

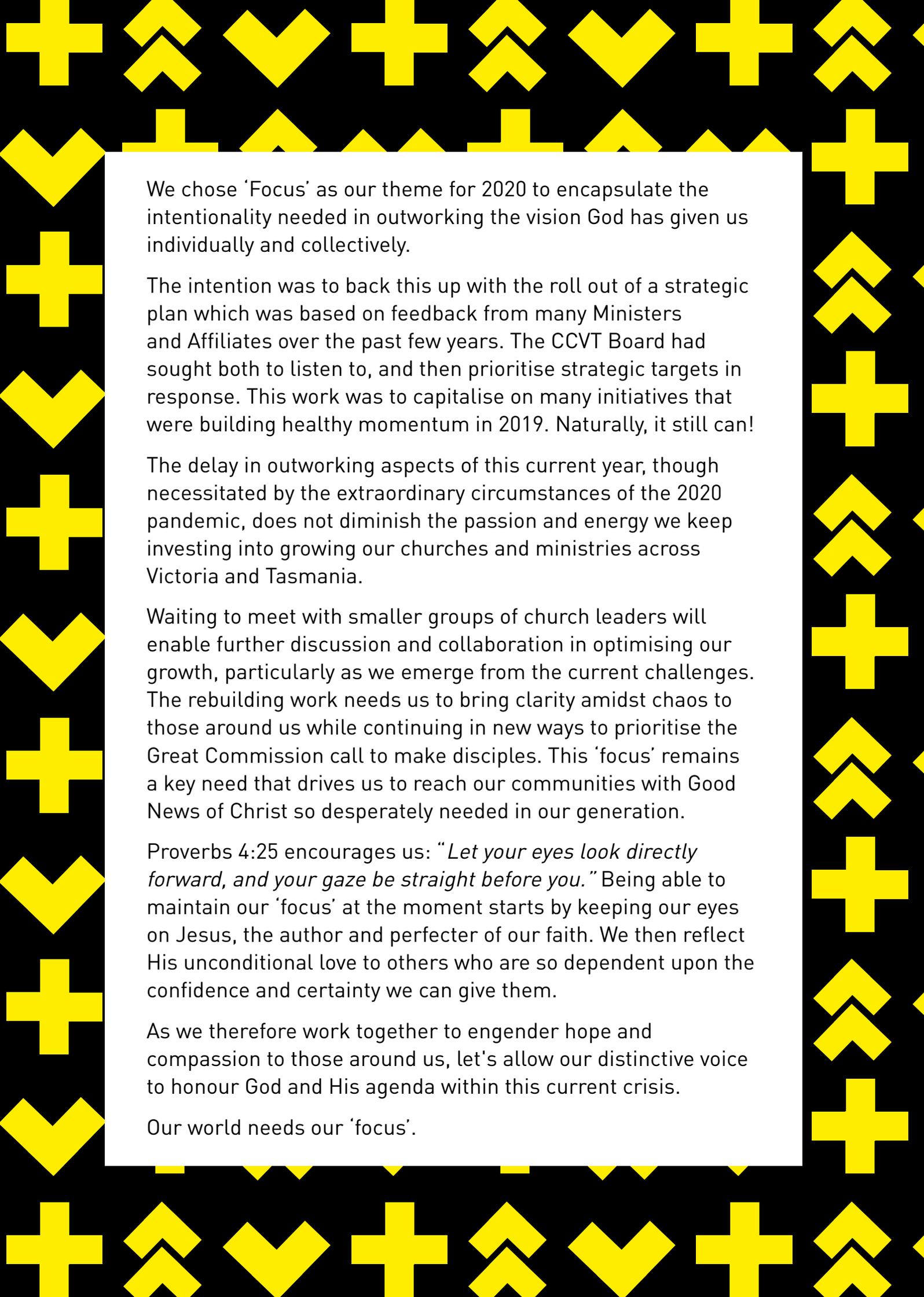


**Stories and Statistics from 2019**  
**CHURCHES OF CHRIST VIC/TAS**



**ANNUAL REPORT 2020**

**focus+**  
CCVT 2020



We chose 'Focus' as our theme for 2020 to encapsulate the intentionality needed in outworking the vision God has given us individually and collectively.

The intention was to back this up with the roll out of a strategic plan which was based on feedback from many Ministers and Affiliates over the past few years. The CCVT Board had sought both to listen to, and then prioritise strategic targets in response. This work was to capitalise on many initiatives that were building healthy momentum in 2019. Naturally, it still can!

The delay in outworking aspects of this current year, though necessitated by the extraordinary circumstances of the 2020 pandemic, does not diminish the passion and energy we keep investing into growing our churches and ministries across Victoria and Tasmania.

Waiting to meet with smaller groups of church leaders will enable further discussion and collaboration in optimising our growth, particularly as we emerge from the current challenges. The rebuilding work needs us to bring clarity amidst chaos to those around us while continuing in new ways to prioritise the Great Commission call to make disciples. This 'focus' remains a key need that drives us to reach our communities with Good News of Christ so desperately needed in our generation.

Proverbs 4:25 encourages us: "*Let your eyes look directly forward, and your gaze be straight before you.*" Being able to maintain our 'focus' at the moment starts by keeping our eyes on Jesus, the author and perfecter of our faith. We then reflect His unconditional love to others who are so dependent upon the confidence and certainty we can give them.

As we therefore work together to engender hope and compassion to those around us, let's allow our distinctive voice to honour God and His agenda within this current crisis.

Our world needs our 'focus'.



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Worshipping together at Accelerate Summit 2019.  
Photo by Anneliese Christensen.



# EXECUTIVE REPORT

## **ACCELERATE Summit**

In May we held our ACCELERATE Summit at Kardinia Church's North Geelong campus. The team at Kardinia did a stellar job of hosting more than 250 registered participants and other guests. A range of training electives were offered by several of our ministers, and keynote addresses were presented by Paul De Jong and John Finkelde. Paul's sessions on Leadership and Culture offered practical and insightful keys for leadership growth and were well complemented by John's input on the Development of Leaders. John's widespread application to organisations of differing sizes was so well received that he was invited to return as a 2020 Summit guest.

At the 2019 AGM, the CCVT Inc Board reported on a number of key focus areas including the application of 54 churches to join the participating group entering the National Redress Scheme. Eight new churches were affiliated and one was disaffiliated following its 2018 closure. A motion to ask the

Churches of Christ Council in Australia to rescind the movement's marriage rites was discussed and defeated. Liz Hunter and David Oon were endorsed as new CCVT board members as David Wells and Aaron Mitchell concluded their terms despite both being willing to continue to serve the movement in different ways.

## **Strategic Directions**

The CCVT Board and Executive worked throughout 2019 on the development of a strategic directions document for a 2020 launch. This reflected the input of many stakeholders throughout the movement in different forms and also followed from the Executive Officer's many visits to churches in 2018 and 2019. The release of funds and CCVT staff to provide community grants, consultancy support, leadership development, and church planting guidance reflected initial responses to that feedback, whilst these also became key elements of an emerging documented blueprint for growth over the next five years.

Given the critical need for the development of new leaders, CCVT also invested into the provision of resources and an internship program, working closely with Stirling Theological College and the Australian College of Ministries to ensure optimum alignment going forward. A library of video content and printed materials will be released in coming years to complement increased provision of finances and personal investment into younger leaders serving our Affiliates at the ministry coalface. It is important that the Church continues to grow as a partnership of followers of Jesus committed to impacting their world for Him, irrespective of their chosen vocation. Nevertheless, a pipeline of leaders will continue to ensure the equipping of effective disciples as we collectively build stronger communities of hope and compassion.

## 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.

Throughout the year, CCVT continued to run 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.

As a part of the accreditation process, the Leadership Team implemented the associated interview process and many affirming conversations were had around the sense of call, ministry practices, formation, and workplace and employment environment. While some accredited ministers were already fully Endorsed, others now begin on a process of formation and practice in pursuit of full vocational recognition as ministers.

During 2019, a project team of ministers worked on the development of an updated Accreditation and Endorsement policy. This was to provide further definition to the pathway required for people to pursue Endorsement and to offer a framework for church interns pursuing vocational Christian leadership. In addition, clarification was needed in regard to the specific accreditation needs of chaplains, many of whom continue to offer vital service to the Body of Christ beyond the local church.

Philip Kua continues to serve the leadership team very well, with the roll-out of accreditation requirements being a major focus. With all ministers expected to be accredited by October 31 2019, discussions are being held with several leaders still working toward compliance so as to ensure the safe practices of our churches.

