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St Michael's Anglican Church  
North Carlton

# ANNUAL MEETING

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Ministry and Business Reports  
Tuesday November 20, 2018



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### Grateful to God

It has been a continuing pleasure and privilege to serve at St Michael's North Carlton as my twelfth year as your Vicar concludes and a New Year of ministry begins. The community around us in the inner-north of Melbourne continues to grow and change rapidly, and with that comes opportunities to re-frame our approach to mission and ministry in our context. This year, has thus included serious attention to prayer and planning for the future as one vision/action plan reached a conclusion, and another has been launched (see the vision/action report below).



### Governance

I would like to thank the parish council (PC) that has served with me over the past 12 months in governing the life of the church's ministries and mission (see the PC report in this document). I'm grateful to Su-Hsien Kuan for her devotion to the role of churchwarden over several years. She's done great work in scheduling and chairing PC meetings, encouraging our commitment to evangelism and mission, and often giving many unseen hours to help oversee the good governance of the parish. Others not standing for election to PC for next year to whom I offer my thanks are Peter Alsen (5 years consecutively), and Julian McCoy (3 years involved with finances and 2 as honorary treasurer).

### Staff

Our weekly operations staff has included both paid and unpaid members over the journey, meeting together regularly or one-to-one with the Vicar, to ensure that our many volunteer ministers among our church members receive good support, communication and prayer. Roslyn Loader, Ann-Michel Greenwood, Emma Sugars, Hilary Toppin, Hannah Craven, Chris Appleby, Josh Glover, and Greg Davies have all played some part in these arrangements, and I offer them my many thanks.

**Hannah Craven**, our Assistant Curate (half-time) received an exciting offer to study at St Andrew's University, Scotland, and she and Tom, Amber and Liam, left Australia in April 2018 to pursue this new adventure. Hannah's ministries among us for 3 years prior were to the benefit of many church members, and many local families with young children. Her departure left a big hole in our capacity to deliver pastoral care, leadership support and direction, preaching and teaching, children's ministry and more. For me, having known Hannah for more than 30 years, and having worked in



ministry teams with her in the past, her departure has left me with great joy for her, and for the Kingdom of God, and some grief for the loss of such a colleague and friend I regard so highly.

This year too, as reported in the last annual report, **Roslyn Loader** changed her focus for ministry to reduce her involvement in pastoral care and shift more to the support of our mission partners.

Roslyn's long service as a pastoral worker, and as an authorised lay minister (ALM) approved by the Archbishop of Melbourne, transitioned to new things this year. Yet, as things unfolded, Roslyn offered to adjust her availability to help with the increasing demands for pastoral care and the reduced staff situation. I also wish to thank many of our leaders, some ordained ministers and some not, who have stepped up since Hannah's departure. In particular, great efforts over and above reasonable duty have been given by the likes of Greg Davies, Chris Appleby, Dianne Shay, Melanie Moore, and Cindy Shay, in supporting the preparation of Sunday services, preaching, music and events. In addition, lots of time has been given by Chris Reynolds, John Sewell, Katya Wagner and David Wagner to complex maintenance issues to do with our facilities. Likewise,

In the wake of staff changes, PC decided to create an interim casual paid position of "Children's Ministry Assistant" to ensure that our ministries to children on Sundays and to families at Playgroup on Tuesdays were well supported. **Catherine Ward**, who has grown up as a member of St Michael's and has been blessed by many ministries to her and other children over the journey applied for the position and was appointed in May 2018. She has worked around 6-8 hours per week under the Vicar's supervision and has been a blessing to many already. Her position concludes on 31 December and plans for 2019 staffing are under discussion.



We said farewell to **Emma Sugars**, who worked casual hours as our office assistant, in July 2017. We then welcomed Josh Glover into the same role. Subsequently, Josh's situation changed and he is now studying overseas. Emma's circumstances also changed, and recently the PC created a new paid part-time position of "Office Assistant" and Emma was the successful applicant, starting that role on October 1 2018. It's great to have Emma back in the office and now with the new position description and employment arrangements, to know that there is a solid administrative foundation to our weekly operations.

I also wish to mention the tireless and sacrificial ministry of **Catherine Merry**, week in, week out, on Tuesday mornings to be the backbone of our Playgroup ministry which serves around 35 kids and offers great friendship and support to their parents, carers and sometimes grandparents. Catherine's arrangement of her working hours to free up time for this ministry is generous gift to the church's mission. Playgroup continues to be significant source of new relationships with locals that offers many new opportunities for growth in our church. See the playgroup report below for more details.

**Suzy Davies** coordinated two very excellent community markets this year with the purpose of further building community and making new contact from our local surrounds. Along with Greg Davies' wonderful hard labour, and an army of other volunteers, the markets provided a pleasant Saturday experience for all who entered the gates with many makers and growers stalls, live music, and more. These markets, held in May and November exceeded expectations and began lots of new friendships and connections.

There are so many of our members who should be commended and thanked in my report. Suffice it to say, I am encouraged every day by stories of generosity, hospitality, outreach, works of justice and mercy, sacrifice, and giftedness as I meet people from our congregation. Praise God!



## Preaching and Teaching

Preachers this year have included: the Vicar, Melanie Moore, Chris Appleby, Dianne Shay, Hannah Craven, Greg Davies, Carolyn Alsen, Chris Ward, Bp Genieve Blackwell (pictured right), and Adrian Lane (BCA). Highlights in our preaching themes this year included:

- God's Justice League – a series of biographical studies in two parts early in the year and concluding in the second semester. Each sermon gave encouraging examples of radical discipleship in the lives of anti-heroes of Christian history;
- Keeping It Real – an extensive study of Paul's Second Letter to the Corinthians was undertaken this year in two parts. This epistle gives great insight into the heart of the apostle/minister and the Gospel we believe and teaches Christians what false leaders and flawed "gospels" may look like in churches both then and now.
- Better than a Sweater – this is the title of our Advent series last year; a fun exploration of the classic Advent symbols and their meaning for our Christmas celebrations, the greatest gift being God's grace to us in Jesus Christ.
- Jesus through Other Eyes – based on Kenneth Bailey's amazing life's work studying the Gospels amidst middle-eastern people and comparing their reactions to the Arabic and Syriac translations of the Bible and recording wonderful treasures of insight into Jesus' sayings and parables and actions.
- Trending on Twitter – a conversation-based sermon series tackling topics chosen by the evening congregation, including: Equality, Politics, Gender, and Conservation.

## Many new friends of St Michael's

As can be seen on the cover photo on this year's reports, there were many new, young faces among the crowd at our Christmas Kids' Fiesta. In fact, the "crowd" has expanded significantly every week on-site at St Michael's Church. We've begun to build significant relationships with a widening circle of neighbours in the inner-north of Melbourne over the past few years, many of whom though not currently attending Sunday services, think of St Michael's as their local church. Approximately 100 different local households are represented on site at our worship centre each week, spread across Monday through Friday activities. Our playgroup is a significant attraction, and there are other community activities such as Mini-Maestros music classes, AMS dance classes, Step Into Life fitness classes, and the like that bring people in. This has given us good exposure to local inner-north households and in many cases offered opportunities for us to serve such people as we get to know them. This development by making our site welcoming and useful has given us many more opportunities in 2018 to invite people passively and actively to our many activities, services, groups, and causes. As a result, the demands on staff time and energy, including requests for pastoral care from this expanding number of new people we don't see on Sundays, has influenced our thinking about future staffing and ministries. You'll see in my report below about our latest vision/action plans, that our new goals and new strategies for ministry and mission in the coming years are about seizing the opportunity God is giving us in this time of favour and friendship.

## Challenging times to be a church

At the same time, while everyone is aware how publicly the Church and other institutions in Australia have rightly received overdue scrutiny, penalty and regulatory controls from government. The Church's neglect of safety for vulnerable people and children over many decades is a disgrace and must be taken seriously by all. The Anglican Diocese of Melbourne has been quick to admit wrongdoing, to make reparation to victims, and to make urgent and necessary changes to culture and practice, in some cases well before the *Royal Commission into child sexual abuse* handed down its recommendations. Many new guidelines and regulations have been established by the Diocese of Melbourne this year, and subsequently adopted here at St Michael's. We are doing our part to respond with urgency and diligence, and to work to be compliant with all new regulations that seek to make for a safe environment for those who take part in the life of a church. As part of that

responsiveness, St Michael's has also worked at educating our own ministers about how to make church safer, and to ensure that our compliance with necessary new procedures and policies is up-to-date. We recently also adopted the *Child Safe* policy developed by diocese, and there are more elements of education and regulation to address in the coming year.

In the light of so many victims of abuse coming forward during this past year across the nation, I am moved to weep with those who continue to experience the deeply disturbing consequences of abuse, and I recognise that their need for justice and healing is of paramount importance. If you ever have the need to make a complaint about misconduct towards you of any kind by anyone in our church community, or if you witness misconduct of any kind towards someone else in our church, you can call the independent agency appointed by the diocese to hear and act on complaints. Koyoora Ltd can be called on 1800 135 246.

Some of our church members have also felt the sting of being associated with the Church in this current climate and given the continuing trend of disassociation with Christianity and the Church in Australian society. Some have sought pastoral help to navigate times when it's challenging to be open about "going to church" or being known publicly as a Christian. The Scriptures encourage Christians to meet regularly together to be encouraged and strengthened in faith in challenging times, and to pray for God's grace in all circumstances.

