

Annual Report Summary 2022



Baptist Churches
of NSW & ACT

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2022 Summary Director of Ministries



Welcome to your Association's 2022 Annual Report Summary! I trust this 'taster' leads you to read further our full report online, <https://www.thegathering.com.au/annual-report-2022/>

2022 was the final year of our current strategic plan and significant time was spent reviewing, seeking feedback and discerning directions for the next phase of our Gen1K vision from 2023-25. It is noteworthy that the entire period of this plan was lived in the midst of COVID or its shadow. This necessitated strategic directional changes as we adapted to support churches and our movement in extraordinary times.

In 2022 we were able to assist churches and leaders as ministry routines were re-established. It has been particularly encouraging to observe a deeper interest in discipling across our movement, and to be able to support churches in this journey. During the year our churches also responded with prayer and generosity to the devastating impact of the floods in the Northern Rivers and Western Districts. \$287,000 was donated to the relief and recovery work in these regions.

2022 saw the 2nd of 3 years of extra contributions to our Gen1K Vision via generous external grant funding. These funds are targeted particularly towards the development of multiplying leaders and the commencement of new churches, and assisted with the planting of 12 churches!

The year was also marked by ongoing challenging discussions across our movement around affiliation, Baptist values, and marriage.

This has impacted areas of our Association team's ministry and I also note it as a risk factor for our ongoing Gen1K Vision. We continue to need to listen to the Lord and to one another well.

As of 2022 all our regions now operate as Affiliated Ministries under the umbrella of the Association, rather than as separate entities. Each region over time has chosen this, plugging in to the operational support of the Association and allowing the region to focus its attention on mission and ministry priorities.

During the year we said goodbye to a number of gifted Association staff who have made huge contributions. This included our 2 longest serving staff members – Andrew Palmer and Kim Hall, who between them served our Association in various roles for over 35 years! A number of new staff also joined the team. In the midst of challenging times for ministry recruitment, I am continually amazed at the calibre of staff God brings to serve our Association. We have much to be thankful for.

God is present and working across our movement, and I encourage you to read this Summary Report and be inspired and encouraged!



Steve Bartlett
Director of Ministries

GEN1K Discipleship & Leadership Development



Craig Corkill

Discipleship & Leadership Development Report

- Over 100 churches engaging in training and initiatives to communicate the Gospel more effectively
- Almost 30 churches proactively developing disciple-making cultures
- Reduced number of churches looking for pastors
- Piloted Leadership Pipeline training with two churches will broader 2023 roll out.



Baptist Churches of NSW & ACT

Jenny Casey

Accreditation & Recognition

- The changes to the Accreditation process came to the Annual Assembly in May 2022 and were approved
- The new Accreditation Process led to the disbandment of the Committee for the Ministry and the Divorce Sub-Committee. A new group now oversees this process, known as the Affirmation Oversight Team (AOT)
- The new process has led to the writing of a number of new policies and process documents to support the new affirmation procedures
- In 2022 we held the annual Accreditation Service at Macquarie Park. 8 new ministers were accredited and we acknowledged the 16 ministers accredited in 2021 during Covid restrictions
- After several years of delays, all recognised minister applicants during 2020 / 21 were finally interviewed.



Steve Dixon

Youth and Young Adult Ministries

- State Youth Camp back in person with attendance over 400 people from 20 churches
- Training of 65 leaders in Youth Mental Health First Aid plus mental health workshops with over 200 in attendance
- Develop of video teaching resource for youth ministries on the book of Mark
- Impact Gap Year in partnership with Morling College set to launch in 2023 with 5 students



GEN1K Discipleship & Leadership Development



Louise Bartlett

Children & Families Ministries

- Launching State Kids Camp
- Equipping and inspiring through resources, Connect Day and consulting.
- Partnering with Morling College & Intergenerate to train and develop leaders
- Supporting all churches to welcome children as fellow disciples



Shelley Ashton

Special Religious Education

- By August 2022 all teachers were able to return who were previously under the vaccine mandate- most chose to return
- We continued to see new teachers come on board with 54 teachers and helpers join our state-wide team.
- Sadly, COVID challenges, changes in life circumstances, reduced classes available and an ageing SRE teacher cohort saw us lose 70 teachers by the end of 2022.
- Of the 480 teachers/helpers currently actively serving about 10% of those have cut back from teaching regularly to only being available as casual/fill ins.
- Currently training over 400 people via our self-directed E learning course, Face to Face and zoom training from over 20 denominations including Baptist.



