



Baptist Churches
of NSW & ACT

The
GATHERING

INCORPORATING THE ANNUAL ASSEMBLY

Saturday 14 May, 2022
154th Annual Assembly

Rev Jamie Long - Chair, Assembly Council
Rev Dr Steve Bartlett - Director of Ministries



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Baptist Churches
of NSW & ACT

Guidelines for Conduct of Assembly Meetings

Please refer to Schedule A of the Association's Constitution adopted on 1 April 2017 for 'Guidelines for Conduct of Assembly Meetings'. The Constitution is on the Baptist website at: bit.ly/BA-NSW-ACT-Constitution. Additional guidelines relating to presentation of reports to Annual Assemblies are contained at Paragraph S. of Schedule A of the Constitution.

PROGRAM

Ballot box open until 1pm for voting for:

Assembly Council Members;
Morling College Council Members; and
Baptist Churches of NSW Property Trust Members

9am Registration Opens

9:30am Celebrate - Welcome

- Acknowledgement of Country
- Worship
- Prayer
- Keynote Session: Kimberly Smith

First Meeting Opened

10:30am Collaborate - Reports and Recommendations

- 2021 Annual Report
- Committee for Ministry Matters
- Affiliation of New Churches

11am Connect - Stretch Break

Collaborate - Reports & Recommendations

- Procedural Changes to the Association Constitution
- Presentation of New Guidelines for Accreditation and Recognition

First Meeting Closed

12pm Connect - Lunch

- Ballot Box closes at 1pm

Acknowledgement of Country

We would like to acknowledge the Traditional Custodians of the lands on which we gather today at our various Assembly sites. These Custodians are the traditional caretakers of the land on behalf of our Almighty Creator.

The Wattamattagal people of the Darug Nation in Macquarie Park, the Wiradjuri people of Wagga Wagga and Molong, the Bundjalung people in Grafton, the Kamilaroi and Gomeroi peoples of the Kamilaroi Nation in Tamworth, the Awabakal people in Mayfield

Second Meeting Opened

- 1pm Collaborate - Reports & Recommendations**
- Procedural Changes to the Association Constitution
 - 2021 Financial Statements
 - Affirmation of 2022 Association Budget
 - Update on matters following the 2021 Special Assembly
- 2:30pm Connect - Afternoon Tea**
- 2:45pm Celebrate - Final Session**
- Macquarie Park Campus Vision Update
 - Keynote Speaker: Steve Bartlett
 - Presentation of the David Brown Scholarship
 - Announcement of Election Results
 - Prayer

Second Meeting Closed

- 4pm Conclusion of The Gathering incorporating the Annual Assembly**

and the Ngunnawal people of the Ngunnawal Nation in Canberra. We pay our respects to the Elders past, present and future.

We acknowledge all other Aboriginal peoples present. We promise to walk softly and gently on this land.

KEY PROFILES - Keynote Speakers



Kimberly Smith

Generations and Emerging Leaders Pastor,
Baptist Union of Victoria

Kimberly is currently the Generations and Emerging Leaders Pastor for the Baptist Churches of Victoria, Australia. Drawing on 15 years experience as a Generations pastor, her role is to support kids, families, youth and young adult pastors and leaders in their roles with mentoring, training and connection to the broad network of churches.

She also seeks to help churches and their senior leadership think, act and grow generationally.

Kimberly is passionate about leadership and team development. She is a State Coordinator within the Arrow Leadership Emerging Leaders program – encouraging leaders in church and para church organisations to explore and develop their leadership potential. She presents the “Leading Teams” module.

KEY PROFILES - MC's



Craig Corkill

Associate Director
of Discipleship &
Leadership Development,
Baptist Churches
of NSW & ACT



Fiona Gardner

Accreditation & Recognition Administrator
and BYM Youth Mental
Health Coordinator,
Baptist Churches of
NSW & ACT



Steve Bartlett

Director of Ministries,
Baptist Churches of NSW & ACT

Steve currently serves as Director of Ministries for our NSW & ACT Association. He is married to Louise and together they have been blessed with three young adult/teenage children - Josh, Jordan and Kiara.

He is passionate about the church living out its potential as a key agent in God's mission in the world and is humbled by the privilege it is to bring leadership to our movement's Gen1K Vision. Prior to his current role Steve served as Associate Director - Church Planting with our Association.

From 2000-2013 he was the Lead Pastor at Bayside Community Church in the Homebush Bay area, which he and Louise planted with a small team.

Prior to this he served at NorthWest Community Baptist Church at Quakers Hill.

From 2006-2011 Steve was also on the faculty of Morling College teaching, mentoring and facilitating in the areas of Leadership Development and Church Planting. He has completed doctoral studies in the development and support of pioneering leaders.

ASSEMBLY COUNCIL

Members



Jamie Long
Chair



Scott Morrison
Deputy Chair

Bill Rusin
Representative
(Chair, Morling College Council)

Andrew Hall

Beth Jackson

Des Ong

Allen Sibley

Jonny Lam

Sarah Daniel
(Appointed member)

Additional Attendees:

Ross Clifford
Principal
(Morling College)

Geoff Moore
Honorary Legal Advisor

Heidi Tak
Team Leader Operations
(Baptist Association)

Steve Bartlett
Director of Ministries

Role of the Assembly Council

The role of the Assembly Council is to collectively ensure the delivery of the vision of the Baptist Association of NSW and ACT, to set its strategic direction, and to uphold its values. The Assembly Council should collectively be responsible and accountable for ensuring and monitoring that the organisation is performing well, is solvent, and is complying with all its legal, financial, and ethical obligations. The responsibilities of the Assembly Council that cannot be delegated to any other person or body include:

- Spiritual oversight
- Strategic planning
- Organisational governance
- Regulatory monitoring
- Financial monitoring
- Financial reporting
- Organisational structure
- Leadership selection
- Succession planning
- Risk management
- Dispute management
- Social responsibility
- Assembly Council performance and composition

UPCOMING EVENTS

Find out more at www.nswactbaptists.org.au/events



Various Dates



May 24



Various Dates



May 30-31



Various Dates



June 14



July 4-7



June 23



September 23-26



August 8



October 5-7



August 30



September 3





Addressing Domestic Abuse &
Building Relationally Healthy Communities

*For information on addressing domestic abuse and building relationally healthy cultures, access the Safer Spaces Toolkit at www.saferspacestoolkit.com.au.

This free resource includes a trauma-informed preaching lens, videos on a range of topics related to domestic abuse, and training videos you can complete at your own pace.

The Safer Spaces Toolkit is an initiative of Australian Baptist Ministries with generous support from Baptist Insurance Services, Baptist Financial Services and Baptist World Alliance Women.

NOMINATIONS FOR ASSEMBLY COUNCIL MEMBERSHIP AND PROFILES OF CANDIDATES FOR ELECTION

Association of Baptist Churches of NSW & ACT

(6 persons to be elected by Assembly, from 6 nominees)

Person	Church	Profile
David Slinn	Gordon Baptist Church	Page 16
Rev. Matthew Kennedy	Chatswood Baptist Church	Page 17
Mark Azzi	Guildford Arabic Baptist Church	Page 18
Allen Sibley +	Paramatta Baptist Church	Page 19
Omar Djoeandy	Caringbah Baptist Church	Page 20
Rev. Tim Blencowe	Macquarie Baptist Church	Page 21

+ Current Assembly Council member.

The following pages provide background information for those nominated (as they will appear on Ballot Papers). Profiles prepared by nominees.

THE CONSTITUTION

The Constitution of the Baptist Churches of NSW & ACT describes how affiliated local Baptist churches and affiliated groups work together to fulfil the objects of the Association. Under the Lordship of Christ, final Governance of the Association is vested with Assembly, which appoints the Assembly Council.