#### **New Legal Liberties and the Church's response**

Just one year ago the Australian government legalised **same-sex marriage** in our nation after the positive results of the plebiscite public vote. Many marriages have taken place since, but not many churches in Australia have opened their doors to these ceremonies, with most still holding what is referred to as "traditional" or "orthodox" views on marriage. At certain times in history laws of the land leap ahead of the legislation in the Church. In this case, law has also leaped ahead of theological and ecclesiological revision in Australia. No doubt there are people in our own church who have differing views on this matter, and many who have concerns to know how the Anglican Church, and then our own congregation might respond in the future. At the same our expanding circle of friends and neighbours around our church ask the question about our attitude toward gay people to diagnose our level of generosity, or lack of it. It's become a question about the reputation of the Gospel for many.

The Archbishop of Melbourne, earlier this year, publicly acknowledged the pain of Anglicans in same-sex relationships over the Church's stance on marriage remaining unchanged, even as wider Australian society's position has altered. He called for "intentional conversations" in the Melbourne diocese over how to exercise ministry in the tension between the changes to the Marriage Act and the Church's teaching on Holy Matrimony. The next meeting of the General Synod of the Anglican Church of Australia is not due till mid-2020. That's a long way off. No one expects any change to the Church's teaching or laws on marriage without the General Synod's blessing. To do our part before that synod, I will make some opportunities early in the New Year for members of St Michael's to come together for **discussion and bible study** about various topics relating to this significant legal and social shift in Australian society. We will offer opportunities for respectful and robust conversation and seek to navigate our own parish's understanding of a good Gospel response to same-sex marriage, and the inclusion of gay people in the life of the Church.

As I am licenced by the Archbishop and bound by the legislations and liturgies of the Anglican Church of Australia, I cannot conduct same-sex weddings – only weddings between a man and a woman. I do, however, believe that our Archbishop has a yearning to see prayerful dialogue, debate and, ultimately, change. Earlier this year he said publicly: "I am very conscious of the pain that members of our church who are in same sex partnerships experience at this time when the society has changed in

a way that the church hasn't. Beyond these members of our church there are the parents, grandparents and family friends who will be sharing the family table at Christmas and wondering about what the church says about the relationships of loved ones that are now equivalent at law to heterosexual relationships."

I am always available to meet and discuss issues of concern and would be glad to meet and discuss with anyone issues of marriage equality and complex issues regarding human sexuality and the Church's responses.

### Vision/Action Plans 2018-2021



New Pathways is the overarching theme of the new vision/action plan that your Parish Council has adopted and is using to set our sites on future ministries and goals for our mission as a church.

The new pathways envisaged for the future will offer two directions: **ways in** to Christian community for people we are building relationships with through service, friendship and welcome; and, **ways out** into local neighbourhoods and networks for our church

members who want to serve people where they live and work and learn and enjoy life.

#### Proclaiming Christ

- Helping young families meeting on our site, and residents of the inner-urban housing growth, to connect with our the Gospel and with our community

#### Building Community

- Strengthening pastoral care for those connected to our Christian community

The pathways we are dreaming up for the future will be different to many of the ministries we have now – and what they look like, and how they work, will only become clear as we engage with people we wish to serve and determine the best ways to assist them to connect with the Gospel and with Christian community.

The 4 key outcomes we prayerfully set as vision/action plans align well with our foundational mission statement (see above & right).

#### Sharing Hope

- Partnering with one local & one remote Aboriginal community

#### Serving Others

- Training, connecting & supporting church members serving in local neighbourhood community centre programs

#### NEW STRATEGIES SUPPORTING OUR VISION

1. Employment of new full time staff member in 2019
  - to assist in creating and managing new pathways
  - to assist in equipping and encouraging ministry teams
  - to assist in strengthening our pastoral care
2. New finance allocation to form partnerships through our Reconciliation Action Ministries Team
3. New collaboration with SU Vic to train and support church members engaging in local community centre programs



An important strategic decision of Parish Council to reach our vision/action goals is to seek out and employ a **new full-time assistant minister** (see left). This person's role will be tied to many of initiatives that will help us to grow and be a blessing to the communities in which we live, work, study and serve.

**Two key challenges** face us as we cross the line to step towards a new visionary future involve **prayer** and **resources**:

- i. Firstly, regarding **prayer**, there is no doubt that prayer is an important part of our church's life, and a great discipline of many of our church members. Yet **bold petitions to God** pleading for new people come to faith in Christ, or more to be raised up for outreach and pastoral ministries are not often heard in our public prayers. It is time to **pray to the Lord** for a gifted and suitable candidate to fill our full-time, paid, assistant minister position. It is also time to ask God to raise up, from within and without, voluntary ministers who are gifted by God to lead and serve in new ministries in the years ahead;
- ii. Secondly, we need to **increase the number of regular financial givers** in our congregation so that the new budget challenges over the coming 3 years can be shared across the congregation (25% income increase needed over 3 years - 10% in 2019). Our hope is that more people giving regularly will strengthen our resilience, help us to plan well, and will draw more of us into "owning" the new future as God enables it. As we always make clear now, as the New Testament urged Christians long ago – people should give without pressure or coercion, prayerfully, but cheerfully and generously as they see fit before God, and without causing hardship (e.g. see Paul's teaching in 2 Corinthians 8, 9).

I'm excited to imagine the changes we may see by God's grace in the next 2-3 years, including many new people growing in faith and service to God and to others as part of the St Michael's continuing story.

It has been another busy year at St Michaels, building on things already in place, with some exciting new initiatives being added over the course of the year. Churchwardens are part of the Parish Council, which with the Vicar, governs day-to-day ministries of the church. The wardens have special responsibility for **property, finance**, and the **good order** of the church community. The Churchwardens met with the Vicar monthly throughout the year in the lead to each Parish Council (PC) meeting to help prepare the agenda and to prepare the wardens' monthly report.

About property, there is always an ongoing task of keeping the facilities in a state that will support our mission and ministries! Following is a summary of what the last year has encompassed...

### Care and maintenance of church property and grounds

#### Garden

- Looked at expanding the team to take on responsibilities for gardening and lawn, the role of the lawn team, and an annual community event for major works on our grounds.
- Prepared the lawn for summer activities and looked to future longer-term lawn maintenance.

#### Alterations

- None this year.

#### Repairs

As any century-old-plus building in Melbourne, the St Michael's buildings had ongoing maintenance activities to ensure a usable and safe space for worship and community activities could be sustained. These included:

- Picket Fence, gate and letter box were repaired with some financial assistance from J.M. Smith Trust, and the wonderful work of many volunteers.
- An elm tree that was obstructing the fence construction was removed, and as per council requirements, was replaced (with a Jacaranda tree).
- Plans were begun to make a formal request to move memorial plaques close to the children's playground to create a safer play space for young children.
- Storms in December 2017 resulted in some leaks in the main church building, the Wells Room, under the bell tower in the Williams Hall, some parts of the foyer, and in the men's toilet. During the course of addressing these, it was decided to form a specialist maintenance working group – partly to maintain the momentum and keep track of the various issues that were being resolved, but also to reduce the time required by Parish Council to deal with maintenance issues. This resulted in the formation of the St Michaels Maintenance Action Committee (SMMAC). Subsequently, the SMMAC team has been hard at work organizing various things to be fixed.
- A new crack was identified in the Williams Hall near the entrance at MacPherson St and the cracks in the eastern end of the main church building wall are being investigated.
- Repairs were made to the gas stove in the Nixon Hall to address a gas leak and plans for a cover to be placed over the instrument panel are in train for safety of children.

- The oven element in the unit in the Williams Hall kitchen has failed. Options for replacement being investigated.
- Repairs were made to the lighting in the women's and also to the electrical relay operating the heater's in the foyer.
- Options for the installation of an extraction fan for the Williams Hall kitchen are being considered.

#### **Future Property Plan Options**

- See separate SMMAC report

#### **Care and maintenance of the Vicarage (44 Arnold St Princes Hill)**

- A renovation of the Vicarage laundry for more accessible storage space and benches is being organised and funds of \$8K have been put aside in the new budget for this purpose.
- Minor repairs were made to sash windows and tiles in the ensuite bathroom.
- The high section of the Vicarage perimeter fence was replaced due to deterioration of the old fence. Donations will cover the painting of the vicarage fence set to be undertaken in the New Year.

#### **Future Vicarage Plan Options**

- See SMMAC report

#### **Worship centre is in fit and proper order**

- A review of the cleaning service was done and it was agreed that the service is acceptable, but periodical review is necessary.
- Agreed that a plan for an annual spring clean will help to refresh the buildings. Date to be set.
- Worship space lantern/louvres: there is a section of windows that won't close, resulting in an occasional rain intrusion, and loss of heating efficiency. Repair and servicing will cost \$3500 and is being arranged.

#### **Public Worship Operations**

- An update on our progress of income and expenditure versus budget was presented to the congregation in February 2018.

#### **Office and Hall Hire Operations**

- Installed sanitary and nappy disposal units for Women's toilet and baby change area on a regular professional contract.
- Website - Audited content and introduced updated processes for quality control.
- The laptop computer used in church services was stolen from the property and replaced subsequently by a new one for under \$500.
- The staff role of office assistant has been reviewed and is no longer a casual employment arrangement but has been re-contracted as part-time paid. This offers greater security to our

employee with more suitable terms and conditions for the type of work undertaken week to week.

