

# Annual Report 2013



**Churches of Christ  
in Western Australia Inc**

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# Past Presidents / Chair's

M. Rivett	2010-2011	L.H. Park	1951
G. Bassett	2007-2009	A.D. Pyne	1949-1950
M. Wilson	2004-2006	A.G. Elliott	1948
G. Johnston	2002-2003	R. Raymond	1947
W. Belcher	2001	A.M. Bell	1946
D.G. Ryle	2000	T. Bamford	1945
L. Crawford	1999	L.C. Peacock	1944
T.A. Morrison	1998	C.H. Hunt	1943
G. Underhill	1997	T.A. Masden	1942
B. Ryall	1996	Jas. Gordon	1941
D.G. Nelson	1995	W.S. Brown	1940
T.R. Streeton	1994	G.J. Garland	1939
R.A. Ryall	1993	A.E. Hurren	1938
J.R.F. Fabry	1992	A. Brooke	1937
B.K. Ryall	1991	A. Bell	1936
D.M. Pyne	1990	O. Fieldus	1935
W.J. Bolton	1989	R. Raymond	1934
D.G. Parker	1988	F.E. Buckingham	1933
K.J. Duffy	1987	A.G. Saunders	1932
E.F. Maxwell	1986	A. Hutson	1931
G.B. Carslake	1985	C. Schwab	1930
T.G. Booth	1984	R.W. Ewers	1929
A.W. Morris	1983	D.R. Stirling	1928
A.W. Smyth	1982	A.J. Ingham	1927
R. Taylor	1981	A. Bell	1926
F.J. Raymond	1980	H. Wright	1925
D.K. Croot	1979	T. Hagger	1924
L.T. Jones	1978	S.H. Mudge	1923
N.B. Wells	1977	D.M. Wilson	1922
D.P. Butler	1976	E.R. Berry	1921
A.J. Anderson	1975	W.R. Hibburt	1920
G.J. Hall	1974	W.L. Ewers	1919
J.W. Somerville	1973	R.E. Ewers	1918
T.G. Banks	1972	A.W. Connor	1917
K.J. Parry	1971	A. Bell	1916
H. Heyhoe	1970	E.G. Warren	1915
G.E. Powell	1969	T.H. Scamler	1914
A.H. Walkington	1968	H.J. Banks	1913
T.D. Maiden	1967	C.A.G. Pyne	1912
R. Vincent	1966	W.B. Blakemore	1911
G. Smith	1965	H. Wright	1910
E.C. Smith	1964	G.B. Moysey	1909
A.W. Morris	1963	W. Vinicombe	1908
J.W. Gordon	1962	D.M. Wilson	1907
L.G. Cooke	1961	A. Price	1906
J.J. Collingwood	1960	H.J. Banks	1905
A.W.C. Candy	1959	J.F.P. Pallot	1904
H.R. Fitch	1958	D.A. Ewers	1903
J.W. Gordon	1957	A. Bell	1902
F.J. Stephenson	1956	A. Lucraft	1901
C.C. Robinson	1955	F. Illingworth	1900
G.A. Ewers	1954	D.M. Wilson	1899
J.K. Robinson	1953	A. Shaw	1898
I.W. Nixon	1952		



# Chair's Welcome

Michael Petrossian

One thing that occurs in a church service that I take the most delight in is a baptism. Every person's story is different. Some people speak at some length, others are brief. Some are overcome with emotion and others just proceed with a peaceful demeanour. Some have come to this point very quickly, and others have taken much more time. Regardless of these factors, every baptism is a wonderful joyous event that at the least is a celebration of a person's desire to move closer to Christ. Their age, gender, occupation, race and other attributes all somehow seem irrelevant in the light of their profession of love for Jesus. The whole congregation stands together, rejoicing in one person's journey, knowing that that very same love of Christ is theirs also.

I liken this experience to what it means to be part of Churches of Christ in Western Australia. It is the love of Christ that unites us too. Just as we rejoice in the confession of faith of one individual, we also share and rejoice in the growth and successes of every individual church. This also means that we can celebrate unity and diversity in our 65 churches.

It is with this unity and diversity in mind that the Staff and Executive seek to best serve our churches in WA. Ultimately it is only our unity in Christ that allows us to deal with the diversity: where the difference, sometimes manifest in the detail, is overshadowed. As your servants for Churches of Christ in WA we are guided by this unity and diversity principle as we deal with day

to day details. As your servants, we are seeking to faithfully serve the best interests of all those within our Association and for the cause of the kingdom of which we are all a part.

I am grateful that through this I have continued to serve with a committed and consistent Executive and staff team. Including myself (Michael Petrossian, Lifestreams) and Tania Watson (Executive Minister), the current Executive consists of Andrew Robertson (Whitford), Daniel Indradjaja (The Rocks), Max Rivett (Warwick), Peter Roberts (Encounter), Rod Cousins (Subiaco) and Ryan Laden (Warnbro), with Tamara Pilgrim (Powerhouse) also joining us in the past year. My thanks to you all for the sacrificial way in which you so readily serve. In this time ahead, let us all continue to focus on and rejoice in how we have been blessed and how we may bless others as we share Jesus with them.

I leave you with Hebrews 12:1-2 - *"Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles. And let us run with perseverance the race marked out for us, <sup>2</sup>fixing our eyes on Jesus, the pioneer and perfecter of faith. For the joy set before him he endured the cross, scorning its shame, and sat down at the right hand of the throne of God".*

MICHAEL PETROSSIAN

EXECUTIVE CHAIR



# Executive Minister

Tania Watson

## 2013 – A Year of Consolidation

Over the past four years we've seen some significant changes as an Association. There have been real milestone events that have become touchstones for us as a family of churches, but also for myself, Executive, Properties and the staff team. This year has been quite different in that much of our efforts have been devoted to "bedding down" the new seedlings that we have developed together. What are the new seedlings? I see these as the products of our work to value our past and in discerning our way through this time and season: specifically expressed in the COCWA Land Policy, the development of insurance services, and the general sense of unity and renewed positive momentum across the Association. Operationally, we've done some tough pruning and grafting and have been dreaming about what we can do to add value and support so that our churches and missional entities can thrive and grow and see abundant fruit as a result.

We all understand that while churches and our Association have to act and conform in ways not dissimilar to operating a business, we cannot be defined as a business. Sometimes this causes us tension, especially when the demands of compliance yell louder and more urgently than the call of Christ to be disciple-making disciples.

There are many ways to deal with this tension. For our part, we seek to frame all of our operational activities, whether that is assisting a church or preparing financial reports around the question, "How will this help the churches and affiliated missional entities allied with COCWA to be full of new believers?"

It's been 12 months since we began to pray into the promise we believe we received from the Lord, that our churches would be full of new believers.

Over this year I have had the privilege of visiting many of our churches sharing this vision. I've been grateful for all of these opportunities.

John, Bill, David, Barry and Graham will record some of their reflections in this Annual Report. For my part, I want to highlight that we have seen the beginnings of positive movement across our churches. We've been told about more baptisms and have heard more stories about people coming to faith in Christ than I can recall hearing in years. Our church plants are proving that people will come to faith in Christ as the church moves into neighbourhoods. In all of the churches that I've visited I've sensed hope – or at least a dissatisfaction with that status-quo and a renewed longing to see people come to Christ.

We celebrate vibrancy in our churches as we hear stories of people engaging with renewed vigor in meaningful community enterprises. I've loved watching the Warwick Church get involved in a very 'hands on' way with the Stirling Senators and to participate with them in the many opportunities during a basketball game to get to know people and to share the hope we have in Jesus. Hearing stories of faith giving and living out of churches like Whitford, Elevate and The Rocks (just to name a few) has been deeply encouraging. At the same time, hearing all of these stories has been frustrating, highlighting as it does the challenge as to how we can share these stories more broadly. (That's a project we are working on for 2014!) Similarly we've been inspired as we meet with people who are committed to fasting and praying and then acting on what God says in their communities. From Kalamunda to Kalgoorlie, Port Hedland to Powerhouse, it's been a sheer privilege this year to be able to participate in our worshipping communities and to appreciate first hand the many dimensions of the uniqueness and diversity of the Body of Christ of which we are all a part.

EXECUTIVE MINISTER

## COCWA OPERATIONAL REVIEW

### COCWA Land Policy

This policy, which is presented for affirmation at this year's AGM, has been developed over the past two years by the Properties Committee in conjunction with Executive. I also acknowledge the hard work of Jim Longbottom and Natalie Burgis who have spent countless hours taking the concepts discussed in meetings and helping us to turn them into documented processes and policy. I also want to thank Helen Drury and Audrey Ko who have offered their valuable legal advice and assistance in drafting allied documents to the Property Policy in terms of model Trusts and Deeds. Finally, we could not have developed this policy without the representatives from many of our churches coming to meetings, giving us feedback, asking great questions and bearing with us as we tested assumptions in real live negotiations with churches.

A key outcome of this policy development was the setting aside of the Land Use Payments Scheme. This Scheme, which was set up with the intention of assisting churches sited on COCWA purchased land, to make an ongoing contribution into the Association so that this arrangement could be reproduced, had become ineffective and inequitable. I want to pay tribute to the churches who are in this situation, for their goodwill towards the Association and for their active participation in the process of reviewing the Scheme.

Such is the increase in land values over the years, the dream of some of these churches ultimately being able to have ownership of their site is presently beyond their capacity. However, we want to affirm each church and continue to stand with them and bless them as they seek to bear witness to the light of Christ in each of their communities. This is one of the significant benefits of being in Association together: the mutuality of our combined resources being put to kingdom work across our State.

Deed of Transfer; Declaration of Trust, Deed of Licence. These documents are worth highlighting this year. As mentioned above, as a part of the "bedding down" of the Property Policy, we recognized that there was a need for COCWA and churches to have appropriate documentation put in place, that protects the interests of COCWA and of individual churches.

- The Deed of Transfer is what is put in place in the case where COCWA sells a parcel of land to an Association Church on the basis of 60% ULV. Whitford Church assisted us greatly in the development of this Deed – they being the first church to take advantage of the opportunity to purchase COCWA owned land.
- The Declaration of Trust enables a church who is not incorporated, or who wishes to appoint COCWA as Trustees of its property. This Deed ensures that the beneficial ownership of land and/or property remains with the individual church.
- The Deed of License documents the case where a church has been given full use and enjoyment of a parcel of land on which they have developed a church facility. This Deed is important in that it protects COCWA in that it clearly sets out the arrangement and responsibility of the local church.

Through 2013-14, we will be contacting individual churches in order to put appropriate Trust and Deed documents in place. Whilst some of these arrangements have been put in place in the past, this work ensures that we have a refreshed and equitable benchmark set in place for the future growth of the Association, our churches and their assets.

### Constitution Committee

Whilst the focus of this report is geared towards the year ending June 30<sup>th</sup>, it is important to make some mention of the work of the Constitution Committee that commenced in September.



We are pleased to advise that Clive Robertson has accepted the role as Chair of this committee. Joining Clive are David Pyne, Des Croot, Richard Affleck, Ron Hancock, Natalie Burgis and myself.



The COCWA Constitution has not been reviewed since 2004. As Council will be aware, there are elements of the Constitution, particularly related to Clause 12 which deals with property and finance that need to be changed. In addition, the changes to the BEMF and its ties to the Properties Committee, also need to be carefully considered in light of the changes to the way that BEMF will operate in partnership with Churches of Christ Financial Services.

The goal is to have a comprehensive review ready for Council to consider at the October 2014 AGM. It is the clear intent of both Executive and the Committee that there will be a number of opportunities provided for Council to talk with the Committee as we work our way through any potential changes that will be presented to Council.

### COCWA Financials

Audited financials accompany this Annual Report. My purpose here is to talk about how our strategic objectives are reflected in our finances.

34 % ■ Insurance  
44 % ■ Affiliation  
9 % ■ Donations  
13 % ■ Interest

Income 2012-3



26 % ■ Insurance  
46 % ■ Assoc Operations  
28 % ■ Church/Ministry Liaison

Expenditure 2012-13



The impact and benefit of COCWA entering into partnership with Churches of Christ Insurance can clearly be seen. We are now all benefitting from a greater and more comprehensive insurance package at a far better rate, but margins

that would normally profit an insurance company are now being put towards COCWA underwriting small claims itself and more importantly also being put to strategic use back into the churches, funding as they do, Church and Ministry Liaison. The reality is that without this joint enterprise, we would need to raise affiliation fees in order to provide the level of services and support that are currently offered to the churches. We are delighted with this win win outcome.

### 2013-14 Budget

31 % ■ Insurance  
36 % ■ Assoc Operations  
28 % ■ Church/Ministry Liaison  
5 % ■ Church Planting

Projected Expenditure 2013-14



41 % ■ Insurance  
41 % ■ Affiliation  
4 % ■ Donations  
14 % ■ Interest

Projected Income 2013-14



Executive made some strategic decisions leading up to the development of the 2013-14 budget. In view of our aspirational goal to see all of the parts of our Association involved in the making of new believers, we have made provision for the addition of a staff member from 2014. We are presently in a process of prayer and discernment with people who are already actively engaged in church planting as to how this role is defined. Executive are very clear that it is not for the Association to plant churches, but rather our objective is to stimulate and support the churches to be about planting churches. As can be seen from the above, we have been working hard to ensure that Association Operations are sharply focused so that all staff roles are geared specifically to the overall objective of providing support services.