The Assembly Council is the council appointed under section 10 of the Constitution as the Executive Committee under the Incorporation Act and it is empowered to implement Assembly decisions and to conduct the Association's affairs between Assemblies.

The 12-member Assembly Council comprises:

- 9 persons elected by Assembly
- the Chair of Morling College Council/ Morling College Ltd
- 2 persons co-opted by Assembly Council at its discretion.

The Director of Ministries, Principal of Morling College, Honorary Legal Advisor and the Secretary to the Assembly Council attend meetings of the council, but are not entitled to vote.

There are six (6) vacancies to be filled at the 14 May 2022 Annual Assembly for Assembly Council. Four members have completed their 3-year term, and there are two (2) vacancies that were left unfilled from the 2021 Annual Assembly.

The Assembly Council members who are retiring are:

- Rev Beth Jackson
- Rev Scott Morrison
- Rev Des Ong
- Allen Sibley

Of the four (4) members retiring, three are eligible for, and one has consented to, re-nomination.

Section 10 of the Constitution describes the role, membership, power and duties of the Assembly Council.

Clause P of Schedule A of the Guidelines for Conduct of Assembly Meetings in the Constitution requires that the election of Assembly Council members is to take place by ballot at the Assembly meeting.

Six (6) candidates have been nominated and the number of positions to be filled is six (6). Candidates must receive two-thirds (2/3) of the vote each to be elected (Section 8.4(v) (ii) of the Constitution).

Given the responsibilities of the Assembly Council with respect to the objects, powers, duties and obligations of the Baptist Union Incorporation Act, churches should prayerfully consider their voting selection after reviewing the following profiles.

The nominations subcommittee of Assembly Council has confirmed that all nominees meet the requirements under the constitution to stand for nomination to the Council.

The Council's membership should ideally evidence diversity based on several factors including gender, age, culture/ethnicity, geography, and skills. It is desirable that all members will work together drawing on various strengths and experience, in governance (including legal, risk, financial capacity), church ministry and theological reflection, leadership and mission, as well as a working knowledge of Baptist ministries.

The following nominee profiles have been supplied by each nominee and are presented here in randomised order.

Candidates for Assembly Council



Nominee:

David Slinn

Church Membership:

Gordon Baptist Church

David is married to Alison and has three children, William, Victoria and Edward.

David is a member and deacon of Gordon Baptist Church. He has served in a variety of local church roles over many years and is currently chair of the church's Property, Finance and Administration Committee and project Building Committee.

David is a Fellow of the Institute of Chartered Accountants in Australia and has a Bachelor of Commerce and Laws degrees from UNSW, a Master of Laws from Kings College, London University and a diploma in Financial Regulation. David is the CEO of Baptist Financial Services Australia Ltd (7 years) and was previously a director of BFS for 7 years. David has a wide range of experience in the areas of business management, accounting, investment banking, and development project management. Earlier in his career David worked for Coopers & Lybrand (7 years) the HSBC Banking Group (7 years) and as CEO of the DEM Architectural and Design practice

(15 years). He spent 7 years working in London initially with Coopers & Lybrand and then HSBC.

David has served on the Assembly Council in the past from 2011 to 2020 and a range of taskforces and committees. He is currently the Chair of the Finance, Audit and Risk Committee, a director of Morling Foundation, Greater West for Christ Trust and Bedford College.

David has a passion for helping local churches and for building up and mobilising denominational resources for church growth and development. He is keen to continue to support the Gen1K vision of NSW & ACT Baptist Churches in tangible and practical ways and to build a healthy and vibrant church community that is constructively and actively engaged with the broader community. A church community that reflects the gospel in ways that reflect Jesus and that enables those in the community to find Jesus.



Nominee:

Rev. Matthew Kennedy

Church Membership:

Chatswood Baptist Church

Matthew is currently serving as the Associate Pastor of Chatswood Baptist Church and is married to Anna, with three children (10, 8, and 5). He enjoys all things coffee related, reading, photography, and getting outdoors for bush walks, bike rides and sport and lives locally in Chatswood.

Matt grew up attending a Baptist church in North Queensland and has spent his adult life attending Baptist churches in Sydney. His decision to belong and serve in a Baptist church is, however, not merely an accident of convenience. He is a Christian by conviction, and Baptist pastor by conviction. He believes in Baptist ecclesiology, and in the importance of the Baptist movement and ensuring that we have a healthy and growing Baptist witness in this part of the world as we work together.

Matt has had strong involvement in local church, inter-church and inter-denominational organisations. Matt sees the local church as the heart of God's mission, but at the same time believe churches are most healthy

when they work with others beyond their walls for the sake of the kingdom.

Matt has the following qualifications and ministry experience: Bachelor of Electrical Engineering & Masters of BioMed Engineering (UNSW), Bachelor of Theology (Moore Theological College), Master of Arts in Ministry & Graduate in Christian Ministry Advanced (Morling Theological College), leading to Accreditation as a Baptist Minister.

Prior to his current role at Chatswood Baptist Church, Matt served as the Youth Pastor for two years. He also serves in Church Health Consultancy with the GEN1K Church Health team, has served as an adjunct lecturer at Morling College and currently serves as Chair of REACH Willoughby Board (representing churches to oversee Highschool SRE ministry). Matt has also served as a committee member for KCC NextGen Conference, on a Leadership taskforce for the Association back in 2015 and has also served as a Youth Worker at Flo Harris Lodge.

Candidates for Assembly Council



Nominee:

Mark Azzi

Church Membership:

Guildford Arabic Baptist Church

Mark is a qualified lawyer with over 17 years experience. He possesses significant financial literacy holding directorship and leadership roles, managing financial delegations and significant budgets in public and private organisation.

Mark has a strong connection to the local church, holding the Secretary role in previously attended churches. He has a thorough understanding of the Bible and is able to apply principles of homiletics and hermeneutics in interpreting Scripture, as well as preaching in both expository and topical styles.

Mark has developed and sustained sound governance structures in both existing and newly formed churches, and is adept at writing constitutions and policies and addressing matters such as child protection, financial management, human resources and other church matters.

Across his 17+ years of work, Mark has managed teams of various sizes in business and church ministry. He also has experience implementing and managing church discipline, criminal issues and sensitive public relations matters within his member churches and as a consultant.



Nominee:

Allen Sibley

Church Membership:

Paramatta Baptist Church

Allen has served as an Assembly Council member since 2019 and as a member of the Finance, Audit, Risk Committee of the Association for the same period.

After originally training as a teacher Allen has has substantial experience with over 20 years of General Management and Board level experience in global public companies in the information technology and telecommunications industry. He then moved into the Christian not-for-profit world in 2007 where he has worked and voluntarily served in organisations such as BaptistCare, IntegriCare, Bedford College, the Baptist Assembly Council and PeaceWise, where he is the Chief Operations Officer.

Throughout his time as a Regional General Manager at BaptistCare (5 years), he was responsible for Aged Care operations for over 2000 people receiving care, and over 500 employees, managing substantial finances and properties. Allen has also completed the Australian Institute of Company Directors course and has

actively managed risk frameworks, registers, controls and compliance throughout his career as a Director and Senior Manager.

Allen has been a Christian since age 15 where he grew up at Hughes Baptist Church in the ACT and was actively involved in Boys' Brigade, Youth Group and Sunday School. He was a member at Carlingford Baptist Church for 12 years and was actively involved in Boys' Brigade, and Youth Leadership before becoming a member at Parramatta Baptist Church in 1991. Since joining Parramatta Baptist Church, Allen has served in a number of leadership roles including: Deacon, Secretary, Men's Ministry leader, worship team member, and property committee chairman.

Allen is married to Jenny, they have 6 adult children, two grandchildren and live in the north-western suburbs of Sydney.

