



The Anglican Parish of Wollongong

Annual General Meeting

Executive Report

Monday 9th April, 2018

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The Wardens' Report

Parish Council for 2017 was made up of Rev Sandy Grant (Chairman), the three Wardens - Greg Engel, David Pirie, Luke Thompson and the Parish Councillors - Lindsay Dunstan, Samantha Johnson (minutes' secretary), Kade Lidden, Gavin Lowcock, Colin Moodie, Catriona Williams, Rob Anderson, Nigel MacFarlane, Allan Munroe (Treasurer).

Parish Council meetings were held on the second Thursday of each month. The Wardens met most Wednesday mornings for prayer and Bible reading and at other times when required.

Each month, Parish Council receives a report, either from pastoral staff, as well annually from the Safe Ministry representative. We ensured that biannual Workplace Health and Safety (WH&S) meetings occurred with staff, and completed the annual Risk Management Return and the Heritage Maintenance Questionnaire for the diocese.

Appointments

- Greg Engel - Risk Management Officer
- Mia David – Safe Ministry Rep
- Sandy Grant & Lindsay Dunstan – Marketview Consultative Committee
- Nicole Pirie – Local safe ministry trainer
- Al Munroe – Treasurer.
- Paul Vassallo resigned as auditor (an intense short period of work in February each year as our accounts are reviewed prior to submission to Sydney Diocese). The Wardens, with Parish Council consent, approached Justin Harge to undertake this role for our 2017 accounts.

Ministry and Mission

- The 11.00 am Easy English congregation started in May 2017 on Sunday mornings. As Wardens, we would like to again express our thanks to both the 8.00 am and now 9.30 am services for their willingness to change their times and logistics to accommodate the new service.

Service	2016		2017	
	Under 18	Adults	Under 18	Adults
8am	0	62	0	56
10:00/9:30am	31	120	32	114
11:00am		-	6	61
5pm	46	79	48	88
7:00pm	18	75	23	89
Friendship Service	0	26	0	26
		362		434

- St. Michael's has the following link missionaries:

the Forrests in Jordan,

D & L in East Asia

Tim & Siew Mun Nicholls in Malaysia, and

S & K in Asia.

In July 2017, we enjoyed fellowship with S, K & their daughter, JJ, through preaching and teaching at services and bible study groups. S & K were commissioned in December 2017 and in late January 2018 travelled to zero gospel Buddhist Asia to begin their mission work there.

- The Annual Thanksgiving Day was again used to support mission outside of the church. As well as supporting former parishioners who are engaged in theological training (5×\$900 for Seth, Bryony Hamilton, Brian Barker, Josh Hayward and Cameron Mason); \$1,000 support was given to Bible Society for indigenous Bible translation work; \$1,000 to Scripture Union for SUFM (beach mission) work in NSW; \$1500 towards the Anglican Parish of St Clair for its youth minister (second year of two); \$2000 towards the Salvation Army's Illawarra Women's

Refuge; \$4600 to New Churches for New Communities: building appeal for churches in 'greenfields' areas; and \$4,600 to Adjumani refugee camp appeal through Anglican Aid supporting refugees in Northern Uganda from South Sudan.

- We applied the "4 E's": Engage, Evangelise, Establish, and Equip across the terms of 2017, incorporating Adopt a block (of apartments or streets) for letter box dropping and prayer support.
- Support was given to a St Michael's Women's football team being entered in the Illawarra Church Soccer competition, as well as continuing support of the men's team. We appreciated the chances this gave for the integration of members including those who may have been new or on the fringes of church life.
- While more a matter for the ordained staff, we have also started to think through the consequences of the changes in the Australian Marriage Law, the implications for office staff explaining policy to enquirers and understanding the obligations and protection ministry staff have under the law.

Finance

As with all parishes, St Michael's is strongly dependant on the weekly offertories given by parishioners, and we again express our gratitude under God for the considered, cheerful and God directed offertory we received last year.

Through these offerings, we were able to restore our financial status to the desired state where we:

- have a reserve account with sufficient provision for accrued employee entitlements (in the order of \$200,000 or 150% of liabilities);
- were able to repay the parishioner loan early (\$100,000 which assisted our cash flow through late 2016 and early 2017);
- have also been able to repay a loan we had secured from the Finance and Loans Board for 40A Mangerton Avenue (in the order of \$28,000) earlier than it was originally due;
- met our obligations to creditors, the Diocese, and staff, including reinstating pay terms for part-time staff who generously took a voluntary reduction in 2016.
- finalised the transition of our bank accounts to Westpac and note that around 70% of all giving is given electronically rather than through the offertory bags.