Finally, 2019 was the third year of supervision training with Dr Rick Lewis. The accreditation process requires all ministers to be in supervision, so connecting ministers with appropriate supervisors has become a key focus for CCVT. There are still many more ministers than qualified supervisors, although many ministers who have found their own supervisors. CCVT continues to help connect others with appropriate supervisors to ensure the best possible ministry practice.

## Communities Team

One of the underlying questions facing the Communities Team in 2019, has been to work at building a response to the question: “how do we support and resource healthy, sustainable, responsive and growing churches and agencies?” This of course, is the long-term perspective of the work of the Communities team, together with the other CCVT functional areas. Some areas to note are those of community engagement and mission; church health and growth; ministry placement; safe places; core sustainability and risk management. Each of these facets represent phone calls, emails, face to face meetings, hours on the road, extended conversations, research and detailed information, all of which are a reflection of the commitment and dedication of our team.





Opening Ceremony Performance at State Youth Games 2019.  
Photo by MPH Photography.

### **Community Engagement and Mission**

Nearly a million dollars has been released through CareWorks funding in our High Impact Grants program, where local Affiliates have been able to nominate community engagement projects with a clear missional focus. Each of the projects are supported through Jo and David, where milestone markers are reached with the expectation for the harvest of mission fruit. It is clear that one of the roadblocks to ministry is access to funding and accountable relationships. This is the heart of the High Impact Grants. A further avenue of support for churches is through helping churches and agencies identify grant funding sources and by providing grant writing training. For this purpose, a formal partnership with an organization called “Strategic Grants” has been established. Also, a partnership with an online giving platform “Generous” provides affiliates with fundraising support. More information is being provided on the opportunities each year. Underlying the above is the ongoing resourcing of our CareWorks partnerships which enables Affiliates to offer tax deductible giving through our benevolent status.

### **Church health and growth**

Healthy churches are growing churches, is something all churches want to believe. Supportive engagements with local churches, tied to purposeful coaching around agreed pathways or directions, has been a focus of 2019. The goal of the Supporting Growing Churches Initiative is to have around 30 churches participate in consults in the near future. At the time of writing this report we are about to launch our 4th cohort – representing 16 participant churches. We are also pleased to be able to offer Grow a Healthy Church (lite) consultancies to our churches, having been trained by John Finkelde from Grow a Healthy Church. Some of our churches have engaged John for the full scale Grow a Healthy Church consult. A cohort of 6 churches engaged in the Building a Discipleship Culture facilitated by Tim Piesse (Crossway Baptist Church). It is hoped that this program will continue in future years. The collective impact of these programs will enable the building of healthy church culture, effective mission and the welcome of many who have yet to know the love of God and the gift of new life in Christ.

### **Ministry Placement**

The journey of ministry comings and goings is a natural and normal story of all churches over time. These chapters of transition are supported through the work of Interim and Intentional Interim Ministry, as well as brokering the exploration of potential ministry candidates through the development of Church profiles and Ministry position descriptions.

### **Safe Places**

As part of our commitment to building a culture of safety across all of our Affiliates and for all of those participating in the life of our churches and agencies, we continue to pursue the development of safe practices, culture and policies.

Early in 2020, CCVT was formally declared as a participating group in the National Redress Scheme, as an outworking of the recommendations of the Royal Commission. This is a significant acknowledgement of our commitment to the support of those who experienced child sexual abuse while under our care. As part of this report we acknowledge that, with deep sadness, there are instances of redress to historic claims of abuse. This is a reminder to the current generation of leaders and volunteers that we must ensure all people who connect to the life and ministry of our Affiliates are safe, and that the behavior of those in leadership and volunteer roles not only complies with our codes of conduct but is exercised with transparency and accountability.

To assist Affiliates in this aim, we are now providing Safe Church Refresher Workshops for those who have previously attended a Safe Church Awareness Workshop, and are promoting further training in a variety of ministry areas to help build skills, increase competence, and support those people who work tirelessly to provide safe places of worship and opportunities for people to grow in their faith.

### **Sustainability**

An aspect of our work throughout 2019, has been addressing the challenge of sustainability and compliance among a number of our churches. In response to Affinity 2, the Communities Team is engaging with those churches that are reaching the critical points, where a diminished membership and worshipping community impacts long-term viability.



# EMERGENCY RELIEF FUND

The Emergency Relief Fund exists to enable an immediate response to emergency situations throughout Churches of Christ in Victoria and Tasmania, 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](mailto:communities@churchesofchrist.org.au).

These are difficult and robust conversations. From a Communities Team perspective, we are aware that leaders and members at a local church level are deeply invested in the history and ministry of their local church. The challenge of addressing this reality and exploring options can be confronting and stretching. As these conversations and engagements continue to unfold into the coming year, we are committed to the ongoing call to the stewardship of our story, people, mission and resources.

Finally, as a team, we acknowledge again that the currency of our engagement and support of Churches and Agencies is that of high trust and effective relationships. It is from this basis that we are able to serve and support, engage and challenge, resource and equip. As a team we look forward to continuing to do so into 2020 and beyond.

## Operations Team

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

## C4M

CCVT set up a dedicated company for childcare in 2019 called Churches of Christ Community Childcare for Mission or C4M for short. C4M is fully owned by

The Properties Corporation of the Churches of Christ (PCCC) and managed by CCVT Operations staff. The mission for C4M is to set up and operate childcare centres for CCVT churches to provide local church opportunities for Christian outreach and community mission which will also generate funding for mission to the local participating church and CCVT. Two childcare centres are in the pipeline for opening in 2021 at Bayview Community Church in Rosebud and Door of Hope in Launceston. This is an exciting new initiative for CCVT and is expected to generate many opportunities and initiatives for church mission and growth both now and for future generations.

## Highlights

Here are some highlights from the Operations Team for this year.

- We are exploring and working alongside different churches in exciting new mission centred development opportunities with Bayview, Steeple, Chadstone, Door of Hope and Ringwood churches.
- We are also working with GMP in helping them manage their property portfolio through sale and acquisition.
- Melbourne Praise Centre continues to renovate and create its new mission centred space for its congregation in the middle of the CBD.
- Church building projects are in progress for Beit



Ha Mashiach at South Caulfield and Door of Hope, Launceston.

- Church building completion and opening in 2018 were celebrated for Mornington. This year will see them develop the space above the current Op-shop for expansion.
- We continue to prayerfully review the Churches of Christ Centre at Fairfield, to explore possible development and sale opportunities.
- Achieving affordable, stable insurance pricing to minimise the effect of market fluctuations.
- Fast and efficient Churches of Christ Insurance (CCI) claims management experience for churches and departments.

### **Contribution to CCVT's mission**

Here are some ways the Operations Team is helping CCVT build better communities of hope and compassion.

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

### **From the Executive Officer**

It has been a privilege to continue leading this movement and to visit so many church communities who continue to serve their regions and people admirably. In literally visiting a new church every week, I am well on the way toward my goal of seeing a weekly service at every Affiliate before the end of

2021. More importantly, I would love to continue assisting with the growth and development of each one through practical assistance and leadership support where possible.

Diligent investment into CCVT's many volunteers and leaders in our churches is critical to this movement's success in honouring the Great Commission. Churches function as God's people advancing mission in their wider community, rather than being mere organisations to be attended. Therefore, collectively, we comprise the advancing army of Christ's grace and forgiveness that seeks to overwhelm our states with the love of God.

As several churches have mourned the loss of key members in recent years, they have faced the reminder that replenishment of leaders is a critical need for ongoing growth. Providing younger generations with opportunities to lead, and the appropriate authority to do so, will be vital for ensuring the generational health of the mission we provide to our communities.

Let's continue to pray and believe for more of the people we connect with this year to commit to faith, pursue baptism, and continue in Christian discipleship. We are agents of hope who offer significant answers to the very great needs of the world around us.

Finally, my thanks goes to CCVT Executive Assistant, Claire Egan, who has ably supported the executive functions of our movement, and our new Communications Officer, Zanyta Woodward. 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; Zanyta Woodward, Communications Officer (and Mitchell Salmon – concluded October 2019); Sam Young, Videographer

### Leadership Team

Philip Kua, Team Leader; Anneliese Christensen, Administration and PA; Jay Sawyer, Leadership Development Catalyst; Abbey Mudie, Generations Ministry Catalyst & Interim Youth Vision Contact (concluded October 2019); Juzzy Trevan, State Youth Games Team Leader (and Kat Deith – concluded July 2019); and Meera Livingston, Processing Officer.

