

Annual Report

2012



Baptist Union of Victoria

Celebrating 150 years

In 2012 we celebrated 150 years of Baptist mission in Victoria

Our 150 Years Celebration Concert and a Multicultural Celebration brought together Baptists of all generations and many nationalities from across Victoria.

Looking Back – Stepping Forward



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THE BUV VISION IS TO ADVANCE THE KINGDOM OF GOD

We do this by empowering church leaders for mission.



Long Term Goals

- 1 Build stronger identity around Baptists being a missional movement.
- 2 Build a deeper connection between churches to engage together in mission.
- 3 Recognise, develop and empower healthy leaders for growing missional churches.
- 4 Improve main BUV processes to serve the mission. Review and update BUV governance processes to better enable alignment between the BUV, Churches and Agencies.
- 5 Invest in and promote healthy ways of being the Church engaged in effective mission.

OUR FUTURE

The Baptist Union of Victoria is structured and focused around our vision of advancing the Kingdom of God by empowering church leaders for mission.



2013 BUV Organisational Objectives

- 1 • Champion and communicate the centrality of Baptists burning with the conviction that the Kingdom of God is the greatest cause in the world
- 2 • Facilitate 20 intentional and functional networks between church leaders
• Facilitate the use of BUV website as a valued tool for church leaders
- 3 • Create effective pathways for leadership development
• Provide 2 high quality leadership development sessions for leaders
- 4 • Review and update pastoral selection and placement processes in light of the needs of a contemporary missional church
• Review and update BUV governance processes to better enable alignment between the BUV, Churches and Agencies
- 5 • Build capacity of 15 churches through developing healthy church systems

MESSAGE FROM UNION COUNCIL CHAIRMAN

2012 has been quite a year for the BUV. Through the culmination of the reimagining process, the organisational restructure that followed and the significant change in the senior leadership, the transition from an Acting Director of Ministries to the appointment of Daniel Bullock (late in 2011) and his induction to the role of Director of Mission and Ministries, it has been a distinctively encouraging journey.

The encouragement is that after such a period of change, with a new structure in place, newly arranged areas of ministry and a new Senior Leadership Team, the Union of Baptist Churches in Victoria remains a healthy, thriving and vibrant instrument of God in the state of Victoria.

Union Council is a group of nine to eleven people elected and entrusted by the BUV Assembly to oversee the governance of the Baptist Union of Victoria. I want to thank Phil Trebilcock, my predecessor as chair of Union Council for the thoughtful and steady way in which he has led the council, and in addition, chaired the Director of Mission and Ministries selection committee.

In 2012 Mark Baily concluded 17 years on Union Council and its predecessor the Executive Council. Craig Wright also concluded two years as President of the BUV in 2012, agreeing to stay on for an additional year to provide some continuity in the Union's leadership during the reimagining process. To Mark for the longevity and substance of his service and to Craig for his willingness to add some well-appreciated continuity during the time of transition, we are very grateful. In October this year Frank Rees was re-elected to the Union Council and we also welcomed Jo Bradshaw.

Changes in the senior staff of the Union Support Office saw the cessation of the Regional Minister role and the introduction of five main areas of responsibility: mission and ministry, church health & capacity building, pastoral support & development, communications, and finance & administration. The regional minister roles were vacated by Andrew Woff, Anne Wilkinson-Hayes, Geoff Leslie and Grant Stewart. The Union Council is grateful for the many kilometres travelled, and the immense work of ministry done with pastors, leaders and churches. We welcome the new Senior Leadership Team of Daniel Bullock (Mission and Ministries and Head of Mission Catalyst Team), Andrew Woff (Pastoral Support & Development), David Devine (Church Health & Capacity Building), Nikki Capp (Communications) and Ian Southwood (Finance & Administration). Please continue to uphold each of these leaders in your individual and corporate prayers.

Some significant issues considered by Council in 2012 included the BUV submission to the Victorian Parliamentary inquiry into the abuse of children, the relationship of the BUV to our agencies and the media, and the contribution of financial equity to Baptist Financial Services.

In overseeing the governance of the BUV we also put in place a Union Council Charter ensuring that our discussions and decisions remain consistent with the governance role we fulfill. We have considered areas as diverse as the investment policy, risk mitigation plans, the development of a conflict of interest policy for council members, the potential reputational risks that confront our union of churches, and the continual improvement of our processes through an annual self-assessment.



The Council is served by several committees: nominations, council development, audit and risk, and the constitutional review committee. Each of these make the role of Council and my role as Chair more manageable.

As we look towards 2013 I give my particular thanks to Daniel Bullock, Ian Southwood, Stephen Morton - Honorary Legal Advisor, and my colleagues on the Union Council for their support and prayers.


Trevor Spicer

DIRECTOR OF MISSION & MINISTRIES REPORT

2012 has been a defining year for the Baptist Union of Victoria. I'm convinced we are now well positioned to support and empower church leaders across Victoria, so that together, we can intentionally and effectively invest ourselves in advancing the Kingdom of God.

