

st bart's

ANNUAL GENERAL MEETING

Little Angels Salisbury  
Early Learning Centre

# Reports for 2025

2025년 보고서 | Amäät de Ruön 2024-ku nyööth de Luõ i  
2024年报告 | அறிக்கை 2025

making, maturing, & multiplying  
disciples of Jesus Christ for God's glory

하나님의 영광을 위해 그리스도의  
제자를 만들고 성장하고 번성하자

Ba loi ba pioc ku bi juek de du pioc  
ke Yecu Criyjou ne ke De Nhum

为了上帝的荣耀，培养，成熟和繁衍耶  
稣基督的门徒。感谢和祝福

இயேசுவின் சீடர்களைய உருவாக்கத் தலுவளர்ச்சி  
அடையச் செய்வதில் மற் றும் பெருகச் செய்வதில்

Little Angels  
Early Learning

st bart's

welcome

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# REPORT FROM THE SENIOR MINISTER

담임 목사의 보고서 Nyööth dë luji dë Abun njäär dë Luäk 高级部长报告

I'm so grateful to God that I, like Paul, can give great thanks to God every time that I pray for our church community (cf. Philippians 1:3). It is a profound privilege to be joined together in Christ, serving his mission, building up his church, and looking forward to his coming kingdom. As we recommitted ourselves to prayer in 2025 (adding 'pray' as one of the rhythms of our life together), the Lord was kind in growing our hunger for—and dependence on—him.

Throughout the year, we also continued to pursue the mission priorities that underpin VISION 2025—especially with the establishment of the church plant. We also gave great thanks as God answered the enduring prayers of many, with the provision of new team members. As you read through this report, please take the opportunity to give thanks to God: for his faithfulness to and through us; 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, maturing, and multiplying disciples of Jesus Christ for God's glory through five key mission goals (each with various mission priorities): *embracing digital, actively planting, growing maturity, extending reach, and improving footprint*. As we continue to *prayerfully* work towards implementing VISION 2025, many of our mission priorities progressed in 2025. In particular, it has been wonderful to witness: the establishment of the church plant, the raising up of more Gospel workers, the maturing of our multicultural reach, the strengthening of discipleship pathways, significant milestones in our environmental stewardship, and the first cycle of our leadership development program completed. A detailed update for VISION 2025 will be available in early 2026.

As we approach the end of VISION 2025, we will be praying and working towards the next chapter in our mission (VISION 2030). This is still in early stages of discernment, but likely will include a focus in the areas of *multiplication* (of Gospel workers; communities; and resource sharing), *local church health* (including our approach to mission, leaders, and

structure), and *church identity* (including how we define and live out our values). Please pray that God will grow our vision to see disciples made, matured, and multiplied.

## Resource Church

In 2025, we continued in our role as a Resource Church. As per previous years, there have been incredible opportunities to share generously with others with many individuals, churches, and networks using resources from St Bart's. 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. Resource sharing has continued to grow with almost 200,000 resources accessed in 2025. As we look towards VISION 2030, we'll be discerning how we can steward this responsibility and also invite others to assist with resourcing this ministry.

In 2025 we continued to engage with three types of relationships:

- *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 2025, there were over 185,000 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 two ongoing partnerships.

- *PMC (of ACSQ)*: As part of this funding arrangement, a number of our specialists on team have also been involved in providing assistance to other churches. I also serve as a consultant to the PMC to assist with statistical analysis regarding the growth and decline of Anglican churches in Southern QLD.
- *Toowoomba Anglican School (TAS)*: This partnership has continued to grow and develop with the leadership of Bettrys. *This partnership is continuing in 2026 and will be resourced by Bettrys Lowe and myself. We are also working with the school to explore options for training future school chaplains.*

## 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 2025, we continued to develop good patterns to enable a shared approach to teaching, recognising that many people participate 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). Our teaching (including children's ministry) is shared across both our sites in Brisbane and Toowoomba.

## Leadership & Staff

### Staffing

Our **staff team** at the end of 2025 included: Adam Lowe (Senior Minister), Amy Norman (Director of Discipleship and Training), Bettrys Lowe (Director of Children, Youth, and Families), Hannah Le Dilly (Early Childhood Coordinator), Hong Suk Lee (Multicultural Ministry Coordinator), and Jo Chan Smith (Office Administrator). I'm also so thankful for our 2025 interns, Diana Wong (serving in music, now *Music Coordinator*), Jess Jolly (focusing on gatherings and digital), and Steph Schumack (who started later in the year with a focus on gatherings and serving). I'm also thankful to the Rev'd Dr Daniel Rouhead who serves generously as our Honorary Assistant Minister (including the oversight of CHARGE Youth) and Dr Robert Edwards who was appointed as an Honorary Lay Minister with the responsibility as church plant coordinator (whilst we continue to advertise and await the appointment of a church planter). This team faithfully serves with humility, love, skill, and generosity. With a number of vacant roles, we continue to pray that the Lord would send workers for the harvest! We also give thanks for the appointment of Justin Lai who will commence at St Bart's (Toowoomba) as a lay assistant minister in 2026.

### Leaders and Leadership.Local

Throughout 2025, we continued to appoint additional leaders (and assistant leaders). It was also significant that we completed our first cycle of leadership.local (our approach to leadership development) with a range of modules and workshops. *Leadership.local* is underpinned by a discipleship and competency model in combination with an action research methodology. All resources openly available on our website ([stbarts.com.au/leadership](http://stbarts.com.au/leadership)).

At the end of 2025, there were 58 leaders (i.e., staff and team leaders) serving 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. A summary of our leadership diversity is provided in Table 1.

**TABLE 1. Diversity in Leadership** (T = Toowoomba; B = Brisbane)

Leader Cohort	#	Male	Female	Avg	CALD*	T 7:30	T 9:30	T 6PM	B 9:30
Staff	12	42%	58%	41.8	33%	42%	83%	33%	8%
Governance	14	71%	29%	56.1	7%	50%	71%	21%	7%
Team Leaders	55	47%	53%	53.0	11%	42%	64%	16%	13%
Small Group Leaders	52	44%	56%	58.7	13%	38%	65%	15%	8%
	<b>82</b>	<b>48%</b>	<b>52%</b>	<b>55.9</b>	<b>10%</b>	<b>36%</b>	<b>67%</b>	<b>15%</b>	<b>10%</b>

\* Culturally and Linguistically Diverse

## Vocations & Training

As part of VISION 2025, we have continued to try different approaches to nurture vocation for paid Gospel ministry. Whilst internships continue to be a key component of this historically, we have adopted an expanded approach which includes broader advertising, hosting of online information nights (for Gospel Work in Southeast QLD), and strengthening relationships with theological colleges (this included a visit to Moore College in Sydney to speak with students, a strengthening partnership with Ridley College in Melbourne, and closer working with the director of discernment and development in the Brisbane Diocese). This has proved fruitful and I'm thankful for people's faithful prayer. In 2026, we will continue to expand this approach and build teams to assist with this work. With the launch of a training fund at the end of 2025, we will also be seeking to employ more interns and start a coaching group for those training for ministry in 2026.