### Communities Team

Michael Vanderree, Team Leader; Anneliese Christensen, Administration and PA; David Ratten, Mission Consultant; 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 (concluded October 2019).

# 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](mailto:operations@churchesofchrist.org.au).



# 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](mailto: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](mailto: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](https://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](mailto:operations@churchesofchrist.org.au).

## Cheque

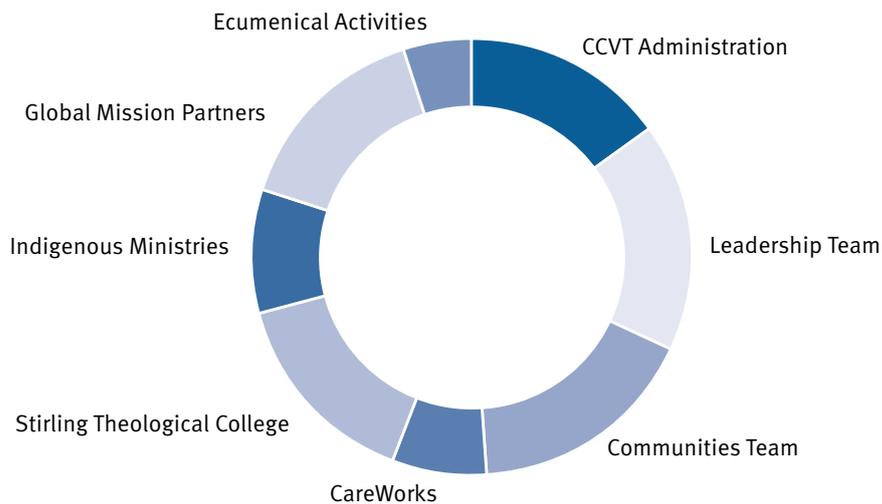
Send a cheque (made out to Churches of Christ Vic/Tas Inc) to: **CCVT, PO Box 5302, South Melbourne VIC 3205.**

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](mailto: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](mailto:leadership@churchesofchrist.org.au).



**IN MY FATHER'S HOUSE  
THERE'S A PLACE FOR ME**

Saturday night rally at State Youth Games 2019.  
Photo by MPH Photography.



# BOARDS REPORT

The CCVT Board serves as the peak policy and governance body of CCVT. It includes members elected for three years at the movement's Annual General Meeting who offer a range of skills and attributes that allow best-practice governance in support of the leadership of the Executive Officer.

The Board aims to reflect the values and principle purposes of CCVT, in accordance with its Constitution. The Board met approximately bi-monthly in 2019, exercising its responsibilities in overseeing CCVT Inc and also serving as the Community Care Board and Trustees of the Properties Corporation. This process was enhanced by the operation of the following Board committees: Governance and Risk Management; Finance, Property and Assets; Nominations; Review and Remuneration; and a recently-formed committee to oversee 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, and the board continues to welcome inquiries regarding possible involvement

from suitably-qualified Churches of Christ people.

## Strategic Planning

On his appointment in May 2018, the Board commissioned its Executive Officer to provide leadership to the movement regarding key strategic priorities concerning growth and revitalisation. Ongoing discussions with the board, inclusive of a 2019 review of changes implemented in 2016, led to the drafting of a strategic plan being launched in 2020. I would like to thank each board member for their valuable contribution to its goals and initiatives, as we have reflected upon what many of our churches and agencies have been saying.

This plan is based on feedback from many initiatives that have been undertaken to date, including Community Care grants, leadership development, accreditation implementation, and the provision of leadership support for affiliates in the interests of facilitating ongoing growth. In listening to our Affiliates, it is clear that change will continue to be an inevitable, sometimes challenging, but necessary aspect to a healthy future. We have much to be thankful for in our past but will need to continue ensuring that we remain relevant to each new generation. Though our message never changes, our methods do and must. We are keen to continue working together with our valued CCVT staff, ministers, and other affiliate leaders, to ensure the best outcomes for the years ahead as we further the Gospel together.

## The Properties Corporation of Churches of Christ

The Properties Corporation of Churches of Christ The Properties Corporation, through its board and executive trustees, oversees matters related to titles, trusteeship, property, and corporate services. Churches of Christ Financial Services, though, has assumed responsibility for deposits, loans, investment, 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 Directors of Churches of Christ Community Care. Separate minutes are retained in accordance with the Act and the Corporations

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 most recently engaged with the CCVT Board regarding Tasmanian property matters in December 2019.

### **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, via 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 minutes are prepared and 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.

### **With thanks...**

On behalf of the board, I would like to extend my thanks to the many volunteers who assist the movement and our churches, as we follow the Great Commission of Jesus. We have many wonderful people whose dedication continues to be integral to all that we seek to do together. You are all very much appreciated.

In particular, our thanks goes to Dr. Andrew Menzies for ten years of faithful, entrepreneurial leadership at Stirling Theological College in an important time in the life of our movement. Andrew's warm friendship, his rich sense of vision and his ministry impact has been felt personally by many of us. Despite his recent resignation, we are confident that his legacy will continue in growth of the College in the years ahead.

Milton Oliver  
*Chair*



## CCVT Board Members and Community Care Directors

Rick Wright (Kardinia), Tim Keating (Cross Culture City), Brandon Howard (Kardinia), David Wells (One – until May 2019), Aaron Mitchell (Wallan Gateway – until May 2019), Caroline Young (Stirling & The Church Next Door – from May 2019), Dr. Esther Kirkpatrick (Cross Culture Point Cook – from May 2019), Milton Oliver (Chair, Roxburgh Park/Wallan Gateway), and Dr Robert Nyhuis (CCVT EO).

## Trustees of the Properties Corporation

Brandon Howard (Kardinia), David Wells (One – until May 2019), Aaron Mitchell (Wallan Gateway – until May 2019), Tim Keating (Cross Culture City) and Rick Wright (Kardinia), Milton Oliver (Chair, Roxburgh Park/Wallan Gateway), Caroline Young (Stirling & The Church Next Door – from May 2019), Dr Esther Kirkpatrick (Cross Culture Point Cook – from May 2019) and Dr Robert Nyhuis (CCVT EO).

# CCVT BOARDS CONFLICT OF INTEREST REGISTER

In our commitment to good governance we continue to seek ways we can be more transparent and accountable to Affiliates.

Board Member	Description of Interest
<b>Rob Nyhuis</b>	<b>Employment:</b> by CCVT as EO and the CCVT Inc Board is directly responsible for his employment and remuneration
<b>Milton Oliver</b>	<b>Church memberships and Employment:</b> Roxburgh Park Community Church and Wallan Gateway Church <b>Church relationships with CCVT:</b> Wallan Gateway Church – GAP loan recipient; CareWorks Partner and Roxburgh Park Community Church – CareWorks Partner <b>Endorsed/Accredited Minister:</b> Remunerated according to CCVT minister employment guidelines
<b>Esther Kirkpatrick</b>	<b>Church membership:</b> CrossCulture Church of Christ Point Cook <b>Church relationships with CCVT:</b> CareWorks Partner, GAP loan recipient , Accelerate Interns Program <b>Employment:</b> Unpaid associate pastor of CrossCulture Church of Christ Point Cook
<b>Tim Keating</b>	<b>Church membership:</b> A member at One Community Church and attends CrossCulture <b>Employment:</b> Westpac – Head of Real Estate
<b>David Oon</b>	<b>Church membership:</b> Grace Church of Christ (Wantirna) <b>Employment:</b> By ASIC which regulates some CCVT entities and their activities though in an unrelated area
<b>Rick Wright</b>	<b>Church membership:</b> Kardinia Church, Geelong, Warrnambool and Ballarat <b>Church relationships with CCVT:</b> Loans with CCFS, Deed of agreement with CCVT and Stonington, Deed of agreement with CCVT and Latrobe Terrace <b>Employment:</b> Kardinia Church <b>Accredited Minister:</b> Remunerated according to CCVT minister employment guidelines
<b>Caroline Young</b>	<b>Church membership:</b> Church Next Door <b>Employment:</b> Stirling Theological College – Registrar
<b>Brandon Howard</b>	<b>Church membership:</b> Kardinia Church
<b>Liz Hunter</b>	<b>Church membership:</b> Williamstown Church of Christ





Saturday morning gathering at State Youth Games 2019.  
Photo by MPH Photography.

# 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 Financial Services Ltd (CCFS) is fully owned by The Properties Corporation of The Churches of Christ as sole member.

