




lift.

*stories and  
statistics  
from 2022*

churches of christ vic/tas  
annual report 2023



lift.



Our theme for 2023 is 'Lift'. It sees us build on the development of our personal leadership skills, spiritual impact, and systems thinking needed to maximise our impact. While sensitivity is important as people grapple with post-COVID resilience and the recalibration of faith, it is small steps in multiple aspects of our life with God that reap big dividends. Ezekiel 3:12, 8:3 and 43:5 are just some of the verses showing us, too, that the prophet is able to hear from God when he is first lifted up. That lifting is also a work of the Spirit within us.

As God's people, empowered by the Spirit, we cannot help but transform those around us with whom we are in regular contact, whether this is locally or globally. People in need of Jesus are in need of him still. We remain his difference-making agents. Transformed people bring transformation to others.

This year, more than ever, we seek a recommitment to best-practice discipleship but more than a mere discovery of past practices. Our personal 'lift' will see our churches and ministries strengthened and will see growth in the number of leaders developed. Engagement with individuals under our care therefore needs our churches to be more personal while also being practical, more refocused while also being resilient, and more compelling while also being compliant.

Let's together see God lift us and then also lift others up through us during 2023.

# TABLE OF CONTENTS



Executive Report .....	7
Boards Report .....	19
Churches of Christ Financial Services Ltd & Church Mission Enterprises .....	25
Stirling Theological College .....	29
Churches of Christ in Australia .....	32
Global Mission Partners .....	34
Statistics for Affiliates .....	36
Finance Report .....	40
Churches of Christ in Victoria and Tasmania Inc .....	44
Churches of Christ Community Care.....	45
The Properties Corporation of the Churches of Christ .....	46
Properties Corporation Management Account.....	47
The Churches of Christ Foundation .....	48
Churches Of Christ Financial Services Ltd .....	49
First Peoples Solidarity Statement .....	50
CCVT Inc Constitution .....	52



Networking at the 2022 Summit.  
Photo by James Taylor.

# EXECUTIVE REPORT

## Annual Updates

While 2022 marked our emergence from COVID lockdowns in Victoria, the year started with significant uncertainty. A reduction in congregation sizes, volunteer bases, and baptism numbers all reflected widespread caution, yet remarkable resilience saw churches rebound with quality programs and services, as well as growing optimism. Congregations were nevertheless wrestling with how to quantify the nature of the post-COVID church and with questions regarding the degree to which old models and styles were still relevant. Given people were clearly looking for engaging experiences and meaningful empowerment for difference-making, churches considered how best to provide leadership in such spaces.

The May 'Transform Your World' Summit was again held at Discovery Church who did a fabulous job hosting us. Keynote speakers were Melinda Tankard Reist, speaking on her justice journey in combatting sexual exploitation and pornography, and Jossy Chacko, speaking from his stunning successes in leadership multiplication in South-East Asia. Jossy's ongoing support of entrepreneurs in CCVT has enabled several to receive coaching and training into 2023. At our AGM, we enjoyed our largest attendance for some time and welcomed a new affiliate to the CCVT family, Life Solutions Church. The Wednesday evening session was coordinated by some of our younger leaders and included the celebration of twelve ministry ordinations.

June's State Youth Games was able to resume as a live event. Despite constant rain (and mud), some 2,500 attendees participated in daytime sports and evening worship at Lardner Park, Warragul, where many were impacted by the ministry of Tanika

Thorne of Red Cliffs (and now Horsham) Church of Christ. Roundtable meetings with churches in the months following provided ongoing opportunities to network churches and leaders of all ages throughout the state.

Leadership development was a significant focus for CCVT churches, with the sponsorship of newer leaders through the Accelerate program, the introduction of a video-based formation resource to assist ministers seeking endorsement, and the provision of online 'ministry boosters,' all helping churches with their diverse leadership needs. CCVT also sent twenty established younger ministry leaders to an inaugural national event – Rise 2022 – at which speakers and mentors addressed leadership in Wollongong during August.

Churches faced some significant administrative and governance responsibilities throughout the year. Land tax obligations were levied by the State Revenue Office where sites had been used for non-charitable purposes. The need for churches to become incorporated associations and to update constitutions was accompanied by the provision of assistance. The provision of community grants, 'Joseph Fund' COVID-relief grants, leadership support, church planting grants, and regional grants, were all designed to offset any financial burden being experienced. In June, CCVT was awarded with Governance Certification by Christian Management Australia's Standards Council.

CCVT farewelled Diana Ong (reception) and Meera Livingston (insurance) during the year and welcomed Lucy Bentley (Admin and Safe Places) and Josh Leauanae (Insurance). Olivia Katiyo also concluded in accounts and Philomena Gunasekera was welcomed in November. Also, Laura Bell commenced

in her support of the Leadership Team, following Suzy Dingle's departure to pursue a Children's Ministry role. The movement also farewelled John Gilmore from his role as Executive Officer of Global Mission Partners (even though John continues as the President of the National Council of Churches), and he was replaced by John Lamerton from January 2023.

The announcement that a Memorandum of Understanding was signed between Stirling College and the Australian College of Ministries, with a view to them merging, was met with great positivity from churches. While it was disappointing that Stirling was not also permitted to continue its long association with the University of Divinity, courses were seamlessly transitioned to the 2023 delivery arrangement through the auspicing efforts of the Sydney College of Divinity. Neale Meredith and Steve Sutton's collaborative efforts as Principals continued to inspire churches looking forward to more effective synergies in future ministry formation.

## Communities Team

Transformation, movement, alignment, and growth sits at the heart of the work of the Communities Team with the Churches and Agencies that make up the CCVT family. It is not these things for their own sake, but that which comes out of mission and ministry clarity, followed up by the moment-by-moment decisions of leadership so that each Church or Agency are bearing Kingdom fruit.

In the course of 2022, I had a significant conversation with one of our church leaders, the comment went something like this, "My aim in leadership is to move the dial at least a few degrees at a time". A few degrees at a time. We know how this works. A few degrees at a time builds movement and momentum.

As we continue to make our journey out of COVID, we, as a team, have continued to value the opportunities to support, empower and resource our Affiliates. The capacity for our work rests in relationship and trust, which has continued to assist in the ongoing development of growth moving the dial a few degrees at a time.

There have been two staff changes in the team – Lucy Bentley has joined the team in an administrative role after Diana Ong concluded. Viliamu (Vili) Leuga has been appointed as the Safe Places and Professional Standards Consultant after Kylie Kendall concluded after 6 years in the role. We are deeply appreciative of the formative work Kylie has been able to do in establishing the Safe Places and Professional Standards role and the way in which this has contributed to developing a culture of safety across the breadth of the church. Kylie continues in a part time project role, one aspect of which is managing CCVT's participation in the National Redress Scheme. Vili is getting to know our churches and leaders in the ongoing development of the culture of safety for the next season, including the provision of Safe Church Awareness Workshops, managing the day to day enquiries of best safe practice, facilitating the Professional Standards matters that arise from time to time and the Code of Ethics training and policy development. We are thankful for the experience Vili brings from the community and not for profit sector as part of his work history.

Our CareWorks team continues to diligently strengthen partner relationships, ensuring that there is clarity and focus on the ministry initiatives as responses to public benevolent issues. We continue to explore grant possibilities both through a CCVT grants campaign and the accessing of external grants through Strategic Grants, which is advertised regularly in the CCVT Monthly E-News. Jo Antoni is also providing process support for Affiliates who are undergoing Incorporation.

We are particularly grateful for the increased engagement through the CCVT "Supporting Growing Churches Initiative". We currently have 11 cohorts, from a range of different contexts, with a 12th being developed, which represents around 40 CCVT churches. This year the cohorts continue to focus on developing strategic leadership through a supportive cohort where churches can address future growth challenges. Over the last 5 years we have captured church health and vitality data which has identified some key areas that we have agreed to work on in 2023 (effective evangelism, engaging worship, purposeful community engagement and integration and discipleship).





Worshipping at the 'Transform Your World' Summit 2022.  
Photo by Chris Rowney.

Ongoing localised and specific church engagements continue to take place, at this stage more face to face and in person, rather than by Zoom which was the practice of the last three years, addressing concerns of transition, conflict, governance and ministry development. As you may be aware, several of our churches are facing the transition of pastoral leadership. This has been and continues to be a challenging space for churches as they exercise trust in God as the ministry search for the provision of the next leader takes place.

The Communities Team continues to be made up of people with skill, capacity, and commitment to CCVT and the Kingdom cause; our commitment is to continue to support and resource our Affiliates to move the dial a few degrees at a time. Functionally, the Communities and Leadership teams meet monthly, together with members of the admin team, as a way of keeping focused in our work together. As a team we are thankful for the support of the Board, the leadership of our EO Rob Nyhuis and the trust and encouragement of the CCVT Affiliates.

## Leadership Team

The Leadership Team continued to provide for the formation of ministers through our internship program, professional development, consulting, and pastoral care where needed. The team also manages the accreditation and endorsement of people in ministry and the maintenance of health, safety, and wellbeing of ministers through supervision.

Throughout the year, CCVT ran its accreditation training workshops. The training consisted of key topics including Introduction to Churches of Christ, Staying Healthy in Ministry, Code of Ethics, Safe Church Awareness Workshops and Reflective Practices. Greg Illingworth, Suzy Dingle (until July) and Laura Bell (from July) worked well together to support Affiliates and their staff through this process.

In 2022, we accredited 28 new ministers and prepared to endorse 15, including Ben Fair, Chee Seng Fah, DonWon Jang, Keum Jeong Lee, Matthew Hornby, Andrew Fair, Ann Fair, Ben Kumar, Claire Bentley, Dorothy Roberts, Jo Kemp, Jody Destry, Steve Fitzallen, Tony McKinlay, and Wini Heron. We

also had the joy of celebrating the endorsement and ordination of Dean Eaton, Chee Seng Fah, Ben Fair, Matthew Hornby, Don Won Jang and Keumjeong Lee.

