



Churches of Christ in Victoria and Tasmania Inc

ANNUAL REPORT 2017

Stories and Statistics from 2016





VISUAL THEME

Animate seems like an obvious theme for a renewal movement like CCVT. This is our vocation, as an aggregation of God's people: To be animated by his Spirit, and so to be a sign, witness, and foretaste of the Kingdom in our neighbourhoods. And, the delightful thing is that God-the-Holy-Spirit moves and stirs God's people into action, motivating us to love as we have been loved. Through an oddly counterintuitive and radically life-changing faith in Jesus, God the-Son, the Spirit gives life, causing us to be lively and vigorous in sacrificial love and service of others, adding zest—liveliness and energy—to us as his spirited people, filling us with courage and boldness to be a contrast society, to 'be' Jesus in our culture, living out his Way, the way of the cross. We celebrate when this is the experience of God's people anywhere; and, with a stewardship privilege and responsibility, particularly when these people are part of a Community of Hope and Compassion (or a church or agency) affiliated with CCVT. And we are grateful for the way God equips and gifts the people in these stories to be his agents in our world, and in our worlds and spheres of influence; becoming in the process, his animated people.

Then [the Lord] said to me, "Prophesy to these bones and say to them, 'Dry bones, hear the word of the Lord! This is what the Sovereign Lord says to these bones: I will make breath enter you, and you will come to life. I will attach tendons to you and make flesh come upon you and cover you with skin; I will put breath in you, and you will come to life. Then you will know that I am the Lord.'"

—Ezekiel 37:4-6, NIV

Paul Cameron
CCVT Executive Officer

Animate visual theme design by Elise Andrews.

TABLE OF CONTENTS

Introduction	4
Executive Report	5
CCVT Boards	14
Safe Places Review	19
Churches Of Christ Financial Services	21
Stirling Theological College	24
Churches Of Christ In Australia	26
Global Mission Partners	27
Ministers' and Employees' Benefits Scheme	29
Past Presidents	31
Statistics	33
2016 Finance Report & 2017 Budget	37
Finances	39
First Peoples Solidarity Statement	50
Churches of Christ in Victoria and Tasmania Inc Constitution	51



INTRODUCTION

This booklet contains reports and stories from Churches of Christ in Victoria and Tasmania Inc (CCVT) in 2016.

CCVT is a network of around 130 Communities of Hope and Compassion (or, churches and agencies, all different shapes and sizes) spread across Victoria and Tasmania, each embedded in their neighbourhoods as a sign, witness, and foretaste of the Kingdom of God. CCVT Inc is the networking and coordinating body that exists to support these diverse Communities of Hope and Compassion in their God-given and mission-propelled calling or vocation in their location, their neighbourhoods.

The reports and stories in this Report have a significant emphasis on the new shape of CCVT's governance and the operations of CCVT's three Teams—Leadership, Communities, and Operations. There is also a summary of the Safe Places review conducted in 2016, and the subsequent appointment of a CCVT Safe Places Coordinator. Financial summaries are also included, with full audited Financial Reports available at the 2017 Summit, or on request to the CCVT office.

It is important to note that the relationship between CCVT and its Affiliates is a covenant partnership, expressed currently in a document called Affinity. This covenant (like a marriage covenant) seeks to describe a living and dynamic partnership, where more is implied than stated, and where much of the future is yet to be lived out. CCVT values this covenant partnership with each and every Affiliate. This Report celebrates corporate and communal aspects of this relationship.

In CCVT's transition into a mission-propelled Renewal Movement God continues to call us to live into the new future he has been and is preparing for us. The season CCVT is now entering into will at times call us to make difficult choices and decisions. As has been said many times before, we believe that in CCVT we have all the resources needed

to be obedient to God's call to be a 21st Century movement of the people of God. At the same time, we have unlimited opportunities to be a sign, witness, and foretaste of God's Kingdom in our neighbourhoods, regions, and spheres of influence.

The hard work ahead will include prayerful discernment to release the resources God has given us where they are most needed. Our resources simply must be focused on our key missional priorities. This Report contains an introductory summary to a draft Affinity:2 which will be the focus in 2017 as we seek to express our mission priorities by connecting our resources with the opportunities we are being given. Mid-year Regional Conversations will offer us the prospect to work on that together.

Paul Cameron
CCVT Executive Officer

EXECUTIVE REPORT

As CCVT moves from the ‘Renewal Challenge’ phase into being the ‘Renewal Movement’ that God desires us to be, we are undergoing significant culture change. We are changing the conversation. Many are discovering that this could mean changing the conversation from a focus on ‘fixing the church’ (making it ‘healthy’, getting its governance right, finding ways to be financially sustainable, etc.) to a focus on mission (and engaging the neighbourhood as ‘local missionaries’, as a sign, witness, and foretaste of God’s Kingdom). As others have written, it is Christology first, then Missiology, and finally Ecclesiology. Cultural circumstances and consequential anxieties constantly tempt us to put the last first. To put it another way, a good theology of God the Father, the Son, and the Holy Spirit will write our story around mission in our context, and thus propelled by mission appropriate (and diverse) shapes of church, all legitimate, will emerge. Thus reflecting Biblical practice and modelling, mission will have a church, rather than a church having a mission.

Given this frame, the ‘church’ conversation is changing to a mission conversation. This forms a foundation for all that we do, and all that we report on this year.

INTO Summit

In May we held the successful INTO Summit in two locations. All who participated were able to learn new things about being INTO God, INTO Learning, and INTO Neighbourhood; this was learning ways to be changing the conversation. The Ministers’ Day was held at the Foothills Conference Centre in Melbourne’s outer east, with a number taking up the subsidised accommodation option onsite. Saturday’s events—the Celebration Event and the CCVT AGM—were held at Ringwood church. All aspects of Summit were well attended and inspiring. We were privileged to have had Paul Sparks as the

keynote speaker at Summit. Paul co-authored the book *The New Parish* and is part of the Parish Collective movement (parishcollective.org). We also appreciated the sense of partnership with Claire Madden, and Helena McNeill (CBM), as well as other storytellers who encouraged and inspired Summit participants with stories of neighbourhood engagement by CCVT’s Affiliates.

Saturday’s Churches’ Summit incorporated a Leaders’ Brunch, Celebration Event, fellowship lunch, and the CCVT AGM. Ringwood church hosted these aspects of Summit. At the Brunch, Past Presidents of CCVT were acknowledged, as

A good theology of God the Father, the Son, and the Holy Spirit will write our story around mission in our context...

well as other leaders and contributors to CCVT. The Celebration Event saw a new church affiliated and nine ministers ordained and commissioned. We continue to be encouraged by the spirit of conversations at CCVT AGMs.

Three Teams

As well as a new Board (see below), another post-Renewal Challenge innovation has been the three ‘functional areas’. Intentionally shaped and propelled by mission, the three areas and their leaders (Leadership, Philip Kua; Communities, Michael Vanderree; and Operations, Joel Plotnek) and teams are working well. New initiatives are emerging that are shaping who God is calling us to be as a Movement. Team members who joined us in 2016 include Philip Kua, Scott Mageean (Youth Vision/Leadership), and Catherine and Gabriel Hingley (Neighbourhood



Engagement/Communities). We also appreciated Joel Plotnek's return following a year of illness, and the way he is leading the Operations area. His leadership is vital as we formulate strategies for mission-motivated building development, and also to the expanding Churches of Christ Financial Services (CCFS) and Churches of Christ Insurance (CCI) as they offer products and resources to CCVT Affiliates and to other state Churches of Christ entities.

Regional Conversations and Clusters

In mid-2016 we held another round of Regional Conversations, focused this time around Safe Places (see below). Regional Conversations have been a recurring practice in the recent change processes of CCVT. These Conversations have provided an opportunity for reflection and an exchange of ideas about cultural and missional renewal; about changing the conversation. Feedback confirms this model of dialogue has been appreciated by everybody in the CCVT network, particularly those who find it difficult to attend annual Summits. People value the intentional conversations about things that really matter with CCVT staff and Board members. For some it has been the first time to engage with CCVT; the result has been to have had many more people contributing to the dialogue than previously. As a Renewal Movement, Regional Conversations will be a continuing feature of talking together for CCVT.

In 2016 we also continued to form Clusters of churches and ministers, or communities and leaders, mostly based on geographical area. Clusters function like interdependent mini-communities, and providing a way to listen to God, to prayerfully discern where he is already at work in that region, and to imagine new ways to work together to be a sign, witness, and foretaste of the Kingdom. Clusters, propelled by mission rather than maintenance, may also form Mission Action Teams around discipleship, leadership and new community formation, neighbourhood engagement, and stewardship of resources. Most members of the Communities and Leadership Teams are involved in a Cluster in one way or another, strengthening their connection with churches and building new levels of trust. Clusters are becoming practical tools in being part of a Renewal Movement where it really counts—locally—and with a strong focus on innovative mission rather than maintaining an at times declining status quo. The conversation is changing as stories are being shared, skills being passed on, and missional opportunities are emerging. We believe this kind of prayerful interaction and partnership will be one way to help us do better at building Communities of Hope and Compassion.

Leadership Formation

We continue to value the intentional and long term relationship with our national partner, Stirling Theological College. We are appreciating the ongoing refocusing of the college's culture, curriculum, and faculty through the leadership of Principal Andrew Menzies. CCVT is privileged to contribute to those developments in a range of ways.

CCVT's long-running Youth Vision Internship program was later re-branded as The FEW. It has helped shape a number of younger leaders in our churches. During 2016 The FEW has been re-designed as Propel, "a 12-month leadership development program planted in the local church with the intention of helping emerging leaders develop healthy practices and articulate God's call on their life". Commencing in 2017, its focus will no longer be only on younger leaders, but will include other emerging leaders too.

During 2016 the Leadership Team also designed Re-Formation, a leadership development process for more experienced Leaders in CCVT. This 12-month leadership development program, also beginning in 2017, "engages leaders who have been 'anxious' or 'discontented' with the way things are, but are ready to engage in intentional and innovative conversations about Christ, his mission, and his church. Participants will be open in heart, mind, and soul to re-encountering the Christ they have known and served and re-framing a ministry plan for a new, renewed, or re imagined ministry of the Gospel in the context of 21st Century Australia." It will include short-term exposure to where the Church is flourishing in Asia, engaging church planters, equippers, leaders of churches of all sizes, missionaries, national leaders of movements, and missional innovators.

These are three ways that CCVT is seeking to do better at developing Leaders to lead Communities of Hope and Compassion.

Local Conversations

Members of the three Functional Area Teams, volunteer task group members, and others are regularly in conversation with affiliated churches and agencies and their ministers and leaders. Often these are really generative conversations about mission, church health and wellbeing, neighbourhood engagement, leadership development, ministry transitions and appointments, and bold mission-motivated building opportunities; that is, about dreams, experiments, and innovations.

Sometimes the conversations are a bit messier than that; more like nightmares at times. Sometimes they are conversations about leadership tensions around governance, ministry and leadership style and/or performance, the sudden, unexpected and damaging resignation of a minister or elder, pain and grief about change and neighbourhood disconnect, anxiety about a church's sustainability (and the temptations offered by a survival motivated building project), or at times the misconduct of a minister or leader.

We acknowledge the privilege it is to be in both types of conversations. We know that God always shows up, often in surprising ways in both. We are always on the lookout for where God is at work, about the 'learnings' he has for all involved (including ourselves), and about the glimpses of grace and hope and healing that appear. Mostly they are discovered, discerned, and received as gifts. We value the honour and the trust to be invited into the lives of the people of God in these turning point seasons. Our goal is always to do better at building Communities of Hope and Compassion, and at developing Leaders to lead them; to be seeing healthy churches with healthy leaders making healthy decisions resulting in healthy mission.

Communication

During 2016 we re-imagined the way we communicate with our Affiliates and their leaders. We launched a new website, and maintained and renewed a monthly CCVT news digest, the CCVT Monthly. For longer, more in-depth articles and analysis of current topics and trends in the life of CCVT, we introduced The Edition, a free digital magazine. We are also on Facebook, with a growing number of followers.

We are seeking to continue and build on these communication ventures in 2017.

Partners

In the second half of 2016 CCVT finalised an alliance with Kids Hope Australia (KHA, kidshopeaus.org.au). We see Kids Hope as part of the 'third wave' of engagement with schools (after special religious education and

chaplaincy). "KHA is Australia's largest early intervention, school-based mentoring program. It has been impacting the lives of children in Australian schools since 2004. Over that time thousands of disadvantaged children have been matched with mentors in primary schools. Caring relationships with mentors have a significant impact on children because they help to meet their emotional and social development needs and enhance their capacity to learn. Primary age children mentored by Kids Hope mentors consistently show increased self-esteem, confidence and resilience." Several churches affiliated with CCVT are already partnering local schools and providing Kids Hope mentors. This is a very practical way to engage a church's neighbourhood.

Conversations also continue with Cornerstone Community (cornerstone.edu.au). "Cornerstone Community grew out of a dream shared by a small group of friends with a passion to make sense of Jesus Christ and his message for people today. They developed a concept of fostering intentional missional communities whose shared lives would be shaped by God's purposes for us revealed in the Bible: to be wise stewards with his creation, to serve others and promote justice, to embody and express his 'good news' revealed in Jesus, to offer practical training to those who want to explore what following Jesus can look like." We look forward to continuing this conversation into the future, and to discover new ways to be forming 21st Century Christian disciples that will energise Communities of Hope and Compassion.

Both conversations are central to our goal to do better at building Communities of Hope and Compassion, and developing Leaders to lead them.

LEADERSHIP TEAM

The mission of the Leadership Team is to develop leaders within our movement to become *better* at leading Communities of Hope and Compassion, with a particular interest in leading *renewal*. We believe the spiritual call to ministry leadership is given to a leader in the context of the community they are called to lead. Our role at CCVT is to partner with leaders to support and assist their development and formation.





Don Gall (left) and international guest speaker Paul Sparks (right) at INTO Summit

Photography by Melody Murton

The Leadership Team supports and assists leaders in CCVT by intentional (catalytic) conversations, coaching or mentoring, engaging leaders in the Ministry Endorsement process, recommending educational resources and pathways, providing training and development programs and promoting lifelong learning.

2016 was the team's first and formative year. The first task for the CCVT Board and Executive Officer was to form the team. The team's role then was to understand needs on the field, consider accessible resources, and formulate strategies to achieve the mission.

By mid-February 2016, the team was assembled: Team Leader, Philip Kua; Leadership Development Catalyst, Jason Sawyer; Youth Vision Co-Leader (Vision & Equipping), Scott Mageean; Youth Vision Co-Leader (Operations & Projects), Kat Deith; and Administrative Assistance to team, Karina Bentley.

A large part of the year has been spent meeting with a wide range of CCVT's leaders in Tasmania and Victoria, to introduce ourselves, to listen to their stories/dreams for their communities, to see where they are at with leadership resources, and how they are personally doing as leaders of churches/agencies. We are discerning that there are wide-ranging development and formation needs. Learning from what we heard on the ground, we have identified several key ways the Leadership Team, in partnership with local churches and agencies can be developing *better leaders*.

Building a Lifelong Learning Culture

To encourage and promote ongoing spiritual formation, personal and professional growth. We want to see practising minister-leaders engaged in a supervisory relationship.

Developing resilient, healthy, and safe practitioners

To develop leaders who keep boundaries, who are vigilant on safe practices for self, their leadership teams, and the church overall.

Forming Christ-centred and mission-focussed Leaders

Develop leaders who will engage the contexts and challenges of disciple making in their communities, neighbourhoods, and beyond. We see leaders who, in doing so, are intentional and innovative with opportunities and resources.

Facilitating leaders to be connected and collaborative

Recognising that ministry can be lonely and frustrating, we seek to facilitate pathways for leaders to be connected with other leaders in a region for mutual encouragement, resourcing, and collaborative ventures.

In the task of raising up and developing leaders, CCVT appreciates the close relationship with Stirling Theological College and other training and equipping entities.

Some highlights of 2016 include:

Supervision

Our goal is to create a culture of supervision within CCVT. This involves moving the question from, "Are you in supervision?" to, "How is your supervision going?" CCVT has taken significant steps towards developing this culture in 2016. There are now two pathways for Supervision training in place, one through Stirling (a course named The Art of Supervision), and a second path that CCVT has developed in partnership with Dr Rick Lewis (NSW). The CCVT pathway is a three-day training workshop held over three separate days in the year. At an initial supervision evaluation day in late 2016, 20 ministers, elders, and board members from Affiliates provided feedback about content and method. Jay Sawyer directs the Supervision initiative.

Ministry Endorsement

A key and unique offer to minister-leaders in our movement, and those who aspire to it, is the Ministry Endorsement Process. The process, based on specific formation criteria, leads to the candidate meeting with a Ministry Discernment Panel.

In 2016, 21 people met with Panels, each at different places in the process. 14 were Endorsed (including one Specific Endorsement). 27 others from CCVT Affiliates formed the ministry discernment panels.

The endorsement process is overseen by a Taskforce consisting of Paul Crothers (chair), Steve Jackson, Merrill Kitchen, Simon Clemow, David Brooker, Neale Meredith, Merryl Blair, John Williamson, Philip Kua, and Andrea Mayes (for minutes).

Training Days

Several specific training events were offered in 2016, usually in ongoing collaboration with the Baptist Union

of Victoria. These included a Staying Healthy in Ministry seminar and four Marriage License Training days.

The FEW

Building on the long history of the Youth Vision Internship program, The FEW was a 12-month leadership development program. It was designed to nurture emerging leaders who are embedded in a local church, to develop healthy practices and articulate God's call on their life. Nine people began The FEW in 2016 and we celebrate with the six who completed the 12 month process. Scott Mageean is the main facilitator of this program. In 2017 and beyond, the legacy of The FEW will be carried on by Propel.

State Youth Games

June's State Youth Games event was again coordinated by Kat Deith, and held over the Queen's Birthday long weekend in and around Warragul and Drouin. SYG16:HOPE was a great success with nearly 3000 young people and leaders involved, and with many discovering or developing their Christian faith and experience in new and deeper ways. Jon Owen (then with UNOH in Sydney) was the speaker at the evening events. It is well organised and positively received by churches within and beyond CCVT. We can be proud of the SYG vision and the team, led by Kat Deith, who delivered it.

“SYG enabled ministries to disciple, train, develop or engage individuals to the greater narrative of the Kingdom. We have seen churches, organisations, and communities use this event further develop cross generational engagement, evangelism, leadership development or community building.”

—Kat Deith, SYG Team Leader

In 2016 there were 2,469 participants (plus visitors), 380 volunteer leaders, and 65 teams representing participants from 87 churches.

SYG is overseen by a Committee consisting of Kat Deith, Graham Ball, Brett Hughes, Scott Mageean, Andrew Firth, Glenn Davey, Jarrod Parsons, and Ella Henry.