The structural changes of the BUV Support office which flowed out of the 'reimagining' have led to the appointment of our new Leadership Team, with a sharpened focus on empowering church leaders for mission. As a year of transition, 2012 saw us farewell familiar faces, and welcome new team members. Both tough and challenging, this period of change has had impact beyond the BUV support office, and to Victorian Baptists and Church Leaders in particular, we thank you for your patience and your ongoing prayer support.

Be assured of the BUV's readiness to proactively and intentionally resource, support, empower and develop Victorian Baptist Church leaders to better equip them for mission in their local contexts. We are also committed to building connections between leaders and between churches, so that through our association and networking, we bring our best game to our endeavours: avoiding duplication, sharing effective initiatives, and spurring one another on.

Probably the most significant change we have implemented during 2012 is creating four new teams. The Church Health and Capacity Building, and the Pastoral Leadership, Support & Development Teams enable the BUV to continue to provide professional growth and meaningful individual support to pastors through the networked model of pastoral development we are pursuing. They and also give proactive focus to promoting and building capacity of church leadership teams to engage in effective mission and ministry through empowering structures, sound resourcing, and missionally focused relationships. Our Mission Catalyst Team ensures in all things we are aligned and focused on equipping and empowering a missional movement of Baptists in Victoria. Our Communications Team provides support and strategic intent to connecting up our communications in pursuing our mission goals.

A key priority for 2013 will be to enhance information flow and streamline processes, so that accessing the right people, information, advice and resources through the BUV support office is easy for church leaders. Our regular connecting with local churches and leaders we also believe will improve our capacity to meaningfully support and resource local mission needs.

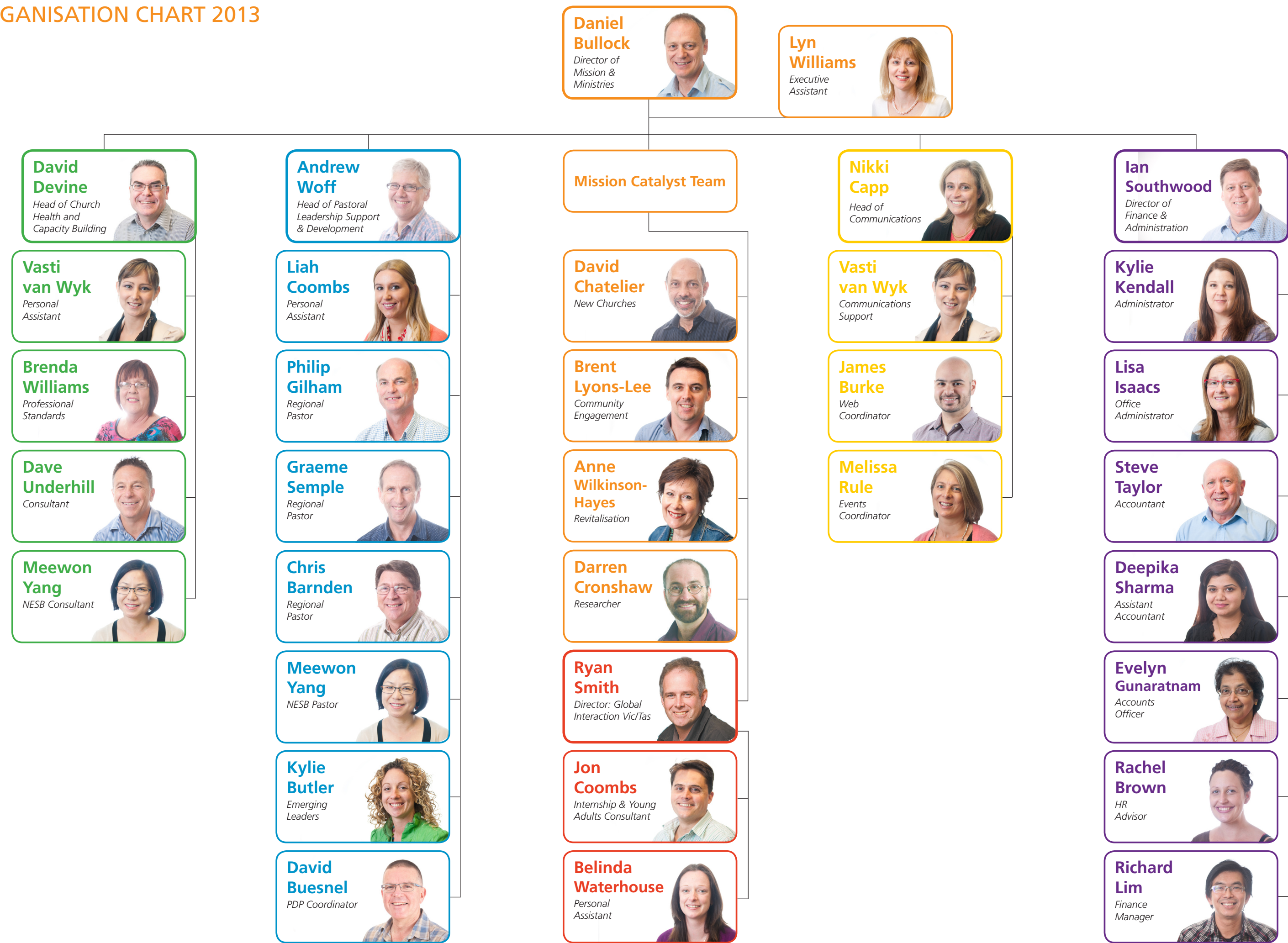
I want to acknowledge the support Union Council have provided to me in my leadership role during 2012. They have inducted me to the role, empowered me to cast a vision and lead the team, and continue to work closely with me to support, advise and guide me in representing and leading the Union of Baptist Churches in Victoria.