We are looking forward to maintaining and improving our facilities in 2018 - some of the projects we have taken off the back burner include maintaining and upgrading the sound system in the church, looking at reinvigorating the Cathedral lighting and some maintenance of the sandstone walls.

Property

- Tenants moved into 40A Mangerton Road (The Rectory) in April 2017 and this has been well managed by MMJ Real Estate. Some necessary maintenance, including a new dishwasher, has also been undertaken since the tenants moved in.
- Repairs to guttering at 24 Georgina Avenue (Residence for Liam & Liz Shannon) were authorised and undertaken.
- Plate glass was replaced with Safety glass in the static (non-opening) windows at the western end of the hall both upstairs and downstairs.
- Parish Council authorised purchasing 40 more plastic portable chairs and 24 new Bibles for use in the hall.
- Access for vehicle parking on the grass on the south side of the site has been managed to conserve and protect the grass.
- Parish Council had a discussion on how best to achieve restricting traffic speed and flow through the carpark and restricting parking to legitimate users and we determined that we would not install any further infrastructure at this time and we will manage the situation via judicious use of the existing bollards.
- Parish Council approved the purchase of a new air conditioner unit in the office.
- Two working Bees were held in 2017 (March and November) and we thank those who contributed time and effort in supporting those events.
- Parish Council and the Wardens initiated improving and upgrading the internet distribution around the site using a Wi-Fi network, further work will happen on this in 2018. This will particularly assist volunteer youth and children's ministry leaders.
- Hector Abrahams Architects has been engaged to update the St Michael's Conservation Management Plan (CMP) to include details of conservation

maintenance tasks and costs for the two halls, and to provide updated costs for the outstanding tasks for the cathedral, at an expected cost of \$13,000-\$16,000.

- Quotes have been requested for major structural repairs to the front and rear decks at 24 Georgina Avenue.
- We have a relatively large number of medium to large maintenance projects to manage over the coming years. Although we have the financial arrangements in place to provision for them, what is holding back progress on these projects is more a lack of project management and oversight resources than anything else. In considering this challenge, the Wardens have noted that with the exception of cleaning none of our salary expenses are directed at property maintenance, relying instead on volunteers. We expect that a more sustainable solution to this problem will need to be found in 2018.

Staffing

We had a few staff changes through 2017.

- Pauline Eaton finished working as our bookkeeper and Morwenna Baird was employed as her replacement.
- Maria Kerr resigned from one of our Office Administrators roles and Jodie Madry was employed to assist with those duties.
- Looking forward to 2018, Josh Hayward was offered work at Christ Church St Ives and Parish Council endorsed the Ministry staff recommendation that we employ Matt Shannon as a Youthworks trainee. Parish Council also supported Skye Walker being employed as an MTS trainee to work in Women's ministry, and Varun Varghese as Sunday Student Minister working primarily with the 8am and 11am congregations, to further grow our long history of supporting and sending out ministry students.

David Pirie
Greg Engel
Luke Thompson

March 2018

The Senior Minister's Report

2018 AGM - Minister's Report

9/4/18 A.D.

At the AGM last year, I reported that by the grace of God, through some very hard work and incredible generosity from many members of St Michael's we'd come through our 2015-16 financial crisis and kept our excellent, gifted, diverse and well-balanced ministry team together. Now looking back to 2017, we can add that we've more than covered our liabilities, and also met the pledges of an additional \$100,000 lift in regular offertory. That is a phenomenal result. I also said I believed we were entering a fresh season of new creativity and energy for ministry here. In the last 12 months, we have seen some of that fruit. And there is more to come.

But one thing that happened last year was the 500th anniversary of the Reformation. During that time, Kevin DeYoung said, "If you strive for relevance at all costs in your own day you may make a difference for a few years. If, however, you anchor yourself in what is eternal you may just have an impact for 500 years—because the Word [of God] outlasts us all."

It is tempting for gospel ministers and church leaders always to be looking for "the latest thing", the silver bullet for ministry, the fresh new strategy for growth. I see it in myself as we move to our annual staff planning phase. What new thing will I propose for planning? What new tool can I bring for strategy development? Of course there are fresh ideas! But actually the deeper answer generally is: "More of the same". Stick with the basics; trust God's eternal methods of gospel ministry: teaching the word of God, persevering in prayer, loving Christ and one another.

