



# MISSIO DEI

Fresh Hope Annual Report

2011 / 2012

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## President and Executive Ministry Director

### REDEEMING OUR CITIES AND COMMUNITIES

We are pleased on behalf of Churches of Christ in NSW, our agencies, and our affiliated entities, in this Handbook to report on the activities, ministries, plans and financial management of Churches of Christ in NSW for the year ended 30th June 2012.

Throughout the reporting year, significant initiatives in aged care, conferencing facilities and church transformation have been taken. Living Care purchased a modern well designed retirement village in Mittagong with 48 Villas. Additionally it purchased a state of the art residential aged-care facility, designed to provide care for up to 92 people, in Bateman's Bay known as "The Glen". These acquisitions involved capital expenditure of some \$21.3 million. By this means Living Care's ministry has been enhanced. It now, on behalf of Churches of Christ, has a significant presence in two additional and strategic areas providing first class care in excellent facilities.

In 2012 the construction of a new residential building known as "Acacia" was completed at The Tops. "Acacia" provides accommodation for up to 96 people, in a modern, well equipped and well appointed facility. The development involved capital expenditure of some \$4 million. It enables The Tops to continue to maintain its reputation as a provider of fine conference facilities. In addition other improvements to the site were carried out including a new carpark, landscaping of various areas, refurbishment of meeting spaces, and the construction of a commercial quality laundry.

Our new ministry "Southpoint" launched the Transformational Church Project in March, 2012. The Transformational Church Project assists ministers, elders and other key leaders, under the Spirit, to examine the culture, ethos, traditions and practices of their congregations for the purpose of evaluating the manner in which they do ministry and express the Kingdom of God in the communities in which they are placed. The purpose of the project is to promote the building of communities of fresh hope. We are praying that the Project will lead to transformed lives and that what we learn from it will provide a valuable resource for our movement.

In 2012 we also surveyed our ministering persons, to obtain feedback with respect to how best to serve them and the churches in our network. The last time we quantitatively engaged our ministers (in 2009) we were alarmed at the levels of stress, anxiety and burnout evidenced across the group. The 2012 survey highlights real improvements in our ministers' holistic health, which is encouraging given the emphases we have placed on spiritual mentoring and formation since 2009.

As we reflect on the state of the Church in Australia we believe there is a real need for a season of evangelism. To that end we intend to implement a new evangelism strategy in 2013/2014 and intentionally work with our churches to encourage a renewed zeal for evangelism.

We live in a critical time. According to recent demographic research, Australians have slowly jettisoned their allegiance to the church and their attendance at church. Regardless of denomination, only one in twenty-eight Aussies now attend a church on any given Sunday as opposed to one in four in 1966. Whilst this trend does not come as a surprise, a difficult conversation emerges around the role of the church and its mission in today's context.

Western churches now have unprecedented access to global information. Despite a plethora of helpful and important theology, information and resources, our local mission capability remains stifled. One significant reason for churches appearing stuck or mission-shy appears to be their inability to resource mission beyond their internal programs.

The study of the church (our ecclesiology) is such an important focus when discussing local mission. Importantly Paul exhorts those who lead the church to 'equip or prepare the saints' for works of service (see Ephesians 4:12). We believe that the equipping or preparing of God's people is for doing ministry within the communities in which we are placed rather than emphasizing the programs offered in church. When God's people become salt and light, there is genuine transformation in cities and communities.

So where is the hope for the future? There is always hope with Christ at the centre. He calls us to faithfully serve in our cities and communities, not so that the church looks successful, but rather that Christ might be glorified and our communities redeemed through his love and grace. Churches of Christ in NSW exists to help and encourage our churches to be transformed for the sake of the Kingdom.

Our prayer for each member of our movement is, in the words of Hebrews 13, that God will "equip you with everything good that you may do His will" and that together we will form faithful communities offering fresh hope to the world for which Christ died.

**Stephen Toomey - President    Andrew Ball - Executive Ministry Director**



In October 2011, Southpoint Australia was launched as a new ministry/agency of Churches of Christ in NSW. See [www.southpoint.org.au](http://www.southpoint.org.au) for a copy of the launch prospectus. This new ministry has an intentional framework to help promote the idea that God has an agenda for this nation, and that His agenda will only be discerned as spiritual leaders seek to expand and enhance God's kingdom.



While Southpoint is a NSW initiative, it will seek to prioritize the development of spiritual leadership across Australia. During the year, Southpoint has already developed a 5 session DVD series titled "Spiritual Leadership Skills" This all Australian resource will assist local churches in the development and training of elders/board members to become spiritual leaders. The series includes input from leaders, ministers, elders, educators and professionals all designed to stimulate conversation and learning for church teams.

Southpoint (as a Fresh Hope initiative) also launched the Transformational Church Project in March 2012. This innovative project seeks to individually help churches navigate their ministry and mission in a tailored approach as opposed to a 'one-size-fits-all' program. Churches are encouraged to model spiritual transformation at a leadership level by aligning their teams around common values congruent with their context. Southpoint will assist churches in a three year covenant across this journey.

In 2013 Southpoint in partnership with ACOM will offer a Graduate Certificate in Arts and a Master of Arts both with an emphasis on Spiritual Leadership. These courses are available to ministers and church leaders who would like to explore the practical realities of leadership as emotionally whole and spiritually transformed individuals. Application forms for both courses will be available in early 2013.

Going forward, Southpoint will seek to gather leaders from across our movement who are committed to prayerful engagement and connection around a Christian spiritual emphasis. More events are planned as this new ministry seeks to serve the body of Christ.

## Andrew Ball - Southpoint Director



## Leadership Development

“True dignity comes from a healthy soul and a life marked by spiritual power and the presence of Christ”<sup>1</sup>  
This quote has been influential in creating spiritual leadership spaces for the young adults in our movement.

In November 2011 Navigate journeyed to Indonesia to the Churches of Christ College. I was challenged by some of their training practices:

- The 4:30 am prayer times at least 3 mornings a week.
- Before graduating from college the students needed to have disciplined at least 2 people including baptism.
- The College was sending at least 7 graduates a year (in their early 20's) into predominately Muslim communities to start churches or maintain small kingdom outposts.

**IMPART** started with much passion and enthusiasm mid January 2012 with 15 Diploma of Theology students taking in the challenge to learning to pray, read and prepare for Kingdom living wherever God calls them. We have the privilege of being able to access Dunmore House, Pendle Hill as a base for the 10 day live-in intensives which has enabled the group to experience biblical community throughout the year.

**NAVIGATE** started with 7 students who passionately embraced the informal and formal learning about the Kingdom of God. Their final two weeks will be learning in Vietnam with the assistance of Global Mission Partners.

**TRANSITIONS** After many years of fruitful ministry in our movement the Women's Ministry Team, sensing the season was coming to an end, decided to close the present structure.

**KID'S VISION** has closed after a long history of providing support to local church ministries. However Tammy Tolman will continue to focus on kids and families camping and children's leadership development based within The Tops ministry towards the end of 2012.

Fourteen ministers new to our network attended the 3 day live-in pilgrimage based at The Tops. This provides an opportunity relationally to explore the values and beliefs of our movement and is a prerequisite for students and new ministers transitioning into our Fresh Hope churches. The feedback from those attending has been overwhelmingly positive.

Spiritual mentoring and retreating training provided by Sue Whiteley and team is continuing to grow as people access a variety of spaces provided for spiritual refreshment and transformation.

This year has been fruitful and it's a privilege to be a part in enjoying and passing on Fresh Hope to those in our movement and beyond.

## John Crowther - Director Leadership Development

# IMPART

# NAVIGATE



<sup>1</sup> Witt, Lance (2011) Replenish: Leading from a Healthy Soul. Grand Rapids, MI: Baker Books a division of Baker publishing group

## Church Transformation and Evangelism

In March 2012 Dean Eaton moved from Adelaide in response to a call by God to take up the role of Director of Church Transformation and Evangelism. In Dean's words, he was initially attracted to Churches of Christ in NSW before applying for the role. It was our public ethos that resonated with Dean including our mission statement that read "...we exist to transform communities with fresh hope" and the currently implemented strategy to achieve this outcome "...through the recalibration of present churches and through a vital and innovative church planting priority..." Further, "...Our commitment is to ensure that regardless of the 'shape' of the church, that we clearly empower and facilitate the community in effectively engaging Australians with the life-transforming Christian message..." by developing "...clusters of churches (in team) through engaged partnership, to so enable 3 year transformational learning environments at whole church leadership levels that re-engage the church into healthy change, discipleship and mission..." with the aim of being "...a radical frontier missional movement for God in our local communities."

During the reporting year (3 months) Dean disembarked from Rhodes and travelled the state getting to know the leaders of the movement and becoming acquainted with the outstanding previous work of Matt Destry (Greenhouse – Kingdom Outposts/Church planting) and Dr. Stephen Smith (Church Health).

As a consequence of this engagement the following strategic outcomes were identified:

- a) Working in a cohort of seven churches in a three year leadership transformational journey of adventure (Southpoint – Transformational Church Project).
- b) Developing 'transformational church project' resources to assist churches.
- c) Networking evangelists across our movement to stimulate new 'thought leadership' in the area of mission and evangelism.
  - Creating a community of interest to re-imagine Evangelism (called REVEAL) by developing on-line and physical spaces for dialogue and resource sharing.
  - Investigating reciprocal connection points between REVEAL (community of interest) to ACOM.
- d) Developing prayer across our movement.
  - Through promoting and developing communication strategies to share stories and needs of new and existing Church Plants/ Kingdom Outposts.
- e) Developing a new strategy for church planting (kingdom outposts) for our movement.
  - Initial observation: We don't lack opportunities, the missing link is the need to discover, train, and mobilise Evangelists in our churches and programs.
- f) To work in unison with and encourage the work of the following departments
  - Global Missions Partners to define an overseas missions' strategy for Churches of Christ in NSW, including developing a framework (both strategic and theological) to assist churches in pursuing short term missions.
  - To create a Fresh Hope Foundation in Phuket Thailand as a pilot project for engagement with our partner churches and GMP.

Dean concluded his role with Conference in March 2013. We are thankful for the impetus and focus provided during this ministry season.

