early childhood services.
- St Stephen's Kindergarten Gladstone – despite the closure of the College and uncertainty to the Kindergarten's ongoing viability during 2017, QLECS and Kindergarten staff have worked tirelessly to ensure a Christian presence in the community, with enrolments continuing to increase.

Challenges:

- Working across 39 different LCAQD sites – both School and Congregation; sometimes both.
- Ensuring processes are in place to allow QLECS to continue its responsibilities on behalf of the LCAQD, so that Services remain compliant and risk to the District is minimised
- Funding of the QLECS Branch.

QLECS' funding is generated primarily through levies charged to Services. Early Childhood and School-Aged Care Services do not receive State and Commonwealth per student funding as is provided to Schools. During the past 20 years, QLECS's responsibility has expanded considerably to meet the new regulatory frameworks and be the Approved Provider's delegated authority for its Services. Although QLECS' responsibilities have expanded and evolved, how it calculates its levies over those 20 years has not changed. A Levy Review Working Party (LRWP) was established, consisting of stakeholders representing the various Services (local and central). During the past 12 months, the LRWP has reviewed existing evidence and data and considered various detailed models and scenarios. A draft report will go to stakeholders for consultation during this year.

Summary

QLECS staff strive to work ethically, diligently and honestly as they oversee the Services within the LCAQD, to ensure quality and Christian service is being delivered. We endeavour to be good stewards of God's resources as we work in partnership with local communities, regulatory authorities, congregations and schools to provide the very best in quality environments and programs for the youngest children and their families.

I would like to thank all who support our operations and services, giving selflessly of their gifts, talents and time.

- a) the Committees and Advisory Groups at each Service
- b) Congregations, schools and colleges who support Services and QLECS staff
- c) Pastors/Chaplains and congregation members who visit and support the Services on their Christian journey;
- d) our services' staff for their dedication to provision of quality early childhood programs;
- e) the QLECS Operations Team
- f) the QLECS Council members for their professional governance and guidance
- g) The support of LEQ and the District Office

Lyndal Mayer
QLECS Chief Executive Officer



Report to Synod 2019

Schools of the District

BETHANIA LUTHERAN PRIMARY SCHOOL

BETHANIA

Introduction

2018 was a very exciting year for our school as we continued to develop and grow as an innovative learning environment where students are involved in real world learning in a deep and meaningful way. Professional learning in contemporary pedagogy was a key driver for the year with teaching staff attending both national and international education tours. Delving deeply into project based learning and the pedagogy that accompanies this was a focus for the year. Our desire to provide the best possible education and an engaging, caring learning environment for all our students is the key driver for all our staff. At Bethania we want all our students to enjoy coming to school and to be engaged in learning in a deeply personal way. With the world rapidly changing it so important for our students to develop a flexible mindset, be able to manage change and be able to work and communicate in a collaborative setting.

Pastoral Care and Worship

Our school theme for 2018 was *'The heavens belong to you. The earth is yours also. You made the world and everything that is in it.'* Psalm 89:11

School Worship remains a central and unifying feature of our school. As well as Chapel, the children join together in their classes each day for class devotion. Throughout the year, across school activities and chapel, we emphasised and unpacked our theme verse in a way which students could relate to. This bible verse shaped all of our chapel services with the themes for the term being:

- a) Cosmic Sanctuary: Earth is a Site for Celebration – Term 1
- b) Earth is a Book of Nature: Planet earth is a book of nature in the library called creation, a rare volume filled with science, stories and stunning images – Term 2
- c) Earth is a wounded planet – Term 3
- d) Earth is a Caring Mother: Become aware that we are nurtured by planet earth and learn from it how to survive on this fragile planet. – Term 4

Chapel is a vital part of our school week and is very well supported in parent attendance. In 2018 we welcomed our long awaited Bethania Lutheran Church Pastor, Peter Laihia, and his wife Maiju, to our community.

In 2018 we continued our support in Cambodia through ALWS. This is our 5th year and 5th village we have supported. We worked hard to raise enough funds for the Chonlong Mlu Village to build a deep well which has provided 256 families access to clean water which has improved the health of those in the village. Our year 5 student and staff team are responsible for educating our school about the village, its people and its needs. This is done through an awareness day presented by the year 5 students and a 'Walk for Cambodia' which they organise and run. Over the 5 years our small school has been able to pay for village projects that have had a positive impact for 5500 people.

We were blessed to again this year receive Commonwealth funding for a Chaplain which enabled us to provide this valuable service to our students two days a week.

Each morning staff join together for a devotion, prayer time or Bible Study. This is an important time of reflection and spiritual support for our staff. During the pupil free week in the middle of the year all school staff participated in a retreat which for 2018 was held at Topgolf on the Gold Coast. The theme for the retreat was 'Devotion'. This is a wonderful time, during which staff can take a breather from the hectic life of school, spend time with the Word, reflect and enjoy each other's company.

Student learning

The focus for 2018 has been the continuation of our journey to best meet the learning needs of 21st century learners who will exit school into a world that is rapidly changing and into jobs that have not yet been invented.

The physical learning environment inside our classrooms has had a very positive impact on our students and the way they engage in their learning. Year level teachers and teacher aides work in a collaborative way to extend the learning possibilities for our students. Flexible mind set, self-direction, problem solving, collaboration and thinking creatively are skills which are being developed right across our school. In 2018 all classes from Prep through to Year 6 engaged with project-based learning. Watching and hearing our students present their learning to an audience, has been a highlight for our parents this year in our Celebration of Learning days. Learners who often need teacher support to show their learning have thrived as their creativity and problem-solving skills have allowed them to shine in this style of learning.

Staff

Staff encourage students to take control of their own learning and be curious about the world they live in. In order for this to happen we believe that it is vital for our staff to be provided with high quality professional learning. To this end the school has committed large amounts of time and resources to access experts in their field to guide and mentor our staff. To access world best practice in education we sent 3 staff members on the LEQ California tour. Their collective responsibility on their return was to support and guide teachers in their Project Based Learning units. Our school is also committed to sending every classroom teacher on the LEQ Sydney learning tour.

The continuing growth of our staff professional culture as one of collective support and expertise has been a priority.

Curriculum

Some of our distinctive curriculum offerings are as follows:

- a) **Play is the Way**
Play is the Way is a practical methodology for teaching social and emotional learning using guided play, classroom activities and an empowering language. It is a process that gives our school a way to develop, improve and entrench the personal and social capabilities of students.
- b) **Coding and Robotics**
All students from Prep through to Year 6 study coding and robotics.
- c) **Outdoor education**
Outdoor education is an important part of the school program. This wide ranging program has an educational focus while also aiming to develop independence, resilience, a sense of personal achievement, and team skills within our students. The program begins in year 3 with a day camp and sleepover in the Worship Centre. Camping experiences begin with a camp of three days in Year 4 and culminates with a weeklong experience in which the children in Year 6 visit Sydney, Canberra and the snow.

d) Music

The music program is a vibrant addition to our school day with over 70 students involved in individual or group music lessons. All students in our school receive one class lesson in music led by our music specialist teacher.

Music performance is a vital part of our school culture with our musicians being given many and varied opportunities to perform.

Community

The school is blessed to have a very strong parent community who are actively involved both inside and outside the classroom. The Bethania Lutheran Community Church congregation are also involved in the school, volunteering their time to help our children. We also have a very strong connection with the QLECS operated OSHC and the Kindergarten with our three organisations working closely together as part of the wider community. In 2018 our community was heavily involved in our bi-annual Country Fair.

Visits by National Educators

In 2018 we again received many requests from teachers and leaders, from across the country wanting to visit our school to see the work we have been doing in transforming learning to meet the needs of learners in the 21st century. This ranged from tours to whole day activities.

Conclusion

In an ever-changing world, we look forward to meeting the needs of our community through the provision of a Christ centred education where every student is regarded as a unique creation of God.

Ian Rub

Chair

Bethania Lutheran School Council

BETHANY LUTHERAN PRIMARY SCHOOL RACEVIEW

Introduction

Bethany Lutheran Primary is a P-6 school in Raceview, Ipswich with a strong community spirit. We encourage parents to be actively involved in their child's learning and to work in partnership with us. We are blessed to have strong connections with the Ipswich Lutheran Church Parish, QLECS operated OSHC and the Bethany Kindergarten.

Governance

The School Council and School have continued to share and promote the strategic mission and vision of the school. The Executive team is grateful for the support and empowerment given to them from the Council. School Council membership and expertise is diverse and the voluntary time and dedication from each member is appreciated.

Pastoral Care and Worship

Pastoral care and worship are at the heart of daily life at Bethany. All students participate in daily classroom devotions and weekly whole school worship. Worship is led by the two Parish Pastors and the Principal. Teachers meet each morning for devotion and once a fortnight, bible study, led by the Pastor. In Semester Two, the parish and school employed a Chaplain/Youth Worker. He works part time at the school supporting students, particularly with their social and emotional needs. The school theme for 2018 was 'Serve' and this was the focus for worship during the year.

Students and Staff

The year began with an enrolment of 265 students, which grew to 272 by the end of the year with 21 teachers. A specialist Arts teacher was employed to teach all classes visual arts, drama and dance.

In term two, Mr. Neil Schiller, Principal, went on extended sick leave, and Mrs. Heidi Hansen was appointed Acting Principal for the remainder of the year. In term four Neil Schiller announced that he would not be returning for Bethany. The Principal position was advertised and the school community welcomed Heidi Hansen as Principal for the beginning of 2019.

Learning

Bethany continues to be a leader of innovation, through its agile learning spaces, underpinned by a strong pedagogical approach. Teachers plan, teach and assess collaboratively using dynamic learning approaches, including 'project-based learning'. Teachers meet regularly for professional learning, developing a shared vision of high quality teaching that impacts on student learning. This time is used to encourage experimentation and encouragement to grow and build our culture of teaching and learning. The school received a Highly Commended Award for Innovation in Learning Environment Design at the 2018 Australian Education Awards. This was a significant achievement for a small school in a category with P-12 Schools Australia wide.

Conclusion

God is present in this vibrant school community. May God continue to guide and walk beside us, as we strive to provide an excellent Christian education for our families.

Andrew Stanke
Chair
Bethany Lutheran Primary School

CONCORDIA LUTHERAN COLLEGE TOOWOOMBA

Introduction

In 2018, a new chapter in the history at Concordia Lutheran College commenced as Mr. Adrian Wiles was installed as the Head of College. An exciting time for the College, as the concept of 'Learning in Residence' was introduced in the new boarding precinct, the refurbishment of the Aquatic Centre began, and our music and sport programs flourished with new purpose.

Pastoral Care, Ministry and Wellbeing

2018 saw the implementation of the 'Ministry, Mission, and Wellbeing' subcommittee of College Council. This committee is made up of members from across the College including the College Counsellor, College Pastor (Rev Mark Blackwell, Chairperson) and Chaplain, as well as the Directors of Campus and Director of Student Wellbeing. The Pastor representative on College Council (Rev Peter Faggotter) is also a member of the committee as well as the Year 12 Ministry Captains. This committee has been a rich blessing as we strive to have a student voice and representation to help shape and form ministry, mission and well-being across the community.

The committee focuses on supporting the ministry and mission of the College along with the wellbeing of students, staff and families. The committee has enhanced staff wellbeing by engaging with AccessEAP so that staff have access to a range of support agencies to assist and care for them as valued members of the Concordia Lutheran College community. This is to work alongside of and compliment the pastoral care that already exists across the College (rather than take the place of it).

The Chapel theme for the year was 'Creation: Creator, Created, Creation and Corrupted'. This theme (which had its genesis in the LEA Earth Care Charter) engaged students throughout the year as they reflected on various aspects of creation, such as God as creator, their unique place as part of God's creation and the new life that is offered and given through Jesus Christ. Students at all year levels (P-12) were involved throughout the year in assisting with and leading worship, whether it be through prayers, playing in the band, Bible readings, or writing and delivering the message/devotion.

The College continued building a community where students feel valued, safe and cared for. This enables good learning to occur and provides students with a community, grounded in God's word and the good news of Jesus Christ, where they are being challenged and formed as human beings, so that they in turn may be people of hope who make a difference in the lives of others.

Students

There were 595 students studying across all three campuses at Concordia Lutheran College in 2018. Of this, approximately 50 students were boarders, 20 of whom were international students.

Staff

The College was richly blessed in 2018 by a staff cohort of approximately 175 full-time, part-time and casual employees. The contribution of their God-given gifts in a variety of areas including teaching, tutoring in music and sports, classroom and student support, boarding, catering, grounds, cleaning and administration was both valued and appreciated by the College Council, Leadership Team and wider College community.

The voluntary contribution of staff beyond their contractual obligations was testament to their engagement with the College and its strategic priorities. The parent volunteer group, particularly in the Junior College, continued to actively support students' learning and excursions.

Three distinct and separate campuses, as well as a co-educational boarding facility, ensured the College's uniqueness within Lutheran schools and the College sincerely thanks all staff both past and present for their dedicated service to the College community.

Curriculum

In 2018, the most dramatic change for four decades commenced in the Queensland system with the introduction of the new QCAA Senior Syllabus. Queensland will move from the current OP system to an ATAR (Australian Tertiary Admission Ranking) system, which will see students in Queensland sitting an external assessment in Term 4 of Year 12. An ATAR ranking is used for student's entry into university courses. The rankings required can vary from university to university. The new Queensland Certificate of Education will bring Queensland into alignment with the southern states of Australia.

Students are able to select a subject choice from 'General' subjects, which are counted towards an ATAR score, and an Applied subject. Students select from five General subjects (or four General and one Applied subject) to receive an ATAR ranking for a university course.

This change has been very challenging and significant as we consider the transformation of every senior subject being offered, the multitude of QCAA documents required to implement the process, the use of cognitive verbs in each subject discipline, the introduction of ISMG (Instrument Student Marking Guides) and the creation of IA's (Instrument Achievement).

This curriculum change has ramifications for our whole school curriculum. Year 10 curriculum documents have been expanded to make sure our students are equipped with the needs required for them to achieve to the best of their ability.

Throughout this journey, our teachers have been aware of our core business to deliver quality teaching practice within a framework where the Gospel of Jesus Christ informs everything we do.

Our teaching practices continue to evolve as we recognise the need to develop a whole school approach to building a professional learning culture at Concordia Lutheran College.

Concordia is moving towards using data to inform our teaching practice. To be innovative and exciting, we will focus on how we advance our knowledge about learning and teaching. We are improving our students learning in the classroom and evaluating how the learning of students has improved because of the inputs of syllabus, teaching methods and pedagogy.

Concordia Lutheran College is into the second year of using the '*Visible Learning Framework*', which comes from the research of John Hattie. This is an exciting and challenging time to be involved in education and curriculum transformation

Capital works

During 2018, Girls' Boarding was relocated to Giabal Boarding House located at the Stephen Street Campus. During the mid-semester break, a variety of minor capital works were carried out in readiness for the girls' arrival for Term 3. Items included painting, electrical, plumbing and interior decorating to give it a homely feel.

The Aquatic Centre refurbishment was made official in late 2018 with Northbuild being the successful tenderer. Works will include a warm air extraction air conditioning system, glazing,

painting, foyer area and sealed car park. These works will commence in January 2019 with a completion date of mid-March.

With a rejuvenated Junior College instrumental program to commence in 2019, the Warwick Street Campus music room was refurbished over the Christmas break.

Finally, decommissioning works have commenced at the Ballon Outdoor Education Centre. Our Lutheran friends from Googa have acquired most buildings for their existing Centre. The site will be made good by June 2019 to meet Department of Forestry regulations.

Governance

One of the roles of College Council is to determine long term strategic planning and initiatives, which is concerned with the aims, priorities and future developments of the College. It is through these activities that we shape the overall ethos and purpose of the College. The Strategic Plan for Concordia Lutheran College is scheduled for release early in 2019. Another key role is to provide support and encouragement to the Head of College and the Leadership Team in their daily operational activities.

Conclusion

The support of families in 2018 for our College was overwhelming. There were many parents who, given their own busy schedules, still found time to assist around the Campuses; join the P&F Committees; attend parents' and grandparents' days, sporting and cultural events and so on. Our students, in their own unique ways, contributed greatly to College life in academic, sporting and cultural pursuits.

May God bless all who give so much of themselves to educating our children and teaching the everlasting love of Jesus.

Mr. Kyal Osborne
Chair
Concordia Lutheran College Council

FAITH LUTHERAN COLLEGE PLAINLAND

Introduction

2018 proved to be a fantastic year for our Faith journey. Staying focused on the goals established with our spiritual journey in 2017, we embarked on a #SERVE and PRESERVE theme using the concepts from Norm Habel's Earthcare Charter designed for the Australian Lutheran communities in honour of the 500th Luther celebrations. The responsibility for caring for God's creation is vital and this theme, along with the 95 theses drafted as part of the Charter, were the foundation for our worship as well as a way of examining and implementing strategies to sustain our valuable College site and the wider community. Based on the creation story from Genesis, we based our theme for the year on the following statement - *"God put us on the planet so that we serve and preserve it"* (adapted from Gen 2:15)

The four term themes as indicated on the ends of the cross were the foundation for the weekly worship schedule each term. Our 2018 Worship and Leadership program was founded on the Charter. Symbolic items such as the leader's shirts, gift cards and wrist bands for all Faith community members and guests also promoted our theme. Classes studied this work in Integrated Studies, our Circle Chat discussions in pastoral care, both in our morning vertical care groups, as well as in our year levels.

We have continued to work with the theme into 2019 through our Anniversary celebrations with the further development of bushland regeneration and animal box installations. The Senior students have also commenced the 'bottle for coins' as a legacy fundraising project.

Students

The College congratulated the 2018 cohort on their results and it was particularly pleasing to note that we received an OP1. This student was a Film and Television student who also received a merit recognition for the TJ Ryan Memorial Scholarship. Overall the results allowed students to move forward with their preferred study, traineeships and employment post schooling.

Out of the 108 graduating Faith Lutheran students, 102 attained a Queensland Certificate of Education. Two students achieved a Queensland Certificate of Individual Achievement and four students are yet to complete their QCE. Out of the four students, one attained a certificate through vocational education. Seventy-four students received a certificate, ranging from a Certificate I through to a Diploma level qualification whilst at the College. Twenty-three students completed a school based traineeship or apprenticeship. On par with last year's results, 97% of students attained a QCE, completed a school based traineeship or vocational qualification. Forty-seven percent of students achieved a Certificate III with an additional 70 Certificate II's being completed by students in the cohort.

The same as last year, 8.1% of OP eligible students received an OP 1-5, 36.6 % received an OP 1-10, a slight jump from 28.1% last year. The College retained the exact same number of OP eligible students, 45% of students. Out of the 42 students who applied to attend university, 85.7 % received an offer and 57.1 % received their first preference in course and location.

The planning for the introduction of ATAR was challenging at the same time as the new introduction of the National Collection of Consistent Data for our students. As a school, we have approximately 28% of students requiring individualised support when the state wide average is approximately 18%. Based on this year's statewide small cohort of Year 12's, we have had to be creative to maintain our breadth of subject offerings. On this basis, we are running combined Year 11/12 courses in 18 subjects. This has allowed us to still offer 32

subjects. We are blessed by the willingness of our staff to meet the challenge of these arrangements to support our students.

Staff

Our focus on the introduction of ATAR and the support for staff to engage in QCAA training was the focus for 2018. The continued links to ASoT were still foundational to our teaching and learning. Further work in examining coaching plans and strategies for future whole school implementation began with a small team of staff attending training. Staff meetings included essential PD requirements as well as staff engaging in specific curriculum team meetings. All teaching staff continued participating in Professional Transformation Teams (PTT's) which were available in areas as diverse as ICT, ASoT, Differentiation, RP, Circle Chat, Service Learning and others. We have been blessed with a team of very dedicated staff and they serve the community wholeheartedly.

Curriculum

Our College continues to focus on effective quality teaching and learning to ensure each student can achieve to their potential. We have continued implementing our Framework based on the Art and Science of Teaching, as well as the areas of Differentiation, Data and an introduction to the Essential Skills of Teaching in preparation our future focus on Coaching and Mentoring. We have been able to retain the breadth of curriculum offerings inclusive of significant VET courses with the introduction of ATAR, this has ensured students can complete their studies in their preferred areas of interest.

Bus transport

The College bus fleet of 13 buses continues to be a fantastic resource for the College. Maintaining drivers that meet the needs of the College can be quite a challenge. Ensuring they meet all the college expectations in training for valuing safe communities and restorative practices is a continuous process. We have a fulltime mechanic who works alongside the head of maintenance and grounds who do a very impressive job to keep the fleet up to the busy daily schedule. 2019 will see the commencement of the change-over of our earliest 58 seater buses. We continue to serve over two-thirds of the student population with this service. We are grateful for such a dedicated team of drivers who show great care and concern for their students and appreciate the vital role they play as the first contact for so many students in the College.

WORSHIP & PASTORAL SUPPORT

We were very grateful that Pastor Brenton Fiedler accepted the call in the later part of 2017, allowing us to put in place all the plans for our Earth Care theme for 2018. However, after some soul searching, Pastor Brenton requested his long service leave at the start of Semester 2 and whilst on leave decided to take an extended break from his call. So, from August we continued with the team of staff and chapel band leaders guiding the program for worship. Staff bible studies were minimal, however a special program for the Pathways program saw some great teams leading staff worship at meetings and a small group completed an intense program of biblical and theological investigations for their final Pathways qualifications. The College was unable to secure the services of a full time Pastor for the remainder of 2018 so we utilised the abilities of a wide range of people. We were fortunate to have Miss Ramona Waldmueller (a German university student for a voluntary internship) join the College for the end of 2018 and into Term 1 of 2019 to assist with staff and student pastoral areas. She assisted with weekly chapel, supported our student ministry leaders and liaised with the Worship Band.

Overall the Earth Care Charter became a focus area for our students and their families, encouraging them to ***become passionate about planet Earth*** and, in the learning process, have opportunity to plan and guide the future of our world. We focused on 4 themes for the year-

Celebration - As planet earth is a unique site in the cosmos, a planet filled with wonders of creation, a free gift of the Creator.

Mysteries - Planet Earth is a wondrous web of inter-related forces, mysteries and mazes where we are all inter-connected and all belong.

Family - Planet Earth is the ancestral head of a tree of living creatures with a family history that is vital for all members of her evolving family. Earth is our Mother.

Healing - Planet Earth has been wounded by our crimes against creation and is calling for personal care from her children and deep compassion from the Creator Spirit.

As a Faith community, we made a commitment to hear the voice of our wounded planet and established a dedicated Earth Care program designed to provide healing and restoration for planet Earth and especially our College site. Staff were given seeds to grow plants for regeneration of our bushland, students removed straws from the tuckshop, created seed bombs, animal boxes, introduced compost bins to both the tuckshop and hospitality. A pleasing start to our future planning.

Pastoral Care

Our Director of Students Services, Middle Years Coordinator, Year Level Coordinators and House Coordinators all enhanced the ongoing programs for our students. With further student training in the understanding of restorative approaches to their behaviour, and Circle Chat to develop their communication skills, we have seen some enhanced positive resolution skills. Each Year Level has developed some wonderful programs and engaged students in skill development in regard to conflict resolution, career development, personal development, road safety, cyber safety and many other topics. The overarching team work of the students and their Year Level Coordinators and staff, saw many enjoyable and rewarding events. The camp program was again a highlight with our Year 9's moving to a week-long program at our sister school campsite at Mt Binga, owned by Immanuel College.

Co-Curricular

2018 saw continued involvement by our students in a broad range of activities for the college. Allowing students to use their God given talents is a key component of the college vision and therefore providing a very diverse range of activities is critical. We enjoyed continued success in our Greater Brisbane conference sport competition, chess, debating, Readers Cup and our very successful Robotics Team (the Hotshots) who were successful at State competition level and then travelled to Melbourne for the Nationals competition. We also enjoyed the many and varied talents of our student body through our 'Faith's Got Talent', this year included three finalists from the Peace Lutheran Primary school event.

The student tour to the USA was very successful and plans are now in place for a return visit from North West Lutheran (Detroit) and Faith Lutheran (Las Vegas), we hope in 2020.

Conclusion

Faith Lutheran College, Plainland has been generously supported this year through our membership in the Lockyer Valley Lutheran Parish. In another period without a Pastor, we were grateful for the support of Pastor Noel Burton and Council member Pastor Andrew Schulz, Parish members' involvement at our closing services and staff worship at the end of each term, as well as their support for our Lutheran Longest Lunch event. As a member of this vital group, we have worked to involve our students with other groups such as the Tabeel Home and visits to Peace Lutheran Primary School for reading and other activities. Our service learning program has continued to grow and we pray this will further link our communities in the service of our Lord. We continue to be grateful to all those who support the education provided to our young people at Faith through our staff, as well as those who assist through financial means, including the Lutheran Church of Australia, Lutheran Education Queensland, and both Federal and State Governments. We are also blessed through our volunteers and

staff who contribute time, energy and wisdom to all levels of our school community. Finally, we acknowledge the dedication and compassion of our leadership from our College Council in partnership with the College Plenary team.

Kerry Wall
Chair
Faith Lutheran College Council Plainland

FAITH LUTHERAN COLLEGE REDLANDS

Strategic Vision

The college remained true to its strategic vision of becoming a dynamic Christian learning community embracing service, innovation, global thinking and excellence.

Pastoral Care and Worship

Pastoral Care and Worship remain at the heart of college life at Faith Lutheran College, Redlands. Throughout 2018 students continued to enjoy morning devotion as part of their daily routine as well as regular chapel and community worship times.

Students

Student enrolment as at the August 2018 Census was 743 students in Prep Year to Year 12. The college continued to work through challenges in enrolments through 2018 but increased enrolments at Prep and Year 7, after 5 years of decline, for 2019 showed positive signs of improvements.

Staff

As part of the management program around enrolment decline staffing at Faith Lutheran College, Redlands was reduced by around 8% in 2018. Redundancies were offered across the college to assist in this process with a total of 8 employees leaving the organisation through this method. Administrative and timetabling structures were altered to allow for a more efficient method of staffing the college, to be put into place. Rationalising staff around non-core areas such as cleaning and grounds assisted.

At every stage of this change process staff members were kept well-informed and offered levels of pastoral and professional support to the best of the college's capacity.

Mr Stuart Needham started 2018 as Head of Secondary (Year 7-12) and Mrs Jodi Blackwell started 2019 as Head of Junior School (Prep – 6). Stuart and Jodi have brought fresh ideas and an increased level of coordination between the Junior and Senior school.

Curriculum

Faith Lutheran College, Redlands continues a journey of establishing a more 21st century approach to learning in the school. Learning programs are being adapted and developed to use best practice in the implementation of the Australian Curriculum and QCAA Senior Courses. Students enjoy a more integrated, inquiry focused, project-based approach to learning which is student centred and makes use of flexible learning spaces for better outcomes. OP results were improved in 2018 on the previous year and there was pleasing improvements in NAPLAN results, particularly in the Year 9 cohort.

Finance and Capital Works

Finances remain a challenge at Faith Lutheran College, Redlands. 2018 saw the college return a slight deficit due to enrolment and subsequently, income decline. Debt per student remains manageable and within appropriate benchmarks. There were no significant capital works in 2018.

Governance

College Council were primarily occupied across 2018 with responding to changes inherent with the enrolment decline of previous years. Updating of the college's Risk Management Register has been set as a major task for 2019.

College Council continues to meet each month. One key emphasis in 2018 was to facilitate Governance Training with most College Council members attending one or more workshops/seminars during the year.

Policy

The support of LEQ and ISQ is acknowledged as they assist to ensure that the policies of the college are current and relevant. A systematic approach to the renewal of policies is part of the College Council meeting regular agenda.

Extra-Curricular

Extra-curricular opportunities continue to be offered as part of the program at Faith Lutheran College, Redlands. The college has two affiliations for weekend sport. The Junior Campus participates in *JTAS* sports with other independent schools and our Secondary students are part of the newly instituted *GBC* sports group.

Music programs remain a priority in the extra-curricular area with tuition offered across all traditional instruments. The college was involved with other Lutheran Schools in 2018.

Rod Cormack
Chair
Faith Lutheran College Council, Redlands

GOOD NEWS LUTHERAN SCHOOL MIDDLE PARK

Governance and Administration

2018 saw the Council reviewing governance policies, documents and processes as part of its ongoing commitment to the long-term sustainability of the school. Part of this involved a sub-committee to explore initial investigations into possible future options including triple streaming and / or expanding into secondary education. The Council was also involved in the wider LCAQD governance review, undertook self-appraisals and the Principal's appraisal, and participated in the Quality Schools project. Identifying and recruiting additional members who meet both the LCAQD requirements and the needs of the Council continues to remain a challenge, as well as finding a pastor who is willing to serve on our Council.

Students and Curriculum

Enrolments have remained steady through 2018 and into 2019. We continue to experience higher than historical levels of enquiries for places in future years.

Teachers continue being involved in the Self-Improving Schools, Strategy and Coaching projects coordinated through ISQ. Our partnership with ISQ has continued as we develop a school wide pedagogical framework. A new vision for teaching and learning has been adopted and staff are working on refining and defining the learning principles.

Good News was one of 40 schools across Australia to receive an Innovative Schools Award from *The Educator*. This was in recognition of the programs run across the curriculum, our approach to education that focusses on the essential skills for today's children and the flexible learning spaces that have been created across the campus.

Our students also had many successes in 2018, with highlights being that 2 teams were joint State winners in the national *Search for the Next Tech Girls Are Superheroes Challenge* and one of those teams then went on to become the National winners in the primary school division. They are now heavily involved in promoting their plastic waste reduction app and making significant community connections in their preparation to attend the *Global Technovation Challenge* in California later this year. In the same challenge, a third team won the United Nations Award for Equity with their app to promote women's dignity.

Staff

Good News continues to enjoy a relatively stable staff, with changes only occurring due to retirement, promotion or injury (non-school related). With our Deputy being appointed as Principal at another Lutheran school, we are looking forward to our incoming Deputy commencing in Term 2. Teachers are working in project teams to add value in areas of identified need or review, providing opportunities for enhanced collaboration and leadership development. This includes greater consistency of practice and improved systems and processes around spelling, writing, project-based learning and the use of data.

Capital Works

Early in 2018 saw the school complete Stage 2 of its use of renewable energy plan and now is able to generate enough power to not only meet the school's needs, but also feed energy back into the electricity grid. The Prep playground also received an upgrade to its fort area. The remainder of 2018 was used as a planning phase for capital works in 2019, as the congregation and school have considered necessary and desired changes to our shared spaces. Works have now commenced on upgrading all of the AV cabling in the worship centre, which will also receive new lighting, ceiling panels, paint and carpet. Air-conditioning is being installed, as well as new dividing doors between the church and school hall. The school will be making similar renovations to the hall area later this year, and increasing adjacent storage areas.

Narelle Bowden-Ford
Deputy Chair
Good News Lutheran School Council

GOOD SHEPHERD LUTHERAN COLLEGE NOOSAVILLE

Introduction

Good Shepherd Lutheran College has been providing 'Quality Christian education in a caring environment' to the Noosa and surrounding district communities since 1986. 2018 saw a continuation of the enrolment growth experienced since 2013, with a 2018 enrolment of 1,056 students from Prep-Year 12.

Pastoral Care and Worship

In the parent and wider community, Good Shepherd is known for having a caring campus. The Pastoral Care and Worship program includes age specific Chapels, assemblies and Pastoral Care programs. In 2018, LYQ staff delivered a number of day and part day workshops focusing on identity, relationships and leadership. Individual student care and well-being across the campus is supported by our College Pastor, College Counsellor and Student Coordinators. Pastoral Care programs based on 'Values for Lutheran Schools' and 'Positive Education' have been developed to support students across P-12.

Students

Academically, GSLC 2018 NAPLAN results were at or above state and national averages. In a very strong result, approximately 63% of all Year 12 students received an OP of 1-10 with 80% of Year 12 students who applied for tertiary courses receiving an offer for their first preference course.

Students represented Good Shepherd at regional, state and national levels in a diverse range of sporting and cultural pursuits.

Staff

Developing staff 'digital literacy' is a continued focus. Staff are increasing in their capacity to use high level IT infrastructure and support in ways that enhance teaching and learning, and organisation communication and management. A specialist Digital Technologies teacher works with students and teachers from Prep.

Teachers were involved in a range of professional development and planning in support of the ongoing implementation of the Australian Curriculum and new QCAA courses for Year 11&12 commencing in 2019.

Curriculum

In 2018, following the decision to discontinue the IBO Primary Years Program, the college continued to refine an approach to inquiry based learning that is a better fit for our context. Several targeted projects are in place including support for literacy and staff mentoring. Senior Years teachers engaged with a range of professional development at networking opportunities in support of the new QCAA senior courses commencing in 2019 and the shift from OP to ATAR for tertiary entrance.

Capital Works

The valued support of the Parents and Friends Association has again been evident this year in their concerted efforts to fundraise to provide resources. The focus in 2018 was on a large number of smaller projects and the provision of resources requested by college staff. A revised master plan was developed and initial major projects are advanced in their planning. Late in 2018, the college was notified it had been successful in gaining significant funding towards a Performing Arts facility. This major project is focused on core teaching spaces for curricular and co-curricular music, drama and dance. A significant pre-requisite project is the construction of a major car park on vacant land owned by the college. We look forward to the benefits these facilities will provide.

Governance

Our college is blessed with the voluntary input of our college Council members and we thank God for both their availability and expertise.

Conclusion

With thanks to all who pray for, work in and support our college in any way. May God continue to bless our campus.

Chris Roche
Chair
Good Shepherd Lutheran College Council

GRACE LUTHERAN COLLEGE ROTHWELL AND CABOOLTURE

Introduction

Grace Lutheran College is a stand-alone secondary school (Years 7-12), located north of Brisbane on two campuses – Rothwell and Caboolture. The college retains strong relationships with three local Lutheran primary schools, Grace (Clontarf), Living Faith (Murrumba Downs) and St Paul's (Caboolture). This enables families to access a seamless primary-secondary Lutheran education to Year 12. In addition, the relationship with Grace Crèche and Kindergarten, Redcliffe allows some families to experience a continuous Pre-prep to Year 12 education journey.

In 2018 the College attracted students from a total of 62 primary schools, 42 at Rothwell and 20 at Caboolture. At the August Census 2018, the total enrolment was 1,352 students, 1,037 at Rothwell and 315 at Caboolture. The graduation senior class of Grace in 2018 (258 students) was its 37th with a total of 5,885 students now having graduated from the college.

College Leadership

The college has a long established practice of encouraging and supporting staff who are aspirational and who have leadership qualities. The Principal has continued this through 2018 providing access to specific programs, experiences and mentoring. Not only does the college benefit, but the whole Lutheran system benefits as staff move to take up senior leadership positions in Grace and in other Lutheran schools.

The Senior Leadership Team (SLT) of 15 members brings together an experienced group with depth and breadth in essential management skills and is able to effectively focus on operational issues as well as strategic challenges. For students, opportunities are offered at all levels and in extra-curricular activities for student leadership growth. Community comments recognise the character, independence and leadership qualities of Grace students. This community perception is a powerful affirmation of the effectiveness of Grace programs and is a strong reflection of the Mission Statement.

The senior leadership position of College Pastor remains vacant – since January 2017. Although the Call Committee was active through 2018 success has been elusive but efforts continue.

Spiritual Growth Pastoral Care And Service

The Lutheran Education Australia (LEA) statement on Lifelong Qualities for Learners is taken seriously. Students are seen as citizens of the world and so integral to the units of work is the challenge for students to understand what this means for how they interact with local, national and global communities. Christian studies especially through Service Learning, seeks to inspire students with a Christian vision of how care and service can transform their relationships and thus their communities.

Students in each year level participate in Pastoral Practices programs suited to their needs. Pastoral Practices is an overarching approach to relationship building that reflects Christ-centred love, grace, forgiveness and reconciliation. At Grace it is the intention that each individual feels he or she belongs to the community and has the fullest opportunity for spiritual, personal, social, physical and intellectual growth.

Staff and Governance

Teaching staff in 2018 numbered 85 full-time and 28 part-time with support staff being 24 full-time and 105 part-time. Staffing numbers remain stable with low turnover rates. It is a dedicated and experienced staff with many long-serving.

Grace College Council maintains an ongoing review of its policies and procedures. More specifically, focus is on Council structure, strategic value statements, strategic intent statements and their underpinning theology. A complete review of the Caboolture Campus Master Plan was begun in 2018 as a result of Council's re-setting the strategic direction of the campus.

College Council is well balanced in terms of diversity of professional backgrounds, age, and experience in governance. The Council has a high level of commitment to encouraging and providing engagement in relevant professional development opportunities. In the past year members participated in the Learning Environments Australasia (LEA) Conference in Sydney, Better Boards Conference in Adelaide as well as, LEQ, ISQ and AHISA workshops and forums.

Facilities

More effective use of technology on campus has been enhanced with the provision of advanced devices for students such as the 'Kickstart' laptops. Relevant server infrastructure at both Rothwell and Caboolture was renewed during 2018 to ensure that the latest equipment serves as a quality backbone to support the delivery of the college's core Information Technology digital services. A new Library and Senior Studies space at Caboolture campus opened in February 2018 and has been well received by students and teachers.

During 2018 a very preliminary review and discussion of facilities at Rothwell was initiated as a first stage in comprehensively upgrading the Rothwell Master Plan.

Curriculum

Grace Lutheran College offers wide and diverse curriculum at all levels catering for students with a variety of abilities and interests. Opportunities provided by Academic Enrichment and Ignite Excellent offerings are highly popular. They include the Bright Mind Festivals, STEM, Literature and GAME ON! programs.

The Googa Outdoor Education Program of four weeks, is an outstanding feature of the Grace educational experience. The emphasis is on working as part of a group and accepting individual responsibility while developing leadership skills. For the Grace alumni it is the highlight of their time at Grace.

