



**20  
22**

**ANNUAL  
REPORT**



**Baptist Union  
of Victoria**





# DIRECTOR OF MISSION AND MINISTRIES



## REV DANIEL BULLOCK

Director of Mission and Ministries

After two years challenging years affected by COVID, 2022 was a year initially characterized by a measured return to activities, underpinned by the hope and anticipation of churches and communities returning consistently to worship together in person. As the months went by, more certainty returned to gatherings, and churches were able to meet corporately without restriction. The wider Victorian Baptist family also appreciated being able to gather for events including both May and October Members' Dinners.

In pursuing our strategic plan, the BUV Support Hub focussed on several key initiatives:

### 1. Supporting churches to participate in a shared vision for mission

During 2022, our Union grew by 5% as we welcomed 12 new churches, communities of faith, micro churches, congregations and campuses to our Baptist Union. We celebrate the culturally diverse nature of our Union with the percentage of churches speaking one or more languages other than English being 41% at the end of 2022. We continued to work with churches on reimagining mission in their contexts and communities as well as continuing our efforts to develop sustainable placemaking opportunities in growth corridors. In September, we continued our focus on justice with our second annual Justice and Advocacy Week. Resources were provided around the topics of First Nations, Asylum Seekers & Refugees, Creation Care, Aged Care and Global Poverty.

### 2. Developing the capacity of people to lead flourishing churches

In focussing on developing Flourishing Churches and Flourishing Pastors, we offered training programmes to equip pastors and leaders such as the Communities of Practice for Senior and Associate Pastors and Emerge, a development programme for emerging leaders. Professional Pastoral Supervision (PPS) was also introduced in 2022, as a new requirement for BUV Accreditation, to be adopted by Pastors during 2023 and beyond.

### 3. Encouraging churches to support, pray for, collaborate and pool resources for shared mission

Our Church Health and Capacity Building consultants focussed on assisting churches to maximise elements of the flourishing church survey. We heard and shared many wonderful stories of churches developing partnerships and collaborations together, and with other community organisations to see new missional opportunities realised.

### 4. Providing effective processes to support our churches to be flourishing

In 2022, the BUV Support Hub added to our annual cycle of feedback with a Church Pulse in March and a Pastors Survey at May Nourish. These two measurements add to our Flourishing Church Survey in June and our Church Ministry Annual Statistical Surveys in December, rounding out our annual survey process. Through these feedback loops, we heard that most congregations were excited for the year ahead, whilst some were still feeling wary and anxious about the future. These sentiments were reflected in attendance numbers both anecdotally and through our annual church ministry statistical returns with in person attendance figures higher than 2021 but still lower than pre-covid levels. Most churches maintained their online presence in some way, some investing in the digital/online space for the future.

During the year, proposed amendments to the BUV Constitution and Schedule B and a new Constitution Policy, were presented for consultations across the state and at two Members' Dinners. These proposals were adopted by Assembly in October.

In addition to delivering these strategic initiatives, our BUV Support Hub staff, Leadership Team and Union Council continued to work diligently throughout the year to achieve our mission of equipping, encouraging and empowering church and agency leaders. I want to express my gratitude to these groups for their contribution.

To our member churches, communities of faith and agencies who have shown resilience and faithfulness, I pray God's blessing and fruitfulness as you seek to flourish both as leaders and churches or communities.

God Bless,

Daniel

# 2022

## VISION AND MISSION



### VISION

To be a union of flourishing churches with Christlike followers, that redeems society



### MISSION

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

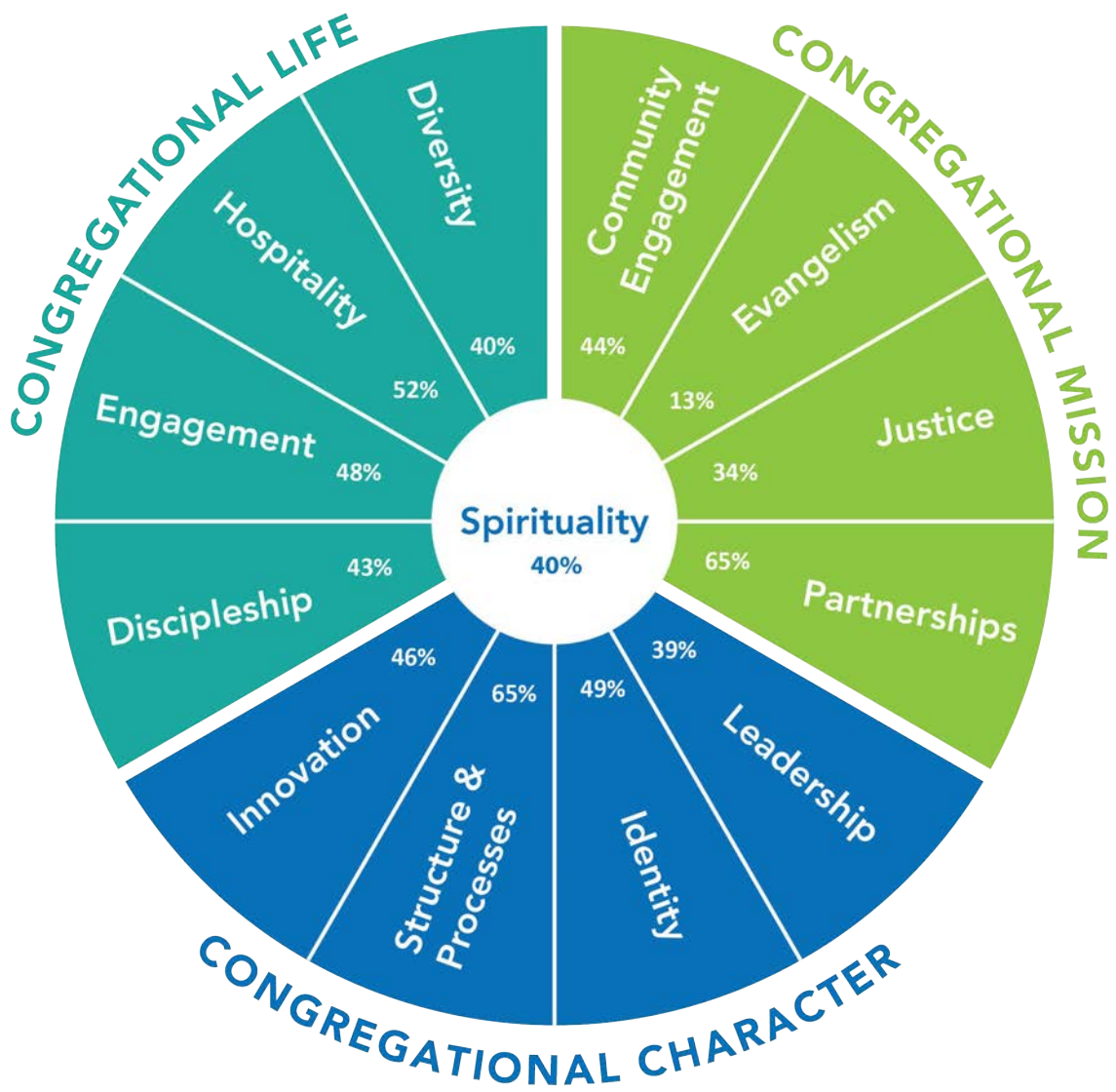
## STRATEGIC FOCUS AREAS

With Mission at the centre, our plans are developed around four Strategic Focus Areas, through the Innovation, Cultural, Digital and Younger Demographic Lenses.



together *on mission*

In a year that was peppered with COVID or returning from COVID, in 2022, the Flourishing Church Survey revealed the following results:



# LOOKING FORWARD TO 2023

The BUV vision, mission, strategic focus areas and lenses remain consistent year on year. These are the pillars on which the BUV Support Hub operates.

During 2022, the BUV Support Hub has taken on board feedback and data from three activities in discerning the strategic direction for the BUV Support Hub priorities for 2023.