GEN1K Mission and Church Development



Jamie Freeman

Gen1k Mission and Church Development

- \$287,000 donated to disaster relief and recovery work in the Northern Rivers and Western Districts.
- 120 churches engaged with the Church Health Team and an intentional focus on proactive support through the Multiply initiative.
- 11 new congregations reflecting a blended ecology.
- 148 people of all ages inspired and equipped at the FORM Evangelism and Church Planting conference.
- Launch of Safer Spaces Toolkit resourcing pastors and church leaders to address domestic abuse and build relationally healthy communities
- The appointment of an Intercultural Lead to facilitate a new approach to connection with, and support for, culturally and linguistically diverse churches
- 119 churches engaged in disciple-making paradigms with key gospel partners



Tim Burns

Church Health

- The Church Health Team interacted in some way, shape, or form with more than 120 different Association churches.
- Provided consultancy help to 24 churches, which represents a 30% increase
- Engaging with 60 churches to provide advice and support, up 20%
- Working with 11 congregations that are proceeding towards affiliation, up 80%
- Offering consultancy training or specialised consultancy training to more than 50 pastors and leaders from more than 40 different churches
- Coaching the pastors and leaders of 20 churches or church plants in a new proactive initiative called Multiply
- Liaising with 17 churches that required Interim Ministry support

GEN1K Mission and Church Development



Ken Kamau

Church Multiplication

- In 2022 we have seen a wide variety of churches planted from an Arabic church in Blacktown to a simple church network in the Byron shire, or neighbourhood churches planted in places like Wagga Wagga and Summerland Point.
- In 2022 we approved 11 new congregations across NSW and the ACT as New Start plants.
- We saw several online catchups and events that allowed people to experience different forms of church including several of our culturally and linguistically different (CALD) leaders.
- Throughout the year 24 churches engaged in Network Formation Training and we saw the Baptist churches in the South Coast commit to starting 45 new congregations.
- The Association and Greater West for Christ established a Resource Church Covenant with New Hope Church in Kellyville. The Association has provided support in the development of Leadership Pipelines and seed funding for new congregations.
- 11 students completed the SENT training.
- In October we had a great FORM conference at Kiah Ridge. with 148 people of all ages in attendance.



Marbuen Diaz

Church Witness

- Penelope Grayson concluded a one-year contract in the role of Community Chaplain – Youth and Disaster Recovery. The role focused on providing care for the spiritual needs of individuals and families affected by multiple crises, with a special focus on First Nation youth.
- Worked with the Discipleship and Leader Development team to mobilise churches in evangelism and disciple-making. Churches are utilising approaches such as: 'Bible Discovery Method' (28 churches), 'Plan A' (8 churches), 'Faith Runs Deep' (31 churches) and 'Alpha' (52 churches), to disciple people to faith.
- A data-driven approach was adopted for 2022 to properly inform the longer 3-year strategy. Two research projects were commissioned: 1 The 'Witness and Evangelism' Report 2 The 'Faith in Action' Research. Key findings can be found in the full Annual Report.
- Our Listening Community within First Nations leaders commenced in June 2022.
- As the year started with one of NSW's the worst natural disasters in the Lismore floods (February), it ended with another significant natural disaster through the Western District floods (November).

GEN1K Mission and Church Development



Andrew Duncan

Global Mission

- We are encouraged that God continues to raise up the next generation of intercultural workers; people like Simon and Widya who will be sent out this year to serve in South East Asia; Mel who has just completed her first year of service on the Silk Road; Pip and Pern who have returned to Cambodia; and Jenny who begins partnership development as she follows God's call to join the South East Asia team.
- We are partnering afresh with Papua New Guinea, Papua and India as we seek to renew long standing relationships and explore sending people from these places into global mission.
- We now have our Urban Mission Australia team, people like Paul and Naomi who are piloting new initiatives to train and equip local churches in intercultural mission; Daniel Sze who is passionate about serving amongst our First Nations people; and Siddique and Fozia who are ministering both here in Australia and South Asia to promote Jesus amongst our Muslim friends.
- We are seeking to have a greater engagement with our CALD and LOTE churches, to build relationships, trust and to seek new partnerships together.
- I wish to thank and acknowledge the ministry of Andrew Palmer who served Baptist Mission Australia as state director for over a decade. I also wish to thank Pip Minor who acted as an interim state leader and who has served our movement with such integrity, thoughtfulness, and wisdom. Our state team of Nathan Reid, Bu Lu Kareng and I are here to serve, equip and encourage local churches.