Ministry Boosters, which are seminars on timely topics related to church leadership, were offered online. Topics in 2022 included Church Boards Master Class, Making Space, Personal Effectiveness in Ministry, Thriving in Ministry, and Cultural Intelligence. These were well received and are valuable opportunities for professional development.

Our Accelerate Internship Program maintained a strong uptake from our churches with 21 participants from 11 different churches successfully concluding with wonderful testimonies from the participants and coaches involved.

A significant initiative for the development of a pathway to Endorsement for busy accredited ministers is the creation of “Activate Leadership Course” and a “Coaching Manual”. Activate Leadership is an accessible unaccredited course that has been developed in partnership with Stirling College to provide the core learning alongside practical coaching that would be needed for ministers to pursue an endorsement pathway. The full course consists of four units (on the Bible, Theology, Mission, and Ministry) across 36 sessions. The Coaching manual is designed for a coach (senior or endorsed minister) to supervise the “trainee minister” in the development of 24 practical ministry competencies. While the updated Endorsement Policy allows this as a formation pathway, we make the point to our ministers to pursue an accredited theological program when they can. The first cohort to choose “Activate” pathway to Endorsement was from Door of Hope, Tasmania.

The annual State Youth Games event was relaunched in 2022 with a registration of many youth, church leaders and a percentage of day visitors. Under Justin Trevan’s leadership, the organising committee did very well to reconvene the Games after 2 years of hiatus due to COVID.

CCVT’s Generations Consultants Anna Nyhuis and Ben Kumar, joined by volunteer team member Faith Battistella, planned and delivered leadership

# 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 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).

training, shared beneficial information, and hosted regional gatherings to support Generations Ministry Leaders. It was great to be able to visit Tasmania in April to connect with generations leaders there. They communicated regularly through social media and numerous phone calls to encourage our churches' Generations Ministry Leaders.

“Momentum,” a training and coaching initiative designed by Ben Kumar, continued during 2022. This program skills up a ministry leader to strategise, raise a team and manage the team to complete the task of ministry with less effort and greater empowerment.

“RISE” was an initiative led by a National Team in Generations Ministry. We took 30 emerging leaders/mentors to Sydney to join 100 leaders from across Australia. This was a powerful time of connecting with like-minded leaders across the states and a time for refreshing and sharpening the call.

## Church Planting

In 2022 we witnessed the birth of these church plants: Olive Church and Cultivate Church, and a couple of communities which have started gathering informally. There were about 25 who attended “Church Planting Workshop” at Summit. CCVT appreciates our collaborations with Exponential Australia, City to City Australia and Micro Church Australia, who are church planting organisations,

to provide our planters and prospective planters with thought leadership, assessments, training, and communities of practise.

## 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

Churches of Christ Community Childcare for Mission (C4M) currently has two centres in Rosebud and Launceston. We are a not-for-profit business with a redemptive business model, working alongside our affiliate churches and their teams with a goal to prosper and bless their local communities.

Rosebud Early Learning has been open over a year now, having been built in the middle of the longest lock down in the world and pandemic. As at the time of writing this report our centre has a strong occupancy heading toward capacity. Our 2022 end of year graduation was attended by approximately 300 families, including friends from Bayview Church. We continue to grow with a purpose of serving families and their children and supporting Bayview Church of Christ in their mission within the movement of loving the local community. We



sincerely thank Pastor Steve Sutton and the board of Bayview for their continued support and intentional leadership.

South Launceston Early Learning was opened 14 February 2022. It is a 94-place centre built within the Door of Hope Church complex in partnership with the team at Door of Hope Church. The centre has had unprecedented demand for its services with a waiting list more than its capacity at the time of this report. The shifting demographics of the Australian community across the nation is providing momentum for childcare demand in key regions. We thank Pastor Steve Fitzallen and Andrew Fair with all the Door of Hope church who have continued to pray and support the vision and work of the centre.

The C4M board as approved provider, has an experienced team including, Brandon Howard, Tim Lambert (CCVT Board Member), Steve Slade, Joel Plotnek and Robert Palma. The day-to-day operations are overseen by Robert Palma.

We continue to receive many enquiries for more centres and are working with CCVT affiliates to support and serve them where possible.

Prop Corp is the sole member of C4M and has a representative Director on the C4M Board.

### **ChurchWorx**

ChurchWorx is a Churches of Christ initiative to provide affordable bookkeeping and payroll services to CCVT churches and agencies. ChurchWorx assists churches with navigating through complex regulatory compliance requirements and utilise effective software solutions. Enquiries for ChurchWorx services can be made to the ChurchWorx team at [admin@churchworx.org.au](mailto:admin@churchworx.org.au).

### **Property**

Here are some highlights from the Operations Property Team for this year:

- Emmanuel Church, Burmese congregation led by Pastor David Zam have sacrificially been saving for many years and purchased a significant piece of land in Kilsyth with a view to building a church for worship and their community. CCFS and other

CCVT services have been used in this process and we congratulate Emmanuel Church in their effort and vision.

- Our work with Steeple Church led by Pastor Cory Mitchell and team will be complete in 2023, with the new building and missional business operations commencing soon.
- CCVT Trustees have been working with many churches seeking to partner with the movement in developing their sites. To this end a mission framework for all future development has emerged that supports, mission planning, leadership, financial sustainability, governance, and evangelism.
- We continue to see new mission centred development opportunities including Ringwood, Northern Community, and Doncaster.
- We continue to work with churches in assisting to develop sustainable vision and listening to our partners in forming new ways to use and live in spaces for mission.
- 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 Victorian Chamber of Commerce and Industry and Moores lawyers 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 subdivision 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 property, including two major tenancies, and the provision of financial accounts.



## From the Executive Officer

It was inspiring to witness the resilience and positivity of churches rebounding from COVID lockdowns throughout 2022 in Victoria. The significant strides forward in CCVT leadership development and financial assistance have continued to build positive foundations for the years ahead.

We are now approaching the half-way mark of our 2021-2025 strategic planning period. Whilst some delays began to be expected due to the longer-than-expected impact of the pandemic, there have been some tremendous steps forward. In addition, it has been necessary to pivot and offer further initiatives in response to emerging needs. Progress in the four key strategic initiatives is described below.

### 1. Empowering Mission

In the strategic area of 'Empowering Mission,' it has been pleasing to see many churches link strategic growth to neighbourhood impact with specific steps that transcend aspiration. Also, almost all are now engaged in meaningful local community impact beyond weekend services. Just 148 baptisms in 2022 is reflective of the tail-end of the COVID impact (and early 2023 indications of a turnaround are positive). Financial and consultancy support is now consistently accompanied by the provision of updated mission plans to enable the mapping of such growth. Accordingly, the CCVT Board and Prop Corp Trustees now utilise a mission-focused matrix with which to assess all new property proposals. Philip Kua has worked with multiple congregations, including with the provision of financial support, to see new congregations planted and affiliated with CCVT, utilising the release of funds to support church planting and new regional ministries. With nine new church communities planted at varying levels of development and with seven new churches affiliated, this is gaining great traction, noting that churches are only formally and finally accepted as such when fulfilling the basic compliance requirements of a legal entity. Furthermore, several combined church prayer initiatives are being investigated for 2024 and 2025, when a fresh assessment will also be made of the extent of GMP's support of global mission initiatives.

### 2. Inspiring Leadership

In the strategic area of 'Inspiring Leadership,' a video-based course now enables ministers to pursue Endorsement through professional development, complemented by coaching (in addition to ministry supervision). All ministers are now required to be Accredited (255 currently) and to pursue Endorsement, with fifteen new Endorsed ministers being ordained in 2023. Preferred formal training has now been made easier by the collaboration of our Colleges. With four cohorts offering Endorsement support, 26 new leaders in the Accelerate program, and the offer of many online ministry boosters for leaders and volunteers, development opportunities are offered at all levels of leadership.

### 3. Strengthening Communities

In the strategic area of 'Strengthening Churches,' eleven cohorts of ministers are gathering to pursue follow-up recommendations from Supporting Growing Churches consultancy visits. In addition, some churches are pursuing external consultancy and coaching support, with 59 established leaders currently coached. Some 38% of churches grew by 5% or more in 2022, which was encouraging given anecdotal reports of losses in some congregations. Multiple at-risk churches have committed to developmental goals and time frames necessitating the implementation of goals for reaching younger people and developing new Christians.

### 4. Resourcing Growth

In the strategic area of 'Resourcing Growth,' there have been renewed efforts to offer funding in accordance with mission planning, as well as to work on maintenance plans for church buildings. This currently involves seventeen churches receiving some form of funding support for facilities and three specific maintenance plans. (It should be noted that Prop Corp Trustees are obliged to assist churches in the management of property in accordance with the Act, and not specifically in accordance with the stated wish of churches). Strategic financial investments will be made into key geographical regions identified as being in need of support such as regional towns and, particularly, the northern corridor of Melbourne.



Further progress in these, and other areas, will be reported on in due course and conversations with churches, and assessment of needs, will inform the development of a new strategic plan for 2026-2030 over the next two years.

Finally, it is a tremendous privilege to provide support to such diverse and hard-working churches across both Tasmania and Victoria. This is only possible as we all work together. I am extremely grateful for the efforts of the Communities, Leadership, and Operations teams, the staff of CCFS, GMP, Stirling and ACOM, the CCVT Board and other governance volunteers, and specifically the work of our CCVT Executive Assistant, Claire Egan and Communications Officer, Zanyta Woodward, for their invaluable support to me personally.