- March / April - Church Pulse
- May - Nourish Discernment Exercise
- June / July - 2022 Flourishing Church survey data

In addition, anecdotal feedback from all church interactions with BUV Support Hub staff are taken into account.

## PRIORITIES FOR 2023

Some priorities to draw your attention to for 2023 are:

- Support the revitalisation of pastors and other leaders
- Promote Strategies for Care
- Encourage Resilience
- Roll out of Professional Pastoral Supervision (PPS) for all pastoral leaders, with a view to this becoming a mandatory part of the BUV Accreditation requirements for all pastoral leaders by the end of 2024
- Prayer – Develop a Union-Wide prayer initiative and encourage participation
- Evangelism – Define, demystify and explore what evangelism looks like in the future
- Equip the movement for the future church formats – online, digital, missional paces and places
- Explore the future in leadership – pastors, interims, next generation, women, culturally and linguistically diverse

# 2022 BUY STATISTICS

24,425

Members

24,657

Average Estimated  
Community Reach / Week

20

Faith Communities

6

Micro  
Churches

3

Missional  
Communities

28,638

Average Number  
of Attendees / Week

400

Pastors Ordained

137

LOTE Congregations

225

Constituted Churches

865

Baptisms

21,781

Average Number  
of Online Views / Week

3

New Pastoral Accreditations  
in 2021. 109 Pastoral  
Accreditation Renewals

30

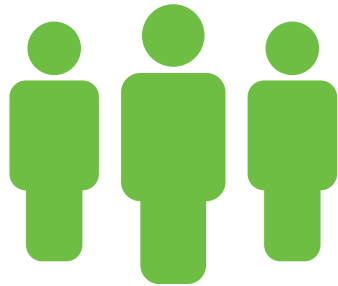
Languages Spoken



# **BUY SUPPORT HUB**



# 2022 STATISTICS



**28.2**

FULL TIME EQUIVALENT



**16**

FEMALE STAFF MEMBERS



**18**

MALE STAFF MEMBERS



**44%**

CULTURALLY AND LINGUISTICALLY DIVERSE

**33%**

FEMALE

**67%**

MALE

GENDER REPRESENTATION ON LEADERSHIP TEAM



# | TEAM REPORTS

# CHURCH HEALTH AND CAPACITY BUILDING

During 2022 churches emerged tentatively from lockdown, recovering from stress and dislocation and exploring congregational life and mission in the “new normal”. The Church Health & Capacity Building Team has supported churches and leaders in various aspects of this through consultations, workshops and mentoring. About 80 consultations addressed church reviews, strategic planning, governance, merger/partnership, conflict resolution, and more. A number of churches were assisted to become a constituent church or faith community of the BUV.

The Team ran workshops on a range of topics, including Women’s Mental Health, the Suppression (Conversion) Practices Act, Leading Multicultural Congregations; Indigenous Cultural Safety; Team Dynamics; and Church Governance. In addition, we offered Professional Standards Workshops on Bullying & Sexual Harassment; Ethical Leadership; and Disagreeing Respectfully. Nearly 800 people participated in the Creating Safe Spaces training, and we offered our first simultaneously translated workshop. We advised a number of churches on compliance with the new Child Safe Standards.

90 pastors from 54 churches participated in our 10th Multicultural Pastors’ Retreat, including 8 young emerging leaders. This included moving reports and prayer regarding the conflicts in Myanmar and Ukraine. It was a joy to hold the Ignite Next Generation conference in-person, with 350+ young people from diverse cultural backgrounds. We ran an Ignite Leaders’ Retreat focussing on discipleship and spirituality and have formed an Intercultural Working Group to foster discipleship among the emerging generation. We continue to provide advocacy and resettlement support for refugees through the Australian Churches Refugee Taskforce and our Refugee Airfares and Assistance Loan scheme.

We would love to explore how the Church Health & Capacity Building Team might help your church to flourish?



# PASTORAL LEADERSHIP SUPPORT & DEVELOPMENT



Whilst each church responded differently during 2022 many Baptist Pastors right across Victoria shared both the joy of being able to engage face to face once again with their congregations, but also the challenges of feeling tired and depleted, having less people willing and available to serve, and having more staying away from in-person attendance. Again, our pastoral leaders showed a great level of skill and resilience to keep faithfully serving their communities of faith.

We loved seeing Emerge (for emerging leaders) and Communities of Practice for Senior Pastors and Associate Pastors deliver much input, learning and empowerment to all who participated. This year, Partners in Ministry assisted Bill Brown & Kimberly Smith in providing input and supervision, for which we received great feedback. Our team supported pastors through pastoral phone calls, in person visits and encouraging peer support through pastoral clusters. Our online Tuesday Chats became a very important time of connection for many pastors. We provided assistance to a number of pastors so they could access professional counselling services and invited a Christian Psychologist, Phil Weeks to develop a 6-week opportunity for pastors to learn how to “Pastor with Greater Peace” – which was greatly appreciated by those who took part.

The team has been participating in Professional Pastoral Supervision (PPS) sessions and all members have grown in our own ministry practice as a result. We learnt all we could about PPS in preparation for inviting all pastors to engage in the practice in 2023.

We have had wonderful feedback that suggests that for those churches who choose to engage with us, the support and service we provide can be invaluable as a source of outside input. One such church that has engaged substantially with our team (and others within the Support Hub) has seen the Senior and Associate Pastor participating in the Communities of Practice run by Bill Brown, a youth pastor engaging with the Baptist Generations Network, the community pastor assisted by our Mission Catalyst team, while others have been part of our Emerge Cohort. This church is just one of many who are seeking to flourish and invest in their pastoral leadership and our team has felt so privileged to be able to provide the support as well as develop leaders across so many Victorian Baptist churches in 2022.



# MISSION CATALYST

The Mission Catalyst Team aims to catalyse the churches and pioneers of the Baptist Union Victoria into mission through supporting church planting, placemaking, neighbourhood engagement and advocating on behalf of the marginalised.

Despite a slow start because of COVID, in 2022 the Mission Catalyst Team was delighted to join in with others for mission seeing the following outcomes:

- We formally welcomed five new micro churches into BUV
- We also saw some exciting new embryonic missional initiatives gain some solid traction in Frankston, Pakenham and East Gippsland – all of which hope to grow into micro churches over the coming year.
- We saw the establishment of three new constituted Church campus Plants (Regen Night Church; Donnybrook; and Yarram).
- We saw the establishment of three new Placemakers and supported our established Placemakers in connecting the community through local events.
- We further cemented our ongoing partnership with Empowered Faith Communities.
- We conducted 3 local Congregational-wide Vision and Mission Forums (Heathmont; Lilydale; Ashburton).
- We renewed BUV and NCI contract to redevelop the Norlane Baptist church property and continue community works for another 40 years.

We feel privileged to participate in serving and supporting Baptist churches throughout Victoria to flourish particularly in the area of mission in their local context.

A couple of stories that demonstrate our outcomes:



## Donnybrook Community Church

Rev Kat Jensen reports that the Donnybrook Community Church launched its first public service on the 26th of June 2022, 18 months after a core team from Mill Park Baptist Church dared to plant a church in the ever-expanding, multi-ethnic growth corridor of Melbourne's North (during a pandemic!).



## The Big LAN

Most people would agree in our post-Christendom and secular society engaging young people with the Gospel is challenging, however, The Big LAN, led by Jacob Rayment and hosted by his church, Mitcham Baptist, is one of its kind in Victoria. With a passion for the often socially neglected young gaming community, Jacob saw the need to reach out to this community. He states, "Really large portions of people come to our events who have never stepped foot into a church before—it's about breaking down that barrier," Jacob says. The ministry continues to flourish both in numbers of young people and in its reach especially coming out of the COVID lockdowns in Victoria.