## Parish Council

In 2025, we were faithfully served by an extraordinary Parish Council. I'm continually thankful for the godliness, wisdom, generosity, gentleness, expertise, Gospel-heartedness, and long-vision of our council! The Parish Council included: David Robinson (Warden), Eugene Odendaal, Greg Dickman, Jodie Gunders (Nominator, Synod), John Cuff (Warden), John Strachan (Nominator), Kate Venables, Neil Anderson (Treasurer, Synod), Peter Choi (who concluded as a member at the end of the year), Phil Magarey, Trish Rathie (Nominator), and Wendy Brodribb (Warden). The 2026 Council will welcome John Bryant and Reid Mortensen (both elected at the end of 2025).

## Parish Council Committees

Our Parish Council is served and assisted by three committees.

- *Finance Committee:* Membership in 2025 consisted of Neil Anderson, Anthony Arkell, Catherine Beckwith, and myself. In combination with monthly review of our financial resources, the committee works diligently to 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:* Geoff Bishop chaired our mission partnerships group as we seek to nurture and grow our mission partnerships. It was wonderful to hear from some of our mission partners in person and in 2025 we look forward to more regular rhythms of visits (or videos) from them. 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. Membership includes Wendy Brodribb and Reid Mortensen.

## Looking Towards 2025

As we continue in our mission to *make, mature, and multiply* disciples of Jesus—my prayer is that *we would continue to be faithful to all that God has called us to and that the Lord would enlarge our vision — according to his good purposes — of Gospel reach for the next half century in southern QLD.* I also pray that the Lord would continue to send workers for the harvest and equip us with every good gift from above for that which he has set before us. It will also be a significant year as we plan for VISION 2030 with a hopeful launch mid-year.

*I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus. (Philippians 1:3-6)*

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 dë Luoi de dujöö de akuthnöm Luääk 看守人報告

After many years of planning and praying, we give great thanks to God for the establishment of a St Bart's church 'plant' in Salisbury/ Moorooka in October.

Finding a Church Planter has continued to be elusive, but we are extremely thankful for the very faithful plant 'core' who have worked, and continue to faithfully lead services each Sunday at the Anglican Little Angels Early Learning Centre in Salisbury. We are especially grateful for Dr Robert Edwards who has taken on the role of 'Church Plant Coordinator' until an ordained priest is appointed. Numbers attending each Sunday continue to remain steady with a consistent group of children benefiting from the St Bart's kids programme. The Church Planting Learning Community conferences run by Alpha Australia continued this year in March (online because of Cyclone Alfred) and September and gave much appreciated assistance, encouragement and advice to facilitate the process of becoming a church planting church.

As we entered 2025, staffing continued to be at the forefront of our minds with a vacancy for an Assistant Minister, Church planter and a Youth Minister. At the end of the year we were very pleased to appoint Justin Lai as a full-time Assistant Minister (Lay) from late January 2026. Justin has completed his theological training and has begun the discernment process for Anglican ordination and we are looking forward to him using his skills and talents to help make, mature, and multiply disciples at St Bart's. There were some changes with intern positions over the year. Robert Hunter completed his intern role at the end of 2024, Jess Jolly took maternity leave following the birth of Evelyn in April, but returned in October, and Steph Schumack was appointed as an intern from September for 12 months while her husband is training in Toowoomba. Diana Wong, who was the intergenerational music intern for two years was appointed music coordinator. We express enormous gratitude and thanks for Adam, Bettrys, Amy, Jo, Hannah, Diana, Daniel, Robert, Hong, Jess, Steph 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 staff to fill important roles.

We would like to make special mention of the outstanding work of the Children's, Youth and Families department in preparing the curriculum for St Bart's Kids, Kids Club, the Holiday Kids Club and CHARGE youth group to nurture the spiritual growth of the adults of tomorrow. These resources are accessed by many churches in Australia and throughout the world. We are also blessed with excellent preaching from Adam, Amy, and Daniel.

We are very grateful for the generous financial giving of the congregation so that we are able to continue to fulfill the vision and mission of St Bart's. As we move forward we recognise that there will be a need to increase giving to maintain the high quality staff and ministry. We also acknowledge that one of the reasons that it has been difficult to find staff is the lack of suitable ordained Anglican priests and other gospel workers. To facilitate training of gospel workers, including those interested in ordination, towards the end of the year a 'training fund' was established to assist those exploring vocational ministry.

In March an 'Equipping the Saints' conference was very successful in providing St Bart's parishioners, people from other churches in Toowoomba and those from further afield, with skills and knowledge to assist them in evangelism. We were very thankful that Michael Bird came from Melbourne to provide the main address and that he and his wife were able to run a workshop focused on neurodiverse children. Brian Rosner from Ridley was the main speaker (on prayer) at the Focus weekend away in May which attracted intergenerational and intercongregation fellowship.

St Bart's was granted a Five Leaf Eco-Award (an Australian ecumenical environmental change program specifically designed for churches and religious organisations) during the year as part of our Vision 2025 to improve our environmental footprint. This included participating in Clean Up Australia Day in a bushland area close to the church. The lawns and gardens have been kept in very good order by a faithful band of mowing and gardening volunteers and by many others who have attended the three working bees during the year. After more than 12 years the carpet in the hall was replaced in early January. Following a severe storm in late October a very large tree on the footpath fell across the carpark. Thankfully, there were no cars there at the time, and there was only minimal damage to the fence. *Thank you to the people who cleared the debris expeditiously.*

There have been some changes in the Parish Council this year too. We welcomed two new Parish Councillors at the beginning of 2025 - Eugene Odendaal and Phil Magarey, and said goodbye to Peter Choi who did not seek renomination at the end of the year. We thank Peter for his wisdom, understanding, and service to the Parish Council. We would also like to thank all Parish Councillors (previous and new) and committee members (Finance, Risk and Governance and Mission Partnership) for their dedication and faithfulness in the work they have undertaken over the past 12 months.

Finally, we would like to thank everyone who has contributed to St Bart's mission. We cannot function without the many hours our volunteers put in each week. Your contribution, no matter how big or small, is so very much appreciated. We would ask that you join with us in praying fervently to fill the staff vacancies, and keep our staff healthy.