In developing the Grace curriculum, consideration is given to offering multiple pathways for students. School-based Apprenticeships and Traineeships were taken by 80 students in a variety of occupations. Work Education, Industry Partnerships and VET IS provided additional opportunities. The programs of Grace Academy engaged over 1,300 individual enrolments at 110 events where students were able to hone and showcase their talents in areas such as musicals, workshops, masterclasses, robotics, dance, drama, recitals and chapel services. The Grace Academy vision to provide opportunities for Excellence, Innovation, Creativity, Diversity and Service at the college, in partner primary schools and the local community are being realised.

Grace Innovation & Enterprise (Gi&E)

During 2018, Grace Lutheran College established a new Standing Committee of College Council to oversee and manage a new department of Grace College, tasked with encouraging and developing innovative and enterprising activities and programs that are unable to be delivered through traditional school structures. Outside providers may also deliver such

programs. In the first instance GI&E is to provide programs for Grace students; additionally, it also invites students from *outside* of Grace to also participate in specific programs. GI&E is designed to mirror all departments of Grace College including *Christian ministry*. GI&E is particularly suited to running programs and activities outside of school hours and during holidays, greatly extending the use of college facilities.

Conclusion

Grace Lutheran College is a large and complex organisation. More detailed and specific information is available from other sources.

May God continue to bless the work being done in His name at Grace Lutheran College.

John C Gerlach
Chair
Grace Lutheran College Council

GRACE LUTHERAN PRIMARY SCHOOL CLONTARF

Introduction

A deliberate focus in 2018 has been to find ways to better engage with our community. While student opportunities are mainly highlighted in this report, there have been changes across all areas of the school's operations.

2018 has been the year to provide opportunities for students to showcase their talents and engage with our parent and local community, particularly through performing arts. The school's first musical 'The Little Mermaid', took the stage at the Redcliffe Cultural Centre by storm in June.

Late in 2018 the beginnings of opportunities for the school's sporting students began to come into play through a partnership with Grace Lutheran College and a new association of independent primary school on the northside of Brisbane.

'Carols on the Green' in December took on a very different format to previous years. This change provided another opportunity to engage with the community and was well supported by parents and members of the local congregation.

Pastoral Care and Worship

Every second Friday morning worship has become a whole school affair in 2018 by utilising the multi-purpose building. This change has allowed our musical groups to support worship more regularly and easily. A greater sense of community for students, staff and parents who regularly attend can be felt at this important time.

Changes to the way the school supports students and families through the Pastoral Care programs are bearing fruit. Much of this success is in ensuring that carers are also in the playground, developing relationships and building social capital with students.

Students

As well as continuing to support the work of ALWS, service learning in the local community is developing with the Eco Warriors program. Our students are visible in the community and their efforts can be seen to be making a difference to the marine life in the Bay.

Our school's annual Canberra trip was a highlight for our Year 6 students and all enjoyed it immensely. Learning about government in class and then seeing in practice how our government works is an important link in the Year 6 curriculum.

Efforts in the Redcliffe Show this year focused on environmental action in the Moreton Bay area and we were thrilled to win first place. This showcased our school positively during the Redcliffe Show and our families were very proud of this achievement.

The cultural tour to Japan was a huge success for the thirty-one parents, children and staff who travelled. As a school community event, it was a very positive trip with many families making life-long friendships due to them traveling together. We thank the staff who also attended as their impact and support was also appreciated by the families.

Staff

The staff at Grace Lutheran Primary School are dedicated and keen to grow and learn with their students. They have embraced new curriculum initiatives and also enjoy sharing God's word with their students.

Curriculum

A real focus in 2018 has been the collection of student learning data and for teachers to use this data to assist in planning the next steps for their students.

STEM, as a learning area, has been successfully implanted with much enthusiasm from students and staff alike.

Music, in 2018 was changed as a subject area to Performing Arts and students now enjoy learning about music but also experience drama and theatrics as part of the curriculum. The students' confidence has lifted through this subject area and now confidently stand in front of the school at assembly and chapel as they have learned many ways of speaking clearly and precisely to a large group of people.

Governance

The end of the year saw the commencement of a new era with the signing of an MOU with the Grace Lutheran Congregation. This document acknowledges our common heritage, mission and ministry within the Peninsula. An immediate practical outcome has been the formation of a joint working party to seek ways to better utilise opportunities such the traditional 'Together With' services.

The new Master Plan is almost complete. This plan is forward looking as we contemplate the strengthening of our core business and consider options such as early learning and swimming in some form on-site.

Council membership remains stable and we are blessed to have a group of people committed to the Aims and Mission of the school through their governance roles.

Conclusion

It often seems as if our Christian faith values are under attack and portrayed as outdated and not necessary in the modern world. As a Lutheran school we must continue to shine our values outwards into the community and rejoice that God is with us. We look forward to doing this with the Grace congregation as we consider joint ways to support each other and better target our common mission and ministry.

I pray blessing on all at our school and thank sincerely members of school council, leadership, staff, students and families. Our God truly is an AWESOME God!!!

Garth Hunt
Chair
Grace Lutheran Primary School Council

IMMANUEL LUTHERAN COLLEGE BUDERIM

Introduction

We are fortunate to have a committed team of Council members who provide their time freely and bring a range of skills to its decision-making processes. Their 'skill set' covers a range of critical functions including college ethos and Christian stewardship, financial, education, marketing and legal. An important focal point this year has been the finalisation of the Strategic Plan for 2016-2019, which provided an opportunity to review and refocus on the direction of the college in the next quadrennium.

Pastoral Care and Worship

During 2018, Immanuel Lutheran College undertook a Christian Life and Wellbeing review. This saw the collection of a range of survey data from students, parents and staff regarding the wellbeing of our community, together with the health of our pastoral care and Worship life. Various LEA statements and frameworks were used as the foundation for our discussions about these important matters. Through this process, twenty recommendations were made which we are responding to this year. In summary, the recommendations seek to increase student voice, develop Service Learning, invest in teacher training, implement our newly created P-12 Wellbeing Framework, review Chaplaincy roles and provide greater support of staff and parents.

Added to this, our partnership with the Immanuel congregation has continued to strengthen. Two highlights being: a joint undertaking to support a North Sumatran School and Disability Service and a strong and vibrant Get into God (GIG) program which is overseen by the congregation's Youth Coach, Ben Lyons, and staffed by volunteers from the College. Furthermore, the appointment of our Secondary Pastoral Care Coordinator, Lyn Druery and Primary Pastoral Care Coordinator, Samantha Stewart is ensuring that the many aspects of our pastoral care and wellbeing program are well coordinated and resourced. Some examples include: Rite Journey in the Year 9, YLead in Years 5,6,7,8 and 11; Circle Time across the college, P-10 You Can Do It and Buddies programs in key years.

The worship and devotional life across both sub-schools continues to be enhanced by student and staff input; with the P-12 community meeting five times a year to mark significant moments of celebration in Worship and Thanksgiving. Our Worship Band leader, Stefan Volejnik, continues to work with students to share vibrant music during worship times and foster supportive relationships within the band itself. Pastor Kathrin Koning also visits each of the Early Learning Centre rooms for devotions each week.

In the Primary School, the roles of Worship Captains continue to prove effective, with the students taking active leadership roles throughout the year. The support of our Compassion Children is very vibrant, with each child visibly displayed and prayed for in given classrooms; and an annual 'Market Day' run by Year 6 students to boost weekly worship offerings. Other Service Learning initiatives have included support of ALWS' Awareness Days, non-perishable drives for the local Salvation Army; and packing shoe boxes for Operation Christmas Child.

While Pastor Kathrin has also been developing Godly Play throughout the Primary years as an effective means of sharing Biblical literacy and creating a sense of wonder about God, the current building program has meant that the specifically-designated Godly Play has had to be packed up, for the moment.

In the Secondary School, the positions of Social Justice Captains are providing a platform to heighten service-learning goals, social awareness and community action. Support of our Compassion Children, particularly through our Compassion Week activities is heartening to

witness. This, together with our support of neighbouring Lutheran initiatives like the Soup Kitchen at St Luke's Nambour and Immanuel Gardens Aged Care is encouraging faith in action within our community.

Across the year, several opportunities were created for the Immanuel Lutheran College community to engage with reflective labyrinth walks. On three such occasions, a labyrinth was temporarily created, e.g. from books during Book Week; and out of sticks at Year 5 camp.

Our second staff spiritual retreat day at the end of Semester One was again well-received, where colleagues shared in a keynote address by Pastor Matt Thiele, reflecting on Christian Service, followed by an array of elective options of both, reflective and physical nature. It has cemented its place as a valuable community-building exercise.

Lastly, the annual Sunshine Coast Ecumenical Service was hosted by Immanuel College recently, with the theme 'Taking Jesus into the New Year' as the focus.

During this fortieth year of the college's life, we continue to enjoy the privilege of sharing Jesus with our community; and all in His grace!

Students

Student academic outcomes were excellent for the class of 2018 with 22% of the group receiving an OP 1–5, and 85% of graduates achieving an OP 1–15. The college was exceptionally proud of the students, not just for producing these outstanding results, but for the meaningful contribution they made to the Immanuel and wider community throughout the year. Significant achievements by vocational students also saw them rewarded in the completion of the QCE, an equivalent OP result and the attainment of a national qualification. We honour the outstanding contribution from our staff to our students' successes.

We commenced the 2019 academic year with 903 students. While our numbers decreased in 2018, we are focussing on enrolment and retention strategies for the coming year. We also service 139 children through our Early Learning Centre.

Staff

The college's teaching and support staff complement were once again very stable, with very little turnover or attrition. In 2019 the total staff numbers approximately 132.09 FTE (inclusive of staff at our Mt Binga campus).

Curriculum

At Immanuel, we encourage our students to become the very best they can be in all aspects of their lives. A culture of 'life-long' learning and service is fostered throughout the college to enhance the growth of the whole person. Our learning community is preparing students to be positive community role models, who care for others and the environment. We build critical and creative thinkers, skilled collaborators and excellent communicators.

Our relevant and contextual curriculum is engaging and student-centric, allowing a variety of learning pathways. With flexible physical learning spaces, contemporary virtual learning spaces and access to digital technologies, we use a blended learning model to deliver our curriculum. This allows timely feedback and opportunities to reflect on learning and address learning diversity. Assessment is rigorous, imaginative and diverse, reflecting the variety of learning that has preceded it.

Emphasis on literacy and numeracy across the college provides a firm foundation on which critical and creative thinking skills are built. Immanuel students' academic outcomes are good with our NAPLAN and OP results ahead of national and state measures and amongst the best on the Sunshine Coast. While the majority of our students go on to university studies, we are

also proud of those who undertake alternate pathways and graduate ready for direct workplace entry after attaining nationally recognised vocational qualifications.

Relationships are the heart of an Immanuel education. Effective communication promotes a positive home-school partnership in which students' academic, social and physical development is best fostered. SEQTA, our Learning Management System, provides an interactive, global view of each student's journey enabling meaningful conversations about wellbeing, learning and targeted support. As a college, we have developed and commenced implementation on a P-12 Wellbeing Framework based on PERMA V and our core values to ensure we are preparing our students to be active citizens in the 21st century.

A broad range of co-curricular and outdoor education activities enrich the Immanuel experience and encourage each student to understand the importance of resilience, relationships and reflection.

Notable curriculum innovations include:

- a) The provision of **seamless P-12 curriculum and assessment practices** continues as a major focus, harnessing professional collaboration across sub-schools. Students benefit from consistent, coordinated academic and pastoral strategies throughout their time at Immanuel.
- b) **Our Early Years program** focuses on the development of oral language to underpin early literacy and the use of guided inquiry to assist concept development in early numeracy.
- c) **New, flexible learning spaces across the primary and secondary campuses** promote contemporary approaches to teaching and learning. Digital devices (one-to-one for Years 3-12) with multimodal interfaces operating within a robust wireless network to promote collaboration and expression of complex cognitive processes.
- d) **Our vibrant P-12 Arts program** provides opportunities for broad exposure to and engagement with a wide range of creative and cultural experiences.
- e) **A Science, Technology, Engineering and Mathematics (STEM) focus** permeates our P-12 curriculum through the use of inquiry learning, coding, robotics and electronic data collection as tools to stimulate engagement with real-world contexts and the development of analytical, critical and computational thinking. Our co-curricular 'Maker Space' complements this initiative.
- f) Curriculum and pedagogy across the college are guided by our Teaching and Learning Framework. Our focus is on developing cognitions and 21st-century skills within engaging real-world contexts. In the Secondary School, we are reimagining curriculum and pedagogy in Junior Secondary and preparing students for success in the new QCE/ATAR senior system. In the Primary School, we have redefined our Inquiry Units and curriculum structure for implementation within uninterrupted blocks of time to ensure that the learning is rich and deep.
- g) Our **beautiful rainforest setting** inspires in students an appreciation of God's creation and provides a readily accessible natural laboratory for our **new Environmental Education Centre**. Our community models responsible environmental citizenship with systems for waste reduction, recycling, energy efficiency, water harvesting and solar power generation. Our Eco Club leads many of these initiatives.
- h) **Community Engagement** is important to us with the college organising the Fruehlingsfest Spring Carnival, the Immanuel Arts Festival and the Voices on the Coast Youth Literature Festival. Service Learning opportunities are provided through mission work with our partner schools in Indonesia and Cherbourg, Red Cross Blood Bank donations, Homeless Soup Kitchen work, Child Sponsorship and interactions with members of the Immanuel Aged Care facility. Our Interact Club also provides many service opportunities.
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Capital Works

It has been another busy year for capital works in 2018. In the past 12 months, the college completed a major renovation (\$2.6M) of both H & N Blocks. This upgrade transformed the upper level of N Block into a purpose-built Student Services hub, which accommodates the Chaplains, Counsellor, Learning Enhancement Department, First Aid and Students Services. N Block has been transformed from classrooms to a new Primary School Administration building. This enabled us to demolish the original Primary Administration building (R Block) which has now opened up the heart of the Primary School precinct.

In addition to the Primary School upgrades, the college constructed a \$2.0M Environmental Centre nestled on the end of the forest. This new building will enable students to have direct access to the forest and provide authentic opportunities to study ecology and sustainability in a living context. This is a very exciting project, and this will strengthen our commitment to environmental education.

Capital Works planned in 2019 includes a renovation of the Secondary School Administration building (\$650,000) plus the construction of a new GLA building for our Year 3 students (\$2.7M) and the major renovation of Jasmine building (\$900,000). Towards the end of the year, the college is planning to complete the final stage of the Year 7 Precinct upgrade. This upgrade will include the addition of a large outdoor learning deck to compliment the current direction in teaching pedagogy.

Governance

Having developed and ratified the college's new Strategic Plan in 2016, in 2018 College Council worked closely and collaboratively with the College Executive to translate the elements of the Strategic Plan into a detailed and comprehensive Operational Plan, to provide the framework for the practical delivery of the priorities.

The 2016-19 Strategic Plan is built around four key priority areas:

- a) Teaching and Learning
- b) Community and Connections
- c) Spirituality and Wellbeing
- d) Environmental and Financial Sustainability

College Council carried out its governance role in the college with enthusiasm, diverse experience and strong common goals. They continued to have a close working relationship with the Principal and his executive management team, along with the other elements of the Immanuel community – students, their families, staff, ELC, P&F community and Immanuel Lutheran Church.

Council emphasised the strong financial position of the college and College Council's commitment to the exciting building, expanding and refurbishment phase at both the Buderim and Mt Binga campuses. Council continues to work with the Principal and Business Manager to solidify the financial security and prosperity of the college into the future, to the benefit of all stakeholders.

Conclusion

God's grace is present in abundance in the Immanuel community. We are continually blessed as we strive to lead through service. There is a deep sense of joy for all as we produce graduates who are identified by their confidence, optimism and respect for healthy relationships. They are prepared to serve and are well grounded in a sense of who they are in the world and a set of values that is founded on faith, reason and knowledge.

Roger Morris

Chair
Immanuel Lutheran College Council

LIVING FAITH LUTHERAN PRIMARY SCHOOL MURRUMBA DOWNS

Governance

Blessed with a broad range of skill-sets, yet sharing a passion for creativity and innovation, in 2018 our School Council released a new approach to strategic direction and labelled it a Strategic Drive. Underpinned by Proverbs 16:3 and 1 Corinthians 16:13-14, the rationale of our Strategic Drive reads as follows.

We live in exciting yet uncertain times. Our world is changing at a phenomenal pace. In this era of exponential change, we have no desire to be constrained to a schedule that is rigid or has a ceiling. Rather, we yearn to shape an educational landscape that has the freedom and flexibility to navigate a path that is accepting of unknown futures and knows no boundaries, yet is grounded in the celebration of a life lived from the victory we share in Christ. We are driven by a preferred future hinged on delivering gospel-centred and forward-thinking education to families seeking these same ideologies.

As such, we present our Strategic Drive. It is aspirational and dynamic, and serves to stir up dialogue and action. It aims to agitate, to be disruptive and to inspire innovation. It chooses unity over uniformity, and transformation over transaction. This Strategic Drive sees a shift away from an era of compliance and dives into an era of overwhelming engagement and empowerment ...

Enrolments

Living Faith is a triple-streamed Primary School. It is equipped with facilities and resources to serve the families of 550 students. In 2018 the student population hovered just over 500. Competition amongst local schools is increasingly fierce. Multiple strategies were established to bolster our ministry opportunities, including the restructure of key administration roles resulting in the appointment of a Communications Officer, as well as contracting a marketing agency.

Kindergarten

Living Faith Lutheran Primary School Kindergarten opened its doors in 2015. We are pleased that it commenced with and retains 100% occupancy. Following its fourth year of operation, the kindergarten is now debt-free.

Pastoral Care

Our congregation views the school as its primary mission field and the support received by our school from our congregation is strong. Pastor David Schuppan and Principal Jane Mueller maintain their strong relationship through peer mentoring, mutual support and friendship. Their steadfast relationship is fertile ground for dreaming big dreams for the spiritual growth of our wider community.

Under the National Schools Chaplaincy Program, the school has a 0.4 FTE Student Support Worker. In its 2019 budget, the school made provision for the addition of a 1.0 FTE Chaplain. The Student Support Worker will maintain its explicit focus on students, while the Chaplain will undertake a wider family-centred portfolio encompassing the pastoral, spiritual, worship and community life of the school.

An organically-growing coffee culture has proven to be a hive of conversation and pastoral activity for the staff and parent body. A coffee van is regularly available on site. Further, parents and members of the congregation host 'Brew-Ha-Ha', which involves serving hot drinks at no cost to staff and parents before and during HOP (Hearts of Praise / student worship) each

week. (Staff have even been gifted a reusable coffee mug in order to be good stewards of our environment!).

Ms Rozi Hemara was recognised as a 'teacher of distinction', co-earning the Rolph Mayer Award for Teacher Excellence by LEQ. This is a direct reflection not only of Rozi's technical teaching ability, but also her love for Jesus and the way this plays out in her relationships with students, parents and staff.

Learning

Living Faith has set out to produce a contemporary approach to pedagogy and learning, influenced by the latest in neuroscience research and the changing nature of the workforce our students will face in the future. In 2018 teachers overhauled the design and delivery of mathematics. All teachers completed a 30-hour Stanford University course designed by Professor of Mathematics Education, Dr Jo Boaler, in order to develop an appreciation for the philosophy behind Mindset Maths. They then collaborated to design a trail-blazing approach to the delivery of the mathematics curriculum. Acknowledging this new approach is still in its infancy, initial results have been encouraging, showing unprecedented student improvement. This redesigning of mathematics follows the successful implementation in recent years of such concepts as Daily 5 and PBL. This brings to an end the four-year long development of contemporary pedagogy across all areas of the curriculum.

Exhibition Evenings were introduced mid-2017 in order for students to showcase their learning. Exhibition Evenings have very quickly grown to become our most well-attended events on the school calendar, taking place twice-a-year. With the introduction of prayer spaces and food trucks, and plans to further grow the event with such things as busking, it is a delight to combine learning with a carnival atmosphere.

Service Learning plays out in the community in a variety of ways large and small. At the smaller end of the scale, our Year 6 students connect with Prep buddies and serve the wider school community through specific leadership roles. At the larger end of the scale, all students participate in the ALWS Walk-a-Thon and associated learning activities, and our Principal collaborated with other LEQ principals and secretariat staff in the 'CEO Sleepout'.

Staff professional learning is valued as highly as learning for students in our culture of improvement. Our professional learning model for teachers promotes risk-taking, prototyping, observation and sharing. It requires our team to work within the parameters of our school improvement plan, but gives individuals freedom to grow in areas of interest and passion. Living Faith has never set out to be recognised as an innovative educational institution, yet our peers continue to label the school in this way. The school was an Innovative Schools Award recipient for the second consecutive year, and two of the school's leaders were named on *The Educator's* 2018 Hot List. Educators, architects and the media continue to descend upon the school to learn of our contemporary approach to education and our change management processes; and our leadership and teaching staff continue to be regularly invited to share the Living Faith story at various forums.

Learning Support

A growing number of students present with exceedingly high needs, with many of these needs manifested through physicality. This has presented challenges for the school community in multiple ways, and we seek your prayer as we explore how best to meet the needs of these students and their families, whilst maintaining a quality and safe learning experience for all other students.

Building Works

While there was no major construction in 2018, dreaming has commenced for the school's next major phase of construction, which will involve the redesigning of our junior primary wing, inside and out. This construction will be heavily influenced by learning opportunities driven by the LEQ secretariat, including the California Learning Tours of 2017 and 2018.

Conclusion

What better way to conclude, than with an excerpt from an email sent to our Principal by a school parent "... I am honoured to be able to serve the school that got me and my family to Christ, thank YOU!"

Ray Ebert
Chair
Living Faith Lutheran Primary School Council

LUTHERAN ORMEAU RIVERS DISTRICT SCHOOL (LORDS) PIMPAMA

Introduction

In its seventh year of operation, LORDS continued to grow in 2018 with 600 students from Prep-Year 12. LORDS Little Wonders Kindergarten which is co-located on the school site, reached capacity with 44 students. We continue to draw students from Beenleigh through to Helensvale / Pacific Pines. We thank our committed staff, council and parent body for ensuring that LORDS continues to grow and flourish.

LORDS successfully completed the NSSAB (Non-State School Accreditation Board) accreditation process in 2018. This process occurs every five years.

Student Learning

LORDS NAPLAN results were strong for 2018. We continue to focus on developing a whole school approach to service-learning where students have the opportunity to meet the needs of the community while also achieving learning outcomes. It has been exciting to form partnerships with our local aged care facility, ALWS and Rosie's (friends of the street). Our Year 9 Street Retreat is a highlight of our service-learning program, with students experiencing firsthand what it is like to experience homelessness and connect with organisations who work alongside people experiencing homelessness.

Our operational plan is focused on students developing a growth mindset, while also working with our teaching staff in developing project-based learning units, which focus on solving problems based on real needs in the community and world. This approach allows students to develop skills as independent learners, creative / critical thinkers, social and environmental learners, collaborative learners and community contributors.

Our graduating class of 2018 achieved good results, with 100% of our students receiving an OP1-16 and 100% receiving their QCE. Most importantly, the focus is on students engaging with a pathway (OP or vocational) that meets their needs.

Pastoral Care

Staff in the Junior School received training in Play Is The Way (PITW). This program uses games and a consistent positive approach to develop social and emotional competency in students. We also continue to train staff in the processes of restorative practices which aims to rebuild relationships by 'putting things right'. LORDS also embeds the LEA Values and our LORDS Learner Profile into our chapels, staff and class devotions and assemblies throughout the school. Our Buddy Program (multi-age across the school) and our Alternate Day Program (pastoral care focus) allows us to meet student needs, while also developing positive relationships across the school for students and staff. We also have had a team of teachers developing approaches to ensure the well-being of both staff and students including a focus on growth mindset and mindfulness. An online notification system called 'Stymie' was introduced to students from Year 5-12, which allows students from LORDS to anonymously report any concerns they have for themselves or their peers either from the playground or online.

Worship

Weekly sub school chapels are a highlight of the school week, with daily devotions being held in classrooms. Staff have the opportunity to reflect and start the day with God together before classes commence. We hold three P-12 services each year celebrating the start and end of year, as well as Easter.

Students from Year 7-12 have initiated their own bible study and prayer group held at lunchtimes. These students studied the Youth Alpha program together. This is attended by our Chappy. We also have a group of community members who meet each week to pray for the school.

Staff

With increased student numbers, so the teaching and support staff continued to grow. We started the year with a spiritual retreat which focused on the environment and stewardship. Our new and continuing staff participated in CS Equip Modules. In 2018, we continued our work with Professional Learning Teams. These teams have representatives from across the school and focus on our vision for learning, teaching and pastoral care. LORDS is blessed with a passionate and collaborative team of teachers.

Curriculum

2018 saw a focus on continued implementation of the Australian Curriculum across P-10. The range of subject choices in the Middle and Senior School continued to grow.

STEM (Science, Technology, Engineering and Mathematics) classes occur in the Junior School and are part of the elective program in the Middle School. We are also developing our approach to Social Enterprise in the curriculum.

Staff in the Senior School worked hard on developing plans for the new QCE System, which includes the introduction of ATAR. This new approach starts in 2019 across the State.

Capital Works

2018 saw the completion of a double storey building for our Year 7-12 students. LORDS Council also started the process of reviewing the Master Plan. A carpark at the front of the school started in the latter part of 2018 and will be completed by the end of term one, 2019.

Conclusion

God continues to bless the LORDS community and we look forward to seeing our community grow from strength to strength in the future, while educating our students with the skills they need to ensure they can successfully serve and engage with the world. We also want our students to know that God loves them, no matter what happens.

Jodie Hoff
Principal
Lutheran Ormeau Rivers District School (LORDS)

PACIFIC LUTHERAN COLLEGE MERIDAN PLAINS

Introduction

Pacific Lutheran College's theme for 2018 of *Flourishing In A Culture of Thinking*, grew an understanding that to flourish was to be more than successful. In flourishing there is a richness and flair that draws on creativity and the fullness of life. There is joy and a strong sense of hope. This hope that flows from faith and trust in a gracious God is confident and sure and is sustained and sustaining in the highs and lows of life. Education and life with God at the centre, is a hope-filled endeavour.

As we have continually enhanced the 'Culture of Thinking' and the integration of the learnings of positive psychology with Lutheran theology, there has been a growing understanding of the cohesion, synergy and mutuality that exists between these two important research-based elements of the college's intentional development of young people.

The Organisation For Economic Cooperation and Development (OECD), *The Future of Education and Skills Education 2030, The Future We Want* position paper released earlier in 2018, identified the importance of this rich wholistic approach to education that enables young people to flourish in a rapidly changing future. The report highlighted the importance of growing young people's agency in developing deep disciplinary knowledge as well as the ability to link and develop new understandings across disciplines and to be highly skilled in the area of digital technology. The future focused paper also identified the significance of well-developed social and emotional and life-long learning capabilities as enablers. Rapidly changing geographic, social and political contexts are projected to require young people to have highly developed values and attitudes, that include a respect and valuing for all of humanity, the environment and diversity.

We celebrated in 2018 that while the 2030 OECD report was presented as a framework for the future of education, the intentional development of these capacities was already deeply embedded in our distinctive approach to teaching and learning that focuses on developing a 'Culture of Thinking'. Young people have tremendous opportunities to flourish through immersion in the Teaching For Understanding and Visible Thinking Frameworks from Harvard, the nurturing of wellbeing through the integration of positive psychology with Lutheran theology and the growth of enjoyment and capacity through engagement with co-curricular activities.

Pastoral Care, Community Service and Worship

Pastor Tim Jarick and the Pastoral Care team leaders continued to strengthen integration of the learnings of positive psychology with Lutheran theology into the social and emotional growth and formation of staff and students. This included reference around the capabilities included in the Growing Deep document and the expanded use of the labyrinth. Students continued their support of the Salvation Army, the Relay for Life, the Centaur Retirement Village, and the Year 5 weekly connection with the residents of the IRT residential care facility. As a new service activity, our students provided very strong support to disabled surfers in conjunction with the Disability Association. Our senior students led the community in raising funds for Lutheran based projects in Cambodia and enjoyed the opportunity to visit the Rainbow Hostel in Phnom Penh and the Lutheran Life Centre in Kampong Chnang Province as part of their biannual visit to Cambodia.

Our partnership with the St Mark's congregation saw the continuing celebration of different milestones for children at the college as part of the Sunday services throughout 2018.

Students and Parents

The college enrolment at Census in August 2018 was 959 across P-12. Our Year 12 students of 2018 performed very well, particularly in the OP 1-5 range with 28% of OP eligible students achieving an OP 1-5. The college was recognised in the top four schools on the Sunshine Coast for the percentage of OP eligible students achieving in the OP 1-5 range. Students on all pathways performed well with 100% of students achieving a QCE, VET or school-based apprenticeship or traineeship qualification.

Students enjoyed being part of a variety of outdoor education, sporting, cultural and service experiences. These included the staging of the production of *The Three Musketeers* by our Middle and Senior College students and *Shrek* by our Junior College students. The Sprint Kayaking team celebrated its 14th straight State title. As a college we enjoyed cheering on our first Commonwealth Games representative Kaylee McKeown, as she came fourth in the finals of the 100m and 200m backstroke events.

We continue to benefit from a highly supportive parent community who play key roles in the co-curricular life of the college.

Staff

A key to a successful learning culture is the ongoing learning of teachers. To this end, teachers have engaged in their own learning through involvement in Inquiry Action Group research projects under the guidance of Harvard Consultant, Mr Mark Church and enhanced differentiation skills through participation in externally and internally provided professional development.

Senior teachers were also intensely engaged in professional development in preparation for the new senior certification process, which is in place for students entering Year 11 in 2019.

Curriculum

STEM programs across Years 9 and 10 continued to be enhanced. Year 9 and 10 students involved in STEM demonstrated their capacity to be innovative and link learning across disciplines in the University of Newcastle STEM competition, winning one of the days in our regional competition at the University of the Sunshine Coast and being placed in the top 25 across the State. Parents also enjoyed a showcase of the Year 9 and 10 STEM class learning that included problem solving using humanoid robots, underwater drones, roller coaster designs, optics and bionic hands. Students enthusiastically engaged with increased opportunity for involvement with robotics and performed well in a variety of robotics competitions including Middle College students winning the Sumo Robotics competition at Maryborough and an all-girls team winning a Sunshine Coast based Primary school competition late in the year.

Continuing focus on supporting gifted and talented students saw an expansion of engagement with the Da Vinci Decathlon and the Future Problem Solving Competition. We were excited when our Year 12 team and Middle College student Noah Beasley, as an individual, were selected to represent Queensland with the Year 12 team coming fifth and Noah sixth in the national competition in Melbourne. We also had our first Middle College team compete in the University of Queensland Philosophon.

Hospitality students also enjoyed showcasing their talents at a variety of community events including the popular Boat Shed restaurant evening. Their talents were recognised when the college was awarded second prize for its cheese in the Royal Queensland Show Student Made Cheese Competition.

Students performed well in the NAPLAN testing, with all year levels being above and, in many cases, well above National and State means.

There has been a continuing focus on the development of 21st century skills with offerings of Literature, STEM and Design added to Year 10 subject selection for 2018 to build on the learnings developed through inquiry-based learning in STEM, Philosophy and Reasoning, History and Media Studies offered at Year 9.

Capital Works

The College received \$600,000 from each of the State and Federal governments for construction of the first stage of the Administration Building and an upper level Year 3-5 space which has an agile design, similar to the current Year 4 learning space. The cost of this building and associated works is expected to be \$3.2 million. The college also received a \$117,500 grant from the State government to go towards the extension of the library, which has provided additional flexible learning spaces in this area. The library extension had a cost of \$300,000.

Governance

The College Council continued to engage in professional learning with monthly focuses for each meeting as well as members taking the opportunity to access training opportunities provided by ISQ. The College Council developed its Strategic Plan for the next four years through working closely with the senior leadership team and in conjunction with staff, students and parents.

Thank you to our leadership team, which continues to encourage, support and guide the college with their strong focus on learning development and Christ-like service. We can certainly be thankful to our community and to God for the richness of learning that occurs daily within our college.

Ruth Zerner
Chair
Pacific Lutheran College Council

PEACE LUTHERAN COLLEGE CAIRNS

Introduction

At Peace, we cater for a diverse range of students from a variety of backgrounds and cultures. Our boarding facilities allow us to serve students from a wide-ranging area including North Queensland, the Torres Strait and Papua New Guinea as well as families from further afield. We believe a balanced education includes academic, physical, cultural, spiritual and emotional dimensions. Developing the whole person is at the heart of what we do, ensuring that Peace is a place where everyone feels valued; a place where everybody is somebody. The college is highly regarded in the Cairns community and our strong enrolment trends reflect this.

Students

Our enrolments have remained stable from last year and currently sit at 670 students, 70 of which are boarders. We have a strong student leadership team who are actively involved in the community, building positive relationships within both the college and the wider community. Student morale is high and is reflected in both the way students present themselves and interact positively with others.

The college provides an array of opportunities for students to be involved in diverse extracurricular activities on offer and include; camps, sport representation, Drama Club, STEM Club, Code Club, Choir, instrumental music lessons, brass band, debating, academic competitions, Duke of Edinburgh Award, community service activities such as Relay for Life and Rosies, Adventure Under Sail, ski trip to New Zealand, cultural language trips to both Italy and Japan and service trips to Borneo.

Student Learning

The students at Peace are diverse, with a wide range of abilities and aspirations. We cater for academic students whose aim is to go to university, as well as those students who are undertaking a vocational pathway. Our academic results show that students with a strong work ethic do well at Peace. In 2018, 78% of our OP eligible students achieved an OP between 1 and 15 and 100% of our students received their QCE. 100% of our QTAC applicants were offered a place at university.

We are constantly considering different opportunities and alternative pathways to suit students' needs and have seen an increase in students taking VetT courses in the last few years.

Pastoral Care and Worship

Peace is widely recognised in the community as a caring school and our focus is on developing the whole person. We recognise that whilst academic achievement is important, the total wellbeing of each student involves ensuring their spiritual, physical, social and emotional needs are also met. Our core values are **Peace, Excellence, Respect and Community** and our devotions and Pastoral Care Program is designed to focus on how these values are lived out. Boarders attend worship at Trinity Lutheran Church every fortnight and at the college on each alternate Sunday. The Junior School classes take part in worship on a rotational basis.

Staff

We continue to be blessed with long serving staff members who are committed to their calling. A focus for the college this year is to build capacity through the development of individual professional learning plans for teachers and collaborative teams working across the three sub-schools. This will be done with a strategic focus on developing a Growth Mindset.

Curriculum

Peace Lutheran College offers a broad range of learning opportunities, catering for students with different abilities, interests and goals. Junior School staff have worked to develop units using a Problem Based Learning approach, integrating different subject areas into a unit of work. The Senior School staff have been busy preparing for and implementing the new Senior Syllabus that took effect for Year 11 this year.

Capital Works

In 2018 plans were finalised for the construction of a new Manual Arts building. This facility will be completed in 2019 for Term 3 and will be followed by a complete refurbishment of the Home Economics and Hospitality building.

Governance

The College continues to be blessed by a committed governance Council. We have a Council Executive and two sub committees, a Finance Committee and Building & Facilities Committee who work effectively to support the future growth of the college.

Conclusion

The college has strongly established itself as a nurturing, vibrant and progressive educational environment with an excellent reputation in the local and wider community. We continue to strive for excellence and look forward with confidence to the future. Enrolment numbers are stable and we continue to invest in new building projects necessary to ensure we keep up with future demands and enable us to deliver a quality program.

Kathy Close
Interim Chair
Peace Lutheran College Council

PRINCE OF PEACE LUTHERAN COLLEGE EVERTON HILLS

Introduction

During 2018, the college grew its enrolments, developed new initiatives and continued strong academic results. The College is well positioned to continue to develop to be the school of choice for families seeking quality Christian education in North West Brisbane. College Council in turn has budgeted responsibly with a view to balance fiscal responsibility and increasing capacity at the college. The college has been well supported by the local community and congregation to strengthen its position in the Northern Suburbs.

Pastoral Care and Worship

Our college continues to enhance and enrich the lives of students, families and community through student and teacher led daily devotions, staff led chapel services and Worship Bands across both campuses. Worship is based upon the LEA core values and has had a healthy attendance from parents, particularly on the Friday Junior Campus worship. In 2018, the college supported many local charities and raised over \$7,000 to support people less fortunate than ourselves.

As a college, we have embedded new pastoral care initiatives based around mental health into the P-12 curriculum along with other Restorative Practice based relationship management techniques. We have launched a number of new initiatives to foster personal growth and spirituality in our student population.

Students

Students have continued to embrace all of the opportunities presented to them. They enjoyed both individual and team success across all areas of academic achievement, service learning, music and sporting endeavours. The college launched its five-year strategic plan at the start of 2017 with a strong emphasis on improved outcomes for students. This has meant that the college has focused on the fundamentals of quality education such as strong planning, quality assessment and good feedback based upon very visible success criteria.

Our graduating class also performed well academically with 26% of the OP eligible students receiving an OP1-5. We are especially proud of the fact that 90% of our students that applied received their first or second preference from QTAC. 46% of students achieved an A or B grade in their QCS test.

Staff

A number of new teaching and ancillary staff joined our college. They have all made a positive contribution to the college and have fitted in well to the culture of the community.

In 2018, we continued Professional Learning Plans for all teachers, documenting and planning how they will raise student outcomes in their classroom. This has proven to be a very positive initiative with many staff really developing their teaching capacity and engaged in the professional conversations around raising achievement. This is a significant part of the college's strategic plan.

Curriculum

Having implemented the Teaching and Learning Framework for the college, the focus in 2018 has been to implement the latest ACARA P-10 Australian curriculum and broaden the depth of subjects offered at the college.

