

# Year



# of



# Love



“My goal is that they may be encouraged in heart and united in love, so that they may have the full riches of complete understanding, in order that they may know the mystery of God, namely, Christ, in whom are hidden all the treasures of wisdom and knowledge.”

Col 2:2–3.

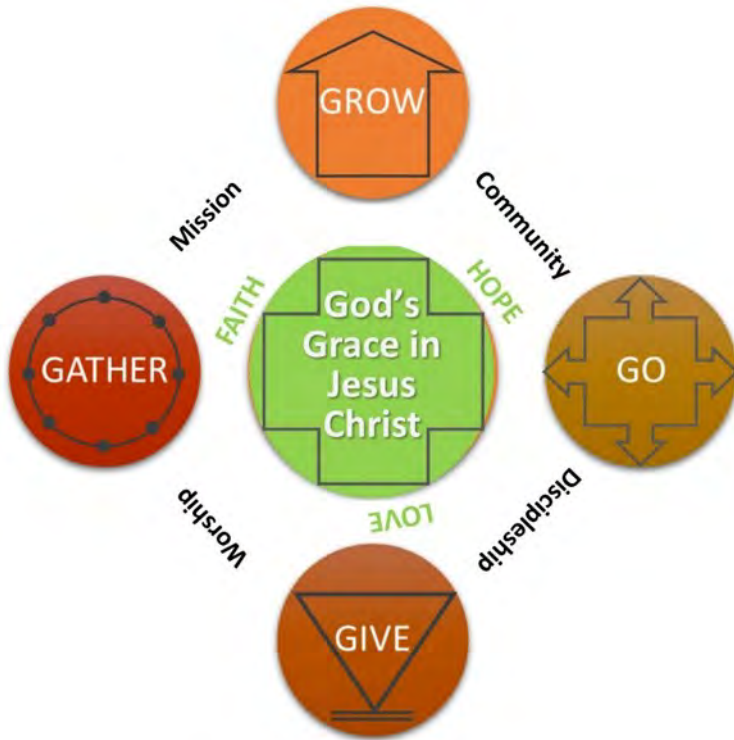


# Covenant Membership and Discipleship at Kew Baptist Church

*A vision and pathway for loving God, one another and our neighbour*

*"In the New Testament there is no such person as a Christian who is not a church member. Conversion was described as 'the Lord adding to the church' (Acts 2:47). There was no spiritual drifting." (Douglas Millar)*

*"Church is not an organisation you join; it is a family where you belong, a home where you are loved and a hospital where you find healing." (Nicky Gumbel)*



We are a church that seeks to welcome everyone: non-believers, spiritual seekers, agnostics, Christians from other churches and people from all walks of life. We respect that people are at different stages of their spiritual journey and all are welcome. But whoever you are and wherever you are on your spiritual journey, we are a community of faith intentionally centred on and committed to following Jesus. Moreover, if you are a committed follower of Jesus and believe God has called you to KBC as your spiritual home and family we invite you to become a church member. In what follows, the Ministry Team and Leadership Team has over the past 3 years prayerfully reflected on what it means to be a faithful disciple and a member of Kew Baptist. The catalyst was a commitment we made at our 2016 KBC Leaders' Retreat, where we stated we will: "Develop an intentional discipleship pathway to help people grow towards maturity."

It has been called the "5 G's" and has been presented to the congregation through Church Gatherings, pastoral reports and a 5 week series at both 10am and NightChurch. It flows out of our previous Church Covenant and includes everything in that, but in a more succinct and clear wording.



## Grace

We are invited into the fullness of life and love by God through the faithful life, the sacrificial death and the glorious resurrection of Jesus Christ, the Son of God. Though our sinfulness warranted judgement and condemnation, God graciously and lovingly saves us in Christ. Our salvation is a pure gift and we enter into it by faith and trust.

"For he chose us in him [Jesus] before the creation of the world to be holy and blameless in his sight. In love he predestined us for adoption to sonship through Jesus Christ, in accordance with his pleasure and will — **to the praise of his glorious grace, which he has freely given us in the One he loves.** In him [Jesus] we have redemption through his blood, the forgiveness of sins, in accordance with the riches of God's **grace that he lavished on us.**" Eph 1:4-8a

"For it is by **grace you have been saved**, through faith—and **this is not from yourselves, it is the gift of God**—not by works, so that no one can boast." Eph 2:8-9

Then there are 4 central pathways to living out God's gift of grace to us in Jesus that we commit together as a church to follow and pursue:



## Grow—the pathway to Transformation

We believe each Christian is called to a life of worship and devotion, learning from Jesus each day. We will rely on the Holy Spirit to sustain us and we will intentionally work out a daily/weekly rhythm that gives priority to prayerfully reading God's Word, listening to that Word preached and applying it to our lives, and to prayer (adoration, thankfulness, confession, petition and intercession). Other disciplines we will embrace are a weekly Sabbath rest from work, solitude, repentance and confession, reading and reflecting upon good Christian literature, journaling, and enjoying the beauty and gift of creation.

*We prioritise and schedule time to regular prayerful reading of God's Word, submitting to its authority for all things in the life of faith. We commit to a lifestyle of daily prayer and a commitment to live in step with the Holy Spirit, seeking to put to death sinful attitudes and actions. We will also embrace other spiritual disciplines to nourish our spiritual lives and commune with Jesus. We prayerfully consider each day: "What is God saying to me and doing in my life, and how will I respond to Him?"*



## Gather—the pathway to Community

We believe each Christian is called to love others in a community of faith and be loved in that same community. No matter what season of life we are in we will prioritise and willingly participate in gathered worship, sharing and praying more intimately with others throughout the week, being hospitable by eating with, caring for and sharing life with others in the church. We believe that God has chosen to help us and bless us in and through community.

*We willingly and generously commit to participate in sharing life together as Kew Baptist Church through authentic, accountable and honest friendships, working together to create a loving and caring spiritual community. We will share the responsibilities of managing the practical and necessary aspects of church life. We will pray for our leaders and diligently strive for peace and unity in the church. Weekly we will prayerfully consider how we might express God's love to others at KBC.*



## Give—the pathway to Generosity

In response to God's gracious and lavish generosity to us in Christ, we believe each Christian offers to God their whole lives in loving others in the church and wider community. Both spontaneously and by scheduling, we will give generously of our spiritual gifts, time, energy, possessions and money, offering them to support others in our church, support the ministry and mission of Christ, and to help those in need. We commit ourselves to answer Christ's call to daily follow and serve him in all spheres of life, being generous in response to God's generosity to us in Christ.

*We generously offer our whole lives, our gifts and talents to serve Christ, and in a regular scheduled pattern, we will cheerfully give financially to our church and to other aid and charity needs as God guides us, be prepared for humble service, and be grateful stewards of all God has entrusted us.*



## Go—the pathway to Purpose

We believe each Christian is called to show in their lives and tell with their words, with love, respect and humility, the good news that Jesus is Lord and calls all to come to him and follow (the gospel). We will live for Jesus in the sphere of influence we find ourselves—our work, family, study, homes and friendships. We will actively engage in our culture to see it transformed by Christ. We will be committed in praying for our community and for non-Christians, diligently listening to the questions and barriers people have to faith, looking for opportunities to share our personal faith with others, inviting people to connect with our church, and supporting others with a global mission call in prayer and with finance.

*Daily we pray for at least one person in our lives to come to faith in Jesus, be active in inviting others to church and offering hospitality in our homes, pray for and seek opportunities to share our faith in Jesus, and support global mission prayerfully and financially.*



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# KBC Life and Ministries

## *Senior Pastor Reflection*

This year I have sought, by God's grace and enabling, and by your prayers and encouragement, to fulfil the role of the Senior Pastor given to me by the church, which is: "to instil vision and momentum into the KBC community as it strives to attain Christ-likeness in the building up and growing of God's church. This will primarily encompass preaching and teaching, leading, motivating, and managing a team of staff and some of the ministry leaders, helping to develop new and existing leaders within the KBC community, and strategically working with vision and resources to see KBC moving positively ahead in its God-appointed mission. It is vital that all of this is done within an atmosphere of fun, enjoyment, and deep and abiding friendship." Let me report to the church on the key areas as outlined in my role as Senior Pastor:

### **1. Preaching/teaching/worship**

I set the theme for the year as "The Year of Love", and to this end we have focussed our preaching and teaching on that theme. It has been a really rich time as we engaged with "Jesus: Love Personified", "Faith in a Hostile World", "A Love-Shaped Community", "Sex Redeemed", and "Emotionally Healthy Spirituality". I often hear comments and feedback from both regulars and visitors that we have a very solid, biblical and culturally-engaging preaching and teaching ministry here at KBC. This is evidence of God's grace among us as He empowers and equips those of us charged with preaching and teaching, but also instils a hunger and desire in the church for God's Word and truth. And I was grateful for the church rereleasing me to continue that ministry of preaching and teaching in India in January.



*NightChurch Baptism Service*

### **2. Personal Development & Spiritual Growth**

Over the past 6 years I have undertaken a unit each year with Ridley College which culminated in graduating this year with a MA (Theology). I also had long service leave after 22 years in pastoral ministry, and it was a rich time of restoration, healing and blessing. I have sought by God's grace to deepen my prayer life and to allow His truth deeper into my life through embracing times of silence and solitude, and contemplative spiritual practices. I have also become more aware of how necessary the prayer support and shoulder-to-shoulder encouragement and fellowship of others in the church is to effective and fruitful leadership and ministry. So I am grateful for your prayer support and personal encouragement and care you provide.

### **3. Leading Ministry Team and Staff**

KBC is served very well by a committed, capable and caring ministry team. We can be grateful to God for providing our church with capable servants. Paul, Lauren and I have worked together now for 7 years, and it has been a great joy and privilege for me to see them flourishing as gifted leaders. Our team was strengthened and bolstered with Mark and Amy joining 2.5 years ago, and they have been a blessing to work alongside. It should be said that our main aim as a Ministry Team is not to do all the work of the ministry, but to obey the words of the Apostle Paul regarding church leaders when he says our job is "to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ." (Eph 4:12-13). So we all delight when we see so many people stepping out and stepping up to lead and serve others and be released into their gifts and calling. In particular our Leadership Team (Diaconate) is charged with overseeing the church and we can be grateful to God for such wise and devoted leaders. We have SO MANY people in our church leading and serving, and we are thankful for further evidence of God's grace among us.