## Church Mission Enterprise - CME

A new company has been set up under PCCC (Prop Corp), Church Mission Enterprises (CME), in 2019 to assist CCFS with managing regulatory compliance issues in financial and insurance services. Financial services for loans, term and transactional accounts will continue to operate under CCFS. Churches of Christ Insurance (CCI) and other services such as investments have been transferred to CME. CME will be governed by the same directors that sit on the CCFS Board and managed by the same staff team. There will be no change to the delivery of these services to churches and other constituents. PCCC is the sole member for CCFS and CME.

CCFS and Church Mission Enterprise offer these services and brands nationally:

- Churches of Christ Financial Services - CCFS
- Churches of Christ Insurance - CME
- Fund and Investment Management for Prop Corp and CCVT – CME
- Faith Insurance – CME

## Churches of Christ Financial Services Ltd (CCFS)

### WA Merger

CCFS has been in merger discussions with the Churches of Christ in WA (COCWA) Building Extension Mutual Fund (BEMF) for the last 5 years.

Final agreement on the terms of the merger were reached and signed off by CCFS, CCWA and BEMF in December 2019. CCFS commenced operations in WA in February 2020. CCFS now directly manages and operates financial services for Churches of Christ across five states and territories in WA, SA, ACT, Victoria and Tasmania. As CCFS continues to expand nationally, Churches of Christ churches will have greater access to finance for mission and growth by:

- increasing liquidity and capital in the CCFS balance sheet;
- more efficient management of financial risk and compliance and;
- increased range of financial services such as loans, investments and transactional accounts.

This will enhance CCFS risk management and grow financial resources to better support church financing for mission and ministry across Australia.

- CCFS conducted its first ever Customer Insights Survey during 2019. Overall customer service was rated 9 out of a possible 10 with many valuable insights gained in relation to church banking habits and preferences. These will provide the foundation for key initiatives in the year ahead.
- CCFS (now via CME from July 2019) continued the trend of strong growth in investments funds during the 2019 financial year, increasing 17.03% to \$51.282M. This increase follows a 23.65% increase in the previous year.
- Church lending continued to grow during the 2019 financial year, increasing 4.76% to \$22.251M
- Both investments and loans have continued to grow in the latter half of 2019 and the loan pipeline at 31/12/19 was \$26.139M, a record for CCFS.

## Churches of Christ Insurance (CCI)

This past Summer has been a challenging time for not only regional Victoria but for Australia in general. The unprecedented fires we experienced across Australia killed 29 people and an estimated one billion animals, scorching 17.1 million hectares.

Thankfully there was minimal impact to Churches of Christ property but communities that were devastated will have a long recovery road back to some form of normality. The importance of not only having insurance but also making sure it is adequate, should a catastrophe occur, is part of CCI's ongoing valuation program. Make sure you keep an eye out on our Facebook page for regular Risk Management updates and news. If you have any queries, please feel free to contact Meera Livingston or Greg McLean at CCI in the CCVT Office.

## Financial results for year ended 30 June 2019

The following highlights the CCFS Ltd financial position and performance for the financial year ended 30 June 2019:

- \$181,700 operating Net Surplus before distribution to CCVT
- Managed investments returned 8.93% for the year
- Total loans to churches of \$22.3M
- Deposits from churches and individuals of \$45M

## Contribution to CCVT's Mission

- Annual distributions to support CCVT operations and activities was \$44,100.
- Management services to CCVT, including corporate restructuring, financial and investment management
- 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.

## CCFS Board of Directors

The resignation of the following Directors was acknowledged by CCVT and the CCFS Board at the CCFS AGM 16 October 2019:

- Charlie Jung – resigned as of April 2019
- Jenny Ling – resigned as of December 2018.

## Current CCFS & CME Board Directors

David Warren (Chair)  
Joel Plotnek (MD/Secretary)  
Rob Nyhuis (CCVT EO)  
Elizabeth Klein  
Thera Storie  
Robert Chapman

## Committee Members

**Investment Management Committee** – Frank Morabito (CFO), Joel Plotnek (MD), Andrew Bruce (Consultant), David Warren (Director) - CME

**Assets & Liabilities Committee** – Frank Morabito (CFO), Joel Plotnek (MD), Stuart Campbell (NRM), Robert Chapman (Director) - CCFS

**Audit, Risk & Compliance Committee** – Frank Morabito (CFO), Elizabeth Klein (Director), David Warren (Director), Joel Plotnek (MD), Steve Slade (Consultant) – CCFS/CME

**Remuneration Committee** – Joel Plotnek (MD), Robert Nyhuis (EO), David Warren (Director), Thera Storie (Director) - CCFS

**Credit Committee** – Frank Morabito (CFO), Joel Plotnek (MD), Stuart Campbell (NRM) - CCFS

## Staff

Joel Plotnek, Managing Director; Frank Morabito, Chief Financial Officer; Stuart Campbell, National Relationship Manager; Greg McLean, Insurance Manager; Meera Livingston, Insurance Admin/CCFS Customer Service Advisor; Mara Novembre, Client Liaison Officer; Karen Wilson, Banking Services Officer.



Praying for newly ordained leaders at CCVT Accelerate Summit 2019.  
Photo by Anneliese Christensen.



Enjoying fellowship together at CCVT Accelerate Summit 2019.  
Photo by Anneliese Christensen.



# STIRLING THEOLOGICAL COLLEGE

The past year has been significant in the growth, ministry and strategy of the college. We are grateful to God for the students we are privileged to teach, form and encourage toward the building of communities of hope and compassion as we are of the churches and organisations we partner with. We now offer awards in ministry, theology, counselling, CPE and supervision. Our equivalent full-time student numbers (EFT) reached 95 and was comprised of 255 individuals.

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 as the college that rates the highest for student satisfaction within UD.

This past year also saw the implementation of two new awards, the Advanced Diploma and the Bachelor of Counselling. These awards are integrated with the Australian Institute of Family Counselling (AIFC) and are only offered at Stirling. Following from the successful launch of the Master of Counselling in 2018 we have now developed a professional counselling pathway that goes successively through Diploma, Advanced Diploma, Bachelor, Graduate Diploma, Masters and PhD.

Our Graduate Certificate and Graduate Diploma in Supervision have also been very popular and we anticipate greater enrolments as this area of professional pastoral supervision grows in light of the Royal Commission. Rev Joan Wright-Howie has been employed as our Supervision Coordinator.

A tough call through the year has been made with the Catalyst program. We did not have sufficient enrolments to justify the expenses of the program. It

was an excellent program and has developed about 40 high-quality young leaders but was too expensive to maintain on the numbers it attracted.

The Abilene Christian University, Doctor of Ministry is now available through Stirling. Enrolments are now open and 8 applications are already confirmed. As we anticipate a cut-off of about 8 Australian enrolments per yearly intake this is going to be an 'in demand' course for many ministry professionals. This has involved the development of closer connections between the two institutions from our Movement.

2019 saw the second Stirling Leadership Conference run. It seems to be becoming an important opportunity for ministers and leaders to be equipped. The evaluations spoke of appreciation of the biblical grounding of the presentations. The content was geared towards practical application in preaching, pastoral care, governance and ministry for local churches. This year's keynote speakers were Dr Karina Kremenski (Morling College/ The Happiness Lab) and Dr Carson Reed (Abilene Christian University).

We head into 2020, planning on a new strategy phase for the next steps in the ministry of the college. The search for a new Principal will be a significant process for the Board in first semester. In a very disruptive theological education sector, which is constantly seeing colleges merge or retreat, the board is very mindful of the strategic opportunities and challenges as we serve our Movement and form leaders to lead communities of hope and compassion.

In presenting this report, the Board places on record its appreciation of Andrew's leadership of Stirling over the past decade. He has transitioned the College to a place where it is responsive to the current needs of theological education, together with a deep awareness of the challenges facing the Church and churches today. His missional spirit seeks to respond to a world which often ignores, and even denigrates, the gospel and the kingdom. He is a creative visionary and we have seen that in the number of initiatives that have been generated

under his leadership. At heart, his vocational call is to invest in the development of leaders and ministry. The Board is grateful to Andrew and expresses its desire for blessing on him and his family as he prepares to leave Stirling.

Lynette Leach  
*Board Chair*

## **Board Members**

Lynette Leach (Chair), Anna Fernando, Sarah vandenBroek (Treasurer), Lindsay Dewberry, Steve Sutton (Deputy-Chair), Rebecca Smith, Assoc. Professor Daryl Marchant, Robert Nyhuis (ex officio).





People gathered at State Youth Games 2019.  
Photo by MPH Photography.



