

st bart's

ANNUAL GENERAL MEETING

Reports for 2023

년 총회 보고서

Amäät də Ruŋ'n 2023-ku nyööh de Luŋ'i

Making & maturing disciples of
Jesus Christ for God's glory.

하나님의 영광을 위해 예수
그리스도의 제자를 세우고 성숙하기

cɔ̃k kē'juoŋ'r ēbē'n yē kɔ̃ckpiɔ̃c'ke kē
Yēcu Krithō nē kē də nhuôm de Nhilälic

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REPORT FROM THE SENIOR MINISTER

담임 목사의 보고서 Nyööth dë luõi dë Abun ñäär dë Luäk

With a renewed focus on the rhythms of our *life together* (i.e., gather, grow, give, and serve) and our mission to make and mature disciples, 2023 was characterised by some extraordinary Gospel fruit. God has been so faithfully at work—in and *through* his people. As we continue to pursue VISION 2025, it has also been deeply encouraging to see some of the ways that God has been growing his purposes in us.

As you read through this report, please do take the opportunity to give thanks to God: for how he has been at work, for how he *continues to be at work*, and also as we commit our plans to him—trusting in his purposes and provision.

Strategy & Vision

VISION 2025

The focus of VISION 2025 is not to *replace* our mission but to *expand* our vision for making and maturing disciples through five key mission goals (each with a number of mission priorities) of *embracing digital*, *actively planting*, *growing maturity*, *extending reach*, and *improving footprint*. In 2023, there were a number of significant areas of progress, including: the employing of our Korean Ministry Coordinator, the development of VISION 2025 dashboard (for use by Parish Council), the establishment of five VISION 2025 Working Groups (i.e., *Church Planting*, *Improving Accessibility*, *Environmental Stewards*, *Gospel Workers*, and *Community Need*). In particular, it's worth noting that there were 45 expressions of interest to join our working groups. These groups have a broad membership reflecting a significant diversity of people, skills, and passion. These groups have already proved pivotal in discerning and progressing some key areas of VISION 2025. We have also had significant progress with regard to church planting (including potential identification of a church planter). We look forward to continuing to seek God's will in all of these things.

Resource Church

In 2023, we continued in our role as a Resource Church. There has been some incredible opportunities to share with others. I'm so grateful for the generosity of so many of our staff team, leaders, and volunteers who share their expertise and time—also working to ensure that our resources are readily shareable. Much of what we do on a regular basis (e.g., St Bart's Kids materials, sermon teaching resources, processes, training) is shaped with the

intent that it can be readily shared with others. There are three key types of relationships with which we engage.

- *Formal Partnerships.* These partnerships are longer-term, with an associated agreement, and with St Bart's receiving some resources to offset costs. These partnerships seek to provide outward capability and develop strategic Gospel relationships that are important for the future. These are detailed below.
- *Informal Partnerships.* These partnerships are less formal in nature but involve an ongoing relationship as we seek to resource and assist the partner. This includes resourcing other local churches and—often—setting up separate access to a larger range of resources (e.g., an entire series with children's resources) in a more convenient way.
- *Self-Serve:* These individuals and churches directly access resources via our website resource hub. In 2023, there were over 100,000 accesses to our online resources (see Table 2 in the *Gatherings Department* report for a snapshot).

Partnerships

As an expression of our role as a Resource Church, we have three ongoing partnerships.

- *PMC (of ACSQ):* In our role as a Resource Church, we have assisted in implementing the strategy throughout the Diocese. As part of this funding arrangement, a number of our specialists on team have also been involved in providing assistance to other churches.
- *The Mathew Hale Public Library (MHPL):* In 2023 we continued (and finalised) our partnership with MHPL with the secondment of Peter Dutton (one day per week) with a focus on the coaching of other Anglican youth ministers in Southern QLD.
- *Toowoomba Anglican School (TAS):* This partnership has continued to grow and develop with consistent efforts from Peter Dutton and Bettrys Lowe. *This partnership is continuing in 2024 and will be resourced by Bettrys Lowe, any future Youth Minister, and myself.*

Teaching

As a core value of our church, St Bart's has a strong biblical focus. Together, we hunger for God's authoritative Word, desiring that the Bible would shape our doctrine, faith, life, and ministry. Accordingly, teaching has continued to shape our life together as we grow in maturity. This focus does not take one single form, but is expressed and integrated across a range of areas including preaching, small groups, St Bart's Kids Sundays, and CHARGE discussion on Sundays. In 2023, one of our priorities was to develop good patterns to help develop our shared approach to teaching. The ongoing provision of series overviews has been really helpful as so many take their part in the Ministry of the Word, whether it is those who preach, pray, read, sing, sign, prepare services, develop our children's and youth program, or lead small groups.

Staffing

Our **staff team** at the end of 2023 included: Adam Lowe (Senior Minister), Amy Norman (Lay Minister - Discipleship), Bettrys Lowe (Children & Families Minister), Hannah Le Dilly (Early Childhood Coordinator), Hong Suk Lee (Korean Ministry Coordinator), Jesse Adamson Paroz (Production Assistant), Jo Chan Smith (Office Administrator), Robyn Robinson (Pastoral Care Coordinator). I'm also so thankful for our 2023 interns, Alex Wright (with a focus on online community) and Diana Wong (with a focus on cultural and generational diversity in music) who served so generously as part of the team. Diana will continue on in her internship in 2024. I'm also thankful to the Rev'd Dr Daniel Rouhead who serves so generously as our Honorary Assistant Minister. Whilst it was a great joy to welcome four new team members in 2023 (i.e., our Pastoral Care Coordinator and Korean Ministry Coordinator, along with two interns) it was also with mixed emotions that we farewelled the Rev'd Michael Calder (who took up a new position as priest-in-charge at a parish in Brisbane) and Peter Dutton (who took up a full-time role in Children's & Youth Ministry elsewhere in Toowoomba). Both Michael and Peter served so faithfully in the life of our church and we're so grateful for our time together in this community.

Going into 2024, we will be seeking to expand some existing roles and also realigning some of our team structures to help better enable our ministry and mission. That said, with a current team of 5.6 FTE ("Full-Time Equivalent") and a number of current vacancies, one of the key challenges is identifying and placing sufficient people in roles. In many ways this is a wonderful challenge, but please pray that God would supply more workers for the harvest. This is an important (and strategic) priority for us, and I'm grateful that our *Raising Gospel Workers* Working Group is also helping us to think about this for the long-term. Please give thanks for those who have served us so faithfully and fruitfully in 2023. I praise God for the way in which people pour out their gifts generously, sacrificially, and consistently in the cause of our mission. I truly give thanks to God for each member of our team (along with the team as a whole!) and the joy it is to serve alongside them. They have been a tremendous support and encouragement, especially in 2023.

Leadership

Leaders and Leadership.Local

Throughout 2023, we continued to revise our leadership structure and seek to appoint additional leaders (and assistant leaders). *In 2023, we grew from 47 to 64 team leaders.* Leadership.local—our approach to leadership development—continued in its second year of implementation. Leadership.local is underpinned by a discipleship and competency

model in combination with an action research methodology. We have now facilitated ten modules and made all resources openly available on our website (stbarts.com.au/leadership) along with a new ‘Leadership Conversations’ podcast. We have also tried new approaches to onboard new leaders and are looking to develop this further in 2024.

At the end of 2023, there were almost 50 leaders (i.e., staff and team leaders) who serve at St Bart’s in a diverse range of areas. There are also other leaders (i.e., in governance and small groups) who also serve the mission of our church faithfully. I’m so thankful for their commitment, Gospel-vision, and humility. As we seek to *extend our reach*, a summary of our leadership diversity is provided in Table 1.

