

ANNUAL REPORT *2022*



BERWICK
CHURCH OF CHRIST

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Minutes of Annual General Meeting held on Sunday, 15th May 2022 at 12noon

Our constitution requires a quorum of 50 partners – a total of 93 partners were in attendance. As required by the constitution, the partners in attendance are listed here:

Xhemil Ahmet	Sylvia Gray	Brett Medlin	Marry-Anne Sidebottom
Graham Alley	Chris Grech	Tracy Medlin	Leonie Simons
Karen Alley	Fiona Grech	Astrid Morris	Roger Simons
Jenny Austin	Chali Guruswamy	Gregory Morris	Christine Smith
Robyn Beeby	Rajiv Guruswamy	Murray Nicholls	Ray Smith
Braam Botha	Rob Hamilton	Sue Nicholls	Dianne Smith
Geoff Brooke	Elizabeth Harrison	Ruth Noonan	Lyn Stephens
Brendon Cameron	Julian Hughes	Anne Ormiston	Neil Stephens
Bronwyn Cameron	Lorraine Hughes	Matt Ormiston	Betty Strevens
Ruth Chapman	Brett Hutchinson	Alma Paul	Paula Summerfield
Kathleen Cooper	Elise Hutchinson	Kellie Pender	Jaclyn Szabo
Nigel Cooper	Glenda Hutchinson	David Piper	Michael Tomek
Chris Cracknell	Jacqui Ingham	Helen Piper	Jarmo Vainikka
Alex Cuss	Melinda Izvekov	Debbie Ratten	Daleen van der Berg
Glennie Eades	Tony Izvekov	Stephen Ratten	Geneva Van Es
Margaret Edgar	Daisy Jacob	Tarryn Reddan	Lorraine Vere
Robert Edgar	Dania Jacob	Joy Rogers	Greg Waterhouse
Norm Edney	Debra Jacob	Michael Rojasles	Judy Waterhouse
Jonathan Fletcher	Michelle Jankovic	Rachel Rojasles	Jan Watt
Karen Fletcher	Catherine Kimpton	Aarti Royan	Rob Wilson
Stephen Fletcher	Matt Kimpton	Rob Schruers	
Martin Goldup	John Lynch	Hema Semple	
Nicole Goldup	Katherine Lynch	Rod Semple	
Wesley Grainger	Karen McKenzie	Andrew Sidebottom	

1. Welcome

Glenda Hutchinson opened the meeting in prayer and gave instructions on the voting process and advised that the submitted questions will be addressed later in the meeting. Glenda also stated that the Pastors, Elders and Treasurer will be available at the end to answer further questions.

2. Apologies

Glenda Hutchinson acknowledge apologies already received and called for any further apologies. Apologies received are listed here:

Matt Barron	Sharon Edwards	Rosemary McDonald	Genevieve Smith
Natalie Barron	Tanya Fletcher	Matt Noonan	Jordan Smith
Alan Bosch	Cheryl Hamilton	Christina Parker	Dorothy Stevens
Monica Bosch	Wyley Hargraves	Elaine Rankin	Ron Stevens
Sonja Botha	Daryl Hargreaves	Neil Rankin	Benoy Thomas
Lia Burke	Deanna Hargreaves	Brigitta Rayment	Nardi Van Rhyn
Tim Burke	Ann-Marie Hermans	Ken Rayment	Tobias Van Rhyn
Glenda Chapman	Mark Hermans	Bronwyn Rodgers	
Raymond Chapman	Denise Holdsworth	David Rodgers	
Indra Doresamy	Peter Jankovic	Michael Royan	

3. Acceptance of 2021 Minutes

Matt Ormiston informed that the 2021 Annual General Meeting Minutes were documented at the start of the Annual Reports. He then called for the minutes to be moved.

Moved the acceptance of the 2021 Annual General Meeting Minutes.

Moved by: Kellie Pender

Seconded by: Marry-Anne Sidebottom

Accepted

4. Reports Presented

Matt Ormiston referred to the 2021 Annual Report and proceeded to highlight the various ministries, which included:

- The appointment of Monya Van Staden as our Worship Pastor;
- Kids Ministry with the extraordinary effort by the team including our media and tech arts teams created Berwick Kids TV each week, and we said good bye to Andrew Austin;
- Playgroup was challenged during the lock down and had a rush to re-establish the programs once lockdown ended;
- Boys Brigade's new Captain, Andrew Sidebottom and the team provided an online program;
- FUSE kicked off with lots of excitement and energy, but like all ministries was impacted by the return to lockdown and went online with FUSE TV. On returning in person averaging 45-50 youth.
- Young Adults struggled through 2021 like many of us, but since the end of lock down the team have been able to build relationally and reconnect with our young adults.
- Lockdown continued to hamper the Food Pantry who continued the 2020 drive through model. A click & collect model was used as restrictions eased. 120 families were helped with 433 visits.
- Bringing Christmas to Life, one of our most loved outreach events, was unable to happen and so hampers and vouchers were provided instead.
- The Friendship Group made the most of the time they were not in lockdown with special guests and speakers.
- The Welcome Team showed perseverance and continued to welcome and love people as we were able to reopen.
- Newcomers Lunches were reduced from 6 to 2 as the team navigated a tough season.
- Life Groups did exceptionally well, to start with 38 groups and finish with 35.
- Loneliness and isolation became the enemy for many people over this time so the Pastors and others embarked on a care call mission reaching out to 439 people not in Life Groups.
- And our church family welcomed in lots of new bundles of joy, the ones you see pictured in the report are Sabre, Grace, Josiah and Fletcher.

Matt went on to thank God for what is in the 2021 Report, for the steadfastness to come through this past season and that he redeems every situation and circumstance for his glory and to his good.

Matt, on behalf of the Elders, thanked the Ministry Forum and Support Staff for pressing in deeper to God for the Church, for never giving in and never letting go of the vision and destiny he set before us. Matt also thanked our volunteers that they kept their eyes on Christ and found refuge and peace in him, and that they continued to serve the calls of Christ.

Matt acknowledged that this season forced us all to make decisions we thought we never would have to make particularly in respect of vaccinations and mandates, which for some meant sacrificing their jobs and volunteer positions, and expressed that they are loved and missed and that we will rejoice in the day that is coming that will allow us all to serve together side by side again.

Matt then called for questions specifically related to the reports. No questions were raised.

Moved the acceptance of the 2021 Annual Reports

Moved by: David Piper

Seconded by: Melinda Izvekov

Accepted

5. Voting for Eldership Nominations

Brett Medlin explained the Eldership nomination process and how the Elders are regularly praying for and approaching potential people that may be willing to serve on an ongoing basis. He explained that some people were not able to say yes. Brett informed that the two people being nominated today are Roger Simons, who brings incredible wisdom and experience, not just as a former elder but as a leader in his own right; and Bronwyn Cameron, who is incredibly passionate about God and this church and it's infectious and she is almost always positive.

Brett called for questions.

Question raised: Are we voting for one candidate or two? Clarity was asked as the voting form is worded incorrectly.

Brett confirmed that everyone who casts a vote needs to use the blue form, and that they are voting for both candidates, Roger Simons and Bronwyn Cameron. Brett then instructed the people to fill out the form and vote for each candidate, and then hand it to the admin team once completed.

6. Treasurer's Report

Brett Hutchinson thanked Melinda Izvekov, as she does all the day to day bookkeeping and payroll. Brett referred to his report and the statutory financial statements located at the back of the Annual Reports, and explained that the statements include an income and expenditure statement, balance sheet statement and cash flows together with the notes on the accounts. It also includes a sign off from the Board stating they accept them as an accurate statement of our accounts, and also an Auditor's Report, from a company called Rucker Financial.

Brett then provided a brief summary of the reports for 2021, as follows:

- Our fiscal year runs from January to December.
- Our budget forecast a loss of \$242,000. Our income, largely through tithes and offering, would be the same as our budget in the previous year. The reason for that is largely due to the season of Covid and obviously there was uncertainty whether we would see much growth. We had a very healthy buffer from the previous financial year and we were intending to use that buffer to help us continue to invest and maintain momentum. Investing in Monya as our new Worship Pastor.
- We actually finished up with a profit or surplus of \$6,000. One of the main reasons was that our tithes and offerings significantly exceeded budget, so we were \$208,000 ahead on our income. A lot of that increase was because a few families gave significant amounts over and above what they would normally have given.
- The Church is in a very healthy financial position. There's a very simplistic view of our balance sheet shows our assets and our liabilities, showing we carry no long term debt.

Brett provided details on our expenditure in response to questions raised:

- \$204,000 was spent on building costs, which was significantly more than we budgeted for. We replaced the air-conditioning at \$86,000. We demolish the kids' playgroup buildings at \$100,000.
- Advertising and publicity we spent about \$27,500 of which \$26,000 was for Sphere Branding Consultants in relation to the branding of the church.
- \$11,500 for consulting and that was largely migration agents that have assisted with visas for the Botha and Van Staden families.

Brett advised that we received notification from the State Revenue Office that they assessed that we were liable to pay land tax on the vacant land at the back of the church facility as we are not using it for charitable purposes and have applied that from 2014. We don't pay land tax on the church, the car park, etc. because we are registered as a charity and as a charitable organisation you don't pay land tax on the land. This is a contingent liability because we have also been given the opportunity to

present a case for why we should be exempt and that is under consideration at the moment. The historical amount we have been assessed for is \$364,000, with the best part of \$40,000 a year ongoing if we lose that case. So we need a miracle and please join us in prayer for that.

Brett then called for questions:

Question: Can we build on the vacant land?

Brett: Yes, it is possible but obviously it would have to be of a charitable nature to avoid land tax. That's a decision that the Board will have to make.

Question: Can we do a community garden?

Brett: I would leave that with the Board in terms of what they do with the land.

Question: What is there such a big difference in the budget/actual for utilities? \$60,000 actual and the budget was \$25,000 considering the previous year's actual figure was about \$59,000.

Brett: Good question it wasn't really a blowout it was incorrect in our budget.

Brett Medlin thanked Brett Hutchinson and called for a motion to accept the Treasurer's Report.

Moved the acceptance of the Treasurer's Report

Moved by: Greg Waterhouse

Seconded by: Lyn Stephens

Accepted

7. Auditor's Appointment

Brett Medlin informed the appointment of the auditor for 2021 was Rucker Financial and called for a motion to re-appoint Rucker Financial as our auditor for 2022.

Moved the reappointment of Rucker Financial as Auditors for 2022

Moved by: Christine Smith

Seconded by: Tony Izvekov

Accepted

8. Announcement of Voting Results

Michael Rojas informed that both Roger Simons and Bronwyn Cameron were successfully voted in as Elders.

9. Announcement of Voting Results

Michael concluded the meeting with prayer:

"Father God we are so privileged to be serving you as a community, as a church and doing your kingdom work. And we are so grateful Lord, in how you've just been looking after us, looking after our church, you've empowered us to look after our community and we just want to keep doing that with your blessing. We thank you for today and how you look after our church in different ways and especially financial. In Jesus name we pray. Amen."

Michael advised that there will be some light refreshments now and then all Partners will come back and sign in for the Partners Gathering at 1:30pm.

Elders' Report

Glenda Hutchinson



We dream of lives being transformed through the power of the gospel.

We do it by following Christ, loving people, serving our city and growing faith communities.

By doing this we will be His presence in every place!

Through the years, much time has been invested by our leadership, seeking God's heart for our church, including collecting prophetic words spoken over our church. Our vision, mission and purpose have resulted from this process.

How great it has been to enjoy a year when we can meet together in person without the disruption of lockdowns, while still having access to our online services. The online services, birthed during the covid season, are a blessing on those occasions when we cannot attend due to illness or other commitments. Many in our church family, including our staff, have battled with sickness, be it Covid or otherwise, throughout the year. I commend our wonderful team of pastors and staff who have worked exceptionally hard to fill the gaps and support one another and members of our congregation through sickness and other challenges.