We will face many challenges in 2013 and beyond. Will you join me in daily devotion and prayer that we each keep close to the Father's heart, remain faithful Jesus followers, and through the power of His Spirit, lead and empower others to advance His Kingdom?




Daniel Bullock

ORGANISATION CHART 2013



BAPTIST UNION OF VICTORIA SUPPORT OFFICE 2012 YEAR IN REVIEW

MISSION CATALYST TEAM

At BUV we are on about advancing the Kingdom of God by empowering leaders for mission. The Mission Catalyst team's focus is to help align our churches for mission and develop and communicate a vision for Christ-centred, Kingdom-oriented mission. That is the greatest cause in the world, the primary goal of BUV and the main focus of our Mission Catalysts.

Alan Hirsch and Darryn Altclass inspired our name as 'mission catalysts' with their description: "A catalyst inspires people to connect and talk about things that matter. In a ministry sense, catalysts facilitate discussion and dreaming around participating in God's missionary endeavor" (*The Forgotten Ways Handbook*, p.134). BUV teams of course can't do all the mission of our churches. We exist to help resource and network churches to dream and act together, to learn from one another, and to gather inspiration from best practice in other contexts.

With the BUV's 'reimagined' structure, 2012 was spent recruiting and shaping our Mission Catalyst Team so that we are well positioned to help catalyse a fresh wave of mission around Victoria and beyond. The team is responsible for:

- Providing local churches with preaching and workshops on mission
- Communicating how being a missional movement is a central part of essential Baptist identity
- Supporting leadership training, networks, consultancies, and BUV process and practice to ensure mission as our central guiding framework
- Hosting training on pioneering leadership development, public issues of justice, church planting and processes for revitalisation
- Developing three settings – inner-city, rural and culturally diverse – as contextual learning hubs for mission and community engagement

Our Mission Catalyst Team consists of:

- The Director of Mission and Ministries, Daniel Bullock, as Team Leader
- David Chatelier, focusing on facilitating new churches
- Brent Lyons-Lee, focusing on resourcing community engagement
- The Global Interaction State Director, (in 2012 Craig Wright, with new State Director to be appointed in 2013), catalysing action for global mission
- Anne Wilkinson-Hayes, focusing on revitalisation of existing stuck or dying churches
- Darren Cronshaw, focusing on researching best practices in mission
- Lisa Isaacs, BUV's Office Manager, offering administrative support

The team is thankful to God for the new life in a number of new church plants, community development initiatives, and churches being revitalized. Each team members is passionate about their area, but just as passionate about the BUV's overall mission goals. We look forward to building strong relationships with churches to work together in advancing the Kingdom of God in 2013 and beyond.

Daniel Bullock
Mission Catalyst Team Leader

PASTORAL LEADERSHIP, SUPPORT & DEVELOPMENT TEAM

With the church in Victoria in a time of change, expectations are high on pastors to lead their churches into the "promised land" of renewing growth and vitality. Many lead their churches with innovation and courage. But there have been too many casualties, who succumb to stress related illness, burn-out or leave in despair. It is the dream of the Pastoral Leadership Support and Development team to increase pastors' missional effectiveness and diminish pastoral distress.