The college has started the process of planning for the new QCE and has been a significant focus of Professional Development with staff. This is an opportunity to review the current Senior Secondary subject offerings and establish clear pathways for all students.

Capital Works

In 2018, the college built an undercover area on the oval to allow protection from the weather during PE lessons as well as at break time. On the Junior Campus the 'Undercroft Area' was refurbished including murals being painted on all four walls. These improvements have significantly improved the facilities provided on the Junior Campus.

On the Senior Campus 'break out' spaces have been created to further enhance the learning experience for students. There has also been significant investment in rejuvenating older classrooms and keeping the campus contemporary and modern.

Governance

2018 provided stability in governance and the financial position of the college significantly improved. The College Council members have remained the same during 2018 and have been able to provide good governance of the college.

Community

The college is blessed with a very active Parents and Friends Association that raises a large amount of money for student resources and organises many community events. The college has placed a significant emphasis on continuing the strong relationship between the college and the congregation that share the Prince of Peace name.

Conclusion

We pray Our Lord continues to bless our mission at Prince of Peace Lutheran College.

David Ebbott
Chair
Prince of Peace Lutheran College Council

REDEEMER LUTHERAN COLLEGE BILOELA

Introduction

Redeemer Lutheran College, Biloela is located in the Callide Valley, Central Queensland. The college was established as a Primary School by the Redeemer Lutheran Congregation, Biloela in 1978. In 2018, the college received approval to extend its educational service to Year 12 in 2020, and thus currently offers a P-11 Educational Program. We are privileged to be well resourced and have modern, well-maintained facilities in our idyllic bush environment. The college offers families in the Callide Valley an alternative choice for their child's primary and secondary education, and we look forward to continuing the provision of this smaller Christ Centred, and student-focused educational option.

Pastoral Care and Worship

Redeemer Lutheran College, Biloela is a caring community that aims to R.E.A.C.H out to our students and their families as we share the love of Jesus. Respect, Effort, Appreciation, Christlikeness and Humility are our shared values. The staff start their workday with devotional time and prayer for individual families and enjoy weekly Bible study with input from our Parish Pastor, Graham Pfeffer. The staff devotional time and Bible study follow the same three-year worship plan that is used for student worship. Year 1 – Old Testament Stories, Year 2 – New Testament Stories and Year 3 – Who is Jesus and Catechism. This three-year cycle was developed by the college with the aim to ensure that staff, students and parents are exposed to the biblical background and knowledge that was previously taught in homes and Sunday Schools. Accessing the scripture through music has been added once a week to our staff devotions and for many, is a highlight for the week. Our 2019 theme is 'Bold and Courageous'.

Students begin their days with class devotions and attend weekly worship. Both the Primary P-6 and Secondary 7-11 worship have a high level of student interaction and many staff enjoy this opportunity to share their faith openly. Our weekly worship is well attended by parents and extended family, and for many, Chapel is their weekly worship place and time. The Lutheran Christian Studies Curriculum Framework has been used to develop our Christian Studies program throughout the college. Pastor Pfeffer willingly offers his support of the Christian Studies Program with attendance and participation in classes when requested.

Twice a term, the college offers a student-led Sunday Service and supper at the college Chapel to college families, local congregation and community members. Year Levels are rostered to prepare and lead the services along with Pastor around what they have been learning in Christian Studies. After the service, congregational and staff members provide a simple supper. Attendance at our first service was very well attended. Praise God! Encouragingly attendance was from college families, the congregation and families of past students.

Whilst all the staff at Redeemer Lutheran College, Biloela view pastoral care as an important part of their job, we also have two Student Wellbeing and Pastoral Care Coordinators, specifically dedicated to this area. Our Deputy Principal, Mrs Sandra Wass and Teaching and Learning Coordinator (Primary) Mrs Wendy Walker, hold these roles alongside other administrative duties. This support is an identified need for our community and is very well accessed by students, staff and parents. The Australian Government Department of Education partially funds this service under the National School Chaplaincy and Student Welfare Program. In 2016 we were blessed to be able to also provide the services of a trained Child Psychologist Mrs Eran Clark, as part of our staff team. At the beginning of 2018, this became a fulltime position. It is such a blessing to be able to provide this service but such sadness that it is needed so much, by so many. We thank God for bringing Eran into our community.

As a college community, staff and families voluntarily contribute to a College Care Fund that is used to support families in times of need. It has provided such things as assistance with medical expenses, a meal when families are in crisis, a new uniform or stationery supplies when finances are low.

Students

Redeemer's current enrolment total is 221 students. The student population is drawn from a broad spectrum of socio-economic backgrounds with 11% of students from Lutheran backgrounds. A large percentage of the student population have no church affiliation and are seeking an educational facility, with a clear behavioural policy, that will cater for their child's individual learning needs regardless of where they are on the spectrum.

As we start the 2019 year, our overall enrolment numbers show a decrease. Although this decrease requires budget adjustment, we are hopeful that numbers will rise as a consequence of the positive start to the 2019 year. Part of the decline has resulted from a number of families having conflicting values with the college and a part can be explained by a population anomaly with fewer eligible prep students in the Biloela community in 2018. This was predicted as we observed the student numbers in the local Kindergarten facilities last year.

We continue to work hard to maintain and grow our total enrolment across P-Year 11, by striving to offer an exemplary educational program that caters for each child we have in our care. A focus this year is increasing enrolment in our Junior School through the sharing of our facilities and educational programs with interested community members and offering tours and open days. Our aim is to encourage Year 6 students to transition into Year 7 by holding experience days and involving them in High School programs.

Staff

The total Redeemer staff stands at 39. Sadly, our long-standing Principal, Mrs Jenni Krenske fell ill at the end of 2018 and is unable to continue in her role. Mrs Genevieve Clark has worked as Acting Principal during Term 1 while the college seeks to replace Mrs Krenske. We continue to pray for Jenni's continued return to good health. Our Deputy Principal of some years, Mrs Eureka Coetzee left Biloela at the completion of the 2018 school year to move closer to family. We are heartened to know that she remains in the Lutheran Education Queensland family, accepting a position at St John's Kingaroy. We have eighteen classroom teachers and one fulltime Educational Support Teacher. Specialist teachers include physical education, library, music and art. The music teacher conducts both classroom music and the Instrumental program. These teaching staff are supported by the Office Administration team consisting of a fulltime Receptionist, Bursar, Business Assistant and Administration Assistant. We are privileged to have an ICT Technician, and his knowledge and support are invaluable, 5 Teacher Assistants, a counsellor, groundsman and two cleaners complete the team. The staff are passionate about their vocation and mission within the college and the broader community. Of these 40 staff members, 5 are Lutheran.

Curriculum

The college offers a holistic student focussed curriculum differentiated at each year level to cater for the needs of individual students. The curriculum has been developed using the Australian Curriculum (Science, History, Geography, English, Mathematics, Health and Physical Education, the Arts, Technologies), college based programs (Spelling, Phonics, Sight Word and Number Fact Recall) and the Lutheran Christian Studies Curriculum Framework. The QCE (Queensland Certificate of Education) Senior Secondary Syllabuses inform instruction in our Senior Secondary classes. Whilst the major educational focus remains on the development of strong literacy and numeracy skills, the community highly values the development of ICT skills, performance skills in numerous areas of The Arts and physical activity. Individual learning is supported with 2 to 3 adults in all Literacy blocks throughout the college. The Secondary students enjoy the more practical subjects of Home Economics

(Fabrics and Textiles and Food Technology), Manual Arts (Woodwork and Metalwork), and Agricultural Studies along with opportunities in The Performing Arts like music, dance and drama.

The college is continuing its journey into Project Based Learning to assist students to develop the essential 21st century skills (collaboration, communication, personal and social skills, creative and critical thinking) required to live and work in the increasingly automated world. We successfully held a Whole of College exhibition night in 2018 and hope to replicate this in 2019.

An extensive Extra Curricular program is offered at the college which includes Dance and Cheer, Chess, Robotics, Catering and Writers' Club. The strength of these extra programs is the dedicated staff.

Capital Works

With our application to extend to Year 12 accepted, the college is looking to extend once again the facilities it offers our community. In 2018 BGA funding was granted for two projects:

Project 1: Extension and Refurbishment of Block D to add an Educational Centre for Educational Support and Specialist Support Staff including the Counsellor.

Project 2: Extension of Library Block to provide a Performing Arts Studio for dance, drama and music.

We are currently exploring options to create more general learning areas within the Secondary School to facilitate its further growth. It is hoped that building will commence on Project 2 within the 2019 calendar year.

Governance

The College Council meets monthly with members drawn from the Redeemer Lutheran congregation and parent community.

The major focus for the College Council in 2018 was finalising the expansion into Years 11 and 12. Strategic planning and overview of policy and procedures continue to feature regularly in our meetings.

Conclusion

Our college has continued to be blessed in many ways, and we are thankful for each opportunity to reach out to students and their families. The support and oversight of Lutheran Education Queensland Secretariat are greatly valued, and we continue to pray for God's direction and that He blesses us with wisdom as we make decisions about future developments.

Gavin Lotz
Chair
Redeemer Lutheran College Council, Biloela

REDEEMER LUTHERAN COLLEGE ROCHEDALE

Introduction

Redeemer Lutheran College had a smooth start to the 2018 school year, with Mrs Tanya Crooks in her second year as Principal, and with the support of the new Deputy Principal, Mrs Nicole Gregory. Our theme was *Community – every face has a place* and we strived to ensure students, staff and parents had a voice and were heard. The theme certainly inspired some wonderful initiatives across the college, by both students and staff.

Ministry

The Redeemer Community was very pleased to welcome Rev Mark Vainikka as the new College Pastor and honoured to have Rev Paul Smith, Bishop LCAQD, undertake the rite of installation at the service. Mark has been a wonderful addition to the Redeemer team and he has enriched the spiritual life of the college with his own gifts and experience. Some of the initiatives of the past 12 months have included a focus on joint ministry opportunities between the college and Our Saviour Lutheran Congregation and a renewed focus on staff devotional life through weekly P-12 gatherings in addition to regular sub-school gatherings.

Pastoral Care

The pastoral care and support of our students and staff is of the utmost importance. The Learning Mentor Time (LMT) program has been further developed and enhanced to continue to support student learning and to assist future preparation for students sitting the new ATAR from 2020.

Redeemer's goal for our students, is to provide students with opportunities to excel and explore the path that is right for their future. We were incredibly proud of the results of our 2018 graduating class, with all receiving offers for their chosen pathway, which we believe is the ultimate measure of success. Ninety-nine percent of eligible students received their first university preference and 33% achieving an OP 1-5. We also had the highest number of students complete school-based apprenticeships since 2011.

Co-Curricular

Our Performance Music Program is of the highest calibre and highly respected in the community. Our Redeemer ensembles were 'placed' in every section they competed in across the competition season. Of special mention the Senior Concert Band, Intermediate Concert Band, Chamber Strings and College Choristers receiving gold awards at the Queensland Youth Music Awards, with the Choristers awarded a gold award at the state finals. At Queensland's Musicfest, three ensembles received platinum awards and four gold awards. To add to our strong music program, the college introduced a dance option for senior students. Dance has been a welcomed addition to the Arts at Redeemer giving students an opportunity to share their love of dance in both performances and Worship.

Our new sport structure has been positively received and we are already seeing great outcomes as a result of our dedicated team of specialist sports coaches. We will continue to compete in the Greater Brisbane Conference and JTAS competitions, as well as providing additional opportunities for teams to develop and extend skills in other competitions, such as All Schools Touch, Vicki Wilson Cup Netball, Volleyball Schools Cup, Hockey Schools Cup and the Queensland School Handball Championships.

Service

Serving the Community is always at the centre of who we are at Redeemer, as well as our students undertaking a variety of fundraising activities for causes they are passionate about, they are encouraged to look locally and globally to see beyond themselves. Our students fundraised in the World's Greatest Shave, Sister Snips, as well as their ongoing commitment to the Helping Hands Van and Our Saviour Lutheran Community. Our Earth Care Committee held a Go-Green day and were incredibly proud to donate a sea bin to Moreton Bay City Council and introduce environmentally friendly packaging in our tuckshop. We also combined forces with LORDS Pimpama to send a group of students to Cambodia on a joint Service Learning tour, participating in projects for Life with Dignity and ALWS, with the highlight of their tour - installing a water gate at the college's partner village and spending time with the kind and generous village people.

Staff

After extensive staff collaboration, our new Professional Growth Model was introduced with the first group of staff completing their annual review in Semester 2, 2018. Staff wellbeing is at the centre of the model and sits within a growth cycle that works to cultivate a culture of encouragement and support to sustain professional growth at both individual and corporate levels. This cyclic model has no clear beginning or end, it knits together both formal and informal approaches to professional growth and learning that encourage staff to reflect on their practice, consider goals and play in the educational space collegially and independently.

Several retirements and staff transfers occurred at the end of 2018, and we particularly acknowledge the 20 years of service and dedication of the departing Head of Christian Studies and College Chaplain, Mr Col Stiller. We extend God's richest blessings to all college staff, past and present.

Teaching and Learning

In preparation for the introduction of ATAR for 2019, college executive alongside curriculum leaders and teaching staff have redeveloped subject offerings for the senior school and participated in extensive professional development. The college has undertaken a redesign of the middle year's program to align with 21st century competencies and future career pathways. The research and development on agile learning spaces undertaken in 2018, will come to fruition in 2019 when our Year 7 students will move into their newly refurbished building, which will provide agile learning spaces and a dynamic learning environment providing flexible options to enhance their learning. The Junior School introduced the Reggio Emilia philosophy into their teaching and learning spaces and pedagogy. The installation of a new exciting, stimulating and adaptable playground for Prep to Year 2 students, inspired by the Reggio Emilia principles, was embraced by young and old.

Governance

We were excited to launch the college's Master Plan to the community in March. The plan is a re-vision toward 2030 and beyond, as we look to support how and what learning and schools should look like into the future. The implementation of the various stages of the Master Plan will keep the College Council busy well into the future, as our focus turns to the timeline for the fundraising and construction of the first stage.

We welcomed Pastor Michael Mayer to the College Council who brings many years of service to Lutheran system. We acknowledge the many years of service as Mr Ross Warbrooke stepped down as Chair in 2018 and continues his devoted service to the Council with a view to retirement from Council in 2019. We thank Pastor Robin Stelzer (24 years) and Mr Michael Hoopmann (12 years) for their dedicated service and commitment on their retirement from Redeemer College Council at the end of 2018.

Conclusion

At Redeemer, every face has a place. We are part of a community and we are here because God has a plan and Redeemer will help us in achieving to find the best in ourselves and guide us to serve our family, our friends, our school and our community.

Sarah Dixon
Chair
Redeemer Lutheran College Council

ST ANDREWS LUTHERAN COLLEGE TALLEBUDGERA

Following is a snapshot Report into the 2018 operational year at St Andrews Lutheran College, Tallegbudgera. Our Motto is *Celebrating the Gospel, Nurturing the Individual, Empowering Lifelong Learning*.

Enrolments

St Andrews continues to grow. A record 1,231 students attended the college in 2018, from Prep to Year 12. (2019 commenced with further growth at 1,251 students) The college is in the fortunate position of having a strong interest in its key intake years of Prep and most particularly Year 7, and is now the second largest single-campus school in the LEQ System.

Student Learning

St Andrews students in 2018 continued to build upon growing tradition of academic scholarship at the college. The college's NAPLAN results were excellent, with 98% of students meeting or exceeding the national benchmark. The 2018 Year 12 results were also most pleasing- 24.1% of OP-eligible students, 1 in 4 students, received an OP1-6 and 53.4% received a single-digit result in the OP1-9 range (12% in excess of State Average). 96% of students seeking Tertiary Entrance received a first-round offer in their top 2 preferences. 100% of students received their QCE.

Pastoral Care

St Andrews is a Positive Education School. In many respects it is leading its implementation in schools across the nation. A highlight of 2018 was again a growing number of schools, including other Lutheran Schools, visiting St Andrews to learn firsthand what the college is doing in this important area of proactively building Student Well-being.

Worship

Regular corporate worship is central to the life of the college. The college is blessed by the work of two Chaplains, and numerous other staff who are prepared to lead worship in our community. Considerable focus is placed on student feedback in ensuring that both the message and delivery mode are of greatest significance and relevance to students. Throughout 2018, developing the music component of Chapel continued to be a focus. The willingness and presence of students leading Chapel was also a tremendous highlight in 2018.

Staff

In 2018 the college maintained a deliberate and intentional focus on building teacher capacity. All senior leaders were trained in professional coaching, and it will be their application of what they have learnt as they coach St Andrews teachers that will be critical to ongoing teacher development and efficacy. St Andrews staff actively practise the college's Mission Statement of *Celebrating the Gospel, Nurturing the Individual, Empowering Lifelong Learners*, modelling all facets.

Teaching and Learning

The college's major Teaching and Learning focus for 2018 was the ongoing roll out of Dimensions 2 and 3 of the college's Teaching and Learning Framework- Dimensions of Learning. The implementation of this framework means that students and teachers alike are operating with an intentional learning focus in their classes with the benefits clearly evident in the improved academic outcomes. The International Baccalaureate Primary Years Program (PYP) remains as a cornerstone of inquiry-based curriculum design in the Junior School. Due energy was focussed in the Senior School in being extremely well prepared to transition from an OP to an ATAR exit system over the next two years.

Facilities

Tight on the heels of our major re-building exercise following the significant losses through fire in 2016, 2018 saw Andrews undertake its largest ever building project. We built a new *Centre for Scientific Inquiry*, complete with 6 laboratories, a theatrette, lab prep spaces and interconnecting learning lounges. Modern facilities will complement contemporary curriculum and learning design theory and practice. Our Middle School was also 're-built', with these modern facilities wholly aligned with contemporary learning and curriculum design theory and practice. Our learners (students and staff alike) are enjoying not just the freshness of the facilities, but moreover the vitality of the learning program.

Early Learning Centre

Our Early Learning Centre, established in 2015, continues to thrive, with acclaimed programs, illustrated by a 99.8% occupancy rate. Intentional efforts are made to incorporate the ELC into the 'mainstream' of the college, with the ELC Curriculum now enveloped in our International Baccalaureate Primary Years Program (PYP) structure. The ELC students, as has been customary for many P-12 groups, regularly visit the adjacent St Andrews Aged Care facilities.

Governance

In 2018 College Council extended its focus on 'The St Andrews of Tomorrow'. More than just a strategic planning exercise, the nature of Council's work in this space really is about dreaming and visioning what a St Andrews education might look like in 10 to 20 years' time, and how the college can position itself for this. This not only informs curriculum and pedagogical design, but also Capital Works priorities. We are currently working from within the Strategic Plan 2018-2010 – *A Lighthouse in the Community*. We welcomed two new Members of Council, enhancing and broadening our skill-set, and re-ignited a specialist Committee focussed on Finance, Assets and Risk Management.

Conclusion

In 2018, St Andrews Lutheran College celebrated its 25th Anniversary. Major milestones were celebrated through Tours, Arts Galas, a P&F-led 'Birthday Bash', and a Worship Service of Thanksgiving shared with the St Andrews congregation. Irrespective of the event, the focus and indeed celebration centred on St Andrews being established as and remaining true to its Mission as an authentic Christian school, focussed on producing tomorrow's leaders of society, today.

Cecile Ryan
Chair
St Andrews Lutheran College Council

ST JAMES LUTHERAN COLLEGE HERVEY BAY

Introduction

At St James, we continue to share God's love by seeking to provide an affordable, yet top quality Christian education. We offer learning opportunities which encourage the development of the whole child and enable students to maximise their potential for a life of service. The college began its operation in 2003 with 64 students and now has 670 students from Prep to Year 12 as well as a double stream Kindergarten serving 80 families.

Pastoral Care and Worship

Letting our faith shine through three Chapel services per week, with many college families joining us in the service and for morning tea afterwards, is a way to bring families closer to knowing the Lord. College students regularly lead the worship services; this further encourages many of the parents with no church affiliation to attend and hear the Word of God. Our staff have many opportunities to support and care for students pastorally by promoting positive relationships, restorative practices and ensuring that students feel safe in all that they do. The staff are in turn well supported by their colleagues, the executive team and LEQ in a variety of ways.

Students

Our student population continues to grow with numbers this year in excess of 670 and our 6th year of Year 12's graduating later in the year. The college maintains a fully inclusive enrolment strategy across socio-economic, cultural and faith traditions and works strategically to keep college fees within the means of working families.

Staff

In 2019, the number of teaching staff at the college is at 46 Full Time Equivalent (FTE) and the non-teaching staff at 29 FTE. Our teachers' dedication to their professional duties is exemplary and their enthusiasm to increase their level of qualifications is very high.

Curriculum

St James Lutheran College continues to be a regional leader in embedding contemporary practices and digital technologies into the curriculum. Underpinning these ideas lies a strong emphasis on literacy and numeracy coaching that has yielded a marked increase in student achievement. We are also continuing to develop our senior programs to include an increasing breadth of academic and vocational pathways. The college is establishing a pedagogical framework that is based on inquiry and builds learner agency from Kindergarten right through to Year 12. Our students are put at the centre of the curriculum with a focus on them 'making a difference' with what they learn.

Capital Works

The college building program continues after last year's extension of the Resource Centre, refurbishment of the Years 4,5 & 6 classrooms and an additional student amenities block to support our growth. The college also invested in the Junior School Outdoor Learning Areas, significantly upgrading the learning and play spaces across our beautiful grounds.

During 2019, we will continue to grow the facilities in the Secondary School with additional flexible learning areas and a small theatre. The college continues to work with its architects and builders to bring to life the Master Plan for the college, planning future capital works aligned with our educational philosophy, while ensuring our fiscal responsibilities are met.

Governance

The College Council continues to work effectively with the Principal in support of our students, families, staff and local community. Our understanding of the processes and responsibilities of a governing body continues to grow through regular support from the LEQ secretariat and staff. Our mission statement and strategic plan have been updated and we continue to advertise these to our wider community. We remain optimistic that our aim to seek stronger mission links with the local congregations will yield precious fruit and we remain committed to encouraging their ongoing involvement with our governance structures.

Kindergarten

St James Kindergarten is a service operating under a local delegated authority. The 3 and 4-year-old programs are already close to capacity. Strong leadership continues to be a feature and our families see the Kindergarten as a wonderful option to begin their K-12 journey at St James Lutheran College. The Kindergarten continues to grow and provides an excellent program for families wishing to access this part of the college's care and early learning curriculum.

Conclusion

As we forge ahead together through this time of expansion and learning, we continue to acknowledge that the ongoing success and good reputation of St James Lutheran College is not attributable to ourselves, but is the work of our Lord acting in the community through the service of the college team.

Mark Foster
Chair
St James Lutheran College Council

ST JOHN'S LUTHERAN PRIMARY SCHOOL BUNDABERG

Introduction

St John's Lutheran Primary School has a proud history of providing a high quality affordable Christian education in the Bundaberg community. We nurture our students as individual unique creations of God, and aim to develop not just academic goals but social/emotional skills also. At St John's we aim to teach our students the skills they need to be functioning, caring, valuable, contributing members of their community.

The school retains its close association with St John's Lutheran Congregation, Bundaberg who originally founded the school, working with them in mutual cooperation to enhance the pastoral care and ministry of those in the community.

A kindergarten, offering extended hours, operates from the school campus along with After School and Vacation care programs. The school is located in a central position in Bundaberg making it accessible to various bus services for which travel subsidies are available to eligible students.

At the close of the school year our enrolment numbered 207 students, an increase 12.5 percent. 2018 saw some significant events in our calendar, as below:

- a) We celebrated our 40th year of operation
- b) We undertook (successfully) the NSSAB Accreditation process and procedure.
- c) We hosted the LCAQD Convention of Synod

Consolidations in our community in alignment with Strategic Plan – Soaring 2020 Vision, continued to be a focus. As a school community we were able to negotiate the purchase of 21 Bell Street – one of two remaining houses on the larger block of land on which the School and Church sit. This purchase will mean more playground space for our children once the house is removed from the site.

Pastoral Care And Worship

Pastor Wayne George and Pastor Michael Jarick along with our Chaplain Jeanette Mann support our pastoral growth and Christian walk. Service learning continues to be an integral part of our school. We use a framework called 5 Rs – Respect, Responsibility, Random-Acts-of-Kindness, Resilience and Rigour to guide our expectations of students and staff at St John's. Our children are often commended for their good manners and behaviour, for their respect and empathy for others, and for their general leadership and resilience.

Student Learning

Education of the whole child is paramount at St John's. The values that underpin our mission are listed in the Lifelong Qualities for Learners (LEQ Statement). We believe that every student is an individual who needs to be encouraged to develop to the best of their ability. With this goal in mind teachers utilize group rotations with activities targeted at ability or specific needs. St has a learning support teacher who assists teachers in writing and implementing individual learning programs and to organise group work and extension activities.

This year has also been a very busy year in developing our learning spaces in line with our vision to be a school built around the needs of contemporary learners. Our spaces encourage collaborative learning but also cater for the needs of individual learners. All of our school classroom spaces contain agile furnishings, which can be quickly configured to suit the learning that is taking place. With the introduction of these new spaces student engagement has increased.

Instrumental Music remains an integral part of the school with the offering of: Choirs, Ensembles, Beginner Band, Concert Band, Senior Band, Year 2 class Melodica, Year 3 recorder and the Twilight Concert - night for all music students to showcase their progress for the year. This year was our bi-annual Musical and Concert year and was an opportunity for our school to showcase of growth and achievements across the past 40 years of operation.

The purchase of additional Lego Robotics Kit (valued at around \$5000.00) in addition to the existing kits, has enabled us to further embed a robotics program for children across the year levels.

All students across the school have access to iPads to support their digital learning. Students in Years 3 to 6 have a take home device and Prep to Year 2 has class sets available throughout the school day. This is supported by access to Apple TVs in all learning spaces in Years P-6.

2018 saw further refurbishment and development of some facilities in our school.

- a) Painting of a number of general classroom areas (including Hall) interiors
- b) Painting of a number of external walls and surfaces
- c) Additional classroom furniture Prep – Year 6
- d) Additional Interactive LED Computers-on-Wheels (COWS) Years Prep – 2
- e) Fitout for additional classes
- f) Increased hardware to support iPad program
- g) Additional shelving in Library
- h) New storage room fitout in Junior school area

Staff

Inquiry-Based Learning formed, and continues to form, a large focus area for teachers and students. Much effort and work had been put into scaffolding this pedagogical framework and philosophy within the community. Teaching focus has been on good pedagogy, specially focusing on reading and writing.

The overall teaching and learning program of the school is based on guidelines provided ACARA. The school has a strong focus on literacy and numeracy with specific programs such as Words Their Way and 6+1 Writers Traits. This year saw the introduction of Maths Pathway in Years 4, 5 and 6 in replacement of Mathletics. Reading Eggs continues to be used across the Junior School year levels. Also, MultiLit – Literacy Intervention program continues to be rolled out across all year levels in support of children needing additional learning in Literacy.

The Christian Studies Program endorsed by Lutheran Education Australia is also included in the curriculum program. All staff are qualified, or working towards qualification, as Christian Studies qualified teachers in a Lutheran School through the Equip program.

Further efforts were focused in 3 main areas:

- a) ICT infrastructure capacity increased
- b) Assessment scoped across the year levels (linked to student learning SMART goals)
- c) Pedagogy embedded Inquiry-Based Learning

Professional Learning courses were undertaken by teaching staff using Kath Murdoch's Power of Inquiry study guide and course. Kath Murdoch was a key presenter to all staff in June 2018 (including Teacher Assistants).

Curriculum

The teaching and use of ICT and technology is used to enrich curriculum delivery with a number of new iPads and laptops being introduced to provide greater capacity. To that end, the school has a one-to-one iPad program in place for every child in Years P-6 as well as

multiple laptops for use. The extension of active learning spaces and specialist teachers in Japanese, Health and Physical Education and library and research support our curriculum delivery. Student participation in school camps is viewed as essential to enhance their development of skills in teamwork, independence, and resilience. Experiences range from one-night sleepovers to week-long trips. Day excursions are also planned by staff to enhance curriculum content and may include the Hinkler Museum, Mon Repos Turtle Hatchery for example.

Our pedagogical framework, Inquiry-based learning, allows for deep and rich learning and is central to our learning vision for our students. We remain squarely focused on enhancing our children's skills and knowledge in Literacy and Numeracy as well as preparing them for the future by way of teaching overt skills in communication, collaboration, curiosity, creativity and compassion.

Apart from having a strong focus on music and physical education which is known to increase brain function and academic performance, we have an innovative approach to curriculum delivery, called 'Core 4 Plus 1', where four days of the week are dedicated to delivery of the core curriculum areas and on the fifth day children are exposed to different teachers and specialist subject areas including all of the Arts, Design and Digital Technologies, and LOTE (Language Other Than English).

Community

Strong ties continue to be fostered between Church, School and the broader Bundaberg community. We have seen an increase in attendance at 'Community Sunday' services by parents and children from our school. The School Principal and Curriculum Coordinator were asked to provide a keynote presentation at the 'Educational Leadership Summit' in Bundaberg as such highlighted the school's pedagogical approach in the broader community.

Conclusion

We are encouraged by the positive developments at St John's Lutheran Primary School throughout the last year, and continue to be blessed by the dedication of our staff. The support from our school families continues to be greatly appreciated.

Delwyn Ainsworth
Chair
St John's Lutheran Primary School Council

ST JOHN'S LUTHERAN SCHOOL KINGARROY

Introduction

St John's Lutheran Primary School was established by St John's Lutheran congregation in 1989. Over the last 30 years the school has grown from a small primary school to a P- Year 9 school with 425 children. St John's is situated on 5.7hectares in Ivy St on the north-eastern side of Kingarroy and serves residents of the town and outlying rural communities. We give thanks to God for his wonderful provision and pray His continued blessing upon the school community as it continues into the future.

Student Learning

St John's has a priority focus on Literacy and Numeracy achieving very pleasing NAPLAN results. These results reflect the commitment of the students to learning and the dedication of staff to work in an intentional way to develop educational programs and teaching strategies to enhance and enrich the learning environment.

The Junior Secondary students participate in project based learning as part of the curriculum offering and this focus has assisted in the development of many skills that will be vital for the workplace of the future. In multi age groups students learn how to collaborate, cooperate, problem solve and reflect as part of a team to complete a project each term related to different core subject areas.

Many extra curricula activities are also offered across the school as part of the opportunities for student learning. These include after school sporting schools, instrumental music, choir, debating, life education, financial literacy, skipping, gymnastics and camps.

Pastoral Care And Worship

Pastoral Care for families recognises the need to support parents in the upbringing of their children. At St John's Lutheran School, it is our goal to provide services to assist parents in the development of the 'whole' child, including the physical, intellectual, social, emotional and spiritual care.

As a Christian School our focus is to provide pastoral care to all involved within our school community. Therefore, we are intentional in participating in relevant daily devotional and worship times. Regularly throughout the terms on a Sunday night, school families participate in a Sunday Night Life devotional service lead by the students.

St John's endeavours to look for ways to engage parents with the school community. Some newer initiatives include the successful commencement of a school Playgroup and regular educational sessions and support programs for parents.

There are also many ways the school community members are continued to be supported:

- a) Pastoral Care contact person who liaises with families in times of need. This may include provision of food, care of children, support etc.
- b) Organised informal activities for families
- c) Opportunities for worship at church/school
- d) Restorative practices
- e) Peer mentoring
- f) Shared devotional and prayer times
- g) Incidental and formal sharing and meeting times
- h) Opportunities to meet with parish pastor
- i) Social events
- j) Debriefing times after major events

School Devotion and worship happens on a Monday morning just after everyone arrives for another week at school for Prep to Year 6. Secondary students meet later in the week. Classes assemble while parents and visitors gather and chat around coffee. Singing, You Tube clips, prayers, skits, bible stories and practical ideas for living out our Christian life are shared in a relevant way by both student leaders and the school devotional leader. The school theme for 2019 is 'Let's Celebrate'. As a community this year the school is celebrating 30 years since the establishment of the school! With God's grace may we embrace the opportunity this theme gives us to reflect and celebrate on the many ways God has demonstrated His goodness, faithfulness and provision over these years. We look forward to what God has planned for the next 30 years of the school! Students and adults alike are encouraged in their spiritual journey in a practical life related way. The focus is followed through and built upon during the week via classroom devotions and playground interactions each day.

Students

At present there are 425 students enrolled at St John's, catering for students from Prep age to Year 9. Many students travel distances to attend school from other local communities in the South Burnett area. The school has a Kindergarten located on the school grounds. This is administered by Queensland Lutheran Early Childhood Services. This facility has a capacity for 44 children to be enrolled.

Staff

There are 63 staff serving in the St John's School community. There are 24 full time teaching staff and 8 part time teachers. There are 2 full time and 1 part time Groundsmen and one Business Manager and approximately 24 part time ancillary staff. The QLECS Kindergarten employs 2 full time staff members and 2 part time staff.

Curriculum

The curriculum program used at St John's is based on the National Curriculum documents and the Lutheran Education Australia's Christian Studies Curriculum Framework. The school has a whole school curriculum framework and staff are involved in a peer coaching program that encourages professional dialogue and reflection of practice.

Governance

The current school council is comprised of 6 members who are from St John's Lutheran Congregation Kingaroy and 1 member who is from Peace Lutheran Congregation, Kumbia.

Warren Layt
Chair
St John's Lutheran School Council

ST PAUL'S LUTHERAN PRIMARY SCHOOL CABOOLTURE

Introduction

St Paul's Lutheran Primary School is a co-educational school owned and operated by the Lutheran Church of Australia, Queensland District [LEQ], and is affiliated to St Paul's Lutheran Congregation for the purpose of mutual ministry and service to the wider community. We nurture our students as individual unique creations of God, and aim to develop not just academic goals but also social and emotional skills. At St Paul's we aim to teach our students the skills they need to be functioning, caring, valuable, contributing members of their community and citizens of the country. 2018 saw the next step in the implementation of an Agile Learning philosophy across the whole school take place with the introduction of the Daily 5 [Literacy] and Daily 3 [Numeracy] Learning Frameworks. The school community, over a number of workshops, did a review of our Mission Statement.

Pastoral Care and Worship

Our theme for 2018 was *'Imagine'*. This theme encompassed all aspects of school life and focused on having the power and ability to live the life we imagined. We also incorporated the following Bible verse from Ephesians 3:20 into our theme: "God has more in store for you than you can even imagine". The Christian ethos of the school and core values (love, forgiveness, compassion, justice, humility, appreciation, service, hope, courage and quality) promoted in the school are drawn from the educational Framework for Lutheran Schools and support the lifelong qualities of learners. The values are the basis of the school's code of conduct for students and staff and are supported in the school's Christian Studies Program.

We were blessed to find out that we would continue to receive Commonwealth funding for a Chaplain in 2018. This has enabled us to provide a very valuable and necessary service to our students. Because of the strong link with the local church community, there is a back-up of willing helpers to step in and help families in need. The St Paul's congregation introduced a 'Milk and Muffins' initiative in 2017 which continues to provide a light breakfast and the opportunity to minister to the school students, on a Tuesday morning, before school.

Student Learning

The school's curriculum has a strong focus on Literacy [Daily 5] and Numeracy [Daily 3] development. A dedicated Learning Extension Program [RISE] has become embedded across the whole school [Prep – Year 6] with an emphasis on a growth mindset. Our Year 5 and 6 Virtual Debating Team were runners up in their year level in this national competition.

Last year was also a very busy year in developing our Year 6 Agile Learning space, known as the Agile Learning Lab, and philosophy in line with our vision to be a school built around the needs of contemporary learners. Our Year 6 space encourages collaborative learning but also caters for the needs of individual learners. This learning space contains agile furnishings which can be quickly configured to suit the learning taking place. This learning philosophy will be extended into Year 3 in 2019.

The teaching and use of ICT and technology by students and teachers enriches the learning environment and supports independent research, publication and learning. The school provides infrastructure and equipment to support and enhance the BYO 1 to 1 iPad program from Year 1 – 6. Preps access school iPads on a 1 to 1 basis. St Paul's is also a fully accredited eSmart school. Year 3 - 6 students have opportunities to compete in inter-school swimming, cross country and athletics competitions. Talented students were able to compete at district, regional state and national levels. Years 4 - 6 students participated in local Friday afternoon inter-school

gala sports days competing in soccer, netball, basketball and touch football. Prep – Year 1 students participated in a weekly Perceptual Motor Program to enhance their skills and co-ordination.

Staff

All teachers working at St Paul's are fully qualified and registered to do so. Many have post graduate degrees, certificates or diplomas. 98% of the teaching staff have bachelor degrees, 24% have additional diplomas and certificates and 9% have a master's degree. This year the focus for professional learning for our staff has been Agile and Inquiry Learning, the Daily 5 Literacy Framework, the Daily 3 Numeracy Framework and the PERMA Model as part of our staff wellness focus. Teachers collaborating with each other and learning from each other is a vital part of our staff culture.

Curriculum

Some of our distinctive curriculum offerings are as follows:

Structured pastoral care and student management programs which link Christian teaching, LQL values and attributes and a whole school Behaviour Education Program based on the ABC Paradigm, Circle Time, the High 5 Program, the Chaplaincy Program, Restorative Practices and Play is the Way.

- a) Year 3 – 5 Adventure and Challenging Camping
- b) Year 5 and 6 Leadership Program facilitated by LYQ
- c) Specialist teachers in Music, PE, Library, Japanese, Learning Extension [RISE Program] and Learning Support [BOOST Program]
- d) An emphasis on Inquiry Pedagogy
- e) An emphasis on an Agile Learning philosophy
- f) Robotics across Year 1 – 6
- g) Instrumental Music Program [violin] for all Year 3 students.

