ANGLICAN PARISH OF
ST CHRISTOPHER & ST THOMAS OF CANTERBURY
BATEAU BAY
Our Mission is to be…
Witnessing to Christ’s life, death and resurrection we will build a welcoming, transforming community which stands in solidarity with the poor and needy; challenging injustice and caring for the Earth.
SECTION ONE

PARISH OVERVIEW

The Team:
- The Rector
- CLM
- Ministry Team
- Resourcing Team
- Office Administrator – Part Time
- Parish Treasurer
- Parish Secretary
- OH&S Officer

Location – 2 Tyrrell Place, Bateau Bay

The Anglican Church of St Christopher & St Thomas of Canterbury, Bateau Bay is situated on the beautiful NSW Central Coast, approximately one hour’s drive north of Sydney. It serves the communities of Bateau Bay, Tumbi Umbi, Killarney Vale, Chittaway, Berkeley Vale and Glenning Valley, and is part of the Anglican Diocese of Newcastle.

The property is bounded by three street frontages on Eastern Road, Brooke Avenue and Tyrrell Place, Bateau Bay and consists of:

1. Modern Worship Centre
2. Attached new Hall & Kitchen facilities
3. Parish office
4. Detached Rectory
5. Detached Op Shop
6. Memorial garden

Next door is the Brooke Avenue Primary School and a Day Care Centre. Within walking distance is a group of small neighborhood shops (hairdresser, general store), and located approximately 1 km to the east is Bay Square Shopping Centre (K-Mart, Coles, Woolworths, Aldi, Post Office, banks and specialty shops). Local attractions within a few minutes’ drive include Shelly Beach, Tuggerah Lake, The Entrance, Tuggerah Lakes Golf Course, Bowls clubs, Ten Pin Bowling, Mingara Leisure Centre and Regional Athletics Centre.

The Parish covers an area which includes at least six retirement villages/nursing homes and the Long Jetty Health Care Centre.

Demographics:

The Parish of Bateau Bay community contains a very wide spectrum of society today from the very young, youth, single families, families where both parents commute long distances to work, the
retired who may be minding children, to the elderly and frail. (refer to the census data in Section 3). Active pastoral care of homebound elderly people is part of the life of the church. There are three Lay liturgical assistants who assist with Home Communions.

**Preaching and Teaching:**
The Parish has a strong liturgical base with Sunday and weekday worship, Bible study and SRE to 3 primary schools.

**Parish Management:**
The Parish is managed by a Parish Council consisting of a Ministry Team & Resources Team under the leadership of the Rector.
SECTION 2

LOCAL NEIGHBOURHOOD COMMUNITY PROFILE:

1. A Map of the Parish Boundaries of Bateau Bay

   a. Government facilities and resources that are available for parish missional and outreach use (halls, grounds, schools etc.):

   - **Schools** that relate with the Parish of Bateau Bay within the Boundaries are:
     i) Brooke Avenue Public School,
     ii) Killarney Vale Public School,
     iii) Berkeley Vale Public School,
     iv) Chittaway Bay Public School,
     v) Tuggerah Lakes Secondary College Berkeley Vale Campus.
     vi) The other two Campuses of Tuggerah Lakes Secondary College cover the Parish for education but are just outside the Boundaries Tuggerah Lakes Secondary College Tumbi Umbi Campus and Tuggerah Lakes Secondary College The Entrance Campus.
vii) There is also a Catholic school within the boundaries of the parish, St John Fisher Catholic Primary School.

- **Halls** within the Boundaries of Bateau Bay include school halls in the above mentioned Schools. Halls owned by the Council are:
  i) Tumbi Community Hall
  ii) Kurraba Community Hall,
  iii) Myrtle Brush Community Hall
  iv) Berkeley Vale Sports Complex,
  v) The Berkeley Centre,
  vi) Chittaway Point Hall,

b. Community activities:
   Banksia Community Centre,
   Cynthia Street Community Centre,
   Lakes Community Centre,
   Bateau Bay Ladies Probus Club,
   The Rotary Club of The Entrance Inc,
   Girl Guides Association of NSW Tumbi Vale District,
   Mingara Recreation Club Ltd,
   The Cottage Youth & Community Centre,
   Berkeley Vale Old School Community Centre,
   1st Berkeley Vale Scout Group,
   Tuggerah Lakes Kincumber Community College Inc.,
   Bateau Bay Library
   Bateau Bay Men’s Shed

c. Welfare agencies:
   Meals on Wheels,
   Horizons Central Coast Family Services Inc.,
   Northern Settlement Services Ltd - Central Coast
   WYONG FOOD SERVICES INC. (WSFS Inc)
   Supported Independence Program

d. Health related community facilities:
   - Nursing Homes within the Parish are,
     Killarney Vale Residential Aged Care Facility
     Berkeley Village Residential Facility
     Killarney Court Aged Care Facility
     Killarney Vale Assisted Living Apartments
   - Retirement Villages within the Parish are,
     Glengara Retirement Village
     Berkeley Village