I would like to personally thank and commend our Associate Pastor, Paul Pallot, for his exemplary and faithful ministry these last 7 years. I could not have asked for a better colleague to work alongside in ministry here at KBC, and I regard him very highly both as a person and as a pastor. It is hard to say goodbye to Paul, Anita and Heidi, as we have all grown to love them dearly these last 7 years. But we send them out with our blessing and prayers, knowing they will continue in the work and calling God has placed on their lives, and will be a blessing to many.

#### **4. Leading & Coaching KBC Leaders**

Having worked with young adults in ministry for a decade before I came to KBC, it has been delightful to be in a community with so many wonderful young adults. And I enjoy playing my part in encouraging, equipping and meeting with them and other leaders in the church to spur them on and see them become all that God intends for them. And to this end there are many other (non-young) adults in our church community who play a vital and essential role in supporting, discipling and mentoring our young adults into leadership, and I am very grateful for such people in the church. I have seen countless young adults head out from KBC over the last 8 years and hear and see that they are serving and living for Jesus, and it is a great privilege and honour to be part of a church that does this so well.

#### **5. Pastoring KBC's People**

There is such a variety of events and experiences across our church in a year and I am grateful to God to share life with you all. Worshipping and praying together with a community of faith at Kew over the last 8 years, and being involved in the lives of our people in many and varied ways, has been enriching and a great honour.

I have had 5 funerals this year, with the church losing Howard Barclay and Howard Boreham, my father-in-law, and 2 funerals for people outside our church community. They are difficult seasons of loss for families, but it is an incredible privilege to be entrusted to walk alongside families and help them grieve their loved ones. One knows and sees at such times that the promises of God and the Good News of Christ shine like beacons of hope in such dark valleys.

It has been a year of weddings, with 4 undertaken by me, and another 6 or so celebrated by Paul and Mark. I really enjoyed leading 4 couples through the Alpha Marriage Preparation Course over 5 weeks, and also taking 4 couples through the Prepare/Enrich Marriage Preparation material.

There has also been some of our members and their family members experiencing serious illness and this places a great emotional strain on families. Life is precious, but tenuous, and we must trust that our times are in God's hands, and that He is sovereign over our lives. None of us knows the day of our departure, but let us keep our love and faith alive and bright as we await Christ's return, our last breath. And let's continue to be a prayerful and caring church to those suffering. And what a joy it was to have 90 people from across the church join for a wonderful Church Camp Weekend at Anglesea in Sep!



*India visit with ServeTrust*

#### **Final Thoughts**

It is solely by God's goodness and grace that Kew Baptist continues as a witness to the Good News of Christ in its 164th year. While the members of the church are charged with the stewardship and responsibility of the ministry and mission of Jesus in and through our church, it is God's power and grace that is the source of our strength and longevity as a church. To God alone be the glory!

It is impossible to capture and remark upon all of the wonderful things that God has done among us this year, and nor can I name every person who has offered their life as a living sacrifice to God in our church community. But it is clear to me that God accomplishes much good in and through our church, and that many many people share in and partner in the ministry of Christ here at Kew Baptist. If we could add up the cumulative hours of prayer, serving, giving, care and love that people in our church undertake, I think it would be an astounding and precious amount. This verse from Hebrews is a

great encouragement to me, and I share it with you in the hope that it encourages you to continue to live fully devoted to God:

“God is not unjust; he will not forget your work and the love you have shown him as you have helped his people and continue to help them. We want each of you to show this same diligence to the very end, so that what you hope for may be fully realized.” (Heb 6:10–12)

I finish by thanking Amanda for the many hours of faithful and devoted service she undertakes at KBC and the support and encouragement she gives to me in my role here as Senior Pastor.

**Nicholas Tuohy**

## ***Young Adults***

This year has been a great year of growth for young adult ministry at Kew Baptist Church. Since the Kew Student Residence opened, our NightChurch services have averaged 117 each week, with services often attracting over 130 people. We’ve continued to see good engagement with students in the KSR, with about 16 first-year and 21 second-year students involved. Across the year we have had four big series at NightChurch — Jesus: Love Personified (from Matthew and Luke), Faith in Hostile World (looking at Ruth, Daniel and Esther), A Love-Shaped Community (1 John) and Sex Redeemed. Each series has been well received and there has been a real sense of people going deeper in their faith through this content.



***NightChurch in the Park***

This year has seen the solidification of a clearer lay leadership structure across our church, with particularly many young adults stepping up into leadership. Jennie Taylor, Lucy Tharratt, Ellie Hosking, Calvin Thompson, Jeremy O’Shannessy, Julia Malan, Michelle Ginnivan, Marny Croot, Jess Spence, Tim Lloyd, Kirsten Clamp, Brooke Marzetti, Jordan Rutherford, Janine Mackenzie, Tim Mitchell, Claire Ireland and Mel Morris are all young adults who have had leadership responsibilities this year. It’s been a great chance to empower various young adults and allow them to explore possibilities in clearly designated areas of responsibility. I’ve been excited to see new initiatives and great levels of responsibility from all these leaders.

This has also been a great year for new people. Every week at NightChurch there are visitors and newcomers, and it can often be daunting keeping track of everybody! Our Newcomers Dinners provide a chance for new people who have come a few times to meet some other Kew people over a casual meal and conversation. We had nine such dinners this year from February to October, and 33 newcomers attended. 28 of these newcomers are still engaged and active in the church. It’s also provided a great chance for various young adult share-houses to host groups of newcomers and take on welcoming responsibilities themselves.

Please continue to pray for our young adult ministry at KBC. Pray that our teaching will be helpful for our young adults to grow in their faith and love of God. Pray that the NightChurch community would be a place of support and grace. Pray for our leaders, that they would know God’s equipping for the roles they have taken on. Pray for new people visiting NightChurch, that they would experience welcome that reflects the love of Jesus to us all.

**Paul Pallot**



## ***Leadership Team***

**Leadership Team:** The LT thank you for your prayer and support this year. The breadth of the topics covered by the LT and Ministry Team is vast. With three congregations, multiple properties, ministries and interactions with the community, there is always some new item to consider. It has been both a challenging and uplifting time with a number of changes in the Leadership Team. As noted in last year's report, we have deliberately increased the size of the Leadership Team this year, with Hannah Constantine, Jonathon Davenport and David Constantine who have shared the portfolios and the leadership workload.

As a group we were saddened that James Docking needed to step down as both Chairman and a member of the team. James has provided inspirational leadership as chairman for the past few years and he has been a wonderful support and encouragement to both pastors and other team members. His presence and input are missed but the requirements of a young family means that his priorities needed to change. Please take the opportunity to thank him for his contribution and continue to remember James, Coby and their family in your prayers.

Since his retirement and until the AGM in November, I have been asked to act as interim Chairperson for meetings whilst still retaining the formal Secretary duties. Ashray Rajagopalan has assisted by picking up the role of minute keeping and distribution, plus some other organisational matters. At the AGM in November there will be new recommendations for Chairman and Secretary, whilst it is proposed that Michael Nguyen will be nominated to remain in his role as Treasurer.

We continue to share in the excitement of the Ministry Team regarding the encouraging growth in our congregations this year: increasing attendance, more baptisms and a modest growth in giving. These are outward, measurable results but we believe they are an indication of God's unseen work in people's lives.

**Student Residence:** It is always wonderful to engage with the Student Residence and the vibrant student ministry that takes place there. This year one member of the LT has started attending KSR committee meetings with a view to continuing to build on the excellent relationships that have been forged in the past. As the LT and the KSR committee set long-term plans we are seeking to align these where possible in particular to maximise the use of properties.

**Community Engagement:** Since the addition of air conditioning to the hall and a professional sports floor



*Renovated sports court*

in the upstairs gym, there has been an uptake in outside groups using the facilities. This achieves multiple outcomes. First, it helps KBC to be seen as a useful community resource and gives us the opportunity to interact with a wide range of people. Secondly, it helps secure a source of income to assist in vital and sometimes overdue repairs and upkeep. Lastly, it funds the development of new facilities, such as chairs, carpets and air conditioning which have been purchased this year. This is an increased load for Lauren to manage and if the usage continues to

grow we may need to resource it in a different way.

The increase in usage is helpful in understanding where God is leading us by way of property development. Based on the platform of work undertaken by the PSG, we have been working with the KBC congregation to develop some preliminary ideas and plans about improving the Sanctuary facilities and upgrading the space for worship and general use.

Please continue to pray for the Leadership Team in this and all the other tasks as we walk alongside the Ministry Team to make Christ known among us and in the wider community.

**David Atkinson** on behalf of the Leadership Team

## *Small Groups*

Small group ministry has become a real strength across our church this year. God has been at work raising up leaders, and drawing people to join groups where they can learn about God, pray together, and be supported as God's family seeking to follow Jesus.

For the second year, we ran our "Hub" nights for six weeks from March–April. These young adult gatherings provide a chance for small groups to "re-set" for the start of the university year, for new people to easily get connected, and for some potential new leaders to get a taste of leading a discussion group. This year our content was "Life Explored" (a DVD and discussion group resource), and it was well received. Hub nights led to a number of new groups starting after the Easter break, as well as pre-existing groups re-forming for the rest of the year. At present, across the whole church, there are 18 groups running, including the monthly Ladies' Evening Fellowship. Within these groups there are 189 people attending. Having more groups has made it easier for new people to join groups, and integrate into the life of our church. I still receive messages from people keen to join a group, and I am now able to find somewhere for them to attend!

One development that has worked well this year has been to provide centralized small group content for each term. We have prepared booklets and small group discussion questions for each series, which has taken the pressure off small group leaders to come up with content each week. It has also made the idea of starting a new group less daunting, which has helped to grow this ministry. Some groups decide not to use this material, but having the option has received positive feedback from small group leaders.