Community

The school is blessed to have a very strong parent community who are actively involved both inside and outside the classroom through our P&F Group and Parent Consultative Committee. Strong Lutheran community ties are continually being forged in Caboolture amongst St Paul's school, congregation, Grace Caboolture, the local St Paul's Aged Care Village and Intercept. An annual Christmas Carols Community event is jointly hosted by these organisations.

Conclusion

St Paul's provides a unique niche in the Caboolture region for those wishing to pursue a rich Christian primary school education of a high standard but with modest fees.

Tim Powell
Chair
St Paul's Lutheran Primary School Council

ST PETERS LUTHERAN COLLEGE INDOOROOPILLY

Enrolments

Enrolments at St Peters remain healthy, having commenced the year with 1,943 students, and finishing the year with 2,012 students. As such St Peters continues to be not only the largest Lutheran School, but the largest independent school in Queensland. Enrolments in Boarding also grew during the course of the year to be at capacity with 168 boarders, again defying the state trends where boarding numbers have actually declined across the state for the last 3 years.

Student Learning

St Peters continues to maintain its reputation of fine academic scholarship, as reflected in the class of 2018 final results. 35.27% attained an OP or equivalent score of between 1 and 5, the College's 4th best result on that measure since 2008. 99% of students received an offer to study at university.

Student Achievement

St Peters is blessed with outstanding students. The breadth and diversity of their achievements in Music, the Arts, Sport, Robotics, Service Learning and Outdoor Education is amazing. The College highly values its co-curricular program for the important role it plays in developing the whole child. What is most impressive is that our students involve themselves across an array of endeavours and not just one of two activities. Of particular note was Year 12 student Ariarne Titmus 3 Gold Medals and 1 Silver Medal at the Commonwealth Games on the Gold Coast in April; and the Strings Orchestra's highly acclaimed end of year tour to Europe and Asia.

Worship

Regular corporate worship remains central to the life of the College. The Chaplaincy team is focused on increasing the student voice in Chapel. A feature of 2018 was the Boarder Faith Captains leading Boarder Chapel on regular occasions. The MOU with St Peters Congregation was reviewed and strengthened during the year. The College values its relationship with the Congregation.

Staff

In order for students to continue to learn, so must the adults in the school community. As such the College devotes significant resources to the professional learning of its teachers and staff. The focus of professional learning amongst staff on a whole of college level has been Positive Education, preparing for the new Senior School Assessment System (ATAR) and Restorative Practices. The start of year Retreat with its focus on the Spiritual Formation of Staff was highly valued.

Teaching & Learning

The focus of 2018 in terms of Teaching and Learning was on the ongoing work around the College's School Improvement Agenda – Know Your Student, High Expectations, Improving Teacher Pedagogy, Literacy, and Improving Student and Staff Well-being. A central strategy in implementing the School Improvement Agenda around Literacy has been a focus on key cognitive verbs such as analyse and justify, and helping students develop a common understanding of their meaning, and how to structure responses to assessment questions involving these verbs.

Pastoral Care

Following a change in 2017 of the term 'Pastoral Care' to 'Academic Care' to emphasise that pastoral care occurs in academic classes as well, and not just in the scheduled pastoral care lesson; 2018 saw a focus on developing a well-tailored P-12 well-being program based on the pillars of Positive Emotion, Engagement, Relationships, Meaning and Accomplishment.

Governance

In 2018 the College Council continued to focus on developing its governance capacity. The sub-committees of Business, Risk, and Ministry have had a renewed focus and done much of the 'heavy lifting' between Council Meetings. At its Annual Retreat in February the Council undertook professional learning focused on understanding what really works in teaching and learning. College Council also finalised the development of the new Master Plan to guide the college in its planning for the next 20 years.

Conclusion

As St Peters nears its 75th anniversary in 2020, God continues to bless our college in unimaginable ways. The college's Mission Statement of 'Excellence in Christian Co-Education' continues to guide the work of the college, and remains just as relevant in 2018 as it has since St Peters inception in 1945. We continue to give thanks to God for making this possible.

Neil Clark
Chair
St Peters Lutheran College Council

ST PETERS LUTHERAN COLLEGE SPRINGFIELD

Enrolments

Despite strong competition from other schools in the area, St Peters Springfield continues to grow. In 2018 enrolments increased by 5.9% on 2017 numbers, taking total enrolments to 550 by the end of the year. 2018 saw a first for the college with three streams of Year 7s, a significant achievement.

Student Learning

The college continues to produce positive student outcomes. In the senior years the college has a real focus on helping each child follow a pathway that meets their needs; be it entry into tertiary study or the world of work.

Pastoral Care

Pastoral Care is a real strength of St Peters Springfield. The college has developed a strong reputation in the community for the quality of Pastoral Care it provides. The quality of relationships that staff form with their students is outstanding, and a culture where everyone is treated with care, dignity and respect is most evident. Staff are to be commended on the way that each child is known, valued and affirmed.

Facilities

As the college continues to grow the need for more learning spaces also grows. The focus of 2018 has been around planning for a new facility to accommodate Upper Primary and Junior High. The facility, planned for construction in 2019 and completion in Term 1, 2020 has 6 classrooms, an iSTEAM Lab, plus a flexible learning space.

Worship

Arise Lutheran Church, a preaching place of St Peters Lutheran Congregation, Indooroopilly and a church planting exercise continues to be a positive ministry to the people of Springfield. Approximately 40 people worship each week, under the leadership of Pastor Matthew Wilksch, who fulfils the dual role of college and congregation Pastor.

Staff

At St Peters Springfield, we are blessed with hardworking and talented staff. In a young and growing school much is expected of its staff, who must wear multiple hats, and go above and beyond in many spheres of school life. Thank you to our dedicated staff who help to make St Peters a special place for our students.

2018 marked the departure of foundation Principal, Ms Jill Lang-Mohr who was appointed to the role of Principal of Geelong Lutheran College in June. The college is deeply appreciative of Ms Lang-Mohr's leadership of St Peters Springfield over the last decade. Her service to our community has been exemplary, and a key reason for the college's success. Mr Craig Schmidt, previously the Deputy Principal was appointed to succeed Ms Lang-Mohr as Principal.

Governance

College Council continues to govern Springfield diligently, with a continuing focus on paying down debt. This approach has enabled the Council to support development of the college in a responsible and sustainable manner, including planning for a new building for the Upper Primary/Junior High Years in 2019.

Conclusion

2018 marked the 10th year of operations at Springfield, and our 10 year celebrations included the launch of the 10 year history book '*Care, Dignity and Respect*'. We are grateful to God for his many blessing to St Peters Springfield over the past decade.

Neil Clark
Chair
St Peters Lutheran College Council

TRINITY LUTHERAN COLLEGE ASHMORE

Introduction

Trinity is a Christ-centred community, nurturing and empowering every learner to serve our world, anchoring our values on our college motto: “No other Foundation... Jesus Christ” (1 Corinthians 3:11). A key feature of our vision is to contribute to our community and society by being a globally connected and innovative learning community developing heart, head and hand for personal excellence.

Enrolment

The college continues to be blessed with steady enrolment growth in 2018. The college’s unique offering of being a small school with large school facilities resonates with many families looking for a strong, caring community.

Student Learning

Students continue to achieve well academically in 3, 5, 7, 9 NAPLAN testing and Year 12 outcomes. In excess of 90% of students achieved above benchmark results in NAPLAN and 100% of Year 12 students achieved an OP 1-16. The results consolidate the college’s reputation in excellent teaching and learning approach and outcomes at Trinity.

Pastoral Care and Worship

The college’s pastoral care of students focuses on PERMA+ based on positive psychology. This compliments well with the restorative justice principles to engage the students in their leadership and character development. The college worship services for staff and students continues to grow from strength to strength. In particular, the chapels for middle and senior years were lively and engaging compared with previous years.

Family Church, our Sunday school styled children service that is geared especially for primary students and their parents, continues to be a fun, interactive and very relaxed environment for parents to share with their children and grandchildren. Family Church is a combined ministry of Trinity Lutheran College and Trinity Lutheran Church, Ashmore. Trinity’s Chinese Ministry with parents and students is growing from strength to strength. There are worship services once a term in Chinese Mandarin and fortnightly bible study for parents of the college and their friends which is a growing ministry.

Staff

The college’s Lutheran identity continues to be strengthened amongst the staff. A range of professional learning opportunities were made available to staff including overseas professional development opportunities.

Professional learning communities were established in 2018 to provide staff with the opportunities to share their professional practices and facilitate staff leadership growth.

Curriculum

Contemporary teaching approach was strengthened by the completely refurbished Middle Years’ classrooms. The planning for the Senior Learning Precinct project is now completed and is due to commence construction in April 2019. Hence in 2020, Prep to Year 12 will have flexible learning spaces for 21st century learning.

Capital Works

The remaining eight middle years' core classrooms were fully refurbished with re-surfacing of walkways. Due to expansion of staff number, the staff room was further extended to provide staff with conducive, collaborative, working spaces.

Governance

The College Council continues to be faithful stewards. The College Council continues to seek new members to strengthen the skill set of the Council. The College Council has delivered another year of positive financial position for the college to secure further re-investment to the college and its stakeholders.

Conclusion

Trinity Lutheran College is entering into 2019 with thanksgiving to God for His continuous guidance and blessings.

Paul Kleinschmidt
Chair
Trinity Lutheran College Council



Report to Synod 2019

Congregational School

PEACE LUTHERAN PRIMARY SCHOOL GATTON

Introduction

Peace Lutheran Primary School is located in the Lockyer Valley in south-east Queensland between Toowoomba and Brisbane. The school was established by Peace Lutheran Congregation in 1982 and still remains a school of the congregation.

Pastoral Care and Worship

The school benefits from Federal Government funding which in part pays for the employment of our Pastoral Carer for two days per week. Increasingly we are finding more and more demands on her time from both students and families. An active Social Club ensures time is given to staff social functions and team building activities.

As with many of our Lutheran Schools, our school students are increasingly coming from families who are not from a Christian background or who come from an ever-widening cultural diversity. The School therefore ensures our Christian identity is always maintained in both curriculum and everyday action. Each day begins with devotions, worship or prayer for both staff and students. Being without a congregational minister for 2018 has meant stronger ties with congregational members who have volunteered to give the message at weekly worship or staff who have shared in giving the message. As has been their practice for a number of years, the congregation again presented each Year 3 students with a Bible which is their property to use in class and take with when they leave the school. 2018 saw the last of the staff who teach Christian Studies become accredited to do so by Lutheran Education Australia.

Staff

The school has a high retention of staff. The end of the year saw one teacher leave to take up a teaching position at a Lutheran School nearer to his place of residence. 2018 saw the consolidation of projects rather than introducing new areas. In school focus was on using data to effectively inform programming and professional development in the Seven Steps Writing Program which was implemented throughout the school.

Students

The employment of a full-time Learning Support Teacher has allowed the school to maintain contact with various support organisations and access to their services. Each fortnight a value of the school is focused on, and certificates given to students from each year level who have specifically shown that value in the previous weeks. Year 5 students began a 'Buddy Program' with students from the Gatton Kindergarten located near the school. Visits on a fortnightly basis allow the students to establish a relationship and visits from the Kindy to Peace allow for a familiarity with our school. A program called 'Buddy Reading' started before school for one morning per week in the library. Volunteers from higher year levels came to school at an earlier time to specifically hear younger students read - students who might not get the opportunity to read at home.

Curriculum

As a support for teachers in lower years, two staff were trained in the MiniLit program. A small group program which utilises reading, spelling and writing, it is used to assist those students who need extra help to reach the level expected for their year. Training was also taken at the end of the year in the MacqLit program, based on the same structure for older students. The School also ensured that students were given the opportunity to extend their experiences through participation in programs such as OptiMinds, and clubs involving coding, robotics, lego and so on. During the year Zones of Regulation were introduced in year levels to compliment the BRAINGro program introduced previously.

With funding received from LLL, the school purchased materials to be used in a project titled 'Paddock to Plate'. As a part of a much broader unit of work, Year 5 students grew vegetables which were donated to the kitchen at our local hospital and used in the preparation of meals for the Meals on Wheels. Having residents living nearby who receive meals from this organisation, allowed the students to see the final step: the meal being delivered. It is planned that this project will continue in 2019.

Goverance

The small but dedicated group of School Council members continued in 2018. The Council is actively seeking people with the relevant skill set to join this group.

Parents And Friends

Parents of the school continue to be involved in a variety of ways:

- a) Membership of the P & F committee
- b) Organisation of various activities i.e. Family Fun Night
- c) Art and Craft Committee
- d) Tuckshop volunteer
- e) Volunteering at sporting carnivals, camps, in classrooms and so on.

Money raised once again saw new furniture being bought that is more aligned with present teaching practice.

The School Council fully understands the community in which the school is located and the fee increase was once again kept to a minimum. While two year levels had small numbers, the school continued to have two classes in each year level.

We thank God for the many blessings he has given to our community throughout the year and pray that we are able to give him glory through our work for him.

David Haak
Chair
Peace Lutheran Primary School Gatton



LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
ABN: 93 527 332 340

FINANCIAL STATEMENTS

31 DECEMBER 2018

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
ABN: 93 527 332 340**

**FINANCIAL STATEMENTS
For the year ended 31 December 2018**

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LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Statement of Profit or Loss and Other Comprehensive Income
For the year ended 31 December 2018

	Note	2018 \$	2017 \$
Revenue from general levy	3	3,729,070	3,671,717
Revenue from SARAF levy	3	-	1,815,944
Revenue from Special Purpose Fund contributions	3	324,891	323,905
Government grants received	3	<u>196,879,427</u>	<u>191,114,554</u>
Total revenue		200,933,388	196,926,120
Other income	3	477,574	454,588
Government grants disbursed		(193,445,850)	(191,114,553)
Employee expenses	13	(2,300,840)	(2,251,407)
Depreciation and amortisation expenses	4	(85,148)	(90,383)
SARAF levy disbursed		-	(1,815,944)
Other expenses		<u>(1,844,849)</u>	<u>(1,900,158)</u>
Results from operating activities		3,734,275	208,263
Finance income	4	331,014	322,889
Finance expenses	4	<u>(137,807)</u>	<u>(135,698)</u>
Net finance income		193,207	187,191
Profit before income tax		3,927,482	395,454
Income tax expense	18	<u>-</u>	<u>-</u>
Profit for the period		<u>3,927,482</u>	<u>395,454</u>
Other comprehensive income for the period, net of income tax		<u>3,927,482</u>	<u>395,454</u>

The Statement of Profit and Loss and Other Comprehensive Income is to be read in conjunction with the Notes to the Financial Statements set out on pages 6 to 17.

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Statement of Financial Position
As at 31 December 2018**

	Note	2018 \$	2017 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	3,527,363	3,185,739
Trade and other receivables	7	1,299,491	1,282,325
Other current assets	8	<u>3,555,247</u>	<u>117,443</u>
TOTAL CURRENT ASSETS		<u>8,382,101</u>	<u>4,585,507</u>
NON-CURRENT ASSETS			
Investments			
Other financial assets	9	6,648,975	6,020,837
Property, plant and equipment	10	<u>198,175</u>	<u>198,854</u>
TOTAL NON-CURRENT ASSETS		<u>6,847,150</u>	<u>6,219,691</u>
TOTAL ASSETS		<u>15,229,251</u>	<u>10,805,198</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	258,892	342,478
Provisions for employee benefits	13	<u>635,359</u>	<u>587,890</u>
TOTAL CURRENT LIABILITIES		<u>894,251</u>	<u>930,368</u>
NON-CURRENT LIABILITIES			
Loans and borrowings	12	6,636,365	6,089,716
Provisions for employee benefits	13	<u>20,853</u>	<u>34,814</u>
TOTAL NON-CURRENT LIABILITIES		<u>6,657,218</u>	<u>6,124,530</u>
TOTAL LIABILITIES		<u>7,551,469</u>	<u>7,054,898</u>
NET ASSETS		<u>7,677,782</u>	<u>3,750,300</u>
EQUITY			
Accumulated profit		<u>7,677,782</u>	<u>3,750,300</u>
TOTAL ACCUMULATED PROFIT		<u>7,677,782</u>	<u>3,750,300</u>

The Statement of Financial Position is to be read in conjunction with the Notes to the Financial Statements set out on pages 6 to 17.

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Statement of Changes in Equity
For the year ended 31 December 2018**

	Accumulated Profit	Total equity
Balance at 1 January 2017	<u>3,354,846</u>	<u>3,354,846</u>
Total comprehensive income for the period		
Profit for the period	<u>395,454</u>	<u>395,454</u>
Total comprehensive income for the period	<u>395,454</u>	<u>395,454</u>
Balance at 31 December 2017	<u><u>3,750,300</u></u>	<u><u>3,750,300</u></u>
	Accumulated Profit	Total equity
Balance at 1 January 2018	<u>3,750,300</u>	<u>3,750,300</u>
Total comprehensive income for the period		
Profit for the period	<u>3,927,482</u>	<u>3,927,482</u>
Total comprehensive income for the period	<u>3,927,482</u>	<u>3,927,482</u>
Balance at 31 December 2018	<u><u>7,677,782</u></u>	<u><u>7,677,782</u></u>

The Statement of Changes in Equity is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 6 to 17.

LUTHERAN EDUCATION QUEENSLAND
Statement of Cash Flows
For the year ended 31 December 2018

	Note	2018 \$	2017 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts from customers and government grants		216,194,687	211,922,621
Cash payments to employees, suppliers and grant distributions		<u>(212,448,096)</u>	<u>(211,643,860)</u>
Cash generated from operations		3,746,591	278,761
Interest received		331,014	322,889
Interest paid		<u>(137,807)</u>	<u>(135,698)</u>
Net cash provided by / (used in) operating activities		<u>3,939,798</u>	<u>465,953</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Transfer to LEQ Risk Management Fund		(137,414)	(135,698)
Transfer from LEQ Risk Management Fund - Refund relating to SSLC closure		(490,724)	-
Proceeds on disposal of property, plant and equipment		49,145	73,000
Payments for property, plant and equipment		(115,139)	(160,867)
Investment in Term Deposit		<u>(3,450,691)</u>	<u>-</u>
Net cash (used in) / provided by investing activities		<u>(4,144,823)</u>	<u>(223,565)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from LEQ Risk Management Fund		55,925	135,698
Transfer to LEQ Risk Management Fund - Refund relating to SSLC closure		<u>490,724</u>	<u>-</u>
Net cash provided by / (used in) financing activities		<u>546,649</u>	<u>135,698</u>
Net increase / (decrease) in cash held		341,624	378,085
Cash and cash equivalents at 1 January		<u>3,185,739</u>	<u>2,807,654</u>
Cash and cash equivalents at 31 December	6	<u>3,527,363</u>	<u>3,185,739</u>

The Statement of Cash Flows is to be read in conjunction with the Notes to the Financial Statements set out on pages 6 to 17.

LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018

1. Reporting entity

Lutheran Education Queensland (the "Department") is not a separate legal entity and is part of the Lutheran Church of Australia Queensland District. The address of the Department is Level 2, 24 McDougall Street, Milton QLD 4064.

The Department is a not-for-profit entity established as a system secretariat for Queensland Lutheran Schools providing primary and secondary educational services.

2. Basis of preparation

(a) Compliance with Prescribed Requirements

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and Interpretations issued by the Australian Accounting Standards Board (AASB) and the requirements of the Lutheran Church of Australia Queensland District and the *Australian Charities and Not-for-Profit Commission Act 2012*.

(b) The Reporting Entity

Lutheran Education Queensland does not control other entities. The financial statements include the value of all income, expenses, assets, liabilities and equity for the Department as an individual entity.

(c) Underlying Measurement Basis

The historical cost convention is used unless otherwise stated.

(d) Other Presentation Matters

Currency and Rounding

Amounts included in the financial statements are in Australian dollars and are rounded to the nearest dollar.

Comparatives

Comparative information reflects the audited 2017 financial statements.

Current / Non-Current Classification

Assets and liabilities are classified as either 'current' or 'non-current' in the Statement of Financial Position and associated notes. Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date.

Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the Department does not have an unconditional right to defer settlement to beyond 12 months after the reporting date. All other assets and liabilities are classified as non-current.

(e) New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Department for the annual reporting period ended 31 December 2018. The Department's assessment of the impact of these new or amended Accounting Standards and Interpretations, most relevant to the Department, are set out below.

AASB 1058 Income of Not-for-Profit Entities

AASB 1058 clarifies and simplifies the income recognition requirements that apply to not-for-profit (NFP) entities, in conjunction with AASB 15 Revenue from Contracts with Customers. These Standards supersede all the income recognition requirements relating to private sector NFP entities, and the majority of income recognition requirements relating to public sector NFP entities, previously in AASB 1004 Contributions.

Under AASB 1058, the timing of income recognition depends on whether a NFP transaction gives rise to a liability or other performance obligation (a promise to transfer a good or service), or a contribution by owners, related to an asset (such as cash or another asset) received by an entity.

This standard applies when a NFP entity enters into transactions where the consideration to acquire an asset is significantly less than the fair value of the asset principally to enable the entity to further its objectives. In the latter case, the entity will recognise and measure the asset at fair value in accordance with the applicable Australian Accounting Standard (e.g. AASB 116 Property, Plant and Equipment).

Upon initial recognition of the asset, AASB 1058 requires the entity to consider whether any other financial statement elements (called 'related amounts') should be recognised, such as:

- contributions by owners;
- revenue, or a contract liability arising from a contract with a customer;
- a lease liability;
- a financial instrument; or
- a provision.

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018**

2. Basis of preparation continued

(e) New Accounting Standards and Interpretations not yet mandatory or early adopted continued.

AASB 1058 Income of Not-for-Profit Entities continued

These related amounts will be accounted for in accordance with the applicable Australian Accounting Standard. The Department has undertaken a review of the future effect of the adoption of AASB 1058 Income of Not for Profit Entities. When this Standard is first adopted for the year ending 31 December 2019, there will be no material impact on the transactions and balances recognised in the Financial Statements.

As no concessionary leasing arrangements are entered in to, the application of AASB 2018-8 requires no disclosure in the Financial Statements.

AASB 15 Revenue from Contracts with Customers

This standard replaces AASB 118 Revenue, AASB 111 Construction Contracts and some revenue related Interpretations and:

- establishes a new revenue recognition model;
- changes the basis for deciding whether revenue is to be recognised over time or at a point in time;
- provides new and more detailed guidance on specific topics (e.g. multiple element arrangements, variable pricing, rights of return, warranties and licensing); and
- expands and improves disclosures about revenue.

The Department has undertaken a review of the future effect of the adoption of AASB 15 Revenue from Contracts with Customers. When this Standard is first adopted for the year ending 31 December 2019, there will be no material impact on the transactions and balances recognised in the Financial Statements.

AASB 16 Leases

This standard replaces AASB 117 Leases and some lease related Interpretations and:

- requires all leases to be accounted for 'on-balance sheet' by lessees, other than short-term and low value asset leases;
- provides new guidance on the application of the definition of lease and on sale and lease back accounting;
- largely retains the existing lessor accounting requirements in AASB 117; and
- requires new and different disclosures about leases.

The Department has undertaken a review of the future effect of the adoption of AASB 16 Leases.

When this Standard is first adopted for the year ending 31 December 2019, there will be no material impact on the transactions and balances recognised in the Financial Statements.

(f) New Standard that is effective for these Financial Statements

AASB 9 Financial Instruments

AASB 9 introduces new requirements for the classification and measurement of financial assets and liabilities and includes a forward-looking 'expected loss' impairment model and a substantially-changed approach to hedge accounting. These requirements improve and simplify the approach for classification and measurement of financial assets compared with the requirements of AASB 139.

LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018

	2018 \$	2017 \$
3. Revenue		
Revenue from general levy	3,729,070	3,671,717
Revenue from SARAF levy	-	1,815,944
Revenue from Special Purpose Fund contributions	<u>324,891</u>	<u>323,905</u>
	4,053,961	5,811,566
Grants		
- State government	46,948,180	44,449,209
- Commonwealth government	<u>149,931,247</u>	<u>146,665,345</u>
	<u>196,879,427</u>	<u>191,114,554</u>
Total revenue	<u><u>200,933,388</u></u>	<u><u>196,926,120</u></u>
Other income		
- Other	459,054	417,906
- Profit from the sale of non-current assets	<u>18,520</u>	<u>36,682</u>
Total other income	<u>477,574</u>	<u>454,588</u>

Accounting Policy

Revenue from the sale of goods in the course of ordinary activities are recognised at fair value of the consideration received or receivable, net of the amount of goods and services tax (GST) payable to the taxation authority. Exchanges of goods or services of the same nature and value without any cash consideration are not recognised as revenue.

(i) Grants

Funds received from Commonwealth and State government agencies in relation to the funding of schools are received by the entity. Grants are recognised as revenue when control over the funds passes to the entity, and all obligations relating to the receipt of the grant revenue have been met. Grant funds received before these obligations have been met are recorded as unearned revenue in the Statement of Financial Position.

(ii) Finance income and expenses

Finance income comprises interest income on funds invested and dividend income. Interest income is recognised as it accrues, using the effective rate interest method.

Finance expenses comprise interest expense on borrowings. All borrowing costs are recognised in profit or loss using the effective rate interest method.

LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018

4. Profit/(loss) from ordinary activities before income tax expense	2018	2017
	\$	\$
<i>Profit/(loss) from ordinary activities before income tax expense has been arrived at after charging/(crediting) the following items:</i>		
Interest income on bank deposits	328,903	321,488
Dividend income on available for sale assets	2,111	1,401
	<u>331,014</u>	<u>322,889</u>
Finance income		
Interest expense on borrowings		
- LEQ Risk Management Fund	(137,807)	(135,698)
	<u>(137,807)</u>	<u>(135,698)</u>
Finance expense		
Net finance income	<u>193,207</u>	<u>187,191</u>
Depreciation of:		
- Buildings and improvements	3,283	10,195
- Furniture and equipment	22,189	24,261
- Motor vehicles	59,676	55,927
	<u>85,148</u>	<u>90,383</u>
Net expense for movement in provisions for:		
- Employee entitlements	33,508	(41,100)
	<u>33,508</u>	<u>(41,100)</u>
Impairment of other financial assets	<u>-</u>	<u>-</u>
Operating lease rental expense	20,364	20,364
Net gain on sale of property, plant and equipment	18,475	36,682
	<u>18,475</u>	<u>36,682</u>
5. Auditors' remuneration		
Audit services	27,412	23,190
Other services	<u>-</u>	<u>-</u>
	<u>27,412</u>	<u>23,190</u>

LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018

6. Cash and cash equivalents

Cash at bank	3,527,363	3,185,739
	<u>3,527,363</u>	<u>3,185,739</u>

i) Reconciliation of cash

Cash as at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

	2018 \$	2017 \$
Cash assets	3,527,363	3,185,739
	<u>3,527,363</u>	<u>3,185,739</u>

Accounting Policy

For the purposes of the Statement of Financial Position and the Statement of Cash Flows, cash assets include all cash and cheques received but not banked at 31 December as well as deposits at call with financial institutions.

7. Trade and other receivables

Current

Debtors	86,804	71,025
Less: Provision for impairment	-	-
Net debtors	<u>86,804</u>	<u>71,025</u>
Other debtors	1,212,687	1,211,300
	<u>1,299,491</u>	<u>1,282,325</u>

Accounting Policy

Trade and other receivables are recognised at the amounts due at the time of sale or service delivery i.e. the agreed purchase/contract price. Settlement of these amounts is required within 30 days from invoice date. The collectability of receivables is assessed periodically with provision being made for impairment.

8. Other current assets

Term Deposit	3,450,691	-
Prepayments and advances	<u>104,556</u>	<u>117,443</u>
	<u>3,555,247</u>	<u>117,443</u>

Accounting Policy

The term deposit represents Commonwealth government grants received in 2018 on behalf of Queensland Lutheran Schools as additional financial assistance for system weighted average SES schools. These grants were set aside as system support for an individual school's transition to the target 80% Commonwealth share of their Schooling Resource Standard (SRS) Entitlement. The school by school allocation will be determined by Schools Assembly in accordance with the Needs-Based Funding Distribution Arrangements for Queensland Lutheran Schools. A liability is not required to be recorded however the use of these grants is restricted by paragraph 29 of the *Australian Education Regulation 2013* which requires that recurrent funding for schools be used for the purpose of providing school education at a school for which the approved authority is approved.

9. Other financial assets

LEQ Risk Management Fund	6,636,365	6,008,227
Listed shares	12,610	12,610
	<u>6,648,975</u>	<u>6,020,837</u>

Accounting Policy

The accounting policy relating to the LEQ Risk Management Fund is disclosed at Note 15.

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018**

	2018 \$	2017 \$
10. Property, plant and equipment		
Buildings and building improvements		
At cost	110,477	109,880
Accumulated depreciation	<u>(93,077)</u>	<u>(89,794)</u>
	<u>17,400</u>	<u>20,086</u>
Furniture and equipment		
At cost	421,872	448,355
Accumulated depreciation	<u>(380,515)</u>	<u>(396,600)</u>
	<u>41,357</u>	<u>51,755</u>
Motor vehicles		
At cost	228,729	226,970
Accumulated depreciation	<u>(89,311)</u>	<u>(99,957)</u>
	<u>139,418</u>	<u>127,013</u>
Total property, plant and equipment	<u><u>198,175</u></u>	<u><u>198,854</u></u>

Valuations

As the Department holds no assets at fair value, no valuations have been completed.

Reconciliations

Reconciliations of the carrying amounts for each class of property, plant and equipment are set out below:

	2018 \$	2017 \$
<i>Buildings & building improvements</i>		
Carrying amount at beginning of year	20,085	27,725
Additions	598	2,556
Disposals	-	-
Depreciation	<u>(3,283)</u>	<u>(10,196)</u>
Carrying amount at end of year	<u>17,400</u>	<u>20,085</u>
<i>Furniture and equipment</i>		
Carrying amount at beginning of year	51,755	50,614
Additions	12,615	25,402
Disposals	(824)	-
Depreciation	<u>(22,189)</u>	<u>(24,261)</u>
Carrying amount at end of year	<u>41,357</u>	<u>51,755</u>
<i>Motor vehicles</i>		
Carrying amount at beginning of year	127,013	86,349
Additions	101,926	132,909
Disposals	(29,845)	(36,318)
Depreciation	<u>(59,676)</u>	<u>(55,927)</u>
Carrying amount at end of year	<u>139,418</u>	<u>127,013</u>
Total property, plant and equipment	<u><u>198,175</u></u>	<u><u>198,854</u></u>

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018**

10. Property, plant and equipment continued

Acquisition of Assets

Actual cost is used for the initial recording of all non-current physical asset acquisitions. Cost is determined as the value given as consideration plus costs incidental to the acquisition, including all other costs incurred in getting the assets ready for use, including architects' fees and engineering design fees. However, any training costs are expensed as incurred.

Assets acquired at no cost or for nominal consideration are recognised at their fair value at date of acquisition in accordance with AASB 116 Property, Plant and Equipment.

Expenditure is only capitalised if it increases the service potential or useful life of the existing asset. Maintenance expenditure that merely restores original service potential (arising from ordinary wear and tear etc.) is expensed.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets' useful life to the Department, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Building improvements	5% - 10%
Furniture and equipment	5% - 25%
Motor vehicles	30%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

Impairment

All non-current physical [and intangible assets where applicable] are assessed for indicators of impairment on an annual basis. If an indicator of possible impairment exists, the Department determines the asset's recoverable amount. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

The asset's recoverable amount is determined as the higher of the asset's fair value less costs to sell and depreciated replacement cost.

An impairment loss is recognised immediately in the Statement of Profit or Loss and Other Comprehensive Income, unless the asset is carried at a revalued amount. When the asset is measured at a revalued amount, the impairment loss is offset against the asset revaluation surplus of the relevant class to the extent available.

Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised as income, unless the asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

When an asset is revalued using either a market or income valuation approach, any accumulated impairment losses at that date are eliminated against the gross amount of the asset prior to restating for the revaluation.

LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018

	2018 \$	2017 \$
11. Trade and other payables		
Trade creditors	20,563	20,923
Fees in advance	-	-
Other creditors and accruals	<u>238,329</u>	<u>321,555</u>
	<u>258,892</u>	<u>342,478</u>

Accounting Policy

Trade payables are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase/contract price, gross of applicable trade and other discounts. Amounts owing are unsecured and are generally settled on 30 day terms.

12. Loans and borrowings

LEQ Risk Management Fund	<u>6,636,365</u>	<u>6,089,716</u>
	<u>6,636,365</u>	<u>6,089,716</u>

13. Employee Benefits

Wages and salaries	1,993,766	1,916,156
Workers compensation	10,780	11,993
Superannuation contributions	244,636	242,279
Other employee benefits expense	<u>51,658</u>	<u>80,979</u>
	<u>2,300,840</u>	<u>2,251,407</u>

CURRENT

Provision for annual leave	271,332	264,867
Provision for long service leave	<u>364,027</u>	<u>323,023</u>
	<u>635,359</u>	<u>587,890</u>

NON-CURRENT

Provision for long service leave	<u>20,853</u>	<u>34,814</u>
	<u>20,853</u>	<u>34,814</u>

Number of employees

Number of full-time and part-time employees at year end	<u>18</u>	<u>19</u>
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Accounting Policy

Salaries, wages, employer superannuation contributions, annual leave costs and long service leave costs are regarded as employee benefits.

Workers' compensation insurance is a consequence of employing employees, but is not counted in an employee's total remuneration package. They are not employee benefits and are recognised separately as employee related expenses.

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018**

13. Employee Benefits continued

Accounting policy

Superannuation

Employer superannuation contributions due but unpaid at reporting date are recognised in the Statement of Financial Position at the current superannuation rate.

Superannuation plans

The Department contributes to a defined contribution and a defined benefits superannuation plan, in accordance with a trust deed, and to other superannuation funds as required by the Commonwealth Superannuation Guarantee legislation.

Contributions are charged against expenses as they are made.

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. The Department's defined benefit plan is operated by Lutheran Super ("the Fund"), which also maintains superannuation benefits for employees of schools operated by the Lutheran Church of Australia. An actuarial valuation of the Fund is carried out every 3 years to determine whether the assets of the Fund exceed the vested benefits of members, or if there is a deficiency in the Fund's assets. This excess/deficiency is calculated by determining the fair value of the Fund's assets and subtracting an estimate of the amount of future benefit that employees have earned in return for their service in the current and prior periods, discounted to determine its present value. The discount rate is based on the weighted average expected return on the Fund's assets, and is market determined and risk-adjusted.

The Department does not recognise a liability as a result of a deficiency in the assets of the Fund as it is not practical to readily determine the amount of the deficiency attributable to each entity contributing to the Fund. When there is a deficiency in the Fund's assets, it is the policy of the Lutheran Church of Australia to require an increase in future contributions by the Department and all School's contributing to the Fund until the Fund's assets exceed the vested benefits of members. Furthermore, the Lutheran Church of Australia does not allow the Department to recognise an asset for any excess in the Fund's assets over its vested benefits.

Annual Leave and Long Service Leave

Provision is made for the Department's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

14. Commitments

Operating lease payable commitments

Future non-cancellable operating lease rentals of office equipment, not provided for in the financial statements and payable:

	2018	2017
	\$	\$
Within one year	20,364	20,364
One year and later and no later than five years	10,182	30,547
Later than five years	-	-
	<u>30,546</u>	<u>50,911</u>

LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
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Notes to the Financial Statements
For the year ended 31 December 2018

15. Risk Management Funds

Global risk

The Department has endorsed a risk management plan in respect of all schools and colleges of the Lutheran Church of Australia Queensland District (LCAQD).

The Risk Management Fund (RMF) minimises the financial risk to LCAQD where a shortfall exists in the event of a closure or sale of a school.

The Schools at Risk Assistance Fund (SARAF) is intended to provide financial support for schools, reducing future reliance on the RMF.

Each fund operates within a Terms of Reference and recognises the financial co-operative arrangements for Queensland Lutheran Schools as contained in the LCAQD By-Laws Part B, Schedule 3, Section D, Item 6.4.

Due to the closure of St Stephens Lutheran College in 2016, Queensland Lutheran Schools contributed \$7,278,320 from the RMF in satisfaction of a financial shortfall in 2016. An amount of \$490,724 was returned to the Risk Management Fund in the 2018 year.

After receipt of returned funds and receipt of interest revenue, the total amount held in the RMF for all schools and colleges as at 31 December 2018 was \$6,636,365.

There are no other matters where the Council of Lutheran Education Queensland would consider that a provision is required for the future use of the RMF as it is not probable that a future obligation will arise.

Superannuation guarantee charge payable on annual leave loading

In 2018, the Department was made aware of an interpretation of the *Superannuation Guarantee (Administration) Act 1992 (Cth)* by the Australian Taxation Office's (ATO) that annual leave loading is to be recognised as ordinary times earnings, and therefore superannuation guarantee charge would be payable on annual leave loading paid. The Department is obtaining further advice in relation to this interpretation and at the date of this report is unable to quantify the amount of funds that would be required to be paid. Any expense in relation to additional superannuation guarantee charge payments will be recognised upon receipt of this advice, and on performance of backpayments.

16. Related party disclosures

Council members

The names of each person holding the position of Council member for the Council of Lutheran Education Queensland during the year were T Kotzur, A Dyer, J Hoff (resigned June 2018), Rev B Altmann, G Fulton, D West-McInnes, Dr K Hibberd, Rev J Strelan (resigned May 2018), M Paech, Rev M Neldner (appointed 5 June 2018), R Ebert (appointed 5 June 2018) and M Newton (appointed 5 June 2018).

No remuneration, superannuation or retirement payments are payable or have been paid, or otherwise made available to Council members.

Loans to Council members

No loans have been made to Council members.