New Pastor

A huge highlight of 2022 came in February with the appointment of Monya van Staden as our Worship and Creative Arts Pastor. Monya, her husband Johan and their sons Ian and Eben migrated from South Africa to become part of our church. Our worship team have flourished under Monya's leadership and the resulting level of worship engagement and spiritual hunger of our congregation at Sunday services is clearly evident.

Partnership

Our constitution describes the role of Partnership as an important function in our church. Together in unity, our partners join the church leadership in carrying out the mission and realising the vision. As we lead, we endeavour to bring transparency and openness, and we are grateful for the trust and support of our partners as they actively invest into BCOC.

Our regular Partner Gatherings aim to communicate upcoming events, service themes, strategic focuses, and other important leadership matters. We thank you for your prayers and value your support, and so I encourage all Partners to make it a priority to attend these gatherings whenever possible.

Name Change

Over the years it has been suggested by numerous individuals that our church name may no longer adequately represent who we are. During 2021, the Board began the process of capturing clearly and in much detail, everything about our church pertaining to who we are, what we do, how we do it and what God is calling us to be, as the foundation for discerning a potential new name. This process was surrounded in much prayer and was guided at times by experienced consultants.

Early in 2022 the Board presented to the Partners and congregation, the potential new name of 'Christ Servants' which we believed to accurately represent who God is calling us to be and how we are to operate. This was followed by an extensive process of gathering and analysing feedback about the proposed name from surveys and discussion forums with our Partners and other key groups within the church. The suggested name evoked much discussion and emotion, sadly not all of which was constructive or communicated in a way consistent with our church culture and values - by being loving, helpful, hopeful, and serving.

Based on the feedback received it was not reasonable to proceed with the name as proposed. In spite of this, much value has been gained from the learnings resulting from the process thus far. The decision was made to park the rebranding journey until the appropriate timing and next steps are discerned. The board did not want the process to distract us from our mission and vision.

Responsibilities

Our Elders carry increasingly extensive and critical responsibilities for the wellbeing of our church. As a board-governed church, we have no higher human authority to which we can refer the 'tough stuff'. We are accountable before Jesus Christ, to our government through its various governing bodies and laws, and to our church Partners and broader congregation. We wrestle with financial issues, leadership strategy, legal matters, policies, pastoral care, and discipline. This work is done as unpaid volunteers, alongside full-time work, home and family responsibilities, and service in other ministries. I sincerely thank all the Elders for their spiritual leadership and amazing dedication to our church, generously giving of their time and wisdom throughout the year. Please continue praying for them to have wisdom, time, courage, and energy in their spiritual leadership role. I also thank their spouses and families for supporting them in their role.

Thank yous

We were blessed to have Roger Simons reappointed to the Board after taking a 1-year break. Roger brings his wisdom and wealth of experience on Board-related matters from his many years serving on ours and other Boards.

On behalf of the Board, I thank Braam and the other pastors for their hard work and godly leadership of our church this past year. The health of our church and speed at which it has regained momentum post lockdown, and its growth since then, is a tribute to their leadership. I also thank our other wonderful staff for their hard work and support, who together with the pastors provide great leadership, administration, and service to our whole church.

The Board sincerely thanks our treasurer Brett Hutchinson, for all his time and expertise providing vital financial information to assist our decision making. Finally, for everyone who contributes and serves in any capacity in the life of Berwick Church of Christ, we thank you for giving of your finances, time and abilities. We are blessed to have you as part of our church ministry team.

May God richly bless you all!



Senior Pastor's Report

Braam Botha



'God has put all things under the power of Christ, and for the good of the church he has made him the head of everything.'

Ephesians 1:22 CEV

The 2022 story

It was with great expectation at the beginning of 2022 that we saw our community emerge from the pandemic. Entering the post-pandemic reality was approached by some with trepidation and by others with renewed zeal. Just as the "new normal" was expected to find definition the changes came rolling in:

- Russia invaded the Ukraine.
 - Probably the best cricket player ever – Shane Warne – passed away.
 - Australia was confronted by a "recessionette" as it is referred to.
 - Devastating floods hit Queensland and New South Wales.
 - Labor took government and Anthony Albanese became prime minister on the 23rd of May.
 - Queen Elizabeth passed away.
 - Olivia Newton-John passed away
- ...the list goes on and on!

The volatile, uncertain, complex, and ambiguous nature of our modern world was highlighted especially for me in how:

- Christianity's traditionally binary reference to sexuality was challenged daily in the public sphere.
- The church had to endure many attacks as it had to own up to stories of voiceless victims suffering under large, loud religious hierarchies.
- The persistent push for self-actualization stood in stark contrast with Christ's Kingdom message of self-denial.

It is not as easy as it used to be for Christ-followers. The contrast in how we see the world and how secular society does has never been clearer than in 2022! We saw churches and church leaders fall away in an unprecedented rate in 2022. Many believers grew lukewarm and fell into a mere nominal form of faith. This is why I am humbled by what I have seen among our people at BCOC. Their commitment to Christ has been a constant source of gratitude in my heart.

It is within this context that we as Berwick Church of Christ need to acknowledge that we play a very important role in being a church that represent Christ in His pursuit of mankind:

'God has put all things under the power of Christ, and for the good of the church he has made him the head of everything.'

Ephesians 1:22 CEV

Our faith family – Berwick Church of Christ – stood firm and loved well! We will always be a church that takes the Gospel into our community as God's way to bring about life and community transformation. In a world filled with so called "influencers" we will follow no-one but Christ, be driven by no other motive than the love for people, posture ourselves as servants to our community and in this way become a creative, alternative community holding onto our Christian values.

Allow me to thank all who sacrificed to make this possible, as it truly was a tremendous year for us as a church!

Achievements

In this past year we saw significant achievements as we:

- had plenty of stories of transformed lives;
- experienced significant growth in attendance across the board (+20%);
- saw plenty of new partners come aboard (48 new partners);
- refined our integration process for new people (almost 150 people went through this);
- restarted programs that could not run due to the pandemic;
- established better interaction through Partner Gatherings (4 Gatherings over the calendar year);
- developed deep dialogue through Discussion Forums;
- showed a healthy increase financially and achieved our income target;
- staffed for growth (added Monya van Staden as Creative Arts Pastor and Jordan Smith as Young Adults leader);
- had significant work done on our policies;
- growth in Playgroup involvement as well as families stepping into faith;
- new leaders raised and equipped in Boys Brigade; and
- a healthy increase in activity at Living Springs Counselling Centre.

Challenges

As we saw significant growth, we are in a sense blessed to have the type of challenges we face:

1. The need to truly fulfill our mission and not just run programs.
2. Creating the necessary infrastructure to accommodate the growth God sends.
3. Raising and equipping leaders and volunteers to be able to fulfill their call in this world.
4. Supporting the broader Church in our city to rise and collaborate better.
5. Building greater partnerships with other Gospel initiatives to see higher levels of community transformation.

A look to the future

As we approach the next year, I would love for you to renew your resolve to partner with us in the following areas:

- Broadening and strengthening our leadership pipeline in every area of ministry.
- Deepen and tighten our congregational connection. Making sure new people become relationally connected.
- Trust us for greater impact in our youth and young adult community. We have seen such encouraging progress the past two years and want this to continue.
- Pray for us as we give definition on how we will develop our property to steward our resources for His cause.
- Stay focused on our mission as we start to widen our footprint for the Gospel to bring about transformation.

Purpose

Being His presence in every place

Vision

To be a movement representing Jesus Christ,
transforming lives and communities through the power of the gospel.

Mission

We raise and equip followers of Christ who love people,
serve their city and grow faith communities

Creative Arts

Monya Van Staden



LORD, you are my God; I will exalt you and praise your Name, for in perfect faithfulness You have done wonderful things, things planned long ago.
Isaiah 25:1 NIV

I cannot write a report on the year 2022 without starting by praising our Father for His beautiful grace over us. We have seen so many victories in this ministry over the past year and I know that all of these were because of God's wonderful Master plan with this church and the people in it.



I am so grateful for the way my family and I have been embraced and loved since we arrived at BCOC at the beginning of the year. The year, for me, can mostly be defined as a time of getting to know the people, environment and heart of BCOC, while pursuing the heart of God to learn how to walk in obedience in the place He has called me into, but also to learn His heart for the shaping of the new identity of the team I was called to shepherd. I am so very humbled by how I have been allowed to lead

a team and congregation who did not know me at all; by the way I have been trusted to spearhead a new season in this area of ministry; and how wonderfully good our God the Father has been through the process.

I must acknowledge and honour the long-standing members of the creative arts team that over the years have given so much of their time, talent and hearts to this ministry, especially during the uncertain COVID pandemic - even when there was no-one to fully lead and shepherd them. They make up the foundation of this ministry and it is because of their sacrifices that I had something to build on when I arrived here. From this foundation - and by the grace of God - the year is marked by many breakthroughs, the greatest being how we saw our congregation's overall spirituality and worship expression develop and grow into something beautiful.

We have also seen a few new members joining the team, adding to our ministry, growing in their own gifting as musicians, worship leaders, tech operators and more. We are now a team of around 38 members moving more and more toward a structure built around an intentional focus on connection and fellowship, growing our own individual spiritual maturity and faith levels and also the overall development of our musical skills.

I am so encouraged by how the team loves, ministers and prays for each other with more and more boldness and there is also a beautiful confidence growing within our younger generation's leadership and their own unique worship expression - something that will only happen as a result of the fruit of a life lived in closer fellowship with Christ. We are truly seeing our own team members following Christ, loving each other and how their lives and the lives of those they influence are transformed by that.





We are still in need of more volunteers to help steward this ministry, especially in the tech department. Krishan Mahesan and his team are doing a brilliant job, but to be able to sustain the tempo by which we are growing as a church, we will need many more willing and capable hands to support us in all that needs to happen, both on premises and online. I am however confident that God will send the right people and the right skills we need to grow into the team He has envisioned us to become, with the identity and call we need to fulfil on this earth in this season.

I want to thank every volunteer, every partner, every pastor and every staff member for their ongoing support, encouragement and prayer. The beauty of realising the power we hold together as a body in Christ where we each have a very important and very specific role to play to help build and transform lives by the power of Jesus Christ - this will open the way to see even more testimonies of breakthrough, healing and encounters with Him in the year to come.

All praise to our beautiful God and King!



Communication

Michelle Jankovic



I manage BCOC's website and social media channels, create content, and produce digital and print promotional material for BCOC and its wonderful volunteers. I am also known as the 'plant lady' in the office because of the 10 plants on my desk!

I want to thank the Digital Communication Team, an invaluable group of volunteers who greatly support me with the BCOC digital space. BCOC has many avenues to communicate and promote wonderful ministries which support and assist our local community and beyond. Here are some of the ways BCOC communicates.



Website

www.berwickchurch.org.au

BCOC website had some high traffic in 2022. There were 70,096 pageviews in 2022, which equals 196 daily visits. The average time on a page was 1:38 minutes. The top pages visited were the home page, Calendar, Living Springs, Church Community, Fuse Youth, Messages, Food Pantry, Leadership and Listen.



Facebook

@berwickchurch

Facebook currently has 1447 followers. 30% are men and 70% are women. The bulk of followers are aged between 35 to 54 years old. Facebook posts consist of promoting regular weekly events, upcoming opportunities to volunteer, highlights, and unique celebrations and gatherings.



Instagram

@berwickchurchofchrist

Instagram currently has 427 followers. 38% are men and 62% are women. The bulk of followers are aged between 25 to 54 years. Instagram posts consist of promoting regular weekly events, upcoming opportunities to volunteer, highlights, and unique celebrations and gatherings.