TABLE 1. Diversity in Leadership

Leader Cohort	#	Male	Female	Avg	CALD*	7.30AM	9.30AM	6PM
Staff	11	45%	55%	40.1	27%	55%	91%	18%
Governance	14	50%	50%	48.9	7%	43%	64%	36%
Team Leaders	64	41%	59%	50.2	6%	42%	72%	19%
Small Group Leaders	44	43%	57%	54.2	14%	45%	68%	20%
	93	43%	57%	52.4	9%	40%	70%	18%

* Culturally and Linguistically Diverse

Vocations

As part of VISION 2025, we have been experimenting with different ways to help nurture vocation for paid Gospel ministry. Whilst internships have been a key component of this historically, in 2023 we commenced regular ‘Exploring Vocation Dinners’ to help people consider vocation in a range of areas (e.g., ordained ministry, licensed lay ministry, chaplaincy, or as a missionary). Part of this has included the invitation for people to take a specific ‘next step’ relating to discernment. *This has been fruitful and we’ll continue to explore this approach in 2024 with five ‘Exploring Vocations Dinners’ planned.*

Parish Council

In 2023, we were faithfully served by an extraordinary Parish Council who are wise, faithful, steadfast, generous, and forward-thinking. These Parish Council members included: Ben Mienert, Carrie Roberts, David Robinson, Jodie Gunders (Nominator), John Cuff (Warden), John Strachan (Nominator), Kate Venables, Neil Anderson (Treasurer, Synod), Peter Choi, Rebecca Vonhoff, Tess Kelly, Trish Rathie (Nominator, Syond), and Wendy Brodribb (Warden). I’m particularly grateful to our wardens who have served tirelessly, generously supported me, and also continually looked forward.

Parish Council Committees

Our Parish Council is served and assisted by three committees.

- *Finance Committee:* Our Finance Committee in 2023 consisted of Neil Anderson, Anthony Arkell, Kate Venables, and myself. In combination with monthly review of our financial resources, the committee works diligently and tirelessly to improve reporting, think strategically, and be faithful stewards of all that God has entrusted to us. *Jo Chan Smith works closely with this committee in her responsibilities relating to building and finance.*
- *Mission Partnerships:* Ben Mienert chaired our mission partnerships group. Now a committee of Parish Council (since 2022), we continue to look for ways to nurture and grow our mission partnerships. In 2024, this will likely include expanded funding. This year we supported Anglican Overseas Aid, BCA, Bishop Daniel's Orphanage Project, CMS, and SU (via three chaplains).
- *Risk and Governance:* Chaired by Kate Venables, this committee works to oversee our risk and compliance responsibilities in order to best enable (and not jeopardise) our mission. I'm grateful for this important (and often forward-thinking work). Membership includes Matt Bonaventura, David Robinson, and Wendy Brodribb.

Looking Towards 2024

In late 2023, it was a joy to celebrate ten years at St Bart's and reflect on the privilege it has been—and continues to be—to serve in the life of this community. God has been so extraordinarily kind to us and I'm excited to see how the Lord will continue to be at work for his glory and Kingdom purposes. Personally, I'm so thankful to God for the opportunity to serve in partnership with so many, including my family, staff team, leaders, and every member. God has called us to not only *make and mature disciples* now, but also to be faithful in multiplying that work for many generations to come. In 2024, I look forward to how God will nurture our life together and help us to embrace opportunities to expand our mission. One of the key priorities for 2024 will not only be identifying people for current vacant roles, but actively identifying and nurturing Gospel leaders for the future. May God grow our vision in accordance with his purposes for our church. May our love abound:

...more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless for the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ—to the glory and praise of God. (Philippians 1:9-11)

Praise God for how he is at work, and thank you for the privilege in sharing in Gospel partnership as we take our part in the building up of Christ's church.

The Rev'd Adam Lowe

WARDENS' REPORT

관리소장의 보고서 Nyööth dö Luñi de duñjör de akuthnöm Luääk

After a number of years with COVID disruptions, 2023 was much more settled, with most ministries returning to pre-COVID operations, and more people faithfully gathering each Sunday to hear excellent biblically-centred preaching and to enjoy each other's company. However, ministering during COVID has demonstrated the importance of a digital presence for those who are socially dislocated from St Bart's by illness, age, distance. or other issues.

We have also had the privilege of hearing a number of guest preachers/speakers during the year. In May, the Rev'd Dr Jonathan Wei-Han Kuan spoke on the Psalms at a very well attended FOCUS weekend away at Coolum, while in July, the Rev'd Dr Michael Bird presented at our Public Lecture and teaching day, as well as preaching on the Sunday morning. In August, the Rev'd Canon Dr Rhys Bezzant preached on two consecutive Sundays and was able to meet with many St Bart's groups and staff in the intervening week. We are very thankful to them for giving up their time to come to Queensland and for their inspiring words and insights.

One of our goals in VISION 2025 is to raise up and send out Gospel workers. So it is with great joy, and yet great sadness that two of our staff left St Bart's this year to further God's work in other locations. Our Assistant Priest, Michael Calder, accepted the position of Priest-in-Charge at St John's, Wishart around Easter. Michael has been an integral part of the ministry and music teams, first coming to St Bart's as an intern while completing his theological training, and then continuing here as a Deacon, and Assistant Priest. We sincerely thank Michael and his wife Rachel for all they have done for St Bart's over the years. In December, we farewelled our Youth Minister, Peter Dutton. Peter had been in that role at St Bart's for around 9 years and has helped nurture the youth ministry (both CHARGE on Friday nights and CHARGE on Sunday) into a vibrant group of teenagers with a heart for God and Jesus. Pete goes to a full-time role in Children's, Families and Youth ministry in Toowoomba. We wish Michael and Rachel, and Pete, Karla, Grace, Jesse and Esther God's richest blessings now and in the years ahead.

In 2023, we have been blessed to welcome 4 new staff members. Diana Wong (focusing on generational and cultural diversity in music) and Alex Wright (digital) joined us as interns for the year. In the middle of the year Robyn Robinson was appointed as the Pastoral Care Coordinator and in October Hong Suk Lee became our first Korean Ministry Coordinator.

We express enormous gratitude and thanks for Robyn, Hong, Adam, Bettrys, Jesse, Jo, Hannah, Amy, Alex, Diana and Daniel for their dedication, zeal, and labour of love in serving the Lord here at St Bart's. We especially thank the staff for taking on extra work and responsibility while we have been without an Assistant Minister. Adam, in particular, has shouldered much of the load, including a significant increase in preaching, with Amy and Dan having also increased their preaching load. In 2024 we will be seeking and praying for a priest to plant a church in Brisbane, a half-time Youth Minister and an Assistant Minister for St Bart's.

In December we came together to give thanks to God and acknowledge the 10 year anniversary of Adam's commissioning at St Bart's. Adam, we thank you and your family (Bettrys, Amelia, Theodore and Giovanna) for your wisdom, dedication, vision, leadership, teaching, and faithfulness to God over these last 10 years, and we look forward to the journey that lies ahead.

We welcomed three new Parish Councillors in 2023—David Robinson, Tess Kelly, and Carrie Roberts. We would like to thank the Parish Council, Risk and Governance Committee, Missions Partnership Committee, and Finance Committee for their dedication and faithfulness in the work they have undertaken over the past 12 months. Greg Dickman has also taken over responsibility for Workplace Health and Safety issues. During the year there have been a couple of incidents that have resulted in adding a speed bump at the driveway entrance to slow cars as they leave, and in the development of guidelines for social groups such as the walking and cycling groups. Michael Kucera, the Diocesan Work Health and Safety Advisor completed our 3 yearly review in April and was impressed with our ongoing commitment and dedication to health and safety issues at St Bart's. The building and grounds continue to be maintained to a high standard. *Thanks to all involved.*

There always seemed to be something going on at St Bart's. As well as the regular mid-week ministries (Mainly Music, Kids Club, CHARGE) 25 small groups met regularly in Toowoomba and Brisbane, the Centre for Work + Faith meetings were held monthly, and Alpha ran twice through the year. The Ridley Certificate subjects were held each term (four for the year), and in term four reached the 1000th person unit—quite a milestone. As well as the Marriage course, two new courses were run - the RePurpose course for retirees or those thinking of retirement, and Parenting Teens Course. There were also a number of one-off, activities including a Women's dessert night, and a Women's afternoon tea.

VISION 2025

Progress continues towards the VISION 2025 goals. Many changes are incremental, and may not be obvious to all. However, Hong's appointment, the establishment of a regular

Vocations dinner, the ongoing Leadership. Local workshops, and encouraging progress on the possibility of planting a Church in Brisbane are very tangible outcomes. In addition, in the second half of the year, five working groups were established to garner momentum for some of the larger mission priorities. The process these groups have been working through has been very worthwhile in identifying what is already being done, the steps that can be taken to move things forward, as well as their overall importance and feasibility. We will see more fruit from these committees in 2024.