Candidates for Assembly Council



Nominee:

Omar Djoeandy

Church Membership:

Caringbah Baptist Church

Omar has 15 years of experience in visionary, teambuilding, risk-taking and action-oriented leadership that resulted in effectiveness and growth in a Not for Profit International Organization. Bible, Leadership and Motivational Speaker, Consultant, and Professional Coaching. Previous careers as a Medical Professional, Church Minister and 12 years of study and work in Kenya, East Africa.

Omar is ethnically Chinese, born in Indonesia and an Australian since the age of 10. His career includes Medical Doctor in Australia and Kenya; Associate Pastor at Nairobi Chapel, Kenya when it grew from 800 to 2000; and National Director of SIM Australia (2004-2019). Omar has preached in 15 countries. He has equipped churches, organisations and people in leadership, cross-cultural mission, discerning God's new things and experiencing the God-factor.

In December 2020, he self-published *Redefining Success* according to Jesus (redefiningsuccess.com.au). He loves helping others avoid harmful

definitions of success and connect with the real Jesus. He believes we can refute worldly success and exchange the 'never enough syndrome' for contentment, courage, purpose, generosity and community; and more significantly, be a success in the eyes of Jesus. He is married to Kay, a counsellor, and they have three young adult children.

Omar and Kay have been a part of the Caringbah Baptist Church community for over a decade, and during that time, he has held the role of National Director of SIM (Serving in Mission) in Australia. Omar started in this role with SIM in 2004 with a desire to see the most unreached people groups in the world hear the gospel of Jesus Christ.

In 2019 Omar and Kay moved into a new season of ministry. Omar continues as a member of SIM Australia to speak, coach and mentor in Global Mission and revise his book, *Redefining Success* according to Jesus.



Nominee:

Rev. Tim Blencowe

Church Membership:

Macquarie Baptist Church

Tim has been married to Susan for 27 years and together they have three teenage children. Tim has a Bachelor of Science, Bachelor of Education, Bachelor of Theology, and Masters of Ministry.

Tim currently serves as Senior Pastor of Macquarie Baptist Church, with a focus on international ministry, and as Baptist chaplain to Macquarie university. Tim's previous roles have including serving as youth worker at Flo Harris Lodge, as a pastor at Petersham Baptist Church, and as Chair of Homiletics on the faculty of Morling College.

Tim is strongly committed to Baptist ecclesiology and polity, and values relational sensitivity, strategic thinking, healthy systems of governance, and the empowering of individuals in gospel service.

NOMINATIONS FOR MORLING COLLEGE COUNCIL MEMBERSHIP AND PROFILES OF CANDIDATES FOR ELECTION

Association of Baptist Churches of NSW & ACT

(5 persons to be elected by assembly, from 5 nominees)

Person	Church	Profile
Rev. Angelo Gratsounas	Narwee Baptist Church	Page 24
Lonni Aylett	Chatswood Baptist Church	Page 25
Rev. Matthew Arkapaw	Mortdale-Oatley Baptist Church	Page 26
Rev. Paul Mosiejczuk	Liverpool Baptist Church	Page 27
Rev. James Kim	HOME Church	Page 28

The following pages provide background information for those nominated (randomised order). Profiles as prepared by nominees.

The Morling College Council is the governing body responsible for decision-making in relation to the conduct of Morling College, as the theological college of the Baptist Association.



The 12-member Morling College Council comprises:

- 10 persons elected by Assembly
- the Chair of Morling College Academic Board
- a person with academic expertise co-opted by the Morling College Council at its discretion.

Proposed amendments to the Association's Constitution will be brought to this Annual Assembly which would add to the College Council one member selected by the Assembly Council of the Baptist Churches of Western Australia. This is in light of the recent merge of Vose College (The Baptist Theological College of Western Australia) with Morling College.

The Council is responsible for offering training as determined by the Association; the training of persons accepted by the Association for training for Baptist ministry; the training of cross-cultural ministry workers and other spheres of Christian service; the promotion of the Christian faith consistent with the basic doctrines, statement of belief and values of the Association and offering courses accredited by relevant government authorities and supportive of national goals for higher education.

The Principal of the College, the Director of Ministries and the Secretary to the Morling College Council attend meetings of the council, but are not entitled to vote.

There are five (5) vacancies to be filled at this year's Annual Assembly for Morling College Council. Two members have completed their 3-year term, and there are three vacancies that were left unfilled from the 2021 Annual Assembly.

The 2 retiring Morling College Council members are:

- William Peirson
- William Rusin

Neither of the retiring members are eligible for re-nomination, having served the maximum 3x3 year terms on the council.

As 5 candidates have been nominated and the number of positions to be filled is five (5), candidates will be appointed by a two-thirds majority (Section 8.4(v) (ii) of the Constitution).

The following nominee profiles have been supplied by each nominee and are presented here in randomised order.

Candidates for Morling College Council



Nominee:

Rev. Angelo Gratsounas

Church Membership:

Narwee Baptist Church

Angelo is married to Linda and they have three young adult children and two sons in-law. Angelo has served as the senior pastor of Narwee Baptist Church for almost 25 years serving a growing multi staff church ministering to close to 1000 people. This includes 4 Sunday services, one of which is a Mandarin speaking congregation. Prior to this he served as Associate Pastor at Springwood Baptist Church for four years, he graduated from Morling College in 1993.

He has served as a member of Morling College Board for many years and has also served as a Vice Chairman of the board, Angelo has also chaired the Risk Management Sub-Committee. As required by the most recent constitution he stood down for a year after serving three terms on the board.

Angelo also serves on the board of Christian Growth Ministries and the Narwee Area School Scripture Board he was also a previous Chair of the Peakhurst Area School Scripture Board.

Angelo is a visionary Christ-centered leader with a passion to see the church trained and equipped to glorify God in all aspects of life. He is committed to raising up a new generation of leaders who love God know the word and are led by the Spirit, who will take the gospel to their local communities and to the ends of the earth. He has seen many workers raised up at Narwee who now serve as pastors in our denomination and many who serve overseas in mission

He is accepting nomination to serve again on the council as he sees the value of a strong theological College in training men and women for both pastoral ministry, missionary work and other vocational and volunteer ministries.



Nominee:

Lonni Aylett

Church Membership:

Chatswood Baptist Church

Lonni has attended Chatswood Baptist Church since 2001, and along with her husband and four children is an active member of the church community. Lonni has been involved in a wide range of church ministries, including leading youth groups, women's ministries, children's ministries and ministry to couples.

A financial and investment adviser of 18 years, Lonni has strong interpersonal and analytical skills. She is an empathetic listener and a practical and compassionate problem solver. Lonni has skills in investment and risk management, critical thinking and has community group board experience. She has a passion for supporting the broken-hearted, such as victims of abuse and domestic violence, and those with disabilities.

Lonni has been serving on the Morling College Finance Sub-Committee since July 2021.

Lonni highly values Morling College for its Christ-centred and faithful teaching of Scripture. She wants to see Morling continue to effectively minister to this broken world by equipping students with firm gospel conviction to serve boldly, with love and sensitivity.

Candidates for Morling College Council



Nominee:

Rev. Matthew Arkapaw

Church Membership:

Mortdale-Oatley Baptist Church

Matthew Arkapaw is the current Senior Pastor at Mortdale-Oatley Baptist Church and has been a Pastor within the Baptist Association since 2003. He has been a member of the Assembly Council between 2005 and 2014 and has served as a High School Teacher.

Matthew has a strong knowledge of pastoral ministry, tertiary studies in education, theology, and counselling, experience in board responsibilities through membership of Assembly Council. He also has qualifications in the following areas: BA(Hons), BTeach, BTh (Hons), GradDipTh and Grad.Cert. Counselling.