YouTube

@berwickchurchofchrist

YouTube currently has 783 subscribers. There were 19,448 videos viewed in 2022. Sunday gatherings are live streamed and are the bulk of the content. The top video viewed 641 times was, "The Gospel - What is the Gospel" on Sunday 23rd October 2022. Proving, there is a hunger for the truth.



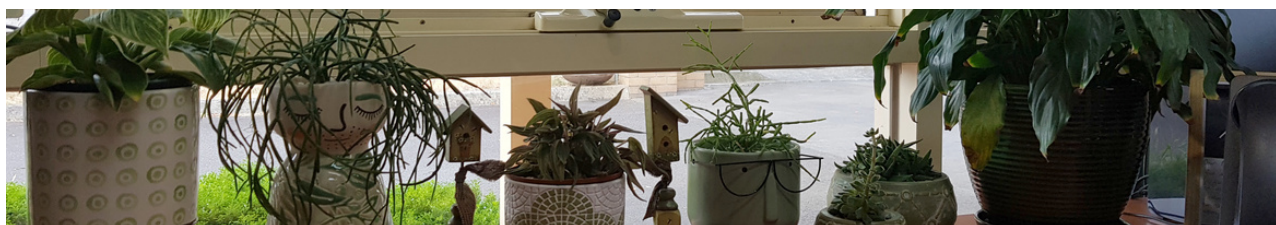
Digital

I create digital artwork and short video content for the following formats. Social media posts, live stream thumbnails, website pages, emails, presentations, slides, calendar events, communicate banners and Google promotions.



Print

I create print artwork which supports communication of our digital promotions. In the form of internal and external signs, banners, and flags. Seniors Ministry newsletters and programs. As well as posters, flyers, and postcards.



Coffee Ministry

John & Gaby Sutton



The coffee ministry is not just about serving coffee; it is about creating an atmosphere of hospitality and warmth, it is facilitating community, where people can be known, and get to know others.

Berwick Church of Christ has provided coffee and tea after church for as long as I can remember. Monica Bosch began to provide an alternative to the instant coffee that was being served and started to change the attitude of what we expect as Melbournians when it comes to drinking coffee. With the donation of two coffee machines, the morning refreshments changed course and the Cafe' began in the Kitchen across from the toilets, not an ideal location. Through a few changes in location and furniture the current location and cabinetry came together, along with another two coffee machines and a ChocoFairy - the hot chocolate machine. It has now become a significant part of the church's Sunday meeting, (serving over 250 hot drinks each Sunday) and major events.

The coffee ministry is made up of a group of 23 dedicated volunteers, divided into three teams and who are generously supported by the admin staff throughout the week, keeping the supplies stocked and ready to go for each weekend. These teams now serve coffee before and after services and provide a warm and welcoming environment for partners and visitors to connect and socialise.

The coffee ministry has become an integral part of the church's culture and has helped to create a sense of community among all who attend. It is creating a place where people can come together, share their stories, and build relationships. The ministry also provides a platform for partners to get involved in the church's activities and to serve the community.

The coffee ministry is not just about serving coffee; it is about creating an atmosphere of hospitality and warmth, it is facilitating community, where people can be known, and get to know others. The three teams take great care in preparing the coffee & hot chocolate, ensuring that they are of the highest quality. They also take the time to engage with partners and visitors, asking about their week, listening to their stories, and praying with them.

The coffee ministry has also been a great way to reach out to the wider community. The church hosts a number of community events throughout the year, such as the Marriage course, the annual bringing Christmas to life, and the coffee ministry is a key part of these events. It provides an opportunity for the church to connect with people who may not attend services regularly and to show them the love of Christ.

In conclusion, the coffee ministry is an excellent example of how small acts of service can have a big impact. It has created a sense of community among partners and visitors, provided a platform for the coffee team members to be valued and experience joy in serving the church, and helped to reach out to the wider community. The amazing people who faithfully serve each weekend in the coffee ministry are truly being "His presence in this place".



Associate Pastor's Report *Michael Rojas*



We are the body of Christ and the local church and the wider Kingdom benefit when we do our part. All glory belongs to Jesus Christ who is our Lord, Saviour, and King!

I can't help but feel that 2022 was such a long time ago! So many things have happened and yet it took me a while to recall what those things were. I don't think it has anything to do with COVID19 but more with age J. There is one thing that I do remember quite clearly and that is our dream.

As a church...

We dream of lives and communities being transformed by the power of the Gospel.

We live the dream through following Christ, loving people, serving the city, and growing and planting faith communities.

By living the dream, we will be His presence in every place.

It is because of this dream that in 2022, we...

1. Welcomed and connected with at least 345 new people.
2. Baptised 21 people.
3. Have 330 people in 32 Life Groups.
4. Have 107, 88, and 77 people attend Steps 1, 2, and 3 respectively of the Next Steps Lunches.
5. Blessed 96 families through the Food Pantry and 35 families through Bringing Christmas to Life.
6. Blessed 479 children with Operation Christmas Child presents. 195 boxes were from Berwick!
7. Pastorally cared for many families and individuals (e.g. celebrated a new baby, provided care meals, made care visits, etc).

...and many more!

None of these would have been possible without your generous help. What a privilege it is to serve you and with you! Thank you to all the amazing partners, teams, leaders, volunteers, staff, and the Board all of whom work tirelessly and faithfully. I am so proud of all of you. We are the body of Christ and the local church and the wider Kingdom benefit when we do our part. All glory belongs to Jesus Christ who is our Lord, Saviour, and King!

Thank you for being His presence in every place!



Food Pantry & BCTL

Michelle Gould



The team and I would once again like to thank the Church family and individuals in the community for their continued support. Over the course of the year, we have helped 96 families with 231 visits.

During the latter half of the year, we were able to once again have clients come into the Church and use our waiting room. We have continued with the system of interviewing our clients and getting them to complete a tick sheet which lists all items that are available. We then pack the groceries for the client and then take the groceries to their car. We have found the system of NOT having the clients come into the pantry is faster and more efficient. Our numbers have been low but are now on the rise. We hope that this means people are hearing about us but probably has something to do with interest rate rises and rent increases.

Over the course of the year, we have helped 96 families with 231 visits. We have had difficulty getting food from Foodbank, but we are very grateful for the generous donations of cash and food items from our Church family and 2 wonderful ladies in the community who faithfully help us every month. We visited Berwick Fields Primary School and told the School Council about how we are helping struggling families in Casey. The school then did a food drive for us, the result was amazing.

We were able to put on our annual event "Bringing Christmas to Life" (BCTL) and blessed 35 families. Each family received a hamper and a Coles voucher valued at \$80. Each child under 18 received a gift. During the day there were activities, face painting, craft, bouncy castles, and a photo booth. We also provided a barbeque lunch.

One family that stands out this year is a Mum and her teenage daughter. The Mum has several health issues and struggles with her Mental Health. This lovely lady would come to the pantry even when she did not need food and just sit with members of the team. We would talk to her and pray with her. She is now attending Church and has done the Search and Alpha courses. She has also been baptised. She has said that here she found unconditional love and acceptance. With the help of the team and other members of our Church family we have been able to get them moved to a much nicer and safer place. A couple from this Church also gave the teenage girl a car with rego, insurance and transfer fees all paid. There were many happy tears along this journey.

Another highlight was the Team receiving the "Casey Community Group Award 2023" from the Council. This marked 10 years of service to the community.

The team and I would once again like to thank the Church family and individuals in the community for their continued support. Thank you also to our pastors for their encouragement and the wonderful office staff for all their help, nothing is ever too much trouble. An extra big shout out to Ps Michael for his wisdom and listening ear.



Next Steps Lunches *Michael, Anna & Nigel*



Success is moving people on the spiritual journey – taking their next steps!



Most of you know that in 2020, the pastors went to South Africa to attend the Grow Conference. At this conference we learned that...

Success is moving people on the spiritual journey – Taking their next steps!

And that we need to...

1. Create systems that deliver success.
2. Connect systems with the vision, mission, and purpose.
3. Not recruit people into ministries. Discover their purpose instead.
4. Think steps not programs.
5. Keep it simple and predictable.



Out of these came the idea of changing the Newcomers' Lunches into something more transformational and purposeful. To have a series of events (3 Sundays) that will guide everyone (and not just newcomers) to take the next steps in their faith journey. As such, the Next Steps Lunches was born with our very first lunch happening in May 2022.



I (Michael) host it and Anna and Nigel lead the team that prepare the food, serve the participants, set up and pack up. In 2022, we had...

- 107 people attend Step 1
- 88 people attend Step 2
- 77 people attend Step 3

As part of these, they all experienced Berwick hospitality, connected with the pastors and other church attenders, and were guided to take the next steps in their faith journey.



In 2022, we've started filming our presentations to help streamline the process and we had a lot of fun doing this. A big thank you to Pastor Monya and Pastor Ken who took leadership of the creative side. But rather than tell you more about the videos and what happens at the lunches, it is best that you experience it instead. So, come and join us the next time it runs!

Friendship Group

Sharon & Larry Edwards



Seniors ministry runs a gathering called the 'Friendship Group' which celebrates coming together to stay connected in our community.

A Welcome 2022 party began the New Year, with fun and games, and a message from Larry Edwards about the abiding presence of The Holy Spirit. We enjoyed the movie "The Stray", and then travelled digitally on the Titanic, listening to the stories of survivors, and actual footage of the vessel's departure. During the Easter Reflection, we spent time together contemplating the Cross, each using a red flower to remind us of our sins, and the blood of Jesus, shed to wash them clean. We were inspired as Elsie Carter spoke to us about Gardening Through the Seasons, and using plants for medicine, and then as Lynton Allan powerfully shared the Gospel Through Art. Everyone got into the spirit of the Mad Hatter's Tea Party, with some amazing costumes, and a delicious afternoon tea.

In Term 2, Michele Philips from South Oakleigh Wildlife Shelter spoke of her work with native animals, followed by Roger Barnett who enlightened us about the work of Cardinia Men's Shed. An afternoon of armchair travel to Ukraine was thought provoking, as we contemplated the current war situation with Russia. Rabbi Lawrence Hirsch spoke about evangelism to Jews and gave a Bible message entitled "The Hem of His Garment." We learnt about the ancient Japanese art of Kintsugi – broken pots mended with gold in "All that Glitters."

In Term 3, the movie, "The Prayer Box" gave us all pause for thought, as did the dramatic personal story told by Martina McArdle, about having 3 weeks to live, while awaiting a double lung transplant. We were equally amazed and appalled after a presentation from Destiny Rescue, about rescuing girls from sexual exploitation. We finished the year with a Worship Service led by Major Alan Laurens, and a Christmas breakup party.

Special thanks go to Sylvia Gray, who sends out birthday cards, and handles the finances. Also, thank you to Jeremy Clay who helped us with our technical needs.

Members have generously supported various missions and causes during the year. Our group has not only grown in numbers, but also socially, educationally, and spiritually. Jokes, riddles, funny stories, and videos are a most popular part of our gatherings. Don't be lonely! Come and join us.



Life Groups & Pastoral Care *Michael Rojas*



Life Groups are our primary channel of connection, community, and care in our church, and they are supplemented by our Community Hosts, Care Meals Team, Care Visits Team, Playgroup Director, the Pastors and the Elders when required.

As we came out of COVID and lockdowns at the end of 2021, our major need as a church was congregational connection and fellowship. I'm very pleased to inform you that, in 2022, we...

- Started with 282 people in 35 groups and
- Ended with 330 people in 32 groups.

That is...

- An increase of 14 % in number of people in groups
- A decrease of 8% in number of groups. These are basically groups that have come to the end of their life cycle for various reasons (e.g. struggled during COVID).
- The end of year figures gives us about 66% saturation rate against a weekend attendance of 500. However, we do have about 1500 people in our database and against that, our saturation rate is only at 22%.

