



Baptist Union
of Victoria



2020 ANNUAL REPORT



DIRECTOR OF MISSION & MINISTRIES

2020 was certainly a year no-one expected. From the Victorian bushfires, a global pandemic, racial disharmony, to a state of emergency and disaster that left us with curfews and restrictions we could never have predicted, it was quite the year! Despite all this, we only had to read any issue of the BUV's Together Good News Stories or our website blog to see how adaptable church leaders and pastors became in the face of uncertainty and difficult circumstances.

Our Baptist community started the year by coming together in the most powerful way to raise over \$588,000 for bushfire ravaged communities. Through the process of our local churches distributing funds to their own local communities and families, the love shown through the generous giving has translated into relationships built in communities all over Victoria. Our local churches in the bushfire affected areas are beacons in their neighbourhoods because of the love shown through members of our Baptist churches.

Not long after the January bushfires, we began to see the impact that COVID-19 was making around the world and as we know all too well, by mid-year, our situation here in Victoria deteriorated. Churches, pastors and leaders faced one of the most challenging years ever experienced, however, it was encouraging to hear stories from our churches of connection, collaboration and partnership, and of community outreach. The operation of foodbanks and community services through many Victorian churches alone was lifesaving for some in our city and State.

The opportunity 2020 provided was the chance to reassess - to pause and reflect on the activities and ministries of our churches and how they might stay, change or innovate into the future. This is something we perhaps all

need to consider as we see both the opportunity that online church has allowed, and as we stay flexible and ready to adapt to what 2021 and beyond might bring. To help with this, our Mission Catalyst and Church Health teams have led some churches through appreciative inquiry processes to start reflecting on how church and mission will look in the future.

The BUV Support Hub Staff certainly rose to the challenges of 2020 and were able to increase the provision of digital resources and online offerings to our churches and pastors to help them through the year. I'm also pleased that we were able to launch our Flourishing Churches Framework and Survey in October, which will become an annual tool designed to help churches assess the effectiveness of their ministries and to serve as a measure for our Union Council in discerning the state of our Union.

I am grateful to all our Baptist constituents, our Union Council and Leadership Team along with our BUV Support Hub Staff for their leadership, resilience and faithfulness in the uncharted territory of 2020. Together, may we continue to find opportunities to grow, adapt and flourish as we hope for a brighter 2021.

Rev Daniel Bullock

Director of Mission and Ministries



VISION & MISSION



2020 BU V SUPPORT HUB STRATEGIC PLAN

We are the support hub for a culturally diverse Union of Baptist churches, faith and missional communities, agencies and affiliates



VISION

To be a union of flourishing churches with Christlike followers, that redeems society & brings transformation to Victoria



MISSION

To encourage, equip & empower leaders of our local churches to advance God's Kingdom

Our Baptist Union of Victoria consists of 251 Baptist Churches, Faith & Missional Communities along with the BU V Union Council, the BU V Support Hub, 6 BU V Agencies and 4 National Affiliates. Our BU V exists to encourage, equip and empower our local churches to advance God's kingdom. We are a diverse Union with approximately one third of our churches and faith communities (100 if we counted by congregations) operating in a language other than English.

In order to facilitate our vision of being a union of flourishing churches that redeems society and brings transformation to Victoria, we believe that we need to:

- Support churches to participate in a shared vision for mission
- Develop the capacity of people to lead flourishing churches
- Encourage churches to support, pray for, collaborate and pool resources for shared mission
- Provide effective processes to support our churches to be flourishing

Therefore, the role of our BU V Support Hub is to:

- Communicate and lead action towards the vision of Baptists as a Missional Movement
- Provide pastoral support, leadership development, and church health & capacity development advice for all BU V pastors and leaders
- Facilitate networking between pastors, leaders, churches, agencies and the BU V Office
- Contribute to resourcing and empowering churches to be influencers in their communities
- Manage BU V office service provision consistent with approved procedures and policies and within the Union Council approved budgets.

STRATEGIC FOCUS AREAS

When developing our plans for each year, we revisit our strategic focus areas and the lenses we add on top of these to give us a view from different contexts. Our strategic focus areas have not changed and we are committed to these 4 pillars of strategy - nurturing mission as a central focus, supporting and developing the leadership capacity of all Pastors and leaders, supporting our churches and helping them to be healthy and flourishing and encouraging relationship amongst our association. We believe we are together on mission and can accomplish more together than independently.

With Mission at the centre, our plans are developed around **Four Strategic Focus Areas, through the Innovation, Multicultural and Younger Demographic Lenses.**



together *on mission*

LOOKING FORWARD TO 2021

STRATEGIC FOCUS AREAS

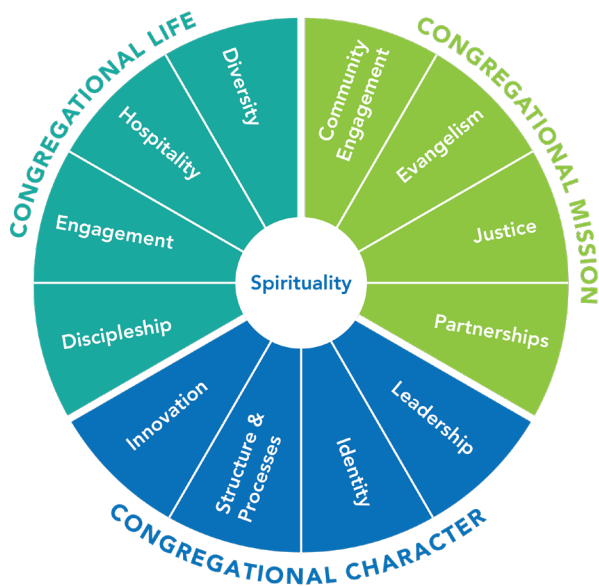
With Mission at the centre, our plans are developed around **Four Strategic Focus Areas**, through the **Innovation, Multicultural and Younger Demographic Lenses**.



In 2021, the BUV Support Hub Strategic Direction will remain focussed on 4 main areas: Mission, Health, Leadership and Relationship. After a year that pushed every church and congregation member more into the digital space, we recognise the need to add a digital lens to our 4 key focus areas noting that a certain proportion of people will never come back to physical church gatherings and training opportunities will need to be offered in both physical and digital formats.

In 2021, some of the significant projects we will focus on are:

1. Mission / Innovation - Microchurch network
2. Health - Flourishing Church Survey
3. Relationship - Together on Mission – Church Planting Partnership Programme
4. Leadership - Creating Safe Spaces



THE FLOURISHING CHURCH FRAMEWORK

The Flourishing Church framework that was originally designed to be rolled out in 2020, has been delayed until 2021 and will be a part of our administrative surveys from May 2021 on an annual basis.