Rob Nyhuis  
*Executive Officer*

Michael Vanderree  
*Communities Team Leader*

Philip Kua  
*Leadership Team Leader*

Joel Plotnek  
*Operations Team Leader*

## 2022 Staff

### CCVT Executive Team

Claire Egan (CCVT Executive Assistant); Zanyta Woodward (Communications Officer); Diana Ong (Reception); Rob Nyhuis (CCVT Executive Officer).

### Leadership Team

Philip Kua (Leadership Team Leader); Greg Illingworth (Leadership Consultant); Ben Kumar (Generations Consultant – Youth and Young Adults); Anna Nyhuis (Generations Consultant – Kids & Families and Accelerate Internship); Justin Trevan (State Youth Games Coordinator); Suzy Dingle/Laura Bell (Processing Officer).

### Communities Team

Michael Vanderree (Communities Team Leader); Joanne Antoni (CareWorks Program Manager); David Ratten (Community Mission Catalyst); Naomi Thorne (Church Development Consultant); Lucy Bentley (Administrator); Viliamu Leuga (Safe Places and Professional Standards Consultant); Kylie Kendall (Professional Standards Consultant).

### Operations Team

Joel Plotnek (Operations Team Leader); Frank Morabito (Chief Risk and Compliance Officer), Kevin Pang (Chief Financial Officer); Melanie Milson (EA/ Operations Manager); Robert Palma (Property & Business Advisory Services); Quynh Truong (Accountant); Peggy Harker (Assistant Accountant); Olivia Katiyo/Philomena Gunasekera (Assistant Accountant); Meera Livingston/Josh Leauanae (CCI Insurance).



State Youth Games 2022.  
Photo by James Beveridge.



At the 'Transform Your World' Summit 2022.  
Photo by Chris Rowney.

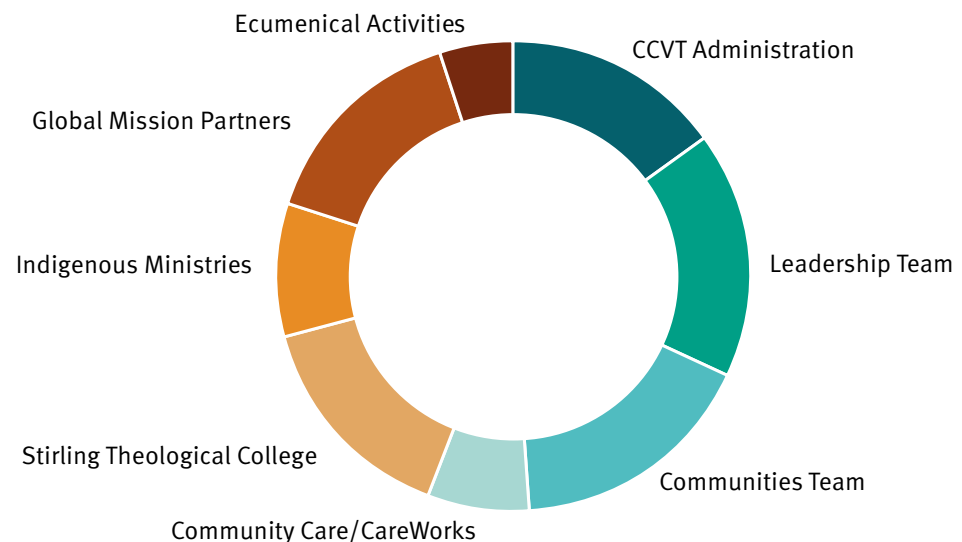
# DONATIONS

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 and payment options contact the CCVT centre on 03 9488 8800 or [ccvt@churchesofchrist.org.au](mailto:ccvt@churchesofchrist.org.au).

## Formula Donations

Formula donations are allocated to CCVT, related entities, 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).



The end of year distribution for 2022 totalled \$6,875.00.

# 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 as appointed by the Board.

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).





Evening Service at the State Youth Games 2022.  
Photo by James Beveridge.



Jossy Chacko speaking at the 'Transform Your World' Summit 2022.  
Photo by Chris Rowney.

# BOARDS REPORT



## From the Chair

It is again my privilege to serve as Chair of the CCVT, and attend my third AGM in this capacity.

In 2022 the Board made incremental changes to our meeting rhythm, to focus more closely on implementation of the strategy. At our strategic planning session in the first quarter of 2022, we identified leadership development and church planting as the highest of priorities for our movement at this time. We enjoyed having new churches who are now affiliating with us this year, attend one of our meetings and talk about their journey thus far. We continue to work to support the Executive leadership team to align to and resource these priorities.

One of the significant developments was the implementation of the Property Matrix, which is designed to help CCVT work with Churches, Affiliates, and the Board, to strategically evaluate property decisions. Property can often be seen as

a stand alone consideration for a church, whereas property decisions are highly interlinked to other aspects of church health. Early feedback is that the newly created property matrix has been helpful for churches and affiliates who are reimagining their future. I would like to thank Rob Palma for his leadership in this area, and Tim Keating for his extensive shaping and input.

## 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).

### **Churches of Christ Community Care**

Constitutionally, all members elected to the CCVT Inc. Board are simultaneously appointed directors of Community Care, a company limited by guarantee. 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.

The purpose of Community Care is to establish and manage caring and benevolent programs that directly serve the community. These include 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; 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. Our many project grants continue to enable Affiliates to enhance meaningful connections with those in the local community.

### **In Conclusion**

I would like to thank Rob Nyhuis and his team for the energy, passion and love for the movement, and for serving so well in a complex environment. Let us not forget to encourage our CCVT staff, who go over and beyond on a daily basis, serving out of their love for God and heart for the movement, often well exceeding what may reasonably be expected in their roles. Thankyou Rob and team, we appreciate you.

We work well as a Board and so it's always sad to farewell a key team member, so we are sorry to be saying goodbye to Jody Destry, who has decided not to stand for re-nomination this year. Jody has been a valuable contributor and presence on the board for 3 years, encouraging us to ask questions to helpfully test our decision-making, and to support each other and hold one another to a high degree of accountability. Thankyou Jody for your wonderful contribution, we will miss you and we wish you all the best for your next chapter.

We would also like to acknowledge that Anne Eaton is nominating for the Board this year. We are delighted to have someone of Anne's calibre and Christian standing, who is willing and able to serve the movement in this capacity. Anne's commercial, Christian and ministry gifts will be greatly



Connecting at the 'Transform Your World' Summit 2022.  
Photo by James Taylor.

appreciated, should her nomination be successful along with those of existing Board members re-nominating in 2023.

We are a Board that is always on the lookout for talented people who also have a deep love for Christ and the Churches of Christ Victoria Tasmania movement. If you are a member at a Church of Christ, have skills in Finance, Risk, Property, Human Resources, Law, Theology, Ethics, Governance or Ministry, or a related field, and absolutely love following Jesus, and may be open to serving the broader movement, we would love to talk with you. And no, you don't have to be in the second half of your life! We would especially love to talk with young people who would like to develop Board skills. We will offer you mentoring if this is something you are interested in. Please read our monthly e-newsletter and join one of our Zoom Board information evenings, or email me directly, for more information.

I hope to see you at Summit in May.

Liz Hunter  
*CCVT Boards Chair*

## CCVT Board Members

### **Rob Nyhuis:**

CCVT Inc Board Member, Community Care Director, Prop Corp Trustee, Church of Christ Tasmania Executive Member.

### **Liz Hunter:**

CCVT Inc Board Member, Community Care Director, Prop Corp Trustee, Church of Christ Tasmania Executive Member.

### **Jody Destry:**

CCVT Inc Board Member, Community Care Director, Prop Corp Trustee, Church of Christ Tasmania Executive Member, and Chair of each.

### **Tim Keating:**

CCVT Inc Board Member, Community Care Director, Prop Corp Trustee, Church of Christ Tasmania Executive Member.

### **Tim Lambert:**

CCVT Inc Board Member, Community Care Director, Prop Corp Trustee, Church of Christ Tasmania Executive Member.

### **Blake Moore:**

CCVT Inc Board Member, Community Care Director, Prop Corp Trustee, Church of Christ Tasmania Executive Member.

### **David Oon:**

CCVT Inc Board Member, Community Care Director, Prop Corp Trustee, Church of Christ Tasmania Executive Member.

### **Tim Walter:**

CCVT Inc Board Member, Community Care Director.

### **Beverley Watson:**

CCVT Inc Board Member, Community Care Director.



# 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>Jody Destry</b>	<p><b>Church membership:</b> Discovery Church</p> <p><b>Employment:</b> Discovery Church</p> <p><b>Accredited CCVT Minister:</b> remuneration informed by CCVT minister employment guidelines</p> <p><b>Personal Relationship:</b> husband a CCVT Minister, Accredited, remunerated</p>
<b>Liz Hunter</b>	<p><b>Church membership:</b> Williamstown Church of Christ</p> <p><b>Personal Relationship:</b> married to staff member Frank Morabito</p> <p><b>Volunteer:</b> Prison Network</p>
<b>Tim Keating</b>	<p><b>Church membership:</b> a member at Bayview Church</p> <p><b>Employment:</b> Gresham Partners</p>
<b>Tim Lambert</b>	<p><b>Church membership:</b> Discovery Church</p> <p><b>Personal Relationship:</b> wife a CCVT Minister, Accredited, remunerated</p>
<b>Blake Moore</b>	<p><b>Church membership:</b> Devonport Church of Christ</p> <p><b>Employment:</b> Devonport Church of Christ</p> <p><b>Endorsed/Accredited CCVT Minister:</b> remuneration informed by CCVT minister employment guidelines</p>
<b>Rob Nyhuis</b>	<p><b>Employment:</b> by CCVT as EO and the CCVT Inc Board is directly responsible for his employment and remuneration</p> <p><b>Personal Relationship:</b> wife a CCVT Minister, Accredited, remunerated and employed by CCVT</p>
<b>David Oon</b>	<p><b>Church membership:</b> Grace Church of Christ</p> <p><b>Employment:</b> Westpac - Legal Counsel, Superannuation, Investments and Wealth platforms</p>
<b>Tim Walter</b>	<p><b>Church membership:</b> York St Church of Christ</p> <p><b>Employment:</b> York St Church of Christ</p> <p><b>Accredited CCVT Minister:</b> remuneration informed by CCVT minister employment guidelines</p>
<b>Beverley Watson</b>	<p><b>Church membership:</b> Doncaster Church of Christ</p> <p><b>Employment:</b> Doncaster Church of Christ</p> <p><b>Endorsed/Accredited CCVT Minister:</b> remuneration informed by CCVT minister employment guidelines.</p>

*This register is up to date as of printing, April 2023.*





Worshipping at the 'Transform Your World' Summit 2022.  
Photo by Elijah Gallo.