## Funds Consolidation and Financial System Restructure

One of the challenges we have faced in implementing the Property Policy has been the allied task of ensuring that all of COCWA's funds have been properly identified in our financial systems. This is especially important in relation to property funds as it was a key condition of the de-incorporation of the Properties Committee in 2004, that no property assets or funds would ever be used for COCWA general operations. This clear desire is shared by your current Executive and Properties Committees and has been paramount in our minds.

To this end, we began, in September to do a complete overhaul of our financial system. This is an exercise that most organisations face from time to time. Our present system was built over many years and had become cumbersome and inefficient in delivering the kind of reporting that Executive and Properties requires in order to carry out their custodial roles.

As an Association we are grateful for the countless hours that a Consultant (who has gifted us his services) has put into developing a new financial system. One of the key advantages for the Association is that we will be able to demonstrate with great clarity, where your assets are held and how they are being used for the benefit of the Association. It will mean that as churches, you will have a clear picture of what funds are available for church planting, building and property development, training and so on. Please pray for Executive as they begin the next task which is to develop a strategic funds management plan so that your assets are grown and expended in alignment to our common discernment of where the Lord is leading us as a family of churches.

### Building Extension Mutual Fund (BEMF)

Jim Longbottom will report specifically in relation to the BEMF. My purpose here is to report on the impact to COCWA, of changes to the BEMF. The single biggest change is in relation to the staffing and financial systems of COCWA. Separation of operations has resulted in us making changes to our staff team and added

impetus to the above mentioned changes in our financial systems. These changes are all positive and bring greater rigor into our combined work on behalf of the Association. Never-the-less, it has been challenging for the staff and I commend all involved for patiently working through the implementation process.

As key customers of the BEMF, COCWA welcomes the initiative of the BEMF Board in entering into a national finance scheme through Churches of Christ Financial Services. We believe that this move will take the BEMF to a whole new level of beneficial delivery of customer services for COCWA and the broader Association.

### Insurances & Compliance

This past 12 months has seen the further consolidation of our insurance scheme. Most of the initial teething issues have been resolved and we are presently working to bring into alignment our Workers Compensation Group Scheme with the general insurance scheme.

In addition to the significant cost saving benefits to churches, 2014 will see us roll out individual church valuations and risk evaluations. The cost for this service is included within the general insurance premium and is a demonstration of the benefits of a group scheme. In addition, we are talking with our Workers Comp Insurance provider to look at providing seminars for churches, to assist churches in understanding their responsibilities in relation to staff.

### ACCIM

Over the past 2 years, COCWA has taken a "behind-the-scenes" role in assisting ACCIM and the ACCIM Board in their own process of transition. Our chief goal, from a WA perspective, was to advocate for the ACCIM churches in WA to be given the opportunity to be viable, self sustaining churches. I am delighted to report that all of our negotiations with ACCIM were very positive and it was a privilege to work together. We celebrate that the Bunbury Aboriginal Church has ownership of its own property. GMP will act as trustees for the church, but we rejoice that they have beneficial ownership.

We celebrate that the Carnarvon Church was able to purchase their church property from ACCIM, ensuring that they too have full ownership.

We celebrate that the Norseman Church has been granted beneficial ownership of the church property to be held in trust by GMP.

It's been a privilege to walk with the Hedland Church for whom issues of property and land have been challenging. Together we have gone back and have written up a common history of how the properties were purchased and developed and what was the intent of the church and the Association.

The Hedland church property and manse are solely owned by COCWA. It is clear that they were purchased for the purpose of establishing a church and ministries in the area and have always been seen as a base for ministry in and around the north-west.

At this time we are seeking to help the Hedland Church to move towards viable self-sustainability and will be entering into some new and clear arrangements for the church to be able to have ongoing use of the church facility and manse.

### Executive and Properties Committees

One of the features of this past 12 months is that our meetings are becoming increasingly characterized by strategic discussions. This reflects a common desire to operate at a level of good governance practice: ensuring that the important task of decision making is well supported by sound documentation and preparation prior to meetings.

Succession planning is a key challenge for any governance group. We have had the blessing of a group of people who have served the Association for many years and as the caretakers and holders of our history, they are an invaluable asset. Over the next few years, our task will be to create good transition pathways so that this knowledge is passed on to new Executive and Properties members.

I wish to personally honour and thank all of the people who serve on Executive, Properties and the BEMF. I look forward to our meetings and enjoy the robust discussions immensely! That we have

people who are skilled, gifted and passionate about our churches and Association is something for which we can all be truly thankful.

### COCWA Staff

The COCWA Staff continues to face what often seems like continuous change, with grace and humour. We've had another shuffle around of offices and desks in response to implementing financial and policy changes. I'm grateful for each of our team and for the way they are willing to be flexible. Be assured this is not change for change sake! Rather, we all understand that changes to our roles and responsibilities reflect our common heart to serve the Association as we implement policy and strategic objectives.

A major change has been the conclusion of Jim Longbottom's secondment to COCWA. Jim brought much energy and tenacity in relation to property and insurance. Whilst he continues to serve and will be actively involved through roles on Executive, Properties and BEMF, we sincerely thank him for the great foundation that has now been handed on to Natalie Burgis and others of us on the team.

Earlier this year we farewelled Matthew Frampton. We employed Matt to help us with the archiving of our historical records and to provide reception back-up. During his time with us, we had the joy of helping Matt to gain confidence in his capacity to work and to share in his joy of getting his drivers' license and in buying his first car. The archive project is now almost complete with just a few books needing to be scanned before being sent to the Battye Library. Our final task will be to recall the Archive Volunteers to help with the photographic material ... But we will leave that for 2014!

We have recently welcomed Donna Foote who joins us as the Boards Minute Secretary and who also provides additional administrative support.

To John Hutchinson, Bill Addison, David Stanford, Barry Thygesen, Graham Carslake, Natalie Burgis, Sue Stride, Jan Harm and Donna Foote - thank you! It's a privilege to work with you.

TANIA WATSON

EXECUTIVE MINISTER

# Churches of Christ in WA Inc

## Statistical Information

Church	2012/13		
	Adults	Children	Baptisms
Albany	110	50	0
Baldivis	260	107	21
Bassendean	185	33	4
Beckenham	28	8	0
Binningup	16	4	0
Bridgetown	33		0
Bruce Rock	22	15	3
Bullcreek	56	2	1
Bunbury Aboriginal	N/A	N/A	N/A
Bunbury South	80	40	1
Carnarvon	97	15	1
City (Perth)	40	5	3
City Lighthouse	11		2
Collie	24	8	1
Cornerstone	224	63	18
Corrigin	10	4	0
Dalkeith Road	45	3	0
Dianella	85	10	4
Dowerin	12	7	0
Dunsborough	32	6	0
Dunsborough Comm'ty	30		0
Eastlake	287	48	21
Elevate (Rivervale)	58	25	1
Encounter	50	20	0
Esperance	28	6	1
Foothills	88	18	0
Fremantle	42	5	3
Geraldton	36		1
Harvey	85	18	8
Hedland	25	10	4
Indonesian Family	200	50	4
Kalamunda	156	40	8
Kalgoorlie	177	80	3
Kelmscott	120	15	4
Kingsley	163	20	1

Church	2012/13		
	Adults	Children	Baptisms
Lifestreams	397	83	7
Lifestreams Karawara **	45	10	6
Maylands **	35	3	3
Merredin	24	7	0
Midwest	60	20	12
Morawa	N/A	N/A	N/A
Mount Pleasant	50	4	1
Mukinbudin	64	22	0
Mundaring	120	30	1
Narembeen	17	6	0
Nollamara	85	15	0
Noranda	70	15	2
Norseman	24	30	0
Northam	65	40	2
Powerhouse	36	15	2
Rivers	30	20	2
Rockingham	146	20	2
Roleystone	97	20	1
Scarborough	130	35	3
Serpentine	33	3	0
Sorrento	N/A	N/A	N/A
South Central	25	10	3
Subiaco	402	85	15
The Rocks	283	45	18
Thornlie	240	50	20
- Southern River **	50	26	1
Valley	23	2	0
Warnbro	300	120	16
Warwick	95	15	0
Wembley Downs	48	4	0
Westcity (Wembley)	75	30	5
Whitford	466	133	22
York	40	8	0
<b>TOTALS</b>	<b>6490</b>	<b>1661</b>	<b>262</b>

**NUMBER OF AFFILIATED CHURCHES = 65**

**\*\* NUMBER OF CHURCH PLANTS = 3**

N/A = Not available

# Finance and Administration Team



## Compliance Services Manager Natalie Burgis

Tuesday, Wednesday & Thursday

9.00 am. - 3.00 pm.

Natalie handles issues relating to governance, compliance, property, insurance and general administration.



## Administration Co-ordinator Sue Stride

Tuesday, Wednesday & Thursday

9.00 am. - 4.00 pm.

Sue oversees the day to day running of the office and ensures that people phoning, visiting or emailing the office, receive the assistance and attention they require.



## Finance Officer Jan Harm

Tuesday, Wednesday & Thursday

8.30 am. - 4.00 pm.

Jan serves in the area of finance.



## Projects Co-ordinator and Board Minute Secretary Donna Foote

Tuesday 9.00 pm. - 4.00 pm.

Donna oversees projects and is the Minute Secretary for the Executive and Properties Committee.

# Church and Ministry Support Team



**Team Leader -  
John Hutchinson**

John is the Team Leader for the Church and Ministry Support Team, working closely with Bill Addison to provide on the ground church leadership and church development assistance. His role incorporates his primary task of journeying with Ministers to encourage and inspire them in all aspects of their personal and ministry life.



**Church Development -  
Bill Addison**

Bill's role involves relationally engaging with church leaders, boards and local congregations. In team with John Hutchinson, they "travel through the country, passing from one gathering to another - seeking to offer constant encouragement, lifting their spirits and charging them with fresh hope".



**Prayer and Accreditation -  
David Stanford**

David oversees the prayer and Ministry Accreditation process for all of our Churches of Christ in WA Ministers.



**Retiring Ministers -  
Barry Thygesen**

Barry provides support for those Ministers coming up to and into retirement. He holds information sessions on such topics as emotional journey, the Centrelink trail, financial planning, interim ministry etc.



**Retired Ministers -  
Graham Carslake**

Graham undertakes a voluntary position helping to look after Ministers in retirement. He is also the editor of 'News in the West'.

## Team Leader's Report

Days, weeks, months, it's another year already! A year full of variety with a combination of the expected, the unexpected and the hoped for experienced in many situations.

I continue to be encouraged and stretched by the great privilege of sharing and working with many of you and your churches. Each year different needs become a priority. Bill and I are constantly evaluating how best to resource you appropriately in each situation.

We continue to mentor/coach individual Ministers in both a formal and informal setting. We also work with church leadership teams helping them explore how they can work together and lead their churches well. Our approach is a relational one. We seek to walk alongside churches, often times sitting alongside a church leadership team (Board of Elders) over twelve months or more, not in a decision influencing role, but as observers who can provide constructive feedback and leadership equipping "on the go". We have seen tangible results in terms of developing higher quality of governance practise and the understanding of spiritual leadership. As an example, we have invested 2 years assisting a church through a very challenging season that included helping them navigate a crisis, call a Minister and restructure their leadership teams. Our flexibility as a COCWA Team means that we don't work in isolation: rather, we discern which of us has the capacity to offer what is most helpful in any situation. We value the feedback we receive which indicates that our approach to help and support amongst churches and Ministers is appreciated and valued.

As a reflection of the greater sense of relational connection amongst Ministers and churches, we have received feedback from candidates applying for ministry roles in COCWA churches that the mutual respect (unity and diversity) of our Association is a compelling drawcard when considering a ministry position. Whereas in previous years it has been difficult to source



quality applicants for ministry roles, this year we have seen some significant differences in the quality of candidates applying to the churches. It has been our privilege to assist several churches follow a healthy process for new Minister selection. We have also noticed an increase in independent churches making enquiries about coming under the umbrella of Churches of Christ. They are attracted to our Association which offers them autonomy, but with good relational support and a sense of mutuality in ministry objectives (making disciples).

It is always exciting and encouraging to join a Minister and their leadership team as a facilitator and catalyst as they explore and seek God's leading for the future. One of our key goals is to make our facilitation very practical and fun. We know it is simple to get knowledge from the internet, books or conferences. What we also know is that it is difficult to translate that knowledge into "SMART" goals personally and corporately to grow mature disciples. So this is where we are able to engage with the Minister and leadership team to move towards a preferred future. This allows the Minister to join in with their team as we facilitate from an outside perspective. We have also developed our facilitations to include whole congregations, recognising that as a body, each person has some part to play in discerning God's unique call on a church.