Join me in thanking God for our small group leaders who serve the people of Kew Baptist Church week by week: Nicholas & Amanda Tuohy, Margaret Manley, Bec Ramsay, Jordan Cullen, Simon Hunter, Paul & Anita Pallot, Ashray & Ellie Rajagopalan, Jono Davenport, Jenna Pedersen, Julia Malan, Laura McCallumSmith, Tom Black, Harry Taylor, Alex Flavel, Mia Pedersen, Renton Ziegler, David & Jacqui Purnell, Anna Lansdown, Georgia Leaney, Carolyn Schiffman, Grace Wittingslow and Gabbi Cullen. Pray that God would continue to use this ministry and these various groups to glorify Jesus and build deep relationships between people in our church community.

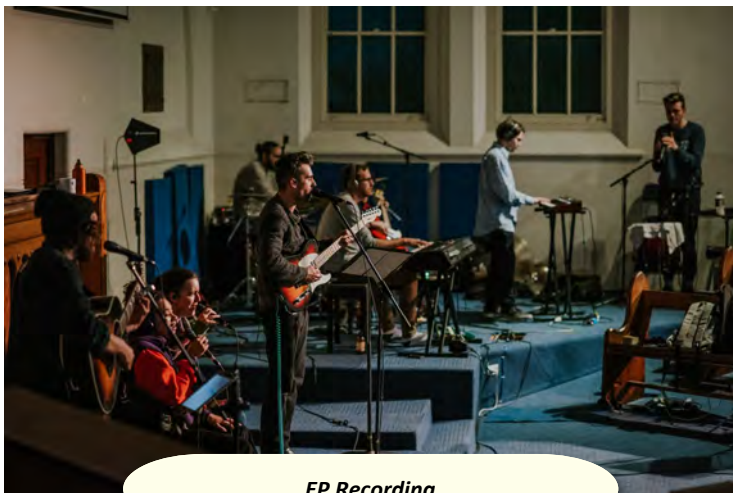


*NightChurch Baptism Service*

**Paul Pallot**

## *Worship*

It's been a significant year for our worship ministry, with the production and release of our debut EP "Daughters and Sons". We recorded four worship songs (including three of our own originals), live with the congregation at NightChurch on 25 August. And as I write this report, we are now less than two weeks away from our EP Launch Event on 7 November! This project has been a huge undertaking, involving months of rehearsals for the music team, a major crowdfunding campaign, and many steep learning curves along the way as we navigated a lot of new territory through the whole recording production process. But we have been abundantly blessed by God's grace and provision every step of the way, and there is so much for which we can give thanks! The recording night was a particular highlight of the year – there was a palpable joy in the room as the whole church joined together in praise and worship. It's been humbling to see how God has already been using these songs to bless and minister to His people and it's exciting to be able to release them further out into the world, to hopefully bless others and to share the heart of Jesus. Thanks to the wonderful support of the church community in helping us bring this project to life – not only helping us raise over \$8.7k in crowdfunding, but more importantly the incredible prayer support which blanketed this whole process. And of course, special thanks to the amazing team of musicians who poured



*EP Recording*

in hours upon hours of work to bring these songs to life: Luke Evans, Tim Richardson, Sophia Patikisa, Mat Hunter, Tim Mitchell, Reece Payne, Tom Black, Crispin Newmarch, Emma Amery, Charlotte Kube and Jesse Richardson.

Due to the significant time investment of the EP Project, we had a brief hiatus from our usual monthly Jam Nights – we just ran a couple at the start of the year (Feb-Apr) and then again at the end of the year (Sep-Oct). These have been reasonably small gatherings, but still a great way for us to integrate newcomers into the music team and also learn new songs together.

We also continued our monthly Worship & Prayer Nights (from Mar-Oct), with an average attendance of about 30 people. These continue to be special and encouraging times of gathering together and we look forward to seeing how God continues to work through these nights.

Our Sunday worship teams continue to bless our gatherings with their musical leadership. One of the highlights of our 10am worship this year was a special ‘Worship & Prayer’ service we held on July 21, where we created more of a reflective liturgy for our Sunday gathering – including silent reflection, responsive prayers, and worship in song. It’s been great to have a few Ressies and NightChurchers continue to help out in the 10am music team, though we’re still in need of some more personnel in this area – particularly after farewelling Ryan Harper at the beginning of the year, and also Sarah Brown stepping down from her leadership role. Let’s pray for God to raise up musicians and worship leaders from within the 10am congregation! On the NightChurch side of things, it’s been great to have Reece Payne step into the worship leader role at NightChurch this year, serving alongside myself, Luke Evans, Tim Richardson and Mat Hunter. I’m particularly thankful for the extra work these four guys have put in this year, with significant roles in the EP project on top of all their usual commitments as worship leaders.

As we head into the new year – and the dust settles from the mammoth effort of the EP Project – I’m looking forward to seeing what God has next for our worship and creative arts ministry. May we continue to seek Him faithfully in all that we do – that our worship would not be confined to our Sunday services, but that we would be a people who continually offer their whole lives as living sacrifices, holy and pleasing to God, for this is our true and proper worship (Rom 12:1).

**Lauren Pickering**

## ***Family Ministry***

Family ministry at Kew Baptist Church has enjoyed a stable year in 2019. NightChurch Crèche has continued to run fortnightly. Youth Group has run fortnightly during school term time, and there have been some exciting recent signs of growth in this fledgling ministry. Tea & Tots has had a good year, and is looking to a new structure in 2020. Details about all these things will come out in the family ministry reports below. Perhaps the biggest change has been the switch to running three 10am children’s ministry groups each Sunday. Instead of just running Crèche and Kids’ Church (primary age children), we are now running Crèche (roughly ages 1-3), “Juniors” (age 4 to about grade 2) and “Seniors” (grades 3-6). This move has been needed because of some growth in numbers at 10am, which has been exciting to see. It has also required some adjustment and advance planning, and I’m grateful to Jennie Taylor and Lucy Tharratt as well as all the parents for assisting with this adjustment. I can report that Rob Holder has agreed to oversee the Juniors area in 2020, which will free up Jennie and Lucy to focus on Seniors and Crèche respectively.

From the office, I have continued to keep our Child Safe systems up to date. The requirements around child safety are regularly updated, and so this is something that needs to be monitored and updated each year.



At present our systems are healthy, although there are always small things to keep improving. This year I've also worked on better communication with parents, which has culminated in now weekly emails, and "take home" sheets for the younger groups with suggested family activities that relate to the teaching content at 10am.

Please pray for family ministry going into next year. Pray for the new plans for Tea & Tots, that they would be helpful in reaching outsiders. And pray for our many children's ministry leaders, that they would know God's equipping in everything they do in 2020.

**Paul Pallot**



*Dedication of Adam Hunter*

## ***10am Kids' Ministry***

*Jesus sat down and called the twelve. And he said to them, "If anyone would be first, he must be last of all and servant of all." And he took a child and put him in the midst of them, and taking him in his arms, he said to them, "Whoever receives one such child in my name receives me, and whoever receives me, receives not me but him who sent me." (Mark 9:35–37)*

At Kew Baptist we have the privilege of having a number of children in our midst. You may meet the children as they arrive at church, listen with interest to their comments throughout the Children's Talk, observe their various personalities and interests as they play outside, notice who loves to eat chocolate biscuits and who prefers plain, or even discover something new when you chat to them.

It has been a privilege to see these same children learn and grow in so many ways throughout the year.

This year has brought about some exciting changes for our 10am Kids' Ministry. Given the number of children and the range of ages, it was decided at the beginning of 2019 that we would move to having three groups instead of two. These groups have consisted of:

- Crèche – zero to two year olds
- Juniors – 4 year old kinder to Year 2
- Seniors – Year 3 and above

While the activities and content vary depending on the age of the children, each week involves engaging with a Bible story and exploring it in various ways. The crèche children may make a simple craft, the Juniors might play a game and the Seniors may use their journals to reflect on the theme.

Having used various resources over the last few years, 2019 has also seen a shift towards the use of a new curriculum, Tru. This resource involves leaders and children in journeying through the Bible chronologically. At the centre of this is an understanding of where each story fits in terms of the narrative of the Bible. Children are encouraged to consider 'God's Big Story' and their place in this.

The All Ages services have continued to be a highlight for the children, with this providing an opportunity for the children to stay in for the whole service. It has been wonderful to see the way in which various ones have been involved, from being part of the music team to reading the Bible.

I am particularly grateful for the many volunteers who have been involved in leading the three different groups this year – we could not have done it without you! I would also like to thank Paul for his leadership and insight - it is greatly appreciated. And finally, thank you to all of you who take the time to get to know the children in our midst and to support them and their families in so many different ways. Please continue to pray for the children, their families, for the various leaders and for the plans for the year ahead.

**Jennie Taylor**

## ***NightChurch Crèche***

This year, NightChurch Crèche has been available for families on a fortnightly basis. Crèche has changed and adapted to the needs of the families that attend NightChurch, and I see this happening in the future even more, as families and children continue to grow in number and age. NightChurch Crèche provides an option for parents to have a balance between being with their children during the service and listening to the sermon as the Crèche volunteers engage with the little ones.

It has been a fantastic year so far, seeing the young ones develop in every way possible. We thank God for the beautiful miracle that each and every one of our Crèche kids are, and what a blessing they are to their families and to our church. In the year ahead, Crèche may take place weekly instead of fortnightly, and we are hoping to include some more age-appropriate, engaging and meaningful activities.

Please pray for NightChurch Crèche, for the children and their families as they continue to attend church amongst the busyness of life. Pray also for the availability of Crèche volunteers, and that this continues, because Crèche wouldn't be possible without them generously offering their time.

**Ellie Hosking**

## ***Youth Group***

Our youth group meets fortnightly in Newnham Hall and has a core group of 7-8 girls. This year we have been learning about the New Testament through videos from The Bible Project. Through discussion, we have explored the gospels, the story of who Jesus was, his teachings and his example that we are called to follow. We as leaders have grown in our relationships with the youth, having run it for just over a year now. Becoming more comfortable as a group and trusting each other has been our highlight as leaders this year.