BUV STATISTICS

251

CHURCHES

6

AGENCIES

4

**NATIONAL
AFFILIATES**

22,142

MEMBERS

25,066

**ATTENDEES
PER WEEK**

15,470

**PARTICIPANTS (NON-
MEMBERS/ATTENDEES)
PER WEEK IN
CHURCH OUTREACH
PROGRAMMES**

555

BAPTISMS

3

PASTORS ORDAINED

6

ORDINATION TRANSFERS

BUV MEMBER LIST

Constituent Member Church

Aberdeen Street Baptist Church
 Aberfeldie Baptist Church
 Albert Park Baptist Church
 Albury Baptist Church
 Altona Baptist Church
 Anglesea Baptist Church
 Arabic Baptist Church
 Arise City Church
 Armadale Baptist Church
 Ashburton Baptist Church
 Auburn Baptist Church
 Australia Zophei Church Inc
 Australia Zotung Church
 Australian Gospel Baptist Church
 Bacchus Marsh Baptist Church
 Bairnsdale Baptist Church
 Ballarat North Baptist Church
 Balwyn Baptist Church
 Beaconsfield Baptist Church
 Beaumaris-Mordialloc Baptist Church
 Belgrave South Baptist Church
 Belmont Highton Baptist Church
 Benalla Baptist Church
 Bendigo Baptist Church
 Bentleigh & Korean Baptist Church
 Boort Baptist Church
 Box Hill Baptist Church
 Brighton Baptist Church
 Brimbank New Life Baptist Church
 Brunswick Baptist Church
 Buninyong Baptist Fellowship
 Camberwell Baptist Church
 Camberwell East Baptist Church
 Canterbury Baptist Church
 Castlemaine Baptist Church
 Central Baptist Church Clifton Springs
 Central Chinese Baptist Church
 Chelsea Baptist Church
 Chin Baptist Church Inc
 Chin Christian Church Melbourne
 Christian Community Church Morwell
 Church by the Bay
 City Baptist Church
 Clarinda Baptist Church
 Cloverdale Baptist Community Church
 Coburg Baptist Church
 Cohuna Baptist Church
 Colac Baptist Church
 Collins Street Baptist Church
 Community Church of St Mark (Clifton Hill Baptist)
 Community of the Transfiguration
 Compassion Christian Church Inc.
 Corryong Baptist Church
 Cranbourne Baptist Community Church
 Crosspoint Baptist Church
 Crossway Baptist Church
 Croydon Hills Baptist Church
 Dandenong Baptist Church
 Diamond Valley Baptist Church
 Doreen Baptist Church
 Doveton Baptist Church
 Drouin Baptist Church
 East Doncaster Baptist Church
 Eastern Chinese Baptist Church
 Eastern Hills Community Church
 Emmanuel Baptist Church (Indonesian)
 Encounter Baptist Church Inc.
 Epsom Community Church

Essendon Baptist Community Church
 Euroa Baptist Church
 Faith Christian Community Church
 Falam Baptist Church Melbourne Inc.
 Ferntree Gully Baptist Church
 Follow Baptist Church
 Footscray Baptist Church
 Frankston Baptist Church
 Frankston Forest Baptist Church
 Freeway Baptist Church
 Geelong Korean Baptist Church
 Glen Eira Christian Community Church
 Glenroy Oak Park Baptist Church
 Grace Baptist Church of Melbourne
 Grace Baptist Community Church
 Grace Romanian Baptist Church
 GraceTree
 Granite Community Church Inc
 Grovedale Baptist Church
 Hamilton Baptist Community Church
 Hampton Park Baptist Church
 Hawthorn West Baptist Church
 Heathmont Baptist Church
 Hope of Life Community Church
 Sunshine
 Hosanna Faith Christian Church
 Htoo Moo Plaw Baptist Church
 Hume Community Baptist Church
 Indonesian Baptist Church (Sidang Baptis Indonesia)
 Ivanhoe Baptist Church
 Kachin Baptist Church
 Kangaroo Flat Baptist Church
 Kangaroo Flat Karen Baptist Church
 Katalyst Church
 Kerang Baptist Church
 Kew Baptist Church
 Kilsyth South Baptist Church
 Kingsville Baptist Church
 Kingsville Zotung Baptist Church
 Knox Community Baptist Church
 Koondrook/Barham Baptist Church
 Korumburra Baptist Church
 Kyabram Baptist Church
 Kyneton Baptist Church
 Lai Christian Church Melbourne
 Lakes Entrance Baptist Church
 Lifeway Christian Church Lara
 Light Community Baptist Church
 Lilydale Baptist Church
 Longwarry Baptist Church
 Lutuv Baptist Church
 Maldon Baptist Church
 Malvern Slavic Evangelical Baptist Church
 Manifold Heights Baptist Church
 Mara Christian Church of Victoria
 Melbourne Chin Church
 Melbourne Chinese Baptist Church
 Melbourne Immanuel Baptist Church
 Melbourne Karen Baptist Church
 Melbourne Matu Baptist Church Inc.
 Melbourne Mizo Church
 Melbourne Thadou Baptist Church
 Melton Baptist Church
 Mentone Baptist Church
 Mildura Baptist Church
 Mill Park Baptist Church

Millgrove Baptist Church
 Mitcham Baptist Church
 Moe Baptist Church
 Moonee Ponds Baptist Church
 Mooroolbark Baptist Church
 Murrumbena Baptist Church
 Naringal Baptist Church
 Narre Warren Baptist Church
 New Community Ringwood
 New Life Baptist Church
 New Peninsula Baptist Church Inc.
 New Vision Baptist Church
 NewHope Baptist Church
 Newport Baptist Church
 Noble Park Evangelical Baptist Church
 Noble Park Karen Baptist Church
 Norlane Baptist Church
 North Balwyn Baptist Church
 North Church
 Northcote Baptist Church
 Now and Not Yet Community Inc
 Nyora & District Baptist Church
 Oakleigh Baptist Church
 Ocean Grove Baptist Church
 OneHope Baptist Church
 Pakenham Baptist Church
 Pathway Baptist Church
 Phillip Island Baptist Church
 Pleasant Street and Forest Street Baptist Church
 Point Cook Community Baptist Church
 Port Campbell Baptist Church
 Portland Baptist Church
 Pwo Karen Baptist Church Victoria
 Radiant Church Inc.
 Regent Baptist Church
 Reservoir Baptist Church
 Rokeby Baptist Church
 Rosanna Baptist Church
 Rowville Baptist Church
 Sale Baptist Church
 Samoan Baptist Church
 Dandenong
 Samoan Victory Baptist Church
 Seymour Baptist Church
 Shepparton Baptist Church
 South Yarra Community Baptist Church
 Southern Cross Community Church
 Southern Mallee Cooperative Parish
 St Kilda/Elsternwick Baptist Church
 St. Luke's Baptist Community
 Stawell Baptist Church
 Sunbury Baptist Church
 Swan Hill Baptist Church
 Sydenham Baptist Church
 Syndal Baptist Church
 Templestowe Baptist Church
 The First Hungarian Baptist Church
 The Terminal Baptist Church
 The Vine
 The Vine Baptist Church
 Torquay Christian Fellowship
 Tottenham Bilingual Baptist Church (Evangelica)
 Traralgon & District Baptist Church
 Upwey Baptist Community Church
 Victorian Chin Baptist Church
 Victorian Matu Christian Church
 Wandin Baptist Church
 Wangaratta Baptist Church

Warracknabeal Baptist Church
 Warrnambool & District Baptist Church
 Waverley Baptist Church
 Werribee Baptist Church
 West Melbourne Baptist Church
 West Preston Baptist Church
 Western Melbourne Romanian Baptist Church
 Western New Community Baptist Church
 Westgarth Baptist Church
 Westgate Baptist Community Church
 Westgate Karen Baptist Community Church
 Williamstown Baptist Church
 Wodonga District Baptist Church
 Wonthaggi Baptist Church
 Zomi Baptist Church Victoria
 Zomi Mission Church
 Zotung Baptist Church

Faith Community

Channel of Peace Church
 Chin Baptist Church Pakenham
 Cloverdale Karen Baptist Church
 Darebin Samoan Baptist Fellowship
 Daylesford Community Church
 Ebenezer Karen Baptist Church
 Gospel Baptist Church Australia
 Gospel Baptist Church Melbourne
 Heartland Fellowship Yarra Glen
 Jigsaw
 Matu Immanuel Church
 Melbourne Agape Baptist Church
 Melbourne Bangjoo Church Inc
 Melbourne Karenni Baptist Community Church Inc
 Melbourne Siyin Burmese Mission Church
 Nhill K'Nyaw Baptist Church
 Reservoir Vietnamese Baptist Church
 Sanctuary
 Seed Gospel Communities
 Shalom Church of Melbourne
 Shepherd Centre Church
 Shepparton Chinese Christian Fellowship
 Sion Church
 Sunshine Vietnamese Baptist Church
 The Vine Church Rutherglen
 Victoria Gospel Baptist Church
 Victorian New Creation Church
 Werribee Karen Baptist Church

Missional Community

Hills Bible Church
 Regeneration Church Monash
 Rise@Carlton
 SandyLife Baptist Church
 Saving Grace Bible Church
 Social Foundry



BUV
SUPPORT HUB
REPORTS

SUPPORT HUB STATS



32

FULL TIME EQUIVALENT



20

FEMALE STAFF MEMBERS



22

MALE STAFF MEMBERS



EQUAL GENDER REPRESENTATION IN SENIOR LEADERSHIP



33%

OF STAFF ARE CULTURALLY AND LINGUISTICALLY DIVERSE

CHURCH HEALTH AND CAPACITY BUILDING

As the COVID pandemic accelerated trends and magnified personal and systemic weaknesses in churches, as in life generally, the CH&CB Team assisted many churches to adapt to unprecedented challenges and embrace unexpected opportunities.