I have had the privilege of running a few different retreats. As always there are many different people attending these events. One of the constant responses from nearly every participant was the expression of gratitude for being given permission to STOP and listen to God in a variety of ways. Please make this a priority as this is probably the simplest and most powerful way for us to demonstrate our trust in God.

July this year, my wife Julie and I started as the ministry team at Maylands Church of Christ. It has been a stretching and fulfilling time. This first six months is all about loving the people and preparing them and the facility to re-engage the community.

It always excites me when I hear of people networking and journeying together because of similar visions, locality, or just because you care for one another. Please remember you are part of something really great and can only grow healthier as we walk together towards a better today and brighter tomorrow.

They say you can't say anything until you have walked a mile in the other person's shoes. As a part of my role, I have shared a number of very personal situations with many of our Ministers and leaders. The trust each one places in me to hear and to hold their deeply personal stories of challenges and joys is a sacred privilege. I am grateful for the mutual sharing of our life journeys and have especially appreciated the support Julie and I have received over recent months. It has been a very significant few months for me as I have helped move my in-laws to a retirement village only then to have to move my father-in-law into high-care following a major stroke. Then, just a few weeks ago, I lost my own Dad. Throughout these events I have seen God's hand in so many ways and am deeply grateful for the relationships we have together. Thankyou.

JOHN HUTCHINSON

CHURCH AND MINISTRY SUPPORT  
TEAM LEADER

## Church Development

It remains a genuine privilege for me to continue in this current ministry, with the end of 2013 marking 5 years of service. Once again I have been impacted by the relational trust and sense of appreciation that has been expressed towards myself and the COCWA Resource staff as we continue to seek to encourage, challenge and resource our churches and leaders. In 2 Corinthians 2:9 Paul wrote to encourage his readers to “take responsibility for the health of the church.” I believe that this personal responsibility needs to remain a priority as together we continue to seek to grow as passionate followers of Christ, abiding in Him and giving thanks to Him as He produces an abundant harvest in His time.

2012/2013 has seen my involvement continue in terms of facilitating church consultations, engaging short and long term with church Boards, mentoring Pastors and leaders, and seeking to engage in the ongoing intentional development of new leaders. My role with the Kelmscott Church is currently transitioning from that of engaging with a newly established Board to assisting in the establishment and coaching of a new Eldership team. I have greatly appreciated the privilege of working with the Midwest, Harvey and Nollamara churches in regards to the process of appointing new Pastors. This year my role with the Mount Pleasant Church has included bringing on 2 ministry interns who are valuing the opportunity of receiving guided ministry experience and leadership training. Meeting monthly with a number of our Pastors to talk about issues of life, faith and ministry, continues to be a highlight of my ministry.

Travelling and working with John Hutchinson remains an honour. Together we have sought to establish, maintain and intentionally develop a strong presence and ministry amongst our country churches. This has meant that I have seen more of our wonderful State over the last few years than I have over my entire life.

I would like to thank the Executive team, Resource staff and local churches for the opportunity of representing them in this exciting ministry.

**BILL ADDISON**  
CHURCH DEVELOPMENT

## Prayer and Accreditation

It has been my privilege to be involved with many COCWA Ministers across the board in a number of ways.

### **Prayer:**

The COCWA ministry team have intentionally increased the level of prayer for our Ministers and churches this year. We have built in 4 one day prayer retreats through the year where we have listened to God and prayed. I and the team personally pray regularly for Ministers and churches. Often I email out what God has led me to pray for. It has been encouraging to receive positive feedback from numbers of Ministers regarding the relevance and timing of what has been prayed. Praise God! I know the value of having others intentionally on my team and I want our Ministers to know that too.

### **Accreditation:**

Accreditation is what we offer to people who are employed by a local church in a ministry role. We do this on the basis that the local church has called a person into a ministry role; COCWA, stands with the church in that call.

We don't differentiate as such between Chaplains and Ministers; the key is that the person needs to be in a paid role with a church or affiliated COCWA organisation.

I help people through the process of accreditation and the renewing of accreditation. This provides great opportunity for relating with the Ministers personally and by phone. As we relate it opens the door for getting to know our Ministers better, explore some of the areas of their life and ministry that I can pray into, affirm their strengths and give insight on some areas they can move forward in. Basically I want our Ministers to know they are being supported.

**DAVID STANFORD**  
MINISTER SUPPORT FOR MINISTERS



## Retiring and Retired Ministers

Retirement is perhaps the greatest time of self-discovery. Through this time, Christ has something incredible for all as they transition into and through retirement. That is why I have no intention of having this avenue of ministry decline into some form of stagnation where the next cup of tea and biscuit is the greatest expectation to look forward to. Neither is it a time to allow our culture and its message of being on our “used by date” to dictate this next chapter of our lives.

It was Kennan Callahan who gave us some pillars for effective Christian community where we nurture ourselves so we are productive in making disciples. A part of those pillars were “Challenge and Commitment.” In this we have several things that fill this area of ministry to retired and retiring Ministers and their families.

Firstly, each month I have written an article and circulated it via email to Ministers from sixty years of age onwards. These emails have covered such subjects as, ‘Growing personally in retirement’, ‘Releasing the past’, ‘Changing our paradigm and expectations’, ‘Monetary adequacy’, ‘Finding satisfaction in retirement’, ‘How to find your life passion and minister from that’, to mention a few topics.

Secondly, we have held three seminars, one being held in Bunbury with fourteen retirees and some spouses attending. These have been times to motivate and encourage our people to live significant lives of influence. Graham Maybury was our most recent speaker and again motivational and supportive to our folks. At this seminar there was approximately one thousand years of experience gathered at one time.

Thirdly, we have compiled a list of Ministers who are available for preaching and varying degrees of ministry; with their wealth of ministry experience, they can support churches when the Pastor is on leave. Churches need to contact Barry Thygesen and we can connect you with someone who can meet your needs. Several Pastors have ministered through this avenue.

Fourthly, I and others have mentor opportunities and other Pastors are available for this role. We can provide a wealth of experience to encourage and guide younger Pastors.

The other two pillars that Kennan Callahan mentioned were “Community and Compassion.” Retirement can be a very lonely time after being the leader. We can also become very insulated / isolated. Building community and compassion is vital, particularly during the transition and as we experience a number of our losses.

One of the ways this has been worked out, has been regular updates to the group; This has given the Ministers and families the opportunity to stand in the gap through praying and visiting or calling the families who are doing life tough and finding life very challenging. I love the emails and calls I receive indicating spontaneous ministry to our families in need. This does not release the local churches from their ministry of compassion and community to retired Pastors, rather to complement each other’s support.

Another community building is the aspect of ‘honouring’ our retirees. This year we once again had a recognition dinner where three ministry families were honoured as we celebrated their lives and ministry. Over 100 people attended the smorgasbord Ministry Recognition Dinner in July when Avon Moyle, Ian Moyses and Ric Blockley had their “this is your life” stories told.

Tania Watson and I were invited to attend the retirement recognition service for Iwan Kosashi (The Rocks). We can learn a lot from the manner in which Iwan and his wife were given the title of ‘Pastor Emeritus’, a title offered because of the merit earned during the time of active service. Honour is not difficult to give but has immense impact on the wellbeing of both church and Pastor.

Each year there is a Christmas luncheon for retired Ministers and their spouses. Each shares what they are doing and their influence goes from local to worldwide arenas.

In the monthly email I send out we recently commenced highlighting three or four churches across our State and we pray for the Pastors and congregations as a ministry to the greater family of our Association.

One of our dedicated Pastors, Herb Parker was taken home August this year and we celebrate a life well lived and also share our prayers and condolences with his family.

BARRY THYGESEN  
RETIRING MINISTERS

GRAHAM CARSLAKE  
SENIOR RETIREES



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Introduction to Old Testament  
Culture and Context of Youth Ministry  
The Church



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For more information contact

Peter Roberts, WA Learning Support Manager 0407 192 480



# Properties Committee

Lyndsay Wortlehook

The Properties Committee members are Richard Affleck (Dianella), Audrey Ko (Subiaco), Jim Longbottom (Warwick), Max Rivett (Warwick), Ray Fewster (Noranda), Mousa Qaqish (Whitford) together with myself (Subiaco) and Tania Watson (Executive Minister).

Ray Fewster retired as Chair at the end of last year and has continued as a committee member. Ray's service has been exemplary over many years and it is pleasing that he is continuing on and using his expertise, experience and wisdom to serve the Lord in this way.

Peter Strom resigned from the committee in April and Mousa Qaqish came onto the committee in May.

As a sub-committee of Executive, our role is to be the 'working arm' of Executive in property matters, doing the analysis and making recommendations to Executive where required. This year has seen the launch of the Properties Policy and we commend this new policy to you.

As a Committee we are excited that we are in a place to look at future acquisitions on behalf of the Association and in working with churches. We have been working closely with South Central Church and look forward to assisting them with a property purchase in the Cockburn region. This will be the first property investment by COCWA for many, many years.

We are in the process of placing two properties in Mundaring onto the market for sale. Coppin Road, a 1 acre vacant block bequested to COCWA in 1976, present market value is \$375,000.

"Parkerville" located on Richardson Road is an extensive site that was purchased in 1981. Initially the plan was to develop the site for recreational camping but by 1990, the Dept of Evangelism

began to question the viability of camping as an Association activity. After further review in 2000, Executive determined that there was no strategic value to the Association in continuing to hold this land and that it should be sold. Council approved the sale of this site in July 2000. This decision was not enacted.

Having reviewed the COCWA property portfolio and consulted with the Mundaring Church, and in consideration of the planned scheme amendments in the Mundaring Shire, Executive has now determined to proceed with the sale of these two properties. It is noted that 14% of the proceeds of any sale of the Parkerville property will be given to Youth Vision in accordance with previously determined equity shareholding with COCWA.

The proceeds of the sale of these properties will be used for the purpose of strategic land acquisitions for the Association. Executive and Properties are committed to keeping Council fully informed as these transactions progress.

The highlights this year have been the celebration with the Whitford Church re the land at Merriwa, the Scarborough Church re the successful joint venture with the The Bethanie Group. In addition, we have been in dialogue with the South Central Church as they seek a property base to work from as this new church continues to grow and flourish.

I would like to thank the committee members for their continued commitment to the task of serving Executive and ultimately the wider family of churches in our Association.

LYNDSAY WORTLEHOOK  
CHAIR - PROPERTIES COMMITTEE

# Churches of Christ Insurance

The Churches of Christ insurance (CCI) program commenced in 2008 in Victoria and Tasmania, after recognising the need to have more control over our own insurance requirements. In May 2011 we were delighted to have COCWA come on board and join the program. With Queensland also recently joining and South Australia and NSW coming on board in September 2013, CCI has now reached its goal of becoming a National program dedicated to serving Churches of Christ right across Australia.

We believe the CCI program provides the highest benefits for our churches. It offers maximum cover in a very cost-effective manner, and is tailored specifically for the insurance needs of the Churches of Christ. This means that churches can enjoy substantial premium savings, while still being ensured they have full coverage for a very broad range of risks.

## CCI Highlights in 2013

### Cost savings

As a result of a low level of claims this year COCWA was able to avoid price hikes and keep their premiums at a stable level.

### Redbook program

During the year COCWA joined the Redbook Risk Management program. Redbook enables individual churches to maintain their essential safety measures with regard to fire safety, emergency lighting and building exits.

Under Redbook, churches are provided with an operational manual that is tailored for their unique congregation, enabling them to ensure their building is kept as safe as possible and compliant with safety regulations at all times. In addition, we have found that when church personnel utilise the Redbook program, they tend to become more aware of risk and safety factors beyond the essential regulatory level.

### New members

In 2013 ACCIM (Indigenous Ministries) joined the program, and we are hopeful that Bethanie Aged Care may join us in the near future.

### COCWA CCI staff

After two years of handling insurance administration matters, Jim Longbottom has handed over the baton to Natalie Burgis. CCI wishes to thank Jim for all his hard work and dedication over the last couple of years. We also welcome Natalie and look forward to working with her regarding COCWA's insurance matters. CCI has also benefited from the talents of Sue Stride, Jan Harm and Tania Watson and would like to thank them for their input and support work on CCI matters.