And that means I report that we are sticking with our vision to see more and more disciples of Jesus shining as lights in our city and beyond. And we are sticking with the 4Es as a very helpful way of focussing successive stages of disciple-making. (i) **Engaging** the community, (ii) **Evangelising** the lost, (iii) **Establishing** believers in the faith, and (iv) **Equipping** them for ministry. And we'll continue to align our four school terms with each successive E for focus and flow. And that's the way I'll report on the year that's past and the year to come, E by E.

1. E for Engage

In terms of **engaging the community**, we continue to prize our thriving EFL – English for Life – classes, our Mini-Mikes Play Time, our quiet Courthouse ministry of compassion and hospitality. Such things operate throughout the year and are great connections with our community. Likewise Lauren and her volunteers have done a brilliant job with our website, social media and E-news to engage our community. The quality and content touch a lot of people on our fringes and encourages regulars. I've also been pleased Apartment Engage has seen a second batch of new apartment blocks adopted for awareness-raising postcard drops this year. The Anglican Aid Waterworks picnic was a good community connection. And I'm excited we're currently scoping the possibility of an afterschool homework club for kids of non-English-speaking backgrounds, with a conversation time for their ESL parents. I commend this to you. Speak to Stacey Chapman if you are interested.

Can I also encourage you at a personal level: Be an inviter – and an accepter. Sam Chan encouraged this at Figtree earlier this year. Keep inviting people to share your life. Not just church. But other things too! And please accept their invitations. Go to see what they do. And where you can, enjoy what they enjoy. Fight the busyness that discourages this kind of engagement!

2. E for Evangelise

Then we come to **evangelising the lost**. Last year there was a Questions for God preaching series, and Towards Belief and Simply Christianity courses. There are people who heard the gospel in those settings who have continued on in Bible discussions with people from our church as a result! Our youth continued their strong efforts with Christ for the Coast and Grace events. And education in the gospel truths is always occurring through primary and high school SRE (Scripture).

But the biggest evangelistic initiatives were the new 11am EEC and the "Jesus Is ____." mission. Brilliant stuff! It is astonishing that we got the 11am Easy English Church planted in such a short time. Thanks be to God for the leadership of Joe Radkovic and Jon Baird, the commitment of the core members, and the way people kept on inviting international friends, including non-Christians. This congregation has numbered almost 70 for the last 11 months. And this without

seeing any significant drop in attendance at 9:30am. And that explains the astonishing 20% growth in our total Sunday attendances in one year! There's more that can be improved at EEC. But what a powerful witness to see people from many nations hearing the Bible taught in easier English, and other cultures affirmed with a Bible reading also done in another language every week. This has been a whole parish effort, and success, by the grace of God. 8am physically moved their morning tea location. 9:30am moved their time slot and provided much manpower, along with 5pm. And 7pm now provide the Kids Church team.

And it has been so encouraging to see the "Jesus Is _____." concept spread. It was pioneered by us at St Michel's in central Wollongong, but now adopted across the Wollongong region by Anglicans from Sutherland to Ulladulla to Bundanoon and Leppington, and also Anglicare and Anglican schools for the month of March. Events like The Mark Drama and Women's breakfast were well supported with many invited guests. And over 2000 youth filled the Entertainment Centre. The quality of Moore College students was excellent: great listeners, some tremendous gospel talks, and willingness to talk to anyone at church or down at the mall.

And St Michael's people played a key role in resourcing the whole region, for example, organising and providing training, and sourcing, ordering and distributing 8000+ items of merchandise to wear. But the biggest aim was to create leverage to give ordinary Christians a better chance to have conversations about Jesus. I heard of school kids and teachers having Jesus conversations from someone wearing a T-shirt or badge or wristband; youth group kids and growth group women in the mall; students on campus; people at train stations ... all had Jesus conversations! Stacey had one in a queue for the ATM, I had them at EFL classes. Five churches in the Sothern Highlands counted 1000 Jesus conversations in the month! Praise God.

3. E for Establish

As we move to the third E, **establishing people in the faith**, I note the Reformation 500 *Ideas that Changed the World* series, teaching grace alone, faith alone, Bible alone, Christ alone! I remember the parenting course and the anxiety seminar. And I know the Bible reading challenge developed by Liam, Stacey and Lauren helped many start or rediscover a personal Bible reading habit. And the new

Wednesday Nights for young adults opened the door for newer young adults to connect and grow in Christ through Bible study and fellowship.

As we move into 2018, one of the most important decisions for growing faith maturity has been to relaunch our struggling church wide prayer meetings in a refreshed format as the quarterly Prayer Summit. The difference prayer makes cannot be measured much by earthly statistics. But it is a fundamental measure of dependence on God. Thank you for committing to the inaugural Summit in Term 1. Make sure it's not a one-off spurt, but a deep commitment to trusting our Father.