# CHURCHES OF CHRIST IN AUSTRALIA

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

## Highlights

- The review and reset of CCCA continues, as we prayerfully drill deeper into the process, we move closer to the clarity we need. This undertaking is very important and needs to continue to raise the crucial issues. A key aspect of this process is a review of the CCCA Constitution, expected to be resolved at the 2020 CCCA AGM.
- As part of CCCA's commitment to facilitating relationships throughout Churches of Christ in Australia, our national partners have been invited to participate in the biannual CCCA meetings, while at the same time ensuring the Council is able to reflect as a group responsible for overseeing these agencies appropriately. This increased involvement has been helpful in building strong collaboration and good will, as the voices of our agencies are important at CCCA meetings.

- The Ministers & Employees Benefits Scheme (MEBS, a portable long service leave scheme) concluded in June 2019 and all remaining matters related to MEBS have been directed to the relevant state office.
- The CCCA conducts its business through its two main gatherings throughout the year, including the AGM, as well as by email and phone when necessary.
- CCCA is a reporting body for GMP, Stirling College, ACOM, YVA, MEBS, the Defence Force Chaplains Committee, Christian Projects and the member state entities, along with other national committees. It aims to facilitate communication and networking between states, agencies and other groups for their mutual benefit.

Milton Oliver  
*Chair, Council of Churches of Christ in Australia*

## CCCA Member Bodies

Churches of Christ in NSW/ACT  
Churches of Christ in Qld  
Churches of Christ in SA/NT  
Churches of Christ in Vic/Tas  
Churches of Christ in WA

Scott Combridge, SA/NT  
Grant Spangenberg, SA/NT  
Rob Nyhuis, Vic/Tas  
Milton Oliver, Vic/Tas  
Tania Watson, WA.  
Supported by Claire Egan (Secretary), Vic/Tas.

## CCCA Board Members

Andrew Ball, NSW/ACT  
Gary Edwards, Qld  
Geoffrey Charles, Qld

## CCCA Office Bearers

Chair - Milton Oliver  
Treasurer - Geoff Charles  
Secretary - Claire Egan

The Ministers and Employees' Benefits Scheme (MEBS) was formally concluded on 30 June 2019. All member account funds were transferred to relevant individuals or entities, and any remaining MEBS funds were transferred to CCCA as MEBS has legally been part of the CCCA entity, and operated as a service of CCCA.

CCCA has expressed its thanks to the staff who assisted with the MEBS closure process over the 18 months period.

## The final MEBS closure position summary:

	Number of Member Accounts	\$ Value
Member Accounts as at 25-01-18	623	5,779,419.78
Closed Accounts (representing 96%)	599	5,740,626.55
Remaining Members as at 6-06-19 (transferred to State Offices)	24	38,793.23
Final MEBS funds balance transferred to CCCA		140,001.30

## The Vic/Tas MEBS Member Accounts transferred to the State Office on 6 June 2019:

Vic/Tas	Number of Member Accounts	\$ Value
Unattached	5	3,351.50
Attached	7	8,333.22
<b>Total</b>	<b>12</b>	<b>11,684.74</b>



# GLOBAL MISSION PARTNERS

Global Mission Partners (GMP) creates and sustains life-changing partnerships between Churches of Christ in Australia with our wider, global church family. Our commitment to churches, leaders and communities in numerous locations means operating within complex and fluid political environments—locally, nationally and internationally. As we all understand factors beyond our control impact on our work, our partners and supporters. We cannot undertake this work without you, our partners in Australia, and churches within CCVT are vital to sustaining these relationships into the future.

When you share in this work with GMP, you know:

- Our partners undertake initiatives that they plan, implement and lead. We work through local communities and leaders.
- Projects are implemented in such a way that activities and funds are accounted for and carefully monitored.
- Our partners are part of our Churches of Christ family and do not have other partnerships with supporting agencies.

- We work transparently and with high levels of accountability to our partners, to Churches of Christ and to regulatory entities.

In addition to partnering with Indigenous ministry settings, GMP partners with communities in Zimbabwe, South Sudan, India, Bangladesh, Thailand, Indonesia, Vietnam, Papua New Guinea, Vanuatu and Fiji. We are in the process of finalising a partnership with the International Christian College of Manila, in the Philippines.

In 2019, BJ and Chipu Mpofo (Associated Churches of Christ Zimbabwe) connected with ten churches in Victoria, inspiring us with stories of evangelism and safe water projects in Zimbabwe. The connection between Churches of Christ in Indonesia with numerous churches, CCVT and Stirling was strengthened by visits from Daniel Trihandarkha, the young, enthusiastic chairperson of their national movement, and Dr. Hery Susanto from Salatiga. We considered how we might support new church planting and healthy ministry initiatives among the Indonesia churches.

Our youth and young adults network 'embody' hosted mission conversations on topics ranging from relief and development, to getting to know our local neighborhood. Safe Water September launched at State Youth Games with record sign-ups and over \$160,000 raised. Around 25 church teams from Victoria and Tasmania that took part in 2019.

Exposure trips were undertaken to the Juraki Indigenous surf and culture event and the Dareton Youth and Community Centre, to learn about the Indigenous church and culture. The centre is connecting with around 20 young Indigenous people every day after school and is offering a positive, culturally safe space to hang out and connect with other services. Its impact is growing.

Our partners are strong and creative. The work of the Bandarban Hills Churches of Christ in Bangladesh is rich and varied. 16 churches (around 1,800 people) are involved in a range of ministries including a women's ministry (led by women), education, agriculture, health (via a dispensary) and a literature ministry. There is a generous enthusiasm among these churches to see people come to faith in Christ.

Through the Emmanuel Children's Program in South Sudan, goats were supplied to more grades of students this year. Only four to go! The feedback was very encouraging with carers grasping the idea that the additional income from the goats is to support the schooling of their child, not household expenses in general. In the capital Juba, students from 21 schools were trained to run peace clubs in their schools, and the Unity Church of Christ is giving witness to the gospel of peace in a context of ongoing civil conflict.

GMP continues to support the chaplain at Londua Technical College in Vanuatu, now relocated to Santo and integrated with the Bombua School, following the evacuation of Ambae. Through the Vanuatu Conference of Churches of Christ, GMP has supported the communities evacuated from Ambae, due to volcanic activity. Repairs to churches from the damage caused by Tropical Cyclone Pam in 2015 are still being carried out on Tanna, including work at the Ikuningen Church and at Imrap, this past year.

With the assistance of a specific bequest, an ablution block has been constructed at Tia Tuckia, near Ceduna SA. This project was initiated by Max

Wright who died in 2018. Max was a former chair of the Board of the Australian Churches of Christ Indigenous Ministries. Max was the pastor of the church at Tia Tuckia and we give thanks for his life and leadership.

Indigenous Ministries Australia also launched a series of resource kits to help inform church engagement with important events such as Reconciliation Week, and to give thanks for Indigenous leaders and communities that are a part of our movement.

Changes in governmental expectations of Christian and charitable organisations are resulting in new and higher levels of regulation and control. Our points of accountability seem to multiply, which adds to the cost burden and difficulty in our work. GMP is able to help CCVT affiliates negotiate these complexities.

For example, GMP is able to assist local churches with meeting recently introduced External Conduct Standards announced by the Australian Charities and Not-for-Profit Commission. All entities that send funds overseas, including churches, must now meet these standards.

GMP has strong focus for the future. We are developing a new Strategic Plan. There are good signs of increased capacity in Churches of Christ Overseas Aid (COCOA) partners, new opportunities emerging for International Church Partnerships (ICP) and growing interest and engagement with the work of Indigenous Ministries Australia (IMA). Reduced income over the past financial year has created numerous difficulties, but we are looking ahead with confidence that the changes we have made will open new opportunities for people and churches to give, and for the work of our partners to expand. GMP appreciates the contribution of its volunteers, Board members and staff, who together with local churches and many individuals make this important ministry possible. Thank you.