To help give focus to the health of our groups and group leaders, we have added a layer of support. This layer is called the Community Hosts Team and their primary role is to care for Life Groups Hosts and their groups. As I invest in the Community Host's health and growth, they in turn invest in the health and growth of Life Group Hosts.

Life Groups are our primary way to fellowship, pray and learn together. It is also a place where we get to pastorally care for each other. But sometimes we need extra help, and this is where we have people like Jackie Schreurs, who leads our Care Meals Team come in and through the Care Meals Team we were able to bless families with fresh home cooked meals at their time of need. We also have people in our Care Visits Team who visited, prayed, and cared for people in their homes or in hospital. We recognised that there is a need to give special care to our young families and we appointed Mikayla Nicholas as the Young Families Leader. Her primary role is organising events that help young families connect with each other. On top of that, she also is the Life Group Community Host who looks after Young Families Life Groups. Talking about Young Families, we have Sue Nicholls, our Playgroup Director, who reaches out to families with newborns. Did you know that we had 20 babies born to our church families in 2022? Isn't that amazing?! Below are some photos.

I am very grateful to our Life Groups Hosts for the awesome work they do to lead community in our church. Life Groups are our primary channel of connection, community, and care in our church, and they are supplemented by our Community Hosts, Care Meals Team, our Care Visits Team, our Playgroup Director, the Pastors, and the Elders when required.

If you are not in a Life Group, then I invite you to join one or start one. Just reach out to me and I can point you in the right direction.



Welcome Team

Denis Giroto



Our Team on a Sunday morning are continuing to be led by the Holy Spirit through prayer time before we serve.

Our amazing Welcome Team like all ministries were praying that 2022 was to be a year with no COVID disruption and booking checks. Praise God that that was the case, and we could focus on fully welcoming everyone to church.

After a 25% loss in volunteers in 2021, we recruited 9 new members to the team to a total of 25. It was important for each of our 3 teams to expand in numbers as our congregation in the 2nd half of the year was growing. This would allow us to reach more people.

In our ministry meeting in early October, we introduced training for the team led by Debbie Ratten. This training session was important not only for developing our new volunteers but also to expand the knowledge of the team especially with the added focus on greeting and ushering. Thanks to Debbie again for sharing her knowledge and supporting the Welcome Team.

Each member of our Welcome Team has shown resilience and a passion to serve the church well and that is due to the fact each team communicates and confidently supports each other when serving. Our Team on a Sunday morning are continuing to be led by the Holy Spirit through prayer time before we serve. God has been so faithful that we have had a steady stream of people in the connect lounge for us to inform them on opportunities to connect such as Next Step Lunches, Grow Groups & Life Groups. Thank you also to the new Coffee Ministry for supporting us with hot beverages for our guests which has allowed the team more time to focus on connecting.

We have 2 testimonies to share from newcomers to the church.

Natalie: Welcoming and friendly atmosphere. Inclusive of everyone, congregation very warm and loving, so many passionate individuals. Lovely service, beautiful music, beautiful prayers, good Christian values, aware of issues and struggles affecting the community (family/single parents), really enjoyed the guest speakers, loved the humour too. The Welcome Team was very professional but informal. I felt welcomed by the Team with good conversations about life, values, personal circumstances, explained about BCC what it offered, the form was explained with simple easy instructions, didn't feel rushed filling out the form, didn't feel forced to join the church, welcomed to attend the church in the future, I was welcomed by everyone in the room and offered refreshments. Coffee Bar 5 stars.

Daniel: The Welcome team are very welcoming and cover every aspect of arriving to church, including a warm greeting at the front door with direction to the children's ministry or main church meeting area. All questions are met with a friendly response including a friendly conversation. We had a pleasant experience on our initial visit to the church which led to ongoing attendance and taking the next steps course, which led to regular service in the Coffee Ministry on a Sunday. Without having a Welcome Team providing direction it would have been a more difficult process and the church would not have felt as welcoming. Keep up the great work.

Lastly, I just want to thank our 3 Team Leaders Greg Morris, Mark Hermans & Chris Hennequin who help manage team support, communication and serving. To all team members as we go from strength to strength, thank you for sharing your God-given talents to this ministry and commitment this year to serving our church community.



At Kids Church, we understand the pressures that are coming from today's culture. That's why we are committed to partnering with you to teach your child to be strong in the Lord and his kingdom principles.

It was a great honour to be given an opportunity to oversee the BCOC Kids Ministry during 2022. The Kid's Ministry gradually gained momentum over the year as more families starting reconnecting with live Sunday ministry.

Highlights for the year:

As we slowly emerged from the Covid pandemic, our primary focus for the year was: consolidation, prayer and connection.

1. Consolidation/ Anchoring faith on the Word of God:

Jesus said, "...If you continue in My word, you are truly My disciples. Then you will know the truth, and the truth will set you free" (John 8: 31-32). Kids need to be anchored in the truth of what the Word of God says and how it applies to their everyday lives. With this in mind, it was decided to implement the Orange Program in every Kids Church room. Each month, as part of the program, there was a focal scripture which we distributed to families by way of colourful A6 Memory Verse Cards. On a weekly basis, the memory verse was taught to younger children through a simple song with fun actions. For older children, it was reinforced through interactive games and quizzes. Additionally, each week Prep – Grade 6 were given a take-home devotion designed to consolidate the weekly teaching and provide thoughtful reflection activities to enhance personal application. Outcomes: The team and I observed a greater level of engagement with the teaching and activities each week.

The Kids Encounter Day in September afforded Grades 2-6 kids a specifically designed event to go deeper with God. Topics covered: God is a loving Father, why Jesus died for me, the importance of forgiveness, and how to hear Gods voice (which included a creative art expression activity). There was great engagement during teaching, skits, worship, small group discussions and prayer times. Many kids made a personal decision to follow Jesus, were active participants in the forgiveness session. Several commented that they heard God's voice for the first time.



2. Building a culture of prayer

Leaders prayed with their teams before every session. The Prep – Grade 6 kids were placed in small groups each week and encouraged to express needs and pray for each other. The Little Sparks and Wonderkids participated in a time of prayer each week. Outcomes: Kids experienced the reality that God answers prayer, that He cares, is relatable and near.

The Kids Ministry team also engaged in regular prayer for team members who were facing illness or family difficulties throughout the year.

3. Connection

During 2022, the team facilitated times of connection for kids each week through games and fun activities, devotions and prayer times. These helped to build friendships and foster a stronger sense of community. The kid's participation in the Kids Focus service before Christmas provided a further opportunity for connection; working together to learn songs during fun music practices. This also afforded a great opportunity to teach the kids about the importance of blessing and serving others.

Our Team:

What can I say? Wow! Such a dedicated and committed group of cheerful volunteers! I praise God for each of them, for their dedication to seeing kids grow and flourish in their faith and for their unique and creative talents. It has been a privilege to work alongside them all. I would like to acknowledge the commitment of team in going the extra mile to cover last minute shortages due to ill health so that Kids Church could continue each week.

My sincere thanks to Andrew Sidebottom who did a stellar job in covering for volunteer shortages on the Sign-in desk, being our IT Support Person most Sundays and Emergency Team member.

The Kids Encounter Day was only made possible by the dedication of the Kids Ministry Team, our staff admin team and additional volunteers who assisted in security, first aid, administration, onsite prayer, session teaching and small group leading. And of course, by the overarching prayer support from our church community; our parents, staff, board, and the Friendship Group. My sincere thanks for all who served to make this event a spiritually significant time of encounter for our kids and team. I would also like to acknowledge the prior preparation commitment by the team. This included several training and mentoring sessions on a Sunday afternoon in preparation for facilitating our small group discussions.

Our team have also stepped up to run activities in the Bringing Christmas to Life celebration last December.

I would like to commend the Kids Ministry Team Members and in particular the Room Leaders (Micah North, Lauren Alley, Giselle Drewitt, Cathy Dillon, Amy Fussell, Bron Alley, Kate Grainger and Lauren Grainger). Our Room Leaders diligently prepared resources and activities, directed and co-ordinated weekly sessions and actively trained up other team members to lead well.

Finally, I would like to highly commend Lauren Alley, who not only diligently fulfilled the role of Room and Hub Leader but stepped in to oversee the whole ministry in periods of my absence.



On a personal note:

I feel honoured to have the opportunity to lead the BCOC Kids Ministry during 2022. I have enjoyed getting to know families and supporting the team through mentoring and discipleship. I was privileged to be involved in the dedication of 10 children during 2022. I would like to commend the dedication of the whole team as they committed to faithfully serving the kids and families of BCOC.

Thank you for all who have prayed for Kids Ministry during 2022. This is one critical way that we partner together to serve our church and local community, to see God's will being done and His kingdom transforming lives.

Finally, I am most grateful for the way God has moved and answered our prayers this year. To Him belongs all the praise for the great things that have and are happening.



FUSE: Youth Ministry

Genny Smith



I and the leaders at FUSE Youth are here to get alongside and encourage the youth of Berwick to discover and play their role in the purpose of Berwick Church of Christ, to be His presence in every place.

Our youth ministry, FUSE (Fearless Unashamed Supernatural Existence), had an incredible year in 2022.

Firstly, I would like to thank our 17 amazing leaders who gave their all to serve our youth here at BCOC. In no particular order, these were Nick Kapranov, Abby Coates, Jordan Smith, Zoe Herat, James Izvekov, Ryan Walker, Chester Cameron, Kevin Kang, Caleb Noonan, Gemima Ntambwe, Sam Medlin, Bethany Tyson, Sam Tyson, Laura Rodgers, Nathan Jamieson, Courtney Cameron and Annie Hermans. Without these dedicated leaders, FUSE Youth would not be able to run and be the ministry that it is. I would also like to thank all the parents for your support, help and encouragement of our events and our ministry. We are forever grateful to you and really appreciate all you do. Lastly, I want to thank the youth of 2022 for being such an incredible bunch of young people who have embraced and embodied everything that Fuse Youth stands for.

Across the year, we had many high energy fun & fellowship nights. These include Splash: All In, Fear Factor, Glow Night, Mystery Night, Rollerama, Fuse's Got Talent, Fuse's Famous All-Nighter and so much more. These nights were not only a whole lot of fun, but also opportunities for intentional fellowship, outreach and culture development. Other big opportunities included hosting Youth Alive here in May where we had over 700 teenagers pack out our auditorium. We also hosted 3 large Merge events that brought youth groups from all over Casey together for a time of worship and fun! These events are always such an honour to host and a real highlight as they promote unity amongst denominations and help our young people connect outside the walls of their own youth group.



We had four key focus series across 2022. Our term one focus was 'Real Talk', where we addressed questions submitted by our young people. In term two, we began our series 'Discipleship', where we intentionally focused on developing our young people as disciples of Christ and furthermore, gave them tools to be able to disciple others around them. In term three, we tackled all things relationships. Lastly, our term four series was "F.U.S.E. - Fearless Unashamed Supernatural Existence." This series focused on empowering our young people to dive all-in and be bold for Jesus! Across all of our worship nights, we saw God move in profound ways. On our extended worship nights, we saw incredible God encounters, youth set free from depression and anxiety, and young people praying over each other. I know I speak on behalf of all of the youth leaders when I say these nights were such an honour to witness and had just as much of an impact on us as they did our young people!

Across 2022, we had two key camps that were massive for Fuse. We had our annual Fuse Camp at CYC The Island, where our youth grew deeper spiritually and encountered God in a very real way. A special thanks must go to Ryan Walker who stepped up last minute to run the entire weekend with myself coming down with COVID days before the camp. The whole team stepped up to ensure the weekend still ran and for that I couldn't be more thankful. This camp was a big turning point for us as a youth ministry and for many youth in their own faith journeys. We also had a massive SYG in 2022. Including helpers, we took a group of 150+ to SYG! The weekend was a huge success where we saw many youth give their life to Christ, community forming and a very good time had playing loads of sport! Again, I would also like to thank everyone who volunteered behind the scenes or on the weekend at SYG – you all know who you are and we couldn't have done it without you!

