

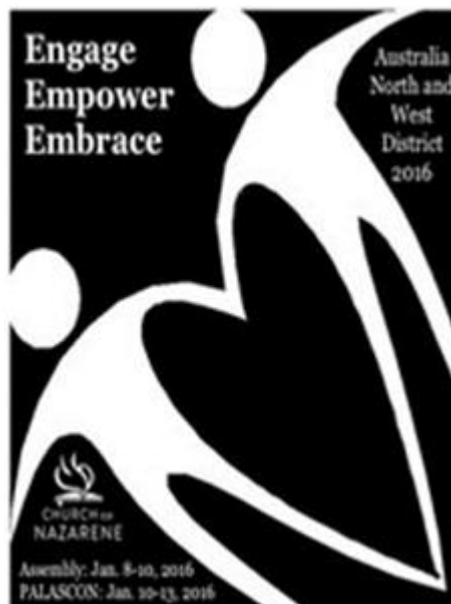


Australia North & West District

The Australia North & West District Church of the Nazarene exists to develop a network of healthy, interdependent, sustainable, local holiness churches in the Wesleyan-Arminian tradition throughout Queensland, the Northern Territory, and Western Australia that make Christlike disciples.



District Assembly Delegates Handbook 2nd District Assembly



Session held simultaneously at
Nazarene Theological College, Queensland &
Dianella Church of the Nazarene, Western Australia
Saturday, 9 January 2016

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Australia North & West District Church of the Nazarene Schedule for 2016 District Assembly and Conventions

All events are held at Nazarene Theological College (40 Woodlands Dr Thornlands QLD)
All times are AEST (unless otherwise specified)

Friday 8 January 2016

8.00pm Combined District Celebration Service. Dr David W. Graves to speak (8.30pm)

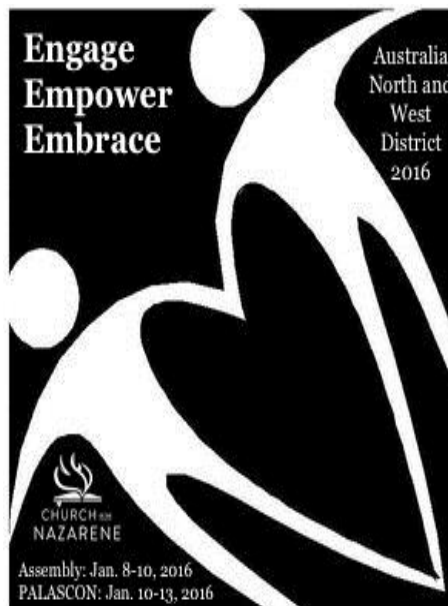
Saturday 9 January 2016

10am 2nd ANWD District Assembly
10.00am Delegate Registration
10.30am Worship
10.50am **Devotional: Asia-Pacific Regional Director Dr Mark Louw**
11.05am Call to Order
11.15am Business: Reports, Elections etc.
11.40am **Report of the Missional Superintendent Rev Roland Hearn**
12 noon Ballots
12.10pm **Report of NTC Principal Rev Rob Fringer**
12.25pm Ballots
12.55pm Ballot
1.35pm Adjournment
1.45pm Lunch (QLD) (Morning Tea WA)
2.30pm Seminar for Pastors, Treasurers, Secretaries: Emmy Hearn to facilitate
3.30pm Afternoon Tea (QLD) Lunch WA
<https://www.facebook.com/events/1116586961692397/>
7.30pm Ordination/Celebration Service: Dr Graves to speak

Sunday 10 January

10.30am Morning Tea at NTC.
11.00am Combined Celebration Service at NTC Chapel: Dr Graves to speak.
12.30pm Lunch

4.00pm Meeting of District ministers with Dr Graves & Dr Louw.
5.30pm Evening Meal: Pastors, Leaders, Spouses
8.00pm PALASCON Opening Service: Pastors, Leaders, Spouses: Dr Graves to speak.



Australia North & West District Church of the Nazarene

Agenda of the 2nd District Assembly

*Session held simultaneously at Nazarene Theological College, Queensland
& Dianella Church of the Nazarene, Western Australia*

Saturday, 9 January 2016

AEST/AWST

10.00/8.00	Registration of delegates & IT connection test	
10.30/8.30	Congregational singing & Prayer	Worship Teams
10.40/8.40	Welcome	Rev Roland Hearn
10.45/8.45	Introductions	Rev Roland Hearn
10.50/8.50	Devotional Message	Dr Mark Louw
11.05/9.05	Calling of District Assembly to Order	Dr David W. Graves
11.07/9.07	District Secretarial Organisational Motions	Rev Steve Walsh
	<ul style="list-style-type: none">• Name Assistants, Voting Area, Privileges of the floor• Set Times of Meetings: 10.30am AEST until adjournment• Set Special Orders of the Day:<ul style="list-style-type: none">○ Report of Missional Superintendent 11.40/9.40○ Nazarene Theological College Report 12.10/10.10 -	
11.15/9.15	Report on greetings received and sent & to be sent	Rev Steve Walsh
11.20/9.20	Motion to receive & adopt reports contained in the Delegates Handbook	
11.22/9.22	Motion to accept minutes of 2015 District Assembly as per Journal 2015	
11.25/9.25	Reports of District Officers, Boards and Committees:	
11.25/9.25	Board of Ministry Reports	Rev Steve Walsh
11.30/9.30	Reports of the Nominating Committee	Rev Steve Walsh
11.40/9.40	Report of Missional Superintendent	Rev Roland Hearn
12.00/10.00	Ballot 1: Election of District Officers: DAB, NMI, NYI, SDMI	
12.05/10.05	Ballot 2: Nominating Ballot General Assembly Delegates	
12.10/10.10	Nazarene Theological College Report	Rev Rob Fringer
	CALD Promotional Video	
12.25/10.25	Ballot 3: General Convention Delegates	
12.35/10.35	Ballot 4: District NMI Council	
12.45/10.45	Report of the District Treasurer	Mr Brett Crowther per Rev Steve Walsh
12.55/10.55	Ballot 5: Elective Ballot General Assembly Delegate & Alternates	
13.00/11.00	Assembly Finance Committee Report	Rev Steve Walsh
13.10/11.10	Vision 2020	
13.20/11.20	Report of the Memoirs Committee	
13.30/11.30	Announcements & Closing Comments	Rev Roland Hearn
13.35/11.35	Motion to adjourn this business session <i>sine die</i>	
13.45/11.45	Lunch	
14.30/12.30	Workshop for Pastors, Treasurers, Secretaries	Mrs Emmy Hearn
15.30/13.30	Afternoon Tea	

19.30/17.30 District Celebration/Ordination Service: Dr David Graves to preach
District Licences presented. Retired Ministers appreciated.

Sunday, 10 January 2016

AEST/AWST

10.30/8.30	Morning Tea	
11.00/9.00	Morning Celebration Service: Dr David W Graves to preach	
12.30/10.30	District Assembly 2016 adjourned with closing prayer	

Australia North & West District Assembly 2016

District Secretary Organisational Motions

Dr David Graves, Dr John Moore, Rev Roland Hearn, delegates and friends of this Assembly, I move the following:

1. That my assistants be as follows:

• Venue Coordinators:	Brisbane: Jade Chapman	Perth: David & Jenny Warren
• Accommodation:	Brisbane: Jade Chapman	
• Delegate Registration:	Brisbane: Loy Hearn & Sheila Smith	Perth: Jenny Warren
• Recording Secretary:	David Warren	
• Assembly Treasurers:	Brisbane: Livi Po Ching	Perth: David Warren
• District Assembly Journal Committee:	District Secretary & Recording Secretary	
• Pages:	Brisbane: Caleb & Savanna Chapman	
	Perth: Levi Easson & Nathan Castlehow	
• Audio Visual technicians:	Brisbane: Luke Cousins	Perth: Nathan Castlehow
• Sound:	Brisbane: Luke Cousins	Perth: Nathan Castlehow
• IT Technicians:	Brisbane: Rob Fringer & Luke Cousins	Perth: Nathan Castlehow
• Worship Co-ordinators:	Brisbane: Fusi Po Ching	Perth: David Warren
• Greeters and Ushering:	Brisbane: Loy Hearn & Sheila Smith	Perth: Dianella Church greeters
• Catering Co-ordinator:	Brisbane: Gretchen Freeman	
	Perth: Elisabet Easson & Jenny Warren	
• Logistics:	Brisbane: Stephen Tarrant & Jo Cousins	Perth:
• Board of Tellers No.1:	Brisbane: Joyce Fiddes (chair), Kevin Crowther,	
	Perth: Tony Jones (chair), Andree Osborne, Troy Easson	
• Board of Tellers No. 2:	Brisbane: Judith Steele (chair), Sherryne Cutts,	
	Perth: Robert Buggins (chair), Valarie Jones, Elisabet Easson,	
2. That the times of this Assembly be:
 - From 10.30am AEST (8.30am AWST) until adjournment
 - The Assembly adjourn *sine die* at the pronouncement of the benediction at the conclusion of the Sunday morning Celebration Service on Sunday, 10 January 2016.
3. That the Special Orders of the Day be:
 - Report of the ANWD Missional Superintendent Rev Roland Hearn at 11.40am AEST/9.40am AWST
 - Report of Nazarene Theological College Rev Rob Fringer at 12.10pm AEST 10.10pm AWST
4. That the voting area be the NTC Chapel & Dianella Church, but that only those wearing the official district assembly name tags be permitted to vote.
5. That alternate delegates be seated as directed by the District Secretary.
6. That privileges of the floor be extended to: Dr Mark Louw, Dr John Moore, Rev Ray Neu, Dr Bob Woodruff, and Rodney Fox.
7. That the minutes of the last District Assembly (as reflected in the 2015 District Assembly Journal) be received as a true and accurate record of the proceedings.
8. That the reports from all ordained and licensed ministers of their personal missional activities be received and that their characters be passed, and that they be considered in good standing.
9. That all reports included in the District Assembly Delegates Handbook be received with appreciation for the service to the Lord and our church that they represent.
10. That greetings be sent to the following: ASD & NZD; Dr Verne Ward III; Former District ANPD & WAD Superintendents and spouses: Rev Sam & Grace Pickenpaugh, Rev John & Sheila Smith, Dr Al & Kitty Jones, Dr Wayne and Wanda Sharpes, Rev Ian & Jenny Davidson, Rev Dick & Ellen Sowder, Rev Michael & Jenny Schmidt, Mrs Iva White, and Mrs Lorraine Kerr; Mrs Bev Fa'ata'ape and family; all retired ministers unable to attend district assembly; Rev Peter & Enid Robinson, retired elder, Adelaide, SA; Robyn Geiger and the people of our Mackay Family church; Rev. Peter and Jenny Isaacs and family, PNG Missionaries to Vanuatu; Byung-gi (Timothy) and Lydia Kim, LINKS missionaries; Rev Peniperite & Talisua Fakaua, Samoan missionaries to PNG; Mike and Dianne Chapman, missionaries to PNG. I move that if anyone wants the Assembly to send greetings that the District Secretary be authorised to do so at his discretion, subject to an accurate method of communication being provided.

Australia North & West District Board of Ministry
Report to the Australia North & West District Assembly: 9 January 2016

We, your District Board of Ministry, after careful and prayerful examination, evaluation, and investigation of 11 candidates for district licence, recommend unanimously the following:

Report No. 1

1. That Retired Assigned Ministerial Status, with all of its rights and privileges, be granted with grateful appreciation for their years of dedicated ministerial service to Christ and the Church of the Nazarene, to elders **John William Smith (DA 1986)**, **George Cyril Steele (PAS 1995)**; and **David Warren (PSV 1990)**.
2. That Retired Assigned elder **Marian Bernadette Kent (RA 2000)** be removed from the roll of ordained elders of the Australia North & West District, having been promoted to glory on 20 March 2015;
3. That Retired Assigned elder **Nikolao Fa'ata'ape (RA 2006)** be removed from the roll of ordained elders of the Australia North & West District, having been promoted to glory on 30 October 2015;
4. That Retired Assigned elder **Terry Green (RA 1971)** be removed from the roll of ordained elders of the Australia North & West District, having resigned from the membership and ministry of the Church of the Nazarene;
5. That elder **Hoon-Moo LEE (PSV 2015)** be removed from the roll of ordained elders of the Australia North & West District, having resigned from the membership and ministry of the Church of the Nazarene;
6. That **James Thomas Howie (RA 2011)**, who was granted retired assigned status by the Australia Northern Pacific District Assembly in November 2011, be added to the roll of Licensed Ministers of the Australia North & West District, having been omitted unintentionally from the roll listed in the District Assembly Journal in 2011 and subsequently;
7. That the following be considered assigned ministers in good standing of the Australia North & West District in the following role of ministerial service: CHP: **Joseph Riley**; DIA: **Peter J. Wilson**; EDU: **Bruce Alder, Rob Fringer, David McEwan, Aaron Park**; GA: **Jong-il Kim**; MS: **Roland Hearn**; PAS: **Tim Burton, Emman Chapman, Adrian Cousins, Elisabet Easson, Richard Giesken, Yousin Houe, Joseph Kua, Gabin Nzoyihera, Livingston Po Ching, Trevor Thomas, and Steve Walsh**; PSV-FT: **Kye-sook (Emily) Chung; Woong-gi (Peter) Seong**; PSV-PT: **Danielle Castlehow, Shane Fa'ata'ape, Chang Po Ching, Jaclyn Kay Tarrant**; SPC: **David Thiel**.
8. That the following be considered an unassigned minister: **David William Jeffs (2016)**.

Report No. 2

After careful and prayerful examination, evaluation, and investigation of each candidate, we, your District Board of Ministry, recommend unanimously the following:

1. That **Danielle Castlehow**, having completed 20 of the 24 subjects in the Ministerial Course of Study for ordination as an elder, be promoted to the 4th level, and that she be granted renewal of district minister's licence;
2. That **Emman Thomas Chapman**, having completed 21 of the 24 subjects in the Ministerial Course of Study for ordination as an elder, be promoted to the 4th level, and that he be granted renewal of district minister's licence;
3. That **Kye-sook (Emily) Chung**, having graduated from the Ministerial Course of Study for ordination as an elder in January 2015, be granted renewal of district minister's licence;
4. That **Adrian Luke Cousins**, having completed 20 of the 24 subjects in the Ministerial Course of Study for ordination as an elder, be promoted to the 4th level, and that he be granted renewal of district minister's licence;
5. That **Rodney Graeme Fox**, be enrolled in the Ministerial Course of Study for ordination as an elder, and, having completed 20 of the 24 subjects required, be placed in the 4th level;
6. That **Cheon-to (Ben) Kim**, having completed 16 of the 24 subjects, be promoted to the 3rd of the 4 levels in the Ministerial Course of Study for ordination as an elder;
7. **Olive Nzoyihera**, having completed 19 of the 24 subjects in the Ministerial Course of Study for ordination as an elder, be placed in the 4th level, and that she be granted a district minister's licence;
8. **Chang-soo (Aaron) Park**, having graduated from the Ministerial Course of Study for ordination as an elder in January 2015, be granted renewal of district minister's licence;
9. **Leiataua Chang Livingston Po Ching**, having completed 14 of the 24 subjects in the Ministerial Course of Study for ordination as an elder, be promoted to the 3rd level, and that he be granted renewal of district minister's licence;
10. **Joseph Anthony Riley**, having graduated from the Ministerial Course of Study for ordination as an elder in January 2015, be granted renewal of district minister's licence;
11. **Kelvin Douglas Rowland**, having completed 14 of the 24 subjects in the Ministerial Course of Study for ordination as an elder, be placed in the 3rd level, and that he be granted a district minister's licence;
12. **Jaclyn Kay Tarrant**, having completed all 24 of the subjects required, be graduated from the Ministerial Course of Study for ordination as an elder; and that she be granted renewal of district minister's licence;
13. **David Thiel**, be enrolled in the Ministerial Course of Study for ordination as a deacon, that he be placed in the 2nd level, and that he be granted renewal of district minister's licence.

