

UCA Redress Limited

Annual report: 2024 – 2025



Content warning

Please be aware this document contains reference to accounts of child sexual abuse which may be distressing for some people. We recognise the significance of survivor stories and acknowledge the strength and resilience shown by survivors to bravely share their stories.

For support, please contact 000 (for emergencies), Lifeline 13 11 14, Blue Knot Foundation 1300 657 380 or 13YARN (13 92 76).

Acknowledgements

We acknowledge the Aboriginal and Torres Strait Islander peoples of this nation.

We acknowledge the traditional custodians of the lands on which our company is located and where we conduct our business in locations across the country. We pay our respects to ancestors and Elders, past and present.

We are committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

We acknowledge Aboriginal and Torres Strait Islander children entrusted to the care of the Church did not always receive the care they deserved, and we acknowledge the enduring impact of those traumas that were experienced.

We acknowledge the ongoing trauma caused by the separation of children from families and communities.

We acknowledge the terrible breaches of trust which were experienced by individuals and communities and commit to learning from past mistakes to create a culture of safety in all settings of our organisation.

Contact us

ucaredress.org.au

info@redress.uca.org.au

ABN 31 628 672 597



Our commitment



We will hear and keep
the **stories**



We will **apologise**



We will make **change**

Through redress, we acknowledge and address past wrongs and bring change for our future through truth, justice and healing.

Redress takes us forward to...

- » a place of reconciliation with those who have suffered
- » a place where relationships are rebuilt and trust is restored in our Church, its leaders and agencies
- » a place where all can thrive as we learn from – and never forget – the past.

Who we are

UCA Redress Ltd responds to and supports survivors of child sexual abuse suffered through the Uniting Church or its institutions, including by participation in a nationally consistent equitable redress scheme.

We are a national body and a company limited by guarantee established by the Uniting Church in Australia.

Our team of National Director and Administrator are advised by a five-member board of Church and independent representatives.

We work to principles of good redress - being restorative, survivor focussed, trauma-informed and culturally safe and appropriate.

Justice is part of our DNA, permeating our practice and lived out through our actions.

The Uniting Church in Australia commenced participation in the National Redress Scheme in March 2019 after an onboarding process which commenced in 2018.

The Scheme acknowledges that many children were sexually abused in Australian institutions. It holds institutions accountable for this abuse and helps people who have experienced institutional child sexual abuse gain access to counselling, a direct personal response and a redress payment.

What we do

Our work includes:

- Facilitating the Church's participation in the National Redress Scheme
- Supporting Synods and institutions in providing direct personal responses to survivors
- Contributing to awareness and understanding about redress, abuse and child safeguarding
- Informing policy and decision making through data and learnings
- Evolving to meet the needs of Synods, the Assembly and other institutions of the Church, including national consistent practice.

A message from our board



UCA Redress Ltd continues to meet its brief of being the national vehicle for the Uniting Church in Australia to respond to people who experienced abuse at the hands of the Church and its institutions. The Church remains committed to proactive participation in the National Redress Scheme.

During FY25, there has been a significant increase in new requests for information coming from the National Redress Scheme. The Company has scaled operations to respond to ensure timely processing of all applications.

Our small team and the Board remain committed to high quality services and good governance of the Company. We continue to be proactive in managing the potential for vicarious trauma so that our team remain well and able to engage with survivors of abuse and other stakeholders with compassion and commitment.

This year we welcomed new Assembly appointed director, Andrew Johnson, Assembly General Secretary to the board. Andrew's contribution has already been significant.

I am also thankful to other Board members Peter Roach, Robert Watson and Rue Masunungure for their commitment and support of the work and their valuable contributions.

The Company is supported by a Nominations Committee, Chaired by Paul Linossier. This year, Peter Folliot joined the Committee. We thank the Committee for its diligence and contribution to supporting good governance of the Company.

We value the ongoing support of Members and Member Representatives of UCA Redress Ltd. Their leadership continues to demonstrate the Church's commitment to responding to past wrongs.

We want to ensure that people who are eligible to apply for redress are aware of the application closing date of 30 June 2027. We have developed materials that can be shared across the Church and its institutions to share this information across communities. We encourage people to make an application.