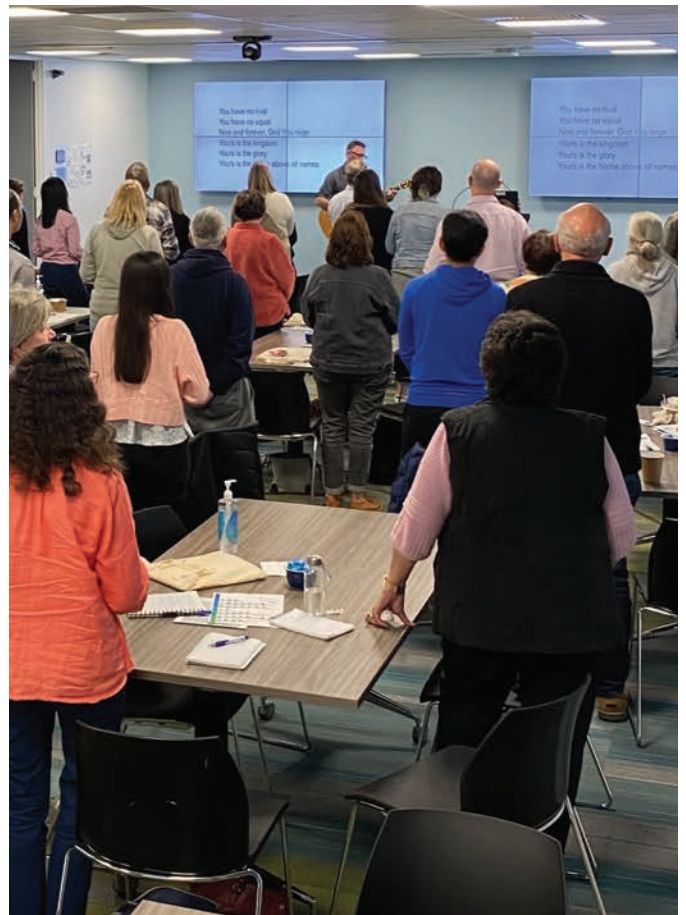
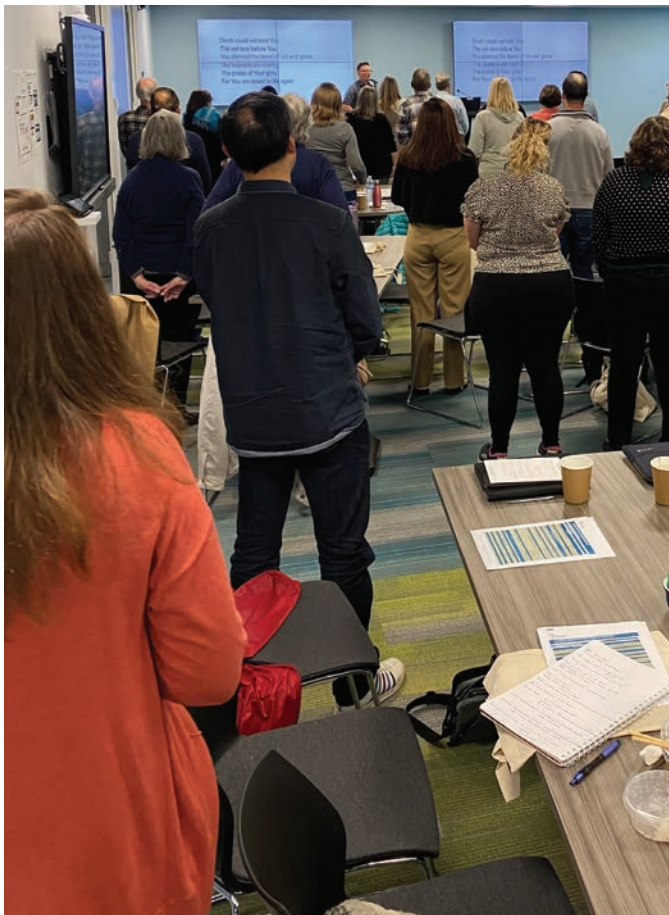
# FINANCE AND ADMINISTRATION

In 2022, the ongoing after effects of the pandemic saw churches struggle with resourcing due to staff shortages and the difficulty in filling vacant positions – and they were not alone. This also affected our F&A team, weighing on the team with extra responsibilities. Despite these challenges, we are so grateful for the strong team spirit of cheerfully helping one another, both internally and around our church network.

Last year, the F&A team conducted two BUV Administration Workshop days attended by almost 90 church administrators, treasurers and secretaries. We were able to launch our Administrators Portal, Be Safe, with Module 1 covering Essential Safety Measures (ESM), followed by Module 2 covering Safe People. Over 95 churches were supported by our Financial Services Consultant and we responded to over 490 inquiries pertaining to XERO, BAS, STP2, ACNC and ATO. We were also able to provide governance and financial oversight to Surrey Hills Baptist Early Learning Centre throughout 2022.

One significant encouragement for us was when one church approached us who were struggling financially and on the verge of being insolvent. Upon investigating, we found out that despite the financial struggles, the church was doing a wonderful job in reaching out to their community through placemaking activities. Our F&A team members helped this church secure a 5-year sustainability grant, which quickly put the church back on level ground.

We are grateful for the contribution our team has made to our Baptist family and are excited to embrace what 2023 brings, hoping to once again serve our churches, agencies and schools.





# COMMUNICATIONS

During 2022, the Communications Team continued to play an important role in connecting church leaders and members of assembly with essential strategic and operational level information as well as being the conduit of inspiring stories from, and to, our wider family.

In April, we launched our first edition of our TOGETHER e-magazine – a relaunch of a monthly newsletter into a digital magazine with 3 issues through the year. The magazine brings together both a selection of our stories and some updates and news about Pastors, events, agencies, partnership information and any new devotional or key resources available.

Throughout the year, the Comms team produced and distributed the fortnightly BUV Bulletin, all annual statistics surveys including the Flourishing Church Survey, From the DOMM newsletters, funeral notices, direct emails as well as sharing stories and news on social media and the website. Stories, news, updates and appeals from our Baptist Agencies and Affiliates are featured across all our communication channels.




The Communications Team also administers the annual events calendar with 97 events on the calendar in 2022. The team provides administration and technical support for the Creating Safe Spaces programme which had 800 people participate through the year.

In addition, the team coordinated the bi-annual gathering events in May and October with Nourish, Professional Standards and Members' Dinners. It was wonderful to be able to return to in-person events for both gatherings in 2022, providing a real celebratory atmosphere with participants so encouraged to be back together.

In the Partnerships area, we promoted and encouraged emergency fundraising appeals for Ukraine, Myanmar and the Victorian floods. Our regular giving programme for Church planting continued to gain traction across churches and legacy events were introduced across a number of churches - a wonderful way to help churches and their members have a conversation about leaving a legacy or gift in will that can help advance God's kingdom here in Victoria.

It has once again, been a pleasure to be able to encourage, equip and empower churches leaders so that we can draw closer to our vision to be a union of flourishing churches with Christlike followers who join with God in redeeming society.



# **UNION COUNCIL REPORT**



# GOVERNANCE



**JO-ANNE BRADSHAW**

Chair - Union Council

How wonderful in 2022 to be able to return to close to normal activity following two years of pandemic response! Our churches and faith communities were able to return to onsite, in-person worship services, campers were able to return to our campsites, our schools and college were able to educate onsite again, staff across our agencies and Support Hub were able to return to the office, we had fellowship together at two Members' Dinners and our Union Council was able to meet in-person again.

Amongst the joy of reconnecting we were very aware of the ongoing stress and anxiety as well potential burnout being experienced across our movement. Our BUV Support Hub staff once again responded to the needs of our community in tailoring the support provided. Union Council (UC), a group of nine people elected and entrusted by the BUV Assembly to oversee the governance of the Baptist Union of Victoria, turned our attentions to the important matters of governance required to support the important ministry of our Union.

2022 was a big year for governance updates with UC proposing amendments to the BUV Constitution and Schedule B and a new Constitution Policy early in the year. These were presented for consultations across the state in many different forums and at two Members' Dinners. UC listened to our members and adjusted the timeline for voting on the changes to allow full discussion debate and understanding. Amendments were made as suggestions were taken on board. These important proposals ensure the Constitution remains current in line with regulatory expectations as well as being able to implement the Assembly decision of 2020 to adopt the recommendations of the Clendenning Review (first started in 2014). The proposals were adopted by Assembly in October thereby ensuring the BUV supports good governance practices and stewardship of resources within Churches.