## Compliance with laws and regulations

### - Professional Standards

- This year, the Anglican Diocese of Melbourne (ADOM) introduced sweeping changes in compliance for higher professional standards around processes, policies and procedures. This is largely part of the responses made by all Anglican churches and agencies to the recent Royal Commission into sexual violence against children, which ADOM has taken swift action to address, over and above the requirements announced by the commission.
- Our aim is to make St Michael's Church an even safer place for children and vulnerable people (and all people). A new *Child Safe* policy established by ADOM. All office bearers and "church workers" are required to do an online e-learning course in 2019 (see Parish Council report), and must be compliant with Working With Children checks and National Police checks. In addition, the vicar conducted "in house" training for many of our "church workers" involved in ministries such as:
  - Welcoming
  - Children's Church
  - Playgroup

Those still to be invited to training include:

- Service Leaders & Intercessors
- Small Group leaders
- Event Co-ordinators
- We have also improved the security and risk management for those who may be working in the church office alone. A curtain has been installed, and signage improved to upgrade security.
- There is now a requirement to report compliance with the above-mentioned professional standards annually by Parish Council. Our office staff retain records on Working With Children checks and Police checks. A date will be set by the new Parish Council for this to reporting in 2019.
- In order to complete our assent to the Child Safe policy determined by ADOM, the parish council must appoint a "Child Safety Officer" annually, who must then be made known to the congregation and others attending ministries on the church site. This appointment will be made early 2019.

### - OH & S

- Bill Toppin assisted the parish council in setting up regular OH&S reporting, and annual inventory of OH&S assessment. He also completed a full OH & S survey of our property and completed electrical safety testing and tagging throughout our worship centre.
- Concerns that bluestone bricks in the pavement entry, near the front gate, are not easily navigable were raised. The wardens proposed interim solution to open the big gate for entry and exit on Sundays and at main events, especially mindful for people with assistance for walking.

- A suggestion was made that a Defibrillator could be installed in the foyer - this is not required by, nor recommended by ADOM, so no action has been taken.
  - First Aid – our office staff have made changes to our First Aid kits: prepared an inventory of contents for each station (3 at different parts of the worship centre), replenished supplies in each according to the inventory, added new signage, and scheduled regular review of supplies.
- **Other**
- For future Discussion – develop a gift policy for the parish (when someone offers a gift to the church - e.g. artwork, new appliance, valuable item - what process shall be undertaken to decide on the outcome).
  - New arrangements to be made for authorization of payments through the electronic banking facility (Commbiz) in the light of changes to personnel/officers of the church.
- **Leave taken or planned for in this calendar year**

**Steve Webster**

- 10/1/2018 - 11/1/2018
- 1/7/2018 - 8/7/2018
- 30/11/2018 - 11/12/2018

**Hannah Craven**

- (26/12/2017) - 10/1/2018

- **Report serious misconduct or wilful neglect of duty**

Nothing to report

- **Finance**

- A review is underway with the vicar seeking assistance from parishioners with expertise in financial accounting. A finance committee, appointed by parish council, began looking at reporting and management of finances in 2018. This group will continue and may coopt others for specific aspects of review and change.
- As our expenditure may exceed \$250K next year, the 2013 Governance Act of the diocese requires us to appoint a CPA registered accountant to audit our accounts. We are currently investigating our options, hoping to find someone from a neighbouring parish or through our networks who may volunteer their services to this end. We are grateful to Ian Jungwirth for investigating this year's reporting of finances for the purpose of reporting to the AGM.
- A review of the handling of small amounts of money for occasional or regular events (e.g. Playgroup, Market) is required to ensure good procedure and transparency – the wardens will seek assistance from members of the congregation to this end in 2019.



This year's Parish Council comprised of Steve Webster (Vicar), Jack Verdins, Julian McCoy, Katya Wagner, Emilie Franklin, Su-Hsien Kuan (Churchwarden), Peter Summers, Barry McGaw, Chris Reynolds (Churchwarden), Peter Alsen, Mary Ann Lyttle, John Sewell and Gillian Baker. Meetings were conducted on the 2<sup>nd</sup> Tuesday of every month.

Standard agenda items included Vicar's Report, Wardens Report and OH&S Report. There was an agenda plan for the year to focus on the Treasurer's Report every quarter, and other major items included careful management of Hall Hire, Vision/Action Planning and various other reports from ministries and sub-committees. Each meeting was opened with a brief bible reflection and prayer.

### Church life

This year, we also introduced an opportunity for the Parish Council members to reflect on **church life**. There were short reflections on the Lent Challenge focussing on the *BELLS* acronym for discipleship, a reflection upon the *Indigenous Hospitality House* presentation in church services, testimonies about relationships built at the *Community Market*, encouragement from Suse's commissioning, learnings from the *Seven Streams of Grace* sermon series, news from the *TEAR* Webinar, highlights of the *Barbara May Foundation* dinner and also from Glenn Stephens' *Christianity in the Workplace* award presentation at Ridley College. This was a good way to keep the council connected with the ministries of our congregation and wider networks and partners.

### Reconciliation Action Group

Phase 1 of our church's commitment to Reconciliation Action concluded in 2017. The Parish Council decided to establish Reconciliation Action team for Phase 2. Barry McGaw and MaryAnne Lyttle nominated themselves to represent parish council on this sub-committee led by Denise Nichols and Sharyn Young. The Parish Council receives the minutes of the team's meetings and action plans prior to PC meetings.

See Reconciliation Action Team report for more information.

### SMMAC group

It was recognised that a specialist 'Facilities sub-committee' was required to progress the complicated discussions and planning around building maintenance. In August, SMMAC, comprising of John Sewell,

Katya Wagner, Chris Reynolds, and David Wagner was formed. The main aim of this group is to prioritise maintenance work and advise the Churchwardens on most appropriate actions, ensuring that related jobs were aligned with our vision and budget. As with all sub-committees of parish council, a new one will need to be appointed in the next period of parish council (report below).

### **Staffing**

The Parish Council decided that the position of Office Assistant no longer was suited to a casual employee arrangement and should be transitioned to part-time status. The new position was advertised in September 2018 and Emma Sugars was the successful applicant for the position. Emma has been part of our office staff in the past, and it's a pleasure to have her return to work with us. Her office hours are spread over 2 days of the week for 9 hours in total per week. A casual, temporary Children's Ministry Assistant position was created in the light of Hannah Craven's unexpected departure in April 2018. This position was advertised, and the successful applicant was Catherine Ward, whose current employment arrangements conclude on December 31.

### **Child Protection and Professional Standards**

Parish council discussed the ADOM requirements for Child Protection and Professional Standards and unanimously agreed to sign up to the *Child Safe* policy on behalf of the church. This policy can be found on our website (see "About") and all staff and office bearers are required to complete the ADOM e-learning modules that currently cover *Essentials of Harassment and Bullying, Ergonomics and Manual Handling, Anti-discrimination and Due Diligence for Officers*. In addition, in-house training was rolled out to all staff covering matters of professional standards and safe practice. In 2019, e-learning modules relating to the *Child Safe* policy and *Power and Trust* education will be rolled out for all staff and volunteer "church workers" to complete. In addition, a "Child Safety Officer" is to be appointed and made known to our congregation and visitors at all church events where children are present.

### **Vision/Action Plan Update**

The Parish Council worked with the Vicar to review and update the Vision/Action Plan for the 2-3 years ahead in light of careful examination of the National Church Life Survey (NCLS) results most recently received, and other demographic information about our local mission field. NCLS and census reports. Some ideas explored included:

- Pilot programs and partnership reviews
- How to best relate to the large number of local families attending our site each week
- Conversations with 20 - 35y.o. people regarding spirituality and faith
- Partnerships with SU Vic. and Railway House
- Pastoral care – how to manage and determine who is in need of pastoral care in the fluid nature of contemporary church attendance;
- How best to sign up the *Uluru Statement of the Heart* as a parish

The outcome is a plan for the next 2 years comprising of 4 major initiatives under the banner 'Making New Pathways', 'in' and 'out' of the St Michaels community, opportunities through service.

See Vicar's report for more information.

## **Missions Giving**

Every year, St Michaels allocates a percentage of its income towards specific missions, agencies or people we choose to partner with as a sign of our part in the wider mission of the Church and a model of good practice (6.5% was the fraction set for FY 17/18). The Parish Council appointed a sub-committee led by Dianne Shay, and including Hillary Toppin, Roslyn Loader and Su-Hsien Kuan to recommend the recipients and the associated portions of the total giving. The sub-committee recommended giving to the same causes as the previous year, in the same proportions of the overall gift, and recommended an increase of 1% overall for the purpose of supporting an initiative for our Reconciliation Action (RA) commitment to be proposed by our RA team. Parish Council agreed to the recommendations. In addition, it was proposed do a major review of this external mission giving practice and procedures, to best inform our on-going vision/action planning in 2019.

## **Financial Management**

Julian McCoy has once again fulfilled the role of honorary treasurer, after the wardens appointed him so for FY 17/18. Key decisions made in our finances this year included:

- Retain \$64K cashflow reserves as risk mitigation for possibility of repair to the south side of the church roof (a project that, if undertaken, would need assistance from successful applications for grant moneys).
- Pay off the balance of the church foyer loan (approx. \$29K at the beginning of FY 17/18) by March 2020 as per current payment plan.
- Keep a healthy surplus of income in reserve in readiness for the appointment of an additional full-time staff member as per the vision/action plan, to assist in the meeting the financial challenge of the new employment expenditure over a three-year period.