In 2012 we gave focus to birthing a new team:

- Appointing staff who could implement the vision
- Moving from a centralised service delivery model to one of empowering mutual support and accountability among pastors and ministry specialists across the Baptist community
- Maintaining high levels of relational contact with pastors including response to pastoral and church related crises and transitions and facilitating many pastoral reviews

From the beginning of 2013, the Pastoral Leadership Support & Development team includes:

- Three Regional Pastors (two employed half-time overseeing the support and development of pastors in the eastern and western regions of the State and one employed full-time combining the south-east metro and north-west metro in pastoral oversight)
- A Non-English Speaking Background Pastor (half-time)
- An emerging leadership facilitator (half-time)
- A coordinator of our professional development program (half-time)
- A team administrative assistant (full-time) and
- A team leader (full-time)

In 2013 we plan to emphasise initiatives that will enhance pastoral vocation as a missional and life-giving undertaking:

- Engaging our pastors in a conversation about a contemporary theology of pastoral leadership in the missional church: we sense much confusion among pastors as to the priorities of their role and would like to initiate a conversation that helps pastors to re-connect with the Biblical, theological foundations of their vocation
- Encouraging pastors into healthy and effective peer groups/clusters where they can find both professional growth and meaningful support when they encounter stressful challenges and resistance
- Exploring accessible pathways of spiritual renewal for pastoral leaders so that the life-source of their call is regularly refreshed and refocused
- Sourcing and writing material on missional leadership of churches so that ministry practitioners have some empowering resources for leading their churches in the ongoing mission of Jesus
- Reviewing systems of pastoral accountability and accreditation so that these are as effective as possible in supporting and developing pastors

When critical events do take place among churches and pastors we cooperate closely with the Church Health and Capacity Building team in a shared "case management" approach.

Andrew Woff
Head of Pastoral Leadership Support & Development

CHURCH HEALTH & CAPACITY BUILDING TEAM

The Church Health and Capacity Building Team was formed in late 2012 and consists of:

- Church Health Consultant
- Multicultural Consultant
- Professional Standards Worker
- Administrative Assistant
- Team Leader

The Team aims to promote healthy churches, systems and behaviours across the BUV and specifically to build the capacity of church leadership teams to work in healthy and effective ways so as to enable the churches to devote themselves to mission and ministry. Recognising that the Church is inherently relational, “Church Health” covers three key relationships – dependent and dynamic faith in God; loving one another within the Church through mutual support and empowering systems; and loving missional engagement with our neighbours.

The Team engages with churches through consultations, workshops and other training forums. It will also be developing various tools to enable church leaders to assess and advance the health and capacity of their churches. The Team works in collaboration with Regional Pastors and the Mission Catalyst Team.

During its formative stage, the Team has been raising awareness among Pastors and churches of what Church Health and Capacity Building entails. A number of churches have already engaged the Team’s services. Mostly these consultations have addressed positive issues of enhancing governance, leadership development, progressing multiculturalism and missional advancement.

In addition to supporting churches in various duty of care and ethical matters, the Professional Standards Worker has managed the BUV’s submission to the State Parliamentary Inquiry into the Handling of Child Abuse by Religious and Other Organisations.

Major projects for the Team in 2013 include:

- Development of a comprehensive Church Review tool
- Providing at least 15 churches with consultations on issues of governance and mission
- Training of seven volunteer church consultants
- Holding two “Spirited Generosity” workshops to increase the missional focus and financial capacity of churches
- Creating training packages and workshops on Empowering Leadership and Leading Change
- Commencing the development of a Code of Conduct for Local Church Leaders
- Supporting the Baptist engagement with the Royal Commission into Child Sexual Abuse
- Updating the Professional Standards Appeal process
- Creating resources to assist churches to develop multi-culturally
- Strengthening association between refugee community churches and other churches within the BUV

David Devine
Head of Church Health & Capacity Building

COMMUNICATIONS TEAM

In response to the re-shaping and refocusing of the role and activities of the BUV, a strategic communications function was incorporated into the structure of the support office during 2012. Bringing together multiple communications functions into one team with specialist expertise and representation on the BUV Leadership team, provides greater capacity to be strategic and intentional in connecting up our communications throughout the union of churches in Victoria. The establishment of a formal Communications Team during 2012 has enhanced BUV capacity to provide specialist skills, advice, communications vehicles and services to empower leaders for mission.

The Communications Team, each with defined specialist skill sets, consists of:

- Communications Team Leader
- Web & Social Media Coordinator
- Events Coordinator
- Communications Support

The Communications Team is responsible for empowering and supporting Baptist leaders through the following platforms, resources and services:

- BUV Website management and development
- Witness online
- BUV Bulletin and other communication tools
- Creative design and multimedia
- Event Management, including Gathering
- Network facilitation and connection
- Public Issues and media communications resourcing

Perhaps the most significant innovations in the Communications function during 2012 have been the evolution of the BUV Website with the Online Witness, and the introduction of the BUV Bulletin. The Witness online now provides significantly more articles than previously available, as well as offering opportunity for comment and conversation. ‘Around the Churches’ is now available for real time update by churches, ensuring information is current and interesting. Fortnightly Witness Update emails ensure easy access to relevant articles is provided to all churches, pastors, and anyone subscribed to the Witness Update email list. The BUV Bulletin has been enthusiastically received as a tool which captures all BUV correspondence to Churches and Pastors in a single, simple, categorised weekly email. Positive impact from increasing information sharing through this tool has been encouraging and enables increased efficiency and effectiveness in BUV Communication with churches and leaders.

