



**Berwick**  
ANGLICAN CHURCH

**Berwick Anglican Church Annual Reports  
For The Year Ended 30th September 2020**

*"And Jesus said to them, "The harvest is plentiful, but the labourers are few. Therefore pray earnestly to the Lord of the harvest to send out labourers into his harvest"  
Luke 10:2*

[www.berwickanglicanchurch.org.au](http://www.berwickanglicanchurch.org.au)

Growing in Christ  
Growing in the Word  
Growing in Prayer  
Growing in Mission

# **Annual Meeting Christian Code of Conduct**

The following are provided as guidelines to facilitate the conduct of an effective meeting:

1. The entire process should be conducted in a spirit of Christian love that encourages openness and the highest level of integrity.
2. People who wish to raise matters of detail at the meeting are encouraged to provide their question or statement in writing 7 days before the meeting to allow for clarity of thinking and better answers.
3. When asking a question or making a recommendation, the speaker should aim to be brief and to the point, using constructive comments and having regard to the unity of the body of Christ.
4. In the event that the previous points are not adhered to, then the chair will intervene to ensure that the appropriate level of proper order is maintained. The chair of the meeting has charge of the general conduct of the meeting and of the procedures to be adopted.

Adopted by Parish Council, March 2013.

# Table of Contents

<b>Annual Meeting Christian Code of Conduct</b>	<b>2</b>
<b>Table of Contents</b>	<b>3</b>
<b>Ministry Staff and Parish Council</b>	<b>4</b>
<b>Agenda</b>	<b>5</b>
<b>Vicar's Report - Wayne Schuller</b>	<b>6</b>
<b>Assistant Minister's Report - Reece Kelly</b>	<b>10</b>
<b>Assistant Minister's Report - Sam Creek</b>	<b>14</b>
<b>Seniors' Minister Report - Hugh Prentice</b>	<b>17</b>
<b>Parish Administrator Report - Veronika Warren</b>	<b>19</b>
<b>Special COVID Lockdown Ministry Report</b>	<b>21</b>
<b>Parish Statistics</b>	<b>28</b>
<b>Wardens' Report</b>	<b>31</b>
<b>Financial Statements</b>	<b>34</b>
Income and Expenditure Statement for the year ended 30/09/2020	34
Balance Sheet for the Year Ended 30/09/2020	35
<b>Treasurer's Report</b>	<b>36</b>
Income and Expenditure Statement	36
Balance Sheet	40
Missions Payments Summary 2019/2020	41
BAC Budget 2020/21	42
BAC Budget 2020/21 Charts	43
<b>Minutes of Previous Annual Meeting</b>	<b>44</b>

*Because of lockdown complexities we have not prepared a BAC Ministry Groups Reports Supplement this year.*

[Click here for an online public archive of previous BAC Annual Meeting reports, vision documents and discussion papers.](#)

# Ministry Staff and Parish Council

## **Clergy + Ministry Staff:**

Senior Minister:	Rev'd Wayne Schuller
Assistant Minister:	Rev'd Reece Kelly
Senior Associate Minister:	Rev'd Ben Soderlund (until Nov 2019)
Assistant Minister:	Rev'd Sam Creek (from 9 February 2020)
Seniors' Minister:	Rev'd Canon Hugh Prentice
Parish Administrator:	Veronika Warren

## **PARISH COUNCIL FOR THE YEAR 2019/2020**

Elected at the Annual Meeting held on Tuesday 19<sup>th</sup> November 2019

### **Churchwardens:**

Nick Boatman (Vicar's warden)

Chris Ferreira

Tim Warren

### **Members of Parish Council:**

Russell Patterson (Honorary Treasurer)

Vasanth David (Honorary Secretary)

Darren Fitzpatrick

Steph McNeil

Cam Vinojit

### **Incumbency Committee:**

Tim Warren

Darren Fitzpatrick

### **Parish Synod Representatives (elected during 2019):**

Rohan David

Darren Fitzpatrick

Tim Warren

*Synod representatives follow a three year term.*

# Agenda

The business of the annual meeting is to include, after prayers—

(a) The minutes of the previous annual meeting and of any subsequent statutory parish meeting;

(b) The reception of the parish electoral roll;

(c) The annual report by the vicar that includes the entries in the registers of the Parish for the financial year, including numbers of baptisms, persons received into communicant membership, confirmations, marriages, funerals, Sunday services, acts of communion and such other statistics from the registers as Archbishop in Council determines;

(d) An annual report on the proceedings of the parish council and together with a report by the parish council on the pastoral care, evangelism, social and ecumenical programmes of the parish and on future plans for the parish;

(e) A report by the churchwardens on the fabric, goods and ornaments of the worship centre and the vicarage and other buildings of the parish;

(f) The audited or independently examined accounts and financial statements of the parish and any accompanying papers required by the Act;

(g) The budget approved by the parish council for the year in which the meeting is held;

(h) Reports by other parish groups;

(i) The election of churchwardens and members of the parish council;

(j) The election of an auditor or independent examiner;

(k) The election of lay representatives to the parish incumbency committee;

(l) Any other matters of parochial or general church interest

## Vicar's Report - Wayne Schuller

*"We ought to look on this world as an inn, but we have settled down in it as if it were our home - it ought to have been counted our school of training for eternity, and we have been at ease in it as if it were our continuing city, or trifled away time in it as if we were meant to play and not learn."*

The great 19th century Anglican Bishop JC Ryle challenged me with these words. Christian believers are in our heavenly Father's training school for eternity. What a difficult year of training we have all had in 2020! What great reminders we have had to cling deeply to the Lord Jesus Christ and the heavenly city to come. This life is a temporary stay and a fragile one at that.

I notice across our BAC congregations and the wider community a diversity of responses to the challenges of the pandemic. For some there have been opportunities for refreshment, but for most it has been highly difficult. Through acute suffering or through the accumulation of multiplied smaller difficulties, many of us are worn out. For many there will be negative impacts for a long time to come. I have been impacted by these struggles personally and in my family also. My confidence in the Lord Jesus and the sufficiency of his atoning death and resurrection are ever strong. I love the Scriptures and believe God has sustained us through the Bible this year.

There is a separate report that I, with the other BAC staff, have prepared to give an overview of BAC COVID ministry activities this year. BAC ministry momentum up until March 2020 was very positive, with record attendances as indicated by the statistics and graphs elsewhere in this report. Suffice to say, since April it has been a very difficult time to do ministry. Sam was brand new on the clergy team and Reece was initially out of action due to his baby born prematurely in the first weeks of the lockdown. At the best of times the BAC clergy are vastly outnumbered by the 600 or so regulars, and keeping up with everyone in lockdown was very overwhelming. I relied heavily on prayer, the discernment of the Holy Spirit, and trust in the decentralised ministry of believers encouraging other believers. The funerals occurring during

COVID have been amongst the most challenging and heartbreaking I have taken - yet Christ is proclaimed as our sure eternal hope.

Four diverse BAC congregations became one digital BAC community during lockdown. We used our existing email list to provide a weekly church service with BAC-produced messages, songs, prayers and readings to encourage the body of Christ. Many people enjoyed going through the email services on their own or with members of their household. Others preferred to join the live BAC online service on Zoom video conference. Others simply preferred to engage with the sermon video only. A large church like BAC rightly needs to give a buffet of options instead of a fixed menu. Not all our activities are for everyone. We don't operate on a 'one size fits all' model but try to offer a diverse range of opportunities for growing in Christ, growing in the Word, growing in prayer and growing in mission. I'm delighted that we were still able to offer in 2020 discipleship activities such as the Quarterly Bible forum, Bible study groups, the Christianity Explored course, the Alpha Marriage Course and more.

I would like to thank the churchwardens and parish council for their support and wisdom as we navigated lockdown and monitored month by month what was happening. For many years we have encouraged electronic giving as the ideal and most effective means of financially expressing our commitment to BAC. I am thankful for those already established in electronic giving and to those who pivoted to electronic once public services stopped. I encourage everyone to continue to support the cause of the gospel through our church.

In terms of BAC clergy and staff, we continue to be blessed with an amazing ministry team. We sadly farewelled Ben Soderlund in October 2019, and it was a joy to see him commissioned as Vicar of St Augustine's Mentone in early December 2019. After 4 years Ben had a significant depth and breadth of leadership and pastoral care influence across the BAC network. In November 2019 we joyfully saw Reece Kelly ordained as an Anglican priest/presbyter at St Paul's Cathedral. In February 2020 we welcomed Sam Creek (with his wife Sarah) as a newly ordained deacon to the BAC clergy team in a full-time role. Sam has been a great addition and has served faithfully despite the difficulty

of building pastoral relationships during the remoteness of lockdown. Rev. Hugh Prentice continues half a day a week as our Seniors minister. We are blessed to have Veronika Warren's ongoing leadership as our Parish Administrator in the office - dealing with a huge complexity of compliance and financial matters, as well as BAC systems and rosters and much more.

The people of God are fed by the words of God in Holy Scripture. Growing Christians are hungry for sermons, teaching, Christian reading, courses, and Bible study. Topically we have had a seven week sermon series on church history ("Heroes of the Faith" - October/November 2019). In Advent 2019 we had a doctrinal sermon series on Christology ("What A Saviour - The Person of Jesus"). At the beginning of the year in Sunday morning services we had a summer series on "Christian Relationships" from 1 Corinthians 6-7. We then moved into a longer series on the first letter to the Corinthians spanning the first two school terms of the year ("Building God's House"). Term 3 was a series on Luke 9-11 ("Following Jesus") and term 4 the exciting Old Testament book of Judges ("Search for a Saviour"). There were also special messages for Christmas and Easter. All these messages are available as audio or video via the [BAC website](#) or the [BAC Youtube channel](#). The Thursday service was in a series on the book of Deuteronomy before lockdown. We have also had some special guest preachers including Bishop Paul Barker, representatives from the Church Missionary Society and the Bush Church Aid Society, and also evangelistic messages from the Vicars of neighbouring Anglican churches in Pakenham and Cranbourne. Over January 2020 we ran the Tim Keller "*Gospel in Life*" DVD course as part of the 5pm service.

My professional development activities I named in last year's report were all cancelled due to the pandemic. I did not take my Long Service Leave or train preachers in Mongolia. My postgraduate theological studies at Moore College were postponed and are still ongoing. Healthwise I'm pleased to report that I have been full-time since February and have been given a full medical clearance to continue as such. I'm thankful to BAC for their patience with me as I struggled with mental health issues after my burn-out in 2017. In August 2020 I celebrated 10 years at Berwick Anglican Church. I thank God for



sustaining me in all my weaknesses and for the flock of Christ in this church. I thank Helen and our children for their faithfulness and service of Christ over the last 10 years.

The goal of the next 12-18 months is to see the rebuilding of BAC public services and in-person ministries. There will need to be many changes, some of them will be temporary but many will be permanent (e.g. service times). We will need to be humble and flexible and patient with one another. I'm praying there will be a large harvest of newcomers looking for a church fellowship after an isolating year. Please pray we can regain the attendance momentum we had back in March and go even further. Over the next 2 years we will invest deeply in the leadership of Reece and Sam as they grow to be fully trained Anglican pastors with an expanding impact at BAC. As we grow we will need to keep reviewing staffing levels to staff ambitiously for growth. BAC is no longer a traditional small village church. We are a leading evangelical Anglican city church reaching a huge population. We will aim for better gospel gatherings, courses and training to multiply Christian encouragement. Keeping in step with the large under-churched South-Eastern growth corridor remains our unique opportunity and challenge.

*"And Jesus said to them, "The harvest is plentiful, but the labourers are few. Therefore pray earnestly to the Lord of the harvest to send out labourers into his harvest" Luke 10:2*

**Wayne Schuller**

Vicar

## **Assistant Minister's Report - Reece Kelly**

At the end of June 2020 I read an opinion piece in the New York Times, entitled [“Waking Up in 2030”](#). In it the columnist boldly predicted that many institutions would wake up after COVID-19, feeling like the technology and upgrades they had made had created a feeling like they had time travelled 10 years into the future, only to find that it was still 2021 or 2022. The columnist also predicted that churches would have a period of recession, and many churches would not recover.

I think this columnist needs to become a Christian, because though his prediction about technology was correct (and you will have no doubt seen the advances through our Sunday service content and will see further improvements when you are able to set foot into the church again), the church could not be growing faster, and God is faithful! Not only are we unified under Christ and His church is growing, our church has been blessed in our financial position to even support other churches through this pandemic.

As I look back, 2020 has been a whirlwind of a journey. I've been reflecting on the huge year that it has been for our church, but also for our family. At the end of November I was honoured to become ordained as a priest/presbyter in the Anglican Diocese of Melbourne. Yet by the beginning of December 2019 things took an anxious turn for our family as we found out that our son Asher would need to have surgery almost immediately after he was born due to a fault in his intestine. As things were beginning to escalate with COVID-19 in March, God surprised us by bringing Asher into the world 6 weeks early, and 10 days after his birth Melbourne went into full lockdown. The daily trips in and out of special care were tiring and stressful, and the anxiety of leaving your newborn child in the hospital every night, not being able to bring him home until almost a month after he was born is unexplainable..leaving your child in the hands of health care professionals who may have seen other people with COVID. But we praise God that Asher was looked after with the highest professional standards, and we rejoiced to bring Asher home on what was a truly Good Friday for us. We continue to praise God for Asher's growth and health, he is a very happy and healthy boy.