   - Other Health Related Services
     Central Coast Bereavement and Palliative Care Bereavement Service/Killarney Vale
     Central Coast Health Hospice Palliative Care Service
     Community Health Centre - Long Jetty
     Central Coast Area Health Service - Harm Minimisation Team
Uniting Care Central Coast - Nareen Gardens - Uniting To Care
Carer Support Group - Dementia Care Services - Long Jetty Community Health Care
Carer Support Group - Dementia Services – Wyong Dementia Care Services
Adolescent and Family Counselling
Wyong VIP Peer Support Group Vision Australia
Berkeley Vale Private Hospital
Ngaimpe Aboriginal Corporation - The Glen - Alcohol and Other Drug Rehabilitation Centre
Yarran Early Intervention Services
Central Coast Autism and Aspergers Support Group
Yakkalla Recreation Program
Grandparents Support Group - Bateau Bay’Banksia Family Centre,
e. Areas designated by local council for development

There is a proposal with the council at the moment of opening up an area in Glenning Valley for another 450 homes.

f. Major environmental/industrial areas:
Berkeley Vale Industrial Area
Located eight kilometres from the F3/M1 Sydney-to-Newcastle Freeway between Wyong and Gosford, this area boasts the head offices of both Mars Foods Australia and Sanitarium Health Foods and the regional office for ADC-Krone Australia. Sico South Pacific and Toll IPEC are also there, along with many small to medium sized companies.

Tumbi Umbi Industrial Estate
Opposite Mingara Recreation Club, this estate is a highly sought after location for small business owners. It is dominated by the building and automotive industries. The site mainly has factory bays, though also boasts several storage unit facilities.

h. Other Anglican entities – Anglican care, Samaritans, Anglican schools.

Anglican Care does not operate within Boundaries of Parish

The local Anglican School is in the Parish of Lakes Anglican being Lakes Grammar – An Anglican School

Samaritans operate within the Parish, operating Disaster Recovery, Enhanced Living Options (ELO)

Residential services at Bateau Bay,

2. WEB address from Local Council (Wyong):


No Significant Council Plans affecting the Parish Area, they are plenty beyond the boundaries

3. Community demographics:

Demographic data for your area can be obtained through Census Data 2001 on the Australian Bureau of Statistics website www.abs.gov.au.

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<thead>
<tr>
<th>Age Group</th>
<th>Females</th>
<th>Males</th>
<th>Total</th>
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<td>0 – 4</td>
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<td>1,286</td>
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<td>5 – 14</td>
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<td>20-24</td>
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<td>25-54</td>
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<td>55 – 74</td>
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<td>75 -&gt;</td>
<td>2,274</td>
<td>1,430</td>
<td>3,704</td>
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<tr>
<td>Total</td>
<td>19,299</td>
<td>17,426</td>
<td>36,725</td>
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</table>

Census data for the Parish is the data from the below two sites


Forecast Population Growth for the Parish data can only be done with data also with the Parish of the Entrance. It takes the population of the two parishes in 2014 of 51688 to 60485 by 2031.

Population Growth Areas will continue to be Young Families with Parents in their 30s with young children and Retirees.

4. Striking features which impacts the general community

Most working people work in either Sydney or Newcastle and so these suburbs have a large commuter population.

Very limited support in the community for Grandparent who are carers.

