

Stories and Statistics from 2018
CHURCHES OF CHRIST VIC/TAS
ANNUAL REPORT
2019



**Churches
of Christ**

Building Communities
of Hope & Compassion

ACCELERATE



ONWARDS, UPWARDS, OUTWARDS

ACCELERATE

For Churches of Christ Vic/Tas (CCVT), 2019 is the year to 'Accelerate'. This year our movement will explore together, strategies and initiatives to build on what has occurred in previous years. We will add to the forward momentum and passion for God's Kingdom mission that binds us together as interdependent communities.

"Accelerate" isn't about starting mission from scratch. It isn't about a gap that needs to be filled, or a lack that needs to be addressed. "Accelerate" is about taking what God is already up to in our leaders, communities, and neighbourhoods, and adding to it with training, support, encouragement, finance, prayer, and lifelong learning. It's about improving what is already happening. It's about doing better at Building Communities of Hope and Compassion and developing Leaders to lead them.

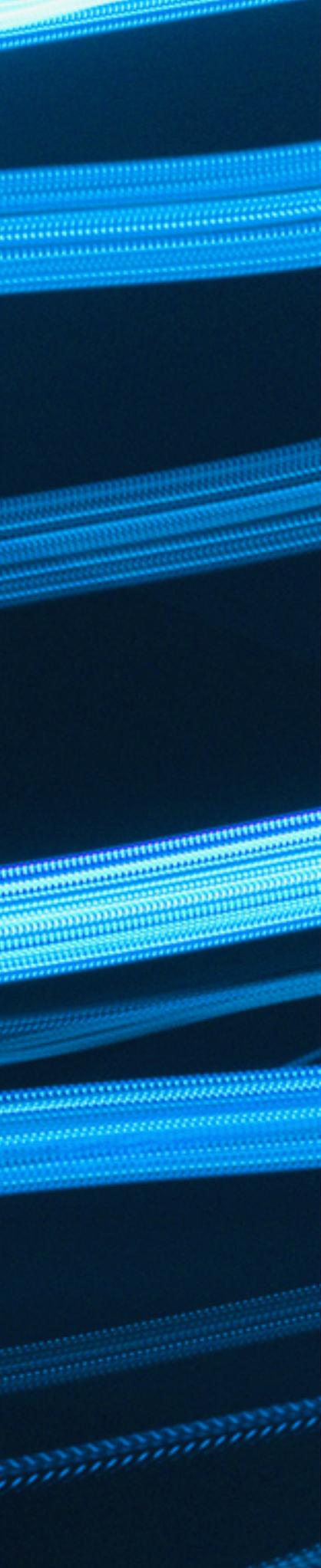
God is active and at work in and through our leaders and our movement. We have a purpose and a goal in following God into mission in the local, national, and global neighbourhood. In 2019, the year we "Accelerate", we are maintaining our focus on God, and the goal of Christ-filled and Christ-oriented mission, and rising to greater heights, propelled and accelerated by the Spirit.

In Philippians 3:12, Paul writes, "I have not yet reached my goal, and I am not perfect. But Christ has taken hold of me. So I keep on running and struggling to take hold of the prize." (NIV) Paul goes on to speak about 'pressing' toward the goal. As we do this we will be increasing our dependence on God, to accelerate towards growth and fruitfulness in mission, formed for the journey together. •



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Young people, leaders, and families from across Victoria gather at State Youth Games 2018: INSPIRE. Photo by MPH Photography.

EXECUTIVE REPORT

COURAGE Summit

In May we held our COURAGE Summit at Kardinia Church's North Geelong campus. The team at Kardinia did a stellar job of hosting our 268 registered participants and other guests. A range of training electives were offered by several of our ministers, and keynote addresses were presented by Mark Conner and Karina Kreminski. Mark's sessions on Strategic Leadership, Leading Change, and Navigating Faith contained specific challenges to our ministers which were followed up in his accreditation workshop 'Staying Healthy in Ministry' run in multiple locations.

At the 2018 AGM, the CCVT Inc Board reported on a number of key focus areas. The process for the newly-initiated accreditation of ministers was outlined, with those present encouraged in the onboarding for completion by all ministry personnel by October 2019. *Affinity:2* was also affirmed as a guiding document by which churches and ministers would now work collectively in furthering the growth

of the movement and its churches and agencies. Discussion was held regarding the National Redress Scheme and CCVT's consideration of its implications, the closure of the Ministers' Employment Benefits Scheme was discussed, and the Operations team also presented its report, noting the release of \$1.8 million for mission-related activities. Caroline Young and Esther Kirkpatrick were overwhelmingly endorsed as new CCVT board members replacing Loris McLean and Bethany Holden who were thanked for their service by the Board Chair, Milton Oliver.

Regional Conversations

The 2018 round of Regional Conversations were held in Hobart, Launceston, Ringwood, Ballarat (Mt Clear), Kardinia, Dandenong, and Doncaster. They offered an opportunity for ministers to meet the new Executive Officer who was also keen to receive feedback on leadership development and mission initiatives. These were supported by visits from the Executive Officer to more than thirty church services from May to December in the interests of

appreciating our diverse congregations and their work in local communities and in learning how best to assist their work.

In addition, a discussion was held by the CCVT Board on the subject of same-sex marriage which was followed by the receipt of written submissions on the issue. We are grateful for the participation of Churches of Christ people in every available forum as we seek to engage in collaborative and robust conversations.

National Redress Scheme

Following discussion at the AGM, an information evening was held regarding the possibility of churches opting in to the National Redress Scheme via CCVT representation. With churches deciding to participate by early 2019, there was a clear mandate from many congregations to address the wrongs of the past in the manner deemed to serve the best interests of survivors. It was heartening to see so many churches vowing to prioritise the interests of those affected in forging a just and redemptive pathway forward.

Code of Ethics

Following the 2017 adoption of the Code of Ethics, the CCVT Board resolved to disband the Ministry Professional Standards Committee in favour of a new process for investigating breaches. For matters other than minor infractions, the use of external investigation and recommendations was adopted in preference to internal deliberations. Continued workshopping of the new code has continued throughout Victoria and Tasmania as part of the ministry accreditation process.

Leadership Team

The Leadership team is designed to develop Leaders within Churches of Christ Vic/Tas and to equip them to become better at leading Communities of Hope and Compassion. We help our Leaders to move towards meeting our [Leadership Indicators](#) by creating intentional discussions with ministers we meet, engaging leaders in formation, accountability, educational processes, coaching, and mentoring where possible, and delivering specific training programs.

In February, CCVT officially launched the new Accreditation and Endorsement for People in Ministry policy with the roll out of the new accreditation process. All CCVT ministers were emailed individually, and churches and agencies received a pack with the policy and application forms. Meera Thamocharampillai commenced with us on February 1 2018 as Processing and Project Officer on a full-time basis to help with the implementation of the accreditation requirements.

From June to November, CCVT ran the first of its accreditation training workshops in multiple locations throughout Victoria and Tasmania. The training consisted of four different workshops: Introduction to Churches of Christ, Staying Healthy in Ministry, Code of Ethics, and Reflective Practices. These continue to operate in 2019, and all people in ministry will be completing these workshops, if they have not already done so. Overall, 60% of our ministers have been accredited or are in the process of being accredited. We are looking forward to having all ministers accredited by the October 1 2019.

As a part of the accreditation process, Jay Sawyer has been leading the interview process for non-endorsed ministers, and we are satisfied with the interactions and conversations that are being had around sense of call, ministry practices, formation, and workplace/employment environment.

In July the CCVT Board approved the new Recognition of Ministers as Marriage Celebrants policy developed to align with the accreditation process. Ministers with marriage licences received the new policy, and their licences were reviewed. Most licences rolled over, but some marriage licence holders who were either retired or no longer ministering in a CCVT context ceased to serve as marriage celebrants.

In 2018, 6 candidates presented at the endorsement panels to 12 panellists. All 6 were endorsed. We are thankful to see ministers pursuing their calling to a higher standard, and love hearing about their faithful service amongst our local churches. Given that endorsement represents the affirmation of a minister's call, as well as the continuation of their



Worshipping together at CCVT Summit 2018: Courage.
Photo by Vanessa Smith.

initial accreditation, we should logically expect to see an increase in the number of endorsed ministers over the next few years.

This year saw the resignation of Steve Jackson as Chair of the Accreditation and Endorsement Taskforce and Graeme Blair as Chair of the Ministry Placement Taskforce. Both have served these committees for an extended period, for which we are grateful, but changes to their local ministry roles led to a reappraisal of their commitments. As a result of this and the establishment of CCVT teams overseeing these areas, Michael Vanderree and Philip Kua have assumed oversight of the relevant tasks and continue to consult with a range of ministers as needed.

Philip Kua continues to serve the leadership team very well, with the roll-out of accreditation requirements being a major focus. With many new ministers likely to be accredited by October 1 2019, continued discussions are being held about the need for many to pursue endorsement in the years ahead. Philip's own church-planting efforts have resulted in his need to spend more time in this area as he oversees new church affiliations and the establishment of new church communities.