# CHURCHES OF CHRIST FINANCIAL SERVICES LTD & CHURCH MISSION ENTERPRISES



## Churches of Christ Financial Services Ltd (CCFS)

CCFS exists to better facilitate the provision of financial and related services to Churches of Christ churches, state bodies and agencies around Australia. The Properties Corporation of the Churches of Christ (PCCC) is the sole stakeholder for Churches of Christ Financial Services (CCFS).

CCFS is a dedicated provider of financial services for Churches of Christ across five states and territories - WA, SA, ACT, Victoria, and Tasmania. CCFS is missional and not-for-profit, offering a unique opportunity for churches and individual investors to provide funding and work collaboratively to plant and redevelop churches. **An investment with CCFS supports mission in a meaningful way!**

It has been encouraging to see the level of engagement with churches continuing to grow during the 12 months to 30 June 2022. This was

reflected in lending which continued to grow, increasing by 17% to a record \$49.96M. It was the third successive year of strong lending growth and it is encouraging to note that the loan pipeline remains strong. A further \$17.50m is due to draw down prior to the end of the 2023 financial year.

Due to this strong increase in church financing, CCFS has commenced a debenture acquisition campaign to assist in a funding forecast, Churches of Christ churches loan growth. Churches of Christ churches and missionally-minded individuals across Australia can continue access to mission-based finance by:

- Switching accounts from their current bank;
- Promoting CCFS investments to their congregation and;
- Utilising CCFS for church borrowing needs.

### Financial results for year ended 30 June 2022

The following highlights the CCFS Ltd financial position and performance for the financial year ended 30 June 2022:

- \$409,873 operating Net Surplus before distribution to CCVT
- Total loans to churches of \$49.96M
- Debentures from churches and individuals of \$58.27M.

### Contribution to CCVT's mission

- Annual distributions to support CCVT operations and activities was \$135,000.
- Management services to CCVT, including strategic leadership and financial management.
- Guidance to the CCVT Boards in the establishment and continued direction of Development Funds, which provides significant income to support the CCVT strategic plan.

CME management services to CCVT, including strategic leadership and investment management.

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

### Church Mission Enterprises (CME)

Church Mission Enterprises (CME) was set up in 2019, with PCCC (The Properties Corporation of the Churches of Christ) as the sole stakeholder, to assist CCFS with managing regulatory compliance issues in financial, insurance and managed funds investment services. Financial services for loans, term and on demand accounts is managed through CCFS. Churches of Christ Insurance (CofCI) and other services such as CCFS branded investments are managed through CME. CME is governed by the same directors that sit on the CCFS Board and managed by the same executive management team.

CME's Investment Portfolio Service continues to provide CCVT affiliated investors with real time investment management and reporting on our HUB24 investment platform.

CME has now completed the transition of its investment portfolio to include sustainable investment principles which better represents the values of our movement, CCVT, including key biblical principles of respect for individuals, honesty and integrity, health and wellbeing, avoidance of armed conflict, environmental responsibility and

divesting from companies with significant exposure to the following activities: high CO2 generating fossil fuels (exploration and processing); gambling; tobacco; pornography; modern slavery; armament manufacture; animal exploitation; and logging of old growth forests.

CME investment funds for the 2022 financial year were \$41.4m.

Managed investments returned -5.82% for the year.

CME manages these services and brands nationally:

- Churches of Christ Insurance
- Fund and investment management for PCCC and CCVT
- Faith Insurance
- ChurchWorx.

### Churches of Christ Insurance (CCI)

Joshua Leauanae commenced as the national Insurance Manager in September 2022 replacing Meera Livingston, the CCI Insurance Coordinator, who resigned in May 2022. Joshua will manage the national Churches of Christ Insurance (CofCI) program and Faith Insurance brand set up in 2018 to service churches outside Churches of Christ that are not catered for by a denominational insurance program.

The insurance market has continued to be challenged by high inflation, heavy losses from natural catastrophes and volatility in the financial market. This has been reflected in the general pricing of insurance and in some cases through the limiting of covers, increasing deductibles or excluding specific risks. Churches of Christ Insurance is proud to continue to meet the varied needs of all our churches, agencies and affiliates. We would like to thank our churches, agencies and affiliates as your support makes a significant impact to the national insurance program and the wider Churches of Christ movement.

Please make sure you keep an eye on our website and Facebook page for regular risk management updates and news.



## CCFS & CME Board of Directors:

The following resignation, appointment and re-appointment of Directors was acknowledged by PCCC and the CCFS & CME Boards at the CCFS & CME AGMs on 20 October 2022.

The following Director resigned:

- Dean Phelan – resigned 20 October 2021.

The following Directors are re-appointed for a further term of 3 years:

- David Warren – 28 August 2022 to 28 August 2025
- Joel Plotnek – 28 August 2022 to 28 August 2025.

The following Directors were appointed for a term of 3 years:

- Neil Watson – 20 October 2022 to 20 October 2025
- Jeffrey Davey – 20 October 2022 to 20 October 2025.

## Current CCFS & CME Board Directors:

David Warren (Chair)  
Joel Plotnek (MD/Secretary)  
Rob Nyhuis (CCVT EO)  
Thera Storie  
Robert Chapman  
Veronica Kregor  
Aaron Mitchell  
Neil Watson  
Jeffrey Davey

## Committee Members

**CME Investment Management Committee:** Frank Morabito (CRO), Joel Plotnek (MD), Andrew Bruce (Consultant), David Warren (Director), Kevin Pang (CFO)

**CCFS Assets & Liabilities Committee:** Frank Morabito (CRO), Joel Plotnek (MD), Stuart Campbell (NRM), Robert Chapman (Director), Veronica Kregor (Director), Kevin Pang (CFO)

**CCFS & CME Audit, Risk & Compliance Committee:** Frank Morabito (CRO), Aaron Mitchell (Director), David Warren (Director), Joel Plotnek (MD), Kevin Pang (CFO), Neil Watson (Director), Jeffrey Davey (Director)

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

**CCFS & CME Credit and Responsible Managers Committee:** Frank Morabito (CRO), Joel Plotnek (MD), Stuart Campbell (NRM), Kevin Pang (CFO)

**CME Churches of Christ Insurance Advisory Committee:** Frank Morabito (CRO), Joel Plotnek (MD), Joshua Leauanae (Insurance Manager) & State Representatives.

## Staff

Joel Plotnek – Managing Director  
Frank Morabito – Chief Risk & Compliance Officer  
Kevin Pang – Chief Financial Officer  
Philomina Gunasekera – Finance Manager  
Stuart Campbell – National Relationship Manager  
Mara Novembre – Senior Customer Service Advisor  
Karen Wilson – Branch Operations Supervisor  
Kristine Gardiner – Customer Service Advisor  
Joshua Leauanae – Insurance Manager



State Youth Games 2022.  
Photo by James Beveridge.



Elective at the 'Transform Your World' Summit 2022.  
Photo by James Taylor.

# STIRLING THEOLOGICAL COLLEGE

## An Historic Year

2022 will be remembered as an historic year for Stirling Theological College, as it was marked by several significant events. The year began with the unexpected resignation of Dr Graham Hill in January. Graham had been appointed Principal in December 2020 and led the College during the difficult days of lockdown and our shift to online learning. We are deeply grateful to Graham for the stability he brought during uncertain and challenging times. We wish him well in his role as Western Australia state leader of Baptist Mission Australia and his ongoing writing and publishing work.

## Stirling Executive

Graham's resignation led the Stirling Board to approach me to step in as Interim Principal until a permanent appointment could be made. However, my tenure was extended so that I could be a consistent presence as the College negotiated several rapidly unfolding events. It has been a career highlight to serve alongside Stirling's Board, Executive Team, faculty, and staff. I'm particularly indebted to our Executive Team Aaron Mitchell (Vice-Principal/COO), Dr Angela Sawyer (Dean of Students), and Dr John Capper (Academic Dean) and key faculty and staff members Dr Brian Macallan (Head of Bible, Theology & Ministry), Dr Art Wouters (Head of Counselling), and Jackie Mina (Registrar) for their support and commitment during a year of great change.

## Stirling School of Community Care

The higher education sector broadly, and the theological education sector more specifically continues to experience major challenges in post-pandemic Australia with shifts in people's priorities and commitments. In response, the Executive put a proposal to the Stirling Board to invest in the establishment of The Stirling School

of Community Care (SSCC). Stirling has developed a reputation for innovation and excellence in its delivery of Counselling, Clinical Pastoral Education (CPE), Pastoral and Spiritual Care, and Professional Supervision programs. Combined, they account for approximately 80% of Stirling's business. Because of the growing demand for those seeking training and qualifications in the helping/caring professions and as a strategic move towards strengthening Stirling's future sustainability, the Stirling Board agreed to invest in the establishment of the SSCC, which coalesces these programs under the one umbrella and will develop and deliver a range of new awards in these fields.