### Andrew Ball - Executive Ministry Director



Careworks helps churches to be the hands and feet of Jesus, working with people on the margins across NSW. An initiative of Churches of Christ in NSW and part of Churches of Christ Community Care, Careworks partners with local churches who wish to pursue projects that are dedicated to the relief of poverty, suffering, distress, misfortune, disability or helplessness in their community.

Careworks promotes and encourages partnerships with local churches and supports the ongoing work of existing projects. Partnership enables churches to receive tax deductible gifts for their project and networks them with churches with similar ministries.

During the year four new projects were launched and are now providing support to their local communities. Auburn Church launched Food for Life, a foodbank project which has been so successful that Murray and Julie Harris have had to increase the number of days the service is available. Bowral Church has also launched a foodbank project, Operation 4:19, in conjunction with Southern Highlands Christian School; and ICentral Church has launched two projects, a Men's Shed and Southern Cross Kid's focussing on disadvantaged children in the suburbs of the Illawarra surrounding the church. We thank God for the vision of these churches and ask that He will bless those volunteers providing the necessary support for the projects.

This means that there are now 22 projects being supported across 14 of our local churches - bringing the vision of relief of poverty and suffering to reality in their local communities.

In order for these churches to continue this support to their local communities Careworks continues its focus on communicating with the wider church community with two Prayer Newsletters each year as well as ensuring current information regarding each project is available on its website [www.careworks.org.au](http://www.careworks.org.au). Specific update reports are also included regularly in the Fresh Hope E-News newsletter. This enables the wider church community to partner with Careworks Partnership churches in prayer and by financial support.

A small group of people faithfully support Careworks projects by making regular donations. During the year over \$200,000 was raised this way. In addition Careworks conducts two appeals each year in support of projects. Over \$65,000 was raised in 2011/12. We thank God for the generosity of all who have helped Careworks support local ministries. This year specific capital grants for projects at East Nowra, Albury and Auburn churches provided diverse items such as freezers, shelving and a shipping container.

Careworks also supports the work of 18 chaplains who work in Living Care facilities, schools, hospitals, a prison, as well as community activities such as Disaster support.

During the year the ministry team continued to provide great support and encouragement. We thank God for the team which comprises Neil Preston (Chairman), Andrew Ball, Lynda Clark, Wayne Morris and Stephen Smith. We continue to seek additional people to serve God as a member of this team.

Please be praying that Careworks will continue to be used by God as a catalyst and support for the effective mission of churches in their local communities.

**Neil Preston - Chairman**    **Wayne Morris - Ministry Facilitator**



## Ministry Care Networks

How quickly this year has gone! It seems like only yesterday we were at the beginning of a new year, holding all our dreams, hopes and challenges in our hearts.

This year I have had the opportunity to visit pastors and churches from Tweed Heads, to Albury and from Broken Hill to Inner Sydney city. Each town or city has a different culture and each pastor is individual in their own right. Yet we all have one purpose and goal, and that is to serve God, His Church and the community. Travelling throughout the state this year, I have found it is so encouraging to see our pastors and their spouses filled with enthusiasm, excitement and an expectation of what God is doing, and will be doing in their churches and communities in the future. I am greatly blessed to have the opportunity to visit and sit with our pastors listening to their amazing stories. Some of these stories tell of times of frustration of not seeing enough happening, but living and believing with the hope of God's promise to His Church; others have seen God's provision in so many amazing ways.

I have seen and experienced so many great things this year with more and more of our pastors developing strong supportive relationships with each other. This has been achieved mainly through Renewal Retreat Groups and one-off retreats in which pastors and leaders have been involved. All the retreats have provided a safe place where pastors have been able to spend time reflecting and waiting on God; and not feeling guilty because they have spent time away from their ministry commitments.

Our retreats are not only about spiritual content and spiritual connectedness, but the retreats all vary in some way, allowing pastors to experience God in their own way. On these retreats we have enjoyed great times of laughter and having fun. Some retreats have seen us walking along bush tracks and beaches. These retreats have enabled us to again experience and enjoy the majesty of God's creations. I have to say that all the retreats that I have been on this year have not only been a great time of spiritual connection, but have also been filled with fun and laughter.

Most pastors have found that these retreats, away from modern technology and issues in the workplace, have encouraged and invigorated them to go back to the challenges of ministry. I cannot emphasise enough the importance of spiritual retreats for all our pastors. As pastors we need to prioritise and realise the absolute importance of allowing ourselves to spend time with God. Retreats are planned to allow pastors the space so that they are able to reconnect with God. When we spend this quality time with God and journey with others, this assists each one of us in developing spiritual and emotional health and wellbeing. When we are in a place of spiritual and emotional health, we are able to minister in a more effective manner.

2011-2012 has been a challenging year for many of our pastors and spouses. Some have faced major health and family issues. It has been wonderful to see the amount of prayer support and concern shown to those in need by other pastors and their congregations. We thank and praise God as He continues to uphold and support all those throughout these difficult times.

I want to thank all the pastors and leaders who have contributed and assisted regionally throughout the year. You have been a great blessing to us all. I would like to honour all the pastors, their spouses and leaders who work so tirelessly for The Kingdom.

I am looking forward to seeing what will happen in 2012-2013.

### Leon Munro - Leader, Ministers Care Network



## The Tops

The year ending June 2012 was a year of significant change. The much awaited refurbishment project went into full swing and during what was one of the wettest periods in the sites history, works were completed ready for use in July 2012. The end result has given the site some fantastic new facilities and an infrastructure upgrade including laundry, car park, street lighting and underground electrical services.



Named 'Acacia' the new site is a 96 bed facility over 20 rooms providing 3 separate meeting/lounge areas as well as 2 external recreation spaces. Ducted air throughout and state of the art meeting equipment complete this wonderful new facility that already early in its existence is proving to be a great hit with guests. Already bookings heading into next year are at the same level as other facilities. If you want to use it – book early.



The new laundry now gives our team of 15 housekeepers a more appropriate base to work from. It includes commercial washers and dryers, sorting and ironing areas and an incredible boost for storage not only for laundry services but also for the site generally. This has been a long awaited and worthwhile addition to The Tops housekeeping functionality.

Apart from all of the construction work being undertaken on site it has otherwise been a fruitful, busy and fulfilling year. The guest days were our biggest ever topping out at about 81,426 days. Despite this increase in days and revenue we were unable to post a surplus largely due to the impact of significantly increased workers compensation insurance premiums through escalating wage costs and some claims. The processes surrounding these increases are being addressed with some work being undertaken on all Workplace Health & Safety (WHS) systems and processes. This is part of the wider organisational WHS review happening across all Fresh Hope initiatives.

In the midst of all of this we have seen many lives impacted by the ongoing work on the site. Born to Win (Primary) & Drastic (High School) had a wonderful series of holiday camps with hundreds of kids impacted by the high energy programs. Southern Cross Kids Camps saw approximately 70 at risk children experience Gods love in a family environment. **Collide** hosted an International speaker Carey Nieuwhof - lead pastor at Connexus Community Church north of Toronto Canada who led an informative few days exploring Intergenerational church issues and how churches and pastors can engage more effectively across all generations. Pilgrimage events for our new pastors, Spiritual mentoring & renewal retreats and 'Awakenings' State pastors gathering all feeding into the network through the ministry of temporary community.

One story in particular is worth sharing. A mother of three with whom I had a recent discussion told me of her own life story of drug abuse and being a young single mum. Through the course of her life and great need she eventually connected into the welfare support system where she then found out about the Southern Cross Kids Camps. All of her 4 children have attended these camps over the last 10 years.

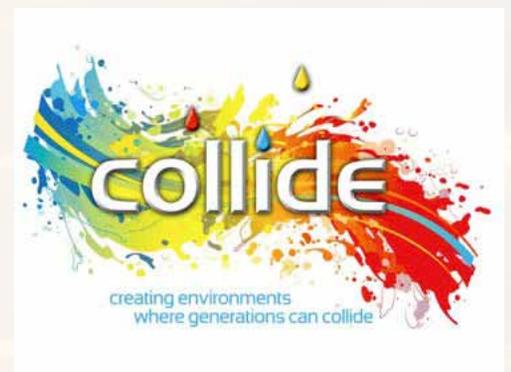
Two of her children are now heavily connected into the life of one of our own churches. She told me how we just don't appreciate the effect this camp experience has had on her own kids' lives. She impressed upon me during our time together that these holiday camps gave her kids some hope and something that she couldn't otherwise give them - 'If only you and the other leaders could understand what these camps mean to these kids...'

She continued to share that the change in her kids' lives has further impacted their home, which is now enjoying the benefits of employment and has shifted their own family into wanting to give something back into the community. They want to give to others in the same way they have benefitted in receiving the generosity of others over the years.

Lives are impacted through what we do! Lives get transformed and through this the impacting story of God's love from which all good emanates reaches into the hearts of people. This next year as we think ahead we will focus on gathering the stories of where people's lives are changed.

The work undertaken at The Tops gives the opportunity for people's lives to be changed. God uses this place and the people who meet there to touch and impart His message of love and healing. Please uphold and pray for us as we endeavor to find connections and opportunities to expand how this happens even more effectively into the future.

## **Dave Tolman - Director, Strategic Development**



## Living Care



Living Care's long standing reputation as a trusted aged care provider has assisted the organisation to grow its services in 2012 with the addition of a 92 place residential care facility in beautiful Batemans Bay and the commencement of 31 additional Community Aged Care packages allocated in the 2011 Aged Care Approvals round. In a round where only a small number of community care packages were awarded Living Care was awarded an additional 14 packages for the Western Sydney Community Services program and significantly 17 packages awarded to a brand new service in the Southern Highlands area. This new service that operates out of the Henley Brae Retirement Village at Mittagong (acquired by Living Care in 2011) is already earning a reputation locally as a service that is focussed on caring for clients that other providers are not prepared to care for.