In 2013 the Communications team will also be invested in increasing the appeal and opportunity for effective leader development through evolving our Gatherings Saturday program to a high quality leader development day called EQUIP. Inclusive of existing and emerging Baptist leaders, EQUIP will be held on the Saturday of Gathering in May and October.

The BUV Communications Team is well placed to support and enhance communications between members of the Baptist Union of Churches as we move into 2013 and looks forward to working with Baptist leaders in advancing God’s Kingdom.

Nikki Capp
Head of Communications

FINANCE & ADMINISTRATION TEAM

The aim of the Finance & Administration Team is provide effective risk and financial management services, insightful information to BUV leaders, and to reduce the compliance and administration burden on churches.

In 2012 the Team supported the BUV leadership and office changes:

- Recruited new staff and the implemented a new performance & development system
- Changed the accounting system to enable quick and insightful reporting and analysis
- Restructured the investment portfolio to align with stakeholders’ risk and growth expectations
- Implemented a strategic risk management framework and resolved outstanding risk mitigation actions
- Facilitated quarterly strategic reviews and finalisation of strategic goals

Support was provided to Church leaders:

- Issued an Online Treasurers Guide
- Rolled out the Safe Church Training Program
- Maintained the Redbook Program and ongoing work health and safety advice
- Researched the impact of not-for profit legislative changes on Churches
- Assisted a number of Churches to set up legal entities and formal governance structures
- Hosted a conference for Treasurers and Church leaders
- Supported a significant number of Churches with property transactions and advice
- Provided advice on Stipends, payroll transactions and employment conditions
- Provided accounting and GST advice for Churches and referred to specialists where appropriate

We celebrate the work we have been able to do to enable the mission work of our Churches. We also recognise that we had to spend a substantial amount of time supporting internal BUV Office changes, and look forward to engaging more with Churches in future.

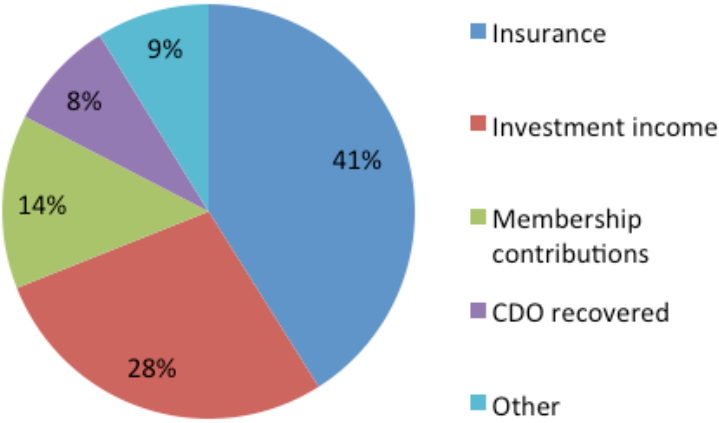
I’d like to thank everyone who was part of the team during 2012 for their part in advancing God’s kingdom:

- Rachel Brown (HR Advisor)
- Jessie Delk (Office Administrator) and Lisa Isaacs who is covering during Jessie’s maternity leave
- Dina Hartono (Assistant Accountant) and Deepika Sharma who is covering during Dina’s maternity leave
- Evelyn Gunaratnam (Accounts Officer)
- Kylie Kendall (Administrator)
- Steve Taylor (Accountant)
- Denise Creighton (Finance Manager)

Ian Southwood
Director of Finance and Administration

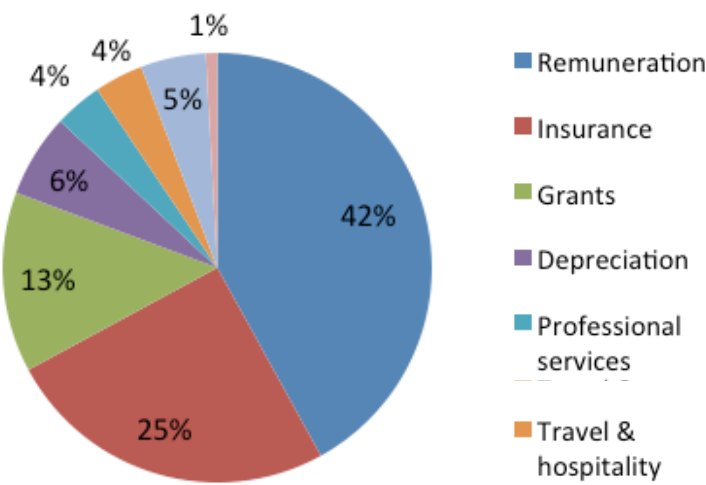
THE YEAR IN NUMBERS

2012 Revenue

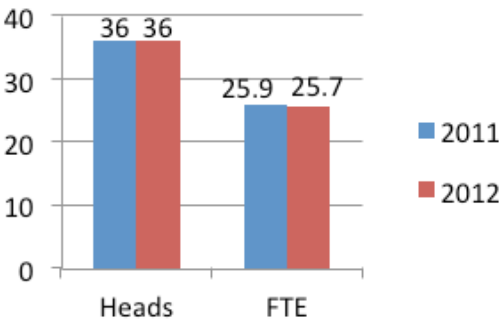


	2011	2012
Revenue	5,539,463	5,817,524
Expenses	5,660,830	5,262,635
Surplus	(121,367)	554,889
Assets	51,797,399	54,667,849
Liabilities	12,719,982	13,845,416

