

Modern Slavery Statement

FY 2019-20



February 2021



Bringing the light of Christ into communities



Churches of Christ in Queensland is a legal body incorporated under the Letters Patent issued pursuant to the Religious Educational and Charitable Institutions Act 1861 – 1959. Churches of Christ Care is a public benevolent institution, registered with the Australian Charities and Not-for-profits Commission and is part of the Churches of Christ Qld corporate group. Churches of Christ in Queensland and Churches of Christ Care are reporting entities under the *Modern Slavery Act 2018*. This modern slavery statement is made by Churches of Christ in Queensland and all its controlled entities.

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This statement covers activities of Churches of Christ in Queensland ARBN 147 581 436, and its controlled entities (Churches of Christ Qld), to understand and implement actions to minimise the risk of modern slavery in our operations and supply chain.

Acknowledgement

Churches of Christ in Queensland acknowledge the traditional custodians of Country throughout Australia and we pay our respects to the Elders, past, present and emerging for they hold the memories, traditions, cultures, hopes and aspirations of Aboriginal and Torres Strait Islander people.

We recognise, respect and celebrate the survival and resilience of Aboriginal and Torres Strait Islander people including recognition of those whose ongoing effort to protect and promote the world’s oldest living culture will leave a lasting and proud legacy for their people.



In communities across Queensland and Melbourne, Churches of Christ in Queensland shines Christ's light. Since 1883, individuals and families have been welcomed into our churches and services without judgement and to find the support they need to live their life to the fullest. As a leading faith-based, not-for-profit organisation, we are passionate to responding to community need and helping people live hope-filled, meaningful lives through innovative and caring services.

We recognise the real and growing problem of modern slavery and that it can affect any industry. We have made a commitment to take seriously our responsibility to be alert to the risks in our organisation and our wider supply chain.

This is our first Modern Slavery Statement. While we have commenced our journey to identify and mitigate risks, we will be stepping up our activities in the next reporting period as part of our commitment to the untold misery and suffering caused by slavery and trafficking.

Our organisation

Churches of Christ in Queensland is a group of mainstream Christian churches, which has been an active part of the Queensland community over 130 years.

Since 1930, we have brought hope and meaning to people's lives through our social services. In 2020, we marked 70 years since our first aged care service; 50 years since our first home for children; and 40 years since our first housing services property.

Each milestone had humble beginnings responding to identified community needs.

Today, we are one of the largest and most diverse not-for-profit organisations in Australia, supporting tens of thousands of individuals and families each year. Yet, at our heart, we remain a grassroots organisation working with individual communities to deliver the support they need and identifying how we can bring to the light of Christ into their community.

Our vision

- Building supportive, integrated communities
- Delivering innovative, holistic, caring services
- Empowering people to live hope-filled, meaningful lives.

Our values

- Unconditional love
- Continual improvement
- Mutual trust
- Wise stewardship

Churches of Christ in Queensland is committed to preventing the occurrence of modern slavery in our operations and supply chains.

Who we are



66

Affiliated churches



6,290

Weekly church attendees

3,840

Team members



822

Volunteers



3,173

Female team members



667

Male team members



106

Aboriginal & Torres Strait
Islander Team Members



1,207

Team members
born overseas



Who we serve



- Children, Youth and Families
- Housing Services
- Retirement Living
- Home Care
- Residential Aged Care

5,153

Children, young people
and families supported



2,915

People assisted across
our Housing Services



1,136

Retirement village
residents



1,862

Residential Aged Care
places (operational)



10,828

Home Care clients



8,864

Medical Santo patients
and clients



Our Operations

Churches of Christ in Queensland has a significant presence in Queensland and Victoria with hundreds of local services, positively impacting tens of thousands of lives each year.

Children, Youth and Families

Our Children, Youth and Families service supports over 20 per cent of all children and young people in statutory care in Queensland. In addition, the group supports over 6000 children, young people, families, and carers through our early childhood, early intervention, out-of-home care, and transition to adulthood services.

Housing Services

Housing Services operates across 15 local government areas, managing a portfolio of 1210 properties. In 2019-20, we assisted 2915 people across a range of housing programs. We continue to seek opportunities to make a positive difference in people's lives by delivering secure, affordable housing.