In the latter period of 2016 Kat was on maternity leave, but will return in early 2017.

Illuminate Camp

The 2016 Illuminate camp team was led by Paul 'Digger' Randle and was held in Kyneton. 26 campers interacted with the camp's theme, 'Beginning to End', and explored the

Bible narrative from Genesis to Revelation in Illuminate's unique format.

Leadership Development

Three Leadership Development Days were held in 2016. These single day sessions were held at Fitzroy North church and were facilitated by Rohan Dredge, Paul Cameron, and Andrew Menzies following the 'Open Space' learning model.

Other one-off Leadership Training days were offered in Horsham twice in 2016.

Generations Conference

For the 2016 Generations conference CCVT took a greater interest in developing a partnership. This included hosting a Youth Vision lunch for CCVT participants.

COMMUNITIES TEAM

Since its formation in 2015/2016, the Communities Team continues to build with purpose and intention.

One way of reflecting on 2016 is as a year of building foundations for the future effectiveness of the ways in which CCVT communities can be supported and resourced in addressing the challenge and privilege of becoming Communities of Hope and Compassion. An expression of this foundational work has been the investment of time and energy in continuing to build strong relational connections with Affiliated churches and agencies as a reflection of our commitment and understanding that it is out of a high trust environment that ministry effectiveness takes place. As a team, we are thankful for the spirit of invitation, welcome, and hospitality that exists among CCVT as we engage with the story of our churches and agencies.

A primary shaping influence for the work of the Communities team are the indicators adopted by CCVT. These indicators continue to serve as an expression of both our shared commitment to going deeper in mission and going broader in expressing our hope with our neighbours.

As a CCVT Functional Area we are keenly aware that all churches and agencies are on a journey of revitalisation all the time. In fact, this is becoming more apparent as a core discipline and practice of the stewardship of our common life is to ask the question, "What is the Lord calling us to be and become in this current and future season of our existence?" Within this question is the awareness that each church and agency must be clear about what it is saying 'yes' to, and what it is saying 'no' to in its expression of its

call. The outcome of such a question might result in the discernment to explore a re-plant, a re-birth, or a re-imagining of our understanding of our common call.

One aspect of our work as a team is our commitment to developing a range of conversational and reflective resources—from Church Compass, the Discipleship Pathway, to Church/Community Effectiveness evaluation as an example (It is too tempting to say at this point, “And there is more...”).

Key to the work and functioning of the Communities Team is the broader contribution of CCVT through the volunteers who contribute to the taskforces. The Ministry Placement Taskforce serves to help churches anticipate the future, where the gifts, passion, experience, ministry shape of the next pastoral appointment, which in turn connects with and enables the fulfilment of the future dreams of the church. While some placements are seemingly straightforward, 2016 saw the development of some experimental re-expressions of Interim and Intentional Interim Ministry. The Communities Resources Team (formerly the Church Health Consultancy Team) exists to support and resource Churches and Agencies to address the deeper issues of Renewal (mission, vision, future, vitality, and effectiveness) and Resilience (conflict, governance, setbacks, recovery, and capacity development). Over the last two years the work of these two task groups are becoming more integrated as an expression of Leadership and Communities Functional areas.

Better Together

Throughout 2016, we used the phrase ‘Better Together’ as a way of acknowledging the uniquely local and yet interdependent stories of our Communities. The ongoing support and formation of Clusters has continued to result in the deepening fruit of collaboration, resource sharing and effectiveness. We look forward to inviting more Communities into Cluster gatherings during the year ahead.

Another practical way of supporting the ministry of churches and agencies is through the provision of funding through grants. Through Community Care we seek to grow our network of CareWorks Partners that exist to be a visible demonstration of neighbourhood mission. These will be supported by a new round of Seed Grants to be advertised in 2017, where the purpose fits within the PBI status. A further funding source is through the Church Development Fund, which is intended as a support for new mission initiatives.

Team Reflections

The aim of the Communities Team is to work out of the skills, experiences, and capacities that each team member brings to their roles.

New Communities

Nathan Oliver is developing a cohort of planters, supporting the possibility of innovative replant experiments and the commencement of new communities where currently there is none. “I’m really enjoying working alongside a church and helping them rethink what it means to ‘be the church’ and rediscover themselves as the sent people of God in the form of a replanted church. Looking beyond tradition is challenging, but it is well worth pursuing Biblical clarity together.”

Neighbourhood Engagement

Gabriel and Catherine Hingley are supporting our Communities in disciple making and *shalom* seeking within the local neighbourhood. They are seeing many churches exploring what it means to be moving ‘into’ their local neighbourhoods. “Rather than being ‘above place’, they are seeking to be grounded in a real place and community, following the Word of God who became flesh and dwelt among us. Leaders and communities are asking what it means to be a more incarnational presence in their neighbourhoods.”

CareWorks Project Management

Jo Antoni works to develop and support our CareWorks partners and faith, heart, and courage is the consistent message she hears daily. “Faith, seeking God’s vision and direction; Heart, an openness and willingness to follow through with program implementation; Courage, (from *Star Trek*) to boldly go where no one has gone before, to explore new frontiers. A shining beacon of work in communities: people matter.”

Mission Activation

Scott Mageean works to provide focus and intention to your local mission and is enjoying the opportunity of partnering with churches in the process and discernment of decision making in ways that are fuelled by a sense of mission. “The appointment of Ministry team members, governance processes and structures, the partnerships we engage and those we seek to reach can be about survival but they serve us, our neighbourhoods, and the Kingdom better when we calibrate these things around a sense of mission.”

Support and Administration

Karina Bentley provides administration support and is often the person you talk to when you contact the CCVT offices. “The Communities Team exists to challenge, stretch,

encourage, and support communities of hope and compassion; it's so good to be a part of working toward this goal."

Team Leader

Michael Vanderree provides the leadership for the team, and works among our Churches and Agencies in the areas of Renewal and Resilience. "Whether through one on one conversations, formal leadership team engagements, workshops, or interventions, it continues to be a great privilege, both individually and as a team, to work alongside our Churches and Agencies in the dynamic adventure of discerning the call of God for mission and service, building pathways for growth and developing the strength to make range of decisions that are required in response to that call."

OPERATIONS TEAM

The Operations Team manage the Properties Corporation of the Churches of Christ (PCCC) trusteeship, property services, corporate services, finance, and insurance for CCVT Inc.

Highlights

The Operations team highlights of 2016 include being involved with the sale of the Burwood-Mt Waverley church site and the establishment of trust fund for new church expression; Horsham church relocation and property development support by CCVT underwriting a CCFS loan through Capital Development Fund guarantee; the repurposing of the Mitcham church site for Scripture Union Victoria and The Church Next Door; Beit Ha Mashiach redevelopment project at Bambra Road, South Caulfield; ongoing planning for the Bendigo church site development and construction of new church facility at Maiden Gully; Cross Culture Point Cook church building payment management; Stonnington Project management; and the near completion of Monbulk church construction project.

More internally, highlights include implementation of the changeover to Xero accounting software with accompanying improvements in systems and procedures, and decentralisation of software access; been involved with fast and efficient Churches of Christ Insurance (CCI) claims management experience for churches and departments; achieving affordable, stable insurance pricing to minimise the effect of market fluctuations; and ongoing development and servicing of RedBook Risk Management with churches.

Contribution to CCVT's mission

The Operations Team is helping CCVT do better at building Communities of Hope and Compassion through accounting,

finance, payroll and HR (Human Resources) services to CCVT, Partner Departments, and churches including assistance with employment matters, accessing VECCI (Victorian Employers Chamber of Commerce and Industry) and Moores to seek specialist advice when required; sponsorship grants to student ministers at Stirling College for internships with Churches of Christ churches; the provision of diversified property services to our churches including application for building and sub division permits, lease and tenancy agreements, research and due diligence including investigations of relocation viability, acquisitions and sales of freehold property, and advice on building projects; management of the Fairfield CCVT Centre, including two major tenancies, and the provision of financial accounts.

Paul Cameron

Executive Officer

Philip Kua

Team Leader, Leadership

Joel Plotnek

Team Leader, Operations

Michael Vanderree

Team Leader, Communities



Evening Program at State Youth Games
Photo by MPH Photography

STAFF

Communities Team

Michael Vanderree, Communities Team Leader; Karina Bentley, PA/Administration (Communities and Leadership Teams); Joanne Antoni, CareWorks Project Manager; Catherine Hingley, Neighbourhood Engagement Catalyst; Gabriel Hingley, Neighbourhood Engagement Catalyst; Nathan Oliver, New Communities Development Catalyst.

Leadership Team

Philip Kua, Leadership Team Leader; Kat Deith, Youth Vision Co-Leader (Operations & Projects); Scott Mageean, Youth Vision Co-Leader (Vision, Equipping & Connecting), Mission Activator (Communities Team); Jay Sawyer, Leadership Development Catalyst.

Operations Team

Joel Plotnek, Operations Team Leader, Managing Director (CCFS); Melanie Milson, PA/Operations Manager; Frank Morabito, Finance Director, Chief Financial Officer (CCFS);

Kieran Griffiths, Accountant; Peggy Harker, Assistant Accountant; Olivia Katiyo, Financial Officer; Quynh Truong, Finance Officer (from 2017); Colin Cameron, Asset Manager; Kylie Kendall, Safe Places Coordinator (from 2017); Russell Hoath, Insurance & Risk Management Director (CCI); Liz Matheson, Insurance Account Executive (CCI); Stuart Campbell, National Relationship Manager (CCFS); Mara Novembre, Client Liaison Officer (CCFS); Karen Wilson, Banking Services Officer (CCFS).

CCVT Team

Paul Cameron, Executive Officer; Claire Egan, Executive Assistant; Elia Coluccio, Receptionist & Admin Assistant; Andrea Mayes, Processing Officer; Leonie McCann, Administration Assistant; Elise Andrews, Graphic Designer; Mitchell Salmon, Communications Officer.

CCVT BOARDS

CCVT INC

As a result of the governance changes approved in October 2015, at the 2016 AGM a new Board was elected. While the previous CCVT Council was made up of a mix of Partner Department nominees and elected members, the new Board consists of up to nine elected members, plus the Executive Officer.

The Board oversees Churches of Christ in Victoria and Tasmania Inc in accordance with its Constitution as it seeks to fulfil its purpose. Board responsibilities include oversight of what were previously the domains of Mission & Ministry, Community Care, Properties Corporation Trustees, as well as the former CCVT Council. Acknowledging that up to seven elected directors will serve as Trustees of Prop Corp, and all those elected will be directors of Community Care, a CCVT-specific board matrix includes finance and commercial, legal, and compliance skills. The Board's primary role as the peak policy and governance board of CCVT could be popularly summarised as "overseeing the spiritual health and direction of CCVT".

Those elected to the inaugural CCVT Inc Board were Milton Oliver (Roxburgh Park/Wallan), Loris McLean (Living Faith, Greensborough), Aaron Mitchell (Wallan), Brandon Howard (Kardinia), David Wells (One Community), Bethany Holden (Brighton), and Chek Chia (Glory International), with two vacancies. In early November, two further Board members were appointed until the 2017 AGM in accordance with a constitutional 'casual vacancy' clause. Both Rick Wright (Kardinia) and Tim Keating (One Community church) will add further value and depth to the excellent new Board.

Following the AGM and through the rest of 2016 the Board met monthly, learning and living into its significant responsibilities as the Board for CCVT and also as the Community Care Board and Trustees of the Properties Corporation. In 2017 this process

will be enhanced by the formation of several Board committees, including Governance and Risk Management, Finance and Property Assets, Ministry Professional Standards, Nominations, and Review and Remuneration. Members of affiliates will have an opportunity to contribute through these committees.

The setup of the new CCVT Board 'system' is now complete and, to quote Paul Cameron, we're learning to "live into it." In a very short time much has been accomplished. Board meetings are streamlined and focused on achieving outcomes for our affiliate churches and partners. This means that Board members ensure that they are across all the issues and attend meetings ready to discuss and make decisions. We're finding our 'groove', so to speak.

Ahead of us is the new season we have seen coming. We have been breathing, talking, eating and dreaming about all kinds of mission. Emerging from these new kinds of mission will be, no doubt, new expressions of church. I believe we will see even greater diversity in our movement than we have ever seen before as the Holy Spirit fires our missional imagination. Paul has pointed out here that the issue is not church but mission. It always has been so in the pages of the New Testament. The Church is provisional. The Kingdom is eternal. God's number one priority on Earth is the Kingdom. Jesus, himself, prayed this: "Your Kingdom come, your will be done..." In other words, the renewed culture of our movement has to be seeking God about what the Kingdom priorities are in our various contexts. The Kingdom is forcefully advancing, and we must forcefully lay hold of it—not the church. We are the Church... and we need to recalibrate around Kingdom priorities on the Earth, the key one being making disciples.



Long before the term ‘missional’ became known and famous and modern missional principles formulated, Dr. Emil Brunner in 1931 described the missional life of the Church well in *The Word and the World* (1931, Student Christian Movement Press, London, p 108). It is still a useful read. One of Brunner’s most enduring statements was this:

“The Church exists by mission, just as a fire exists by burning. Where there is no mission, there is no Church; and where there is neither Church nor mission, there is no faith.”

This sobering observation way back then must critically inform all that we do as a renewal movement. Mission is our reason for being. The DNA of mission is the making of disciples who become capable of carrying out all that Jesus commanded the apostles to do.

I believe our movement is about to enter into its finest hour but it will not do so by focusing on church, or our traditions and historical trajectories, wonderful and as influential as these once were. No. There is a new season before us right now that many saw coming years ago when we dared to think about the challenge of renewal and how that might begin to happen. Our CCVT systems have been radically recalibrated to meet the challenge of becoming a missional movement. We are being invited once again to burn with a missional passion that ignites all manner of Kingdom responses. A season in which the movement known as Churches of Christ might have influence for the Gospel way beyond its size and apparent capacities. God loves to show himself strong in such ways.

We accepted the challenge of renewal in terms of preparing to do things better than we’ve done in the past—a huge investment in many ways and a paradigm shift for the way we see churches as agencies of the Kingdom of God. We are not democratic, autonomous churches—we’re eschatological, redemptive Communities of Hope and Compassion.

After all that has been said and done, may I encourage all of us to shift another paradigm? Keep asking this question at every eldership meeting, every board meeting, every leaders meeting, every committee meeting, every budget meeting, and every planning meeting: “Is what we’re about to do about the Kingdom of God, or is this still about the church?” The answer to that question every time will determine whether our churches burn with fresh missional fire... or not. We have not been called to extend the Kingdom of God—that’s a delusion. No one but God does that. We look for and

welcome his Kingdom that displaces all others. We’ve been called to forcefully lay hold of the Kingdom and let it carry us into new seasons, new thinking, new places and spheres.

May this be the beginning of a powerful new missional trajectory in our time.

Affinity:2

Affinity, the document describing the relationship between CCVT and its affiliated churches and agencies, was approved in 2012. A lot has happened since then, within CCVT and beyond. Now is the time to consider a revised Affinity:2 incorporating changes initiated by the Renewal Challenge, the Safe Places Review, and other developments.

Naming, engaging, and then meeting the Renewal Challenge had and has local and ‘global’ implications. We know that God has given us all the resources we need to be obedient to the call that he has placed on CCVT as a movement. One ongoing challenge for CCVT has to do with releasing the resources to meet those opportunities. This is a stewardship responsibility around buildings and people and mission in a neighbourhood. Affinity includes a commitment by affiliates to be safe places for all people. New or revised policies and processes alongside new reporting and accountabilities are now being designed and implemented and also need to be updated in an Affinity:2

Responsibilities outlined in the Affinity document of 2012 therefore need to be revised in an Affinity:2 document.

Affinity:2 will be the logical next step in the maturing of the CCVT/Affiliate relationship. It will be designed to take the autonomy-accountability dynamic to another level so that the very practical implications of what it means to be a strong renewal movement in the 21st century can be outworked. The first Affinity document has been a huge help in enriching the relational fabric of the CCVT family. There is increasing trust, improving communications and deeper collaboration. Affinity:2 will take all of these a bit further, building upon what we have learned together as well as what we are seeing as the key missional challenges before us in the new season.

You’ve probably noticed it anyway, but the world is not the same any more. We live in a post-denominational, post-modern, post-Christendom, post-just-about-everything era. The world is moving incredibly swiftly and, as history has shown us, discontinuous change is occurring all the time—and often the Church is the slowest to respond. Big

changes now occur in 2-5 years whereas similar big changes took place across a whole generation, or even a century. This is not so any more. CCVT as a renewal movement must so position itself that it can readily and intelligently respond to change effectively and meet the adaptive challenges head on in a new mission season.

“What’s the big deal with all that?” you may ask. The answer is simple. Affinity established a basis of understanding the CCVT/Affiliates relationship so much better—and we have seen significant improvements across a range of areas. However, Affinity:2 will go further in that it will pave the way for us as a movement to develop adaptive challenge strategies together. It will do so by allowing the accountability factor to become a more Biblically lived-out thing and for our autonomies to be more biblically tempered as a result. Affinity:2, it could be said, will bring more effective capability to Affinity in this post-everything era. We need to be ready—more ready than ever before—to meet the missional

There is a new season before us right now that many saw coming years ago when we dared to think about the challenge of renewal and how that might begin to happen.

and spiritual challenges right in front of us. Affinity:2 will be a good logical *leadership step* in that direction. It is time to live into our new future as a renewal movement with courage and passion as we embrace our mission responsibilities.

During 2017 the Board will be working with the Executive Officer and the three Team Leaders to prepare a draft Affinity:2 document for release at the 2017 Summit and AGM and for discussion at Regional Conversations in mid-2017.

THE PROPERTIES CORPORATION OF THE CHURCHES OF CHRIST

Given the emergence of Churches of Christ Financial Services and its assumption of the deposits, loans, investment, and insurance and corporate financial services functions, from 2016 the Properties Corporation largely has a titles, trusteeship, and property and other corporate services responsibility. Currently the Corporation is the sole ‘owner’ of CCFS.

During 2016 a new CCFS Board was appointed. This Board will always have a majority CCVT participation, but will be open to broader participation given that it also serves other state Churches of Christ bodies. CCFS Board members were appointed in accordance with specific skills criteria

appropriate to the Board’s purpose. The CCFS Board reports to meetings of the Prop Corp Trustees, and through them to the CCVT Board. For more details, see a separate CCFS report.

The Trustees of the Properties Corporation continue to fulfil all the requirements of the Act of the Victorian Parliament which constitutes its existence. The Trustees meet concurrently with the CCVT Inc Board and the Board of Churches of Christ Community Care. Separate Agendas are followed and separate Minutes retained in accordance with the Act and the Corporation’s Charter.