5. Community

i. Social concerns of our local community

Issues of social concerns in this community are, isolated aged, high youth unemployment, single-income commuter families, young people left at home by themselves as parents commute to work, Domestic Violence, limited family time.

ii. Parish engagement with these community issues

- The Parish runs an Emergency Food Relief service which provides canned goods for those struggling.
- The Messy Church that the parish runs is connecting with many of these single-income commuter families.
- Monthly Trash & Treasure Markets held in the hall and the car park attract the community to the site providing the Church with exposure and also welcomes community groups the opportunity to link with the Parish and the general community together.
- Op Shop attracts a lot of our local community to our Parish site
- Hall use by community groups also is a great way the Parish engages with the community
SECTION 3

PARISH DETAILS & STATISTICS

a. Involvement of Other Stipendiary or CLM who provide clergy assistance:
   a. CLM – Rev. Kathryn Dunstan
b. Distance from Rectory to Church Centre
   a. Adjoining – 50 metres uncovered

c. Worship
   • Bateau Bay Worship Centre

SUNDAY

8.30am - Traditional Service Holy Communion, 60 to 70 attendees, age group predominantly over 60 years with a strong Anglican faith tradition, traditional Hymn’s, with Lay Liturgical Assistants & Chalice Assistants, followed by morning tea

10.00am – Families Alive, contemporary family service, – 12-20 attendees, and up to 50 with Baptisms, appealing to new Christians; families with young children and those inquiring about faith and ideal for infant Baptisms with modern contemporary music.
A bring and share Lunch is held at midday on the 3rd Sunday each month.

6.00pm - Second Order Holy Communion followed by supper on the 1st Sunday each month - 12 to 16 attendees with a strong Anglican faith tradition and new Christians, Chalice Assistant and no music.

MESSY CHURCH - 2nd Sunday each month 3pm – 5.15pm. Messy Church began in 2011, and has allowed us to connect with many families; children, parents and grandparents in our community. Numbers vary monthly from 30-50. Led by CLM Rev Kathy, as well as a team numbering 6-9.

WEDNESDAY - 10am Traditional Service Holy Communion 6 - 10 attendees, age group predominantly over 60 years with a strong Anglican faith tradition followed by morning tea. Coffee & Kids follows.

FRIDAY - 9.30am Healing Service Holy Communion, 10-15 attendees, no music, age group predominantly over 60 years with a strong Anglican faith tradition

• Nursing Homes – Retirement Villages
  • Killarney Court NH – Holy Communion -1st Friday of month – 11am (15)
  • Killarney Vale NH – Holy Communion -2nd Friday of month – 11am (15)
  • Glengara Retirement Village- Holy Communion -2nd Friday of month with music-2pm(6-15)
• Berkeley Vale Nursing Home – Holy Communion - 4th Friday of month with music - 11am (30-40)

Season and Special Worship
• Maundy Thursday
• Good Friday
• Holy Saturday
• Easter Sunday
• Christmas Eve
• Christmas Day
• Australia Day morning followed by Breakfast
• Along with several Saints Days and visits from Mission Agencies

d. Trends and Changes
New combined 8am & 9.30am service at 8.30am, and the new 10am Contemporary Family Service are new worship arrangements.

Parish Groups
1) Outreach/Missional groups
   a) SRE – 3 Primary Schools
   b) Coffee & Kids
   c) Mutual Care
   d) Messy Church at Berkley Vale
   e) Community Connections
   f) Craft Group
   g) Op Shop
2) Parishioner or Diocesan-wide spiritual and pastoral support and growth groups:
   a) Mothers Union
   b) Men’s Group – with other local Parishes

Parish Council
1.a. In last 3 years the Parish Council encouraged and led major activities in the following areas of parish life:
   Stewardship: The Parish Priest for the last three years has run a four week teaching series for our stewardship campaigns.
   Spiritual growth: The Parish has had several Lenten Study groups each year.
**Lay/team leadership:** The Parish has a Ministry Team consisting of three leaders commissioned in 2014, it also has assistance with several Ministry Coordinators for maintaining the ministry of the Parish.

**Engagement with the community:** The parish’s engagement with the community has greatly increased in the last 3 years, this has happened through our Messy Church, Running Messy Halloween, Car park BBQs for the neighbouring School and for Skaters in the Car park and through our Monthly Market Days.

1.b. In the last 3 years factors which have hindered these ministries are:

- **Stewardship:** A growth in stewardship has been hindered in the last 3 years by the changing demographics of the Parish, the established members of the Parish have increased their giving but their numbers have struck. The new members of our parish who are younger are generally new to the faith and are still learning what it means to give.

- **Spiritual growth:** The Parish has been hindered in spiritual growth outside of Sunday worship due to a lack of interest in gathering at other times by parishioners for growing spiritually.

- **Lay/team leadership:** The greatest hindrance to the lay/team leadership has been growing new leaders, we have a wonderful team who want to grow new leaders but new parishioners have not yet shown interest in taking on leadership roles.