We are therefore examining new initiatives to encourage the support of existing ministers and the development of newer leaders to undergird the expansion of our movement. Discussions with Stirling and ACOM have resulted in greater cooperation toward these efforts, as both colleges maintain an essential ministry formation role. We warmly congratulate Dr Andrew Menzies who was recently reappointed to his position as Stirling Principal after an extensive ten-year review.

Youth Vision

Youth Vision (YV) operates within the Leadership functional area and provides support to the leaders of young people and families within our churches and agencies. This year the team have continued to shift towards supporting generational ministry. Youth Vision welcomed Abbey Mudie as the Children's and Families Catalyst in January for 1.5 days per week.

Youth Vision gatherings for the year were held throughout March and from August to October. Great connections were formed, and it has been good to have a wide reach across our churches. Abbey's role developed with the resignation of Scott Mageean toward the end of 2018, and she continues to offer networking support and assistance across our states. Youth Vision continues to network and resource church youth leaders through the assistance of the Leadership team.

Youth Vision also runs the annual State Youth Games (SYG). SYG continues to involve more than 3000 young people, leaders, and families at Lardner Park, Warragul, over the Queen's Birthday long weekend. This continues to be CCVT's largest event, one also enjoyed by many churches and organisations outside the Churches of Christ movement. It excels as a platform for ministry, mission, leadership development, and cross-generational engagement. The 2018 event had record numbers and overall positive feedback. Group Coordinator Orientations were implemented for the first time in 2018 and were warmly received. After the event, SYG Team Leader, Kat Deith, went on maternity leave. Kate Ryan was employed as in interim position from July to October before Kat returned to her role toward the end of the year.

Supervision

2018 was the second year of supervision training with Dr Rick Lewis. The training went successfully with a total of 15 participants. The accreditation process requires all ministers to be in supervision, so connecting ministers with appropriate supervisors has become a key process in CCVT. There are still many more ministers than qualified supervisors. There are some ministers who have found their own supervisors, while CCVT continues to help connect others with appropriate supervisors.

Re-Formation

Re-Formation was run again this year with five motivated ministers travelling to India, Indonesia, and Malaysia for two and a half weeks. The trip was a valuable learning experience about church planting and discipleship movements in these nations. Further conversation and study as a part of

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.

the Re-Formation program helped establish these experiences and knowledge into an Australian ministry context.

Propel

2018 had 15 participants in the Propel program. Propel has been designed to develop emerging leaders. 2018 was a wonderful year that created space for both personal growth and discernment for each participant's future. Each individual is now carrying out their calling through various ministries, aided by the learning and growth gained by participating in the program. The Propel program concluded at the end of 2018 due to the resignation of Scott Mageean. CCVT is currently examining the re-launch of internships and local leadership training in conjunction with other formation requirements. CCVT is keen to continue discussing ways in which the leadership development of ministry candidates can be supported at the local church level.

Communities Team

The Communities team is responsible for assisting our churches and agencies in their fulfilment of mission in accordance with the provisions of Affinity:2. This has led to some warm and encouraging conversations regarding matters of growth and the appointment of new leaders, but has also sometimes concerned strategic approaches toward transitioning churches to a more optimised future.

With approximately one third of our 123 churches growing, there is a great need to continue helping many more to expand and to plant new churches and release more great community mission agencies.

To this end, a key innovation in 2018 was the commencement of several supportive engagements, where four days of concentrated input with leaders, boards, and ministers of churches was able to generate recommendations for church growth. Senior Ministers then met as a cohort to encourage each other in addressing key initiatives, with so much positive feedback that a larger number of visits is being planned for 2019. Furthermore, several of our churches were also able to make initial use of online coaching—continuing into 2019—to apply effective techniques of evangelism and discipleship. The provision of further targeted coaching support for specific goals and general ministry fruitfulness began to be offered to ministers as needed, with available resources being reinforced throughout 2019.

The offer of finance continued to enhance the connection of people to churches' provision of resources. In addition to regular CareWorks grants, the release of one million dollars to stimulate new initiatives saw an influx of applications from the end of 2018. With many \$10 000 and \$20 000 projects

expected to commence, churches began utilising available support in new ways to achieve long-held desires to impact a greater number of local people.

The support of Kylie Kendall to our churches was invaluable. Her training in Safe Church Awareness, and her roles in assisting the implementation of the Code of Ethics for Ministers, and in consideration of the National Redress Scheme onboarding has been exemplary.

The Communities team was saddened by the departure of Gabriel and Catherine Hingley, who have assumed the interim leadership of the Dandenong church. We wish them well in this excellent appointment, and their services will be missed in offering the Art of Neighbouring course and in catalysing neighbourhood engagement throughout our churches. Although new personnel will assist in 2019, we appreciate the unique contribution to our ministry impact of two much-loved staff.

Along with many new communities who have been considering affiliation with the Churches of Christ, we are also witnessing a number of appointments to previously vacant ministry and interim ministry roles throughout the movement. This represents significant change, but also an infusion of fresh energy and vision. It is our desire to maximise the use of our resources to enhance the growth of existing and new communities and to complement the great work already being done by so many of our churches and agencies.

Operations Team

The Operations team manages the Properties Corporation of the Churches of Christ (PCCC) trusteeship, property services, corporate services, finance and insurance for the Churches of Christ in Victoria and Tasmania. Some highlights from the Operations Team for 2018 include exploring exciting new mission development opportunities with Bayview, Melbourne Praise Centre, Brighton, Steeple, and Ringwood churches. Church property development projects are in progress for Beit Ha Mashiach at South Caulfield and Door of Hope, Launceston, and church building completion and opening in 2018 were celebrated for Mornington. A review of the

Churches of Christ Centre at Fairfield is continuing to explore possible development and sale/relocation opportunities.

We are proud to be achieving affordable, stable insurance pricing to minimise the effect of market fluctuations, and providing a fast and efficient Churches of Christ Insurance (CCI) claims-management experience for churches and departments. We are also managing ongoing development and servicing of Red Book Risk Management with churches.

The Operations team is helping Build Communities of Hope and Compassion through accounting, finance, payroll and HR (Human Resources) services, including assistance with employment matters. We access VECCI (Victorian Employers Chamber of Commerce and Industry) and Moores to seek specialist advice when required. Management of the Fairfield Churches of Christ facilities includes management of two major tenancies. In addition, the Operations team is assisting with 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.

From the Executive Officer

It has been a privilege to have been appointed Executive Officer of CCVT. Following from Paul Cameron's fourteen-year term and David Ratten's five-month interim appointment, I have had big shoes to fill, and acknowledge the wisdom and servanthood demonstrated by both leaders. I have been ably supported by a wonderful staff team who make it such a pleasure to serve this movement.

The CCVT Board have also been encouraging and patient in helping a newcomer like myself navigate the many complexities of this organisation. As we continue to build healthy churches, and more of them, it is exciting to contemplate the reinvigoration of some congregations and the equipping and releasing of leaders to new ones.

It is an important time to serve the cause of Jesus with a developing sense of shared ownership alongside the many wonderful ministers and Affiliates

I have been meeting. As I continue to journey to churches across Victoria and Tasmania, I am encouraged by the diverse expression of ministry by people who have devoted their lives to mission in the hope of winning more and more people to Christ. I am keen to see the Great Commission unfold with even more fervour, focus, and faith in the years ahead than any of us have ever seen before.

Finally, my thanks goes to CCVT Executive Assistant, Claire Egan, who has ably supported the integration into my new role, as has our Communications Officer, Mitchell Salmon. I am grateful for the support that they both offer in interfacing with each of our Affiliates. •

Rob Nyhuis
Executive Officer

Philip Kua
Leadership Team Leader

Michael Vanderree
Communities Team Leader

Joel Plotnek
Operations Team Leader

Staff

CCVT Team

Rob Nyhuis, Executive Officer (commenced May 2018); Claire Egan, Executive Assistant; Mitchell Salmon, Communications Officer; Elise Andrews, Graphic Designer.

Leadership Team

Philip Kua, Team Leader; Anneliese Christensen, Administration and PA; Jay Sawyer, Leadership Development Catalyst; Scott Mageean, Youth Vision Team Leader (concluded December 2018); Abbey Mudie, Generations Ministry Catalyst & Interim Youth Vision Contact; Kat Deith, State Youth Games Team Leader (YV); Kate Ryan, State Youth Games Coordinator (July to October); and Meera Thamothersampillai, Processing Officer.

Communities Team

Michael Vanderree, Team Leader; Anneliese Christensen, Administration and PA; Scott Mageean, Mission Activator (concluded December 2018); Gabriel and Catherine Hingley, Neighbourhood Engagement Catalysts (concluded December 2018); Kylie Kendall, Safe Places Coordinator; and Jo Antoni, CareWorks Partner Manager.

Operations Team

Joel Plotnek, Team Leader; Frank Morabito, Finance Director; Melanie Milson, PA/Operations Manager; Robert Palma, Property & Business Advisory Services; Peggy Harker, Assistant Accountant; Olivia Katiyo, Assistant Accountant; Elia Coluccio, Receptionist/Admin Assistant.