While not without challenges, 2022 was a year for rebuilding connections, momentum and culture. God has been so faithful and we have seen him move in miraculous ways! 2022 was an incredible year of growth, excitement and connection and we are looking forward in anticipation for what God is going to do in 2023 through our youth ministry!



FORGE: Young Adults

Jordan Smith



We hold great hope that the core of our YA community remains, and the desire to continue to collaborate and connect with other YA communities remains as strong as ever.

We re-started our annual Bonnie Doon camp after COVID had denied it in the previous couple of years. We began to bring back the Y&Y Services, which gained momentum as the year progressed. We continued to engage in life groups, with the Thursday LG, Friday couples group and young married group continuing on.

Y&Y Services were back in full swing this year after a few years of COVID, and it was great to see people getting back into community and connecting with new people. It took some time for people to come out of their shells and re-connect, but it was amazing to see those who did come along connect well within our church family.

We hold great hope that the core of our YA community remains, and the desire to continue to collaborate and connect with other YA communities remains as strong as ever. We hope and trust that the incredible work done by our pastors will create a strong foundation in God for our YA's and allow us to re-connect and re-launch in 2023 with this foundation in place.

2023 – Re-launch Plans

With 2022 being challenging and promising, and the timing of this report being written in April, we have added some of the early plans in 2023 to give hope and communicate the planned direction. We have started the year strongly with the re-launch of this incredibly important ministry. A core leadership team of our key YA leaders has been established, who are all really passionate to have a strong and engaging YA ministry.

The below key events are planned (or have already happened):

- Bonnie Doon Camp – Mid Feb 2023 (completed, more detail in 2023 annual report, but 75 YA's attended).
- Y&Y services to re-launch:
 - ~ March 19th – completed.
 - ~ April 16th – planned.
 - ~ May 15th – planned.
- Looking to re-launch a general YA lifegroup in April/May (new mid-week LG).
- SYG will be a critical event to build significant relational momentum within our YA community.
- Social event planned on 7th May– hope to engage other YA communities at this event.



Playgroup

Sue Nicholls



Playgroup is a ministry of Berwick Church of Christ. We are here to provide a safe and fun place for parents and young children to interact with each other and with other families.

Playgroup went from strength to strength in 2022 in so many ways!

We started the year with some logistical challenges, running some groups where everyone was vaccinated (due to parental preferences) and others that were mixed. We were able to accommodate everyone who wanted to join and in spite of some families struggling with illness it was awesome to have a year without lockdowns!

One lovely part of my role is visiting church and playgroup families with a gift after new babies are born, or at least connecting with them at this special time in their lives. As a result of these visits and a clear prompting from God, I approached four of our newest church mums at the start of the year about starting a baby group. This new baby group took off and thrived, ending the year with 13 families who wanted to continue meeting together into 2023. A few of them were from outside the faith community and one of them began watching church online and regularly attending services.

We continue to have strong interest from families in parenting and marriage courses as well as various social connections outside of playgroup. I would love to hear from you if God is prompting you to help make any of these things happen!!

Playgroup continues to have a fabulous team of volunteers who take care of the groups, make meals for the playgroup freezer so we can give them to families in tough circumstances and prepare crafts and activities for the children to enjoy. There are so many ways to “Be His Presence” in playgroup and most of them are really simple – providing a listening ear to a mum, putting a smock on a toddler, washing paintbrushes or sweeping a floor, holding a baby for an overwhelmed mum. Our playgroups thrive when we have a good balance of Christians and non-Christians in the groups and our capacity to run groups is only limited by the number of Christian mums, grandmas and helpers.

Is God nudging you about joining us in this ministry?







Boys Brigade

Andrew Sidebottom



We provide a Christian community that supports boys and young men, and assists in their Christian growth, physical development and leadership training, while teaching life skills.

It is so pleasing to report that 2022 was largely a return to Brigade pre COVID at Berwick. We were able to run all year without any COVID impacts and we were able to run all of our usual events (except for Company Camp). This means that we had our Seniors Water Sports Camp, Juniors Camp In, Seniors LAN Night as well as our usual Monday night programs and the state events.



<https://youtu.be/GcxrnAkQlqA> - Water Sports Camp Video created by one of the boys.

For us at Berwick 2022 has been very much a year of rebuilding. Our numbers have taken a significant hit over COVID and during 2022 we have been able to slowly rebuild those numbers. This has been in no small part to the support of Berwick Church of Christ in promoting Boys' Brigade amongst the church.

2021. What a year to take over as Captain. After ending 2020 with a positive outlook on things being closer to normal, in fact the last line in our 2020 report stated, "We look forward to, and pray for a more normal Brigade year in 2021". Well hindsight is a great thing and on reflection it feels like 2021 was an even more challenging year than 2020 but that may just be the cumulative impact of 2020 and 2021 combined.

During 2022 our biggest need was often leaders but in finishing 2022 we are in a healthy position for leaders in both Juniors and Seniors and still needing an extra person in Anchors, although volunteers for all ages are welcome, but this is a much different position to what we were looking at during most of 2022.



In relation to leaders, we have had some significant leader movements happening for 2023:

- James Woodthorpe (Seniors OIC [Officer In Charge]) stepped down as a leader at the end of 2022 to spend more time leading his church's Young Adults ministry along with his wife.
- Andrew Gray has taken on the role of Seniors OIC
- Phil Baes has taken on the role of Seniors 2IC as well as Omega's OIC
- Cary Symes and Lucy Loupis joined us as new Seniors leaders.
- Orlando Surcel is back in Juniors after an extended holiday in Romania
- Joel McQuie has moved from Juniors to Seniors
- Marry-Anne Sidebottom is planning to re-join us from Term 2, 2023

I believe that 2023 will continue to be a year of rebuilding (we started 2023 with 5 new families joining us in the first week of the year).

For me, one of the strengths of the Brigade program is the mentoring and leadership development that is built into the structure of Brigade. As the boys work through their years in Seniors, they are encouraged to attend a variety of week long and weekend leadership training camps and are then given the opportunity to put them into practice (under the mentorship of older boys [Non Commissioned Officers] and the leaders [Officers]).

It is not uncommon for the boys, after their final year of BB (the year they turn 18) to express a desire to continue as a leader. My intention for 2023 is to:

1. Look at ways we can continue to expand on the mentoring opportunities provided to the boys as they transition from a boy to a leader, as well as better support for the leaders.
2. See how we can best support leaders who do not have a Brigade background to be able to better understand the structure and values of Boys' Brigade.

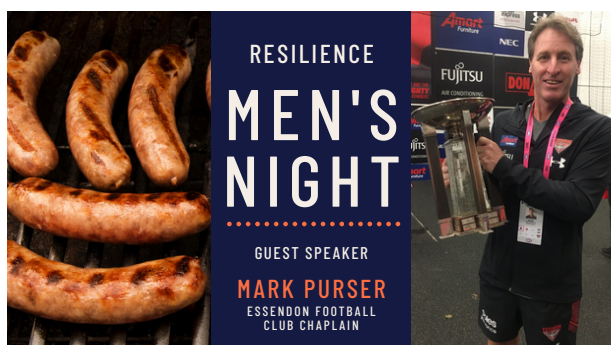
As always we welcome anyone who is interested in finding more out about the Boys' Brigade program (either in relation to volunteering or as something for your son to get involved in) we would encourage you to speak to myself or one of the other leaders – the following attend BCOC – Andrew Sidebottom, Brendon Cameron, Joshua Fowler, Caleb Noonan.



Men's Ministry *Stuart McKerihan & Peter Jankovic*

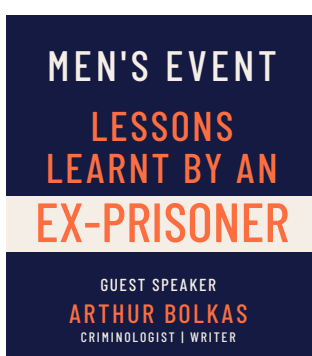


The Men's Ministry holds community focused evangelistic events for Christians to invite neighbours, work colleagues, friends, and family. Guest speakers share personal stories which usually have a secular topic with a faith foundation.



Mark Purser - Essendon F/Club

120 guests came along on the 7th August 2022 and enjoyed a roaring fire and bbq. Joseph Birro blessed us with worship. Mark shared about his faith and job as Chaplain at Essendon Football Club. It was great to see about 20% of the guests were non-Christians who listened to Mark's testimony. Thank you to the 20 volunteers who selflessly helped run this event.



Arthur Bolkas - Ex-prisoner

75 guests came along on the 6th November 2022 to hear Arthur speak about being an ex-prisoner, criminologist, and writer. Arthur shared an in-depth story about his hardships and challenges. Guests enjoyed a bbq which everyone enjoyed and it was great to have 10% non-Christians there to fellowship with. Thank you to the 18 volunteers who helped run the night.





Our Governance Committee exists to ensure our ministries operate within a safe framework according to our obligations under the ACNC and State and Federal Government legislation.

Gov Comm, our Governance Committee, exists to ensure the church's ministries operate within a safe framework that takes into account our obligations under the Australian Charities and Not for Profit Commission in addition to other relevant State and Federal Government legislation.

Gov Comm meets monthly between February and November (10 times in 2022), as well as communicating via email when developing policy.

During 2022 we reached a total of 21 active policies and procedures underpinning our ministries. These are available on our website and cover topics, such as Code of Conduct, Humanitarian Aid, Bullying & Sexual Harassment, amongst others. Our policies are developed with consideration to key documents such as:

- Mandatory Reporting Guide
- Board of Elders Policy Manual
- Constitution
- Statement of Faith

As a principle, and particularly when new legislation is enacted, we look to draft any subsequent policy to a Christ-like standard, positioning them on the foundation of scripture. We believe Christ holds us to a higher standard of love, care and community than governmental requirements and our policies are designed to reflect that.

Policies are not our only focus, we monitor and report on OH&S compliance, Copyright compliance and Building Code compliance, which includes external contractors on site to conduct regular inspections and other works.

Safety of our staff, volunteers, congregation and guests is of the highest importance to us as a Church, therefore all our volunteers are required to have a Working With Children Check. We currently manage a total of 466 Working with Children checks and their renewals. Our volunteers are required to read and be aware of certain policies, sign our Policy Induction, and sign our Code of Conduct, as well as attend awareness training every 3 years. This ensures familiarity with their legal responsibilities and meets our insurance requirements. Gov Comm thanks all volunteers for their cooperation in this regard.

To assist leaders in understanding the policies that are relevant and actions their teams need to take, members of Gov Comm have built an interactive matrix, that makes it easy to check for any particular ministry.

As 2022 closed out we embarked on two strategically important activities that will find their reality in 2023:

1. Response to the updated Child Safety Standards, 55 findings that as a church we need to form an approach and implement (many of these are already in place).
2. Emergency evacuation planning and drill. This year we will need to conduct a practice evacuation of a Sunday service. This will assist us to refine and train our team to effectively manage an evacuation of the congregation and ministries safely in the event of fire or other threat.

I'd like to acknowledge the extensive work, effort and commitment of Karen Fletcher, Ps Michael Rojas and John Goh, who make up the committee. A special thanks to Ps Mat Daniels, who some years ago had the foresight to anticipate we would need to establish this function in the church.



As a large growing church, we recognised the importance to never lose the hunger to see people encounter God through our various ministries.