2012 Expenses

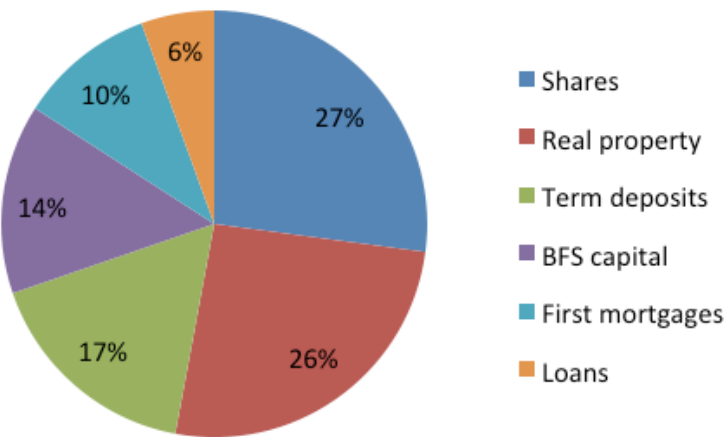


Headcount & FTE (Full Time Equivalents)

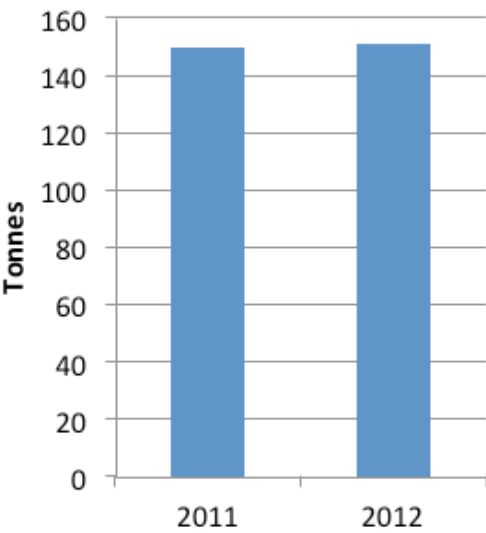


2012 Staff Turnover	51%
2012 Incidents & Injuries	0
Females in senior leadership positions	20%

Investments [\$22.6M]



CO₂ Emissions from BUV Office electricity usage



MEMBERSHIP

The association of churches known as the Baptist Union of Victoria, includes 216 diverse and autonomous churches and faith communities linked together through the BUV support office, guided by Union Council, and connected to other Baptist agencies and affiliates.