**Engagement with the community:** The greatest hindrance to engagement with the community has been an understanding of church in the parish in that the ministry of the church belongs just to those who attend worship on Sundays.

2. Areas of missional ministry new to the Parish in the last 3 years where we anticipate a new incumbent being involved?

- **Messy Church,** has now been run since 2012 in the parish, the incumbent would be expected to support the leadership of the ministry.

- **Families Alive,** our 10am all-age worship service was started after a major restructure of services in 2014, the new incumbent would need to be involved in this service and have the skills to take it to the next level.

3. Major areas of grief with which a new incumbent might be involved

- Closure of groups and restructuring of the parish has been undertaken by the previous two incumbents.

4. Areas where the Parish would anticipate the new Rector would bring gifts of leadership, teaching, on-going education to assist parishioners in their current or planned ministries

   a. **Leadership:**
      
      a. To lead the Parish Council and Ministry team to grow Ministering our community in mission
      b. To lead us towards a holy, loving and welcoming congregation
      c. Grow SRE
      d. Encourage and equip our people for Lay ministry
      e. Minister to the aged, ill, lonely, youth, struggling families,
      f. To connect further with the community

   b. **Teaching:**
a. Convey the teaching of God through contemporary theology and liturgy to attract new Christians to our congregation

c. On-going Education
   a. Bible Study

5. Projects underway or anticipated
   There are no projects underway

**Becoming Ministering Communities in Mission:**

1. The top 3 goals for the Parish are:
   1. To turn our Food Aid program into a Food Bank within the Parish Community.
      Ministry - Community Connections
   2. Create a team of qualified Pastoral Carers using Introductory 40 hr Clinical Pastoral Education, that then meet regularly for peer-support.
      Ministry - Mutual Care
      Ministry - Evangelism and Emerging Church

2. The time lines for planning and implementing the 3 Parish goals are:
   1. **2015** finalize plans for a food bank,
      **2016** Implement Food Bank alongside existing Food Aid, **2017** Review Food Bank Program
   2. **2015** as soon as Central Coast Health begin Introductory CPE to send students along,
      **2016** Establish peer-support group meetings, **2017** Review Pastoral Program
   3. **2015** Make time to explore location, community need, what type of worship might be useful for a possible congregation, continue to vision cast the dream of a congregation and make special visits to potential team, i.e. people living in target suburbs.
      **2016** Establish congregation with regular time and set a member of clergy to have pastoral commitments to at least 4 hours a week to the suburbs of Berkeley Vale, Chittaway Bay and Glenning Valley.
2017 Continue to grow congregation focusing on how to build more relationships with the communities of Berkeley Vale, Chittaway Bay and Glenning Valley

3. The 3 major indicators that these 3 goals are being achieved over the next 18 month period are:

   1. Establishment of a Food Bank

   2. A regular peer-support group being run in the parish for qualified Pastoral Carers

   3. We will have established a worshiping community meeting weekly in the target area of at least 20 people.

4. Involvement with the Ministry Development Officer in the *Ministering Communities in Mission Programme.*
   
   The Parish has been part of MCIM since 2008.

   **Ministry Team**
   
   ➢ Priest in local mission-Rev. Kathy Dunstan
   ➢ Community Connections-Kevin Beeforth
   ➢ Mutual Care-Sue Wilkinson
   ➢ Evangelism & Emerging Church-Rev. Kathy Dunstan

   **Parish Wardens**
   
   ➢ Priests Warden- Patrick McMahon
   ➢ Church Wardens-Brian Burling & Steve Dunstan

   **Other Team Leaders**
   
   ➢ Mission Secretary- Joan Smith
   ➢ Parish Health Officer-Judith Dixon

   **Resourcing Team**
   
   ➢ Patrick McMahon; Brian Burling; Steve Dunstan, Ron Hartnell, Ruth Hegyi, Marc Turner (WHS Officer); David Bowler (Treasurer); Kristin Bowler (Minute Secretary).