Respectfully submitted: Tim Burton, Elisabet Easson, Richard Giesken, Roland Hearn (chair), You-sin Houe, Gabin Nzoyihera, Livingston Po Ching, George Steele, Trevor Thomas, and Steve Walsh (secretary).

Reports of the District Assembly Nominating Committee

We, your district assembly nominating committee, submit the following report: Paragraph 34 the *2013-2017 Manual of the Church of the Nazarene* requires that we only “elect as church officers active members of the local church who profess the experience of entire sanctification and whose lives bear public witness to the grace of God that calls us to a holy life; who are in harmony with the doctrines, polity, and practices of the Church of the Nazarene; and who support the local church faithfully in attendance, active service, and with tithes and offerings. Church officers should be fully engaged in “making Christlike disciples in the nations.” (113.11, 127, 145-147) In an effort to be as inclusive and transparent in the nominating process, during November 2015 all local church pastors, church secretaries and treasurers, as well as other ministers and delegates were sent a nominations form seeking names of qualified and available people to be considered by the district nominating committee. Additionally, the members of the district Missional Leadership Team were also asked to submit names. There were forms submitted from 9 of our churches, as well as several individuals. On 23 December 2015 members of the DANC met to prayerfully and carefully consider all names submitted. Subsequently good faith efforts were made to contact each person nominated to determine their availability to serve. Those who declined are indicated, while those who did not respond were deleted. This report is the result of the process described and the responses received.

We recommend the following:

1. **That the term(s) of office for all district officers, boards, committees, and councils to be elected by this district assembly shall be for one calendar year** (unless otherwise specified) and until their successors are elected and qualified, commencing at the adjournment *sine die* of this district assembly to the adjournment *sine die* of the subsequent district assembly;
2. In the **election of delegates to the General Assembly**, the Nominating Committee recommends the following procedures as suggested by the Board of General Superintendents be adopted:
 - a. **Ministerial Delegate:** That no ballot be presented to the district assembly for this delegate, since the district is eligible for one ministerial delegate, which will be the district superintendent (*Manual* paragraph 301.2);
 - b. **Ministerial Alternate Delegates:** That a nominating ballot be presented to the district assembly containing at least three names of active, assigned ordained ministers, of which two will be elected as ministerial alternate delegates to the district superintendent; and that the ministerial alternate delegates shall be elected by plurality vote.
 - c. **Lay Delegate:** That a nominating ballot be presented to the district assembly containing at least six names of laymembers of the district, of which one will be elected by the assembly (*Manual* paragraph 301.2); and that after the nominating ballot, the number of nominees be reduced for the elective ballot to no more than three names, in order of votes received; and that from the above electing ballot, the lay delegate shall be elected by plurality vote.
 - d. **Lay Alternate Delegates:** That one ballot be taken on the remaining nominees above, and that two persons shall be declared lay alternate delegate, in order of votes received.
3. In the election of **delegates to Global Conventions**, election shall be decided by plurality vote;
4. In the event that a person elected as a delegate or alternate delegate to the General Assembly or a Global Convention are unable to serve, that the **missional superintendent and the District Advisory Board** are authorised to appoint a qualified replacement.
5. **Partial Report No. 1**- election(s) to be decided by the adoption of this report by the district assembly. Simple majority required;
6. **Partial Report No. 2** – election(s) to be decided by ballot by plurality vote of the district assembly.;
7. **Partial Report No. 3** – election(s) to be decided by ballot as per recommendations 2 and 3 above.

PARTIAL REPORT NO. 1

1. District Board of Ministry (*Manual* 203.15-203.17, 226-228.10, 229-231.4)

Minimum of 5 Ordained Ministers to be elected: Elisabet Easson, Yousin Houe, Gabin Nzoyihera, Livingston Po Ching, Steve Walsh. Both Richard Giesken and Trevor Thomas declined.

2. District Assembly Finance Committee (*Manual* 203.21; 235-235.3)

2 Assigned Ministers to be elected: Steve Walsh, David Warren. Richard Giesken declined; and

2 Laypersons to be elected: Brett Crowther, Clive Paige. Ian Jolliff declined.

3. District Court of Appeals (*Manual* 203.22; 609)

2 Assigned Ordained Ministers to be elected: John Smith and Bruce Allder; and

2 Laypersons to be elected: Graeme Castlehow and Emmy Hearn.

PARTIAL REPORT NO. 2

Election(s) to be effected by ballot by the district assembly. Plurality required.

1. District Advisory Board (*Manual 203.14, 221*)

(Directors of Nazarene Book Depository & District Church Properties Board) *Manual 233:*

3 Ordained Assigned Ministers to be elected: Steve Walsh, Gabin Nzoyihera, Livingston Po Ching, Yousin Houe. Both Bruce Alder and Richard Giesken declined nomination.

3 Laypersons to be elected: Graeme Castlehow, Graeme Sheppard, Gary Bentley, Brett Crowther. Robert Buggins, Jenny Warren and Carolyn Ransley declined nomination.

2. District Nazarene Mission (NMI) Officers (*Manual 811. Section 2B*)

District NMI President: Graeme Castlehow and Catharine Castlehow. Fusi Po Ching declined.

District NMI Vice President: Graeme Castlehow and Catharine Castlehow. Fusi Po Ching declined.

District NMI Secretary: to be elected by District NMI Council.

District NMI Treasurer: to be elected by District NMI Council.

3 Council Members: Abi Burton, Catharine Castlehow, Pauline Sheppard, Fusi Po Ching, Graeme Castlehow, Annette Hammill, Emily Chung. Emman Chapman declined nomination.

3. District Nazarene Youth International (NYI) Officers (*Manual 810.207.1 and 207.4*)

District NYI President: **Chang Po Ching.** Yes/No (2/3 majority vote required for election).

Both Emily Po Ching and Aaron Park declined nomination.

To allow restructuring of the District NYI on a missional basis, the District NYI Vice President, Secretary, and Treasurer and other NYI Council officers are to be appointed by an Executive Committee comprising the District NYI President, Missional Superintendent Roland Hearn, Missional Action Team Facilitator Emman Chapman, and ANZ Field NYI Coordinator Cameron Batkin.

4. District SDMI Board Chairperson (*Manual 238, 239*).

District SDMI Chairperson: Jade Chapman. Yes/No (2/3 majority vote required for election).

Lyn Ransley indicates she will not seek election. Jenny Warren declined nomination.

To allow restructuring of the District SDMI on a missional basis, the District Sunday School & Discipleship Ministries (SDMI) Board is to be appointed by an Executive Committee comprising the District SDMI Chairperson, District NMI President, District NYI President, Missional Superintendent Roland Hearn, and Missional Action Team Facilitator Emman Chapman.

PARTIAL REPORT NO. 3

1. General Assembly: Delegates to 29th General Assembly (*Manual 301.2*):

1 Layperson to be elected: Graeme Sheppard, Graeme Castlehow, Cameron Batkin, Fusi Po Ching, Emmy Hearn, Jade Chapman. Declined: Bettina Thomas.

1 Ordained Ministerial Alternate to be elected: Steve Walsh, Livingston Po Ching.
Declined: Trevor Thomas

2. Nazarene Youth International: Delegates to 2017 Global NYI Convention (*Manual 810.417*):

1 Ministerial NYI Delegate to be elected: Aaron Park, Danielle Castlehow, Chang Po Ching;

1 Lay Delegate to be elected: Abi Burton, Emily Po Ching.

1 Youth NYI Delegate to be elected: Sue Chung, Uatisone Po Ching. Clayton Po Ching declined.

3. NMI: Delegates to the Global NMI Convention 2017 (*Manual 811*)

2 NMI Delegates to be elected: Catharine Castlehow, Fusi Po Ching, Graeme Sheppard, Graeme Castlehow, Annette Hammill, Emily Chung. Emman Chapman and Pauline Sheppard declined.