We are really thankful for the consistency in numbers we have seen this year as well as the strengthening of the core group of girls who come each time. We have also seen God at work in the girls who come consistently to youth from non-Christian families. We are also thankful for our team of leaders and how well we work together.

We would really appreciate prayer for our group to grow in numbers but also for more boys to attend our youth group (as we have an all-girls group). We also have a combined youth event coming up with Melbourne Life Church and prayer for this would be appreciated. We would also value prayer for our youth group to be an inclusive and welcoming group, especially for the youth who attend from non-Christian families or different friendship groups or schools. Over the summer holidays, we will be taking a long break from running youth and so prayer for rest and preparation for the next year for us leaders would be helpful.



**KBC Team at State Youth Games**

**Julia Malan, Calvin Thompson and Jeremy O'Shannessy**

## ***Tea & Tots***

Tea & Tots families continued to gather on a fortnightly basis in the back rooms at Newnham Hall. A relaxed and fun way for younger families to get to know each other, and for children to play and experience lots of creative activities.

With the themes of Colour, Shapes and Occupations the little ones were given opportunities to take part in sensory, messy and imaginative play. Many amazing artworks and activities were taken part in over the course of the year. Paint in spray bottles always proved to be a very popular activity, with somehow paint on arms and faces being a common occurrence! Parents/carers would enjoy coffee and morning tea and a much-enjoyed chat as we watched all the fun unfold. Music with Jaqui on the guitar and story time were also regularly enjoyed at playgroup.

A highlight was a visit to the Melbourne Fire Station to watch the firefighters in action, as we finished learning about different Occupations. Young ones got to climb inside a truck and even spray a hose as we learnt all about what it means to be a firefighter.

Thank you to the families who took part in playgroup this year, we look forward to the continued fun and activity together in the future.

**Kylie Kollmorgen, Amy Hunter & Amy Gellie**

## ***Ladies' Evening Fellowship***

God has continued to bless the women of LEF.

We have so many wonderful people at Kew Baptist who are passionate about their work and willing to share their experiences with us. Active participation is encouraged during the evening. Often at the end of the night, when we have a drink and a bite to eat, the noise level can be quite loud. That's when I feel the evening was a success!

The year ahead will continue its format of having a speaker at each meeting but is open to change. Please pray for wisdom and guidance to reach more women and touch each life with God's love.

**Carolyn Schiffman**



***Ladies' Evening Fellowship***

## ***Flourish***

It has been so exciting watching Flourish do exactly that in 2019! With the launch of this new ministry only late last year, this year has been one of trying some new things and seeing what both God and the women of KBC want for this ministry. The Flourish team (Carolyn Schiffman, Deirdre Willis, Mel Morris, Laura McCallumSmith, Grace Wittingslow, Kelly Martin, Bree Monahan & myself) have met consistently throughout the year to plan, dream and pray for our women's ministry. We started the year off by attending a women's silent retreat with some of the KSR support staff women as well. This was a very special time to stop and connect with both God and each other as a team. We loved it so much that we are hoping to do our own Flourish retreat day for all women in the future! In March we had a worship and prayer night in the Hall. It was so refreshing to meet together in a beautifully decorated space with amazing music from Lauren and the team, an encouraging devotional from Bree and a chance to sit and pray together and stop amongst the busyness of life. In August we hosted 60 women to a brunch in the Hall. We had Kimberly Smith (a pastor from the BUV) come and really challenge and inspire us to stand tall in our purposes as women of God and not to shrink back and live with false humility, as that is not God's best for us. This was an amazing event and again what was most significant was the interaction and connections being made across our 10am and NightChurch congregations. Flourish is committed to providing events, spaces and times to allow a deepening of relationships both with each other and God.

Towards the end of the year we are really excited to be working on building a NightChurch Women's Care team! We currently have a 10am Women's Care Team (led by Jacqui Purnell) and we felt that we needed a more intentional support structure for our NightChurch women also. The team's aim will be to help the Ministry Team in their endeavours to support an ever-growing and ever-changing NightChurch congregation. The Ministry Team can contact the NC Care team leader (Grace Wittingslow) if they feel



someone needs follow-up, a coffee, prayer or a meal etc. This ministry will be supported and facilitated directly by the Flourish team. We are excited to see how God will use this offshoot of Flourish to bless and pour His love out upon our NightChurch women. We are so grateful to God for what He is doing through Flourish at KBC!

**Amy Gellie**



*Flourish Winter Brunch*

## Ministries to the Community and World

### ***Kew Student Residence***

What a fantastic year 2019 has been. We started the year with our support staff retreat down at Blairgowrie. We had a lot of time to “bond” as a group this year; as we had a number of new staff members, getting to really know each other was high on the agenda. Additionally, we spent time as a team revisiting our core values and what makes KSR a unique community. This was really enriching for everyone. We all came away from the retreat refreshed and excited with a great sense of unity for the coming year. After the retreat, we stepped straight into our annual KSR working bee, which seemed like a working bee weekend, with jobs extending across to the Sunday. This was a super productive time with over 35 people in attendance, completing a variety of tasks. We were so wrapped to have so many come and simply want to serve the Res. We had ex-Ressies, KSR staff and committee, ex-Res committee members and KBC members. It was an amazing weekend, with so much achieved to get the Res looking fantastic for the new and returning students and their families arriving in the weeks following.

In mid-February, we welcomed 25 new students and 26 returning students. With half of our community new to the Res, we knew that many of them would be feeling quite daunted during this new transition period in their life. We were very intentional from the beginning, ensuring KSR looks and feels like a place they can call home as quickly as possible. We are so thankful for our team: Alex McMullen (administration), Winnie Chen (catering), Residential Life Coordinators and House members, who all worked so hard in preparing for the new cohort of students. It didn't take long to see our 2019 cohort of students finding their feet and settling in. We are so thankful for our extremely positive, caring and inclusive group of 2nd year students, who have made every effort to make Res a home for the new students. Additionally, we feel it's vital to acknowledge the commitment, heart and passion we receive from the KSR committee. They have buckets of love and encouragement for us and our team, this makes our job even more enjoyable and their trust and wisdom have been invaluable.

### **STUDENT LIFE**

The year is mapped out with a variety of official or traditional events and hundreds of social or random events. The official events include O-week, O-week 2.0, Family & Friends Day, Easter Dinner, Christmas in July, Footy Day and the End of Year Formal. These traditions are attended in high numbers by the KSR community but what we have observed in 2019 is the level engagement, joy and connectivity, that signifies how formative these years are for our students. This comes down to a number of wonderful things that

have been in place for a long time in ensuring students can belong, explore and grow. We see this in the community style layout of KSR and the closeness to Kew Baptist Church and the ways students can explore faith as well get involved in serving through music, kids and youth ministry, small groups and community outreach.

With our strong emphasis on community living and priority to regularly share meals together, we see the majority of students at dinner every night. In the kitchen we have a great team led by Winnie Chen, she provides great dinners for all of our students night after night. We are equally thankful to our student kitchen hands and student duty managers, as well as the RLCs who contribute significantly around our meal times with the preparation and overseeing the clean-up at the end of every night. And finally the pastoral care structures we have in place through the support staff and student representatives



*Res Footy Day*

are phenomenal. Ensuring students are supported emotionally and practically with their study is a high priority at KSR. An example of this is some great initiatives by our staff during busy exam periods where they might bring in or cook up donuts, ice creams, spring rolls and other sweet treats. As much as we all love the official and random events, we equally enjoy watching the small things that made up every day life at Res. Students covering for others on duties, students helping pick up students who are stuck because of PT issues or airport drop-offs. These regular small acts that we witness daily add up to one large, loving, caring, fun and healthy family of students.

## **VOLUNTEERS & STAFF**

KSR in 2019 was again blessed with an all-star team of support staff. Living in 'The Flat' and undertaking the Residential Life Coordinator (RLC) role for a second year were Alex & Christine Flavel, and in her first year former KSR student Georgia Leaney. Having the Flavels in their 2nd year has been so beneficial; their experience, wisdom and care for the community has been exceptional. We are so thankful for the Flavels and all they have invested into KSR over their 2 years. They will be finishing up in their roles but the good news is they are moving close by and will still be in the area and involved in our community. Georgia Leaney has been a great addition to the team and has very quickly found her feet, throwing herself into the social side of Res. She has connected with so many of our 1st year girls. This led to her and Anna Lansdown starting a 1st year girls small group that started 2nd Semester. This new group meets weekly and we are seeing the girls feel really supported, as well they have found a place where they can really explore faith in a safe and loving environment.

In 2019 there are 5 members that make up 'The House': Emily Black, Michael Donaldson, Miranda Mackenzie, Ned Vasey and Anna Lansdown. What a team these guys are, we are so thankful for the House ministry and these guys are so present in the lives of our students. We are regularly seeing them connecting with students over dinner at Res or even through their House-hosted events. The one-on-one pastoral care they provide the cohort of our students is just invaluable. We are sad to say farewell to Emily Black who has completed 2 years in the House. Emily will be greatly missed as she poured herself out significantly in the role and we have seen her really thrive in her leadership and connection with the students. We wish Emily all the best as she gets married in December. Secondly, Ned Vasey will be finishing up, we have just loved Ned's enthusiasm and commitment to the ministry. Like the Flavels he will be sticking around the community and will continue to sow into so many amazing relationships that he has built.

Alex McMullen, our amazing administrative assistant finished up in September after 3 years in the role. Her parents who were her sole babysitters when she worked have relocated to QLD and therefore she chose to resign and care full-time for her 2 year old daughter. We want to acknowledge her contribution to KSR and

are so thankful for all she was able to bring to the role. As one door closes another one opens with Sarah Pamflett starting in September replacing Alex. We are wrapped to have Sarah join the team; already there is a great indication we have someone who is doing a great job and will add so much to our culture.