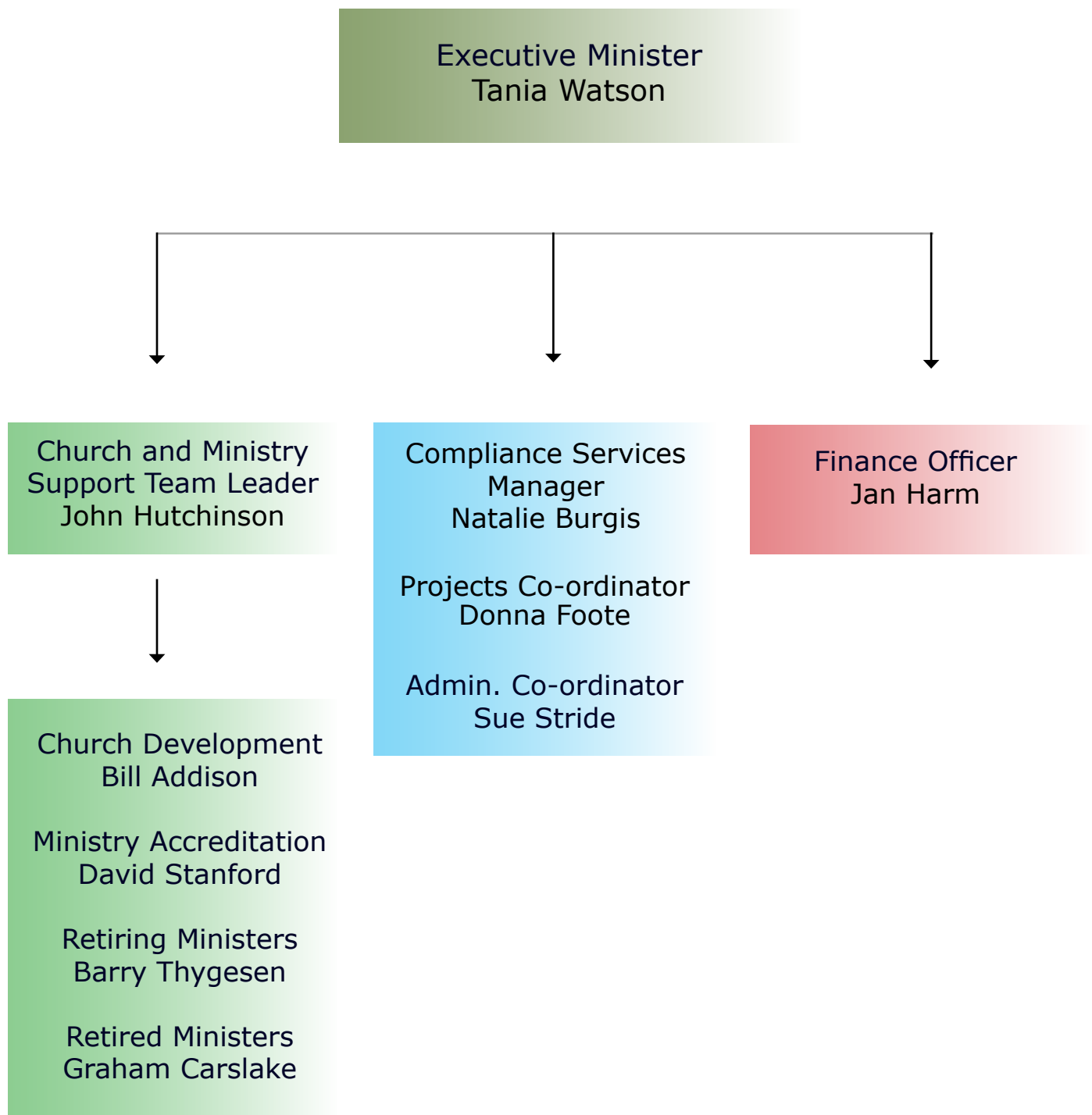
### More information and contacts

Detailed information on CCI policies can be found at our website, along with a number of articles on risk management and training courses for risk managers, employees and volunteers. The CCI website can be accessed at [www.cofcinsurance.org.au](http://www.cofcinsurance.org.au)

Natalie Burgis can be contacted on (08) 9471 8500 or by email at [Natalie.Burgis@cocwa.com.au](mailto:Natalie.Burgis@cocwa.com.au). Russell Hoath or Liz Matheson in Victoria can also be contacted on (03) 9488 8800.

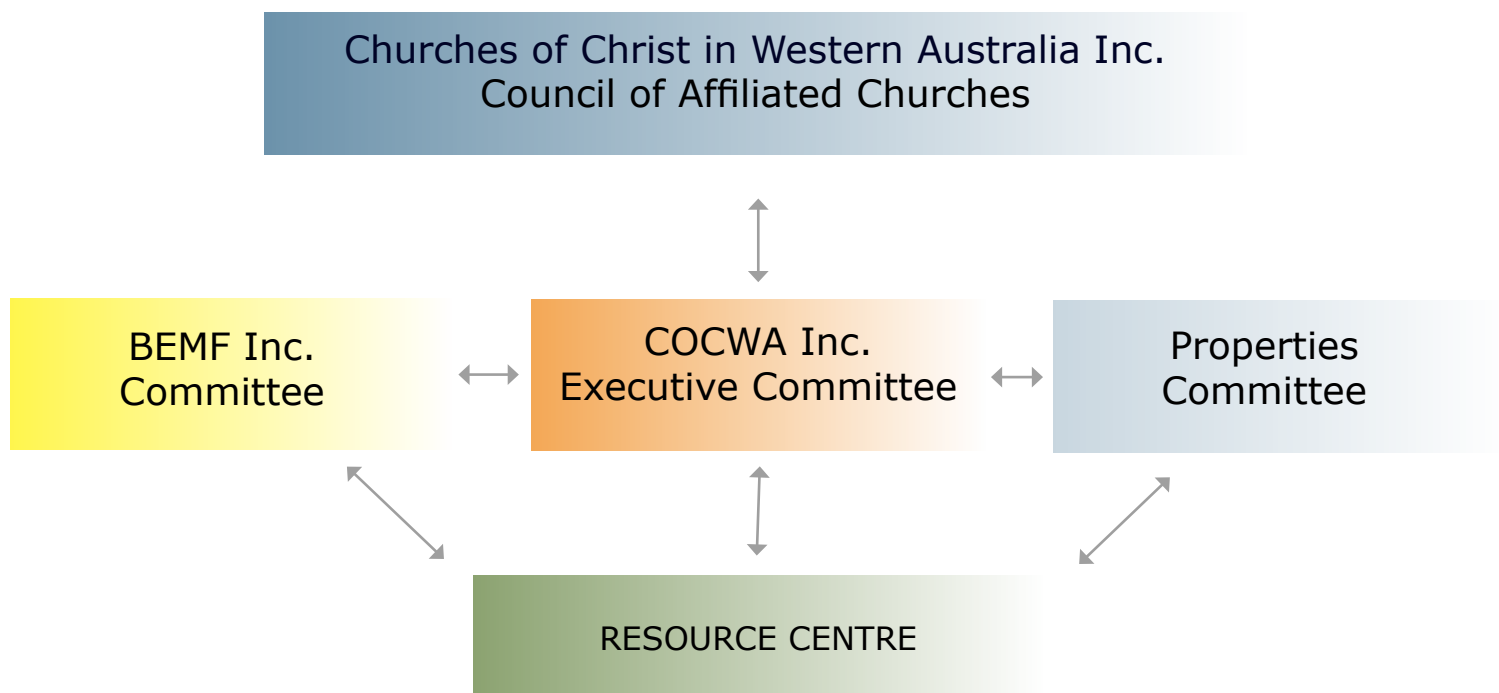


# Resource Centre Staff Structure





# Overall Organisational Structure



## Churches of Christ Building Extension Mutual Fund Inc. Committee of Management:

Lyndsay Wortlethock (Chair)  
Ray Fewster  
Richard Affleck  
Max Rivett  
Audrey Ko  
Mousa Qaqish  
Tania Watson (EM)

Staff:  
Jim Longbottom  
(Executive Officer)  
Donna Foote  
(Minute Secretary)

BEMF meet  
monthly on the Tuesday  
following the  
Executive Meeting

## Churches of Christ in Western Australia Inc. Executive Committee:

Michael Petrossian (Chair)  
Max Rivett  
Rod Cousins  
Daniel Indradjaja  
Andrew Robertson  
Peter Roberts  
Ryan Laden  
Tamara Pilgrim  
Jim Longbottom

Staff:  
Tania Watson  
(Executive Minister)  
Donna Foote  
(Minute Secretary)

Executive meet 3rd  
Wednesday of each month

## Properties Committee Members:

Lyndsay Wortlethock (Chair)  
Ray Fewster  
Richard Affleck  
Max Rivett  
Audrey Ko  
Mousa Qaqish  
Jim Longbottom

Staff:  
Tania Watson  
(Executive Minister)  
Donna Foote  
(Minute Secretary)

Properties meet  
monthly on the Tuesday  
following the  
Executive Meeting



# Youth Vision

Rod Thom



Thank you COCWA family for your prayers, financial support, time contribution and encouragement. All of these things enable us to keep working towards the Vision of 'Seeing Healthy Youth Ministries Being Led by Healthy Youth Pastors and Youth Leaders'.

A huge thanks also needs to go to the YVWA team. Thanks for all of your hard work! It's a privilege to serve with you.

## Youth Vision WA Team 2013

Neale Fong (YVWA Chairman)

Jim Sharp (Immediate Past Chairman, Scarborough Church)

Leigh McIntosh (Youth Worker)

Kym Edwards (Youth Pastor, Thornlie Church)

Peter Roberts (Senior Pastor, Encounter Church, and ACTIVATE Coordinator)

Alethea Ashby (Youth Pastor, Baldivis Church)

Tim Rutter (Youth Pastor, Warwick Church)

Rebecca Jones (Youth Vision WA Administrator, Lifestreams)

Jess Heglund (Young Adults Pastor, Whitford Church)

Cameron Barnes (State Youth Games Coordinator)

Below I have outlined a number of things that we have been working on throughout this year:

- 4 students are studying our ACTIVATE, Cert 4 in Christian Ministry and Theology. All of them are on track to graduate at the end of this year.
- A number of Youth Pastors are about to graduate the COCWA cohort Diploma of Management.
- YVWA Peer Clusters continue to meet and network across our State.
- State Youth Games 2013 was a huge success. We had over 900 participants (up from 2012) and about 100 adult volunteers. Cameron Barnes and his organising team did a massive job. This year our speaker was Paul Morrison,

Breakfast show host on Sonshine FM and Chaplain of the West Coast Eagles. Thanks to all of our sponsors with special mention to CCSRA.

- Recharge 2013 again proved to be very popular amongst our youth leaders. This year we had Dean Groetzinger from Whitford Church inspire us with God's Word.

So as we look to the remainder of 2013 and into 2014, I'm really excited about the following things.

Please pray:

- NYMC 2013 - We (Youth Vision Australia) have been working on the National Youth Ministry Convention to be held on the Gold Coast this October. We are expecting over 500 delegates and have a great line up of local and international speakers;
- As we seek to resource local churches as they raise up the next generation of leaders in our movement;
- For God to raise up young men and women who want to train in children's and youth ministry;
- As we partner with local churches by providing internships and scholarships;
- The children, youth and young adults in our churches and for those we are seeking to reach into the community;
- The further development of SYG;
- The future of YVWA. We are about to undergo a season of strategic planning, so we would really appreciate your prayers as we seek God for our future.

Thanks again for your partnership in ministry. I look forward to being a part of what God has in store for our movement.

ROD THOM

DIRECTOR YOUTH VISION WA  
SENIOR MINISTER LIFESTREAMS CC





## WANT TO KNOW WHATS INCLUDED IN YOUR CHURCHES OF CHRIST (CCI) INSURANCE POLICY?

- A broad range of covers, tailored specifically for Churches of Christ congregations.
- An internally-managed fast claims service.
- A more personalised service than that of the larger insurance companies.
- Substantial savings on your premiums.
- Access to CCI's free risk management mini-courses, and personal and professional assistance with risk management issues through RedBook.
- Regular news and updates from the CCI website.

For more information, contact Natalie Burgis on (08) 9471 8500, or Russell Hoath or Liz Matheson on (03) 9488 8800.

## Considering Leadership, Mission and Ministry?

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FORMING GOD'S PEOPLE FOR LEADERSHIP, MINISTRY AND MISSION

# Auditor's Report

**Shreeve & Carslake Pty.Ltd**

A.C.N. 009 044 302

**Chartered Accountants**

## **INDEPENDENT AUDITOR'S REPORT to the Members of CHURCHES OF CHRIST IN WESTERN AUSTRALIA INC.**

We have audited the accompanying financial report, being a special purpose financial report of Churches of Christ in WA Inc, which comprises the balance sheet as at 30 June 2013, the income and expenditure statement for the year ended 30 June 2013, a summary of significant accounting policies, other explanatory notes, and the Executive Committee declaration as set out on pages 1 to 7.

### **The Responsibility of the Executive Committee for the Financial Report**

The Executive Committee of Churches of Christ in WA Inc is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the financial reporting requirements of the constitution and are appropriate to meet the needs of the members. The Executive Committee's responsibility also includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entities preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates by the Committee as well as evaluating the overall presentation of the financial report.

Our audit did not involve an analysis of the prudence of business decisions made by the Committee.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Independence**

In conducting our audit, we have complied with the independence requirements of the Australia professional accounting bodies.