### Highlights for the year have included:

- The acquisition and seamless transition of The Glen residential aged care facility at Batemans Bay
- All residential aged care facilities achieving 100% compliance with the expected outcomes through the round 5 accreditation process
- Significant increase in the funding for Magnolia Cottage, the dementia day care facility at Nowra
- The lodgement of the first Development Application to signal the commencement of the redevelopment of the Pendle Hill residential care facilities
- The first of our community care programs, Western Sydney Community Services, successfully completing the Quality Reporting review conducted by the Department of Health and Ageing



The acquisition of The Glen at Batemans Bay in July 2012 is tangible evidence that the acquisition element of Living Care's Strategic Plan is continuing. The three year old facility is a high quality state of the art residential aged care facility located in a beautiful semi rural setting complete with kangaroos and other wildlife.

Developed by John Wakelin and his wife Anne the facility is finished to a high standard with all rooms incorporating a kitchenette and en-suite bathroom facilities.

2012 has also provided some significant financial challenges as we have been impacted by both a zero increase in the government subsidy income and a dramatic increase in workers compensation insurance costs attributable to a small number of large claims. These factors together will impact on the overall financial results for Living Care for the next two years.

The early successes of the Wingecaribee Community Services program team under the leadership of manager Kathy Pisano has been encouraging. The following account of the care provided by the program to a local woman with a background of homelessness is an indication of the impact the program is having on the local community.

Sarah (name changed to respect privacy), was introduced to the Living Care Community Services Wingecaribee Program (LCCSW) by the local Aged Care Assessment Team Social Worker. The first meeting with Sarah was in the Community Health buildings forecourt one very frosty and cold May morning. Sarah had been sleeping on the streets for sometime; all of her possessions were contained in a shopping trolley which she also used as a walking aid.

Sarah's story revealed a "very challenging" childhood which culminated in placement at the age of 13 in a psychiatric institution. After being failed by her guardians and the legal system as a minor Sarah experienced lifelong difficulties establishing relationships and dealing with authority figures in every area of her life.

Undertaking the required assessments with Sarah proved challenging given her strong aversion to paper work, organisations and government departments. So the usual assessment process quickly became conversations and later documentation. The program care worker would also follow this approach; sometimes the care worker was successful in obtaining a signature but it really depended on the type of day Sarah was having.

Sarah moved into Department of Housing accommodation in early July. With the care worker now “accepted” into her life there were numerous shopping trips to the local charities for various household items. LCCSW purchased a mobile phone in her name with credit, shower chair and wheelie walker; “it was a girl’s shopping trip” - Sarah appeared very excited about these purchases. Sarah was also happy to prepare her own meals and was open to talking to a representative from Wingecarribee Food Services to see what they had to offer. Sarah refused meals on wheels.

LCCSW also provided transport to a range of appointments - doctors, homeopath, Centrelink, and Department of Housing. The service also took her to church groups, coffee shops, drives in the country, shopping and bill paying. The service offered Safety Link services which were refused. At times Sarah allowed the care worker to assist her with domestic tasks.

Six weeks into her tenancy there was an inspection by the Department of Housing, Sarah had prepared for this alone and took great pride when the care worker arrived to see her that day. The care worker had expected to be helping out domestically that day, but instead they enjoyed a cuppa on the front veranda together, Sarah showed her the knitting that she had been working on.

Sarah had previously used a motorised scooter and liked the idea of accessing one again. Living Care had a donated scooter in one of its Sydney based Community Care Programs so this was subsequently transported to the Highlands, had batteries replaced, a full service and delivered to her. This allowed her to access the shops in the days when the care worker was not coming.

Sarah is no longer supported by LCCS Wingecarribee however the program has been instrumental in assisting Sarah to regain some independence and a sense of connection back into the community.

The 2012 Excellence in Service awards function provided a wonderful opportunity for us to again showcase our staff achievements. Pauline Scott from our McCauley Lodge residential care facility was our 2012 Excellence in Service award winner and in recognition of her achievement she and her nominated partner will be heading off to New Zealand sometime during 2013.



The function also enabled us to acknowledge the significant contribution of John Cook who is stepping out of his role as Northern Regional Manager after 19 years of service. John will be remembered as a man of integrity with a genuine heart for the elderly and a love for people.

Overall 2012 has been a very positive albeit challenging year. We look forward to 2013 as we commence work on the major task of redeveloping Living Care’s older residential aged care facilities. We will also continue with our search to secure further acquisition opportunities that align with Living Care’s strategic intent.

## **Graham Reed - Executive Director Living Care**



## The Churches of Christ Property Trust

The Churches of Christ Property Trust acts as the legally incorporated body to own properties on behalf of Churches, Ministries and Conference. The Trust operates in accordance with The Churches of Christ in New South Wales Incorporation Act, 1947 and has up to nine Members who are elected by Conference.



### The Members of the Trust during 2011/12 were:

David Bentley (Chairman) (Hurstville Church)  
Robert Broady (Kingsway Community Church)  
Andrew Billing (Marrickville Church)  
Neil Cowdery (North Turramurra Church) (resigned April 2012)  
Damien Hannes (Northside Community Church)  
John Hoppitt (Registrar) (Engadine Church)  
Wayne Morris (Secretary) (Southern Illawarra Church)  
Phil Smith (Asquith Church)

Neil Cowdery stood down from the Trust in April 2012 and we thank him for his eight years of contribution and service. There were no new Trust members elected by Conference at the Annual Conference in May 2012. This means that there are two vacancies on the Trust compared to the maximum number provided for in the Act. It is hoped that these vacancies are filled at the 2013 Annual Conference.

### Deposits Fund

A full review has been undertaken on the operations of the Deposits Fund which the Property Trust manages. The purpose of this Fund is to attract deposits from Church Members, Churches and Conference Ministries to ensure lower than market rate loans are available to Churches to assist in the acquisition and improvement of property.

The review of the operations of the Deposits Fund has resulted in a number of improvements to the Fund both operationally and presence in the market in which it operates.

### Winter and Veverka Trusts

The Property Trust manages the Winter and Veverka Trusts. Gifts from these trusts can be made to churches who apply for the purpose of spreading the gospel and the teachings of Jesus or advancing the Christian work of a Church of Christ. The Trust also manages a number of other trusts whose income is then distributed to a number of Churches of Christ affiliated ministries and other Christian ministries.

**David Bentley - Chairman**

**Wayne Morris - Secretary**

## The Australian College of Ministries

The Australian College of Ministries (ACOM) began in Woolwich as the Churches of Christ Theological College in 1942. Our college is committed to serving disciples of Jesus who are serious about kingdom living. We are especially equipped to help develop Christian leaders for a rapidly changing world.

**ACOM has no more important task than the urgent development of high calibre spiritual leaders for Churches of Christ.**

ACOM has approximately 1000 students currently studying across Australia. Over 170 of our students are affiliated with Churches of Christ (and more than half of these are aged between 19 and 32).

### Our strengths:

**Spiritual formation is integral to all we do.** We don't merely teach a class on formation, we facilitate face-to-face holistic learning experiences around the country that are deeply forming.

**Our curriculum is intentionally mission-focused rather than the usual suite of traditional theology subjects.** This approach equips students to be relevant and effective as they represent God's kingdom in any situation God places them.

**Our method of delivery is designed to maximize learning-in-action.** While you can study with ACOM from anywhere in the world our approach to distance learning uses cutting edge learning practices that view students as practicing professionals.

**We help students discover how to study the Bible for themselves.** We equip students to learn how to learn and make application to the complex changing world we live in.

**Our facilitations are led by "pracademics" (not ivory tower academics) focusing solely on theory.** Rather they are practitioner/academics who are highly qualified but also active in personal discipleship and mission.

**We personalize the support we provide students.** Each student is appointed their own learning support manager who is available to assist with their enquiries and student needs.

**Our academic standards are excellent.** We know that surviving and thriving in any ministry requires the mind of a scholar and the heart of a missionary. Our assessments require students to be stretched in heart, mind and soul.

**We build a genuine community of learners.** Students and faculty connect in multiple ways, regardless of location, to support and stimulate a mutual learning experience.

**ACOM graduates are job ready.** This is because they have been learning on-the-job. Their place of ministry and mission has been their campus. With our instruction-action-reflection approach what they learn today they use the next day as theory meets practice.

In a rapidly changing world ACOM continues to pursue its vision to resource Christians to be effective kingdom agents wherever they are serving. We aim to make a positive impact on the shape of leaders, churches, and communities across the nation – changing our corner of the world!

### Dr Stephen Smith - CEO/Principal



## Fresh Hope Youth / Young Adults - Youth Vision NSW



Throughout 2011 and 2012 Youth Vision NSW has sought to focus on developing effective pathways for the development of the next generation of Spiritual Leaders across our movement as well as supporting, networking and resourcing those ministering to youth and young adults. It is an exciting time to be involved in building into young men and women who are passionate about living a life of Kingdom Influence.

UPRISING is a camp focused on developing leadership capacity in students in years 10-12 and took place in July. It was an exciting initiative as around 30 young leaders gathered with their youth pastors to be inspired and equipped over 4 days of intense leadership, character and skill development. It was a highlight to see young people begin to capture a vision of kingdom influence that is beyond themselves and how God might use them.

The first year of IMPART launched in January 2012 with 15 young leaders from across the State. It has been incredible working alongside John Crowther in shaping this course and the input the students would receive. It was a pleasure to be able to teach some of the course work as well as engage in life with these young leaders - their maturity, growth and capacity as current and future leaders across our movement is encouraging. I believe that IMPART is one of the most comprehensive and holistic spiritual leadership development programs available and would highly recommend every church seek young men and women within their family to be involved in the future.

Again in 2012 I had the pleasure of running 'Shift m2M' for a group of our youth pastors over 4 retreats. 5 youth pastors along with 3 facilitators met throughout the year digging into the life of Christ and his priority of building multiplying disciples, and wrestling with what a movement of multiplying disciples might look like in our own church contexts and youth ministries.

MERGE in 2012 gathered together young adults from across the State to be inspired about resonating the mission and heart of Jesus in our World. About 90 young adults attended the retreat at The Tops. Thanks to Dean Eaton and Matt Anslow for their input and challenge to a generation that the church often fails to engage.



DRASTIC in October 2011 was incredible. There was not a spare bed and floor space was at a premium as we saw our largest numbers yet - 170+. What an inspiring week it was with youth from across NSW Churches of Christ getting together to passionately pursue a deeper relationship with God, and for many to encounter a life transforming relationship with Jesus for the first time. A huge "thank you" to all the leaders who made this possible, especially Alasdair MacDougall who took on the coordinating role in my absence.