In October 2022 David Talathoti and Mick Turnbull were re-elected for a further term on UC and Paul Holdway was reappointed as Honorary Legal Advisor. Toby Hall was appointed as a new member of UC. I would like to thank and acknowledge all the members of UC, including our Director of Mission & Ministries Daniel Bullock and Union Secretary Debbie Uy. It is a blessing to work alongside a group of people from different backgrounds and churches, with the one aim to see God's Kingdom flourish. The commitment of these people to provide good governance in a spirit of service and humility serves our Union well.

October also marked the conclusion of my ten years as a member of UC (seven as Chair). One of the best things about being the Chair was the opportunity to see and appreciate the immense diversity of our Union. It is a real strength of Victorian Baptists that we can sit across a broad theological spectrum, we can have different expressions of church, we can come from so many different cultural backgrounds, all ages, all genders, and all be Baptist! My prayer for the BUV in 2023 is that we will be able to maintain and indeed strengthen our diversity. That we will all appreciate each other and respect each Baptist community's right to freedom of conscience. We can be different, and we can be one. And in that we can all flourish.

# UNION COUNCIL MEMBERS



**JO-ANNE BRADSHAW**  
(Jan to Oct 2022)  
Chair



**TOBY HALL**  
(Oct to Dec 2022)  
Acting Chair



**FIONA HALL**  
(Jan – Oct 2022)



**DEBBIE UY**



**DANIEL BULLOCK**



**PAUL HOLDWAY**



**DAVID TALATHOTI**



**MICK TURNBULL**



**MARK BROWNING**



**SALLY MULLINS**  
(Co-opted Council  
member Dec 2022)



**DARRYL KILKER**

## SUB COMMITTEES

### AUDIT & RISK COMMITTEE

**MICK TURNBULL - CHAIR**  
**ANDREW GIBSON**  
**DARRYL KILKER**  
**CHRIS KIRWAN**  
**NEIL MORGAN**  
**MICHAEL YAP (JAN - OCT 2022)**  
**DEBBIE UY**

### NOMINATIONS COMMITTEE

**JO -ANNE BRADSHAW - CHAIR (JAN - OCT 2022)**  
**TOBY HALL - CHAIR (OCT - DEC 2022)**  
**DAVID TALATHOTI**

### CONSTITUTIONAL REVIEW COMMITTEE

**PAUL HOLDWAY - CHAIR**  
**FIONA HALL (JAN - OCT 2022)**  
**DEBBIE UY**

### COUNCIL DEVELOPMENT COMMITTEE

**JO -ANNE BRADSHAW - CHAIR (JAN - OCT 2022)**  
**TOBY HALL - CHAIR (OCT - DEC 2022)**  
**MARK BROWNING**



# **FINANCIALS**

# BUV 2022 FINANCIAL SUMMARY

The 2022 operational income of the BUV outperformed the budget by some \$1.3M for the full year due primarily to better than expected returns in investment income. The budget took a very conservative approach to interest and dividend income coming off the back of the Covid-19 pandemic. However, interest income was favourably impacted by the increase in interest rates which began rising from May 2022. Dividend income also performed better than was anticipated. Equity markets were volatile and an unrealised loss in the valuation of equities of \$2.1M was recorded for the year. Other income was positively impacted by the return of monies previously written off during the height of the Global Financial Crisis. BUV has been part of a class action in pursuit of these funds. Further strengthening the operating results, were savings in expenditure particularly in remuneration, travel and hospitality, and professional services. The increased receipts combined with savings in costs realised an operating surplus of \$732,079 which is \$1,308,553 better than the original budget.

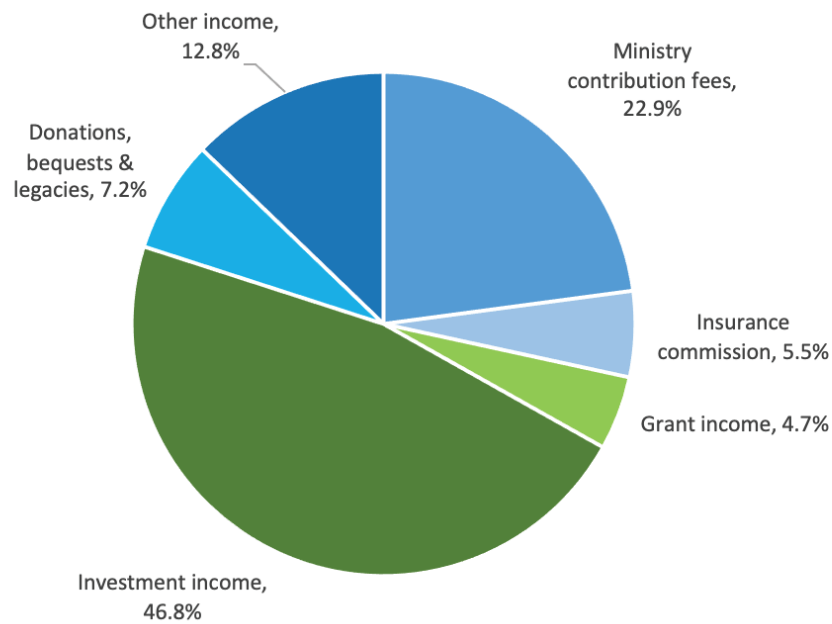
|  | <b>2022<br/>ACTUAL</b> | <b>2022<br/>BUDGET</b> |
|--|------------------------|------------------------|
| <b>INCOME</b>                                    |                        |                        |
| Ministry contribution fees                       | 1,521,500              | 1,514,976              |
| Insurance commission                             | 366,442                | 297,000                |
| Grant income                                     | 315,058                | 324,798                |
| Investment income                                | 3,112,238              | 2,514,164              |
| Donations, bequests & legacies                   | 479,855                | 545,000                |
| Other income                                     | 851,453                | 491,100                |
| <b>Total Operating Income</b>                    | <b>6,646,546</b>       | <b>5,687,038</b>       |
| <b>EXPENDITURE</b>                               |                        |                        |
| Remuneration                                     | 3,487,322              | 3,661,753              |
| Grants paid                                      | 415,989                | 444,971                |
| Travel and hospitality                           | 286,416                | 389,063                |
| Depreciation                                     | 337,404                | 359,264                |
| Occupancy  | 452,124                | 422,004                |
| Office   | 226,354                | 229,012                |
| Interest Expense                                 | 287,860                | 263,017                |
| Professional services                            | 420,999                | 494,428                |
| <b>Total Operating Expenditure</b>               | <b>5,914,467</b>       | <b>6,263,512</b>       |
| <b>OPERATING EXCESS/(DEFICIT)</b>                | <b>732,079</b>         | <b>(576,474)</b>       |
| <b>NON OPERATING INCOME</b>                      |                        |                        |
| Gain / (Loss) on Revaluation of Financial Assets | (2,117,785)            | 500,000                |
| <b>Total Excess/(Deficit)</b>                    | <b>(1,385,705)</b>     | <b>(76,474)</b>        |