4. E for Equip

Then there's E for **equipping people for ministry**. A good bit of that was done in the "Jesus Is _____." mission training, readying us for Jesus conversations. And we held our annual ministry boot camp training week in 4th term last year. And this year we've been able to export a well trained graduate youth ministry trainee in Josh Hayward to Christ Church St Ives. And thanks to your generosity, we've been able to invest in additional training and equipping by not just replacing Josh with Matt Shannon as youth trainee, but adding a women's ministry trainee, Skye Walker, and an international Sunday Student minister in Varun Varghese.

One other key initiative for the equipping area is Liam and Stacey developing a team of mentors from some experienced Christian leaders to mentor and support other growth group leaders. That's an area we need to increase our number of leaders if we are to meet our 2020 targets. Better mentoring and support should lead to more leaders, and more leaders sticking at the task.

So... I've just listed plenty of great efforts and new ideas. But nothing new in the overall strategy: more disciple-making through Engaging, Evangelising, Establishing, Equipping. Expect to get tired of hearing it. We need to stay consistent and not let ourselves get bored with it.

Wider shifts

Before I conclude I want to reflect on our wider society... Last year, it felt like the tectonic plates shifted under our feet. Australian society was shaken by the marriage definition debate. That spilled into huge questions of religious liberty and the push to deny or defend it. Alongside that the Child Abuse Royal Commission

reported, and domestic violence in the church continued as a topic of discussion. And local Muslims demanded we cancel a public lecture on responding to Islam, and complaining to the police about us, though the police were very respectful to us.

As it happens, thanks to the generosity and patience of you at St Michael's I was able to contribute on a couple of the issues to wider church and community; speaking on the marriage debate in media and public lecture; and taking time away from parish to lead the writing and adoption of a new denominational Domestic Abuse Policy, Guidelines and Resources. I hope such contributions, as well as what we made on the "Jesus Is _____." campaign help restore confidence and make a difference. It's part of being a Cathedral, where we help set direction more widely.

But none of that changes the fact that ordinary Christians are under the pump. Society is no longer just apathetic about Christianity, but often newly hostile. They accuse us of bigotry for holding to views Christians have held for centuries. It is not acceptable to agree to disagree anymore. They demand our unconditional approval and acceptance.

It's easy for me to say on Sunday that the gospel is still God's power for salvation. No change there. And I can say the Bible has always said those who live for Jesus can expect persecution. Nothing new there. But I want to acknowledge that it has become harder to stand up for Jesus in Australia. Jobs are under threat in some places if you affirm the morality of marriage that Jesus taught. People are being pressured more than ever to stay completely silent about Jesus. Of course, we should not censor ourselves, and there are still great openings, and we should not be afraid to defend our legitimate religious liberties, and those of others. But it will take great courage in the days ahead to keep acting and speaking in faithfulness to Jesus every Monday after Sunday. I know I need to understand that!

"I'm looking for someone..."

Here's one thing I want to encourage you in at every stage of disciple-making, any of the 4Es. Can you be ready to ask people: "I'm looking for someone to read the Bible with. Would you be interested?" You are asking them to do you a favour. And you can do it to engage, for example, we invite English students to read the Bible after class, and some are interested because they know it is influential on

our culture. You can do it to evangelise: read a Gospel to tell the gospel. You can do it to establish a new believer in the faith. Or to encourage a friend. Ask them to read Colossians or Ephesians with you. Our pastoral visitors sometimes just read the passage from last Sunday or even just a verse or two when they encourage someone in hospital or a nursing home. And you can do it to equip someone. I love reading 2 Timothy with "blokes worth watching" as young Christian leaders. David Helm's book *One to One Bible Reading* has lots of easy ideas to help with this. "I'm looking for someone to read the Bible with. Would you be interested?"

Reg usually farewells us from church at our 8am congregation by reciting the words of Philippians 4:4-7. That's the bit that ends with the "peace of God which passes all understanding". Repetition is his way of getting regulars to learn an excellent passage of Scripture off by heart. Occasionally, he changes to 1 Thessalonians 5:12-24. I dare not say it's because he's bored with his usual conclusion. But we all like variety. And I suspect, it's Reg's way of challenging himself to see if he can remember this longer stretch of Scripture off by heart. It's the bit in the middle of his passage that sticks with me. And it's how I feel at our AGM.