When 2020 began the broad goal for me was to take on the role of the 5pm and youth pastor, and to grow further in the areas of preaching, pastoral care, and leadership. I was looking forward to the challenges and opportunities that these roles would present, but of course, no one expected for 2020 to go the way it went. In terms of preaching, I have preached 15 times this year, including one wedding and two funerals (one funeral sermon was for my grandfather, the other was for my wife's grandfather!). I have enjoyed preaching often, but preaching to a crowd of people is something I cannot wait to return to. I am thankful for the technology we have, but will also be thankful when I no longer have to preach to a camera! I feel that I have grown in my preaching and teaching abilities, and am thankful that God's Word has such a strong emphasis in our church.

For pastoral care, I have focused mainly on youth and 5pm congregation families where possible. I must admit, pastorally caring for youth has been my primary focus, and it has been the most difficult part of my ministry this year. The code of conduct for child safety has very clear guidelines that do not allow for meeting with people under the age of 18 in a 1-1 setting, unless it is in a public setting with others around you. When ministry moved online, pastoral care became a huge challenge. I realised quickly that pastoral care of youth was incredibly difficult, and almost impossible.

I had to figure out a way for people under the age of 18 to be able to be cared for pastorally, as I was no longer allowed by the code of conduct to meet 1-1 with youth in any digital, chat, or phone format. So I created a network through our Friday night Academy Youth program where prayer groups were formed with our youth. I gave some of our year 9-12 youth group teenagers the responsibility to lead small prayer groups and pray for people in their groups who had need. It was a space for honest discussion and heartfelt prayer. God has raised up some very godly teenagers in our church who have taken this role seriously and have pastorally cared for their peers in very encouraging ways, so I want to thank Adam Egginton, Ashwin Arumanayagam, Charlotte Whitney, Jemima and Lydia Schuller, and Kevin Alexander for their wisdom and leadership in our youth group program this year. I pray for

you all by name that you would keep trusting Jesus, and that you would grow in grace and maturity in Christ.

The Friday night Academy Youth group program has continued to thrive despite the challenge of being online. In term 3 of 2020 we had our second largest ever weekly attendance per term in our youth groups history. During our online gatherings we have stripped back our youth group program to four separate categories. In our regular youth group nights we set aside time where the youth can catch up with one another, where we all engage in Bible teaching, and where we pray together in small prayer groups. The fourth element is having social nights, which we do twice a term.

Please continue to pray for our youth, pray that our strong youth group members would know and trust Jesus their whole lives, and pray particularly for them because youth mental health problems are very prominent during the pandemic. I want to thank my faithful youth leaders, Cath Treling, Joshua Fries, Randall Chu, Rebekah Anthony, and Ruth Grant for all their leadership and service that they have given this year. It has not been an easy year, but they have given their all every week to support, care for and minister to our youth as much as is possible online. I also want to thank Chris Ferreira for his help in leading our youth group throughout term 1, and we hope to have you back soon!

I am so thankful for our Senior Minister Wayne Schuller's unwavering leadership. Wayne has made an immeasurable amount of steps to make online ministry as encouraging and easily accessible and watchable for all of us as possible. Wayne has also poured many many hours into pastorally caring for the flock as much as possible. He is an excellent pastor, and I pray that God would be able to use my future ministry in ways that reflect the godliness and humility of fruitful ministry that Wayne has created at BAC.

I am also so thankful to the rest of the ministry and administration team at our church. There couldn't have been a harder time to come and minister to a church than at the beginning of a pandemic, and yet Sam has done an excellent job pastorally caring for so many of us at this

church, my family included. I am continually grateful for the work that Veronika does in the office. Her work is highly valued, especially to me! And Hugh's work pastorally caring for many during this time is a cut above the rest.

Lastly, I am so thankful to my family. I am incredibly blessed to have such a godly wife in Elise. She is a faithful support to me, and has been one of the leading factors in keeping my mental health in good space over this year. I have been blessed to have her as a faithful wife supporting my ministry, and a wonderful mother, teaching and growing our children in the faith and love of the Lord Jesus. I am also thankful to God for his goodness to me in that we have three wonderful healthy children in Xander, Piper and Asher. I pray for them every day that they would trust in and keep trusting in Jesus for all things!

As we move into the next year, I feel that our church is going to have a fair bit to do. Restrictions and covid-safe plans will be very challenging, and may change the ways that we do ministry. I pray that despite the challenges, Berwick Anglican Church will be able to continue to be a light on a hill, reflecting the good news of the Lord Jesus Christ, and will be able to fight through the challenges to grow further in Christ, in His Word, in Prayer, and in Mission, as a healthy evangelical church.

*“Why are you cast down, O my soul,  
and why are you in turmoil within me?  
Hope in God; for I shall again praise him,  
my salvation and my God.”  
Psalm 42:11*

Keep Trusting Jesus,  
**Rev. Reece Kelly**  
Assistant Minister

## **Assistant Minister's Report - Sam Creek**

I would like to begin by thanking the Wardens, Parish Council and Wayne for employing me to serve at Berwick Anglican Church (BAC). I officially began on the 9th of February, and both myself and Sarah are very grateful for your warm welcome as we settled into life here and got to know you. Little did we know then that within just over a month we would be heading into online services for the rest of the year.

As you're all aware it's been a very different year than expected. Yet the Lord is not surprised, providentially allowing this season in a time when we have the ability to post packages, make phone calls, email, Zoom and record online content. In God's kindness there have been ways for us all to stay connected (it was a different story 100 years ago). Therefore, just as the Lord has enabled us to have access to such technology, so we have tried to use it for his glory this year.

I was involved in helping with our jump to digital media after our March on-site closure. We tried to provide a variety of options in order to make our public services as accessible as we could. I learnt to use Zoom, helping others learn how to use it too and under Wayne's guidance we started a midweek meeting (the Wednesday Pastors' Connect). I initially ran these as a place for social connection, comfort and encouragement from God's Word during this trying time.

As a way of helping people connect with others and grow in Christ while in this online season we also made the decision to continue ahead with some courses online. During Term 2 with the great help of Daniel & Lyndal Fokkens, and Rohan & Vasantha David we ran Christianity Explored. Then in Term 3 Sarah and myself ran the Marriage Course. Both courses were run via Zoom with good engagement, and offered support, encouragement and challenge for those who signed up. While the online space has been a challenge, one helpful observation has been that it did allow some people to engage who normally couldn't have, which made the courses all the more worthwhile at this time.

The year has also been full of pastoral phone calls, emails and messages. As a staff team we've been regularly making and answering

calls. I've enjoyed making my way through the directory, and while I haven't been able to call everyone of course, it's been great to talk to many of you: to hear how you're going, learn a bit about you, and pray for you. I regularly pray for you all by name and look forward to putting faces to names when we return to face-to-face gatherings.

I've been involved in assisting with a number of pastoral services this year at BAC including Baptism Training, Ash Wednesday, Child Thanksgivings, and a number of funerals. I also had the privilege of taking my Grandpa's funeral after he passed away in the middle of this second lockdown. He had great faith in the Lord, which was comforting amidst the grief (1 Thes 4:13–18).

I've been thankful for the continued training, support and supervision from Wayne and others who are helping me to grow as a pastor. I have also been undergoing Diocese training, filling out paperwork, and undergoing interviews for my upcoming ordination. I was made a Deacon in February this year and God willing will be ordained a Priest/Presbyter later this year, so long as COVID restrictions continue ease, allowing the service to run. Unfortunately this service will most likely be a very small gathering, which is disappointing as there would normally be an opportunity for you all to attend in person. I trust that you feel no less a part of my formation though, as you very much have been a great encouragement to me as I trust you have been to one another this year.

The Lord continues to grow me, and I've been thankful for some time for reading and growing. The sermon I preached on Luke 10:38–42 titled "Doing What is Necessary" continues to challenge me to put first listening to Jesus by reading his Word. I've also found a growing understanding of who I am in Christ and how God views me to be truly liberating in ministry and life. Alongside these things I've learnt more about time management, pastoral conversations and how much I love seeing people growing as they read the Bible. I know I've still got much to learn, but thank you for being willing to take me on and bear with me as I learn to be a pastor.

In concluding I must thank each of you for your support and encouragement in a very trying time and the way each of you have encouraged and supported others. I especially thank Wayne for his support, supervision and trust over the past 8 months; Veronika, Reece and Hugh for your welcome into the staff team, and help navigating all the newness. Thank you for your faithful service of the Lord Jesus here at Berwick Anglican Church.

In Christ,  
Sam Creek  
Assistant Minister



# Seniors' Minister Report - Hugh Prentice

## **My Deep Gratitude:**

*“Through many dangers, toils and snares [we] have already come”* by the loving grace of our Lord Jesus Christ, and He, by His grace, will lead us home to His Father’s House in heaven. John Newton’s hymn “Amazing Grace” is a celebration of God’s love to us in Christ, and is an assurance of our eternal security in Christ. Here we are in 2020, with the awful “dangers, toils and snares” of this pandemic and our State’s huge death toll and economic troubles, but we are still walking with the Lord and with one another in loving fellowship. I constantly thank God for calling me to the ministry of being a pastor and teacher in His Church. And I thank Wayne Schuller, our Vicar, for allowing me to serve God in the fellowship of the Thursday congregation of this parish, and in the Nursing Homes and Retirement Villages here. We have real sadness at our being unable to meet in person, but I thank you all for the joy of working with you and mutually encouraging one another along our pilgrimages.

## **My Ministry to the Thursday Congregation:**

We started off in October with my taking the 10am Holy Communion services and preaching every Thursday until 13 February and then reverted to my usual two Thursdays a month. We all enjoyed worshipping the Lord together for 5 months. Then, as the government and the diocese responded to the Covid-19 pandemic in Melbourne, all our services in church ground to a halt. My last one was on 12 March ... a month short of Easter. My pocket diary still has Maundy Thursday 26 March as a BAC day, as well as the other 2020 Thursdays I was expecting to be with you. My ministry changed from preaching and presiding at the Holy Communion in church and in other places to what I call my “Big Five”: Emails, Phone calls, Letters, Cards and Messages.

## **My Pastoral Work: Visiting and a Weekly Letter:**

I was able to visit some parishioners in their homes and some in hospitals and in the Villa Maria and Japara Kingston Nursing Homes. I have conversations and messages and emails with parishioners from time to time. When it became clear that we were in for a marathon and not a sprint, I started to write a Pastoral Letter to the members of the

Thursday congregation and the team who go with me to the Nursing Homes for their services. These letters were only by email up to the end of September.

**The Craigcare and Melville Grange Nursing Homes:**

Once a month a BAC team and I went to CraigCare to lead the residents in a Holy Communion service. Less often I went with them to Melville Grange. Alan and Brenda Clark organise these: Brenda makes the plans with the staff, and Alan cares for the Communion equipment. I thank them and the others who come, read the Bible, lead prayers, sing heartily and relate warmly to the residents to encourage them in their faith in Christ, and, for some, to bring them to saving faith and assurance of salvation. Many of the residents say how much they enjoy our visits. Some are too frail; but nothing can snatch them out of God's hands, even when they can no longer think or remember clearly.

**Edrington Park and Fiddler's Green Retirement Villages:**

I led a Holy Communion service in Edrington Park every month, and in Fiddler's Green less often. Since February, my contact has been by phone calls and cards of encouragement.

**My Thanks to Veronika Warren in the Office:**

I am grateful to Veronika, for all her help in setting up the microphones, checking the heating or cooling, handling administration and occasionally printing off hymns.

*"These things I remember as I pour out my soul: how I used to go to the house of God under the protection of the Mighty One, with shouts of joy and praise."* (Psalm 42:4) God willing, we'll go again! (But perhaps without the shouting.) Yours in Jesus' fellowship and service, Hugh

Revd Canon Hugh Prentice,  
Seniors' Minister

# Parish Administrator Report - Veronika Warren

*Now may the Lord of peace himself give you peace at all times and in every way. The Lord be with all of you. 2 Thessalonians 3,16.*

A year full of changes and uncertainty in the world's view. A year where the peace of the Lord has carried me over. A year where the unchanged and certain Lord has been with me all the time.

-----  
Aspect of my work commitment

## **Financial:**

- monitoring of remuneration payments for centralised payroll,
- account receivable, account payable,
- bank reconciliations,
- entries into online accounting SW Quickbooks,
- payments for authorisation via Westpac online banking,
- monthly financial reports for the parish council meetings,
- BAS statements and PAYG payment summary for the ATO,
- fringe benefits payments for cleries,
- timesheets for Hugh Prentice,
- filing and archiving documents regarding accounting and bookkeeping,
- working in conjunction with Russell Patterson, our treasurer.

## **Administration:**

- Liaising with the clergy team, wardens and parish council members.
- Communication with the Anglican Diocese of Melbourne,
- Hall Hire - coordinating enquiries, preparing hall hire agreements and invoices,
  - maintaining and updating room booking,
- Helping to set up funerals,
- BAC Kids: coordination of ordering Sunday school materials, preparation of attendance lists,
- Processing BAC Communications Cards with the update to the church database system,
- Preparing of Baptism and Thanksgiving certificates,
- Ordering stationery and supplies.
- Helping during COVID season:
  - set up Zoom on their devices, navigate in the Zoom platform,
  - navigate in emails with the church content of the order of the service,
  - how to set up electronic givings

## **Child-Safety Compliance officer:**

- maintaining a prescribed volunteer clearance register
- helping to obtain Police Checks and Working With Children check for volunteers

**General:**

- checking voice messages and taking appropriate actions,
- printing, scanning, photocopying,

**Personal development:**

- I have been attending Community Bible Study International,
- BAC Bible Study Group.

My thanks goes to Marjorie Millard for her ongoing mentoring support, to all volunteers in the office: Jenny Lane, Joan Ferreira, Wendy Yap.