## Stirling Board

The Stirling Board were often called upon to work their way through lengthy documentation and copious Board papers to make informed decisions regarding vitally important matters. Each of the Stirling Board members; Anna Fernando (Secretary), Bekkii Scott, John Sharpe, John Williamson, Lindsay Dewberry), Meewon Yang, Rick Lewis, and Rob Nyhuis (Board Chair) made important contributions throughout the year and should be applauded for their attention to detail, and willingness to devote many hours of unpaid volunteer time in the fulfillment of their duties.

## Academic Life

Enrolments in 2022 were down on 2021. Our total student headcount was 193, with an effective full-time student load (EFTSL) of 96. This was well below budgeted student numbers and a significant drop on 2021 enrolments. 122 students were enrolled in The School of Counselling, 65 students were enrolled in The School of Bible, Theology & Ministry, with six Higher Degree Research students. We had 97

graduating students, which was the second largest number of graduates of the University of Divinity's ten colleges.

The College's commitment towards academic excellence continued with three faculty taking study leave, and team members being active in publishing and presentation of papers. Sarah Beattie, who completed her PhD through Stirling was awarded the University Medal by the University of Divinity (UD). The University Medal is UD's highest student award and reflects the academic standards to which Stirling aspires. The examiners of Sarah's research described her work as a masterpiece and one of the most "intelligent renderings of the science and religion debate that they have read". Our congratulations to Sarah and her supervisor Dr Brian Macallan.

## Mulgrave Property Update

In June 2021, the Mulgrave property was sold to a property developer with settlement due to take place in June 2025. An advance on the sale was received, which in part has been used to fund initiatives related to the Stirling School of Community Care. We are aware that for some, there is a strong connection to the Mulgrave campus and a formal farewell to the property is planned for late 2023. We have managed the removal of ashes and plaques from the site and are currently considering options for the relocation of the library and the Hindmarsh Centre.

## Finances

2022 was the fifth consecutive year of the College recording a significant deficit. There is no way of putting a positive spin on things, other than to say that every possible step was taken by the Executive and the Board to provide sound financial management to help minimise our losses. The advance on the sale of the Mulgrave property provided the financial buffer needed to ensure that the College could continue operations in 2023 and enable us to work towards a sustainable financial model for the future. An Investment Trust is being established to steward and protect the proceeds of the property sale and a great deal of thanks go to John Williamson and Lindsay Dewberry, the two Board members who have facilitated this process.

## University of Divinity

Stirling has had a long and fruitful relationship with the University of Divinity, the body that provided accreditation for our academic awards. However, it became apparent that the future of the two parties lay in different directions, and on November 21, 2022, we advised the University that we would not be renewing our Collegiate Agreement. We are grateful for the rich history and benefits that our relationship with the University has bestowed on Stirling and its students, and we are hopeful that even though our association with the University has formally come to an end, our sincere hope is that friendship and informal collaboration between us will continue. Our departure from the University was in part expedited by an emerging conversation that had been taking place with the Australian College of Ministries (ACOM).

## Stirling-ACOM Partnership

From early 2022, the Executive Teams of Stirling and the Australian College of Ministries (ACOM), along with representatives of both College Boards, began meeting with the purpose of imagining a better future for theological education, ministry formation and counselling training for Churches of Christ in Australia. These conversations along with much prayerful consideration resulted in a unanimous decision by both Boards to explore the formation of one new College entity.

A Memorandum of Understanding was signed on September 14, 2022, to help guide further discussions, as we engaged in a due diligence process involving an external review of both Colleges strategic plans, governance structure, finances, and cultural distinctives to identify the opportunities, risks, and challenges associated with a potential merger.

Although we are still in a season of transition and have not legally merged, Stirling and ACOM began delivering courses together in 2023 with the accrediting body the Sydney College of Divinity. This momentous event was made possible by the efforts of our combined faculty and staff, who worked beyond the call of duty to ensure our students were

given the best possible start to their studies. We are thrilled to report that more than 500 students are enrolled with us in Trimester 1!

Although it appears that our coming together happened quickly, in reality, it is the culmination of many conversations that have taken place over many decades. It is an historic step, which reunites two Colleges that trace their roots back to 1907 when we were together known as the College of the Bible.

One of the noticeable features in these early days of our partnership is how much the two colleges have in common – our differences are not nearly as marked as some have suggested or imagined. These similarities are most evident as we witness our faculty collaborating on classes and projects together. This togetherness and sense of unity should not be surprising given our shared origins.

Whilst it is still early days, there is already a lot for us to celebrate and cause for us to anticipate a great future. We ask that you join us in prayer as we seek God's guidance in this endeavour. Our very real hope is that through this process we might ensure that the rich and vibrant histories of our two Colleges will not only be maintained but enhanced.

Stephen Sutton  
*Interim Principal*

## Board Members

Rob Nyhuis (Chair), Anna Fernando (Secretary), Lindsay Dewberry (Deputy-Chair), John Williamson, Meewon Yang, Rick Lewis, John Sharpe and Bekkii Scott.



Ordination Celebration at the 'Transform Your World' Summit 2022.  
Photo by James Taylor.

# 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 regularly (now three times a year, inclusive of an October AGM) to discuss issues of national significance to Churches of Christ and to provide leadership of our movement at the national level.

## Highlights for the past year

- Rise 2022 – With gratitude for the sponsorship of Christian Projects, the inaugural Rise event for young leaders and ministers in all states was held in NSW in August 2022. CCVT participants were selected by Leadership Team staff. Speakers included Keith Farmer, Jossy Chacko, Melinda Dwight, Tim Costello and myself, where sessions were processed with mentors (experienced ministers) inclusive of prayer. Follow up events are occurring in some states and I had the privilege of supporting the inaugural W.A. event in Perth. Such was the positivity regarding the first national event that planning is underway for 2024, with the hope that it would be able to run as a biennial event.
- The return to online meetings saw two held near Wollongong, NSW and one in Glenelg, SA. Positive rapport was built quickly, noting that Council members are mostly very new, after significant transition in 2019-2020. It is hoped that, from 2023, stakeholder dinners will be held with state boards and the staff of innovative churches to better facilitate growth and strength. (We are truly better together!)
- Goals for Strategic Focus have been slow to develop due to emergence from COVID, but there has been a renewed commitment to new Indigenous Mission, with GMP meeting ministers at state events to discuss this further. Also, the Council is forming an umbrella document affirming the historical values and beliefs of the Churches of Christ as outworked in each state. The Colleges will begin facilitating discussion of public issues, too, to better resource and network churches for engagement on matters of justice and ethics. In addition, a national network of business leaders now meets regularly with Joel Plotnek to consider facilities stewardship and innovations in resource management.
- The states have been very positive concerning the proposed merger of Stirling and ACOM, with more new enrolments expected for 2024, in particular. It is anticipated that proceeds from the sale of Stirling's Mulgrave site will help to fund the successor organisation, with discussions under way regarding the ongoing provision of a national archive facility via a relocated 'Hindmarsh Centre.'
- Past National Redress Scheme obligations associated with Indigenous ministries operating in various states have continued to accumulate until reaching a ceiling of \$3.7 million declared in 2022. This has necessitated significant contributions from GMP and state bodies, recognising the adverse impact on new initiatives. Supplementary gifts will be gratefully received through a fund set up to assist with the ongoing need for a further \$1.5 million in support but 50% of future gifts will be directed to new programs.



<b>Account Name:</b>	GLOBAL MISSION PARTNERS ASSIST LIMITED
	<b>BSB:</b> 065000 <b>Acc. No.:</b> 1262 5105

Finally, the CCCA is the direct reporting body for GMP, Stirling College, ACOM, the Defence Force Chaplains Committee and the member state entities, along with other national committees. Youth Vision no longer operates as a national entity, given the success of the Rise event and many complementary state-based initiatives. The CCCA continues to facilitate communication and networking between states, agencies and other groups for their mutual benefit. This continues to include interaction with important parachurch ministries that assist the work of GMP in representing Churches of Christ interest in other nations.

Rob Nyhuis  
*Chair, Council of Churches of Christ in Australia*

## CCCA Overview

### 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

### 2022 CCCA Board Members

Andrew Tonkin (Secretary) – Vic/Tas  
Daz Farrell – NSW  
Anne Simpson - NSW  
Kevan Denny – Qld  
Carol Joseph – Qld (from October)  
Leanne Sanders – SA  
Rob Nyhuis – Vic/Tas  
Peter Barney (Treasurer) – SA  
John Hutchinson – WA



Prayer for the 'Transform Your World' Summit 2022.  
Photo by James Taylor.

# GLOBAL MISSION PARTNERS

We are grateful for all God has achieved in and through Global Mission Partners this past year.

We continued to be humbled by the generosity of our supporters. We have resourced partners in response to the impact of COVID-19, the Tongan Volcano eruption and the war in the Ukraine. Through the sub-entity, GMP Extend, we have also responded to bushfires and flooding.

The reality of COVID-19 stayed with us throughout this past year. We provided support to partners using several online and social media platforms. Without exception, all our partners have managed very well in this time of great complexity. We, and they, have learned new skills, and we will not lose these learnings. Being able to see partners face-to-face in Zimbabwe and India (May 2022) for the first time in almost three years was a real highlight.

The last 12 months of IMA's activities has again seen some significant challenges with the ongoing COVID-19 issues affecting so many of our partners and the many programs that we run in partnership together. Highlights for this year include the farewell and celebration of 13 years of ministry by Tony and Francine Riches and the introduction of Melbourne Indigenous Christian Fellowship's new pastor, Jongil 'Kimberley' Kim.