We thank those who have come forward. We want to keep hearing your stories so we can learn and do better in the future. We note that some people might choose never to come forward and we also acknowledge those people, who know what they need to keep themselves safe.



Anne Cross AM, Chair

Andrew Johnson, Assembly General Secretary (from January 2025)

Peter Roach, Synod member director

Robert Watson, Synod member director

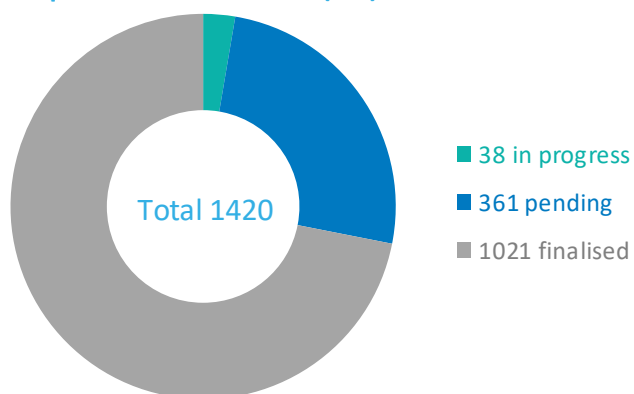
Rue Masunungure, Board appointed director

The people we support

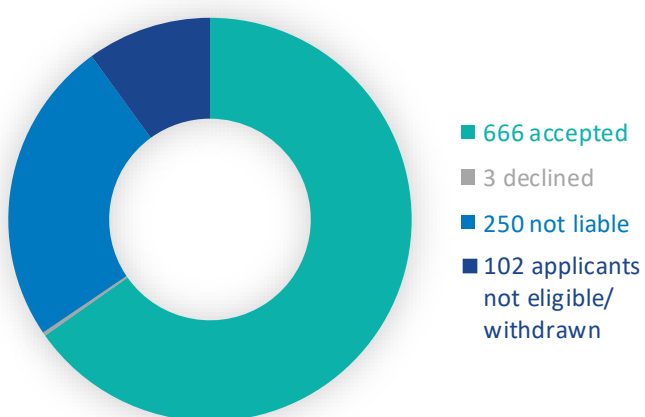
UCA Redress Limited Status Report as at 30 June 2025



Requests for Information (RFI)



National Redress Scheme Determinations



Data above is cumulative since commencement in National Redress Scheme in March 2019.

The work we have done



Work of the Company in FY25 has included

- **Monitoring and ensuring** appropriate resourcing to meet the increase in the number of requests for information being issued by the National Redress Scheme
- **Continued engagement and advocacy** within the National Redress Scheme to provide feedback on processes
- **Delivering a rolling program of training** for the UCA for those involved in redress processes including: Overview of the National Redress Scheme, Overview of Trauma Informed Practice, Managing Vicarious Trauma and Direct Personal Response in the UCA
- **Continuous improvement** in processes for Direct Personal Responses (DPR) and coordinating DPR reporting
- **Supporting the UCA** in acknowledging the Anniversary of Apology to Survivors of Institutional Child Sexual Abuse with a Liturgy (October each year)
- **Engagement with internal and external stakeholders** and continuing to learn from survivors and their supporters and from other institutions to ensure best practice
- **Reporting** to the Triennial Assembly of the Uniting Church in Australia
- **Developing communications tools** for use across the Uniting Church to spread awareness of the National Redress Scheme application closing date (30 June 2027). Available at www.ucaredress.org.au/resources

The year ahead

Our work will include:

- **Continuing to monitor** the flow of applications to the Scheme and scaling UCA Redress operations as required
- **Supporting** Direct Personal Responses across UCA, including: ongoing training to staff across the UCA
- **Considering and addressing** issues that will arise in the final years of the operation of the National Redress Scheme
- **Ensuring communications continue** across the Church and community in relation to the application closing date for the National Redress Scheme and inviting people who have received redress payments to consider accessing a Direct Personal Response
- **Participating in the** 8 year legislated review of the NRS.