FUSE continued to see youth ministries from across Sydney gather for nights of passionate worship and challenging teaching. Alex Murfet has been instrumental in the development and creative organization of FUSE throughout 2011-2012. His leadership has seen FUSE spread to two events each term gathering youth ministries in both Southern Sydney and the Northwest.

February 2012 saw us partnering with National Council of Churches "Safe Churches Training Agreement" in offering a training on the often difficult mine-field of 'working with children guidelines and policies'. There was a huge response to the two workshops in Coffs Harbour and also at the Rhodes headquarters. This is vital training and equipping for all our churches.

The opportunities to travel around the State and meet with youth pastors and key leaders throughout our Churches in 2011 and 2012 have been a great joy. These relationships are such a privilege to be a part of and invest in. It is exciting to meet with those who are committing themselves to the transformation of a generation of youth and ensuring that our churches are not missing the next generation.

If I haven't had an opportunity to visit your church and youth team please let me know- it would be great to partner further with you.



**Steve Hodgson**  
**Fresh Hope Youth/Young Adults**  
**Youth Vision NSW**



## Council of Churches of Christ



The Council of Churches of Christ in Australia (CCCA) continues to work toward developing itself in line with the aim of facilitating, empowering, resourcing, networking and serving the churches, the State Conferences and the national agencies that make up our Movement.

We have been involved in facilitating conversations about change through the invitation of our Indigenous brothers and sisters via the Australian Churches of Christ Indigenous Ministries (ACCIM), and have worked in conjunction with Global Mission Partners (GMP) to network and facilitate a change to the way we engage in Indigenous ministry. We are excited about the future of Indigenous ministry as it goes forward.

We also facilitated a conversation in July 2012 between Indigenous leaders from within our Movement and hosted the subsequent event. This gave the opportunity for those leaders to network and connect, and enabled the CCCA to have a broader understanding of Indigenous issues from the perspective of those leaders.

Networking has continued to produce value for our churches. Our national insurance program is running smoothly and some of our State Conferences have combined to resource our churches with a Church Treasurer's handbook. We were also able to sign a new M.O.U. with the Church of Christ in Thailand, which will enable UNOH and GMP to continue working there in a warm partnership with the CCT.

We have continued to produce resources to help our churches to wrestle with what it means to be Churches of Christ in Australia in the twenty-first century, with our emphasis this year being on Christ Alone: No Creed but Christ. In late November, we also released a resource that focused on women in ministry (Telling our Story: Women in Ministry) and the need we have for more women to be encouraged to enter into ministry in our Churches. These resources are free, and are meant to be conversation starters.

We have continued to be engaged in public policy, having signed a joint statement on Asylum Seeker policy, which called for a more compassionate response to those fleeing intolerable situations; we also joined the anti-human slavery group Stop the Traffik and continue to participate in the ecumenical Australian Churches Gambling Taskforce. We are pleased that as a Movement we can engage in serious issues with a united voice.

On a personal note, this is my last report. I have enjoyed my time in what was an experimental role, and have especially appreciated the support I have received from many of you.

**Craig Brown - Federal Coordinator – Churches of Christ in Australia**

## Global Mission Partners

Global Mission Partners is working with ministries that take the real needs of people seriously and seek to meet them practically and spiritually.



'Life Changing Partnerships' is our new tagline that accompanies the new GMP Logo. These changes, along with our new website set the direction and tone for GMP into the future. We look to work with God in changing lives in every way. Through face-to-face discussion and on line reflections 'Life Changing Partnerships' resonated with all involved.

The situation of each of our partners varies widely but in every case there is a unique opportunity for us as Churches of Christ across Australia to add resources, skills and encouragement that our partners could not otherwise access. In this way, the good news of Jesus is spread in word and in deed. For taxation purposes we have split our work into two separate funds - a Church Partnership Fund and Churches of Christ Overseas Aid (COCOA).

Through the Church Development Fund GMP invests in the development and health of local churches. The priorities identified by our overseas partners determine what we do so support from churches in Australia and their ministries helps churches grow, become more effective, and do so in a way that is meaningful and appropriate in the local culture.

COCOA projects begin with GMP listening to the aspirations of our partners and of the poor communities that they are working with. We then work with our partners to design programs that local people manage while COCOA provides vital resources, skills, infrastructure, training and capacity building.

The ministry of GMP is generously supported but there is always more to be done. This means that the Board and staff are always working to ensure that resources are deployed in the best possible ways to grow God's Kingdom. Assisting on the board this year is: Craig Brown (Churches of Christ in Australia), Gordon Buxton (NSW), Diana Catts (NSW), Rod Cousins (Chair, WA), John Gilmore (Executive Director), Stephen Schmaal (SA), Daryll Telfer (SA), Emily Thompson (WA), Roger Bawden (Qld), Penny Galbraith (Vic) and Doug Walladge (SA).

### 2011-2012 highlights

- We have welcomed into partnership the **Bandarban Hills Churches of Christ, Bangladesh and the Christian Church – Churches of Christ, Indonesia**. Both partnerships have developed from relationships with people in Australia. Their settings are very different, but they share a church planting heartbeat and a desire to reach out in the name of Jesus Christ.
- Our programs in **South Sudan** have expanded rapidly and there is increasing interest in them in Australia. Steve Blacket, the South Sudan Program Director is based in Juba. He moved from a volunteer role to a staff role and the response from people and churches is exciting. Partnerships have developed through contacts with South Sudanese in Australia.
- A record amount of financial support was provided to **Zimbabwe** in the last financial year. This means that at KCV another house was completed, and funding provided for a water reservoir, sports facilities and an all-weather road. COCOA was also able to increase the number of bore-holes dug and fitted. Through the Church Partnership Fund we have begun to support student Pastors at the Zimbabwe Christian College with fees and a daily living allowance.
- There is increased enthusiasm from churches for more **direct participation** in the activities of Global Mission. The GMP team receive regular requests to meet with mission committees and churches that are keen to develop a global mission commitment. This increased interest is reflected in a greater number of churches also undertaking short-term mission activities. Several churches have also entered into long-term partnerships with churches or ministries overseas and have visited their partners and adopted projects to strengthen what is being done.
- GMP launched its **Church to Church Partnership Program**, and it is encouraging to see the number of churches taking this up. Partnerships are possible in most of GMP's partners' settings. In some the partnership may not include face to face contact due to restrictions and matters associated with travel. The primary purpose of these partnerships is not what they do for the Australian church involved; it is what we do in grace and encouragement for our overseas partners.
- Our work with **Youth and Young Adults** has grown with a group attending the Voices for Justice conference in Canberra in September 2011 for the first time and "The Mission Commitment" inviting young people to explore their call to mission through practical experiences and learning over a year for the first time.

- **Short-term Mission Teams** are an important way for people to experience the work of GMP. We have seen the benefit to local overseas settings when churches in Australia encourage, pray, give and visit. These partnerships are not always easy. There are times when communication is difficult. This may not simply be because of technology – it may be due to local people overseas not being comfortable talking to a stranger over the phone.
- More and more churches are taking the initiative to promote **COCOA** through selling the cards from the catalogue on a stall and the range of Bright Solutions products is growing and the demand from churches is increasing.
- GMP continues to be in a **sound financial position**. We benefit from the strong Australian dollar and we have been able to achieve more as a result.
- Heartfelt Hope a ministry of Forster-Tuncurry Church, joined GMP as a project partner for health work in Uganda.
- **Staffing at GMP** is central to our effectiveness. We are a National Ministry serving more than 440 local churches in Australia, and may more overseas. During the year we welcomed Melinda Baker into the Adelaide operations team.
- In NSW Elle-Laura Styles joined **GMP** as an intern while she took part in the Impart course. Elle has contributed an enormous amount including introducing Khayelihle Children’s Village in Zimbabwe to the FUSE crowd and beginning a network of young people passionate about mission. With Mitch Kay in Victoria and an intern emerging in Queensland we look forward to what God will do as the three states network together to encourage mission.
- John Dean (Vietnam), Fiona Briers (Vietnam), Steve Blackett (enroute to South Sudan) and Heri Susanto (Indonesia) visited churches around Australia and Heri was the speaker at our Annual Celebration of Mission. The Navigate students visited the college where Heri teaches in Indonesia home and learned a lot by partnering with the church planting students there.

### Get In Partnership!

In Partnership is not only our monthly newsletter but the relationship we want every church to be in! There are many opportunities in global mission that your church can be involved in whatever its size and shape.

Please contact the GMP office ([info@inpartnership.org.au](mailto:info@inpartnership.org.au)) or Colin Scott ([colin@gmp.org.au](mailto:colin@gmp.org.au)) at the Fresh Hope Office to explore the possibilities.

More information, including the full Annual Report and Audited Financial Statements, can be down loaded from our website [www.inpartnership.org.au](http://www.inpartnership.org.au).

### John Gilmore - Executive Director



## Australian Churches of Christ Indigenous Ministries



The future for the ministry of the Australian Churches of Christ with the Australian Aboriginal Community is strong. All Australian Churches of Christ Indigenous Ministries Inc (ACCIM) ministries continue to seek to make the grace of God real to Indigenous people in Western Australia, South Australia, Victoria and New South Wales. This work includes community outreach in Dareton (NSW), work with young adults in Port Hedland (WA), care for people in need in Albury and Tamworth (NSW), ministry in town settings in Bunbury and Port Hedland (WA) and other ministries in Ceduna (SA) and Norseman (WA). In these settings and in other places ACCIM staff guide and support their churches and make the grace of Christ real to people.

Very often the communities being reached are subject to change as people arrive and leave. The needs of people are great and the opportunities for ministry are even greater. Sonny Graham (Norseman, WA), Luke and Natarsha Bell (Port Hedland, WA) and Darren Wighton (Albury, NSW) understand the size of need and the opportunities for ministry that are present. They and other ACCIM staff share a deep desire to communicate the love and grace of God in the settings where they live and serve.

The past 18 months has been a time of transition for ACCIM. There have been a number of challenges behind the scenes. The ACCIM Board has continued to meet and during the year expressed its appreciation to Max Wright who concluded as ACCIM Chair after many years in the position. Justin Dhu was elected as Chair of the Board. Philip Moncrieff resigned as Executive Director and Justin Dhu, the ACCIM Board Chair, appointed as Interim Executive Director.