*Wendy Brodribb, John Cuff, & David Robinson*

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# Gatherings Department

모임부

Mëët dë Nhöm da Akutthiim

集会部

கூடுகளை துறை



# GATHERINGS DEPARTMENT

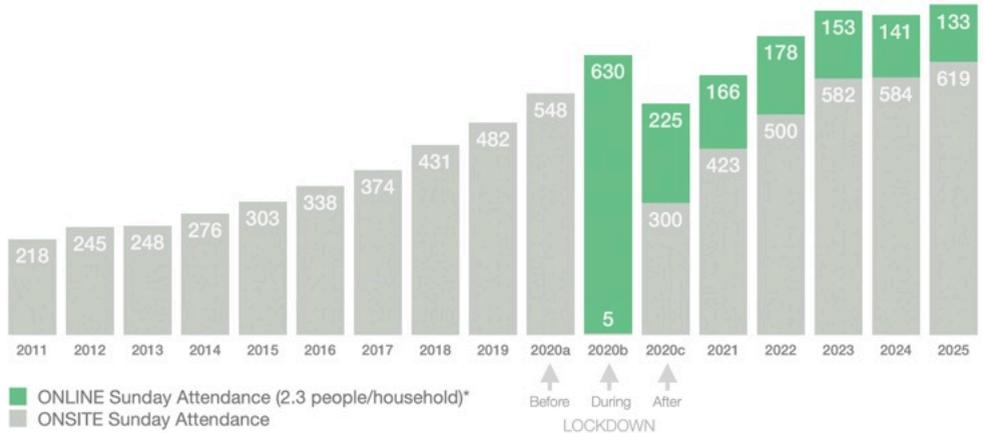
모임부 Mëët dë Nhöm da Akutthiim 集会部 கூடுகை துறை

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.

As we gather in Toowoomba, Brisbane, and online, we are served by 260 volunteers who each enable our weekly Sunday services. People — from a variety of generations and cultural backgrounds — serve within the *gatherings department* in a myriad of ways but with one purpose to glorify God. It is a profound privilege to welcome hundreds of people every week to St Bart’s, including those who have followed the Lord for many years; others who are new to the faith; and still more who are exploring the claims of Christianity. In 2025, it was a particular cause for thanksgiving as our church plant commenced weekly Sunday services at 9:30am (with St Bart’s Kids children’s ministry and a Next Steps team) at the Anglican Little Angels Early Learning Centre in Salisbury.

## Sunday Services

In 2025, both our *in-person* and *online* were relatively steady. By congregation: 7.30am was steady, 9.30am grew, and 6PM slightly declined. In addition to on-site gathering, our online attendance remains significant. Overall, average Sunday attendance was 752 people per week (with 619 people *in-person* - including 90 children - and an additional 133 people *online*). The new service at the church plant started gathering on October 26, 2025.



## Digital

The number of people engaging in the livestreaming of our services is similar to 2024 and remains significant (i.e., 133 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 continue to develop online teams and seek to enable *Next Steps* 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 2025, we continued to publish sermon points in multiple languages (i.e., *English, Korean, Dinka, and Simplified Chinese*) and also added *Tamil*. Series overviews continue to be published in both *English* and *Korean*. Whilst we have had to finish our monthly provision of AUSLAN, the addition of live translation (including subtitling in English) has been a popular addition at our 9:30AM service in Toowoomba. Significantly, our multicultural ministry has continued to develop, with a shift in the purpose of our 'Asian Connection' meals to now be focused on 'Cultural Connection' (under the leadership of Hong Suk Lee).

In 2026, we look forward to continuing to ensure that our services are as highly accessible (especially for those from various cultural backgrounds and with diverse needs) and shaping our vision for multicultural ministry.

## Preaching

Our series throughout 2025 included a focus by *theme* ("Glory"; "Fruit of the Spirit: Part III"; "Spiritual Disciplines"; "Strange Religion"; "Advent") and *book* (i.e., Mark; Galatians; Acts; Leviticus). We also featured a mini-series on creation care, entitled, "The Earth is the Lord's: God's World & Our Rule". Our expository approach to teaching continues to reflect a highly valued aspect of our mission and life together. However, it should be noted that preaching is one part of the 'Ministry of the Word' and it is a great joy to witness the way in which our readers, intercessors, children's team (with the curriculum for our early childhood, primary-aged children, and CHARGE Sunday discussion), and small groups all work together as we plumb the beauty and depth of God's Word.

Access to resources online (January to December) has been extensive (see Table 2). In December, our teaching plan for 2026 was released (which includes series on: Together in Christ; The Gospel of John; Romans; The Habits & Practices of Jesus; Perplexing Passages; Genesis Part III; and Advent - the Art of Waiting).

**TABLE 2. Access to Teaching Resources**

Resource	Total Downloads				Daily Average			
	2022	2023	2024	2025	2022	2023	2024	2025
Sermon Audio* & Video	21,221	34,274	31,965	33,424	58	94	88	92
Transcripts & Small Group Resources	2,835	17,633	25,528	35,806	8	48	70	116
Series Overviews & Study Guides	5,181	4,023	4,814	7,323	14	11	13	20
SBK & CHARGE Sunday Resources	57,014	42,362	87,265	101,787	156	116	239	279
Training Materials (pdf)	-	3,780	5,560	6,967	-	10	15	19
	<b>86k</b>	<b>98k</b>	<b>155k</b>	<b>185k</b>	<b>236</b>	<b>279</b>	<b>425</b>	<b>508</b>

\* doesn't include 'listens' on Spotify

## Teams & Volunteers

We are served generously by a large number of teams and volunteers within the *Gatherings Department*. We seek to continually grow these teams and in 2026 will continue some work on refreshing our serving pathway. *We're so grateful to God for the many ways that so many people serve in the life of our church. I'm also thankful for our team leaders who nurture our teams and how we live out our mission to make, mature, and multiply disciples of Jesus.*

## Other Services

### Easter & Christmas

It was a great joy to celebrate Easter and invite people to engage with the whole weekend (e.g., provision of our 'Easter Guide'). On Good Friday, 426 people joined in-person (332 adults / 94 children) with 78 online. Across our services on Easter Day (5.30AM sunrise, 7.30AM, 9.30AM, 6PM) 792 people in-person (661 adults / 131 children) and 127 online. *Combined with Maundy Thursday, we welcomed 1700+ people over the course of the weekend.*

Both nights of *Carols by Glowstick* were wonderful celebrations, welcoming around 800 people in-person and 140 online (across the two nights). *Christmas Eve* and *Christmas Day* had a combined attendance of over 1000 people (977 in person and 115 online).

### Baptisms

There were nine baptisms in 2025 (5 infants and 4 youth/adults). We also ran two baptism information sessions and released a new guide on baptism ([stbarts.com.au/baptism](http://stbarts.com.au/baptism)).

*The Rev'd Adam Lowe*

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# Children, Youth, & Families Department

유초중등부

Akuthiim kë yii Miith, Rië ny-thië i, ku jö l ya Bëë i-nhiim

儿童, 青年和家庭部门

சிறுவர், வாலிபர் மற்றும் காலம்ப துறை

# CHILDREN, YOUTH, & FAMILIES DEPARTMENT

유초중등부 Akutnhüim kè yïi Müüth, Riëny-thiëi, ku jööl ya Bëëi-nhiim  
儿童, 青年和家庭部门 சிறுவர், வாலிபர் மற்றும் குடும்ப துறை

St Bart's Children and Youth ministry has continued to nurture and disciple the youngest generation in our church and local community.