The Properties Corporation makes regular financial reports to the Trustees, and the relevant annual reports are included in this Report.

Under the CCVT Inc constitution, and in accordance with the Act’s requirements, up to seven members of the CCVT

Inc Board are able to be appointed as Trustees of the Properties Corporation. With the then still impending separation of the financial activities of the Corporation into CCFS, this

transition didn’t take place until July 2016.

Trustees of the Properties Corporation until July 2016 were: Brandon Howard (Kardinia), Tim Keating (One Community), Charlie Jung (Williamstown), Andrew Bruce (The Avenue, Surrey Hills) and Jenny Ling (Fitzroy North).

The following Trustees were appointed in July 2016: Brandon Howard (Kardinia), David Wells (One Community), Aaron Mitchell (Wallan), Milton Oliver (Roxburgh Park/Wallan) and Paul Cameron, CCVT EO. Later in September 2016, for the duration of their co-option to the CCVT Board via a casual vacancy clause, Tim Keating (One Community) and Rick Wright (Kardinia).

CHURCHES OF CHRIST TASMANIA

The Trustees of the Properties Corporation also fulfil all the requirements of the Act of the Tasmanian Parliament which constitutes the existence of Churches of Christ Tasmania. The primary purpose of the Act is to manage the Titles of properties in Tasmania. The Trustees form the Churches of Christ Tasmania Executive in accordance with its constitution, along with Geoff Morffew (Howrah) and Gavin



The CCVT 'Greenhouse' tent at Surrender:16. CCVT is a proud Hosting Partner of Surrender.

Thompson (Hobart City). The Executive meets as required, and at least once each year.

CHURCHES OF CHRIST COMMUNITY CARE

The purpose of Community Care as stated in its constitution is to establish and manage caring and benevolent programs that directly serve the community in accordance with the spirit and teaching of Jesus Christ including:

- the provision of appropriate help to needy persons and families; assisting, guiding, and being a referral service to persons with personal and/or family problems; setting up and supporting welfare and social justice programs;
- collaborating with like organisations;
- engaging in open dialogue and consultation with affiliated churches, especially those involved in neighbourhood based mission programs;
- providing service, training, and support for individual church programs including local CareWorks projects;
- encouraging collaboration and dialogue between affiliated churches and with other care providers on community benevolence issues and programs;
- providing or facilitating research and education around an appropriate biblical theology of community mission, welfare and action, and advocacy on social justice issues as an integral part of Christian mission;
- and ensuring that any tax deductible gifts or donations for projects and programs that fulfil this purpose will be used strictly within the terms of taxation law.

This purpose continues to be fulfilled through the CCVT Communities Team, and in particular team members Catherine and Gabriel Hingley (Neighbourhood Engagement Catalysts) and Joanne

Antoni (CareWorks Project Manager). Their roles are funded from the Community Care budget, either directly or via a grant to CCVT.

Constitutionally, all members elected to the CCVT Inc Board are simultaneously appointed directors of Community Care, a company limited by guarantee. The Community Care board meets concurrently with the CCVT Inc Board and the Trustees of the Properties Corporation. Separate Agendas are followed and separate Minutes retained in accordance with

Community Care's constitution. The Board has the important function of managing its significant investments, including the proceeds of the sale of the former Fred Combridge House, as well as overseeing the relationship with Churches of Christ Queensland in accordance with a 2011 Aged Care Services Merger Deed. Regular financial reports are received by the board, and the relevant annual reports are included in this Report.

Milton Oliver
Board Chair

CCVT INC BOARD

Milton Oliver (Chair), Loris McLean, Rick Wright, Tim Keating, Brandon Howard, Joel Plotnek, Chek Chia, David Wells, Aaron Mitchell, Bethany Holden, Paul Cameron (EO).

The world is moving incredibly swiftly and, as history has shown us, discontinuous change is occurring all the time—and often the Church is the slowest to respond... CCVT as a renewal movement must so position itself that it can readily and intelligently respond to change effectively and meet the adaptive challenges head on in a new mission season.

SAFE PLACES REVIEW

As stated elsewhere, the Affinity document includes a commitment by affiliates to be safe places for all people. Early in 2016, CCVT commissioned a review of how to ensure that, as far as reasonably possible, all places of mission and ministry in Churches of Christ are safe and nurturing places for all people. The then CCVT Council saw this as an expression of the Renewal Challenge, and of doing better at building Communities of Hope and Compassion, and developing Leaders to lead them.

There are opportunities, integral to our mission, for positive initiatives to promote safety and wellbeing, as well as the need for appropriate risk management. At a minimum there are also significant legal obligations requiring compliance.

SAFE PLACES

During the first half of 2016 CCVT conducted a major review of policies and processes that help ensure CCVT's places of mission and ministry are safe places for all people. The review was built on the notion that "CCVT will be doing better at building Communities of Hope and Compassion and developing Leaders to lead them when each of place of ministry and mission affiliated with CCVT is a Safe Place for everyone to grow in their discipleship of Jesus and in their relationships with one another," and the belief that being a safe place is propelled by mission, and is an expression of the Gospel and the Kingdom, as well as fulfilling the increasing expectations of community and government.

The Safe Places review report was delivered mid-year; it recommended a wholesale analysis of the way CCVT as a movement deals with safety. The CCVT Board adopted all the Review's recommendations, summarised below.

Summary of Review Recommendations

Some principles which emerged from the Review are that churches and agencies need:

- to come to a conscious decision about the degree to which they are committed to adopting safety as a mission-critical issue;
- to have or develop an understanding of safety issues and compliance requirements;
- access to practical workable tools for managing risk;
- to adopt policies, systems, and processes to deal with the various types of safety issues;
- greater clarity about the roles and responsibilities of individuals, affiliates' governing bodies and CCVT is needed;
- risk management plays an important role in promoting safety, and risk management needs to be systematic;
- compliance with legal requirements is the minimum expectation;

Governance, risk management, and compliance

- to institute a systemic risk management and compliance framework to positively promote safety and wellbeing, to reduce risk and to avoid harm;
- to utilise existing, externally developed resources where possible to deal with specific safety issues;
- to clarify roles and responsibilities;
- to develop a process for monitoring all aspects of risk and compliance;

Support for and accountability of ministers

- to introduce a structured approach for providing ministers with support and ongoing development, and appropriate mechanisms for them to be accountable;
- to consider what additional training should be provided during ministry and leadership formation, and on an

ongoing basis, in relation to risk management, safety, and compliance;

- to reconsider the role of the Ministry Professional Standards Committee and devote additional resources to this function;

Workplace safety and food safety

- to collate and promote resources for workplace safety on an ongoing basis;
- to provide access to those resources as part of the overall system for risk management, integrated with the RedBook process;

Child and youth sexual abuse

- to review policies and procedures including the Duty of Care for Responsible Leadership of Children and Youth. Develop a policy and template documents for safe ministry to known offenders;
- to tap into resources such as NCCA's Safe Church Network, the existing arrangement with ChildSafe, and the Moores' Child Protection Toolkit;
- to provide or promote training opportunities for affiliates' governing bodies, staff and volunteers;
- to participate in a collaboratively developed and implemented redress policy for victims of abuse;

Other issues

- to promote initiatives to address issues associated with domestic violence;
- to review policies processes for resolving conflict;
- to identify initiatives for the positive promotion of wellbeing, for example in relation to discrimination, and children's development; and
- to manage legal and financial exposure through insurance, and through churches and agencies considering whether or not to incorporate.

After the Safe Places review report was received, and its recommendations accepted, nine Regional Conversations were subsequently conducted in Victoria and Tasmania. These Conversations provided strong support for CCVT to be 'lifting the bar' on expectations around accountability and reporting on Safe Places related policies and processes.

Later in 2016 we moved into implementation mode by appointing a Safe Places project manager to help us in a process to create new policies and to upgrade others, particularly (but not only) with regards to working with children. Key child safety policies were prepared in readiness for the January 1 2017 requirements of new Victorian legislation.

A further step was taken in late 2016 with the appointment of a Safe Places Coordinator, Kylie Kendall, who will commence in early 2017. This role will integrate some current processes and also initiate new levels of training and resourcing for churches and ministers, for Communities and Leaders. Understandably this has stretched our Budget plans for 2017, but we count it a privilege to be making this appointment as part of the culture change underway in CCVT.



Worship at Youth Vision's Illuminate Camp

CHURCHES OF CHRIST FINANCIAL SERVICES

Churches of Christ Financial Services (CCFS) was launched as a brand under Prop Corp (PCCC) in 2014 but it wasn't until December 2016 that CCFS commenced operations as a company with its own Board. CCFS exists to better facilitate the provision of financial and related services to Churches of Christ churches, state bodies, and agencies around Australia. The Properties Corporation of the Churches of Christ (PCCC) is the sole stakeholder in CCFS, for Churches of Christ Vic/Tas (CCVT).

In December 2016, the following Prop Corp operations were transferred to CCFS as part of the Renewal Challenge process: Churches of Christ Financial Services, Churches of Christ Insurance, and fund and investment management for Prop Corp and CCVT.

HIGHLIGHTS

Churches of Christ Financial Services (CCFS)

- Merged South Australia Building Mutual Fund (BEMF) with CCFS
- WA approved merger with CCFS at the WA Building Mutual Fund (BEMF) AGM in 2016. Final agreements and implementation of the WA merger are anticipated to be in place by April 2017
- Transfer of business from Prop Corp to CCFS in December 2016
- Assignment of business contracts and registration of regulatory requirements including an ASIC Class Order and APRA exemption extension under the Banking Act 1959
- Continued growth of new clients in Victoria, Tasmania, South Australia, Western Australia, and the ACT.

Continual development of new CCFS products to assist churches and mission

- Transactional accounts have grown by 47% over the last year indicating strong support and uptake of CCFS products by churches

Churches of Christ Insurance (CCI)

- CCI continues to provide an excellent insurance product for its churches and agencies
- CCI provides a 24/7 claims service to make sure churches and agencies are up and running as soon as possible after a claim
- Risk Management is an important service offered by CCI providing RedBook, ChildSafe, inductions, and articles online to make sure maximum protection is offered to people and property
- CCI continues to improve the scope of cover provided with annual reviews of its program

Financial results for year ended 30 June 2016

There are no year-end financial results as CCFS only launched in December 2016. The following highlights the CCFS financial position and performance in the first two months of operations.

- \$140,226 Operating Net Surplus financial year-to-date December 2016
- Managed investments returned rolling 5 years to June 2016 was 10.05%
- 3 new loans approved of over \$3M
- Total loans to churches of \$16M
- Deposits from churches and individuals of \$34.3M



CONTRIBUTION TO CCVT'S MISSION

- Annual distributions from operating net surpluses to support CCVT operations and activities
- Management services to CCVT including corporate restructuring, financial, and investment management
- Guidance to Council in the establishment and continued direction of Development Funds, which provide significant income to support Church and Conference development

We continue to value our relationships with our diverse stakeholders and remain committed to improving the level and quality of service we provide.

Joel Plotnek
Managing Director

BOARD

David Warren (Chair), Joel Plotnek (Managing Director/Secretary), Andrew Bruce, Charlie Jung, Jenny Ling, Terry McCredden, Paul Cameron (CCVT EO, *Ex Officio*).

Board Committees & Members

Investment Committee: Andrew Bruce, Terry McCredden, Frank Morabito (CFO), Joel Plotnek (MD).

Asset & Liability Committee: David Warren (Chair), Charlie Jung, Paul Cameron (CCVT EO), Joel Plotnek (MD), Frank Morabito (CFO), Stuart Campbell (NRM).

Audit & Risk Management Compliance Committee: David Warren (Chair), Jenny Ling, Joel Plotnek (MD), Frank Morabito (CFO).

STAFF

Joel Plotnek, Managing Director; Frank Morabito, Chief Financial Officer; Russell Hoath, Insurance & Risk Management Director; Liz Matheson, Insurance Account Executive; Stuart Campbell, National Relationship Manager; Mara Novembre, Client Liaison Officer; Karen Wilson, Banking Services Officer.



INDIGENOUS MINISTRY FUND

The Indigenous Ministry Fund exists to encourage the development of all forms of indigenous ministry within, and/or in partnership with CCVT affiliated communities, departments, and agencies.

The Leadership Functional Area team is responsible for the distribution of the income from the Fund through the Indigenous Ministry Taskforce.

Donations and bequests can be made to this fund at any time.

Please contact the Leadership Team if you would like more information about this Fund on 03 9488 8800 or leadership@churchesofchrist.org.au.



BEQUESTS

Death is never easy for those left behind, but taking time to write your Will allows you to make provision for your family and friends. It can also give you the opportunity to let your love live on through a bequest to CCVT as many others have over the years.

A bequest, however large or small, is a legacy of love. It stands as a monument to the values you hold dear.

Through a bequest to CCVT you can continue to strengthen God's Kingdom and ensure its growth into the future for the benefit of generations to come.

Whatever the purpose of the gift and whatever the amount, CCVT treats every gift with the utmost diligence and respect. You can be assured that your bequest will be used to further the Kingdom of God. You can choose

the areas that the bequest supports.

To make a bequest, you must first make a Will.

A Will ensures that after death, your wishes are protected and efficiently implemented. It is a

simple, uncomplicated process we all need to do. It is part of life.

When you make a Will, or update your existing Will, simply ask your legal advisor to include a bequest to Churches of Christ in Victoria and Tasmania Inc—it is that easy.

There are a number of ways you can include a bequest to CCVT in your Will, and your legal advisor will guide you through the simple process.

The three most effective options for including a bequest in your Will are leaving a proportion of your Estate, leaving the residue of your Estate, or leaving a percentage of the residue.

These offer you the advantage of ensuring that the real dollar value of your bequest is not eroded by inflation over time, maintaining its strength and power to make a difference.

If you are considering a bequest to CCVT, we encourage you to inform us of your intention so we can discuss with you how we might invest your gift and plan for the future.

Please contact the Operations Team if you would like to have a conversation about the possibilities of leaving a bequest for CCVT on 03 9488 8800 or through operations@churchesofchrist.org.au.



STIRLING THEOLOGICAL COLLEGE

The College had strong enrolment numbers across many areas during the year. In addition to normal formational activities, the positive enrolments were due to a growing online presence, plus interest in Clinical Pastoral Education and the Master of Arts in Pastoral Care. In 2016 we graduated a record 50 students and are now one of the larger colleges of the University of Divinity.

The Hindmarsh Church of Christ Centre for Mission and Ministry has been set up and Sam Curkpatrick, Archival Project Manager, did a wonderful job in establishing order out of chaos in the Archival Centre. Under Sam's expert direction, the vision of the Hindmarsh Centre was realised far sooner than we dared dream. Sam's time has now intentionally wound down, but there is a small team of people who are all excellent amateur historians continue. The funds invested by various Churches of Christ entities have been exhausted and will preserve our movement's records for many years to come. Please come and have a look if you are ever near Mulgrave, and take the time to have a look at hindmarshresearch.com.

In September 2016 the Board and faculty gathered for a summit. Summits are great opportunities for participants to listen to each other, work together and generally build alignment. The specific focus of discussions was how Stirling can be more attuned to forming leaders for Communities of Hope and Compassion.

An interesting trend is the growth of vocationally oriented courses (pastoral care, supervision, chaplaincy, clinical pastoral education, Catalyst, etc.) while the traditional 'church' focused areas have plateaued (not in decline, but not thriving like the vocational areas). Why? Initial reflection about this is that larger churches are tending to appoint gifted individuals to roles where theological education and formation are a secondary priority (usually part-time, one unit

per semester). Often these individuals are 'side-entry' from other denominations too, which is a challenge to our Churches of Christ identity. Smaller churches are getting older and generally not sending many for training/development. Regardless of church size, few churches seem to be actively prioritising leadership training and development, and we affirm and are actively supporting the priority of CCVT in addressing this. This will become a significant challenge for us to all work through together.

Dr Alan Niven retired from his longstanding roles as Lecturer and Vice-Principal at the College in December 2016. Alan will stay on at Stirling in a different capacity from 2017, overseeing research and professional development, helping in pastoral care and developing a new professional doctorate. Dr Chris Turner has been appointed as the new Lecturer in Pastoral Theology and Spiritual Care. Chris was baptised at Montrose Church of Christ, has had a wide career in pastoral ministry in local churches, and most recently worked with people seeking asylum with Baptcare. His Doctor of Theology from the University of Divinity is in the area of Australian culture and theology and he has an ongoing interest in the area of trauma. He will make a great addition to our movement and help centre the ongoing formation of pastoral care students around the person and teaching of Jesus. We also appointed Angela Sawyer as Lecturer in Old Testament and Dean of Students. Angela is an active member of Churches of Christ and completed her PhD in December 2016. Her doctorate is in the area of Second Isaiah's message for post Christian culture today. Angela will also be involved in the Catalyst program as a Lecturer and Dean of Students and work alongside John Williamson and Dr Merrill Blair.

The landing page is now live for the



Catalyst pathway/vocational course, which starts in Perth in 2017 (see catalyst.edu.au). Directors Josh Bond and Amit Khiara have met with school principals and school careers counsellors across Perth and WA. The feedback is positive and affirms that this is a relevant and needed program. Our aim is to start this from Perth and then offer it in Melbourne in 2018, followed by other capital cities. We are grateful for this new initiative for the next generations of our movement.

The Australian Institute of Family Counselling (AIFC) and Stirling have signed an agreement to commence a Master of Counselling from February 2018. This is a significant new initiative in the provision of high quality Christian Counselling training. AIFC's Graduate Diploma of Counselling and Integrated Psychotherapy (Spiritual) will fulfill all first year prerequisites entry into a second year for the University of Divinity Master of Counselling, available only at Stirling. The Master of Counselling will seek approval during 2017 with national professional counselling bodies, including the Australian Counselling Association (ACA) and the Psychotherapy and Counselling Federation of Australia (PACFA). Students will enjoy quality and streamlined teaching through provision of a course coordinator.

Finally, work has progressed well with Churches of Christ in Queensland in our project of developing an Institute of Leadership. We anticipate this becoming an eventuality in 2018. We look forward to offering a Graduate Certificate and a Graduate Diploma in leadership in Brisbane and Melbourne.

Lynette Leach
Board, Chair

Andrew Menzies
Principal

BOARD

Lynette Leach (Chair), Michael d’Rosario (Deputy Chair), Peter Joy (Treasurer), Anna Fernando, Rebecca Smith, Lindsay Dewberry, Paul Cameron (CCVT EO, *Ex Officio*), Dr Andrew Menzies (Principal, *Ex Officio*).

EMERGENCY RELIEF FUND

The Emergency Relief Fund exists to enable an immediate response to emergency situations throughout Churches of Christ in Victoria and Tasmania. It is under the management of the Communities team through the Emergencies Response Task Group, as appointed by the Board.