Governance



Our board

Anne Cross AM **Board Chair**

Bachelor of Social Work, Masters of Social Work, FAICD

Anne is an independent company director having concluded her executive career as Chief Executive of UnitingCare Queensland, late in 2017. In addition to her role as Chair of UCA Redress Limited, Anne currently serves on the boards of St Vincent's Health Australia and Levande and is a member of the University of Queensland Senate. She is a fellow of the Australian Institute of Company Directors and retired as deputy Chair of the AICD Board in December 2024. She received recognition in the Queen's Birthday 2018 Honours List for significant service to the community through social welfare organisations, and to women. She was named Telstra's National Business Woman of the Year in 2014 and awarded the University of Queensland's Alumni Excellence Award in 2016.

Appointed 29 November 2018. Term ends 30 November 2026

Peter Roach **Synod Member Director**

Bachelor of Commerce, Master of Business Administration, Master of Letters, FAICD

Peter is a non-executive director of several trustee companies, not-for-profit foundations and private family groups. He was previously Chief Executive Officer of the Fairfax Family Office, Cambooya Pty Ltd. He is a chartered accountant and fellow of the Australian Institute of Company Directors.

Peter has served as a board member of the Knox Grammar School Council and was Chair from 2013 to 2018. He is currently Chairman of Ravenswood School for Girls and is a board member of the Southern Highlands Community Foundation.

Appointed 23 October 2019. Term ends 23 October 2025

Robert Watson **Synod Member Director**

Bachelor of Social Work, units in Business (Economics, Management and Accounting), Divinity, AICD Company Directors Course

Robert has held leadership roles in the Uniting Church, its agencies and other community services agencies for over 40 years. With a background in social work and business, he is strongly committed to child protection, social justice, robust governance and the community work of the Church. As a former Moderator of the Synod of Western Australia and a lay preacher, Robert has a deep connection to the Church and his local community. He was a member of the Uniting Church's National Task Group to respond to the Royal Commission into Institutional Responses to Child Sexual Abuse and participated in decisions about the Church's participation in the National Redress Scheme and the establishment of UCA Redress Ltd.

Appointed 23 October 2019. Term ends 23 October 2025

Rue Masunungure

Bachelor of Laws, Master of Laws, Graduate Diploma Legal Practice, GAICD, FGIA

Rue is a seasoned governance professional and lawyer, with over 20 years' experience. Her career spans across multiple sectors including private legal practice, human & community services, social justice, international development and indigenous affairs. Throughout her career, she has been driven by a deep sense of calling to use her legal and governance skills to contribute to organisations whose purpose puts vulnerable and marginalised people at the centre of their existence.

She is currently the Executive of Legal and Governance and Company Secretary of a large charity where she leads practices that ensure good governance, risk management, ethics and integrity, client safeguarding, regulatory compliance, among others.

Appointed 7 April 2023. Term ends 7 April 2026

Andrew Johnson

Assembly Member director

Bachelor of Laws, Bachelor of Science, Graduate Diploma of Legal Practice, Graduate Diploma of Theology, GAICD

Andrew Johnson is the General Secretary of the Uniting Church Assembly following his appointment in July 2024.

As General Secretary, Andrew leads the work of the National Assembly of the Uniting Church in Australia including responsibilities for matters of doctrine, worship, government and discipline, promoting the Church's mission and standards of theological training. He works alongside and offers strategic leadership to senior leaders and staff of the Assembly and its three national agencies.

He also spent four years as Manager, Political Strategy and Government Relations for World Vision Australia and then Director of Strategy in the International and Domestic Programs Group. Andrew is a deeply committed member of the Uniting Church and is one of its recognised experts on Uniting Church polity and law. He has extensive governance and leadership experience within the Church including as a long-time member of both the Uniting Church Assembly Standing Committee and Legal Reference Committee.

He has also served as a member of four Assembly Business Committees, as Director of UnitingCare Kippax in Canberra and Chair of UnitingWorld's International Programs Committee. He has held a variety of social justice roles in the Uniting Church in Queensland. He is now a member of the Boards of UnitingWorld and UnitingCare Australia.