John Gilmore  
*Executive Officer*

Samuel Curkpatrick  
*Partnership Coordinator (Vic/Tas)*



# STATISTICS FOR AFFILIATES

as at November 2019

	Tas/Vic	Affiliated	Members	Regular Attenders	Total Membership - 18+	Total Membership - ALL AGES	Total Baptisms	Average Weekly Attendees
Abundant Grace Church of Christ	Vic	2014	35	35	40	30	5	40
Ararat Church of Christ	Vic	1919	19	16	35	47	0	77
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	29	20	48	50	0	37
Balwyn Church of Christ	Vic	1922	44	6	50	56		40
Bayswater Church of Christ	Vic	1871	23	14	37	37	0	32
Bayview Church	Vic	2009	250	-	250	300	0	160
Beit Ha Mashiach (House of the Messiah)	Vic	1999	40	150	190	220		169
Bellarine Peninsula Church of Christ	Vic	1977	55	21	76	90	2	55
Bendigo Church of Christ	Vic	1866	94	27	121	140	3	123
Berwick Church of Christ	Vic	1869	236	512	749	1,133	41	628
Boort Church of Christ	Vic	1913	10	6	16	16	0	15
Boronia Church of Christ	Vic	1921	116	120	236	288	3	260
Bright Church of Christ	Vic	1986	35	-	35	35	0	50
Brighton Church of Christ	Vic	1859	16	8	24	29	1	33
Brim Church of Christ	Vic	1894	4	-	4	4	0	7
Brimbank Church of Christ	Vic	1961	38	8	46	51	0	44
Carnegie Church of Christ	Vic	1958	19	26	45	49	0	36
Castlemaine Church of Christ	Vic	1870	90	90	180	205	2	90
Caveside Church of Christ (Tas)	Tas	1912						19
Chelsea Community Church of Christ	Vic	1924	24	10	34	36	2	189
Chinese Church of Christ	Vic	2011	45	10	60	66	3	65
Churchill (Co-operating Churches of Churchill, Boolarra, Yinnar)	Vic	1966	84	60	154	159	0	51
CiTIGATE Church	Vic	2016	0	40	40	40	0	40
CitiPort COC	Vic	1940	12	60	60	64	0	52
City Heart Church of Christ (formerly Stawell Church of Christ)	Vic	1906	25	15	40	45	0	79
Clayton Church of Christ Fellowship	Vic	2006	325	268	593	741	25	615
CrossCulture Church of Christ	Vic	1865	404	315	719	799	8	655
CrossCulture Church of Christ Point Cook	Vic	2014	109	56	165	225	8	235
Dandenong Church of Christ	Vic	1892	39	12	51	56	0	62

	Tas/Vic	Affiliated	Members	Regular Attenders	Total Membership - 18+	Total Membership - ALL AGES	Total Baptisms	Average Weekly Attendees
Dareton (NSW) Wentworth Joint Parish	Vic	1929	0	0	11	0	0	12
Devonport Church of Christ (Tas)	Tas	1924	115	105	220	288	8	222
Discovery Church	Vic	1947	398	358	756	1,166	10	801
Doncaster Church of Christ	Vic	1863	153	120	273	300	9	238
Door of Hope Christian Church (Tas)	Tas	1884	132	483	615	871	9	538
Dover Community Church (Tas)	Tas	1873	0	0	10	16	0	15
Echuca Church of Christ	Vic	1891	19	13	32	34	0	31
Emmanuel Christian Church - Burmese	Vic	2012	180	5	185	275	0	300
Encounter Church	Vic	1992	72	29	101	248	6	225
End-Time Church of Christ	Vic	2004	14	2	16	22	0	37
Essendon Church of Christ (Arcadia)	Vic	1915	19	20	39	39	0	29
Fitzroy North Community Church	Vic	1873	73	75	148	160	0	75
Footscray Church of Christ	Vic	1878	60	0	60	90	1	40
Frankston Church of Christ	Vic	1932	84	16	110	124	2	79
Friends of Dismas Church	Vic	2013	0	46	46	46	0	46
Gateway Church - Warrnambool	Vic	1874	0	37	178	187	0	200
Geelong - Latrobe Terrace Church of Christ	Vic	1857	37	10	47	47	0	34
Geeveston Community Church (Tas)	Tas	1896	11	13	24	26	0	18
Gisborne Church of Christ	Vic	1976	70	64	134	201	4	128
Glory International	Vic	2019	0	24	26	24	0	24
Grace Church of Christ	Vic	1982	312	35	347	390	0	290
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)	Tas	1872	77	28	105	126	0	91
Horsham Church of Christ	Vic	1886	182	86	268	356	10	245
Howrah Church of Christ (Tas)	Tas	1988	45	15	60	60	0	45
Huonville Community Church (Tas)	Tas	1885	31	14	45	46	0	27
Joyful Korean Church of Christ	Vic	2009			90			90
Kaniva & Serviceton Churches of Christ	Vic	1889	13	10	23	24	0	35
Kardinia Church	Vic	1925	746	319	1,065	1,866		572
Key to Life Church of Christ (Tas)	Tas	2000	39	39	39	50	0	35
LifeGate Church of Christ	Vic	2012	322		190	205	50	346



	Tas/Vic	Affiliated	Members	Regular Attenders	Total Membership - 18+	Total Membership - ALL AGES	Total Baptisms	Average Weekly Attendees
Liquid Church	Vic	2010	89	50	149	179		145
Living Faith Church	Vic	1965			53	53		52
Maidstone Church of Christ	Vic	1949	9	3	12	13	0	10
Maryborough Church of Christ	Vic	1862	36	14	50	53	2	65
Melbourne Chinese Church of Christ	Vic	1993	45	10	60	66	3	65
Melbourne Hosanna Church	Vic	2005	212	96	308	387	190	387
Melbourne Praise Centre	Vic	1914	180	180	180	255	13	255
Mildura Church of Christ	Vic	1894	126	158	284	297	1	238
Monash City Church of Christ	Vic	1954	90	10	100	114	1	99
Montrose Church of Christ	Vic	1877	41	7	48	50	0	40
Mornington Church of Christ	Vic	1989	89	40	129	136	1	100
Mt Clear Church of Christ	Vic	1863	65	70	70	70	0	85
Mulgrave Church of Christ	Vic	1991		33	54	54	0	37
New Life - Korean Church of Christ	Vic	2012			20			60
New Life Church of Christ - Wodonga	Vic	1978	18	8	26	27	0	43
Norlane Church of Christ	Vic	1957	28	50	78	80		60
Northern Community Church of Christ	Vic	2000	48	36	84	84	0	84
Nubeena Church of Christ (Tas)	Tas	1879	15	8	23	23	0	23
Numurkah Church of Christ	Vic	1988	28	11	39	46	0	40
Oakleigh Church of Christ	Vic	1916	29	11	40	40	0	43
One Community Church	Vic	1906	642		642	1,031	5	629
onezone Church of Christ	Vic	1859	212	386	598	11	11	411
Open Door Community Church	Vic	2002	24	6	30	35	0	22
Ormond Community Church of Christ	Vic	1925	21	7	28	30	0	147
Parkdale Church of Christ	Vic	1921	28	19	47	53	0	37
Pascoe Vale Church of Christ	Vic	1956	17	20	37	37	0	40
Praise Centre (previously Indonesian Praise Centre)	Vic	1992				110	0	220
Pyramid Hill Church of Christ	Vic	1925	0	9	9	10	0	10
Red Church	Vic	1867	25	260	205	360	3	410
Red Cliffs Church of Christ	Vic	1923	37	9	48	51	0	39
Richmond Vietnamese Church of Christ	Vic	1991	51	3	54	70		60
Ringwood Church of Christ	Vic	1919	284	102	386	491	3	190
River Valley Church	Vic	2002	40	20	60	72	0	70
Roxburgh Park Community Church	Vic	1996	77	32	109	169	19	106
Shekinah Melbourne	Vic	2009	85	10	95	105	2	105
Shepparton Church of Christ	Vic	1881	69	10	79	83	1	66
Southern Community Church of Christ	Vic	1857	102	80	102	102	3	80
Springvale Church of Christ	Vic	1941	20	8	28	28	0	29