Around 15 years ago, GMP set a direction to become accredited with the Department of Foreign Affairs and Trade (DFAT). This was prioritised more than 10 years ago, and this year GMP was Fully Accredited by DFAT as an agency capable of delivering quality aid outcomes. This is a significant achievement. In practical terms, GMP's partners will be better resourced to undertake projects in their local settings. The resources available to COCOA through Australian

Aid have increased from \$150,000 in this financial year to \$832,000 in 2022-23. Thank you to the staff and Board of GMP for this outcome.

Thanks to those who sacrificed coffee and other substances for Safe Water September, together we raised a record-breaking \$180,000 for water and sanitation projects. Our Christmas Appeal and Walk for Hope campaigns were also well received and we are grateful for the many who continue to passionately support our partners through these activities.

In 2022, Global Mission Partners farewelled long serving Executive Officer John Gilmore. Over 15 years, John and the team took our ministry to a new level, reconfiguring our mission activity for a new era around International Church Partnerships (ICP), adopting Indigenous Ministries Australia (IMA), launching a youth-focused program Embody and significantly, achieving full accreditation with DFAT for our overseas aid work (COCO A). All these accomplishments should be celebrated, and certainly set us up for a bright and stronger future serving as part of God's mission in and throughout the world.

In the face of declining and shifting church attendance trends and increasing conflicts, volatility and uncertainty throughout the world, the need for humble, confident and courageous Christian witness is needed more than ever.

We trust you will continue to be part of the Global Mission Partners story going forward.

John Lamerton  
*Executive Officer*

## Staff:

**John Lamerton** – Executive Officer

**Craig Brown** – ICP Director and Deputy Executive Officer

**Elise Andrews** – Director of Communications and Design

**Gavian Chan** – Director of Marketing and Fundraising

**Terence Ng** – Salesforce Database Support, Marketing & Fundraising

**Melissa Parkinson** – Digital Content Manager

**Mitch Salmon** – embody National Coordinator & Relationships Manager – Vic/Tas

**Nick Wight** – Indigenous Ministries Australia Coordinator (East).

## Board:

John Lamerton, Executive Director

Barrie Yesberg, Chair

Naomi Beames

Gordon Buxton

Claire Egan

Symon Pratt

Mark Riessen

Vandana Thavare

Janet Woodlock

# 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).

# CCVT AFFILIATE STATISTICS 2022

as at September 2022

Bold and underline means old data

CHURCHES	State	Affiliation Date	18+ Membership	18+ Regular Attendees	18+ Church Community	All Ages Church Community	Total Average Weekly Attendance	Total Baptisms
4C	VIC	2020						
Abundant Grace Church of Christ	VIC	2014	20		20	20	20	
Abundant Life Church of Christ	VIC	2021	7	22	29	47	43	0
All Nations Christian Fellowship	VIC	2019	<b>180</b>	<b>90</b>	<b>270</b>	<b>350</b>	<b>610</b>	
Ascot Vale Church of Christ - Dwell	VIC	1891	<u>20</u>	<u>30</u>	<u>50</u>	<u>58</u>	<u>32</u>	
Basic Church	VIC	2019	<b>40</b>	<b>11</b>	<b>51</b>	<b>61</b>	<b>65</b>	
Bayview Church	VIC	2009	255	20	275	325	120	1
Beit HaMashiach (House of the Messiah)	VIC	1999	56	108	164	211	134	0
Bellarine Peninsula Church of Christ	VIC	1977	32	12	44	46	38	0
Bendigo Church of Christ	VIC	1866	98	20	118	145	102	0
Berwick Church of Christ Inc	VIC	1869	278	645	923	977	482	0
Boort Church of Christ	VIC	1913	7	5	13	13	12	0
Boronia and Bayswater Community Church of Christ	VIC	1920	128	74	202	249	151	0
Bright Church of Christ	VIC	1986	55	9	64	66	87	5
Brighton Beach Church	VIC	2021	10	62	72	90	66	8
Brighton Church of Christ	VIC	1859	<u>16</u>	<u>8</u>	<u>24</u>	<u>29</u>	<u>33</u>	
Brim Church of Christ	VIC	1894	4	3	7	7	7	
Brimbank Church of Christ Inc	VIC	1961	41	5	46	48	32	0
Carnegie Church of Christ	VIC	1958	<u>19</u>	<u>26</u>	<u>45</u>	<u>49</u>	<u>36</u>	
Castlemaine Church of Christ	VIC	1870	52	4	56	56	50	
Caveside Church of Christ	TAS	1911					20	
Chelsea Community Church of Christ	VIC	1924	25	25	50	54	129	0
Chinese Church of Christ	VIC			DISAFFILIATED IN 2023				
CiTIGATE Church	VIC	2016	<b>0</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>0</b>
City Heart Church of Christ (previously Stawell)	VIC	1905	41	2	43	49		0
Clayton Church of Christ Fellowship	VIC	2006	348	405	753	1050	384	11
CrossCulture Church of Christ	VIC	1865	400	261	661	746	480	5
CrossCulture Church of Christ Point Cook	VIC	2014	104		104	150	170	3
Dandenong Church of Christ	VIC	1892	56	11	67	75	57	0
Dareton (NSW) Wentworth Joint Parish	VIC	1929	16	1		16	14	0
Devonport Church of Christ	TAS	1923	86	165	251	316	237	7

CHURCHES	State	Affiliation Date	18+ Membership	18+ Regular Attendees	18+ Church Community	All Ages Church Community	Total Average Weekly Attendance	Total Baptisms
Discovery Church	VIC	1947	291	20	311	512	607	18
Doncaster Church of Christ Inc	VIC	1863	136	77	213	218	134	0
Door of Hope Christian Church Inc	TAS	1883	160	300	460	784	407	0
Dover Community Church			DISAFFILIATED IN 2023					
Echuca Church of Christ	VIC	1891	16	18	34	35	28	0
Emmanuel Christian Church - Burmese	VIC	2012	<b>280</b>	<b>0</b>	<b>280</b>	<b>400</b>	<b>280</b>	
Encounter Church	VIC	1992	64	3	67	81	49	0
End-Time Church of Christ	VIC	2004	<u>14</u>	<u>2</u>	<u>16</u>	<u>22</u>	<u>37</u>	
Essendon Church of Christ (Arcadia)	VIC	1915	16	35	51	51	26	0
Family Life (previously Mt Clear)	VIC	1863	53	21	74	89	60	5
Fitzroy North Community Church	VIC	1873	62	40	102	114	45	0
Footscray Church of Christ	VIC	1878		106	106	106	56	1
Frankston Church of Christ	VIC	1932	<u>58</u>	<u>18</u>	<u>76</u>	<u>83</u>	<u>59</u>	
Friends of Dismas Church	VIC	2013	0	0	0	37	37	0
Gateway Church - Warrnambool	VIC	1874	75	55	130	192	307	6
Geeveston Community Church	TAS	1895	11	20	31	34	23	0
Gisborne Church of Christ	VIC	1976	71	11	82	102	103	
Glory International Church	VIC	2019	<u>26</u>	<u>26</u>	<u>3</u>	<u>26</u>	<u>26</u>	
Grace Church of Christ	VIC	1982	220	39	259	300		0
Haddon Church of Christ	VIC	1994	14	2	16	18	14	0
Hartwell Church of Christ	VIC	1921	23		23	25	62	
HeartWell (previously The Avenue)	VIC	1890	71		71	73	62	
Hobart City Church of Christ	TAS	1871	76	40	116	139	111	2
Horsham Church of Christ	VIC	1886	179	116	295	376	165	3
Howrah Church of Christ	TAS	1988	45	15	20	24	48	0
Huonville Community Church	TAS	1884	<u>25</u>	<u>13</u>	<u>38</u>		<u>20</u>	
Joyful Korean Church of Christ	VIC		DISAFFILIATED IN 2023					
Kaniva & Serviceton Churches of Christ	VIC	1889	10	19	29	36	36	0
Kardinia Church	VIC	1925	<u>42</u>	<u>763</u>	<u>805</u>	<u>1254</u>	<u>474</u>	
Key to Life Church of Christ	TAS	1984	22		22			
Life Links (previously Ararat)	VIC	1918					74	
LifeGate Church of Christ	VIC	2012	275		275	275		0
Light of Christ Church	VIC	2020	<u>54</u>	<u>5</u>	<u>59</u>	<u>81</u>	<u>25</u>	
Liquid Church	VIC	2010	<u>22</u>	<u>12</u>	<u>34</u>	<u>40</u>	<u>40</u>	
Living Faith Church	VIC	1965	<u>156</u>	<u>55</u>	<u>211</u>	<u>223</u>	<u>134</u>	
Maidstone Church of Christ	VIC	1949	8	1	9	9	9	0
Maryborough Church of Christ	VIC	1862	36	13	49	57	59	0
Masih Church Melbourne	VIC	2019				93		
Melbourne Chinese Church of Christ	VIC	1993	45	10	55	45	64	