### CONNECTIONS WITH THE CHURCH

Similar to 2018, a real highlight for us has been seeing the enthusiasm from our students to explore faith and serve God. We again have had a number of current and past Res students baptised this year as well engaging in church activities and volunteering in various ministries: crèche, Sunday School, youth, Christian camping programs, Neighbourhood, Red Frogs and Prison Ministry are just a few! We are thankful to the amazing team from KBC as well our support staff who mentor, care, love and nurture our students. The Ping Pong-a-Thon fundraising event, which took place in August this year at Newnham Hall, was led by a team made up of KSR and KBC young adults. It was a huge success with just under \$10K raised. The money raised goes towards seeing freedom for people exploited through human trafficking and slavery; this was a real highlight of the year.

### INITIATIVES

We launched the KSR Accommodation Scholarship Fund last year and this year we had our first ever KSR student receive a fee subsidy. This is just the start of what we hope we can continue to do into the future. Although, as we move forward some more thinking and planning will need to go into this. We continued to make improvements to the Res buildings last year. This year there has been major renovation on the entire new side (1st year side) all carpets replaced and repainted in 13 rooms and 2 hallways. In addition, repairs to the verandahs, guttering and renovation of one of the bathrooms and a toilet, has ensured the property is in sound and serviceable condition. More bathrooms will be renovated over the Summer next year and a plan to possibly renovate and extend the dining room will be proposed. We are very excited about what 2020 at KSR will bring! Additionally, as part of the capital levy project the students chose to have installed a new kitchen stovetop, rangehood and cooking gear and utilities as well a 2nd student fridge. With the committee we are currently reviewing the strategic plan which comes to an end in 2020. The plan will be to evaluate what has been achieved and look to what we need to continue to do. This will be a really important time for us as we reimagine and dream of the future of KSR



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**Mark & Amy Gellie**

### *The House*

2019 saw 25 new students arrive at Kew Student Residence mid-February. Within a few days, it was everyone's new normal. This is what the Res does! We so quickly experience the 'family' feeling. If you aren't around the Res for even a couple of days, something like this will be said to you: "Oh my gosh! Where have you been? I feel like I haven't seen you in ages!". This is our reality. We have some ridiculous fun.

As a House, we have been able to share in this ridiculous fun! From chai and mulled wine nights, to lots of footy (so much footy), good coffee, House parties and hosting weekly dinners with the Ressies, we have had an absolute ball. An annual report cannot be written without mentioning our annual Res Roadtrip 2019. 1,700kms later saw 30 Ressies and staff cover an upside down 'U' of Victoria. Here began the



documentation of the many canine friends of Victoria (@dogsofroadtrip). From Res Footy Day to the 2019 Formal and Family Feud nights, we have done some cool stuff together.

As we approach the last few weeks of Res, we will celebrate in many ways. This year it began with our first Thanksgiving dinner. The wonderful Winnie Chen made us feel all extra thankful as we feasted on Turkey, Thanksgiving Yams and Pecan Pie! It was good to be reminded of thankfulness. So, as this year comes to a close, we, as a House, are thankful for the year that's been. God has been in it.



What a year!

We trust and know that the next 25 Ressies will find their home here, just like we have.

**Emily Black** (on behalf of Anna Lansdown, Miranda Mackenzie, Michael Donaldson, Ned Vasey)

## ***Highbury Common***

Highbury Common started as an outreach, a way to connect with local community. It really was a “leap of faith” that got us to where we are today. Apart from growing veggies and looking after several worm farms, the space is also enjoyed by young parents who drop by with their children to play.

Gardening is always a “work in progress” which is a great analogy for life. We all start as seedlings and given the right amount of TLC, we blossom into amazing individuals.

We'll be needing some new members in 2020, so if this has sparked your interest, please contact the office for further information.

**Carolyn Schiffman**

## ***Neighbourhood***

It has been a fantastic year for the Neighbourhood program (*formerly known as Love Abbotsford*). Neighbourhood is an outreach and ministry of KBC, which happens once a month on a Sunday afternoon with about 6-8 volunteers from mainly our NightChurch congregation. We arrive at the Wellington St Community Housing Estates in Collingwood and head straight to the playground/BBQ area, where our team spend a few hours serving the community. Our team cook up a free BBQ lunch which we all share together. Whilst we are cooking the BBQ, our amazing volunteers throw themselves into engaging with the community in a number of practical and fun ways. This is done through playing soccer, basketball and chasey, as well we have our teams either painting the faces of some of the young children or the young children painting the faces of our team members. With the young children painting our team members' faces, as you can imagine this often doesn't turn out as planned but our guys embrace it and tell kids how amazing it looks.

The program has really grown this year in a number of ways. Firstly, we have really been able to establish a number of key leaders who are passionate about the ministry and have the vision and skills to see it continue to flourish, expand and most importantly touch lives of those we serve. Secondly, we have had 15 young adults get involved this year for the 1st time, some just attending once but others are now involved regularly and becoming known by name by the children. We regularly hear the children asking for a team member when we arrive. And finally, what I love seeing is the diversity of ethnicity that gather, as we love our community through practical service. Each month, there is a great sense of unity and we regularly have

opportunities to share that we are Christians from Kew Baptist, here to hang out and serve the community. Please continue to pray for this ministry as well as future opportunities at the Richmond Housing Estates in 2020. We are keen to see the program expand and reach more with the love of Christ.

**Mark Gellie**

## ***Carrical Rooming House***

Each month a group from Kew Baptist Church meet at the Carrical Rooming House in Hawthorn to cook dinner and share time with the residents. This ministry has been ongoing for a number of years and is coordinated by Grace Loh.

Carrical is a ministry of the Hawthorn West Baptist Church through a not-for-profit arm, Servants Community Housing. There are two additional homes in Kew with approximately 90 long-term residents across these facilities.

The model of housing is founded on the belief that each individual is worthwhile. For more than 30 years vulnerable individuals have been provided a safe, secure and affordable place to live. Some stay for many years while others are there for only a short time. During their time residents are offered an opportunity to experience a strong connectedness and sense of community and given an opportunity to live in relative comfort.

All too often the residents have been afforded little dignity or respect in their lives prior to being housed by Servants. They may have been homeless, released from prison, have left a psychiatric ward for the first time, have experienced a relationship breakdown or loss of employment, be suffering long-term mental illness, have substance issues or be affected by any number of other factors beyond their control.

The team takes food, cooks a meal and spends time talking with the residents. Conversations range from the mundane to deep and significant issues depending on the desire of the residents at the time.

Thanks to Grace, Lindsay, Deirdre, Ian, Michael, Rachael and others who attend as they are able.

If you are interested in being part of this important and rewarding ministry, please talk with Peter or Marion Todd or with Grace Loh. It involves only a few hours on the fourth Saturday of each month but will quickly become an event that you anticipate and enjoy each month.

**Peter & Marion Todd**



*Prayer Meeting*

## ***Global Mission & Evangelism Team***

### **Purpose**

The Global Mission & Evangelism Team (GMET) is all about sharing the Good News of Jesus both locally and globally, by providing prayer and material support for a number of cross-cultural mission workers, including several young adults from our own congregations, and by inviting and encouraging others at Kew Baptist to share in God's mission to the world in their daily spheres of influence.

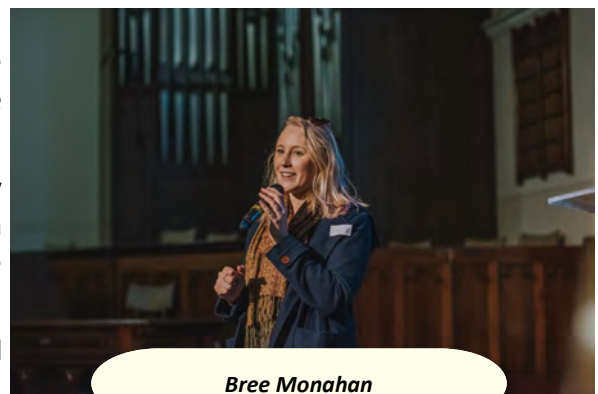
**2018-2019 Budget:** \$30,000 (see financial reports for detail)

### **Supported cross-cultural workers**

- The most exciting aspect of 2019 is that we have had two of our own young adults serving God in cross-

cultural settings throughout this year, and one more making preparations to set off in 2020.

- Rachel Bakker is serving a second term under Youth With a Mission (YWAM), alternately in Townsville and Papua New Guinea, since the start of the year. Her roles include nurse, midwife, trainer, promoter, health-care team leader for village outreach, and administrator. She plans to continue with YWAM through 2020.
- Bree Monahan has been in Uganda for her second term of service since April, with a team at the Sunflower Centre in Arua, which gives support and education to children with disabilities. Bree's 2-3-year term depends on adequate levels of financial support.
- Melissa Morris is planning to leave in April 2020 for Chad, via France (12 months language-learning as first step), to serve under SIM (Serving in Mission). Her departure date is dependent on full financial support.
- Warwick and Natalie Short and their 4 children, also with SIM, returned to Niger in August, and are waiting on God regarding the next term of service, whether to return to the previous rural Fulani community, or to reach out to new areas.
- After 6 months language-learning, Mike and Kathryn and little Simon (serving under Church Missionary Society), have just moved to a permanent location in South Asia. They are committed for 10 years.
- Natalie Smith, country leader in PNG with The Leprosy Mission, is based in Port Moresby. She liaises with Government and coordinates programs which improve the lives of people living with leprosy or disability.
- Andy is preparing to serve amongst a least-reached people group in South East Asia, under Global Interaction. He hopes to use his passion for language, soccer and the outdoors to build relationships.



### **Mission Speakers in 2019**

- 27 Jan: Warwick and Natalie Short
- 3 Feb: Mike and Kathryn
- 28 Apr: Andy
- 28 Apr: Lauren and Isabel Dale
- 10 Nov: Leena Lavanya, the "Baptist Mother Teresa"

**Warm welcome** to new GMET members Mardi Vasey, Marny Croot, Brooke Marzetti and Oona Pearse. All who desire to share in God's Mission are invited to join us in 2020.