## **OH&S Reporting**

- Hannah and Tom replaced broken sandpit
- Steve replaced broken decking on playground
- Steve replaced the broken robot vacuum cleaner
- Steve levelled area between playground & Williams Hall
- Steve organising soft-fall tan bark for playground
- Steve has acquired trolley to go under the stage to assist with heavy lifting of mats for Playgroup
- Vandalism incident on weekend 24-25 March. Pickets pulled off the playground, Toy fixtures broken off. Graffiti on new sign. Steve fixed these and also a broken step on the Playground
- Fixed broken door lock
- Fixed Playground equipment
- Fixed broken light
- First Aid kits replenished and updated.
- Fixed entrance to Williams' Hall lighting
- Flouro unit in Women's toilet replaced
- Heater switch replaced
- Corner sign graffiti cleaned
- Concerns that the bluestone bricks near the gate are not easily navigable. Proposed interim solution to open the big gate for entry and exit, especially mindful for people on walkers.

### Parish Council Operating Rhythm

Dates FY 17/18	Reports
Dec 12	New PC Kick Off
Jan 9	Wardens Report, Vision Action Review
Feb 13	Finance Update
Mar 13	National Church Life Survey Results
Apr 17	Wardens Report, Finance Sub-Committee meeting report
May 9	Hall Hire Report/Plan, Vision/Strategy Update
Jun 12	Mid-Year Finance Report
Jul 10	Wardens Report, Reconciliation Actions Report (tba) , Professional Standards Compliance Report
Aug 14	Finance Update & Draft Budget proposal for next year
Sep 11	Missions Giving Report
Oct 9	End-Year Finance Report Accept Budget proposal for next year
Nov 13 (tba)	Annual Meeting preparation

I at the last annual meeting I was thanked and given a present, and the sense was that I would step back and others would step up, and this was largely the case. So my Mission Secretary task became my focus. At that stage it was announced that the women's activities, previously organized by a small committee, were subsumed into supporting the many activities of St Michael's.



I have been a part of St Michael's 10am congregation for nearly 20 years. This means there are pastoral and community relationships and roles within groups that are part of my "membership" here. These "belonging" activities will continue as long as I am able.

My role as Authorised Lay Minister (ALM) is by application to the diocese by the Vicar. When Hannah Craven was accepted into a course in Scotland and she, Tom, Liam and Amber left, we were excited about the opportunity for them. However, there were personal and organisational losses with Hannah's departure. It has left a huge gap for Steve.

Steve and I have moved back into meeting fortnightly to ensure that pastoral care matters are captured adequately for action during this time of transition. Such a structure doesn't replace the Cravens, but it does mean that the big picture and the details to be actioned for ministry can continue. Discussions also include matters to do with: preaching and service leading schedules and support, vision planning, other ministry planning, governance, diocesan activities and the current search for a new minister.

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#### MISSIONS COMMUNICATIONS & EVERYDAY CHURCH REPORT

ROSLYN LOADER

I cannot separate these in my mind or in my prayers. So much has happened since our sermon series on Everyday Church<sup>1</sup>. Our language has changed - we are a *missional church*. You will recognise that in our vision/action plans. There are initiatives in neighbourhoods, in the Railway Neighbourhood House in Princes Hill, in team work with Scripture Union Victoria (SU), one-off sessions on social justice topics, and in the emerging action plans as part of our commitment to Reconciliation. The subtitle of Everyday Church is "*beyond the picket fence*". We now have many more people who come inside these pickets.

Steve has been preaching recently on Jesus as others see him. One of our challenges is to learn new ways of talking about Christ to the people we are meeting: our fellow workers, our families, fellow students, neighbours, those we meet in our outreach activities, and those who use our facilities on many days of the week. I know we are a welcoming and neighbourly people, but how do we become **bold** in the Holy Spirit? I have been challenged by SU staff to reconsider whether prayer is a strong enough emphasis in all we do. I know I am wanting in this!

Communication is a bigger task than I imagined: gathering the information, disseminating it to the congregation, and connecting with those that are supported as a portion of our financial offerings and gifts. Parish Council, after recommendations from a congregational committee (this year chaired by Dianne Shay), decide on the agencies and people we dedicate that partnership status to in the current financial year. In addition, we have our Practical Support for several chosen missions in November/December, including: Anglicare Parish Partnerships, Mallacoota SUFM and TEAR. This year

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<sup>1</sup> Three years ago, sermons based on a book of the same name from the UK by Chester & Timmins sparked a strong direction for our vision/action plans to enable parishioners in their own places of work, study, neighbourhood, etc. to act collaboratively with other Christians for mission

we will also collect gifts for our CMS link missionaries Jon, Deborah, Ollie and Simeon who will be home on leave.

A request: I would love to have a small group with representatives from both congregations who have a passion for mission to get 2019 off to a strong start. I don't know if anyone reads the notice boards, the information in foyer, or the St Michael's web page on our mission partnerships, so give me some feedback. How can it be better up-to-date, focused, and engaging for you?

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## 10AM SERVICE REPORT

STEVE WEBSTER

The same pattern of 10am Sunday services has continued this past year with Holy Communion on the 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> Sundays of the month using varying orders of liturgy from A Prayer Book For Australia 1995 (APBA), and the more informal non-communion services of Praise, Prayer and Proclamation, from APBA on the 1<sup>st</sup> and 5<sup>th</sup> Sundays. The orders of service for Holy Communion have been printed to simple service handouts for each of those Sundays. This year the 1<sup>st</sup> and 5<sup>th</sup> Sundays have been even more informal and flexible feel and practice than before with many occasions for interview/testimony segments to encourage people in their discipleship.

The 10am services are well served by many music groups, involving dozens of members of the church. Music at 10am services were once again coordinated by Cindy Shay. We thank those who have coordinated and/or led bands, including: Dianne Shay, Chris Appleby, Cindy Shay, Greg Bond, Sue Robinson, John Young, Stephen Manders, Steve Webster, Janette Allen, Christine Hutchinson, and Hannah Craven.

Bob Lile has once again assisted our Sunday morning worship by regularly recording sermons for uploading to our web site, and by coordinating our rostering of the many 10am service ministries.

Many thanks go to those who over the course of the year were involved buying and arranging beautiful flowers for our services, serving morning tea, reading the bible, leading public prayers, caring for the grounds, welcoming people, acting as ushers, counting offerings, and more. Those who have been leaders of worship this year have included: Nicola Reynolds, Noelene Horton, Roslyn Loader, Di Appleby, Chris Appleby, Greg Davies, Melanie Lamb, Hannah Craven, Dianne Shay, and Cindy Shay.



Average attendance numbers have varied, but averaged similarly to last year's figures and a summary record will be online after reporting to the diocese (after December 16), along with the annual meeting minutes.

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## 5.30PM SERVICE

STEVE WEBSTER

After a period of decline in numbers attending 5.30pm early this year, some work was done to find out what changes could be made to re-energize our worship on Sundays and to build a stronger sense of congregational community. Quality feedback received via an on-line survey and many one-to-one pastoral conversations gave the Vicar some good guidance on change and development. As a result, and by many acts of God's grace, we have welcomed new young adults to regular Sunday worship,

and into a regular small group, and changes to format, teaching styles, and a commitment to more interaction in services have combined to see refreshing results.

Our pattern of services per month continued with Holy Communion on the first Sunday and Praise, Prayer & Proclamation format from APBA as the basis of the other Sundays. There continued to be many informal opportunities for group discussion and group prayers to great benefit of all.



We have also introduced new members of the church to leading services, leading public prayers and organising group discussions and prayers, and other ministries associated with 5.30pm worship. New leaders in such ministries this year have included: Sarah and Samuel Abdelsayed, Ali Brown, Franziska Durrbaum, Alex Pierce and Emilie Franklin.

Many thanks to our musicians who have worked hard to introduce many new songs this year that have helped to encourage faith and thankfulness to God. Our musicians have included include: Kyria Webster, Sam Edmonds, Jacob Edmonds, Micah Edmonds, Graham McCoy, Julian McCoy, Ed Ireson, Steve Webster, Penne Webster, and Hannah Craven, Samuel and Sarah Abdelsayed, and James Pierce.

The most recent sermon series called “Trending on Twitter” has been well received and has taken various forms of interactive learning, including group discussions, chats with the preacher, and open mic style feedback. A key success of this series was the connection between the chosen topics and the recent survey of the congregation on-line regarding relevant themes to explore in church.

There has also been a genuine effort to keep the service duration times down to 1 hour or just over, so as to allow opportunities for people to go out after church for continuing relationship building. The time leading into the service over afternoon tea is legitimately part of our worship service too in my opinion, helping people to transition from the things of the day into our thankful praise to God.



Average attendance numbers have improved over last year’s figures and a summary record will be online after reporting to the diocese (after December 16), along with the annual meeting minutes.

The next challenges include: developing leadership in the congregation, keeping themes relevant to all but focussed on young adults and their challenges, being creative and interactive, and offering real encouragement to faith in daily living.