Finally, we would like to thank everyone who has contributed to St Bart's mission '*to Make and Mature Disciples of Jesus for God's glory*' throughout 2023, and look forward to 2024.

Wendy Brodribb & John Cuff



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Gatherings Department

모임부

Mëë't dë Nhöm
da Akutthiim

"I love that every Sunday
we can gather as diverse
people—across age and
culture—to be reminded
of the truth, beauty,
and goodness of God
as we worship him."

ADAM LOWE

GATHERINGS DEPARTMENT

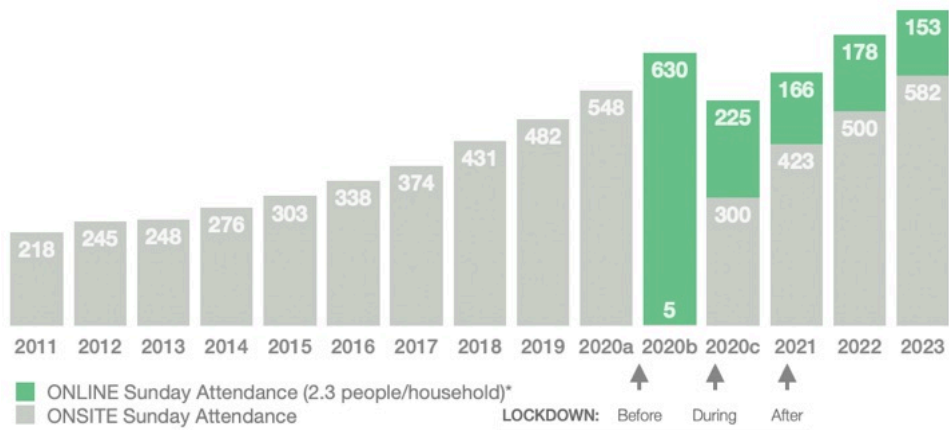
모임부 Mëët dë Nhöm da Akutthiim

Gathering as God’s people is the heartbeat of our life together, enabling us to *take our part* in the building up of Christ’s church, *delight* in God’s goodness, and *orient* our lives as living sacrifices for the Lord.

Throughout 2023, I’ve been full of thanks for the way in which people prioritise the rhythms of gathering as God’s people. This is not only evident in people’s regularity, but also in the generosity in serving and the welcoming of new people (both *in-person* and *online*). This year we have had a focus on nurturing our teams, along with some of the processes to help enable people to serve. We have also sought to engage people through diversity and inclusion, as well as considering natural opportunities for engagement at different points of the year. Over the course of the year, we welcomed over 180 new people, with 64 becoming members. The growth in our *pathways* and *next steps* teams have further enabled us to connect people into the life and mission of our church. With around 300 active volunteers in the *gatherings department*, it is a joy to witness the way in which God’s Spirit is at work through his people in the diversity of serving. *I’m so thankful for our teams.*

Sunday Services

In 2023, more people attended *in-person* than ever before. In addition to on-site gathering, our online attendance has been significant and relatively steady. Overall, average Sunday attendance was 735 people per week (with 582 people *in-person* - including 96 children - and an additional 153 people *online*).



Digital

The number of people engaging in the livestreaming of our services is less than in 2022 but remains significant (i.e., 158 people per week). Whilst most new people (in-person) appear to participate initially online, the most significant cohort of those joining online remains to be those who are physically dislocated. We continued to participate in a digital learning community, including attendance (Jesse and Adam) at a residential conference earlier in the year. One of our 2023 interns (Alex) focused on nurturing the online community who are connected without Sunday services. A key priority for this area is to develop the teams and also enable *Next Steps* (in the life of our church) for those who join exclusively or predominantly online.

Diversity & Accessibility

In line with our VISION 2025, we have continued to develop approaches to *extending reach* particularly with a focused attention on growing diversity and accessibility. In 2023, there were a number of initiatives which have assisted with this (building on a strong foundation from 2022 and expanding our digital reach). This has included:

- The weekly publication of sermon points in *simplified Chinese* (in addition to *English*, *Korean*, and *Dinka*), along with improved subtitling on our screens.
- Inclusion of AUSLAN on Good Friday and Easter Day, with monthly inclusion at 9.30AM commencing from May onwards.
- The inclusion of other languages in singing and prayer on various occasions.
- The appointment of an intern (Diana Wong) who commenced work to nurture our cultural and generational diversity in music.

In 2024, we will continue to grow our diversity and accessibility, with a particular focus on how we can better utilise our digital reach, grow our use of AUSLAN, and continue to nurture cultural and generational diversity in music *along with other parts of the service*.

Preaching

Our series throughout 2023 included a focus by *theme* (“Winter Warmers”; “Being Human”; “The Fruit of the Spirit”; “Advent”) and *book* (i.e., Acts; 1 John; Jeremiah). Our biblical approach to teaching continues to reflect a highly valued aspect of our mission and life together. Access to resources online (January to December) has been extensive (see Table 2). In late December, our teaching plan for 2024 was released (which includes series on: Our Mission, Matthew’s Gospel, Genesis 12-34, the Fruit of the Spirit, Identity, 1 Timothy, Perplexing Passages, and Songs of Advent).

TABLE 2. Access to Teaching Resources (January - December 2023)

Resource	Total Downloads		Daily Average		Monthly Average	
	2022	2023	2022	2023	2022	2023
Sermon Audio (mp3)* & Video	21,221	34,274	58	94	1,744	2,817
Transcripts & Small Group Resources (pdf)	2,835	17,633	8	48	233	1,449
Series Overviews & Study Guides (pdf)	5,181	4,023	14	11	425	331
St Bart's Kids & CHARGE Disc. Material	57,014	42,362	156	116	4,686	3,482
Training Materials (pdf)	-	3,780	-	10	-	311
<i>* doesn't include 'listens' Spotify</i>	86,251	98,292	236	279	7,088	8,078

Teams & Volunteers

There has been a renewed focus this year on identifying and appointing leaders to teams, welcoming ten new leaders (or assistants) to the Gatherings Department. We continue to explore ways to streamline and improve rostering, along with continuous monitoring of the capacity of our teams. *We're so grateful to God for the generous ways people serve.*

Other Services

Easter

It was a great joy to celebrate Easter in 2023, with a focus on encouraging people to engage with as much of the weekend as possible (e.g., provision of our 'Easter Guide'). On Good Friday, a total of 469 people joined us in-person (390 adults / 79 children) with 156 online. Across four services on Easter Day (5.30AM at Picnic Point, 7.30AM, 9.30AM, 6PM) there were a total of 772 people in-person (682 adults / 90 children) and 262 online. *Combined with Maundy Thursday, we welcomed over 1800 people during the course of the weekend.*

Christmas

Both nights of *Carols by Glowstick* were wonderful celebrations, welcoming over 800 people in-person and many hundred online (across the two nights). *Christmas Eve* and *Christmas Day* had a combined attendance of 1074 in-person (including 163 children) and 326 online.

Baptisms

There were a total of 5 baptisms in 2023, including the adult baptism of Tridiv Madhok.

The Rev'd Adam Lowe

The background image shows a classroom setting. A teacher, a woman with glasses wearing a purple shirt, is sitting on the floor and pointing at a bulletin board. Several children are also sitting on the floor, looking towards the teacher. On the wall, there is a bulletin board with a sign that says "st bart's KIDS CLUB" and some papers pinned to it. In the top right corner, there is a black circle with the text "st bart's" in white.

st bart's

Children, Youth, & Families Department

유 초 중 등 부

Akutnhiim kē yīi Mīith,
Riēny-thiē'i,
ku jō'ol ya Bē'ē'i-nhiim

“Jesus is fully God and
fully human. He can
do human things but
also special things
like heal people.”

AMELIA HOLDER (AGE 7)

“Why should we boast in the Lord?
“Because God is everlasting, loving,
caring, holy, faithful, and more!”

YEAR 3 CHILDREN

CHILDREN, YOUTH, & FAMILIES DEPARTMENT

유초중등부 Akutnhüim kē yīi Mīith, Riēny-thiēi, ku jōl ya Bēēi-nhiim

Children and Youth ministry at St Bart's has continued to flourish in nurturing and discipling children, youth and their families as followers of Jesus.