**Deirdre Willis**

## ***Ping Pong-a-Thon***

This year was the 4th year in a row that Kew Baptist Church have taken part in the Ping Pong-a-thon. The Pong is an initiative that raises funds and awareness for multiple organisations in South East Asia who rescue and protect young people from human trafficking. This year our generous community raised very close to \$10,000 which is a superb effort and demolished our original goal of \$4,500. This money is enough to ensure the protection of 6 people. Our event featured many different highlights some of which included beards and heads being shaved, a shuffle party, jumping castle, and Pete (one of the faces of the Pong) shared with us some of his amazing stories of witnessing the difference that the Pong makes in the lives of so many young people. It was a very inspirational time and was very encouraging for so many people there. Thank you to everyone who came along as well as donated to the life-changing movement that is the Ping



Pong-a-thon. Keep an eye out for fundraisers for next year as we plan to be back bigger than ever to change so many more lives.

**Joel Palmer**

## ***BUV Delegate***

This year I joined Ben Cronshaw and Paul Pallot representing Kew as one of its Baptist Union of Victoria (BUV) Delegates. It has been interesting to get a bit more of a picture of what goes on within the BUV and the issues that are being discussed at that level. As in other years, the delegates gathered for dinner in May and October with a couple of significant topics on the agenda.

In May, we provided feedback around the tagline, “Together on Mission” exploring what it looks like to be on mission and whether there are things that will need to change in how we do mission over the coming years. Most recently, the BUV has been discussing their (and our) response to Climate Change – in particular whether or not to declare a climate emergency (with an associated climate emergency plan) and what this would mean for churches. Please pray for wisdom as we think through the implications of climate change and an appropriate response.

During the year, the BUV also held a number of consultation events which provided input on Baptist Identity and the Doctrinal statement which is being updated to incorporate more modern language. Also this year, Andy Mitchell was ordained by the BUV. Some of you will remember Andy from his time at Kew Baptist (and in the Student Res) a number of years ago. Andy became a Christian while he was here with us.

Thanks very much to those of you that provided some feedback for the BUV discussions – look out for more of those opportunities in 2020.

**Kerryn Pell**



***BUV Delegates' Dinner***

## ***Kew Cares***

For the past year or so, Kew Baptist Church has been working collaboratively with the Kew Neighbourhood House and the Women's Liberation Halfway House to be a collection point for donations for women and children fleeing family violence. Launching officially in November 2018, this ministry is very much still in its infancy and it's been exciting to see some consistency being established in amongst the clunkiness and growing pains of starting something new! Once a month, Kew Baptist Church becomes a drop-off point for donations of specific goods that the Women's Liberation Halfway House is in need of to support the women and children they work with. The goods needed range from women and children's clothing and toiletries through to pantry staples and toys. In addition, the Kew Neighbourhood Learning Centre use their online platform to facilitate tax-deductible financial gifts and donations. This has been a wonderful opportunity to make connections with other organisations in the local community. As we keep working out how to make things run like a well-oiled machine, we'd love your continued prayer and practical support for this ministry as we begin to plan and prepare for 2020.

**Michelle Ginnivan**

# Ministry Support

## *Administration*

Facility hire has been a significant area of growth over the last few years, and this year has been no exception. The most notable addition has been establishing a rental contract with En Pointe School of Ballet, which involved a significant refurbishment of the upstairs sports court to transform it into a suitable space for a dance studio. The Ballet School runs weekly classes during after-school and Saturday morning timeslots, currently up to 12hrs per week. We've also recently gained additional weekly ongoing tenants, with IC Basketball now running after-school basketball training (4hrs per week) and a pre-school indoor soccer organisation preparing to start a weekly Thursday morning booking in 2020 as well. There are also



*Ping Pong-a-Thon*

preliminary discussions taking place with a language school about long-term hire of the Common Rooms for a weekly pre-school class. This is not to mention the myriad of one-off bookings we also get throughout the year! It's encouraging to see our facilities being used so frequently and it certainly presents us with a myriad of potential opportunities for community engagement; let's continue to seek God's wisdom in this area.

Another significant administrative change this year has been in the finance management. The decision was made to hire a professional bookkeeper, so as to relieve me from some of the finance tasks in my administrative workload. It's been a real blessing for me to be able to have more time to focus on worship and creative arts ministry (especially with the EP Project this year), and I'm grateful to the Leadership Team for facilitating this handover. Special thanks to Michael Nguyen for his help in the transition process with the bookkeeper.

**Lauren Pickering**

## *Audio/Tech Team*

Before I get to the introduction, I want to start this report with what I intended to be one of the last paragraphs, as it provides a little more context to some ideas I wanted to open with, as well as a small confessional on my part, so either way this is going to be a little awkward...

In my last report, I mentioned that we would be looking into live streaming our sermons on a weekly basis, fresh off the success we had of filming and posting previous sermon series *The God I Don't Believe In* and *Hard Questions 2018* (formerly known as *You Can't Ask That*). It's probably obvious by now that we haven't done it yet. A small group of us got together to figure out how exactly we would pull this feat off. We have looked into a variety of methods, including wireless cameras via NDI, but testing proved challenging when the technology was hard to come by. In the meantime, the project has been put on hold for us to explore different methods, as well as to properly assess a number of issues we have encountered during some investigation and testing. The exercise would also be fairly costly, requiring the purchase of cameras, switchers, possible installation of cables, and upgrades such as increased internet speeds and data upload/download allowances, all depending on what method we use to do this. This project is happening in the background and is unlikely to happen any time soon. The project has also been split into more manageable chunks to be rolled out over time, but further discussions will be needed. ... I hope this all makes sense; I rushed through it as it's a little embarrassing, and also it's the night before the submission deadline because Hey - it worked for me in uni!

Some might think at this point “Why did you start this report by reminding us about something none of us remember, that you said you were going to do, and now you’re saying not only have you not done it, but it might not happen anytime soon, or even at all?” (Some might think this qualifies me for politics.) I bring this up to talk about two points:

1. 2019 rolls in, and I don’t know why, but there was something in the air that made me go “This is going to be a good year! I’ve got a feeling about this year.” The AV team (both collectively and individually) had things we wanted to do. Now looking back over the year, we see two things: Firstly, obviously, we didn’t get to do everything that we wanted to do. But secondly, despite this, it has been quite a good year for Kew Baptist Church. Just goes to show there is that teaspoon of cement you have to swallow that is Isaiah 55:8 (CEB version): “My plans aren’t your plans, nor are your ways my ways, says the Lord.” ... Much as you want to, how can you argue with that?

2. In our brainstorming of the streaming project, the core team started thinking about how the stream would look, our online presence, our branding... How do we present ourselves online in the future? And as we continued down this rabbit hole, it wasn’t long before we stumbled upon another question... How do we present ourselves in our church today? Even if our streaming hopes and dreams didn’t come to fruition, it did lead us to this question, something we can accidentally neglect sometimes. So in association with trying to look to the future, we’ve also tried to look at our present and ask ourselves: is how we are presenting ourselves currently the best way to represent our church for people who walk through the doors.

So with that stuff now out of the way, let’s dive right in and talk about the things we have done, what we’ve learnt, and what we hope to do in the future - not necessarily in that order.

At our last team meeting, one of the things we felt we did well was our relocation to the hall for Morning Church. It took us a little bit of time to find our feet, especially with a different audio/visual desk (OPS DESK or AREA) setup, as most of us were more familiar with the setup in the main church building. On top of that was the mixing style, as most of us were more familiar with mixing for a NightChurch service which tends to be louder than a morning service. Producing a quieter mix in a new environment with different acoustics has taken some getting used to, but we’ve gotten there. A small victory, but like its congregation, we too have managed to call the hall home. We also used the opportunity to fine tune our environment and update hall facilities by addressing key issues involving computer management and incorporating a foldback into our mixes.

Our work with the hall is not yet finished. There are two major projects that we are in the planning stages of: moving our ops area to the back of the hall, and replacing the hall amp and speakers.

1. The visual side of our hall ops area has provided some challenges as the operations monitor is bolted to a wall above the sound desk. This has proved over time to be impractical due to poor visibility of the screen. Earlier attempts to connect an additional monitor on the nearby table have proved to be fiddly as it often involved removing cables from the rear of the computer (often not out back). The audio side has also made mixing sound difficult, as mixers need to be at the back of the room to correctly mix a room’s levels. Tablet and phone apps have helped us in this endeavor, but have often been foiled by the occasional internet drop out. It also has been awkward and often an eyesore to have an ops area at the front of the hall where everybody can see. It has been proposed to move the ops area to a permanent location to the back of the hall, similar to the church building. We believe this would also be practical for other events when the hall is hired out.

2. We are also planning to replace the speakers and amp in the hall. Various occasions have occurred where the amp has packed up (stopped working), forcing operators to hastily set up additional speakers to continue the service. We have also recently seen occasions of speaker’s sound disappearing during a service, occasionally coming back on sporadic occasions. The speakers and amp are close to 20 years old, so





they definitely warrant an upgrade. Stuart Mackenzie has researched and recommended a number of different products to us and Pastor Nicholas Tuohy has put forth the proposal to the Leadership Team. The funds have been approved and, as of writing, we aim to start installation on the as-of-writing currently upcoming church working bee on November 9 (so the last sentence is probably out of date by the time you read this).



Moving onto NightChurch and we start by bringing up once again something that has been mentioned in previous reports - the EP project. Full disclosure, we didn't really have anything to do with the actual production side of it. What we did do was set up an in-ear monitoring/foldback system. I know I just said we were pretty excited to add a foldback speaker into the hall, but now imagine in the church building the speakers on the stage completely removed, and instead everyone wearing discrete earpieces with their own direct feed. In fact, we have experimented with this during a number of services. There are two big advantages of this: it reduces stage

clutter and reduces stage noise (as sometimes a foldback speaker can overpower a front of house mix, making it hard to mix). Equipment has already been installed and we used our system mostly for rehearsals for the EP - an accidental advantage being you could rehearse past curfew without bothering the neighbors (...not that we did that. Often.)! While the system has currently been retired, we plan to eventually roll this system out for weekly use on Sunday services. Discussions will need to be had about the logistics of the roll out, including the hygiene of possibly sharing headphones(?), but this is an exciting next step for us to help the worship team in producing the best possible sound that they and we can. I want to thank Tom Black for his expertise in helping us set up the system, Luke Evans for helping us use the system, and Reece Payne for letting me use one of his worship sets as a trial run.