The kids at Sunday 10am worship services at St Michael's have been well served this year by a dedicated team of leaders including myself, Shelley Knight, Dianne Shay, Christine Hayward, Jacqui Wagner and Sharyn Young. Leaders run a learning time during sermon and prayers before kids return to parents at the end of the service.



The leaders make use of a lesson planned provide by Christian Education Publications that gives an outline of the learning for that morning. This year kids have been learning about Jesus in Luke's and John's gospels through a focus on parables and important moments in his ministry. A strong focus has been on telling kids about a loving God, connecting God and Jesus together, and presenting Jesus as saviour. Kid's church leaders often add their personal spin to lessons; there have been some great innovations such as using baking and decorating food which is very popular with the children. Also featuring earlier this year was the use of the 'time tunnel,' an exciting device encouraging kids to 'go back in time' to encounter Jesus and his ministry.

Numbers have varied throughout the year, in the past we have had between 3-6 regular kids attending and currently we usually have at least three children each Sunday. Leaders have done a wonderful job managing the varied age levels throughout the group and adapting to the interests of the particular kids.

We conducted a farewell party for the Craven family at kid's church in August, saying goodbye to Amber and Liam with cupcakes, card decorating and games which all the children loved.

Kids have been made to feel really welcome on Sunday mornings this year; several children have expressed lots of disappointment when kid's church has a break over the holidays! The leaders of Sunday morning kid's ministry have been doing a wonderful job serving and loving the kids of St Michaels, who continue to learn about Jesus in this safe and fun environment.



## PLAYGROUP

CATHERINE MERRY

Tuesdays 10am - 12pm are busy at St Michael's. Using the foyer, the Williams hall, the Nickson hall, and the garden, playgroup families enjoy 2 hours of free play, conversation and morning tea.

We have contact with many families in Princes Hill and with some outside the area. In all, more than 30 families call themselves part of the playgroup and each week there are 35 - 45 children who attend with at least one parent, grandparent or carer.

Catherine Ward and Steve Webster have done a great job each week, setting up a number of play areas using Duplo, train set, dolls and doll push chairs, the mini-kitchen, building blocks, cars and

other toys. As the weather improves there are more outside activities including balls, sandpit, climbing frame and hula hoops.



Di Appleby, Hilary Toppin and Cathy Wilson have lent their invaluable support without which the playgroup could not continue. Talking with parents and carers each week is a real joy. Sometimes we are privileged to be part of conversations about life and death, love and happiness and occasionally about God.

Playing with children and getting to know them as they develop is also a great pleasure especially when a new baby is born and the family introduces him or her to the playgroup. Children have the opportunity to play by themselves or with others; the transition between is a time of learning to share and that is partly the role of playgroup. Morning tea is when children try new foods, sit up at a table and learn to be social whilst eating.

To preserve the playgroup at a manageable number, we have had to ask the families not to invite their friends to join. This is not the welcome that we'd like to give! However, we hope to be able to take new families again soon, as some have moved away or returned to work and childcare.

I am pleased to continue to volunteer on a Tuesday morning with the team that is currently in place. Future pathways for families to be ministered to by the church could include:

- care packages of meals when a child is ill or a new baby is born
- baby-sitting for parents who want to attend Alpha or another church group
- using the church on Tuesday mornings for specific activities like singing or story-telling
- asking child experts to visit playgroup to talk about an aspect of parenting
- having information available about child baptism and Sunday school
- offering parents the opportunity to attend courses like Tuning into Kids
- inviting families to regular child-friendly church services at Easter, Harvest and Christmas
- encouraging families to come to the Christmas Fiesta

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## WELCOMING

HILARY TOPPIN

Welcoming continues to be an integral part of our worship at St Michael's. Members of the congregations, as well as those volunteers who are rostered as welcomers, play an important part in this ministry.



10am welcomers have included: Di Appleby, Suzy Davies, Cindy Shay, Lorraine Thompson, Noelene Horton, Liz Jungwirth, Hilary Toppin, Dianne Shay and Peter Hutchinson. At the 5:30pm service, welcomers have included: Leanne McCoy, Rhonda Edmonds, Cathy Wilson, Graham McCoy, Russell Moore, Steve Asquith, Samuel Abdelsayed, Su-Hsien Kuan, Chris Ward, Anthony Lockstone and Micah Edmonds. Welcome/Contact cards on the back of the pews are useful for information about newcomers, as well as available for confidential prayer requests and feedback to the vicar and parish council. We continue to follow up newcomers by email, a phone call or a visit. A lunch for newcomers to both services was held in July.

Let's continue to make our church a place where all, both regular attendees and newcomers, feel welcomed.

Our groups have grown in variety, and in the number of members this past year. There are still staple bible study and fellowship groups meeting on various days of the week and varied cycles of frequency. Other types of groups meeting around the church community include book groups, Mahjong groups, and dinner groups. In addition, many of our committees now meet with a “small group” flavour about them, including prayer and supper and bible devotions.

Currently, around 55 people meet regularly in groups. We are grateful to the time and energy offered by leaders and hosts, bible study presenters within groups, and those who pray for all our group members. Our hosts/leaders for regular small groups have included: Bob & Audrey Lile, Mary Ann Lyttle, Roslyn Loader, Franco & Mariyln DiStefano, Dianne Shay & Su-Hsien Kuan, and Hannah & Tom Craven.

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### WOMEN'S RETREAT

KATHRINE HOUGHTON & CAROLYN ALSEN

'Be still, and know that I am God' (Psalm 46)

The life of an inner-city person is often busy. Sometimes we get so busy that it is hard to connect with God. So on Saturday 22 September 2018, nine St Michael's women met at the beautiful space of Wellspring, Ashburton for a quiet day. Another was with us in spirit in another quiet place. The day was bookended with communal prayer, and Carolyn Alsen led a session on the prayer discipline of *lectio divina* in the middle (focusing on one of the psalms).

In between were periods of silence - for prayer, reflection, Bible reading, journaling. This gave God an opportunity to work in hearts, in minds, and prepare us for God's actions/our actions in the days ahead. It was a wonderful day - sitting quietly in God's presence within our Christian community. Others might like to consider it for next year.

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### WALKING GROUP

RAY SHAW

The walking group is still very active every Tuesday, having missed only one morning over the past few years. The numbers vary considerably due to the very active lives of the members, with travel and grandchildren duties taking a toll on numbers at times.

Over the past year walks have varied between the rustic area around Newport Lake to exploring Melbourne's rivers and creeks and to taking in the character of the architecture and



street art in our local environment and in the Melbourne CBD. A recent visit to the new Glenn Murcutt-designed Mosque in Newport was also a highlight.

The walks provide good exercise for over an hour and equally important the chance for lively, stimulating conversation both during the walk and in the hour or so of coffee and light refreshments afterwards. The



topics vary widely due largely to the many varied interests of the members.

The walks continue to be at 7am on Tuesday mornings apart from in mid-winter where we have moved to a 7:30am start to better fit with sunrise. New walkers are welcome!

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#### NOVA NITES MOVIE GROUP

GRANT MACKENZIE

For those who like movies, coffee and conversation, this is the group for you. We meet on the first Wednesday evening of each month at the Nova Cinemas in Carlton for a night of movie watching and then sharing together over dinner and coffee upstairs at Trotters Bistro.

The reason for the group is to initially build community and then to welcome people to our Christian community. We do this at neutral non-church locations so it is easy to invite friends who might not want to go to church premises. About half attending are not from St Michael's.

There are normally between 15-20 people present each month, but the makeup of the group can vary widely from month to month. People are free to attend whenever they wish and to bring their friends too.

We have been going for about 7 years and this year the regulars have been attending more regularly which is really encouraging.

If you haven't been, why not check it out before the end of the year and help build St Michael's community?



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#### BOOK GROUP

HILARY TOPPIN

The Women's Book Group continues to be a monthly get-together of approximately 10 women, to share our reactions to the book we have most recently read. Sometimes we all agree but often there are quite different points of view, and questions raised about the writing or the ideas presented in the book.

One book that we all agreed was very significant in deepening our knowledge and understanding of Aboriginal culture when British settlers arrived in Australia, was Dark Emu by Bruce Pascoe. We would encourage others to read it.



We have continued monthly collections for the members of the Asylum Seekers Resource Centre (ASRC) in Melbourne. Again, we have seen extraordinary generosity in the regular donations of food and supplies on the first Sundays of the month, which we acknowledge before God in our church services on those days. We have continued to make a financial contribution via our external mission given also. At one stage this year the ASRC reported supplying food and goods for over 700 members here in Melbourne, indicating the level of local needs among refugees and new-comers to our city.

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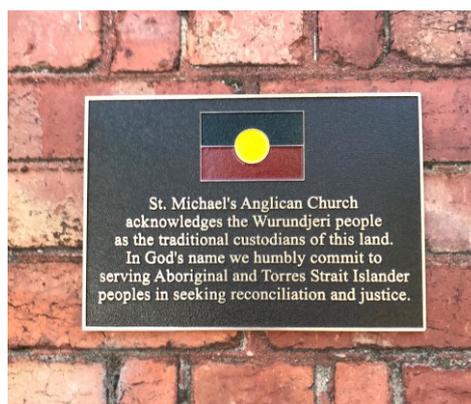
## RECONCILIATION ACTION GROUP

DENISE NICHOLS

The Reconciliation Action Group was formed in January 2018 to follow through on the foundational work that had culminated in the launch in November 2017 of St. Michael's Reconciliation Action Plan, the installation of the plaque recognising the Wurundjeri as the original owners of the land, the inclusion of the Acknowledgement of Country and the Reconciliation Prayer in our worship services each week.