FOLLOW CHRIST – Grow Groups

It was wonderful to see quite a number of 'Search to Find' courses running throughout the year both at the church and in various homes. We also ran Alpha as another tool to help people explore faith. Both courses saw people coming to Christ and following him.

One of the major resources we use to help people grow in their faith and to experience freedom is the Growing to Maturity course. Every term there was a course at some level running. Larisa shared her story of what God did through GTM, finishing with these words:

"God has drawn me closer to him, closer to my husband and closer to others within the body of Christ!"

Not only that, it has empowered me to now help others in following Christ... We built great connections within, resulting in us now coming to church connecting more with others and initiating a life group ...as we continue to live in our new found freedom.

Perhaps you were just like me, all good, pretty comfortable just going through the motion, thinking that you have it all together. But if you think you don't need freedom, or you already know everything there is to know about God and following Christ, then join the course – so you can go to a new level in God and learn to help others become free and reach more for the Kingdom of God."

ENCOUNTER SERVICES

As a large growing church, we recognised the importance to never lose the hunger to see people encounter God through our various ministries.

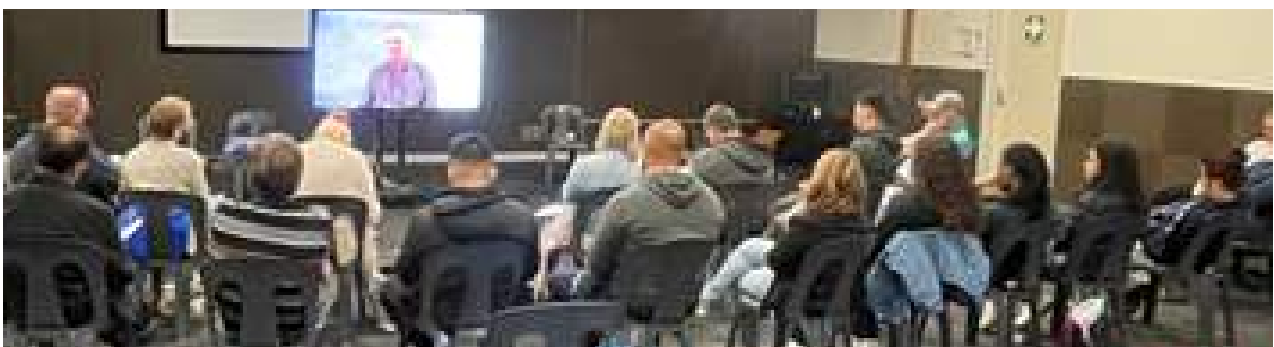
This has led to the concept of periodically hosting special Encounter Services. The first for the year was Good Friday where I spoke on 5 things the Cross has accomplished. But I didn't just teach on those truths, supported by the amazing 'Encounter Prayer Team', we sought to demonstrate them and facilitate encounter opportunities for people.

Another of these focuses came when we tackled a series on the Gospel. On one of those weeks, Pastor Mat Daniels invited his non-Christian mate Shaun, to come and allow me to explain the Gospel to him, on stage! As I modelled sharing the Gospel I offered to pray for Shaun for any need of healing or freedom. He said he had ongoing skin and gut health problems. Staying seated where I was, I prayed a simple prayer of healing.

About six weeks later, Shaun sent this message to Mat:

"Hey bro... hope you're well. So, I'm not sure I'll ever be a regular church goer but my skin and my gut health has never been better since Ken said that prayer for me. I'm actually blown away."

As a result, Shaun agreed to do the Alpha course first term 2023.



PLANTING FAITH COMMUNITIES - Clyde

The year started well with monthly home gatherings being held in Clyde. We also ran a pre-evangelism relationship course called the 'Connect Course'. Numbers were small but the course proved very effective. Later in the year, we had some great success in running Search and GTM in local homes. However, for several months in the second half of the year we faced some real challenges in trying to build consistent momentum. This of course thrust us further into God.

Out of that struggle we recognised where the need areas were and have formed a very clear strategy for 2023.

One of the highlights for the year was Rupa, hosting a 'A Mathew Party' - Inviting around 20 unchurch friends to come to her home for lunch and to hear her testimony!

PERSONALLY

In January, Bree's Dad, who had lived with us for several years, passed away at 92. Then on Easter Sunday, our 34-year-old son David suffered a stroke resulting from a bleed on the brain. This was followed by intensive and complicated brain surgery. Initially we travelled twice to Sydney, with Bree staying on for a few months to give practical support.

The journey of rebuilding has been huge and in the natural many things will never be the same for David. A Bible verse that has given us much encouragement is from Romans 11:29,

"God's gifts and his call are irrevocable."

God's gifts and calling over David's life has not changed even though his circumstances have. Things may look different but we know God will fulfil his purposes in David and his family's life.

Bree and I want to personally thank you for your tangible love, prayers, support and generosity to David. Nearly every week someone asks about David or tells us how they have been faithfully praying for him.

It is a privilege to be part of such an amazing church!





The altar is a place for people to come either during or after the Sunday service to have a fresh encounter with God.

There are currently 18 faithful, prayerful people serving God on the Team who delight in praying, interceding, and standing in the gap to see His Kingdom come and His will be done in the lives of the people being prayed for. We have welcomed 4 new members onto the team and we look forward to serving you in this Ministry.

The altar is a place for people to come either during or after the Sunday service to have a fresh encounter with God. A time to wait upon the Holy Spirit for His leadership and guidance. A place to listen to what's on His heart and to pray accordingly.

We have prayed for physical healings, emotional/mental healings, blockages preventing people from moving forward in God, relationship breakthroughs, people struggling with burdens, unforgiveness, offense, generational bondages and many other areas that the enemy uses to keep people bound. Jesus loves to heal broken hearts and to set captives free! We also release blessings and prophetic words of encouragement as the Lord leads.

People we have prayed for tell us they are much better after coming forward for healing prayer. People also send emails to the church for specific prayer needs – many needing urgent prayer for very critical situations and we have seen many answers to prayer.

Nothing is too difficult for our God!

TESTIMONIES

Some of the team prayed for a lady who had back pain and nothing changed. They then prayed into a situation that had happened during the week and she was able to hand it to the Lord. They prayed again and she felt the pain shoot out of her back, down her leg and out through her foot. She left pain free!!

A young couple – wife pregnant – were told the baby was not developing well and she had to have an emergency c-section. The request was put out to the prayer team and the next day we got news of the safe delivery of a healthy baby girl.

Praise the Lord for answers to prayer. We give him all honour, glory and praise!

We meet for prayer at the front of the church from 9.30 am – 9.55 am and welcome anyone who would like to come and join us to pray for the needs of our church.





Alpha is an 11-week course that creates a space, where people are excited to bring their friends for a conversation about faith, life and God.

The Alpha Course held in the first and fourth term was a great success, with 12 and 25 participants respectively. The weekend session was particularly well attended and supported by the Encounter Team, comprising of Jan Watt, Jenny Austin, and Rob Hamilton. The course was well received by people from all ages and backgrounds.

Throughout the course, participants were provided with a two-course meal every night, prepared by Deanna Hargreaves. Next year we hope to have Fiona Walker lead the team with the help of Andrew Walker, Karen Fletcher, and Gaby Sutton. Deanna's hard work and culinary skills were greatly appreciated by all who attended the course.

The Alpha course was an opportunity for people to explore their faith and learn more about Christianity. We are delighted to report that several new commitments were made, and at least 5 people have since been baptised. This is a testament to the hard work and dedication of our team of leaders, including Deanna Hargreaves, Chris Hennequin and Mat Daniels, who worked tirelessly to create a welcoming and supportive environment.

We are grateful for the efforts of everyone who was involved in making the Alpha course such a success. The course has played a vital role in strengthening the faith of our community and providing an opportunity for people to learn and grow together.

We would like to extend a special thank you to the leaders and the Encounter Team, as well as all those who supported the course in various ways. We look forward to building on the success of the Alpha course and continuing to create opportunities for people to explore their faith and grow in their relationship with God.

It is worth noting that the success of the Alpha course was made possible by the generous donations from our churchgoers. We were fully funded by these donations, and we are extremely grateful for the support and generosity of our community. Without their support, we would not have been able to provide the resources and facilities necessary to run the course.

We would like to express our sincere thanks to all those who contributed to the funding of the course. Your generosity has enabled us to create a welcoming and supportive environment for people to explore their faith and learn more about Christianity. We hope that this success will inspire further generosity and support for future endeavours.

We remain committed to being good stewards of the resources entrusted to us and using them to advance our mission of sharing the love and grace of Jesus Christ with our community.

Thank you again for your support and generosity.



Ministry Support Team

Melinda Izvekov



Our role is to maintain excellent service to our pastors and ministries by working behind the scenes to ensure programs and the day to day tasks are done to a very high standard.

It was amazing to be back into the office in 2022 without covid lockdowns!

With a large property and aging building there is always plenty to do to keep up with maintenance and 2022 was no different. There are multiple regular checks and services that we have that need to be coordinated and budgeted for. Our air conditioners across all the rooms are serviced 4 times a year and our kitchen grease trap is emptied regularly in line with South East Water requirements. We have fire services checks and our compliance management processes are checked monthly. There are regular emergency light audits and replacements if needed as well as tree pruning, gutter cleaning and the back paddock slashing that all takes place over and above the regular cleaning and general maintenance.

We did some renovations this year in the feeding room which was long overdue, it was wonderful to be able to buy some new couches, cushions and artwork to make the feeding space for our young mums more inviting. It is amazing to see so many babies and little ones in the church now and having a comfortable space for them was a high priority and has been warmly received.

We were also delighted to have some of the old school groups use the facilities once again after taking a covid break for their end of year presentation nights. We have several not-for-profit groups that come and use the difference spaces throughout the year for their own planning and PD days as well as several funerals held during the week over the course of the year which is another way that the church is of service to the community.

There were no changes to the Ministry Support staff in 2022. Our role is to maintain excellent service to our pastors and ministries by working behind the scenes to ensure programs and the day to day tasks are done to a very high standard. We have a detailed booking system for rooms and resources, we support in the form of general admin, catering, telephone and database support as well as logistics and planning. I want to once again commend each one of our incredible team for their willingness to serve and support not just the other staff but the broader ministry leaders and their teams.



Karen Fletcher

Tuesday to Friday. Karen is always the first one to put her hand up to serve and assist all ministry areas big and small. Her heart for this church and her Lord is incredible and she never ever complains. Karen is our Compliance Administrator and works tirelessly on all things that relate to policy, compliance and process. Karen works with the staff, elders and ministry leaders to ensure all our volunteers are up to date with the necessary paperwork and working with children's checks, she also manages the process of Child Safe training. Karen works with the other Ministry Support staff to maintain the church database so our communications are streamlined. If you need a form created Karen is only too happy to assist. Karen is currently busy working thru the emergency evacuation plan which will include training and co-ordinating onsite wardens. Karen is an incredible asset to our team. She is a blessing to all those around her and nothing is ever too much trouble.



Alex Cuss and Jaclyn Szabo

Monday to Friday shared roll. Alex and Jac are responsible for the reception area and taking care of the administration needs of Food Pantry, Kids Ministry, Youth and assisting Michael with the life groups and pastoral care co-ordination. Alex and Jaclyn also assist with organising catering for different events and processing of new partnership forms and certificates. Jaclyn and Alex work incredibly well together and its wonderful to see them interact and handover tasks in a fun but professional way.



Michelle Jankovic

Monday to Friday. Michelle is our design expert and social media gem. Michelle is still working with Braam on branding and continues to upgrade and improve our website, and is the creator of all our social media posts. Michelle has a great eye for detail and is able to turn the smallest idea into a fantastic video or piece of promotional material. Michelle has an incredible heart to serve and loves to share her gardening stories with those in the office and there are more little plants around the office than ever before.