DONATIONS

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 a set formula.

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

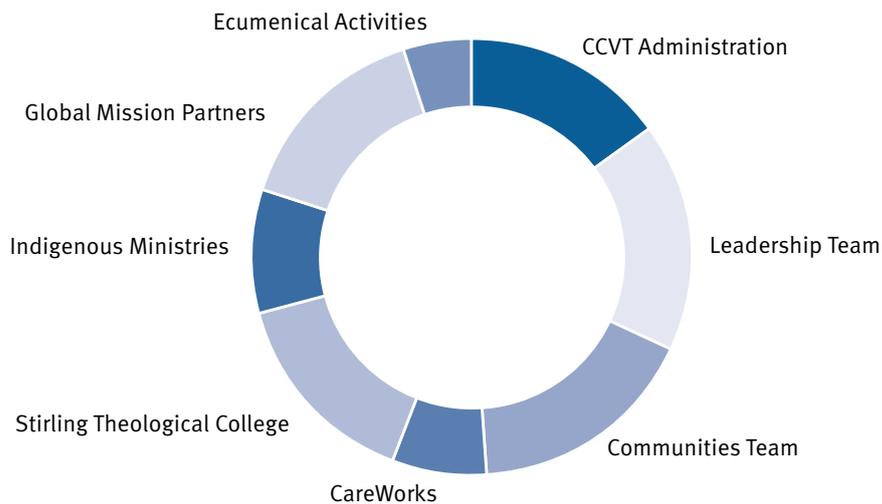
Send a cheque (made out to Churches of Christ Vic/Tas Inc) to: **CCVT, 1st Floor, 582 Heidelberg Rd, Fairfield VIC 3078.**

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.



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.



Opening Ceremony performance at State Youth Games 2018: INSPIRE.
Photo by MPH Photography

BOARDS REPORT

The CCVT Board serves as the peak policy and governance body of CCVT, utilising a skills/mission/connection matrix for best practice in supporting the leadership of the Executive Officer. This has been an especially important role throughout a time of transition which involved a five-month interim placement. The Board seeks to reflect the principle purposes of CCVT in its function, in accordance with the CCVT Inc Constitution.

The Board met monthly in 2018, exercising its responsibilities in overseeing CCVT Inc and also serving as the Community Care Board and Trustees of the Properties Corporation. In 2017 this process was enhanced by several Board committees, including Governance and Risk Management, Finance and Property Assets, Nominations, Review and Remuneration, and an ad hoc committee examining the implementation of the Code of Ethics for ministers. Members of affiliates were invited to contribute through membership on some of these committees, as needed.

The Properties Corporation of Churches of Christ

The Properties Corporation largely has a titles, trusteeship, property, and other corporate services responsibility, as Churches of Christ Financial Services has assumed the deposits, loans, investment, and insurance, and corporate financial services functions. The CCFS Board reports to meetings of the Prop Corp Trustees, and through them to the CCVT Board.

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 book.

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.

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 Thompson (Hobart City). The Executive meets as required, and at least once each year, and the Tasmanian representatives joined the CCVT Board members in December 2018.

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 Joanne Antoni as CareWorks Project Manager.

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 document.

Executive Officer Search Process

Following the conclusion of Paul Cameron as Executive Officer in December 2017, David Ratten was appointed to a five-month interim role and served with distinction, offering experience and wisdom at a time of considerable change. At this time, the Board conducted a search for a new Executive Officer with the assistance of Eagle HR Consulting, identifying key leadership priorities necessary for the new appointment.

The appointment of Dr Robert Nyhuis to the role at May's Summit was well received, with Rob having extensive experience leading a large multi-campus church, a Christian Secondary School, and an online Bible College in conjunction with his role on the national leadership team of another movement. Rob began familiarising himself with CCVT processes and the operations of our affiliated and partner entities and also began to connect widely, visiting many churches and ministers throughout the year. Such visits enabled him to hear the hopes and aspirations of our Affiliates, while also assessing the implementation of the recent Renewal Challenge and the provisions of our Affinity:2 agreement. •

Milton Oliver
Chair

CCVT Board Members and Community Care Directors

Rick Wright (Kardinia), Tim Keating (One), Brandon Howard (Kardinia), David Wells (One), Aaron Mitchell (Wallan Gateway), Milton Oliver (Chair, Roxburgh Park/Wallan Gateway), Bethany Holden (Brighton, concluded in May 2018), Loris McLean (Living Faith, concluded in May 2018), Dr Esther Kirkpatrick (CrossCulture Point Cook), Caroline Young (Church Next Door), David Ratten (interim CCVT EO, concluded in May 2018), and Dr Robert Nyhuis (CCVT EO, beginning in May 2018).

Trustees of the Properties Corporation

Brandon Howard (Kardinia), David Wells (One), Aaron Mitchell (Wallan Gateway), Tim Keating (One) and Rick Wright (Kardinia), Milton Oliver (Chair, Roxburgh Park/Wallan Gateway), David Ratten (Interim CCVT EO, concluded in May 2018), and Dr Robert Nyhuis (CCVT EO, beginning in May 2018).

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. 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.

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. 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.

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.



Gathering with our movement at CCVT Summit 2018: Courage.
Photo by Vanessa Smith

CHURCHES OF CHRIST FINANCIAL SERVICES LTD

CCFS Ltd exists to better facilitate the provision of financial and related services to Churches of Christ churches, state bodies and agencies around Australia. Churches of Christ in Victoria and Tasmania Inc is the sole stakeholder for Churches of Christ Financial Services Ltd (CCFS).

CCFS Ltd offers these services and brands nationally: Churches of Christ Financial Services; Churches of Christ Insurance; Fund and investment management for Prop Corp and CCVT; Faith Insurance.

Churches of Christ Financial Services (CCFS)

An ASIC Australian Financial Services Licence (AFSL) was granted to CCFS in December 2017. We have seen record growth in deposits during the 2018 financial year, increasing 23.65% to \$43.819M, as well as record growth in loans during the 2018 financial year, increasing 28.72% to \$21.240M. Lower cost “easy access” accounts grew by almost \$4.00M during the year, supporting interest margins

and providing a continual source of lower cost funds for church loans. Strong growth in both deposits and loans has continued in the latter half of 2018.

Churches of Christ Insurance (CCI)

CCI is currently in the process of valuing NSW and ACT members’ properties, and will continue the valuation process for Victoria and Tasmania in May/June of next year. This is a valuable risk management service for all our churches and agencies, ensuring the correct levels of values are declared for each of our members.

Russell Hoath retired mid-year and Liz Matheson resigned to look at other activities outside of Insurance. We have recently appointed an assistant to provide admin support for, on average, one day per week.

Financial results for year ended 30 June 2018

The following highlights the CCFS Ltd financial position and performance for the financial year ended 30 June 2018:

- \$110,984 operating Net Loss before distribution to CCVT
- Managed investments returned 8.43% for the year
- Total loans to churches of \$21M
- Deposits from churches and individuals of \$37M

Contribution to CCVT's Mission

CCFS contributes to the mission of CCVT with annual distributions to support CCVT operations and activities of an average of \$137,500 per annum. CCFS also provides management services to CCVT, including corporate restructuring, financial and investment management, plus guidance to the CCVT Boards in the establishment and continued direction of Development Funds, which provides significant income to support the CCVT development funds.

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

Board of Directors

The following Directors were appointed by CCVT to the CCFS Board at the CCFS AGM 17 October 2018: David Warren (Chair), Thera Storie, Charlie Jung, Robert Chapman, Jenny Ling, Libby Klein, Joel Plotnek (Managing Director, Secretary).

Committee Members

Investment Management Committee: Frank Morabito (CFO), Joel Plotnek (MD), Andrew Bruce (Consultant), David Warren (Director).

Assets & Liabilities Committee: Frank Morabito (CFO), Joel Plotnek (MD), Charlie Jung (Director), Stuart Campbell (NRM), Robert Chapman (Director).

Audit, Risk & Compliance Committee: Frank Morabito (CFO), Libby Klein (Director), David Warren (Director), Charlie Jung (Director).

Remuneration Committee: Joel Plotnek (MD), Dr Rob Nyhuis (EO), David Warren (Director), Thera Storie (Director).

Credit Committee: Frank Morabito (CFO), Joel Plotnek (MD), Stuart Campbell (NRM).

Staff

Joel Plotnek, Managing Director; Frank Morabito, Chief Financial Officer; Stuart Campbell, National Relationship Manager; Greg McLean, Insurance Manager; Mara Novembre, Client Liaison Officer; Karen Wilson, Banking Services Officer.



Praying for newly ordained leaders at CCVT Summit 2018: Courage. Photo by Vanessa Smith.

STIRLING THEOLOGICAL COLLEGE

The past year has been significant in the growth and ministry of the college. New courses and awards were implemented, new faculty and staff joined the growing team, and we celebrated the transitions of long serving faculty to slightly less time-consuming roles. We are grateful to God for the students we are privileged to teach, form, and encourage toward maturity in Christ as we are of the churches and organisations we partner with. We now offer awards in ministry, theology, counselling, CPE, and supervision (as well as Catalyst for 18-25 year olds). Our equivalent full-time student numbers (EFT) reached 105, and this placed Stirling as equal largest college in the University of Divinity (UD).