Through resources, consultations, advice and coaching, the team supported churches in moving to online worship; developing different approaches to care and discipleship; holding Members' Meeting online; nurturing spiritual vitality; complying with changing regulations; and strategic reflection on church life post-pandemic.

With the development of the Flourishing Church framework and the Assembly decision to adopt policies and processes promoting revitalisation, we are looking to support churches to advance in mission. For some churches, this has meant exploring being better together through mergers or other collaborations.

With the disruption of regular activities, churches took the opportunity to update their safe church policies. In particular, resources were introduced to meet new requirements for molestation insurance, this includes documents that are crucial elements of a safe church policy. The BUV also provided resources to facilitate safe online ministries. A Safe Church Facebook group was formed to provide networking and resources. In 2021, we are replacing Safe Church Workshops with Creating Safe Spaces, a training programme developed in NSW that incorporates online learning.

As the BUV continues to grow in cultural diversity, we added a staff member to support 2nd Generation youth in LOTE churches. The annual Ignite Conference and monthly youth emerging leader sessions were held via Zoom.

As we move forward from the challenges of 2020 into the opportunities of 2021, let us be encouraged that the Lord continues to build his church.

Rev David Devine
Head of Church Health & Capacity Building



PASTORAL LEADERSHIP SUPPORT & DEVELOPMENT

Pastors are vital to the mission of our union of Churches in Victoria. In the past year this has been particularly evident as their role has required flexibility, adaptability and delegation in ways that have been challenging, exciting and exhausting.

Pastors faced with the COVID-19 pandemic quickly adapted to move their services, teaching and meetings online and with the second lockdown they responded to their communities need for connection as well as content. The PLS&D team were there to provide support and development for pastors as they moved into the uncharted circumstances of 2020.

Regional Pastors contacted each pastor to support and pray for them and they continued to support pastoral clusters which moved to an online format. These connections were very important during this time and so many appreciated the engagement. Nourish was held online in October and was a real highlight for pastors as so many were able to attend, meet other pastors and share their stories.

We began "Tuesday Chats," an online weekly forum for pastors to share and discuss different themes over a 45 minute time slot. There was a wonderful uptake from pastors in regional areas who previously were not able to engage as often due to their location, and along with our gifted Regional Pastors (Rob Hayman, Graeme Semple and Chris Barnden), the rest of our team were able to get to know more of our pastors through this engagement. This also had the added bonus of our pastors making new connections and relationships through this engagement.

Our Generations and Emerging Leaders Pastor Kimberly Smith, not only hosted regional catch ups online, but also online meetings for Pastors who catered to different demographics within their own communities. Kimberly also teamed up with Bill Brown to facilitate Emerge Apprenticeship Pathway to engage people 18-35 who are actively serving in their church or community to take their next steps in leadership development. Next Steps was also the brainchild of Kimberly & Bill as a series of evening events for ministry leadership teams to access training and reflect on their leadership together with each night being well attended.

We thank God for his faithfulness throughout a year of change.

Rev Jonathan Stark

Head of Pastoral Leadership, Support and Development





Sally Agostino was appointed as Senior Pastor at Southern Cross Community Church in July 2020, when we were in the middle of lockdown. Not able to meet in person with her congregation, Regional Pastor or anyone at the BUV Support Hub, Sally was able to still engage and participate in a number of initiatives that we provided.

Marriage Celebrant Training, Tuesday Chats, Next Steps and Nourish all connected Sally not only to the BUV Support Hub, but also with other Pastors that attended these online events. Tuesday Chats was particularly helpful with a small core group of Pastors who met every Tuesday afternoon for 45 minutes to discuss up-to-the-minute issues that arose and support each other as they realised that they were sharing some the same experiences.

Sally credits this time as being essential. "When the second lockdown coincided with my role starting at Southern, it became a strange way to begin pastoral ministry. But thanks to the BUV Support Hub, I was able to connect with experienced pastors in a way I never would have been able to in a normal year. My first six months became a unique and pretty wonderful training ground, where I could glean wisdom from those who had been pastoring for many years. I feel so privileged to have had that start."

MISSION CATALYST

The Mission Catalyst Team undertakes consultative work to advance the mission of the local church and pioneers through church planting, innovation, and neighbourhood engagement.

We commenced the year with over sixty-four pastoral leaders who attended the Parish Collective Learning Community, a cyclic intensive designed to help pastoral leaders navigate adaptive changes within their churches for neighbourhood and gospel engagement with missional impact, and we continued to track with participants throughout the year. Soon after this however, the year was marked by significant challenge thanks to COVID-19 and the aspirations for missional engagement, growth, and multiplication in our churches was disrupted. Yet, we found that once the immediate challenges were tackled, we began to see wonderful innovative and missional endeavours from our churches with some seeing the disruption as an opportunity to pivot in a missional direction that perhaps may not have otherwise been possible.

IN 2020, THE MISSION CATALYST TEAM:

- launched the Appreciative Inquiry process which saw 19 pastors participate in a review of their Congregational Mission aspirations and future vision,
- launched our "Reimagine Mission Podcast",
- attended to the coaching of 15 prospective church planters. The Mission Grants Panel funded 8 new pioneering initiatives which we will track with and coach as these become firm new communities of faith.
- developed the content for the BUV's prayer week in April - Dangerous Prayers for Dangerous Times
- Property Development Committee engaged in 12 consultations throughout the year for our churches.
- worked through the background development of the Micro-Church Network, an exciting new and emerging form of local, neighbourhood-based church with the support structure necessary for sustainability - which will be launched in 2021
- launched 2 new placemakers in Donnybrook, and the work of incarnational neighbourhood presence has also enabled two new communities of faith to emerge through our Grassroots Placemakers
- Continued development of our "resource church" model as some of our churches are launching either campus, hybrid, or micro churches into neighbouring suburbs.
- established social enterprises in Aintree through our Grassroots Placemakers which are helping 'at risk' young people learn new skills in hospitality and gardening.
- our Global Interaction Team has undertaken significant change and is positioning itself for mission for the 21st century
- Baptist World Aid has been working on the development of a new Advocacy and Justice Week in September 2021 and will work in conjunction with the BUV

Rev Gayle Hill
Head of Mission Catalyst Team



FINANCE & ADMINISTRATION

2020 was a year like no other and gave us a story that affected everyone. We are so grateful to God for the resilience of our staff to persevere through unprecedented times. The challenge of working through a pandemic had a remarkable impact on the way the team worked and served our churches.

JobKeeper and Cash Flow Boost were terminologies that did not exist before, but dominated a lot of conversations and enquiries for the Finance and Administration team, as we all grappled with these new concepts. For many churches and agencies, they were a lifeline as questions of financial survival turned into expressions of thanksgiving from our Treasurers and Pastors. There were two main responses: firstly one of gratitude for the unexpected monetary lifeline; and secondly, thanksgiving because church offerings had not fallen enough to qualify for these subsidies.

During the year, the team provided support by way of responding to more than 400 JobKeeper enquiries and 25 Cash Boost grant applications. There were four information emails sent out to all churches pertaining to grant applications and we supported 78 churches in applying for various grants. We continued to support church treasurers with how to use their accounting system. In 2020, we had over 400 enquiries regarding XERO, Reckon, Quickbooks and MYOB. We enrolled an additional 20 churches under the BUV XERO network. Overall, an operational surplus was achieved during the year which reflected one-off JobKeeper and Cash Boost subsidy from the government and savings from the BUV Hub staff working remotely, with minimal travel and decreased event costs.

We look forward to another year of serving our Baptist churches and agencies with the resilience and strength God provides.

Debbie Uy
Head of Finance & Administration



COMMUNICATIONS

The BUV Communications team excelled in 2020. Not only did the team hold a key role in being the central point for all communication regarding COVID-19, the team also produced and distributed many resources developed by Support Hub team members for use by our pastors and leaders.