St Bart's Kids

St Bart's Kids (Sundays)

In 2023 an average of 84 children attended each Sunday (81 in 2022, 89 in 2021, 67 in 2020, 73 in 2019 and 64 in 2018) and we welcomed 11 new families who have continued to attend. More than one quarter of the average children attending include children under school age (Early Childhood). Curriculum materials continue to be created and written by SBK staff to match the St Bart's weekly sermon series. An Intern project (led by Diana Wong) enabled Live Worship to be reintroduced to the Sunday School space each week and a St Bart's Kids Music Corner to be established.

mainly music

We continued to operate two sessions of mainly music per week in 2023. In total there were 47 families enrolled (27% more than 2022). Throughout the year we welcomed the birth of 5 new babies and also 20 new families. The families who attended mainly music consisted of 34% St Bart's, 17% other Church, and 49% no known church affiliation. Many families also attend other invitational events at St Bart's throughout the year. St Bart's mainly music had been operating for 15 years in 2022 and we celebrated this milestone in 2023 with a Pyjama Party.

Kids Club (including Holiday Kids Club)

Each week Kids Club attracted more than 38 children on average, with almost 20% of our registered children being external to St Bart's. Our teaching included: Bible Bricks (allowing God to build his kingdom in us); Resurrection Eggs; the 10 Commandments; Ingredients of a Godly Life; and Mic Drop (how to worship God with our whole lives). A family-friendly small group (and pre-school program) continued to operate on-site, allowing for a number of Kids Club parents with young children to attend. Our annual Holiday Kids Club was held, where St Bart's was transformed into *The Incredible Race* and 112 children came to explore the coolest book on the planet - the Bible. A significant volunteer team was engaged, including 14 youth.

Expecting Families

In 2022, we celebrated the arrival of 12 babies at St Bart's. This ministry area provided support through prayer and celebration in the lead-up stage, and practical support after the birth of each child. We now have two 'mums and bubs' small groups, running on a Monday and Wednesday, with a combined average of 12 mothers attending each week.

Discipleship Resourcing for Families

In 2023 SBK developed a family devotional for the ACTS (Lenten) series. This was produced as an 'Adventure Plan' with various fun, everyday evangelistic activities designed to engage the whole family in sharing the Good News of Jesus on their frontlines. The Alpha Marriage Course and Parenting Teens Course were also offered in 2023, both being well attended. Prior to Advent we hosted a Christmas Gingerbread Nativity Workshop afternoon. This was an amazing opportunity to connect with almost 160 people (44 households). Almost 23% people who came were from outside St Bart's.

Religious Instruction

A number of St Bart's members (7) continued to contribute to the teaching of RI in various state schools across the Toowoomba region, including Middle Ridge, Harristown, and Ramsay. These classes continue to be 'opt in' and seek to share the Bible and Jesus to children who may otherwise not have an opportunity to hear about God's love and big rescue plan. Volunteers continue to be needed for this ministry, across the region.

Resourcing

The SBK weekly Sunday curriculum continued to be packaged and made available online for team, families, and other parishes to use. These continue to be widely used by a broad range of parishes, worldwide. Throughout the year, a number of individuals and parishes contacted SBK seeking specific help with curriculum, finding appropriate support material (including multimedia and music), building teams, and developing safe procedures.

CHARGE Youth

CHARGE Youth continued to engage a broad range of secondary students (from both within St Bart's and external) in both its Sunday and mid-week ministries. In early December we thanked and farewelled Peter Dutton for his service to the CHARGE Youth ministry. We continue to pray that God will raise up another capable Youth Minister to shape and lead this ministry area.

CHARGE on Fridays (including CHARGE Youth Camp)

During 2023, we explored a range of series, including NUA (exploring Christianity - developed by SU Ireland), the Storyline of the Bible (Gospel Coalition), and Life Essentials (encouraging faith conversations with friends - Alpha). We also had various social nights, including an 80's night, mini golf, bowling, messy games, and a Q&A night with Dan Paterson. On average 27 youth attended each week (37 in 2022, 30 in 2021, 23 in 2020, 26 in 2019, 21 in 2018), with 55% of youth coming from the community outside of St Bart's (48% in 2022). The annual CHARGE Youth Camp was held at Luther Heights in Coolum. Over the weekend we explored the theme of identity, through Romans 8. There were also a range of exciting activities for the youth and some encouraging testimonies shared.

CHARGE on Sundays

The CHARGE discussion group continued to meet during the 9:30am service, enabling youth to unpack the sermon, ask questions, and ultimately grow in their understanding of the teaching series each week. We had an average of 14 youth each week (16 in both 2023 & 2022 and 13 in 2021), meeting in two groups (Junior and Senior), enabling the youth to learn with others their own age.

Partnership with TAS

In 2023, St Bart's continued to partner with Toowoomba Anglican School to provide continuity of ministry, and to strengthen the relationship between the school and the local church. This took the form of four fortnightly Chapel services across the College (P-3, 4-6, 7-9, 10-12), other special services (Easter, Carols, Staff), and a weekly prayer group for parents/community. The lunch discussion group continued to be well attended by Secondary students.

Bettrys Lowe, Hannah Le Dilly, & Dan Rouhead



st bart's

St Bart's Care

케어

Thaan Băät Tiit Dë Nyiin

“Being involved in pastoral care enables support to those who may need someone to walk with them at a time of grieving, illness or changing life circumstances and provides a listening, compassionate ear.”

GLEN MOULD
(ST BART'S CARETEAM)

PASTORAL CARE (St Bart's Care)

케어 | Thaan Bää́t Tíit Dë Nyiin

St Bart's Care seeks to proactively care for those in need (at St Bart's and further afield within the Toowoomba community) through a diverse range of ministries. Whilst our ministry teams are outlined in this report, it's important to note that in addition to the *formal* activity through St Bart's Care, our members are also incredibly proactive in caring for one another. This includes through our small groups, but also through teams, friendships, and other opportunities.

We were delighted to appoint Robyn Robinson to the position of *Pastoral Care Coordinator* in June 2023. Robyn's transition into the role has been assisted by the well-established procedures and the faithful and generous serving of those in the Pastoral Care Team.

At St Bart's, we are incredibly blessed with an amazing Care Team who delight in pouring out God's compassion and love. In combination with all the other ministries, such as Small Groups, we are able to meet the needs of the most vulnerable in our congregations, Aged Care Communities, and also those we serve in the community. We're so grateful for this team and for their faithful commitment. The team serves by way of visiting, home communions, delivering sermon DVDs, phone calls, care cards, meals, and care packs. In 2023 there were over 421 hours, and 1,507 contacts of pastoral care. We currently have 34 people who are active in this team. The team meets monthly to share, learn, and continue to grow together. Our systematic approach ensures people's needs are met, which enables us to follow up and provide continuity of care.

Aged Care

Symes Thorpe Pastoral Care

We have continued to work in partnership with Symes Thorpe Aged Care through visits and chapel services. Services are held at Symes Thorpe twice a month, with more informal prayer and worship held in the dementia area. The buggy can be seen on Sunday, bringing residents over to church for either of the two morning services.

Other Aged Care Services

In addition to Symes Thorpe, we visit residents and assist with the leading of prayer, worship services and administering home communion at Blue Care (2 services), Churches of Christ, Lourdes (St Vincent's Care), and Yukana. It's such a joy to be able to gather

people in these communities to worship God together. The residents in these facilities are so grateful for this time spent with them, and the teams consider it a great privilege to serve in this capacity: sharing God's love through prayer, worship, and fellowship.

Funerals

As part of our care ministry, our ministers were also involved in conducting (or assisting with) 5 funerals in 2023—at St Bart's and off site. Many of the St Bart's team members generously assist in these services, in various ways, to help families in their grief, and pointing to the hope that we have in the Lord Jesus.

Pastoral Meals

This year we were so thankful to welcome Alan and Leisa Adams as leaders of this important team. We currently have 20 wonderful cooks on standby to cook and deliver meals. These meals are generally directed to those who might have just had a hospital stay, surgery, be unwell, or in need of encouragement. *These meals have been especially appreciated by those grieving.*

Social Walking Group

Our walking group has now been established for more than 6 years. Each Tuesday the walk is followed by morning tea, along with fellowship and support for one another. A few times a year the group will gather at a coffee shop and walk out in a different area.