4. Global Sunday SDMI Convention 2017 (*Manual 812. SECTION 2.*)

2 Ministerial Delegates to be elected: Livi Po Ching, Emman Chapman, Emily Chung.

2 Layperson Delegates to be elected: Tish McHattan, Jade Chapman, Emily Po Ching.

Lyn Ransley declined nomination.

Respectfully submitted, Cameron Batkin, Tim Burton, Graeme Castlehow, Emmy Hearn, Roland Hearn, Carolyn Ransley, Pauline Sheppard, Yannis Tang, Steve Walsh, (Aaron Park)

REPORTS OF THE MISSIONAL SUPERINTENDENCY TEAM

To meet the challenges of the new Australia North & West District, in February 2014 the innovative decentralised missional structure that was developed initially for the former Australia Northern Pacific District in 2013 was adapted and then adopted by the combined WA DAB and ANPD MLT. One of the central features of the new missional structure was the distribution of the functions of the traditional district superintendent to a four-person missional superintendency team (MST). At the unanimous request of the combined leadership team of the ANPD and the WAD Board, in October 2014 General Superintendent Dr David Busic was invited to appoint those elected by the 18 members of the Combined District Advisory Councils. The newly appointed MST that assumed office at the 1st ANWD district assembly on 9 January 2015 was Revd Dr Bruce Alder (Missional Superintendent), Revd Tim Burton (Missional team Facilitator), Mrs Emmy Hearn (Pastoral/Church Relationships Coordinator), and Revd Steve Walsh (District Business Administrator), who would all be *ex officio* voting members of the District Advisory Board and Missional Leadership Team. Using Vidyo technology, the MST met 5 times under the leadership of Dr Alder, and a further 2 times after Rev Roland Hearn was appointed Missional Superintendent from 1 November 2015.

At each meeting the 4 MST members reported on their individual activities. Among the matters discussed by the MST were: the development of the Central QLD missional network (“cluster”) and the appointment of Missional Development Pastor Adrian Cousins; pastoral transitions; district communication strategies; development of the Missional Action Team; resolving interpersonal conflict; 365M students in Australia; National Church Life Survey 2016; the sale of district property in Tweed Heads and Townsville; Ray Neu Biblical Story Telling seminar; Leadership Development Initiatives for QLD and Perth; use of the title “Pastor” as directed by the Board of General Superintendents; district van being used by our Mackay church; honouring Pastor Marian Kent and love offering for her; PALASCON 2016 in Brisbane; District Assembly 2016 in Brisbane; NazCare Director and support; improving financial procedures in local churches; eMerge Conference held in Indonesia in October; MST remuneration; Church plant on NTC campus; audit of local churches; developing a seminar for pastors, treasurers and church secretaries at district assembly to ensure legal and *Manual* compliance; insurances for the district and local churches; and WorkCover. After the 27 August 2015 resignation of Dr Alder as Missional Superintendent, in October 2015 the District Advisory Council recommended that Rev Roland Hearn be appointed as the new Missional Superintendent. Rev Hearn was appointed MS by Dr David Busic, with his term of office from 1 November 2015 to the 2018 district assembly. Two MST meetings have been held since then, with the focus on informal discussion, collaboration and communication. In December the MLT elected Pastor Emman Chapman as MATF to succeed Pastor Tim Burton, who resigned to accept a pastorate in Sheffield, UK, while Emmy Hearn and Steve Walsh were re-elected to their roles for another year. We want to acknowledge with gratitude the significant contributions of both Bruce and Tim to our District this past year, and to the former WA District in previous years.

Respectfully submitted, Steve Walsh,
Secretary, Missional Superintendency Team

MISSIONAL TEAM FACILITATOR REPORT: January 2016

Dr Graves, Rev Hearn, Pastors, Delegates and Friends

At our historic merger Assembly last year I was assigned the role of the Missional Team Facilitator of the Missional Superintendency Team. When hearing this, my question was, “What does this mean”? Let me share what I have learned in answer to that question, and what I have sought to do in this role.

1. I was to be a ‘**Facilitator**’. This term denotes one who “*makes something less difficult, or easily achieved*”. I like that. My personal journey has been one of simplifying concepts and practices of pastoral ministry, so to help others to do so was a privilege. The goal was not to be swamping leaders in local churches with new ideas and changes, but to build motivation and understanding towards increased effectiveness of the local church. The purpose of the role, as I saw it, was to encourage rather than overwhelm. I have sought to do this. But how?
2. I was to create a ‘**Team**’. With Dr Alder’s assistance a group of people were asked to serve on a Missional Action Team, representing both personal ability and geographic interests. It was hoped that team members would subsequently be accessible to local churches who could call on them for assistance in discussing issues such as vision enhancement or specific action plans. This step has yet to be developed. The team covered 3 ‘regions’: North of Brisbane, Brisbane and surrounds (including Toowoomba and Gold Coast locations), and Western Australia. Each area had 2 ‘practitioners’ who were active in ministry, and a ‘consultant’ to offer an experienced voice. To these team members other invited guests included FSC John Moore, MS Bruce Alder, and an extra voice from beyond the District giving another perspective. This person was Shirley Strong, of the ASD, Gawler church.

The team met 3 times by Skype connection. It proved impossible to get all these people together online at one time, but each one contributed something through the course of the year. We used a common text, *"The Forgotten Ways"* by Alan Hirsch to stimulate thinking. This book, written by an Australian, has proved very worthwhile. It was published 10 years ago but seemed to be written for our present needs. Two key themes were:

- A missional DNA (*mDNA*) needs to be developed within a Christian community. It is this that marked both the Early Church and the Chinese revival of the 20th Century. God provides this by His Holy Spirit as we wait on Him. Acts 1:14, 2:1-4.
- This mDNA is informed by an *"Apostolic Genius"*, also the working of God for His church. This involves 6 distinct elements, the most crucial being a heart cry of 'Jesus is Lord'. Hirsch writes, "The first step in the recovery of Apostolic Genius is the recovery of the Lordship of Jesus in its simplicity." To that I add, Amen!

I am grateful to team members Adrian Cousins, Gary Bentley and John Smith representing North of Brisbane, Richard Giesken, Jaclyn Tarrant and Roland Hearn representing Brisbane and surrounds, and Peter Seong, Yousin Houe and Bob Woodruff representing WA. May this team grow in its efficiency and effectiveness, bring in new voices and truly become a District-resource for local churches seeking to be and do more in their communities.

3. The focus was on being **'Missional'**. Hirsch tells us that a missional church is focused on God's lordship displayed to others, not ourselves primarily. A missional church seeks to be better able to deliver the message of the Gospel of Jesus to the world that has not yet heard.

It defines itself by its effectiveness to do just that. Excellent.

This missional role tied 2 expectations into the one role. The first, and the one to which I naturally gravitated was to do has been described: create a missional team as a District resource for local churches. A key outworking for this focus would be new church plants. Let us pray and plan for such an outcome in coming months. The second role expectation was to oversee the educational enhancement of missional workers and leaders across the District. As a foundational level preparation plan, Pathways held no complication in this. But to be involved as the point-person for licensing was problematic. It was felt by the MST that to be effective as an encourager of missional activity, the same voice should not act as the evaluator of educational progress. Subsequently this role was handed over to the Administration team. I am personally grateful for that action.

Conclusion: I return to Hirsch for one last quotation: *"Not much will change unless systems of thinking change"*. For the ANWD this remains our first battle - of the mind. We can be worn down in ministry, or drowned in new initiatives so our thinking is less than God seeks. How do we perceive the 'church'? What are our personal expectations? What vision carries us along? Is this vision shared by many? It is vision that informs our action.

Some goals that sit before us remain:

- To have an effective mentoring, teaching, training plan for people called to ministry. Pathways, LDI are present among other schemes, but we must not just see potential, but act on it.
- To be a people committed to prayer for all we do. It was in the place of communion with God that Moses was asked "What is in your hand?" (Ex. 4: 2) and that Jeremiah was asked, "What do you see?" (Jer. 1: 11).
- To be committed to using all that God places before us as resources for the ANWD. One practical example is the powerpoint presentation of Emman Chapman, first shared at Power Up in September, and then to the MAT in October. This could easily be presented to local church Boards ready to ask and find answers for key existential questions such as "What are we here for?"