In partnership with the Council of Churches of Christ in Australia the ACCIM Board decided that a new direction for Indigenous Ministry was needed. This decision was made with the prayerful hope that God's guidance would lead to a new way of working; one that honours the 70 years of history and the commitment of staff and churches, so that the focus of the future ministry will continue to be Indigenous People, urban and rural. A group of emerging Indigenous leaders met in Adelaide as part of the transition process, including continuing to move from a mission era to a church era. The group recognises that this shift will mean significant changes in the way ministry is carried out. In this meeting there was a strong focus on the need for greater networking and opportunities to share skills, and to grow together through coming together.

The ACCIM Board unanimously accepted an offer by the Australian Churches of Christ Global Mission Partners (GMP) to launch a new ministry with and among Australian Indigenous People. ACCIM is in the process of closing and its assets will be transferred to GMP to make this new ministry possible. This new direction brings opportunities to consolidate reserves and to integrate the ACCIM and GMP ministries by sharing office and administration systems and implementing a new focus for Indigenous work.

At the core of the proposal is an Indigenous Board of Reference. Dreams and directions for the future will be set by this Board, within the policies and parameters agreed to by the GMP Board.

To achieve this future will require courage and trust. Some property is to be sold, and the proceeds invested to provide financial support for the future. ACCIM continues to have investments that support its work, although the past year has been difficult financially. This difficulty is being addressed in the process of transition currently underway. Giving, encouragement and prayer support is needed. ACCIM staff faces a period of uncertainty as the transition continues.

We pay tribute to and give thanks for Claire Stephens, who following her official retirement has continued to be the finance and administration person for ACCIM. Don and other members of their family have supported her in this volunteer role. Laurie Errington has continued to look after ACCIM property matters and has now concluded as well. We thank him for his years of service. Others, including Avon and Deslee Moyle, have also made important contributions in this time of transition.

### ACCIM Board Members

Greg Little, Justin Dhu (Chair), Sonny Graham, Natarsha Bell, Barry Ryall, and Tania Watson (WA), Max Wright and Brian Phelps, Craig Brown (Council of Churches of Christ in Australia), John Crowther (NSW), John Saulo and Paul Cameron (Vic)

**Justin Dhu** Chair - ACCIM Board

**John Gilmore** - Executive Director GMP

## Australian Committee World Convention Church of Christ

**Global Gathering.** The 16th gathering of the Campbell Stone Movement was held in Goiania, Brazil from 25 to 28 July 2012. Registrations outside of Brazil were disappointing with only 200 non Brazilians but approx. 3500 from Brazil. The Australian Dinner was held on the first night at the hotel where most of us were staying and was enjoyed by all – some said it was the best Australian dinner they have had prior to Convention. There were 46 Australian registrations with 41 attending. The meeting had to be transferred to the Igreja de Cristo Church at fairly short notice but the change was for the better. The Church had amazing facilities and seating for 5000 in the main auditorium. The worship was arranged by Ken Young from Texas (previously Nashville) with his vocal group and choirs of local Brazilians. Singing was all bilingual at the same time as were the speakers and class teachers. The Brazilian church is vibrant and made up of mostly young people who are very alive and active in their worship. The people were very welcoming and openly embraced their guests from countries outside of Brazil. Plenary speakers included both men and women from USA, New Zealand, Korea, Mexico, Australia, Ghana, Zimbabwe and Portugal. B J Mpofu led the communion service on the Saturday night. Classes were held during the day and were well attended. Australians leading those groups were John Gilmore, Craig Brown and Merrill Kitchen. Marj Dredge spoke at the Women’s meeting.

The (World Convention Hosts 2016 made a presentation in promoting the next Gathering in Seoul.

The Board had made the decision to limit the number of Citations to three for significant contribution to the church and community. Merrill Kitchen was awarded the Grace and Garfield Todd award for which I had the privilege of presenting. It came as a complete surprise to Merrill.

The Brazilian pastor who acted as interpreter for Merrill invited all the Aussies, some NZ’s and some Americans to his church on the Sunday night. They sent buses to pick us up and welcomed us so warmly. For some of us it was the highlight of our time in Goiania. Gary Holloway was the speaker at that service. We were hosted to a lovely supper of the local fare in the Church courtyard and all given a cap with their Church’s logo on the front.

**Tours.** We had 27 in our group pre and post Convention. Two concluded after Convention and two joined us for the second part. For most of us we had 15 flights, 3 train journeys, a whole day cruising on Lake Titicaca, bus tours in most cities and walked many kilometres. Due to an impending strike in Peru we were evacuated out of Peru early evening for a long bus ride to Bolivia. We felt like refugees fleeing across no mans land at the border in the dark! The high altitude had some effect on most but were able to cope by drinking lots of cocoa tea and water. There were a few who needed to seek medical treatment for dysentery but fortunately were able to continue on the journey. A part of our tour package included complementary medical assistance while in Peru. Overall it was a great adventure and so different from previous World Convention Tours.

### **Future of ACWCCC.**

It has become quite difficult to encourage new and younger ones to take an interest in World Convention. Most of our present committee are retiring and it has been difficult to recruit new interested members. I see World Convention as being a Global Mission of our Movement and I have had some discussion with John Gilmore with the possibility of taking it under their umbrella. GMP have a very broad data base and would be able to promote the ministry of World Convention better than we have done in the past. Currently we have three Australian Board members who were initially endorsed by National Council. In talking to John he would like to see a representative of GMP as a member rather than himself.

A meeting of the Committee on 17 October resolved ‘that the responsibility of ACWCCC namely promotion of the ministry of World Convention and promotion of global gathering and the organisation of tours, be managed by Global Mission Partners. The shape that this will take is to be clarified after the special Board meeting of World Convention to be held in Nashville, Tennessee in April 2013 and that GMP appoint a representative as a World Convention Board member’.

Further consultations with GMP will continue in coming months.

**Trevor Banks - Chair**

**Bruce Greig - Secretary**

**Harold Hayward - NSW Member**



## **Stirling College**

Things have been good at Stirling over the past year. Enrolments are up eight percent on 2011, which was up eight percent on 2010. Significantly the quality of students enrolling is good with many headed towards vocational ministry. The shift is towards part-time studies and many students are already active in a ministry placement through their own church or agency.

During second semester 2011 Dr Rick Lewis was commissioned to produce a report on Stirling's ministry formation process. Dr Lewis' report to the Board was well received and led into a major summit in February 2012. The summit agreed on seven foundational commitments that Stirling should aim to see demonstrated in the lives of people who we form for leadership, mission and ministry. They are:

- An understanding and pursuit of a life of enthusiastic discipleship in Christ which is demonstrated through love, faith, hope and justice
- A commitment to the formation of others as disciples of Christ
- A life-long commitment to ongoing grounded formation in Christian Scripture
- An ability to consistently function as mature servant leaders
- Skill in reflective missional practice in an individual's chosen field of service
- A life-long commitment to serve as active members of contextual Christian churches and missional faith communities
- A commitment to seeing vocation as ministry in all people

These seven commitments have formed the foundation of the 2012-2015 Strategic Plan, which was ratified by the Board in August 2012.

## **MCD University of Divinity**

On January 1st 2012 the century old Melbourne College of Divinity became MCD University of Divinity. This is Australia's first university of specialization and significantly is a major ecumenical realization being represented by Christian churches that include: Anglican, Baptist, Churches of Christ, Coptic Orthodox, Lutheran, Roman Catholic, Salvation Army and Uniting.

## **2012 International Connections**

In January Dr Andrew Menzies participated in the formation of the International Society for Urban Mission in Bangkok. In February Dr Merryl Blair taught at Northrise University, Zambia (a university founded by Stirling alumni Dr Moffat Zimba). In June Dr Alan Niven presented in the UK and Wales at an international symposium on pastoral care. In July Dr Andrew Menzies presented at the Global Gathering of World Convention in Goiania, Brazil. In November Dr Stephen Curkpatrick teaches two full classes in Salatiga, Java.

## **EAST Alliance**

On 1st October 2012 the Stirling Board unanimously voted to form the EAST Alliance with Tabor College Victoria. Essentially EAST allows for effective operations at Mulgrave (reception, library, signage, IT, administration, communications, etc); quality can be improved; the diversity of programs can be substantially increased; partnerships with Christian organisations can be expanded; a strategic plan for the property can be developed in line with the strategic plan and, importantly, Christian unity can be demonstrated and experienced. Practically, Stirling is still the national Churches of Christ theological college; it still owns the property at 44-60 Jacksons Road Mulgrave and is still a RTI of MCD University of Divinity.

**Dr Andrew Menzies - Principal**

**John Sharpe - Board Chairperson**

# Ministers' and Employees' Benefits Scheme

## Highlights during 2011/2012

During 2011/2012 the transition from the old Provident Fund structure and name was completed. All activities and assets of the Provident Fund have been transferred to the Ministers' and Employees' Benefits Scheme (MEBS), which is a service of Churches of Christ in Australia.

The new MEBS website has gone online at [www.cofcaustralia.org/mebs](http://www.cofcaustralia.org/mebs). This has increased the visibility of MEBS to churches and members. The website provides information on the operation of MEBS and also allows treasurers and members to download standard forms directly.

In January 2012 an option to pay annual contributions by EFT was added. This enabled many churches to transfer funds more quickly and in a convenient way.

The MEBS Committee has approved a policy clarifying the treatment of superannuation. Superannuation is not to be included in contribution amounts paid by employers, and superannuation is not to be included in the expenses to be claimed by employers to reimburse long service leave.

During the 2011/2012 year MEBS began a focus on following up ministers within Churches of Christ who are not yet members. The follow up process is being done jointly by the various State Offices and the MEBS administrator.

The distribution rate to members this year of 5.95% p.a. has been received very positively, and is a confirmation of the conservative investment policy that is in place.

## MEMBERSHIP MOVEMENT FOR THE PERIOD 1/07/11 – 30/06/12

The movements in membership numbers from 1 July 2011 – 30 June 2012 are set out below.