Website traffic increased exponentially due to the BUV COVID Advice page and COVID Resource page views. Pastors utilised devotion resources designed by the Comms Team throughout the year. Despite being a team member down from March 2020, the team worked tirelessly to:

- Provide weekly Coronavirus Advice at the start of the pandemic and updated advice and resources throughout the year
- Provide best practice event delivery advice in a COVID-19 environment
- Support the DoMM with effective communication advice, weekly video updates and internal communication
- Curate, produce and share 120 good news stories from around our BUV
- Produce the first online Members Meeting with online voting
- Produce an online Nourish event
- Begin the move to online training
- Achieve greater connectivity and communication by implementing a new database, integrated marketing tools and website
- Develop best-practice communication and branding approaches across our digital platforms

- Launch and communicate many resources for leaders and churches during lockdown including:
 - 7 weekly devotion series (40 issues),
 - BUV wide prayer initiatives and Pray Day
 - Flourishing Church framework
 - church online and safe churches resources
 - ministries and outreach resources
 - leadership and pastors resources
- Launch and promote a fundraising appeal for the Victorian bushfires which raised over \$575,000 for bushfire affected communities - With these funds we have assisted 180+ Families, distributed food and clothing vouchers and appointed 3 Bushfire Pastoral Carers in the affected regions

We look forward to continuing to resource pastors and leaders within our BUV in 2021.

Melissa Rule

Head of Communications



"During the COVID pandemic I found reliable information on rules and requirements hard to obtain from Government sources. It was great to be able to go to the BUV website and find all I needed to guide our congregation. I was impressed with the speed at which updated information was posted and with the relevance of the information. Who else would have given us guidance on baptism, for example? Thank you to the BUV for this service and for all your support for us in uncertain times."

Ian Wilkinson
Pastor, Korumburra Baptist Church

"Since this pandemic started and we were all put into lockdown, it became harder and harder to find details of restrictions applied by the government to churches. I quickly found that the best way to get through the minefield was to contact BUV. Advice was always prompt and referenced to government websites for confirmation. I for one, am thankful for the time and effort that has been given to work on resolving issues of compliance over many months. In doing so, it has assisted our churches in continuing the work that God has placed in our care."

Jim Langdon
COVIDSafe Officer, Kilsyth South Baptist Church



UNION COUNCIL REPORT

GOVERNANCE

Union Council Chair Report

Union Council meets once a month to discuss the activities of our churches, agencies and support hub staff as well as meet with representatives. Over 2020 we had to adapt to meeting virtually and more frequently as we worked to understand the impacts the global pandemic could have on our Baptist movement in Victoria. There was a big focus initially on finances and risk management measures which quickly moved to concerns of isolation and burnout as we ministered in lockdown conditions. We prayed for God's wisdom and understanding as we sought to lovingly respond to issues in ways that offered guidance to our churches and agencies negotiating new and complex spaces. We seek your ongoing prayers for us in these conversations.

The Union Council is comprised of six elected independent, non-executive Council members as well as the Director of Ministries, Honorary Legal Advisor and Union Secretary. This year in October, we welcomed Rev Dr David Talathoti to the Union Council and Mark Browning was reappointed for a further three-year term.

As we reflect on the activities of 2020 in the pages of this Annual Report, we can see God's clear guidance and goodness to us as a movement through one of the most difficult years we have faced. The opportunity this year has provided for some, is the chance to reassess - to pause and reflect on the activities and ministries of our churches and how they might stay, change or adapt into the future - something we all need to think through as we surely face a hybrid church situation for at least some time into 2021 and beyond.

Union Council would like to extend our special thanks to the BUV Support Hub staff and their Leadership Team that is capably led by Director of Mission and Ministries Daniel Bullock, for their dedication and tireless efforts throughout 2020.

The team ensured all pastors were supported and cared for whilst they navigated the much needed changes to the digital space, ensuring that there was relevant and timely information being disseminated and deciphered to all pastors and leaders, and churches continued to connect with their congregations and communities in ways they could despite the restrictions. The team also managed the financial impact of COVID, minimising the effects for staff and churches as much as possible. Our Baptist Movement is served particularly well by this group of highly motivated, gifted and experienced people who we are grateful to God for.

Our 2021 vision is to be a union of flourishing churches with Christlike followers, that redeems society and brings transformation to Victoria. Working together as a culturally diverse Union of churches, faith and missional communities, agencies and affiliates we believe we will continue to see God's kingdom flourish in our state.

Finally, I would like to acknowledge the role of the Union Council members themselves. These followers of Jesus who have been elected and entrusted by the members, take their role of governance seriously and diligently discharge their duties, bringing a wide range of experiences from the corporate and church world. Our Union Council members this past year have been Mark Browning, Fiona Hall, Mick Turnbull, Rev Daryl Kilker, Rev Dr David Talathoti, Elizabeth Shalders (Honorary Legal Advisor), Debbie Uy (Union Secretary) and Rev Daniel Bullock (DOMM). We look forward to the opportunity to serve the Baptist family in Victoria again in 2021.

Jo-Anne Bradshaw
Union Council Chair

Union Council



Jo-Anne Bradshaw
Chair



Fiona Hall



Daniel Bullock



Mark Browning



Darryl Kilker



Elizabeth Shalders



Debbie Uy



Mick Turnbull



David Talathoti

Audit & Risk Committee

Andrew Gibson
Darryl Kilker
Neil Morgan
Mick Turnbull (Chair)
Michael Yap
Debbie Uy

Constitutional Review Committee:

Fiona Hall
Elizabeth Shalders
Debbie Uy

Nominations Committee

Jo-Anne Bradshaw
Daniel Bullock

Council Development Committee

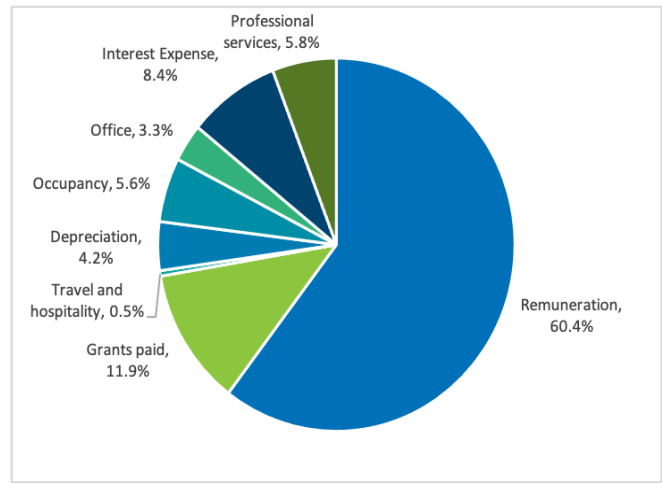
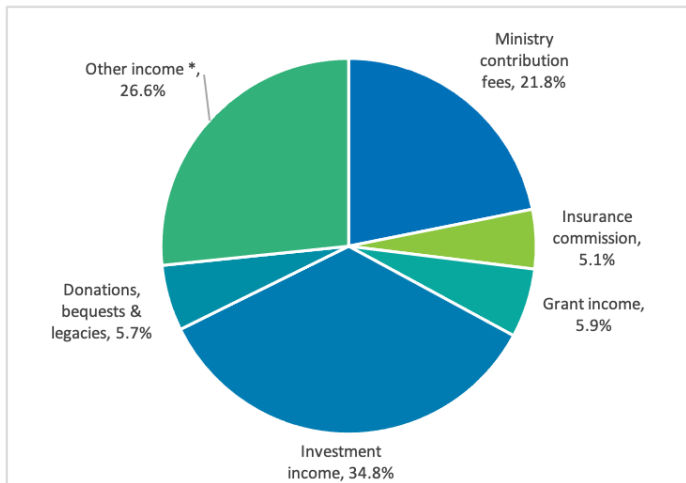
Jo-Anne Bradshaw
Mark Browning

FINANCIALS

2020 Operational Financial Summary Snapshot

The 2020 operational activities of the BUV were heavily impacted by the summer bushfire appeal and of course Covid-19. Funds raised from the bushfire appeal totalled \$588,408 and Government assistance received in the form of Jobkeeper and other grants totalled \$848,500. These unbudgeted receipts combined with savings in costs realised an operating surplus of \$817,022 which is \$1,323,648 better than the original budget. Of the total bushfire appeal funds received, \$326,220 in grants have been distributed up to the end of December 2020 in support of families and communities affected by this tragedy.