The challenge of wrestling with these ideas, and taking hold of God-given opportunities remains. However it is a challenge I will be leaving with you as the Lord has directed Aroha and me on a new road of ministry. We will be leaving you, but the Lord will not. And He is all you need. Support the new appointment to this role and be a people of faith that "He who began the good work in you will carry it on to completion until the day of Christ Jesus" (Phil. 1: 6). To God be the Glory. In Him,

Respectfully submitted, Tim Burton

Pastor/ Church Relationship Co-ordinator Report 2016

Dr Graves, Dr Mark Louw, Dr John Moore and fellow Kingdom workers across the ANWD,

This is my first report to the District as the Pastor/ Church relationships Co-ordinator member of the MST. Taking on this role has been both challenging and rewarding, and I have found it a sincere privilege to serve on this team. My fellow members, Tim and Steve, provided much support as I learned the ropes earlier in the year and then again as we transitioned between Missional Superintendents in the latter months. They have inspired me to work tirelessly to bring structure to our HR processes, as well as working alongside pastors and boards in church conflict situations. I have had the privilege of working with a number of people on my own PCC team, and would like to take the opportunity today to thank Graeme Castlehow, Dr Bob Woodruff, Roland Hearn, Emman Chapman and Adrian Cousins. In an attempt to determine how to best invest my time in this position, I met with then missional superintendant Dr. Bruce Alder a number of times to flesh out the purpose and practicalities of both my own role and that of Adrian Cousins, who had taken on the newly created position of Missional Development Pastor for the Central Queensland Region.

Pastoral/ Church Transitions

Maryborough: During this year we saw the retirement of Pastor Derek & Margo Lawton from the Maryborough Neptune St church, and the successful transition of Pastor Adrian and Jo Cousins into the senior pastoral role. Roland and I made two trips to Maryborough to meet with the board as they worked through this transition, helping them work through their core values and setting both Pastor Adrian and the board up for future collaborative work together.

Dianella: Distance has not proved challenging in this process! The Dianella church board have stepped up and engaged with me in this process with their whole hearts, in spite of the fact that we have only had one weekend together – the rest has been done over Skype and email. We are currently interviewing for Pastor Tim's successor and are confident that the results will set them up for success in the years to come.

The People's Church: Graeme Castlehow & Dr Bob Woodruff worked diligently with Pastor Jongil Kim of The People's Church and Pastor Elisabet Easson of the Pearsall church to resolve some misunderstandings between the two congregations and to bring about a successful, workable solution.

Church Financial Audits

In a return to Manual policy, we have begun regular financial audits on churches in transition and during pastoral review periods. To date we have completed audits on the Bundaberg church and the Capalaba church, with Maryborough Neptune St and Dianella scheduled for the early months of 2016.

Relationship Restoration

Maddington: During a recent trip to Perth, Roland, Tim Burton and I met with Pastor Gabin Nzoyihera and one of his congregants facing a challenging situation. We worked together for 3 hours to gain an understanding of the true nature of the situation and to come up with a workable resolution moving forward.

The Future – Moving Forward

One of the issues that has surfaced during pastoral transitions and church financial audits this past 12 months has been a lack of consistency (and sometimes compliance) with both State & Federal Government legislation and Church of the Nazarene Manual policies. In order to give our district a solid platform to launch into our future together, I have been working on creating a district policy handbook that we can use in our churches and in our (online) district office. It will set local church boards and pastors up for success and begin to address some risk management in currently exposed areas. I am looking forward to working with churches over the next 12 months as we not only roll out the policies, but also launch some practical aids that will make compliance simple for all churches.

With our Heavenly Father by our side, I believe there are days ahead of us filled with blessing and wonder. I believe God is working in our communities and in our own hearts. My prayer is that we will continue to draw close to the Lord, that we will build transparent relationships with each other, and that we will work together to build a church based on the transformational power of his love, acceptance and forgiveness.

I want to sincerely thank my family for all their support and patience this year: As well as taking on this new district role, I transitioned out of a job I loved into a more specialised Human Resources role, went through major surgery and returned to study at TAFE again. It has sincerely been a full year! I could never have done half of it had it not been for them standing by my side, supporting me every step of the way. I love the Lord wholeheartedly and rely on Him daily for strength and wisdom in all that I do.

Respectfully submitted, Emmy Hearn,
Pastor/ Church Relationships Co-ordinator

District Business Administrator Report 2016

The Bible teaches that in a healthy church that “all things must be done properly and in an orderly manner” (1 Corinthians 14:40). From its earliest days the leaders of the apostolic church recognised the need to appoint godly people with the spiritual gift of administration (1 Corinthians 12:28 ISV) to organise the church in such a way to allow the apostles to be devoted to leadership, prayer and the preaching of the Word (Acts 6:1-4). For similar reasons, when it was decided to distribute the functions of the traditional district superintendent to a team selected for their demonstrated spiritual abilities, the conviction was that it was necessary to have a district administrator to free the missional superintendent of the mundane minutiae of “administrivia” that frequently prevents a traditional district superintendent from focusing their energies on the critical responsibilities of “vision (freeing and assisting churches to be missional and leading district churches in expansion); team-oversight (developing and training teams to carry out Nazarene *Manual* responsibilities of superintendency); and leadership development (providing for events, trainers and activities that develop emerging and current leaders).” The tasks of the DBA include identifying and developing capable people and creating a team that allows the district to function effectively and efficiently within the parameters of sound corporate governance and organisational best practices. The DBA oversees the activities of the district secretary, district treasurer, and district communications coordinator, as well as the various district boards, committees, and councils, to ensure that there is compliance with the requirements of both Australian law and the *Manual of the Church of the Nazarene*.

I would like to express my profound personal appreciation to: **Ian Jolliff**, who produced the District Assembly Journal this year during my period of compassionate leave; **Jo Batkin**, who communicates with the district through email and the website she created and maintains; district treasurer **Brett Crowther**, for his amazing achievements in improving our district financial processes and for his suggestions in organizational technology; assistant to the district treasurer **Vanessa Fringer**, for the laborious attention to detail in entering data into the district books; and to **Jade Chapman**, for her excellent work organizing both district assembly and PALASCON 2016. Thanks also to my MST colleagues Bruce, Emmy, and Tim for their support through my first year in this role.

Among the various activities this past year were to:

1. organise the sale of the property at Tweed Heads after the resolution of complex legal issues relating to the title still being in the name of the Nazarene Book Depository;
2. liaise with real estate agent in Townsville to rent our church building to a congregation of Cook Islanders, while attempting to sell the property;
3. liaised with our Mackay church in their use of the district minibus;
4. organise insurances for the district, for Townsville, Mackay church, and the district van;
5. organise the 2015 and 2016 district assemblies;
6. register 9 of our ministers with Births, Deaths, and Marriages to allow them to officiate at weddings;
7. report to the Australian Charities and Nonprofits Commission for the district, former WA district, and Bundaberg church;
8. liaise with the National Church Life Survey as denominational representative;
9. collect and collate all reports from our ordained, licensed, and retired ministers;
10. compile the statistics of each local church and reported them to Global Ministry Centre;
11. organise the district nominating committee, board of ministry; and district assembly finance committee, and the production of their reports to the district assembly;
12. organise the production of the ANWD Delegate Handbook;
13. organise interviews of those seeking district licence and/or ordination;
14. work closely with district treasurer Brett Crowther to develop improved financial processes for the district and our local churches, as well as to facilitate payment of accounts and salaries;
15. supervise two 365M students from Nazarene Theological Seminary and liaised with NTS;
16. create and supervise the social media presence of the ANWD through the creation and administration of 8 different Facebook groups focusing on prayer; life passages; news from local churches, the district and our college, and the global church; official communication; missional discussion, and inspiration. Currently we have over 500 people as members of one or more of these groups;
17. order several distinguished service awards;
18. deal with all correspondence and enquiries as required or requested.