Matthew is glad to be a two-time graduate of Morling College and is excited at the future prospects of Morling College. He is proud of their commitment to evangelical theology and best practice education and believes in denominational service that he would be privileged to serve on the College Council.



Nominee:

Rev. Paul Mosiejczuk

Church Membership:

Liverpool Baptist Church

Paul is a current member of Liverpool Baptist Church and has the following qualifications: BTH, Dip Min.

Paul has a deep appreciation for people from other cultures and is currently leading Liverpool Baptist Church through a challenging time of transition which involves not only the fellowship, but contractors and dealing with authorities.

Paul has the following ministry experience and has served in the following areas:

- Building industry work and study 1984-1987
- Volunteer Youth Leader and Coordinator 1984-1990
- Study Morling College 1988-1991
- Full time pastoral ministry since 1991
- Board member of Sowers International Australia Inc. since 1993
- Part-time Cross-Cultural worker with Baptist Association 2009-2013

In 2019, Paul went on a Mission trip to Myanmar, South East Asia to teach in Bible Colleges and preach in churches.

Paul believes in the training and equipping for ministry in churches along with the need to be training Christians to be engaged in the wider mission field, whether internationally or the community and workplace here in Australia.

Candidates for Morling College Council



Nominee:

Rev. James Kim

Church Membership:

Burmese Baptist church

Nominated by Kel Willis, the former Chairman of the Board of Morling, James is presently on the Morling College Finance Committee which serves the Morling Council.

James is an Accredited Baptist Minister and is presently the lead pastor of HOME Church, which he founded with his wife, Sumi in 2013. He is a former student of Morling College and graduated with a Masters of Divinity.

He has been covocational for more than 15 years and has been working in one of the world's largest financial institutions for the past 10 years. He will bring to the Board experience and expertise in strategic planning, project governance and risk management along with sound financial literacy.

NOMINATIONS FOR BAPTIST CHURCHES OF NEW SOUTH WALES PROPERTY TRUST AND PROFILE OF CANDIDATES FOR ELECTION

Association of Baptist Churches of NSW & ACT

(3 persons to be elected by assembly, from 2 nominees)

Person	Church	Profile
Geoff Moore *	Narwee Baptist Church	Page 32
Paul Holding *	Baptist Community Church Burwood	Page 33

* Current Property Trust member.

The following pages provide background information for the nominated parties. Profiles are prepared by nominees.

Nominations for Baptist Churches of New South Wales Property Trust and Profile of Candidates For Election

The Baptist Churches of New South Wales Property Trust is an incorporated body created by the Baptist Churches of New South Wales Property Trust Act 1984.

Seven members are elected by the Baptist Assembly for three year terms on a rotational basis. The members of the Property Trust are required to obey the directions of the local congregation, provided those directions do not contravene the Act or the general law of the land.

The Act requires that a member of the Property Trust will be a member of a Baptist Church affiliated with the Association. At a personal level members of the trust are involved in the ministry of a local Baptist church and have a firsthand understanding of congregational life. They know that church property matters are often complex and that local leaders sometimes require help to properly process transactions. As servants of our churches they will adhere to the Basic Doctrines, Statement of Beliefs and Objects and Values of the Association.

In order to fulfill its role the Property Trust should ideally comprise members who have various business disciplines, including accounting, legal, real estate, banking, management, etc. In the past its members have included a Minister. A member of the Trust cannot be a person who is or becomes an employee of the Trust, the Baptist Churches of NSW & ACT or of any committee, council or agency of the

Association of Baptist Churches of NSW & ACT.

The Property Trust meets up to six times a year in Sydney. In addition 2-3 members meet most weeks to sign documents submitted by churches for their property transactions. Country members are paid traveling expenses to attend, or may attend meetings by teleconference.

At each Annual Assembly, an election of members of the Trust shall be held to fill the offices of the members of the Trust, which become vacant at the end of that Assembly.

Two (2) trust members, Geoff Moore and Paul Holding, who will retire by rotation and are eligible for re-nomination having completed their 3-year term.

There are two (2) vacancies to be filled at the 14 May 2022 Annual Assembly for the Baptist Churches of New South Wales Property Trust.

Of the two (2) members retiring, two are eligible for, and have consented to re-nomination – Geoff Moore and Paul Holding.

A simple majority is required in order to be elected.

The following nominee profiles have been supplied by each nominee and are presented here in randomised order.

“

And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the day approaching.

- Hebrews 10:24-25

Candidates for Property Trust



Nominee:

Geoff Moore

Church Membership:

Narwee Baptist Church

I have been a member of NSW Baptist Churches since 1963. In earlier years, I was a member, Deacon and Church Secretary at Dulwich Hill. Over the last 30 years, I have been a member at Ashfield, then Earlwood and more recently at Narwee, where I am currently in membership.

I have been in practice as a Barrister since 1979. I specialise in Property, Equity and Commercial Law. Also, from 1982 to 2018, I lectured at UTS Law in Real Property, Deceptive Trade Practices and Remedies and have been the author of text books in these areas.

I have been the Honorary Legal Adviser of the Baptist Association since 1987 and served on various denominational committees especially the cross cultural committee since the late 1970s.



Nominee:

Paul Holding

Church Membership:

Baptist Community Church Burwood

Paul is married to Robyn and they are members at Baptist Community Church Burwood. Paul is the Treasurer of the church. They have two adult children who are active in their own churches. Paul is an accountant (FCPA) who retired several years ago following lengthy periods of service in senior roles with Baptist Community Services (now BaptistCare) and Ashfield Baptist Homes.

Paul has extensive experience over many years working on Boards of not for profit organisations including a number associated with the Association of Baptist Churches of NSW & ACT. This experience has given him a strong understanding of governance issues and a good working knowledge of the operations of the Association and its affiliates.

Paul retired nine years ago and has since been active as a volunteer in a number of community organisations. He is passionate about sharing the good news of Jesus with his friends and associates.

Paul first joined the Property Trust in April 2011 and has been actively involved throughout the intervening period most recently as Chair. Paul believes that his governance experience, understanding of the operations of the Association and previous service on the Property Trust fit him well for this role.

Our Movement

GOAL

Leading up to 2012 a review of all the Association functions and activities was undertaken. Out of this review a bold goal of 1000 healthy churches in a generation (GEN1K) was established and affirmed by member churches.

Our Vision, Purpose and Goal partner together to explain:

what we believe,

what we need to look like,

how we will become GEN1K and

what we hope GEN1K will achieve through Christ.

PURPOSE

The Association of churches exists to work together in the fulfilment of God's call on us as individual churches – to advance the Gospel of Jesus Christ. We are called to do this throughout all the world – locally, nationally and internationally.

Our purpose also indicates the vital nature of partnership in ministry as it identifies the need to have interdependent relationships to fulfill this call.

As churches and ministers we join together to work towards advancing the Gospel. This includes being supported when we are weak and supporting others when we are strong.



OurStory is an exciting way for up to capture and 'tell the story' of Baptist churches in NSW and the ACT as we journey towards Gen1k: 1000 healthy churches in a generation.

It is a powerful reminder that we are 'Greater Together' and that by God's grace, as a family of faith communities, we can achieve incredible things for His Kingdom.

Keep up to date with the latest at ourstory.org.au and share this site with your church!

VALUES

Core values are one of the aspects that identifies and unites us as an Association. They drive what, why and how we do what we do. Core values guide us as individuals, churches and as an Association.

Our desire is to see our purpose and vision through the lens of these core values and allow them to assist in guiding ministry decisions moving forward.

Our Core Values:

Christ Centred

Mission Shaped

Relationally Committed

People Empowering

Partnership Oriented

VISION

By working together our movement of churches inspires greater accountability of ministry leaders, harnesses a greater potential to impact the world around us and provides a more professional and influential response to key issues that affect Baptist churches and our community.