Retirement Living

Retirement Living operates 23 villages across Queensland and Victoria, providing services for over 1136 residents in 1117 units.

Home Care

In 2019-20, our Home Care service supported 10,828 clients across our programs in Queensland. We support older people live in their own homes, in their own communities, and allow them to remain independent for longer.

Residential Aged Care

Residents at our residential aged care services experience personalised care that

responds to their individual preferences and needs. It is through this person-centred approach that they experience greater wellbeing in our services.

At the end of June 2020, 1862 residents chose to live in our services. Of our 30 services, 19 offer specialised care in a secure environment for residents living with dementia.

Centenary Development Foundation

Through the Centenary Development Foundation, we support our vital mission activities and positively impact our communities. The Centenary Development Foundation accepts funds from retail clients and churches by providing a number of investment products. We provide loans and grants to Churches of Christ churches and assist in financing projects to assist our mission of bringing the light of Christ into communities.

Church and Community Engagement

Our churches, chaplains, regional engagement partners and Kingdom Access Places across Queensland continue their mission of introducing people to the person and life of Jesus and invite them to follow Him.

On average, over 6290 people attended services each week in our 68 churches throughout 2019-20. Another 5489 people connected with our churches in some way each week through various ministries and programs as our churches continue to reach out to their local communities in love and service.

Our Supply Chain

Churches of Christ in Queensland has a variety of supply chains that provide goods, services and works to support the delivery of our services, as well as enabling our internal functions that support the organisation. The vast majority of our suppliers and contractors are based in Australia.

We are committed to improving our processes and procedures to ensure that there is no modern slavery occurring in our supply chains.



Our approach

We strive to act ethically and with integrity in all our activities. Churches of Christ in Queensland has a suite of policies that govern our activities – from recruitment to delegations.

Our formal adopted policies promote ethical and legally compliant business conduct. These include our values, Code of Conduct, Fraud and Corruption Policy, and Whistleblowing Policy. These policies, and others, contribute to our commitment to prevent violations of human rights, such as modern forms of slavery.

We are committed to treating people with respect and dignity, and we do not tolerate any form of discrimination or harassment. We are also committed to creating and maintaining a diverse workforce and a workplace that is inclusive and safe for all.

Potential Risks in our operations and supply chains

In considering risks in our operations, we understand it is important to consider:

- the sectors and industries in which we operate, including the use of unskilled and temporary labour, the use of short-term contracts and foreign workers on temporary visas
- the products and services we acquire and the subsequent risks due to the way they are produced or provided
- the geographic risks, given some countries may have higher risks of modern slavery.

We have also considered the publication 'Guidance for Reporting Entities' issued by the Commonwealth Government, the US Department of Labor's 'List of Goods Produced by Child and Forced Labor', the 'Global Slavery Index' and other guidance materials.

Based on the above, we identified the following potential high-risk spend categories:

- building, construction and fabrication
- ICT hardware and support
- medical and chemical goods and equipment including personal protective equipment
- catering and food related products such as tea and coffee
- third party labour providers
- outsourced services including cleaning, laundry, catering, maintenance and facility management
- textile related products such as uniforms.

While the risk for modern slavery in Australia is lower than many other jurisdictions, we recognise that our Australian suppliers, who make up most of our procurement spend, provide us with goods and services across high risk categories and therefore will require further engagement and assessment.



Actions to address the risks

The focus to date has been on identifying modern slavery risks in our operations and supply chains and commencing work to identify and mitigate those risks. This was our foundation year, during the 2020 to 2021 financial year we will further our understanding of modern slavery risks in our activities and supply chain, and help build and embed our policies, procedures and systems across our business operations and supply chain. This will assist us to strengthen our management controls, including those around suppliers identified as being at higher risk.

Tracking our progress and effectiveness

In the next reporting period we will develop a strategic action plan and measure progress to the plan. We also work towards determining the effectiveness and impact of initiatives we implement.

Consultation

This modern slavery statement is made by Churches of Christ in Queensland and entities it owns and controls. In preparing this modern slavery statement, relevant directors and officers of all entities were consulted and provided with an opportunity to review the statement prior to its approval by the Board of Churches of Christ in Queensland.

Signed in accordance with a resolution of the Board.



Ken Ewald
Board Chair
Churches of Christ in Queensland

Dated this 10th day of February 2021