	2020 Actual	2020 Budget
INCOME		
Ministry contribution	1,499,975	1,417,500
Insurance commission	350,756	313,632
Grant income	408,515	437,092
Investment income	2,389,518	2,890,563
Donations, bequests & legacies	389,477	313,501
Other income *	1,828,466	404,604
Total Income	6,866,707	5,776,892
EXPENDITURE		
Remuneration	3,651,126	3,722,393
Grants paid	722,702	417,230
Travel and hospitality	28,600	406,444
Depreciation	255,380	309,000
Occupancy	337,327	458,562
Office	198,081	191,340
Interest Expense	505,399	412,984
Professional services	351,070	365,569
Total Expenditure	6,049,685	6,283,522
Excess/ (shortfall)	817,022	(506,630)
*Other Income		
Government Grants Covid-19 related	848,500	
Bushfire Appeal	588,408	
BFS Dividend	128,548	
Other	263,010	
Total	1,828,466	



Overview of 2021 Budget

	2021 Budget	2020 Budget
INCOME	5,199,063	5,776,892
EXPENDITURE	6,482,288	6,283,522
Excess/(shortfall)	(1,283,225)	(506,630)
Church Dev Fund	228,919	140,156
Bushfire Appeal	113,148	0
Adjusted Net Surplus/(Deficit)	(941,158)	(366,474)

Budget Assumptions

- The 2021 budget will essentially support the same activities as in 2020
- Cash & term investments to earn 0.99%
- JB Were investment income assumed at 2.93%
- Salary and wages rate increase 0.57%
- The 2020 grants budget is subsidised by \$228,919 from the capital of the Church Development Fund
- Balance of bushfire appeal funds to be distributed in 2021 totals \$113,148

Income

- Budgeted income for 2021 decreases 10% (577K) from the 2020 budget. This is mainly due to dividend income decreases \$505K reflecting pessimistic investment outlook

Expenses

- Budgeted expenses for 2021 have increased 3.2% (\$199K) from the 2020 budget.
- Remuneration savings due to reduction of 1.6 full-time equivalent heads \$131K
- Increased depreciation costs due to completion of renovations at 1193 Toorak Rd \$85K



AGENCIES AND AFFILIATES REPORTS

BAPTCARE

Baptcare has an unparalleled opportunity to support Australians across a wide range of service areas throughout a person's lifetime. Our strategic focus has been, and will remain in the future, a deep commitment to partner with people of all ages, cultures, beliefs and circumstances for fullness of life and provide the best of care.

Our mission and vision are lived through our WE CARE Values: Wellbeing, Ethics, Cocreating, Accountability, Respect and Effectiveness. These values underpin all our work, with residents, customers, partners and supporters; from the very young through to the very old, the vulnerable, and with families through all of life's stages and challenges.

2020 was a challenging year with COVID 19 affecting our residents, customers and clients. In response to COVID-19, Baptcare staff and volunteers have been the embodiment of adaptability, devising alternative and innovative ways to ensure that we stay connected to our residents, customers and clients, and working with them to prepare for, and navigate what has been a difficult time for many.

In 2020, Baptcare achieved the following:

- 18,250 people received Baptcare services across Victoria, Tasmania and South Australia supported by 3,300 committed staff and more than 1,500 registered volunteers.
- More than 2000 older persons call our 16 Residential Aged Care communities home.
- More than 3,600 older persons were supported in their homes with 370,000+ hours of personal care, home care, social support and respite services. We also provided around 10,000 hours of nursing and allied health care.
- Around 300 Victorian and Tasmanian residents lived independently in 272 apartments and villas across six retirement living communities.
- Almost 1,900 vulnerable families, carers, children and young people experiencing difficulties were supported with our foster and kinship care programs and parenting skills services through our Family & Community Services.
- Our Disability Services team supported 8,500 people with disabilities (including more than 630 children in Tasmania) and over 400 people with mental health issues.
- Baptcare Affordable Housing provided affordable housing to 170 residents in Victoria and Tasmania
- 85 men seeking asylum were provided housing, food relief and case work. A further 52 women and children were supported within our Houses of Hope program.
- Our Spiritual Care staff (Chaplains) and SC trained volunteers assisted with around 160 significant spiritual care encounters per day across their operational divisions.
- \$470,000 raised with our generous partners to assist us in our work alongside those in need.
- In a year marked by limits placed on meeting face to face, Baptcare found new ways to support and partner with those we work with.

As we've faced the challenges of 2020, and the road ahead has not always been clear, we are sustained by the same values and faith of our founders from 75 years ago:

"For we walk by faith, not by sight" – 2 Corinthians 5:7

We are so proud of how everyone at Baptcare, in both frontline and support teams, has stepped up, often going above and beyond in their commitment to our residents, customers and clients, and to each other. The past year has certainly tested our mettle and I'm confident that we will emerge into a new COVID-normal, equipped with valuable insights and learnings.

Graham Dangerfield
Chief Executive, Baptcare

Spotlight on Baptcare Affordable Housing: Jo's story

Jo is a tenant in one of Baptcare's Affordable Housing developments. Due to difficult life circumstances including bankruptcy, Jo faced the very real possibility of becoming homeless. Luckily, she was referred to the team at Baptcare Affordable Housing who found her a new home that transformed her life.

"It was a joy to step into the unit. I used to feel so vulnerable and anxious all the time not having a solid home.

I'm so grateful that Baptcare Affordable Housing is providing support for people having a tough time like me.

They've made me feel like I actually deserve something special."

Jo
Tenant, Baptcare Affordable Housing

Baptcare

CAREY BAPTIST GRAMMAR SCHOOL

2020 was a challenging year - and an interesting one to begin a new chapter as Principal. However the school rose to the challenges and successfully managed to continue with a strong education program for all students.

The school successfully managed the rapid shift to online learning, after being the first Melbourne school to close down.

During the year, to maintain connection and respond to some of the difficulties of home-schooling we developed a number of programs to support our students and families remotely, such as the Carey Community Challenge (race around Australia), weekly Rev Ups from the Chaplain, Transformational Parenting course, tailored specifically to Carey from Dr Arne Rubinstein, CareyFit movement program and Carey TV created by the students.

Results from our 5 key strategic priorities for 2020 were:

Positive Learning

- Pivot to remote learning
- Enormous Professional Development from all staff in digital learning
- Creative delivery of curriculum
- Great progress on timely feedback to students and opportunities for self-reflection
- Excellent Year 12 Results across both VCE and IB and strong Year 12 post school tertiary study and other options despite the COVID disruption

Wellbeing, Self and Beyond

- Kept the community safe and well
- Individual care and connection with students, staff and families throughout remote learning
- Flexible response to parent feedback

Quality Staff

- Despite the impact of COVID we have kept our entire staff employed
- Significant professional growth from all to manage remote learning
- Successful recruitment of two senior positions - Deputy Principal Learning and Head of Senior School

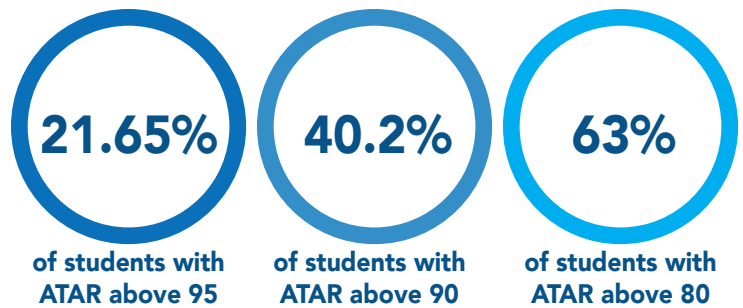
Engaged Community

- Established a deeper connection with our parents
- Open to feedback and willing to respond to meet needs
- Conducted a number of online events - tours, open days, Q and As, parent teacher nights, information nights etc.
- Established the Carey Business Directory to support family businesses.
- New engagement with alumni groups

Despite the challenges 2020 threw up, the Carey community remains strong, warm and supportive. There have been some positive changes to come from the challenges, as we have found new and innovative ways to do things, and made the most of the technology. We look forward to gradually returning to a more normal program in 2021 and beyond, perhaps with a greater appreciation of all the little things we can now do.