This combined expression also allows for support and development services to be accessed by all member churches, church leaders and attendees. Our belief is that we can have a greater positive impact on the world around us when we partner together.

Our Vision Pictures:

Healthy Churches/Community

Leadership

Mission

Justice

Our Vision Pictures



We see a movement of transforming, healthy communities

- Embracing faith and risk in a life of authentic discipleship
- Transforming lives in the power of Christ
- A culture of disciple making being normal and expected
- Diverse in expression and ministry yet united in purpose, values and foundational beliefs



We see a movement raising and empowering Kingdom-focused leadership

- A culture of leadership development across our movement
- Ample mature leadership to allow our churches, groups and new ministries to flourish
- Healthy pastors and leaders serving our churches and groups with sustained vitality
- Leaders equipped and supported for their roles in the broader community

GEN ONE

MISSION

We see an extraordinary mission shaped movement of God across our churches and affiliated groups

- Proclaiming and demonstrating Christ's love in holistic, culturally appropriate global engagement
- Growing faster than population growth to a movement of 1000 healthy churches in a generation
- Support and involvement in church planting and pioneering work being normal
- Mutual support and partnership between our churches, the Association of Churches and its affiliated groups

GEN ONE

JUSTICE

We see a movement impacting our society, culture and world

- Cultivating significant positive societal change
- Asserting a prophetic voice, bringing Kingdom values into the public square
- Advocating for and aiding the vulnerable, voiceless and oppressed

ASSEMBLY DOCUMENTS AND RECOMMENDATIONS



Assembly Council Recommendations:

1. That the Annual Reports for 2021 be received.
2. That the Financial Reports for 2021 be received.
3. That the 2022 Budget for the NSW & ACT Baptist Association be approved.
4. That the changes to the Baptist Churches of NSW & ACT Constitution be approved.
5. That the Assembly welcome the individuals listed below to proceed to accreditation in September 2022, after being set apart for ministry, their names be added to the List of Accredited Ministers, subject to the approval of the Committee for Ministry:
 - a. Philip Fong
 - b. James McCleary
 - c. Karen Quah
 - d. Jack Styles
 - e. Bronson Symes
 - f. Tom Walton
 - g. Gabbi Barraclough
 - h. Jo White
 - i. Yvonne Zheng
6. That the Assembly welcome Andrew Margetson to have his accreditation transferred to the Baptist Churches of NSW & ACT from another state or country and that his name be added to the List of Accredited Ministers, on the recommendation of the Committee for Ministry.
7. That the following churches be welcomed as Affiliated Churches of the NSW & ACT Baptist Association:
 - a. HOME Church
 - b. New Vine Vineyards
8. That the new Affirmation of Ministry Guidelines tabled at this Assembly, replacing the existing Accreditation Guidelines, be approved.

Annual Report 2021

Use QR code to access
printable Annual Report.



Welcome to your Association's 2021 Annual Report, which shares many highlights (and some challenges!) of the ongoing ministry across our movement in what was another extraordinary year.

Again this year, the full report including our Governance reporting and reports from our Affiliated Groups, is online. I encourage you to browse and read the various sections and be inspired and encouraged. You can also download a printable summary form of the report at www.thegathering.com.au/AnnualReport

We have seen God at work in remarkable ways. Despite significant parts of NSW & ACT spending a third of the year in lockdown, 10 new churches were planted across our movement. Almost 50 churches were mobilised for evangelism and discipleship through specific supports of the Association. 3 new family units went out supported from our churches to serve in intercultural mission. Grant funding for 3 years over and above normal giving from churches has allowed us to increase our capacity in supporting church multiplication and leadership development, as well as commencing a multi-year strategic road map for transforming our information technology platforms for ministry in the years ahead.

In the midst of COVID, 2021 was also a year of restructure for the Association staff team, to enable growth.

This has allowed greater focus on support and ministry at a regional level as the Gen1K vision for multiplication is embedded more and more in our movement's culture. I want to pay tribute to each and every staff member whose commitment to our mission in the midst of change and disruption this year has been nothing short of extraordinary.

COVID again proved a challenge to mission and ministry, with patterns of engagement disrupted across churches. Our Association team has spent significant energy supporting, encouraging and standing with leaders navigating this season. And as a movement we continue to have challenging and complex issues before us that we are seeking to work through together.

If I was to highlight one final thing that has most excited me about 2021 it would be this: for the first time ever, leaders and members from across our churches joined together in 3 online prayer gatherings. I am reminded again that our efforts in mission, if not accompanied, covered and protected in prayer, will be of little eternal consequence. God moves as his people pray. May it be so for us as we continue to pursue his Kingdom vision for us together in the times ahead.

Steve Bartlett
Director of Ministries

2021 Financial Results

2022 Budget

The Association's surplus of \$9.7m is made up of an operating surplus of \$538k and a surplus from Designated Funds of \$8.3m. The surplus from operations is due to a grant received of \$500k which will be spent in 2022, JobKeeper payments from the government of \$285k and a reduction in planned programs and expenses caused by COVID-19.

During 2021, we have continued to focus on building up resources for the Gen1K vision by further consolidating funds with the aim of efficiency and mobilising resources for strategic initiatives. Some further funds have become available from closed churches. We have consolidated these funds and have \$13m invested in the Baptist Impact Fund to support investment into ministry related activities.

Below is a summary of our 2021 financial results:

	Actual	Budget	Diff	\$Diff %
Operations				
Income	3,790	3,335	455	13.6%
Expenses	(3,252)	(3,493)	241	(6.9%)
Surplus/ (deficit) from operations	538	(158)	696	(440.5%)
Other Ministries	372	44	328	745.5%
Surplus/ (deficit) from operations including other ministries	910	(114)	1,024	(898.2%)
Designated funds	8,335	654	7,681	1,174.5%
Other comprehensive income	445	-	445	-
Total surplus for the year	9,690	540	9,150	1,694.4%

2021 Financial Results

2022 Budget

The figures for other ministries include Kiah Ridge and our Regional Ministries (Greater West for Christ, Riverina District Baptist Association, H100 and TSS). Other ministries is above budget due to proceeds from the sale of closed churches in the Riverina Region and also due to insurance recoveries from Kiah Ridge operations.

The surplus from Designated Funds is above budget due to the write back of bad debts of \$2.9m and proceeds from the sale of properties of closed churches which are used to support the 1GENK vision.

Looking ahead

The Operating budget for 2022 is a net deficit of \$90k. The overall operating budget shows a deficit of \$490k as \$400k in grants was received and recognised in income in 2021 however, being spent in 2022. The Church Partnership Support budgeted only covers \$1.5m of our annual operating costs of \$2.8m.

We continue to work diligently so that the operating budget can be balanced over the long term and as the Association requires increasing resources to support churches in an ever-increasing complex environment.

Church Partnership Support Budget 2022

	\$(000)
Budgeted Church Partnership Support Budget	1,500
How these contributions are utilised in ministry:	
Leadership Development	-225
Baptist Youth Ministries	-187
Children and Families	-171
SRE	-127
Accreditation and Recognition	-208
Mission and Church Development	-221
Church Witness	-125
Church Multiplication	-523
Church Health	-284
Culturally and Linguistically Diverse Ministries	-58
Global Mission	-210
Strategic Support and Regional Development	-363
Ministry Standards	-275
Communications and Events	-408
Ministries management	-279
Finance and Administration	-544
Information Technology	-260
Human Resources	-110
GodSpace	0
Balance Ministry Services	10
Contribution to Morling	-150
Contribution to Baptist Union of Australia	-96
TOTAL MINISTRY ALLOCATIONS	-4,814

2021 Financial Results

2022 Budget

These ministries are funded by income from:

Church Partnership contributions	1,500
External Grant	800
Greater West for Christ	61
Transform Sounthern Sydney	45
Legacy Fund	95
Baptist Financial Services Ltd	777
Insurance operations	438
Investment Fund	90
Tax Deductible Fund	15
Arncliffe Fund	103
Gen1K Fund	400
Income Excluding designated funds	4,324

Operating deficit	-490
Grants received in 2021 to be spent in 2022	400
NET OPERATING DEFICIT	-90

Committee for Ministry Matters

People to proceed to Accreditation

This year we are excited to present 9 Accreditation Candidates. If they are accepted at this Annual Assembly, they will move to be Accredited in our Ordinary Assembly later this year.