Melinda Izvekovic

Monday to Thursday. I am responsible for Managing the administration team and all things 'Operational.' That includes all the finances, processing the income and expenses, payroll and other employment obligations and managing the budget; facility management and logistics, including the bookings, keys and security, maintenance and repairs as well as overseeing the cleaning and caretaking.

I would like to say a big Thank You to Stephen Fletcher who continues to serve us so faithfully as our Cleaner and Grounds Maintenance contractor and works hard at maintaining all our facilities on a weekly basis, Stephen is always willing to help with moving chairs, set up and pack up of some rooms and assisting me in co-ordinating some of the big and small maintenance jobs. He is eager to receive a 'list' if it is accompanied by a can of coke.

A shout out also to John Lynch who helps maintain some of the gardens, sometimes with the help of his life group as well as some smaller maintenance jobs that he does always with a smile.

I think that I can speak for the rest of the team to say that there is never a dull moment when you work in the church office! We are a very close group of ladies that support and care for each other, with individual gifts and talents that come together with one heart to serve our Lord Jesus Christ.



Living Springs Counselling Centre



Living Springs Counselling Centre is a ministry arm of Berwick Church of Christ which provides a warm and nurturing environment for those who find themselves needing support.

The Living Springs Counselling Centre is a busy hive of activity. Since the renovations were completed in 2021 we have had on average 30-40 sessions per week. There are 5 rooms available in the centre for the counsellors to use depending on their availability and the needs of their clients.

Enquiries for the centre come to the main church office where, depending on the request, they are allocated to the appropriate counsellor. Living Springs Counselling Centre is a ministry arm of Berwick Church of Christ which provides a warm and nurturing environment for those who find themselves needing support. The counsellors are all followers of Jesus who's desire is to serve the church in this important ministry of healing and wholeness, each one is qualified and has all the appropriate affiliations. The team consists of Christine Buckingham (Counsellor), Emily Weary (Social Worker), Jason Crestani (Child Phycologist), Georgi Watts (Counsellor), Martin Gillespie (Counsellor), Nycey Stanley (Counsellor), Benita Daniel (Counsellor) and Warren Gomez (Counsellor).

We were delighted to welcome Michael Barry to the team in 2022 – Michael specialises in depression, anxiety, grief and loss, palliative care, addictions, self esteem and life coaching.

If you would like to make an appointment to see any of the counsellors please head to the website <https://berwickchurch.org.au/living-springs/> to look through the counsellors profile to see who may be the best person to assist you or someone in your family, to look thru the fee schedule and then simply fill in the enquiry form.



Our Statistics

A brief snapshot of what has happened throughout the year in terms of growth and attendance.



Partners

Partners means a person accepted into membership of BCOC under rule 19.3 of the Constitution.

Statistics	2020	2021	2022
New Partners	21	6	56
Total Partners (as at end of year)	252	244	281



Baptisms

Baptism is the complete immersion into water of those who have confessed their faith in Jesus Christ as God's Son and their Saviour.

Statistics	2020	2021	2022
Baptisms	18	30	21



Attendance

Attendance statistics for our services, youth group and kids church for your information.

Statistics	2020	2021	2022
FUSE Youth - average attendance on Friday nights	47	44	56
Adults - average attendance at 10am services	429	325	379
Nitrokids (Grade Prep-6) - average attendance	65	49	45
Little Sparks/Wonderkids - average attendance	27	13	19
Total Average Attendance	521	387	473

Treasurer's Report

Brett Hutchinson



The audited statutory financial reports of Berwick Church of Christ for the year ended 31 December 2022 are outlined on the following pages.
The audit was performed by Rucker Financial.

The BCOC fiscal year runs from 01 January to 31 December. We had another very good year financially in 2022, enabling us to continue to invest in Ministries and to reach the community as God calls us. Thank you to all who have supported the church financially and to the leadership of the church for your guidance throughout the year.

FY22 was a welcome change from the previous two years with their significant challenges relating to COVID, the various lockdowns and the economic impact on all of us. In consultation with the Board, we set an income budget that grew 4.9% on FY21 actuals; this was also a 23% increase on our previous FY21 income budget. Any increase in budget is always a step of faith; this compares to most other churches who have seen income and budgets decline over the past few years. As with any other business or entity, costs continue to rise, and we needed to invest further in areas such as our general church and creative arts facilities. The net result was that our FY22 budget had a forecast loss of \$137K. We had a healthy buffer given the excellent prior two financial years, so we planned to rely on this buffer to maintain momentum and continue to invest in Berwick Church of Christ. The actual bottom-line result for FY22 significantly exceeded the budget expectations. This was primarily because of delays or deferment of some large projects such as creative arts upgrades and facilities improvements. Income was 102.5% and expenses were 72.1% of budget, resulting in a profit (surplus) of \$374K vs a projected budget loss of \$137K. Note that most of these deferred expenses have moved to the FY23 budget.

Our tithes and offerings income was up \$17K on budget and gifts were up \$18K on budget. We account for gifts separately to tithes and offerings, as gifts are often one-off and provided specifically for a Ministry or project. We also account for Humanitarian and Food Pantry giving separately. Thank you to all our committed church partners and attendees who continued to give generously to support the mission of the church. Most people who have given electronically over the past two years have continued to give reliably and consistently. It is this support that has enabled us to continue to invest in the life of the church.

At the last AGM in May 2022, I reported that the Victorian State Revenue Office (SRO) had levied Land Tax on the parcel of our land that is currently undeveloped. A recent change to the Land Tax Act has resulted in the SRO reviewing Not-For-Profit organisations, including churches and other non-church NFPs. From the SRO's perspective, our undeveloped land is not clearly used for charitable purposes. In addition, the SRO has applied this Land Tax retrospectively for 7 years back to 2014. Numerous other CCVT affiliate churches have also been affected. BCOC and CCVT have appealed this application of Land Tax. We are still awaiting a final decision from the SRO at the time of writing this report. With the changes to the Land Tax Act, BCOC will likely need to pay Land Tax ongoing if we cannot demonstrate evidence, or a clear plan, that the land is, or will be used for charitable purposes. Until we have a response from our challenge to the SRO, we have chosen not to show a contingent liability on our balance sheet.

The audited statutory financial reports of Berwick Church of Christ for the year ended 31 December 2022 are outlined on the following pages. The audit was performed by Rucker Financial. A simplified view of our FY22 results is shown on the next page.

Berwick Church of Christ

Financial Reports for the Period Ended 31 December 2022

	Actual	Budget	Difference
Income			
Hire of Facilities	13,689	8,000	5,689
Humanitarian & Food Pantry	32,178	40,400	(8,222)
Tithes & Offerings	1,176,142	1,159,200	16,942
Gifts	242,402	229,548	12,854
Other Income	128,086	116,010	12,076
Total Income	1,592,497	1,553,158	39,339
Expenses			
Administration Expenses	119,844	225,760	(105,916)
Building Costs & Upgrades	89,627	263,080	(173,453)
Utilities	54,944	59,230	(4,286)
Humanitarian & Food Pantry Expenditure	22,588	28,775	(6,187)
Missions	2,550	2,800	(250)
Staff Remuneration	801,122	857,098	(55,976)
Other Expenses	127,600	253,125	(125,525)
Total Expenses	1,218,275	1,689,868	(471,593)
Net Income	374,222	(136,710)	510,932
Assets ##	4,867,240	4,344,194	523,046
Liabilities ##	(2,400.00)	(3,650.00)	1,250.00
Net Assets ##	4,864,840	4,340,544	524,296
## After adjusting for net tax liabilities			

Some Key Points from FY22:

- The church generated a profit (surplus) of \$374K which was \$511K higher than budgeted.
- Tithes and offerings averaged \$98,011 per month, which was a record high. This amount was 3% greater than the monthly average for FY21.
- We received Gifts of \$247K.
- Faithful families regularly contributed financial support to the Food Pantry, with total contributions of \$20K vs a budget of \$24K.
- Humanitarian giving was \$6K versus a budget of \$10K.
- Missions expenditure comprised gifts to Empart and the Berwick College Chaplaincy program.
- The church has no current loan or mortgage liabilities so none of your giving goes to service debt.

I would like to thank my wife Glenda, our family, and the Board for supporting me in the Treasurer role. I would also particularly like to thank Melinda Izvekov for her role in the day-to-day management of the financial affairs of the church.

Berwick Church of Christ Inc
ABN: 37 625 301 987
Regulation No.: A0059580G

The Board of Elders has determined that Berwick Church of Christ ("the Church") is not a reporting entity and that these special purpose financial statements should be prepared in accordance with the accounting policies outlined in note 1 to the financial statements.

In the Opinion of the Board of Elders:

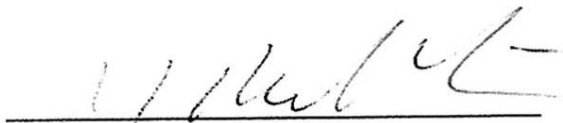
- 1 The financial statements and notes present a true and fair view of the financial position of the Church as at 31st December 2022 and its financial performance for the year ended on that date.
- 2 At the date of this statement there are reasonable grounds to believe that the Church will be able to pay its debts as and when they fall due.

The Statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:



Elder: Bronwyn Cameron

Dated this 30TH day of MARCH 2023



Elder: Matt Ormiston

Dated this 1 day of APRIL 2023

Berwick Church of Christ Inc

ABN: 37 625 301 987

Regulation No.: A0059580G

**FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 31st DECEMBER 2022**

	Note	2022 \$	2021 \$
Income			
Children's Ministry		2,578	228
Community Outreach		26,284	16,223
Creative Arts		20,860	24,873
Executive:			
Humanitarian Offerings		5,894	2,300
Tithes & Offerings		1,176,141	1,142,181
Other Income	7 (a)	84,966	88,788
Sub-Total Executive		<u>1,267,001</u>	<u>1,233,269</u>
General:			
Gifts Received		212,040	78
Hire of Facilities		10,689	2,592
Interest Received		1,195	103
Other Income	7 (b)	6,339	2,962
Sub-Total General		<u>230,263</u>	<u>5,735</u>
Young Adults Ministry		2,208	120
Youth Ministry		43,302	11,008
Total Income		<u>1,592,496</u>	<u>1,291,456</u>
Expenses			
Children's Ministry		11,547	8,917
Community Outreach		21,763	28,439
Creative Arts		45,560	54,725
Executive:			
Humanitarian Gifts & Expenses		646	3,537
Mission Gifts & Expenses		2,550	28,584
Next Steps Process Expenses		905	-
Remuneration Expenses	7 (a)	801,122	712,169
Other Expenses	7 (a)	25,025	41,650
Subtotal Executive		<u>830,248</u>	<u>785,940</u>
General:			
Administration Expenses	7 (b)	83,958	117,431
Building Cleaning & Maintenance	7 (b)	89,487	204,494
Utilities	7 (b)	54,944	60,093
Other Expenses	7 (b)	35,885	14,134
Sub-Total General		<u>264,274</u>	<u>396,152</u>
Young Adults Ministry		2,389	1,291
Youth Ministry		42,355	9,960
Total Expenses		<u>1,218,136</u>	<u>1,285,424</u>
Net Operating Surplus		374,360	6,032
Other Comprehensive Income		-	-
Total Operating & Comprehensive Income		<u><u>374,360</u></u>	<u><u>6,032</u></u>

The accompanying notes form part of these financial statements

Berwick Church of Christ Inc
ABN: 37 625 301 987
Regulation No.: A0059580G
Statement of Changes in Equity
AS AT 31st DECEMBER 2022

	Note	Retained Surpluses	Restricted Surpluses	Total
Balance as at 1 January 2021		4,396,963	87,485	4,484,448
Surplus from ordinary operations		6,032	-	6,032
Transfers		(11,015)	11,015	-
Balance as at 31 December 2021		4,391,980	98,500	4,490,480
Surplus from ordinary operations		374,360		374,360
Transfers		98,500	(98,500)	-
Balance as at 31 December 2022	8	4,864,840	-	4,864,840