Robyn Robinson



st bart's

Discipleship Department

양육부

Akuthhöm dē Piōc

“Small Group is a central part of my week. Sometimes it might be difficult to go, but I always come home feeling more encouraged and ready for the rest of my week.”

TODD FAIRLEY
(SMALL GROUPS)

DISCIPLESHIP DEPARTMENT

양육부 Akuthhöm dë Piöc

In 2023, it was a great delight to see *new disciples* come to follow Jesus, many take *next steps* towards Jesus, and a diverse ecosystem of weekly groups, events, and short courses that nurtures *growing disciples* of all ages and across significant life stages.

Discipleship Pathways

Alpha

Through Alpha, we've continued to witness people come to faith, renew faith, grow as disciples, and engage with church again in a positive way. This year has been the highest proportion of external people (invited friends or external enquiries). Increasingly, we're witnessing God move people in amazing ways to explore faith. Across two courses held in Term 2 and 4, 24 people explored who Jesus is through Alpha, in-person (70%) and online (30%). We have continued to receive generous support from Alpha Australia, including an invitation to trial (with a few others) their latest training platform AlphaOne and Australia Edition videos. In 2023, we also started providing dinner each week of Alpha. This was an effective way to demonstrate God's love to those exploring faith. Overall, we are seeing a growing invitational culture, with many people coming to faith or significantly returning to faith.

Small Groups

Small Groups are one of the primary opportunities for people to grow as disciples, as they weekly meet to read and discuss the Bible, pray together, and encourage one another in serving Jesus on all their frontlines. Small Groups continued to meet all year, mostly in-person, with one Small Group using Zoom to connect with people who are geographically remote and limited by mobility. In 2023, 26 Small Groups met each week, including two in Brisbane, one hybrid group, and one in Korean. Approximately 42% of members at St Bart's are part of a Small Group. Four new Small Groups began in 2023, and three groups also closed (due to leaving St Bart's or age). There is a high need to start more groups (with a majority of small groups approaching or at capacity), to enable more people the opportunity to join a group. *Small Group Leader Onboarding Sessions* were held in August and October to provide pathways to identify and onboard potential Small Group Leaders.

Centre for Work+Faith

Work is the primary frontline for many people, so the *Centre for Work + Faith* exists to equip workers in using their work for Jesus.

- *Life @ Work Conference (Hosted)*: We hosted a watch party for City Bible Forum in February, with 9 attendees. In 2024, we are looking to focus on resources from LICC.
- *Transforming Work*: There is a highly engaged core of 8-10 people meeting in the city each month. In total 19 people have attended this year. In 2024, we are moving to a short course model.
- *RePurpose*: This was the first year running the RePurpose Course, a 6-week discipleship course by LICC focused on those approaching, entering, or rethinking retirement. Overall 19 people registered (across two sessions). This course was helpful in equipping people for whole-life discipleship, and is planned for 2024.

Social Groups

There are four social groups: Craft Group, Cycling Group, Walking Group, and a new Bible Journaling Group. Invitation to the groups is organic.

Newcomers Pathways

Next Steps

This year a new *Next Steps* team was formed for the 9:30am service. For 2023, there were 373 next steps taken: 2 new disciples, 180 new people (93 new families), 64 new members, and 127 other next steps (e.g., join a small group, serve, speak with someone). Next Steps has been an important mechanism to connect with new people and encourage further steps in our life together. It has been difficult for our (small) ministry team to follow-up all next steps and new people, so next year we are looking to set up a team to assist with this.

Newcomer Meals

We welcomed 95 new people across seven Newcomer Meals. One meal was hosted by the Korean Community. These meals continue to provide effective opportunities to invite people into the life of St Bart's. Compared to previous years, it has taken more direct invitation (and investment of time) to get people along to the meals.

Events

FOCUS Weekend Away

FOCUS Weekend Away provided an opportunity to connect new people, gather across congregations, and gather with those who join online. 114 people attended, including: 16 people new in the last 12 months (lower % than previous years), 13 people who connect online (from Brisbane, Ravensbourne, Northern NSW, and Victoria). Sponsorship enabled 7 additional people to attend. FOCUS continues to be a key event for new people and provides a unique opportunity to connect across all congregations and locations. The Bible talks by the guest speaker (Wei-Han Kuan) continue to be accessed and downloaded after FOCUS.

Women's Events

Two events were hosted in 2023, to explore the purpose, shape, and potential of Women's ministry:

- *Women's Dessert Night (March)*: Highly invitational night, with 160 guests, across a range of ages and cultures. Event provided an opportunity to invite people into the community (especially new people).
- *Women's Afternoon Tea (September)*: Beautiful afternoon that raised approx. \$2,740 for Anglican Overseas Aid. Total 101 attendees, with 36% guests. This invitational event in a 'third-space' worked well.

Amy Norman



st bart's

St Bart's Training Centre

트레이닝센터

Thaa Bää't te de Pioc

“Ridley is such a wonderful way to grow and mature as a disciple. You have the chance to listen to the Scriptures, engage in the teaching, and discuss it together.”

DAVID JOHNSTONE
(RIDLEY CERTIFICATE)

ST BART'S TRAINING CENTRE

트레이닝센터 Thaa Bäǟt te de Piöc

In 2023, the Training centre continued in a similar pattern to last year, but with a stronger team focus. There have been significant discipleship outcomes and exciting potential for 2024.

Ridley Certificate

In 2023 we witnessed the strongest participation in the Ridley Certificate since 2021, with a total of 235 participants. With a renewed team, we have offered one subject each term (T1: *Reformation*; T2: *Revelation*; T3: *Ethics*; T4: *Romans*) in both in-person and online modes (with close to a 50/50 split). Participants are drawn from all three congregations (and those who are part of our Brisbane cohort) and include those who are very new to St Bart's, right through to those who are long-term members. Interestingly, the Ridley Certificate is often one of the first growing opportunities that new people engage with. Significantly, the offering of the "Romans" subject in Term 4, also marked the 1000th unit completion of the Ridley Certificate at St Bart's. Ridley College in Melbourne highlighted our use of the Ridley Certificate at their 2023 Annual Dinner.

Resource Church Activity

Resource Sharing with Churches

Our role as a Resource Church in the diocese continued to grow. The resources shared varied from training material, people resources and time, and coaching. The greatest body of material that was shared was our St Bart's Kids weekly resources. A number of churches now exclusively use our St Bart's Kids curriculum and our small group material. In 2023, some churches have also commenced using our leadership resources.

Online Resource Hub

At the end of 2022, we launched a new online resource hub which is a searchable repository for all of our sermons (including small group material), St Bart's Kids Curriculum, and Training Centre resources. This site has been well utilised in 2023 and has attracted a significant number of accesses to resources (with over 100,000 in 2023). A summary of access to resources in 2023 is provided in Table 3.

TABLE 3. Access to Resources (2023 with historical comparison)

Resource	Total Downloads		Daily Average		Monthly Average	
	2022	2023	2022	2023	2022	2023
Sermon Audio (mp3)* & Video	21,221	34,274	58	94	1,744	2,817
Transcripts & Small Group Resources (pdf)	2,835	17,633	8	48	233	1,449
Series Overviews & Study Guides (pdf)	5,181	4,023	14	11	425	331
St Bart's Kids & CHARGE Disc. Material	57,014	42,362	156	116	4,686	3,482
Training Materials (pdf)	-	3,780	-	10	-	311
<i>* doesn't include 'listens' Spotify</i>	86,251	102,072	236	289	7,088	8,389

Church Library

Our library has continued to expand and be well patronised. In total, we now hold 1582 volumes (including books, DVDS, and CDs) with around 50 items checked-out at any time. This year we have also expanded shelving to accommodate more books. Every record is catalogued and available for searching online and borrowing in-person. Thank you to everyone who has donated to the library and the library team on Sundays.