Please continue to pray for each of these leaders as they proceed through this journey.



Bronson Symes



Philip Fong



James McCleary



Karen Quah



Jack Styles



Yvonne Zheng



Jo White



Gabbi Barracough



Tom Walton

Meet Karen:

Accreditation Candidate



Accreditation is the highest level of pastoral affirmation within the Association. Karen Quah (Associate Pastor at West Ryde Community Church) is one of this year's accreditation candidates.

Here is her story...

Just over 10 years ago, I wasn't a Christian. I was working in aged care, and there was this one resident; she had Alzheimer's and was very sick, but there was something about her. She couldn't remember her children's names - but she could remember the Psalms. She had this inner something that kept her at peace. I wondered what it was - and I wanted it.

When she died, I went to her funeral, which was at a church. The minister said that she had been poor in life; a single mum, a school cleaner, a person who got very sick...but she was rich because she had invested her heart in Jesus. The moment he said that, her whole way of being made sense. I walked out of the church feeling different, but I didn't know why.

I thought, maybe I should come back to the church to find out. So I did, and I spoke to the minister who gave me a Bible.

Suddenly, residents at work started asking me to read the Bible with them. I'd never opened the Bible or prayed before, and didn't know what to do. So I had to keep going back to church to ask the minister. And that's how I came to read the Bible and learnt to pray. There was this one resident who was a real skeptic. For weeks, she was heaving in pain.

One day, she asked me to pray for her. I did and moments later she passed away. When this happened, I told her daughter and she said, 'We've been praying for mum to come back to Jesus - thank you!' I then realized that I hadn't actually decided if I believed/trusted in Jesus or not, yet God had used me to bring others to him before I had even fully given my heart to God. Right then and there I gave my heart to Jesus.

I went on to work at BaptistCare, and because I was already used to praying for residents, it was just part of what I did. One day the Chaplain called me over and said, 'you're doing a lot of things that I'm doing'. And I said, 'I'm really sorry - I didn't mean to be doing your job'.

And she said 'No, no, I'm saying that I think God is calling you to do much more than what you're doing now - you should go study at Morling'.

I prayed about it and thought, I'll just apply and see if I get in. And I did.

I soon became very sick with a chronic illness and was immobile. I remember lying down in pain on morphine and typing my assignments with my pinky finger. People asked, 'Why are you still studying?' And I said, I feel God is calling me to. I said I'd stop when I failed - but I just kept getting good grades! And the study really helped me, taught me more about God, and gave me a purpose.

There was a miracle of healing and I got better. I met Chris McGowan (who recently finished up as Lead Pastor of West Ryde Community Church) at a preaching conference and she told me to visit her Church. I ended up attending West Ryde and was leading a Bible Study group as I finished up my chaplaincy degree. One day, Chris called me into her office and said, 'I feel like God may be calling you to be a pastor'. I said, 'No, no - I'm finishing my chaplaincy degree and don't want to do any more study'. But she offered me a role as student pastor and told me to 'go pray about it'.

I've been Associate Pastor at West Ryde for a year now. I feel very blessed having been supported by Chris and our church family.

I recognise my journey is quite unusual; I'm not a likely person you would see as a pastor, but I feel like times are changing. People come to church looking for a woman, someone of minority race, someone who has usually been considered outside of the church. I would not exactly be an insider at another church... even at my first church there were a lot of barriers because I am a divorced single mum. This is the first church that just saw me as a servant of God following God's call. I wouldn't be here without my church.

Praise God for Karen and all our other accreditation candidates!

Affiliation of New Churches

The affiliation process recognises and affirms churches seeking to partner with us. This year we welcome two churches into the Baptist Association of NSW & ACT: HOME Church, and New Vine Vineyards.

They have embraced our movement's beliefs, vision and values, and their addition brings us one step closer to our 'Gen1K goal' and belief that we can make a greater impact for the kingdom of God together!

Affiliation of New Churches

- New Vine Vineyards



New Vine Vineyards is located in Branxton and pastored by Amanda Francis. The six-year-old church is a plant of New Vine Lakes, part of the New Vine Network. It was born after Amanda, who attended New Vine H2O at Maitland then New Vine Lakes at Valentine, felt called to leave Newcastle and church plant.

The church is made up of people from all generations, including committed elderly Christians who are mentoring younger ones. As a more rural church, Amanda jokes: “We don’t have any singers but we have motorbike riders, hunters and horse-riders...And, being situated in the vineyards, a few people who like a glass of wine!”

The people are fun-loving, hospitable, generous, relational (placing importance on their relationships within their own homes, within the church, and with God).

They are enthusiastic about meeting together, passionate in serving God and keen to reach out and support people in our community.

“Becoming affiliated was the next step in our growth, and is a sign that we’re now a church that is establishing ourselves well into the future to be a blessing within our community,” Amanda says. “Our church has been happy to be part of the affiliation journey and is excited that we are becoming a recognised church. We trust God is going to continue to knit our church together and fulfill his purposes through us.”

Amanda thanks the Association for the support and materials it has provided throughout this process. She says, “We look forward to continuing to strengthen our church, to grow our church in a healthy way, to develop the leaders within our church, and to develop an awareness of the Association and what it means to be a Baptist church.”

Pray for New Vine Vineyards:

- Matthew 9:38 is important to us. Pray that we would develop our leaders, establish our roots, continue to grow spiritually and numerically, and be influential in our community and see people come to faith
- Pray that Amanda would guard her relationship with God and ensure she continues to have a vital and close relationship with Him as she leads

Affiliation of New Churches

- HOME Church



Introducing HOME Church!

HOME Church is located in Strathfield and pastored by James Kim. While studying at Morling, James had no interest in church planting. He admits he only did the Church Planting course because it was an intensive which meant he could finish his degree quickly. But, he decided to take the assignment seriously. “Little did I know that was the Lord wetting my appetite for church planting! 6 months later I resigned from my position in a large and thriving church community and started this adventure.”

After trying many things that didn't work, HOME Church started as a “last ditch effort” in 2013 with just James, his wife Sumi, and one of their friends, meeting in the Kim's living room for a Bible study. “The friend admitted that he only came along to be polite,” James says, “...But the Holy Spirit

moved and, as he wept, he said that we needed to keep doing it!” Over many meals HOME Church has grown friendship by friendship.

HOME Church chose to become affiliated because:

It was a natural progression that made sense after James became an Accredited Baptist Minister back in 2019.

They desired to be under the support, covering, governance, network and community of fellow Baptists.

It is an affirmation of the existing relationships they already have in the Association and they know there are more connections to be made.

To create mutual encouragement: For HOME Church, it's validation that they're on the map, and they're part of something. And for the Association, it's encouraging that there is this majority-Asian group of Baptists (predominantly professionals in the 25-40 year-old range) that are growing and proving that God's at work.

Pray for HOME Church:

- John 14:23 is important to us. Our vision for HOME Church is that it's the “home” for the Holy Spirit. Pray that more people would make room for the Holy Spirit in their churches and in their homes
- James and Sumi have asked the Lord to serve HOME Church for 30 years. Pray that they may achieve this vision

“

Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.