Other transactions with the Department

No Council member has had any direct business dealings with the Department, nor does any Council member have an interest in a firm or company which has had dealings with the Department during the year. Council members are entitled to claim costs to attend meetings of the Council for Lutheran Education and Standing Committees. The terms and conditions of these payments are the same as those applicable to non-Council members.

Key management personnel disclosures

The total remuneration paid to key management personnel of the Department is \$1,060,608 (2017: \$980,946).

Ultimate parent entity

The ultimate parent entity of the Department is the Lutheran Church of Australia Queensland District (LCAQD).

LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018

16. Related party disclosures continued

Transactions with ultimate parent entity

During the year, the Department purchased services at a cost of \$542,779 (2017: \$482,439) from the ultimate parent entity, Lutheran Church of Australia Queensland District.

	2018 \$	2017 \$
Rent	297,848	292,008
Telephone & Maintenance	34,512	36,814
Consulting & Governance	184,313	153,308
Other	26,106	309
	<u>542,779</u>	<u>482,439</u>

Amounts are also paid to Lutheran Education Australia totalling \$42,397 (2017: \$42,374). These payments are on normal terms and conditions.

17. Financial Instruments

Recognition and initial measurement

Trade receivables and debt securities issued are initially recognised when they are originated. All other financial assets and financial liabilities are initially recognised when the Department becomes a party to the contractual provisions of the instrument.

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at fair value through profit or loss (FVTPL), transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price.

Classification and subsequent measurement

Financial assets - Policy applicable from 1 January 2018

On initial recognition, a financial asset is classified as measured at: amortised cost; fair value through other comprehensive income (FVOCI) - debt investment; FVOCI - equity investment; or FVTPL.

Financial assets are not reclassified subsequent to their initial recognition unless the Department changes its business model for managing financial assets, in which case all affected financial assets are reclassified on the first day of the first reporting period following the change in the business model.

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

A debt investment is measured at FVOCI if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

18. Other Information

Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

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

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Notes to the Financial Statements
For the year ended 31 December 2018**

18. Other Information continued

Critical Accounting Estimates and Judgments

Management make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

Income Tax

The Department is part of the Lutheran Church of Australia Queensland District which is an exempt body for income tax purposes.

19. Movements in Reserves

	Opening Funds 01/01/2018	2018 Year Contribution to Reserve Accounts	Net Deposits and Withdrawals (Interest / Grants)	Advances to Schools in 2018	Reserve Balance 31/12/2018
Schools Development Fund	173,550	291,791	6,811		472,152
Development Fund	214,777	165,000	3,094		382,871
Crisis Fund	410,677	10,000	5,272		425,949
New Schools Revolving Fund	343,739	10,000	4,539		358,278
	1,142,743	476,791	19,716	0	1,639,250

20. Events occurring after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the School/Department, the results of those operations, or the state of affairs of the Department in future financial years.

**LUTHERAN CHURCH OF AUSTRALIA QUEENSLAND DISTRICT
LUTHERAN EDUCATION QUEENSLAND
Council Members' Declaration**

In the opinion of the members of the Council of Lutheran Education Queensland ("the Department"):

- (a) the Department is not publicly accountable;
- (b) the Financial Statements and Notes that are set out on pages 2 to 17 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
 - (i) giving a true and fair view of the Department's financial position as at 31 December 2018 and of its performance, for the financial year ended on that date; and
 - (ii) complying with Australian Accounting Standards – Reduced Disclosure Regime and the Australian Charities and Not-for-profits Commission Regulation 2013 ; and
- (c) there are reasonable grounds to believe that the Department will be able to pay its debts as and when they become due and payable.

Dated at Milton this 2 April 2019

Signed in accordance with a resolution of the Council of Lutheran Education Queensland



T Kotzur (Chairman)



Rev B Altmann (Secretary)



Independent Auditor's Report

To the members of Lutheran Education Queensland

Opinion

We have audited the **Financial Report** of *Lutheran Education Queensland (the Department)*.

In our opinion, the accompanying **Financial Report** of *Lutheran Education Queensland* is in accordance with *Division 60 of the Australian Charities and Not-for-profits Commission (ACNC) Act 2012* including:

- i. giving a true and fair view of the Department's financial position as at 31 December 2018, and of its financial performance and its cash flows for the year ended on that date; and
- ii. complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

The **Financial Report** comprises:

- i. Statement of financial position as at 31 December 2018;
- ii. Statement of profit or loss and other comprehensive income, Statement of changes in equity, and Statement of cash flows for the year then ended;
- iii. Notes including a summary of significant accounting policies; and
- iv. Council Member' Declaration.

Basis for opinion

We conducted our audit in accordance with *Australian Auditing Standards*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report.

We are independent of the Department in accordance with the auditor independence requirements of the ACNC Act 2012 and the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the *Financial Report* in Australia. We have fulfilled our other ethical responsibilities in accordance with the Code.

Other Information

Other Information is financial and non-financial information in Lutheran Education Queensland's annual reporting which is provided in addition to the Financial Report and the Auditor's Report. The Council Member are responsible for the Other Information.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

Responsibilities of Council Members for the Financial Report

The Directors are responsible for:

- i. The preparation of the Financial Report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosures Requirements and the ACNC;
- ii. Implementing necessary internal control to enable the preparation of Financial Report that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and
- iii. Assessing the Department's ability to continue as a going concern. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Department or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Report

Our objective is:

- i. to obtain reasonable assurance about whether the Financial Report as a whole is free from material misstatement, whether due to fraud or error; and
- ii. to issue an Auditor's Report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with *Australian Auditing Standards* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Financial Report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit.



We also:

- i. 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.
- ii. 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 Department's internal control.
- iii. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council Members.
- iv. Conclude on the appropriateness of the Council Members' 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 Department'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 Department to cease to continue as a going concern.
- v. 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 Council Members of the registered Department 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.

KPMG

M J Jeffery
Partner

Brisbane
3 April 2019



Auditor's Independence Declaration under subdivision 60-C section 60-40 of Australian Charities and Not-for-profits Commission Act 2012

To: the council members of Lutheran Education Queensland

I declare that, to the best of my knowledge and belief, in relation to the audit for the financial year ended 31 December 2018 there have been:

- i. 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
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

KPMG

M J Jeffery
Partner

Brisbane
2 April 2019



Disclaimer on Additional Financial Information

The Detailed Statement of Income and Expenditure presented on page 24 is in accordance with the books and records of the Department which have been subjected to the auditing procedures applied in our audit of the Department for the year ended 31 December 2018.

It will be appreciated that our audit did not cover all details of the additional financial information. Accordingly, we do not express an opinion on such financial information and no warranty of accuracy or reliability is given.

In accordance with our Firm policy, we advise that neither the Firm nor any member or employee of the Firm undertakes responsibility arising in anyway whatsoever to any person in respect of such information, including any errors or omissions therein, arising through negligence or otherwise however caused.

A handwritten signature in blue ink, appearing to read 'KPMG'.

KPMG

Brisbane
3 April 2018



Section 15

2019 Convention of Synod

Lutheran Services Report

Lutheran Services

Report to the 2019 Convention of Synod

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Chair's Foreword

It is a pleasure to provide this report to the 2019 Lutheran Church of Australia, Queensland District Synod. As Council for Lutheran Services Chairperson for the past ten years, it is always an honour to represent Lutheran Services at Synod.

Synod is a coming together of our congregations from across Queensland, joined to discuss, debate and plan how we can best witness Christ's love in the communities we are part of – the communities we serve. Lutheran Services shares this witness with our colleagues in all departments and Church bodies, and ultimately with all congregants. In writing this report, we have reflected on a year of rewarding ministry, and provided some insights into where these achievements lead us in planning for the future.

In this report to the 2019 Convention of Synod, we document the highlights of the past 12 months for Lutheran Services, while outlining our vision for the future. The information presented reflects the priorities identified in our Strategic Plan:

1. A good life for the people and communities we serve
2. Growth and outreach: delivering faithful service and lasting social value
3. Reaching out together to minister to human need
4. Capable of delivering on mission
5. Sustainability

In the following pages, we demonstrate how we have responded to these strategic priorities across the various parts of our organisation, alongside our colleagues in the Lutheran Church of Australia, Queensland District.

In 2018, continued reform in the aged care and disability support sectors, alongside changing demographics, continued to alter the dynamic in which we operate. This presents new challenges and opportunities. In this environment, Lutheran Services is ideally positioned to extend our community ministry reach and to nurture vibrant and flourishing communities. This report chronicles how we ensure that we meet these challenges, whilst continuing to make a real difference to the lives of those we serve.

I invite you to read our report and to reflect upon it, and ultimately to question us and contribute your ideas to ours. Synod is a moment in time every year for reflection on the ministry to which we are called.

I look forward to continuing on the Lutheran Services journey with all of you, growing together in the mission of God in the Lutheran Church of Australia, Queensland District, achieving ever better ways of serving those in need of care and support.

Acknowledgements

In achieving this work, we have been supported by countless members of our Lutheran community. I would like to thank several of my colleagues personally for their enormous support of the work of Lutheran Services.

I would like to thank my fellow Council members: Stuart Jaeschke, Leena Vuorinen, Simon LaBlack, Jennifer Danslow, Andrew Stanke, Bobby Rolison and Pastor Mark Gierus.

We are thankful for the engagement of Bishop Paul Smith and the District Church Council and their support in our ministry. Their time and wisdom have deepened organisational knowledge and understanding of Lutheranism in all areas of our work.

Thank you to everyone who supported Lutheran Services this year – through our combined Lenten Appeal with LCAQD, benefitting Mary and Martha's Refuge and Hospital Chaplaincy, and in countless other ways.

We are grateful for the support we receive, whether it is in the form of money, goods, services, time or prayers.

Finally, I would like to pay tribute to our staff who play a key role in nourishing and nurturing a community of hope for the people we serve.

Thank you.
Dr Clare Seligmann
Chairperson

About Lutheran Services

Faith in Action

Lutheran Services aims to provide quality and contemporary care, support and accommodation for older people, youth and their families, people living with disability or mental illness, and families experiencing domestic violence and hardship. We offer ministry across a range of urban, regional and rural communities.

As a diaconal ministry of the Lutheran Church, Lutheran Services exists to serve. It is how we bring our Christian faith to life. We walk together with congregations, individuals and communities to tend to human need in the spirit of Christian love and service.

The care and support we provide encourage all we serve to pursue the life they hope for and the communities we are part of, to thrive.

We are of the Church

Lutheran Services cares for thousands of Queenslanders, builds ministry and mission in the communities we operate, and is a compassionate voice for the vulnerable. We remain true to the work of the Lutheran congregations that founded us and we strive to work in ministry within the Lutheran Church of Australia, Queensland District.

Governance has continued to be a major focus of the LCAQD this year, and while some changes may be on the way, we are and will always be a Lutheran organisation established to witness faithfully for Christ in the communities we serve together as Church.

Working in fellowship with the District Church Council is vital for us to fulfil our mission, which we can only fulfil through their support, their trust and their faith in working with us towards our common goals.

Lutheran Services is also privileged to regularly join with the Lutheran Church of Australia's Committee for Ministry with the Ageing. This gives us the opportunity to share knowledge and experience with colleagues from around Australia, and to provide our church with advice and support to improve ministry with the aged at a congregational level and in Australian policy.

Our Contribution

Over the past year, we have maintained this contribution while responding professionally and proactively to an increasingly competitive marketplace, growing public demand, ever-changing systems and standards, and unprecedented reform in the sectors we service.

In a contemporary world, where physically attending church is no longer the main way people connect, Lutheran Services performs a vital role – as an accessible point of contact and a recognisable public face of the LCAQD.

After more than 80 years of supporting Queensland people and communities, Lutheran Services has proven its ability to manage its financial, human and physical resources – making us a trustworthy choice as a service provider and collaborative partner.

During 2018, our ministry has provided care to thousands of people, including:

- 1,265 residents of our aged care services
- 155 people who accessed our home support services
- 372 residents in our retirement villages

- 1,259 young people
- 106 people living with disability
- 591 people who accessed our mental health support service
- 205 people who experienced domestic violence
- 1,339 people who accessed emergency relief.

Our ministry also extends to our 1,500 dedicated staff. We value our staff as professional and compassionate individuals, and for their contribution to our mission. We create meaningful employment and build rewarding careers. We foster growth in the industries in which we work. We support regional and rural communities that are typically underserved.

Our vision for the future is clear. We continue to advance the dreams and hard work of our founding congregations – strengthening our foundation for delivering service excellence; creating new opportunities for our staff; growing the numbers of individuals and communities we serve.

Leadership Changes

In the latter months of 2018, the Council for Lutheran Services and the Lutheran Services CEO Jacqueline Kelly mutually agreed that Jacqueline's role as CEO would not be renewed when her contract expired in January 2019.

The Council thanked Jacqueline for her 14 years of faithful service and for building Lutheran Services into the sustainable and purposeful organisation it is today. We recognised her dedication and wished her the best in her future endeavours.

In order to continue our focus on improving our performance, the Council for Lutheran Services appointed John De Angelis as an interim CEO. We believe John was an excellent choice to serve in this interim role and lead the organisation.

At the time of writing, the Council was in the latter stages of a search for a permanent CEO, assisted by a professional recruitment firm.

Royal Commission into Aged Care Quality and Safety

The Royal Commission into Aged Care Quality and Safety represents a landmark inquiry into Australia's aged care sector. The Royal Commission was established by the Australian Government in October 2018 to investigate and provide recommendations for improvements in how care is provided and how the industry is regulated.

As one of the larger providers in the aged care industry, Lutheran Services was invited to provide an early submission to the Royal Commission in January. We welcomed this opportunity to express our views, and to contribute to shaping the aged care system for Australia's future.

As requested, we provided a detailed report on any complaints or claims of substandard care over the past five years. We also responded to a range of questions exploring key issues in the industry and the provision of aged care services and health care to older Australians. In the process, we made a number of recommendations for improving the quality and safety of aged care services.

Following is a summary of our recommendations to the Royal Commission:

- **Funding** – a funding system that recognises the additional costs of providing aged care services in rural, regional and remote locations, which is often provided by not-for-profit providers.
- **Staffing** – addressing the issue of providing the right workforce (recruitment, upskilling and retention) in rural and regional care settings.
- **Clinical** – better integration between all levels of care; technology-based patient portals; incentives for GPs to work in aged care settings; better access to specialist geriatric and neurological services.
- **Quality and compliance** – greater emphasis on quality performance measures, rather than a transaction-heavy compliance model.
- **Person-centred** – a less institutional approach to aged care; providing a person-centred approach; giving individuals more control; a more sensitive funding instrument to support this.
- **Home care** – faster access to Home Care Packages; greater funding of home care in regional and rural areas; rapid rollout of higher-level Home Care Packages to bridge the gap between home support and full-time residential aged care.
- **High care needs** – funding for smaller, more highly specialised care environments for residents with high care needs.
- **Dementia** – a community-wide approach to dementia support with more precise diagnostic services and management plans.
- **Special needs** – better care environments for people of all ages with special needs.
- **Palliative care** – greater resources for palliative care training and support across both the healthcare and aged care sectors.
- **Mental health** – recognition of the complex care needs of older people with mental illness.

- **Infrastructure** – incentives for not-for-profits (as significant providers of care to concessional residents) to improve care infrastructure.
- **Technology** – technological aids for sharing resident history, maintaining mobility, monitoring falls and connecting residents with the wider world.
- **Innovation** – incentives for exploring innovative care environments, multifaceted supported living communities, creative engagement, supported recreation and travel opportunities.

As a longstanding and leading provider of aged care services to the people and communities of Queensland, and as a major employer of aged care workers, Lutheran Services welcomes this review of the industry – to ultimately deliver better outcomes for older Australians. We share the Commissioners' and Government's commitment to the welfare of the 1.3 million Australians residing in Australian aged care services.

Lutheran Services has provided care to older Queenslanders for more than 80 years. Our services include residential aged care, residential respite, independent retirement living, home care and allied health services. We support more than 2000 residents and clients, and employ more than 1500 staff. We aim to provide holistic, industry-leading care and support – from creative engagement and spiritual expression to dementia support and palliative care.

Responding to and working with the Commission has been a key focus of Lutheran Services' work this year and will continue to be an important aspect of our work throughout the remainder of the inquiry. Recommendations for sector improvement made by the Royal Commission will be treated seriously by our executive and contribute to our future plans appropriately.

In responding to the Royal Commission, we are working closely in mission with the Lutheran Church of Australia, Queensland District, and are grateful for the support of our colleagues, the Lutheran Church of Australia Committee on Ministry with the Ageing.

Lutheran Services is committed to the development of a highly responsive, respected and sustainable aged care system. Our aim is to continue to evolve and improve our services – to deliver better outcomes for older Australians.

Aged Care

Aged care for Lutheran Services comprises a variety of business streams, including residential care, home care and retirement living. In 2018, these areas together represented a total of 2,151 residents and clients – a moderate increase on the previous year. The sector is experiencing considerable growth in demand and complexity of client needs, combined with changing government regulation.

Embracing the new single quality framework

Over the past 12 months, we have been preparing our aged care services for the introduction of the new Aged Care Quality Standards that will take effect from 1 July 2019. These new standards provide a single quality framework and place greater emphasis on clients exercising their own choice and control over the care they receive, whether through residential care or care in their own homes.

There are eight standards, each reflecting one aspect of care that contributes to an individual's safety, health and wellbeing. Specifically, they address:

1. Consumer dignity and choice
2. Ongoing assessment and planning with consumers
3. Personal care and clinical care
4. Services and supports for daily living
5. Organisation's service environment
6. Feedback and complaints
7. Human resources
8. Organisational governance.

Lutheran Services welcomes the introduction of the new Aged Care Quality Standards. They reflect our long-held values and vision for aged care. These new standards will further encourage us to tailor our care to the individual's expressed needs, hopes, leisure interests, and cultural and spiritual preferences. We have long endeavoured to support this individual approach – providing extensive lifestyle options along with exceptional care and comprehensive clinical services.

We trust through the robust implementation of these standards, and with the increased focus on holistic, person-centred care and wellbeing, we will enhance the quality and public perception of aged care services, particularly those delivered by Lutheran Services.

Sustainable improvements

The 2018 calendar year was focused on ensuring sustainability ahead of transformational industry change – increasing our system strength regarding feedback handling and enhancing dexterity in aligning funding to client need. Significant improvements in operational performance resulted in financial upturn with improved government income of 7 per cent – an improvement of more than \$3million (April 2018 – March 2019). This represents the largest increase of government funding achieved over five years.

Compliance

Accreditation was achieved at all services, which saw positive feedback from the majority of clients and their representatives. Continuous improvement activities have resulted in increased engagement and systemic improvements.

A successful Aged Care Approvals Round (ACAR) has seen Lutheran Services gain an opportunity to provide further beds in the Toowoomba (35 beds) and Sunshine Coast Hinterland (52 beds) planning areas. ACAR is a competitive application process that enables prospective and existing approved providers of aged care to apply for a range of new

Australian Government-funded aged care places and financial assistance in the form of a capital grant. This growth opportunity provides us with the potential to expand our ministry and service offerings.

Integrated Ministry Plan for Toowoomba

Lutheran Services in collaboration with LCAQD Ministry and Mission have commenced a consultation process to develop an integrated Ministry Plan for Toowoomba as Salem Aged Care in South Toowoomba requires significant upgrades to meet contemporary aged care practice standards.

We are currently assessing the viability of completing a significant refurbishment at the existing site, while exploring alternative options to continue the ministry of providing residential aged care for Toowoomba. At a consultation with local congregation leaders in October 2018, an integrated approach was proposed to consider:

- the needs, vision and local expertise of the Toowoomba pastors and congregation members
- the community, social and demographic profile
- the existing and emerging needs of the wider Toowoomba community
- how we could use this opportunity to develop an integrated Lutheran ministry and mission approach for the wider Toowoomba community.

Lutheran Services has progressed this idea by hosting discussions with Lutheran Education Queensland, Queensland Lutheran Early Childhood Services and the Department of Ministry and Mission to explore the creation of a shared ministry and mission planning approach for all departments of the LCAQD for this region.

Award for Wahroonga's Chaplain George and 'PrayerConnect'

Chaplain George Rankin from Wahroonga Aged Care at Biloela has received the Rising Star Award at the 2019 LASA Excellence in Age Services Awards. The award recognises an individual with less than five years industry experience who has made an outstanding contribution to age services.

See the Chaplaincy section for more details.

Community Services

National Disability Insurance Scheme

Disability support services provided by Lutheran Services are now funded and administered under the National Disability Insurance Scheme (NDIS). Our services, providing disability support, have been progressively changing over to the NDIS as the system was rolled out across Queensland.

Somerset Community Services has been delivering support under the NDIS for more than 12 months. Keystone Centre and Trinity Disability Service completed the changeover in July 2018. Intercept Youth and Family Support Program and Graceville Centre commenced NDIS rollout in January 2019. All will have completed the changeover by June 2019.

The NDIS aims to provide people living with a disability with more flexibility and choice in the support services they receive and how these services are provided. We have been working closely with our clients, their families and carers to ensure a smooth transition for all involved. A working group was established and tasked with preparing for the rollout of the scheme, making a significant contribution to our NDIS readiness, and that of our clients.

Service Reviews

Implementing the NDIS has provided a catalyst for our Community Services operations to conduct a reappraisal of the programs and supports we provide and how they are delivered to the people and communities we serve. These service reviews will ensure we remain efficient, effective and competitive in responding to individual and community needs, while continuing to support the Lutheran Services Strategic Plan into the future.

The service reviews will assess our ability to meet future challenges facing our clients and regions. They will provide opportunities to build our networks and enhance our service delivery by improving relationships with local agencies, community groups and other service providers. Such a review is currently underway at Trinity Disability Service on the Gold Coast, with all other sites to follow.

Broadening our Programs and Communities

Community Services has been sourcing opportunities to grow the programs we provide and the people we reach. We have been tendering for a range of new programs both within and beyond our current regional boundaries, enabling us to expand and build upon our service support models. Tenders have been submitted for programs addressing homelessness, individual recovery and group peer support, Sunshine Coast Primary Health Network Mental Health Programs, Queensland Community Support Scheme, and Youth Support Coordination and Chaplaincy. We await the outcome of these tenders.

Working Together for the Caboolture Community

The Caboolture region has a strong local ministry that is driven and led by the local Lutheran Pastor. The Lutheran Community Ministry, Caboolture includes the local Lutheran Kindergarten, Lutheran Primary and Secondary Schools, the Lutheran Church, St Paul's Aged Care and Intercept Youth and Family Support Program. This group is missioned with identifying ways to work together to support, not only each other, but the wider community as a whole. The promotion of each entity in their respective areas of work is an important focus of the ministry group, with local collaborative projects making up the core activities.

Intercept continues to develop plans for a purpose-built youth space and office – on a site recently acquired by Lutheran Services opposite the current rented premises in Caboolture. Young people and staff are involved in the design and planning. Intercept aims to complete the planning and approval process over the next 12 months, with construction slated for

2020–21. Intercept has developed a strong reputation and relationships with the local community and the community services sector. A dedicated, purpose-built space will enable Intercept to further strengthen and broaden its program and activities for this rapidly developing region.

Mental Health Services Accreditation

Lutheran Services is currently seeking accreditation for National Standards for Mental Health Services. This accreditation will enable us to improve the work we do by focusing on mental health service delivery, policy direction compliance, communication and consent, client safety and privacy, and monitoring and governance procedures. The inclusion of these standards will support a best practice approach, and ensure we are well placed to offer professional mental health support services to the community into the future.

Chaplaincy

2018–19 has been a period of continuous development for the Lutheran Services chaplaincy ministry. While chaplaincy at our services was once delivered by local pastors visiting their members, today we have dedicated chaplains at each site. Our chaplains, both ordained and lay church workers, offer a dedicated ministry of pastoral and spiritual care that meets the spiritual needs of Lutheran and non-Lutheran residents. As one of our residents observed, “Thank God for our Chaplains.”

One of the joys of chaplaincy is that it is a longer period of ministry that enables chaplains to develop and skill themselves to attend to the greater pastoral care needs of our residents. The development of chaplaincy teams at our larger sites has been a major highlight in recent years. This team ministry has enabled Salem’s previously part-time chaplain to develop a full-time role to cover the interim period while recruiting the new Pastor Team Leader Chaplain.

Lutheran Chaplaincy – A Ministry for Women

A growing number of our full-time and part-time chaplains are women who come from various occupations to offer their expertise and theological learning to provide pastoral care as part of their church ministry. Lutheran Services is blessed to have such gifted women. We are pleased to offer them various training opportunities to further develop their theological understanding and pastoral care.

As opportunities to join our team occur, we are always happy to hear from Lutheran women who feel called to serve their Lord in ministry. Chaplaincy offers each person the privilege to be a missionary, evangelist and apologist in this specialised caring ministry in aged care.

Chaplaincy in a Complex World of Beliefs

Lutheran chaplaincy ministry in today’s world, which deals with sin and salvation, is not simple. We are living in a spiritual maelstrom of differing beliefs and individualism. What this means is that Lutheran chaplaincy ministry is daily answering the cry of ‘How does God see me?’ This question applies to both our staff and our residents.

We live in a world where all that we believe is equal, and what was once black and white is no longer as clearly defined. For many of our ageing residents, this may present a future that is less certain than ever before. The constant and faithful witness of our Lutheran chaplains in this complex and changing environment provides our residents with a haven of peace and hope.

In the time of life when our residents need to hear the clear message of God’s love in Jesus’ death and resurrection, our chaplains rise above the daily challenges of aged care to maintain the clarity, peace and Christ-like presence at the bedside of our residents.

The Need for Chaplain Pastors

Lutheran Services’ aged care services are blessed with pastors who faithfully and generously give of themselves and their spiritual gifts to the pastoral and spiritual care of the residents they serve on behalf of our church. Lutheran Services Chaplaincy is a specialised ministry of the church – and yet a ministry that is offered and delivered in a place that is vastly different from the church building and parish setting. Chaplaincy provides its caring message amid the day-to-day operations and clinical functions of our aged care services.

The LCA’s limited supply of pastors is a challenge we will continue to face into the future. The increase in women chaplains has certainly been an asset and blessing in growing our chaplaincy ministry. We need Lutheran members to pray for more women and men alike to

hear the call within our church, and heed the opportunity to grow in theological understanding and pastoral care ministry.

We ask you to please make this one of your prayer petitions each day. And thank the Lord for our chaplains who serve those needing to know – even in this late stage of their life – that Christ’s love will see them home.

Award for Wahrenonga’s Chaplain George and ‘PrayerConnect’

Chaplain George Rankin from Wahrenonga Aged Care at Biloela, has received the Rising Star Award at the 2019 LASA Excellence in Age Services Awards. The award recognises an individual with less than five years industry experience who has made an outstanding contribution to age services.

With residents’ needs and interests in mind, Chaplain George created the ‘PrayerConnect’ podcast. Male and female radio announcers were recruited to volunteer their voices and resources to record prayers. These were then uploaded to the Podomatic podcast hosting site.

Residents can now easily access a wide range of prayers at any time using their smartphone, tablet or PC. They can choose from a variety of topics, join a community of listeners and share in faith and love while continuing to engage in the ministry of prayer.

The PrayerConnect podcast has numerous applications as a resource for individuals or groups, for private prayer time or as part of a larger worship experience. PrayerConnect also allows chaplains and pastoral care workers to access prayers and integrate them into programs and activities specifically designed for the aged.

Creative Programs

'A good life for the people and communities we serve' is at the heart of the large variety of activities and projects delivered by the Lutheran Services Creative Programs team. Following is a selection of projects delivered at our services throughout the year.

If Only I Could was a celebration of the role of music and dancing in the lives of residents from Zion, Tabeel, Immanuel Gardens and St Andrews Aged Care. Over a two-month period, more than 120 residents of various abilities were paired up with professional dancers to recreate and relive much-loved dance routines from the past. With funding from Arts Queensland, *If Only I Could* was professionally directed and choreographed. A public performance was staged at the Judith Wright Centre of Contemporary Arts in November 2018 – to the thunderous applause of some 200 people. This groundbreaking, high-profile initiative is a wonderful example of the Lutheran Services commitment to aged care and vision for creative engagement.

Hip Hop Inclusion facilitated an exciting creative collaboration between 46 mixed ability performers from Keystone Disability Centre, Endeavour Kingston Learning and Lifestyle, and Loganlea State High School. The project enabled all who participated to extend their social experiences and networks. Funding from Logan City Council enabled professional dancers to be engaged to assist with the planning and performance. Public performances were held at the Logan Youth Festival and Trinder Park Recreation Hall in April 2019. This inclusive project showcased the abilities of all participants and developed new understandings of disability. Participants had fun, made new friendships, developed new skills and built self-confidence.

Pastime Memoirs at St Paul's Aged Care saw more than 20 residents working together over several months to explore the significance of the activities, events and memories that define us as individuals and bind us as friends, family and community. The St Paul's residents portrayed their past through storytelling, reminiscence, humour, performance and music – many for the first time. *Pastime Memoirs* was shared with family and friends through a performance at St Paul's in October 2018. St Paul's staff commented on the positive impact of the project – an engaging activity that encouraged residents to express themselves while promoting social participation.

The Sound of Symbols saw residents of Immanuel Gardens Aged Care staging a celebration of personal stories, passions and histories. Over three months, 42 residents of all abilities collaborated to creatively explore topics important to them – through music, dance, costume, script and humour. *The Sound of Symbols* was presented to an audience of more than 130 people – family and friends plus representatives from community groups, Sunshine Coast Council and the University of the Sunshine Coast. The vibrant event was covered by local television, which showcased the Immanuel Gardens residents and their creative lifestyle opportunities.

With ***Alice in Trinderland***, residents of Trinder Park are drawing on the Lewis Carroll classic to stage an inclusive and accessible cultural event as part of their 50th anniversary celebrations in 2019. The performance is being staged in the gardens at Trinder Park as promenade theatre, where audience members come to the performers – enabling people with mobility issues to be fully involved in the production. Workshops are currently underway with Trinder Park residents as well as clients from the Keystone Centre. *Alice in Trinderland* aims to promote social connection, self-confidence and independence for all who participate.

Building Skills and Opportunities

Creative engagement programs – and the creative approach to care and support – are enthusiastically embraced by the many residents, clients, families, staff and volunteers our service communities represent. Developing creative engagement skills and confidence in our workforce promotes staff performance and satisfaction, and further enriches the services and care we provide.

Over the past year, some 70 Lutheran Services employees from 11 services have participated in creative engagement, professional development opportunities. The Creative Programs Advisory Team at the Support Centre has delivered eight formal training workshops to Creative Lifestyle staff from all nine aged care services.

The team also provides frontline staff with knowledge and skills in dance and movement, storytelling, sensory reminiscing and accessible art making programs. Over the past year, such programs were delivered across all aged care services, as well as the Keystone Centre and Trinity Disability Service.

Team building activities were conducted for the Creative Lifestyle teams at Salem, Trinder Park and St Andrews Aged Care, while mentorship and peer support programs were provided to the Creative Lifestyle Coordinators from all aged care services.

Marketing, Communication and Sales

Priority 1: Build An Authentic and Highly Valued Brand

Like all aged care and community service providers, Lutheran Services has much to do to respond to the current Royal Commission into Aged Care Quality and Safety, government policy transformation, industry deregulation and unprecedented growth in our ageing population. Providers by necessity are becoming increasingly professionalised. As we respond to this, it is important that we are always guided in our decisions and operations of our core purpose – to minister to human need in the name of Jesus Christ our Lord.

In 2017, with the assistance of Queensland Bishop Paul Smith, a Diaconal Witness statement was developed. This provides the guidance to ensure all our work is defined and grounded in a framework of Lutheran faith and ministry. During 2018 we have worked hard to ensure that all internal and external communication – written and verbal – reflect our diaconal ministry and commitment to our core purpose to serve.

Priority 2: Be Visible, Accessible and Sales Ready

Over the past year, Lutheran Services has continued the implementation of our new brand across the organisation. This has included signage and displays for our offices and many services, staff uniforms, motor vehicle livery and marketing and communication collateral. New signage has been designed and installed at St Paul's, Immanuel Gardens, Trinder Park, Orana, Tabeel and Teviot. It is planned that by October 2019 all remaining aged care and community services sites will be completed.

Since rebranding in 2017, our focus has been to build robust and effective systems, channels, capacity and infrastructure. As part of this, we are building a local area marketing and sales system to ensure all aged care and retirement living services have the resources to maintain occupancy while building the Lutheran Services brand and strengthening connections with the communities we serve, including congregations. This includes centrally managed but locally focused advertising, marketing and public relations, in traditional, digital and social media.

We have established an interim Customer Relationship Management (CRM) system and back office contact solution to ensure all leads generated are captured, nurtured and tracked.

Lutheran Services now has an active social media presence on LinkedIn and almost 600 Facebook followers. Our website is performing at or above industry engagement benchmarks with a 62 per cent increase in traffic in the last year.

Priority 3: Be Part of the Communities We Serve

A Client Service Advisor role is gradually being established at each aged care site. The purpose of this role is to provide dedicated sales and community marketing expertise and to ensure that Lutheran Services is known, respected and valued as a service provider of choice in the local community we are serving.

The Client Service Advisors will do this by providing all clients, prospective clients and their families with a welcoming, informative and supportive experience. They will build strong relationships with the local community, referral agencies, local Lutheran congregations, existing clients and prospects.

The Client Service Advisor role is in place at Trinder Park, Immanuel Gardens and St Paul's, and will gradually be introduced to the remaining sites over the next 12 months.

Priority 4: Build Lutheran Services' Brand Awareness, Relationships and Reputation Across a Broad Range of Stakeholders

Over the past year, we have strengthened our corporate communication capability, including internal communication, stakeholder engagement, media management and crisis management. This year we are very pleased to have collaborated closely with the LCAQD Ministry and Mission to deliver a combined Lenten Appeal.

Our Support Centre staff collaborated to provide a lengthy and detailed report to the Royal Commission into Aged Care Quality and Safety in early January. In the time since this submission was made and public hearings commenced, we have worked hard to ensure all staff and stakeholders remain well informed and up to date on the Royal Commission and Lutheran Services' support for the reform process.

Priority 5: Support New Business and Service Developments

This year the focus has been on developing the plans and capability to market and sell our new 52 apartment vertical retirement village – *Alondra Residences*. Although the building is still under construction, we have opened a display apartment on the ground floor, which greatly assists our prospects to visualise life at the beautifully appointed development.

With completion due mid-2019 and recent regulatory changes to the sale process now finalised, marketing is now well underway. This includes a mix of traditional media, outdoor, community and digital marketing. Given the highly competitive market, it is expected that most sales will occur after the building is complete – when prospects are able to experience first-hand the wonderful environment, community and lifestyle that Alondra offers.

Human Resources

The end of 2018 saw Lutheran Services halfway through its 3 year Human Resources Strategic Plan. This plan is aimed at fulfilling the Lutheran Services vision and promise – of working with our congregations, individuals and communities to tend to human need in the spirit of Christian love and service.

Our staff are essential in assisting all we serve on their path to a good life. The quality of our staff and leaders is critical to how effective we are as an organisation in achieving our vision and mission. Therefore, the priorities of the Human Resources Strategic Plan are:

- highest quality staff in all locations
- empowered and capable leaders and managers
- new and better ways of doing business
- a high performing, diverse and inclusive workplace.

This year we set about achieving these priorities by concentrating on structure, resourcing, and an improved focus on clarity of roles and responsibilities, with clear delineation of accountabilities. This will continue into 2019 when a permanent CEO is appointed and the leadership team structure can be finalised. Structure below the leadership team continues also to be a real focus on the necessary roles and functional reporting lines required to execute the Lutheran Services vision and mission.

2018 saw more investment in coaching and support, to assist our services managers to own their portfolios in terms of managing their own people and creating the right culture in which to work. This also saw a renewed focus on how we structure the People, Culture and Change team, with an emphasis on four key streams:

- organisational development
- talent acquisition and management
- employer/industrial relationships
- workplace health, safety and wellness.

We also kicked off management and development programs late in 2017, with a focus on continuing to improve leadership accountability led from the top three tiers of the organisation.

An organisation-wide staff engagement survey was distributed in April 2018. We were delighted with the response and feedback from around 750 employees who completed the survey. We have used the feedback to continue to develop initiatives and focuses that will further develop our People and Culture practices within Lutheran Services.

An e-learning portal – *Akademie* – was launched and rolled out across Lutheran Services in 2018. Akademie extends online learning to all of our staff, assisting us to better deliver, manage and monitor staff training and development across the organisation. The benefits of Akademie include:

- a user-friendly interface
- enhanced accessibility
- ease of delivering training to rural and regional operations
- access to an existing library of more than 800 courses
- a platform for delivering Lutheran Services' own programs.

The 3 year Human Resources Strategic Plan continues to be rolled out in 2019, ensuring Lutheran Services' workplaces reflect high expectations and achievements in policy, practice and performance to sustain improved care services, and strong partnerships with the

communities in which we operate. The end result will be responsive, accountable and inclusive site-managed operations.

Working for Lutheran Services will be a competitive career choice, and our staff and leaders will be fully empowered to achieve our vision and mission.

Renewal and Redevelopment

Lutheran Services committed approximately \$50m over the past 12 months in improving the built environment of our services and preparing for growth.

We have taken the opportunity to develop masterplans for many of our campuses. This will provide the blueprint to transform these sites from the traditional homes of care into precincts of health, wellbeing and vibrancy. This will include co-locating community services where possible and providing amenity that will benefit the local communities in which we operate.

We are in discussion with other Lutheran ministries to explore how collectively we might deliver inter-ministry and intergenerational campuses. Development approvals have been granted for new infrastructure projects at Nundah and Trinder Park. We will now work through a process to deliver a contemporary and innovative built environment that encourages the people we serve to age well and flourish.