## St Bart's Kids

### St Bart's Kids (Sundays) - Toowoomba

In 2025, an average of 68 children attended each Sunday in the children's program (72 in 2024) with over 26% represented in our Early Childhood program (20% in 2024). Whilst we saw fewer new families, we did notice greater engagement and consistency from existing families. Curriculum materials continue to be created by a SBK team of contributors and uploaded to the website for other parishes to utilise. A monthly strumming circle began and Music Corner continued fortnightly after the 9:30am service, with increased popularity as the year went on.

### St Bart's Kids (Sundays) - Salisbury

A brand new Brisbane team were onboarded and trained prior to the commencement of the church-plant opening in October. A multi-age children's ministry model started at the first Salisbury service, hosting an average of 8 children each Sunday. The team continues to be supported by SBK with the curriculum and resourcing.

### mainly music

We continued to operate two sessions of mainly music per week in 2025. In total there were 34 families enrolled throughout the year (that's a 13% decrease from 2024). This decrease is primarily due to parents returning to work. Throughout the year we welcomed the birth of 5 new babies and 12 new families. The families who attended mainly music consisted of 27% St Bart's, 35% other Church, and 38% no known church affiliation. Many families also attend other invitational events at St Bart's throughout the year.

### Kids Club (including Holiday Kids Club)

More than 24 children attended Kids Club (weekly average) (31 in 2024, 38 in 2023). Over 14% of those who attended were external to St Bart's (20% in 2023) and over 24% from Korean households (an increase from 20% in 2023). Our teaching covered: creation; Jesus and his best friends; exploring important places in the Bible; and the value in doing things God's way. A small group continued to operate on-site, with a small handful of parents

attending. The annual Holiday Kids Club in September saw 124 children come to explore the 'bigness of God in the smallest of things'. Significant changes were made in order to streamline the program and allow for better engagement and number of participants. The theme also allowed us to highlight the importance of God's creation and our role in caring for it. A significant volunteer team was engaged, including 27 youth.

### **Expecting Families**

In 2025, we celebrated the arrival of 6 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 have two 'mums and bubs' small groups, running on a Monday and Wednesday, with a combined average of 7 mothers attending each week.

### **Discipleship Resourcing for Families**

In 2025, SBK produced a number of resources to encourage families to engage in prayer. This included an interactive Lord's Prayer resource - a set of 10 quality picture magnets; and two separate books providing different structures and ways to pray (one for parents and one for children). The Marriage Course was offered but unfortunately was again unable to secure any participants. The Parenting Children course was run online for the first time, with great uptake and discussion. A smaller group of parents and grandparents completed the Parenting Teens Course onsite in Term 4. In order to extend our reach, we designed the Christmas resource to be either enjoyed/created by families onsite at the Workshop, or purchased and created at home. It is anticipated that this workshop could easily be hosted in Brisbane in 2026.

### **Religious Instruction**

A number of St Bart's members (6) continued to contribute to the teaching of RI in various state schools across the Toowoomba region, including Middle Ridge, Harristown, Drayton, and Emu Creek, and Toowoomba East State Schools. These classes continue to be 'opt in' and seek to inform students of the basic beliefs of the Christian faith from a non-denominational perspective. We are so grateful for the opportunity for RI to be present in local schools and continue to pray that more volunteers would be raised up.

### **Resourcing**

The SBK weekly Sunday curriculum continued to be packaged and made available online for team, families, and other parishes to use. A large number of other SBK resources were made available online and individual requests for CYF consultation were provided.

## **CHARGE Youth**

CHARGE Youth continued to engage a range of secondary students in both its Sunday and mid-week ministries. Many thanks to Daniel Rouhead and Dave Lean for their leadership.

### **CHARGE on Fridays (including CHARGE Youth Camp)**

During 2025, CHARGE explored series on: evangelism; Youth Alpha; dreams; friends; and hope. Various social nights were also held, including messy games, a movie night, bowling, and a combined Youth event supported by local churches. On average 33 youth attended each week (23 in 2024), with a significant portion in Years 7-9 and 27% (25% in 2024) being external to St Bart's. The annual CHARGE Youth Camp was held at Luther Heights. Over the weekend we explored the theme of 'Level Up' and how to grow in faith and maturity. Two other Anglican parishes joined, including North Pine and Logan.

### **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. We maintained an average of 18 youth, splitting the youth into three groups (2 x junior, 1 senior). Finding suitable space to host these groups can be challenging, especially when numbers rise beyond 25 and/or the weather is inclement.

### **Mission Trip to Lightning Ridge**

In order to support and grow our existing partnership with BCA, we took a small group of youth and team to visit the Langmeads in Lightning Ridge. Over one weekend, the team helped the Langmeads in their mission to reach the local community via a Gospel gathering and their Sunday morning service. This trip exposed our youth to mission in a rural setting and provided an opportunity for our youth to grow in their confidence with community engagement and testimony sharing.

## **Partnership with TAS**

In 2025, St Bart's continued in partnership with Toowoomba Anglican School to provide regular services across the school. Fortnightly student Chapel services (years P-3, 4-6, 7-9, 10-12) centred around the Gospel of Mark and looked at the many questions Jesus asked. Other services (Easter, Staff, and Carols) were also provided, along with special pastoral support as needed. TAS Chapel services support the work of St Luke's Parish Larder, with students contributing a generous amount of non-perishable items each week.

*Betrys Lowe, Hannah Le Dilly, & Dan Rouhead*

st bart's

# St Bart's Care

கேர்

Thaan Bâât Tiit Dë Nyiin

ST BART的护理部门

தலய பாட்ஸ் பராமரிப்பு

B5701

## PASTORAL CARE (St Bart's Care)

케어 **Thaan Bää́t Tíit Dë Nyiin St Bart**의护理部门 தூய பாடல் பராமரிப்பு

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 are incredibly blessed by this amazing team, who delight in pouring out God's compassion and love. The team serves by way of visiting, home communions, phone calls, care cards, meals, and care packs. We currently have 22 people who are active in this team. With Robyn Robinson retiring at the end of 2024, we are still discerning how best to resource the leadership of the team, especially as we grow the ministry over two sites.

### Aged Care

#### Symes Thorpe Pastoral Care

We have continued to work in partnership with Symes Thorpe Aged Care through visits and twice monthly chapel services. There is also informal prayer and worship held in the dementia area. The buggy operates 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) four funerals in 2025—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

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.*

## The Pantry

The Pantry program invites the church to bring donations of shelf stable foods and household items. Care team volunteers deliver these to St Luke’s Larder, which gives out food once a week. The Pantry also collects breakfast foods for the chaplancies in schools that offer Breakfast Programs, including Harristown Primary and Centenary Heights.