	TOTAL	MOVEMENTS TO 30/06/12		TOTAL
	01/07/11	Entrants	Exits	30/06/12
LSL Members	693	54	56	691

## Key Statistics

Year	Membership as at 30 June	Distribution Rate	Net Assets \$	Memorial Fund \$
05/06	693	6.3%	5,337,502	138,929.40
06/07	728	7.78%	5,717,649	149,143.06
07/08	734	8.11%	5,853,706	159,215.71
08/09	692	6.17%	5,845,593	149,066.36
09/10	696	4.81%	5,960,982	154,236.20
10/11	693	6.41%	6,268,495	160,122.04
11/12	691	5.95%	6,275,802	157,673.41

## BENEFITS PAID:

For the period from 1 July 2011 to 30 June 2012 there have been various benefits paid for long service leave totalling \$971,088. Additional benefits of \$4,000 (in two payments) to assist ministers in financial hardship, and \$8,000.00 (in four payments) to assist with the funeral expenses of ministers were paid.

**Peter Cranna - MEBS - Secretary/Administrator**

## Corporate Services

The Corporate Services team was formed in 2009 and brought together the functions of Payroll, Human Resources, Occupational Health & Safety, Strategic Contracts & Assets, Information Technology and Finance, with a mandate to provide services right across Fresh Hope activities.

In mid-2011 Ministry Services was added to this group, and a new Manager (Peter Cipollone) and Assistant Manager (Dave Crocker) were appointed. These appointments added valuable skills to the team in Property Management and Communication respectively.

In January 2012, an HR Manager (John Favaloro) was recruited to lead the HR team, now expanded to include Payroll and Work Health & Safety. This appointment provides the capability and structure to meet our strategic HR objectives. A full-time HR Assistant was added in May 2012 to cope with the workload generated by a growing workforce and to assist with various improvement projects. This team now manages all of the services that relate to our large workforce.

An Information Technology tender was completed in late FY12 with the incumbent (Daraco) winning an expanded role as our outsourced IT department. This not only confirmed our IT service provider but also brought a \$250k upgrade to hardware and software, and resolved issues such as connection speeds, data security and disaster recovery. Chris Shen was promoted to IT Manager with effect from July 2012.

The Finance and Contracts & Assets teams enjoyed some welcome stability during the FY12 with some improvements achieved in AP efficiency, and absorbing the added responsibility of fleet management.

A Finance “Change Agenda” developed in June 2012 resulted in the promotion of Nirajah Mahendra as Finance Manager from July 2012 in order to provide improved leadership to this vital area. A part-time Procurement Officer will be recruited to replace part of Nirajah’s previous role.

An Audit Committee was appointed by Conference Executive. It conducted a selective tender process for external auditor, which led to a change from PWC to KPMG for the FY12.

A review of banking arrangements led to the change to Corporate Cards and Nab Connect in order to provide greater functionality and efficiency.

FY12 also saw a wide range of improvements in procedures and processes. The Customer Satisfaction Survey in December 2011 confirmed the high level of satisfaction of customers and the areas where further improvements were sought.

Significant effort was made during the FY12 to build teamwork across the people that work in Corporate Services. This included regular monthly meetings, as well as a FreSHef team challenge in one of our aged care facilities, which was a lot of fun.

Our plans for FY13 include:

- Formation of an Investment Committee and tender for investment advisor
- New fresh hope website and improved communication strategies
- Improved management of Conference owned properties
- Improved resources / guides for affiliated churches (e.g. Treasurers handbook)
- Improved HR policies, systems and procedures
- Upgraded PayGlobal HR / Payroll software to Exolvo
- Better management of workers compensation and safety
- Upgrade key business systems and introduce Zap financial reporting tool
- Improved financial reporting and analysis, and introduction of forecasting
- Day 5 financial reports for managers
- Procurement tenders and related process improvements

**Max Hopkins - Director Corporate Services**



The Conference Day commenced with the worship team from Ecclesia Mission-Castle Hill. Steve Hodgson, Youth/Young Adults Ministry Leader was emcee and opened the day in prayer.

### **WELCOME**

Conference Executive's President, Ken Bond expressed what a privilege it has been to represent the Conference of Churches of Christ in NSW over the past two years. Ken chaired the Annual General Meeting beginning with prayer.

### **FORMAL APOLOGIES**

Kingsford Church (Family Camp)

The following apologies were noted:

Ian & Helen Allen (Katoomba Lighthouse)

Rob Allen (Injury) (Lismore Church of Christ)

Bathurst Church of Christ

Judith & Arthur Cayzer (Castle Hill Community)

Pam Clapshaw (PSU Coordinator)

Wayne Coady (Dubbo Community Church)

John & Mark Curtis (Broken Hill Church of Christ)

Brian Dixon (Eden Church of Christ)

In Memoriam – the late Bronwen Dixon

Peter Holt (Liberty Church of Christ, Greenacre)

Kingsford Church of Christ (Church Family Retreat Weekend)

Jay Jay Meyer (Tweed Heads Coolangatta Church of Christ)

John Shuttleworth (Orange Church of Christ)

Ben & Helen Betz (Forster Tuncurry Church of Christ)

### **NOTICES OF MOTION ARE VOTED BY A SHOW OF HANDS UNLESS NOTED BY BALLOT**

#### **Notice of Motion 1**

“That the minutes of the Annual Conference of Churches of Christ in NSW held 21 May 2011 as printed and circulated in the Annual Report 2010/2011, be adopted as a true and accurate record of that meeting.”

MOVED: John Dicker, Hurstville Church of Christ

SECONDED: Dennis Nutt, Liberty Church of Christ - Greenacre

Motion CARRIED by majority.

#### **Notice of Motion 2**

“That the Annual Financial Reports 2010/2011 as printed and circulated in the Annual Report 2010/2011 be adopted.”

MOVED: Neil Preston, ICentral316

SECONDED: Bill Smart, Castle Hill Community Church

Motion CARRIED by majority.

#### **Notice of Motion 3**

“That KPMG be appointed the auditors of the accounts of Churches of Christ in NSW for the financial year 2011/2012.”

MOVED: Wayne Morris, Southern Illawarra Church of Christ

SECONDED: Alison Bond, Southern Illawarra Church of Christ

Motion CARRIED by majority.

#### **Notice of Motion 4**

“That on the recommendation of Conference Executive, the following remuneration schedule be adopted as the recommended minimum salary for ministers in 2012/2013, to come into effect from the first full pay period in July 2012.”

1. That the salary component be increased to \$851.00 per week.

2. That the housing component be increased to \$376.00 per week.

3. That the car component be increased to \$170.00 per week.

Andrew Ball further advised there is a 4 page explanatory note available for Treasurers on the remuneration recommendations. Two changes of note to the remuneration recommendation were highlighted. The first change is the effective date of increase to 1<sup>st</sup> of July which aligns with the financial year. The second change is the overall 5% increase now includes annual leave loadings.

The Conference was advised these recommendations have been benchmarked with other denominations within the state and nationally.

There will be further data sent out to Church Treasurers later this year along with a survey.

MOVED: Allan Blyth, Burwood Church of Christ

SECONDED: Norman Newbon, Northside Community Church

There was a clarification question regarding remuneration now including leave loading which was confirmed as correct. It was further clarified that the rate recommendation is above CPI to compensate for leave loading. Max Hopkins was introduced to the assembly if any other questions arise following this annual general meeting.

Motion CARRIED by majority.

#### **Notice of Motion 5**

“On the recommendation of Conference Executive, Andrew Ball’s contract as Executive Ministry Director be extended for an additional 3 years beyond 1<sup>st</sup> February 2013. This would extend his contract to 1<sup>st</sup> Feb 2016.”

Peter Davidson, Conference Executive Member spoke on Andrew’s recent performance review and his passion for the Transformational Church. He further highlighted that general engagement levels for churches and pastors have increased greatly since Andrew has taken on the Executive Ministry Director role. Andrew’s spiritual leadership is recognised by the wider Christian movement outside of Churches of Christ and outside Australia.

MOVED: Peter Davidson, Castle Hill Community Church

SECONDED: Neil Preston, ICentral316

Stephen Toomey, Conference Executive Member also spoke in support of this motion. “Andrew’s depth and breadth of ministry continue to bless this Conference and we wish to bless Andrew for his life among us.”

Motion CARRIED unanimously with clapping.

Andrew thanked everyone for their support of his ministry and introduced the following new staff members:

Taksan Scott, CareWorks Administration Officer

John Favalaro, Human Resources Manager

Peter Cipollone, Manager Ministry Service

Jessica Clements, Administration Assistant

Dave Crocker, Assistant Manager Ministry Services

Dean Eaton, Director Church Transformation and Evangelism

Dean spoke briefly on his pursuit of Churches of Christ ministry and his excitement for his new role as Director of Church Transformation and Evangelism.

Ken Bond prayed for the new staff members.

#### **NOTICES OF MOTION VOTED BY BALLOT PAPER**

Neil Cowdery of North Turramurra Church of Christ was the Returning Officer for the voting required by ballot.

#### **Notice of Motion 7 (By ballot paper)**

“That Stephen Toomey be elected to the position of Conference President for the Conference year 2012/2013.”

Result: ELECTED by majority.

#### **Notice of Motion 8 (By ballot paper)**

“That Ian Allen, Andrew Berthelsen, Kenneth Bond, Raymond Cheal, Peter Davidson, Catherine Kleemann, Sue Morgan, and Victor Tee be elected to Conference Executive for the Conference year 2012/2013.”

Result: ELECTED by majority.

#### **CLOSE**

The business session closed at 1:41 pm.

#### **Ken Bond, Conference President**

## Churches of Christ in NSW - Financial Report

This financial report includes a separate page for each of the Fresh Hope reporting entities, being Conference Executive, Community Care & Property Trust. Each page shows in summary form what we earned and spent, and what we own and owed. In this way we can highlight the key changes and results. The detailed financial reports for each of these entities are available in the members section of our Fresh Hope web site. ([www.freshhope.org.au](http://www.freshhope.org.au))

### Conference Executive

Net Assets of \$15.3m includes \$6.7m in property, plant & equipment and \$8.3m in investments. Unrealised investment losses of \$0.8m during the year led to an overall deficit of \$0.9m.