Jonathan Walter
Principal

ACADEMIC RESULTS



Median ATAR of 85.4

Carey Baptist Grammar Chaplains Summary

"2020 was a difficult year for students across our state, as schools were in lockdown for almost half the year. Besides the loss of interactions in the classroom, the absence of the sense of community became a significant challenge. This was true of Carey. All extra-curricular programs were stopped as a result of Covid which meant the sense of community and engagement was a casualty. Obviously, many students (and staff) found this time difficult and the school worked particularly hard to ensure our Year 12's had the best possible year they could, even though there was much that they missed out on. Still, they survived and in the process learnt much about resilience and not to take things for granted.

Due to online facilities the chaplains were able to continue with class instruction and to conduct weekly chapel services. In addition, the school provided an option for parents to have some have positive input from a Christian perspective via an on-line presentation over a 4 week period. Parents have since expressed their appreciation.

One of the highlights towards the end of the year was the toy drive for BaptCare. This was a school wide endeavour and the result meant that children who otherwise would have missed out, did receive a Christmas present. It was good to be able to support the work of BaptCare in this way. As with young people generally, there are always challenges and Carey is not immune. However, we hope that within a nurturing and pastorally caring community we can provide the support and guidance to help our students navigate the many challenges of being a teenager in this time. The role of chaplain is one of great privilege and responsibility. Pray that we would have the desired impact."

Rev Gerry Reviere
Chaplain

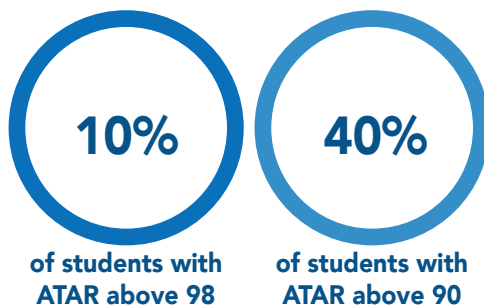


KILVINGTON BAPTIST GRAMMAR

2020 was truly a year like no other. We commenced the year with more than 800 students from ELC to Year 12 expecting a typical school year. However, it was anything but. Yet our community demonstrated exceptional fortitude, patience and support as it transitioned from onsite to remote learning multiple times throughout the year.

The quality of our remote learning platform, pastoral care program and connected and giving community ensured that our students remained well supported during a highly challenging year. In fact, our enrolment numbers for 2021 have increased by three percent.

ACADEMIC RESULTS



Our Class of 2020 VCE results were excellent, with almost 10% of students being placed in the top 2% of the State (achieving an ATAR over 98) and almost 40% placed in the top 10% of the State (achieving an ATAR over 90). The median study score was 35.

CONNECTION

It was wonderful to see students and staff connect through a range of initiatives adapted to the online environment. Our physical, art, languages and cooking challenges were fun, engaging and thought provoking. We continued to create music with the Kilvington Klefs remotely performing In Flanders Fields to commemorate ANZAC Day, and an incredible performance of The Royal Fire Works by George Frederic Handel by the Kilvington Orchestra, also recorded remotely.

Events including Character and Connection Days, Science Week, the Kilvington Writers Festival, the VCE Art Show and Wellbeing Week successfully forged ahead, albeit in a new format. Pleasingly, we were still able to connect as a community via our online Junior School, Senior School and House assemblies.

CARE AND COMMUNITY

The School's motto, Non nobis sed omnibus, Not for our own but others good, took on greater relevance this year. Our Community Service endeavours barely missed a beat with students and staff committing to causes such as Connor's Run, Junior Diabetes Research Foundation (JDRF), Cancer Council, Asylum Seeker Resource Centre (ASRC), Eat Up Australia and the MS Readathon. More than \$20,000 was raised for these organisations.

Students worked together creatively to produce touching Mother's and Father's Day messages of love and gratitude. Teamwork ended up being the character trait word for the whole year. We all needed to play the team game, to save lives in 2020.

CAPITAL WORKS

In 2020, our new Administration and Junior School wing was completed which offers a number of new learning and wellbeing spaces for our students and efficient workspaces for our staff. We will commence our next exciting building project mid-2021 as part of our progressive capital works program. This will include the establishment of a three-level state-of-the-art STEAM Centre where innovation, learning and entrepreneurship will be supported by contemporary spaces for science, robotics, systems engineering, physics and media. There will be casual and formal learning spaces, and project collaboration areas. Our library, at ground level, will also undergo a major renovation.

We continue to be grateful for the opportunity to offer our community an outstanding learning, wellbeing and spiritual development environment.

Jon Charlton
Principal

Kilvington Chaplains Summary

"At the start of 2020, Kilvington introduced smaller mentoring groups of around 10 students per staff member in the Senior School. Staff check in with students daily, and to have regular conversations with individual students. This was prescient given the challenges of the Melbourne lockdowns due to COVID. The Mentoring Program continued via Microsoft Teams during remote learning, providing an early alert for students struggling emotionally or academically. Kilvington's school psychologists, Chaplain, school leaders, learning support staff, Year Level and House Deans of Wellbeing, classroom teachers and Mentors worked together to provide holistic support to students. Timely training in Visible Wellbeing by Professor Leah Waters equipped staff to help foster resilience and emotional wellbeing for all students."

Rev Janet Woodlock
Chaplain



STRATHCONA GIRLS GRAMMAR

In 2020 a global pandemic, like nothing experienced in our lifetimes, shook the foundations of the education system, economies and lives around the world.

In the wake of this unprecedented disruption and uncertainty, Strathcona staff, students and community were called upon to draw on reserves of courage, empathy and resilience facing the challenges of the COVID-19 crisis.

Strategic focus for 2020 shifted with agility and speed in response to the crisis incorporating four strategic pillars.

- Technology
- Wellbeing
- Teaching and Learning: Best practice pedagogy
- Financial stability

TECHNOLOGY

The School continued to deliver an exceptional education through the Continuous Online Learning Program. With foresight prior to restrictions students and staff were trained in Microsoft Teams one week before the first lockdown commenced. This allowed for an easy, calm transition to the new learning platform. An event platform was created with all events including Parent Information Nights, Orientations and Careers Night all being held online.

WELLBEING

Staff and students were cared for during this time of crisis through constant, consistent communications. An extensive and generous wellbeing program was built to maintain connectedness and caring for students, staff and alumnae. Social Justice Programs continued throughout the year assisting and student prayer groups met weekly and Faith Services adapted to online.

TEACHING AND LEARNING

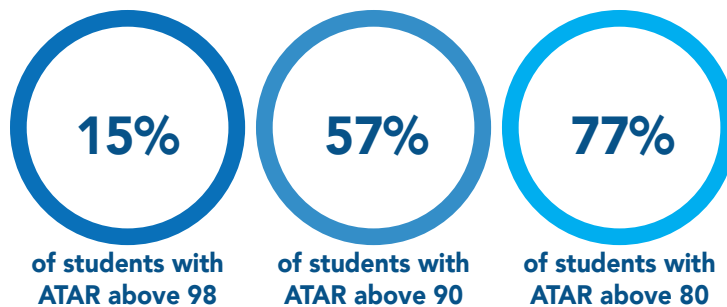
The curriculum was adapted to the new online format inclusive of timetabling and lesson times. Engagement was critical to learning and House activities, Sport and Music all continued in good spirit, albeit in a different way. At the conclusion of 2020 our VCE cohort sat their examinations on campus and Strathcona VCE results ranked within the top 10 Victorian schools with a Medium ATAR of 91.6. This was achieved despite coming in and out of lockdowns and transitioning to different learning platforms.

FINANCIAL STABILITY

Enrolments remained stable over 2020 and a Family Support fund was created for fee relief to support families whose livelihoods were affected during COVID-19.

In 2020 during a challenging year the Strathcona community embraced the School philosophy of a balanced mind, body and spirit. We enjoy a school environment, (whether online or on campus) where one can share humility and kindness whilst remaining brave and strong.