University of Divinity 5 Year Major Review

Throughout 2018 we underwent our five yearly audit by the UD. This is a rigorous and time intensive process that benefits all involved. We were again awarded the maximum term possible for membership as a university college (7 years) and many

positive observations were made about our new initiatives and culture. There was also acknowledgement of the significant contribution made at various levels of the University by Stirling personnel.

University of Divinity

Most preferred by students!

We were pleased to read in all major Australian newspapers that the UD had the highest level of student satisfaction out of all of Australia's universities. The annual Quality Indicators for Learning and Teaching (QILT) surveys students across all Australian universities and rated UD first out of 43! We are proud to contribute to this remarkable culture.

Catalyst

Catalyst enjoyed its second year of operation. As well as a hub based in Perth we launched a second hub, in Melbourne. Growth and multiple sites led to the appointment of Josh Bond as National Director of Catalyst and Amit Khaira continues to lead the

Perth hub and has also become a Lecturer in Youth Studies. One of our Melbourne students recently commented, “Catalyst has been brilliant for me this year. It has changed my life, taught me how to read the Bible, and is focussing me on how I can best contribute to God’s Kingdom on Earth with my passions and strengths.” Testimonies like that make it all worthwhile! We are currently mapping out a third hub in Adelaide.

Master of Counselling

This past year also saw the implementation of a new award, the Master of Counselling. Building on post-graduate studies at Australian Institute of Family Counselling (AIFC), this new University of Divinity award is only offered at Stirling. 27 students enrolled in hubs in Melbourne, Sydney, Brisbane, and Perth. Plans also have begun for a Bachelor of Counselling at Stirling, again in partnership with AIFC.

Staff

We were very pleased this year to welcome to the staff Lauren Miko as Receptionist and Marketing Assistant, Shannon Hood as a Counselling Research Fellow and Liaison Officer, and Caroline Young as Registrar. Each have brought wonderful personalities and strengths to the team and culture. This past year also saw significant transitions of John Williamson from Registrar to Coursework and Special Projects Coordinator and Dr Merryl Blair to Lecturer in Biblical Studies (OT) Adjunct Faculty. Early in 2019 there will be a significant celebration to honour the significant service and legacy both Merryl and John have given our movement through many years at the college.

Abilene Christian University

Plans are underway for the introduction of the Abilene Christian University Doctor of Ministry to be available through Stirling from 2020. This has involved the development of closer connections between the two institutions from our movement.

Stirling Conference

We were excited to launch the first ever Stirling Conference in August. The keynote speaker, Dr Tony Campolo challenged those who participated on the

topic of “Loving God: Loving Neighbour”. There was also a very relevant panel that explored the #metoo movement through a question-and-answer format. Next year the Stirling Conference will be on 26-27 July.

Constitution

This year we updated the Stirling Constitution. The old document was written before the ACNC and had several inconsistencies (that had never been tested!). A new constitution was adopted in consultation with CCVT, with minimal changes for the operation of the Board but with best practice as its guide.

Chair’s Comment

The Board acknowledges the significant effort entailed in the publishing of the book *Kingdom Communities: Shining the Light of Christ through Faith, Hope and Love*, co-authored by Andrew Menzies and Dean Phelan, in 2018. Case studies of change and inspiring stories of neighbourhood engagement are backed by theological and Biblical reflection. Written by two leaders in our movement, it is a book about the movement of God’s Spirit at work in surprising and unexpected ways. The Board thanks Andrew and Dean for their contribution to God’s mission. •

Dr Andrew Menzies
Principal

Lynette Leach
Chair

Board Members

Lynette Leach (Chair), Anna Fernando (Deputy-Chair), Pete Joy (Treasurer), Lindsay Dewberry, Steve Sutton, Rebecca Smith, Daryl Marchant, Robert Nyhuis (ex officio). David Ratten was an ex officio member of the Board from January to May as Interim CCVT Executive Officer.

Dr Andrew Menzies (Principal) ceased ex officio membership upon adoption of the new Constitution in August 2018.

CHURCHES OF CHRIST IN AUSTRALIA

The Council of Churches of Christ in Australia (CCCA) consists of 2 representatives from each of the member states. The Council meets to discuss issues of national significance to Churches of Christ and to provide leadership of our movement at the national level.

CCCA is entering a period of review and looks forward to exploring ways it can better work together to facilitate the work of Churches of Christ throughout Australia.

The National Redress Scheme recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse began formal operations in July 2018. Churches of Christ member states continue to engage with the Scheme to determine best ways forward. We remain committed to the importance of redress as a matter of Gospel integrity and justice.

The National Business Network (NBN) continues to meet and to share about finance, IT, and insurance updates. This provides a rich environment to learn from one another.

Youth Vision Australia (YVA) has been in a year of discernment to focus on core identity and purpose, determining that the key focus for YVA as a network needs to be in the areas of training, equipping and resourcing. As part of this process it was agreed that the National Youth Ministry Convention (NYMC) as we've known it is concluding, with the intent of re-imagining this event to better serve our needs as a national movement of churches in the future.

A review of Ministers & Employees Benefits Scheme (MEBS) was conducted in 2017 and the decision was made to wind down MEBS, which will be concluding

in March 2019. Churches of Christ Financial Services (CCFS) offers support to ministers and churches in the form of a Long Service Leave (LSL) Accumulator Account, a structure for funding and securing minister and employee entitlements that is independent and unexposed to the financial position of the church. I encourage the churches to take up this option.

In December 2017 the Council affirmed our marriage rites as currently registered with the Attorney-General's department, which recognises marriage being between a man and a woman.

CCCA is a reporting body for GMP, Stirling Theological College, YVA, MEBS, the Defence Force Chaplains Committee, Christian Projects and the member states, and along with other national 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. •

Milton Oliver
Chair

Council Members/Representatives

Andrew Ball, NSW/ACT; Gary Edwards and Geoff Charles (Treasurer), Queensland; Scott Combridge and Grant Spangenberg, SA/NT; Rob Nyhuis and Milton Oliver (Chair), Vic/Tas; Tania Watson, WA. Supported by Claire Egan (Secretary). Farewell to previous members Paul Cameron, Paul Scully, Ian Allen, Peter Roberts, and Doug Walladge, and to Federal Coordinator Janet Woodlock.



Members of the State Youth Games Committee, a volunteer team, and CCVT staff inspect the State Youth Games venue before the commencement of the event. Photo by MPH Photography.

GLOBAL MISSION PARTNERS

Global Mission Partners (GMP) occupies a special place in the life of Churches of Christ nationally as an agency of Churches of Christ in Australia. Our role is to be in-between. We link local churches in Australia with churches and communities and their real needs—spiritually, physically, and as communities. These relationships are at the heart of the way we go about our work. Together with the partners in Australia and overseas we are all investing in actions that change people's lives for the better.

It would be very easy for GMP to understand its work as bringing expertise and resources to communities that don't have them. But this has never been so. GMP is as a servant to and of our partners, both in Australia and overseas. No one is the expert, no one has all the power, because we are serving each other for the sake of Christ and Christ's church.

Through face to face contact relationships deepen, honesty and trust grows, and shared decision making becomes the norm. Our partners are more able to be honest and direct.

GMP is facing up to the reality that our history may not have always been positive for others. This has led to mutual expressions of regret and the seeking of forgiveness.

The broader economic and governmental environment is challenging. The lack of an increase in Australia's Foreign Aid budget and the general economic environment all affect our work. The Government's resistance to the Uluru statement had been disappointing for many people, Indigenous and non-Indigenous alike.

There are changes to the Australian Government's regulation of, and attention being given to, churches and their related organisations. There are proposals to regulate Australian bodies in relation to,

- Overseas 'orphanages',
- Child safeguarding,
- The sending of funds to individuals overseas,
- Individuals (men) who travel 'independently' on mission trips,
- Standards for volunteers who travel overseas,
- Standards for staff of agencies like GMP.

In each of these matters GMP staff are engaged with the staff of other agencies to ensure that the regulations that are implemented are realistic and reasonable.

We need to be very clear. Many churches support ‘orphanages’ that often operate outside of formal mission agency structures. Very often these orphanages have few, if any, standards to safeguard children, little transparency in relation to the use of money, poor staff-to-child ratios, and no screening of volunteers.

When we raise these and other issues with local churches the response at times is to reject our input with the comment that “GMP is too controlling!” We are called to the protection of children and our standards need to reflect this. When we do so we also care for our identity as Christ’s church. There is nothing riskier than a trusted, well-meaning individual that is not accountable!

GMP is in the process of opting in to the National Redress Scheme. GMP carries the history of child-care when it was part of the Australian Churches of Christ Indigenous Ministry organisation. If we opt in, what is the impact on the work of GMP? This is not a simple decision, but we know that any future is best built on integrity and not on the suffering of others.