I have worked in a fantastic team united in our Lord Jesus Christ whom we serve. Thank you Wayne Schuller, Reece Kelly, Sam Creek, Hugh Prentice and Ben Soderlund.

With blessing.  
Veronika Warren

# Special COVID Lockdown Ministry Report

This report is an overview of many of the measures taken to serve the cause of BAC gospel ministry during the 2020 COVID lockdown periods.

1. On Wednesday 18th March Parish Council moved to suspend BAC public services and activities. An email was sent out to the BAC Weekly Email List.
2. In the week prior to harsher restrictions (March 18th–25th) the office was open from 9am–1pm, and people were welcome to drop in for prayer. On Sunday (March 22nd) the church was open all day from 8am till 5pm with a pastor present to pray with anyone who wished to drop in, and there was a short Bible reading and prayer on the hour every hour for those present. By the following week these had to cease according to government regulations.
3. On Saturday 21st March the first "digital delivery" church service was emailed out to the BAC Weekly Email List.
4. Our BAC Weekly Email List has existed since 2016 and has been regularly promoted in church service notices and announcements for many years. However we took steps to try to find people who had not subscribed or engaged.
5. Technical support was regularly offered to help navigate the change toward digital content by way of assisting with: joining the email list, finding the BAC Youtube channel, running and joining Zoom meetings, and switching to electronic giving.
6. Existing BAC digital platforms were mobilised to make available BAC content: [website](#), Weekly Email List, [Youtube channel](#) and [Facebook page](#).
7. The BAC website had been redesigned already in 2019 to work well on phones and tablets as well as desktop computers. Consistently throughout the year we have had the most recent church service email at the very top of the web page and also an archive of the church email list available. Other changes were made to the BAC web page to communicate COVID impacts. We wanted to make it easy for anyone to search the internet for

- Berwick Anglican Church, or to ask a friend to search the internet for BAC and readily find the latest information.
8. New BAC contact database software was used to begin calling through the address book of BAC regulars and contacts. At the time of writing there are nearly 700 people including the electoral roll, wider phone directory, and other BAC contacts.
  9. Ray Chatterton loaned some excellent equipment to video record sermons and notices. Nick Boatman was key in getting us up and running in the initial weeks of digital production. Ashwin Arumanayagam volunteered his time to record sermons and notices for our Online Services.
  10. On Wednesday 25th March the first “BAC Weekly Connect with the Pastors” on Zoom was held. We have run these every Wednesday evening during lockdown to provide an online contact point, a discussion, and a time of prayer and devotion.
  11. A volunteer team stepped up to record [BAC online Sunday school videos](#). Thanks to Suzanne Fitzpatrick, Lyndall Fokkens, Helen Schuller, Belinda Wilson, Daniel McNeil and others.
  12. Peter Lamb volunteered his time, energy and finances to copy and distribute DVDs of our recorded content for those without internet access. Initially he delivered these himself, and moved to posting during the more restricted second lockdown. In at least one retirement village these DVDs were shared between residents.
  13. The Friday Night Academy Youth group began meeting online from 1st May, halfway through term 2. When the original restrictions came into place Reece was on paternity leave due to Asher’s early birth and surgery, hence the late start. Throughout term 2 the youth group met fortnightly in hopes that the restrictions would ease and the youth group could meet again in person for term 3. When things took a turn for the worse, the youth group began meeting weekly in term 3 and is still currently meeting through term 4 online via zoom. Pastoral care of youth has been happening and still happens primarily through this format. Thanks to Cath Treling, Joshua Fries, Randall Chu, Rebekah Anthony, Ruth Grant and others.
  14. On 22nd March the Foundations Youth Bible Study moved to zoom on Sunday mornings at 10:30am and continue to meet together. A volunteer team was put together through Tim Warren.

Thanks to Tim Warren, Astrid Ferguson, Ruth Grant, Sean Alexander, Randall Chu and others.

15. Bible study groups moved to Zoom and continue studying the Bible together. Others opted to have a break or move to other ways of providing mutual encouragement during lockdown. Thank you to all our Bible study leaders for leading through this challenging time and for caring for members of your groups.
16. In April we started live streaming church services. Extra PA equipment was purchased and used to unlock outdoor capacity for funerals.
17. From April we started live streaming funerals and also one wedding. These were very well received. Also making available online the video of the full funeral service is a great blessing to international family members. These services get rewatched quite often and provide an ongoing blessing and comfort to family and friends.
18. On Tuesday 14th April we moved the BAC Quarterly Bible Forum onto Zoom. The Vicar led a seminar on "*The Ministry of the Pew - How to Be A Loving Christian During the Season of COVID 19*", and there was also a training session for Bible study leaders and anyone else interested on how to use the Zoom video conferencing software.
19. On Easter Sunday the 12th April we started offering a Sunday Weekly Zoom service option, so that people could be involved in a more interactive service if they felt this would be helpful. We continued to offer this as optional alongside our Household Worship Service Email.
20. At the beginning of the first lockdown we recognized that many in our community may be scared, unsettled, have lost jobs, or be struggling. So we encouraged people to print off and distribute ["Loving your neighbour cards" where they could offer support and care for their neighbours.](#) Thanks are due to the number of BAC members who expressed their willingness to assist with caring for our community through this initiative.
21. BAC clergy attended several online seminars on Australian COVID ministry best practices and managing fatigue.
22. The [BAC Fitness 4 Blokes men's ministry](#) moved their activities to online workouts via Zoom multiple times per week and

extended the access to the family members. When possible they also held some distanced workouts at Sweeney Reserve. Thanks to Martin Turner and his team for this great ministry.

23. Week to week the BAC staff team had to wrestle with the changing health regulations. This includes not just media releases but the finer details of the Victorian Public Health *Restricted Activity Directions* and subsequent diocesan regulations.
24. Throughout lockdown we have tried to offer opportunities to connect with missionaries that we support as a BAC community and to hear how COVID is affecting them and their ministries. These took the form of Zoom interviews, mission spots and sermons. Our guests included Adrian Turner from Compassion (17th June; 19th August), Brad & Michelle Jackson from CMS (6th May; 13th & 23rd September), Chris & Julie Dean from CMS (29th March; 1st April; 11th October), and Adrian Lane from Bush Church Aid (28th June; 1st July).
25. As lockdown went on we decided it would be good to hear from different members of our church in a series of short video interviews for the purpose of encouraging one another and seeing how people were coping with lockdown. These included interviews with Liz Wakelam, Ashwin Arumanayagam, Helen Schuller, Sarah Creek, Chris & Sarah Bell, the Powys Family, and the Fokkens Family.
26. Nick Boatman was appointed the parish COVID safe officer to work with the Vicar and staff to ensure compliance.
27. As the second lockdown commenced, we made available BYO bread and wine/juice for online communion. These were included in the second Sunday of the month email and Zoom service. Two different videos were made, and parishioners were encouraged to use them as often as would be edifying.
28. To encourage members with familiar music and songs, some of our musicians volunteered themselves to record songs for our Sunday Household Worship Services. Stephen Fries, Jethro Fries, Josh Fries, Katie Fries, Dave Perera, Steph McNeill and Josiah Schuller all assisted in recording music. Reece organized and did a lot of work in the audio/video recording and the audio post editing and mixing phase. Both Ashwin Arumanayagam and Josiah Schuller helped edit the video content in post production.



29. Amazingly and without much prompting BAC parishioners continued to faithfully give during this period when many other parishes struggled. Our finances held strong and in fact were ahead of the previous year most of the time. Praise God for the generosity of his people!
30. With the inability to make cash donations due to COVID we encouraged those parishioners who were not already giving electronically to switch over. We provided support through phone calls to those who needed help switching. And alongside the Direct Debit option already available we made available a way to give via Credit Card payment. [A new section of the website was added on financial support.](#)
31. To help people through this period we offered and hand delivered devotional resources to those who expressed an interest. A [‘Personal Devotion’ page was created on the website with online resources](#) that could be accessed for those seeking more input, and the [BAC website ‘Bible Study’ page](#) was updated to include many years of past BAC Bible studies for use.
32. In notices and weekly emails we have promoted books that could be read at home in this time for extra encouragement. Many were hand delivered or posted on request for the encouragement of parishioners.
33. In Term 2 right at the beginning of lockdown we decided to still offer the *Christianity Explored* course online. Daniel & Lyndall Fokkens, as well as Rohan & Vasantha David, were instrumental in making this possible. Nineteen individuals attended, with a number being people who could not normally attend an in-person course.
34. On Tuesday 14th July we held the third BAC Quarterly Bible Forum for the year via Youtube. Shane Rogerson was invited to lead a [seminar on "Hard Changes in the Christian Life - How Christians get deliverance from deeply ingrained sinful habits or attitudes"](#). This also proved to be an opportunity to hear and pray for those in the Australian Defence Force and their involvement in the response to the pandemic.
35. In term 3 we ran the *Alpha Marriage Course* online via Zoom to offer some support and pastoral care for married people in our

church. We had a good take up of 30 people signing up and attending the full course.

36. On Tuesday 6th October we held the final BAC Quarterly Bible Forum for the year via Youtube. [Rev. Dr. Martin Pakula led a seminar on "The Book of Judges - Search for a Saviour"](#)
37. To enable us to serve our community during the prolonged lockdown and into the future, funds were put aside to upgrade our digital equipment, building on expansions already made in 2019 to our digital sound desk. The new equipment instantly improved our setup and was used for subsequent funerals and recordings that saved time and energy as well as vastly improving the quality of what we could offer. Chris Ferreira, Nick Boatman and Tim Warren all helped to install the new equipment in the auditorium and remove the superseded cabling. Significant work has been done to prepare BAC for the resumption of public services that include online streaming for those who cannot yet attend.
38. The gardening team showed great flexibility and ingenuity during the lockdowns, moving to alternating work schedules so that the grounds could still be maintained. In the second lockdown Reg Roswell liaised directly with the government and the Diocese to allow the gardening team to safely maintain the grounds again, even paving the way for other churches in Melbourne to do likewise.
39. As lockdown 2 dragged on, we decided it would be nice to offer a social evening for those interested in engaging with others in a fun environment, as well as offering the chance to invite friends from outside the church community along. We ran an online Trivia Night and had 84 individuals attend, forming 12 teams. The event had great engagement and encouraged those who attended.
40. Some extra statistics related to our lockdown ministry:

## BAC Address Book Regulars Database:

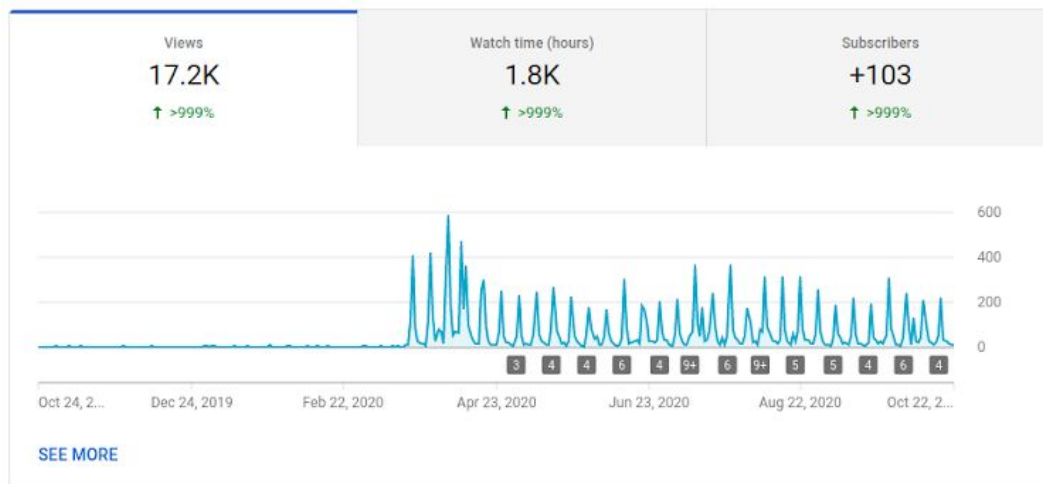
**624** regulars in our pastoral care

## BAC Weekly Email List Subscribers:

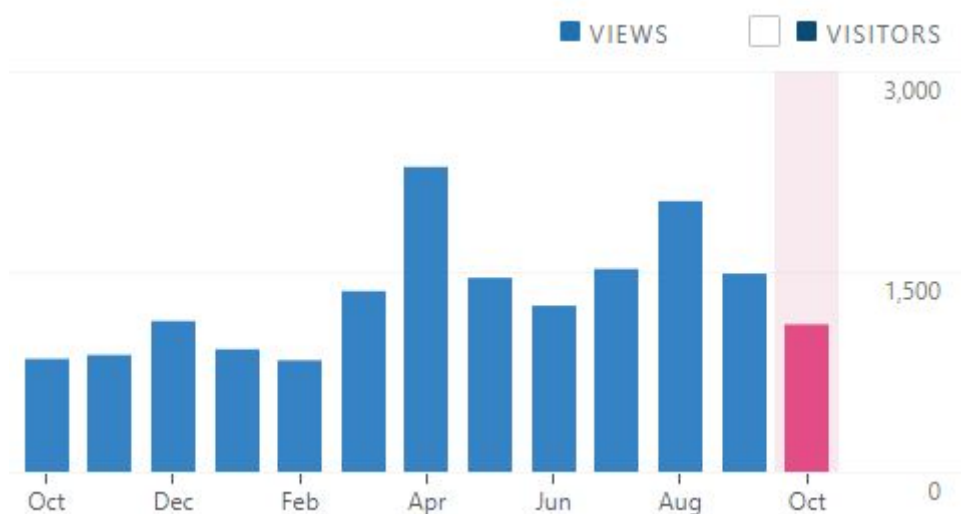
**331** active subscribers

## BAC Youtube Channel Analytics (as of 24/10/2020):

Your channel got 17,205 views in the last 365 days



## BAC Web Site Analytics (as of 27/10/2020):

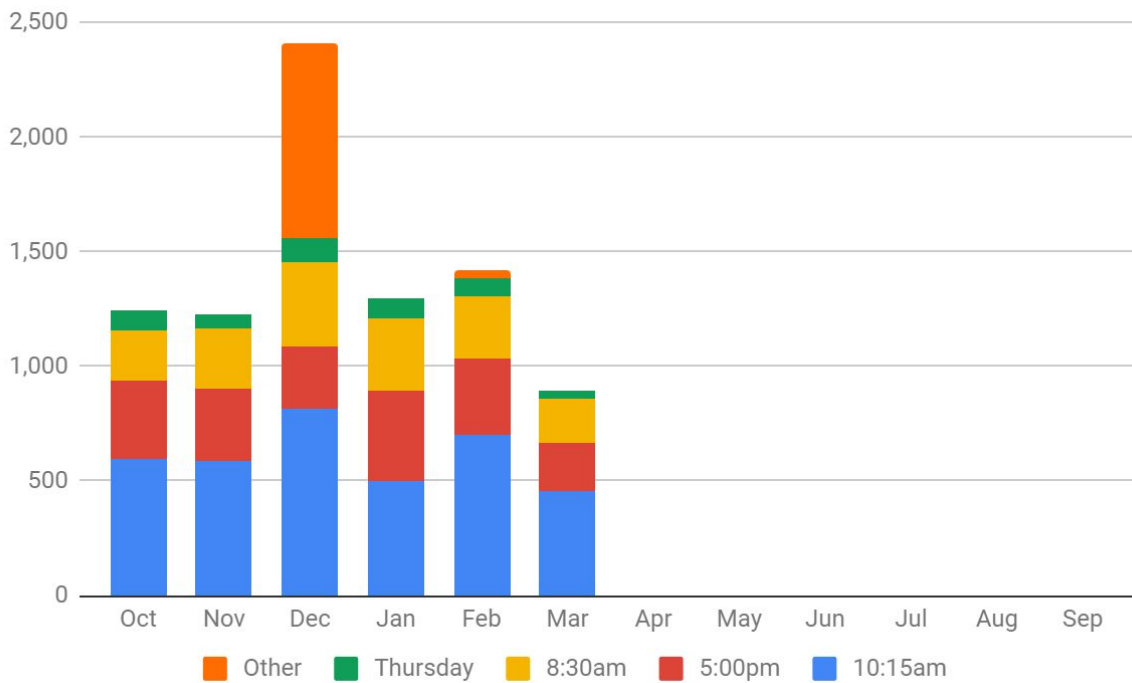


**Wayne Schuller**  
BAC Senior Pastor

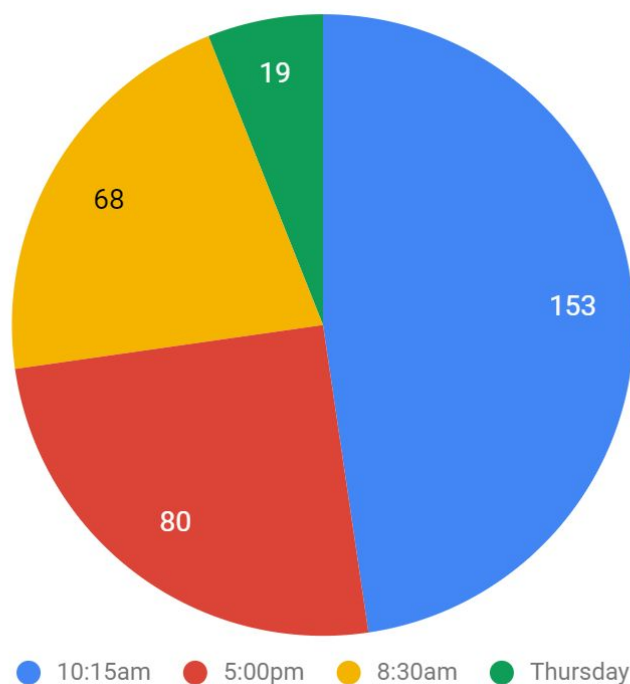
## Parish Statistics

	<i>1st Oct 2019 - 15 March 2020 This Year</i>	<i>1st Oct 2018 - 30th Sept 2019 Previous Year</i>
Baptisms	5	10
Confirmations	0	4
Marriages	1	1
Funerals	11	10
Number of Acts of Communion	3586	8770
Average                      Sunday Attendance	310	301
Average Weekly Attendance	343	343

## Total On-Site Service Attendance by Month, 01/10/2019 - 15/3/2020

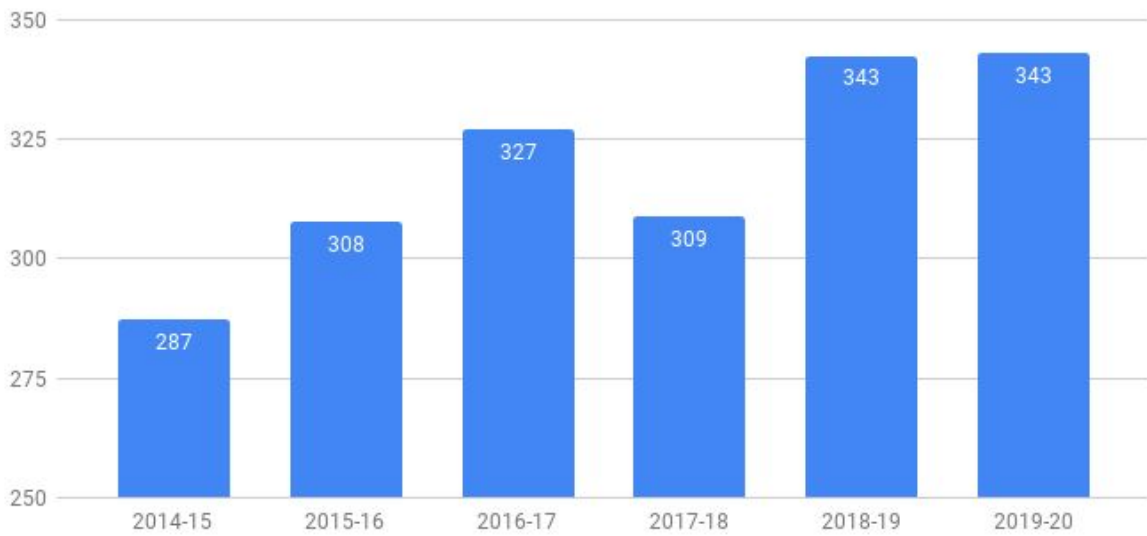


## Typical On-Site Attendance per Service, 01/10/2019 - 15/3/2020



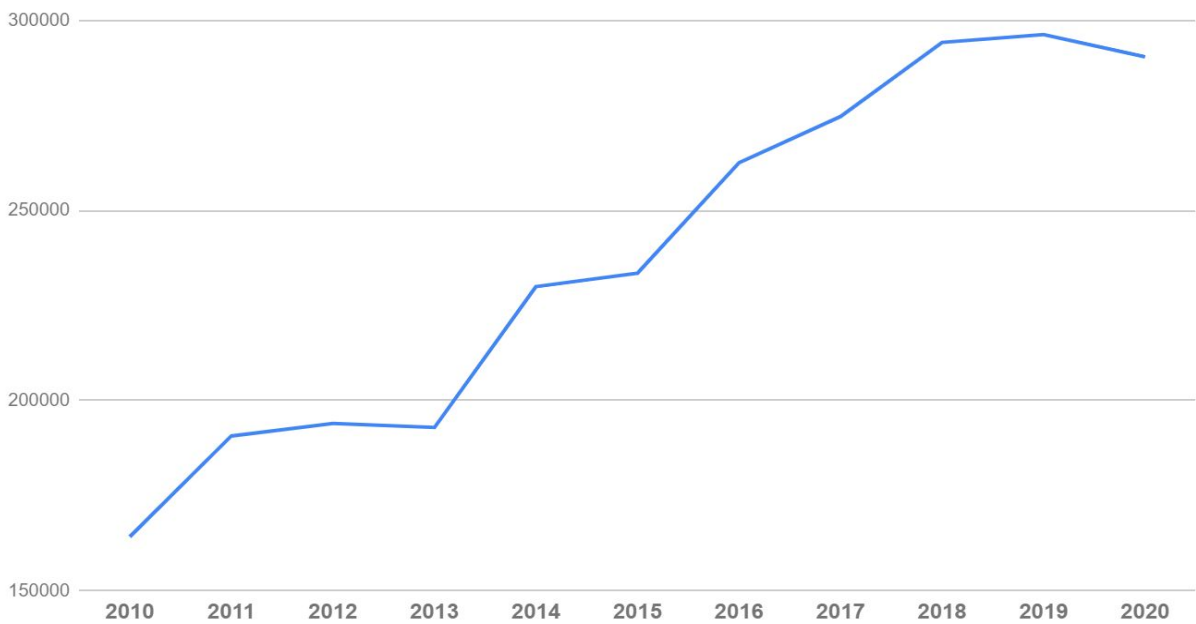
# Average Weekly On-Site Attendances, Previous Six Years (up until 15/3/2020)

BAC Weekly Average Attendance



# Financial Giving/Collections, 2010-2020

BAC Collections



## **Wardens' Report**

2020 has been an unprecedented year in BAC's long history, where even now, the situation is incredibly fluid and can change significantly on a day to day basis. It is in this environment that the church leadership has been required to make decisions and follow regulations completely unheard of until the onset of COVID. Among the more significant of these was where Parish Council presided over the suspension of services and other church activities, and the severe restriction in our ability to conduct weddings and funerals.

In these difficult and trying times, we have been blessed to have a Bible teaching ministry team working hard to continue to make services and teaching available, and to enable us to continue our growth in Christian faith and maturity. I pray that God will continue to uphold them, and keep them in wisdom and strength.

Thanks to the vision of Wayne and the team involved in last years audio/visual upgrade and the amazing financial and prayerful support of the project from the congregation, we were able to utilise and build on our new AV platform to pivot, almost overnight, from delivery of a purely inhouse service to adapting to the new norm - online digital delivery, subsequently incorporating Zoom services, and now working towards live-streaming.

As mentioned previously, to bring us up to speed with content creation and delivery, we were required to build on our current system. This meant the acquisition of gear such as a video camera, an extra PC and monitors, software, more microphone headsets, new foldback speakers for our band, which also double as front of house speakers for outdoor use case scenarios. To house much of this extra gear, a new and much larger sound desk was required, and this is now situated at the back of the middle section of the worship area. Adaptions to our system are ongoing as the team continue learn and apply the new technology. Many thanks to Ray Chatterton for the loan of his camera gear over the past few months.

Despite the church being effectively shutdown since April, there have been many projects and maintenance works completed at the three properties.

Along with the still evolving audio/visual upgrade, our other major projects at the church included: repair and repaint the rotting frames in the east facing window wall, targeted roof repairs to significantly reduce instances of leaks, replacing the pendant lights in the worship area with brighter and more efficient lights, acquisition of a defibrillator unit and completion of IT infrastructure works such as installing network cable through to the the worship area.

Other maintenance works completed as follows:

**BAC Main Site at 55 Peel St:**

- gradual upgrade of switchboard
- steam clean foyer carpet
- replace ageing power points and adapters
- repair and repaint damaged wall at rear of church building
- replace first aid kit
- assorted electrical maintenance and repairs
- areas discoloured by leaks repainted after leak repairs

**Clergy Accommodation at 6 Palmerston St:**

- prep for Sam's arrival
- 2 shower doors repaired
- ventilation repairs
- replace window winders
- various minor electrical repairs
- steam clean carpets

**Clergy Accommodation at Mustang Ave, Fountain Gate:**

- rebuild rotting patio stairs
- repairs to fluorescent fixtures
- patio sliding door repairs
- replace exhaust fan in bathroom
- repair roof leak
- plaster up hole in ceiling



- replace taps in bathroom
- remove nesting bees from house wall

On the OH&S front, earlier this year, we received the report from last years diocese OH&S audit, and the results were very encouraging as it confirmed our focus on OH&S, whilst pointing out a couple of minor areas that required incremental adjusting. We are in the process of actioning those recommendations.

The wardens would like to thank the congregation for their incredible support of the church during the restrictions made necessary by COVID-19, and look forward to catching up when on-site services resume.

Nick Boatman (Vicar's Warden), Tim Warren and Chris Ferreira

# Financial Statements

## Income and Expenditure Statement for the year ended 30/09/2020

	Notes	2020	2019
<b>Income</b>			
Offertory Income	1	290,380	296,205
Missions Direct Donations		3,219	3,799
BAC Projects	2	10,324	30,016
Interest Income		461	685
Federal Jobkeeper Wage Subsidy		97,348	0
Victorian Govt Business Support		10,000	0
Other Income	3	57,626	68,464
<b>Total Income</b>		<b>\$469,358</b>	<b>\$399,169</b>
<b>Expenses</b>			
Ministry Staff Expenses		266,970	257,247
Parish Mission Giving	4	37,899	28,973
Diocesan Assessment		25,106	21,375
Administration		8,539	8,195
BAC Groups & Projects	5	10,646	32,291
Future Provisions	6	55,616	15,000
Property Costs	7		
- Church (55 Peel St)		39,325	24,365
- Mustang Avenue		5,784	6,687
- Vicarage (6 Palmerston St)		5,355	8,032
- Offsite Property		2,653	2,361
Church Running Costs		8,534	5,385
<b>Total Expenses</b>		<b>\$466,427</b>	<b>\$409,911</b>
<b>Operating Surplus (Deficit)</b>		<b>\$2,929</b>	<b>(\$10,741)</b>
<b>Accumulated Surplus (Deficit) at the beginning of the Financial Year</b>		<b>\$45,335</b>	<b>\$56,076</b>
<b>Accumulated Surplus (Deficit) at the end of the Financial Year</b>		<b>\$48,264</b>	<b>\$45,335</b>

Note 1: Offertory income comprised Electronic giving \$230,180 (\$178,737)\*, cash giving \$60,200 (\$117,468)\*.