Another thing we did - which was partly helped by purchases made for the previously mentioned in-ears - was doubling our drum mics. Another small victory, but certainly one that can make a lot of difference. Each drum and cymbal now has its own mic, as opposed to having to cover multiple drums with one mic. This has allowed us to experiment with panning (floor toms over the left speaker, high-hat over the right speaker) to help create a more atmospheric sound; to help create a sense of space in sound, 180 degrees, rather than simply having everything just come through a speaker straight at you...because.

As a little side note to this point, as I said before, this was made possible by a purchase for the in-ear monitoring system project: a digital stage box solely set aside for drums. This has also set aside four unused "miscellaneous" channels in our original stage box which we have reserved for any other special things we might want to do in the future. This in itself has proven successful, as we have been able to better service the worship team as worship leaders and musicians become more experimental. An example of this is Tim Richardson's fascination of switching guitars for each set/song (I'm sorry, Tim, I tried writing this keeping you anonymous, but it just sounded like I was making up a scenario). Instead of having to share a singular input with one guitar, we can now prepare multiple guitars in advance so that musicians like Tim can simply pick up a guitar and transition smoothly into each song without awkwardness. Other musical instruments we have added to full band lineups with these channels have included cellos, trumpets and recently a saxophone. Previously to do this would have been impossible, but now we are able to accommodate a lot more, opening the doors for more musical creativity. Even if I'm the only one, this really excites me!

In case you were wondering, this is where I was going to put the live streaming paragraph.

I know I've filled 3 pages, so let me rush through this last point so we can get on with our lives...! Thankyou to everyone who has joined and served the AV team over the past year. It has been a joy to work with you and I look forward to more exciting creative technical endeavors next year! The global church is starting to embrace the digital revolution and it is really exciting to see how we can use it.

To the broader church community, we are always on the look out for new members, so feel free to join. We have a particular need for data people on both of our teams, more urgently for our Morning Congregation, so if you would like to help out in any way, please reach out. We'd love to have you involved!

And we didn't quite cover what we've learnt this year, but I guess what I've learnt is don't do your report the night before... It's not as easy as it used to be.

**Tim Mitchell**

## ***Maintenance/Property***

A number of improvements and changes have been achieved in the past 12 months although the properties continue to age and the list of maintenance requirements grows.

### **Safety Officer and RED Book Reporting**

Each month of the year it is necessary to complete formal checklists ensuring that we are complying with safe management practices and eliminating risks. Various people complete these and they are coordinated by a Safety Officer. Recently Jonathon Davenport has taken up this role to follow up with each respondent to ensure we are keeping up with the necessary safety checks.

### **Hall**

Several major upgrades have taken place with air conditioning being added to the lower hall and gym and a professional sports floor for the gym. These changes have essentially paid for themselves within the year with an increase in use by outside groups, as well as increased utility and comfort for KBC activities. At the current time for example the gym is in use at some time six days out of seven. We continue to receive new inquiries and the main limitation is two groups wishing to use it at the same time.

Whilst one ceiling water leak was repaired in the store room, there is still an occasional leak in the gym roof. The gutters and roof have been professionally cleaned and sucked out (the first time in at least a decade or more), and the cleaning company has indicated a new roof and guttering will be required soon. A first quote of \$90,000 is quite challenging to contemplate, so further options are being investigated.

### **Highbury Common**

The common gardens are maintained by a group of volunteers and hopefully a November working bee will have provided a branch and leaf tidy-up. A new swing set has been installed and the playground continues to be a happy place for children.

### **Manse**

The manse is at a stage where roof cleaning and guttering replacement is overdue, plus the hydronic heating system is on its last legs. It will be necessary to allocate \$3k-\$4K in the next year to rectify these issues.

### **Sanctuary**

General tidy-up work has been undertaken in and around the church building. Several doors have been repaired (foyer and vestry) and the broken platform behind the organ has been fixed. As a development program is being considered, any major works are on hold but as usual there needs to be ongoing attention to keep the facility tidy.

If there are maintenance requirements please advise me or the office about them and they can be attended to. Efforts are underway to recruit a maintenance team to meet each term and work through the list of required fixes and upgrades.

**David Atkinson**



*New growth at Highbury Common*

# Membership

KBC MEMBERSHIP NUMBERS AS AT NOV 2019			
	10am/NC	Viet	TOTAL
<b><u>ACTIVE MEMBERS 2018</u></b>	<b><u>78</u></b>	<b><u>22</u></b>	<b><u>100</u></b>
Baptised into membership	8	0	8
Transferred into membership	5	0	5
Transferred from absentee roll	2	0	2
Moved to absentee roll	-2	0	-2
Died	-2	0	-2
Transferred away	0	0	0
No longer attending/roll revision	-6	0	-6
<b><u>MEMBERS 2019</u></b>	<b><u>83</u></b>	<b><u>22</u></b>	<b><u>105</u></b>
<b><u>ABSENTEE MEMBERS 2018</u></b>	<b><u>10</u></b>	<b><u>3</u></b>	<b><u>13</u></b>
Transfer from active members	2	0	2
Transfer to active members	0	0	0
Death	0	0	0
Roll revision	-10	-3	-13
<b><u>ABSENTEE MEMBERS 2019</u></b>	<b><u>2</u></b>	<b><u>0</u></b>	<b><u>2</u></b>
<b><u>ACTIVE NON-MEMBERS 2018</u></b>	<b><u>180</u></b>	<b><u>21</u></b>	<b><u>201</u></b>
Moved away/roll revision	-46	0	-46
Died	0	0	0
Deduct - became members	-13	0	-13
Add new active non-members	65	0	65
<b><u>ACTIVE NON-MEMBERS 2019</u></b>	<b><u>186</u></b>	<b><u>21</u></b>	<b><u>207</u></b>

## Finance

It is wonderful to see God's love and grace are at work and the faith of our community (10am, VNC, NightChurch and the Res) at work not only through tithes and offerings but through time and working tirelessly to serve God and one another.

Thank you for your prayers, support and contribution this year. Thanks to the wonderful effort of Lauren Pickering (KBC) and Huong Nguyen (VNC).

### 2018-19 FY Summary

The total income improved by 5% (with general offerings up by 10% on 2017/18) and other income were up on budget while rental income was just below budget.

Personnel expenses were below budget because long service leave allowance was paid by BUV which KBC has been contributing. Ministry costs were above budget as a result of funding for EP project and State Youth Game expenses. Property expenses were steady. Total expenses were better than budget.

A small deficit resulted surplus achieved for the financial year and for the second year running after adjustments and BUV Ministry Contribution accrual carried forward to 2019-20 FY. The funding of the EP project reduced the surplus. However, the shortfall was recovered through the crowdfunding initiative.

A representation of how the income was distributed in 2018-19:

- Personnel Salaries = 59%



- Church Ministries = 17%
- Administration = 6%
- Properties = 14%
- Other costs = 4%

### **2019-20 YTD (Jul to Sep-19)**

YTD figures for the first quarter were better than budget. We are in surplus and tracking towards a surplus at the end of the financial year.

VNC had a good 2018-19 financial year and a surplus. 2019-20 YTD, VNC is currently in surplus.

### **Finance Operations Summary**

In February, KBC adopted Xero accounting and an external bookkeeper. It is providing finance process efficiency and giving Lauren more time to focus on creative ministry. Our payroll system is complying with legislation. There is ongoing effort to further improve the efficiency of our finance processes.

We have implemented basic finance standards:

- Fixed expense items are paid by instalments to reduce the impact on cashflow.
- Annual budget is evaluated and adjusted every 6 months to ensure forecast figures reflect changing conditions.
- Month end finances are closed 5 business days after the end of the month.
- Monthly finance summary provides an overview of the finance reports month/YTD positions

Our rental income and investment have been exceeding property expenses over several years. It means property expenses can be serviced independent of general offerings. This is a wonderful result! To take advantage of this position, the plan is to accumulate the surpluses in a 'Property Reserve Fund' so that it can be used to service future property development and maintenance.

### **Prayer Requests**

Please pray for our finance situation:

- KBC will achieve the budget projection and provision of property reserve fund and general offerings to cover staff salaries, ministry and admin expenses.
- VNC will have the desired number of youths sign up and attend the youth conference at the end of this year and achieve the fundraising goal for With A Mission.