TOP 10 VICTORIAN SCHOOLS



Median ATAR of 91.6
9 perfect Study Scores

Marise McConaghy
Principal

Strathcona Chaplain Summary

"The Faith Life of Strathcona was dependant on innovative ideas and creativity during 2020. Student Faith leaders were swift in creating an online platform for students in our Faith Group 'Mustard' to gather and connect during their times of remote learning during the year. Students also formed an encouragement group on Microsoft Teams to post testimonies, bible verses, videos and music as a source of encouragement to one another.

Our Parent prayer group pressed in to God in faith and prayer as they connected with God and each other. When we were able to participate in in-person learning at school, an additional faith group was formed with discipleship and bible reading outside at lunchtime. While the world may have appeared to stop in many ways, faith life at Strathcona continued to flourish and grow with a peak of interest in spirituality from across the school community."

Kathleen Vergers
Chaplain



Strathcona
GIRLS GRAMMAR

WHITLEY COLLEGE

Whitley College worked in 2020 on extending her audience while at the same time developing connections with alumni and stakeholders. Increasingly the College focuses on joint ventures and creative alliances with the BU, Bapcare, other colleges and industry partners to develop a longterm portfolio of relevance in theological education and formation.

Semester 1, 2020 was only a month old when the COVID lockdown was imposed, and all classes moved to online mode. Students and faculty quickly adjusted to Zoom and working from home. With the full timetable now taught online, Whitley took the opportunity in second semester to increase marketing to a new audience - to students for whom remote learning was preferable, or their only option. The groundwork was laid for all classes to be simultaneously in person and online post-lockdown.

Strategic Focus Areas

- Programme delivery - Developing and implementing online/hybrid models of teaching and delivery in the context of COVID-19
- Marketing - Extending reach to new audiences
- Alumni project - Reconnecting with 600-+ alumni
- Future Church-project in partnership with BU
- Facility Review- preparing for the future

Results

- Further experimentation with online/remote and in person teaching
- Strong Whitley presence in the 'theological' market
- Visible networks of graduands developing (variety of ministries)
- Initial steps towards educational and training program Future Church
- Project plan for extension facilities

Rev René Erwich
Principal

73+
graduands in 2020

**High
retention
rates of
students**

**2nd largest
Theological
College in the
University of
Divinity**

**Financial
stability/
resilience**



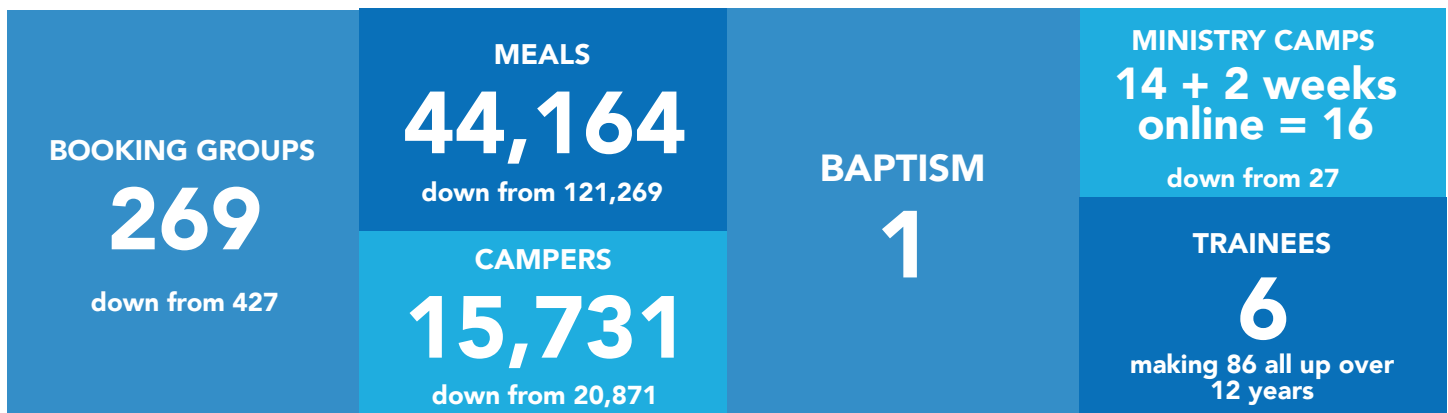
BAPTIST CAMPING VICTORIA

March 16 2020 will be a day we will never forget - camps stopped arriving through the gates of all Baptist Camping sites for the first time in 76 years and cancellations started pouring in. With nine months of little or no camps, BCV office staff were adjusting to the new normal of transferring bookings to 2021, whilst also working hard to secure existing 2021 bookings.

As a \$4m entity with 78 staff, our first assessment (before JobKeeper was announced) was that we would, like many other businesses, have difficulty surviving if the pandemic lasted more than a few months. We quickly went into complete shutdown, with some staff taking holidays and some unfortunately, made redundant. JobKeeper was a blessing and resulted in some of our staff returning to work. But cash flow was tight and some days we couldn't put fuel in our utes and had limited funds to spend on camp maintenance.

Ministry camps were cancelled, social media campaigns were undertaken and we pivoted to run our first ever online programmes (Roundups) in the September school holidays. We reached 37,767 people through the social media campaign with Testimony Tuesday, Throwback Thursday, Cowboy/girl chapel Sunday. 6580 people participated over two weeks in the school holiday Online Roundup. The whole staff team pulled together to make videos sessions with speakers, activities, craft, cooking and horse sessions.

Staffing and finances received a restructure and by 12th October, we re-opened with just 40 staff, working hands on. I, as Director of Camping, and all the Centre's office staff never worked so hard to serve. Our Business Manager, who started work the day before COVID hit, agreed to stay helping us out for four months while he looked for another job. Despite COVID and the cancellations, we were still able to reach 792 people through the 14 camps that we did run. This was approximately half the camps that were planned.



We used to think the best thing about Camping was waving the campers goodbye after a successful camping experience, but with the perspective we have gained through surviving 2020, we see that welcoming them through our gates is indeed the best part of this ministry. There was great excitement to see the first few camps return post COVID, and our staff now have a renewed sense of calling.

Lastly and most importantly, I would like to thank the staff, the Board, volunteers and the Baptist family for all the support for Baptist Camping Victoria this year. BCV was well supported by the Baptist Union of Vic., Baptist Financial Services, Baptist Insurance and other entities within the Baptist family. Even so, our staff did it tough in 2020 - expectations were high and the pressure to serve was great through the critical times. We had much to cope within 2020 but we trust in an awesome God and we are so grateful for his divine enabling.

We ask you to join in praying for God to continue to rebuild this ministry in 2021 and beyond - for new bookings, for consistent cashflow and for an effective and fruitful ministry.

Geoff Caldwell
Director of Camping



GLOBAL INTERACTION

In 2020, our major strategic focus was the development of our 2021 - 2025 Strategic Roadmap. This included an organisational restructure, the development of key statements and identification of ministry priorities. Hundreds of voices from across our Australian Baptist movement spoke into this process through consultations and forums. The culmination of this process is these key statements which are the foundation for the next season of Global Interaction's ministry:

What we see: Vibrant faith communities following Jesus in their own distinctive ways.

Why: Because nothing matters more than sharing God's love for the world.

How: Through Spirit-led people, humbly contextualising the Good News in every place.

Despite the challenges of 2020, we are humbled and inspired by our partners who stuck with us. The generosity of our BUV churches continues to enable our expanding witness to God's love for the world. COVID opened opportunities for our teams to engage with their neighbours in new ways, most notably in South East Asia. The fact that our workers stayed, spoke volumes to their local friends. Trust was grown and opportunities for sharing the gospel multiplied. Bible stories are being shared in the Silk Road Area, team members are reaching out to new communities in Thailand, believers are being discipled in South Asia, and there are increasing opportunities for conversations about Jesus in Cambodia.

During 2020 we also

- welcomed Scott Pilgrim as our new Executive Director.
- welcomed Geoff Maddock as new VIC/TAS State Leader.
- launched our Missioning podcast
- identified 5 new intercultural workers from Victoria who are preparing to serve in South Asia, Outback Australia, and South East Asia.