## Thread Together

Thread Together is a community program that collects surplus clothing from suppliers and distributes it to those in need. St Bart’s Care plays a small part in the supply chain, in taking deliveries of parcels of clothing, and delivering to those who have requested them.

## Friendship Morning Tea

In 2025 Friendship Morning Teas continued with the intention of creating a friendly and welcoming space for people to come together. Over friendly conversation, guests tuck into delicious food and also sing old, favourite hymns.

*St Bart’s Care Team*

st bart's

# Discipleship & Training Department

제자양육 및 훈련 부서

Pioch dē welpiē th'ku jōl Akunhöm Piöch

门徒训练和培训部门

சீஷத்தாவம் மற்றும் பயிற்சி துறை

I am  
Auntie  
15 Jan  
that all  
love u  
with u

Philippines

Laos

Morocco

Bolivia

Tanzania

The Duggal  
family  
wishes  
you  
a  
happy  
Christmas

# DISCIPLESHIP & TRAINING DEPARTMENT

양육부 Akuthhöm dë Piöc 门徒训练和培训部门 சீஷத்துவம் மற்றும் பயிற்சி துறை

Through weekly groups, events, and short courses, in 2025 it was a delight to invite people to explore faith, grow as disciples, and take a next step in our life together.

## Discipleship Pathways

### 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. In 2025, 25 Small Groups met each week, including one hybrid group, one in Korean, and one in English & Chinese. We had three new groups begin, and three groups pause or finish meeting. In total, 245 people (41% of members) are in a group. It is a blessing to have a wide variety of groups meeting at different times, places, and across different generations, but there continues to be a need to begin new groups as many groups are near capacity, and connect more people into small groups.

### Alpha & Introducing Jesus

Alpha is our primary evangelistic course, and continues to provide a space for people to explore faith, come to follow Jesus for the first time, renew their faith, or grow in confidence as disciples. In 2025, Alpha was run in Term 1 (with 6 guests all in-person) and Term 4 (with 22 guests, 7 joining online). With great thanks to God three people put their faith in Jesus for the first time. We have been witnessing a growing openness of people to Jesus, and a growing diversity of people coming along to Alpha (across age, demographics, and language.) Most guests meet with someone after Alpha to complete the four-week course on *'Introducing Jesus'*. There has been significant evangelism within the Korean community, with a number of groups using *Introducing Jesus* and the *Following Jesus* course.

### Engine Room Prayer

Prayer has continued to be nurtured through Engine Room Prayer. In 2025, quarterly Prayer Nights for all ages were restarted, and we began providing detailed Prayer Guides for each term. This year, we trialled using Prayer Chats on WhatsApp, as a way for smaller groups to pray for each other. This began with two Men's Prayer Chats. In addition to Prayer Chats, there are four regular prayer groups meeting (in-person & online) and two prayer lists.

## **FOCUS Weekend Away**

FOCUS Weekend Away continues to provide a unique opportunity to gather across congregations including those who join online and invest in deep discipleship. 2025 was our largest FOCUS yet, with 138 attending (43% was their first time). Through the generosity of people at St Bart's, we were able to financially support 54 people. It was a delight to welcome Brian Rosner as our guest speaker, on the topic: "The Who, What, and How of Prayer." *Talks are available on the Resource Hub.*

## **Men & Women's Events**

Specific men's and women's events have continued to provide spaces to nurture community, encourage disciples, and are helpful invitational opportunities. The pair of women's events continue with the Dessert Night (March) and Afternoon Tea (September) - raising \$4,237 for SU Qld. The Men's Dinner continued in its second year, utilising the gathering to launch Prayer Chats.

## **Social Groups**

There are three social groups: the Craft Group, the Cycling Group, and the Walking Group. Invitation to the groups is organic and details are on the website.

## **Newcomers Pathways**

### **Next Steps**

Taking a *next step* is the main invitation each week (and each event) for both new people and members to encourage engagement in our life together (pray, gather, grow, give, and serve). At 9.30am there is a dedicated team to facilitate next steps. In 2025 across all services there were 197 next steps taken, including: 100 new people (54 new families), 44 new members, and 53 other next steps (e.g., join a small group, serve). As part of welcoming new people, we hosted eight Newcomer's Lunches, welcoming 56 new people.

## **Training Centre**

### **Centre for Work + Faith**

This year we moved back to a monthly meeting for *Transforming Work*, as a way to equip disciples for their work. Whilst the meetings have been small (average 5), we have had a higher engagement from those who have not previously engaged with the *Centre for Work + Faith*. New participants largely include those starting new jobs.

## Ridley Certificate

There is a consistent engagement with the Ridley Certificate, with a total of 151 participants, across four subjects. We offered one subject each term (T1: *Understanding the Bible*; T2: *Apologetics*; T3: *Aid & Development*; T4: *Psalms*) in both in-person and online. We continue to maintain a strong partnership with Ridley. Participants are drawn from all three congregations (and those who are part of our Brisbane cohort), and many return each term for subsequent subjects. Overall, there have been fewer people new to Ridley.

## Short Courses & Events

These events and short courses were organised to mature disciples across whole-of-life.

- **Ministry Conference:** This new conference held in March was aimed at nurturing and equipping our team members, providing an opportunity for people to explore ministry areas, and to resource the broader church. It was wonderful to have the Rev'd Dr Mike Bird present the keynote, and to provide 12 electives across reaching people, nurturing community, connecting generations, and maturing disciples. There was a high level of engagement, with 86 attendees, and it was an effective way to equip many.
- **Marriage Course:** Only one couple registered, so the course was not run. We intend to offer it again in 2026.
- **Parenting Children Course:** Held in February with 10 families.
- **Parenting Teenagers Course:** Held in August with 4 families.
- **RePurpose Course:** Not held in 2025, planned for 2026.
- **Public Lecture:** This year we approached a number of high calibre speakers for the Public Lecture, but for different reasons none worked out. We are planning a Public Lecture in 2026, for both Toowoomba and Brisbane.

## Church Library & Bookstall

Our library continues to expand and this year we have focused on raising the awareness of the library. We now hold 1992 volumes. This year 186 titles have been borrowed. Each sermon series, we have been organising displays of recommended books to borrow or purchase. These have been very effective at resourcing disciples, across all ages.

## Online Resources

The access to resources continues to grow across all categories of sermons (including small group material and overviews), St Bart's Kids Curriculum, and Training Centre resources, resourcing many other churches. *See the Gatherings Department Report.*

*Amy Norman*

st bart's

# Building & Finance Department

관리부

Akutnhöm dë Yiik-nhial ku Muök dë Weu

建筑和财务部门

கட்டுமானம் மற்றும் நிதி துறை

## BUILDING & FINANCE DEPARTMENT

관리부 Akutnhöm dë Yiik-nhial ku Muɔk dë Weu கட்டுமானம் மற்றும் நிதி துறை

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 2025, The Finance Committee continued to meet monthly to oversee the management and reporting of financial matters. It then reports to the Wardens and Parish Council at Parish Council meetings. Neil Anderson continued to serve as Treasurer, and other members of the committee were Adam Lowe, Anthony Arkell, and Catherine Beckwith. 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. Generally, each quarter, an update of our financial position is presented to the congregation.