Despite the vicissitudes of what has been often been a personal *annus horribilis*, my testimony continues to be:

*God is good to me/ O what love I see/ Jesus as a lamb was slain / He's forgiven me, /
Cleansed and set me free, Lord of all...*

I am becoming even more aware of my own personal inadequacies but believe God is continuing to work in my life. I thank the Lord for His sustaining grace through difficult circumstances, and also appreciate the overwhelming support from across our district (and especially from MS Roland Hearn). Please continue to pray that I may each day grow to be more and more like Jesus and that our district becomes all that our Lord desires and needs us to be.

Respectfully submitted, Steve Walsh

Australia North & West District Missional Leadership Team Report 2016

We, the Missional Leadership Team of the Australia North & West District, report the following:

After the decisions of the Australia Northern Pacific District and the Western Australia District to merge in November 2013, the 8 members of the ANPD Missional Leadership Team led by Missional Superintendent Dr John Moore and the 6 members of the WA District Advisory Board led by district superintendent Dr Bruce Alder combined to form initially a working group called CDALT (Combined Districts Australia Leadership Team). During 2014 this group met frequently to prepare for the merger to take place on 10 January 2015. In October 2014 the 18 members of the combined advisory councils of both districts voted unanimously to recommend to jurisdictional general superintendent D David A. Busic that he appoint Dr Bruce Alder as the first missional superintendent of the new ANWD for a 2 year term; Tim Burton, Emmy Hearn, and Steve Walsh as the other members of the new Missional Superintendency Team (MST) for a one year term; and that he also appoint all of the members of CDALT as the MLT for the new district for a 12 month term commencing with the 2015 district assembly. Those appointed were: **Bruce Alder, Robert Buggins, Tim Burton, Graeme Castlehow, Brett Crowther, Emmy Hearn, Roland Hearn, You-sin Houe, Gabin Nzoyihera, Carolyn Ransley, Graeme Sheppard, Steve Walsh, and Jenny Warren**. On 10 January 2015 the MLT elected the following 7 MLT members to serve as the district advisory board of the ANWD, as an executive committee of the MLT, and as the voting members of the MLT: Bruce Alder, Tim Burton, Graeme Castlehow, Emmy Hearn, Roland Hearn, Graeme Sheppard, and Steve Walsh, who was subsequently elected DAB and MLT secretary. On 27 August 2015 Dr Bruce Alder announced his resignation as missional superintendent, but continued to serve in this role until Rev Roland Hearn commenced his responsibilities as missional superintendent on 1 November 2015. We want to express our profound appreciation to all those who have served as members of the MLT in 2015, and in their predecessor entities the ANPD MLT and WA DAB in the preceding years. **We especially want to acknowledge the significant service and contributions of those who have indicated that they are not available to serve on the MLT after this district assembly: Dr Bruce Alder, Robert Buggins, Rev Tim Burton, Carolyn Ransley, and Jenny Warren.** Thank you.

The MLT met on 7 occasions in 2015 (twice in January; and also in May, June, July, November, and December), and also a further 3 times (August, September, and October) as part of **the District Advisory Council** that was convened to identify and recommend a qualified person to succeed Dr Bruce Alder as ANWD missional superintendent. Despite members being located at various times (and time zones) in USA, Philippines, New Zealand and Sydney, as well as in Perth, Toowoomba, and Brisbane, various technologies were used (usually to great effect) to discuss prayerfully the missional health of our various churches, to consider the future strategic direction of the ANWD, and to transact all other business referred to it by the MST or its members. Additionally, a closed dedicated online forum was used to discuss most matters and to make timely decisions between official MLT meetings. Among the matters discussed by the MLT during 2015 were:

A. Missional Initiatives:

1. Missional Networks (“Clusters”): As several of our churches did not have pastors, the concept of cluster churches was implemented early in 2015. MS Dr Bruce Alder, as the *ex officio* pastor of all churches on the ANWD without a pastor, provided invaluable ministry leadership to our Toowoomba, Gold Coast, and Richmond Street churches. The **Central Queensland Missional Network** was created in March and now includes our Biloela, Maryborough Family, and Maryborough Richmond Street Community churches, with the possibility of Bundaberg being added. These churches each contribute to fund shared ministry. Pastor **Adrian Cousins**, associate pastor of our Maryborough Family church, was also appointed as the Missional Development Pastor of the CQ missional network. Other missional networks are anticipated in Southeast Queensland and Perth, as well as some on a non-geographical basis. In conformity with *Manual* 209.1, in June 2015 the MLT approved the appointment of Adrian Cousins as the Lead Pastor of the Maryborough Family church, following the retirement (again) of **Pastor Derek Lawton**; and also approved the appointment of **Rev Peter J. Wilson** as the part-time pastor of the Bundaberg church, following the retirement of **Rev. George Steele** in January 2015 after 22 years’ service as the pastor. These appointments are through to district assembly 2015.

2. NewStart RiverCity: Pastor Emman Chapman was appointed Lead Pastor of the NewStart Rivercity missional development initiative from 1 January 2016, following the appointment of former lead pastor Rev Roland Hearn as ANWD missional superintendent from 1 November 2015. NewStart RiverCity church is actively investigating opportunities for a new permanent location as their ministry hub.

3. New Church on NTC campus: In January 2014 the ANPD MLT approved the request by **Pastor Aaron Park**, to plant a youth-focused church on the campus of NTC as part of the ANPD missional strategy to connect local unchurched young people with the RedCap Youth ministry of our Redlands and Capalaba churches. The MLT approved the further development of this idea and agreed to support Aaron financially, at \$20,000 per year for up to 2 years in partnership with NTC. This arrangement concluded 1 January 2016 with Pastor Aaron accepting a full-time salaried position at NTC to serve as Gap Year Director, Dean of Students, and Registrar. The future of this initiative is still under active consideration.

4. National Church Life Survey 2016: In July the MLT committed the ANWD to participate in the 6th National Church Life Survey to be held in October to November 2016. This survey is designed to help churches identify key areas of health, as well as areas that can be improved to enable each of our churches connect effectively with their local community. Decades of rigorous and thoughtful research has focussed on well-being, spirituality and church health. NCLS is a proven catalyst for creative mission and ministry, and can help our churches be effective and sustainable. Believing NCLS 2016 will provide essential analysis and description that are foundational to effective missional enterprise, we are aiming at full participation of all ANWD churches, and have included the estimated total costs of \$5,600 in our district operating budget.

5. To strengthen their missional endeavours, the District has continued to lend **the District's 2002 Toyota Hiace Commuter minibus** to our **Mackay Family church**, and to pay for registration, insurance, inspections, repairs, etc, while the local church pays all operating costs. This has increased attendances and membership significantly under the leadership of **Robyn Geiger**.

6. 365M Australia: During 2015 two 365M cross-cultural students from Nazarene Theological Seminary (Kansas City, Missouri) students accepted our invitation to partner with churches in the Brisbane area: **Sarah Dutra** served for 5 months at our Capalaba church, and was later involved in our Living Hope church; while **Weston Jordan** served for 10 months at our Redlands church. These students served at no cost to our district. It is hoped the partnership with NTS will eventually be for five years from 2017 and spread beyond Brisbane.

7. Church Planter Student Scholarship: In May 2014 **Pastor Roland Hearn and Erik Groeneveld** presented the concept of recruiting experienced pastors from overseas to plant or (co-) pastor a church in the Brisbane area, by offering to grant a scholarship to obtain a PhD or D. Min degree through our NTC. The student would plant a post-modern focused church that would be the feature component of the degree. Alternatively, the student would be involved in new ministries from existing churches in Brisbane, aimed at reaching the current post-modern generation. This could be funded from income generated from the district's investment portfolio and/or through the interest on the 2009 ANPD loan to NTC. This matter is still under active consideration.

8. Church Planting & Church Development Strategy: To be developed during 2016 based on the policy developed and adopted by the Australia Southern District.