Strategic Support & Regional Development



Grae McWhirter

Strategic Support and Regional Development

- A new Centre Director at Kiah Ridge, Lorna Harper hit the ground running with fresh direction and fruitful ministry.
- The ministry standards team trained and supported a record number of people to help our churches support the vulnerable and make our churches safe places.
- The Comms and Events team, full of new faces, supported the various BMC teams and churches to move towards the Gen1K goal.
- Our Regional Ministries grew in number, in leadership and in strategy, making the Gen1K goal live from border to border and from ocean to outback.



Lorna Harper

Kiah Ridge

- We saw groups still nervous about coming away together, so have had to navigate lower than expected numbers and last minute cancellations.
- Our guest profile has come back changed, with way less appetite for the traditional “camp” model of shared rooming plans and bathrooms, an increased desire for sole occupancy of our venue.
- We have made great inroads in the health of our buildings and facilities with a renewed future course set to continue this health into the years to come.
- 2022 was also the year of relationship health as we enjoyed a wonderful revival of our ministry connections within the Association, resulting in an unprecedented increase in the number of Association related bookings.
- This year we welcomed the inaugural State Kids Camp to Kiah Ridge – such a privilege to be along for the ride with this phenomenal event. We also hosted FORM, the Association church planting conference, with church planters filling our venue quite literally to the overflow.

Strategic Support & Regional Development



Aaron Veart

Communications & Events

- Implemented and continue to develop systems across all ministry teams.
- Review and development of existing websites to improve performance as we build our new online presence in 2023.
- Significantly increased engagement across all Association events coming out of COVID
- Saw an entirely new team come on board with Kate Devlin moving to our cousins at BWAA, Emma Meyer & Emily Christoforou moving onto Maternity leave and also a special mention for Kim Hall who has also finished up after 16 years serving churches in the Association. These roles have been excellently filled by Freeman Tam who has joined the Team as Communications Coordinator, Annelise Schroder has joined the team as Events Coordinator & Content Creator, Emma Tuulau as Events Coordinator and Lachlan Barraclough as Data and Systems Coordinator.



Jonathan Bradford

Ministry Standards & Safe Ministry

Supported churches to:

- respond to National Redress Scheme claims, legal claims, pastoral complaints, persons of concern and Reportable Conduct matters
- Implement Safe Church policies, with 38% of affiliated churches now fully satisfying the Safe Church Health Check or with an application in progress
- develop Safe Church culture, with over 4600 participants at 153 Creating Safe Spaces workshops as well as 800 participants via Baptist Union of Victoria.

Operations



Heidi Tak

Operations (Including Finance, HR, IT)

- The Operations team continues to support our local Baptist Churches in relation to finance, employment, administration, compliance, governance, reporting, stipends, remuneration, taxation issues and much more.
- Through Balance Ministry Services we have continued to support over 50 churches with accounting and bookkeeping services. We saw the commencement of STP2 mandatory reporting to the ATO and supported churches to report under these new requirements which see all payments for ministers, including their benefits, reported to the ATO.



Heidi Tak /
Tammy Earnshaw

Godspace (Including redevelopment project)

- 2022 is the second year of our new three-year curriculum cycle and we have seen increased interest and engagement with the GodSpace curriculum.
- We have continued to support our 1500 teachers with regular training events so that they are equipped to share their faith with children in schools.
- This year, Emma Ridley, who was previously a member of the GodSpace writing team, has joined the GodSpace team in a part time capacity. Emma's new role will be to focus on curriculum and marketing.
- GodSpace has also had the opportunity to bless children in churches in the Philippines where they use the GodSpace curriculum at their annual Vacation Bible School.



Baptist Churches of NSW & ACT



Jamie Long

Assembly Council

- In 2022 a great deal of time was spent by Assembly Council (AC) working through the issues surrounding affiliation and marriage and other position statements.
- The AC facilitated a forum around these issues in September, brought motions to the November Assembly and followed up that Assembly with a survey of delegates and an envoy process.
- Along with this, AC continued the work of relatively routine governance required for the healthy operation of the Association and support of local churches. While some aspects of governance are not exciting, AC recognizes that healthy governance is one aspect of having a healthy association.
- The AC continues to be grateful to our Director of Ministries, Steve Bartlett. Steve continues to provide diligent, Godly, and strategic leadership to the Association.



Baptist Churches of New South Wales Property Trust

Mr Paul Holding - Chairman,
Mr David Evans - Secretary/Treasurer

- The Property Trust met formally on 6 occasions during the year, both face to face and by Zoom teleconference.
- Documents required for property transactions are examined by our solicitors to ensure they are authorised by the churches before being executed. Members of the Property Trust met with our solicitors on 37 occasions to execute 66 documents on behalf of 43 churches.
- A number of churches have funds from the sale of property invested by the Property Trust, pending purchase of alternate property. These funds are mainly invested with Baptist Financial Services.
- Another part of our role which is becoming more prevalent in recent years is the submission of grant applications to various government bodies on behalf of our churches. During the year our secretary has liaised with 9 churches to lodge 10 applications. These resulted in grants of \$290,179 being approved.