5. Involvement in the *Bishop's Certificate in Theology for Ministry?*

   The Parish currently has no involvement in the Bishops Certificate.
## Finances:

1. Balance Sheet presented to the AGM, dated 31/12/2013

### CURRENT ASSETS

<table>
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<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Sundry Debtor – Building GST</td>
<td>25,200</td>
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<tr>
<td>General Account</td>
<td>30,858</td>
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<tr>
<td>Direct Debit Account</td>
<td>414</td>
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<td><strong>Total Current Assets</strong></td>
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### Non-Current Assets

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<td>Property Improvements-at cost Note 1</td>
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<td><strong>Total Assets</strong></td>
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### NON CURRENT LIABILITIES

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<td>Loan- Westpac Bank (secured) Note 2</td>
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<td><strong>Total Liabilities</strong></td>
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### Net Assets

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<td>Retained Profits</td>
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<td><strong>Total Accumulated Profits</strong></td>
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**Note1.** This figure represents Building payments, less GST refund due, made for year ended 31 December 2013

**Note 2.** The loan from Westpac Bank is secured over the new building constructed during 2013. The Building is owned by the Anglican Church Newcastle Diocese.

Term or Loan: Current term expires October 2015. The Loan will move to ASDF during 2013 in line with Diocesan instructions

Interest Rate: The current rate is 5.435%, this rate will change when loan moves to ASDF.

### Income Summary

- 46% of income from offertory contributions,
- 4% from fundraising,
- 31% from Op Shop
# ANGLICAN CHURCH BATEAU BAY
## PARISH GENERAL ACCOUNT
### INCOME AND EXPENSE STATEMENT FOR YEAR ENDED 31 DECEMBER 2013

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<tr>
<th>INCOME</th>
<th>2013</th>
<th>2012</th>
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<td>ASDF Interest &amp; Commission</td>
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<td>Collections - Open Plate</td>
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<td>Mission Giving</td>
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<td>Transfer from Op Shop</td>
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<td>Transfer from Craft Group</td>
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<td>Transfer from Caritas</td>
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<td>Donations (Other)</td>
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<td>Hall Renovations/Additions</td>
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<td>8,951</td>
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<td>Hall Renovations/Additions – Loan Interest</td>
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<td>Hall Renovations/Additions – Loan Fees</td>
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<tr>
<td>New Facility</td>
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<td>23,554</td>
</tr>
<tr>
<td>Repairs &amp; Maintenance – Rectory</td>
<td>6,859</td>
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</tr>
<tr>
<td>Stationery &amp; Printing</td>
<td>3,983</td>
<td>4,704</td>
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<tr>
<td>Stationery &amp; Printing-Copier Lease</td>
<td>3,285</td>
<td>3,472</td>
</tr>
<tr>
<td>Stipend</td>
<td>53,295</td>
<td>48,367</td>
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<tr>
<td>Superannuation Contributions</td>
<td>7,461</td>
<td>5,761</td>
</tr>
<tr>
<td>Telephone</td>
<td>1,285</td>
<td>1,151</td>
</tr>
<tr>
<td>Transfer to Trustees of Church Property</td>
<td>0</td>
<td>72,183</td>
</tr>
<tr>
<td><strong>180,738</strong></td>
<td></td>
<td><strong>275,705</strong></td>
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</tbody>
</table>

**OPERATING PROFIT/LOSS**

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>215</td>
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<tr>
<td></td>
<td>(65,384)</td>
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</table>

**PLUS:**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount 1</th>
<th>Amount 2</th>
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<tbody>
<tr>
<td>Opening Balance</td>
<td>44,105</td>
<td>109,489</td>
</tr>
<tr>
<td>Adjustment to Prior Year regarding Westpac Loan</td>
<td>2,992</td>
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**RETAINED PROFITS**

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>47,312</td>
</tr>
<tr>
<td></td>
<td>44,105</td>
</tr>
</tbody>
</table>

**STATEMENTS ARE TO BE READ IN CONJUNCTION WITH THE ATTACHED AUDIT REPORT**

**AND NOTES TO THE ACCOUNTS**
2. The Parish’s ability to meet full time:
   Stipendiary - Yes
   Diocesan contribution expenses - Yes.