This Fund is one that exists separate to any situation-specific appeals that may be held. Donations to this Fund allow the Emergencies Response Task Group to immediately direct funds to communities that have been impacted by, or projects initiated in response to, emergencies.

Tax deductible donations and bequests can be made to this Fund at any time.

If you would like more information about this Fund, please contact the Communities Team on 03 9488 8800 or communities@churchesofchrist.org.au.

LOANS TO CCVT

Corporately, if your church has significant funds put aside for a ‘rainy day’, these funds can be released through a gift or an interest-bearing loan (managed by CCFS) to enable mission to be developed in another neighbourhood. The Executive Officer would look forward to talking with the leaders of any church who could see this as a way of continuing that church’s ministry and mission in another location. To start a conversation like this, email ccvt@churchesofchrist.org.au or contact the EO directly at pcameron@churchesofchrist.org.au.

CHURCHES OF CHRIST IN AUSTRALIA

The Council of Churches of Christ in Australia (CCCA) consists of 2 representatives from each of the member states. Paul Cameron and Milton Oliver are the current CCVT representatives. The Council meets to discuss issues of national significance to Churches of Christ.

HIGHLIGHTS

- Selfie Sunday was initiated so local churches could share photos and stories about the life of their community. I hope we can all learn from, be inspired by, and build connection with churches across our movement. If your church hasn't yet provided a self-portrait I invite you to do so. This provides both an avenue to share with others, and an accessible historical record of your church's life. Check out selfiesunday.org to learn more.
- In April Council members gathered in Canberra along with representatives from Stirling Theological College, ACOM, Youth Vision Australia, and Christian Projects to discuss leadership development. This was a stimulating discussion celebrating leadership initiatives around the country, and reflecting how we can continue to learn collaboratively.
- Council member Milton Oliver facilitated groups to pray for Churches of Christ in Australia and to seek God's wisdom for the movement. The Council strives to be a discerning community listening to what God is saying to Churches of Christ. Confidence in the Gospel and relational unity were a couple of the key themes emerging.
- The National Business Network continues to meet and to share about finance, IT, and insurance updates. This provides a rich environment to learn from one another. Churches of Christ Financial Services now manages finance for both CCVT and Churches of Christ SA/NT, and is in dialogue with other states on how to serve local churches through various financial services.
- In our external relationships, I have been involved in speaking and facilitation with the National Council of Churches in Australia, attended the World Convention of Churches of Christ in India, and initiated a submission to

World Council of Churches developed by Merryl Blair and Maggie Kappelhoff.

- In Melbourne in November the Youth Vision Australia (YVA) team shared dinner with the Council, and breakfast with a couple of its representatives. Alan and Deb Hirsch also shared with the Council in November around mission, and also on sexuality and spirituality based on their most recent books. John Gilmore shared about GMP's work and helped to facilitate its AGM.
- CCCA is a reporting body for GMP, Stirling College, YVA, MEBS, the Defence Force Chaplains Committee, Christian Projects, and the member states, and also receives reports from other committees. It aims to facilitate communication and networking between states, agencies and other groups for their mutual benefit, and to support the mission of local Churches of Christ. A good spirit of cooperation among us is something to celebrate.

Janet Woodlock
Federal Coordinator

COUNCIL

Andrew Ball, Ian Allen (NSW/ACT); Dean Phelan, Geoff Charles (Queensland); Greg Elsdon, Doug Wallage (SA/NT); Paul Cameron, Milton Oliver (acting Chair) (Vic/Tas); Tania Watson, Peter Roberts (WA); Jason Gor (Treasurer); Janet Woodlock (Federal Coordinator, Secretary).

GLOBAL MISSION PARTNERS

2016 marks 125 years of Churches of Christ's collective commitment to Overseas Mission. The first Churches of Christ Australian missionary travelled by ship to India in 1891. Mary Thompson was this pioneer. Soon after she left, the second Inter-Colonial Churches of Christ Conference established the Federal Foreign Mission Committee.

In 1899 the first collection for Famine Relief for India was taken up. This commitment to respond to the needs of others gave rise to what is now Churches of Christ Overseas Aid (COCOA). In 2013 Indigenous Ministries Australia was established, based on the foundations of the Australian Churches of Christ Indigenous Ministries (commenced in 1942).

Global Mission Partners (GMP) is a very different organisation to that which commenced 125 years ago. We have partnerships with Australia Indigenous ministries and overseas with India, Bangladesh, Thailand, Vietnam, Indonesia, Vanuatu, Papua New Guinea, Fiji, South Sudan and Zimbabwe. In all these changes, some things remain consistent. GMP seeks to make the love of God real in what we share and how we care for peoples. People have always been our focus, and they still are. We respond to physical and spiritual needs; this commitment shapes our work.

The highlights of 2015-2016 include:

- COCOA is now a Base Accredited Agency with the Department of Foreign Affairs and Trade. This decision affirms the quality of our work and our potential to do more as we look to the future.
- COCOA is also a member of the ACT Alliance, joining more than 140 churches and faith-based organisations working together in the areas of development, humanitarian work, and advocacy in all regions of the world.
- The International Church Partnership (ICP) program has been refocused with clearer goals identified—planting and developing churches, training leaders, and resourcing evangelism. ICP is now managed by Cindy Haidar.
- Indigenous Ministries Australia (IMA) continues to launch new projects, including in Port Hedland (WA) where, with a group of local leaders, we are laying foundations for the future development of a new church project while supporting ongoing and future ministries in WA, SA, and NSW.
- The IMA ministry at Dareton continues to develop. We farewelled John and Ruth Saulo after eight years of establishing an outreach ministry in the Sunraysia region. This has been done with great support from the Mildura and Red Cliffs Churches of Christ. Thank you. A new initiative is the establishment of a Youth and Community Centre in a disused service station in Dareton. Kevin Tucker is now the Community Pastor building on the foundations laid by John and we have now made a part-time staff appointment for the Community Centre.
- Nick Wight (IMA Coordinator, East), with the support of local Indigenous elders, has developed a Songlines walk through parts of Melbourne to explore Indigenous culture and history and the development of Christian witness with and among the Aboriginal people. If you or your church would like to experience this, please contact Nick.
- Following the decision of the 2015 Annual General Meeting, GMP is now a company limited by guarantee. This change means clearer governance accountability and changes in the membership of GMP.
- embody, the GMP community of Young Adults, continues to focus on encouraging us all to take seriously living with compassion and justice as signs of our commitment to mission. Its programs of Safe



Water September, Prayer Matters, and Christmas Choices have grown.

- Consistent contact with churches in Australia is maintained by our state based Partnership Coordinators, who are keen to visit and share about the work of GMP and our partners.
- GMP had a more difficult financial year due in part to some cost increases and the decline in the value of the Australian Dollar. Our commitment to our Partners in mission comes first and we continue to be able to honour these commitments. Thank you for your partnership that has made this possible.

We are served by a number of volunteers including the members of the GMP Board and COCOA Reference Group, and have a very committed staff team. We say thank you to all of them. We value the partnerships we have with local churches and supporters in Australia, and affirm the courage and commitment of our partners in mission in Australia and overseas.

During the year we farewelled Craig Brown from his role of connecting with the churches in Victoria and Tasmania. He built relationships with many churches and with GMP partners in Indonesia and assisted in improving the standard of writing for GMP. We now welcome Sam Curkpatrick as the Partnership Coordinator for Victoria and Tasmania. Please invite him to share about how your church can be partnered in fresh ways through GMP.

Teams from a number of churches visited GMP Partners in Fiji, Vanuatu, Indonesia, Zimbabwe, and India. We see good opportunities for churches to develop their own understanding of mission through building a relationship with another setting of mission.

We appreciate and say thank you for the generosity of churches and people in their support of our partners. We cannot maintain our commitments without you.

Further details on the life of GMP are found in our GMP Annual Report which, together with the Audited Financial reports, can be found on our website, gmp.org.au.

John Gilmore
Executive Director



Initiative activities and messy games at Youth Vision's Illuminate Camp

MINISTERS' AND EMPLOYEES' BENEFITS SCHEME

The Ministers' and Employees' Benefits Scheme (MEBS) is a service of Churches of Christ in Australia. MEBS exists to enable its members to access Long Service Leave. While open to any employees within Churches of Christ throughout Australia, it is of particular benefit to ministers who may not otherwise be able to access this type of leave.

Some typical examples of churches and members who have benefitted from MEBS include:

- A new church treasurer is asked to pay a long serving minister Long Service Leave. As the church has regularly contributed to MEBS in the past, the funds are readily available
- A minister plans for extended leave to enable study or a mission trip overseas
- A minister unexpectedly has to deal with a severe illness—taking Long Service Leave extends time off available through Sick Leave

Review

As part of its overall accountability for MEBS, the Council of Churches of Christ in Australia Limited (CCCA) has commissioned a review of MEBS. This is a natural and important governance function under the Rules of the Scheme, and something which CCCA felt was important to conduct at this time to ensure that the Scheme is continuing to meet the needs of its members in relevant ways.

MEMBERSHIP MOVEMENT FOR 2015/2016

The movements in membership numbers from July 1 2015 to June 30 2016 are set out below.

	01/07/15	Entrants	Exits	30/06/16
LSL Members	745	52	62	735

KEY STATISTICS

Year	Membership at 30 June	Distribution Rate	Net Assets (\$)	Memorial Fund (\$)
09/10	696	4.81%	5,960,982	154,236.20
10/11	693	6.41%	6,268,495	160,122.04
11/12	691	5.95%	6,275,802	157,673.41
12/13	710	5.14%	6,609,938	157,776.71
13/14	725	3.55%	6,857,326	151,648.99
14/15	745	3.85%	7,021,717	153,487.05
15/16	735	0.02%	6,926,191	148,516.33

BENEFITS PAID

For the period from July 1 2015 to June 30 2016 various benefits for long service leave totalling \$813,884 were paid. Additional benefits of \$3,000 were paid to assist with the funeral expenses of ministers of Churches of Christ.

Jason Gor
Administrator

COMMITTEE

Max Hopkins (Chair), Natalie Burgis/Tania Watson, Frank Morabito, Phil Burgess, Ross Pelling.

DONATIONS

Many communities continue to make freewill gifts and donations to the work of CCVT over and above the Ministry Contribution. This financial support is greatly appreciated.

We appreciate churches and individuals who provide financial support for the work of CCVT. Donations can be given to CCVT towards our general ministry, or to be allocated to projects as required. There are a number of specific projects that can only happen with your generous support. For details contact the CCVT centre on 03 9488 8800 or ccvt@churchesofchrist.org.au.

ELECTRONIC FUNDS TRANSFER

The respective bank account details are below for online banking transfers.

General donations

BSB: 703-810

Account: 0530 0328

IMPORTANT: In the Reference field, put 'CCVT Inc Donation' for general ministry donations or 'Formula Donation' for donations to be distributed as per the formula below.

Agency/Formula donations

BSB: 083-355

Account: 51 654 7170

Indigenous Ministry donations

BSB: 083-355

Account: 53 320 5519

Emergency Relief donations

BSB: 703-810

Account: 0530 0576

If you want a receipt please let us know in written form within three days of the transfer. Email operations@churchesofchrist.org.au.

ONLINE

You can make your donation using your credit or debit card through Pushpay. To donate online, visit pushpay.com/pay/churchesofchrist. Select 'Donation' as your giving type when prompted.

IMPORTANT: In the Reference field, put 'CCVT Inc Donation' for general ministry donations or 'Formula Donation' for donations to be distributed as per the formula below.

If you want a receipt please let us know in written form within three days of the transfer. Email operations@churchesofchrist.org.au.

CHEQUE

Send a cheque (made out to Churches of Christ Vic/Tas Inc) to

CCVT

1st Floor, 582 Heidelberg Rd

Fairfield VIC 3078.

Please note with the cheque if it is a 'CCVT Inc Donation' or a 'Formula Donation', and if you require a receipt.

FORMULA DONATIONS

Formula donations are allocated to CCVT, Partner Departments, and other Agencies on the basis of the formula below.

Please contact the Operations Team if you have questions about this process on 03 9488 8800 or operations@churchesofchrist.org.au.



Formula

CCVT Administration	15%
Leadership Team	17%
Communities Team	17%
CareWorks	7%
Stirling Theological College	15%
Indigenous Ministries	9%
Global Mission Partners	15%
Ecumenical Activities	5%

PAST PRESIDENTS

Between 1866 and 2016 CCVT in all of its iterations appointed a 'Conference President'. While over that 150 years the role of the President changed, it was always considered an important appointment in the context of the times, and of the various governance structures that emerged.

One outcome of the Renewal Challenge process, and the consequential reshaping of CCVT's governance, was the conclusion of the President role. Increasingly their tasks were being carried out by a Council or Board Chair, or members of CCVT's ministry staff team. This is the last time therefore that the list of Past Presidents will be included in the Annual Report. At a future date the narrative of 'Conference President' will be included online alongside this list and other ways the language and governance of CCVT has changed over the years.

For now, a simple summary of the most recent understanding of the role and appointment of the CCVT President:

- Historically, in appointing a President CCVT generally followed a rotation principle: a ministry person then a non-ministry person.
- Affiliated churches were asked to prayerfully consider nominations, seeking wisdom and discernment about

the need for a person who can provide visionary, inspirational, and spiritual leadership. CCVT Council made the appointment.

- The CCVT President worked with the Council and the its Executive Officer in pursuing a common purpose and vision throughout Churches of Christ in Victoria and Tasmania.
- The CCVT President, where and when able, visited churches in a pastoral capacity and represented Churches of Christ in inter-church settings.

As you review the list below, there is much to celebrate. Names, stories, the DNA of the Stone-Campbell (or 'Restoration') Movement, advances, times of struggle and war and depression, and eras of significant cultural change. Also woven into these names are stories of pain, grief, disappointment and deep sadness, and other emotions too.

We honour the 'Conference President' narrative from 1866 to 2016.

PAST PRESIDENTS OF CHURCHES OF CHRIST IN VICTORIA AND TASMANIA

Date	Name
1866	HG Picton
1867	SH Coles
1868	G Goudie
1872	A Shaw
1873	TH Bates
1874	R Dick

Date	Name
1875	HG Picton
1876	A Thomson
1877	J Proctor
1878	J Harding
1879	JG Burtt
1880	JJ Haley

Date	Name
1881	JJ Haley
1882	JJ Haley
1883	TH Bates
1884	FG Dunn
1885	WT Clapham
1886	WT Clapham

Date	Name
1887	J Strang
1888	J Strang
1889	A Shaw
1890	FG Dunn
1891	AB Maston
1892	JE Laing



Date	Name
1893	GB Moysey
1894	AH Bryant
1895	CG Lawson
1896	DA Ewers
1897	WC Craigie
1898	J Pitman
1899	W Wilson
1900	RC Edwards
1901	JA Davies
1902	WC Morro
1903	J Johnston
1904	Alfred Millis
1905	Dr James Cook
1906	FM Ludbrook
1907	R Lyall
1908	BJ Kemp
1909	HG Harward
1910	Thos. Bagley
1911	JW Baker
1912	CM Gordon
1913	H Kingsbury
1914	M McLellan
1915	Reg Enniss
1916	HE Knott
1917	AR Main
1918	John Tully
1919	TH Scambler
1920	WB Blakemore
1921	WC Craigie
1922	Jas.E Thomas
1923	Jas.E Thomas

Date	Name
1924	J McG Abercrombie
1925	AE Illingworth
1926	R Lyall
1927	JE Shipway
1928	AW Connor
1929	Leonard Gole
1930	AG Saunders
1931	Dr WA Kemp
1932	Ralph Gebbie
1933	JA Wilkie
1934	WH Clay
1935	HB Robbins
1936	HM Clipstone
1937	Dr WH Hinrichsen
1938	HJ Patterson
1939	TR Morris
1940	JE Webb
1941	GL Murray
1942	JE Allan
1943	AW Stephenson
1944	RHL Sparks
1945	EL Williams
1946	AW Cleland
1947	BJ Combridge
1948	J Holloway
1949	AE Hurren
1950	DA Cockcroft
1951	AB Withers
1952	FN Lee
1953	WW Saunders
1954	Dr GH Oldfield

Date	Name
1955	S Neighbour
1956	BF Hunstman
1957	KA Jones
1958	VL Gole
1959	JE Brooke
1960	RF Geyer
1961	RC Bolduan
1962	WA Thompson
1963	CG Taylor
1964	AR Haskell
1965	GS Brown
1966	FJ Funston
1967	A Ross Lloyd
1968	Graham H Gilmour
1969	RV Amos
1970	Dr ER Killmier
1971	KJ Clinton
1972	JB Alabaster
1973	MJ Savage
1974	EF Patterson
1975	GR Stirling
1976	GK Scambler
1977	DH Smith
1978	Dr TA Banks
1979	KD Horne
1980	Sir Geoffry J Foot
1981	RB Elbourne
1982	RW Brooker
1983	FB Alcorn
1984	AF Gason
1985	AE White

Date	Name
1986	Dr CE Warmbrunn
1987	AA Avery
1988	CL Ward
1989	GD Rose
1990	Phyl Davis
1991	BH White
1992	MJ Carter
1993	G Warren
1994	M Gowty
1995	K Milne
1996	Pat Greig
1997	Dr Greg Eldson
1998	L Dewberry
1999	Chek K Chia
2000	Stan McCredden
2001	Stan McCredden
2002	Julie Trinnick
2003	Bob Barreau
2004	Bob Barreau
2005	Robert Hough
2006	Dean Phelan
2007	Dean Phelan
2008	Dr Merryl Blair
2009	Dr Merryl Blair
2010	Robyn Millership
2011	Robyn Millership
2012	Paul Burnham
2013	Paul Burnham
2014	Ann Fair
2015	Ann Fair
2016	Ann Fair