### Community Care

The net surplus for the 2012 financial year of \$0.6m was after unrealised investment losses of \$3.3m. The surplus in the previous year of \$10.1m included \$3.2m in unrealised gains. Increases in costs (mainly staff, workers compensation and property & maintenance) also reduced the surplus.

Operating income at Living Care, The Tops and Careworks all showed steady increases. The addition of The Glen Residential Care Centre at Batemans Bay, and the new Acacia facility at The Tops will add welcome additional capacity in the coming year.

The purchase of The Glen for \$20m brought a near-new 90 bed facility into our group. Vendor finance helped to reduce the cash outflow for this purchase. The construction of the \$6m Acacia facility at The Tops brings this venue up with the very best in Australia.

Liquidity for the year was improved by \$8m in additional accommodation bonds which, along with the operating cash flows, helped finance The Glen purchase.

Net assets of \$100m includes property, plant & equipment of \$87m and goodwill of \$13m. Cash and investments of \$95m cover all liabilities. This continues to be a strong position.

### Property Trust

The Property Trust financial report shows an increase in the funds deposited by churches, individuals and by associated ministries, as well as improved loan repayments by churches & ministers. The increase in funds under management has been offset by a drop in interest rates leaving a net surplus for the year of \$0.26m which is similar to the previous year.

### Looking ahead

Strong balance sheet and operating cash flows have provided the capacity to absorb market fluctuations. Portfolio gains in the previous year were eroded this year. The impact of the new Investment Committee and improved operating results should see a better year ahead. Aged care funding, workers compensation and staff costs continue to be areas of greater attention.

## Max Hopkins - Director Corporate Services

## Community Care

### We earned



### We spent



We earned			We spent		
	FY12	FY11		FY12	FY11
	\$ 000	\$ 000		\$ 000	\$ 000
Fees & charges	19,642	18,685	Staff costs	35,921	32,333
Retentions	2,005	1,534	Workers compensation	2,936	1,163
Government subsidies	28,454	27,269	Care	1,728	1,553
Government grants	5,039	4,378	Catering	2,540	2,464
Dividends received	4,212	4,043	Cleaning & laundry	921	795
Interest income	2,356	2,269	Property & maintenance	3,922	2,951
Unrealised gains on financial assets	-	3,181	Unrealised loss on financial assets	3,328	-
Other income	1,037	820	Depreciation	4,196	4,076
<b>Total income</b>	<b>62,745</b>	<b>62,179</b>	Other expenses	6,606	6,771
<b>Net surplus</b>	<b>\$647</b>	<b>\$10,073</b>	<b>Total expenditure</b>	<b>62,098</b>	<b>52,106</b>

Community Care recorded a net surplus of \$647,301 during the 2012 financial year. This surplus was mainly from Living Care, as both The Tops and Careworks recorded close to break-even results.

The unrealised loss on shares of \$3,328,000 in FY12 was in stark contrast to the unrealised gain on shares of \$3,181,000 in FY11. The result before these unrealised gains / losses was a net surplus in FY12 of \$3,975,000 and a net surplus in FY11 of \$6,892,000 (a decline of \$2,917,000). This includes an increase in income of \$3.8m (6.4%) and an increase in expenses of \$6.7m (12.8%).

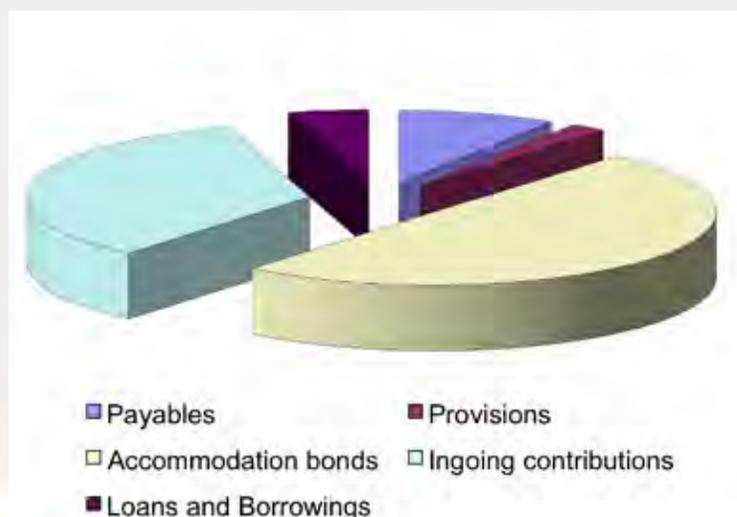
Income has increased due to higher activity in all income categories, including fees, grants and subsidies. Expenses were up on last year by \$3.6m in staff costs, \$1.8m in workers compensation and \$1.0m in property and maintenance.

## Community Care

### We own



### We owe



We own			We owe		
	FY12	FY11		FY12	FY11
	\$ 000	\$ 000		\$ 000	\$ 000
Cash & deposits	10,153	9,934	Payables	8,664	5,908
Receivables	2,256	2,673	Provisions	1,985	1,668
Financial assets	68,705	71,566	Accommodation bonds	47,531	33,663
Investments	13,675	13,152	Ingoing contributions	32,799	32,585
Property, plant & equipment	87,530	65,361	Loans and Borrowings	4,398	-
Goodwill	13,198	10,720	Other liabilities	-	137
<b>Total assets</b>	<b>195,517</b>	<b>173,406</b>	<b>Total liabilities</b>	<b>95,377</b>	<b>73,961</b>
<b>Net assets</b>	<b>\$100,140</b>	<b>\$99,445</b>			

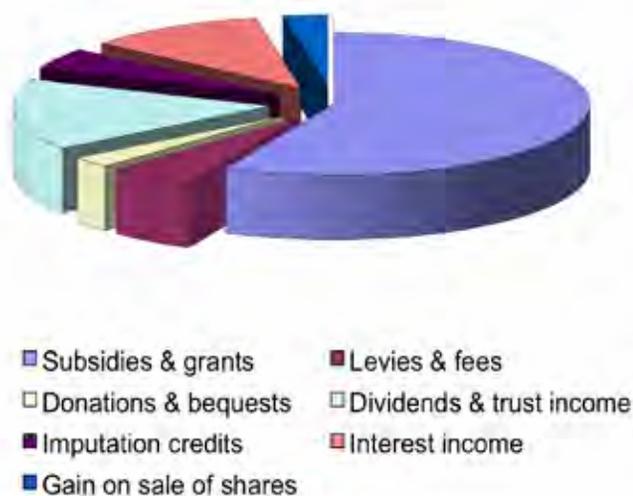
Living Care acquired The Glen Residential Care Centre (90 beds) at Bateman's Bay in June 2012 for \$20.5m. This transaction increased accommodation bonds by \$5.9m, vendor finance by \$4.4m, provisions by \$0.2m, and reduced cash by \$10.2m. Goodwill on acquisition was \$2.1m.

The Tops finalised construction of its new Acacia facility at a cost of \$6.1m. Dunmore House, a heritage listed property in Pendle Hill, became part of Fresh Hope Venues, and is being restored.

The carrying value of Financial Assets at year end was impacted by the \$3.3m in unrealised losses. Accommodation bonds increased by \$8.0m in addition to The Glen bonds through higher bonds received on resident changeovers.

## Conference Executive

### We earned



### We spent



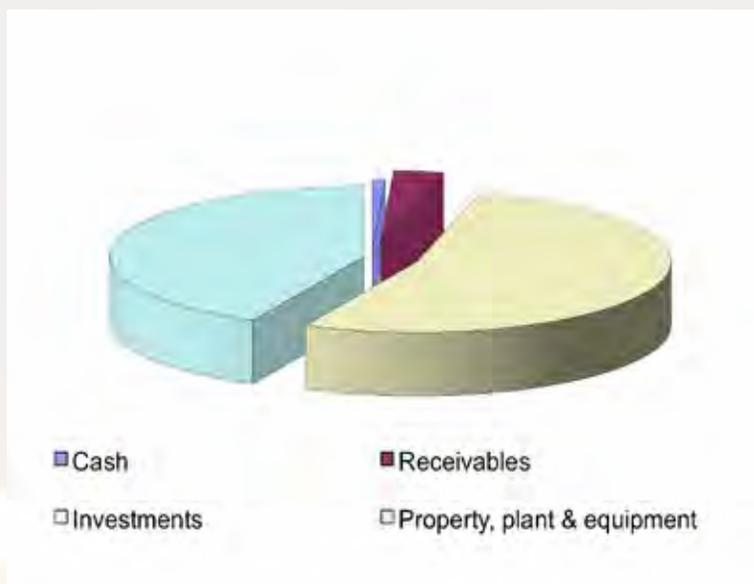
We earned			We spent		
	FY12	FY11		FY12	FY11
	\$ 000	\$ 000		\$ 000	\$ 000
Subsidies & grants	1,216	1,161	Wages & salaries	488	604
Levies & fees	117	144	Ministry support	781	785
Donations & bequests	54	165	Conference & retreat	162	228
Dividends & trust income	346	541	Administration	533	470
Imputation credits	102	203	Depreciation	135	125
Interest income	242	64	Investment management	54	64
Unrealised gain - shares	-	306	Unrealised loss - shares	776	-
Other income	179	2,978	Leasehold expense	82	93
Gain on sale of shares	60	-	Loss on sale of shares	-	205
			Other expenses	224	250
<b>Total income</b>	<b>2,316</b>	<b>5,562</b>	<b>Total expenditure</b>	<b>3,235</b>	<b>2,824</b>
<b>Net surplus (deficit)</b>	<b>-\$919</b>	<b>\$2,738</b>			

Conference Executive's result for the year ended 30 June 2012 was a net deficit of \$918,701. This followed the net surplus of \$2,738,399 in the previous year. However, the 2011 result was a net loss of \$196,601 before the recognition of \$2,935,000 in income to bring the Rockdale and Gilgandra properties to account.