In 2018, we welcomed three overseas partners who shared their stories and reconnected with numerous churches. Vana Bawm (Bandarban Hills Churches of Christ, Bangladesh) engaged with the Chin community in Melbourne, in preparation for the 100th anniversary of the arrival of the Gospel among the Bwam people.

Dr Hery Susanto (Churches of Christ Theological College, Salatiga, Indonesia) brought much wisdom to a team-teaching intensive on Ecclesiastes at Stirling Theological College.

From Fiona Briers (Bright Solutions, Vietnam), we heard about life-changing opportunities for women through this social enterprise.

These three individuals are counted as good friends and colleagues of many within CCVT.

Planned visits from overseas partners in 2019 include Kiron and Glory Gaikwad from Hosanna Ministries, India, and Daniel Tri Handraka, Secretary of the Churches of Christ in Indonesia.

We are grateful for the many churches who continue to sustain and deepen relationships with our partners, and the friendships of many within CCVT underpin many exciting initiatives. Our partners are continually encouraged by the love of those in Australia.

During 2018, GMP also completed some work on our branding and identity. With the appointment of a Marketing Manager we explored how to more effectively communicate with, and involve, GMP supporters and churches. We are becoming more intentional about the ways we understand our opportunities and how we positively communicate them.

In 2019 embody, GMP’s youth and young adults network, will run a discovery trip to the Dareton Youth and Community Centre, in addition to the annual Juraki Indigenous Surf and Culture trip, at which 22 individuals volunteered in 2018.

embody continues to facilitate regular gatherings for young people to meet together and discuss issues of mission, faith, and contemporary society.

Around 40 churches within CCVT continue to engage with our partners and projects in a significant capacity, with financial support received from around 80 churches. Safe Water September continues to be embraced by youth and young adults, with around 422 individuals and 35 teams taking part in the challenge in 2018.

You can find out more more, and access the full GMP Annual Report for 2018 when it is available, on our website, www.gmp.org.au. •

John Gilmore
Executive Officer

Samuel Curkpatrick
Partnership Coordinator (Vic/Tas)



Enjoying fellowship together at CCVT Summit 2018: Courage. Photo by Vanessa Smith.

MINISTERS' AND EMPLOYEE'S BENEFITS SCHEME

The Ministers' and Employees' Benefits Scheme (MEBS) is a service of Churches of Christ in Australia. MEBS exists as a savings scheme for Long Service Leave purposes.

As communicated previously, the Council of Churches of Christ in Australia (CCCA) commissioned a review of MEBS, which concluded in December 2017. A letter regarding the review was sent out to all members in February 2018. It says, in part, "Based on advice received and CCCA's prayerful consideration of same, the unanimous decision has been taken to gradually wind-down MEBS over the next 18 months, with a final conclusion date of 30 June 2019...."

The closure process began in February 2018, and is reflected in the statistics below. The decision taken means that 2018/2019 will be the final year of operation for MEBS. Going forward, each State Office will take responsibility for recommending how Long Service Leave should be administered in its own State. •

Editor's Note: CCFS offers a Long Service Leave Accumulator Account to all Victorian and Tasmanian churches and agencies.

Key Statistics

Year	Membership as at 30 June	Distribution Rate	Net Assets	Memorial Fund
12/13	710	5.14%	6,609,938	157,777
13/14	725	3.548%	6,857,326	151,649
14/15	745	3.85%	7,021,717	153,487
15/16	735	0.019%	6,926,191	148,516
16/17	717	2.484%	6,826,572	146,205
17/18	498	0%	4,187,103	87,140

Jason Gor
Administrator

STATISTICS FOR AFFILIATES

as at 30 September 2018

	Tas/Vic	Affiliated	Members	Regular Attendees	Total Membership - 18+	Total Membership - ALL AGES	Total Baptisms	Average Weekly Attendees	Average Weekly Attendees - Visitors
Abundant Grace Church of Christ	Vic	2014	35	50	40	43	0	40	5
Ararat Church of Christ	Vic	1919	20	16	36	52	6	90	3
Ascot Vale Church of Christ	Vic	1891	19	0	19	24		59	
Avonsleigh Church of Christ	Vic	1869	10		10			8	
Ballarat Central Church of Christ	Vic	1869	25	41	66	66	1	33	1
Balwyn Church of Christ	Vic	1922	44	6	50	56		40	2
Bayswater Church of Christ	Vic	1871	24	13	37	37	0	31	1
Bayview Church	Vic	2009	215	0	215	262	3	160	5
Beit Ha Mashiach (House of the Messiah)	Vic	1999	40	150	190	220		169	
Bellarine Peninsula Church of Christ	Vic	1977	59	20	79	81	0	55	2
Bendigo Church of Christ	Vic	1866	84	27	111	174	1	201	15
Berwick Church of Christ	Vic	1869	215	429	644	951	32	510	10
Boort Church of Christ	Vic	1913	9	2	11	11	0	14	5
Boronia Church of Christ	Vic	1921	127	60	187	227	2	130	2
Bright Church of Christ	Vic	1986	79	21	100	139	0	100	10
Brighton Church of Christ	Vic	1859	16	8	24	29	1	33	2
Brim Church of Christ	Vic	1894	4	0	4	4	0	8	0
Brimbank Church of Christ	Vic	1961	38	12	50	53		45	
Carnegie Church of Christ	Vic	1958	20	9	29	38	4	40	2
Castlemaine Church of Christ	Vic	1870	90	90	180	205	2	90	4
Caveside Church of Christ	Tas	1912	8	6	14	1		494	
Chelsea Community Church of Christ	Vic	1924	23	28	51	53	1	53	2
Chinese Church of Christ	Vic	2011	26		20	20	2	26	
Churchill (Co-operating Churches of Churchill, Boolarra, Yinnar)	Vic	1966	3	104	107	111	1	56	0
CITiGATE Church	Vic	2016	0	40	40	40	0	40	2
CitiPort COC	Vic	1940	4	20	24	24	2	60	0
Clayton Church of Christ Fellowship	Vic	2006	341	206	547	628	25	634	6
CrossCulture Church of Christ	Vic	1865	404	315	719	799	8	655	10
CrossCulture Church of Christ Point Cook	Vic	2014	84	83	167	212	3	212	3
Dandenong Church of Christ	Vic	1892	63	3	66	67	0	109	
Dareton (NSW) Wentworth Joint Parish	Vic	1929	0	12	12	12	0	12	0
Devonport Church of Christ	Tas	1924	113	85	198	278	10	213	8

	Tas/Vic	Affiliated	Members	Regular Attendees	Total Membership - 18+	Total Membership - ALL AGES	Total Baptisms	Average Weekly Attendees	Average Weekly Attendees - Visitors
Discovery Church	Vic	1947	406	492	898	1133	13	793	15
Doncaster Church of Christ	Vic	1863	169	39	208	218	3	242	27
Door of Hope Christian Church	Tas	1884	197	455	652	851	11	527	15
Dover Community Church	Tas	1873	0	12	12	12	0	12	
Echuca Church of Christ	Vic	1891	19	11	30	30	0	47	2
Emmanuel Christian Church - Burmese	Vic	2012	180	5	185	275	0	300	
Encounter Church	Vic	1992	80	120	200	248	2	300	3
End-Time Church of Christ	Vic	2004	14	2	16	22	0	37	2
Essendon Church of Christ (Arcadia)	Vic	1915	33	11	44	46	0	109	5
Fitzroy North Community Church	Vic	1873	52	65	127	130		65	
Footscray Church of Christ	Vic	1878	60	0	60	90	1	40	3
Frankston Church of Christ	Vic	1932	84	16	110	124	2	79	4
Friends of Dismas Church	Vic	2013						18	
Gateway Church - Warrnambool	Vic	1874	0	37	178	187	0	200	16
Geelong - Latrobe Terrace Church of Christ	Vic	1857	37	10	47	47	0	34	0
Geeveston Community Church	Tas	1896	18	17	31	32	0	18	2
Gisborne Church of Christ	Vic	1976	65	42	103	165	0	94	4
Grace Church of Christ	Vic	1982	312	35	347	390	0	290	4
Haddon Church of Christ	Vic	1994	24	4	28	28		22	
Hartwell Church of Christ	Vic	1921	28	0	28	29		20	
Hobart City Church of Christ	Tas	1872	74	29	103	135	2	109	3
Horsham Church of Christ	Vic	1886	30	173	68	241	4	237	8
Howrah Church of Christ	Tas	1988	33	30	33	33	1	38	1
Huonville Community Church	Tas	1885	41	22	63	69		40	
Joyful Korean Church of Christ	Vic	2009			90			90	
Kaniva & Serviceton Churches of Christ	Vic	1889	18	3	21	30	0	45	2
Kardinia Church	Vic	1925	746	319	1065	1866		572	
Key to Life Church of Christ	Tas	2000	46	3	49	50	1	63	14
LifeGate Church of Christ	Vic	2012	322		190	205	50	346	3
Liquid Church	Vic	2010	89	50	149	179		145	
Living Faith Church	Vic	1965			53	53		52	
Maidstone Church of Christ	Vic	1949	9	2	11	12	0	9	1
Maryborough Church of Christ	Vic	1862	37	15	52	54	4	63	3