Berwick Church of Christ Inc
ABN: 37 625 301 987
Regulation No.: A0059580G
FINANCIAL POSITION
AS AT 31st DECEMBER 2022

	Note	2022	2021
CURRENT ASSETS			
Cash and Cash Equivalents	2	899,045	522,103
Receivables	3	7,954	17,654
TOTAL CURRENT ASSETS		906,999	539,757
NON-CURRENT ASSETS			
Property, plant and equipment	4	3,966,080	3,966,080
TOTAL NON-CURRENT ASSETS		3,966,080	3,966,079
TOTAL ASSETS		4,873,079	4,505,836
CURRENT LIABILITIES			
Accounts Payable	5	5,839	13,756
Bonds Held	6	2,400	1,600
TOTAL CURRENT LIABILITIES		8,239	15,356
TOTAL LIABILITIES		8,239	15,356
NET ASSETS		4,864,840	4,490,480
EQUITY			
Restricted Surpluses	8	-	98,500
Retained Surplus	8	4,864,840	4,391,980
TOTAL EQUITY		4,864,840	4,490,480

The accompanying notes form part of these financial statements

Berwick Church of Christ Inc**ABN: 37 625 301 987****Regulation No.: A0059580G****CASH FLOW STATEMENT
FOR THE YEAR ENDED 31st DECEMBER 2022**

	Note	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Church Members, Customers & Others		1,591,301	1,291,353
Interest Received		1,195	103
Payments to Suppliers and Employees		(1,214,346)	(1,286,052)
NET CASH FLOWS FROM OPERATING ACTIVITIES	9 (a)	<u>378,150</u>	<u>5,404</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of Property, Plant and Equipment		-	-
Proceed from Sale of Property, Plant and Equipment		-	-
NET CASH FLOWS FROM INVESTING ACTIVITIES		<u>-</u>	<u>-</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of Borrowings		-	-
Borrowings		-	-
NET CASH FLOWS PROVIDED BY FINANCING ACTIVITIES		<u>-</u>	<u>-</u>
Net Increase/(Decrease) in Cash Held		378,150	5,404
Cash at Beginning of Year		518,293	512,889
Cash at end of Year	9 (b)	<u><u>896,443</u></u>	<u><u>518,293</u></u>

The accompanying notes form part of these financial statements

Berwick Church of Christ Inc
ABN: 37 625 301 987
Regulation No.:A0059580G
Notes to the Financial Statements
for the Year Ended 31 December 2022

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Board of Elders of Berwick Church of Christ Inc ("The Church") has determined that the Church is not a reporting entity because there are no users dependent on general purpose financial statements. Therefore these are special purpose financial statements that have been prepared in accordance with the requirements of the Associations Incorporation Reform Act 2012 and section 60.40 of the Australian Charities and Not-for-profits Commission Regulation 2013.

The following is a summary of the accounting policies that have been adopted in preparation of these financial statements.

(a) Historical Cost Accounting

The financial statements have been prepared on a cash basis (except for PAYG Withholding Tax and GST), based on historical costs and do not take into account changing money values or, except where stated, current valuations of non-current assets. The accounting policies have been consistently applied, unless otherwise stated.

(b) Consolidated Accounts

The financial statements represent all ministry areas of the Church apart from Playgroup and Boys Brigade which operate autonomously.

(c) Property, Plant & Equipment

All plant and equipment are expensed and all land and buildings are recorded at cost.

The title for the Church property is held in the name of The Properties Corporation of Churches of Christ ("Prop Corp"). Prop Corp holds the title as trustee for the Church and does not retain any beneficial interest in it.

(d) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated as inclusive of GST. The net amount of GST recoverable from or payable to the ATO is included in the statement of financial position

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from or payable to the ATO are presented as operating cash flows, and have been included in receipts from customers or payments to suppliers.

Berwick Church of Christ Inc
ABN: 37 625 301 987
Regulation No.:A0059580G
Notes to the Financial Statements
for the Year Ended 31 December 2022

	2022	2021
Note 2. CASH AND CASH EQUIVALENT	\$	\$
New Cheque Account	180,128	57,681
RaboPlus General	667,361	421,256
RaboPlus - LSL	32,059	29,005
RaboPlus Food Pantry Account	12,372	8,304
RaboPlus - Humanitarian Fund	7,125	5,857
	<u>899,045</u>	<u>522,103</u>
Note 3. Receivables		
GST Refundable	<u>7,954</u>	<u>17,654</u>
Note 4. PROPERTY PLANT AND EQUIPMENT		
Freehold Land and Buildings at Cost	3,966,080	3,966,080
Add : Additions	-	-
	<u>3,966,080</u>	<u>3,966,079</u>
Note 5. ACCOUNTS PAYABLE		
Credit Card: Karen Fletcher	967	921
Credit Card: Melinda Izvekov	1,635	2,889
PAYG Withholding Tax Payable	3,237	9,947
	<u>5,839</u>	<u>13,756</u>
Note 6. Current Borrowings		
Bonds Held	<u>2,400</u>	<u>1,600</u>
Note 7. Further Details of Ministry Income & Expenses		
(a) Executive	2022	2021
<u>Other Income:</u>		
Counselling Centre Income	17,786	16,459
Course Fees & Income	139	20
Gifts Received	35,382	59,427
Miscellaneous Income	28,279	12,882
Alpha Course Income	3,380	-
Prayer Ministry Income	-	-
Job keeper Payment	-	-
	<u>84,966</u>	<u>88,788</u>

The accompanying notes form part of these financial statements

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Notes to the Financial Statements
for the Year Ended 31 December 2022

Note 7. Further Details of Ministry Income & Expenses	2022	2021
	\$	\$
(a) Executive (continue)		
<u>Remuneration Expense:</u>		
Fringe Benefits	343,361	313,961
Fringe Benefits Tax	-1,657	5,384
Long Service Leave	10,233	9,418
Salaries	337,033	313,205
Superannuation	75,637	66,048
Relocation Expenses	31,220	-
Workcover	5,295	4,153
	<u>801,122</u>	<u>712,169</u>
<u>Other Expenses:</u>		
Congregational Care	1,446	4,085
Church Planting Expenses	564	510
Counselling Centre Expenses	137	646
Course & Training Expenses	5,942	5,820
Event Expenses	-	50
Guest Speakers	1,456	-
Hospitality	5,037	1,548
Intern Expenses	449	11,252
Life Group Resources	2,160	2,746
Miscellaneous Ministries Expenses	3,057	849
Growing to Maturity Expenses	1,234	-
Sundry Expenses	-	2,000
Training & Travel Expenses	45	8,866
Weekend Services Expenses	3,498	3,278
	<u>25,025</u>	<u>41,650</u>
(b) General		
<u>Other Income</u>		
Grants & Cash Flow Boost	-	-
Books	1,000	167
Kitchen & Catering	3,795	1,992
Sundry Income	32	-
Sundry Receipts Redirected	1,512	803
	<u>6,339</u>	<u>2,962</u>

The accompanying notes form part of these financial statements

Berwick Church of Christ Inc
ABN: 37 625 301 987
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Notes to the Financial Statements
for the Year Ended 31 December 2022

Note 7 (b) General (continued)	2022	2021
	\$	\$
<u>Administration Expenses</u>		
Advertising & Publicity	11,733	27,655
Audit Fees	4,977	4,166
Bank charges	1,653	1,470
Consultancy Fee	-	11,463
Computer Expenses	8,067	10,847
Computer /Office Maintenance	121	956
First Aid Expenses	651	1,239
Hire of Facilities	470	-
Postage	368	427
Printing & Stationery	24,671	22,363
Registration & Subscriptions	26,339	26,882
Repairs, Resources & Equipment	250	-
Security Costs	645	3,047
Sundry Expenses	-	-
Telephone	4,013	6,916
	<u>83,958</u>	<u>117,431</u>
<u>Building & Cleaning & Maintenance</u>		
Cleaning Contract	33,140	28,886
Cleaning & Caretaking Expenses	9,017	9,271
Repairs Replacements & Maintenance	47,330	166,337
	<u>89,487</u>	<u>204,494</u>
<u>Utilities</u>		
Electricity	17,729	12,433
Gas	440	359
Insurance	22,323	32,787
Rates	14,452	14,514
	<u>54,944</u>	<u>60,093</u>
<u>Other Expenses</u>		
Book Purchases	2,610	-
Re-branding Expenses	5,147	-
Hospitality, Supplies & Amenities	21,531	8,996
Kitchen & catering Costs	5,085	2,973
Sundry Equipment	-	1,362
Sundry Receipts Redirected	1,512	803
	<u>35,885</u>	<u>14,134</u>

The accompanying notes form part of these financial statements

Berwick Church of Christ Inc
ABN: 37 625 301 987
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Notes to the Financial Statements
for the Year Ended 31 December 2022

Note 8	Surpluses	<i>Opening Balance</i>	<i>Income</i>	<i>Expenses</i>	<i>Transfers</i>	<i>Closing Balance</i>
	<u>Restricted Surpluses</u>					
	Children's Ministry	-	2,578	(11,547)	8,969	-
	Community Outreach	-	26,284	(21,763)	(4,521)	-
	Creative Arts	98,500	20,860	(45,560)	(73,800)	-
	Executive	-	1,267,001	(830,248)	(436,753)	-
	Young Adults Ministry	-	2,208	(2,389)	181	-
	Youth Ministry	-	43,302	(42,355)	(947)	-
	Subtotal	98,500	1,362,233	(953,862)	(506,871)	-
	<u>Retained Surpluses</u>					
	<u>General</u>					
	Cheque Account	(40,819)	229,068	(264,274)	256,152	180,127
	Other Accounts	4,432,799	1,195	-	250,719	4,684,713
	Subtotal	4,391,980	230,263	(264,274)	506,871	4,864,840
	Total	4,490,480	1,592,496	(1,218,136)	-	4,864,840

Note 9 Cash Flow Information

	2022	2021
(a) Reconciliation of Net Cash Provided by Operating Activities to Operating Surplus	\$	\$
Net Surplus	374,360	6,032
Change in Assets & Liabilities		
(Increase) /Decrease in receivables/ prepaid	9,700	354
Increase /(Decrease) in other creditors	(5,910)	(982)
Net Cash used by operating activities	378,150	5,404
(b) Net Cash and Cash Equivalents		
Cheque Account	180,127	57,681
Deposits at Call	718,918	464,422
Credit Cards	(2,602)	(3,810)
	896,443	518,293

Berwick Church of Christ Inc
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31st DECEMBER 2022

Opinion

I have audited the financial report of Berwick Church of Christ Inc, which comprises the assets and liabilities statement as at 31 December 2022, the income and expenditure statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statements by members of the Board of Elders.

In my opinion, the accompanying financial report presents fairly, in all material respects, the financial position of the church as at 31 December 2022 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the Associations Incorporation Reform Act 2012 Vic.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of my report. I am independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of Matter - Basis of Accounting

I draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet the requirements of the Associations Incorporation Reform Act 2012 Vic. As a result, the financial report may not be suitable for another purpose. My opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Report

The committee is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the Associations Incorporation Reform Act 2012 Vic and for such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Berwick Church of Christ Inc
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31st DECEMBER 2022

Auditor's Responsibility for the Audit of the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this report. As part of an audit in accordance with Australian Auditing Standards, I exercise professional judgment and maintain professional scepticism throughout the audit. I also:

Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



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Geoffrey B. Johnson, FCA
Rucker Audit and Assurance Pty Ltd

Dated this 5th day of April 2023
Doncaster, VIC 3108



Being His presence in every place