Short Courses and Events

RE:QUIP: There were a total of 22 delegates for RE:QUIP in March. Despite the high quality content presented, it has been difficult to attract registrations for RE:QUIP and is an opportune time to revisit the effectiveness of the event in achieving its missional goals. *Resources from RE:QUIP are available on our website.*

Annual Lecture & Teaching Day: This year's Annual Lecture was well-attended (~200 in-person / ~50 online) with the Rev'd Dr Mike Bird speaking on the topic of, "*Does Australia have a Religious Freedom Problem?*". The Teaching Day was smaller, but highly engaged with good feedback. The panel discussion at the Teaching Day was a highlight. Mike also joined us to preach at our Sunday services. *Resources from the Public Lecture are available online.*

Parenting Teenagers: We again offered the Parenting Teens Course, with 12 parents participating. This will be offered again in 2024. *See the Children, Youth, and Families Report.*

Marriage Course: Seven couples participated in the Marriage Course with excellent feedback. This will be offered again in 2024. *See the Children, Youth, and Families Report.*

The Rev'd Adam Lowe



st bart's

Building & Finance Department

관리부

Akutnhöm dë Yiik-nhial
ku Muo'k dë Weu

“Creation Care activities on church grounds deepened members' appreciation of God's amazing creation and the challenges in wisely managing habitats. Its activities are a witness to the wider church and society, that Christians can and should care for creation.”

ROGER JAENSCH (CREATION CARE GROUP)

BUILDING & FINANCE DEPARTMENT

관리부 Akutnhöm dë Yiik-nhial ku Muók dë Weu

This department covers the areas of Finance, Office Administration, Health and Safety, Grounds and Building Maintenance. It also provides assistance with ministry tasks where needed.

Finances

In 2023, The Finance Committee continued to meet monthly to oversee the management and reporting of financial matters. It reports to the Wardens and Parish Council. In 2023, Adam Lowe, Kate Venables, and Neil Anderson (Treasurer) continued to serve as members of the committee. Anthony Arkell began serving as a member of the committee in June 2023. Jo Chan Smith continued to attend as minute-taker and assist with transactional queries.

The Annual Audit is conducted by GTH Accounting.

Monthly financial reports are provided to Parish Council in the form of a Balance Sheet and Profit and Loss Statements, which outline actual expenditure against the budget for each month. Each quarter, an update of our financial position is presented to the congregation. Monthly transaction reports are also given to Department Directors of Gatherings, Children Youth & Families, Discipleship, and the Training Center.

With great thanks to God, despite the impact of inflation and continuing increase in interest rates, our overall financial position performed better than forecasted. While the giving towards Tithes and Offerings did not meet budget for the year, this was mitigated by cost savings by most Departments. The most significant underspending occurred in Staffing Expenses, following the departure of Michael Calder.

One of the aims of VISION 2025 is to accelerate debt reduction. We are thankful to many church members who continue to fulfil their pledges. Because of this, we were able to use the funds for Vision 2025 as an offset, reducing the interest for the year. This reduction of interest, together with giving towards our building fund, allowed us to reduce our building debt by \$100K . We are thankful to God for his provision

Reception & Office Administration

Office Administration and *ministry support* is carried out by Jo Chan Smith and the Volunteer Reception team. Each volunteer is assigned weekly tasks which provide administrative

support to the St Bart's Care Team, Discipleship Team, Sunday Services, and St Bart's Kids teams. The office and volunteer team also assist with administrative and logistics tasks that often arise from different programs and events, such as Ridley Certificate, Teaching Days, Carols by Glowstick, and Holiday Kids Club.

The reception team continues to contribute significantly to the smooth running of the church office. We are grateful for the reception team's constant willingness to provide cheerful assistance to all who need it.

Gardens & Grounds

The Gardens are kept by a team of volunteers led by Rob Brodribb, who reports that the gardens at St Bart's continue to flourish, thanks to all those who work tirelessly to ensure the gardens present such a welcome to St Bart's and demonstrate our commitment to caring for God's creation. The team ably managed the gardens through the dry winter and spring of 2023. Ongoing maintenance is managed by individuals taking responsibility for a section of the garden. Rob continues to remind us that as our gardens mature, so do our gardeners, and invites more keen gardeners to join the team.

The gardening team are greatly assisted by additional volunteers who join in on the Working Bees, held on three mornings each year. These Working Bees are a great opportunity for the wider church community to contribute to the upkeep of the gardens, occasions of great fellowship intergenerationally, with worker bees united in sharing tasks and are well rewarded with morning tea.

The Creation Care group under Roger Jaensch's leadership has extended the area being weeded and revegetated with local native vegetation on the NW boundary of St Bart's land, so extra help with weeding is much appreciated. Thanks also to those who maintain the grounds by mowing and edging, ensuring the area around St Bart's is kept presentable and safe.

The *Mission Group on Creation Care* is led by Roger Jaensch, who writes that in Psalm 24 verse 1 we read that "the earth is the Lord's and everything in it" and Genesis presents God's command that we are to be good stewards of his Creation. As God's people, it is therefore part of our mission to responsibly care for the environment. At St Bart's this is reflected in the VISION 2025 component, *Improving Footprint*.

The Creation Care Mission Group of St Bart's undertakes activities that implement this feature of VISION 2025, with a focus on nature conservation. This aligns with efforts being made in other regions of the diocese and internationally, for example by the Christian organisation, A Rocha, which emphasises Conservation and Hope.

In 2023, the Creation Care Mission Group of St Bart's met on six occasions for vegetation management and biodiversity surveys in the forest next to the church. Standardised surveys of birds in a 2ha portion of the forest were continued monthly and members have enjoyed development of their bird study skills. The cumulative list of bird species beside the church after three years now stands at 39; among the six added in 2023 were a pair of noisy Yellow-tailed Black-Cockatoos, and a beautiful Rufous Fantail hiding in a garden shrub. St Bart's Kids have enjoyed looking at the Satin Bowerbird's bower in the prayer garden and five species of parrots show interest in potential nest sites in forest tree holes. Unfortunately, Noisy Miners still aggressively dominate the bird community, resulting in no smaller bird being a regular inhabitant.

Shrubs provide shelter habitat for small bush birds. Vegetation work by the group helps native shrubs to regenerate in the drainage area by weeding out competitors and many shrubs have gained in vigour and height. With the agreement of Anglicare Southern Queensland, an adjoining area (behind the shed) that had been routinely slashed, was quarantined as a place for native shrubs to establish from rootstock. Sixteen seedlings of local eucalypt and red ash trees were planted early in 2023 and about half have survived. Some lantana has been allowed to grow, to provide short-term refuge for small birds until the native shrubs have fully established.

The group's endeavours have deepened members' appreciation of God's amazing creation and the challenges in wisely managing habitats. Its activities are a witness to the wider church and society that Christians can and should care for creation. Our work is ongoing and new participants are always welcome.

Buildings and Facilities

2023 saw fewer challenges by way of repairs to our building and equipment. We are mindful that as the building ages, preventative maintenance is required to keep the building and facilities safe as well as presentable. There have been challenges in finding volunteers who have capability as well as capacity to assist with minor repairs and maintenance. We are grateful for all those who give of their time, talents and resources towards the upkeep of the building. In particular, we are grateful for the Wardens and their faithful oversight of the well-being of our church, as well as the church building and grounds.

Jo Chan Smith

st bart's

Financial Documents

재정서류

Waragë'k kë Muɔ'k dë Weu

Financial Report End of Financial Year 2023

Overall Position

For the 2023 Financial Year (2023), the overall financial surplus was **\$92,874**. This overall result comprised a net-operating loss of **\$1,622**, and non operating expenses of **\$58,421**, which was offset by a surplus of **\$31,423** for Vision 2025 and a surplus for the Building Fund of **\$121,494**.

The operating result of a loss of \$1,622 was significantly lower than the budgeted deficit of \$96,000. The drivers in the positive variance to budget include staff expenses, which were \$84,983 lower than budget. As mentioned, there were also savings in the expenses of most of the departments.

The surplus of \$31,423 for VISION 2025 instead of the budgeted loss of \$150,440 has once again been the result of a slower than hoped uptake in our VISION 2025 activities, though it is pleasing to see that there has now been some movement in the direction of our long term plans.

The surplus for the Building Fund of \$121,494 was lower than the budget surplus of \$159,996, due to lower than expected giving.

The resulting overall surplus allowed us to improve the cash position slightly, from \$343,088 on 31 December 2022 to \$383,847 on 31 December 2023.

The audited accounts in 2023 are split into two segments:

- “Operating” represents Income and Expenses relevant to St Bart's *day-to-day activities*
- “Non-Operating” represents Income and Expenses relevant to the *building loan* (including donations towards the loan and loan interest), *depreciation*, *VISION 2025* (including pledged donations, and expenses), and includes for the first time, an *estimate* of our *staff leave liability*.