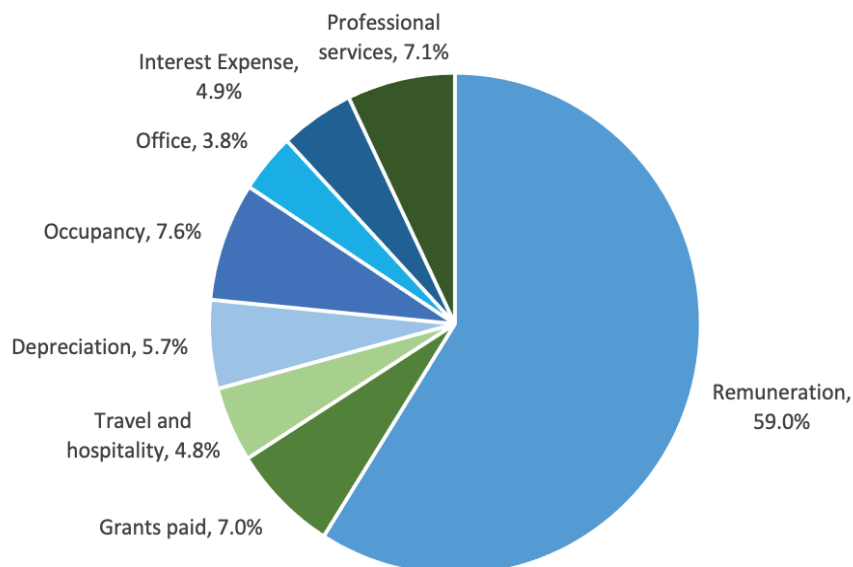
# 2022

## OPERATIONAL FINANCIAL SUMMARY SNAPSHOT

### INCOME



### EXPENSES



# OVERVIEW OF 2023 BUDGET

|                                  | 2023<br>BUDGET | 2022<br>BUDGET | VARIANCE  |
|----------------------------------|----------------|----------------|-----------|
| INCOME                           | 6,419,085      | 5,687,038      | 732,047   |
| EXPENDITURE                      | 7,116,491      | 6,263,512      | (852,979) |
| EXCESS / (SHORTFALL)             | (697,406)      | (76,474)       | (620,932) |
| CHURCH DEVELOPMENT FUND          | 281,470        | 113,579        | 167,892   |
| BUSHFIRE APPEAL                  | 0              | 100,000        | (100,000) |
| ADJUSTED NET SURPLUS / (DEFICIT) | (415,936)      | 137,105        | (553,040) |

## BUDGET ASSUMPTIONS

The 2023 budget will essentially support the same activities as in 2022

- Cash & term investments to earn 3.56%
- JB Were investment income assumed at 4.05%
- Salary and wages rate increase 4.19%
- The 2023 grants budget is subsidised by \$281,470 from the capital of the Church Development Fund.

## INCOME

Budgeted income for 2023 increases · 12.87% (\$732k) from the 2022 budget.

This is mainly due to:

Assumed better investment income including interest and dividends compared to the 2022 budget.

Increased insurance commission due to invoice inflation caused by higher asset values.

## EXPENSE

Budgeted expenses for 2022 have increased 13.6% (\$853k) from the 2022 budget.

This is mainly due to:

- Interest expense \$565.7k being increased interest paid on accounts held in trust by the BUW on behalf of churches.
- Increased remuneration - \$242k. This is due to annual increases being linked to the CPI and average weekly earnings.
- Travel and hospitality increases \$63k as these costs return to more normal levels after the pandemic.



# **AGENCY & AFFILIATE REPORTS**

# BAPTCARE

## GRAHAM DANGERFIELD

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Chief Executive, Baptistcare

Baptcare supports people in all parts of the community, at all stages of their lives. Our mission and vision are lived through our WE CARE Values: Wellbeing, Ethics, Co-creating, Accountability, Respect and Effectiveness. We partner with people of all ages, cultures, beliefs and circumstances for fullness of life.

This was a momentous and transitional year for Baptistcare. Our Board Chair Robina Bradley stepped down in October 2022, succeeded by Tim Farren. After 10 years of service, Chief Executive Graham Dangerfield decided the time was right to seek other challenges. In September he handed the reins to incoming CEO Geraldine Lannon. The Board also signed off on a new Strategic Plan for Baptistcare which creates a roadmap for the future.

The broader context of the year included the COVID-19 pandemic continuing to hit many of our customers hard while at the same time, cost of living pressures impacted on many people. Baptistcare, in common with similar organisations, faced workforce issues, and our Residential Aged Care communities had to respond to national regulatory changes in response to the Royal Commission into Aged Care Quality and Safety.

Through these challenging times, Baptistcare staff continued to strive for excellence in the service of our customers. We increased rates of Residential Aged Care occupancy, sign-ups for In Home Care, and participants in our Foster Care program. Our People, Culture and Safety team implemented new and improved systems for recruitment, induction and employment services, investing in workforce development. Baptistcare was recognised as one of Australia and New Zealand's Best Places to Work in the annual The Australian Financial Review survey, which speaks to our culture, values and ongoing focus on employee wellbeing.

Our Spiritual Care chaplains and SC-trained volunteers continued to be at the forefront of all Baptistcare activities. Our team of 35 professional and passionate Spiritual Care staff provided more than 3,400 significant contacts per month. This relational and holistic understanding of spiritual wellbeing as the measure of meaning, purpose and belonging in human experience is rooted in Baptist faith and Jesus' promise of fullness of life. A refreshed Spiritual Care Framework has further embedded it at the heart of all that Baptistcare does.

We expanded our provision of social housing, providing more affordable, well-located and well-built homes for people on lower incomes or at risk of homelessness. This affordable housing included eight PassivHaus homes, designed to ensure maximum comfort for residents while minimising energy bills. We continued to reach out to people seeking asylum, housing and supporting them through our Sanctuary and Houses of Hope programs.

We continue to draw strength from our partners, including the Baptist Union of Victoria, Tasmanian Baptists, Baptist Churches of SA, Baptist Care Australia, and the many members of congregations who support and pray for Baptistcare and our community.

Baptcare



# 118

PEOPLE SEEKING ASYLUM SUPPORTED THROUGH SANCTUARY AND HOUSES OF HOPE



# 31,900+

PEOPLE SUPPORTED IN VICTORIAN, TASMANIAN AND SOUTH AUSTRALIAN COMMUNITIES



# 38,550+

HOURS GIVEN BY 251 BAPTCARE VOLUNTEERS SUPPORTING OUR COMMUNITIES

# 3,400

SPIRITUAL CARE SIGNIFICANT CONTACTS PER MONTH

# 3,314

STAFF WORKING IN VICTORIAN, TASMANIAN AND SOUTH AUSTRALIAN COMMUNITIES

# 15,382

PEOPLE SUPPORTED BY FAMILY AND COMMUNITY SERVICES IN VICTORIA, TASMANIA AND SA



# 4,500+

HOME CARE CUSTOMERS

# 1,679

APPROVED BEDS IN 16 RESIDENTIAL AGED CARE COMMUNITIES



# 400+

DAYS OF FOSTER CARE PROVIDED PER MONTH

# 100+

DWELLINGS PROVIDE BY BAPTCARE AFFORDABLE HOUSING FOR PEOPLE AT RISK OF HOMELESSNESS



# 750+

TRAINED AND QUALIFIED FRONTLINE HOME CARE WORKERS

# 348

PEOPLE SUPPORTED IN RETIREMENT LIVING COMMUNITIES

# 946

MINDSET TAS PARTICIPANTS



# CAREY BAPTIST GRAMMAR SCHOOL

## Carey's 5 key strategic priorities for 2022 were:

- Positive Learning
- Wellbeing, Self and Beyond
- Quality Staff
- Engaged Community
- A Sustainable School

In 2022, Carey was able to complete a relatively normal year following two years of significant COVID interruption. It was pleasing to see the students return to on campus learning. Although there were significant absences due to illness, the program continued to run all year without any closures or class merging. The overall Year 12 results for 2021 were very strong, which is an endorsement of how hard our staff worked over recent years, particularly given the changeable landscape and number of lockdowns. The medium ATAR was 87.65, with 21 students receiving an ATAR above 99. Our duces were Trishula Kuruparan, Derrick Mah, Ngara Williams and Justin Wu. We are extremely proud of all students who made it through Year 12 in 2022 with an extremely challenging landscape.

APS sport was in full swing all year and Carey successfully won the APS Premierships in Girls Hockey and Netball and Boys Volleyball. We applaud every student's effort across all levels of ability.

Our Outdoor Education program resumed, for all year levels from Year 3- 10. We cannot make up for missed camps over COVID years, but the OE team will do a terrific job in ensuring each student has a valuable experience in 2023. Carey launched its new Year 10 Zero program in far north Queensland, which was an enormous success.

The Centre for Creativity and Collaboration was officially opened by Rev. Tim Costello. We also opened the renovated William Carey Chapel and the new Carey Art Gallery.