Renewing and reinvesting in our existing assets is essential. We continue to serve our people while planning for the future. The places where we deliver service are our people's homes. Ensuring these homes remain comfortable and safe, maintaining their aesthetic appeal and quality appointment, has been a focus over the past three years.

This year alone, more than \$6m was invested in renewing these existing assets. A further \$1.5m was invested in upgrading our retirement living villas to contemporary standards.

Alondra Residences – our new 52 apartment vertical retirement village – draws closer to completion. We hope to be serving our new residents by August this year. Alondra is the first major construction project Lutheran Services has undertaken for many years, and will be a flagship product for the Church.

LCA Reconciliation Action Plan

In April 2016, Bishop John Henderson initiated the LCA Reconciliation Action Plan (RAP) project. A project team was established to progress the RAP. Tricia Davis, Lutheran Services' Lead Executive for Marketing and Communication, has been a member of this team since its inception.

The project team developed a Master Plan for the development of an LCA RAP. This plan was approved by General Church Council in December 2017 when it was resolved:

The General Convention of Synod requests General Church Council to develop and implement a Reconciliation Action Plan that will:

- *assist ongoing relationship building through listening to Aboriginal people in the LCA;*
- *support non-Aboriginal people in the LCA to gain insight into what is important to Aboriginal people;*
- *provide a culturally appropriate mechanism by which our church together with (inclusive of) Aboriginal people and communities within the LCA can address questions of recognition and representation; and*
- *develop appropriate ways to encourage and enable Aboriginal people to serve and lead in all aspects of church life in the LCA.*

The General Convention of Synod authorises General Church Council to commit resources to facilitate the work required to prepare and deliver the plan.

The General Convention of Synod requests General Church Council to provide a report on the implementation of the plan to the 2021 Convention of Synod.

As a result of this endorsement of the RAP resolution, the project team has begun work on developing a 'Reflect RAP' – scoping reconciliation initiatives and building relationships with Aboriginal and Torres Strait Islander stakeholders. The LCA Reflect RAP is scheduled for completion in February 2020.

Financial Performance

This report provides a summary of the financial performance and financial position of Lutheran Services for the most recent reporting period, being 30 June 2018 and developments in the subsequent period to 31 January 2019.

In the financial year ended 30 June 2018, Lutheran Services arrived at a net deficit of \$7.6m in total comprehensive income. Once adjusted for interest, depreciation, amortisation and asset write-offs, this represents a surplus of \$725,000 for the year. Together with net positive cashflows from operating activities of \$10.8m, the adjusted surplus represents sound performance in our core operations.

Lutheran Services has responded to the challenge of continuing to provide quality, contemporary aged care and community services by investing in programs to build competitive commercial capability and develop sustainable operating models. These programs ensure we can deliver faithful service and lasting social value to new and existing clients and communities.

Programs which required significant investment commitments during the year ended 30 June 2018 include:

- building a competitive, organisation-wide sales and marketing capability
- building a contemporary human resources function
- services uplift and redevelopment programs.

Capital additions for the year ended 30 June 2018 totalled \$21.7m.

In the subsequent period to January 2019, Lutheran Services' results have been in surplus, representing greater control of resources. During this period, further programs to improve our capability have commenced, including:

- governance of clinical quality and risk
- ICT digital strategy
- business analysis and reporting improvements
- accommodating regulatory change (including our response to the Royal Commission into Aged Care Quality and Safety).

Our residential aged care operations experience ongoing regulatory change, increased competition and changes in the profiles of our residents. For the year ended 30 June 2018, these operations experienced asset write-offs, increased staffing and care costs, lowered occupancy and sub-optimised government subsidy revenue.

To January 2019, Lutheran Services has committed to:

- improved metrics monitoring initiatives to optimise government subsidies per resident
- marketing, sales and community engagement initiatives to achieve optimal occupancy.

These programs have resulted in positive responses, with financial benefit expected to be derived in subsequent periods. Government aged care funding has increased from \$160 per bed per day to \$167. The monthly percentage of assessments of total residents, which allows for more optimised funding, has risen from an average of 6.5 per cent to 8.6 per cent.

Lutheran Services' financial performance is dependent on the management of financial risk. This includes:

- resources to support the asset base and major capital works programs
- adapting our operating models of care for changes in regulation and care needs
- integrating our aged care and community services to serve the communities in which we participate.

It is forecast that this will require further investment in the medium term to build the appropriate capabilities and functions to manage these risks, having both operating cost and capital impacts.

Financial Position

The balance sheet of Lutheran Services continues to represent a position of strength to continue our mission strategy. At 30 June 2018, our department's net assets of \$62.9m had decreased from the prior period by \$7.6m, reflecting the net deficit for the period.

The cash reserves position of \$94.3m remains sound, representing a bond repayment capacity of 116 per cent and ability to fund major capital works. Lutheran Services' prudential compliance measures – which stipulate both minimum liquidity and investment management strategies – have ensured that these levels of resources are maintained.

The major capital works programs – Services Uplift and Redevelopment – have seen investments to complete uplift projects at Immanuel Gardens, Orana, Tabeel and Trinder Park. In services redevelopment, Zion Stage 1 (Alondra Residences) is in the construction phase. The self-funded nature of the works is reflected in the decreased net asset position of 64 per cent – a decrease of 13 per cent since the prior period. Also contributing to the net asset position is an increase to current liabilities in the form of increased accommodation bond values and capital accruals.

During the year ended 30 June 2018, Lutheran Services settled all outstanding financing loans, including the remaining balance with the Lutheran Laypeople's League for the development of the Graceville Centre. This allows Lutheran Services to allocate capital with reduced sources of encumbrance.

In the subsequent period to 31 January 2019, Lutheran Services has maintained balance sheet stability with a consistent net asset position, which represents further capital investments into its operations and developments. The impact of these major programs of work is an area of focus as expected returns on investments are periodically assessed for changes in market conditions, maintenance of prudential compliance and investment strategy.

Financial Statements

Lutheran Services' audited financial statements for the year ended 30 June 2018 are attached with this report.

Lutheran Church of Australia Queensland District (LCAQD) - Lutheran Services

ABN: 47 291 464 804

Financial Statements

For the Year Ended 30 June 2018

LCAQD - Lutheran Services

ABN: 47 291 464 804

For the Year Ended 30 June 2018

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LCAQD - Lutheran Services

ABN: 47 291 464 804

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2018

	Note	2018 \$	2017 \$
Revenue & other income	3	97,271,620	95,734,025
Employee benefits expense		(74,613,852)	(73,927,165)
Depreciation, amortisation and impairments		(6,263,088)	(5,594,403)
Other operating expenses		(23,717,365)	(18,086,675)
Finance costs		(270,303)	(331,860)
Surplus before capital grants		<u>(7,592,988)</u>	<u>(2,206,078)</u>
Capital grants		-	24,313
Other comprehensive income, net of tax		<u>(7,592,988)</u>	<u>(2,181,765)</u>
Total comprehensive income for the year		<u><u>(7,592,988)</u></u>	<u><u>(2,181,765)</u></u>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

LCAQD - Lutheran Services

ABN: 47 291 464 804

Statement of Financial Position

As At 30 June 2018

	Note	2018 \$	2017 \$
ASSETS			
Current assets			
Cash and cash equivalents	5	94,260,383	106,529,387
Trade and other receivables	6	1,606,974	1,036,787
Other current assets		454,116	498,539
Total current assets		96,321,473	108,064,713
Non-current assets			
Property, plant and equipment	7	85,238,776	67,823,714
Investment properties	8	34,420,616	37,739,377
Intangible assets	9	282,263	301,632
Total non-current assets		119,941,655	105,864,723
TOTAL ASSETS		216,263,128	213,929,436
LIABILITIES			
Current liabilities			
Trade and other payables	10	10,815,546	6,869,569
Financial liabilities	11	210	156,661
Other current liabilities	12	132,839,730	125,805,012
Short-term provisions	13	8,523,735	8,258,699
Total current liabilities		152,179,221	141,089,941
Non-current liabilities			
Financial liabilities	11	5,966	1,178,422
Other long-term provisions	13	1,176,072	1,166,216
Total non-current liabilities		1,182,038	2,344,638
TOTAL LIABILITIES		153,361,259	143,434,579
NET ASSETS		62,901,869	70,494,857
EQUITY			
Accumulated funds		62,901,869	70,494,857
TOTAL EQUITY		62,901,869	70,494,857

The above statement of financial position should be read in conjunction with the accompanying notes.

LCAQD - Lutheran Services

ABN: 47 291 464 804

Statement of Changes in Equity

For the Year Ended 30 June 2018

2018

	Accumulated	
	funds	Total
	\$	\$
Balance at 1 July 2017	70,494,857	70,494,857
Surplus after income tax expense for the year	(7,592,988)	(7,592,988)
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	(7,592,988)	(7,592,988)
Balance at 30 June 2018	62,901,869	62,901,869

2017

	Accumulated	
	funds	Total
	\$	\$
Balance at 1 July 2016	72,676,623	72,676,622
Surplus after income tax expense for the year	(2,181,766)	(2,181,765)
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	(2,181,766)	(2,181,765)
Balance at 30 June 2017	70,494,857	70,494,857

The above statement of changes in equity should be read in conjunction with the accompanying notes.

LCAQD - Lutheran Services

ABN: 47 291 464 804

Statement of Cash Flows

For the Year Ended 30 June 2018

	Note	2018 \$	2017 \$
Cash from operating activities:			
Receipts from residents, funding and others		96,803,537	93,072,193
Payments to suppliers and employees		(95,293,780)	(93,717,308)
Interest received		2,503,783	2,339,164
Interest paid		(270,303)	(331,860)
Proceeds from residents contributions		36,304,589	33,558,013
Repayment of residents contributions		(29,298,048)	(20,647,167)
Net cash provided by (used in) operating activities		<u>10,749,778</u>	<u>14,273,035</u>
Cash flows from investing activities:			
Proceeds from sale of property, plant and equipment		59,453	70,436
Acquisition of Investment Properties		(2,092,184)	(102,477)
Acquisition of property, plant and equipment		(19,657,145)	(14,450,936)
Net cash provided by (used in) investing activities		<u>(21,689,876)</u>	<u>(14,482,976)</u>
Cash flows from financing activities:			
Proceeds from capital grants		-	24,313
Proceeds from (repayment of) borrowings		(1,328,906)	(1,153,808)
Net cash provided by (used in) financing activities		<u>(1,328,906)</u>	<u>(1,129,495)</u>
Net increase (decreases) in cash held		(12,269,004)	(1,339,436)
Cash at beginning of financial year		<u>106,529,387</u>	<u>107,868,823</u>
Cash at end of financial year	5	<u>94,260,383</u>	<u>106,529,387</u>

The above statement of cash flows should be read in conjunction with the accompanying notes.

LCAQD - Lutheran Services

ABN: 47 291 464 804

Notes to the Financial Statements

For the Year Ended 30 June 2018

1 Statement of Significant Accounting Policies

(a) General information

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements, Australian Accounting Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board, the Australian Charities and Not-for-profits Commission Act 2012, the Aged Care Act 1997 and associated regulations as appropriate for not-for-profit oriented entities.

The financial report covers the entity of Lutheran Church of Australia Queensland District (LCAQD) - Lutheran Services. Lutheran Church of Australia Queensland District (LCAQD) - Lutheran Services consists of registered aged care facilities, retirement villages, disability, family and community services and the LCC Support Centre, all established and domiciled in Australia.

New, revised or amending Accounting Standards and Interpretations adopted

The entity has assessed applicable Accounting Standards which have been issued or amended but not yet effective, and do not believe any of them to have a material impact if they were to be adopted for the period ending 30 June 2018.

(b) Basis of preparation

Reporting basis and conventions

The Financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

The entity is a not-for-profit entity for financial reporting purposes.

The Statement of Financial Position of the entity discloses total current assets of \$96,321,473 and total current liabilities of \$152,179,221 resulting in working capital deficiency of \$55,857,748. This partially arises because of the requirement under Australian Accounting Standards to classify all Accommodation Bonds and Entry Contributions as a current liability, whereas the assets to which they relate, Property, Plant & Equipment and Investment Properties, are required to be classified as non-current assets. In practice, the rate at which the entity's retirement residents vacate their units and aged care facility residents depart the facility, and hence the rate at which the Entry Contributions/Accommodation Bonds will fall due for repayment, can be estimated on the basis of statistical tables. The entity's best estimate for the total ILU Licences to reside deposits is \$47,576,620. The entity's best estimate is that of the total Refundable Accommodation Deposits of \$81,365,586, only \$21,101,573 is statistically likely to be paid within the next 12 months. Further, if this amount was repayable, it is estimated that contributions of more than \$23,169,984 would be received from new residents. After considering all available current information, those charged with governance have concluded there are reasonable grounds to believe that the entity will be able to pay its debts as and when they fall due and payable and preparation of the financial statements on a going concern basis is appropriate.

LCAQD - Lutheran Services

ABN: 47 291 464 804

Payment of finance lease liabilities

For the Year Ended 30 June 2018

(c) Comparative figures

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

When the entity retrospectively applies an accounting policy, makes a retrospective restatement 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 comparative financial statements, must be disclosed.

(d) Fair value

Fair value is the price that would be received on the sale of an asset, or paid to transfer a liability, in an orderly transaction between market participants at the measurement date. It is based on the presumption that the transaction takes place either in the principal market for the asset or liability or, in the absence of a principal market, in the most advantageous market. The principal or most advantageous market must be accessible to, or by, the entity. Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their best economic interest. The fair value measurement of a non-financial asset takes into account the market participant's ability to generate economic benefits by using the asset at its highest and best use or by selling it to another market participant that would use the asset at its highest and best use.

(e) Investment properties

Land and Buildings have the function of investments and are regarded as composite assets. In accordance with applicable accounting standard, the buildings, including plant and equipment are depreciated.

Investments property is measured at cost, including transaction costs.

Transfers to and from investment properties to property, plant and equipment are determined by a change in use of owner occupation. The existing carrying amount of property, plant and equipment is used for the subsequent accounting cost of investment properties on date of change of use.

Any gain or loss on disposal of investment property (calculated as the difference between the net proceeds from disposal and the carrying amount of the item) is recognised as profit or loss.

(f) Property, plant and equipment

Classes of property, plant and equipment are carried at cost less, where applicable, any accumulated depreciation and impairment losses. Where required under the terms of government funding agreements, purchases of capital items to the value of \$5,000 have been expensed in the period purchased. All capital items with a purchase value of less than \$1,000 are immediately expensed.

Property

All freehold land is shown at cost. Freehold buildings are shown at cost less accumulated depreciation and impairment losses.

Plant and equipment

Plant and equipment is measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amounts are assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

The cost of fixed assets constructed within the entity includes the cost of the material, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the entity and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of profit or loss and other comprehensive income during the financial period in which they are incurred.

LCAQD - Lutheran Services

ABN: 47 291 464 804

Notes to the Financial Statements

For the Year Ended 30 June 2018

Depreciation

The depreciable amount of all fixed assets held at cost including buildings and capitalised leased assets, but excluding freehold land, is depreciated on a straight-line basis over their useful lives to the entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful life of the improvements.

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

Buildings - general	2.5%	Buildings - other	5-20%
Investment Properties	2.5-25%	Furniture & Fittings	15-20%
Plant and Equipment	2.5-25%	Computer Equipment	10-33%
Motor Vehicles	7.5-25%		

The asset's residual values and useful lives are reviewed, and adjusted if appropriate, at each financial year end.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. Gains and losses on disposal are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of profit or loss and other comprehensive income.

(g) Financial Instruments

Recognition & Measurements

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset (ie trade date accounting is adopted). Financial instruments 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 recognised as expenses in profit or loss immediately.

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest method, or cost. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are stated at amortised cost using the effective interest rate method.

Held-to-maturity investments

These investments have fixed maturities, and it is the entity's intention to hold these investments to maturity. Any held-to-maturity investments held by the entity are stated at amortised cost using the effective interest rate method.

Financial liabilities

Non-derivative financial liabilities are recognised at amortised cost, comprising original debt less principal payments and amortisation.

Impairment

At each reporting date, the entity assesses whether there is objective evidence that a financial instrument has been impaired. Impairment losses are recognised in the statement of profit or loss and other comprehensive income.

(h) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

LCAQD - Lutheran Services

ABN: 47 291 464 804

Notes to the Financial Statements
For the Year Ended 30 June 2018

(i) Employee Benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled within 12 months of the reporting date are recognised in current liabilities in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are recognised in non-current liabilities, provided there is an unconditional right to defer settlement of the liability. The liability is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

(j) Provisions

Provisions are recognised when the entity 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.

(k) Borrowing Costs

Borrowing costs are recognised in the statement of profit or loss and other comprehensive income in the period in which they are incurred.

(l) Income Tax

Lutheran Church of Australia Queensland District (LCAQD) - Lutheran Services consists of registered charitable organisations and is therefore exempt from Income Tax under Sect 50-5 of the Income Tax Assessment Act 1997 except for income tax payable on interest earned in the Retirement Village Maintenance Reserve Funds which is recognised as an expense of the Retirement Village Scheme Operator where applicable.

(m) Revenue

Revenue is recognised when it is probable that the economic benefit will flow to the entity and the revenue can be reliably measured. Revenue is measured at the fair value of the consideration received or receivable. Revenue in relation to rendering of service to residents is recognised when the service is provided to the residents. Government grants and subsidies are recognised as income at their fair value where there is reasonable assurance that the grant will be received and all attaching conditions will be complied with. Government subsidies are recognised based on actual resident/client classifications, with any adjustments required being made upon receipt of the funds from the Government. Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets. Deferred management fee (DMF) revenue on retirement village assets is earned while the resident occupies the independent living unit and is recognised as income over the residents expected tenure. The expected tenure is calculated using historical trends of rollovers within the entity. DMF revenue is not discounted to present value, as the income is earned by reducing the existing resident loan.

Revenue is recognised when it is received or when the right to receive payment is established. All revenue is stated net of the amount of goods and services tax (GST).

(n) Trade and other receivables

Accounts Receivables and other debtors include amounts due from residents and customers in the ordinary course of business. 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. Accounts receivable are initially measured at fair value and subsequently measured at amortised cost using the effective interest rate method less any provision for impairment.

(o) Trade and other payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the entity during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(p) 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. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST. Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

LCAQD - Lutheran Services

ABN: 47 291 464 804

Notes to the Financial Statements

For the Year Ended 30 June 2018

(q) Leases

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the entity are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives where it is likely that the entity will obtain ownership of the asset, or over the term of the lease.

Lease payments for operating leases, where substantially all risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

(r) Government Grants

Government grants are recognised at fair value on receipt where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognised as income over the periods necessary to match the grant to the costs they are compensating. Grants relating to assets are credited to deferred income at fair value and are credited to income over the expected useful life of the asset on a straight-line basis.

(s) Resident Entry Contributions / Accommodation Bonds

Resident Entry Contributions / Accommodation Bonds that are non-refundable are brought to account as income in the statement of profit or loss and other comprehensive income. Contributions / Accommodation Bonds that represent a liability at balance date are classified as current liabilities in the statement of financial position. Based on historical trends and experience it is likely that the majority of the liability recognised will not be payable within 12 months, however there is no unconditional right to defer settlement of the liability for more than 12 months and, therefore, the liability is recognised as current in its entirety.

Resident Entry Contributions / Accommodation Bonds are recorded at the current value of the contractual liability.

2 Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires those charged with governance to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Those charged with governance continually evaluate judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Those charged with governance base these judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, believed to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimation of useful lives of assets

The entity determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

Estimation of retirement villages residents tenure

An estimate has been made of the tenure of retirement village residents for the purpose of recognising the Deferred Management Fee (DMF) revenue relating to residents occupancy of the retirement village units. This estimate has been made with reference to the historical tenure period of residents and industry norms.

LCAQD - Lutheran Services

ABN: 47 291 464 804

Notes to the Financial Statements

For the Year Ended 30 June 2018

3 Revenue	2018	2017
	\$	\$
Operating activities		
- Resident Fees, Goods & Services Provided	21,794,272	20,386,250
- Investment Property Rental Income	991,739	927,325
- Government Grants & Subsidies Received	61,215,515	61,685,169
- Total Operating Revenue	<u>84,001,526</u>	<u>82,998,744</u>
- Other Income		
- Accommodation and other income	10,766,311	10,396,117
- Interest received from		
- Other Persons	2,503,783	2,339,164
- Total Other Income	<u>13,270,094</u>	<u>12,735,281</u>
Total Revenue	<u><u>97,271,620</u></u>	<u><u>95,734,025</u></u>

4 Surplus before income tax includes the following specific expenses

(a) Surplus before capital grants includes the following items:

	2018	2017
	\$	\$
Depreciation of investment properties	1,342,650	1,445,223
Depreciation of property, plant and equipment	4,901,069	4,099,985
Amortisation of intangible assets	19,369	49,196
Gain/(Loss) on disposal of property, plant and equipment (excluding loss on disposal of fixed assets associated with transfer of assets/business)	(1,140,865)	63,922

5 Cash and Cash Equivalents

	2018	2017
	\$	\$
Cash in hand	23,290	31,602
Cash at Bank	2,756,973	2,863,093
Short-term bank deposits	91,480,120	103,634,692
	<u>94,260,383</u>	<u>106,529,387</u>

Included in Cash at Bank are certain amounts that are restricted for use due to the capital replacement fund established under section 91 and 92 of the Retirement Villages Act 1999 which cannot be used by the entity in its ordinary activities.

6 Trade and Other Receivables

	2018	2017
	\$	\$
Current		
Trade receivables	1,025,277	603,587
Other receivables	581,697	433,200
	<u>1,606,974</u>	<u>1,036,787</u>

LCAQD - Lutheran Services

ABN: 47 291 464 804

Notes to the Financial Statements

For the Year Ended 30 June 2018

7 Property Plant and Equipment

	2018 \$	2017 \$
Freehold land at cost	13,237,755	12,620,680
Buildings		
At cost	87,216,693	94,890,873
Accumulated depreciation	(38,230,330)	(49,729,626)
Total buildings	48,986,363	45,161,247
Plant and equipment		
At cost	14,052,754	15,124,392
Accumulated depreciation	(10,551,501)	(12,239,186)
Total plant and equipment	3,501,253	2,885,206
Furniture, fixtures and fittings		
At cost	8,389,894	7,574,184
Accumulated depreciation	(4,750,361)	(5,560,462)
Total furniture, fixtures and fittings	3,639,533	2,013,722
Motor vehicles		
At cost	3,008,953	2,601,586
Accumulated depreciation	(1,853,261)	(1,830,923)
Total motor vehicles	1,155,692	770,663
Computer equipment		
At cost	3,298,314	3,344,732
Accumulated depreciation	(2,402,930)	(2,494,072)
Total computer equipment	895,384	850,660
Improvements		
Capital works in progress	13,822,796	3,521,536
Total property, plant and equipment	85,238,776	67,823,715

Movements in carrying amounts

2018	Capital Works in Progress \$	Land \$	Buildings \$	Plant and Equipment \$
Balance at the beginning of year	3,521,536	12,620,680	45,161,247	2,885,206
Additions	21,297,315	-	-	-
Disposals	-	(1,440)	(328,747)	(297,070)
Transfer from capital works in progress	(10,996,055)	408,140	4,126,073	1,538,551
Reclassification to investment property	-	210,375	2,956,980	195,287
Depreciation expense	-	-	(2,929,190)	(820,721)
Carrying amount at the end of year	13,822,796	13,237,755	48,986,363	3,501,253

	Furniture, Fixtures and Fittings \$	Motor Vehicles \$	Computer Equipment \$	Total \$
Balance at the beginning of year	2,013,722	770,663	850,661	67,823,713
Additions	-	-	355,849	21,653,164
Disposals	-	(12,076)	(53,630)	(692,963)
Transfer from capital works in progress	2,119,249	711,272	585	(2,092,184)
Reclassification to investment property	85,472	-	-	3,448,115
Depreciation expense	(578,910)	(314,167)	(258,081)	(4,901,069)
Carrying amount at the end of year	3,639,533	1,155,692	895,384	85,238,776

LCAQD - Lutheran Services

ABN: 47 291 464 804

Notes to the Financial Statements
For the Year Ended 30 June 2018

8 Investment Properties	2018	2017
	\$	\$
At cost	51,629,429	53,605,540
Accumulated depreciation	(17,208,813)	(15,866,163)
Total investment property	34,420,616	37,739,377

Movements in Carrying Amounts

	2018	2017
	\$	\$
Balance at the beginning of year as previously reported	37,739,377	36,758,196
Additions	-	102,477
Disposals	(620,180)	(111,239)
Transfer to Capital Work in Progress	2,092,184	1,833,661
Reclassification (to)/from investment property	(3,448,115)	601,505
Depreciation Expense	(1,342,650)	(1,445,223)
Carrying amount at the end of year	34,420,616	37,739,377

9 Intangible Assets

	2018	2017
	\$	\$
Intangible Assets		
At Cost	350,828	580,393
Accumulated Amortisation	(68,565)	(278,761)
Total intangible assets	282,263	301,632

Movements in Carrying Amounts

2018	Computer Bed Licences	Software	Total
	\$	\$	\$
Balance at the beginning of year	280,000	21,632	301,632
Amortisation Expense	-	(19,369)	(19,369)
Carrying amount at the end of year	280,000	2,263	282,263

10 Trade and Other Payables

Current	2018	2017
	\$	\$
Trade payables	4,264,070	3,676,858
Other payables	1,132,061	749,904
Accrued expenses	5,419,415	2,442,807
	10,815,546	6,869,569

11 Financial Liabilities

Current	2018	2017
	\$	\$
Loan - Related Party	210	3,513
Loan - Other	-	153,148
Total	210	156,661

Non-Current	2018	2017
	\$	\$
Loan - Other	5,967	1,178,422
Total	5,967	1,178,422

LCAQD - Lutheran Services

ABN: 47 291 464 804

Notes to the Financial Statements
For the Year Ended 30 June 2018

12 Other Liabilities	2018	2017
Current	\$	\$
Income in advance	3,897,524	3,869,347
ILU Licences to Reside	47,576,620	46,178,449
Accommodation Bond/Entry Contribution	81,365,586	75,757,216
Total	<u>132,839,730</u>	<u>125,805,012</u>

The carrying amounts of other liabilities are assumed to approximate the fair values. The impact of discounting has been determined not to be significant.

13 Provisions	2018	2017
Employee Benefits	\$	\$
Current	8,523,735	8,258,699
Non-current	1,176,073	1,166,216
	<u>9,699,808</u>	<u>9,424,915</u>

14 Key Management Personnel Compensation

The totals of remuneration paid to key management personnel of the association during the year are as follows:

	2018	2017
	\$	\$
Total Compensation	<u>2,567,239</u>	<u>2,328,819</u>

15 Capital and Leasing Commitments

(a) Operating Lease Commitments

Non-cancellable operating leases contracted for but not capitalised in the financial statements:

	2018	2017
	\$	\$
Payable - minimum lease payments		
- not later than 12 months	144,955	230,282
- between 12 months and 5 years	99,754	73,394
	<u>244,709</u>	<u>303,676</u>

(b) Capital Expenditure Commitments

Capital expenditure commitments contracted for:

	2018	2017
	\$	\$
Plant and equipment purchases	387,464	129,015
Capital expenditure projects	23,131,500	1,504,458
	<u>23,518,964</u>	<u>1,633,473</u>

Payable:

- not later than 12 months	<u>23,518,964</u>	<u>1,633,473</u>
	<u>23,518,964</u>	<u>1,633,473</u>

LCAQD - Lutheran Services

ABN: 47 291 464 804

Notes to the Financial Statements
For the Year Ended 30 June 2018

16 Contingent liabilities and Contingent Assets

Estimates of the potential financial effect of contingent liabilities that may become payable:

(a) Government Capital Grants

Pursuant to the conditions attached to Government Capital Grants, the entity is contingently liable to repay, based on a formula, all or part of the grants received if the project to which the funds applied ceases to be used for the purpose approved, or is sold or otherwise disposed of within twenty years of the completion of the project.

The maximum contingent liability as at 30 June 2018 is nil (2017: nil).

(b) Funding Surpluses

The entities within the Community Services division of LCAQD - Lutheran Services Consolidated receive funding from various government agencies which include the Department of Health, Department of Communities, Child Safety and Disability Services, Queensland Health, Sunshine Coast Medicare Local, Department of Education and Training, Department of Justice, Gambling Community Benefit Fund and the Department of Housing and Public Works. A condition of the funding is that any allocated funding not expended in carrying out the specified services will be refunded or repaid by reduction of next year's grant. At 30 June 2018 the entity had consolidated prior year surpluses of \$172,627 (2017: \$144,271) carried forward.

17 Related party transactions

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

Detailed table

The effective controlling body of Lutheran Church of Australia Queensland District (LCAQD) - Lutheran Services is the Lutheran Church of Australia QLD District (LCAQD). The effective controlling body of LCAQD is the Lutheran Church of Australia (LCA) and all transactions between LCAQD - Lutheran Services and entities under the control of the LCA, including LCAQD and the LCA's internal charitable investment institution the Lutheran Laypeoples League, are considered related party transactions. The following related party transactions are included in the reported results:

	2018	2017
	\$	\$
a) Rent and outgoings paid to LCAQD	556,762	441,288
b) Governance contribution paid to LCAQD	168,128	153,308
c) Staff salaries & wages paid to LCAQD	558,672	539,245

At balance date the following related party balances are included in the reported position:

d) Payable from LCAQD - Lutheran Services to LCAQD	497	416
e) Loan amounts owing to the Lutheran Laypeoples League	-	1,307,905

Loan amounts provided by Lutheran Laypeoples League at the end of June 2017 are now paid.

18 Events After the Balance Sheet Date

As at the date of this report there are no significant after balance sheet date events.

19 Economic Dependence

The entity is dependent on the continued use and availability of property owned by the Lutheran Church of Australia QLD District (LCAQD).

The entity's ability to continue to operate in its current capacity is dependent upon receipt of ongoing operational funding from the Federal and State Government. Those charged with governance are confident, based on historical information and governmental policy, that this funding support will continue to be provided.

LCAQD - Lutheran Services

ABN: 47 291 464 804

**Notes to the Financial Statements
For the Year Ended 30 June 2018**

20 Entity Details

The principal places of business of the entity are:

Support Centre:

Lutheran Services - 24 McDougall Street, Milton, QLD 4064

Aged Care Services (including Retirement Villages):

Alondra Residences - 19 Union Street, Nundah, QLD 4012

Immanuel Gardens Retirement Village - 10 Magnetic Drive,
Buderim, QLD 4556

Orana Lutheran Complex - MacDiarmid Street, Kingaroy QLD
4610

Salem Lutheran Rest Home - 280 Hume Street, Toowoomba,
QLD 4350

St Andrews Lutheran Aged Care - 2 Sullivan Road,
Tallebudgera, QLD 4228

St Pauls Lutheran Aged Care - Tomlinson Road, Caboolture,
QLD 4510

Tabael Lutheran Home - 27 Ambrose Street, Laidley, QLD 4341

Teviot Villas Boonah - 16 Church Street, Boonah, QLD 4310

Trinder Park Rest Home - 10 Laurel Avenue, Woodridge, QLD
4114

Wahroonga Retirement Village - Wahroonga Street, Biloela,
QLD 4715

Zion Lutheran Home - 24 Union Street, Nundah, QLD 4012

Zion Retirement Village - 10 O'Connell Street, Gympie, QLD
4570

Community Services:

Graceville Centre, Nambour

Keystone Disability Centre, Woodridge

Trinity Disability Support Service, Southport

Bridges Reconnect, Woodridge

Good Shepherd Emergency Relief Services, Brisbane

Intercept Family & Community Services, Caboolture

Somerset Community Services, Lowood

Mary & Martha's Women's Refuge, c/- Milton

The registered office of the controlling entity is:

Lutheran Services

24 McDougall Street

Milton QLD 4064

LCAQD - Lutheran Services

ABN: 47 291 464 804

Declaration By Those Charged With Governance

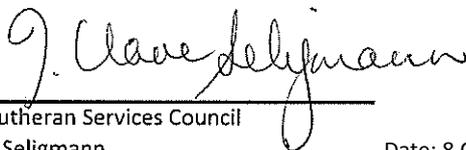
Those Charged with Governance of Lutheran Church of Australia Queensland District (LCAQD) - Lutheran Services declare that:

1. The financial statements comprising the statement of profit or loss and other comprehensive income, statement of financial position, statement of cash flows, statement of changes in equity, and accompanying notes, as set out on pages 3 to 17, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, the Aged Care Act 1997 and:

- a. comply with Australian Accounting Standards - Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Regulations 2013; and
- b. give a true and fair view of the entity's financial position as at 30 June 2018 and of its performance for the year ended on that date.

2. In the opinion of Those Charged with Governance, there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of Those Charged with Governance.



Chair - Lutheran Services Council
Dr Clare Seligmann

Date: 8 October 2018



Chair - Finance, Audit and Risk Management (FARM) Committee
Stuart Jaeschke

Date: 8 October 2018

INDEPENDENT AUDITOR'S REPORT

To the members of Lutheran Services

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Lutheran Services (“Registered entity”), which comprises the statement of financial position as at 30 June 2018, the statement of profit and loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial report, including a summary of significant accounting policies, and the declaration by Those Charged with Governance.

In our opinion the accompanying financial report of Lutheran Services, is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) Giving a true and fair view of the registered entity’s financial position as at 30 June 2018 and of its financial performance for the year ended on that date; and
- (ii) Complying with Australian Accounting Standards - Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

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 *Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act)* and the ethical requirements of the Accounting Professional and Ethical Standards Board’s *APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The responsible entity (the Council for Lutheran Services) of the registered entity is responsible for the other information. The other information comprises the information in the registered entity’s annual report for the year ended 30 June 2018, but does not include the financial report and our auditor’s report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Responsible Entity for the Financial Report

The responsible entity of the registered entity is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *ACNC Act* and for such internal control as the Council for Lutheran Services 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 responsible entity is responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

The responsible entity of the registered entity is responsible for overseeing the registered entity's financial reporting process.

Auditor's responsibilities for the audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at: http://www.auasb.gov.au/auditors_files/ar3.pdf.

This description forms part of our auditor's report.

BDO Audit Pty Ltd



K L Colyer
Director

Brisbane, 8 October 2018



Section 16

2019 Convention of Synod

Lutheran Women of Qld Report

LUTHERAN WOMEN OF QUEENSLAND

Report to Synod 2019

Greetings

Lutheran Women of Queensland has a reputation for being a great group of women who younger women do not want to join because it is something their mothers do. I would like to challenge the younger members of our congregations to investigate Lutheran Women and pay attention to our aims and mission. We do not require you to change how your groups operate but to invite you to join as a group and enjoy a body of fellowship that extends beyond your congregations. You can read about our events and Retreats on our [website](#).

Last year, Lutheran Women contributed \$27,094 to projects of the LWA and LWQ. Included in this were bursaries of \$500 each to 3 final year Lutheran Strand Education Students and \$800 to 2 final year Pastoral Students. Our women are also active in their churches and local communities and enjoy many ecumenical fellowships

Our last retreat at the James Byrne Centre had 102 women in attendance and an offering of \$2,300 was received for the Townsville Flood appeal. A further 45 women gathered in Emerald for the Central Queensland Retreat. We look forward to a new format retreat for 2020 with a Combined Convention / Retreat to be held at the Maroochy River Waterfront Camp and Conference Centre. This centre offers us the desired level ground and ensuited twin single rooms. We will also offer a programme for our gentlemen partners who like to accompany us when we travel to these weekends.

All zones continue to host Rally and Fellowship Days. The attendance is encouraging.

In consideration of our elderly members who like to join us, many of these functions are now run on a half day programme finalising with a fellowship lunch. On these days we meet under the banner of a theme. The ladies so enjoy the studies and praise that follows the theme. The theme is usually set with appropriate decoration or banner.

The wonderful thing about Lutheran Women is belonging to a group of women whose head is Christ, and whose ideal is his love and service. You are welcome to join us at any of our events, functions and retreats. You do not need to be a member to visit.

Karen Bryce
President LWQ



Section 17

2019 Convention of Synod

Lutheran Church of Australia Bishop of the Church
Report



LCA BISHOP – REFLECTIONS ON THE CHURCH

March 2019

After this I looked, and there was a great multitude that no one could count, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, robed in white, with palm branches in their hands. (Revelation 7:9 NRSV)

1. Authority

The LCA is at a turning point. It's now 53 years since Lutherans in Australia and New Zealand united. Over those years substantial changes have taken place in our church and our world. Many of those changes have been for the better. Truly, God is good to us. He has always given us what we need. His generous love is greater than any lament we might feel, and overcomes any fear that might threaten us. We are set free to be generous with others, just as God is with us (Matthew 18:22-35). As Scripture says in 2 Corinthians 9:8: *'God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work.'*

Of course, change still makes us nervous. Sometimes I think the LCA is like a teenager as she or he becomes a young adult. In church terms, 53 years just about puts us at that stage of life. Until now we could rely on our 'parents' – the founders of our union – for stability and meaning. They understood how things work, patiently teaching, training, and coaching us on how to be an LCA. But now they're not here we must work things out on our own. It can be hard, and in the search for our identity we can upset each other and develop antisocial behaviours. We even take risks with our closest friends and most intimate relations. That's how it is with teenagers.

I won't push the analogy too far, but I hope I've made the point. We are doing many things for the first time on our own, and we see the world through new eyes. We understand that to stay the course we must turn to our faith, and engage with God's Word and our Confessions. We need to evaluate everything in their light. But we are also ambivalent about some things. What about our local founding documents such as the Theses of Agreement and the Constitution? These good documents, mostly produced by consensus and formal agreement over 53 years ago, have shaped us. Can they meet the challenge of this new, emerging church?