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, with several roles remaining vacant.

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 first drew on our \$1.5M loan March 2017, and at the end of 2025, the loan balance was \$753K. Our repayments remain ahead of the amortisation schedule, so the loan will be repaid in full by the due date (March 2032). 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, Discipleship and Training Centre, 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.

We are grateful for the reception team's continued commitment to volunteering at the office, often learning new skills and ways of completing their allotted tasks. They make a significant contribution to the smooth running of the church office.

## Gardens & Grounds

*The Gardens* are kept by a team of volunteers led by Rob Brodribb, who reports that the gardens are in good shape due to the three working bees held over the year and the gardeners who look after specific sections of the gardens. We were also blessed by a good rainfall year so little supplementary watering was required. There is a request for more gardeners prepared to take responsibility for a "patch" as some members of the current team are needing to hang up their secateurs. Thank you very much for everyone who contributed this year to the care of our bit of God's Creation

The *Creation Care Mission Group* led by Roger Jaensch met five times in 2025. The September activity coincided with the church's three-week preaching series on God's World and Our Role. From the expanded contact group of 23 St Bart's members, a core group of ten participated regularly this year and six others joined occasionally. The group's focus continued to be promoting the regeneration of indigenous shrubs and other ground cover plants in two plots under forest (which is mapped as an endangered ecosystem) adjacent to the church buildings, principally by weeding out invasive species. After several years of effort, this is now showing fruit with many wattle, red ash and other shrubs conspicuously standing more than one metre tall, and native grasses dominating.

The ongoing inventory of bird species biodiversity in the adjacent forest comprised standardised surveys in summer, autumn and spring in 2025. This effort grew the total list of bird species to 50 thanks to a couple of additions, notably a Tawny Frogmouth. The group would like to start an inventory of plant species in the regeneration plots when expertise can be deployed.

Members have continued to greatly enjoy the experience of immersion in God's Creation, a blessing to his church at St Bart's due to the relatively intact forest on its doorstep. We lament our collective failures to properly care for His world and strive to make a modest but symbolic difference and witness through the group's meeting together for this voluntary work.

## **Buildings and Facilities**

In 2025, we continued showing support for community groups by granting them the use of our building and facilities. The Hospital Pastoral Carers group meets twice yearly at St Bart's for in-training days, the Australian Breastfeeding Association meets once a month during term time, and at their request, Anglicare's in-training days and volunteer morning teas. We also support our Mission Partner in this way, and in 2025 hosted the BCA Connect event as well as an Inservice Day for SU Australia,

In 2025 we continued to be blessed by many volunteers who gave their time to assist with maintenance jobs. Ably led and coordinated by Barry Stone, the volunteers carried out repairs and maintenance tasks. We are thankful for them, and their part in the upkeep of our building and facilities.

*Jo Chan Smith*

st bart's

# Financial Documents

재정서류

Waragëë k kë Muö k dë Weu

财务文件

நிதி ஆவணங்கள்

# Financial Report End of Financial Year 2025

## Overall Position

For the 2025 Financial Year (2025), the overall financial surplus was \$65,227. This overall result comprised: *a surplus of \$141,829 for the Building Fund, a deficit of \$48,934 in operating, and a deficit in Depreciation/Staff Leave Accrual of \$27,668.*

The operating result of a loss of \$48,934 was significantly lower (i.e., better) than the budgeted deficit of \$307,648. The drivers in the positive variance to budget include staff expenses, which were \$222,399 lower than budget. There were also savings in the expenses of most of the departments.

The surplus for the Building Fund of \$168,307 was lower than the budget surplus of \$192,000, due to lower than expected giving, but this was partially offset by the lower than budgeted interest expense.

Our cash position appears higher at the end of 2025 at \$68,720 than \$17,927 at the end of 2024, however this was largely due to a timing issue, with staffing payroll for December 2025 remaining undebited from our bank account until January 2026. Our payroll for December 2025 (\$47,449) is shown in the Balance Sheet as the Accrual in Liabilities, which means our effective cash position for the end of 2025 was \$21,271.

The audited accounts in 2025 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 repayments and loan interest), depreciation, and an adjustment for the estimate of our staff leave liability.

For *Operating* in 2025 we received \$875,358 in income (2024 \$864,901) and our total expenditure was \$924,292 (2024 \$899,572) resulting in an operational deficit of \$48,934 (2024 deficit \$34,671).

For *Non-Operating* we received \$168,307 (2024 \$211,276) income and our expenditure was \$26,478 (2024 \$108,582) resulting in a non-operating surplus of \$141,829 (2024 \$102,694)

## Income

We are grateful to God that in 2025, Tithes and Offerings saw a 4% increase from \$668,271 in 2024 to \$696,231. This however, was 9% below budget of \$762,000.

## Expenditure

Our staffing costs for the year increased only marginally to \$589,579 (2024 \$588,585) as several roles remained or became vacant in 2025. This was a significant 27% lower than the Staffing Expense budget of \$811,978.

### Administration & Building

Our Administration & Building cost for the year was \$146,561 for 2025, marginally up from \$145,641 in 2024. Although there was no significant maintenance and repair work in 2025, there was the expense of setting up for the Church Plant.

### Outward Giving

The total expenditure for Outward Giving was \$73,543, which was 4% lower than 2024 (\$76,568) (still above budget, however). 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.

### Ministry Departments

Our ministry departments costs increased to \$114,698 (2024 \$88,779), however still coming in 19% lower than the projected total ministry departments budgeted cost for 2025 (\$142,226).

## Stage Two Worship Centre

At the end of 2025, the Stage 2 New Worship Centre Loan was effectively \$615,323. The recorded value in the Balance Sheet is \$290,323 because we have used available funds (\$190,000 VISION 2025 and \$30,000 general account) to offset the loan, to reduce the interest until the funds are needed elsewhere. ANFIN does not provide an interest offset ability using other bank accounts and these amounts are available to be drawn back down from the loan as soon as they are required.

Our balance for December 2024 was \$753,000 (\$100,156 current, \$652,844 non-current). We reduced the loan balance outstanding by \$137,677 during the 2025 year. This was achieved through \$164,155 of overall repayments, offset by \$26,478 of interest paid.