Constituent Churches, Faith Communities and Recognised Fellowships

Aberdeen Street Baptist Church	Faith Christian Community Church	NewHope Baptist Church
Aberfeldie Baptist Church	Ferntree Gully Baptist Church	Newmarket Baptist Church
Albert Park - Port Melbourne Baptist Church	First Romanian Baptist Church	Newport Baptist Church
Albury Baptist Church	Footscray Baptist Church	Noble Park Evangelical Baptist Church
Altona Baptist Church	Frankston Forest Baptist Church	Norlane Baptist Missional Community
Anglesea Baptist Church	Freeway Christian Life Centre	North Balwyn Baptist Church
Arabic Baptist Church	Full Blessing Church Inc.	Northcote Baptist Church
Arise City Church	Glen Eira Christian Community Church	Nyora & District Baptist Church
Armadaale Baptist Church	Glenroy / OakPark Baptist Church	Oakleigh Baptist Church
Ashburton Baptist Church	Grace Baptist Community Church	Ocean Grove Baptist Church
Auburn Baptist Church	Grace Romanian Baptist Church	Pakenham Baptist Church
Australian Zophei Chin Baptist Church	GraceTree	Parsonage Grove Baptist Church
Avoca Baptist Fellowship	Granite Community Church Inc	Pentecost Baptist Christian Church
Bacchus Marsh Baptist Church	Grovedale Baptist Church	Phillip Island Baptist Church
Bairnsdale Baptist Church	Hamilton Baptist Community Church	Pleasant Street Baptist Church (Ballarat West)
Ballarat North Baptist Church	Hampton Baptist Community Church	Plenty Valley Baptist Community Church
Balwyn Baptist Church	Hampton Park Baptist Church	Point Cook Community Baptist Church
Barrabool Hills Baptist Community Church	Hawthorn West Baptist Church	Port Campbell Baptist Church
Beaconsfield Baptist Church	Heartland Fellowship Yarra Glen	Portland Baptist Church
Beaumaris Baptist Church	Heathmont Baptist Church	Regent Baptist Church
Belgrave South Baptist Church	Hills Bible Church	Reservoir Baptist Church
Belmont Highton Baptist Church	Hope of Life Community Church (Sunshine)	Rokeby Baptist Church
Benalla Baptist Church	Hosanna Faith Christian Church	Rosanna Baptist Church
Bendigo Baptist Church	Hume Community Baptist Church	Rowville Baptist Church
Bentleigh & Korean Baptist Church	Indonesian Baptist Congregation Fellowship	Sale Baptist Church
Bethel Christian Fellowship	Ivanhoe Baptist Church	Samoaan Baptist Ministry Word of Life Church
Boort Baptist Church	Kangaroo Flat Baptist Church	Dandenong
Box Hill Baptist Church	Katalyst Church	Sandringham Baptist Church
Brighton Baptist Church	Kerang Baptist Church	Seymour Baptist Church
Brunswick Baptist Church	Kew Baptist Church	Shepparton Baptist Church
Bulleen Baptist Church	Kilsyth South Baptist Church	South Sudanese Fellowship
Buninyong Baptist Fellowship	Kingsville Baptist Church	South Yarra Community Baptist Church
Camberwell Baptist Church	Kingsville Zotung Baptist Church	Southern Cross Community Church
Camberwell East Baptist Church	Knox Community Baptist Church	Southern Mallee Cooperative Parish
Canterbury Baptist Church	Koondrook/Barham Baptist Church	St Kilda/Elsternwick Baptist Church
Castlemaine Baptist Church	Korumburra Baptist Church	St.Luke's Baptist Community
Central Baptist Church Clifton Springs	Kyabram Baptist Church	Stawell Baptist Church
Central Chinese Baptist Church	Kyneton Baptist Church	Stonnington Baptist Church
Chelsea Baptist Church	Lai Christian Church Melbourne (Mitcham)	Sunbury Baptist Church
Chin Baptist Church Inc.	Lakes Entrance Baptist Church	Swan Hill Baptist Church
Chin Christian Church Melbourne	Lautu Baptist Church	Sydenham Baptist Church
Christian Community Church Morwell	Lifeway Christian Church Lara	Syndal Baptist Church
Church by the Bay	Lilydale Baptist Church	Templestowe Baptist Church
City Baptist Church	Longwarry Baptist Church	The Eighth Day (A Baptist Community)
Clarinda Baptist Church	Maffra Community Church	The First Hungarian Baptist Church
Cloverdale Baptist Community Church	Maldon Baptist Church	The Terminal Congregation
Coburg Baptist Church	Malvern Slavic Evangelical Baptist Church	Thurgoona Baptist Church
Cohuna Baptist Church	Manifold Heights Baptist Church	Torquay Christian Fellowship
Colac Baptist Church	Maroondah Family Church	Tottenham Bilingual Baptist Church
Collins Street Baptist Church	Maryborough Baptist Church	(Evangelica)
Community Church of St Mark (Clifton Hill)	Melbourne Chin Church (Altona North)	Traralgon & District Baptist Church
Community of the Transfiguration - Monastery	Melbourne Chinese Baptist Church	Upwey Baptist Community Church
Cornerstone Baptist Fellowship Warragul	Melbourne Karen Baptist Church (Hoppers Crossing)	Victorian Chin Baptist Church (Mooroolbark)
Corryong Baptist Church	Melbourne Zomi Christian Fellowship (Lilydale)	Victorian Matu Christian Church
Cranbourne Baptist Community Church	Melton Baptist Church	Wallan Gateway Church
Crosspoint Baptist Church	Mentone Baptist Church	Wandin Baptist Church
Crossway Baptist Church	Mildura Baptist Church	Wangaratta Baptist Church
Crossway North Baptist Church	Mill Park Baptist Church	Warracknabeal Baptist Church
Croydon Hills Baptist Church	Millgrove Baptist Church	Warrnambool & District Baptist Church
Dandenong Baptist Church	Mitcham Baptist Church	Waverley Baptist Church
Darebin Samoan Baptist Fellowship	Mizo Christian Fellowship	Wendouree Baptist Church
Daylesford Community Church	Moe Baptist Church	Werribee Baptist Church
Diamond Valley Baptist Church	Moolap Baptist Church	West Preston Baptist Church
Doveton Baptist Church	Moonee Ponds Baptist Church	Western Melbourne Romanian Baptist Church
Drouin Baptist Church	Mooroolbark Baptist Church	"Hope"
East Doncaster Baptist Church	Mordialloc Baptist Church	Western New Community Baptist Church
Eastern Chinese Baptist Church	Moreland Baptist Church	Westgarth Baptist Church
Eastern Hills Community Church	Murrumbeena Baptist Church	Westgate Baptist Community Church
Eltham Baptist Church	Naringal Baptist Church	Westgate Karen Baptist Community Church
Emmanuel Baptist Church (Indonesian)	Narre Warren Baptist Church	Williamstown Baptist Church
Epsom Community Church	New Community Ringwood	Wodonga District Baptist Church
Essendon Baptist Community Church	New Life Baptist Church	Wonthaggi Baptist Church
Euroa Baptist Church	New Peninsula Baptist Church Inc	Zotung Baptist Church