	Tas/Vic	Affiliated	Members	Regular Attenders	Total Membership - 18+	Total Membership - ALL AGES	Total Baptisms	Average Weekly Attendees
Springvale South Church of Christ	Vic	1954	29	9	38	51	2	256
Springvale Vietnamese	Vic	2002	40	11	51	73	7	47
St Arnaud Church of Christ	Vic	1904	23		23	27		16
Steeple Church of Christ	Vic	1958	32	6	38	38	4	40
The Avenue Church of Christ	Vic	1890	83	0	83	87	0	87
The Church Next Door	Vic	2017						
The Grain Shed Church of Christ	Vic	1920	122	30	152	182	3	190
The Lighthouse Church on Well St	Vic	1940	18	12	30	30	1	39
The Olive Branch Church	Vic	2019	33	6	33	48	0	38
The United Oromo Christian Church in Australia	Vic	2015						
Thornbury Church of Christ	Vic	1921	28	34	62	62	1	137
Together Church	Tas	2019	19	21	40	68	0	62
Ulverstone Church of Christ (Tas)	Tas	1908	26		26	26	1	24
Upper Yarra Church of Christ	Vic	1994	18	40	58	65	0	65
Vision Church of Christ	Vic	1916	16	16	16	16	0	16
Wallan Gateway Church	Vic	2012	64	23	87	121	16	102
Warragul Church of Christ	Vic	1886	109	54	163	220	0	143
Wedderburn Church of Christ	Vic	1854	14	3	17	19	0	27
Wellspring of Living Water Church	Vic	1926	15		15	15		15
Werribee Church of Christ	Vic	1978	35	20	55	62	0	53
Williamstown Church of Christ	Vic	1888	43	28	71	93	0	50
York Street Church of Christ	Vic	1925	255	302	557	780	14	363
Bold and underline means old data								
<b>TOTALS includes 123 churches</b>			<b>9,414</b>	<b>6,293</b>	<b>15,398</b>	<b>26,792</b>	<b>567</b>	<b>15,307</b>
Victorian Subtotals includes 111 churches			8,904	5,567	14,191	25,192	549	14,188
Tasmanian Subtotals includes 12 churches			510	726	1,207	1,600	18	1,119

## Agencies include 9 agencies:

Cafe Care Ministry, Careforce Lifekeys Inc, Cornerstone Community, Foothills Community Care, FRESH Theatre for social change, Rite Mentoring Inc (previously Ignite), St Kilda Gatehouse, Urban Neighbours of Hope (UNOH), Veta Youth (Veta Morphus, Veta Together, Veta Neo)





# FINANCE REPORT



### 2019

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.

### 2020

The 2020 budget is a response to the ongoing development of mission, community engagement and leadership development. We continue to invest into the support of our affiliates in ensuring that they remain safe, compliant and well-governed, while offering a renewed focus on the establishment of youth and children's ministry support. The past two years have also seen the increased provision of consultancy and coaching support for thirty of our churches, targeting specific areas of focus that will ensure ongoing growth.

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.

This is a responsible budget with a focus on growth while working within the financial resources available to CCVT. This Budget is one of the key means of releasing resources to facilitate our collective mission to build communities of hope and compassion across Victoria and Tasmania. In honouring the Great Commission of Jesus, we believe that our 2020-2024 strategic plan outlines a five-year vision that will enact our best efforts to leverage our resources in optimally advancing God's Kingdom.

CCVT is largely funded from Ministry Contributions from affiliated churches and agencies, income from investments, and other internal revenue sources. CCVT continues to be encouraged by the ongoing positive responses from churches and agencies to the Ministry Contribution. The Board also appreciates those churches and individuals who generously support CCVT through gifts, donations, and bequests.

Budgeted expenditure for CCVT in 2020 was set at \$2,704,377. The Budget has a high employment component, almost entirely directed toward supporting mission within the local communities, whilst providing regulatory and compliance services across CCVT activities.

This includes finance invested into outwardly focused initiatives such as Surrender Conference and State Youth Games as well as the new Accelerate program for interns and other developing leaders within churches.

The budget enables CCVT to plan and oversee church planting, development and revitalisation; the formation of regional clusters of churches and ministers; Safe Places training and resourcing; lifelong learning, supervision and professional development for ministers; cross-cultural, youth, children and families' ('generations'); and other aspects of leadership development (and the taskforces or committees that support them). Expenditure includes costs related to CCVT operations; all the Summit events around the AGM, regional and CCVT-wide conversations, the website, the annual report and directory, affiliate census, policy formation, ministry endorsement and accreditation, and marriage license management. Also included are fees for the Council of Churches of Christ in Australia (CCCA).

Projected income for CCVT in 2020 was set at \$2,709,733. 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.

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

### **Please Pray**

Please pray with us as together we work towards achieving our Common Mission, To be a movement of the people of God gathering in and around the central figure of Jesus Christ, empowered by the Holy Spirit, living out His way in our neighbourhoods and inviting others to do the same.

Please join us in praying for the release of the resources—people, properties, and finances—that God has already given us to grow his Kingdom, and to be better at building communities of hope and compassion and developing leaders to lead them.

Please also pray for CCVT leaders as we work within and manage these budgets.

Pray too for all of the churches and agencies, ministers, and leaders connected to CCVT, and also for the neighbourhoods where they are seeking to be a sign, witness, and foretaste of the Kingdom.

*The following pages are extracts are from the audited financial statements for the group entities.*

*Full financial statements, including auditors reports and consolidations, are available upon request.*





Growing ideas and connections in the CCVT Greenhouse tent at Surrender 2019. 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 2019

Statement of Profit and Loss		2019
		\$
<b>OPERATING ACTIVITIES</b>		
Revenue	2,058,260	
Employee benefits expense	(1,302,239)	
Event expenses	(287,039)	
Grants and assistance	(153,890)	
Consultants and professional fees	(118,400)	
Motor vehicle expenses	(96,705)	
Occupancy expenses	(91,496)	
CCFS management fees	(89,278)	
Telephone and IT expenses	(86,468)	
Travel expenses	(38,616)	
Depreciation expense	(14,269)	
Other expenses	(204,941)	
<b>SURPLUS/(DEFICIT) FROM OPERATING ACTIVITIES</b>	<b>(425,081)</b>	
<b>CAPITAL ACTIVITIES</b>		
Revenue	503,435	
Gains arising from the control of property assets	25,120,550	
Capital gains/(losses) on financial assets	1,098,662	
Capital development fund expenses	(475,245)	
National Redress Scheme claims expense	(350,000)	
<b>SURPLUS/(DEFICIT) FROM CAPITAL ACTIVITIES</b>	<b>25,897,402</b>	
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>25,472,321</b>	
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>25,472,321</b>	

Statement of Financial Position		2019
<b>ASSETS</b>		\$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,458,659	
Trade and other receivables	512,726	
Non-current assets held for sale	15,356,000	
Other assets	21,879	
<b>TOTAL CURRENT ASSETS</b>	<b>17,349,264</b>	
<b>NON-CURRENT ASSETS</b>		
Financial assets	18,755,293	
Property, plant and equipment	16,240,978	
<b>TOTAL NON-CURRENT ASSETS</b>	<b>34,996,271</b>	
<b>TOTAL ASSETS</b>	<b>52,345,535</b>	
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	26,669	
Short-term provisions	438,025	
Other liabilities	-	
<b>TOTAL CURRENT LIABILITIES</b>	<b>464,694</b>	
<b>NON-CURRENT LIABILITIES</b>		
Long-term provisions	9,687	
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>9,687</b>	
<b>TOTAL LIABILITIES</b>	<b>474,381</b>	
<b>NET ASSETS</b>	<b>51,871,154</b>	
<b>EQUITY</b>		
Reserves	50,203,108	
Retained earnings	1,668,046	
<b>TOTAL EQUITY</b>	<b>51,871,154</b>	

# Churches of Christ Community Care

ABN 60 004 222 020

For the Year Ended 31 December 2019

Statement of Profit and Loss	2019
<b>OPERATING ACTIVITIES</b>	\$
Revenue	851,348
New Communities and Community Engagement grants	(481,094)
Careworks partnership grants	(382,272)
CCVT management fees	(194,420)
Employee benefits expense	(55,521)
Consultants and professional fees	(32,620)
Other expenses	(11,758)
<b>SURPLUS/(DEFICIT) FROM OPERATING ACTIVITIES</b>	<b>(306,337)</b>
<b>CAPITAL ACTIVITIES</b>	
Capital gains/(losses) on financial assets	855,852
<b>SURPLUS/(DEFICIT) FROM CAPITAL ACTIVITIES</b>	<b>855,852</b>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>549,515</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>549,515</b>

Statement of Financial Position	2019
<b>ASSETS</b>	\$
<b>CURRENT ASSETS</b>	
Cash and cash equivalents	74,841
Financial assets	-
Other assets	343
<b>TOTAL CURRENT ASSETS</b>	<b>75,184</b>
<b>NON-CURRENT ASSETS</b>	
Financial assets	8,315,503
<b>TOTAL NON-CURRENT ASSETS</b>	<b>8,315,503</b>
<b>TOTAL ASSETS</b>	<b>8,390,687</b>
<b>LIABILITIES</b>	
<b>CURRENT LIABILITIES</b>	
Trade and other payables	9,081
Short-term provisions	2,589
<b>TOTAL CURRENT LIABILITIES</b>	<b>11,670</b>
<b>TOTAL LIABILITIES</b>	<b>11,670</b>
<b>NET ASSETS</b>	<b>8,379,017</b>
<b>EQUITY</b>	
Reserves	156,862
Retained earnings	8,222,155
<b>TOTAL EQUITY</b>	<b>8,379,017</b>