# Budget for 2026

## 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. It is a 'cash' budget.

## Key Principles

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

- *Income*: The budget now includes income from Training Fund (\$50,000), which will be used to fund coaching support sessions to a group of people who are at the Enquiry/Discernment steps towards Ordination, and also to fund a bursary to enable people to pursue further theological studies.
- *Staffing*: No significant changes have been applied to staffing remuneration except for known rate changes. In general, all other alignments reflect increases in the appropriate award of Diocesan-approved changes to stipends. Overall operational FTE is 8.8 (excluding interns but including staffing for the church plant). This compares with a budgeted FTE of 7.9 in 2025. As per the prior year, provision has also been made for temporary staffing (namely: graphic design and production support). Already, at the time of publishing, significant savings have already been made in staffing in 2025 due to unfilled positions (even though some have been budgeted for the whole calendar year).
- *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).
- *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 from partnerships, and the gifts received for the Christian Education and Teaching fund.*

### **Tithes and Offerings**

Tithes and Offerings: A very small increase has been applied to reflect our goal to grow the proportion of households giving.

### **Partnerships**

This includes the PMC along with TAS. Funding from the PMC recommenced in July 2025 and is forecasted to continue until June 2026. *It also includes receipt for a church plant grant.*

### **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. Decrease in income has been applied to reflect actual income in 2025.

### **Training Centre Department**

This includes Public Lecture, Ridley, and all other Training Centre Activities. Decrease in income has been applied to reflect actual income in 2025.

### **Sunday Services Department**

This includes baptism and funeral donations, donations for coffee and morning tea on Sundays, name badges, and wedding fees. Decrease in income has been applied to reflect actual income in 2025.

### **Outward Generosity - Missions**

Includes funds received 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.

### **Building & Finance Department**

Budgeted expenses for Building and Finance have increased by a minimal amount for 2026.

### **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. Increases largely due to increase in ministry activities planned for 2026.

### **Outward Generosity - Diocese**

No change in 2026.

### **Outward Generosity - Mission Partners**

No new partners have been added. However, we have made provision for a training bursary which is dependent on income received to the training fund.

### **Parish Functions**

Increase to reflect comparison to receipts in 2025.

## Draft Budget

There are two parts to the draft budget: Operational (including VISION 2025) and Building.

**TABLE 1. Draft Operational Budget (Compared to 2025 Budget)**

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

<b>Operating Income</b>	<b>2025</b>	<b>2026</b>	<b>Change</b>
Tithes & Offerings	\$762,000	\$902,000	18.4%
Partnerships	\$70,039	\$167,312	138.9%
Children, Youth, & Families Department	\$40,115	\$46,200	15.2%
Discipleship Department	\$31,955	\$31,887	-0.2%
Training Centre	\$8,062	\$6,750	-16.3%
Sunday Services Department	\$9,880	\$8,000	-19.0%
Outward Generosity - Missions	\$400	\$400	0.0%
Other Income	\$3,100	\$3,250	4.8%
<b>Total Income</b>	<b>\$925,551</b>	<b>\$1,165,799</b>	<b>26.0%</b>
<b>Operating Expenses</b>	<b>2025</b>	<b>2026</b>	<b>Change</b>
Salaries	\$811,978	\$916,392	12.9%
Partnerships	\$50	\$600	20.0%
Building & Finance Department	\$206,460	\$208,910	1.2%
Children, Youth, & Families Department	\$39,160	\$46,200	18.0%
Discipleship Department	\$47,027	\$47,507	1.0%
Training Centre	\$14,239	\$17,162	20.5%
Sunday Services Department	\$34,960	\$39,325	12.5%
Outward Generosity - Diocese	\$34,800	\$34,800	0.0%
Outward Generosity - Mission Part.	\$38,470	\$58,924	53.2%
Parish Functions	\$8,300	\$7,855	-5.4%
<b>Total Expenses</b>	<b>\$1,235,894</b>	<b>\$1,377,675</b>	<b>11.5%</b>
<b>Net Operating Position</b>	<b>-310,343</b>	<b>-211,876</b>	

Note: In 2024, the budget for VISION 2025 was shown separately. Since 2025, these items have now been incorporated into the operational budget. It should be also noted that we are highly unlikely to fill our budgeted staff roles for the entire year (as some positions have not been filled at time of printing and are unlikely to be filled until later in 2026).

**TABLE 2. Building Project**

<b>Income</b>	<b>2025</b>	<b>2026</b>	<b>Explanatory Notes</b>
Gifts - Edu. & Christian Teach.	\$192,000	<b>\$138,500</b>	<i>Loan repayment is on track for amortisation by the due date of the loan.</i>
<b>Non-Operating Income</b>	<b>\$192,000</b>	<b>\$138,500</b>	
<b>Expenses</b>	<b>2025</b>	<b>2026</b>	<b>Explanatory Notes</b>
Interest Expense	\$42,000	<b>\$24,000</b>	<i>In line with forecasted interest rates.</i>
<b>Non-Operating Expenses</b>	<b>\$42,000</b>	<b>\$24,000</b>	
<b>Net Non-Operating</b>	<b>\$150,000</b>	<b>\$114,500</b>	

Note: The intent is to pay down the loan \$138,500 in 2025 (utilising income to be received).

## Funding the Deficit (Operational Budget)

*In order to fund the budgeted deficit, other than reserves, there are three main sources of funds (in addition to savings that we have made in the prior year budget largely due to unfilled staff vacancies):*

1. **Reserves Set Aside for Church Planting:** as we have prayed and planned towards church planting since the launch of VISION 2025, we have set aside funds for the specific purposes of offsetting the cost of planting. At this time, we have close to \$200,000 set aside specifically for these purposes. *This is sufficient to cover the first 12 months of the plant without any other increases to offerings or grant funds received.*
2. **Grant for Church Planting:** we have been successful in our application for a significant grant that will assist the financial resourcing of the church plant. This grant will be over three years, with the largest portion due to be received in 2026.
3. **Growth in Offerings:** whilst previously we have budgeted for a small growth in offerings, our prayer and intent is to grow offerings in 2026 significantly.

Overall, we are confident that we can fund the deficit in a responsible manner. However, it is also evident that 2026 will be a year in stepping out in faith, relying on God's provision as we seek to faithfully follow where he has been leading us. St Bart's has a great heritage in stepping out in this way and together we can embrace the opportunity to rely on God.