### **Auditors' Opinion**

In our opinion, the financial report presents fairly, in all material respects, the financial position of Churches of Christ in WA Inc as of 30 June 2013 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

# CHURCHES OF CHRIST IN WA INC

## Balance Sheet as at June 30, 2013

	Jun 30, 13	Jun 30, 12
<b>ASSETS</b>		
<b>Current Assets</b>		
Chequing/Savings		
1010 . Westpac Chq 25-1170	55,644.58	71,302.82
1015 . Westpac T/Dep Cent Fund 37-9625	398,301.80	171,872.11
Total 1050 . Mutual Fund	6,188,872.41	6,000,082.23
1060 . Petty Cash	0.00	200.00
1090 . Payroll	-245.57	0.00
Total Chequing/Savings	6,642,573.22	6,243,457.16
Total Accounts Receivable	108,667.80	53,527.74
<b>Other Current Assets</b>		
1295 . Prepaid IT Support	7,708.34	0.00
1291 . Prepaid Long Service Leave	7,060.85	0.00
1250 . Contra	41.72	-802.10
1270 . Shares at cost - Nat Bank (877)	20,616.70	20,616.70
1271 . Shares at Cost - Telstra (1600)	4,544.00	4,544.00
1280 . Bunbury Project Carry Over Cost	0.00	1,700.00
1290 . Prepayments - Insurance	14,901.33	45,482.88
Total 1400 . Insurance Premium Advances	23,240.26	40,924.16
Total 1500 . Loans	2,797.96	9,975.35
<b>Total Other Current Assets</b>	80,911.16	122,440.99
<b>Total Current Assets</b>	6,832,152.18	6,419,425.89
<b>Fixed Assets</b>		
Total 1700 . Motor Vehicles	42,197.56	52,768.12
Total 1730 . Computer/Electronic Equipment	23,747.88	13,203.62
Total 1750 . Furniture and Fittings	30,147.75	12,345.92
Total 1800 . Properties.	24,882,051.16	25,088,961.16
<b>Total Fixed Assets</b>	24,978,144.35	25,167,278.82
<b>Other Assets</b>		
Total 1600 . Centenary Fund	204,018.04	250,000.00
Total 1850 . Long Term Loans	63,434.00	65,934.00
<b>Total Other Assets</b>	267,452.04	315,934.00
<b>TOTAL ASSETS</b>	<b>32,077,748.57</b>	<b>31,902,638.71</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Total Accounts Payable	33,394.77	4,892.43
Total Credit Cards	271.99	0.00
<b>Other Current Liabilities</b>		
2020 . Suspense	4,256.73	100.00
Total 2100 . Payroll Liabilities	33,616.49	30,476.87
Total 2200 . Staff Fringe Benefits A/Cs	10,011.00	9,748.79
2300 . GST Payable	0.00	-8,888.09
2350 . GST Clearing Account	-19,252.00	0.00
2400 . Prepayments	2,931.03	0.00
2410 . Church Affiliation Fees Prepaid	152,089.77	144,177.63
Total 2450 . Insurance	93,935.44	69,012.51
2580 . Visiting Guests	0.00	22,826.36
2610 . Special Operational Purposes	944,341.00	905,000.00
Total 2900 . Holdings	168,085.76	694,445.57
<b>Total Other Current Liabilities</b>	1,390,015.22	1,866,899.64
<b>Total Current Liabilities</b>	1,423,681.98	1,871,792.07
<b>Long Term Liabilities</b>		
Total 2700 . Properties	13,900.00	69,377.62
2850 . Western Power 5 Year Lease	8,000.00	8,000.00
Total 2800 . Designated Funds	4,275,449.09	5,431,850.84
<b>Total Long Term Liabilities</b>	4,297,349.09	5,509,228.46
<b>TOTAL LIABILITIES</b>	5,721,031.07	7,381,020.53
<b>NET ASSETS</b>	<b>26,356,717.50</b>	<b>24,521,618.18</b>
<b>EQUITY</b>		
3901 . Accumulated Funds	839,495.47	1,294,488.91
3903 . Property Capital Reserve	23,078,531.91	22,900,183.41
3904 . Designated Funds Reserve	2,233,861.34	0.00
Net Income	204,828.78	326,945.86
<b>TOTAL EQUITY</b>	<b>26,356,717.50</b>	<b>24,521,618.18</b>

**CHURCHES OF CHRIST WA INC**  
**Income Expenditure Statement**  
**For the year ended 30 June 2013**

	<u>Jul '12 - Jun 13</u>	<u>Jul '11 - Jun 12</u>
Ordinary Income/Expense		
Income		
Total 4000 · Trading Income	290,413.31	416,056.75
4100 · Operation Income		
Total 4101 · Administration Services	376,443.21	376,632.90
Total 4102 · Other Income	15,148.00	46,579.11
4103 · Donations/Offerings	50,782.62	61,497.67
4105 · Interest Received	109,439.22	127,655.16
Total 4106 · Insurance	6,967.96	9,322.54
4200 · Western Power Lease	0.00	2,000.00
Total 4100 · Operation Income	<u>558,781.01</u>	<u>623,687.38</u>
Total Income	<u>849,194.32</u>	<u>1,039,744.13</u>
Expense		
Total 6000 · Trading Expenses	148,241.93	250,088.96
6100 · Operation Expenses		
Total 6101 · Fees	11,550.49	17,199.06
Total 6102 · Association Expenses	44,356.81	45,568.59
Total 6103 · Church Liaison Expenses	43,042.18	46,336.81
Total 6104 · Resource Centre Expenses	31,365.95	31,047.39
Total 6105 · Vehicle Expenses	0.00	2,814.95
Total 6106 · Insurance	16,496.99	3,478.13
Total 6110 · Payroll	490,852.36	451,142.60
6120 · Depreciation	25,927.53	20,354.28
Total 6100 · Operation Expenses	<u>663,592.31</u>	<u>617,941.81</u>
Total Expense	<u>811,834.24</u>	<u>868,030.77</u>
Net Ordinary Income	<u>37,360.08</u>	<u>171,713.36</u>
Other Income/Expense		
Other Income		
Total 8000 · Properties Income	<u>258,871.98</u>	<u>250,746.07</u>
Total Other Income	<u>258,871.98</u>	<u>250,746.07</u>
Other Expense		
Total 7000 · Properties Expense	<u>91,403.28</u>	<u>95,513.57</u>
Total Other Expense	<u>91,403.28</u>	<u>95,513.57</u>
Net Other Income	<u>167,468.70</u>	<u>155,232.50</u>
Net Income	<u><u>204,828.78</u></u>	<u><u>326,945.86</u></u>

*Churches of Christ*  
*Building Extension Mutual Fund Inc*





# Churches of Christ Building Extension Mutual Fund Inc.

Executive Officer  
Jim Longbottom

Firstly, I would like to thank the Board of the BEMF for their continued attendance, application and support. They are: Lyndsay Wortlethock (Chair), Richard Affleck, Ray Fewster, Audrey Ko, Mousa Qaqish, Max Rivett and Tania Watson.

A very special acknowledgement to Ray Fewster, who stood down as Chair after many years of service in the role. Also thanks to Peter Strom, who resigned as a Board member through the year.

The Building Extension Mutual Fund has been with us, in one form or another, since 1908. It has played a vital and pivotal role in financing significant building programs for many or most of our churches, over the years.

The BEMF is one of just 59 Religious Charitable Development Funds (RCDF) operating in Australia under a banking exemption order issued by the Australian Prudential Regulation Authority (APRA). This exemption allows us, as a Fund, to operate without all the compliance and regulatory burdens that the banks operate under. It should also be clearly understood that we are not a bank, and that debentures placed with an RCDF are not covered by Federal Government guarantee, as are the banks. Having said that, we are still regulated by both APRA and by ASIC (The Australian Securities and Investments Commission), and under recent changes, by the ACNC (Australian Charities and Not for Profits Commission).

A few years ago, APRA declared that they were undertaking a review of banking exemption orders, with the very real risk that they would not be renewed.

At that point, the BEMF looked at the possibility of going out of existence, and we began a process of exploring how COCWA might assist churches to approach banks and secure loans from banks.

Clearly, that would be a loss to the Association, as all the interest payments would then move outside of the Association, rather than continue to work within the Association.

As a result of surveying all RCDF's APRA observed that we all operate under a Treasury model (we service our constituent members only and provide essential financial services for our constituents that would not be available commercially) and that as such, in late August this year at a conference I attended in Sydney, they declared that they will renew our exemption orders going forward.

To be noted:

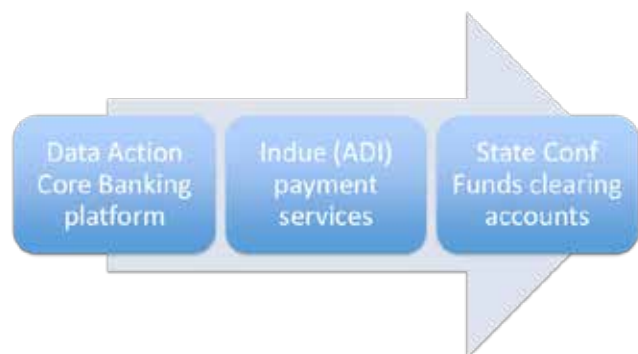
- APRA will only grandfather exemptions – there will be no new exemptions granted. This places us in a very unique situation.
- APRA classify RCDF's in the Shadow banking sector – this places limits on how we deal with individuals (only on a 31 day call account basis) and what products we can and cannot offer to constituent members.
- We may not in any way refer to ourselves as a bank, or providing banking products. Hence we will now refer to “deposits” as investments and “depositors” as investors.
- Loan nomenclature is quite acceptable.

Having said all of that, and now knowing that our ability to trade is secure, we still face an uphill increase in regulatory administration and specialist expertise in managing the fund.

Over several years now, the Properties Corporation of the Churches of Christ in Victoria and Tasmania have been working toward establishing the Churches of Christ Financial Services (CCFS), as a National initiative. They have waded their way through lashings of compliance, regulatory and legal obstacles to come up with a model that is poised ready to launch.



In early July, the Prop Corp CEO and CFO came to Perth and presented us with the option to become the first state to become a part of the CCFS. At our next Board meeting, the BEMF Board resolved to buy into CCFS, and share the very significant resources developed by Prop Corp. These include a wealth of experience and connections with the industry, a banking platform, back end banking services, legal opinion, and expertise and presence in WA to launch and set up the WA branch.



This offer is a real gift to BEMF and in turn, COCWA and all of our churches. It allows the BEMF to move into an operating realm that it could not afford in its own right, and in turn, provide products and services to you, the member churches, that we could never have provided. The offer sets BEMF up as the Western Australian branch of CCFS, and leaves us completely in control of our financial affairs, with the ability to make stand alone

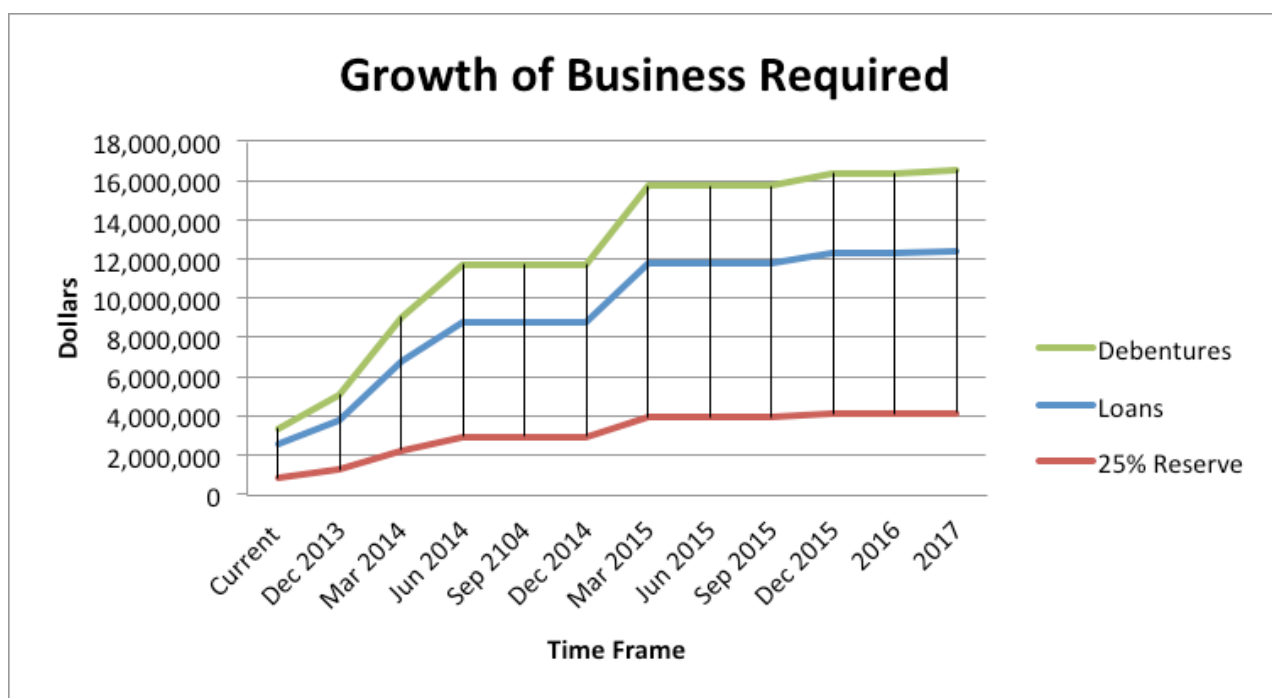
decisions on products, rates, margins, and all other things. The Board of the BEMF will continue to govern the BEMF in the same way that it does now.