Procedural Changes to the Association Constitution

The updated Association Constitution with tracked changes can be viewed on our Annual Assembly portal at: www.thegathering.com.au/assembly

Clause

Explanation

1. **Clause 8.4. Assemblies when held; Amendment to (b).**

(b) Apart from the Annual Assembly, there will be at least one ordinary Assembly meeting in any calendar year which is not a Special Assembly. Normally, the Annual Assembly will be held not more than 5 months after the close of the annual accounting period adopted by the Association for the preparation of its accounts.

Timing of Annual Assembly

At the 2021 Annual Assembly an amendment to 8.4(b), was proposed and resolved by Assembly, but the second vote to confirm the change as per the Constitution was not conducted. This resolution is to provide that required confirmation.

Our current Constitution includes a provision that our Annual Assembly must be held within 4 months from the end of the BUNSW financial year, 31 December. However, over recent years, our Annual Assembly has more often been held around the beginning of May to fit in line with the Association's calendar of events.

The change provides for the assembly being held within 5 months from the end of the financial year instead of 4.

2. **Clause 8.4 Assemblies when held; Addition of sub-clause; (c).**

(c) In extraordinary circumstances that render it infeasible to hold a scheduled Assembly in person, the Assembly Council may:

- (i) Postpone that Assembly, or*
- (ii) Cancel that Assembly (unless it is an Annual Assembly), or*
- (iii) Hold that Assembly virtually, in accordance with Clause 8.4(i) of this Constitution.*

Notice of any postponement or cancellation of an Assembly or change from an in-person to a virtual Assembly is to be provided as soon as practical, taking into account the nature of the extraordinary circumstances.

Cancel, Postpone, or hold an Assembly Virtually

At the 2021 Annual Assembly an amendment to 10.4(c) was proposed and initially voted on, but the second vote to finalise the change was not conducted.

The intent of that amendment was to provide Assembly Council with the ability to postpone or cancel an assembly in extraordinary circumstances that make it infeasible to conduct the assembly (eg; a public health order such as a lockdown due to a pandemic).

This new sub-clause replaces the previously proposed amendment and is considered to more appropriately form part of clause 8.4, particularly given it now interacts also with the new sub-clause 8.4(i).

Clause

Explanation

3. **Clause 8.4. Addition of sub-clause; Virtual Assembly (i).**

Virtual Assembly

- (i) *In extraordinary circumstances which mean that it is infeasible to hold an Assembly meeting in-person the Assembly Council can determine that an Assembly shall be conducted as a fully virtual meeting, using electronic technology (including, if required, the method of voting), provided that:*
- (i) *the purpose of the meeting is to conduct urgent or unavoidable business which Assembly Council considers cannot be deferred, and*
 - (ii) *matters requiring considerable discussion and discernment are not brought to a final resolution.*

Hold an Assembly Virtually

The intent of this new sub-clause and its sub-points is that in extraordinary circumstances that make it infeasible to conduct the assembly (eg; a public health order such as a lockdown due to a pandemic), Assembly Council can decide to hold the Assembly virtually. Note that some constraints have been placed around the purpose of, and decision-making at, a Virtual Assembly.

4. **Clause 8.4 Voting; Addition of sub-clause (y).**

- (y) *Where the number of nominees is greater than the number of positions to be appointed:*
- (i) *members can vote for up to two more candidates than the number of vacant positions, should they choose to do so,*
 - (ii) *the candidates receiving the highest number of votes will be appointed, provided that they achieve a greater than 50% majority, and*
 - (iii) *in the event that not enough candidates achieve 50% of the vote to fill the number of vacant positions the unfilled positions will remain vacant.*

Appointment to Assembly and Morling College Councils; Voting provisions.

Where there are more nominees than vacant positions the constitution currently provides for a simple majority (greater than 50%) for a person to be appointed; 8.4(x)(i).

This was the situation for both Councils at the Annual Assembly in 2021, however, due to the high number of nominees most of them did not receive a 50% vote and a number of positions remained vacant on both Councils.

This new sub-clause and its sub-points provide a mechanism by which this situation can be avoided. Through allowing delegates (members) to vote for more candidates (up to two more) than the number of vacancies, it allows delegates to vote for additional people that they consider to be suitable ...

Procedural Changes to the Association Constitution

Clause	Explanation
<p>4. <i>Continued ...</i> Clause 8.4 Voting; Addition of sub-clause (y).</p>	<p>... (should they choose to do so), and not be forced to only vote for the exact number of vacancies.</p> <p>This approach inc reases the likelihood that enough nominees will receive a simple majority of votes to fill the vacant positions. It is a simple approach that can be easily managed at the Assembly, avoids the need for additional rounds of voting, or the complexities of a preferential voting system (both of which were considered).</p>
<p>5. Clause 9.2. Term of Council Members; Amendment of subclause (a): <i>(a) The term of office for a council member shall ordinarily be 3 years</i></p> <p>Amendment of subclause (b): <i>(b) At each Annual Assembly, any council member who has held office for 3 years or more since last being elected (or such shorter period as determined under subclause (d) below) must retire from office but subject to paragraph 9.2(c) is eligible for reappointment.</i></p> <p>Addition of subclauses (d) and (e): <i>(d) Where more than three positions are to be filled by persons to be elected at an Assembly, the three persons obtaining the most votes will each be elected for three years, the next three persons, if any, to be elected will be elected for two years and any other position to be filled, will be elected for one year.</i></p>	<p><u>Balancing the number of Council vacancies coming up for election in any given year.</u></p> <p>There are a few reasons why there may be greater than 1/3 of the elected positions on a council come up for election in any given year – the primary one being the existence of prior casual vacancies that have not been filled. In this situation if all the available positions are elected for 3 year terms, the imbalance in the number of positions coming up for election in any given year will become entrenched.</p> <p>The new subclauses (d) and (e) seek to rebalance the process such that the number of positions coming up for election in any year always tend back to 3 (ie 1/3 of the elected position on the council).</p> <p>The amendment to subclause (b) ensures that members’ terms always conclude at an Annual Assembly.</p>

Clause

Explanation

5. Continued ...

- (e) *In the event of a tied vote between 2 persons, one of whom would otherwise have been elected to a council for one year less than the other under subclause (d) above, the relevant council will determine the terms of both persons, in conformity with this clause.*

6. **Clause 9.4. Vacancy on council; addition of sub-clause (c).**

- (c) *If a council position continues to remain vacant after an election for that position at an Assembly, that council may elect a person under the terms of 9.4(b).*

Filling Casual Council Vacancies

Under the existing clause, the Councils can make appointments to fill casual vacancies as they arise, which subsequently come to the next Assembly for a vote.

The addition of sub-clause(c) clarifies that such appointments can include vacancies not filled at an Assembly, but still requires that such an appointment must then be put to a vote at the next Assembly, as per sub-clause (b):

(b) If a casual vacancy on a council arises, the council may elect a suitably qualified person who shall hold office until the next meeting of Assembly at which time that person may be elected to the council for the remainder of the term of the casual vacancy thus filled. or a new 3-year term as is applicable.