## **Audited Accounts for 2026**

# Financial Statements

St Barts Toowoomba

ABN 37 841 793 393

For the year ended 31 December 2025

Prepared by GTH Accounting Group

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# Income Statement

## St Barts Toowoomba

For the year ended 31 December 2025

	NOTES	2025	2024
<b>Operating Income</b>			
Partnership Income		90,220	106,162
Tithes & Offerings		696,231	668,271
Children's, Youth and Families Department		39,762	35,332
Discipleship Department		30,663	24,256
Training Department		4,188	2,993
Sunday Services Income		10,443	8,043
Other Income (incl Grants & Specific Gifts)		3,851	19,843
<b>Total Operating Income</b>		<b>875,358</b>	<b>864,901</b>
<b>Total Income</b>		<b>875,358</b>	<b>864,901</b>
<b>Operating Expenses</b>			
Administration, Building and Finance Expenses		146,561	145,641
Children's, Youth and Families Department Expenses		35,567	26,478
Discipleship Expenses		33,304	28,723
Training Expenses		14,961	8,984
Outward Generosity		73,453	76,568
Parish Function Expenses		5,212	5,319
Staffing Expenses		589,579	588,585
Sunday Service Expenses		25,633	19,098
TAS Partnership Expenses		21	177
<b>Total Operating Expenses</b>		<b>924,292</b>	<b>899,572</b>
<b>Net Operating Surplus/(Deficit)</b>		<b>(48,934)</b>	<b>(34,671)</b>
<b>Project - Vision 2025</b>			
Vision 2025 Income		-	35,744
Vision 2025 Expenses		-	(20,502)
<b>Net Project - Vision 2025</b>		<b>-</b>	<b>15,242</b>
<b>Project - Building</b>			
E & C Teaching Fund and Build Fund Working Account Income		168,307	175,532
Interest Expense		(26,478)	(38,240)
<b>Net Project - Building</b>		<b>141,829</b>	<b>137,292</b>
<b>Other Non-Operating Expenses</b>			
Depreciation Expense		26,002	25,137
Staff Leave Accrual for year end		1,666	(7,025)
<b>Total Other Non-Operating Expenses</b>		<b>27,668</b>	<b>18,112</b>
<b>Net Surplus/(Deficit)</b>		<b>65,227</b>	<b>99,750</b>

# Balance Sheet

## St Barts Toowoomba As at 31 December 2025

	NOTES	31 DEC 2025	31 DEC 2024
<b>Assets</b>			
<b>Current Assets</b>			
<b>Cash and Cash Equivalents</b>			
ANFIN - 9650 Easy Access		68,720	17,927
ANFIN - 2010 Building Fund		-	-
ANFIN - 4729 St Bart's Toowoomba Education & Christian Teaching		21,183	16,665
ANFIN - 2210 Mission Account		1,134	1,107
ANFIN - 4791 Storehouse (Includes Vision 2025)		4,626	25,608
<b>Total Cash and Cash Equivalents</b>		<b>95,662</b>	<b>61,307</b>
<b>Current Tax Assets</b>			
Tax Accounts		7,743	5,636
<b>Total Current Tax Assets</b>		<b>7,743</b>	<b>5,636</b>
<b>Other</b>			
Prepayments		5,000	5,029
Loan Offset - Vision 2025 Bank Account		190,000	200,000
Loan Offset - Operating Bank Account		30,000	50,000
<b>Total Other</b>		<b>225,000</b>	<b>255,029</b>
<b>Total Current Assets</b>		<b>328,406</b>	<b>321,972</b>
<b>Non-Current Assets</b>			
<b>Property, Plant and Equipment</b>			
Office Equipment		17,977	17,977
Office Equipment - Accum Depn		(16,085)	(14,835)
Comp Equip't		38,026	34,276
Comp Equip't - Accum Depn		(31,594)	(28,447)
Motor Vehicles		41,920	41,920
Motor Vehicles - Accum Depn		(28,720)	(23,480)
Furniture & Fittings		328,622	326,696
Furniture and Fittings - Accum Depn		(269,563)	(254,715)
Brisbane Assets		15,375	-
Brisbane Assets - Accum Depreciation		(473)	-
<b>Total Property, Plant and Equipment</b>		<b>95,484</b>	<b>99,393</b>
<b>Total Non-Current Assets</b>		<b>95,484</b>	<b>99,393</b>
<b>Total Assets</b>		<b>423,889</b>	<b>421,364</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Trade and Other Payables</b>			
Accounts Payable		2,583	1,112

	NOTES	31 DEC 2025	31 DEC 2024
Accruals		47,449	-
<b>Total Trade and Other Payables</b>		<b>50,033</b>	<b>1,112</b>
<b>Other</b>			
Annual Leave Liabilities		24,238	22,572
Prepayments - liability		2,056	1,994
Stage 2 Worship Centre Loan < 12 Months		105,000	100,156
Loan Offset Benefit - Vision 2025		190,000	200,000
Loan Offset Benefit - Operating Account		30,000	50,000
Training Fund Deposits		24,325	-
<b>Total Other</b>		<b>375,619</b>	<b>374,722</b>
<b>Total Current Liabilities</b>		<b>425,652</b>	<b>375,834</b>
<b>Non-Current Liabilities</b>			
<b>Financial Liabilities</b>			
<b>Secured</b>			
Stage2 New Worship Centre Loan		290,323	402,844
<b>Total Secured</b>		<b>290,323</b>	<b>402,844</b>
<b>Total Non-Current Financial Liabilities</b>		<b>290,323</b>	<b>402,844</b>
<b>Total Non-Current Liabilities</b>		<b>290,323</b>	<b>402,844</b>
<b>Total Liabilities</b>		<b>715,975</b>	<b>778,677</b>
<b>Net Assets</b>		<b>(292,086)</b>	<b>(357,313)</b>
<b>Equity</b>			
<b>Retained Earnings</b>			
Current Year Earnings		65,227	99,750
Retained Earnings		(357,313)	(457,063)
<b>Total Retained Earnings</b>		<b>(292,086)</b>	<b>(357,313)</b>
<b>Total Equity</b>		<b>(292,086)</b>	<b>(357,313)</b>

# Notes to the Financial Statements

## St Barts Toowoomba

### For the year ended 31 December 2025

#### 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.

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.

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

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

## 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.

## Worship Centre Loan

- St Barts accepted a loan offer from ANFIN (dated 11 November 2016), on 30 November 2016
- Loan was for construction of a New Parish Worship Centre at St Bart's Toowoomba
- Loan was drawn on date 2 March 2017
- Loan term is 15 years
- Based on the draw date and the term, repayment is due by date 1 March 2032
- \$395,323.41 (\$105,000.00 current and \$290,323.41 non-current) was the outstanding balance at 31 Dec 2025
- If the \$220,000 offset was redrawn, the loan balance would have been \$615,323.41
- Repayments are ahead of the amortisation schedule, so the loan is expected to be repaid by the due date.

## Vision 2025

We have seen the Vision 2025 goals come to the fruition. In accordance with the budget for 2025, the income and expenses for Vision 2025 have now been incorporated into the appropriate general operating items. Vision 2025 income of \$23,894 is now added to Tithes and Offerings income, and the expenses allocated as necessary – salaries to Staffing Expenses, church plant costs to Admin, Building and Finance.

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

# Financial Audit Declaration

## St Barts Toowoomba

### For the year ended 31 December 2025

#### Scope

We have audited the financial statements of the Parish of St Bartholemews for the financial year ended 31 December 2025 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 2025 and its results for the financial year ended on that date.



Simon Cook

CPA Member No: 9635605

GTH Accounting Group Pty Ltd

1A Kitchener Street, Toowoomba QLD 4350

Date: 11/02/2026