The group's members are Denise Nichols (chair), Andrew Allen, Janette Allen, Alison Brown, Mary Ann Lyttle, Barry McGaw, Jack Verdins, Hannah Young and Sharyn Young.

In 2018, we have focused on creating opportunities for further education, collaborations, and deeper engagement with local and remote Aboriginal and Torres Strait Islander communities, contributing a vision for reconciliation to the parish strategic plan for 2018-2020, celebrating significant Aboriginal and Torres Strait Islander events and learning, through an online survey, what our own community wants to focus on. We acknowledge the personal and community commitment of the many St Michael's members who have participated in events, encouraged and stimulated the work of the Action Group.



Nationally, the *Uluru Statement from the Heart*, which was presented to the Federal Government as a pathway towards recognition and reconciliation after a two-year consultation process, is a focus of advocacy and engagement for many members of St Michael's Community.

Some of the highlights of 2018 which we organised or participated in have been:

- The Melbourne Songlines Bus Tour to indigenous historical and cultural sites in and around the city of Melbourne that many of us drive past regularly without recognising their significance;
- A TEAR Webinar on how churches are involved in reconciliation activities;
- A Workshop led by the Indigenous Bishop Chris McLeod on how parishes can be involved in Reconciliation;
- Various art and cultural exhibitions in the NGVA and the Counihan Gallery in Brunswick and a range of book reviews placed in our weekly newsletter;
- A NAIDOC Week display of women's portraits on the theme of "Because she did, we can", including a photo and biography provided by Rev. Helen Dwyer.
- A powerful worship service led by Chris and Tamara from Indigenous Hospitality House (IHH) to engage us in conversation on pervading racism in our society, with a retiring collection of \$500 to support their work, and IHH's Learning Circles now held at St. Michaels.

- Engagement with Uncle Colin Hunter, Coordinator of the Yarra City Council Indigenous Partnership Program.
- Development of a Vision for Reconciliation which is now proposed as one of the main platforms of St. Michael's Vision strategy for the next three years.
- An online survey of St. Michael's community (report attached).

## **SURVEY ON RECONCILIATION ACTION AT ST MICHAEL'S, NORTH CARLTON 2016-2018**

### Background

St Michael's began its official collective journey towards reconciliation in December 2015 with the launch of the Reconciliation Action Group. Several parishioners met together and discussed strategies to with the key goal to raise consciousness within the parish and develop an action plan.

After the launch of the St Michael's action plan on 4 November 2017, a new Reconciliation Action Group was formed to implement the plan. As an early action, the Group conducted a simple survey of parishioners to:

- 1 Prompt personal reflection on the journey towards reconciliation they had undertaken as part of the St Michael's community;
- 2 Discover what type of activities had been the most significant to parishioners;
- 3 Provide some guidance to the planning group as to prioritising future actions within the Reconciliation Action Plan.

### Method

The survey used a Google tool and was distributed using the Parish email directory. This is the first time we have used email to survey the St Michaels' community on this matter. We received 34 responses which represents approximately a 20% response rate – given the estimated Parish size is 150. I had no requests for hard copy survey forms and I heard no complaints / comments re the use of email survey.

### Results

Since 2015 how much has your understanding of the impact of colonization changed?

60% of respondents reported a significant change in their understanding while 10% scored their understanding as having changed very little. (We did not ask about their starting point.)

Since 2015 how much has your appreciation of Aboriginal culture changed?

Again, 60% indicated a significant change while 10% indicated a small change. The other 30% were in the middle.

Regarding the most influential activities:

- 1 TEAR Land game came out on top.
- 2 Aunty Di's Welcome to Country and the Launch of the Action Plan was second.
- 3 Helen Dwyer's sermon, the links with Indigenous Hospitality House and the Reconciliation Prayer were all equal third.

### Comments on past and preferred future activities

- NGV 2 exhibitions [contrast], TEAR involved my emotions, Helen/scripture involved, Aunty Di's integration of Christianity and her indigenous culture.
- I am very interested in how Christianity intersects with Aboriginal spirituality and Garry's talk was very illuminating. Aunty Di represents an aboriginal voice and it is always good to hear from the heart.

- Aunty Di explained the hurt that Aborigines feel very well.
- I read several books after the TEAR land game. Once my interest was wetted by the RAP, the reading provided some depth to my understanding and has made me more aware of racism both current and in history.
- Dark Emu details amazing indigenous accomplishments and culture. Helen Dwyer reinforced indigenous-land relationship.
- Listening has been key as has being able to debate.
- TEAR Land Game had a physical/ emotional impact. Likewise, the ACCA Gallery exhibition brought out visually what terrible things were done to our Indigenous peoples.
- The game, books, Helen's sermon, and walking familiar terrain all engaged my imagination in the truth, or aspects of the truth, of Indigenous experience.

Top three current issues considered the most important

- 1 Uluru Statement / Treaty
- 2 Closing the Gap (Health and Education)
- 3 Truth telling in history

Suggestions re future

- More actual meeting and support of Aboriginal individuals and communities, at cost for us.
- More actions, fewer words.
- We need to find ways to engage personally with aboriginal people.
- Get behind the Uluru statement. It offers hope for everything else that is good to come.
- I am happy to progress slowly with shifting our local church culture towards reconciliation. I don't want to be imposing our efforts on Aborigines.
- Always revisit the story so that it is not exclusive.
- I don't know how we do it but getting to know Aboriginal people and communities personally would help inform our decisions about how we decide what is important.

### Summary

The process of using an electronic survey to gather feedback from parishioners was fairly simple and relatively successful and proved to be another style of conversation within the community. The results were not surprising indicating parishioners had all taken some steps along the journey towards reconciliation and had increased their understanding of Aboriginal culture and the impact of colonization.

The comments regarding activities that had an influence of people and suggestions for the future will help us to progress with implementation of the Reconciliation Action plan.

## **OUR COMMITMENT**

Statement of Commitment and Reconciliation Action Plan (2017-2020)

Regret

- Education about Australia's history through offering cultural experiences
- Regular prayer for reconciled relationships in Australia

Recognition

- Placement of a plaque to recognize traditional custodianship
- Acknowledgement of country at all services, events and activities

### Respect

- Annual service and celebration of Reconciliation
- Annual giving of financial support to an Indigenous organization

### Relationship

- Connecting with local Aboriginal and Torres Strait Islander groups
- Strengthening our relationship with Indigenous Hospitality House (IHH), Carlton

### Responsibility

- Responsibility for the implementation of the plan is held by the Vicar and Parish Council

### Review

- Annual report to the parish
- Action Plan review after two years, to renew the plan for 2021-2023



Each week we host three regular hire groups in the Nickson and Williams Hall. These groups are:

- Mini Maestros – a music and singing class for babies through to primary aged children. Classes run in the Nickson Hall on Wednesday mornings, Thursday afternoons and Friday mornings.
- AMS Dance – a dance school for children aged 3 and up. AMS uses the Williams Hall on Monday afternoons, Wednesday and Friday mornings
- Step Into Life – a weekly group fitness class which runs on Tuesday evenings.

Although these groups meet every week and sometimes several times a week, we've also been able to hire the hall out for many other events this year. In fact, we've had more than a 30% increase in income from donations to hall use. There have been numerous children's birthday parties, another trivia night for the Railway House, a supporter event for SUFM, training days for Street Pastors, funerals and wakes, diocesan information and training events, film shoots, drama practices, another Fringe Festival show, fund-raisers like Kenya's PNG festival, and there are also two elections coming up!



The most important outcome is the increasing goodwill towards the church and great interaction with the local community to advance God's mission to extend the love of Jesus to all.



As a registered sports chaplain now for the past 14 years I am part of a national network of Christians serving sport at all levels in Australian communities. My regular tasks happen for 10-15 hours per week as chaplain at the Carlton Football Club in the AFL at Ikon Park (which is in our parish!). My role there includes participating in football training sessions as a training assistant and as part of the welfare team on staff. But my most important role is less defined by schedules and tasks – it's building healthy relationships with young footballers and football department staff, coaches and families of the players over the course of the year to encourage them in the way they conduct their lives at work and outside of work. As well as many one-to-one occasional conversations, there's also some counselling and formal teaching that I do. Then away from the club there are some occasions of speaking at churches, breakfast meetings, and to various groups about sport and the Gospel. The connection between faith and sport provides a great opportunity to connect the ministry of the Church with the wider community. Irrespective of which team you barrack for or which code you follow, thanks for your prayers 😊.

Over the last 30 years, St Michael's has supported mission in South America, Africa, South East Asia, the Middle East, Central Australia and someone who literally went all over the world in a boat. We've also supported asylum seekers, children in need, small rural churches, women and children impacted by family violence, and the list goes on. Proclaiming Christ and serving others are integral to who we are as a congregation.



### Putting our money where our mouth is

St Michael's has a strong legacy of both people in the parish giving directly, and of the parish itself financially supporting the mission of the wider church. We encourage congregation members to give directly to mission (mission allocation by individuals is not through the parish) because, just as St Michael's is wholly dependent on the generosity of members of the congregation for our income, so mission organisations are dependent on supporters to donate to fund the missions. The church gives to mission from its income so that as a church body we model this commitment to bringing the good news to people through word and action.