CHURCHES	State	Affiliation Date	18+ Membership	18+ Regular Attendees	18+ Church Community	All Ages Church Community	Total Average Weekly Attendance	Total Baptisms
Melbourne Hosanna Church	VIC	2005	<u>213</u>	<u>44</u>	<u>257</u>	<u>348</u>	<u>347</u>	
Melbourne Indigenous Church Fellowship	VIC	2020	0	20	20	0	20	0
Melbourne Praise Centre	VIC	1914	<u>180</u>	<u>180</u>	<u>180</u>	<u>255</u>	<u>255</u>	
Mildura Church of Christ	VIC	1894	239	239	239	274	200	0
Monash City Church of Christ	VIC	1954	75	35	110	141	86	0
Montrose - Church of Christ, Montrose	VIC	1877	45	27	72	79	65	0
Mornington Church of Christ	VIC	1989	57	20	77	83	45	3
New Life - Korean Church of Christ	VIC	2012	<u>0</u>	<u>0</u>	<u>20</u>	<u>0</u>	<u>60</u>	
New Life Church of Christ - Wodonga	VIC	1978		17	17	18	31	3
Norlane Church of Christ	VIC	1957	<u>32</u>	<u>16</u>	<u>50</u>	<u>50</u>	<u>54</u>	
Northern Community Church of Christ	VIC	2000	40	51	91	93	39	0
Nubeena Church of Christ	TAS	1878					43	
Nurmkah Church of Christ	VIC	1988	<u>28</u>	<u>11</u>	<u>38</u>	<u>45</u>	<u>29</u>	
Oakleigh Church of Christ	VIC	1916	42	5	49	52	34	2
One Church	VIC	1905	539	670	670	927	480	4
onezone Church of Christ	VIC	1859	204	275	479	614	224	2
Open Door Community Church	VIC	2002	18	0	18	19	17	0
Ormond Community Church of Christ	VIC	1925	0	0	0	15	15	0
Parkdale Church of Christ	VIC	1921	25	8	33	33	23	
Pascoe Vale Church of Christ	VIC	1956	25	14	39	39	30	0
Peel Street Church of Christ	VIC	1869	52				62	1
Praise Centre	VIC	1992	<u>0</u>	<u>0</u>	<u>0</u>	<u>110</u>	<u>220</u>	
Pyramid Hill Church of Christ	VIC	1925	7	0	7	7	7	0
ReChurch (previously Roxburgh Park)	VIC	1996	69	6	75	102	70	0
Red Church	VIC	1867	67	100	167	218	218	
Red Cliffs Church of Christ	VIC	1923	32	4	36	42	23	0
Richmond Vietnamese Church of Christ	VIC	1991	<u>690</u>	<u>48</u>	<u>48</u>	<u>0</u>	<u>63</u>	
Ringwood Church of Christ	VIC	1919	308	97	405	440	114	7
River Valley Church	VIC	2002	25	10	35	35	30	
Robinvale Church of Christ	VIC	2019						
Shekinah Melbourne	VIC	2009	98	12	120	144	106	6
Shepparton Church of Christ	VIC	1881	50	9	59	60	28	0
Southern Community Church of Christ	VIC	1857	134	9	143	143	53	0
Springvale Church of Christ	VIC	1941	<u>20</u>	<u>8</u>	<u>28</u>	<u>28</u>	<u>29</u>	
Springvale South Church of Christ	VIC	1954	20	4	24	28	35	0
Springvale Vietnamese Church of Christ	VIC	2002	48	0	35	48	48	
St Arnaud Church of Christ	VIC	1904	19	4	23	23	20	0
Steeple Church of Christ	VIC	1958	39	34	73	103	60	1
The Grain Shed Church of Christ	VIC	1920	<u>126</u>	<u>19</u>	<u>145</u>	<u>145</u>	<u>114</u>	

CHURCHES	State	Affiliation Date	18+ Membership	18+ Regular Attendees	18+ Church Community	All Ages Church Community	Total Average Weekly Attendance	Total Baptisms
The Lighthouse Church on Well St	VIC	1940	<u>7</u>	<u>7</u>	<u>0</u>	<u>14</u>	<u>10</u>	
The Olive Branch Church	VIC	2019	29	18	47	70	48	0
The United Oromo Christian Church in Australia	VIC	2015						
Thornbury Church of Christ	VIC	1921	30	10	40	40	311	0
TLC Church	VIC	2019	125	50	175	188	186	2
Together Church (previously Third Place Communities)	TAS	2019	<u>22</u>	<u>15</u>	<u>37</u>	<u>53</u>	<u>52</u>	
Upper Yarra Church of Christ	VIC	1994	18	30	48	60	60	
Wallan Gateway Church	VIC	2012	70	25	95	171	87	2
Warragul Church of Christ	VIC	1886	93	44	137	170	77	0
Wedderburn Church of Christ	VIC	1854	<u>14</u>	<u>4</u>	<u>18</u>	<u>20</u>		
Werribee Church of Christ	VIC	1978	<u>42</u>				<u>38</u>	
Williamstown Church of Christ	VIC	1888	42	25	67	89	40	1
York Street Church of Christ	VIC	1925	204	230	534	660	87	20
<b>OVERALL TOTALS</b>	<b>122</b>		<b>9,318</b>	<b>6,379</b>	<b>13,956</b>	<b>17,512</b>	<b>11,737</b>	<b>129</b>
<b>VIC CHURCH TOTALS</b>	<b>111</b>		<b>8,865</b>	<b>5,805</b>	<b>12,969</b>	<b>16,150</b>	<b>10,764</b>	<b>120</b>
<b>TAS CHURCH TOTALS</b>	<b>11</b>		<b>453</b>	<b>574</b>	<b>987</b>	<b>1,362</b>	<b>973</b>	<b>9</b>

Bold and underline means old data

## Agencies include 11 agencies:

	State	Afill Date
Cafe Care Ministry	Vic	2019
Careforce Lifekeys Inc	Vic	2010
Cornerstone Community	Vic	2019
Explore Youth and Family Therapy	Vic	2020
Foothills Community Care	Vic	2012
FRESH Theatre for Social Change	Vic	2012

	State	Afill Date
Prison Network Ministries	Vic	2020
Rite Mentoring Inc (previously Ignite)	Vic	2012
St Kilda Gatehouse	Vic	2003
Urban Neighbours of Hope (UNOH)	Vic	2001
Veta Youth (Veta Morphus, Veta Together, Veta Neo)	Vic	2013

# FINANCE REPORT





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

## **2022**

Despite being another turbulent year with lasting impact from the pandemic and major global or local interruptions, the CCVT group retained its momentum to deliver against its strategic targets and invest in mission-focused ministries.

Across the group, there had been increased activities ranging from the return to a large turnout at State Youth Games, a growing portfolio in our Financial Services (CCFS) & Insurance (CME) businesses, increased property services for church development (Properties Corporation of the Churches of Christ), a growth in new childcare operations (C4M), and the continuation of excellent services from the team at Churches of Christ Community Care Inc.

From a financial perspective, 2022 had been a year of highlights and challenges for the CCVT Group. The consolidated result demonstrates strong financial stewardship with a healthy operating surplus, however, even with a defensive investment strategy, volatility in global-investment market has resulted in a significant unrealised capital deficit in the CCVT group investments. Despite the consolidated deficit for the year, the balance sheet of CCVT group remains strong and has positioned itself to continue its lasting services for the movement.

## 2023

CCVT continues to target a positive operational net annual surplus and has budgeted for a minor operating net surplus for 2023 against its regular operations. The 2023 budget continues to support the CCVT strategic plan, leveraging our resources to advance God's Kingdom. In particular, the CCVT board has endorsed a special five-year initiative to invest in kingdom growth, as outlined in 2020. This intentional strategic decision will bring the projected operating result down to a deficit position. This budget represents CCVT's commitment to sustainable growth in mission and the development of the local churches. We continue to invest into the support of our affiliates in ensuring that they remain safe, well-governed, and leadership at the local church is valued and resourced, especially in the current post pandemic environment where changes continue to occur at a rapid pace.

The budgeted expense 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; 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 inclusive of the AGM; regional and CCVT-wide conversations; the updated website; the annual report and directory; the Affiliate Census; policy formation; ministry

endorsement and accreditation; and marriage licence management. Also included are fees for the Council of Churches of Christ in Australia (CCCA).

CCVT 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 grants; Church Mission Enterprises (C4M); Churches of Christ Childcare for Mission (C4M); and the recoupment of travel and other expenses including reimbursements for services provided to churches.

## 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 from the audited financial statements for the group entities.*

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



Accelerate Leadership 2022.  
Photo by Elijah Gallo.

# Churches of Christ in Victoria and Tasmania Inc

ABN 26 403 323 495

For the Year Ended 31 December 2022

Statement of Income and Expenditure		2022
<b>Operating activities</b>		\$
Revenue	2,785,486	
Employee benefits expense	-1,388,777	
Grants and assistance	-262,723	
Event expenses	-251,221	
Corporate service fees	-178,503	
Occupancy expenses	-172,855	
Motor vehicle expenses	-70,083	
Consultants and professional fees	-63,044	
Travel expenses	-41,483	
Depreciation expense	-25,212	
Telephone and IT expenses	-8,953	
Other expenses	-257,859	
<b>Surplus/deficit from operating activities</b>	<b>64,773</b>	
<b>Capital activities</b>		
Revenue	708,156	
Gains arising from the control of property assets	1,980,000	
Capital gains/losses from disposal of property, plant and equipment	609,320	
Capital gains/losses on financial assets	-3,622,865	
National Redress Scheme claims (expense)/recovery	-	
Capital development fund expenses	-4,920,216	
<b>Surplus/deficit from capital activities</b>	<b>-5,245,605</b>	
<b>Surplus/deficit for the year</b>	<b>-5,180,832</b>	

Statement of Financial Position		2022
<b>ASSETS</b>		\$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,760,159	
Trade and other receivables	520,953	
Non-current assets held for sale	1,980,000	
Other assets	29,792	
<b>TOTAL CURRENT ASSETS</b>	<b>4,290,904</b>	
<b>NON-CURRENT ASSETS</b>		
Trade and other receivables	1,000,000	
Financial assets	30,322,517	
Property, plant and equipment	19,511,579	
<b>TOTAL NON-CURRENT ASSETS</b>	<b>50,834,096</b>	
<b>TOTAL ASSETS</b>	<b>55,125,000</b>	
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	553,192	
Short-term provisions	3,751,463	
Other liabilities	19,019	
<b>TOTAL CURRENT LIABILITIES</b>	<b>4,323,674</b>	
<b>NON-CURRENT LIABILITIES</b>		
Long-term provisions	34,741	
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>34,741</b>	
<b>TOTAL LIABILITIES</b>	<b>4,358,415</b>	
<b>NET ASSETS</b>	<b>50,766,585</b>	
<b>EQUITY</b>		
Reserves	48,530,741	
Retained earnings	2,235,844	
<b>TOTAL EQUITY</b>	<b>50,766,585</b>	