Note 2: BAC Projects (see treasurer's report for breakdown)

Note 3: Other income (see treasurer's report for breakdown)

Note 4: Mission giving (see treasurer's report for breakdown)

Note 5: BAC Groups and Projects (see treasurer's report for breakdown)

Note 6: \$15,000 (15,000)\* Future Ministry Provision, \$33,000 Future Strategic Asset Provision, \$4,330 Assessment Relief, \$3,286 Superannuation from September (see treasurer's report for detail)

Note 7: Property Costs (see treasurer's report for breakdown)

\* Figures in brackets are for 2019

## Balance Sheet for the Year Ended 30/09/2020

	Notes	2020	2019
<b><u>Current Assets</u></b>			
Cash		55,803	30,225
Short Term Deposit		50,380	46,000
Funds held by Diocese		32,921	
<b>Total Current Assets</b>		<b>\$139,104</b>	<b>\$76,225</b>
<b><u>Current Liabilities</u></b>			
Payable - Missions		5,757	3,085
Provisions - BAC Groups & Projects	<b>1</b>	15,768	14,552
Provisions - Future	<b>2</b>	70,616	15,000
Funds Awaiting Disbursement	<b>3</b>	2,581	3,170
Tax Payable (GST)		-3,882	-4,925
<b>Total Current Liabilities</b>		<b>\$90,840</b>	<b>\$30,890</b>
<b>Nett Assets</b>		<b>\$48,264</b>	<b>\$45,335</b>
<b><u>Berwick Anglican Church (BAC) Funds</u></b>			
Retained Earnings		45,335	56,076
Current Year's Surplus (Deficit)		2,929	(10,741)
<b>Total Equity (BAC Funds)</b>		<b>\$48,264</b>	<b>\$45,335</b>

Note 1: BAC Groups and Projects includes \$6,043 Playgroup, \$3,396 Youth Ministry, \$3,835 Community Craft & Activities

Note 2: 2019/2020:\$15,000 Future Ministry provision, 2020/2021 \$15,000 Future Ministry Provision, \$33,000 Future Strategic Asset Provision, \$4,330 Assessment Relief, \$3,286 Superannuation from September (see treasurer's report for detail) Budget approved by Parish Council.

Note 3: Funds awaiting disbursement are staff fringe benefits payable.

## **Treasurer's Report**

At the 2019 AGM we sang the hymn “Be Thou My Vision”. The last verse “Heart of my own heart, whatever befall still be my vision, O Ruler of all” is very striking looking back. As treasurer I wonder how we would have reacted if God revealed to BAC what 2020 would be like.

At the start of March the Diocese requested forward estimates of giving levels for the next six months, we estimated a fall of 36% based on the loss of cash collections due to the suspension of services and the wider impact of COVID. How wrong we were in our estimates, and how great is our God which we have much to be thankful for.

You will see as you read this report how much we need to be thankful for, to Jesus Christ for his many blessings on BAC, and also to you the members of our church for your continued unwavering support

### **Income and Expenditure Statement**

This year we have recorded a surplus of \$2,929. This is after Parish Council’s decision to set aside \$55,616 provisions for future use and payments of \$5,000 each to St. John’s Cranbourne Anglican church and RAFT Rowville Anglican Church.

### **Income**

Our total income for 2019/20 was \$469,358. This is an increase of \$70,189 from the previous year. The majority of our income is from collections, mission giving, BAC projects, Federal Government JobKeeper, State Government Business Support grant and other income.

### **Collections Income - Note 1**

The collections income for the year was \$290,380. This is a decrease of \$5,825 on last year, and is 5.9% under budget or \$18,325.

Since the suspension of services BAC has been blessed, in the take-up of electronic giving which made up \$230,180 of all giving. This used to

account for 60% of collections income, however has increased to 98% and is BAC's preferred method of giving.

### **Federal Govt. JobKeeper and Victorian Govt. Business Support**

The Melbourne Anglican Diocese applied for and received the JobKeeper subsidy for all Anglican parishes within the diocese. To the 30 September BAC has received via the Diocese \$97,348 JobKeeper subsidy. We have also included in the 2020/21 budget an amount of \$61,200 from JobKeeper 2.0.

On the recommendation of the Diocese, BAC applied for and received the \$10,000 State Government Business Support grant for businesses severely impacted by the COVID restrictions.

### **Missions**

BAC received \$3,219 direct donations for our mission partners from parishioners, this is in addition to the 8.5% of offertory income committed by the Parish Council.

### **BAC Projects - Note 2**

We received \$10,324 for BAC Projects and Activities which comprised of:

- \$842 Playgroup
- \$1,261 Youth Ministry
- \$1,511 Bible study materials, Book Stall
- \$3,613 Grants for Reconciliation
- \$3,097 Special Appeals

### **Other Income - Note 3**

BAC received from other income sources an amount of \$57,626 comprising:

- \$4,454 Hire of premises
- \$5,500 Funerals
- \$758 Other
- \$19,914 Grants
  - \$8,000 Assistant Curate Grant from the Diocese
  - \$2,000 Russell Foundation
  - \$9,914 Eumemmerring Trust

- \$17,000 Insurance claim for Wayne's sick leave
- \$10,000 Diocese Assessment Relief

## **Expenditure**

Total expenditure for the year was \$466,427. This is an increase of \$56,516 on the previous year. The major expenditure items are explained below.

### **Ministry Staff Expenses**

Ministry staff payments to Wayne, Ben, Reece, Sam, Hugh and Veronika, our parish administrator make up 57% of expenses and totaled \$266,970.

This includes also \$2,540 of Workcover Insurance & Staff Professional Development & Training

### **Diocesan Assessment**

BAC paid \$25,106 Diocesan Assessment which is an increase of \$3,731 on last year, however the Diocese provided a \$10,000 grant back in the form of Assessment relief due to the COVID impact.

### **Parish Mission Giving - Note 4**

Again, this year 8.5%, \$24,680 of collections was allocated across the mission partners BAC supports. Total mission payments \$37,899 comprised the following.

- \$24,680 8.5% of Parish Offertory Income
- \$3,219 Parishioner Direct Donations
- \$5,000 RAFT Anglican Church Rowville building debt donation
- \$5,000 St John's Cranbourne building debt donation

### **Property Costs - Note 7**

An amount of \$53,117 was spent on upgrades, maintenance and services to the three BAC properties, the Church \$39,325, the Vicarage \$5,355, Mustang Avenue \$5,784 and offsite residence \$2,653. The large expense items included:

- \$13,118 Sound upgrade
- \$5,030 Church window repairs
- \$1,295 Defibrillator for Church
- \$1,070 Electrical Work

- \$1,500 Gutter Cleaning

### **Administration & Church Running Costs**

Total expenditure for church administration and operation was \$17,073.

The large expense items included:

- \$2,058 Printing/photocopying
- \$1,230 Financial Administration
- \$2,998 Fringe Benefit Tax Liability
- \$4,296 Mobile phones & internet
- \$670 IT Services

### **BAC Groups & Projects - Note 5**

A total of \$10,646 was spent with the main items being:

- \$1,166 Youth ministry
- \$1,024 Playgroup
- \$612 Bible study materials
- \$2,431 Community Craft and Activities
- \$816 Evangelism and Sunday School supplies
- \$1,495 Ben Soderlund farewell gift

### **Future Provisions Expense - Note 6**

An amount of \$55,616 has been set aside for future use and recorded in the balance sheet as a Provisions - Future liability. This amount is made up of the following:

- \$15,000 Future Ministry Provision  
approved by Parish Council on 16 September
- \$33,000 Future Strategic Asset Provision  
approved by Parish Council on 16 September
- \$3,286 Provision for September 2020 Superannuation
- \$4,330 Transfer of Diocese Assessment relief to 2020/21

The Future Ministry provision brings the total Future Ministry provision to \$30,000 as the existing \$15,000 set aside in 2019 has not been used and is carried forward. The expenditure of these funds has not been

included in the 2020/21 budget due to the uncertainty created by COVID restrictions.

The \$33,000 Future Strategic Asset Provision are funds set aside for expenditure in 2020/21 on improving the church facilities in readiness for the resumption of public worship. The list of projects approved by Parish Council to be funded from this are; Camera and digital streaming readiness, microphone upgrades, pew and pulpit Bible upgrade, and internal and external painting of BAC facilities.

### **Balance Sheet**

As at 30 September BAC had cash assets totaling \$139,104 with current liabilities of \$90,840 of which \$30,000 is Future Ministry Provision and \$33,000 is the Strategic Asset Provision.

### **Conclusion**

As everyone is aware, we have experienced unprecedented challenges during the 2019/20 year with the COVID crisis which has forced us to change the way we do church. Our ministry team has worked tirelessly to implement changes quickly to bring digitally produced multi media BAC services into your homes.

From the financial statements you can see BAC has a very healthy balance sheet which can be attributed to the continued support of BAC members and partly to JobKeeper and other Government grants.

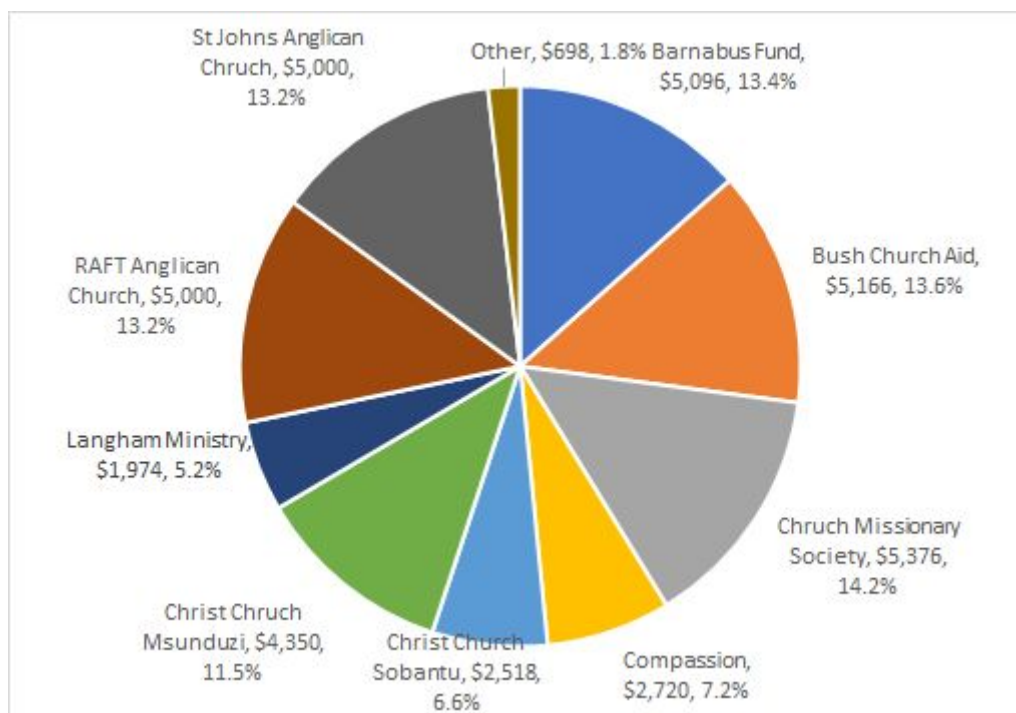
Our Ministry team, our Bookkeeper, the Wardens and Parish Council have done a fantastic job of keeping the budget under control in extremely difficult and uncertain times. We give thanks to God for providing BAC with highly skilled staff and volunteers for the smooth running of our Church.

**Russell Patterson**  
**Honorary Treasurer**



## Missions Payments Summary 2019/2020

BAC mission spending for the year totalled \$37,899 including direct parishioner donations of \$3,219. The pie chart below shows how these funds have been disbursed.