Procedural Changes to the Association Constitution

Clause	Explanation
<p>7. Clause 9.1 – Qualification of council members; amendment to sub-clause (a).</p> <p><i>(a) Be a member of an affiliated church of the NSW & ACT Association, except as provided in Clause 13.1(d).</i></p> <p>Clause 13.1 – MORLING COLLEGE COUNCIL; Addition of sub-clause (d).</p> <p><i>(d) 1 person selected by the Assembly Council of the Baptist Churches of Western Australia (BCWA), who is a member of an affiliated church of the BCWA.</i></p>	<p><u>Western Australia representative on Morling College Council</u></p> <p>The need for this arises from the merger of Vose College with Morling College. At our Annual Assembly in October 2020 a motion was passed amending the Morling College Ltd Constitution to allow a representative from the Baptist Churches of Western Australia to sit on the Morling College Council. In addition, it was noted that changes would also need to be made to the Baptist Churches of NSW & ACT Constitution to align with this.</p> <p>Clause 9.1 (a) previously only required that a person be a member of an affiliated church. The words; ‘of the NSW & ACT Association, except as provided in Clause 13.1(d)’ have been added.</p> <p>Clause 13.1 (d) provides for the appointed person from WA to be on the Morling College Council.</p>
<p>8. Clause 10.4 – Assembly Council Powers and Duties; amendment to sub-clause (g)</p> <p><i>(g) to establish and define the role of any standing committees, and their sub-committees, as and when required such standing committees to ordinarily include the Affirmation Oversight Team; Finance and Risk Committee; and Nominations Committee</i></p>	<p>This change from “Committee for the Ministry” to “Affirmation Oversight Team” reflects the term used in the new Accreditation Guidelines being voted on at this Assembly.</p>

Clause

Explanation

9. Schedule B, D. Minutes; sub-point (iii) is deleted.

(iii) Each council will publish the outcomes of their meetings on the 'members only' section of the Association's website in accordance with a policy developed by them jointly.

Church Communications

At the 2021 Annual Assembly this amendment was proposed and resolved by Assembly, but the second vote to confirm the change as per the Constitution was not conducted. This resolution is to provide that required confirmation.

The Baptist Churches of NSW & ACT does not have a 'members only' section our current website and there are no plans for this in the immediate future. Assembly Council provides updates on major matters already through email communications to our churches and this will continue. Therefore, this sub-point is proposed to be deleted.

Affirmation of Ministry Guidelines for Accreditation and Recognition

In 2019 the Assembly Council approved a significant review of the Accreditation Guidelines and processes.

Review:

A review was undertaken which included holding 9 forums with 130 participants from August to December 2019. These forums included gaining feedback about the strengths and challenges in the existing accreditation processes from groups such as: recently accredited and recognised ministers, accreditation candidates, regional ministers, pastors from a regional setting, pastors and leaders from CALD churches, pastors and leaders who are women, Morling College Bible and Theology faculty and members of the Baptist Ministry Centre team.

Following a review of the feedback, it was decided that, rather than amending existing guidelines, new guidelines should be written. It was acknowledged that the existing guidelines had served the Association well in accrediting pastors and leaders for ministry, however numerous changes, additions and amendments over time had led to the need for a fresh start.

Key Considerations:

A rewrite was undertaken which was shaped in large part around four key considerations developed during the review process.

New guidelines would be written which:

- 1. Are catered to a greater intake and diversity of leaders** in line with the Gen1K goal and “Leadership 411” strategy document. This would include intentionality creating processes that would support candidates from
 - CALD backgrounds,
 - who are women,
 - who are ministry specialists as well as generalists,
 - who are based in regions and
 - who are gifted across the APEST spectrum.
- 2. Are simple and flexible but still rigorous and meaningful.** There was a commitment to:
 - streamlining processes;
 - harmonising accreditation, recognition and church planting pathways; and
 - minimising the guidelines to essential elements which would be supported by other policy and process documents.

3. Require contextual and accessible training which is still academically and theologically robust. There would be requirements for a focussed primary theological degree followed by flexible and affordable leadership development pathways.

4. Are deeply engaged with the local church and regional ministries.

There was an acknowledgment that the local church and regional ministries are the engine rooms of discipleship and leadership development. They would be relied upon more to contribute toward affirmations of call and partnership in a candidate's journey.

Working Groups:

With these four considerations in mind, three key working groups were established to further define and design new guidelines.

1. Call, Character and Chemistry
(facilitated by Tony Calman)

2. Competencies, Training and Qualifications (facilitated by Grae McWhirter and Jamie Freeman from the Association, Christine McGowan from the Committee of the Ministry, and Keith Mitchell and Tim MacBride from Morling College)

3. Compliance, Assessment and Processes (Facilitated by Jenny Casey)

Each working group consulted further with other specialists and contributors.

Framework:

A new process of affirmation was then devised around 6 stages:

1. Conversation
2. Application
3. Recognition
4. Education
5. Accreditation
6. Ongoing Formation

A key feature to the new process is the provision of trained Regional Affirmation Facilitators (RAF), who will have a full understanding of the Affirmation of Ministry Guidelines and processes. Each candidate would be provided with a RAF, to mentor and support them from the outset to the completion of the process. Specific facilitators will be trained to ensure appropriate support for a diversity of candidates.

Affirmation of Ministry Guidelines for Accreditation and Recognition

Consultation, Feedback and Approval:

The Committee of the Ministry were provided monthly updates on progress during 2021. The Committee assessed, amended and approved each element of the new guidelines as they were developed by the working groups.

The guidelines presented to the Assembly have been presented to the following groups for consultation and feedback and were thereafter approved by the Assembly Council to be recommended to the Assembly for adoption.

The Committee for the Ministry

The Association Executive Leadership Team

The Morling College Executive Leadership Team

The Morling College Board

The Assembly Council

A series of supporting policies and procedures are currently under development by the Committee for the Ministry and the Association Team to ensure the guidelines can be managed healthily, efficiently and safely for all candidates and partners. These policies will be regularly reviewed and updated by the Affirmation Oversight Team (ie – the management team overseeing the Affirmation of Ministry processes).

The full guidelines can be found online: www.thegathering.com.au

David Brown Scholarship

The David Brown RURAL AND REGIONAL SCHOLARSHIP is an exciting scholarship awarded annually to a pastor, promoting excellence in pastoral leadership. This scholarship was established in memory of Rev David Brown, once a Team Leader, Ministry Support and Development with the Baptist Association of NSW and ACT. In David's time in leadership in our movement he had a passion for regional and rural ministry, encouraging and supporting pastors and leaders ministering in those contexts.

To receive this scholarship you must:

- Be a pastor of an affiliated church or fellowship of the Baptist Association of NSW & ACT
- located outside Sydney, Wollongong, Newcastle and Canberra areas.
- Be recognised as having potential or demonstrated excellence in pastoral leadership in a rural or regional setting.
- Demonstrate having made a contribution to the local community.
- Demonstrate a commitment to and connection with the wider family of Baptist Churches in NSW and ACT

Previous winners of the scholarship include:

2015 David Strong - Wagga Wagga Baptist

2016 Ian Davie - Moree Baptist

2017 Ian Vippond - Dubbo Baptist

2018 Steve Maynard - Gundagai Baptist

2019 Wayne Spencer - Molong Baptist

2020 Rob & Cheryl Burton
Batemans Bay Baptist

2021 Stephen Gaut - Casino Baptist

The David Brown Award was instigated by Ken Clendinning, who first encountered David when he, as a youth leader, refereed his soccer games. Sometime after 1986, the two (along with John Cox) went on to establish the pastoral teams day training at Epping Baptist. Then after 1999, Ken worked closely with David when he served as the Associate Superintendent for Pastoral Development for the Baptist Union.

After graduating from Morling College in the 1970s, David was appointed as pastor at Yass Baptist. This was his first country experience which subsequently led to him having a great love for country ministry. David died on Christmas Day in 2005, and the David Brown Memorial Scholarship Fund was established in 2007 to enable rural and regional pastors to continue the work of David and attend some learning and development experience.

Ken says: "David was a humble, Godly man, who was relationally strong across a diverse range of persons. He was committed to building God's Kingdom yet pragmatic about how this might best be done. He was a very caring guy which was reflected in his preaching, church governance and relational sensitivity. He was a great pastor to pastors. He had a great passion for country churches and a deep understanding of pastoral life and ministry, especially in country churches."

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