3. Permanent or Temporary Trusts held:
   Permanent Trust June Evers

4. Debts carried by the Parish:
   $260,000 to be paid off by 2044

5. Parish buildings and their general state of repair of in line with the annual property inspection reports
   Rectory: Currently waiting on a report. The Rectory is a 30 year old brick veneer construction that is in good state of repair that requires minor repairs such as painting and roof tile repairs.
   Church: Excellent state of repair but it’s time for painting. The roof requires some minor work for water leaks, the church itself is also overdue to be painted having not been painted since it was opened in 1996.
   New Hall: Excellent state of repair, no repairs required
   Op Shop: Excellent state of repair, none repairs required

6. Rolling maintenance programme for property and grounds:
   The Parish does not have a rolling maintenance programme. There is currently no anticipated financial commitments other than general repairs and maintenance such as painting

7. Parish buildings/facilities regularly rented to external groups.
   We have a range of regular use Hall hire.

8. The current parish level of contribution is:
   0%
Section 4

Parish Consultation (26/8/14)

1. What is there about the Parish which is cause for Celebration?
   - Generous, friendly, caring people
   - Geographic location - community
   - Reaching out into the community
   - Great buildings in good condition
   - Very accessible facilities – disability friendly
   - Great Parish Council, Ministry Team and Resourcing team
   - Memorial garden
   - Parish Op shop income staffed by volunteers and provides pastoral care
   - Previous Rectors ministry
   - Managing change in a positive way
   - Different ways of ministering to families and Children through the growth of messy church and Families alive
   - Messy Church as an alternative workshop
   - Support by Parishioners in running Messy Church
   - Successful Market Days for income and being part of the community
   - Willingness to take on new enterprises
   - Well established in the community – community awareness
   - Mew technology and electronic giving
   - Men of the Parish celebrate quarterly together and combine with local Parishes
   - Samaritan link
   - Food distribution to the needy
   - SRE
   - Great organists
   - Monthly markets are linking with the community, providing awareness, means of proving Christian information, programmes and income
   - Wisdom in Church family and handling the debt
   - a young, innovative and energetic Parish Priest
   - a warm-hearted, sincere and enthusiastic Rector
   - Sunday Service: I find I leave the Service feeling reinvigorated and more importantly, feeling I have a better understanding of the scriptures and their place in my life
   - The Church is a welcoming place and there is a sincere sense of camaraderie
   - dinners/functions - create new friendships
2. What would make this Parish stronger, better and more successful as a Christian ‘community’?

- Youth Ministry
  - Welcome all the community in particular the youths that are attracted to the Church site – work with them – there is great potential. Somehow get a Youth group (for teenagers) together with relevant activities
  - Extend further into the community and develop church community ties through Prayer, Social, Bible study
  - Grow the use of music and increase the variety of music
  - Development of Messy Church
  - Learning and implementing ways of competing with other activities due to our coastal location
  - Be one body of God and not impacted as a Parish family by small Clique groups
  - Focus on family ministry to increase attendance and to drive active participation
  - Grow the ministry team with new members and mission
  - Continue to develop and provide contemporary ministries
  - Consider the future of the Rectory
  - Plant a new church in the west of the Parish area
  - Grow SRE – more SRE teachers
  - Good sermons from the Bible
  - Grow Bible study and prayer groups – Previous Rector has tried
  - Social activities
  - Promotion of Hall as a public facility
  - More awareness of community needs
  - more younger families
  - further build on the coffee club and maybe introduce a book club, or the like
  - parishioners being active within the community: volunteering for other organisations under the Parish’s banner
  - further build on the sense of TEAM

3. What are in our opinion the essential characteristics required in the next Rector of the Parish?

- Democratic pastor
- A marketeer – a good promoter, face in the community
- Strong leader
- Pastor to all of the community
Sound theological formation – sermons, bible studies......
Thought provoking sermons leading to action
Good listener
Approachable
Energetic
Ability to drive change
Able to manage diversity
Passionate about ministry the community and gospel
Musical understanding
strong leader: who is able to bring the parishioners on board with new ideas and new ways of doing some things (Note: let us not forget the traditions)
empathetic and sensitive
an engaging public speaker
intelligent: well-versed in the scriptures, traditions and rituals, and able to relate/link their teachings and meanings to current times
boundless energy: a doer
a family man/woman
a sense of humour

4. What would we like to see the Rector undertake in their first hundred days in our Parish?
Lots of Prayer
Get to know the congregation, community and other Churches
Get established
Attend all groups
Clear plan of how the Church can move forward – at the end of the 100 days if possible
Leave thing as they are – no changes to existing arrangements
Listening, looking and evaluating – get to know how the Parish runs
observe: not too hasty to make changes
consult: get to know the parishioners
after say 6 - 9 months in the job, present a plan, a vision for moving forward
an audit: all Church activities and groups, and the interests/skills of the parishioners
Something for a little later down the track: Church music: in addition to the organists, are there any other parishioners who play musical instruments?