### Mission Funds Allocation

#### Mission Partners

Barnabas Fund - *Evangelism and aid for the persecuted church*

Bush Church Aid Society - *Was Rev. Stephen and Vanessa Weickardt in Bendigo, new link partnership to be established*

Church Missionary Society - *Brad and Michelle Jackson in Japan*

Compassion Australia - *Releasing children from poverty in Jesus' name*

Christ Church Sobantu - *Rev. Njabulo Sithole in South Africa*

Christ Church Msunduzi - *Rev. Mbongi Zuma in South Africa*

One off supports: Youth Bible Camp (\$1,120),  
Mbongi Zuma appeal for stolen IT (\$790)

Langham Preaching International via Wayne Schuller leading preacher training in Mongolia

One off support: *RAFT Anglican Church Rowville building debt, St. John's Anglican Church Cranbourne building debt. Approved by Parish Council on 16 September 2020*

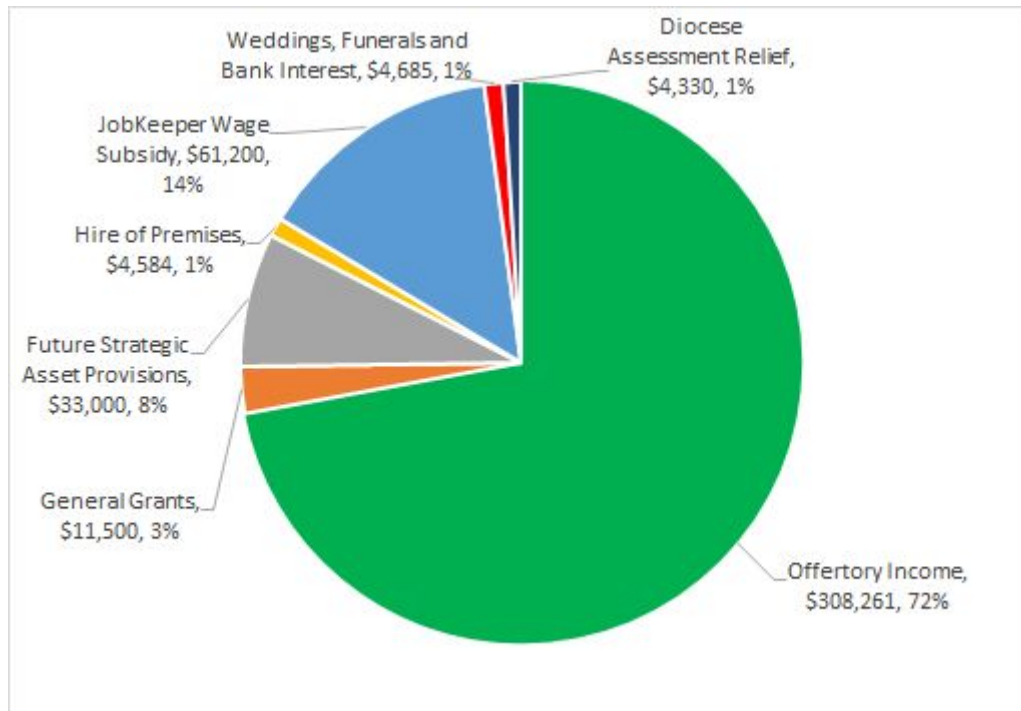
## BAC Budget 2020/21

*BAC 2020/2021 Budget (Approved by Parish Council September 2020)*

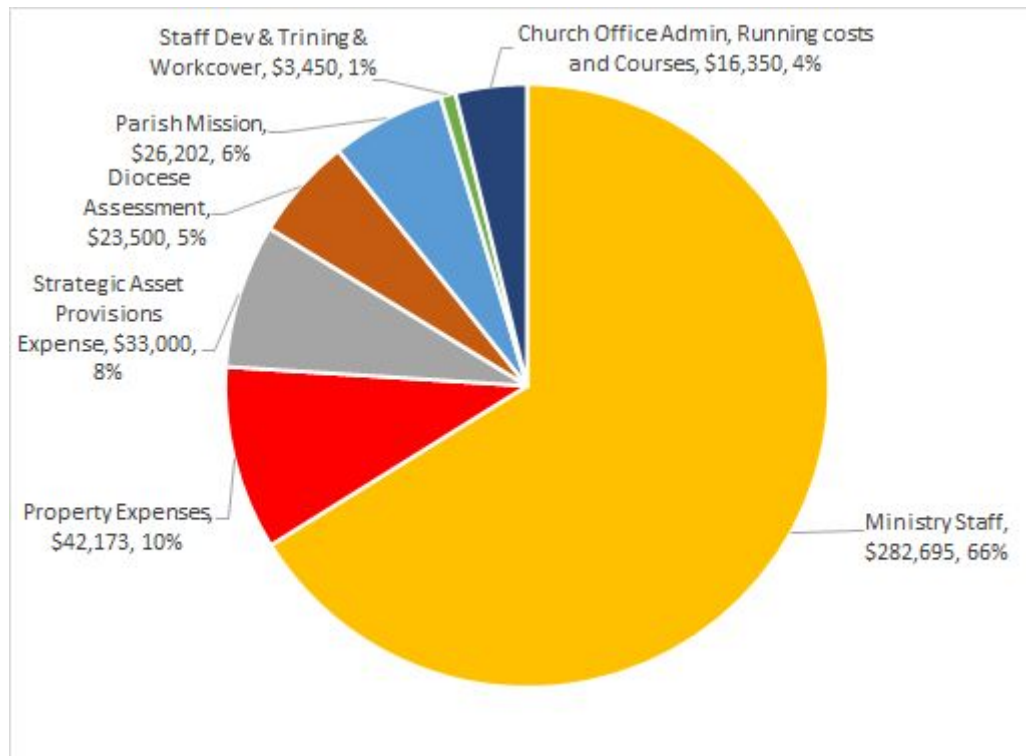
<b>Income</b>	
<b>Offertory Income</b>	
Collections - Cash/Envelopes	\$40,000
Collections - Electronic Giving	\$268,261
<b>Other Income</b>	
General Grants	\$11,500
Future Strategic Asset Provisions	\$33,000
Hire of Premises	\$4,584
Funeral + Wedding Donations	\$4,000
Federal Jobkeeper Wage Subsidy	\$61,200
Diocesan Assessment Relief Grant	\$4,330
Bank Interest	\$685
<b>Total Income</b>	<b>\$427,560</b>
<b>Expenses</b>	
<b>Staff and Mission Expenses</b>	
Ministry Staff Stipends and Allowances	\$282,695
Parish Missions Giving (8.5% of collections)	\$26,202
Diocesan Assessment	\$23,500
Staff Professional Development & Training	\$1,950
Workcover Insurance Premium	\$1,500
Future Ministry Provisions	
Future Strategic Asset Provisions	\$33,000
<b>Property Costs</b>	
Church Buildings	\$23,873
Residence - Mustang Avenue	\$8,000
Residence - Palmerston St	\$7,850
Residence - Offsite	\$2,450
Financial Administration Expenses	\$7,205
Office Equipment and Running Costs	\$2,350
Church Activities Running Costs	\$5,295
Evangelistic Courses and Resources	\$1,500
<b>Total Expenses</b>	<b>\$427,371</b>
<b>Surplus</b>	<b>\$189</b>

## BAC Budget 2020/21 Charts

### Budgeted Income \$427,560



### Budgeted Expenditure \$427,371



# Minutes of Previous Annual Meeting

## Minutes of 2019 BAC Annual Meeting

Annual Meeting Date: Tuesday 19 November 2019

Present: Felix Anthony, Prem Arumanayagam, Chris Barnes, Diane Bartels, Ernie Bird, Pat Bird, Deborah Boatman, Nick Boatman, Ray Chatterton, Alan Clark, Brenda Clark, Rohan David, Vasantha David, Chris Ferreira, Darren Fitzpatrick, Bob Flavell, Loris Flavell, Lyndall Fokkens, Wendy Hardman, Graham Hughes, Sue Hughes, Gwen Jayawardhana, Osmund Jayawardhana, Jenny Lane, Phil Lane, Margaret Lucas, Neil Lucas, Lauren Martin. Stephanie McNeil, Marjorie Millard, Russell Patterson, Debbie Sanderson, Helen Schuller, Cam Vinojit, Timothy Warren, Veronika Warren.

Apologies: Vishanthini Arumanayagam, Heather Barnes, Nicole Ferreira, Daniel Fokkens, Anne Fries, Gerhard Fries, Jack Grant, Robyn Grant, Elise Kelly, Margaret Kronauer, Andy Kronauer, Joan Lamin, Daniel McNeil, Bill Peeler, Rev. Hugh Prentice, Reg Rowswell, May Rowswell, Mary Tuxen, Melanie Vinojit, Brian Wakelem, Liz Wakelem, Belinda Wilson

Parish Non-Electoral attendees: Rev. Wayne Schuller, Rev. Reece Kelly, Jennifer Grbic

Chairperson: Rev. Wayne Schuller opened the meeting in prayer at 7:40pm, reading the Code of Conduct (p2 of reports).

The Minutes of the Previous Annual Meeting and of any subsequent statutory parish meeting.

Mike Richardson has proposed two amendments:

Page 38 4: "litigation" should be "mitigation"

Page 42 Q2: "Birmingham Trust" should be "Eumemmerring Trust"

MOTION: "THAT THE MINUTES OF THE ANNUAL MEETING HELD ON 13 NOVEMBER 2018 (with above two amendments) AS CIRCULATED BE ADOPTED".

Moved: Bob Flavell                      Seconded: Sue Hughes                      Carried.

The reception of the Parish Electoral Roll

Vicar: There are two ways to sign in tonight. So please make sure you have signed in. One is if you are on the parish roll, and we have had that out [on display] for a few weeks and the final version is out there tonight, we want you to sign the parish roll. You may have chosen to not be on the roll as yet. That is okay and there is another in-attendance roll for you to sign. So make sure you sign one of those two. Also, there is a sheet out there for apologies. Various people like Rev. Hugh Prentice and one of the Wardens is away and have given an apology. So if you know of someone who is an apology, put their name down and we will record their name as an apology.

Back to the electoral roll, this year at the time of the annual meeting there are 239 people on the electoral roll. Last year was 230, some have been taken off and some have been added. We welcome onto the electoral roll at least the following, it

is hard to track all the changes, but we welcome Tashia, Ishan and Shenaya Wijesundera, Kylie Coleman, Gavin and Chantel Naidoo, Diresch and Ayomi Gunasekera, Vonnie Gale, Paul Schuller, Lyn Wyatt and Dorothy Cooper. There are probably others as well that are new that are on the roll.

Also, at this time of the meeting you may want to help me add to this list, I want as part of this adoption of the list to formally give thanks for the life of those saints who gave gone to be with our Lord Jesus and have died in the last 12 months. So we give thanks for the life of Geoff Clarke, Andrew Noble, Jenny Van Der Watt, Kenny Pitiersz, Irene Ferreira and Rita Vis.

MOTION: "THAT THE ELECTORAL ROLL BE RECEIVED".

Moved: Veronika Warren    Seconded: Marjorie Millard    Carried.

Vicar: The annual report by the Vicar that includes the entries in the registers of the Parish for the financial year, including numbers of baptisms, persons received into communicant membership, confirmations, marriages, funerals, Sunday services, acts of communion and such other statistics from the registers as Archbishop in Council determines.

I am assuming that you have read my report. I just want to share a few things and answer questions. My first response when BAC comes to mind is thankfulness and gratitude. Like the Apostle Paul in his letters when I pray for you, I'm full of thanks for you. That is certainly how I feel about being Vicar of Berwick Anglican Church. We have so much to thank God for at this place and it is a very special and unique church. I hope that you treasure BAC as much as I do.

Last year we set an ambitious budget and although we did not reach our target, in terms of year on year actuals we still have a slight increase on the previous year. So it was another year of record giving and also record attendances. So please glorify God for his mercies amongst us. I especially praise God most of all for the people who love Jesus at Berwick Anglican. People who are committed to grow in Christ, the Word, in prayer and grow in mission. I thank God for people who serve, Sunday school teachers, musicians, music leaders, those across four congregations: youth volunteers, small group leaders, mentors and there are many of you, those who serve in our beautiful gardens and our flower roster, those who serve in special events or in our nursing home ministry, those who help in our office and much more. I praise God for our Parish Council in the last 12 months for their wisdom in the governance of the parish and for the three Wardens for the last 12 months. We have had Gerhard Fries, Tim Warren and Prem Arumanayagam who have been particularly supportive and a great listening to me personally so thank you to Prem, Tim and Gerhard who is an apology. Gerhard has actually been doing an amazing job of jumping right into all the repairs and fixing things himself and supervising professionals. We have been really blessed by Gerhard's strenuous work in the last 12 months.

Friends, I want to remind you that BAC continues as a network of four very vibrant congregations and although we have as a church occasional special events

together, so this is like all the networks coming together tonight; or Carols on the Hill is another occasion where all four congregations come together. The four congregations are in of themselves diverse church communities and highly demanding needs and different emphases. Each one of the four congregations is a complimentary expression of the BAC DNA of growing in Christ, in the Word, in prayer and in mission. I would encourage you friends in the coming 12 months, please pray for the congregations that you don't attend. Please maybe even occasionally visit them. To visit and be encouraged by your brothers and sisters in Christ in your church but in a different congregation. We have, not many, but there are a couple of families that have different generations in different congregations at BAC. They have a great story to tell how God has blessed them through our church in very different ways across their generations. It is actually very exciting. I think BAC's future is brighter because we have four vibrant congregations. The newest of which is the 5pm and we continue to invest heavily in the 5pm and see great fruit in the 5pm even after Ben, who planted it, has moved on.

Now I have said to you many times and I have a couple of slides, but wherever a Christian chooses to live, you're choosing to participate in the mission of Jesus in that place. So if you choose to live in the outback, you know in the black stumps somewhere, you are choosing to be on the mission of Christ in the back of the black stump. But if you choose to live in a growth corridor, you are choosing to be on a mission for Jesus in the growth corridor. That is what you have told your Saviour, your Lord, by where you have chosen to live. Very quickly, I will go through these stats. I have shared these on a Sunday; you can see that Cardinia Shire currently has 115,000, in 20 years it will be 200,000. Casey has currently in 2019 over 350,000 will be over 550,000 residents. These are the best statistics we have (source: [www.forecast.id.au](http://www.forecast.id.au) ). This slide I have shown you before but basically right now we now have 472,000 people who need to hear about Jesus and salvation through Jesus Christ at our door step. In two decades to come, that will be three quarters of a million people that need to hear about the salvation through Jesus Christ. These are your neighbours, your work colleagues, your grandchildren, people that you shop with or play sport with and actually a lot of these people are your brothers and sisters in Christ that you haven't met yet but they are moving into the area and are looking for a Bible teaching church and a loving Christian community. Christ loves them and he died for them and he wants you to love them and care for them as well. So we have this amazing advantage that other Anglican churches don't have. Most Anglican churches are in static suburbs with only incremental growth, but BAC can thrive and is thriving because the population is thriving. This blessing is on our door step. As I have said many times, the blue crosses in the slide are our local Anglican churches. There are really only four Anglican churches in the new growth area of Casey/Cardinia that's us, St. James Pakenham, St. John's Cranbourne and maybe Hampton Park. The others are in more established pockets that aren't really changing that much in terms of population. So all these people are coming to us, so we want to be ready for them.