Our support isn't a set-and-forget though. We want to support organisations which align with our aims and where we can create strong engagement through people, prayer and action. With robust debate, a team of 6 reviewed the proposed mission allocations for the 2018 & 2019 years; Dianne Shay, Su-Hsien Kuan, Hilary Toppin, Roslyn Loader, Shelley Knight & Peter Summers. Parish Council accepted the recommendations put forward, including a proposal that we **increase** the allocation of mission support in the parish budget **by 1%** to tangibly demonstrate our commitment to the Reconciliation Action Plan.

The review covered 4 key areas:

1. Financial support from parish income – 6.5% of parish income to 6 organisations covering international mission, developing next generation leaders, children and families, regional and remote Australia, serving those in need locally and international medical mission.
2. Appeals and practical giving – regular, seasonal or one-off support of ASRC, TEAR, ABM, Anglican Overseas Aid, Anglicare and World Vision
3. **New for 2019:** Indigenous support - financial support of 1% of annual parish income to an indigenous organisation. St Michael's Reconciliation Action Plan includes Respect - *Annual giving of financial support to an Indigenous organization*. Our commitment to be recognised as separate to our regular parish arrangements of 6.5% so that it represents a costly decision consciously made by our congregation.
4. Prayer support - St Michael's has also agreed to partner in prayer with a number of people and agencies. When we listed them out we discovered there are 11 partners that we have committed to pray for and with.

### Coming to our community prayers

CMS, Ridley Melbourne, Scripture Union (SU Victoria), BCA, Barbara May Foundation, ASRC, Duku Wolikare (ADOM youth ministry), TEAR, Anglicare, Indigenous partner, Anglican Overseas Aid.

### Who we supported financially in 2018

Breakdown of giving to mission from parish income in 2018. 6.5% (current Parish Council allocations)

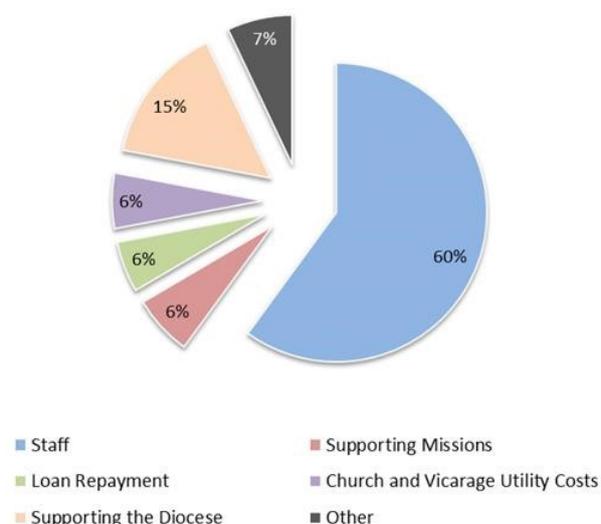
Organisation	Percentage	Amount
Church Missionary Society	40%	\$ 5,876.01
Scripture Union	20%	\$ 2,938.00
Bush Church Aid	15%	\$ 2,203.50
Ridley College	10%	\$ 1,469.00
Barbara May Foundation	10%	\$ 1,469.00
Asylum Seeker Resource Centre	5%	\$ 734.50
<b>Total</b>		<b>\$14,690.02</b>

**Finance Report v1.1 – actual results for FY 2017/18 and FY 2019 budget**

*Note this report has been updated to reflect reissued financial documents that have been approved by the auditor and will be submitted to the Diocese with the Parish Assessment. It also includes the budget for FY 2019.*

The mission and ministries of our parish church is funded mostly by the generous offerings of our church members. An additional income source is from donations for use of our church halls through the year.

Our expenditure is mostly dedicated to our local ministries by way of staff costs, ministry expenses, and property, admin and resources. Other expenses include our 6.5% gift to other agencies and missionaries we partner with, and a contribution to the Anglican Diocese of Melbourne as is the common responsibility of all parishes, to support the wider mission of the Church.



In summary, our financial report for the financial year (FY) 2017/2018, actual vs budget, results are as follows:

	FY 17/18 budget	Actual	Variance
Receipts	\$230,870.49	\$261,999.74	13.48%
Outgoings	\$230,870.49	\$234,838.62	1.72%

- For FY 17/18, we operated at a budget surplus of \$27k
- Transitioned to new bookkeeping online software (Xero)
- Received a 13.7% increase in direct giving; and met our giving target via Sunday giving for 10am worship services
- Donations received for hall usage increased by 34%, a vision/action initiative achieved

- Some expenditure items that exceeded budget included:
  - Church Utilities
  - Insurance (due to an unexpected WorkSafe insurance charge the Diocese had not been applying to parishes for the last two financial years)
  - Miscellaneous expenses (an aggregate budget item including increases in Children's Ministry expenses)
  - Vicarage maintenance (replacement of perimeter fence, partly funded by donation)
- Employment expenses were 9k below budget, which was an outcome of the originally unexpected departure of Hannah Craven to take up study overseas from April 2018.
- Our cash reserves at 30/09/18 were approximately \$108k
- The balance of the ADF loan used to fund the glass foyer stood at approximately \$19.5k as of 30/09/18. This will be paid off in full by March 2020, freeing up 7k for FY 20/21, and 14k per annum henceforth.

The full financial report to submit to the diocese will be available at the annual meeting and on request after that meeting. Note: an expense for 10k from a prior financial year has been added to a historical balancing account.

### **Budget for FY 2019/20**

In the final meeting of Parish Council for FY 17/18, it was agreed that our projected income should need to increase to \$291k. While this is a significant increase on our budget for FY 17/18, it only requires an increase in 10% of our direct giving and draws on \$18k from our healthy cash reserves from previous fiscal years (FY 15/16 – \$5k; FY 16/17 – \$30k; FY 17/18 – \$27k).

The purpose behind this increase is twofold: to reflect a more accurate budget for outgoings with resilience for known-unknowns (e.g. church maintenance); and to accommodate a full-time assistant minister as part of our new vision/action plans, to begin **February 2019**.

This budget rests on an increase in direct giving that is **lower** than what we have received in the last financial year (14% for FY 16/17; growth in FY 15/16 was 9%, though some sustained giving may have been erroneously coded as one-off gifts/donations). The assistant minister position is only funded for six months of FY 18/19, however in FY 19/20 there will be a full 12 months of expenses for this role, requiring a greater increase in giving (25%) over the next three years. Some of the funding for this position will be available once the foyer loan is finally paid off in March 2020.

The budget for FY 18/19 is available overleaf.

	<b>FY 18/19 Budget</b>
<b>Income</b>	
Offertory - Open AM	\$15,000.00
Offertory - Open PM	\$0.00
Offertory - Direct	\$225,500.00
Donations	\$0.00
Donations from Playgroup	\$2,300.00
Hall Rental	\$30,000.00
Tuning in to Kids	\$0.00
Cash from previous years	\$18,439.10
<b>Total Receipts</b>	<b>\$291,239.10</b>
<b>Expenses</b>	
ADOM Parish Assessment	\$25,000.00
Church Utilities	\$12,391.59
Cleaning & Bathroom Supplies	\$8,403.21
Employment Expenses	\$153,542.80
Bookkeeping	\$5,356.00
Insurance	\$14,000.00
Interest on ADF Loan	\$14,260.00
Maintenance	\$10,000.00
Miscellaneous Expenses	\$11,124.00
Service Materials	\$515.00
<b>Vicarage Utilities</b>	<b>\$7,519.00</b>
<b>Vicarage Maintenance</b>	<b>\$8,000.00</b>
Mission giving	\$18,037.50
Outreach	\$3,090.00
<b>Total Outgoings</b>	<b>\$291,239.10</b>
<b>Operating surplus/deficit</b>	<b>\$0.00</b>

The Committee was formed in July 2018 to be responsible to the Church Council for the management and planning of remedial works on the Church Facilities.

A number of significant maintenance issues have arisen during the past year - most notably various roof leaks - and this committee was formed to progress and oversee the investigation and resolution of these issues. The SMMAC reports to Parish Council, thereby alleviating the P.C. from having to discuss a lot of the detail surrounding maintenance issues.

The committee comprises of John Sewell - Chair, Chris Reynolds - Church Warden, Katja Wagner - Parish Councillor, and David Wagner. The committee has met monthly to discuss maintenance issues.

There had been several issues addressed prior to the Formation of the Committee.

These were,

1. Replacement of the street fences – this was accomplished financially with the assistance of the Smith Trust and The Church's commitment was \$1861. We are very grateful to many people who assisted by installing and painting the fence.
2. In the process of Installing the fence we were required to remove a tree which was over the boundary and has since been replaced by a Jacaranda tree.
3. Replacement of the gutters and downpipes from the main church roof above the area adjacent to the Wells Hall.
4. Replacement of the Guttering on the McIlwraith Street end of the Church building
5. Sky dome to Stage replaced
6. All stormwater drains pressure tested to ensure there were no Blockages in the systems
7. Replacement of the Vicarage Fence - this will need painting in the new year.

One of the major issues related to damaged roof tiles and flashing to the Church Roof due to storm damage. Temporary repairs were undertaken under the Diocesan Insurance Policy however long-term solutions are still under investigation.