For *Operating* in 2023 we received \$831,916 in income (2022 \$860,488) and our total expenditure was \$833,538 (2022 \$866,991) resulting in an operational deficit of \$1,622 (2022 deficit \$6,503).

For *Non-Operating* we received \$211,209 (2022 \$167,359) income and our expenditure was \$116,713 (2022 \$64,842) resulting in a non-operating surplus of \$94,496 (2021 \$102,517). The inclusion this year of an expense for the accrual for staff leave liability was at the behest of the Diocese, and is in accordance with normal accounting principles.

Income

We are grateful to God that in 2023, Tithes and Offerings held steady with a 1% increase to \$614,020 from \$608,477 in 2022. This however, was 7% below-budget of \$660,000. The overall income decrease of 3% to \$831,916 from \$860,488 in 2022 was largely due to the elevation of income in 2022 by an unbudgeted grant (approximately \$79,000).

Expenditure

Our staffing cost for the year was down 6% to \$556,238 (2022 \$588,612) as the Assistant Minister position had remained vacant since April 2023. This was 14% lower than the Staffing Expense budget of \$641,221.

Administration & Building

Our Administration & Building cost for the year was \$116,043 for 2023, down from \$128,078 in 2022. The expense for this department was elevated somewhat in 2022 as there was the cost of repair and replacement of items lost and/or damaged during a break-in. Additionally, some of the insurance payment relating to the break-in in 2022 was paid to this account in 2023.

Outward Giving

The total expenditure for Outward Giving was \$67,262, which was almost 2% higher than 2022 (\$65,931). This includes our Diocesan Contribution payments (\$34,800 per annum) and the remainder support for our Mission Partners, who comprise school chaplains in local schools, ministry in the bush as well as overseas.

Departments

Our department costs increased to \$93,996 (2022 \$84,370), however this was 20% lower than the projected total department costs (\$116,832).

Stage Two Worship Centre

At the end of 2023, the Stage 2 New Worship Centre Loan was \$921,400; we reduced the loan balance outstanding by \$100,597 (10%) during the 2023 year. This was achieved through \$145,958 of overall repayments, offset by \$44,361 of interest paid.

Budget for 2024

Overview

Each year, the budget for the following year is prepared for *endorsement* by the Parish Council in November/December. Approval for the endorsed budget is then sought at the next Annual General Meeting (not at the Election of Office Bearers). This *initial* draft budget has been prepared in consultation with staff, the finance committee, and wardens. Recommended from the “*Remuneration and Benefits*” working group have also been incorporated. It is a ‘cash’ budget.

Key Principles

The key principles that have been applied to the budget, include:

- *Staffing*: No significant changes have been applied to staffing except for known rate changes, which has been reviewed by the Remuneration and Benefits Group (based on any changed responsibilities). In general, all other alignments reflect increases in the appropriate award of Diocesan-approved changes to stipends. With heads of department, we will form a “Senior Leadership Team” that will consist of directors and Senior Minister (and church planter should one be appointed). Overall Operational FTE is 5.4 (excluding interns). With VISION 2025, FTE is 6.9. As per the prior year, provision has also been made for temporary staffing (namely: graphic design).
- *Interns*: The budget includes provision for two interns.
- *General Expenses*: Some inflation is assumed, but also reduced expenses where possible.
- *Sinking Fund*: The provision to establish a sinking fund (\$1000/month) has been applied). This was not actioned in 2023.
- *Events*: Events are run “at cost” unless there is a missional imperative (e.g., carols).

Income

Our budgeted income includes tithes and offerings, as well as a number of large events, income for the Resource Church project, and the gifts received for the Christian Education and Teaching fund.

Tithes and Offerings

Tithes and Offerings: An increase has been applied to reflect our goal to grow the proportion of households giving to be at least (the equivalent) of 55%.

Partnerships

This includes the PMC (our work as a Resource Church) along with TAS. We will not continue the partnership with MHPL (which in effect was a secondment of staffing). There is a possibility of other funding for children's ministry.

Children's, Youth and Families Department

This includes income from all St Bart's Kids and CHARGE Activities (including CHARGE Fridays, Kids Club, mainly music, CHARGE Camp). Increase in income is largely due to adjustments to revenue for ministry activities.

Discipleship Department

This includes Centre for Work+Faith, FOCUS, Small Groups, Alpha, and activities associated with newcomer pathways. Increased income (offset by expenses) is due to additional activity (e.g., bookstalls) and increased cost to events.

Training Centre Department

This includes Public Lecture, Ridley, and all other Training Centre Activities. Reduction is largely due to fewer events to be held (i.e., no RE:QUIP, teaching day) or booklets sold.

Sunday Services Department

This includes baptism and funeral donations, donations for coffee and morning tea on Sundays, name badges, and wedding fees. Small adjustments based on 2023 actual.

Outward Generosity - Missions

Includes funds receipted for disbursement (e.g., BCA boxes).

Other Income

Includes interest, donations for building use, bequests, parish functions, and grants.

Expenses

Salaries

This includes all staffing and temporary staffing as outlined in budget assumptions. The expense reflects a provision for up to 2 interns along with some temporary staffing.

Partnerships

Partnerships expenses are minimal and have been updated, based on 2023 expenses.

Building & Finance Department

Budgeted expense for Building and Finance have increased by 10% in 2024. This is in anticipation of increased costs due to inflation, and also in expenditure associated with general building repairs and maintenance due to the age of the building.

Children, Youth & Families Department

This includes all expenses relating to activities of St Bart's Kids and CHARGE.

Discipleship & Training Departments

Includes all activities as specific in corresponding income.

Sunday Services Department

Activities as noted in income. No significant changes, but adjustments based on actuals.

Outward Generosity - Diocese

No change in 2024.

Outward Generosity - Mission Partners

No new partners have been added, however a 10% increase in support has been applied (to individual mission partners). There is also an anticipated dispersion related to a women's event.

Parish Functions

Increase to reflect comparison to expenses in 2023.

Draft Budget

There are three parts to the draft budget: Operational, VISION 2025, and Building.

TABLE 1. Draft Operational Budget (Compared to 2023 Budget)

This relates to the normal ministry and mission activities of St Bart's.

Operating Income	2023	2024	Change
Tithes & Offerings	\$660,000	\$708,000	+7.3%
Partnerships	\$131,356	\$84,820	-35.4%
Children, Youth, & Families Department	\$32,913	\$39,700	+20.6%
Discipleship Department	\$25,099	\$28,832	+14.9%
Training Centre	\$15,000	\$6,600	-56.0%
Sunday Services Department	\$7,240	\$7,720	+6.6%
Outward Generosity - Missions	\$1,200	\$1,200	0.0%
Other Income	\$2,600	\$3,850	+48.1%
Total Income	\$875,408	\$880,722	0.6%
Operating Expenses	2023	2024	Change
Salaries	\$641,220	\$612,662	-4.5%
Partnerships	\$1,200	\$600	-50.0%
Building & Finance Department	\$145,268	\$159,655	+9.9%
Children, Youth, & Families Department	\$33,180	\$35,350	+6.5%
Discipleship Department	\$32,182	\$37,443	+16.3%
Training Centre	\$21,500	\$13,000	-39.5%
Sunday Services Department	\$24,830	\$27,780	+11.9%
Outward Generosity - Diocese	\$34,800	\$34,800	0.0%
Outward Generosity - Mission Part.	\$33,288	\$39,490	+18.6%
Parish Functions	\$3,940	\$6,350	+61.2%
Total Expenses	\$971,408	\$967,130	-0.4%
Net Operating Position	-\$96,000	-\$86,408	-\$9,582

Note: deficit for the operational budget will be funded from reserves carried over.

TABLE 2. VISION 2025 Budget

Income	2023	2024	Explanatory Notes
Pledged Giving	\$49,560	\$44,000	<i>Amounts pledged as part of VISION 2025.</i>
Total Income	\$49,560	\$44,000	
Expenses	2023	2024	Explanatory Notes
Salary - Assistant Minister	\$100,000	\$125,000	<i>For the entirety of 2023 - 1 FTE.</i>
Salary - Korean Worker	\$40,000	\$40,000	<i>For the entirety of 2023 - 2 days/week.</i>
Salary - Sudanese Worker	\$30,000	\$0	<i>Not for 2024.</i>
Building Preliminaries	\$30,000	\$30,000	
Total Expenses	\$200,000	\$195,000	
Net VISION 2025 Position	-\$150,440	-\$151,000	

Note: VISION 2025 to be funded directly by funds given with the possibility of also securing external funding.