Morling College

Ross Clifford - Principal

Ange Gratsounas - Chair, Morling College Board

Morling College Initiatives and Updates

Bible and Theology

After the COVID disruptions of 2020 and 2021, our Bible and Theology faculty was encouraged by the strong desire of students in 2022 to return to on-campus classes and increased opportunities for face-to-face engagement in the community life of the college.

The innovations that we adopted during 2020-2021 continue to bear good fruit, as students who are unable to attend face-to-face classes on campus now have greatly enhanced opportunities to participate in classes, discipleship groups and other activities via livestream platforms.

2022 also saw our Bible and Theology faculty lay the groundwork for the launch in 2023 of our new IMPACT Gap Year program, developed and delivered in close partnership with the NSW/ACT Baptist Youth Ministries team.

We continue to work closely with the Baptist Association teams in NSW/ACT and WA to provide flexible pathways and thorough training and equipping for the emerging generation of evangelists, church planters and pastoral leaders within our movement, as well as for people in a wide variety of different vocations who wish to integrate biblical faith with the issues of daily life and work.

Counselling, Chaplaincy and Spiritual Care (CCSC) and Professional Supervision

Our CCSC faculty continues to innovate and grow, with an ever-increasing number of students enrolling in our counselling and chaplaincy courses to be equipped for these vital spheres of ministry.

During 2022 we laid the groundwork for our long-awaited launch of counselling and chaplaincy courses on our Perth campuses, and we were excited to see classes in both of these cohorts commence in Semester 1, 2023.

As we reported to last year's Assembly, Morling continues to lead the way in equipping men and women to serve in the important and expanding field of Professional Supervision. Our Graduate certificate of Professional Supervision was developed as a collaborative project of our Bible and Theology and Counselling, Chaplaincy & Spiritual Care faculties, and was accredited by TEQSA to admit students from the start of 2022.

Education

The Education faculty team has continued to be energetically at work in revising and renewing our Masters courses in Education and Educational leadership.

Indigenous Advisory Panel

Another important addition to the life of our college in 2022 was the creation of our new Indigenous Advisory Panel.

Goals and Strategies

A large foundational project with Salesforce and Girikon took place in 2022. Morling made the decision to customise Salesforce as its centralised college wide student CRM.

Religious Freedom

This past year has been a landmark one for the protection of religious freedom. The conversation debate goes on into 2023. It is happening at both a State and Federal level. At the core of the discussion is the ability of school and tertiary education providers to be able to employ staff according to their values and doctrines. Every major evangelical and orthodox denominations are heavily involved in representation at all levels.

Morling is at the forefront at this conversation through networks like: Australia Christian Higher Education Alliance (ACHEA), Australian College of Theology (ACT), and NSW Council of Churches.

Key Staff Changes

Dr David Cohen took on the role of Director of Research in early 2022 after Dr Edwina Murphy moved across to the Australian College of Theology.

New lecturers, Dr Nicole Starling (Lecturer in Church History) and Jenifer Dring (CCSC Lecturer).

With Dr John Collier reducing his hours to take up his current position as Headmaster at Shore, Dr Scott Smith has joined us as Dean of Education.

Our Dean of Residents Fiona Reid left us to pursue further study. David Sullivan was her successor and has been doing a marvellous job with our new and very full Morling Residential College.

We welcomed Welina Wei to the HR Officer post in 2022 as well as Ben Teo (maternity relief).

Principalship

Rev Dr Ross Clifford's latest five-year term as Morling Principal concluded in May 2022. The Board decided to extend the Principal's term for another 12 months as the Board actively sought a new Principal.

The Morling College Council is delighted to announce that it has selected Rev. Dr. Tim MacBride, our present Dean of Bible and Theology, to be the Principal Nominee to be presented to the May 2023 Assembly.

Morling Press

Books in Progress and Published in 2022:

- *Adventures to Godliness: Filling the Hole in Your Bucket List*
By Dr. Scott Wigginton

- *Silas Mead: The Man, His Descendants and His Legacy* By Ken R Manley, Rosalind Gooden, Stefanie C Pearce
- *Why on Earth Should We Pray?*
By Raymond Case

2022 Main Events

Graduation

Graduation has always been a highlight for our denominational year. There were two graduation services in 2022, one in Perth and one in Sydney.