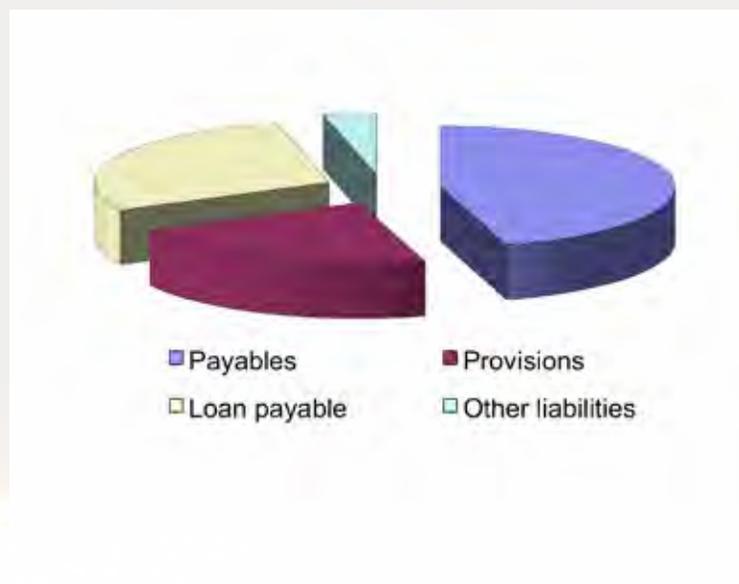
The unrealised loss on shares of \$776,000 in FY12 was in stark contrast to the unrealised gain on shares of \$306,000 in FY11. The result before these unrealised losses (and the \$2.9m asset recognition) was a net loss in FY12 of \$143,000 and a net loss in FY11 of \$503,000 (an improvement of \$360,000). This includes a reduction in income of only \$5,000 (0.2%) and a reduction in expenses of \$365,000 (12.9%). The gain / loss on sale of shares accounted for \$265,000 of this change in results.

The lower staff costs in FY12 were largely the result of positions that were vacant during the year.

**We own**



**We owe**



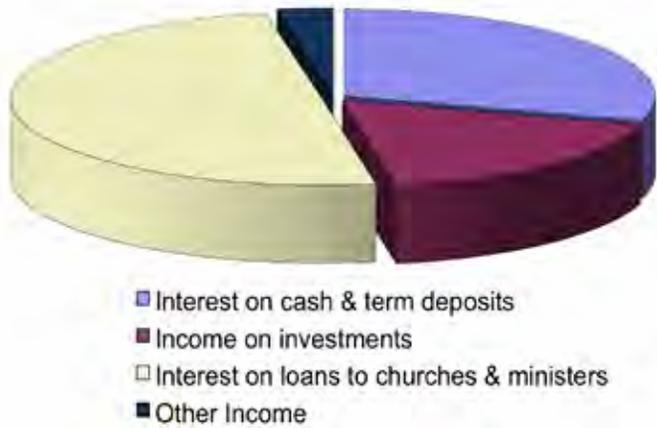
We own			We owe		
	FY12	FY11		FY12	FY11
	\$ 000	\$ 000		\$ 000	\$ 000
Cash	129	318	Payables	151	344
Receivables	497	535	Provisions	73	61
Investments	8,302	8,973	Loan payable	96	102
Property, plant & equipment	6,690	6,903	Other liabilities	12	17
<b>Total assets</b>	<b>15,618</b>	<b>16,729</b>	<b>Total liabilities</b>	<b>332</b>	<b>524</b>
<b>Net assets</b>	<b>\$15,286</b>	<b>\$16,205</b>			

Net assets of \$15,286,108 decreased by \$918,701 (5.7%) over the 2012 financial year, mainly due to the unrealised losses on the share market.

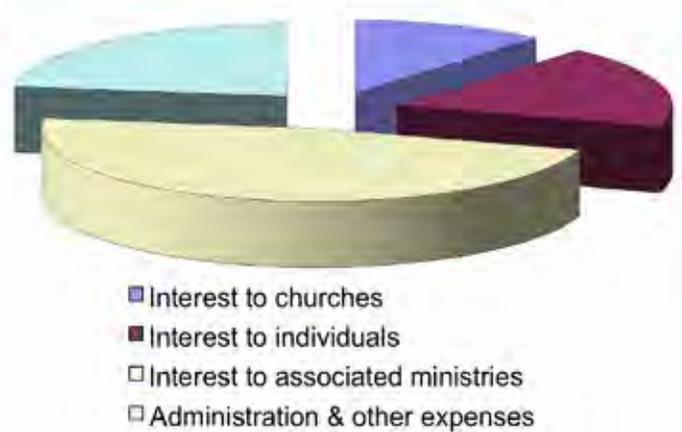
Total Assets decreased by \$1,111,000 and Total Liabilities decreased by \$192,000. The reduction in cash and in payables is due to earlier repayment of inter-entity payables. The loan payable relates to our Rockdale property, and will be repaid in FY13 when its fixed interest rate expires. The carrying value of investments is down due to the unrealised investment losses and share sales.

# Property Trust

## We earned



## We spent



We earned			We spent		
	FY12	FY11		FY12	FY11
	\$ 000	\$ 000		\$ 000	\$ 000
Interest on cash & term deposits	225	225	Interest to churches	57	58
Income on investments	133	143	Interest to individuals	92	92
Interest on loans to churches & ministers	378	332	Interest to associated ministries	237	250
Other Income	22	-	Administration & other expenses	114	16
<b>Total income</b>	<b>758</b>	<b>700</b>	<b>Total expenditure</b>	<b>500</b>	<b>416</b>
<b>Net surplus</b>	<b>\$258</b>	<b>\$284</b>			

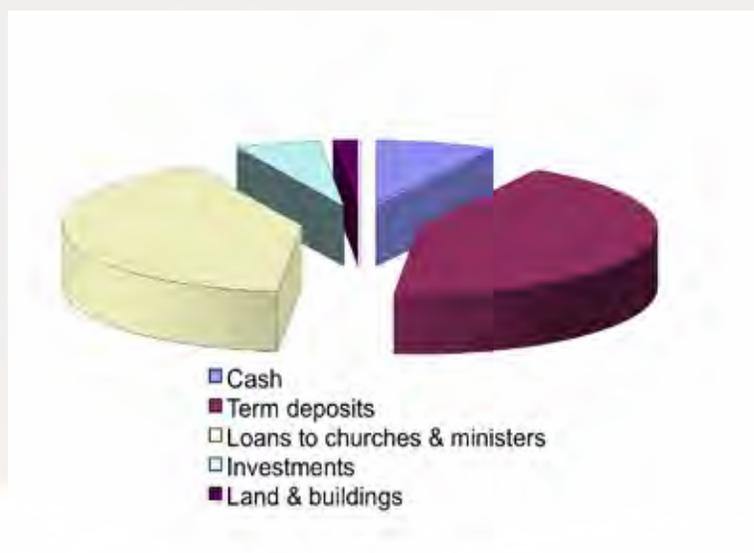
Property Trust recorded a surplus of \$257,439 for the year ended 30 June 2012 (2011: \$283,978).

Total Income was up \$58,000 (8.3%). This included a decrease in income from investments, term deposits & cash of \$10,000 (2.7%), reflecting a lower overall rate of return. However, interest from loans to churches & ministers increased by \$46,000 (13.8%). The other income of \$22,000 relates to the Marrickville properties owned by the Trust, including \$10,000 attributable to the prior year.

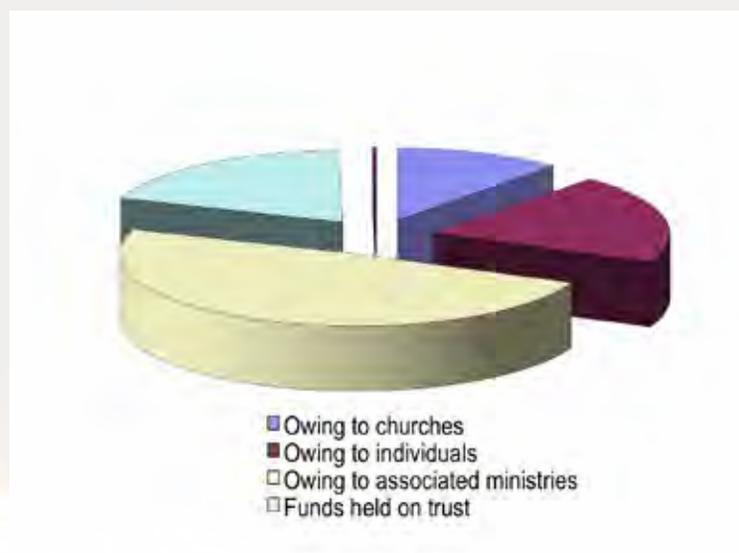
Total Expenses were up \$84,000 (20.2%). Interest paid to churches decreased by 2%, and interest paid to associated ministries decreased by 5%, reflecting the lower interest rate environment. Administration expenses increased by \$98,000 mainly due to salary expenses, rental outgoings for the Marrickville property, legal fees for title searches and insurance expenses.

## Property Trust

### We own



### We owe



We own			We owe		
	FY12	FY11		FY12	FY11
	\$ 000	\$ 000		\$ 000	\$ 000
Cash	1,221	637	Owing to churches	1,198	1,057
Term deposits	6,503	6,009	Owing to individuals	2,095	1,988
Loans to churches & ministers	6,130	6,346	Owing to associated ministries	5,104	4,882
Investments	862	957	Funds held on trust	2,013	1,989
Land & buildings	245	245	Accrued liabilities	26	10
Other Receivables	2	2			
<b>Total assets</b>	<b>14,963</b>	<b>14,196</b>	<b>Total liabilities</b>	<b>10,436</b>	<b>9,926</b>
<b>Net assets</b>	<b>\$4,527</b>	<b>\$4,270</b>			

Net assets increased to \$4,527,065 at 30 June 2012 (2011: \$4,269,626).

Total Assets increased by \$767,000. This included increases in cash reserves (\$584,000) and in term deposits (\$494,000), whilst loans to churches & ministers decreased by \$216,000 (3.4%) and the value of investments decreased by \$95,000 (9.9%).

The increase in Total Liabilities of \$510,000 included increases in the amount owing to churches of \$141,000 (13.3%), in the amount owing to individuals of \$107,000 (5.4%) and in the amount owing to associated ministries of \$222,000 (4.5%).



Again Jesus said  
"Peace be with you!  
As the Father has sent Me,  
I am sending you"

- John 20:21 -



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