# The Properties Corporation of the Churches of Christ

## (Trustee Operations)

ABN 40 411 353 768

For the Year Ended 31 December 2019

Statement of Profit and Loss	2019
<b>OPERATING ACTIVITIES</b>	\$
Revenue	799,451
Consultants and professional fees	(397,161)
Distributions to CCVT	(207,742)
Employee benefits expense	(76,487)
CCFS and CME investment management fees	(66,007)
Property expenses	(18,190)
Other expenses	(51,759)
<b>SURPLUS/(DEFICIT) FROM OPERATING ACTIVITIES</b>	<b>(17,895)</b>
<b>TRUSTEE ACTIVITIES</b>	
INCOME FROM MANAGED FUNDS:	
Managed fund distribution income	1,805,600
Managed fund distributions payable to fund holders	(1,791,683)
Net income from managed funds	13,917
CAPITAL RETURNS FROM MANAGED FUNDS:	
Capital gains/(losses) on financial assets	3,352,023
Managed fund capital movements applied to fund balances	(3,170,222)
Net capital returns from managed funds	181,801
<b>SURPLUS/(DEFICIT) FROM TRUSTEE ACTIVITIES</b>	<b>195,718</b>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>177,823</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>177,823</b>

Statement of Financial Position	2019
<b>ASSETS</b>	\$
CURRENT ASSETS	
Cash and cash equivalents	6,415,174
Trade and other receivables	268,194
Other assets	10,642
<b>TOTAL CURRENT ASSETS</b>	<b>6,694,010</b>
NON-CURRENT ASSETS	
Financial assets	37,291,364
<b>TOTAL NON-CURRENT ASSETS</b>	<b>37,291,364</b>
<b>TOTAL ASSETS</b>	<b>43,985,374</b>
<b>LIABILITIES</b>	
CURRENT LIABILITIES	
Trade and other payables	530,894
Other financial liabilities	5,439,961
Provisions	-
Other liabilities	1,501,384
<b>TOTAL CURRENT LIABILITIES</b>	<b>7,472,239</b>
NON-CURRENT LIABILITIES	
Other financial liabilities	32,965,752
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>32,965,752</b>
<b>TOTAL LIABILITIES</b>	<b>40,437,991</b>
<b>NET ASSETS</b>	<b>3,547,383</b>
<b>EQUITY</b>	
Reserves	500,000
Retained earnings	3,047,383
<b>TOTAL EQUITY</b>	<b>3,547,383</b>

# 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 2019

Statement of Profit and Loss	2019
<b>OPERATING ACTIVITIES</b>	\$
Revenue	1,020,564
Property expenses	(295,245)
Depreciation and amortisation expense	(193,525)
CCVT, CCFS and PCCC management fees	(146,248)
Telephone and IT expenses	(143,260)
Consultants and professional fees	(7,650)
Other expenses	(43,724)
<b>SURPLUS/(DEFICIT) FROM OPERATING ACTIVITIES</b>	<b>190,912</b>
<b>CAPITAL ACTIVITIES</b>	
Capital gains/(losses) on FVTPL financial assets	59,037
Property development costs	(944,531)
<b>SURPLUS/(DEFICIT) FROM CAPITAL ACTIVITIES</b>	<b>(885,494)</b>
<b>SURPLUS/(DEFICIT) BEFORE DISTRIBUTIONS AND GRANTS</b>	<b>(694,582)</b>
Distributions to CCVT	(328,140)
<b>SURPLUS/(DEFICIT) FOR THE PERIOD</b>	<b>(1,022,722)</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE PERIOD</b>	<b>(1,022,722)</b>

Statement of Financial Position	2019
<b>ASSETS</b>	\$
<b>CURRENT ASSETS</b>	
Cash and cash equivalents	166,469
Trade and other receivables	5,846
Other assets	30,719
<b>TOTAL CURRENT ASSETS</b>	<b>203,034</b>
<b>NON-CURRENT ASSETS</b>	
Other financial assets	1,422,972
Property, plant and equipment	4,516,325
<b>TOTAL NON-CURRENT ASSETS</b>	<b>5,939,297</b>
<b>TOTAL ASSETS</b>	<b>6,142,331</b>
<b>LIABILITIES</b>	
<b>CURRENT LIABILITIES</b>	
Trade and other payables	106,712
Other financial liabilities	179,742
Other liabilities	-
<b>TOTAL CURRENT LIABILITIES</b>	<b>286,454</b>
<b>TOTAL LIABILITIES</b>	<b>286,454</b>
<b>NET ASSETS</b>	<b>5,855,877</b>
<b>EQUITY</b>	
Issued capital	5,000,000
Reserves	1,050,000
Retained earnings	(194,123)
<b>TOTAL EQUITY</b>	<b>5,855,877</b>

# The Churches of Christ Foundation

ABN 23 432 230 703

For the Year Ended 31 December 2019

Statement of Profit and Loss	2019
	\$
Revenue	39,679
Capital gains/(losses) on financial assets	74,400
Grants provided	(10,000)
Other expenses	(2,113)
<b>SURPLUS/(DEFICIT) FOR THE PERIOD</b>	<b>101,966</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE PERIOD</b>	<b>101,966</b>

Statement of Financial Position	2019
<b>ASSETS</b>	\$
<b>CURRENT ASSETS</b>	
Cash and cash equivalents	51,164
<b>TOTAL CURRENT ASSETS</b>	<b>51,164</b>
<b>NON-CURRENT ASSETS</b>	
Financial assets	739,047
<b>TOTAL NON-CURRENT ASSETS</b>	<b>739,047</b>
<b>TOTAL ASSETS</b>	<b>790,211</b>
<b>NET ASSETS</b>	<b>790,211</b>
<b>EQUITY</b>	
Issued capital	40,000
Retained earnings	750,211
<b>TOTAL EQUITY</b>	<b>790,211</b>

# Churches Of Christ Financial Services Ltd

ABN 86 165 535 866

Statement of Profit and Loss		2019
		\$
Revenue	6,821,778	
Distribution to Investors	(2,249,130)	
Insurance premium expense	(1,764,079)	
Employee benefits expense	(916,022)	
Interest expense	(813,414)	
Office and administration expense	(269,127)	
Rental expense	(77,434)	
Grants & Sponsorship	(4,535)	
Motor vehicle expense	(26,230)	
Legal and statutory expense	(71,809)	
Consultants expense	(114,077)	
Software and licensing fees	(182,023)	
Depreciation and amortisation expense	(114,160)	
Bank fees and charges	(3,368)	
Marketing and promotion	(34,665)	
Distribution to CCVT	(44,100)	
<b>SURPLUS/(DEFICIT) FOR THE PERIOD</b>	<b>137,605</b>	
<b>OTHER COMPREHENSIVE INCOME:</b>	<b>-</b>	
<b>OTHER COMPREHENSIVE INCOME</b>		
<b>TOTAL COMPREHENSIVE INCOME FOR THE PERIOD</b>	<b>137,605</b>	

Statement of Financial Position		2019
<b>ASSETS</b>		\$
Cash and cash equivalents	2,368,125	
Trade and other receivables	2,725,950	
Other financial assets	54,633,357	
Other assets	868,291	
<b>TOTAL CURRENT ASSETS</b>	<b>60,595,723</b>	
Trade and other receivables	20,547,002	
Property, plant and equipment	155,696	
<b>TOTAL NON-CURRENT ASSETS</b>	<b>20,702,698</b>	
<b>TOTAL ASSETS</b>	<b>81,298,421</b>	
<b>LIABILITIES</b>		
Trade and other payables	1,192,282	
Borrowings	45,036,547	
Short-term provisions	-	
Other liabilities	11,691	
Employee benefits	172,356	
<b>TOTAL CURRENT</b>	<b>46,412,876</b>	
Borrowings	438,284	
Other liabilities	31,551,474	
Employee benefits	30,636	
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>32,020,394</b>	
<b>TOTAL LIABILITIES</b>	<b>78,433,270</b>	
<b>NET ASSETS</b>	<b>2,865,151</b>	
<b>EQUITY</b>		
Issued capital	3,000,000	
Reserves	-	
Retained earnings	(134,849)	
<b>TOTAL EQUITY</b>	<b>2,865,151</b>	



# FIRST PEOPLES SOLIDARITY STATEMENT



*Approved at the CCVT AGM, 4 May 2013*

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

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

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

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

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

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

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

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

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

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

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

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



# 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 2019.  
Photo by MPH Photography.



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