Our constitution (see <https://www.lca.org.au/about-us/structure-governance/>) certainly is open to change. We adjust it at most Synods, except for Article 2 on Confession, which is our DNA. The Constitution is a functional document that we agree to and send to the government to tell it, and ourselves, who we are and what we do. Our governments then allow us to go about our business. We can own property, employ staff and be held accountable when it's needed. We must check the Constitution regularly to see how well it's doing its job.

The Theses of Agreement, and the raft of Doctrinal Statements and Theological Opinions produced since Union (see <https://www.lca.org.au/departments/commissions/cticr/>), however, are different. As we engage with them, we must remember how authority works in the church. Authority number one (the 'ruling norm') is Scripture. Authority number two (the 'ruled norm') is Confession. Authority number three, should it be required, is tradition. Tradition doesn't bind us, but is useful for keeping good order, something that has always mattered to us Lutherans, and for teaching.

We are quite unambiguous about the highest authority, Scripture. The LCA has a strong statement about its status as Word of God in all its parts. We repeat this statement at the beginning of all our Synods. We are also clear on the Confessions, by which we mean the Book of Concord of 1580. The Constitution lists the exact contents of this book. We don't add or subtract from that finite, historical work as a correct exposition of Scripture. The additional documents the LCA has produced before and after union, unpack these two highest authorities, applying them for local needs. Those documents aren't inerrant and neither are they confessions in the full sense of that term. Their authority is derived from, and may not contradict, Scripture and Confession. Therefore, under the right circumstances, we can change our own documents (see '*The Status of the Theses of Agreement and other doctrinal statements*' and '*The Permanent Status of the Theses of Agreement*', DSTO Volume 1A on the LCA website).

Since the world has changed so much since the LCA was conceived, some of the methods, systems and agreements that served us well then no longer work quite as well as they did. New issues have displaced the ones that used to trouble people in those days. Gender roles, for instance, have changed dramatically. Our economic circumstances have changed. Just as farmers now work the land differently, we are all living our lives differently. Families have sold farms that had been in families for generations. Careers and vocations are no longer for life. More of us have formal educational qualifications. Most of us make more money than we used to, and our living standards have risen. Many of us go on cruises and holidays to faraway places, which was unheard of in 1966. We communicate instantly via technologies that didn't exist until recently. We work differently as a church. Once we had more than 100 people serving in Papua New Guinea. Now we have two, as rather than overseas staff we work in partnerships of equality with the locals. In the 1970s the LCA could send unaccompanied young women with minimal training into the PNG highlands. Today it would be highly irresponsible to do so. I could continue – families have less children, more of us live in towns and cities, leaving the rural communities we once cherished; we marry later, if at all; we are living longer and staying retired for more years, and so on.

But perhaps one of the biggest changes is how we interact with the world around us. Multiculturalism has played a part in that, and so did the end of protectionism as we entered the global marketplace. Today, who remembers things like the wool stockpile and the collapse of the Australian Wool Reserve Price Scheme, which affected many farmers in the 1980s? We now interact and trade with the rest of the world quite differently. Being part of the global community has brought great benefits, but it can also be a brutal and dangerous place, as events in Christchurch in March brought home in a big way.

We also seem to have become more anxious, more opinionated, especially on the new social media, and less likely to accept traditional authority. Some of us are increasingly uncertain whether life has any meaning. Despite our material wealth, societal statistics on substance abuse, depression and suicide are alarming. In all of this, people are leaving the sanctuary of the churches, increasingly so due to the appalling spectre of institutional and clergy abuse within churches.

But back to the LCA, considering this shifting landscape, are we surprised that we have been debating whether women can be pastors? It would be more surprising if we hadn't! Of course, some of us didn't want to have the debate, and others want to settle it on their own terms. Naturally, people are showing increasing impatience on both sides, and I pray it doesn't result in rash actions. We're a pretty decent bunch who mostly behave well towards each other – let's keep it that way. Whatever comes, I'm sure God is teaching us something. For me the lesson has been to grow better at loving others, even though sometimes it feels they do not love me. And it has been to keep hoping in Jesus, no matter how insoluble the task before us. It's not our job to fix the world – Jesus does that. Yet with God all things are possible, including the LCA at this awkward but hopeful moment in our young church's history.

2. Mission

'My church doesn't have a mission – or if it does, I don't know what it is. And if we do have a mission, we're not doing anything about it.'

Have you heard this lament? Have you participated? I certainly hear it around the LCA/NZ too many times for comfort.

When we lament that we don't have a mission, we probably mean that we have lost our sense of purpose. Long periods without growth, or of declining numbers can have that effect. It's hard to keep our spirits up. We begin to question why. Why put in so much effort for seemingly so little result? We have tried everything we know and gotten nowhere.

While I thank God, this is not true of every congregation and ministry, these are very human, very natural sentiments. Their frequency does seem to be increasing. Perhaps it's because we are growing older and more tired. Perhaps it's because families are smaller and we aren't replenishing our numbers with young people as we were 50 years ago. While our population is growing overall, less people are living in rural communities, places that have been the Lutheran heartland. Or maybe the world is just getting more complicated. Contemporary demands for compliance are crippling us. These anxious times affect us in the church as much as it does anyone in society.

Despite our best, most faithful intentions, has this malady come upon us through a process of osmosis. Have we unconsciously absorbed the spirit of the times? Ours is a largely humanist society in which the human ego occupies centre stage. It relegates God to the wings, useful for ridicule and the butt of complaint and criticism. Society rarely allows God a speaking line. It has shut him out of the conversation. When faced with an existential crisis of meaning, modern people have nowhere to turn but to themselves. This locks people into a depressive circle which easily spirals into regret and accusation. The harder they try to break out of it the more locked in they become. As the Rolling Stones predicted back in '65, 'we can't get no satisfaction'. Eventually the ego leaves the stage empty handed and empty hearted. It became its own god and came up empty.

The centrality of the human ego comes naturally to sinful humans, but it is alien to the mission of Christ and robs us of our baptismal birthright. Remember the story of Jacob and Esau in Genesis 25? The cunning Jacob wore down his brother Esau, persuading him to give up his birthright for a pot of stew. Esau was a man of the flesh and he was hungry – at the time it seemed worth the trade. We too are people of the flesh living in a material world. Is the danger that we want to trade up from the promises of God for a better, easier, more successful life? If so, then it's no wonder we lose our mission, our purpose, our reason for being.

The Bible is clear that the ultimate purpose – the mission – of the church is to worship God. He is our origin, our life and our destination. We have no mission apart or separate from the worship of God.

Worship sustains every moment of life – conscious and unconscious, spiritual and physical. Everything we are and do can be seen as worship, either of the true God or of a false God. Never undervalue what happens in your congregation week after week, year after year, decade after decade, as it has happened in the church over millennia. Word and Sacrament – God's gifts of salvation – are the essence of that worship. You might not think of it as mission, but in the profoundest sense of that word it is. Handle it with reverence and respect. It is holy ground. God is present. If your congregation worships only once a week because that's all you can manage, I believe that *is still mission*. It's a beachhead of God's kingdom in this world, a purpose in and of itself, a reason for being. God values that worship and blesses it, even if

you think it could be better, and even if no one else seems to notice how hard you work just to keep the doors open on a Sunday morning.

Appreciating worship like this means valuing the 'vertical' or divine dimension of our liturgies and service orders. For several decades now we have tended to 'flatten' our services, removing many of the elements and symbols that stress the holy. In an attempt to be relevant, we have stressed the horizontal aspects of worship, no longer expecting to ascend to the heights or descend to the depths. We forget, for instance, how we once kneeled for confession. In many of our services we no longer ask the searching personal questions of the confessional rite, and we delete the declarative, direct absolution of the pastor in the name of Christ. We filter out the numinous, the indescribable and the sacred, where angels fear to tread. We replace it with an excess of human words and explanations, removing many of the succinct liturgical texts of salvation assembled so patiently by the ancients, calling them old-fashioned and irrelevant. We say they don't speak to modern people, as though we have become a new breed of human being with needs never previously identified. We don't like repetition, listening intently and deeply, learning to say things by heart. We crave variety, and PowerPoint allows plenty of that. We live in the moment, hoping that as the words and music wash over us, some of it might stick.

I might sound a little harsh and lopsided, but I am trying to make a point. Have we stopped remembering what once we knew so well? Worship is a place for the soul, for that deep, deep listening to the Word that penetrates our stubborn hearts as God moves mysteriously there in his Word, stirring deeply within us.

I pray we recover our sense of divine service, which is the old name for worship. I'm certainly not saying that the past is a better place – that would be romantic nonsense. And I'm not saying that we should only worship in the cultural forms of the past – that would be reactionary nonsense. But we should not ignore the lessons our ancestors learnt about faith and how to pass it on. We stand on their shoulders, and their wisdom.

It's classically Lutheran, and we do it well, to shift our emphasis from the stuff *we* do to the stuff God does. Well then, *God serves us in worship, we do not serve him*. The church did not preserve its liturgies because it got a kick out of keeping old stuff around the place, but because they are a distillation of wisdom. They are a divine encounter which carries us beyond the quality or otherwise of the songs, music and preaching. For instance, the first words in the old liturgy are, 'In the name of the Father, and of the Son, and of the Holy Spirit.' That's important. God's sacred name is the gift by which he commits himself to us. Everything flows from that. Like Moses in the desert of Sinai, God gives us a name by which to know him. God's name means that God is present, doing his will and working faith in our hearts and in our actions. The week of work, rest and play that follows divine service flows from that divine name, a lived worship celebrated in godly and compassionate living.

That's the meaning of the old word 'liturgy': 'the work of the people'. Everything we do as church, such as education, evangelism, pastoral care and acts of compassion, is an extension of the divine service we have received in worship.

This understanding of our mission points us to the ultimate image of the church in Revelation 7. John the Evangelist shows us a heavenly church that transcends this earthly life. The church ministers continually in the presence of our heavenly Father. We know that's what the Father wants for his church – to be with him in heaven and join in the eternal chorus of praise around his throne.

It is God's will that he led you and me to that place, along with all the sinners he has saved through the blood of his Son Jesus Christ. We are his body, his people, his church unified as one. Astoundingly, humans share an intimate relationship as God's adopted sons and

daughters, brothers and sisters of his only Son Jesus Christ. So, you are God's immediate, closest family – that's what you become as a baptised believer, and that's what's going on when Christians worship.

You will have noticed that I have broadened my use of the word 'church' from the narrow, particular sense of your congregation and the LCA, to the broader ecumenical, cosmic sense of the saints of all time gathered in heaven for eternity. What happens in our local congregations and the wider LCA is a small entrée to that great reality. The transition takes place in your congregation when you gather to be baptised, to receive the Holy Spirit, to hear the word of God, to receive the body and blood of Christ in the family meal, and for God to bless you for all eternity. If we don't passionately believe that's what's happening, then I wonder what we think we're doing, and why we put so much trouble and effort into it.

With open hearts we come for God to empty us of our sin and pride, to receive forgiveness and new life, and to share the faith and learn what God has done and is doing in and through us. In this way the church is open-ended, glorious and uplifting. Divine service is the most precious moment in your week, the foundation for the whole of your life. You have gone to church, God has served you, and it is marvellous. Like Moses, you have seen God and lived!

I believe this is true however humble our circumstances, however modern or old-fashioned the music, whether the PowerPoint or microphones work or not, no matter what frictions are in the congregation – we are only human after all – and no matter whether there are only 2 or 3 elderly people or a thousand of all ages. Our God is incarnational and unconditional. To find God don't first look to the heavens, but look to the dust of the earth, right where you are, no matter how modest.

I encourage you not to lose heart. In and through the church God is serving sinners with his Word and Sacraments, raising the dead and making them new people who brim with faith, hope and love. By his almighty power God has already raised our Saviour Jesus from the dead, and he now raises us and will go on raising all believers until their dying day. Then we will join him before his throne in heavenly worship, mission complete.

3. Unity

Since the 2015 LCA Convention of Synod in Rochedale, the LCA Unity Candle has toured District Conventions, where we have lit it during the opening rites. Sometimes people ask why we are doing this, and at one District Synod recently people expressed reluctance to use the candle. Since unity seems to be an issue for us right now, I want to explain why we are using this candle to express our unity in this season of the church.

The rite of lighting the candle calls it the 'Christ candle of Synod', and describes it 'as a sign that it is by the suffering and death of Christ that we are church, and that in him we are one.' We link that with Ephesians 1:13-14: 'We have been included in Christ when we heard the message of truth, the gospel of our salvation. When we believed, we were marked in him with a seal, the promised Holy Spirit...'

Of course, the candle is just a symbol and not the thing itself. As a symbol it directs our attention to Jesus Christ. Our unity comes from being joined with him through baptism. When St Paul wanted to stress Christian unity during an argument in the church at Corinth, he took the believers back to their baptism, comparing them to a temple of many parts built on the one foundation of Jesus Christ. In 1 Corinthians 12, he introduces the best known analogy of one body with many parts, where one part cannot say to the other, 'I don't need you.' He concludes that analogy by affirming, 'Now you are the body of Christ and individually members of it.'

St Paul's words in Scripture are much more powerful and important than our candle, but it is a reminder of our baptism, and that makes it relevant and useful.

I am not particularly concerned for the candle itself, but I am concerned by the rise of individualism by which we make ourselves the arbiters of unity, as though we are the ones who make it or break it depending on whether we agree with each other or not. But only God gives the gift of unity. Our unity and our interdependence as members of the body are a gift from God himself, and do not depend on human uniformity or like-mindedness.

I pray fervently that each of us finds it in our heart, when we disagree, to soften our attitudes to one another, and to live by the commitment that in Christ, through baptism, we are and remain together in God's church. We must continue working on what threatens to divide us, not so that we become identical, but so that we may be that particular, unique part of the body that God has created us to be. Because of him we need each other. So, we will always desire to express our unity for sake of the gospel and as a witness to the world.

4. Faith and Gender

I receive a fair amount of correspondence from lay church members and pastors on a range of topics. Since the last General Convention much of it has been about the vote on the ordination of women. What makes us so passionate about this particular issue? As I read your correspondence, and as I attend church conferences, conventions, events and meetings around our two countries, I have been listening for an answer to that question.

Certainly, our society is highly sexualised, and sex is starting to become the measure of all relationships, as exemplified in Australia by the recent national debate on same-sex marriage. Questions of sexual identity certainly touch a sensitive spot these days, as though we aren't quite sure of ourselves and we need to be reassured that it's OK to be who we are. There's a growing militancy about sexuality, as well as with race and religion as we experience the morass commentators call 'identity politics'.

But I wonder whether the ordination debate has stirred such passions among us because we differ on the meaning of our equality in Christ. Is it equality in everything, or is equality restricted only to matters of salvation? Are we free from old distinctions about gender roles, or are we subject to pre-determined, immutable orders of creation of subordination and male headship?

I find this question difficult to describe, and it would be easy to be accused of caricaturing various points of view. I am not comfortable with the language of subordination and male headship and feel reluctant to even express it. It involves core issues about how we use Scripture, understand human beings and their relationship with God, and ultimately what kind of God we believe in. Yes, we know that God is totally beyond us, and we can't understand who God is and what God does. But in terms of what we believe, Luther taught that whatever you put your trust in, especially in a crisis, is your small 'g' god.

Since writing on this topic in a Heartland eNews last November, a number of people have challenged me, some asking that I retract my statement. I wrote: *Some of us who hold passionately to a male-only pastorate now believe that the LCA needs to learn how to think rightly. They are tempted to include things the LCA does not teach, such as male headship and subordination based on orders of creation. Some of us have personal views on these matters, but pastors and teachers must not burden consciences by giving the impression that our church teaches them. What we do teach is that in Christ there is a new creation (2 Corinthians 5:17) in which all are equal in him (Galatians 3:28). We teach that God has given us the ministry so that we can hear the gospel and receive the sacraments. The Holy Spirit uses these means to work faith in those who hear the gospel. 'And the gospel teaches that*

we have a gracious God, not by our own merits but by the merit of Christ, when we believe this' (Augsburg Confession Article V. The Ministry).

I am familiar with the LCA's 1966 statement on the rights of women to vote at meetings of congregations, and one or two other documents which include opinions on gender based 'Biblical authority'. I scoured the archives and reread them all before writing. While a relatively few documents our early years did use such argumentation, the church has, I believe quite intentionally, never been systematic about it and has never dogmatised those matters. Much as the millennial debate¹ that divided Australian Lutherans for a century, officially they are a matter of personal opinion, and are not taught as church doctrine.

I am not among those who would try to deny or reconstruct human gender differences. Gender is God-given and real, and yes, of course we are different. But in Christ we are equal. If this equality means anything it must flow through into the church and on into our everyday lives. Christ in us has put an end to the old sinful temptation to use gender to justify some of us lording it over others simply because of the way we are born. Godly submission – Christlike submission – is mutually and voluntarily entered into for the love of God and the other person. If almighty God could submit himself to us in Christ, so we can submit to one another out of reverence for him. Such submission is a key characteristic of Christian marriage (Ephesians 5:21-33), but it is not a law, and it is not enforced by the one to whom submission is given. It is voluntary, just as Christ's submission to the Father was voluntary, and not because he was inferior. He submitted out of love and for the sake of the world. That's our model of submission, as Paul says in his climactic statement, '*submit to one another out of reverence for Christ*', which evidently includes the man submitting to the woman.

Nevertheless, that is my view, which I believe aligns with the gospel, even though you might find texts that offer another path. You may prefer those texts. The church has not dogmatised this, and it is not helpful for us to be making a fuss about it in our congregations and pulpits while people in bondage are dying without hope. It's our joy and responsibility, both lay and ordained, of whatever gender, to offer them hope, freely sharing the liberating love of Christ, and him crucified.²

³ Every time I think of you, I thank my God. ⁴ And whenever I mention you in my prayers, it makes me happy. ⁵ This is because you have taken part with me in spreading the good news from the first day you heard about it. ⁶ God is the one who began this good work in you, and I am certain that he won't stop before it is complete on the day that Christ Jesus returns.

⁷ You have a special place in my heart. So it is only natural for me to feel the way I do. All of you have helped in the work that God has given me, as I defend the good news and tell about it here in jail. ⁸ God himself knows how much I want to see you. He knows that I care for you in the same way that Christ Jesus does.

⁹ I pray that your love will keep on growing and that you will fully know and understand ¹⁰ how to make the right choices. Then you will still be pure and innocent when Christ returns. And until that day, ¹¹ Jesus Christ will keep you busy doing good deeds that bring glory and praise to God. ³

Your brother in Christ
Pastor John Henderson
Bishop, Lutheran Church of Australia
March 2019

¹ The return of Christ and his thousand year reign on earth – see Revelation 20:1-6

² The first object of the LCA is to '*fulfil the mission of the Christian Church in the world by proclaiming the Word of God and administering the Sacraments in accordance with the Confession of the Church...*' LCA Constitution Article 3.1.1

³ [*The Holy Bible: The Contemporary English Version*](#). (1995). (Php 1:3–11). Nashville: Thomas Nelson.



Section 18

2019 Convention of Synod

Lutheran Laypeople's League Report

We thank and praise God as he continues to bless the mission of the LLL in assisting the Lutheran Church of Australia. Our depositors and supporters have again enabled us to provide significant benefits to assist the mission and ministry of the Church.

Highlights of the last year include:

- Benefits and Services to the LCA totalling over \$10m
- Legacies and Donations of over \$2.5m
- Depositor balances exceeding \$1.1b.

Benefits and Services

Provision of low interest loans to Lutheran Church of Australia (LCA) organisations continues to be the most significant benefit that the LLL provides to the LCA. The estimated interest saving on loans to LCA organisations over the last financial year is \$3.6m. This saving is based on comparing LLL loan interest rates with interest rates that would be payable if LCA organisations had to borrow from external loan providers (e.g. banks etc).

LLL depositors provide a significant benefit to the LCA by providing the matching deposits that enable the LLL to offer these loans. We thank our depositors for providing these funds to enable loans to be made.

Grants paid based on monies held in LLL Permanent Funds continue to grow with a total of \$2.4m of Permanent Fund grants paid during the last financial year. These grants are made possible by legacies and donations that have been gifted to LLL Permanent Funds, and Board allocations to support specific ministries of the LCA at national, district and local levels.

LLL depositors electing to forego interest by holding non-interest-bearing savings accounts enable the LLL to provide additional benefits to a range of different LCA ministries. A total of \$1.3m was paid to 298 LCA organisations as a result of non-interest-bearing accounts held over the last 12 months.

Special grants totalling \$2.4m were paid to various LCA projects in consultation with the LCA General Church Council (GCC).

Administrative services provided to the LCA over the last 12 months are estimated to be worth over \$400k.

<p>Total benefits and services provided to LCA organisations over the last 12 months ended 30 June 2018 is estimated to be \$10,085,396.</p>

Legacies and Donations

A total of \$2,482,275 was left to the LLL as legacies over the last 12 months. These legacies were from 15 different benefactors. In addition, a further \$65,606 was gifted to the LLL in donations.

Legacies and donations are all added to LLL Permanent Funds, which enable the LLL to provide grants to a wide range of LCA ministries based on 5% of the amounts gifted.

We thank God for all those people who have left funds to the LLL to enable the church to continue to receive benefits, even after they are no longer with us. These gifts not only provide a benefit to the church, but they also form part of the capital base of the LLL, which provides further protection to depositors who invest their funds with the LLL.

Deposits

LLL deposits continue to grow, with total deposits as at 30 June 2018 of \$1,050,779,096, an increase of 2% of the last 12 months.

LLL savings accounts provide matching deposits which are used by the LLL to advance low interest loans to LCA projects. In addition, funds not used for loans are invested principally with Approved Deposit-taking Institutions (ADI's) and the income earned on these investments is used to provide additional benefits and services to the LCA (the LLL does not invest any funds in shares or property investments).

Loans

LLL loans as at 30 June 2018 totalled \$301,319,889, which is \$11m less than 12 months earlier. The majority of these loans continue to be to Lutheran schools with over 90% of LLL loans provided to the Lutheran education sector. Borrowers continue to utilise their cash reserves to make additional repayments on their loans due to the low interest rate environment.

LCA Administration

The LLL provides a range of administrative services to the LCA as follows:

- LCA Insurance Fund
- LCA Subscriptions (*The Lutheran & Lutheran Women* magazines; *Lutheran Theological Journal*)
- LCA Treasury (LCA, SA/NT District)
- LCA Funds (Pensions, Provident & Car Grants).

LCA Insurance

Total assets insured through LCA Insurance as at 30 June 2018 were valued at \$4,504,050,767, with 758 LCA organisations as clients. Valuation of all LCA church properties over a 5 year period continues, to ensure that all church properties are adequately insured in the event of major property damage. The cost of this valuation program is being met by LCA Insurance.

Lutheran Tract Mission

A total of 422,267 tracts were distributed during the last year, with 1,018 different titles currently in stock. Donations received totalled \$41,828. The LTM website can be found at <http://www.ltm.org.au> and allows users to view and order tracts online. In addition, users may send an electronic tract (eTract) via this website.

Regular Electronic Giving (REG)

Current REG statistics are as follows:

- LCA organisations using REG: 280
- Participants contributing via REG: 2,391
- Monthly giving via REG: \$545,047 (ie \$6,540,564 per annum).

A new REG brochure together with other REG resources have been produced by the LCA and funded by the LLL. These will be distributed to congregations in early 2019.

We encourage everyone to read the LLL publication '*Together in Mission*' which provides further information about how the LLL partners with LCA organisations, help to bring the Gospel to people in Australia and around the world. *Together in mission* is available for electronic download at the LLL website, www.lll.org.au.

All thanks to God for blessing the work of the LLL and we pray that He will continue to guide and bless us as we support the mission of the church.

Andrew Waldhuter
Promotions Manager
LLL Australia

This report is an edited version of the CEO Operational Report. The full report is in the 2017/18 LLL Annual Report and is available on the LLL website.



Section 19

2019 Convention of Synod

Australian Lutheran College Report

AUSTRALIAN LUTHERAN COLLEGE

Australian Lutheran College (ALC) exists to serve the Lutheran Church of Australia and its partners. Our vision is to see God's love in Christ coming to life through preparing God's servants – pastors, teachers, church workers and volunteers of all kinds – to serve and lead with confident Christian faith, integrity, competence and compassion in a diverse and changing denomination and world. We do this by providing diverse learning opportunities that range from general interest courses and Vocational Education and Training (VET) programs, through to degrees and higher degrees by research. In the last twelve months we have even begun to offer opportunities for professional development for pastors. This will soon include all church workers.

In his 2019 opening lecture the college's Academic Dean, Dr Stephen Haar, asked and stated:

'How will ALC best educate and prepare pastors, teachers, and other workers for service in this changing context; graduates who will face the antagonism, discontent, and cynicism of the Australian community towards Christian faith and the message of the Gospel? Our College Strategic Direction identifies among our values, 'Decision-making focused on those we serve as higher priority [than] historic continuity of internal structure, courses or teaching methods'. This is to be our College culture and character as we 'provide theological education and research for vocation and life, with an emphasis on vocational formation of people to meet the needs of church and world in a postmodern society no longer literate in the Christian faith.'

While our rich gospel and theological heritage remains with us at ALC we realise that the church's learning needs are changing, and so we are changing with the church. While valuing the LCA's strong and successful tradition of theological education and vocational formation, our college is on a pathway to becoming a learning community for a changing church in a changing world. An essential value embedded within our [Strategic Direction](#) is growing **engagement** with all stakeholders, both internal and external. LCAQD is very much part of this engagement as we seek to shape learning opportunities to serve your District's unique needs. For the college, the ultimate aim of this, is growth in enrolments. For the church, the aim is to grow a body of well-prepared people to diversely serve in and through the contemporary Lutheran Church.

So, what is changing?

Firstly, a new brand and logo have recently been launched.

This branding combines old and new design elements to represent our college's past and future. We value and thank God for our theological and educational heritage, as we seek to learn and apply that heritage in the church's new and constantly changing contexts. Very importantly, this branding also foregrounds our core identity as a learning community which dedicates itself to learning for life. You will see this brand in use as the old logo is phased out.



Secondly, as ALC implements its new Strategic Direction, it is restructuring internally, reviewing and expanding its course offerings and modes of delivery and adapting its teaching methods. Plans are underway to expand our distributed learning model to include all streams of learning offered by the college, so that we can partner with you in your diverse local contexts.

Going forward, a new and flexible model of teaching envisions a college without walls: locally based, nationally coordinated and globally connected.

ALC's Strategic Direction is guided by the principle of 'learning for life' or life-long learning. In essence, what this means, is that in the future, ALC will respond to the training needs of the church **sooner** (through internships/VET studies), **deeper** (through higher education studies and research) and for **longer** (through postgraduate studies, continuing education and professional development and vocational development offerings).

Research has become a new and important growth area for ALC. Under the leadership of a daughter of LCAQD, Professor Wendy Mayer, not only have our student enrolments grown in this area, but the college has undertaken a number of important research projects for the church and Lutheran Education Australia. This research provides valuable evidence, upon which informed decisions can be made.

Research has also opened up renewed partnerships with our sister churches in the Asia-Pacific region and generated partnerships. ALC is helping those churches by training future leaders and trainers of their pastors and church workers.

So who are ALC's students?

Unlike 50 years ago, ALC's student community ranges in age from 18 to 70 plus, and people's reasons for learning vary as much as their ages. Some are undertaking studies for interest sake, others as part of an internship or discipleship program, others to assist them vocationally for roles of service or leadership in the church and the church's schools and aged care facilities.

You might be surprised to learn that nowadays ALC students can be found Australia, New Zealand and Asia Pacific wide, making the most of ALC's online learning modules, local workshops and intensives, and in some cases regular classes, such as undergraduate teacher electives held in Brisbane. Our students are demanding flexible study options and are making the most of being able to study from anywhere, at any time and at their own pace. You might also be surprised to learn that the greater majority of our students are female.

In terms of courses, ALC has much to offer. Our vocational education and training (VET) courses, provide students with practical, skills-based training, while our Higher Educational courses challenge students to think critically about life and faith in the light of biblical and church teaching. Undertaking a research degree through ALC, enables students to contribute to world-wide theological scholarship through their original research.

So, whether someone is interested in:

- Learning for service;
- Learning for leadership; or just
- Learning for life

ALC is here to be a companion in their learning journey.

There are many providers of theological education, but ALC is the only accredited provider of post-secondary and tertiary Lutheran education in Australia and New Zealand. **Studying through ALC, ensures that our Lutheran identity is not lost**, but instead retained and lived out for future generations.

The desire to learn more about God's word, together with **your local encouragement**, is what brings students to ALC. We need you to partner with us to identify and encourage people to take up a life of service as teachers, pastors, lay workers and volunteers in the LCA. That service begins with and remains grounded in learning for life through ALC.

Thank you for this encouragement and your continuing support of ALC.

Rev James Winderlich
Principal



Section 20

2019 Convention of Synod

Australian Lutheran World Service Report

AUSTRALIAN LUTHERAN WORLD SERVICE

Overview

Australian Lutheran World Service is the aid and resettlement agency of the LCA. We strive to reach out in love for justice, guided by a strategic plan to help and inspire people, improve and strengthen our work, partner with others, and resource the organisation with the right people, funds and time.

In 2018, you brought love to life for hundreds of thousands of people in need around the world through a range of ALWS programs.

Core Programs

PNG – Church Partnership

This unique initiative is a collaboration of ALWS, six other church agencies and the Australian Government, to strengthen the capacity of partner churches in PNG to better serve their people. Funded by the Australian Government's Department of Foreign Affairs and Trade (DFAT), we work very closely with the Evangelical Lutheran Church of PNG to do this. One exciting result to date is that there are now 23 disability hubs based in Lutheran Parishes in PNG offering awareness raising, screening, referrals and other services for families affected by disability.

Indonesia- Centre for Disaster Risk Management & Community Development Studies (CDRM & CDS)

In cooperation with the LLL, LCA International Mission and others, CDRM & CDS was established to build the capacity of local governments, churches, community groups and organisations to deliver effective programs with a focus on disaster risk reduction. In 2018 we supported 8,522 people including 738 people living with disabilities, to be more resilient in the face of disasters and a changing climate.

Cambodia – Empowerment through Self-Reliance

This program works with communities to understand and uphold their own rights, focusing on sustainable livelihoods, food security, education, health, advocacy and conflict resolution. In 2018, people totalling 48,357 were reached. Australian Lutherans supported 30 village partnerships in Cambodia in 2018, helping villagers move towards independence with roads, community ponds and bridges.

Burundi – Community Empowerment

Burundi is one of the world's poorest nations and continues to be gripped by political turmoil and economic instability. The community empowerment program brings healing to people through peace and livelihood initiatives, such as training in improved agricultural techniques. Most of the 3,232 households supported in 2018 reported increased food production, sustaining them through the lean 'hungry' season.

Kenya – Kakuma & Dadaab Refugee Camps

In Kenya, ALWS provides care at the camps. In 2018 in Kakuma 10,715 newly arrived refugees were welcomed and provided with accommodation and day to day support, including food and psychosocial support. Over 90,000 children in refugee camps in Kenya now have access to quality education.

South Sudan – Rebuilding Livelihoods

Following protracted conflict and frequent droughts and famine, ALWS enhances food security, livelihoods and quality education for the vulnerable population. In 2018 people totalling 8,300 in Jonglei State were supported. We were also able to leverage funds from the European Commission through a matching grant to support an accelerated learning program in schools in Maban and Ajuang Thok Refugee Camps.

Djibouti – Refugee Assistance Program

This program serves refugees fleeing war and drought in East Africa and the Middle East, and aims to improve the well-being of 12,119 refugee children by enhancing their ability to safely attend school. In response to the school absenteeism by many girls during their menstrual period, in 2018 the project trained girls and parents to make reusable pads. This saw a significant increase in school attendance.

Somalia – Supporting the Government Education Sector in Jubaland

Education is one of the most severely impacted services in the ongoing conflict in Somalia. In collaboration with the government and other stakeholders, ALWS supported an accelerated learning program to fast-track 1,000 children who missed out on education, to be at the same academic level as their peers.

Disability Inclusive Development

We support the Lutheran World Federation (LWF) and the Action by Churches Alliance (ACT), a network of 151 churches and affiliated organisations including LWF. They are all working together in humanitarian assistance and development, to raise the profile of disability inclusive development and ensure that those with disabilities are not forgotten, but instead are included in all programs.

Child Protection

We aim to integrate the safeguarding of children in all we do, including screening of personnel, incorporating the voice of children into program design, and using photographs and stories in a suitable and sensitive way. In 2018 we supported the development of a suite of online eLearning modules for the ACT Alliance to build safeguarding capacities.

Emergencies

In 2018, ALWS responded to three emergencies through partners, including:

PNG – together, we helped the ELCPNG and other churches to respond to a devastating earthquake. 58,972 people in 37 villages now have rainwater tanks, disability friendly pit latrines and access to counselling services.

Indonesia – through your support, ACT Alliance partners were able to quickly provide lifesaving help, including first aid and provision of safe water and sanitation facilities, to people affected by the earthquake which struck Central Sulawesi province in September 2018.

Syria – Your contributions enable people who continue to be impacted by the crisis in Syria, to reduce their vulnerability and alleviate suffering through provision of baby and dignity kits, safe water, language courses, livelihood training and school rehabilitation.

For more on what you accomplished with ALWS in 2018, please pick up our Annual Report at the display table at Synod or visit www.alws.org.au.

Community Education

ALWS is committed to taking the message of those who suffer from poverty and injustice to the pews, desks and living rooms of our community. Without the endorsement and support of pastors, district church leadership, and Lutheran schools in the Queensland district, this would not be possible. In 2018, we delivered just over 300 presentations across Australia, 89 of these were in Queensland alone!

Along the way you may have met our new Queensland based Community Action Officer, Christian Stern, who joined in April 2018. Christian is looking forward to meeting you at Synod, and is happy to come and support your congregation, school or group in its outreach to a hurting world.

Through Awareness days, Refugee sleep-outs, Welcoming the Stranger events, Church presentations and Youth nights, we try to create a better understanding of the plight of many of the world's poorest people and how our Lutheran church is working through ALWS to empower the least of these to rise from poverty and need.

We look forward to our first Walk My Way event in Queensland in 2019! We've planned a 25km walking challenge along the Sunshine Coast for Sunday 4 August, starting at Good Shepherd Lutheran College in Noosa and ending at Luther Heights in Coolumberrig. What better way to enjoy the great outdoors and help others at the same time? Proceeds will support refugee kids to go to school.

To learn more & register:

<https://walkmyway.org.au/groups/queensland-sunshine-coast>

Support from Australian Communities

We are most grateful to those members of our Lutheran community in Queensland who donated so generously to help others through ALWS. In 2018 alone, Queensland gave \$777,646. We recognise this support extends beyond donations, including the way Queensland churches and schools pray for those in need and endorse our work publicly. Last year ALWS raised over \$6.9m in total, of which \$2.3m came from the Australian Government through DFAT.

Stewardship of Resources

ALWS ensures the management of funds is transparent and accountable. ALWS is a signatory to the Australian Council for International Development's Code of Conduct, which requires ALWS to meet minimum standards in governance, management and accountability. ALWS has full accreditation with DFAT, is subject to a rigorous accreditation review every five years, and has received the charity tick of registration with the Australian Charities and Not for Profit Commission.

Thank You

We are most humbled by the generosity shown by the people of Queensland, to serve people who suffer through no fault of their own. We also give thanks for a supportive and encouraging church leadership and committed institutions such as the LLL. We couldn't have done it without you!

We are extremely grateful to Queenslander Judith Murray, who concluded her final term on the ALWS Board in September 2018, after more than a decade of service. In February 2019 we welcomed Jodi Hoff, Principal of LORDS, as the new ALWS Board member from Queensland District.

In February we farewelled Chey Mattner, who took up a new leadership role at the LWF Department of World Service. I came onboard in August 2018, and feel very blessed to be a part of such a talented team and compassionate Lutheran family in Australia.

There is still so much poverty and injustice in our world! In 2019, we will work on ways to stretch each dollar you donate even further, in order to have the greatest impact on the lives of others.

We appreciate you coming along with us on our journey as we continue to improve. Finally, we thank God for working through our church in such a transformational way.

Jamie Davies
Executive Director



Section 21

2019 Convention of Synod

LCA International Mission Report

LCA INTERNATIONAL MISSION REPORT

The apostle Paul reminds us of the good news that everyone who calls on the name of the Lord Jesus will be saved – but of course you can't call on the name of Jesus for forgiveness, life and salvation unless you have first heard of him. And so Paul reminds us that the mission of the church, the salvation of souls, is intimately connected to the preaching of the Word of God – because faith comes through hearing (Romans 10:10-17).

LCA International Mission is charged by you, the Lutheran Church of Australia, with the incredible responsibility and privilege of partnering with churches throughout South East Asia in a way that helps them proclaim God's word of Law and Gospel ever more clearly into the challenging contexts in which they live and serve. And as we do so, we receive great blessing and encouragement from our partners as we learn from them about what it means to be a mission focussed church in an increasingly antagonistic culture.

The way the LCA offers this support has changed over the years. Their needs are not the same today as they were 30 years ago and so we are always seeking to adapt in ways that properly support them. In years gone by the LCA had many full-time missionaries serving overseas. But as you are well aware this has changed.

Today Mick Hauser serves as the only LCA funded missionary serving internationally as a lecturer at Martin Luther Seminary in Lae, Papua New Guinea. It is true that there are many more LCA people serving in mission around the world with organisations such as Interserve, Wycliffe Bible Translators and as volunteers within our own structures, but Mick is the only missionary currently called by our church. LCA-International Mission is pleased to serve as a conduit to facilitate the support of other LCA people serving internationally and information on those included in this will be available at the convention.