1 Thessalonians 5:16-18 says... *"Be joyful always; pray continually; give thanks in all circumstances, for this is God's will for you in Christ Jesus."*

Staffing Summary – as at April 2018

Staff Member	Role	Hours Paid	Extra Details
Canon Sandy Grant	Senior Minister	Full time (i.e. 6 days/week)	Parish leadership, 5pm, Sundays
Rev Liam Shannon	Assistant Minister	Full time (i.e. 6 days/week)	9:30am, 7pm, Maturity
Andy Stevenson	Youth & Children's Minister	Full time (i.e. 6 days/week)	Youth & Children, 7pm, Integration
Rev Jon Baird	Sunday Assistant	Part time (1 day/week)	9:30am, internationals
Rt Rev Reg Piper	Assistant Minister	Part time (1 day/week)	8am, Seniors Ministry
Dr Joe Radkovic	Evangelism Minister	Part time (2 days/week)	11am Easy English Service
Stacey Chapman	Women's Ministry Coordinator	Part time (2 days/week)	Women's Ministry, 5pm
Lauren Russell	Communications Director	Part time (2 days/week, M, Th)	Communications Internal & External
Matt Shannon	Youth ministry trainee	Part time (2.5 days/week)	SBS, Steadfast, SRE, Kids Club
Skye Walker	Women's Ministry trainee	Part time (2 days/week)	Women's Ministry, WOW Creche
Varun Varghese	Sunday Assistant	Part time (1 day/week)	8am, 11am
Julie Clark	Front Office Admin	Part time (3 day/week, T, W, F)	Admin tasks
Jodie Madry	Front Office Admin	Part time (2 days/week, M, Th)	Admin tasks
Morwenna Baird	Book-Keeping	6 hours/week	Admin tasks
Samantha Wearing	PA to Senior Minister	6 hours/week	Admin tasks
Jodi Moore	Cleaner	6 hours/week	Support to all!
Various	Wedding vergers and organists	Casual for each wedding	Costs recovered from fees

Anglican Parish of Wollongong - Vision 2020
New Parish Mission, Vision, Values and Goals

MISSION

(A mission statement is 'a broad brief biblical statement of what an organisation is supposed to be doing'.)

To know Christ and to make him known.

VISION

(A vision statement is 'a clear challenging picture of the future of the ministry as it can and must be'.)

*To see more and more disciples of Jesus
shining as lights in the City of Wollongong.*

VALUES

(Core values are 'the constant, passionate, biblical, core beliefs that drive the ministry'.)

- A. The centrality of the cross of Christ and his resurrection in our lives and preaching
- B. God's Word, the Bible, as our ultimate authority and guide
- C. Consecutive reading and explanation of the Bible as our basic method of ministry
- D. Prayerful dependence on the Holy Spirit
- E. Courageous calling on people to repent and put their faith in Christ
- F. Gatherings of breadth and depth in confession, creed, song and prayer
- G. Loving church communities of contentment and sacrifice, which care for the vulnerable
- H. Globally-minded Christians, connecting with all classes, ages and cultures
- I. Initiative in leadership and use of gifts by members
- J. Equipping current and future generations of disciple-makers for the Illawarra and beyond

STRATEGIC GOALS

(These goals reference the new diocesan Mission 2020 priority areas, using our 2011 NCLS results as baseline, where relevant.)

By God's grace, in the spirit of James 4:15, we want to see 700 disciples of Jesus in our congregations weekly.

1. **Engage:** Respond to the changing face of our society (local factors include: city residential and retail renewal; influx of students and migrants of Chinese and Muslim backgrounds, the 50-70 y.o. Boomer transition to retirement, the growth in health services).
 - a. Primary Goal: to participate in one new church plant from our Mission Area by 2020.
 - b. Secondary Goal: to increase the percentage of our members born in non-English speaking countries from 10% (NCLS 2011) to 20% by 2020.
2. **Evangelise:** Reaching the lost
 - a. Primary Goal: to increase the number of our members reporting their willingness to talk intentionally about their faith from 16% (NCLS 2011) to 22% by 2020.
 - b. Secondary Goal: to increase the number of our members with some involvement in community groups outside the church from 60% (NCLS 2011) to 70% by 2020.
3. **Establish:** Deepening spiritual maturity
 - a. Primary Goal: to increase the number of growth group and youth group leaders from 75 to 105 by 2020.
 - b. Secondary Goal: to increase the number of our members reporting time spent in prayer, Bible reading, meditation at least most days/week from 46% (NCLS 2011) to 55%.
4. **Equip:** train and empower members to exercise their gifts
 - a. Primary Goal: to increase the number of our members reporting their use of gifts at least 'to some extent' from 49% (NCLS 2011) to 60% by 2020.

Version as at November 2016, goal expression adjusted for the 4Es, omitting one obsolete secondary goal.