The story of the last five years, this is on page 19 of the Annual Report, the way I explain the narrative is that we have growth fuelled by our investment in staffing, in growing of the staff team. As we have grown the staff team we have seen more growth unlocked: teaching, training, discipleship, pastoral care, and that unlocks more growth and more opportunities. So this investment in the staff team correlated to attendance growth and on p19 givings growth, so God bless you for that.

During this year it has been a wonderful year, apart from losing Ben, it has been a great time of year having three full time clergy and Veronika in the office. We have push ourselves very hard this year. But it has been a delight and a joy as it has resulted in quite significant growth, 11% year on year. I think in a way if you have seen the movie, Ford vs Ferrari. The whole movie is about which model car can survive in the red zone. Which model car can survive in 7,000 rpm or not. I just want you to know in the office we are nearly always working in the red zone. We are not cruising, we are all working to our very fullest extent and you can see how God has blessed that. We often push ourselves in the red zone because we love you and we love God's family in this place. We love the Lord Jesus and we love seeing people grow in the Lord Jesus. It is almost addictive to work that hard. We have a challenge ahead and many of you have asked about replacing Ben. It is going to be very hard to replace Ben; as he has had four years of building pastoral relationships. That is very hard to replace in a hurry. So I encourage you to have patience with whoever does replace Ben in the new year. Even in just the last four weeks Reece, Veronika and I have been scrambling to pick up Ben's workload and when you are already in the red zone it is really hard to do. We are starting to realise how much Ben did; and so his replacement is a prayer point. I do want to encourage you to be excited about investment in the staffing and I think in this graph you can see a drop in growth in the second bar 2017-18. The drop is what happens when we have six months with only two full time clergy and not three. And so, we need to invest to ride the wave of the growth. I really want to encourage you friends as there have been questions, such as 'do we need to even replace Ben?'. I want to you to not be under the delusion: I am not the Messiah and Reece is not the Messiah. Even Ford's and Ferrari's engines blow and our love for pastoring you runs deep but we are actually still as a church in the midst of a crisis from my own burnout in 2017 that has ramifications to today. So I want to encourage you not just ask "What's in it for me?", and not just ask "What will additional clergy do for me?". I want you to ask "What can I do for the kingdom of God?", "How can I invest so that souls that are facing an eternity without forgiveness, without Christ can know Christ and receive eternal life?". That is really what it is about.

We have many newcomers in our church. In this week's BAC weekly email, I link to this document I've called 'the BAC public repository of vision and annual meeting documents'. If you go to this link it will show you all past annual meetings and different vision documents. So if you are new in church you can see the journey we have been on and all that sort of thing. The great joyful thing I think is, we have always hovered around the 300 barrier of average weekly attendance. But we have

really broken the barrier of that in the last 12 months. I was just reading the book called "The myth of the 200 barrier". For us the barrier has been 300, it has been hard to break that. But here is what happened according to this book when you break these barriers. I think it describes BAC very well and what you might be going through. Kevin Martin writes, 'transitional churches that are going from small to large, tend to be high stress congregations for clergy. The expectations that the pastor's role will be primarily relational in a smaller church and the high expectations that accompany excellence in programs in the large church create this stress, it is hard to be both those things for all people.' Another quote: 'transitional congregations often experience tension and conflict as the congregation develops. Those who prefer the style of the smaller congregation often resent the changes, those who want quality programs on the other hand, often find those people, the resistance, frustrating and irrational' . I think that we see a little bit of these dynamics in BAC. Some people miss when Berwick was a village and miss when BAC was small church and everyone knew everyone. We are a long way from now. Let me encourage you friends to embrace the changes around us as we approach the third decade of the 21st century. Berwick has changed, Casey has changed and BAC needs to continue to change. This book I have found helpful because it named for me the kind of pressure that I am under as Vicar as we have the size of a bigger church but people want me to be the small village Vicar and it is just impossible.

We are blessed friends in that 25 years ago the Anglicans that were here, and some of you are still here, were ambitious and were sacrificial in building this building. My prayer is that we will similarly in our time be ambitious and sacrificial for the growth that is to come, and that as people look back in 20 years time, they will actually look back and say we are blessed by the commitment they made in the growth of the Gospel in 2020. I want you to be like heroes of the faith. We have been looking at heroes of the faith and they are people of sacrifice and mission. I have shared this in notices before, there are three basic things that will make you a good BAC member, firstly please generously pray for people at BAC, pray for clergy, BAC leaders, BAC services, BAC groups, BAC care. Please pray for the other congregations that you don't attend. I have even said in one of the reports for a prayer meeting, why don't you commit on Tuesdays to pray for one page of the parish phone directory. That is what we do at our prayer meeting every Tuesday morning. This morning we were on page 3, so if you are on page 3 we prayed for you this morning. The second thing is obviously is to give generously, to use electronic banking. If you have a capital gain event in your life and God has blessed you, then think of BAC, think of the plant needs and the need to improve our vicarages and be generous with that. Please put BAC in your will. Thirdly, please keep welcoming, please keep chatting to the newcomer, talk to someone you don't know, stay behind as long as you can after a service. Ask God where do you want me to park? Where do you want me to sit? Lord, who do you want me to talk to this day? I think God works powerfully through you when you do do that. If you are already doing these three things, which I think I have found that you are doing, then



celebrate tonight, these fruit that we have experienced these results are God's work through you and God's work in you.

That is all my verbal presentation and now we are going to open up for questions. But first answer some of the questions that have been pre-submitted. So let me go through these very quickly. None of our questions were submitted seven days in advance, but we are going to show grace.

Q. Jack Grant. Can Wayne defer or delegate the Langham ministry, that is the Mongolian trip I mentioned, to reduce workload?

Q. Russell Patterson. In your report you have received medical advice that you can only work 70%. The list of projects on page 7 including a Master of Arts in Theology and being Vicar of BAC looks excessive for 70%. Can any of these projects be deferred or delegated to Reece or Hugh?

A. Thank you for those questions. Very quickly, those projects I have listed on page 7 include: a possible long service leave in 2020 (really depends on who the third staff member is); and going to Mongolia is two weeks after Easter next year for one week; and my ongoing theological study; All those things I have shared with you because they are things I do to have time away from the pressure of ministry to pray, to be encouraged by other Christians in other places and have time for personal study of the scriptures, and a kind of spiritual retreat. And so as I note in my report these are part of my ongoing professional development and self-care. So I don't really see those things as part of my workload per se and they could be deferred or delegated but I am hoping that as a church you would support me in pursuing professional development and self care and invigorating my ministry opportunities.

Two more questions from Russell Patterson and then we will open to the floor.

Q. Russell Patterson. When do you and your medical practitioner see you return to full time ministry? Wayne, you have used the same wording to describe your current mental health in the past paragraph on page 7 as you did in the last year with the words, "fatigue, fragility and leading with a limp being used". Has there been an improvement, and if not, what can we do to assist you? Please explain.

A. Thank you Russell for your kind question. I am re-announcing today that my most recent medical review was yesterday. I tried to get it done so I could share with you and be as transparent as I can with you. I submitted the results of that to the Wardens and Bishop yesterday. My Doctor has continued to limit me to say, "Wayne, only work at 70% of your pastor's load" and he said that the next review would be in the early months of 2020. That is not what I was expecting to have to announce by this time. If you had asked me last year, that is not what I was expecting to say. I can say that there has been some improvement in my health and in my work/life balance. Especially due to having a home outside Berwick (just 10 minutes down the road.) But there are other areas where physical fatigue and mental health challenges have not improved in the last 12 months. Maybe because

ministry is just so busy and pressuring. I think we ought not to be discouraged in that burn out happens because of years and years of overwork and it is standard in the literature on burn-out that it takes a long time to recover. So I am fairly par for the course in that sense. And thank you Russel for asking what can be done to assist. I think last year I asked you for your prayer and your patience, and so I ask you again tonight for your prayer and patience and maybe even re-read my answer to that question last year in the minutes on page 33.

And finally, two more questions and then I will open to the floor.

Q. Russell Patterson. On page 8 you refer to a new leadership model and best practices for a large church. Please explain what does this mean for BAC and what is your definition of a large church.

A. I would refer you to that link to the public vision documents and there you will find two really important expert papers in this area. One by Roy Oswald and one by Tim Keller, which we have mentioned in other annual meetings and Parish Council have studied these in depth and you can read them. In those papers a large church is defined by those church sized cultures where the entire body of the parishioners can no longer relate directly to just one senior pastor who cares for everyone and that person is the centre of all activities. So BAC with a weekly average of about 340 and a gathered community of regulars, in the phone book there are about 600 people, we are past the point where we can have a village Vicar and be Vicar-centred. Actually, there are other churches that I study and look at in Melbourne that have more staff than us and are smaller in number than us. My prayer and target is to get back to having three full time priests but that may take a while because we still haven't found a replacement for Ben and may be that the replacement is a new Deacon and they won't even be a priest until this time in 12 months. So it is a bit of a long road but we are planning this transition very carefully budget wise.

I would like to open to the floor. You can ask any questions, maybe put your hand up and there is a microphone. Anything for the Vicar's report or the staff reports. We will keep on moving, excellent.

MOTION: "THAT THE VICAR'S REPORT AND THE STAFF REPORT BE ACCEPTED".

Moved: Russell Patterson Seconded: Margaret Lucas Carried.

#### Report by Church Wardens

We are up to item 'e' on the Agenda on page 5. And so I think we are taking the report as read and we are just opening up for questions. The Warden's report is on page 20 and 21. Are there any comments or questions on how the Warden's report is? This is your chance to ask about building matters. Gerhard especially has done a wonderful job.

MOTION: "THAT THE WARDEN'S REPORT BE ACCEPTED".

Moved: Chris Barnes Seconded: Darren Fitzpatrick Carried.

MOTION: "TO THANK GERHARD FOR HIS FAITHFUL AND SACRIFICIAL LEADERSHIP IN LOOKING AFTER THE BUILDINGS AND PLANT IN THE LAST 12 MONTHS".

Moved: Russell Patterson

Seconded: Osmund Jayawardhana

Carried.

#### Audited accounts

Russell Patterson presented some slides with visual summaries of the reports with a commentary.

We've got a future ministry fund of \$15,000 which is listed as an expenditure. This was a decision made by Parish Council for funds for future ministry. If we didn't have, and I have had quite a few question on this, we would have had a surplus of \$245. But we wanted to set aside and earmark funds in the 2020 budget to fund three full time clergy, that is the goal. Those funds will be utilised depending on the qualifications of the staff according to the 2020 period.

Mission payments: These are up of 8.5% of offertory income, that is the parish component, plus direct congregational donations of \$3,799. The pie chart there shows there is a split of those monies to our mission partners Barnabas Fund, Bush Church Aid, Church Missionary Society, Compassion, Christ Church Subantu, Berwick College chaplaincy and Langham ministry.

Our cash position at end of September was \$76,224. Against that money we have liabilities of \$30,890 and within that is the \$15,000 provision that has been set aside for the 2020 budget. So there is quite a buffer of cash, net cash buffer there of \$45,000.

That concludes my finance report.

Wayne: So there are some pre-submitted questions. A number are about the future ministry provision that Russell has answered.

Q. Osmund has pre-submitted a question, what security processes are in place for counting collections on Mondays.

A. Prem. A question from Osmund about what security processes are in place for counting collection on Mondays. During the year Parish Council adopted the counting policy on Mondays. The same security process is in place as previous protocols. For example, multiple people must be involved in the count, cash must be correctly locked into safe, the same paperwork must filled and checked. Only certain people have access to the safe. None of those with access are allowed without another authorised member. We could talk about a lot more detail, but the security process is very tight as we have explained. So rest assured the cash is in good hands as we do have fairly tight security protocols around that.

Q. Darren Fitzpatrick: Question about the slide chart: on the upper line, the blue line, there is a big down part in May 2019, I was wondering if you could explain what happened there.

A. Russell. That was when we paid for the sound system \$18,176 so that is the reason for the big dip there, plus the normal salary components.

Q. Neil Lucas: If you go back to the mission giving pie chart, if you add up the figures on the right it they add to be \$29,973 but the report total is \$1000 or so less.

A. Wayne, Veronika has said it is a typo in the parish giving. The Parish giving is \$25,174 and then you add the \$3,799 of congregational direct gifts. Wayne also notes it is nearly 10% when you add it all together. I think that is really healthy, that we dedicate a minimum of 8.5%, but most years we pass this. That is a sign of a really generous church for God's kingdom.

Q. Lyndall. Russell, this year we received some \$37,000 for insurance payments. With Wayne continuing on at 70%, will those insurance payments be continued into 2020?

A. Russell. We have included in the budget \$9,000 for insurance payments. That's three months worth. We are not sure what is happening beyond that, it is really up to the diocese.