In parallel to becoming a branch of CCFS, there has been much work done and much more to be done:

- The functions of BEMF and COCWA have been physically separated.
- BEMF have appointed a Executive Officer and a Finance Officer.
- A business plan is currently being produced.
- The BEMF products will be repositioned to ensure APRA compliance and ASIC compliance.
- The Boards of BEMF and Properties will be separated and different.
- The constitution of the BEMF needs to be rewritten and reflect current and future operations.

In summary, the newly renovated BEMF will soon be in place, and we are looking to maximise our loan book.

In order to do that, we need more investors. Some may be prepared to place money with the fund at no, or low interest, for the sake of the ministry earning potential of their dollars.





I have included a graph of the potential loans showing the necessary growth of the fund in the near future. Note that the current amount available to loan is \$6,636,592. So, to accommodate loans we know we will be asked for, we need to find immediate growth in the investment of the fund, otherwise churches will need to find money elsewhere to fund their building projects.

JIM LONGBOTTOM

EO - CHURCHES OF CHRIST BUILDING  
EXTENSION MUTUAL FUND INC.

## BEMF Staff Team



### Executive Officer

Jim Longbottom

Tuesday 9.00 am. - 4.00 pm.

Wednesday 9.00 am. - 12.30 pm.

Jim is the Chief Executive Officer and sits on the Board of BEMF.



### Finance Officer

Donna Foote

Tuesday 9.00 am. - 4.00 pm.

Donna serves in the area of finance and as Minute Secretary for the Board.

**Shreeve & Carslake Pty.Ltd**

A.C.N. 009 044 302

**Chartered Accountants**

### INDEPENDENT AUDITOR'S REPORT to the Members of CHURCHES OF CHRIST BUILDING EXTENSION MUTUAL FUND INC.

We have audited the accompanying financial report, being a special purpose financial report of Churches of Christ Building Extension Mutual Fund Inc, which comprises the balance sheet as at 30 June 2013, the income and expenditure statement for the year ended 30 June 2013, a summary of significant accounting policies, other explanatory notes, and the Executive Committee declaration as set out on pages 1 to 5.

#### The Responsibility of the Executive Committee for the Financial Report

The Executive Committee of Churches of Christ Building Extension Mutual Fund Inc is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the financial reporting requirements of the constitution and are appropriate to meet the needs of the members. The Executive Committee's responsibility also includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies, and making accounting estimates that are reasonable in the circumstances.

#### Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entities preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates by the Committee as well as evaluating the overall presentation of the financial report.

Our audit did not involve an analysis of the prudence of business decisions made by the Committee.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Independence

In conducting our audit, we have complied with the independence requirements of the Australia professional accounting bodies.

#### Auditors' Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Churches of Christ Building Extension Mutual Fund Inc as of 30 June 2013 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

**CHURCHES OF CHRIST BUILDING EXTENSION MUTUAL FUND INC**  
**Balance Sheet**  
**As of June 30, 2013**

	<u>Jun 30, 13</u>	<u>Jun 30, 12</u>
<b>ASSETS</b>		
Current Assets		
Total Chequing/Savings	9,066,228.85	8,812,051.33
Total Accounts Receivable	520.00	3,060.00
Other Current Assets		
1430 · Accrued Interest	23,276.31	52,389.00
1440 · W/comp Prepayments	676.45	0.00
Total 1500 · Loans - Current	<u>2,634,045.30</u>	<u>3,102,290.62</u>
Total Other Current Assets	<u>2,657,998.06</u>	<u>3,154,679.62</u>
Total Current Assets	<u>11,724,746.91</u>	<u>11,969,790.95</u>
<b>TOTAL ASSETS</b>	<u><b>11,724,746.91</b></u>	<u><b>11,969,790.95</b></u>
<b>LIABILITIES</b>		
Current Liabilities		
Total Accounts Payable	1,011.01	228.50
Total Other Current Liabilities	<u>10,988,617.07</u>	<u>11,275,910.33</u>
Total Current Liabilities	<u>10,989,628.08</u>	<u>11,276,138.83</u>
<b>TOTAL LIABILITIES</b>	<u><b>10,989,628.08</b></u>	<u><b>11,276,138.83</b></u>
<b>NET ASSETS</b>	<u><b>735,118.83</b></u>	<u><b>693,652.12</b></u>
<b>EQUITY</b>		
3000 · Accumulated funds	691,841.87	585,754.47
3091 · Hilda Carter Memorial Fund	1,810.25	1,810.25
Net Income	<u>41,466.71</u>	<u>106,087.40</u>
<b>TOTAL EQUITY</b>	<u><b>735,118.83</b></u>	<u><b>693,652.12</b></u>

**CHURCHES OF CHRIST BUILDING EXTENSION MUTUAL FUND INC.**  
**Income and Expenditure Statement**  
**For The Year Ended 30 June 2013**

	<u>Jul '12 - Jun 13</u>	<u>Jul '11 - Jun 12</u>
<b>Income</b>		
Total 4001 · Income - Interest	574,252.49	623,999.62
<b>Total Income</b>	<u>574,252.49</u>	<u>623,999.62</u>
<b>Gross Profit</b>	574,252.49	623,999.62
<b>Expense</b>		
6001 · Administrative Expenses	66,025.06	62,457.90
6002 · Diminuation/Managed investments	-8,004.78	-16,666.02
6500 · Int.Credited to Depositors	474,765.50	472,120.34
<b>Total Expense</b>	<u>532,785.78</u>	<u>517,912.22</u>
<b>Net Income</b>	<u><b>41,466.71</b></u>	<u><b>106,087.40</b></u>



*Churches of Christ Sport & Recreation Association*

*The Bethanie Group Inc*

*Bethesda Hospital*

*Global Mission Partners*

*Life Support Ministries*



# Churches of Christ

## Sport & Recreation Association Inc

### Jim Longbottom



Firstly thanks to my Board members, Paul Bartlett, Lee Eaton, Ray Fewster, Nigel Pegram, Graham Povey, Max Rivett and Neil Watson, who continue to turn up faithfully to meetings. I have now sat in the EM chair for 12 years, and Max, Ray and Graham were already on the Board when I arrived.

Thanks also to my team, without whom nothing would be done. The key staff are all “heart and soul” people who give endlessly of their time and talents. In particular Scott Joy, Kristy Pike, Erik Olsen and Jean Noack. Let me also welcome back Abbie Kooy who joined us as the Accountant and Josh Nipps who joined us as the Senators CEO... they are likewise heart and soul contributors.

I also acknowledge the many years of service from Bronwyn Morris, who accepted redundancy through the year.

Wow, what a year we have had!

The Centre has performed strongly through the year, we continue to operate the sports and kiosk in our own right, and manage the leisure operation on behalf of the city, including the creche.

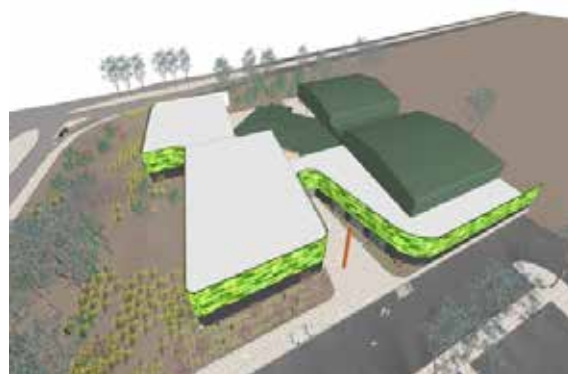
Last year we imported the equipment and started the Warwick Women's Workout gym, which has continued to grow to the point of now break ing even. We have added in some cardio machines, and will relocate it to a bigger room in the near future, so we look forward to additional growth in that area.



Last year we appointed Erik Olsen to a role, stemming from a vision of working more with local churches to reach into and connect with their surrounding communities. In September Erik organised and ran the inaugural Goldfields Youth Games. Most churches in the Kalgoorlie/ Boulder area were approached and a group partnered together with leaders and volunteers. It poured rain on the Saturday of the event, but the kids still had a great time. That was the first of many! If you are open to partnering with other churches in your region and wanting to penetrate your local community.... Talk to Erik about setting up an event in your area.

CCSRA is still in negotiation with the City of Joondalup to make extensive additions to the Warwick Stadium. There are still some hurdles to jump, but we are confident that by this time next year we could be reporting on the construction of four additional courts, a new foyer extension, a whole new entrance and possibly a large fully equipped gym. It is proposed that the additions will be on the front of the existing facilities and present as a whole new building to the major intersection of Warwick and Wanneroo Roads.

This image is an artist's impression of what it might look like.



CCSRA fully entered into the world of elite basketball this year, when we acquired the license for the Stirling Senators. The Stirling Basketball Association Inc had played out of the Warwick Leisure Centre as their home court for over 15 years, but always struggled financially. It was a brave decision of the Board of CCSRA to take over the club and invest heavily. It is a quarter of a million dollar venture to field a men's and a women's basketball team in the SBL.

With every challenge comes great blessings as well, and it has been wonderful to partner with over 15 sponsors and COCWA as a ministry partner, together with strengthened ties with both Warwick and Whitford churches. Particular thanks go to the team of volunteers from Warwick, who have worked tirelessly to serve our sponsors each home game night. We could not have done game nights without them.... A great bunch of genuine servants.... *Thank you.*

Our major sponsor this year was The Bethanie Group. While the synergies may not be immediately apparent, we have linked together with them in visiting with a centre, plus the exposure of the 5-6,000 people a week who walk through our doors.... Many of whom are in the gentle grand-parenting age that I am so familiar with! We have been delighted to partner with them, and assist in drawing the ties between COCWA and Bethanie a little tighter.



Left: Scott Joy, Stephen Besci, Josh Nipps and Jim Longbottom



Right: Jim Longbottom, Tania Watson and Josh Nipps

Our major ministry partner is COCWA, and we have been delighted with that partnership. The old Stirling Senators' members call us "The Church" as Churches of Christ Sport and Recreation Association is too much to get their tongue around. So to have the church, the partnerships with COCWA, Warwick and Whitford standing solidly with us, in what is the marketplace of Warwick Leisure Centre, is a great witness to unity of purpose and endeavour.

At CCSRA, we are talking "Third Place" as the vehicle for connecting with the people who walk through our doors. First place is home, second place is work, third place is a space where you can come meet old friends, make new friends, eat, drink a coffee, hang out and build relationships. It is the basis of what we call "relational evangelism". This is a church, that looks and sounds nothing like church as we know it. Pray for us as we continue to work intentionally with that group of some 700 people, interact with 13 primary schools, and generally build relationships of trust. There are many ways to measure success, a concept that isn't that well understood in the world of elite sport. The key measure of the success of the first year of CCSRA entering an elite basketball environment, for us, was to shape a new culture. If you have been to any of the games, you will have seen two very prominent banners that make it very clear who we are, and enunciate four core values: Community, Development, Stewardship and Respect. Sticking to your principles and values is never the easy road, but I am pleased to report that the culture is now well developed (though still evolving) and well understood.

Clearly elite sports' teams, or any other teams, are never all about the individual coaches or players, but we have great teams in place.

Dave Lindstrom came from the States and he and Nance settled right into the management team. As head men's coach, Dave has worked wonders with a very young team. Jordan Wild and Cory Cooperwood are the men's American import players, both great young Christian men, and have provided great leadership. The team began to win a lot of games toward the end of



the season, and despite finishing 12<sup>th</sup> of 14, we are really well positioned to do much better next year. Having said that, we continue to remind ourselves constantly that “It’s bigger than that”.... God is doing more than we can think, ask or imagine.



AMBER LAND



TAYLOR WILD



JORDON WILD

Glenn Ellis is our Women’s SBL head coach, and has had a great squad of young ladies to work with. The addition of two American imports in Taylor Wild and Amber Land added to the core, and like the men, these are two lovely young Christian ladies who show great leadership. Last year the ladies finished 11<sup>th</sup> of 12. This season, they finished 6<sup>th</sup> of 12 and were in the playoffs, defeated by the eventual flag winners.... A great effort!

Jordan and Taylor Wild came to us newly married and have had a great year with us, as “part of the family”. They have also connected with Dianella and are working as the Youth Ministers in that church.

In summary, Churches of Christ Sport and Recreation Association Inc is in good health, promoting Gospel values in the marketplace of Warwick and across the entire State of Western Australia.

We have large challenges ahead of us:

- The construction phase is exciting, but will also be quite disrupting to our normal operations.
- The 4 court extension to the stadium has a price tag in excess of \$6.0M, and the Centre will carry that debt for a decade.
- As I have already noted, it is expensive to field teams in the SBL competition, and we need continuity with good solid like-minded sponsors, to assist us with those costs.