STATISTICS

NOTE: Underlined figures are last known information

Churches	Affiliated	Members	Christians in Fellowship	"2016 Total - 18+"	"2016 Total - All ages"	Average weekly attendees	Average weekly communicants	Total Baptisms
ABUNDANT GRACE	2014	35	0	35	35	48	30	8
ARARAT	1919	41	21	62	89	88	56	0
ASCOT VALE	1891			<u>17</u>		<u>35</u>		
AVONSLEIGH	1869	10		10		8	8	
BALLARAT - CENTRAL	1869	28	2	30	30	38	30	2
BALWYN	1922	44	8	52	58	40	35	
BAYSWATER	1871	30	11	41	41	35	34	0
BAYVIEW COMMUNITY	2009	155		155	155	137	113	5
BEIT HA MASHIACH	1999	<u>40</u>	<u>150</u>	<u>190</u>	<u>220</u>	<u>169</u>	<u>100</u>	
BELLARINE PENINSULA	1977	54	23	77	77	56	56	
BENDIGO - SHORT STREET	1866	98	62	160	223	125	114	1
BERWICK	1869	241	383	624	995	428	329	18
BOORT	1913	10	2	12	12	15	15	0
BORONIA	1921	141		141	141	167	161	
BRIGHT	1986	85	17	102	125	86		0
BRIGHTON	1859	21	14	35	44	20	20	4
BRIM	1894	4	0	4	4	9	9	
BRIMBANK	1961	48	15	63	67	54	42	1
BURWOOD - MT WAVERLEY	1958	31	1	32	32	30	15	0
CARNEGIE	1893	16	24	40	42	28	26	0
CASTLEMAINE	1870	87	25	112	150	95	95	5
CAVESIDE (Tas)	1912			<u>26</u>				
CHELSEA	1924	24	6	30	30	30	26	
CHINESE	2011	<u>20</u>		<u>20</u>	<u>20</u>	<u>20</u>		
CHURCHILL - CO-OPERATING CHURCHES	1966	0	0	1	1	42	30	1 (Anglican)
CiTIGATE	2016			40	40	40	40	
CLAYTON FELLOWSHIP	2006	370	271 (average)	641	764 (average)	764		18
CONNECTION - Closed 2016	1873							
CROSS CULTURE	1865	407	533	940	998	700	588	15
CROSS CULTURE - POINT COOK	2014	78	47	125	135	125	105	5
DANDENONG	1892	65	3	68	68	83	55	3

Churches	Affiliated	Members	Christians in Fellowship	“2016 Total - 18+”	“2016 Total - All ages”	Average weekly attendees	Average weekly communicants	Total Baptisms
DARETON (NSW) WENTWORTH JOINT PARISH	1929	10		10	10	10	10	0
DEVONPORT (Tas)	1924	118	101	219	280	202	156	6
DISCOVERY	1947	348	501	849	1125	870		
DONCASTER	1863	192		192	194	212		7
DOOR OF HOPE (Tas)	1884	221	319	540	775	408	330	10
DOVER (Tas)	1873	7	7	14	14	14	14	
ECHUCA	1891	23	24	47	61	36	28	1
EMMANUEL	2012	209		209	259	231		4
ENCOUNTER	1992			196	196	176	145	4
END-TIME	2004	8	5	13	16	16	13	0
ESSENDON	1915	30	5	35	35	24	23	1
FITZROY NORTH	1873	73	40	113	130	60	50	0
FOOTSCRAY	1878	47		47	72	40	30	2
FRANKSTON	1932	76	7	83	83	85	68	1
FRIENDS OF DISMAS	2013					17		
GATEWAY - WARRNAMBOOL	1874	83	72	155	249	265		8
GEELONG - LATROBE TERRACE	1857	67	32	99	103	102	61	1
GEEVESTON (Tas)	1896	<u>23</u>	<u>8</u>	<u>31</u>	<u>34</u>	<u>20</u>	<u>20</u>	
GISBORNE	1976	74	29	103	164	88	80	
GRACE	1982	289	30	319	319	280	238	3
HADDON	1994	<u>22</u>	<u>0</u>	<u>22</u>	<u>24</u>	<u>18</u>	<u>18</u>	
HARTWELL	1921	30	0	30	30	26	25	0
HOBART CITY (Tas)	1872	78	23	101	105	87	74	1
HORSHAM	1886	183	0	183	183	183	175	2
HOWRAH (Tas)	1988	64	0	64	83	67	48	0
HUONVILLE COMMUNITY (Tas)	1885	31	16	47	49	35	35	
INDONESIAN PRAISE CENTRE	1992				280	200	190	16
JOYFUL	2009			90		90		
KANIVA AND SERVICETON	1889	16	5	21	29	58	45	0
KARDINIA	1925	746	319	1065	1772	572	451	3
KEY TO LIFE (Tas)	2000	28	1	29	31	20	19	0
LIFEGATE	2012	176		176	195	215		14
LIFESPRING	2010	47	8	55	55	55		3
LIQUID	2010	70	70	140	170	140	100	4
LIVING FAITH	1965			53	53	52	40	0
MAIDSTONE	1949	11	2	13	13	12	11	0
MARYBOROUGH	1862	28	10	38	38	42	27	2
MELBOURNE CHINESE	1993	45	10	55	55	65	50	9
MELBOURNE HOSANNA	2005	200	180	380	430	730		42
MELBOURNE PRAISE CENTRE	1914	<u>250</u>	<u>10</u>	<u>260</u>	<u>300</u>	<u>300</u>	<u>245</u>	
MILDURA	1894	131	92	223	225	227	209	2
MONASH CITY	1954	99	54	153	190	100	113	3
MONTROSE	1877	45	0	45	45	34	32	0
MORNINGTON	1989	63	5	68	76	76	66	1

Churches	Affiliated	Members	Christians in Fellowship	“2016 Total - 18+”	“2016 Total - All ages”	Average weekly attendees	Average weekly communicants	Total Baptisms
MT CLEAR	1863	58	47	105	106	123	-	4
MULGRAVE	1991	60		60	60	35	30	
NEW LIFE - KOREAN	2012			<u>20</u>		<u>60</u>	<u>25</u>	
NEW LIFE - WODONGA	1978	17	2	19	19	38	15	
NEW START	2013	30		30	45	130	30	
NORLANE	1957	15	30	45	80	56	45	11
NORTHERN COMMUNITY	2000	85	30	115	115	95	90	
NUBEENA (Tas)	1879	25	10	35	40	35	33	5
NUMURKAH	1988	39		39	40	74	51	
OAKLEIGH	1916	31	10	41	41	49	39	
ONE COMMUNITY	1906	434	177	611	628	373	332	4
ONE2ONE	1859	230	160	390	537	412	-	7
OPEN DOOR COMMUNITY	2002	33	7	40	45	29	23	
ORMOND COMMUNITY	1925	24	10	34	34	24		0
PARKDALE	1921	37	18	55	62	64	53	0
PASCOE VALE	1956	12	12	24	31	23	19	
PORTLAND	1940	22		22	23	15	15	
PYRAMID HILL	1925	10	1	11	11	10	10	0
RED	1867	260		260	320	269	215	4
RED CLIFFS	1923	36	12	48	54	36.3	34.4	1
RICHMOND VIETNAMESE	1991	51	3	54	70	60	5	5
RINGWOOD	1919	338	108	446	530	271	235	5
RIVER VALLEY	2002		150	150	170	80	65	0
ROXBURGH PARK	1996	70	9	79	83	85		2
SHEKINAH	2009	71	6	77	100	77	77	0
SHEPPARTON	1881	73	20	93	95	65	56	0
SOUTHERN COMMUNITY	1857	266		266	281	104	95	0
SPRINGVALE	1941	32	16	48	48	32	32	0
SPRINGVALE SOUTH	1954	44	0	44	44	56	51	0
SPRINGVALE VIETNAMESE	2002	30	5	35	40	45	-	
ST ARNAUD	1904	<u>23</u>		<u>23</u>	<u>27</u>	<u>16</u>	<u>16</u>	
STAWELL	1906	26	6	32	33	34	17	2
THE AVENUE - SURREY HILLS	1890	66	12	78	84	40	29	1
THE GRAIN SHED	1920	<u>145</u>	<u>16</u>	<u>161</u>		<u>240</u>		
THE LIGHTHOUSE CHURCH ON WELL STREET	1940	9	23	32	32	24	23	5
THE UNITED OROMO CHRISTIAN CHURCH IN AUSTRALIA	2015							
THORNBURY	1921	37	0	37	37	35	28	0
ULVERSTONE (Tas)	1908	<u>27</u>		<u>27</u>	<u>28</u>	<u>36</u>	<u>36</u>	
UPPER YARRA	1994	<u>23</u>	<u>31</u>	<u>54</u>	<u>64</u>	<u>53</u>	<u>48</u>	
VISION	1916	15	4	19	19	18	18	0
WALLAN GATEWAY	2012	65	13	78	91	97	-	24
WARRAGUL	1886	99	50	149	186	114	98	1
WEDDERBURN	1854	17	5	22		33	20	
WELLSPRING OF LIVING WATER	1926	<u>15</u>		<u>15</u>	<u>15</u>	<u>15</u>	<u>14</u>	

Churches	Affiliated	Members	Christians in Fellowship	“2016 Total - 18+”	“2016 Total - All ages”	Average weekly attendees	Average weekly communicants	Total Baptisms
WERRIBEE	1978	43	2	45	45	52	46	1
WILLIAMSTOWN	1888	39	35	74	98	45	45	2
YARRAWONGA	1925	15	3	18		18	18	
YORK STREET	1925	265	217	482	640	378	290	8
Victorian Subtotals includes 112 Churches								
		9,184	4,107	13,979	16,094	13,224	7,027	305
Tasmanian Subtotals includes 11 Churches								
		622	485	1,133	1,439	924	765	22
TOTALS								
		9,806	4,592	15,112	17,533	14,148	7,792	327



2016 FINANCE REPORT & 2017 BUDGET

2016

Each year on these pages we present financial reports for Churches of Christ in Victoria and Tasmania Inc (CCVT) and associated entities. For the first time you will see a consolidated summary of CCVT's finances (CCVT, Community Care, and the Properties Corporation) as well as the usual summaries of each entity and a brief overview of the 2017 CCVT budget. We distribute all of this information in the spirit of Affinity and to express the interdependence of affiliated churches and the system that serves them as together we seek to do better at building Communities of Hope and Compassion and developing Leaders to lead them.

The 2016 CCVT Budget was the first constructed since the closure of Mission and Ministry (M&M), and thus the first that integrated several aspects of CCVT's activities. As you would be aware, CCVT and the former functions of M&M—Leadership and Communities—are governed by a single CCVT Inc Board. This Board also forms the Board for Community Care, and the Board of Trustees of the Properties Corporation, with each of these entities reporting separately.

2016 was a year of learning to initially budget and then manage the integration of CCVT's operations, inclusive of Mission and Ministry and State Youth Games. Last year's Budget was, therefore, something of an experiment. However, with wise guidance from the CCVT finance team, and firm management of expenditure, it proved to be a good beginning. On these pages you will see the results of this first CCVT Budget. After appropriate reserves were extracted, the 'surplus' was an appropriate number for a first-time budget.

2017

The 2017 Budget is based on some of the learnings of 2016, and we already are planning that the 2018 Budget will do so even more intentionally.

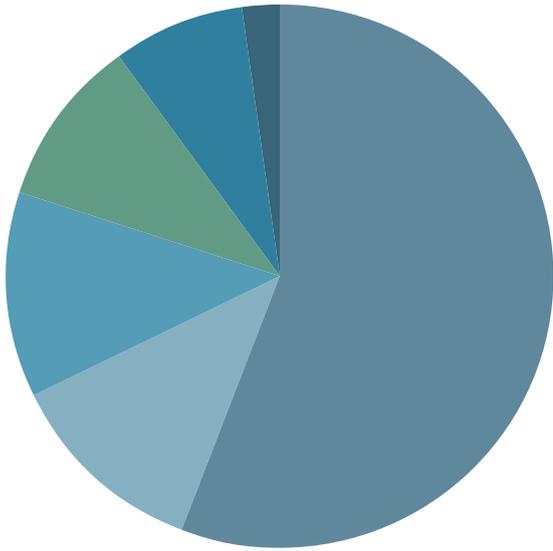
The 2017 Budget includes a significant new mission-critical investment (or 'expense') in CCVT being a safe place for all people as they develop their relationship with Jesus and each other. The appointment of a Safe Places Coordinator is a momentous step forward for CCVT. In 2017 we appreciate the initial support of Churches of Christ Insurance (CCI) in making a generous contribution to meet this investment. Funding from the ongoing Community Care entity continues to enable CCVT to appoint, within the Communities team, two part-time Neighbourhood Engagement Catalysts and a CareWorks manager, as well as provide administration support for them.

As always, we are seeking to live by a 'lean' but growth- and mission-focussed Budget, particularly as we implement new pathways for Leadership development and Community building. And of course, the shape of the Budget will continue to evolve as we further accelerate changing the conversation from maintenance to mission.

CCVT is largely funded from Ministry Contributions from affiliated churches and agencies, income from investments, and other internal revenue sources. CCVT continues to be encouraged by the ongoing positive responses from churches and agencies to the Ministry Contribution. The Board is currently considering some modelling for a possible increase to the Ministry Contribution, which remains unchanged since its introduction in 2011 at 2.5% of a church's General Income. The Board also appreciates those churches and individuals who generously support CCVT through gifts, donations, and bequests.

As has been said before, we know that God has given us all the resources we need to be obedient to the call he has placed on us as a Movement. And opportunities abound. This Budget is one of the ways we help the resources meet those opportunities.

2017 CCVT BUDGET



Employment	56%
Administration & Reception	12%
Grants, Donations	10%
Events, Seminars & Renewal Challenge	8%
Program Activity & Support	12%
Churches of Christ in Australia Affiliation Fee	2%

Budgeted expenditure for CCVT in 2017 is \$1 853 000. The Budget has a high employment component, almost entirely focussed on mission-propelled priorities of doing better at building Communities of Hope and Compassion and developing Leaders to lead them.

A significant percentage consists of budget allocations for others. This includes support for groups or activities like UNOH's Victorian-based workers, St Kilda Gatehouse, the Indonesian partnership, Surrender conference, indigenous ministries, State Youth Games, and CCVT's Propel internship project and Re Formation process, as well as Social Justice Network and Asylum Seekers Network initiatives, ACCESS Ministries, and the Victorian Council of Churches.

The budget enables CCVT to plan and oversee church planting, development and revitalisation; the formation of regional clusters of churches and ministers; Safe Places training and resourcing; lifelong learning, supervision and professional development for ministers; cross-cultural, youth, children and families' ('generations') and women's ministries; and other aspects of leadership development (and the taskforces or committees that support them). It also includes an amount set aside for the direct support of planting and developing churches. Expenditure includes costs related to CCVT operations. This includes all the Summit events around an AGM, regional and CCVT-wide conversations, the website, *The Edition* and monthly news, the Annual Report and directory, church census gathering, policy formation, ministry endorsement and marriage license management. Also included are fees for the Council of Churches of Christ in Australia (CCCA).

Projected income for CCVT in 2017 is \$1 871 000. Income is derived from churches' Ministry Contributions, donations from churches and individuals, bequests, investment income, internal and external grants from trusts and funds, the management of the Fairfield centre, the CCI insurance program, and the recoupment of travel and other expenses including reimbursements for services provided to churches. When the valuable and timely support of a CCVT team member is received by a church, financial contributions towards travel expenses and the time spent there is always appreciated.

The small surplus is designed to meet any local or global contingencies.

PLEASE PRAY

- Please pray with us as together we work towards achieving our Common Mission, *To be a movement of the people of God gathering in and around the central figure of Jesus Christ, empowered by the Holy Spirit, living out His way in our neighbourhoods and inviting others to do the same.*
- Please join us in praying for the release of the resources—people, properties, and finances—that God has already given us to grow his Kingdom, and to be better at building Communities of Hope and Compassion and developing Leaders to lead them.
- Please also pray for CCVT leaders as we work within and manage these budgets.
- Pray too for all of the churches and agencies, ministers, and leaders connected to CCVT, and also for the neighbourhoods where they are seeking to be a sign, witness, and foretaste of the Kingdom.
- Pray for the 2017 Regional conversations.

FINANCES

Financial support of CCVT over and above the Ministry Contribution is greatly appreciated, whether from Affiliates, organisations, or individuals.

When funds are given as a gift to CCVT, they can be assigned to a particular project or area, or distributed via the formula below.

Below is a summary of finances given to CCVT, and how they have been distributed.

For more information on gifting funds to CCVT, see page 24 of this Report.

Donations Allocated As Per Formula						
ABN 26 403 323 495						
	2016 Formula	2016	2015	2014	2013	2012
CCVT Administration	15%	1,405.68	1,062.39	2,469.43	2,740.23	2,947
Leadership Team	17%	1,593.11				
Communities Team	17%	1,593.11				
Community Care—CareWorks	7%	655.99	572.06	1,329.69	1,475.49	1,587
Stirling Theological College	15%	1,405.68	1,225.84	2,849.34	3,161.80	3,400
Indigenous Ministries	15%	1,405.68	735.51	1,709.60	1,610.26	2,040
Global Mission Partners	9%	843.41	1,225.84	2,849.34	3,161.80	3,952
Ecumenical Activities	5%	468.56	490.33	1,139.74	1,264.72	1,360
Mission & Ministry (entity ceased 31 December 2015)			2,860.28	6,648.46	7,377.52	7,933
		\$ 9,371.23	8,172.25	18,995.60	20,791.83	23,219

NOTE: Percentages may not correlate exactly with amounts as some donations are made to specific departments.