A. Wayne. That is a very current and good question. Given my review just yesterday and the diocese haven't been that clear. We will find out, it is possible, but we don't know.

Q. Alan Clark. Do you plan to increase the 8.5% of mission givings in future.

A. Wayne. No, we haven't entertained that. We are pretty content that it gets us past 10% most years. It is a healthy sacrifice and I think we are pretty content at that level.

Wayne: Are there any other questions about the report for the past year? If, not would someone like to move we accept... And by the way, the financial reports have already been audited this year. It has only been happened twice before this early. The auditor has already gone through everything and has approved everything by the date of the annual meeting. So I feel good about that being very organised.

MOTION: "TO APPROVE AND ADOPT THE FINANCIAL REPORTS".

Moved: Cam Vinojit                      Seconded: Visantha David                      Carried.

Budget approved by Parish Council

The budget is the next item on the agenda. So it is on pages 28 and 28 of your booklets.

There were a number of questions pre-submitted, basically on the topic of the level of budget optimism and can we afford three clergy?

The view that we took, is that we were very careful with our budget planning and preparation. I think the bottom line is that we have experienced an 11% growth on average attendances. Most people when they join a church actually don't start giving right away. It may take 6 maybe even 18 months until they feel they belong and their wallet is the last thing to join the church. We feel quite confident that a 4% budgeted growth in collections is a very modest on the back of a 11% attendance growth. And our long term average of collections growth in my nine years is 7% annually, if you average all the different growths over the years. We

have actually budgeted below our long term average so we think this is very prudent and very well managed budget.

Other pre-submitted questions:

From Jack Grant:

How can BAC afford three full time clergy when we are showing a deficit in giving for October the start of the new year?

Q. Jack Grant. But what about the fact that our first month in our financial year which begins October 1st, we are already behind.

A. Wayne. We are not prone to panic we are prone to look at the big picture rather than react from month to month. What I want to say as Vicar, I invite every BAC parishioner, as God has enabled you, and we have all got different capacity, to enter into the mature joy of sacrificially investing in the ambitious gospel growth. It is true that the budget is ambitious for the gospel. So basically: if you are excited by what our church is doing, then give!

A. Russell. You will see in those pie charts there the future ministry provision comes in as income so that is where the money is actually used to support the expenditure side. The offertory income, this is an increase of \$12,500 on what we had last year. A monthly budget of \$25,725. Whereas the budget for the year that has just been was \$26,500 so that is less on a month by month basis but a there is a 4% increase on giving in there. Ministry staff costs, they have increased by 2.6% this year which the Diocese announced. The total expenditure in the balanced budget is \$365,808.

MOTION: "THAT THE ANNUAL MEETING NOTE THE 2019/2020 PARISH BUDGET".

Moved: Neil Lucas

Seconded: Graham Hughes

Carried.

H: Reports by other parish groups. Item eight was merged with item four.

Wayne: This is the white booklet published on Sunday. I just want to say firstly a thank you to our lay leaders that as well as leading a ministry you actually wrote a report about it. We are encouraged by what are doing.

MOTION: "TO ACCEPT THE REPORTS BY OTHER PARISH GROUPS".

Moved: Deb Sanderson

Seconded: Tim Warren

Carried.

I: The election of churchwardens and members of the Parish Council

Nominations were published last Sunday.

There were two nominations; Tim Warren who is a continuing Warden and Chris Ferrera. I am announcing tonight Nick Boatman who has agreed to be Vicar's Warden. Churchwardens are appointed unopposed. Please welcome them.

The nominations for Parish Council that we have received are: Vasantha David, Darren Fitzpatrick, Steph McNeil, Russell Patterson and Cam Vinojit. At this stage I

don't have any Vicar's appointments, I am still recruiting. Those five names are appointed to the Parish Council unopposed (alongside the churchwardens).

J: The election of an auditor

Motion: "That our auditor for the next financial year (2019/2020) to be Berwick Taxation Services"

Moved: Prem Arumanayagam      Seconded: Russel Patterson      Carried.

K. The election of lay representatives to the parish incumbency committee

Wayne Schuller: There were two nominations for lay representatives to the Parish Incumbency Committee Tim Warren and Darren Fitzpatrick. Elected unopposed.

L. Other business

Jenny Lane: Each week we all receive a BAC newsletter which for the past 15 or so years has been painstakingly been put together by Marjorie Millard. Marjorie has now taken a well-earned retirement from this position. I would therefore like to move a motion that Marjorie be officially thanked for all of her efforts, hard work and commitment in compiling the newsletter over the years.

Wayne. Thank you Jenny, very well spoken and Veronika has also asked to be seconder for that motion. All in favour please do it with applause, thank you Marjorie.

MOTION: "THAT MARJORIE BE OFFICIALLY THANKED FOR ALL OF HER EFFORTS, HARD WORK AND COMMITMENT IN COMPILING THE NEWSLETTER OVER THE YEARS".

Moved: Jenny Lane      Seconded: Veronika Warren      Carried.

Wayne. We have been so blessed by you Marjorie. She does continue to help a little bit in the office on Fridays still and to mentor the new editor who is Wendy Yap. Also you are a great help to Veronika and obviously a great blessing to us Marjorie.

Motion of thanks to the outgoing parish council members to Gerhard Fries, Lauren Martin and Prem Arumanayagam (who has hit the 6 year limit!)

MOTION: "THE ANNUAL MEETING THANKS THE OUTGOING PARISH COUNCIL MEMBERS GEHARD FRIES, LAUREN MARTIN AND PREM ARUMANAYAGAM".

Moved: Bob Flavell      Seconded: Phil Lane      Carried.

Neil Lucas: Wayne, we passed through the senior Minister, the Assistant Minister and Hugh's reports very quickly before and I want to say firstly to you how much we appreciate your ministry in very difficult times with your health and you have soldiered on. And importantly you have been greatly supported by Ben, Reece and Hugh. I think we should record a thanks to the ministry team for a great year's faithful work for our BAC community. Because when I was writing the history book we didn't over, the last 100 years, record as many things as we should have, so I want to have in the minutes a couple of things. I want to move that:

MOTION:

“TO MOVE OUR MINISTRY BE THANKED FOR THEIR SCARING AND FAITHFUL SERVICE TO THE BAC COMMUNITY OVER THE PAST 12 MONTHS”.

“THAT THE REV. BEN SODERLUND THAT WE RECORD OUR APPRECIATION OF HIS FOUR YEARS OF GREAT MINISTRY AT OUR CHURCH, AND PARTICULARLY, HIS SUPPORT FOR THE 5PM SERVICE”.

“THAT WE ALSO WE RECORD THE REV. REECE’S GREAT WORK WITH OUR YOUNG PEOPLE”

Which is really important, we are mainly old fogies here tonight and they are the future, the young people.

“TO HUGH WHO LOOKS AFTER OUR OLDER FOLK AND THE SERVICE ON THURSDAY.

Moved: Neil Lucas                      Seconded: Cam Vinojit                      Carried.

Wayne: To add, I totally agree we have been blessed with a wonderful team and we have been blessed with a wonderful unity. Especially for Reece I want you to pray for him as he goes to the ordination retreat tomorrow morning and on Saturday he will be ordained as priest. Reece very much is expanding his BAC impact year on year and he is very much now the BAC 'second in charge priest' so please uphold him in your prayers.

Neil Lucas: Can I also say that Veronika Warren in the office, I think we underestimate how much she does for us, she does a lot of it on a voluntary basis. Personally I am quite frightened of her (\*laughter\*) but she does a great job and I really think that we are greatly blessed by having someone who is such a committed Christian, is such a hard worker and is so enthusiastic working in the office and I would like to have that recorded too.

MOTION: “TO ACKNOWLEDGE AND THANK GOD FOR THE WORK OF VERONIKA IN THE OFFICE”.

Moved: Neil Lucas                      Seconded: Rohan David                      Carried.

Osmund J: I have two things, firstly to thank the 10:15 music group and pray for more musicians.

Wayne. We definitely want to thank God for the musicians so I think we should name them. From early in the morning: Kathleen Van Der Steen heads the organ team on Thursdays and Sundays, there are other organists under her but she is the chief one. Sunday mornings 10:15 am is led by Jethro Fries and Stephen Fries and 5pm is led by Steph McNeil.

MOTION: “TO THANK GOD OUR MUSIC MINISTRY LEADERS KATHLEEN VAN DER STEEN, JETHRO FRIES, STEPHEN FRIES, STEPH MCNEIL”

Moved: Osmund Jayawardhana      Seconded: Darren Fitzpatrick                      Carried.

Q. Phil Lane. My question is to Reece, could you elaborate on the growth in the youth area over the last years.

A. Reece Kelly. Thank you for your question Phil. I have been in the youth ministry since 2017 and at the end of 2017 we were on the brink of shutting down. The smallest youth group that we had on record in attendance was 7 and our average was about 12.5 a week. We had a lot of questions about what we should do. We asked a lot of the leaders in particular about, should we change the night? Is it the Friday night that is not attracting people or the program or should we just shut it down altogether or reinvent it. So I spent the summer thinking about it and reading about it and praying about it and I became very convicted that basically you have three models of ministry. You can have entertainment led youth led ministry, which is most places in Melbourne where you have an hour of games and you will have 15 minutes of devotion; one of the others ones is have no devotion and just be completely run for sort of outreach so it is not really about Jesus but it is more just get as many people off the streets as you can; and the third one is Bible based ministry, Gospel where games become minimal but where community and gospel become more focused. After reading more about it I became convicted that we should be doing this Gospel focused youth ministry so I talked a lot about that with the leaders and I said that the culture is changing, the schools are talking a lot about how you should override Jesus and frankly youth need to be told the truth and they are searching for it so why don't we talk about it openly. So from 2018 we started this new ministry. I will tell you a little bit about how the nights run. Previously in 2017 we had about one hour of games sometimes 1 and a half hours of games and 15 minutes of devotion. But now our standard program is about the vision which is exactly the same as the church. The youth group from the church are always reminded that they are growing in Christ, growing in God's Word, growing in prayer, growing in mission. They probably know it more than most of the people on Sunday morning. We pray with them. We play about 20 mins of games only, we do a Bible study of about half an hour of talking and 20 minutes of small groups. And then after that we have time to reflect. So we are teaching the youth group about how to reflect for about 10 minutes and we also do 10 minutes of prayer. So we are teaching them to pray through various instances. For example we do a prayer tree, so we will literally put a word up example War. We don't want to pray for war, so what can we pray for? We can pray for PTSD, pray for peace, just teaching them to flesh out how we can approach God and how we can take one of the things on the board and then pray for them. At the end of 2017 we were about 12.5 a week, but right now well we had our biggest youth group at the end of Term 3 with 34 youth, not including leaders. And are currently averaging for Term four 22 a week. You can put it down to a whole number of things but I honestly think the real thing is that youth are searching for the truth and they want the Gospel and they want to know how to grow and that is what we are offering. We are not offering fun, people can find fun elsewhere. Let's be honest, church is not as fun as the world. Let's offer them how to live as a Christian and we are praying that this continues to grow. I think Tim might be able to back this up. I think even the Foundations (Sunday morning Youth Bible study) is growing. We are seeing youth who are actively searching for truth and they are wanting more in the services at 10:15 and in the youth group as well.



Q. Phil Lane. One more question. One is the percentage of people that don't go to youth group as to those from outside.

A. Reece Kelly. So percentage wise, I can give you rough estimate of about, I would say there is about 70% of people that come to youth group are from the church and the other 30% are from outside.

A. Wayne I would also qualify that by saying of the 70%, many of those families have joined the church because of the quality of the youth ministry. So now their parents are coming and so the whole household is coming and worshiping and giving, so the youth ministry has these flow-on effects to the wider congregation.

Q. Graham Hughes. A couple of months ago we had a Q and A session for the clergy. I hope we are going to have another one are we because I thought it was a different kind of experience for people at BAC that perhaps people at BAC don't have an opportunity to ask questions. I thought that the answers and the way that you and the other priests engaged was a different way of evangelisation.

A. Wayne: Yes, thank you Graham. We have a Quarterly Bible Forum at the start of every term which is aimed at the whole BAC network to get together to think about what we are going to studying in God's Word in the upcoming term. This is actually a Ben initiative. Ben organised these and we will continue roll them out in 2020. The "Q&A Grill the Vicar" actually came out of last year's annual meeting where Jack Grant said that can we have a night of Q&A with the clergy. It was a very good and and we will continue that Q&A in the Quarterly Bible Forum next year.

Q. Darren Fitzpatrick: As an observation, it is often the last minister hired becomes the youth/young adult minister. I just want to make sure, as I think Reece has a very special gifts in that area. I want to encourage that we are not assuming that the new BAC minister will take Youth Ministry on. People can serve in areas of passion and that does not have to be short or transitory. I just want to make sure that is taken into account.

A. Wayne: That is a great comment and I totally agree. Yes, a lot of what the new minister will do will depend on specific gifting. It is very unlikely that they will take on the mantle of Youth Ministry. If I can share and get feedback perhaps outside of the meeting, at the moment we are leaning toward Reece actually continuing as Youth Minister and also becoming the 5pm pastor (because he has been a part of 5pm since its inception). One key project area for the new minister will be to invest in the 10:15am congregation. In particular the areas that we have neglected like Sunday school training, small groups, and maybe pastoral care. These are areas that people keep telling us about. So the deployment of the three BAC clergy will be very different in 2020 to the way it was with Ben for those very reasons.

Wayne: Thank you so much for your time, I value your time and I know that the sacrifice of a week night. So I thank you for coming together as a BAC network tonight.

*Wayne closed the meeting in prayer at 8:50 pm.*