	Tas/Vic	Affiliated	Members	Regular Attendees	Total Membership - 18+	Total Membership - ALL AGES	Total Baptisms	Average Weekly Attendees	Average Weekly Attendees - Visitors
Melbourne Chinese Church of Christ	Vic	1993	45	10	60	55	3	78	5
Melbourne Hosanna Church	Vic	2005	212	96	308	387	190	387	10
Melbourne Praise Centre	Vic	1914	180	180	180	255	13	255	20
Mildura Church of Christ	Vic	1894	135	104	239	241	5	226	8
Monash City Church of Christ	Vic	1954	90	10	100	114	1	99	3
Montrose Church of Christ	Vic	1877	43	7	50	50	0	37	1
Mornington Church of Christ	Vic	1989	83	30	113	220	1	113	10
Mt Clear Church of Christ	Vic	1863	69	50	119	119	7	137	5
Mulgrave Church of Christ	Vic	1991	-	33	54	54	0	37	2
New Life - Korean Church of Christ	Vic	2012			20			60	
New Life Church of Christ - Wodonga	Vic	1978	22	-	22	22	0	38	1
Norlane Church of Christ	Vic	1957	28	50	78	80		60	
Northern Community Church of Christ	Vic	2000	48	36	84	84	0	84	4
Nubeena Church of Christ	Tas	1879	20	10	30	32	2	28	2
Numurkah Church of Christ	Vic	1988	30	10	-	-	0	40	0
Oakleigh Church of Christ	Vic	1916	30	14	44	45	0	46	2
One Community Church	Vic	1906	642	642	642	1031	5	629	22
onezone Church of Christ	Vic	1859	212	386	598	11	11	411	40
Open Door Community Church	Vic	2002	31	3	34	36	2	26	
Ormond Community Church of Christ	Vic	1925	19	6	25	27	1	66	8
Parkdale Church of Christ	Vic	1921	38	12	50	55		45	
Pascoe Vale Church of Christ	Vic	1956	17	20	37	47	2	41	2
Praise Centre (previously Indonesian Praise Centre)	Vic	1992	170	50	220	310		260	
Pyramid Hill Church of Christ	Vic	1925	10	9	10	11	0	10	0
Red Church	Vic	1867	20	300	20	20	20	370	10
Red Cliffs Church of Christ	Vic	1923	37	9	48	51	0	39	5
Richmond Vietnamese Church of Christ	Vic	1991	51	3	54	70		60	
Ringwood Church of Christ	Vic	1919	284	102	386	491	3	190	0
River Valley Church	Vic	2002	110	48	158	135	3	349	3
Roxburgh Park Community Church	Vic	1996	77	32	109	169	19	106	7
Shekinah Melbourne	Vic	2009	85	10	95	105	2	105	10
Shepparton Church of Christ	Vic	1881	69	10	79	83	1	66	9
Southern Community Church of Christ	Vic	1857	102	80	102	102	3	80	3
Springvale Church of Christ	Vic	1941	34	13	47	47	0	31	0
Springvale South Church of Christ	Vic	1954	35	7	42	48	0	47	5
Springvale Vietnamese	Vic	2002	34	14	50	63	36	51	2
St Arnaud Church of Christ	Vic	1904	23		23	27		16	
Stawell Church of Christ	Vic	1906	17	15	32	6	0	64	4

	Tas/Vic	Affiliated	Members	Regular Attendees	Total Membership - 18+	Total Membership - ALL AGES	Total Baptisms	Average Weekly Attendees	Average Weekly Attendees - Visitors
Steeple Church of Christ	Vic	1958	32	6	38	38	4	40	
The Avenue Church of Christ	Vic	1890	25	47	72	78	0	-	-
The Church Next Door	Vic	2017							
The Grain Shed Church of Christ	Vic	1920	120	160	280	320	1	192	12
The Lighthouse Church on Well St	Vic	1940	18	12	30	30	1	39	1
The United Oromo Christian Church in Australia	Vic	2015							
Thornbury Church of Christ	Vic	1921	31	5	36	36	0	147	86
Ulverstone Church of Christ	Tas	1908	26		26	26	1	24	0
Upper Yarra Church of Christ	Vic	1994	18	40	58	65	0	65	6
Vision Church of Christ	Vic	1916	11	13	13	13	0	14	2
Wallan Gateway Church	Vic	2012	64	23	87	121	16	102	12
Warragul Church of Christ	Vic	1886	109	54	163	220	0	143	20
Wedderburn Church of Christ	Vic	1854	3	2	16	24	0	34	2
Wellspring of Living Water Church	Vic	1926	15		15	15		15	
Werribee Church of Christ	Vic	1978	22	20	37	37	0	62	9
Williamstown Church of Christ	Vic	1888	35	40	75	89		49	
York Street Church of Christ	Vic	1925	238	207	445	733	12	369	5
TOTALS			9,384	6,915	15,051	18,449	563	15,558	595
Victorian Subtotals includes 109 churches			8,808	6,246	13,840	16,930	535	13,992	550
Tasmanian Subtotals includes 11 churches			576	669	1,211	1,519	28	1,566	45

Data formatted with an underline indicates most recent known data

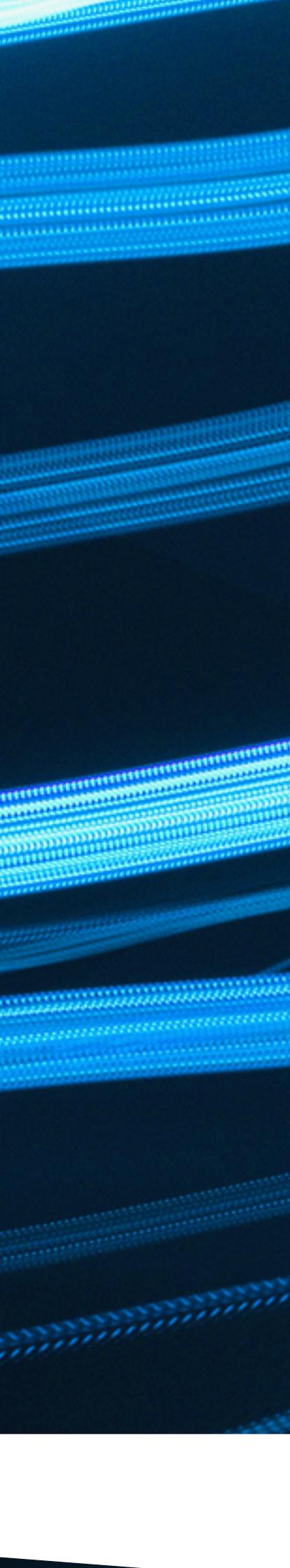
Agencies

Careforce Lifekeys. FRESH Theatre for Social Change. Ignite. Foothills Community Care. Third Place Communities. St Kilda Gatehouse. Veta Youth. Urban Neighbours of Hope (UNOH).



FINANCE REPORT

CHURCHES OF CHRIST VIC/TAS ANNUAL REPORT



Each year on these pages we present financial reports for Churches of Christ in Victoria and Tasmania Inc (CCVT) and associated entities. We distribute all of this information to express the interdependence of affiliated churches and the system that serves them as together we seek to further God's kingdom in our communities.

A Change in Financial Reporting for CCVT Inc

CCVT Inc and its controlled entities (with the exception of Churches of Christ Financial Services) have aligned their financial reporting years to end on 31 December. In conjunction with this process, the CCVT Board has been progressively reviewing accounting policies and financial reporting practices and aligning them with the requirements of the Australian Accounting Standards for each of these entities.

As a result of this process a number of significant changes have been reflected in the 2018 financial statements.

Development Funds Overview

Since the 1990s, CCVT have initiated a number of development funds where monies from property sales were set apart, held in trust by Prop Corp, in order to ensure two broad goals:

- To steward these monies considering our responsibilities to the broad Churches of Christ community of affiliates, honouring both its past and future; and
- To facilitate mission outcomes.

Some of the general principles that have governed the management of these funds include:

- Recapitalising income when not otherwise allocated;
- Protecting capital, including adding further monies when available; and
- Allocations made on the basis of formal recommendations that are considered and approved by the CCVT Inc Board (previously CCVT Council).

In most cases, the capital has been preserved and the outgoings of these development funds (to support various mission initiatives) have been funded by the income generated on the capital of the fund.

What's Changed?

Recognition of Development Funds

CCVT has not previously recognised a beneficial interest in the development funds held in trust by Prop Corp. The CCVT Inc Board has determined that these funds represent an asset of CCVT Inc on the basis that CCVT is the representative body of the affiliated churches and agencies of the Churches of Christ in Victoria and Tasmania (which collectively appoint the CCVT Inc Board), and therefore has control over how these funds are to be applied.

The Board has determined that recognising these development funds as assets of CCVT Inc builds on the continuous improvement in financial reporting and the recognition criteria under the Australian Accounting Standards. It is intended to allow for increased transparency and disclosure of the full scope of financial activities under the control of CCVT Inc, in a manner in which is clear and understandable from the perspective of the members.