- Graduation (March)
- Indigenous Worldviews Forum (April)
- Trauma Informed Pastoral Care Workshop (April)
- Atonement Forum (May)
- Tinsley Lecture (May)
- Psalter Forum (July)
- Preaching Conference (September)
- Climate Change Forum (Semester 2)
- Gender Dysphoria Forum (Semester 2)

Morling College Council

The Morling College Board met 7 times in 2022. In addition, the Directors participated in regular subcommittee meetings to oversee academic matters, property development, finance, residential accommodation, risk management and human resources.

Morling Foundation and Property

Morling College is grateful for the shared vision and income contributions of both the Morling Foundation and the Morling Residential College. This income allows Morling to continue to subsidise the cost of study for students while providing a quality service.

Affiliated Groups and Agencies

BAPTIST WORLD AID

Baptist World Aid Australia

Melissa Lipsett – CEO

<https://baptistworldaid.org.au/resources/annual-reports/>



BaptistCare NSW & ACT

Charles Moore – CEO

<https://baptistcare.org.au/annual-report-2022>



Bedford College Limited

BAPTIST BUSINESS COLLEGE PTY LTD
Trading as BEDFORD COLLEGE

CATHY MONRO – CHAIR

STEPHEN MOYNAN - CEO

- Bedford College’s new Statement of Christian Philosophy and Practice is an important document that guides our approach. We have also increased our support for and participation in Baptist ministry activities.

Operations Update

- 2022 has seen structural change in the life of Bedford College. Asset consolidation took place where the building in Forest Lodge (Glebe) was sold.
- The capital raised enabled the College to establish a staffing structure to better meet the needs of our student cohorts, update technological infrastructure along with a range of courses and materials, prepare for future growth and implement investment strategies for future capital and course development while also supporting Baptist ministries.



Affiliated Groups and Agencies

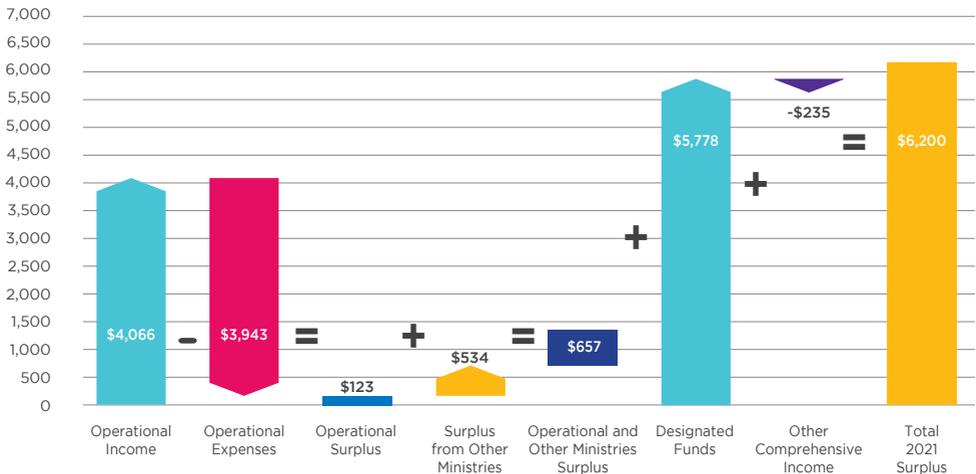


Baptist Financial Services

David Slinn CEO

- BFS is proud to be declared by National Council of Baptist Union of Australia under its 2022 Constitution as a National Affiliated Ministry of Australian Baptist Ministries.
- During 2022, loans to our clients grew by 2.29% with overall lending totalling \$282.5m at year end of which \$152.8m was lent within NSW & ACT. Construction loan activity was up 131.7% compared to the previous year, indicating recovery in ministry projects post COVID-19 disruptions. Total assets exceeded \$500m at 31 December 2022.
- BFS capital remains over \$40 million with over \$1 million in grants made to the Association of NSW & ACT Baptist Churches. Over \$2 million of grants were made by BFS to Baptist work nationally.
- Numerous key sponsorships were provided to support ministry events and activities around Australia including State Youth Camp, Kids & Families Ministry Connect Day, FORM Church Planter Conference, The Gathering and a First Nation’s Listening Project.
- Results from our 2022 annual client survey revealed that 97% of our clients are satisfied with BFS, and 97% of clients say our products & services meet their needs. BFS is pleased to report achieving a Net Promoter Score above industry benchmarks.

2022 Income Statement



“

Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptised by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink.

- 1 Corinthians 12:12-13



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