Some performing arts highlights were the musicals Mamma Mia (Senior School) and Charlie and the Chocolate Factory (Middle School) and Carey success at the Victorian School Music Festival.



New Chair of the Board, Tim Chilvers, began and we farewelled Jane Simon and acknowledged her tenure at the Commencement Service in March. We welcomed Pastor Rebecca Gaskell as the new Junior Schools Chaplain. Rebecca has made an immediate positive impact.

Carey continued to support a number of worthwhile charities, particularly through fundraising throughout the year. Students in the Junior Schools took part in a social justice day in which they connected online with a school in Uganda. Year 8 students took part in the annual Human Rights Convention in the middle of the year. We had a number of excellent guest speakers in assembly and chapel. Carey continues to support refugee students by way of Humanitarian Scholarships.

## CHAPLAINS REPORT

### REV GERRY RIVIERE

#### Carey Baptist Grammar School

From the Chaplains' perspective, it was good to recommence chapel services for students in both the Senior and Middle Schools. It is a great privilege for us to share the great narrative of the bible in ways that students (the overwhelming number of whom would have only basic understanding of the Christian faith) can understand and identify with. Both the Kew Junior School, and the Donvale Junior School have Care lessons weekly as well as a reflection from the Chaplain during the weekly assemblies.

One of the features of Carey is that our community supports a range of organisations committed to making a positive difference to the lives of people who are confronted with many challenges.

Amongst those we have supported are Save the Children, The Smith Family, Habitat for Humanity and a Homework Club which caters for children whose parents were once refugees, and who have come to Melbourne. Of particular note, is the Christmas Toy Drive which is a whole school event. Last year, close to 700 toys were given to Bapcare for distribution prior to Christmas. The stories that have come back are heart-warming.

In our community, there are many opportunities for the Chaplains to walk alongside those going through times of pain, as well as celebrating with those who are experiencing great joy in their lives. It is a privilege that in an age of great pressure, stress and in some cases, despair, we can extend the grace of God in our school community. We appreciate the continuing prayers of the Baptist family.

Rev Gerry Riviere, Rev Scott Bramley and Pastor Rebecca Gaskell.

# STRATHCONA BAPTIST GIRLS GRAMMAR SCHOOL



Strathcona  
GIRLS GRAMMAR

Strathcona Grammar encourages a culture of courage and positivity, living up to our taglines #unstoppable girls and staff. We are a nurturing, learning community that develops intellectually curious, optimistic, life-ready young women. Our school values of respect, integrity, compassion, courage and empowerment – influence all that we do. We are a vibrant, connected community, developing future leaders as well as courageous and confident students.

2022 saw students return to face-to-face learning after almost two years of 'Learning from Home,' due to the COVID-19 pandemic. It was such a joy to welcome students back, and once again experience connection of community on campus. The regular rhythm of school, our reputation of care for wellbeing and rigorous learning encouraged enrolments achieving a record high number in 2022.

It was a year of reinvigoration, renewal and joy. Camps returned for both Junior and Senior Schools, musicals, excursions, presentation evening, parent seminars, community events, sporting events and staff professional development all returned creating a very busy calendar. Wellbeing proved to be still a very much needed focus for both students and staff.



## VCE Results

Once again the Class of 2022 attained exceptional VCE results with Strathcona ranked as one of Victoria's top performing schools. 12% of students accomplished an ATAR OF 98% (Top 2% of the state), 80% of students attaining an ATAR of 80%+ (Top 20% of the state) and perfect study scores of 50 was achieved for Chemistry, Global Politics, Psychology and Health and Human Development. The school achieved an overall median ATAR of 90.1 and a median study score of 36. One of our proudest achievements is the consistency of our ATAR results over many years.

Our Dux of 2022, Mahalakshme Thiagarajan received an outstanding score of 99.80.



## Centenary Scholarship Appeal

In 2022, we proudly launched our Centenary Scholarship Appeal. This is a 'first-ever' for Strathcona Grammar and a lifechanging opportunity for a girl with endless potential. The Centenary Scholarship will be a strictly means-tested place at our school for a disadvantaged student. Awarded to an 'all-rounder' our vision is that this full scholarship will support a range of needs-based students into the future including rural and remote, indigenous, refugee and new migrants.

## CHAPLAINS REPORT

REV JANET COSTELLO

Being back at Strathcona in person in 2022 we continued the theme of Hope, Peace, Joy and Love, using the Micah 6:8 challenge as our overall theme. "Act justly, Love mercy and Walk humbly with our God." This was our theme at Year level Chapel services and discussions in the Chapel with students in 2022.

Connection with our community of staff, student, family wellbeing and pastoral care are of great importance at Strathcona. "Preach the Good news everywhere, and where necessary use words." Strathy Angels and the Strathcona Parents Prayer Group have been providing welcome to support to families facing challenges by supplying food and pastoral support to students and families. Prayer for our school community continues at this grassroots level. We are re-building connections and relationships with each other post lockdown and aim to share the message of Jesus and God's love at our formal School Assemblies at significant times throughout the year.

# KILVINGTON GRAMMAR SCHOOL

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2022 was a year of change for the Kilvington community, with a new Principal, Rob French commencing after the retirement of Jon Charlton. It was also a change to our previous year commencement where COVID-19 was still prevalent, thus it was positive to note, that both levels of government were committed from the outset of 2022 to keep schools open. They showed a keenness for co-curricular activities to proceed and for students to return to a full suite of programs. The early part of the year was spent in Covid planning, with the new RAT program rolled out and a new set of DET guidelines interpreted.

We are extremely proud to share with you our Class of 2022 ATAR results. They endured a challenging lead up to Year 12, as they faced extended periods of online learning and months of uncertainty while undertaking Year 10 and 11. Nevertheless, this cohort has done incredibly well and maintained a strong sense of unity as they supported one another through their final year of school. Their results were outstanding with 8% of our students in the top 2% of the State (achieving an ATAR of 98 plus); 19% of our students in the top 5% of the State (achieving an ATAR of 95 plus); 39% of our students in the top 10% of the State (achieving an ATAR of 90 plus) and 71% of our students in the top 20% of the State (achieving an ATAR of 80 plus). We thank the parents and staff for supporting the Class of 2022 in achieving such a wonderful result.

## CONNECTION

Following two years of interruption it was great to complete a whole term of face-to-face schooling. Whilst overall it's been a truly positive and energising time of reconnection and learning, there have been some expected and unsurprising social 'hiccups' as we've brought everyone back together. Our School Counsellors, Chaplain and Wellbeing Coordinators have done a great job supporting our students and staff to re-establish a positive and supportive culture across the School and have also provided strong support to students, teachers and families when wellbeing concerns have arisen. The School is in a positive space in terms of overall wellness.

## CARE AND COMMUNITY

We welcomed the new President of the PFA, Nadine Power, at the first PFA meeting for the year and we are currently working with Nadine to continue providing care packs to staff and students and becoming an integral part of care and belonging in our community.

## CAPITAL WORKS (Science/Technology/Library Facility)

Works on the Science building continue to progress well and according to schedule. A new Head of Library has been appointed and we are all excited to have a state-of-the-art science building ready to be used by students and a space which denotes future learning.



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## CHAPLAINS REPORT

### JANET WOODLOCK

Chaplain

2022 saw the staged relaxation of the Covid restrictions that had impacted schools since early 2020. One of the benefits of this was forming new partnerships with a couple of local churches. Staff and volunteers from Mentone Baptist launched a lunchtime program for students called Three16, a name based on the famous verse from John's gospel. A chaplain and youth worker from a local church Compass began running fun games and sharing short messages with students during Thursday lunchtimes. The chaplain has continued to run chapel services, teach Religious Education, and be involved in pastoral care in the school community.



# WHITLEY COLLEGE THE BAPTIST COLLEGE OF VICTORIA

Our purpose at Whitley is to theologically equip people to engage their faith to live and serve faithfully in a complex world.