### **Michael Nguyen**

*(see additional documents over page)*

## 1. Statement of Income and Expenditure 2018-19 FY

2018		ACTUAL 2019	BUDGET 2019	VARIANCE Favourable (Unfavourable)
	<b>OFFERINGS &amp; OTHER INCOME</b>			
245,978	General Offerings & Gifts	271,399	258,300	13,099
14,400	Vietnamese Congregation Contribution	15,000	15,000	-
260,378	<b>TOTAL OFFERINGS &amp; OTHER INCOME</b>	286,399	273,300	13,099
	<b>RENTAL INCOME</b>			
38,625	Student Residence (Hostel) Levy	39,590	39,591	1
16,649	Hall Rent	22,342	23,145	(803)
55,274	<b>TOTAL RENTAL INCOME</b>	61,932	62,736	(802)
	<b>INVESTMENT INCOME</b>			
2,200	Student Residence (Hostel) Loan Interest	2,100	2,100	-
103	Bank Interest	88	150	(62)
2,303	<b>TOTAL INVESTMENT INCOME</b>	2,188	2,250	(62)
	<b>OTHER INCOME</b>			
1,300	Sale of Items	628	-	628
3,170	Donations & Gifts	5,576	4,424	1,152
5,000	Govt Grants	-	-	-
2,500	Other Grants	-	-	-
5,500	Matching Grants	-	-	-
-	Sundry Income	-	-	-
-	SYG Registrations	3,712	-	3,712
8,108	Highbury Common Income	1,029	1,000	29
25,578	<b>TOTAL OTHER INCOME</b>	10,945	5,424	5,521
343,533	<b>TOTAL INCOME</b>	361,464	343,710	17,756
	<b>LESS EXPENSES:</b>			
	<b>SALARY COSTS</b>			
209,865	Salaries & Associated Costs	213,909	221,214	7,305
209,865	<b>TOTAL SALARY COSTS</b>	213,909	221,214	7,305
	<b>OUTREACH &amp; MINISTRY ALLOCATIONS</b>			
3,388	Church Ministry	10,035	6,000	(4,035)
-	Camp Subsidies	464	-	-
-	SYG General Expenses	4,609	-	-
-	Contributions to Other Groups	-	-	-
8,224	Baptist Union of Victoria - Ministry Contribution	13,183	12,000	(1,183)
-	Baptist Union of Victoria - Redress Scheme	838	-	-
28,975	Global Mission Team & Local Needs	28,831	33,248	4,417
2,203	Highbury Common	938	996	58
685	Visiting Speakers	1,225	1,248	23
43,475	<b>TOTAL OUTREACH &amp; MINISTRY EXPENSES</b>	60,123	53,492	(720)
	<b>ADMINISTRATION &amp; OTHER EXPENSES</b>			
1,950	Audit Fees	2,260	2,200	(60)
337	Bank Fees	355	348	(7)
135	Consultant Fees	-	504	504
-	Legals	1,267	1,400	-
-	Bookkeeping	1,301	1,495	-
-	Software & Application	428	325	-
260	Advertising	271	348	77
-	Equipment Maintenance	420	504	84
2,313	Equipment Purchase	5,873	3,996	(1,877)
368	Postage	379	504	125
1,999	Printing & Stationery	2,175	1,752	(423)
449	Sundry Supplies Hospitality	1,402	1,200	(202)
458	Licensing & Subscription	2,032	1,440	(592)
2,698	Telephone, Internet & Website hosting	2,524	4,500	1,976
10,968	<b>TOTAL ADMINISTRATION &amp; OTHER EXPENSES</b>	20,687	20,516	(395)
	<b>PROPERTY EXPENSES</b>			
10,972	Cleaning	11,613	12,240	627
3,293	Council Rates	3,279	4,200	921
6,561	Electricity	9,835	7,104	(2,731)
1,329	Gas	1,512	1,500	(12)
10,130	Insurance	10,769	10,500	(269)
3,470	Water Rates	4,133	3,996	(137)
3,142	AudioTech	1,810	2,496	886
10,496	General Property Maintenance	8,662	10,968	2,306
49,393	<b>TOTAL PROPERTY EXPENSES</b>	51,613	53,004	1,391
	<b>OTHER EXPENSES</b>			
2,500	Matching Grants	-	-	-
9,610	Building Equipment	14,314	16,314	2,000
20,884	Property Equipment	-	-	-
573	Property Supplies	94	-	(94)
33,567	<b>TOTAL OTHER EXPENSES</b>	14,408	16,314	1,906
347,268	<b>TOTAL EXPENSES</b>	360,740	364,540	9,487
(3,735)	<b>NET SURPLUS (DEFICIT)</b>	724	(20,830)	21,554

## 2. Balance Sheet

### KEW BAPTIST CHURCH BALANCE SHEET AS AT 30 JUNE 2019

	2019	2018
<b>Equity</b>		
Prior Year Adjustment	14,707	12,907
General Reserve	5	-
Retained Profits	80,450	82,148
<b>TOTAL EQUITY</b>	<b>95,162</b>	<b>95,055</b>
<b>Current Assets</b>		
Cash at Bank - NAB Cheque Account	29,251	34,066
Cash at Bank - NAB Cash Maximiser Account	25,114	15,026
Exempt Benefits #1 Account	5,408	4,629
Exempt Benefits #3 Account	1,399	2,448
Exempt Benefits #4 Account	1,423	-
Accounts Receivable	610	-
Loan - Kew Student Residence	52,500	52,500
Provision for GST	1,089	1,858
<b>TOTAL ASSETS</b>	<b>116,794</b>	<b>110,527</b>
<b>Current Liabilities</b>		
Superannuation Payable	2,367	2,111
Wages Payable - Payroll	1,310	-
Exempt Benefits Liability #2	-	(869)
Exempt Benefits Liability #1	5,408	5,498
Exempt Benefits Liability #3	1,399	2,448
Exempt Benefits Liability	1,423	-
Accounts Payable	4,058	-
PAYG Liability	5,668	6,284
<b>TOTAL LIABILITIES</b>	<b>21,633</b>	<b>15,472</b>
<b>Net Assets</b>	<b>95,161</b>	<b>95,055</b>

## 3. Auditor's Declaration

### **Auditors Independence Declaration** **Under Section 307C of the Corporations Act 2001**

To Members of Kew Baptist Church

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2019, there have been:

- a) no contraventions of the auditor independence requirements in relation to the audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the audit.



David J Taplin  
TBT Accounting Pty Ltd  
Suite 3, 43 Railway Road, Blackburn Vic 3130

Dated this 23<sup>rd</sup> day of AUGUST 2019



**Kew Baptist Church  
Independent Auditor's Report  
to the Members of  
Kew Baptist Church**

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**Qualification**

It is not practical to establish Audit Control over the various offerings, gifts, donations, other income or cash disbursements until their initial entry in the accounting records. Our Audit relating to such Income and Disbursements was therefore limited to the amounts recorded.

**Opinion**

In our opinion:

- a. the financial report of Kew Baptist Church  
is in accordance with the Associations Incorporation Reform Act 2012, including:
  - i. giving a true and fair view of the Association's financial position  
as at 30 June 2019 and of its performance for the year ended on that date; and
  - ii. complying with Australian Accounting Standards and  
the Associations Incorporation Reform Act 2012
- b. the financial report also complies with International Financial Reporting Standards as  
disclosed in Note 1.



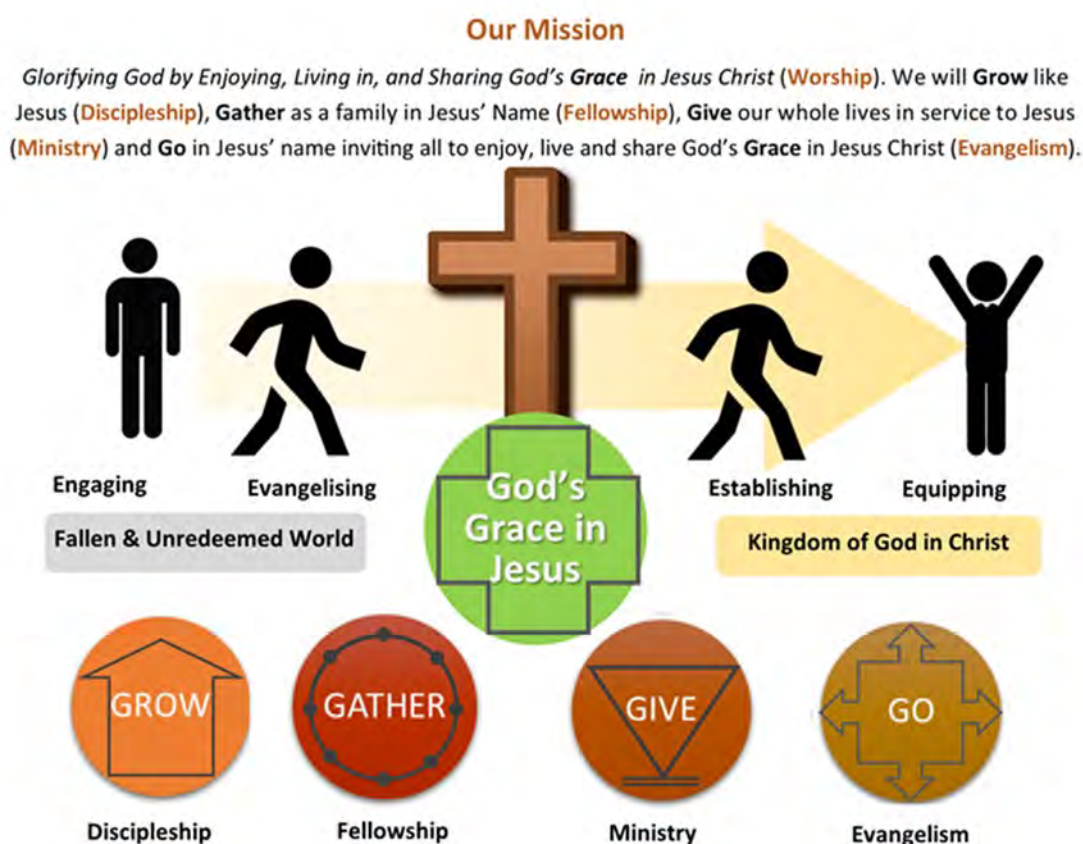
David J Taplin  
TBT Accounting Pty Ltd

Dated this 23<sup>RD</sup> day of AUGUST 2019



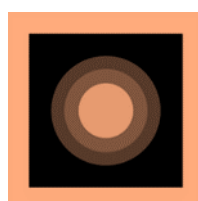
## Our Mission is **Why** we exist...

Every ministry, every program, every event and every dollar we raise and spend at KBC is to fulfil our mission as a church. We exist to glorify God and make Him known among those who do not yet call Jesus Lord. The gospel of God's grace in Jesus Christ is at the heart of who we are and what we do.



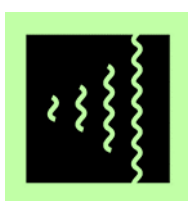
## Our Vision is **How** we **See** our Future...

From our 2016 church-wide Leadership Retreat we spent significant time praying, discussing, and discerning God's call for our church for the next 5 years. We discerned and agreed on 3 key areas:



### Becoming through **Spiritual Formation**

We see a diversity of people growing into mature disciples of Jesus. We prioritise spiritual formation and growth in Christ in our members. We want devotion and love for Jesus to be first, the centre and the foundation of each individual member.



### Overflowing through **Leadership Multiplication**

We will raise up and release leaders to accomplish whatever God calls them to do. We prioritize giving opportunities and creating pathways for people to serve and discern their ministry gifts and calling. We want to empower and release people to fulfil God's call on their lives.



### Advancing through **Targeted Transformation**

We will answer God's call to raise up a generation of students and young adults. We will nurture and support families in every shape and size. We support and care for everyone regardless of age, but we see a special call to these two groups in this current season at KBC.