# Churches of Christ Community Care

ABN 60 004 222 020

For the Year Ended 31 December 2022

Statement of Income and Expenditure		2022
<b>Operating activities</b>		\$
Revenue	904,496	
Careworks partnership grants	-319,564	
CCVT management fees	-165,616	
New Communities and Community Engagement grants	-96,449	
Employee benefits expense	-93,065	
Consultants and professional fees	-38,197	
Other expenses	-22,941	
<b>Surplus/deficit from operating activities</b>	<b>168,664</b>	
<b>Capital activities</b>		
Capital gains/(losses) on financial assets	-1,243,179	
<b>Surplus/deficit from capital activities</b>	<b>-1,243,179</b>	
<b>Surplus/deficit for the year</b>	<b>-1,074,515</b>	

Statement of Financial Position		2022
<b>ASSETS</b>		\$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	304,751	
Trade and other receivables	-	
Other assets	12,556	
<b>TOTAL CURRENT ASSETS</b>	<b>317,307</b>	
<b>NON-CURRENT ASSETS</b>		
Financial assets	8,283,056	
<b>TOTAL NON-CURRENT ASSETS</b>	<b>8,283,056</b>	
<b>TOTAL ASSETS</b>	<b>8,600,363</b>	
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	12,206	
Borrowings	-	
Provisions	15,794	
<b>TOTAL CURRENT LIABILITIES</b>	<b>28,000</b>	
<b>NON-CURRENT LIABILITIES</b>		
Borrowings	1,000,000	
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>1,000,000</b>	
<b>TOTAL LIABILITIES</b>	<b>1,028,000</b>	
<b>NET ASSETS</b>	<b>7,572,363</b>	
<b>EQUITY</b>		
Reserves	116,862	
Retained earnings	7,455,501	
<b>TOTAL EQUITY</b>	<b>7,572,363</b>	

# The Properties Corporation of the Churches of Christ

(Trustee Operations)  
ABN 40 411 353 768

For the Year Ended 31 December 2022

Statement of Income and Expenditure	2022
<b>Operating activities</b>	\$
Revenue	1,375,882
Distributions to CCVT	-502,312
Consultants and professional fees	-335,654
Property expenses	-183,531
Corporate service fees	-193,251
Telephone and IT expenses	-97,694
Investment management fees	-87,366
Grants and assistance	-
Other expenses	-99,330
<b>Surplus/(deficit) from operating activities</b>	<b>-123,256</b>
<b>Trustee activities</b>	
Income from managed funds:	
Managed fund distribution income	2,943,343
Managed fund distributions payable to fund holders	-2,930,373
	<b>12,970</b>
Capital returns from managed funds:	
Capital gains/(losses) on financial assets	-6,875,081
Managed fund capital movements applied to fund balances	6,843,849
	<b>-31,232</b>
<b>Surplus/deficit from trustee activities</b>	<b>-18,262</b>
<b>Surplus/deficit for the period</b>	<b>-141,518</b>

Statement of Financial Position	2022
<b>ASSETS</b>	\$
<b>CURRENT ASSETS</b>	
Cash and cash equivalents	2,790,834
Trade and other receivables	1,998,933
Other assets	16,686
<b>TOTAL CURRENT ASSETS</b>	<b>4,806,453</b>
<b>NON-CURRENT ASSETS</b>	
Financial assets	47,556,639
<b>TOTAL NON-CURRENT ASSETS</b>	<b>52,839,027</b>
<b>TOTAL ASSETS</b>	<b>52,363,092</b>
<b>LIABILITIES</b>	
<b>CURRENT LIABILITIES</b>	
Trade and other payables	246,964
Financial liabilities	49,016,532
Other liabilities	8,382
<b>TOTAL CURRENT LIABILITIES</b>	<b>49,271,878</b>
<b>TOTAL LIABILITIES</b>	<b>49,271,878</b>
<b>NET ASSETS</b>	<b>3,091,214</b>
<b>EQUITY</b>	
Reserves	500,000
Retained earnings	2,591,214
<b>TOTAL EQUITY</b>	<b>3,091,214</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 2022

Statement of Income or Expenditure and Other Comprehensive Income		2022
		\$
Revenue	1,035,984	
Property expenses	-139,948	
Depreciation and amortisation expense	-201,237	
CCVT, CCFS and PCCC management fees	-149,748	
Telephone and IT expenses	-8,789	
Consultants and professional fees	-5,098	
Other expenses	-14,694	
<b>Surplus/deficit before distributions and grants</b>	<b>516,470</b>	
Distributions to CCVT	-322,314	
<b>Surplus/deficit for the year</b>	<b>194,156</b>	
<b>Total comprehensive income for the year</b>	<b>194,156</b>	

Statement of Financial Position		2022
<b>ASSETS</b>		\$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,298,030	
Trade and other receivables	5,000	
Other assets	8,382	
<b>TOTAL CURRENT ASSETS</b>	<b>1,311,412</b>	
<b>NON-CURRENT ASSETS</b>		
Financial assets	1,000,000	
Property, plant and equipment	4,107,797	
<b>TOTAL NON-CURRENT ASSETS</b>	<b>5,107,797</b>	
<b>TOTAL ASSETS</b>	<b>6,419,209</b>	
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	118,345	
Financial liabilities	322,314	
Other liabilities	-	
<b>TOTAL CURRENT LIABILITIES</b>	<b>440,659</b>	
<b>TOTAL LIABILITIES</b>	<b>440,659</b>	
<b>NET ASSETS</b>	<b>5,978,550</b>	
<b>EQUITY</b>		
Issued capital	5,000,000	
Reserves	1,050,000	
<b>TOTAL EQUITY</b>	<b>5,978,550</b>	

# The Churches of Christ Foundation

ABN 23 432 230 703

For the Year Ended 31 December 2022

Statement of Income or Expenditure		2022
		\$
Revenue	49,954	
Capital gains/(losses) on financial assets	-107,858	
Grants provided	-50,000	
Audit fees	-3,200	
Other expenses	-2,785	
<b>Surplus/deficit for the year</b>	<b>-113,889</b>	

Statement of Financial Position		2022
<b>ASSETS</b>		\$
CURRENT ASSETS		
Cash and cash equivalents	59,936	
Trade and other receivables	88	
<b>TOTAL CURRENT ASSETS</b>	<b>60,024</b>	
NON-CURRENT ASSETS		
Financial assets	655,415	
<b>TOTAL NON-CURRENT ASSETS</b>	<b>655,415</b>	
<b>TOTAL ASSETS</b>	<b>715,439</b>	
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	3,200	
<b>TOTAL CURRENT LIABILITIES</b>	<b>3,200</b>	
<b>TOTAL LIABILITIES</b>	<b>3,200</b>	
<b>NET ASSETS</b>	<b>712,239</b>	
EQUITY		
Trust capital	40,000	
Retained earnings	672,239	
<b>TOTAL EQUITY</b>	<b>712,239</b>	



# Churches Of Christ Financial Services Ltd

ABN 86 165 535 866

As at 30 June 2022

## Statement of Profit or Loss and Other Comprehensive Income 2022

	\$
Revenue	2,807,693
Employee benefits expense	-1,117,670
Term deposit and Deposit at call interest expense	-506,978
Office and administration expense	-440,601
Rental expense	-44,182
Grants and sponsorships	-500
Motor vehicle expense	-25,013
Legal and statutory expense	-12,804
Consultants expense	-21,991
Software and licensing fees	-165,449
Depreciation and amortisation expense	-51,471
Bank fees and charges	-2,496
Marketing and promotion	-8,665
Distribution to CCVT	-135,000
<b>Surplus/Deficit for the year</b>	<b>274,873</b>
Other comprehensive income	-
<b>Total comprehensive income for the year</b>	<b>274,873</b>

## Statement of Financial Position 2022

	\$
<b>ASSETS</b>	
<b>CURRENT ASSETS</b>	
Cash and cash equivalents	8,489,373
Trade and other receivables	1,649,551
Other financial assets	3,641,000
Other assets	79,250
<b>TOTAL CURRENT ASSETS</b>	<b>13,859,174</b>
<b>NON-CURRENT ASSETS</b>	
Trade and other receivables	48,320,093
Property, plant and equipment	83,770
<b>TOTAL NON-CURRENT ASSETS</b>	<b>48,403,863</b>
<b>TOTAL ASSETS</b>	<b>62,263,037</b>
<b>LIABILITIES</b>	
<b>CURRENT LIABILITIES</b>	
Trade and other payables	452,481
Borrowings	55,318,285
Other liabilities	17,135
Employee benefits	274,541
<b>TOTAL CURRENT LIABILITIES</b>	<b>56,062,442</b>
<b>NON-CURRENT LIABILITIES</b>	
Borrowings	1,803,062
Employee benefits	12,014
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>1,815,076</b>
<b>TOTAL LIABILITIES</b>	<b>59,019,774</b>
<b>NET ASSETS</b>	<b>3,243,263</b>
<b>EQUITY</b>	
Issued capital	3,000,000
Retained earnings	243,263
<b>TOTAL EQUITY</b>	<b>3,243,263</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 servanthood, 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.



Making coffee at the 'Transform Your World' Summit 2022.  
Photo by Chris Rowney.



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