In 2022 we focussed on developing our connections. After experiencing a time of dis-connect, mainly due to the COVID-pandemic we committed to better connecting with our students, staff and Churches. We also focussed on how to connect the gifts and talents of our College to make a meaningful contribution to the wider community.

## Strategic focus:

Our strategic focus areas for 2022 are:

### 1. Theological Development

In 2022, we developed the first building blocks of a Pastoral and Spiritual Care Program to equip people with the skills to respond to a diverse range of needs in pastoral and spiritual care needs across church ministry, education, health and aged care and community organisations. This program offers clear vocational outcomes and supports a growing community need for support in this context.

Units on Gender and Sexuality were introduced to explore how new definitions intersect with the Bible, the Church and one's own lived experience.

### 2. Team Development

Through the appointment of 4 new key staff members in 2022, we increased study and support opportunities for students and ensured more effective campaigns to attract students to the College.

### 3. Student Nurture

Dean of Students, Katie Parker led a team that developed a responsive student nurture model, to support students along each point of their journey, from enquiry through to graduation. This process has enriched the student experience by providing support, clear communications channels and expectations. As a result, Whitley can now convert student leads timely, and move students across the learning curve.

### 4. Research

We continued high-quality and purposeful research-in-context. The 'Spirited Project' in partnership with Baptcare, moves towards its second phase this year, offering impactful insights in spiritual care and support for family members of people living with dementia.

The Whitley research team continued to receive major grants and continued important research and collaboration with esteemed international academics.

### 5. Thought Leadership

We led important conversations on themes that affect the Church, society and marginalised groups, via key events, with expert speakers sharing insights. 'Leading when you don't know where you are going – church in (post)covid times' was a highlight event, delivered in partnership with the BUW for Pastors and Church Leaders.

Our teaching team continued their commitment to ongoing publication activity, with articles published in journals, on media platforms and most recently the publication of Whitley Principal René Erwich's celebrated book on 'Gender and Sexuality'.

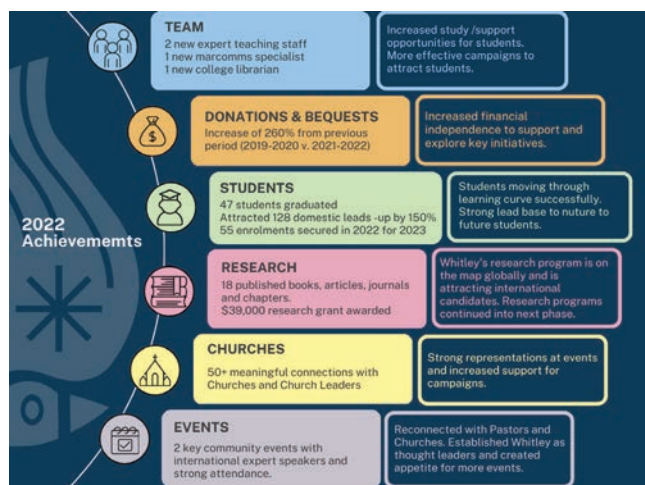
### 6. Church Engagement

Staff provided sermons, Bible studies, lead discussions and presentations at Churches across Melbourne, with many visits already booked for this year. This initiative is to establish strong connections with our Churches and to introduce the possibility of theology study. We have since achieved a list of potential students to nurture.

Our TransFormation Program, which develops leaders from non-English speaking Churches has seen an increase in students from Churches new to Whitley.

### 7. Expansion

Last year saw further preparation for the 'building' phase at our Parkville location and we hope to see some good results of this in 2023. This improved space will encourage community and a sense of belonging for our staff and students.



# BAPTIST CAMPING VICTORIA

## Baptist Camping Victoria's strategic focus areas centre around:

- The primacy of God in all that we do
- Catering for significant and exciting Camping & Ministry growth following pandemic impacted years in 2020 & 2021
- Providing a Ministry program that continues to share Christ's relevance and love for people and support Christian growth in communities and individuals
- Maintaining our camp sites as safe and welcoming places for all

Following a couple of very difficult years, Baptist Camping Victoria (BCV) had a record-breaking 2022. We experienced considerable growth across the board - in our people and their resilience, in our ministry programs, in people responding to the Lord and a record volume of people enjoying our sites afresh - in some cases after two years of cancelled attempts.

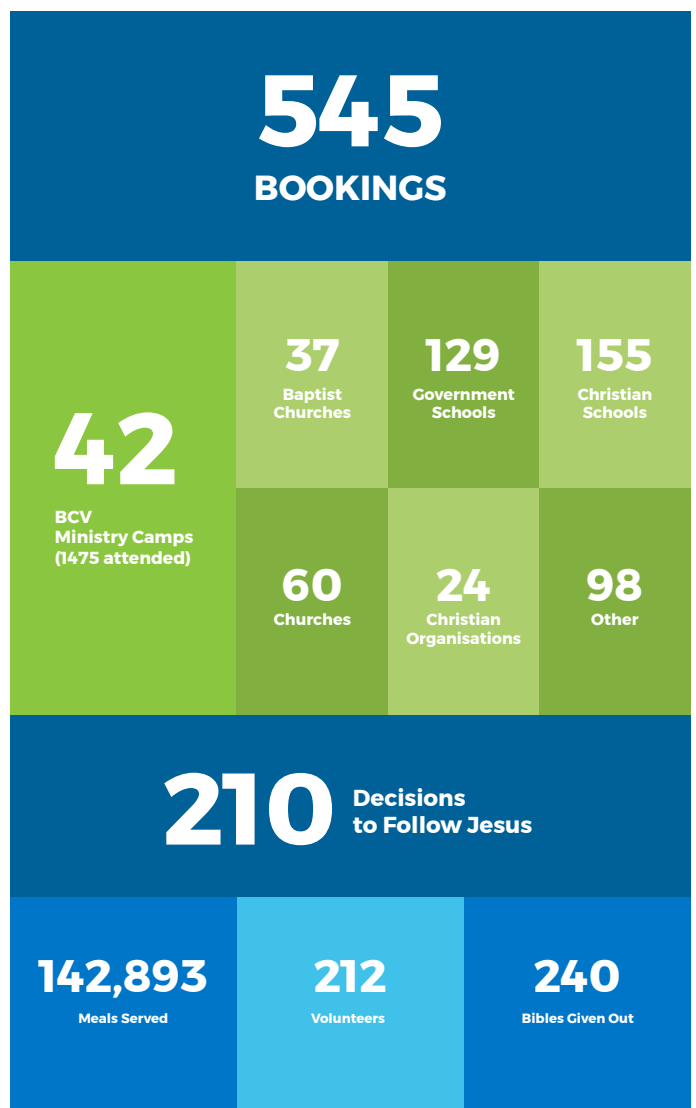
Moving on from the many unique obstacles of prior years (Covid lockdowns and interruptions to camps), it's evident the Lord was with us through its' many challenges and continues to be in our growth.

With camp attendance 'bursting at the seams', there was a lot of pressure on our staff, with many parts of BCV continuing to wrestle with the impact of staff turnover and attrition. New employment struggled to keep pace with increased demand and only by God's grace and the dedication of our amazing team did we manage to keep delivering Christian Camping that Inspires by Serving – our renewed purpose statement.

BCV's work with youth at risk and families, supporting the mental health and growth of young people is particularly important and rewarding. – seeing and hearing stories of the changes in kids' attitudes after being on a camp is heart warming – and our prayer is God would plant a seed through our ministry that would have a lasting impact.

In response to our overwhelming growth and wonderful 2022 financial year, Baptist Camping Victoria's Board is in the process of setting up a foundation to support our Ministry Department. In addition, from the abundance of God's provision, we have set aside funds to support other like ministries in 2023. Baptist Camping has been blessed, so we want to bless others and shared God's goodness and favour in this season.

As we each continue to press on towards the goal that is in Christ Jesus, we at BCV also strive to be salt and light for all who come to camp in this wonderful ministry God has called us to.



# BAPTIST MISSION AUSTRALIA

## 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 and mission partners, humbly contextualising the good news of Jesus in every place

### IN 2022...

**95** VIC churches gave over \$400,000

**800** VIC individuals gave over \$600,000

**17** team members serving around the world,  
who have been sent from VIC

To our Baptist family across Victoria, thank you for your partnership in God's mission. We can only do it together!