Recognition of New Accounting Standard Requirements for Financial Instruments

The Australian Accounting Standard that relates to the recognition of financial assets and liabilities, AASB 9 Financial Instruments, became effective for CCVT entities with financial years ended on 31 December 2018. The measurement and recognition requirements of this new standard have been adopted.

The key change to the financial reports in 2018 is that all capital gains/losses (both realised and unrealised) are recognised in profit or loss during the year (previously unrealised gains were taken to an equity reserve through other comprehensive income). However, this does not impact on the net equity reported by each entity.

Financial reports for CCVT entities and partners are available on the following pages of this Annual Report.

Name of fund	Source of capital funds	Purpose of the fund
Church Development Fund	Sale of closed churches	Support church planting/development through direct grants to affiliates and financial support to CCVT office
CCVT Operating Fund (formerly Conference Development Fund)	Sale of closed churches	Provide financial support to CCVT office reducing the local church funding obligation
Capital Development Fund	Sale of closed churches (all sales in recent years have been allocated to this fund)	To promote affiliate property development, including assistance with land acquisition and building construction costs through loan interest support, and to underwrite affiliate property development consulting costs
Indigenous Ministry Taskforce Fund	Sale of Ashburton church	To support ministry and mission opportunities focused on indigenous people and communities
Waterman Acacia Trust	Sale of Camp Waterman and Camp Acacia	To support camping and other youth ministry activities of CCVT

NB: CareWorks grants are allocated from Community Care monies which are governed by the legal entity Churches of Christ Community Care, whereas the above refers to CCVT Inc.

2019 Budget for CCVT Inc

The 2019 budget is a response to the ongoing development of mission, community engagement and leadership development. We continue to invest in our mission-critical Safe Places Program, and support Affiliates working towards opting-in to the National Redress Scheme. CCVT is also investigating options to release the equity held in its Fairfield property for mission in future years. We appreciate the support of Churches of Christ Financial Services (CCFS) in providing a financial and missional return on CCVT's investment with them. Funding from the ongoing Community Care entity continues to enable CCVT to invest in our Communities team and CareWorks grants, as well as provide administration support for them. In particular, high-impact community grants are now allowing successful applications to enable churches to connect locally and strategically to people in need.

This is a responsible budget with a focus on growth and mission while working within the financial resources available to CCVT. The budget process and mission objectives will continue to influence our stewardship of the resources we have been entrusted with. We know that God has given us all the resources we need to be obedient to the call he has placed on us. This budget is one of the ways we prepare to apply our available resources to some significant available opportunities to achieve our mission.

The Board also appreciates those churches and individuals who generously support CCVT through gifts, donations, and bequests. These supplement

income largely derived from ministry contributions which are difficult to restrict to 2.5% given the increase compliance burden faced by organisations. Nevertheless, the Board is reluctant to increase any financial burden upon churches and is endeavouring to provide greater support to Affiliates wherever possible. Much extra voluntary assistance is often made available in the form of leadership and administrative support for churches and the CCVT office is happy to hear from Affiliates who would like to discuss their needs further.

Budgeted expenditure for CCVT in 2019 is

\$2,464,487. The Budget has a high employment component, almost entirely focused on resourcing and supporting mission within the local communities, whilst providing regulatory and compliance services across CCVT activities. It is anticipated that more ministry-focused resources and events will be provided in the coming years, and CCVT would love to hear from churches in regard to any needs that may exist in this respect.

A significant percentage consists of budget allocations that are outwardly-focused. This includes support for larger activities such as State Youth Games, as well as targeted support for leadership development, including the provision of supportive engagements for existing leaders and the provision of internship support or church planting funds. The second half of 2019 is expected to facilitate greater investment into leadership development initiatives, particularly those addressing the development of younger people.

Donations Received in 2018

CCVT Administration	\$681.00	15%
Leadership Team	\$771.80	17%
Communities Team	\$771.80	17%
Community Care/CareWorks	\$317.80	7%
Indigenous Ministries	\$408.60	9%
Stirling Theological College	\$681.00	15%
Global Mission Partners	\$681.00	15%
Ecumenical Activities	\$227.00	5%
	\$4,540.00	100%

Expenditure includes: costs related to CCVT operations; all the Summit events inclusive of the AGM; regional and CCVT-wide conversations; the movement’s website; the annual report and directory; resource provisions; ministry endorsement and accreditation; and marriage licence management. Also included are fees for the Council of Churches of Christ in Australia (CCCA).

Projected income for CCVT in 2019 is \$2,496,805.

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, CCFS, 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. Any surplus funds are typically designed to meet local or global contingencies.

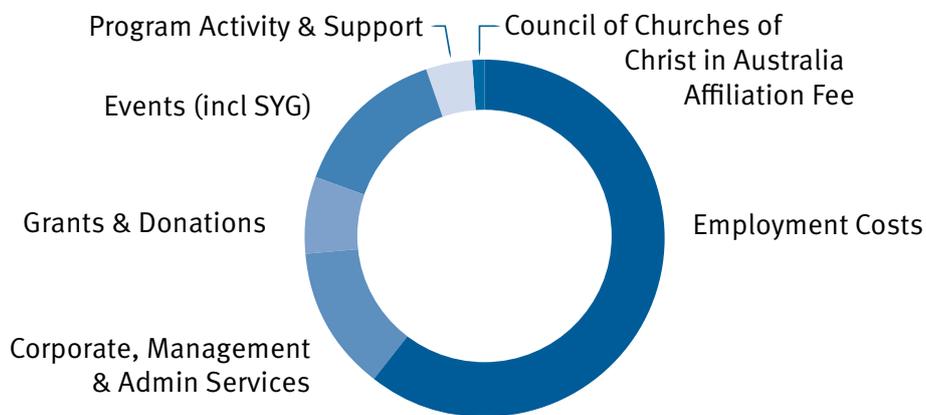
Please Pray

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 will grow God’s Kingdom. 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 reach others with the Good News and integrate them into growing churches that reproduce.

2019 Budgeted Expenditure





Growing ideas and connections in the CCVT Greenhouse tent at Surrender 2018. CCVT is a proud hosting partner of Surrender Conference. Photo by Anneliese Christensen.

Churches of Christ in Victoria and Tasmania Inc

ABN 26 403 323 495

For the Year Ended 31 December 2018

Statement of Profit and Loss		2018
Operating activities		\$
Revenue	2,221,956	
Employee benefits expense	(1,277,368)	
Event expenses	(280,144)	
Grants and assistance	(173,602)	
Occupancy expenses	(97,927)	
Motor vehicle expenses	(88,019)	
CCFS management fees	(65,897)	
Consultants and professional fees	(77,639)	
Travel expenses	(44,226)	
Telephone and IT expenses	(36,955)	
Depreciation expense	(12,732)	
Other expenses	(189,409)	
Surplus/(deficit) from operating activities	(121,962)	
Capital activities		
Revenue	1,943,006	
Capital gains/(losses) on FVTPL financial assets	(889,181)	
Capital development fund expenses	(779,392)	
Surplus/(deficit) from capital activities	274,433	
Surplus/(deficit) for the year	152,471	
Total comprehensive income for the year	152,471	

Statement of Financial Position		2018
ASSETS		\$
CURRENT ASSETS		
Cash and cash equivalents	1,484,490	
Trade and other receivables	81,019	
Other assets	22,031	
TOTAL CURRENT ASSETS	1,587,540	
NON-CURRENT ASSETS		
Financial assets	18,179,595	
Property, plant and equipment	19,957	
TOTAL NON-CURRENT ASSETS	18,199,552	
TOTAL ASSETS	19,787,092	
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	63,716	
Short-term provisions	89,606	
Other financial liabilities	33,301	
TOTAL CURRENT LIABILITIES	186,623	
NON-CURRENT LIABILITIES		
Long-term provisions	8,136	
TOTAL NON-CURRENT LIABILITIES	8,136	
TOTAL LIABILITIES	194,759	
NET ASSETS	19,592,333	
EQUITY		
Reserves	18,285,923	
Retained earnings	1,306,410	
TOTAL EQUITY	19,592,333	

Churches of Christ Community Care

ABN 60 004 222 020

For the Year Ended 31 December 2018

Statement of Profit and Loss		2018
Operating activities		\$
Revenue	936,666	
Careworks partnership grants	(371,723)	
CCVT management fees	(207,084)	
Other charitable grants	(130,930)	
Employee benefits expense	(33,148)	
Consultants and professional fees	(25,022)	
Other expenses	(9,452)	
Surplus/(deficit) from operating activities	159,307	
Capital activities		
Capital gains/(losses) on FVTPL financial assets	(720,276)	
Surplus/(deficit) from capital activities	(720,276)	
Surplus/(deficit) for the period	(560,969)	
Total comprehensive income for the period	(560,969)	