A section of clerestory louvres are unable to close properly, resulting in an occasional sprinkling for front pew sitters! These are in the process of being fixed.

Because of cracking in the external walls of the Church, a geotechnical report was commissioned to determine the causes of the cracking and possible remedial works. The main cause of the cracking is the movement in the clay base which is not unusual in this part of Melbourne.

A water leak occurs regularly in the Williams Hall - from the Bell Tower - and works are intended to be undertaken to the Bell Tower soon without affecting the usage of the Hall. Subsequent to this some preventative maintenance to the hall floor is planned.

There are also several issues relating to the Care and Maintenance of the Vicarage which are being addressed.

Much other minor work has been undertaken, often with the help and expertise that is within our own community, and for this we are very grateful. We do all this as custodians of this great property with which we are blessed, so that much good work for God's Kingdom can be done!

St Michael's pipe organ is believed to be the smallest three manual organ in an Australian church and was classified as essential to the preservation of Australia's heritage in 1989. FW Slater of Fitzroy commenced building it at the start of the 20th century, probably for his own residence, and it was completed by Frederick Taylor, an organ builder from Hawthorn. It was installed in St Michael's church in 1912 as shown in the contemporary photo below.



Source: I K Crichton MA Thesis (2004) "The most divine of all arts": Neoplatonism, Anglo-Catholicism and Music in the published writings of AEH Nickson. <https://researchbank.acu.edu.au/theses/80/> Accessed 8 November 2018. Kieron Crichton acknowledges his source as "Archives of St Michael's Church, North Carlton."

The organ was restored by Ken Falconer of Stewart Organs in 1997. At that stage, it was relocated from the south east corner of the church to its current position, and a new side case was built to match the single existing one. The restoration involved dismantling the instrument, cleaning out decades of dust and dirt, and replacing perished and eaten parts. Moths love woollen felt, and mice and rats will eat leather if they are hungry enough! The restoration generally aimed to replicate the arrangements and sound of the instrument as it would originally have been, although there are a couple of exceptions to this. Ken Falconer retired in 2012 and Campbell Hargreaves has tuned and maintained the organ since then.

The organ restoration was supported by the National Trust, which established a tax-deductible account which remains open and enables tax deductible donations to support organ maintenance. *All* organ maintenance costs since the restoration have been met from donations, mostly from parishioners. This account currently holds around \$980 which is roughly 12 months' routine tuning expenditure. While the organ is in very good mechanical condition, the accumulation of dust and dirt internally since the restoration has got to the point where a thorough cleaning is desirable. It would be useful to install a covering that will catch dust and delay the need for the next cleaning, but not impede sound from the instrument. This is a task for an experienced organ builder maintainer. Virtually all the pipes (there are 749) need to be removed, but more importantly replaced, each in its correct position.

Pipe organs can be played successfully by pianists with playing skills at AMEB grade 4 and above. I am more than happy to provide an initial familiarisation session or two to any pianists interested in having a try on the organ. The pedals are not essential, and in my opinion are not as hard to play as they might look! If you're interested, please get in touch. I have also compiled a two page "How to play the organ" document which attempts to explain what all the knobs do, and which ones to use for whatever sound you're after.

Members of St Michael's at this year's Melbourne Anglican Synod meeting at St Paul's Cathedral in October included: The Vicar - Steve Webster, The Rev'd Melanie Lamb (hospital chaplain), **Dianne Shay** and **Tony Jones** (elected lay representatives of the parish), and Noelene Horton. The synod was packed with people from across the metropolis and wider reaches of greater Melbourne and Geelong during each sitting. Some key discussions and motions from the recent synod include:

### **Women in Ministry**

Synod endorsed a legislative amendment calling for three ordained women and three laywomen to be among the six clergy and six laypeople elected to the body. The move came during debate on the Archbishop in Council Bill on 20 October and the amendment – proposed by the Revd Canon Matthew Williams, Vicar of St James' Old Cathedral in West Melbourne – was carried immediately.

### **Anglican Redress Scheme**

The new Melbourne Anglican redress scheme for victims of clergy child sexual abuse received positive feedback from survivors and advocacy groups. The scheme, established at the invitation of the Royal Commission into Institutional Responses to Child Sexual Abuse, will operate as an interim scheme until the diocese joins the Federal Government's National Redress Scheme, and will sit alongside the national scheme for any redress matters that fall outside its scope.

### **#KidsOffNauru**

The Melbourne diocese will join the #KidsOffNauru campaign following a motion passed formally, without debate or dissent, at Synod. The diocese will now join the more than 320 organisations and some 130,000 Australians who have added their voices to the campaign.

### **Budget**

The diocesan budget deficit for 2018 is forecast to blow out to \$1.8 million – four times larger than expected – with an “accelerating” rate of decline in the diocese's overall finances, Synod was told. Diocesan Registrar Mr Ken Spackman said the deteriorating financial picture had forced the diocese to “fundamentally rethink” how it would approach future budgets, with tough decisions ahead to trim losses. A review is being conducted of the Diocesan Centre's operations, which aims to save \$300,000 in annual staff costs, while grants to Trinity and Ridley colleges – which prepare candidates for ordination – and subsidies for clergy insurance and curate superannuation costs are to be eliminated.

### **Gay Conversion Therapy**

The Synod endorsed a call from Melbourne Archdeacon Craig D'Alton opposing “Gay Conversion Therapy” and calling on the Government to ban it. Archdeacon D'Alton's motion backed the position of the Australian Psychological Society that “strongly opposes any approach to psychological practice or research that treats lesbians, gay men and bisexual people as disordered, and any approach that attempts to change an individual's sexual orientation”.

### **Synod Session Concluded**

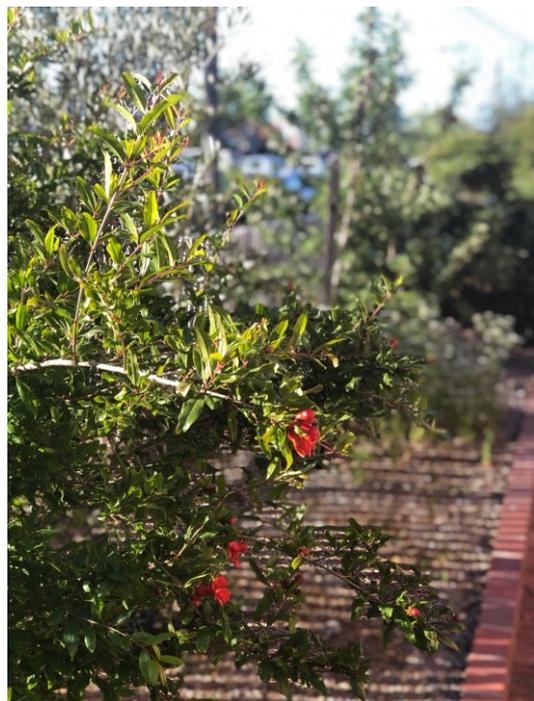
This was the last meeting of this 3-year cycle of the synod. Many thanks go to our reps for their part in representing the parish in many important decisions for the life of the whole Anglican Church across Melbourne and Geelong. The Archbishop will, in the New Year, mandate that an election of new representatives for synod should take place, with the date yet to be determined.

This is the third year of full growth for the Bible Garden and it is now possible to evaluate the success of the planting of both annuals and perennials and evaluating some of the original goals set for the garden. Our aim is to provide a peaceful, meditative and educational environment in the North-west corner of our church property as in our mission to build community and share hope.

The good news is that the garden is going well, probably a year ahead of expectations in terms of growth and maturity. This spring, the bulb plants gave a good display; the papyrus has proven to be a vigorous grower and has now been transplanted to one of the half barrel planters to contain its growth. It will soon need another 'pruning' and the cuttings can be potted and sold at the markets. Herbs will be planted along the brick edging for easy access and the grapevine needs to be moved to a spot near the old disused south entry door to be more visible. The tree species have grown well and now give an indication of the visual impact along the front boundary. The apricot, and almond trees set well this year and the Pomegranate has generously flowered as also the olive. The Fig tree is taking some time to develop which may be the result of competition with the creeping fig which covers the brick wall adjacent to the laneway. We'll wait and see.

This past winter/spring the garden missed having a top dressing. This is not critical but will need to be done next year using a generous layer of mushroom mulch. There are still some cash reserves available to fund this. The simple battery-operated watering system is working well, and the plants should remain well watered during the summer. The area around the basalt bench on the north boundary will be cleared. The completion and placing of the signage are now possible given the fencing activities are nearing completion.

The ongoing tasks for the garden include the maintenance of the trees (pruning which will begin with the apricot tree once it has finished fruiting) cyclical planting of the herbs, and the continued use of the garden by the church and local community. The main task remaining is the signage which will be relatively expensive but doable.



The nominations for appointments at our annual meeting are as follows:

Parish Council (9 vacancies, Vicar can appoint up to 3 more):

- Peter Summers
- Katja Wagner
- Gillian Baker
- Jack Verdins
- Kenya Kala
- John Sewell
- Barry McGaw
- Mary Ann Lyttle
- Emilie Franklin (Vicar's appointment)

Churchwardens (2 vacancies, Vicar can appoint 1 more):

- Chris Reynolds
- Ann-Michel Greenwood (Vicar's appointment)

Incumbency Committee (2 vacancies for parochial nominators, plus one churchwarden):

- Dianne Shay
- Chris Ward