CHURCHES OF CHRIST IN VICTORIA AND TASMANIA INC

ABN: 26 403 323 495

Income Statement

For the Year Ended 31 December 2016

	\$
Revenue	
Ministry contributions	418,017
Grant from Community Care	130,445
Grant from CCI	100,000
Management account distribution	224,920
State Youth Games	203,169
Seminar and events	41,524
Investments and interest	111,082
Other income	527,773
Total Revenue	1,756,930
Expenses	
DIRECT	
Grants and assistance	111,327
State Youth Games	167,396
Special projects	26,081
INDIRECT	
Employment	837,818
Administration	205,919
Rent and outgoings	75,319
Seminars and events	46,484
Depreciation and amortisation	15,972
Travel and accommodation	28,462
Motor vehicles	62,960
Information and communication technology	21,629
Staff development	7,937
Other expenses	22,416
OTHER	
Net (loss)/gain on available for sale financial assets	(1,434)
Net (loss)/gain on sale of assets	6,043
Total Expenses	1,634,329
Surplus for the year	122,602
Transfer to general reserve	(52,461)
Transfer to SYG reserve	(35,773)
Transfer to IMU reserve	(2,934)
Total Comprehensive Income For The Year	31,434

CHURCHES OF CHRIST IN VICTORIA AND TASMANIA INC

ABN: 26 403 323 495

Statement of Financial Position

As At 31 December 2016

	\$
Assets	
CURRENT ASSETS	
Cash and cash equivalents	413,030
Trade and other receivables	41,529
Inventories	2,982
Other financial assets	1,693,135
TOTAL CURRENT ASSETS	2,150,676
NON-CURRENT ASSETS	
Property, plant and equipment	51,617
Intangible assets	26,248
TOTAL NON-CURRENT ASSETS	77,865
Total Assets	2,228,541
Liabilities	
CURRENT LIABILITIES	
Trade and other payables	93,279
Short-term provisions	61,322
TOTAL CURRENT LIABILITIES	154,601
NON-CURRENT LIABILITIES	
Long-term provisions	-
Other financial liabilities	484,648
TOTAL NON-CURRENT LIABILITIES	484,648
Total Liabilities	639,249
Net Assets	1,589,292
Equity	
Accumulated surplus	1,297,126
Reserves	292,166
Total Equity	1,589,292

CHURCHES OF CHRIST COMMUNITY CARE

ABN 60 004 222 020

Statement of Income and Expenditure and Other Comprehensive Income

For the Year Ended 30 June 2016

	\$
Revenue	370,467
Expenses	
Employee benefits expense	(63,094)
Catering expense	(2,960)
Depreciation expense	(619)
Workcover expense	(2,390)
Occupancy expense	(2,040)
Research expense	(10,518)
Utility and telephone expense	(2,234)
Management Fee	(71,111)
Fundraising expense	(1,220)
Accounting and secretarial expenses	(43,833)
Legal expenses	-
Seed Funding Grants and other assistance expenses	(34,487)
Other expenses	(27,128)
Total expenses	(525,719)
Surplus (Deficit) for the year	108,833
OTHER COMPREHENSIVE INCOME	
Net (loss)/gain on revaluation of financial assets	(185,616)
Total Comprehensive Income For The Year	(76,783)
OTHER	
CareWorks Partnership income	264,085
CareWorks Partnership payments	(264,085)



CHURCHES OF CHRIST COMMUNITY CARE

ABN 60 004 222 020

Statement of Financial Position

As at 30 June 2016

	\$
Assets	
CURRENT ASSETS	
Cash and cash equivalents	482,241
Trade and other receivables	2,952
Financial assets	6,388,178
Other current assets	459
TOTAL CURRENT ASSETS	6,873,830
NON-CURRENT ASSETS	
Property, plant and equipment	452
TOTAL NON-CURRENT ASSETS	452
Total Assets	6,874,282
Liabilities	
CURRENT LIABILITIES	
Trade and other payables	30,694
Provisions	-
Total Liabilities	30,694
Net Assets	6,843,588
Equity	
Reserves	293,340
Accumulated surpluses	6,550,248
Total Equity	6,843,588

THE PROPERTIES CORPORATION OF THE CHURCHES OF CHRIST

ABN: 40 411 353 768

Statement of Comprehensive Income

For the Year Ended 30 June 2016

	\$
Revenue	5,701,239
Expenses	
Administration	(530,224)
Provision for Church Development	(251,706)
Depreciation of plant and equipment	(69,985)
Employment	(1,165,131)
Insurance underwriter premium and expense	(1,651,085)
Interest paid to depositors	(642,549)
Motor vehicle costs	(9,198)
Trust Distributions	(1,349,616)
Surplus For The Year	31,745
Other Comprehensive Income	
ITEMS THAT MAY BE SUBSEQUENTLY RECLASSIFIED TO SURPLUS OR DEFICIT	
Net (loss)/gain on revaluation offinancial assets	(13,056)
TOTAL OTHER COMPREHENSIVE (LOSS)/INCOME FOR THE YEAR	(13,056)
Total Comprehensive Income For The Year	18,689



THE PROPERTIES CORPORATION OF THE CHURCHES OF CHRIST

ABN: 40 411 353 768

Statement of Financial Position

As At 30 June 2016

	\$
Assets	
CURRENT ASSETS	
Cash and cash equivalents	5,163,157
Trade and other receivables	4,814,225
Other financial assets	42,744,402
Other assets	1,122,171
Assets held for sale	2,000,000
TOTAL CURRENT ASSETS	55,843,955
NON-CURRENT ASSETS	
Trade and other receivables	14,463,944
Property, plant and equipment	211,279
TOTAL NON-CURRENT ASSETS	14,675,223
Total Assets	70,519,178
Liabilities	
CURRENT LIABILITIES	
Trade and other payables	1,896,671
Borrowings	35,245,768
Short-term provisions	128,141
Other financial liabilities	3,957,424
TOTAL CURRENT LIABILITIES	41,228,004
NON-CURRENT LIABILITIES	
Long-term provisions	39,373
Other financial liabilities	24,947,277
TOTAL NON-CURRENT LIABILITIES	24,986,650
Total Liabilities	66,214,654
Net Assets	4,304,524
Equity	
Reserves	843,740
Accumulated surplus	3,460,784
Total Equity	4,304,524

THE PROPERTIES CORPORATION OF THE CHURCHES OF CHRIST—MANAGEMENT ACCOUNT

Statement of Comprehensive Income

For the Year Ended 30 June 2016

	\$
Revenue	1,015,030
Administration	(514,618)
Depreciation and amortisation expense	(243,010)
Distribution to the Church Development Fund	(142,694)
Distribution to Conference	(172,722)
Deficit For The Year	(58,014)
Other Comprehensive Income	
ITEMS THAT MAY BE SUBSEQUENTLY CLASSIFIED TO SURPLUS OR DEFICIT	
Fair value (losses)/gains on financial assets	(156,125)
Total Other Comprehensive (Loss)/Income For The Year	(156,125)
Total Comprehensive (Loss)/Income For The Year	(214,139)

Statement of Financial Position

As At 30 June 2016

	\$
Assets	
CURRENT ASSETS	
Cash and cash equivalents	1,242,156
Trade and other receivables	42,150
Other financial assets	1,250,922
Other assets	6,350
Assets held for sale	4,692,995
TOTAL CURRENT ASSETS	7,234,573
NON-CURRENT ASSETS	
Property, plant, and equipment	330,998
TOTAL NON-CURRENT ASSETS	330,998
Total Assets	7,565,571
Liabilities	
CURRENT LIABILITIES	
Trade and other payables	92,801
Other financial liabilities	142,694
Total Liabilities	235,495
Net Assets	7,330,076
Equity	
Reserves	5,668,394
Accumulated surplus	1,661,682
Total Equity	7,330,076

THE CHURCHES OF CHRIST FOUNDATION

ABN: 23 432 230 703

Statement of Comprehensive Income

For the Year Ended 30 June 2016

	\$
Revenue	30,012
Grants	(10,000)
Surplus for the year	20,012
Other Comprehensive Income	
ITEMS THAT MAY BE SUBSEQUENTLY RECLASSIFIED TO SURPLUS OR DEFICIT	
Fair value (losses)/gains on financial assets	(65,151)
Total Other Comprehensive (Loss)/Income For The Year	(65,151)
Total Comprehensive (Loss)/Income For The Year	(45,139)

Statement of Financial Position

As At 30 June 2016

	\$
Assets	
CURRENT ASSETS	
Cash and cash equivalents	51,558
Other financial assets	522,012
Other assets	13,077
Total Assets	586,647
Liabilities	
CURRENT LIABILITIES	
Trade and Other payable	10,000
Total Liabilities	10,000
Net Assets	576,647
Equity	
Capital funds	40,000
Reserves	(112,096)
Accumulated surplus	648,743
Total Equity	576,647

STIRLING THEOLOGICAL COLLEGE

ABN: 42 004 238 662

Statement of Comprehensive Income

As at 31 December 2016

Please note: The following figures are based on audited financial statements, but have not been approved by the Stirling Theological College Board at time of printing.

	\$
Revenue From Fees And Other Revenue	1,410,871
Employee benefits expense	(871,911)
Scholarships awarded	(17,030)
Bad and doubtful debt expense	(3,259)
Repairs, maintenance and vehicle running expense	(64,275)
Fuel, light and power expense	(17,805)
Training expense	(46,113)
Audit, legal and consultancy expense	(12,050)
Administration expenses	(20,345)
Catering and fundraising expense	(3,585)
Occupancy expenses	(6,880)
Advertising and promotion	(45,866)
Insurance	(25,217)
Communication Costs	(2,243)
Profit/(Loss) on disposal of investments	16,823
Other expenses	(350,326)
Operating Profit/(Loss)	(59,211)
Depreciation and amortisation expenses	(156,392)
Profit/(Loss) before income tax	(215,603)
Income tax expense	-
Profit/(Loss) attributable to members of the entity	(215,603)
Other Comprehensive Income	
Net (loss)/gain on revaluation of land and buildings	-
Net (loss)/gain on revaluation of financial assets	(36,896)
Other comprehensive income for the year	(36,896)
Total Comprehensive Income For The Year	(252,499)
Profit attributable to members of the entity	(215,603)
Total Comprehensive Income Attributable To Members Of The Entity	(252,499)

STIRLING THEOLOGICAL COLLEGE

ABN: 42 004 238 662

Statement of Financial Position

As at 31 December 2016

Please note: The following figures are based on audited financial statements, but have not been approved by the Stirling Theological College Board at time of printing.

	\$
Assets	
CURRENT ASSETS	
Cash and cash equivalents	154,304
Trade and other receivables	28,169
Inventories	3,950
TOTAL CURRENT ASSETS	186,423
NON-CURRENT ASSETS	
Financial assets	1,567,716
Property, plant and equipment	8,917,210
Intangible Assets	-
TOTAL NON-CURRENT ASSETS	10,484,926
Total Assets	10,671,349
Liabilities	
CURRENT LIABILITIES	
Trade and other payables	109,804
Other liabilities	879,603
TOTAL CURRENT LIABILITIES	989,407
NON-CURRENT LIABILITIES	
Financial liabilities	83,553
TOTAL NON-CURRENT LIABILITIES	83,553
Total Liabilities	1,072,960
Net Assets	9,598,389
Equity	
Reserves	10,844,776
Retained earnings	(1,246,387)
Total Equity	9,598,389

FIRST PEOPLES SOLIDARITY STATEMENT

Approved at the CCVT AGM, 4 May 2013

As part of a continuing journey to express our desire for reconciliation and solidarity with the First Peoples of Australia, the Aboriginal and Islander people, Churches of Christ in Victoria and Tasmania:

ACKNOWLEDGES with respect the First Peoples, their nations, their elders and their families, past and present;

AFFIRMS that Australia is a land created and sustained by God and inhabited for thousands of years by the First Peoples as the custodians of the land and its resources;

EXPRESSES deep sadness and regret at the injustice and mistreatment suffered by the First Peoples as a result of European colonisation, which includes dispossession of their land and cultural losses, leading to profound suffering, grief and loss by generations of First Peoples;

CONFESSES that the Gospel witness of the Churches of Christ of Victoria and Tasmania, although well intentioned and done in a spirit of servant-hood, was at times insensitive to existing cultural and linguistic traditions and contributed to their permanent loss;

FURTHER CONFESSES we have been complicit with other non-Indigenous Australians in promoting and defending the paternalistic, racist, and economic values of the dominant society at the expense of the First Peoples and in denial of their human rights;

SAYS SORRY and seeks forgiveness for any hurt we have caused from any wrong that we have done;

REJOICES in the common humanity of all Australians, equally created in the Image of God, and in the deeper spiritual relationship shared by those who confess Jesus Christ as Lord;

STANDS in solidarity with, and give thanks for, all who pursue justice and reconciliation for the First Peoples in sincerity and truth, and welcomes dialogue that leads to action;

CONCEDES that complete justice can never be achieved as it would require restoration of all that was taken from the First Peoples;

CALLS ON all in Churches of Christ in Victoria and Tasmania to work together with the First Peoples and with all governments and authorities to redress the wrongs of the past and help to heal the prevailing wounds inflicted in order to establish Australian society on a more just and harmonious foundation; and

URGES every church and agency affiliated with Churches of Christ in Victoria and Tasmania to consider ways to intentionally engage with the First Peoples, in their local communities or beyond, and to consider ways in which they might support and sustain Indigenous ministry initiatives as a sign of our commitment to unity and reconciliation in the Kingdom of God.



CHURCHES OF CHRIST IN VICTORIA AND TASMANIA INC

CONSTITUTION

Approved at the Special General Meeting on October 17, 2015

1. PRELIMINARY

1.1 Name

The name of the incorporated association is “Churches of Christ in Victoria and Tasmania Inc”, formerly known as the Conference of Churches of Christ in Victoria and Tasmania Inc.

1.2 Principal purpose

The Principal Purpose for which CCVT Inc is established is:

To be a movement of the people of God gathering in and around the central figure of Jesus Christ, empowered by the Holy Spirit, living out his Way in our neighbourhoods and inviting others to do the same.

1.3 Values

The Gospel

We passionately value the good news about God as revealed to us in Jesus Christ, and are committed to the mission of communicating it and sharing it with others, making disciples who can make more disciples, and so extend the Kingdom of God in accordance with the Great Commission and the Great Commandment.

The Scriptures

We value and affirm the centrality of the scriptures as our authority for Christian belief, identity and practice.

Diversity

We value and recognise the diversity of Christian understanding, belief and experience, expressed with a spirit of unity and interdependence. Therefore, we value the freedom, flexibility and creativity of a variety of ministry practice and expression, and are committed to the nurture of a diversity of healthy and growing mission-shaped churches that, by crossing frontiers and impacting cultures, are a sign, witness and foretaste of all that God has for the world through Jesus Christ.

Formation

We value various spiritual practices and disciplines described in the New Testament as aspects of our formation as disciples of Jesus, and our constant renewal by God and the Holy Spirit. Therefore we passionately encourage active personal formation through practices and disciplines that include (but are not limited to) baptism, the breaking of bread, fellowship, prayer, worship, meditation, stewardship, spiritual gift discovery etc.

Mutual Ministry

We value the unique contribution to ministry of each individual believer, and are committed to equipping believers (through, for example, the five-fold ministry pattern of Ephesians 4:11-16), and releasing them to participate in ministry and mission on the basis of their giftedness and capacity.

Servanthood

We value the biblical principles of servanthood and therefore seek to be a servant church committed to responding to human need with love and compassion, to identifying and releasing servant leaders and so to positively influence society.

Intentional Stewardship

We value the biblical principles of stewardship, and, under obligation to God, we will together work for responsible creation care and the faithful stewardship of our story and our resources.

Justice

We value the dignity, equality and inherent worth of all persons regardless of gender, race, economic standing or belief system. Therefore, in announcing the Kingdom and expectant of its arrival, we will work for social justice, equal opportunity for all persons, and the responsible care and management of the environment.

Collaboration and Unity

We value the close fellowship, community and collaboration of all those who accept Jesus as Lord and Saviour. Therefore, we passionately seek to promote unity in the wider church and are committed to the ultimate ideal of visible unity.

1.4 Financial year

The Financial year of CCVT Inc is each period of 12 months ending on 31 December.

1.5 Definitions

In this constitution:

“**ACNC Legislation**” means the *Australian Charities and Not-for-profits Commission Act 2012* (Cth) and the *Australian Charities and Not-for-profits Commission (Consequential and Transitional) Act 2012* (Cth).

“**Affiliate**” means a member of CCVT Inc.

“**Agency**” means an agency, mission order or other organisation other than a Church.

“**AGM**” means the Annual General Meeting convened in accordance with clause 5.1.

“**Board**” means the Board having management of the business of CCVT Inc.

“**Board meeting**” means a meeting of the Board held in accordance with this constitution.

“**CCFS**” means Churches of Christ Financial Services.

“**CCVT**” means CCVT Entities and CCVT Partners collectively.

“**CCVT Entity**” means an entity listed in clause 3.2.

“**CCVT Inc**” means the association named in clause 1.1.

“**CCVT Partner**” means an entity listed in clause 3.3

“**Chair**” means the person appointed to that position of the Board under clause 6.10(b).

“**Chairperson**” of a General Meeting or Board meeting, means the person chairing the meeting as required under clause 6.5.

“**Church**” means a church or other missional community.

“**Community Care**” means Churches of Christ Community Care.

“**Director**” means a member of the Board elected or appointed under Section 3 of Clause 6.

“**Deputy Chair**” means the person appointed to that position of the Board under clause 6.10(b).

“Disciplinary Appeal Meeting” means a meeting of the Affiliates convened under clause 8.5(c).

“Disciplinary Meeting” means a meeting of the Dispute Sub-committee convened for the purposes of clause 8.4.

“Dispute Sub-committee” means the sub-committee appointed under clause 8.2.

“Financial year” means the 12 month period specified in clause 1.4.

“General Meeting” means a meeting of the Affiliates convened in accordance with clause 5 and includes an Annual General Meeting, a Special General Meeting and a disciplinary appeal meeting.

“Principal Purpose” means the purpose set out in clause 1.2.

“Properties Corporation” means The Properties Corporation of the Churches of Christ and the Churches of Christ, Tasmania collectively.

“Secretary” shall mean the person appointed to that position by the Board from time to time, on such conditions and for such period as the Board sees fit. Such person shall not become a Director by virtue of their appointment to the position of Secretary.

“Special Resolution” means a resolution of which notice has been given under clause 5.4(b) and that has been passed by at least 75% of the votes cast by Delegates and Proxy Delegates entitled to vote on the resolution.

“Stirling” means Stirling Theological College.

“the Act” means the *Associations Incorporation Reform Act 2012* (Vic).

“the Registrar” means the Registrar of Incorporated Associations.

1.6 Interpretation

In this constitution, unless expressly provided otherwise, reference to any legislation or to any provision of any legislation includes any modification or re-enactment of it, any legislative provision substituted for it, and all regulations and statutory instruments passed under it.

2. POWERS OF CCVT

2.1 General powers

Subject to the Act, CCVT Inc has the capacity and powers of an individual and may do all things incidental or conducive to achieve its Principal Purpose.

2.2 Not-for-profit organisation

The assets and income of CCVT Inc shall be applied solely in furtherance of its purposes and no portion shall be distributed directly or indirectly to the Affiliates of the organisation except as bona fide compensation for services rendered, goods supplied, or expenses incurred on behalf of the organisation, or for the carrying out of CCVT Inc’s purposes.

3. CCVT ENTITIES AND PARTNERS

3.1 Mode of operation

The CCVT Entities and Partners agree to act in partnership to achieve the purposes of CCVT Inc.

3.2 CCVT Entities

- (a) CCVT Entities as at the date of adoption of this constitution are:
- (i) Properties Corporation
Properties Corporation has responsibility for all matters relating to property and trusteeship of Churches of Christ in Victoria.

Except where otherwise indicated at the time of election or appointment, persons elected or appointed as Directors of CCVT Inc are, by virtue of this provision, also elected or appointed as Trustees of Properties Corporation for the purposes of *The Churches of Christ in Victoria Property Act (1941)*.

- (ii) Churches of Christ, Tasmania
Churches of

Christ, Tasmania has responsibility for all matters relating to property and trusteeship of Churches of Christ in Tasmania.

The appointment of the Churches of Christ, Tasmania Executive will be noted at the CCVT AGM.

- (iii) Community Care
Community Care is responsible for the development and conduct of caring and benevolent programs of CCVT Inc.

Except where otherwise indicated at the time of election or appointment, persons elected or appointed as Directors of CCVT Inc are, by virtue of this provision, also elected or appointed as Directors of Community Care.

- (iv) Churches of Christ Financial Services
CCFS is responsible for providing financial and ancillary services to Affiliates of CCVT Inc and others.