TABLE 3. Building Project

Income	2023	2024	Explanatory Notes
Gifts - Edu. & Christian Teach.	\$220,000	\$220,000	<i>Loan repayment is higher than the amortisation schedule.</i>
Non-Operating Income	\$220,000	\$220,000	
Expenses	2023	2024	Explanatory Notes
Interest Expense	\$60,000	\$60,000	<i>In line with forecasted interest rates.</i>
Non-Operating Expenses	\$60,000	\$60,000	
Net Non-Operating	\$160,000	\$160,000	

Note: The intent, is to pay down the loan \$160,000 in 2024 (utilising income to be received).

Audited Accounts for 2024

Financial Statements

The Corporation of Synod of the Diocese of Brisbane

ABN 37 841 793 393

For the year ended 31 December 2023

Prepared by GTH Accounting Group

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Income Statement

The Corporation of Synod of the Diocese of Brisbane For the year ended 31 December 2023

	NOTES	2023	2022
Operating Income			
Partnership Income		131,356.00	115,839.88
Tithes & Offerings		614,019.86	608,477.41
Children's, Youth and Families Department		34,830.70	31,100.45
Discipleship Department		20,041.19	5,664.11
Training Department		10,377.76	3,855.85
Sunday Services Income		7,704.58	7,372.97
Other Income (incl Grants & Specific Gifts)		13,586.29	88,177.57
Total Operating Income		831,916.38	860,488.24
Total Income		831,916.38	860,488.24
Operating Expenses			
Administration, Building and Finance Expenses		116,043.00	128,077.55
Children's, Youth and Families Department Expenses		29,125.71	28,554.14
Discipleship Expenses		24,975.24	8,259.52
Training Expenses		13,169.24	10,117.42
Outward Generosity		67,261.09	65,931.05
Parish Function Expenses		5,614.79	2,883.78
Staffing Expenses		556,237.78	588,612.08
Sunday Service Expenses		20,891.18	34,269.68
TAS Partnership Expenses		220.01	285.54
Total Operating Expenses		833,538.04	866,990.76
Net Operating Surplus/(Deficit)		(1,621.66)	(6,502.52)
Project - Vision 2025			
Vision 2025 Income		45,354.00	48,631.08
Vision 2025 Expenses		(3,012.03)	-
Vision 2025 Staffing Expenses		(10,918.48)	-
Net Project - Vision 2025		31,423.49	48,631.08
Project - Building			
Build Fund Working Account		500.00	500.00
E & C Teaching Fund		165,354.50	118,227.75
Interest Expense		(44,360.99)	(36,753.23)
Net Project - Building		121,493.51	81,974.52
Other Non-Operating Expenses			
Depreciation Expense		28,824.01	28,089.11
Staff Leave Accrual for year end		29,597.00	-
Total Other Non-Operating Expenses		58,421.01	28,089.11
Net Surplus/(Deficit)		92,874.33	96,013.97

Balance Sheet

The Corporation of Synod of the Diocese of Brisbane As at 31 December 2023

	NOTES	31 DEC 2023	31 DEC 2022
Assets			
Current Assets			
Cash and Cash Equivalents			
ANFIN - 9650 Easy Access		83,074.18	100,169.60
ANFIN - 2010 Building Fund		16,523.17	15,504.23
ANFIN - 4729 St Bart's Toowoomba Education & Christian Teaching		44,416.76	20,475.48
ANFIN - 2210 Mission Account		1,074.52	1,046.74
ANFIN - 4791 Storehouse (Includes Vision 2025)		237,061.37	205,891.70
Cash on Hand		1,697.50	-
Total Cash and Cash Equivalents		383,847.50	343,087.75
Trade and Other Receivables			
Accounts Receivable		390.32	-
Total Trade and Other Receivables		390.32	-
Current Tax Assets			
Tax Accounts		4,873.37	8,429.09
Total Current Tax Assets		4,873.37	8,429.09
Other			
Prepayments		5,000.00	5,000.00
Total Other		5,000.00	5,000.00
Total Current Assets		394,111.19	356,516.84
Non-Current Assets			
Property, Plant and Equipment			
Office Equipment		15,469.85	15,469.85
Office Equipment - Accum Depn		(13,694.76)	(12,100.14)
Comp Equip't		30,655.44	27,246.36
Comp Equip't - Accum Depn		(25,398.16)	(19,913.36)
Motor Vehicles		41,919.60	41,919.60
Motor Vehicles - Accum Depn		(18,239.61)	(12,999.66)
Furniture & Fittings		310,196.41	304,517.92
Furniture and Fittings - Accum Depn		(238,988.05)	(222,502.56)
Total Property, Plant and Equipment		101,920.72	121,638.01
Total Non-Current Assets		101,920.72	121,638.01
Total Assets		496,031.91	478,154.85
Liabilities			
Current Liabilities			
Trade and Other Payables			
Accounts Payable		2,097.28	3,163.61
Total Trade and Other Payables		2,097.28	3,163.61

	NOTES	31 DEC 2023	31 DEC 2022
Financial Liabilities			
Secured			
ANFIN - 0637 Loan Worship Centre Stage 2		921,400.85	1,022,996.69
Total Secured		921,400.85	1,022,996.69
Total Financial Liabilities		921,400.85	1,022,996.69
Other			
Annual Leave Liabilities		29,597.00	-
Income Received in Advance		-	1,932.10
Total Other		29,597.00	1,932.10
Total Current Liabilities		953,095.13	1,028,092.40
Total Liabilities		953,095.13	1,028,092.40
Net Assets		(457,063.22)	(549,937.55)
Equity			
Retained Earnings			
Current Year Earnings		92,874.33	96,013.97
Retained Earnings		(549,937.55)	(645,951.52)
Total Retained Earnings		(457,063.22)	(549,937.55)
Total Equity		(457,063.22)	(549,937.55)

Notes to the Financial Statements

The Corporation of Synod of the Diocese of Brisbane For the year ended 31 December 2023

1. Statement of Significant Accounting Policies

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

Income Tax

The association has not provided for income tax as it contends that it is a non profit organisation.

Property, Plant and Equipment

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

Cash on Hand

Cash on hand includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets

Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

If conditions are attached to the grant that must be satisfied before the association is eligible to receive the contribution, recognition of the grant as revenue will be deferred until those conditions are satisfied.

These notes should be read in conjunction with the attached Auditor's Report.

All revenue is stated net of the amount of goods and services tax.

Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

Financial Assets

Investments in financial assets are initially recognised at cost, which includes transaction costs, and are subsequently measured at fair value, which is equivalent to their market bid price at the end of the reporting period. Movements in fair value are recognised through an equity reserve.

Accounts Payable and Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

These notes should be read in conjunction with the attached Auditor's Report.

Financial Audit Declaration

The Corporation of Synod of the Diocese of Brisbane For the year ended 31 December 2023

Scope

We have audited the financial statements of the Parish of St Bartholemews for the financial year ended 31 December 2023 as set out in the Parish Financial Return. The wardens are responsible for the preparation and presentation of the financial statements and the information contained therein. We have conducted an independent audit of the financial statements in order to express an opinion on them to the members of the Parish.

My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly so as to present a view which is consistent with our understanding of the Parish's state of affairs and the results of its operations.

The Audit opinion expressed in this report has been formed on the above basis.

Auditor Independence

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

Qualification

As is common for organisations of this type, it is not practicable for the parish to maintain an effective system of internal control over contributions, donations, bequests and fundraising receipts until their initial entry in the accounting records. Accordingly, our audit in relation to these items was limited to amounts recorded.

Qualified Audit Opinion

In our opinion, except for the effects of such adjustments, if any, as might have been determined to be necessary had the limitation of scope referred to in the qualification paragraph not existed, the financial statements of the Parish are properly drawn up so as to give a true and fair view of the state of affairs of the Parish as at 31 December 2023 and its results for the financial year ended on that date.

Simon Cook

CPA Member No: 9635605

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Date:

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