AGENCIES AND AFFILIATES OF THE BAPTIST UNION OF VICTORIA

Australian Baptist Insurance Scheme
www.abis.net.au

Baptcare
www.baptcare.org.au

Baptist Financial Services
www.bfs.org.au

Baptist Camping
www.baptistcamping.com.au

Baptist World Aid
www.baptistworldaid.org.au

Carey Baptist Grammar School
www.carey.com.au

Global Interaction
www.globalinteraction.org.au

Kilvington Grammar School
www.kilvington.vic.edu.au

Strathcona Baptist Girl's Grammar
www.strathcona.vic.edu.au

Victorian Baptist Historical Society
www.buv.com.au/networks/historial-society

Whitley College
www.whitley.unimelb.edu.au



GOVERNANCE

The Union Council understands that good corporate governance is an essential precondition to the organisation's ability to achieve its mission in the most effective and sustainable manner. Ultimate responsibility for the governance of the BUV rests with the Council.

The Council is comprised of six independent, non-executive councillors as well as the Director of Mission & Ministries, Honorary Legal Advisor and Union Secretary. The Councillors have a broad range of business, institutional and governance experience, and are charged with applying judgment and accountability standards to ensure that the Council's work results in the greatest possible impact on the lives of people and constituent churches served.

The Council expects the organisation as a whole, every member, partner and employee, to conduct themselves with the highest ethical standards.

The Council has adopted a formal Council Charter and a set of Council Policies which detail the Council's role, powers, duties and functions. In addition to the matters required by law, the Council is responsible for:

- Setting the strategic direction for the organisation, assessing progress towards strategic objectives and approving policies to work towards those objectives
- Recommending the appointment of the Director of Mission & Ministries to members
- Approving the remuneration and tracking performance of the Director of Mission & Ministries
- Recommending the annual budget for approval to members
- Considering and approving strategies and policies to ensure appropriate risk management
- Monitoring and receiving advice on areas of operational opportunities and financial risk
- Ensuring compliance with laws and policies
- Appointing sub-committees to assist in effective governance

The Director of Mission & Ministries is responsible for operational management, with all powers, discretions and delegations authorised by the Council. The Council is responsible for regularly reviewing and ensuring that all necessary and appropriate delegations are in place to enable the Director of Mission & Ministries and the Leadership Team to meet this responsibility.

No fees are paid for serving as a Councillor.

Risk management

The Council is responsible for considering and approving strategies and policies to ensure appropriate risk management. It has adopted Risk Management Guidelines. These set out the organisation's commitment to effective risk management, and explain expectations at each level of the organisation. Management is responsible for designing, implementing, reviewing and providing assurance as to effectiveness of the Guidelines. Risk assessments are conducted and risks across the organisation identified for analysis, treatment and/or monitoring. These risks are rated and assigned to members of the Leadership Team as 'risk owners' who are responsible for management of each risk. The risk owner adopts and approves the risk treatment plan for their area of risk. Risk treatment plans include measures such as periodic audits and internal reviews of processes and policies.

UNION COUNCIL

Daniel Bullock

*Dip Theol, Adv Dip Min, B.Min,
MA Church Leadership*
Director of Mission & Ministries
Appointed: Feb 2011



Ian Southwood

*B.Com, B.Com (Hons), MBA,
M.Com, CPA*
Secretary & Director of Finance
& Administration
Appointed: Dec 2010



Stephen Morton

B.A., LLB
Honorary Legal Advisor
Appointed: Oct 2012



Frank Rees

*BA(Hons), MA, BD(Hons),
M Theol, Dip Ed, Ph D*
Council Member
Elected: Oct 2012



Stephen Parish

BTh (ACD), DipMin
Council Member
Elected: Oct 2010



Janice Newham

BA, BTh, Dip Missiol
Council Member
Co-opted: Oct 2012



Paul Inglis

B.Ec (Hons), MAICD
Council Member
Elected: Oct 2010



Jo-Anne Bradshaw

BA GradDipVET; MEd CAHRI
Council Member
Elected: Oct 2012



Trevor Spicer

B.Bus, CPA, MAICD
Chair
Elected: Oct 2011



Phil Trebilcock

*M.Bus (Mgt), B.Sc., B.Min, Grad
Dip Mgt Syts, Dip Ed, Dip Missiol*
Council Member
Elected: Oct 2011



Produced by the
Baptist Union of Victoria

2012