B. Leadership Development:

1. PALASCON: To better equip our pastors and key leaders, and to facilitate the inner reality of the merger of the WAD and ANPD, the former ANPD MLT decided to fund up to \$600 out of district operating funds for each lead pastor and spouse to attend the 1st Pastors And Leaders And Spouses Conference (PALASCON) of the Australia North & West District that was held in Western Australia (6-9 January 2015). The MLT also invited and funded emerging leaders **Pastor Aaron Park, and Pastor Chang & Emily Po Ching**. A total of \$6,900 was invested in this missional initiative. Featured speaker General Superintendent Dr David Busic challenged participants to build up and support the new district through embracing the missional roots of the Church of the Nazarene. Field Strategy Coordinator Dr John Moore and Missional Superintendent Dr Bruce Alder encouraged those who attended by addressing the benefits and synergy that could be gained through this merger. The unity of the newly formed ANWD was definitely evident in the warm fellowship during and after the conference. **PALASCON 2016** will be held on the campus of our NTC from 10-13 January with Biblical Story Telling equipper **Rev Ray Neu**, as the featured speaker. The MLT decided to allocate \$500 for each pastor and each spouse from WA and up to 7 other delegates to attend District Assembly and PALASCON in Brisbane in January 2016, and also to subsidise the travel costs for Robyn Geiger (Mackay), with a cap of \$5,000 total expenditure from district operating funds.

<http://www.asiapacificnazarene.org/historic-australia-district-assembly-held-simultaneously-across-more-than-3600-kilometers/>

2. Leadership Development Initiative (LDI): One of the strategic priorities for the ANWD is the development of effective and emerging leadership. One of the ways we are doing this is through the Leadership Development Initiative (LDI) coordinated initially by NYI President **Cameron Batkin, Pastor Kenny Wade, and Martine Menzies**. Beginning in August 2013, selected mentors and protégées entered into in a 2 year covenanted commitment designed to identify, develop, and deploy emerging leaders of the district. The former ANPD MLT gave \$1,000 to establish LDI, and a further \$200 was granted for a follow-up meeting held in February 2014. After evaluation and adapting LDI to our unique context, the next LDI cohorts will be selected and mentored during 2016 in both Perth and Queensland.

3. Third Wave 2015: The 4th Third Wave Global Youth Leadership Conference, which brought global youth leaders together in a life-transforming way, was held in San Jose, Costa Rica from 6-11 January 2015, and attracted 169 selected Nazarene youth leaders from 35 countries, including ANWD Nazarene Youth International President **Cameron Batkin**, who is also Australia-NZ Field Youth Coordinator, and **Abi Burton, Danielle Castlehow, and Anna Seong** of our Dianella church. As the development of leadership is a strategic priority of our district, the former ANPD Missional Leadership Team was delighted to be able to invest \$5,000 from district budgets to help those travelling to this life-changing quadrennial event, and our Perth churches also contributed generously. There were 6 days of worship, sharing, praying, serving, playing, talking, etc.

4. The MLT decided to provide \$9,000 to subsidise the travel of 10 emerging and engaged leaders from the ANWD to attend the **eMerge Conference in Yogyakarta, Indonesia** from 21-25 October 2015. Among the topics taught were: leadership development, tools for organic church ministry, building bridges into communities through social engagement, spiritual renewal, and personal spiritual development. While the ANWD provided up to 75% of actual costs to attend (including airfares), local churches and those chosen also raised funds. Among those who attended from the ANWD were emerging leaders **Abi Burton, Anna Seong, Rev. Danielle Castlehow, Pastor Aaron Park, and Stephen Tarrant**, as well as experienced leaders **Dr Bruce Alder, Rev Roland Hearn, Pastor Elisabet Easson, Cameron Batkin, and Pastor Adrian Cousins**.

5. **Biblical Story Telling:** From 9 to 13 June 2015, **Rev. Ray Neu** held a 5-day Tell The Story training seminar at our NTC. Rev. Neu, a former Nazarene missionary to Belize, who was until recently on staff at the Church of the Nazarene's Global Mission, trained several trainers at our College to use **Bible Story Telling** in highly interactive group dynamics as a means to introducing them to Jesus. The class was made available through video conference, and allowed several from Perth to participate. The MLT endorsed, supported, and promoted this initiative, and invited Rev Neu to return to Brisbane in January 2016 to share at PALASCON 2016. <http://www.asiapacificnazarene.org/tell-the-story-training-in-australia-a-great-success/>

6. **Frameworks Programme:** To address the needs of our districts for better equipped lay ministers, our NTC offers four core unaccredited courses so that any person called and willing to lead a Nazarene congregation will be thoroughly equipped. The MLT reaffirmed our previous commitment that “only those people who are willing to complete these four core courses will be considered for appointment as a Lay Minister” on our District (*Manual* 503.1).

C. Ministry Partners:

1. **Steve Walsh:** On 28 May 2015, “after Steve Walsh was excused from the meeting because of potential conflict of interest issues, Missional Superintendent Dr Bruce Alder reported that he and Roland Hearn had met several times with Pastor Steve Walsh of the Capalaba church after his wife left their marriage on 15 March 2015. After prayerful thought and consideration, and in the light of the fulfilment of *Manual* paragraph 537.9, Bruce recommended to the Missional Leadership Team (DAB), that Steve Walsh return to the ministry as pastor of the Capalaba Church of the Nazarene as an elder in good standing from June 1, 2015.” The MLT unanimously decided that Steve was a pastor in good standing and able to return to his pastoral role on June 1.

2. **Peter Wilson:** As there was uncertainty about the location of **Rev. Peter Wilson's** original credentials, the MLT decided on 16 July to approve the request for a duplicate credential according to *Manual* 536.7.

3. **Recommendations to District Board of Ministry for District & Local minister's licences:** On 25 November 2015 the MLT decided that in accordance with *Manual* 222.11, 530.5, and 208.12, to recommend to the District Board of Ministry and through them to the 2016 District Assembly the following: 1. renewal of District Minister's licence for **Adrian Luke Cousins**, who is serving as Lead Pastor of the Maryborough Family Church and as Missional Development Pastor of the Central QLD missional network; 2. granting of district licence to **Kelvin Rowland**, local minister of the Maryborough Family church; and 3. renewal of Local Minister's licence for **Robyn Jan Geiger**, who has been serving as pastoral supply for the Mackay Family church plant since 2008.

D. Property Matters

One of the responsibilities of the MLT is to act as the District Church Properties Board in conformity with *Manual* paragraphs 233-234.5. Among the property matters discussed this past year were:

1. **Tweed Heads property:** After consultation with members of our Gold Coast church, in December 2014 the former ANPD MLT decided that the district's property at 11 Parry Street, Tweed Heads South, NSW would be sold to fund missional activities of the District; and that rates and other expenses paid by the Gold Coast church since August 2012 would be reimbursed but held in trust for the Gold Coast church for future missional efforts. In February 2015 the property was listed for sale at \$299,000, but eventually a contract of sale was signed for \$310,000 later that month. However, near the initial date of settlement it was discovered that as the property was still held in the name of the **Nazarene Book Depository** with no evidence of transfer to the DAB, that complex legal processes would be involved to unravel the situation. Through our own efforts of research, we were successful in reducing the legal costs considerably. Research revealed that Nazarene Book Depository, which was incorporated on 30 October 1950 as a limited liability company in the state of Queensland QLD in accordance with the provisions of the QLD 1931 Companies Act (22 George V, No.53), (and not the DAB) is the legal owner of the property described as 11 Parry Street Tweed Heads South NSW 2486 Lot 12 Sec 1 DP 11478 since 23 April 1953 that we have sold for \$310,000. As the NBD that had been dormant for decades, but not “wound up” as a company, to transfer title to purchasers, the NBD directors (DS & DAB) had to reaffirm all previous MLT decisions regarding the sale of the property. The property settled finally on 24 November 2015. After deducting commission, conveyancing, and legal costs, \$294,348.29 is available to the ANWD for missional purposes and to reimburse Gold Coast church for its incurred expenses from August 2012 to 2015.