Statement of Financial Position		2018
ASSETS		\$
CURRENT ASSETS		
Cash and cash equivalents	254,349	
Financial assets	94,756	
Other assets	187	
TOTAL CURRENT ASSETS	349,292	
NON-CURRENT ASSETS		
Financial assets	7,507,481	
TOTAL NON-CURRENT ASSETS	7,507,481	
TOTAL ASSETS	7,856,773	
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	25,561	
Short-term provisions	1,710	
TOTAL CURRENT LIABILITIES	27,271	
TOTAL LIABILITIES	27,271	
NET ASSETS	7,829,502	
EQUITY		
Reserves	116,862	
Retained earnings	7,712,640	
TOTAL EQUITY	7,829,502	

The Properties Corporation of the Churches of Christ

(Trustee Operations)

ABN 40 411 353 768

For the Year Ended 31 December 2018

Statement of Profit and Loss 2018

Operating activities	\$
Revenue	836,648
Consultants and professional fees	(448,292)
Distributions to CCVT	(223,976)
CCFS management fees	(82,236)
Employee benefits expense	(64,762)
Property expenses	(4,565)
Other expenses	(108,307)
Surplus/(deficit) from operating activities	(95,490)
Trustee activities	
Income from managed funds:	
Managed fund distribution income	2,072,234
Managed fund distributions payable to fund holders	(2,084,778)
	(12,544)
Capital returns from managed funds:	
Capital gains/(losses) on FVTPL financial assets	(2,724,326)
Managed fund capital movements applied to fund balances	2,704,194
	(20,132)
Surplus/(deficit) from trustee activities	(32,676)
Surplus/(deficit) for the year	(128,166)
Total comprehensive income for the year	(128,166)

Statement of Financial Position 2018

ASSETS	\$
CURRENT ASSETS	
Cash and cash equivalents	5,568,246.00
Trade and other receivables	1,154,631.00
Other assets	12,471.00
TOTAL CURRENT ASSETS	6,735,348.00
NON-CURRENT ASSETS	
Financial assets	32,856,384.00
TOTAL NON-CURRENT ASSETS	32,856,384.00
TOTAL ASSETS	39,591,732.00
LIABILITIES	
CURRENT LIABILITIES	
Trade and other payables	125,852.00
Borrowings	-
Provisions	1,126.00
Other financial liabilities	5,302,765.00
TOTAL CURRENT LIABILITIES	5,429,743.00
NON-CURRENT LIABILITIES	
Other financial liabilities	30,792,429.00
TOTAL NON-CURRENT LIABILITIES	30,792,429.00
TOTAL LIABILITIES	36,222,172.00
NET ASSETS	3,369,560.00
EQUITY	
Reserves	500,000.00
Retained earnings	2,869,560.00
TOTAL EQUITY	3,369,560.00

Properties Corporation Management Account

ABN 40 411 353 768

(a division of the Properties Corporation of the Churches of Christ)

For the Year Ended 31 December 2018

Statement of Profit and Loss		2018
Operating activities		\$
Revenue	971,263	
Property expenses	(337,049)	
Depreciation and amortisation expense	(190,626)	
CCVT and PCCC management fees	(163,606)	
Telephone and IT expenses	(143,346)	
Consultants and professional fees	(10,302)	
Other expenses	(33,992)	
Surplus/(deficit) from operating activities	92,342	
Capital activities		
Capital gains/(losses) on FVTPL financial assets	(10,754)	
Surplus/(deficit) from capital activities	(10,754)	
	81,588	
Surplus/(deficit) before distributions and grants		
Distributions to CCVT	(409,874)	
Surplus/(deficit) for the period	(328,286)	
Total comprehensive income for the period	(328,286)	

Statement of Financial Position		2018
ASSETS		\$
CURRENT ASSETS		
Cash and cash equivalents	228,347	
Trade and other receivables	8,210	
Other assets	7,181	
TOTAL CURRENT ASSETS	243,738	
NON-CURRENT ASSETS		
Other financial assets	1,648,053	
Property, plant and equipment	5,316,851	
TOTAL NON-CURRENT ASSETS	6,964,904	
TOTAL ASSETS	7,208,642	
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	117,460	
Other financial liabilities	212,583	
TOTAL CURRENT LIABILITIES	330,043	
TOTAL LIABILITIES	330,043	
NET ASSETS	6,878,599	
EQUITY		
Issued capital	5,000,000	
Reserves	1,050,000	
Retained earnings	828,599	
TOTAL EQUITY	6,878,599	

The Churches of Christ Foundation

ABN 23 432 230 703

For the Year Ended 31 December 2018

Statement of Profit and Loss		2018
		\$
Revenue		21,407
Capital gains/(losses) on financial assets	(10,407)	
Grants provided	(10,000)	
Other expenses	(1,206)	
Surplus/(deficit) for the period	(206)	
Total comprehensive income for the period	(206)	

Statement of Financial Position		2018
ASSETS		\$
CURRENT ASSETS		
Cash and cash equivalents	61,157	
Trade and other receivables	-	
TOTAL CURRENT ASSETS	61,157	
NON-CURRENT ASSETS		
Financial assets	627,088	
TOTAL NON-CURRENT ASSETS	627,088	
TOTAL ASSETS	688,245	
NET ASSETS	688,245	
EQUITY		
Issued capital	40,000	
Retained earnings	648,245	
TOTAL EQUITY	688,245	

Churches Of Christ Financial Services Ltd

ABN 86 165 535 866

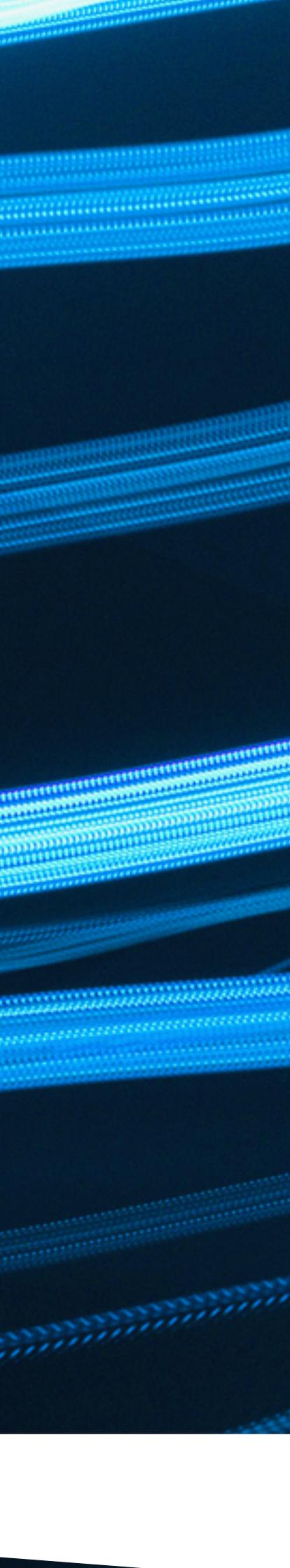
Statement of Profit and Loss		2018
		\$
Revenue	6,583,376	
Distribution to Investors	(1,872,151)	
Insurance premium expense	(2,035,440)	
Employee benefits expense	(1,075,827)	
Interest expense	(778,208)	
Office and administration expense	(412,192)	
Rental expense	(78,039)	
Grants & Sponsorship		
Motor vehicle expense	(38,951)	
Legal and statutory expense	(106,637)	
Consultants expense	(14,683)	
Software and licensing fees	(116,546)	
Depreciation and amortisation expense	(119,458)	
Bank fees and charges	(29,884)	
Marketing and promotion	(33,376)	
Return on CCVT equity	(137,500)	
Deficit for the period	(265,516)	
Other comprehensive income:		
Other comprehensive income	-	
Total comprehensive income for the period	(265,516)	

Statement of Financial Position		2018
ASSETS		\$
CURRENT ASSETS		
Cash and cash equivalents	2,411,702	
Trade and other receivables	1,897,779	
Other financial assets	44,986,936	
Other assets	2,585,674	
TOTAL CURRENT ASSETS	51,882,091	
NON-CURRENT ASSETS		
Trade and other receivables	20,628,543	
Property, plant and equipment	409,780	
Other assets		
TOTAL NON-CURRENT ASSETS	21,038,323	
TOTAL ASSETS	72,920,414	
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	1,476,888	
Borrowings	36,720,332	
Short-term provisions	30,000	
Other liabilities	2,279,038	
Employee benefits	153,900	
TOTAL CURRENT LIABILITIES	40,660,158	
NON-CURRENT LIABILITIES		
Borrowings	247,241	
Other liabilities	29,111,562	
Employee benefits	18,288	
TOTAL NON-CURRENT LIABILITIES	29,377,091	
TOTAL LIABILITIES	70,037,249	
NET ASSETS	2,883,165	
EQUITY		
Issued capital	3,000,000	
Reserves	155,619	
Retained earnings	(6,938)	
TOTAL EQUITY	2,883,165	



FIRST PEOPLES SOLIDARITY STATEMENT

CHURCHES OF CHRIST VIC/TAS ANNUAL REPORT



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.

CCVT 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.



Young people participating in sport together at State Youth Games 2018: INSPIRE.
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