JIM LONGBOTTOM

EXECUTIVE MINISTER



CORY COOPERWOOD

# CHURCHES OF CHRIST SPORT AND RECREATION ASSOCIATION INC.

## Financial Statements

### CHURCHES OF CHRIST SPORT & RECREATION ASSOCIATION INCORPORATED. STATEMENT OF INCOME and EXPENDITURE for 12 months ended 30 JUNE 2013

OPERATING INCOME SPORT	2012	2013
Gate Receipts	541218	518681
Court Hire	57892	50720
Interest	29998	87785
Other	29082	22129
<b>Total Income Sports</b>	<b>658190</b>	<b>679315</b>
<b>OPERATING EXPENDITURE SPORT</b>		
Cleaning	27389	23762
Heat, Light, Power	28994	34538
Insurance	12414	13414
Referees Pays	122801	120543
Repairs & Maintenance	59546	76850
Salaries - Admin	201825	218119
Superannuation	16822	17978
Other	92582	88021
<b>Total Expenditure Sports</b>	<b>562473</b>	<b>593225</b>
<b>Less half Creche operating deficit</b>	<b>9542</b>	<b>9981</b>
<b>SURPLUS Sports</b>	<b>86175</b>	<b>76109</b>
<b>OPERATING INCOME SENATORS</b>		
Senators SBL	0	17125
Senators WAFL	0	68416
Senators State Championships	0	19314
Senators Domestic & Miniball	0	72391
Senators Corporate	0	140393
<b>Total Income Senators</b>	<b>0</b>	<b>318639</b>
<b>OPERATING EXPENDITURE SENATORS</b>		
Senators SBL	0	132305
Senators WAFL	0	33465
Senators State Championships	0	0
Senators Domestic & Miniball	0	23172
Senators Corporate	0	148023
<b>Total Expenditure Senators</b>	<b>0</b>	<b>337965</b>
<b>SURPLUS Senators</b>	<b>0</b>	<b>-19326</b>
<b>SPORTS &amp; LEISURE MINISTRY</b>		
Receipts - Management Fee	60000	60000
Other	12867	87990
Salaries/Wages/SGL	58865	93217
Donations (CofCWA, SYG, Compassion)	26085	23515
Other	33952	71735
<b>Total Expenditure SLM</b>	<b>118902</b>	<b>188467</b>
<b>SURPLUS S&amp;LM</b>	<b>-46035</b>	<b>-40477</b>
<b>WARWICK WOMENS WORKOUT</b>		
Total Income WWW all sources	35600	93728
Less Salaries	-34239	-72049
Other	-64193	-30613
<b>SURPLUS WWW</b>	<b>-42532</b>	<b>-8934</b>

KIOSK	2012	2013
Receipts	171067	166370
Payments - purchases	-112526	-110267
Wages and SGL	-37723	-39501
Other	-1251	-2642
<b>SURPLUS Kiosk</b>	<b>19567</b>	<b>13960</b>
<b>LEISURE MGT ACCOUNT OPERATING RECEIPTS</b>		
Course Fees	147591	122155
Hall Hire Charges	58972	54692
Other	-445	0
<b>Sub Total</b>	<b>208118</b>	<b>176847</b>
City of Joondalup Subsidy	209041	254834
<b>Total Income Leisure</b>	<b>415159</b>	<b>431681</b>
<b>OPERATING PAYMENTS</b>		
Advertising	5451	3029
Bank, Credit Card Charges	6554	4415
Cleaning	20056	30791
Copyright Fees	1736	1569
Furnishings & Equip	23078	18880
Heat Light & Power	19585	25432
Insurance - W/C & PLI	14720	13147
Printing, Postage, Stationary	7571	7780
Repairs & Maintenance	25246	17806
Salaries - Admin	146347	179001
Salaries/Fees - Instructors	73595	65923
Security (All)	4546	4685
Staff Training & Development	140	1664
Superannuation	18180	18146
Telephone	7337	7228
Internet & e-commerce	1151	1660
Garden Maintenance	7477	6530
Water rates and usage	2332	2477
Other	11535	13537
<b>Total Expenditure Leisure</b>	<b>405617</b>	<b>421700</b>
<b>Less half Creche operating deficit</b>	<b>9542</b>	<b>9981</b>
<b>SURPLUS Leisure</b>	<b>0</b>	<b>0</b>
<b>TOTAL CENTRE MANAGEMENT</b>		
<b>Income:</b>		
EOY Deficit Reduction Share	60324	40355
<b>Expenditure:</b>		
Wages and Salaries	957	0
Deposits not banked	0	-24
Senators Acquisition costs	0	-24715
<b>SURPLUS Total Centre Mgt</b>	<b>59367</b>	<b>15664</b>
<b>OVERALL SURPLUS/DEFICIT</b>	<b>56242</b>	<b>36996</b>

### BALANCE SHEET at 30 JUNE 2012

ACCUMULATED FUNDS represented by:

Current Assets	2012	2013
Petty Cash/Floats	1012	1106
Cheque Account	91588	138630
Mutual Fund TIDep	942171	1056890
Canteen Stock	7337	5664
Trade Debtors	100945	89052
<b>Total</b>	<b>1143063</b>	<b>1290342</b>
Other Assets		
Prepayments	7493	15932
Other	1	-503
<b>Fixed Assets</b>		
Furniture, Fixtures, Plant & Equipment		
At cost	282497	402103
less accumulated depreciation	-189453	-214335
<b>Net</b>	<b>93044</b>	<b>187768</b>
Unhold Improvements	1511548	1511548
<b>TOTAL ASSETS</b>	<b>2755139</b>	<b>3005087</b>
Current Liabilities		
GST collected on sales	35136	50101
Less GST Paid on purchases	-13722	-35407
PAYG Tax Payable	3998	5998
SGC Super Payable	2789	0
A/L, LSL Accruals	51481	52187
Trade Creditors	11565	39384
Bank Holdings	32769	35327
COCWA Current sponsorship	0	31563
<b>Total</b>	<b>124016</b>	<b>179153</b>
Long Term Liabilities		
CofC Subord. Loan	910750	910750
COCWA 7 year sponsorship	0	157814
<b>Total</b>	<b>910750</b>	<b>1068564</b>
<b>TOTAL LIABILITIES</b>	<b>1034766</b>	<b>1247717</b>
<b>Net ASSETS</b>	<b>1720373</b>	<b>1757370</b>



JA Longbottom  
Executive Minister  
Churches of Christ Sport and Recreation Association Inc.  
Statement audited by Gary Hubbard and Associates - 11 September 2013





## Bethanie

### Stephen Becsi



# Bethanie

It is with great pleasure that I provide a snap shot of Bethanie over the past year. Since last year's report, Bethanie continues to improve across all strategic challenges. Bethanie continues to make a significant investment in its organisational culture. This investment has been a substantial one for a not-for-profit provider of aged care services employing approximately 1500 staff and is an indication of the importance that is placed on building a positive workforce culture. Bethanie's cultural transformation program represents an outstanding achievement in terms of the thoroughness of its implementation and its overall effectiveness, evidenced by the outstanding results that Bethanie is currently seeing.

A key part of Bethanie's organisational culture transformation process has been the identification of six 'Signature Behaviours' that Bethanie staff are expected to positively demonstrate. These behaviours have been the central focus of the program and are shown below:



By focusing on behaviours, employees are provided with a tangible, demonstrable benchmark for their expected behaviour in the workplace. It follows that if all employees are demonstrating their employer's Signature Behaviours, then that organization will achieve their desired culture.

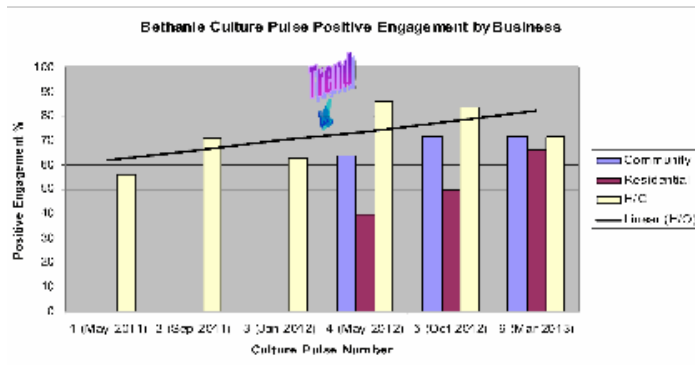
Results of Bethanie's performance across all Strategic challenges are reported on through an electronic real-time dashboard. The dashboard enables Executives and Managers to drill down and quickly identify which areas of their business are functioning well and which may require more resources and attention. The dashboard is also a key enabling tool for the cultural transformation process. A screenshot of the dashboard as at the end of the financial year is shown below.



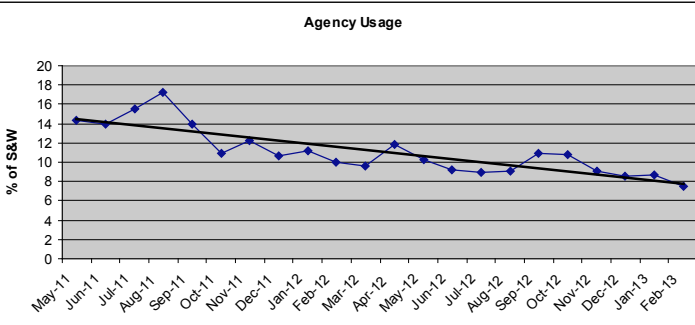
Bethanie are now seeing the benefits of our investment in the cultural transformation program through increased staff retention, increased staff engagement, lower absentee rates, increased business profits, and most importantly, higher care outcomes and a better care experience for our clients and residents.

## Key Strategic Challenge 1: Take Care of Staff

The graph below shows Signature Behaviour positive demonstration rates across Bethanie's major business divisions.



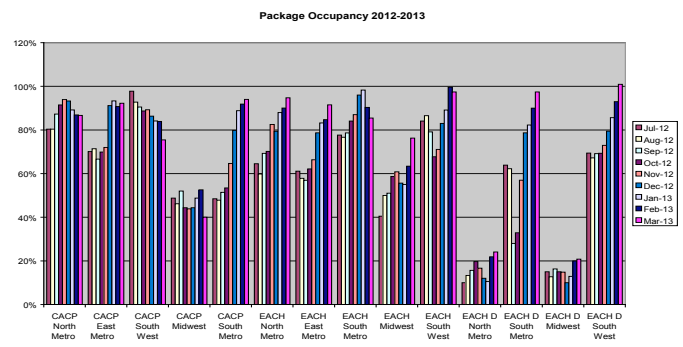
Additional benefits from increased Signature Behaviour positive demonstration have been measured and noted in a number of critical areas. Staff turnover across the organisation has decreased notably from 42% in 2010 to 28% in 2013, whilst staff absenteeism has also declined. This has led to a lower use of agency staff to cover shifts, meaning that continuity of care is able to be maintained to a higher level. The graph below shows how the percentage of Bethanie's staff and wage costs allocated to agency staff has reduced over time.



## Impact on Key Strategic Challenge 2: Deliver Quality Care

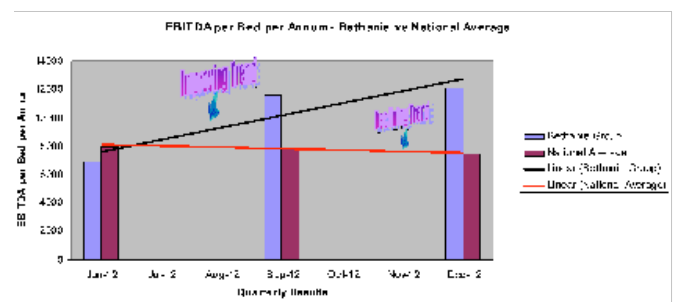
The flow-on effects of an improved internal culture can also be seen in Bethanie's package occupancy levels within its Community division. Bethanie's Community division has reported increases in the occupancy levels of almost all of the care packages offered by each office. This KPI feeds into the key strategic challenge of 'Deliver Quality Care', reported on a continuous basis in the management

dashboard. The graph below shows occupancy of care packages across Bethanie's regions of operation over time.



## Impact on Key Strategic Challenge 3: Remain Viable

Bethanie's investment in its organisational culture has also had an impact on its financial performance and results. The graph below shows Bethanie's earnings per bed per annum, and how this compares against the national average across the sector. This is a key KPI feeding into the key strategic challenge 'Remain Viable'. As can be seen, Bethanie's performance in this regard compares very favourably to the Australian aged care sector.



## Impact on Key Strategic Challenge 4: Brand

The profile of Bethanie has been raised significantly over the past 12 months. Our market research suggests we have seen a 21% increase in awareness from the WA community. This was driven by a strong commitment to a clear and consolidated marketing and branding strategy. Bethanie had been plagued by poor experiences with media in the past, so it was important to have a "hands on" approach to media plus ensuring all of the positive stories around Bethanie were being told, resulting in achieving over \$2 million in PR value. In the past 12 months, this has paid dividends, with a number of staff from across the

business being recognised for their outstanding results. Examples of these successes have included 2013 Australian Marketing Institute Awards for Marketing Excellence, Marketing on a Shoestring and Internal Marketing, Content Marketing Institute Marketer of the Year and being chosen as runner up in the Best Implementation of the Year (over 650 beds) Award in the 2013 Information Technology in Aged Care Awards. Bethanie has been well represented at major industry conferences, with Bethanie staff speaking at the 2013 Leading Aged Services Australia National Congress, the 2013 Better Practice Conference, and the 2013 Delivering Consumer Directed Care Conference, amongst others.