The generous and prayerful support of Victorian churches and individuals is a Kingdom investment and enables our intercultural team members to share the hope of Jesus by word and deed with communities in Africa, Asia and Australia.

For more than 140 years, our people and our partners have bonded together, each playing their unique part in our wonderful faith story; each embracing God's gracious invitation to mission.

### 2022 Ministry Milestones:

- **Thailand:** Recent baptisms of believers who the team has been journeying with for many years. Continued monthly training with the Ethnic Thai faith community leaders to equip them.
- **South East Asia:** Growth of Education Foundation impact through increased student numbers and new team members. New social enterprise café being established.
- **Malawi:** Emerging locally led income generating initiatives. Yawo believers leading the growing faith communities, with our team taking a support role. New thriving Sewing Training project to empower Yawo women.
- **Ministry Partnerships:** New and reimagined partnerships with faith communities and initiatives in Papua New Guinea, Zambia, Tasmania, Myanmar and more. Watch this space!
- **New Intercultural Team:** Urban & Regional Australia team established to reach out to culturally and linguistically diverse communities in Australia, recognising that the nations have come to us.

Across our long history, we have been committed to incarnation and innovation. We have been determined to embody the good news of Jesus by word and deed. And it's only been possible, because of the passionate support of our partners and most of all, the God who goes before us! Thank you for being part of the team.

Grace and peace,

Scott Pilgrim  
Executive Director

# BAPTIST WORLD AID AUSTRALIA

At Baptist World Aid Australia (BWAA), we dream of a world where poverty has ended, and all people enjoy the fullness of life God intends. Throughout 2022 we have:

- supported communities by serving with local Christian Partners who are helping vulnerable communities flourish and fight poverty;
- helped Australians tackle injustice, particularly the injustice of global poverty, to speak up and act in challenging the systems that cause injustice;
- and continued encouragement for communities to pray for justice so that people everywhere can live in the fullness of life God intends for them.

**Community development:** During 2022 BWAA has worked with local Christian partners as they have engaged with communities to identify the causes of their poverty and discover ways to draw on their strengths to build lasting solutions. Through child-youth driven change, we worked with children, youth and families to transform communities into safe places where children are loved, nurtured and heard.



**Disaster response:** During 2022 BWAA responded to disasters in Ukraine, Tonga, Afghanistan, the Horn of Africa, Sri Lanka, Pakistan, and continued to respond to the impact of the COVID 19 Pandemic. We provided urgent food and supplies, help to rebuild communities after disasters hit and provide new livelihoods; and educated and prepared communities to face disaster before it hits - the most effective way of saving lives.



The **Ethical Fashion Report** and Guide, again, lifted the lid on what's happening in the supply chains of the biggest fashion brands, to continue the momentum of change for the millions of workers in the global fashion industry who face injustice, abuse, low wages, and modern slavery.

**THANK YOU!** BWAA has been able to provide this support because of our generous and faithful Australian partners, both individuals and churches, particularly those from the Baptist movement. **In 2022 Victorian churches and individuals gave \$2,426,550.81 to BWAA.** Your generous giving, ethical consumption, courageous advocacy, and faithful prayer has contributed significantly to achieving justice for people living in poverty.

At the end of 2022, we were left acutely aware, there are still too many people in our world who are experiencing poverty, are marginalised, are displaced, suffering persecution, suffering injustice of many kinds. We know however, that God's plan is for a better world for all, where every person has the opportunity to experience the fullness of life as God intends, and that He invites us to join Him, to champion His plan. This is why we continue to work relationally and collaboratively with individuals, churches, and partners in Australia and overseas because together, alongside God, we can have positive impact and bring about real change resulting in a better world for all.





# BAPTIST FINANCIAL SERVICES

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Baptist Financial Services (BFS) continues in its purpose to enable Christian ministry to thrive. We thank our many supporters who utilise our financial services to help us support churches and ministry across Australia.

Jesus described the kingdom of God as a treasure worth investing in. Thank you for your faithfulness and for walking alongside us as we continue sowing resources into God's kingdom.

BFS is proud to be declared by National Council of Baptist Union of Australia under its 2022 Constitution as a National Affiliated Ministry of Australian Baptist Ministries. We are grateful and deeply humbled for this significant acknowledgement of BFS as part of the national and broader Baptist Movement and importantly and appropriately recognised as a ministry.

During 2022, loans to our clients grew by 2.29% with overall lending totalling \$282.5m at year end of which \$42.8 was lent within Victoria. Construction loan activity was up 131.7% compared to the previous year, indicating recovery in ministry projects post COVID-19 disruptions. Total assets exceeded \$500m at 31 December 2022.

BFS capital remains over \$40 million. Over \$2 million of grants were made by BFS to Baptist work nationally.

Numerous key sponsorships were provided to support ministry events and activities around Australia. This included support toward Australian Baptist Ministries Future Thinking Forum and a partnership with NCLS Research reporting on the health of Australian churches. This research was presented via a series of webinars attended by thousands of church leaders around Australia. "In Victoria, we are proud to have continued our support, including to the Multicultural Pastor's retreat, the Members' Dinner and the Administrator Workshops".

Results from our 2022 annual client survey revealed that 97% of our clients are satisfied with BFS, and 97% of clients say our products & services meet their needs. BFS is pleased to report achieving a Net Promoter Score above industry benchmarks.

You can visit our website <http://www.bfs.org.au> to learn more about us or to find out how to get involved further with BFS.



# BAPTIST INSURANCE SERVICES

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2022 has been a year of challenges for Baptist Insurance Services. We have continued to suffer with severe weather events like floods, storms and bushfires which has meant claim costs have risen significantly.

We have also encountered flow-on effects from the pandemic such as increased costs in building materials, issues with supply and demand, inflation, and a downturn in national and global economies, etc.

This has meant that insurers are looking to recoup costs and raise premiums to ensure that they are able to remain in the market.

Negotiations around renewal in September 2022 has been one of our toughest to date. Our goal has been, as always, to find the best cover for our constituents whilst also keeping costs competitive. With the involvement of our Broker and Board, we were able to source the covers that are included in our standard package:

- ISR (property and contents)
- Public Liability
- Professional Indemnity
- Management Liability
- Corporate Practices
- Volunteer & Youth Personal Accident
- Travel
- Cyber (for churches)

However, the ISR premiums rose significantly. To partially cover this increase, BIS contributed funds to offset costs as well as accepting higher premiums (ranging from \$20,000 to \$100,000 depending on the type claim) and on-charging to our constituents much lower excesses.

While insurance costs have been increasing globally, we have also been looking at the option of setting up a Discretionary Mutual Fund for ISR as this may be the only option to ensure future cover for property and contents for our Baptist family. See our website, [www.baptistinsurance.com.au](http://www.baptistinsurance.com.au) for more information on the DMF.

We have also farewelled our CEO, Kym Bennetts. Kym has been with BIS since 2008 and has built a successful ministry that provides comprehensive insurance protection for our constituents as well as providing a comprehensive range of risk management resources. Kym will remain on the BIS Board where he will continue to contribute through his wealth of experience and knowledge.

Kym has been replaced by Chris Mackenzie as CEO. Chris has been with BIS since 2016 and comes with over 20 years' experience in the insurance industry.

# CONNECTING WITH THE BUV

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If you'd like to know more and feel more connected to what's going on around the Baptist Union of Victoria,

We'd love you to connect with in one of the following ways:

- Visit our website - [www.buv.com.au](http://www.buv.com.au)
- Subscribe to our TOGETHER Good News Stories e-magazine - <https://www.tfaforms.com/4842906>
- Subscribe to the BUV Bulletin – For those who hold a role in a BUV church - <https://www.tfaforms.com/4842906>
- Follow us on Social Media  
**Facebook - Baptist Union of Victoria**  
**Instagram - the\_buv**



**BUV Support Hub**  
1193 Toorak Rd  
Camberwell Vic 3124