Appointed 6 January 2025. Term ends 6 January 2028

Leadership



Sarah Lim

National Director (2019 to current)

Bachelor of Arts/Laws (Hons), Graduate Diploma Legal Practice, Master of Laws, GAICD, Graduate Certificate Leadership

Following a career in social policy and legislation review and development in the Queensland Government, Sarah commenced with UnitingCare Queensland in 2013. Her role included monitoring and understanding the lessons coming out of the Royal Commission into Institutional Responses to Child Sexual Abuse and their impact across the breadth of UnitingCare Queensland services. During this time, Sarah worked with many survivors of abuse seeking to engage with UnitingCare Queensland.

Sarah is Chair of the Forde Foundation Board of Advice, a charitable trust established by the Queensland Government to provide micro-grants to Forgotten Australians and care leavers to assist them with their needs. Sarah is deeply committed to the needs of survivors of institutional abuse and restoration of relationships for survivors, the Church and the broader community.

Annette Fuller

Administrator (2019 to current)

Bachelor of Arts, Master of Human Services, Certificate in Governance Practice

Annette has worked extensively in the human services sector in both service delivery and strategic policy roles. Annette provided direct services in the disability and domestic and family violence sectors and her work in strategic policy was undertaken in State government and with UnitingCare Queensland. Her role with UnitingCare Queensland involved contributing to UnitingCare Queensland's analysis and responses to the work of the Royal Commission into Institutional Responses to Child Sexual Abuse and she was also responsible for locating records and responding to former out-of-home care residents seeking access to information about their time in care. Annette commenced her role with UCA Redress Ltd in April 2019 and is committed to supporting survivor focused outcomes by ensuring efficient and effective processing of applications for redress from the National Redress Scheme related to Uniting Church in Australia institutions.

Governance statement

Board composition

The UCA Redress Limited constitution requires the company to have five directors, comprising:

- Chair appointed by members
- One director appointed by the Assembly Member
- Two directors elected collectively by the Synod members
- One person appointed by the Board.

Board operations

The Board is committed to delivering excellence in governance and prioritises high standards of accountability, transparency and integrity. They guide and monitor the management of the company and are responsible for approving the company's strategic direction and governance.

The National Director provides the Board with updates in relation to:

- the strategic plan and financial reports
- progress against the strategic and operational plans
- participation of the Uniting Church in Australia in the National Redress Scheme.

The Board meets regularly in scheduled meetings, with strategic planning and continuing education sessions undertaken at additional sessions.

Nominations Committee

The Board established this committee as required by the UCA Redress Limited constitution. This committee has terms of reference which set out the authority delegated to it by the Board and its operations. The Committee is focused on the composition and performance of the Board.

The Committee comprises of three people; two, including the Chair, must be independent of the company. Members of the Committee, including the Chair, are appointed and removed by the Board.

Anne Cross AM continues as the Board's nominee to the Nominations Committee, with Paul Lionssier (Chair). Peter Folliot was appointed to the Committee in November 2024.

National Director

This is a Board appointed position and is subject to an annual performance review by the Board. The National Director leads UCA Redress Limited, recommends strategic and policy direction for Board approval, and provides business and operational plans to deliver agreed outcomes.

Board attendance and remuneration

	Eligible to attend	Attended	Fees
Anne Cross	6	6	\$30,548
Andrew Johnson	3	3	0
Peter Roach	6	6	\$15,274
Robert Watson	6	6	\$15,274
Rue Masunungure	6	6	\$15,273

Fees paid are inclusive of superannuation.

Employees of the Uniting Church in Australia are not paid Board fees.

Funding arrangements and financial statement

UCA Redress Limited is funded for its operations by contributions from its Members. Participating institutions within a Member's geographical or corporate area of responsibility contribute to this cost.

Payments made under the National Redress Scheme are passed to the Synods/Assembly, with cost recovery arrangements agreed locally.

UCA Redress Limited audited accounts are available on the Australian Charities and Not-for-profits Commission website: <https://www.acnc.gov.au/charity/charities/4f58548c-4b33-e911-a979-000d3ad05e15/profile>