LCA – International Mission has a key role in supporting our partner churches in fulfilling their desire to grow in their understanding of Lutheran theology and practice. This grass roots movement has developed as church leaders, pastors and members have heard the good news of God's saving love in Christ most clearly through their Lutheran partners, and want to be better equipped to share this life changing message with their people. This is a common thread right across South East Asia and so one way we are supporting them is by helping to establish Lutheran Study Centres where pastors who have been trained in non-Lutheran colleges and seminaries, can come to be equipped to serve as distinctly Lutheran pastors. The LCA has long been involved in the Lutheran Study Centre in Sabah, Malaysia and in March this year, the 13 bishops of our Indonesian partner churches signed a Memorandum of Understanding to establish a Lutheran Study Centre in Pematangsiantar, Indonesia that will serve those churches and help make the gospel be heard more clearly throughout Indonesia for years to come.

While it's true that the LCA is a small church and we might be tempted to doubt our place on the world stage, I am amazed at how God is using the gifts he has blessed us with to extend his mission in our region. Our impact as a church on the mission of God throughout South East Asia does not reflect our size, but rather God's faithfulness. It's not because we are such a remarkable church, but because we have been gifted with a solid, clear and unambiguously biblical theology that proclaims the completed work of Jesus for sinners like you and me.

One such area of strength that is bearing much fruit is the training we are offering in Biblical Reconciliation. Pastor Paul Kerber serves as Assistant to the Bishop – Reconciliation Ministries and part of his call is to partner with LCA – International Mission to better equip our partners to proclaim and enact the gospel through biblical reconciliation. Currently we are offering two 6 week scholarships

for Indonesian seminary lecturers, to be trained in this ministry in Australia through an intensive program which they will then assist in teaching in their home churches. Pastor Kerber also runs in country workshops at least once a year (in 2019 this will include Japan in April and Indonesia in August). When I met one of the scholarship recipients from this program in Indonesia late last year, you couldn't wipe the smile off his face. He declared in front of church leaders, 'I preach the gospel every Sunday now because of what I learnt!' He confessed that he had never know what it meant to be saved by grace and he had never known the freedom of being forgiven for Christ's sake alone. Yes, we're a small church, but your support of International Mission in things like these scholarships mean we are having a huge impact on the lives of those our partners serve.

Our partner churches are of one mind when it comes to the importance of catechesis – of teaching members young and old the mysteries of the Christian faith. And sometimes we don't realise the treasures we are sitting on.

Many of you will have heard how the Lutheran Church Singapore got hold of our 1980's confirmation resource Growing as God's people and translated it into Chinese. This book has now also been translated into Bahasa Indonesian and is being received with incredible enthusiasm in Singapore, Malaysia and into China where the Singapore church is actively working. Sometimes our support is as simple as giving our partners permission to copy resources that we are no longer even using – and it's amazing to see God breathe new life into the dusty covers of these resources.

LCA – International Mission currently supports the mission of God in Papua New Guinea, Cambodia, Thailand, Myanmar, Singapore, Malaysia and Indonesia. Across these countries, members of the LCA have an opportunity to partner with us as personal volunteers, in congregational and school partnerships, through prayer, financial support and promotion, along with a myriad of other ways. The LCA – International Mission team is here to serve you and we would be delighted to hear from you if you have a desire to serve in any way. Our program officers Erin Kerber (erin.kerber@lca.org.au) and Nevin Nitschke (nevin.nitschke@lca.org.au), do a remarkable job of coordinating a lot of our on the ground work and are always ready to answer your questions. The opportunities for you to be involved are many, but it's vital that we remember they are all aimed at supporting our partners proclaim the saving work of Jesus for the salvation of the world.

As we engage with our partners for the sake of the gospel, it is becoming more and more clear that this is very much a two-way relationship through which God is blessing and strengthening the LCA for our local mission into the future. As our neighbours are better equipped to serve in their own contexts, they have much to teach us about reaching out with the message of hope in an increasingly antagonistic society and one day, they may well be the ones who send missionaries to this country to help us reach out to our changing society.

I thank God for your support of LCA International Mission, because the work we do is not our work, it's yours. You are the ones who make it possible for LCA International Mission to support our partners, make Christ crucified for the forgiveness of sins known to the people they serve. And hearing that good news, to believe. The light of your faith continues to shine brightly beyond our shores as LCA International Mission serves in your name, that others may know the hope that is ours in Christ our Lord.

Respectfully submitted
Rev Matt Anker
Assistant to the Bishop – International Mission
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Section 22

2019 Convention of Synod

LCA Local Mission Report

LCA LOCAL MISSION

Local Mission encompasses the mission-focused departments of:

Grow Ministries;
Cross-Cultural Ministry;
Lutheran Media;
Ministry with the Ageing; and
New and Renewing Churches.

My verbal report to the Qld District Synod will inform you of what we are up to and where we're going both across the LCA and within the Queensland District. There is no need to repeat myself here in writing. Therefore, this written report provides an explanation of why we do what we do. In reading the article reproduced below, I pray that you'll appreciate the work of Local Mission is research and evidence based. And, it goes without saying, that local mission – going and growing as God's people - is a work of the Spirit. Come Holy Spirit, come!

The following article appeared in the *Lutheran Theological Journal* in December 2018.

RE-VISIONING EVANGELISM IN THE LCA

By Dean Eaton, Dr Tania Nelson, and Rev Dr Noel Due

This paper reviews the Lutheran Church of Australia's (LCA) current context of numerical decline, and the Local Mission strategy of church planting, as background for the review of the LCA's church planting goals.

Context: The Lutheran Church of Australia is in steady decline numerically

There are 174,014 Lutherans in Australia (Australian Bureau of Statistics, 2016), with 22,152 people attending worship on a typical Sunday in 452 LCA/NZ congregations. In 2017 we recorded 45,159 baptised members (LAMP, 2017).

According to the *Lutheran Church of Australia Strategic Direction 2013-2018*, 'When we look at raw numbers, they seem to tell a tale'.

	1993	2011	2016
Baptised members	100,051	67,131	49,683
Attendance at Sunday service	43,380	28,722	23,472

From 1993 to 2011 baptised members decreased on average by 1,829 per annum and the attendance at Sunday worship services decreased by 814 people per annum, or a 34% decrease, in 18 years.¹ In the last five years, from 2011-2016, the LCA LAMP statistics reflect a year on year decrease of people attending Sunday services that averages 1,050 per annum. This is an 18% decrease overall in people attending worship during this period. If we project forward at the same rate over the next 50 years, we observe that by 2068 the LCA will have

¹ LCA SA/NT statistician Paul Eckermann (Adelaide University) reported an annual decrease of 297 in membership and 69 in attendance between the 2010 and 2011 in the SA/NT District, with the SA/NT data from 1997-2011 recording an average decrease in membership of 702 per year and an average decrease in attendance of 295 per year. Paul commented, 'This agrees with the national figures, considering that SA/NT has slightly less than half of the Lutherans in Australia. So given the information available, I don't think there is any strong evidence that the rate of decline in SA/NT is different to the rest of Australia.' (Email to author).

approximately 3000 people worshipping on a typical Sunday. However, these declines are not linear. They tend to accelerate as a 'tipping point' is reached where each congregation no longer has a sustainable critical mass.

This sounds like a long-term problem until we realise that within 13 years - *by 2031* - people attending worship on a typical Sunday may be almost *half our current numbers*, down to 12,942 people. And this calculation is based on a steady linear progression, which is optimistic. It is our observation that many LCA members are aware of the decline of our numbers, although some may not fully appreciate how steadily this is occurring.² It is the view of LCA Local Mission that now is the time to turn this decline around. Now is the season for a people movement of evangelism and church planting.

Strategy: What can positively grow existing congregations?

The New and Renewing Churches department, a department of LCA Local Mission, wish to increase the LCA's newcomer rate³ and train, mentor and support congregations to plant new congregations.

What is our strategy for the existing 452 congregations to be renewed in their life and mission? What strategy can positively grow existing congregations?

Renew mission

There are many elements that contribute to renewing a congregation's life and mission. Sound biblical teaching alongside missional leadership development and the availability of appropriate resources all play their part to some degree. In formulating the current LCA New and Renewing Churches strategy, the interim Board for Local Mission discovered that there is no greater means of growing a congregation than through increasing the conversion (newcomer) rate and participating in planting new congregations.

The LCA's congregational members, and district and church-wide personnel, have for many decades invested much energy and resourcing into developing Lutheran agencies (like early childhood centres, schools, aged care facilities and community care services), as well as missional approaches such as intergenerational ministry. These have been a mission success, largely in terms of sowing the seed of the gospel in many lives, and, in strengthening the faith of existing Christians. Despite these worthy missional activities, the National Church Life Survey (NCLS) research and other statistical measurements show that the LCA has:

- A low newcomer (conversion) rate compared to other Australian Christian denominations⁴; and

² An ageing LCA demography and the potential that demography creates for a loss of energy adds to the equation. We are getting older, with the median age of the Australian population being 37.2 years (ABS 2016) and the average age of the LCA attender being 60 years (NCLS 2016). People aged 65+ make up 15% of the Australian population (ABS 2016) and people aged 70+ years make up 36% of church attendees (NCLS 2016). On the other hand retirees have the potential to become a growing volunteer work force in Christ's mission.

³ The NCLS provide data on Church attendance under the categories Longterm, Newcomer, Switcher/Transfer and Visitor. The LCA's 'Newcomer' rate is 3% (NCLS 2016) with 82% categorised as Longterm, 13% as Switcher/Transfer and 1% as Visitor.

⁴ The LCA Newcomer rate is 3%. 'Newcomers were a higher proportion of all attenders in Salvation Army (11%), Pentecostal (10%), Churches of Christ (9%), Vineyard (8%) and Anglican churches (8%) than in other denominations.' p7 Powell, R. & Pepper, M. (Eds.) (2017). *Local Churches in Australia: Scanning the Landscape*. NCLS Research: Sydney, Mirrabooka Press: Adelaide.

- The lowest retention level of baptised members⁵.

Conversion and retention rates are two indicators of mission health. Clearly, there is a need for a serious review of the missional health of the Lutheran Church of Australia and New Zealand.

The evidence suggests that our current priorities, though essential in terms of planting the seeds of the gospel and growing in the gospel, have not resulted in increases in our newcomer rates or our retention rates. The decline of the church has continued unabated. The evidence points to the need to participate with God as he brings people to Christ in a new mission setting.

New mission

Church planting is mission carried out by forming faith communities.⁶ By revisiting the broader research and through engaging in reflective dialogue with many LCA leaders and members who have gained lived experience in local mission, it is clear that the fundamental assumption of our current LCA New and Renewing Churches strategy still holds true.

The best investment in local mission that LCA congregations can make towards reaping the harvest, is to give birth to a new congregation. The evidence presented here is that church planting grows both the Kingdom of God and the churches that participate in church planting - growing both the sending and the partner congregations. It all starts with the people in existing LCA congregations.

The impacts of church planting on congregational growth

There is a growing body of evidence that the key strategy for denominations and congregations to be renewed in their missional capacity is to engage in giving birth to a new congregation. Stetzer and Im contend that churches that give birth to new congregations grow more and are healthier than those that don't.⁷ Evidence for this is seen in the comparison rates of new converts being realised in new church plants compared to existing congregations in the western world, namely up to 33% in new congregations in Australia⁸ and up to 60% in England.⁹ This is a significant contrast to the 3% conversion rate in the LCA. The average new church gains one-third to two-thirds of its new members from the ranks of people who are not

⁵ 'Large proportions of people from most denominations, apart from the Orthodox and Pentecostals, have 'lost their religion'. More than 40 per cent of those who grew up in the Anglican and Lutheran churches now describe themselves as having 'no religion', as do 36 per cent of those who grew up as Uniting and 28 per cent who grew up as Catholics.' Christian Research Bulletin, Vol. 20. Number 2-3, June 2010, Christian Research Association.

⁶ Hopkins, B and White, R. 1995. *Enabling Church Planting*. p.3. Pastoral Aid Society, U.K

⁷ Stetzer, Ed & Im, Daniel. 2017. *Planting Missional Churches: Your Guide to Starting Churches that Multiply*, p 71.

⁸ In 2016, new congregations (church plants) of Australian mainline traditional denominations (e.g. Anglican, Presbyterian) reported that they have seen the newcomer rate rise to 33%. Stetzer, Ed. 2016. *Support Experience and Intentionality, 2015-2016 Australian Church Planting Study*, Lifeway Research, Geneva Push, Sydney.

⁹ In England, the Church of England church plant newcomer rate is now up to 60%. 'The fxC [Fresh Expressions of Church] are made up of 40% Christians, 27% de-churched and 33% non-churched (p 10).' Lings, G. 2016. *The Day of Small Things: an analysis of Fresh Expressions of Church in 21 Dioceses of the Church of England*, Church Army, England.

attending any worshipping body, while churches over ten to fifteen years of age gain 80 to 90 percent of new members by transfer from other congregations.¹⁰ The average new congregation sees six to eight times the rate of conversions of an older congregation of the same size.¹¹

Not only is giving birth to new congregations a vital way to participate in Christ's mission, church planting benefits the planting church and its partners. Evidence for this is in the research by Jeff Farmer who did his PhD dissertation on how church planting impacts mother churches:

*He studied seventy-five churches of different sizes that were planting churches and compared them with seventy-five that were not. Comparing churches of similar sizes and backgrounds, he found churches that were planting churches were healthier than those that did not.*¹²

Furthermore, in the recent *State of Church Planting in the U.S. 2015* report conducted by LifeWay Research we discovered that:

*...churches who planted a daughter church within their first three to five years actually experienced a higher average worship attendance, year over year, than those who did not. The same goes for churches who financially contributed to other church plants, and churches whose leaders invested in other leaders of new churches. Each of these multiplication oriented activities correlated with higher worship attendance in the planting mother church year over year.*¹³

¹⁰ *Ibid.* (Kindle Locations 6556-6560). B&H Publishing Group. Kindle Edition. *Why is this so?* As a congregation ages, powerful internal institutional pressures lead it to allocate most of its resources and energy toward the concerns of its members and constituents rather than toward those outside its walls.

¹¹ Keller, Timothy. 2016. *Centre church: Doing balanced, Gospel-centred ministry in your city*, Grand Rapids, MI: Zondervan.

¹² Stetzer, Ed & Im, Daniel. *Planting missional churches: Your guide to starting churches that multiply* (Kindle Locations 6563-6568). B&H Publishing Group. Kindle Edition, 2016.

¹³ LifeWay Research, 2015 *The state of church planting in the US*. Nashville, TN.

The following figures are based on data taken from the same report.

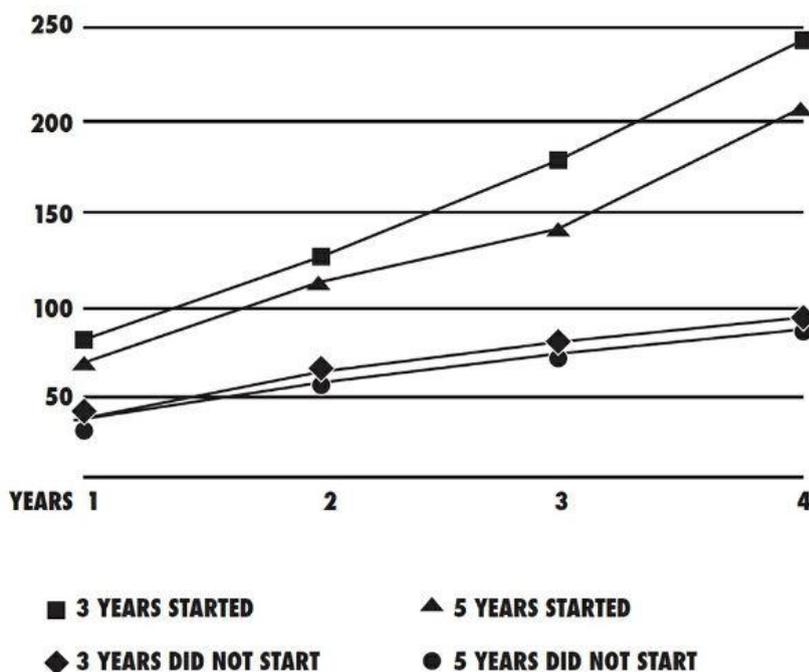
Average worship attendance for churches who financially contribute to other church plants vs. churches who do not financially contribute to other church plants.

YR.	CONTRIBUTE	NONE
1	59	40
2	87	55
3	117	62
4	150	80

Average worship attendance for churches whose leaders invest in or mentor other leaders of new churches at least quarterly vs. churches whose leaders did not invest in or mentor other leaders of new churches.

YR.	CONTRIBUTE	NONE
1	60	43
2	92	59
3	121	73
4	167	85

Average worship attendance for churches who start at least one daughter church within their first 3 to 5 years vs. churches who do not start at least one daughter church within their first 3 to 5 years.



Re-visioning our strategy

'When you think of church planting, don't think of another option in a shopping mall food court, think of a new farm in a starving country'. (Anon)

The current LCA New and Renewing Churches strategy is not a 'located' resource-focused (buildings, goods and services) approach. Rather the strategy assumes a biblical definition of church as people (1 Peter 2.4-6). Ultimately, the church, and church planting, is about people saved by grace and matters such as buildings are secondary considerations.

As Australian Anglican evangelist Philip Jensen contends:

...if our church building holds 200 and we pack it three times a Sunday, it is tempting to think that we are doing quite well. We are filling the building after all. However, in most areas, 600 people would still be a tiny proportion of the population—in the average suburb of 30,000 it is 2%. We would need five churches, each of 600, just to be getting towards 10%. We must not let 'church' as 'building' affect our consciousness of the task before us.¹⁴

Sending and partner congregations

The LCA New and Renewing Churches local mission strategy aims to change the default position of LCA congregations, from understanding their narrative as being a part of a declining church, to being 'in the game' again. This may be achieved by asking congregations to sign up to work in the harvest field (Luke 10: 1-12) by being either a sending or partner congregation. Congregations can decide upon their own classification as either a sending church or a partner church as they prayerfully reflect on their circumstances and the Spirit's leading; each plays a vital role and both together are necessary. Indeed this seems best to reflect the New Testament pattern of church planting as a shared exercise.

In *Viral Churches*¹⁵, Ed Stetzer shared research that showed that only 3% of Protestant churches in the United States took direct responsibility for a church plant, acting as a mother or sending church.¹⁶ We believe, however, that becoming a sending church can be learned behaviour. This paper aims to improve communication around sending and partner churches and why being a sending or partner church should become the 'new normal' in the LCA.

It has sometimes been said that what currently mitigates against the LCA gaining missional momentum is the lack of clarity about how to define mission.¹⁷ This may be true. We believe, however, that the core issue is our lack of clarity on why we exist. If our mandate from God is

¹⁴ <https://phillipjensen.com/i-will-build-my-church-the-challenge-of-church-planting/> sited 4/6/18.

¹⁵ Stetzer, Ed & Bird, Warren. *Viral Churches: Helping church planters become movement makers*, Jossey-Bass, 2010.

¹⁶ Stetzer, Ed & Im, Daniel. *Planting Missional Churches: Your Guide to Starting Churches that Multiply* (Kindle Location 6507). B&H Publishing Group. Kindle Edition, 2016.

¹⁷ Biblically we define 'mission' as describing the fulfilment of the (so called) Great Commission (Matt. 28. 18-20; Mark 16.16-19; Luke 24.44-49; John 20.19-23, and Acts 1.8). Evangelism is the preaching of the evangel, the good news, the gospel in word and deed. Primarily, however, the results of the mission are people coming to faith in Jesus (as described in Jesus' commission to Paul in Acts 26:16-18). The work of New and Renewing Churches is built on the definition of mission formulated by the interim Board for Local Mission: "When we use the word 'mission' we mean that just as God sent Jesus to bring forgiveness of sin, and salvation to our world, so he sends us to bring this good news to people everywhere."

to participate in his work of bringing people to faith in Christ, we may need to refocus on *being a local church on mission with God*.

Our present goal

Our current goal is to plant 30 new churches in a decade. Our original roll out was projected as follows:

Year	Number of church plants launched
2015	0
2016	1
2017	2
2018	3
2019	3
2020	3
2021	4
2022	4
2023	5
2024	5
2025	Total = 30

This goal assumed that (only) ten sending congregations will plant a new church, the first ones being launched within 3 years and then planting another every 5 years after that. Due to a predicted 35% attrition rate¹⁸ it is anticipated that the ten-year goal of 30 new churches may become a net result of 20 established churches. The need to revive awareness and develop an incremental growth strategy is assumed, however, in this church planting goal.

To date, our goal is yet to be realised, with three new church plants launched (Pakenham, Arise and Beyond) and three more (Albury, Woden, Epping) getting ready to launch soon. However, Lyle Schaller's research contends that:

...each year any association of churches should plant new congregations at the rate of 1% of their total; otherwise, that association is in maintenance and decline. If an association wants to grow 50% plus (in a generation), it must plant 2 to 3% per year' (Keller, 2012, p.361).

¹⁸ According to E. Stetzer & W. Bird 2010, *Viral Churches*, Jossey-Bass, USA in 2006, US research conducted over twelve denominations and networks taking in more than 1000 churches reveals that 99% of new church plants survived the first year, 92% the second, 81% the third and 68% the fourth. Therefore attrition rate could be considered as **32%**. These figures, however, are for church plants that were well set up with initial church planter evaluation, team training, mentoring, and ongoing pastoral care. Similar Australian statistics are hard to find however, the Anglican Church in Australia's, *Study into Effective Church Planting in the Anglican Diocese of Sydney* by Dr John Bellamy, Byron Kemp & Braden Compton, Anglicare Diocese of Sydney, Social Policy and Research Unit June 2015, p.16-17 shows 63% of churches planted between 2007-2011 are still open, meaning that the attrition rate is **37%**. This research also demonstrates the strength of the Sending Church (Mother-Church) approach in contrast to other forms such as 'pioneer' or 'repotting'. For the purpose of this paper we have used an attrition rate of 35%.

More recently, Stetzer (2017) reviewed Schaller’s research and found that:

Church planting is essential for survival. For any Christian movement to thrive, it has to plant churches. Statistically speaking, if a denomination or network just wants to “break even,” it has to plant at least at a three percent level; a denomination of one hundred churches has to plant three to stay even considering attrition. A 5% increase is needed to grow. Ten percent is needed to thrive.¹⁹

Prolific author and consultant Bill Easum concurs with Stetzer stating, ‘Studies show that if a denomination wishes to reach more people, the number of new churches it begins each year must equal at least 3% of the denomination’s existing churches.’

Considering the multiplication needed to grow a denomination our best efforts at present will only ensure that the LCA’s numerical demise will be slowed down rather than arrested. In 2018 the LCA has 452 congregations. Therefore our multiplication figures could be as follows:

Current goal per annum	Break-even – 3%	Growth – 5%	Thriving – 10%
3	14	23	45

Can we do better?

It is our recommendation that LCA Local Mission revise its church planting goals to aspire for kingdom growth – from a goal of three to 23 church plants per year.

The roll out of reaching the goal of 23 church plants per year or 230 in ten years (2019 – 2029) would need to be graduated:

Year	Number of church plants launched
2019	4
2020	5
2021	6
2022	10
2023	15
2024	20
2025	35
2026	40
2027	45
2028	50
2029	Total = 230

This modelling assumes that sending congregations will plant a new church, the first being launched within 3 to 5 years and then plant another every 5 years after that. Further, that these new churches will in turn plant a new church within 5 years of their launch. Due to a predicted

¹⁹ Stetzer, Ed. & Im, Daniel. *Planting Missional Churches: Your Guide to Starting Churches that Multiply* (Kindle Locations 6556-6560). B&H Publishing Group. Kindle Edition, 2016.

35% attrition rate the ten-year goal of 230 new congregations may become a net result of 150 established congregations.

Church planting and the leadership of the Holy Spirit

Is a 5% aim achievable for established denominations in Western countries today? Is there at least a recent precedent in the Western Church for such a bold initiative?

The answer to the questions above is 'yes'. Converge Worldwide (formerly the Baptist General Conference) is the leading US midsize denomination in church planting, with a 6.4 percent growth in new churches in 2014. And they report an 89 percent church plant success rate!

Pentecostal Holiness Church planted, not just five percent of their existing churches, but close to 20 percent between 2004 and 2008.²⁰

It goes without saying that 'unless the Lord builds the house, those who build it labour in vain' (Ps 127:1). This is not a work that can be accomplished simply by implementing a plan – it needs the renewing work of the Spirit. However, planning and work of the Spirit are not opposites. We can learn from the collective wisdom of the church and at the same time trust the Lord to raise up labourers for the harvest. We don't live in a closed system. The statistical decline may be a part of the Lord's dealing with us - he may be humbling us; testing us to see where our trust really lies.

Improving training delivery

Aiming for 5% growth of LCA congregations requires a significant adjustment to the delivery of training and support provided.

If each sending church multiplies into three over the next decade, it will take 77 successful sending churches planting a church within the next 5 years. However, not all congregations that undertake the three-phase (year) sending church journey will eventually plant. Nevertheless, the members will have been built up in missional leadership and more fully equipped to be an active partner congregation of others that do plant. We predict a 35% attrition rate of the sending churches training based upon what we have thus far observed, largely due to the low base level from which our congregations begin this journey. Taking into account the existing sending churches and counting the church plants which are likely to multiply, the LCA needs to sign up at least 90 new sending churches as soon as possible.

Ramping up the LCA's delivery of training is one means that may lead to missional growth. What other means are available to us to 'strengthen a missional culture where individuals, families and communities are inspired, passionate and active in sharing the gospel²¹'?

Utilising the sending church delivery method

The current goal depended upon a model of having a lean (paid) national team of resource developers and trainers who effectively train trainers.

Our re-visioned model relies upon an initiative as yet not achieved: the creation of a cohort of leaders with lived experience in being sending church pastors and church planters, who could then train and develop others. Our model assumed we will create training resources and conduct intensive training workshops for the equipping of this volunteer workforce.

²⁰ Stetzer, Ed & Im, Daniel. *Planting Missional Churches: Your Guide to Starting Churches that Multiply* (Kindle Locations 339-349). B&H Publishing Group. Kindle Edition, 2016.

²¹ 2018 Book of Reports, National Convention of Synod, 'Our Direction 2018-2024'

We therefore proposed that two intakes for commencing sending church missional leadership training - which may require three full Saturdays in the first year of the journey – begin at the start of 2019 and mid-2019. The use of webinar technology can assist in reaching communities that find travel to a central location prohibitive.

After these initial intakes, the New and Renewing Churches team could supplement this training with regular (possibly annual) gatherings of sending church pastors and lay leaders, an annual *New Horizons* leaders' seminar, Sent conference, suggested reading and engagement with mentors.

As a church that prioritises mission, together we will need to consider how to resource our mission endeavours.

Nurturing church planters

We desire to equip 230 church planting leaders (preferably couples) to plant 230 new congregations over the next decade.

In 2009, General Convention of Synod endorsed the change of name of 'Pastors with Alternative Training' to 'Specific Ministry Pastors' and asked the College of Presidents (now College of Bishops) to advance the development of a uniform framework of preparation of SMPs in conjunction with Australian Lutheran College. The provision of the SMP framework is ideally suited to the training and development of church planters and is one means of appropriately acknowledging the ministry of church planters.²²

The church is the assembly of saints in which the gospel is taught purely and the sacraments are administered rightly. And it is enough for the true unity of the church to agree concerning the teaching of the gospel and the administration of the sacraments. It is not necessary that human traditions, rites, or ceremonies instituted by human beings be alike everywhere. (Augsburg Confession, 7th article).

It is our desire to support and equip church planters and to ensure that they are appropriately acknowledged and called to church planting and provided with supportive oversight. Clearly initiatives such as this require a good deal of adjustment to existing models. However, there are already good initiatives being undertaken, not least in conjunction with ALC, which we hope will develop into clear pathways for mission focussed leadership training.

Closing remarks

We suggest that the LCA is in a new era.

To quote J. D. Payne, a church planter and church planting researcher based in the US:

Just as wearing glasses with blue-colored lenses will make everything appear to be blue, the Church in the West generally examines the Scriptures through pastoral lenses. Such a hermeneutic causes us to fail to properly interpret the New Testament in its historical contexts. All of Paul's letters to churches were written to newly planted churches. Though we refer to the writings to Timothy and Titus as the Pastoral Epistles these three letters were not written to permanent pastors.²³

The era in which we now live is that more closely aligned to the apostolic church planting world of Paul, rather than the settled parish model of pastoral ministry pioneered by our forefathers.

²² The Seventeenth General Synod (2013) stated that 'the needs of the Church will, from time to time and in specific ministry situations of emergency and mission opportunity call for Specific Ministry Pastors to be prepared and called for ministry.' We believe that there is no greater mission opportunity than the present.

²³ J. D. Payne, *Discovering Church Planting*, Downers' Grove: IVP Books, 2009, p. 387

That world is gone and it won't be coming back. The statistics presented above don't determine our fate; but our response to them may well do so. We suggest that they cannot be ignored. Rather, we urge that in them we read what "the Spirit is saying to the churches" and heed the inherent call to seek God's face in humble repentance as we participate in his mission, because the harvest is still plentiful and the workers are still few.

Tania Nelson
Executive Officer – Local Mission



Section 23

2019 Convention of Synod

Professional Standards Dept Report

PROFESSIONAL STANDARDS DEPARTMENT REPORT

In 2018, there were 22 Professional Standards workshops delivered in the Queensland District to 415 participants. Of the participants who provided a rating on their feedback form, 89% said the training was 'Mostly Valuable' or 'Highly Valuable'. Only 2% said the training was of 'Limited Value'. In addition, 225 people from the Queensland District participated in Professional Standards webinars. Of course, there was also recognition of prior learning.

Notwithstanding the overwhelming majority of feedback on the training being positive, we are always seeking to improve and have made some important changes this year. The training program is now simpler, with two levels rather than five. For details of the changes and who needs to complete what level, see:

www.lca.org.au/psd-training

You may find the answers to these Frequently Asked Questions useful as well:

<https://www.lca.org.au/departments/ministry-support/professional-standards/professional-standards-faqs/>

We are pleased to let you know the Church now has a Child Protection Procedure and a Complaints Handling Procedure. You can access all of the Church's approved policies and procedures at:

www.lca.org.au/policies

Thank you to all who work to protect the vulnerable and all who support PSD.

Elizabeth Kloeden
Professional Standards Officer, Queensland District

Tim Ross
Manager, Professional Standards Department



Section 24

2019 Convention of Synod

LCAQD Disaster Recovery Project Report

Information is incorporated into Section 12 (Dept of Ministry and Mission). Please refer.



Section 25

2019 Convention of Synod

Archive Liaison Report

Archives Liaison Officer Report 2019

When the history of a congregation is to be recorded in booklet form, the local church records are invaluable. However, they are often not available or incomplete. Before 1966 the opening and closing of churches as well as anniversaries or other such events were usually recorded in the Queensland Lutheran (1943-1966 U.E.L.C.A), Lutheran Herald (1921 – 1966 U.E.L.C.A), the Queensland Messenger (1927 – 1957 E.L.C.A) or the Australian Lutheran (1913 – 1966 E.L.C.A). The pastors usually reported quarterly on what was happening in their parishes or congregations.

If you are in the situation where you require information of those earlier days can I suggest using the Lutheran Resource Centre, Laidley. This is a facility supported and encouraged by our Lutheran Archives, Adelaide and sanctioned by our District Church Council in Queensland. There are many other materials available such as Synod reports, Almanacs, year books, some congregational histories, and other such resources. If anyone would like to use this facility, please contact Bernie Muller by emailing smuller29@hotmail.com or by phoning 07 54651268

One of the roles of the Queensland branch of the 'Friends of Lutheran Archives' is to create an awareness of our Lutheran history as well as promoting our Lutheran Archives. Several activities were undertaken by F.O.L.A.Q. during the last Synodical year. On Saturday 5 May 2018 a visit was made to St Matthews Lutheran Church Rosewood where Pastor Andrew Schulz and Robert Krause told of the history of the Rosewood congregation as well as other congregations within the parish. One very interesting story was regarding the 'Woodies', a group within the parish who raised a large amount of money for the church and charities by cutting and selling firewood.

On Sunday 19 August 2018, a reasonably large crowd gathered at St Peters College where various speakers spoke on the internment of many people of German descent as well as Lutheran pastors during World War 1. Colin Stiller spoke of his grandfather Carl Lude interned and then deported after the war leaving a wife and small daughter behind. Pastor Aub Podlich traced the history of Pastor Christian Seybold from Dugandan interned in 1916 and repatriated to Germany. The story of Dr. Eugen Hirschfeld, the founder of a well-known medical dynasty in Brisbane and a leader at St Andrews Lutheran Church at North Brisbane, was retold by Robin Kleinschmidt. Dr Hirschfeld was also deported after the war but was readmitted to join his family back in Australia during 1927 despite opposition from various quarters.

At the time of writing this report we are looking forward to Sunday 28 April, when the emphasis will be on the Scandinavian influence in Queensland. It is planned to have various speakers including Mrs Meg Noack who will recall some of the experiences and recollections of her grandmother Maren as a young girl and her subsequent marriage to Pastor Carl Bjelke Petersen.

It has been said that to have an interest in church history is to live in the past and while there may be a grain of truth in that statement it is also to acknowledge that the hand of God is present in his people as well as the lives of those have gone before us.

Respectfully Submitted
Bernie Muller
Archives Liaison Officer



Section 26

2019 Convention of Synod

Lutherans for Life Report



Lutherans for Life report to QLD District Synod, March 2019

INTRODUCTION

'I believe in Jesus Christ, who was conceived by the Holy Spirit, born of the virgin Mary.'

As I write this report it is several days before the festival of the Annunciation where we celebrate the coming of Jesus into our world as a tiny human embryo in the womb of Mary. This is recorded in Luke 1:26-39 and the Church remembers this event on March 25 each year. I am reminded of the wonder of this, that our gracious God has entered into the weakness and vulnerability of our human life in such a profound way. Our Lord Jesus has sanctified the entire human journey from conception to death, and so we are encouraged to promote and defend the sanctity of human life.

QUEENSLAND and ABORTION

In contrast to this, the past year has been another busy one for those concerned with these issues in Australia, mostly for all the wrong reasons. As you are no doubt aware, Queensland legalised abortion in October of 2018. Around the country more liberalising abortion legislation continues to be introduced. As I write this report my own home state of South Australia is considering a bill which would make abortion available on demand without restriction and up until birth. Despite the disappointment of these laws being passed in QLD, I would like to thank LFL supporters in your state who worked hard to advocate for the unborn and to keep fellow Lutherans informed. I especially acknowledge Cathryn Zarnke for her efforts in the lead up to the vote on the bill.

ABORTION RESPONSE RESOURCE

One of the responses our LFL team has made to this reality of increased access to abortion in our country is to produce a resource entitled 'Building a culture of life'. It contains 10 suggestions as to how Christians can respond to abortion in positive and practical ways. The written version of this can be found on our website, www.lutheransforlife.lca.org.au, under the resources-articles section. We have also produced a video version of this available on the website under the resources-media section. We encourage you to use these resources in your congregations, schools, home groups and wherever appropriate.

EUTHANASIA AND COMMITTEE FOR AGEING

It is not only at the beginning of life's journey, however, that we want to promote and defend the sanctity of human life, but also throughout life, and especially at its' end. Around our country there is also increasing pressure toward the introduction of euthanasia, and this is another discussion in which LFL is engaged in various ways. One opportunity we welcomed this past year was interaction with the LCA's Committee for Ministry with the Ageing on these and other issues. This committee produced a discussion paper on euthanasia and invited our comment, which then lead to an

opportunity to discuss LFL's work at one of their meetings. It's great to have interaction between different groups in our Church whose areas of interest overlaps.

LCA YOUTH FORUM

Another wonderful opportunity we had like this is to spend a whole day at the LCA Youth Forum run by Grow Ministries where we were speaking to the young people about Life Issues. We covered foundations, pre-birth issues, marriage and sexuality, end-of-life issues, and practical ways we can help as Christians. We found the young people very engaged and thoughtful and were encouraged to have the opportunity to be with them.

ALC GRADUATES DINNER

This year we again held a dinner for final year ALC pastoral students and their wives. It's always a great opportunity to get to know and encourage them as they prepare to move out into full time ministry. We also share with them a little about the work of LFL and to present them with a book to assist in their pastoral care of those facing difficult life issues. Our location this year was especially significant as we held the dinner at a cafe in Woodville, a suburb of Adelaide. The cafe is run by a Christian woman and sits next to the largest abortion clinic in SA. It is peaceful and non-confrontational, but intentionally offers a place of welcome, hope and life for mums, dads and children.

CONVENTIONS IN SYDNEY

LFL were present at the LWA convention and LCA General Convention in Sydney last year as well. We hosted a stall where our various resources were available and interacted with people from around our church. My thanks especially to Joy Wurst who represented us at the LWA Convention who were generous in giving us time to speak to them about our work.

LIFE NEWS

Our regular newsletter *Life News* continues to go out in both print and electronic versions, capably overseen by our editor Kimberley Pfeiffer. If you would like to receive this newsletter please contact Kim on LN.editor@gmail.com or the LFL committee on lutheransforlife@gmail.com.

FACEBOOK

In addition to our website we have also increasingly been active on Facebook in efforts to engage more people in the issues to do with the sanctity of life. Please look up Lutherans for Life Australia on Facebook and 'like' our page to keep in touch.

THANKS

We are extremely grateful for the financial support we receive, particularly from Lutheran Women and the women's guilds of the Church. LFL is entirely funded through donations and contributions. Please continue to pray for and support LFL however you can, as we speak up for God's precious gift of life.

I would also like to acknowledge and thank the other members of the LFL national committee: Chelsea Pietsch, Meg Pearce, and Janet Bowman. We are always looking for more people to get involved in our work, so please do contact us if you are interested - lutheransforlife@gmail.com.

Yours in Christ,
Rev Joshua Pfeiffer - LFL Chairperson