Photo at the signing of the Agreement between Bethanie and Scarborough Churches of Christ.

## Impact on Key Strategic Challenge 5: Mission

This has been the most exciting area of improvement for Bethanie over the past 12 months. The Bethanie Board has invested considerable time in developing a new constitution and corporate structure which will ensure that there will be an enduring relationship between Churches of Christ in WA and Bethanie. In addition to this, Chaplaincy services have now grown as we now provide spiritual care into All four business streams with Community Care now being serviced for the very first time. Bethanie were also the proud Platinum sponsors for the Stirling Senators. Bethanie has also worked diligently with Scarborough Church of Christ to develop a new aged care facility and church on the current Scarborough Church site. I personally thank the Pastoral and Leadership team at Scarborough for the insight and faith they have put in Bethanie to develop a relationship that sets the scene for future possible partnerships between Bethanie and other churches.

Many Blessings

STEPHEN J BECSI  
CHIEF EXECUTIVE OFFICER

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Chaplains provide pastoral care to students, school staff and members of the community, irrespective of their faith or cultural backgrounds.

Christian Religious Education teachers are trained volunteers who educate children about the Christian faith and values.

- **COCWA is a founding member of The Churches Commission on Education (YouthCARE)**
- **YouthCARE is the largest mission supported by COCWA in terms of finances and people**
- **There are 142 COCWA members among YouthCARE's staff and volunteers**



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Dr Neale Fong

# Bethesda Hospital



Yasmin Naglazas

It is with great pleasure that we present the Bethesda Hospital Incorporated Annual Report for the period ending 30 June 2013, completed once again on a very positive note. The year was characterised by a major strategic review, undertaken over a 6-month period, being far-reaching and confirming the strategies required for the hospital to continue its success. The review culminated in the Bethesda Board of Directors committing to a growth strategy, including operating theatre expansion, designed to establish the long-term viability of the hospital.

Part of the strategic review examined the history of Bethesda, assisting to fully understand how the hospital began 69 years ago, the relevance of our founder Matron Beryl Hill and the link with the Churches of Christ (namely the Subiaco Church of Christ) confirming that the hospital was established with a vision to care for patients providing 'spiritual healing as part of their treatment'.

In September 2012, Bethesda was audited against the Australian Council on Healthcare Standards (ACHS) during an organisation-wide survey and achieved not only full accreditation status, but with 32 out of the 47 criteria achieved a higher rating ('extensive achievement'). Continuing to foster a culture of quality and safety remained a high priority for Board and Executive in 2012/2013 and with requirements increasing in this area, Bethesda is well placed to continue to take up the challenge of continually improving and building on its strong foundations.

Bethesda's 'safety scorecard' during the 2012/2013 year demonstrated excellent results with an ongoing high level of commitment by management and staff to occupational safety and health activities. Staff wellness programs were introduced during 2012/2013 with a goal to improve the overall well-being and 'fitness' of our staff and contributing to make their work life more satisfying.



Foundational Board of Management, Bethesda, 1944 (with Bethesda founder, Matron Beryl Hill at front centre)

[The 'Our Beginnings' booklet: <http://www.bethesda.asn.au/documents/Bethesda%20Hospital%20-%20Our%20Beginnings.pdf>]

During 2012/2013 Bethesda continued to hold top rankings for best private hospital in WA, achieving positive growth in revenue and net profit and continuing to make significant improvements in doctor, staff and patient satisfaction.



Nurse and patient: Bethesda Hospital



Surgeon: Bethesda Hospital



Surgical activity continued to be the major part of the hospital's activity in 2012/2013, with a high demand for operating theatre time continuing. The hospital continued its strong partnering strategy with surgeons and surgeon groups, increasing its activity in orthopaedics, urological surgery and breast cancer surgery. The palliative care ward remained busy throughout the year, with the community –based palliative consultancy program



Surgical ward nurses and patient care assistant: Bethesda

continuing to be in high demand, particularly in the residential aged care sector.

Bethesda has continued its commitment to contribute positively to building capacity/skills in the health care sector in Western Australia by collaborating with the University of Western Australia and Notre Dame University to provide ongoing clinical placements for nursing and medical students at the hospital. Bethesda's own learning and development program was strengthened during the year with the establishment of a nursing simulation lab. designed to emulate the conditions and situations nurses encounter in realistic settings, allowing them to gain experience and have competencies assessed.

Bethesda's Board of Directors were able to meet their financial, legislative, licensing and accreditation obligations in 2012/2013, with due attention afforded to disclosure and reporting. The management reporting and oversight of material business risk continues to be a very high standard and to this end a well deserved vote of thanks goes to our highly skilled and dedicated management team.

Our strength is in the people who work for us and who demonstrate the values of teamwork, professionalism, integrity, compassion, excellence and professionalism. We are strongly of the view that each and every one of Bethesda's staff members and volunteers commences their working day knowing their purpose and completes the day with a sense of pride, understanding their accomplishments. There continues to be a strong sense of community and loyalty to the hospital and this goes a long way to creating that real point of difference that makes patients and visitors want to share their hospital experience with others.

Our important work in gaining more of an understanding of the hospital's beginnings through the year's strategic work confirmed that the aspirations we have to operate today as a modern private hospital in Australia can be achieved if there is an understanding of our heritage, one that is built upon strong values that reflect our Christian ethos. It is with pride and satisfaction that we are able to continue, and build on Bethesda's reason for being.

DR NEALE FONG  
BOARD CHAIRMAN  
BETHESDA HOSPITAL

YASMIN NAGLAZAS  
CHIEF EXECUTIVE OFFICER  
BETHESDA HOSPITAL



**Bethesda Hospital**



Aerial view: Bethesda Hospital



# Global Mission Partners

John Gilmore



Global Mission Partners (GMP) is a servant ministry of Churches of Christ in Australia, to churches and people in ten partner country settings and, more recently, to ministry among and with Australian Indigenous people. GMP is guided by a Board of nine people and a staff team of people deeply committed to our work together.

Two big changes have occurred in GMP this past year. The most obvious one is the launch of a new ministry partnership with and among Australian Indigenous people – known as Indigenous Ministries Australia (IMA). This change in GMP came through the acceptance of a proposal to start something new, by the Board of the Australian Churches of Christ Indigenous Ministries (ACCIM).

ACCIM had been through a very difficult two year period of time. This was as a result of staffing problems and a reduction in the level of income. The Board, guided by the Council of Churches of Christ in Australia, came to the decision that significant change was needed. A number of possibilities were considered and the offer from GMP was accepted.

GMP began administering ACCIM in January and, with the valuable assistance of former ACCIM staff, the office was sorted out and records moved to safe storage in Adelaide. The change has also meant the conclusion of support for a number of ministry centres in South Hedland, Tamworth, Albany and a re-negotiation of ministry in Dareton.

The amount of work is significant with changes in property and registration, and complicated by a bushfire destroying most of the Ingada Mission.

IMA has begun a process of planning for the future and is in discussion in regard to new ministry projects in WA and NSW. The three

way commitment of the local churches, Vic-Tas Conference and IMA to Dareton has been renewed for a three year period. The Olive Laird Hostel and the ACCIM office are on the market. Other property in Carnarvon will be sold in due course.

## GMP Restructure

In order to undertake this new ministry GMP went through a period of restructuring. This was a valuable process. We now have three different programs – Churches of Christ Overseas Aid (COCOA), International Church Partnerships (ICP), and Indigenous Ministries Australia (IMA). Each has a Board of Reference (in the case of ICP it is the GMP Board), a separate budget and a specific plan.

An exciting step in 2012-2013 was to welcome Thailand as the tenth partner country to Churches of Christ in Australia. In each international setting, GMP (through ICP) is supporting the development of church life and investing in ministries that care for people.

COCOA is active in eight out of ten partner countries and has a strategic focus on clean water, education, medical care, vulnerable children and employment initiatives for marginalised women.



GMP is supporting the development of Church to Church partnerships and the sending of Short Term Mission Teams. Northam Church of Christ visited a 'Plang' people group church in Thailand and Subiaco Church of Christ continues with its relationship with Papua New Guinea. Other churches are exploring possible visits to Zimbabwe and other settings of mission. Jill Deane, a volunteer from Western Australia, is spending the year at the Ranwadi Churches of Christ College in Vanuatu, teaching and supporting the library.

Another initiative is 'embody'. This is a network of young adults passionate about global mission, prayer and lifestyle change. Their hope is to encourage young adults to take God's call to global mission seriously.

GMP finishes 2012-2013 in a strong financial position. We will report on this in more detail at the Celebration of Global Mission being held in Perth on November 2<sup>nd</sup> 2013. The program will take place at Lifestreams Christian Church, Cnr Murray Street & McNabb Loop, Como, WA, commencing at 10:30am. Please join us for the launch of IMA, to give thanks for ACCIM and to be encouraged by stories of mission from around the world.

GMP continues to encourage and support churches and agencies that have international projects that can grow through partnering with COCOA. Sonlife Africa and COSMOS Health are WA based COCOA partners. YESKibera (Youth Empowering Support in Kibera, Nairobi) is WA based and linked to ICP.

There are many opportunities in global mission that your church can be involved in, whatever its

size and shape. We are keen to share the stories of the work of GMP with you and your church. Please contact the GMP office ([info@inpartnership.org.au](mailto:info@inpartnership.org.au)) or John Gilmore ([jgilmore@gmp.org.au](mailto:jgilmore@gmp.org.au)) to arrange for someone to visit your church. More information about GMP can be found on our website [www.inpartnership.org.au](http://www.inpartnership.org.au).

Board Members: Chair - Rod Cousins (WA), Doug Walladge (SA), Penny Galbraith (Vic), Gordon Buxton (NSW), Diana Catts (NSW), Roger Bawden (Qld), Stephen Schmaal (SA), Emily Thompson (WA), Julie Trinnik (Vic) and John Gilmore (Executive Director).

JOHN GILMORE

EXECUTIVE DIRECTOR







# Life Support Ministries

Tim Sullivan

Life Support Ministries have experienced significant change in direction that was anticipated at the end of last financial year. Our work historically has centred on children detained in Western Australia's juvenile detention centres, but we have sensed a change prompted by two main factors. Firstly, we had a growing passion for young people that are detained without charge and for an unspecified time by the Department of Immigration and Citizenship. Secondly, opportunities to conduct ministry to juveniles in WA's detention centres continued to shrink due to a range of negative factors.

We are very grateful to all the churches and individuals that have provided wonderful support to us over 21 years. The blessings continue in this new season with practical things such as office space and support from COCWA and other support such as encouragement from Ministers who have cheered us on to champion the cause of those that cannot speak for themselves.

## **New Ministry**

Our new focus remains with children in detention, specifically asylum seeker children in federal facilities. We have also expanded our aims to include families of children and others at significant risk.

Much of the year involved substantial research in an effort to understand a very complex and emotively charged issue for many Australians. We also wanted to understand what our specific calling and ministry is and how we were to engage in that work. We have also built up network partners and collaborated with Red Cross and the Refugee Council of Australia in particular.

The three ways that we can provide ministry are: advocacy, meaningful church engagement and material aid.

Advocacy has been the lion share of what we have achieved, seeking transport concessions for asylum seekers, obtaining school placements for compulsory aged children and seeking the release of children from detention. We have also spoken with CoC leaders seeking their support by providing meaningful community engagement for asylum seekers through their local congregations.

In the coming year we will consider how we might assist asylum seekers with housing as this is a pressing need for almost all of those that are currently on 'bridging visa E'.

TIM SULLIVAN  
EXECUTIVE DIRECTOR



*Life Support Ministries Inc.*

# On Display at the AGM

## 24 IMAGES OF JOHN'S APOCALYPSE

A close-up look at the Book of Revelation  
unlike any you've encountered before!



Artist Bob Brittain's acrylic on canvas "24 images of John's Apocalypse" was commissioned on Sunday, 5<sup>th</sup> May, 2013 at the Church of Christ Wembley Downs.



### About the artist

Robert Brittain - artist, theologian, musician, architect and teacher - has applied his talents in many venues and contexts during a rich and varied life.

24 Images of John's Apocalypse is the culmination of fifty years study, reflection and interaction through music, art and scholarship with the mystery that is unveiled through the sacred text of the final book of the Biblical Canon.

Robert's love and passion for this work emanates from a questing mind that seeks to understand and explain that which is discovered.

### About the work

24 Images of John's Apocalypse seeks to explore and celebrate the rich imagery of the final book of the Bible, also known as Revelation.

Primary colours in acrylic dominate throughout, expressing the dynamic underpinning of the book's message about the origin and completion of cosmic reality.

What has often been seen as a work of horror and doom is depicted as originally intended, a message of life and hope in troubled times when impending disaster seems to be all that can be expected.

The work presents itself as an invitation to respond by "lifting up" heart and perspective and participating in a New Creation.