The appointment of Directors of CCFS is to be noted at the AGM.

- (b) All CCVT Entities shall be authorised to collect and disburse their own funds and shall submit to the AGM a financial statement duly audited. They shall be responsible to CCVT Inc, and shall duly report their proceedings thereto.

3.3 CCVT Partners

- (a) The CCVT National Partner at the date of the adoption of this constitution is:

- (i) Stirling
Stirling is the national partner responsible for theological education and ministry and leadership formation. A written agreement will describe both the partnership and how Stirling is accountable to the Council of Churches of Christ in Australia through CCVT Inc.

The appointment of Directors of Stirling will be noted at the AGM.

- (ii) Other Partners
In order to achieve its purposes CCVT Inc may through a board decision form other partnerships, national or otherwise, via appropriate written agreement(s).

- (b) All CCVT Partners shall be authorised to collect and disburse their own funds and shall submit to the AGM a financial statement duly audited.

4. AFFILIATES

4.1 Affiliates

- (a) CCVT Inc must have at least five members, known as “Affiliates”.
- (b) There are two categories of Affiliates:
 - (i) Affiliated Churches; and
 - (ii) Affiliated Agencies.

4.2 Application for Affiliation

- (a) Any Church or Agency desiring to become an Affiliate of CCVT Inc (“Applicant”) may apply provided it:
 - (i) supports the purposes of CCVT Inc;
 - (ii) agrees to comply with this constitution; and
 - (iii) is willing to enter into and abide by an affiliation agreement.
- (b) Application shall be made in writing to the CCVT Executive Officer at least eight weeks before the AGM.
- (c) The CCVT Executive Officer shall notify all Affiliates of the name of any Applicants at least six weeks before the AGM.
- (d) An Affiliate may object to an application for Affiliation where the objection bears upon the good standing or otherwise of churches or agencies and upon the advisability of it being an Affiliate of CCVT Inc.



- (e) An objection must be in writing and forwarded to the CCVT Executive Officer at least four weeks before the AGM.
- (f) Upon receiving an objection in accordance with this clause, representatives of the Board shall meet with representatives of the objecting Affiliate and representatives of the Applicant objected to, shall hear the evidence relating to such objections, and shall present a recommendation to the AGM. No discussion in reference to objections shall be permitted at the AGM, except on the recommendation of the Board.
- (g) An Application for affiliation is approved by acclamation at the AGM, this being the first business of the AGM, and takes effect from the date the agreement referred to in clause 4.3(a)(ii) is signed by the applicant.

4.3 New Affiliation

- (a) If an application for Affiliation is approved:
 - (i) the resolution to accept the Affiliation must be recorded in the minutes of the meeting;
 - (ii) provided the Church or Agency's affiliation with CCVT Inc is confirmed by an affiliation agreement jointly signed by the Applicant's leaders and the CCVT Executive Officer or a Director; the Secretary must, as soon as practicable, enter the name and address of the new Affiliate, and the date of becoming an Affiliate, in the register of Affiliates.

4.4 Ministry Contribution

- (a) Every Affiliated Church shall contribute each year to the annual Budget of CCVT Inc on a percentage basis of the Affiliated Church's general offerings, as reported in the Church's census of the previous year.
- (b) The percentage of the Affiliated Church's general offerings that will form the Ministry Contribution is determined by resolution of the AGM.
- (c) Every Affiliated Agency shall contribute each year to the annual Budget of CCVT Inc an amount determined by the Board.
- (d) If an Affiliate's Ministry Contribution provided for in this clause 4.4(a) remains unpaid for a period of twelve months, the representatives of the Affiliate shall meet with representatives of CCVT Inc to discuss the Affiliate's circumstances, and shall not be entitled to official representation at the AGM or any other General Meeting until all outstanding contributions are paid; if the Ministry Contribution remains unpaid for three consecutive years the Affiliate's ongoing Affiliation will be reviewed.
- (e) The liability of an Affiliate to contribute towards the payment of the debts and liabilities of CCVT Inc or the costs, charges and expenses of the winding up of CCVT Inc is limited to the amount, if any, unpaid by the Affiliate in respect of affiliation with CCVT Inc as required by this clause.

4.5 General rights of Affiliates

- (a) An Affiliate of CCVT Inc has the right:
 - (i) to representation at General Meetings as set out in clause 5.9(a);
 - (ii) to receive notice of General Meetings and of proposed special resolutions in the manner and time prescribed by this constitution; and
 - (iii) to submit items of business for consideration at a General Meeting in accordance with clause 5.4; and
 - (iv) to attend and be heard at General Meetings; and
 - (v) to have access to the minutes of General Meetings and other documents of CCVT Inc as provided under clause 10.3(a); and
 - (vi) to inspect the register of Affiliates as provided in clause 4.8.

4.6 Rights not transferable

The rights of an Affiliate are not transferable and end when Affiliation ceases.

4.7 Disaffiliation

- (a) Disaffiliation may occur by mutual agreement between the Affiliate and CCVT Inc, or as an outworking of the disciplinary or grievance procedures in clauses 8 and 9.
- (b) Where an Affiliate wishes to disaffiliate it must notify the CCVT Executive Officer in writing of that decision not less than six weeks before the date of the AGM. The CCVT Executive Officer will notify Affiliates not less than four weeks before the date of the AGM. The AGM may by resolution declare that the Affiliate is no longer an Affiliate and any conditions which apply.
- (c) If a Church or Agency ceases to be an Affiliate of CCVT Inc, the Secretary must, as soon as practicable, enter the date the affiliation ceased in the register of Affiliates.

4.8 Register of Affiliates

- (a) The Secretary must keep and maintain a register of Affiliates that includes:
 - (i) for each current Affiliate:
 - (A) the Affiliate's name;
 - (B) the address for notice last given by the Affiliate;
 - (C) the date of becoming an Affiliate;
 - (D) the category of Affiliation;
 - (E) any other information determined by the Board; and
 - (ii) for each former Affiliate, the date of ceasing to be an Affiliate.

5. GENERAL MEETINGS OF CCVT INC

5.1 Annual General Meetings

- (a) The Board must convene an Annual General Meeting ("AGM") of CCVT Inc to be held within five months after the end of each Financial year.
- (b) The Board may determine the date, time and place of the AGM.
- (c) The notice convening the AGM must specify that the meeting is an AGM.
- (d) The ordinary business of the AGM is as follows:
 - (i) to confirm the minutes of the previous AGM and of any Special General Meeting held since then;
 - (ii) to receive and consider:
 - (A) the annual report of the Board on the activities of CCVT Inc during the preceding Financial year;
 - (B) the financial statements of CCVT Inc for the preceding Financial year submitted by the Board in accordance with part 7 of the Act; and
 - (C) financial statements duly audited, and a report of the proceedings, of each CCVT Entity; and
 - (D) financial statements duly audited of each CCVT Partner.
 - (iii) to elect the Directors in accordance with clause 5 of this constitution.
- (e) The AGM may also conduct any other business of which notice has been given in accordance with this constitution.

5.2 Special General Meetings

- (a) Any General Meeting of CCVT Inc, other than an AGM or a Disciplinary Appeal Meeting, is a Special General Meeting.
- (b) The Board may convene a Special General Meeting whenever it thinks fit.

5.3 Special General Meeting held at request of Affiliates

- (a) The Board must convene a Special General Meeting if a request to do so is made in accordance with clause 5.3(b) by at least ten Affiliates.
- (b) A request for a Special General Meeting must:
 - (i) be in writing; and

- (ii) state the business to be considered at the meeting and any resolutions to be proposed; and
 - (iii) include the names and signatures of the Affiliates requesting the meeting; and
 - (iv) be given to the Secretary.
- (c) If the Board does not hold a Special General Meeting within six weeks after the date on which the request is made, the Affiliates making the request (or any of them) may convene the Special General Meeting.
- (d) A Special General Meeting convened by Affiliates under clause 5.3(c):
- (i) must be held within three months after the date on which the original request was made; and
 - (ii) may only consider the business stated in that request.
- (e) CCVT Inc must reimburse all reasonable expenses incurred by the Affiliates convening a Special General Meeting under clause 5.3(c).

5.4 Notice of General Meetings

- (a) The CCVT Executive Officer must give to each Affiliate:
- (i) at least 21 days' notice of a Special General Meeting.
 - (ii) at least three months' notice of the date, time and place of the AGM;
 - (iii) at least 21 days' notice of the general nature of each item of business to be considered at a General Meeting.
- (b) If a special resolution is to be proposed at a meeting the notice must:
- (i) state in full the proposed resolution; and
 - (ii) state the intention to propose the resolution as a special resolution.
- (c) Any member in good standing and fellowship of an Affiliate may propose a resolution for consideration at a General Meeting.
- (d) A member in good standing and fellowship of an Affiliate proposing a motion must give notice in writing to the CCVT Executive Officer six weeks prior to the AGM setting forth all proposed motions and signed by the proposer.
- (e) The Board shall forward notice of any proposed motions to all Affiliates at least four weeks prior to the AGM.
- (f) No motions shall be submitted to the AGM unless they are proposed in accordance with this clause except:
- (i) where the motion is for the receipt and adoption of reports or votes of thanks; or
 - (ii) where 80% of the delegates present and voting without discussion permit a motion to be introduced; save that such permission shall not be given for the introduction of motions involving financial appeals.
- (g) This clause does not apply to a Disciplinary Appeal Meeting.

5.5 Use of technology

- (a) An Affiliate not physically represented at a General Meeting may be permitted to participate in the meeting by the use of technology that allows that Affiliate and the Affiliates represented at the meeting to clearly and simultaneously communicate with each other.
- (b) For the purposes of this Clause, an Affiliate participating in a General Meeting as permitted under clause 5.5(a) is taken to be present at the meeting and, if the Affiliate votes at the meeting, is taken to have voted in person.

5.6 Quorum at General Meetings

- (a) No business may be conducted at a General Meeting unless a quorum of Affiliates is present.
- (b) The quorum for a General Meeting is the presence (in person, by proxy or as allowed under clause 5.5) of 25 per cent of Affiliates entitled to send delegates or proxies.

- (c) If a quorum is not present within 30 minutes after the notified commencement time of a General Meeting:

- (i) in the case of a meeting convened by, or at the request of, Affiliates under clause 5.3 - the meeting must be dissolved;
- (ii) in any other case:
 - (A) the meeting must be adjourned to a date not more than 21 days after the adjournment; and
 - (B) notice of the date, time and place to which the meeting is adjourned must be given at the meeting and confirmed by written notice given to all Affiliates as soon as practicable after the meeting.
- (d) If a quorum is not present within 30 minutes after the time to which a General Meeting has been adjourned under clause 5.6(c)(ii), the delegates present at the meeting (if not fewer than 3) may proceed with the business of the meeting as if a quorum were present.

5.7 Adjournment of General Meeting

- (a) The Chairperson of a General Meeting at which a quorum is present may, with the consent of a majority of Affiliates present at the meeting, adjourn the meeting to another time at the same place or at another place.
- (b) Without limiting clause 5.7(a), a meeting may be adjourned:
- (i) if there is insufficient time to deal with the business at hand; or
 - (ii) to give the Affiliates more time to consider an item of business.
- (c) No business may be conducted on the resumption of an adjourned meeting other than the business that remained unfinished when the meeting was adjourned.
- (d) Notice of the adjournment of a meeting under this clause is not required unless the meeting is adjourned for 14 days or more, in which case notice of the meeting must be given in accordance with clause 5.4.

5.8 Proxies

- (a) An Affiliate may request that a proxy delegate be appointed by the CCVT Executive Officer to vote and speak on its behalf at a General Meeting.
- (b) The request must be in writing and signed by the Affiliate making the request.
- (c) The Affiliate requesting the appointment of a proxy delegate may give specific directions as to how the proxy is to vote on its behalf, otherwise the proxy may vote on behalf of the Affiliate in any matter as they see fit.
- (d) If the Board has approved a form for requesting the appointment of a proxy delegate, the Affiliate may use that, or any other form that clearly requests the appointment of a proxy delegate and that has been signed by the Affiliate.
- (e) A form requesting the appointment of a proxy delegate must be given to the CCVT Executive Officer in accordance with clause 5.9(c).

5.9 Voting at General Meeting

- (a) Subject to clause 5.9(b) Affiliates shall be entitled to representation at the AGM and other General Meetings of CCVT as follows:
- (i) Churches with not more than 100 members, two delegates;
 - (ii) Churches with more than 100 members, two delegates for the first 100, and one for each subsequent 50 or part thereof; and
 - (iii) Agencies, one delegate.
- (b) Each delegate has one vote.

- (c) By 5pm on the Monday immediately prior to the meeting, each Affiliate wishing to exercise one or more votes at the meeting shall forward to the CCVT Executive Officer:
 - (i) notice of the name or names of the delegate or delegates of such Affiliate, such notice being sufficient evidence of appointment unless the contrary is proved; and/or
 - (ii) a request that the CCVT Executive Officer appoint one or more proxy delegates on the Affiliate's behalf.
- (d) Affiliates must provide delegates with a copy of the notice of meeting and reports issued for the meeting.
- (e) On any question arising at a General Meeting:
 - (i) any member in good standing and fellowship of any Affiliate may take part in the deliberations, although only Delegates can vote;
 - (ii) the Chair will announce the number of proxy delegates held by the Chair who have voted for and against the resolution;
 - (iii) where voting is conducted on a show of hands; delegates other than the Chair who are also proxy delegates only have one vote and cannot exercise any votes as proxy delegates; and
 - (iv) except in the case of a special resolution, the question must be decided on a majority of votes.
- (f) If votes are divided equally on a question, the Chairperson of the meeting has a second or casting vote.
- (g) If the question is whether or not to confirm the minutes of a previous meeting, only delegates who were present at that meeting may vote.
- (h) This clause does not apply to a vote at a Disciplinary Appeal Meeting conducted under clause 8.6.

5.10 Determining whether resolution carried

- (a) Subject to clause 5.10(b), the Chairperson of a General Meeting may, on the basis of a show of hands, declare that a resolution has been:
 - (i) carried; or
 - (ii) carried unanimously; or
 - (iii) carried by a particular majority; or
 - (iv) lost; and
 an entry to that effect in the minutes of the meeting is proof of that fact.
- (b) If a poll (where votes are cast in writing) is demanded by one or more delegates on any question:
 - (i) the poll must be taken at the meeting in the manner determined by the Chairperson of the meeting; and
 - (ii) the Chairperson must declare the result of the resolution on the basis of the poll.
- (c) A poll demanded on the election of the Chairperson or on a question of an adjournment must be taken immediately.
- (d) A poll demanded on any other question must be taken before the close of the meeting at a time determined by the Chairperson.

5.11 Minutes of General Meeting

- (a) The Board must ensure that minutes are taken and kept of each General Meeting.
- (b) The minutes must record the business considered at the meeting, any resolution on which a vote is taken and the result of the vote.
- (c) In addition, the minutes of each AGM must include:
 - (i) the financial statements submitted to the Affiliates in accordance with clause 5.1(d)(ii)(B); and

- (ii) the certificate signed by two Directors certifying that the financial statements give a true and fair view of the financial position and performance of CCVT Inc; and
- (iii) any audited accounts and auditor's report or report of a review accompanying the financial statements that are required under the Act.

5.12 Regulation of the meetings

- (a) The Chairperson has discretion to regulate the conduct of General Meetings, subject to any resolution of the Affiliates at the meeting.
- (b) The Chairperson of a General Meeting should provide a reasonable opportunity for Affiliates to make comments and ask questions.

6. BOARD

SECTION 1 - POWERS OF BOARD

6.1 Role and powers

- (a) The business of CCVT Inc must be managed by or under the direction of a Board.
- (b) The Board may exercise all the powers of CCVT Inc except those powers that this constitution or the Act require to be exercised by General Meetings of the Affiliates of CCVT Inc.

6.2 Delegation

- (a) The Board may delegate any of its powers and functions.
- (b) The Board may revoke a delegation wholly or in part.
- (c) The Board may establish sub-committees consisting of such persons with such terms of reference it considers appropriate.

SECTION 2 - COMPOSITION OF BOARD AND DUTIES OF AFFILIATES

6.3 Composition of Board

- (a) The Board shall consist of
 - (i) a minimum of six and a maximum of nine Directors elected by the Affiliates; and
 - (ii) the CCVT Executive Officer .

6.4 General Duties

- (a) The Act imposes duties on office holders, which office holders should be aware of and comply with.
- (b) In addition to duties imposed by the Act, CCVT Inc must comply with its duties under the ACNC Legislation, so far as the ACNC Legislation applies.

6.5 Chairperson and other office bearers

- (a) The Board shall from time to time, by simple majority:
 - (i) appoint one of its Directors to the position of Chair, and shall determine the period for which such person is to hold office as Chair; and
 - (ii) appoint one of its Directors to the position of Deputy Chair, and shall determine the period for which such person is to hold office as Deputy Chair; and
 - (iii) determine the description, number and duties of any other office bearer positions (if any); and
 - (iv) appoint and/or remove Director/s to such other office bearer positions (if any).
- (b) Subject to clause 6.5(b), the Chair or, in the Chair's absence, the Deputy-Chair is the Chairperson for any General Meetings and for any Board meetings.
- (c) If the Chair and the Deputy-Chair are both absent, or are unable to preside, the Chairperson of the meeting must be:
 - (i) in the case of a General Meeting – a delegate elected by the other delegates present; or
 - (ii) in the case of a Board meeting - a Director elected by the other Directors present.



6.6 Secretary

- (a) The position of Secretary must not remain vacant for any period exceeding 14 days.
- (b) A person may not be appointed to the position of Secretary unless the person:
 - (i) consents to being appointed as Secretary; and
 - (ii) is resident in Australia.
- (c) The Secretary must:
 - (i) maintain the register of Affiliates in accordance with clause 4.8; and
 - (ii) perform any other duty or function imposed on the Secretary by this constitution.
- (d) The Secretary must give to the Registrar notice of their appointment within 14 days after the appointment.

6.7 CCVT Executive Officer

- (a) The CCVT Executive Officer is authorised to carry out the policies, decisions and strategic objectives of the Board and shall also be a Director of CCVT Inc in accordance with clause 6.3(a).
- (b) The CCVT Executive Officer shall be a Director of Community Care, Stirling, and CCFS and a trustee of Properties Corporation, and shall be issued with notice of meetings and copies of minutes as and when supplied.
- (c) The CCVT Executive Officer shall be appointed by the Board and may hold office for a term not exceeding five years, but shall be eligible for re-appointment.
- (d) The CCVT Executive Officer shall make appropriate arrangements for the custody of the common seal (if any) of CCVT Inc and all other books, documents and securities of CCVT Inc.