Please check out the 2021-2025 Strategic Roadmap and know we cherish your partnership as we embrace God's gracious invitation to mission in neighbourhoods across the world.

www.globalinteraction.org.au/Roadmap

Geoff Maddock
State Director - Vic/Tas



BAPTIST WORLD AID

At Baptist World Aid Australia (BWAA), we're all about helping Australians tackle the injustice of poverty so that all people can enjoy the fullness of life God intends. This is what we continued to do throughout 2020 during the COVID-19 global pandemic.

BWAA continued to partner with individuals and churches in Australia, particularly those from the Baptists movement, in generous giving, ethical consumption, courageous advocacy and faithful prayer in order to achieve justice for people living in poverty. We also continued crucial partnerships with like-minded agencies overseas to empower communities to lift themselves out of poverty, challenge injustice and build resilience.

BWAA responded to the crushing impact of the COVID-19 pandemic within communities already impacted by the injustice of poverty. The Stand Together Campaign raised much needed funds to provide hand wash, sanitiser, masks, emergency food, and health care to help families survive. The COVID-19 Global Emergency Appeal was also launched, which continues to raise funds, as well as the campaign End COVID For All which prompts us to sign the pledge encourage our government to send vital support to vulnerable nations because it's not over until it's over for everyone.

Fortunately, while the COVID-19 global pandemic rages, there is still many stories of transformation as families and communities are empowered and equipped to move out of poverty because of the generosity of Victorian Baptists. Many have become part of this incredible journey by Sponsoring A Child. Others have given generously to the Be Hope Christmas Appeal and done their Christmas shopping at The Big-Hearted Gift Store.

Churches are choosing to partner with BWAA and supporting community development programs in either with Bangladesh, Cambodia, Nepal, the Middle East or Uganda. Other churches are choosing to respond to disasters through the Disaster Fund; the most recent being the Beirut Explosion Response which raised funds to save lives by giving emergency food, water, accommodation, healthcare, livelihoods support survivors.

The Matching Gifts 2020 was the most success Matching Grants Campaign; record donations were given. Because of your generosity BWAA received an increased allocation of Federal Government aid funds. THANK YOU.

The 2020 special edition COVID Ethical Fashion Guide was published. Remember, garment workers are among the most vulnerable to the COVID-19 economic and health effects. With fashion brands and retailers facing increasingly challenging conditions working together to do everything possible to protect vulnerable workers has never been more critical.

I am looking forward to 2021, to helping you tackle the injustice of poverty so that all people can enjoy the fullness of life God intends. If you would like more information about partnering with BWAA, as an individual or as a church, please do not hesitate to contact me. For your kindness, ongoing support, and generosity THANK YOU.

Victorian churches and individuals gave
\$2,527,022.57

to BWAA; this generosity has impacted and changed many lives.

Rev Paul Manning
State Relationship Manager - Vic/Tas

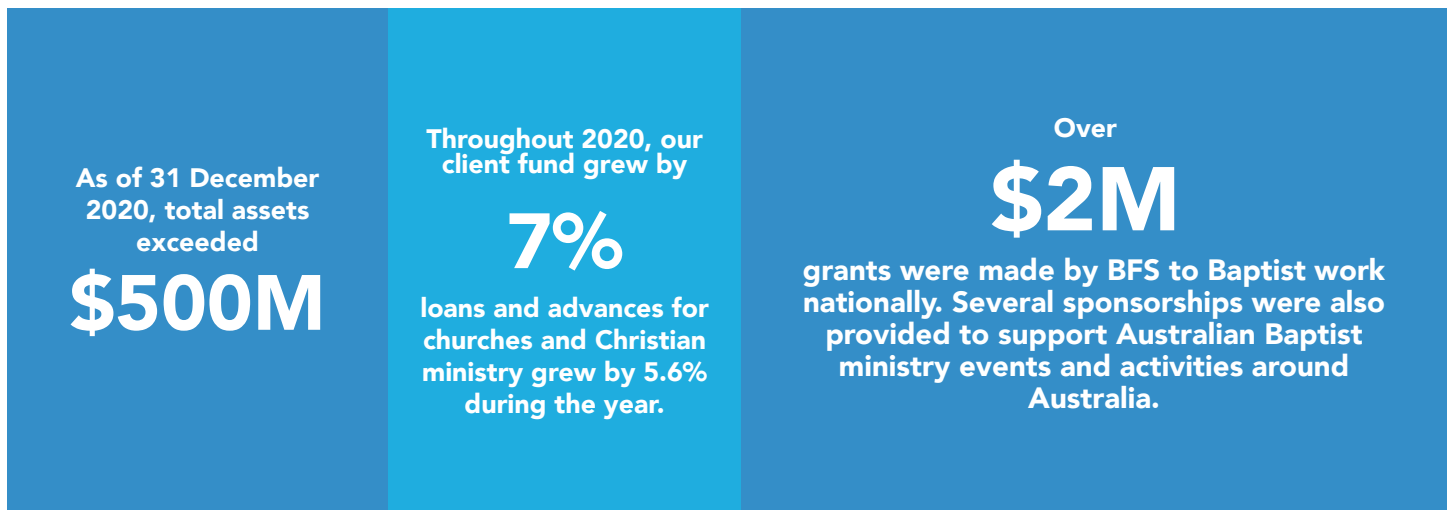


BAPTIST WORLD AID
AUSTRALIA
Be love. End poverty.

BAPTIST FINANCIAL SERVICES

2020 has been like no other. Despite the challenges in the early part of the year, Baptist Financial Services (BFS) has remained strong and continues our mission to Resource Christian Ministry through Good Stewardship. BFS was able to offer help to a number of clients during this difficult time.

BFS gratefully acknowledges, with appreciation, the many Churches, Baptist denominational ministries and other supporters who pool their financial resources with BFS to enable these resources to be available for Kingdom purposes.



BFS's GiveWay online platform www.giveway.org.au enables payments to be made easily to Churches and Organisations to facilitate offerings, donations and other types of payments for Church and ministry activities or appeals. We are introducing an upgraded version of GiveWay in 2021, which will enable more features that is easier to use, which will bring many benefits to the churches and ministries that utilise this service.

You can visit our new website www.bfs.org.au to find out more information about how to get involved with BFS, either for yourself or for your church or ministry.

Jeremy Peet
Relationship Manager - Vic/Tas



Baptist Financial Services

BAPTIST INSURANCE SERVICES

Baptist Insurance Services Limited (BIS) services all states and territories and operates as a “delegated body” or ministry of the Australian Baptist Ministries. We provide a broad suite of covers tailored to our Baptist family and their ministries to ensure they are protected and empowered to do the Kingdom work they are called to. Our cover includes:

- Industrial Special Risks
- General Liability (including Hirers’ Liability)
- Professional Indemnity
- Management Liability
- Corporate Practices Protection
- Cyber Protection
- Corporate Travel Insurance
- Personal Accident – Volunteers and Youth Activities
- Personal Accident – Pastors and Spouses

The last year has been a difficult time for all of us with the COVID-19 pandemic. During this period, our staff throughout Australia have transitioned to working from home. However, we have still been able to maintain our focus on effective and high level customer service. We have only recently returned to the office on a part-time basis.

The pandemic has curtailed many of our usual activities, including workshops. However, where possible we have transitioned to online conferencing.

We continue to work in a hard insurance market with costs escalating for Insurers globally. Much work took place behind the scenes for our September 2020 Renewal. Due to increased costs, as well as many Insurers walking away from risk, our Broker, Zenith and the BIS Board, worked hard to source Insurers that were willing not only to understand the specific needs and requirements of Christian-based organisations and churches, but also without significantly increased costs that threatened to make the program unworkable for our constituents. This saw a change in a number of our Insurers.

Our thanks again go to CCI who in addition to covering ISR, Public Liability and Professional Indemnity, have agreed to take on our Management Liability. CCI continue to provide high level service and work closely with the BIS team to serve our churches.

Due to the long-term fragility of the insurance market, the BIS Board is looking at options to ensure future cover will be available to our churches and other Christian organisations we support. The traditional insurance market is changing, however the need for protection in terms of cover is not. This may lead to significant change for BIS structurally, but one that will benefit our churches who are our primary focus. We are hoping to provide further information on this by our next Renewal, September 2021.



Baptist Union
of Victoria