SECTION 3 - ELECTION OF DIRECTORS AND TENURE OF OFFICE

6.8 Who is eligible to be a Director

- (a) A person is eligible to be elected as a Director if the person:
 - (i) supports the Principal Purpose; and
 - (ii) is a member in good standing and fellowship of any Affiliate;
 - (iii) has demonstrated commitment to mission, and appropriate connections and capabilities; and
 - (iv) is not an employee of a CCVT Entity, other than the CCVT Executive Officer.

6.9 Nominations of Directors

- (a) Prior to the election of each position, the CCVT Executive Officer must call for nominations to fill that position.
- (b) An eligible person may be nominated by a member in good standing and fellowship with an Affiliate.
- (c) Nominations must be received by six weeks prior to the AGM.
- (d) Nominations will be considered by a nominations committee established by the Board.

6.10 Election of Directors

- (a) At the AGM an election must be held by ballot to fill any vacant positions on the Board.
- (b) Each of the Directors must be elected separately, unless:
 - (i) the delegates and proxies have first passed a resolution that the appointments may be voted on together, and
 - (ii) no votes were cast against that resolution.
- (c) A nominee shall only be elected if approved by at least two thirds of the delegates who have cast valid votes.
- (d) In the event that the number of nominees exceeds the number of vacancies to be filled, the nominees receiving the highest number of votes shall be deemed elected.

6.11 Term of office

- (a) Subject to clause 6.11(c), clause 6.12, and clause 11, a Director holds office for a period of three years.

- (b) A Director may be re-elected, provided that
 - (i) a Director may not be elected for more than three terms consecutively; and
 - (ii) a Director may not be nominated again for a period of one year after the completion of the third term, unless the Board resolves to waive this requirement.
- (c) A General Meeting of CCVT Inc may:
 - (i) by special resolution remove a Director from office; and
 - (ii) elect a person to fill the vacant position.
- (d) A Director who is the subject of a proposed special resolution under clause 6.11(c)(i) may make representations in writing to the Secretary or Chair (not exceeding a reasonable length) and may request that the representations be provided to the Affiliates.
- (e) The Secretary or the Chair may give a copy of the representations to each Affiliate or, if they are not so given, the Director may require that they be read out at the meeting at which the special resolution is to be proposed.

6.12 Vacation of office

- (a) A Director may resign from the Board by written notice addressed to the Board.
- (b) A person ceases to be a Director if they:
 - (i) resign;
 - (ii) are removed from office by special resolution;
 - (iii) fail to attend three consecutive Board meetings (other than urgent Board meetings) without leave of absence under clause 6.19; or
 - (iv) are convicted of an indictable offence;
 - (v) otherwise cease to be a Director by operation of section 78 of the Act;
 - (vi) no longer meet the eligibility criteria in clause 6.8(a), as determined by the Dispute Sub-committee; or
 - (vii) becomes ineligible to be a Director by virtue of the ACNC Legislation.

6.13 Filling casual vacancies

- (a) The Board may appoint an eligible member of an Affiliate to fill a position on the Board that:
 - (i) has become vacant under clause 6.12; or
 - (ii) was not filled by election at the last AGM.
- (b) A person appointed by the Board under this clause shall hold office, subject to this constitution, until the conclusion of the next AGM following the date of the appointment.
- (c) A Director appointed under the previous paragraph shall not be taken into account in determining the number of Directors who are to retire at the AGM.
- (d) The Board may continue to act despite any vacancy in its membership, subject to the following clause.
- (e) If the number of Directors falls below six,
 - (i) the Directors must act as soon as possible to increase the number of Directors to six; and
 - (ii) until that has happened, the Directors may only act if and to the extent that there is an emergency requiring them to act.

SECTION 4 - MEETINGS OF BOARD

6.14 Meetings of Board

- (a) The Board must meet at least four times in each year at the dates, times and places determined by the Board.
- (b) Notice of each Board meeting must be given to each Director, in such manner as the Board considers appropriate.
- (c) The Board may regulate its meetings as it sees fit.

6.15 Use of technology

- (a) A Director who is not physically present at a Board meeting may participate in the meeting by the use of technology that allows that Director and the Directors present at the meeting to clearly and simultaneously communicate with each other.
- (b) For the purposes of this Clause, a Director participating in a Board meeting as permitted under clause 6.15(a) is taken to be present at the meeting and, if the Director votes at the meeting, is taken to have voted in person.

6.16 Quorum

- (a) No business may be conducted at a Board meeting unless a quorum is present.
- (b) The quorum for a Board meeting is the presence (in person or as allowed under clause 6.15) of a majority of the Directors holding office.

6.17 Voting

- (a) On any question arising at a Board meeting, each Director present at the meeting has one vote.
- (b) A motion is carried if a majority of Directors present at the meeting vote in favour of the motion.
- (c) If votes are divided equally on a question, the Chairperson of the meeting has a second or casting vote.

6.18 Minutes of meeting

- (a) The Board must ensure that minutes are taken and kept of each Board meeting.
- (b) The minutes must record the following:
 - (i) the names of the Directors in attendance at the meeting;
 - (ii) the business considered at the meeting;
 - (iii) any resolution on which a vote is taken and the result of the vote; and
 - (iv) any material personal interests disclosed in accordance with the Act.

6.19 Leave of absence

- (a) The Board may grant a Director leave of absence from Board meetings for a period not exceeding three months.

6.20 Passing resolutions without meetings

- (a) The Board may pass a resolution without a meeting if a majority of Directors consent to the resolution in writing. Such a resolution is valid and effectual as if it had been passed at a Board meeting that was properly convened and held.
- (b) For the purpose of this clause, approval in writing may be transmitted by post, email, facsimile or any other means of electronic transmission.

7. FINANCIAL MATTERS

7.1 Source of funds

The funds of CCVT Inc may be derived from Ministry Contributions, donations, fundraising activities, grants, interest and any other sources approved by the Board.

7.2 Management of funds

- (a) The Board may approve expenditure on behalf of CCVT Inc.
- (b) The Board may authorise the expenditure of funds on behalf of CCVT Inc without requiring approval from the Board for each item on which the funds are expended.
- (c) The CCVT Executive Officer shall be responsible for the approval of payments (including signing of cheques) or may appoint other proper officers of the organisation to do so. All cheques will require two signatures.

7.3 Financial records

- (a) CCVT Inc must retain the financial records for seven years after the transactions covered by the records are completed.

7.4 Financial statements

- (a) For each Financial year, the Board must ensure that:
 - (i) the requirements under the Act relating to the financial statements of CCVT Inc are met; and

- (ii) the requirements of the ACNC Legislation are met.

- (b) Without limiting clause 7.4(a), those requirements include:

- (i) the preparation of the financial statements;
- (ii) if required, the review or auditing of the financial statements;
- (iii) the certification of the financial statements by the Board;
- (iv) the submission of the financial statements to the AGM;
- (v) the lodgement with the Registrar of the financial statements and accompanying reports, certificates, statements and fee.

8. DISCIPLINARY ACTION

8.1 Grounds for taking disciplinary action.

- (a) CCVT Inc may take disciplinary action against an Affiliate in accordance with this clause.

8.2 Dispute sub-committee

- (a) If the Board is satisfied that there are sufficient grounds for taking disciplinary action against an Affiliate, the Board must refer the matter to the Dispute Sub-committee to hear the matter and determine what action, if any, to take against the Affiliate.

- (b) The Board may have regard to any matter it considers relevant in determining whether there are sufficient grounds for taking disciplinary action, including but not limited to:

- (i) conduct which is inconsistent with the Principal Purpose of CCVT Inc;
- (ii) non-compliance with this constitution;
- (iii) conduct which is prejudicial to CCVT Inc;
- (iv) non-compliance with the affiliation agreement.

8.3 Notice to Affiliate

- (a) Before disciplinary action is taken against an Affiliate, the Executive Officer must give written notice to the Affiliate:
 - (i) stating that CCVT Inc proposes to take disciplinary action against the Affiliate; and
 - (ii) stating the grounds for the proposed disciplinary action; and
 - (iii) specifying the date, place and time of the meeting at which the Dispute Sub-committee intends to consider the disciplinary action (“the Disciplinary Meeting”); and
 - (iv) advising the Affiliate that it may do one or both of the following:
 - (A) attend the Disciplinary Meeting and address the Dispute Sub-committee at that meeting;
 - (B) give a written statement to the Dispute Sub-committee at any time before the Disciplinary Meeting; and
 - (v) setting out the Affiliate’s appeal rights under clause 8.5.

- (b) The notice must be given no earlier than 28 days, and no later than 14 days, before the Disciplinary Meeting is held.

8.4 Decision of Dispute Sub-committee

- (a) At the Disciplinary Meeting, the Dispute Sub-committee must:
 - (i) give the Affiliate an opportunity to be heard; and
 - (ii) consider any written statement submitted by the Affiliate.
- (b) After complying with clause 8.4(a), the Dispute Sub-committee may:
 - (i) take no further action against the Affiliate; or
 - (ii) subject to clause 8.4(c):
 - (A) reprimand the Affiliate; or

- (B) suspend the Affiliation rights of the Affiliate for a specified period; or
 - (C) disaffiliate the Affiliate from CCVT Inc.
- (c) The Dispute Sub-committee may not fine the Affiliate.
- (d) The suspension of Affiliation rights or the disaffiliation of an Affiliate by the Dispute Sub-committee under this clause takes effect immediately after the vote is passed.

8.5 Appeal rights

- (a) An Affiliate whose Affiliation rights have been suspended or who has been disaffiliated from CCVT Inc or reprimanded under clause 8.4 may give notice to the effect that it wishes to appeal against the suspension or disaffiliation or reprimand.
- (b) The notice must be in writing and given:
- (i) to the Dispute Sub-committee immediately after the vote to suspend or disaffiliate or reprimand the person is taken; or
 - (ii) to the Secretary not later than 48 hours after the vote.
- (c) If an Affiliate has given notice under clause 8.5(b), a Disciplinary Appeal Meeting must be convened by the Board as soon as practicable, but in any event not later than 30 days, after the notice is received.
- (d) Notice of the Disciplinary Appeal Meeting must be given to each Affiliate who is entitled to vote as soon as practicable and must:
- (i) specify the date, time and place of the meeting; and
 - (ii) state:
 - (A) the name of the Affiliate against whom the disciplinary action has been taken; and
 - (B) the grounds for taking that action; and
 - (C) that at the Disciplinary Appeal Meeting the Affiliates present must vote on whether the decision to suspend or disaffiliate or reprimand the person should be upheld or revoked.

8.6 Conduct of Disciplinary Appeal Meeting

- (a) At a Disciplinary Appeal Meeting:
- (i) no business other than the question of the appeal may be conducted; and
 - (ii) the Board must state the grounds for suspending or disaffiliating or reprimanding the Affiliate and the reasons for taking that action; and
 - (iii) the Affiliate whose Affiliation has been suspended or who has been disaffiliated or reprimanded must be given an opportunity to be heard.
- (b) After complying with clause 8.6(a), the delegates present and entitled to vote at the meeting must vote by secret ballot on the question of whether the decision to suspend, disaffiliate or reprimand the Affiliate should be upheld or revoked.
- (c) An Affiliate may not vote by proxy at the meeting.
- (d) The decision is upheld if not less than three quarters of the votes are in favour of the decision.

8.7 Reporting to Affiliates

Where the disciplinary procedure results in suspension or disaffiliation, the outcome will be reported to the next AGM.

9. GRIEVANCE PROCEDURE

9.1 Application

- (a) The grievance procedure set out in this Section applies to disputes under this constitution between:
- (i) an Affiliate and another Affiliate, in their capacity as members of CCVT Inc;
 - (ii) an Affiliate and the Board; and
 - (iii) an Affiliate and CCVT Inc.

- (b) An Affiliate must not initiate a grievance procedure in relation to a matter that is the subject of a disciplinary procedure until the disciplinary procedure has been completed.

9.2 Parties must attempt to resolve the dispute

The parties or their representatives must meet and discuss the matter in dispute, and, if possible, resolve the dispute within 30 days after the dispute comes to the attention of all the parties.

9.3 Appointment of mediator

- (a) If the parties to a dispute are unable to resolve the dispute between themselves within the time required by clause 9.2, the parties must within 30 days or such longer time determined by the Dispute Sub-committee:
- (i) notify the CCVT Executive Officer or Chair of the dispute, who must in turn notify the Board; and
 - (ii) agree to or request the appointment of a mediator; and
 - (iii) attempt in good faith to settle the dispute by mediation.
- (b) The mediator must be:
- (i) a person chosen by agreement between the parties; or
 - (ii) in the absence of agreement:
 - (A) if the dispute is between an Affiliate and another Affiliate - a person appointed by the Board; or
 - (B) if the dispute is between an Affiliate and the Board or CCVT Inc - a person appointed by the Dispute Sub-committee.
- (c) The mediator must be a member in good standing and fellowship with an Affiliate and must not be a person who:
- (i) has a personal interest in the dispute; or
 - (ii) is biased in favour of or against any party.

9.4 Mediation process

- (a) The mediator to the dispute, in conducting the mediation, must:
- (i) give each party an opportunity to be heard; and
 - (ii) allow due consideration by all parties of any written statement submitted by any party; and
 - (iii) ensure that natural justice is accorded to the parties throughout the mediation process.
- (b) The mediator must not determine the dispute.

9.5 Failure to resolve dispute by mediation

If the mediation process does not resolve the dispute, the parties must notify the Dispute Sub-committee which will make a final determination of the dispute within 30 days.

9.6 Composition of Dispute Sub-committee

- (a) The Board shall appoint a Dispute Sub-committee which will meet as required to perform the functions of the Dispute Sub-committee set out in this constitution.
- (b) The Board may determine terms of reference for the Dispute Sub-committee.
- (c) The Dispute Sub-committee may also determine other disputes in accordance with its terms of reference, provided those functions are not inconsistent with this constitution.
- (d) The members of the Dispute Sub-committee:
- (i) may be Directors, members of Affiliates or anyone else; but
 - (ii) must not be biased against, or in favour of, the Affiliate concerned.

10. GENERAL MATTERS

10.1 Common seal

- (a) CCVT Inc may have a common seal.
- (b) If CCVT Inc has a common seal:
- (i) the name of CCVT Inc must appear in legible characters on the common seal;

- (ii) a document may only be sealed with the common seal by the authority of the Board and the sealing must be witnessed by the signatures of two Directors.

10.2 Registered address

The registered address of CCVT Inc may be determined from time to time by resolution of the Board.

10.3 Notice requirements

- (a) Any notice required to be given to a CCVT Entity, CCVT Partner, Affiliate or Director under this constitution may be given in person, by post or any electronic means to an address recorded in the register, or by any other means consented to by the Affiliate or Director as the case may be.
- (b) Any notice required to be given to CCVT Inc may be given:
 - (i) by handing the notice to a Director; or
 - (ii) by sending the notice by post to the registered address; or
 - (iii) by leaving the notice at the registered address; or
 - (iv) by email to the email address of CCVT Inc or the Secretary.

10.4 Custody and inspection of books and records

- (a) Access to the financial records, books, securities and any other documents of CCVT Inc, including minutes of Board meetings is only permitted as set out in this constitution, by law, or if allowed by the Board.
- (b) Affiliates may on request inspect:
 - (i) the register of Affiliates;
 - (ii) the minutes of General Meetings;
 - (iii) the accounts of CCVT Inc; and
 - (iv) this constitution,
 subject to clauses 10.4(c), 10.4(d), and 10.4(e).
- (c) The CCVT Executive Officer may refuse to allow a member of an Affiliate to inspect:
 - (i) the register of Affiliates if permitted by the Act; and
 - (ii) any document that relates to confidential, personal, employment, commercial or legal matters or where to do so may be prejudicial to the interests of CCVT Inc.
- (d) Affiliates must not:
 - (i) use information obtained about a person from the register of Affiliates to contact or send materials to the person; or
 - (ii) disclose information obtained about a person from the register of Affiliates knowing that the information is likely to be used to contact or send materials to the person; unless the purpose for which the information is used or disclosed is otherwise expressly permitted by this constitution or by law.
- (e) If CCVT Inc provides access to this constitution on CCVT Inc's website, the Board shall be deemed to have allowed an Affiliate to inspect and copy this constitution, unless the Affiliate informs CCVT Inc that it is unable to access the Clauses on the website.
- (f) Affiliates must be given a copy of this constitution and minutes of General Meetings within 14 days of CCVT Inc receiving a request by the Affiliate and the Affiliate paying any fee prescribed by the Board.

10.5 Winding up and cancellation

- (a) CCVT Inc may be wound up in accordance with the Act.
- (b) If CCVT Inc is wound up, any surplus assets must not be distributed to a CCVT Entity, CCVT Partner, Affiliate or a former Affiliate of the company, unless that Affiliate or former Affiliate is a charity described in clause 10.5(c).
- (c) Subject to the Act and any other applicable Act or court order, any surplus assets that remain after the company is wound up must be distributed to one or more charities:

- (i) with charitable purpose(s) similar to, or inclusive of, the purpose(s) in clause 1.2, and

- (ii) which also prohibit the distribution of any surplus assets to its Affiliates to at least the same extent as the company.

- (d) The decision as to the charity or charities to be given the surplus assets must be made by a special resolution of Affiliates at or before the time of winding up. If the Affiliates do not make this decision, the company may apply to the Supreme Court to make this decision.

10.6 Alteration of constitution

This constitution must not be altered except in accordance with the Act.

11. TRANSITIONAL ARRANGEMENTS

11.1 Composition of Board

Members of Conference Council in office at the time of adoption of this constitution will continue in office until the next AGM.

11.2 Timing of certain provisions coming into effect

- (a) The following clauses do not come into effect until the first AGM following the adoption of this constitution ("the next AGM"):

- (i) Clause 6.3 (Composition of the Board);
- (ii) Clause 6.8 (Who is eligible to be a director); and
- (iii) Clause 6.11 (Term of office).

- (b) Insofar as is necessary, the corresponding provisions within the former constitution will continue to apply until the next AGM.

11.3 Election of Directors

- (a) Directors will be elected at the next AGM as follows:
 - (i) three directors to serve for a term of three years;
 - (ii) three directors to serve for a term of two years; and
 - (iii) three directors to serve for a term of one year.
- (b) Members of Conference Council in office at the time of adoption of this constitution may be re-elected at the next AGM for a term of one, two or three years notwithstanding any limitation on length of service which might otherwise apply.



TO BE A MOVEMENT OF THE
PEOPLE OF GOD GATHERING
IN AND AROUND THE
CENTRAL FIGURE OF
J E S U S C H R I S T
EMPOWERED BY THE HOLY
SPIRIT, LIVING OUT HIS WAY
IN OUR NEIGHBOURHOODS
AND INVITING OTHERS
TO DO THE SAME