2. Townsville church: In 2013 our Townsville church was declared to be inactive (*Manual* 106) after it ceased services after 45 years in May 2013 and the remaining members either joined another denomination or transferred to our Bundaberg church. The church building had been leased to a Cook Island congregation from 2012. However, their rent barely covered the rates, insurance, and electricity. A new lease was negotiated through 31 December 2014 at \$300 a month; rent arrears were recovered, overdue rates paid, insurance policies were updated. This group ceased using the property on 30 November 2015. In December 2014 the ANPD MLT decided to sell the church property to fund missional activities. A PAMD Form 21a has been signed to sell the property. Despite the best efforts of local real estate agents, the property remains unsold. Your prayers for the sale are appreciated. While it was decided to windup the existing Townsville Church Incorporation (CHURCH OF THE NAZARENE TOWNSVILLE INC ABN 93 593 796 350) due to compliance concerns, official disorganisation of the church has not been decided (*Manual* 106.1).

3. Purchase of a District House: Since December 2014 the possibility of purchasing a house for use as a district office and to provide accommodation for the missional superintendent was discussed and debated. MLT members were asked to research both the advantages and disadvantages of purchasing a house, while a subcommittee chaired by ANZ Field Strategy Coordinator Dr John Moore (DAB members Graeme Castlehow and Graeme Sheppard, and MLT member and District Treasurer Brett Crowther) was asked to research the issue of MST remuneration and to also make recommendations to the MLT. In the absence of Dr Alder who recused himself from the vote because of conflict of interest, on 16 July 2015 the MLT adopted the recommendations of the subcommittee not to purchase a house, but rather to offer a housing allowance as part of the MS remuneration package of \$33,000 a year for 21 hours remunerated service a week. The MLT accepted the following recommendation and reasoning of the subcommittee:

“The justification for the District not renting or buying a property is as follows: (1) The ANPD previously provided housing for the DS. The location of such property seemed to change on a regular basis with changes of DS and much time was spent in DAB meetings with regard to property issues, distracting us from the core focus of mission. (2) The restructuring of the superintendency into four positions afforded us the opportunity of distributing operational roles among several people. The DBA role taking on the administration tasks, as previous DS’s had spent a lot of time on “administrivia”. (3) Since the current MS position is part time, the best way to address the housing issue is to provide a housing allowance in the MS package (for him to use at his discretion) rather than the District providing a house (either rental property or one purchased). (4) Previous discussions related to funding the purchase of a house were reliant on the proceeds of the sale of the Tweed Heads land and the Townsville property being made available for that purpose. To date, neither sale has come to fruition and at present there is no firm offer for the Townsville church. (5) There is a precedent for Districts in the US to provide a housing allowance in lieu of a house and thus allow the DS to select what best suits his needs using a housing allowance. Most US Districts are made up of many more churches than our newly formed ANWD and hence their capacity to fund housing for the DS is significantly greater than ours.”

E. Communication

1. Communication: To improve the communication between the MLT and local churches and their members, and to build greater connection between our members and churches with all other churches and members, in November 2012 Steve Walsh was asked by then MS Dr John Moore to establish a social media presence for the district on Facebook and to update the district email mailing list (now 175 addresses). In April 2014 CDALT asked **Jo Batkin** of our Richmond Street church, a professional website designer, to be the Communications Coordinator for the merged district. Since the merger, Jo updates the official website that she created and maintains, and coordinates the official email, website & ANWD Official FB presence, while Steve Walsh was asked to continue to coordinate the more social aspects of our communication. Since January 2015, 8 different Facebook groups were created to focus on prayer; life passages; news from local churches, the district and our college, and the global church; official communication; discussion of missional matters, and provide inspiration. Currently we have over 500 different people as members of one or more of these groups.

2. New ANWD District website: At the suggestion of MS Roland Hearn in November, the MLT is investigating the feasibility of creating a “one stop” interactive district website where all District information, forums, etc can be located. Already Roland has discussed our requirements etc with Jo Batkin and asked her to quote for this project. As the potential cost may be more than \$2,000, other cost effective options are being investigated.

3. Confluence meeting software: To improve how we manage tasks, Brett Crowther recommended that we replace the current closed online discussion forum with Confluence software:

(<https://www.atlassian.com/software/confluence/>). In November the MLT decided replace the current ANWD Forums with Confluence starting with the 1st meeting after 2016 district assembly 2016 while still retaining access to the data of the existing forums. The MLT also approved the annual expenditure of \$600 to purchase and operate this software, which may be made available to local churches.

4. Listening Teams: As part of the decentralisation of our district, the MLT is committed to more contact with local churches through the four members of the MST, and by creating Listening Teams to visit each local church.

F. Finances:

1. Budget Strategy: The MLT implemented fully the recommendations of the 2015 District Assembly Finance Committee, and was able to operate within its current income received from budget payments sent from local churches. No money was withdrawn this past year from capital funds for operating expenses.

2. Investment Portfolio: The former ANPD investment portfolio with Elston Partners Investment Agents needs to be reviewed early in 2016. At the most recent annual review on 30 June 2015, it was revealed:

Starting Value on 1 July 2014 was: \$742,820 Closing Balance on 30 June 2015 was \$823,846

Net Increase for FY14/15 was \$81,026 (a 10.91% increase). Franking Credits Earned: \$11,829

Total Return Including Franking: \$87,262. Value on 14/7/15: \$833,793.

The value of the portfolio on 30 December 2015 was \$819,376.

3. District Insurances: The DBA reviewed and renewed all existing policies for the district and for the Mackay and Townsville churches, and secured comprehensive motor vehicle insurance for the district minibus. Currently we are investigating the implications of the merger as regards combining public liability, indemnity, and other policies.

4. District Loans: As at 30 September 2015, a total of \$370,065.76 (a reduction of \$6,857.30 from the previous year) was owed to the ANWD by NTC and 3 of our churches. All existing loans were discussed and reviewed:

- In 2015 The ANPD MLT decided to grant a temporary moratorium on the repayment of the 5 year interest free 2009 loan to our NTC of \$275,000 (balance since reduced to \$265,458.46), with interest payments scheduled to have commenced 4 November 2014. With the improved financial position of NTC, this matter will be reviewed early in 2016.
- **Gold Coast church:** in December 2014 the former ANPD MLT decided that the \$50,436.10 borrowed from the former ANPD by the Gold Coast church for operating costs against the anticipated sale of the Tweed Heads property would be written off as this land was actually the property of the District, and there was no capacity to repay the loan.
- **Logan church:** Only \$250 has been repaid of the original 5 year interest free loan of \$50,000 to repay the church mortgage borrowed in 2007. In 2011 the DAB and the Logan church board agreed that loan would be repaid if the church was sold. A Memorandum of Agreement and promissory letter still needs to be drafted and signed by both representatives of the AWD and the Logan church to reflect this understanding.
- **Capalaba church,** which borrowed \$5,000 in 2011 to fund the permanent visa costs of Pastor Emily Chung (now an Australian citizen), has since repaid the loan in its entirety.
- **Richmond St church:** In June 2014 the ANPD MLT decided to lend the Richmond Street Community Church \$20,000 for the demolition of two derelict houses and removal of asbestos as follows: \$10,000 short term to be repaid when the church receives \$10,000 from its investments funds, and \$10,000 at 5% compounding monthly on the balance outstanding, with repayments to be made as follows: 26 monthly payments of \$400 starting 1 July 2014, and a final payment of \$136. A promissory letter was drafted and signed. All but \$4,421.20 had been repaid by the close of the 2015 Financial Year on 30 September 2015. This loan should be finalised this year.
- The \$8,000 the former **ANPD DAB** borrowed from its own capital funds in 2012 is still to be repaid, but plans to use operating budget surplus to accomplish this were endorsed. It was agreed that a minimum of \$1,000 a year should be repaid from budgets received.

5. In November 2014 the MLT decided to develop a **district loans policy** after reviewing the loan policy developed by the Australia Southern district. This will be a priority for 2016.

6. Grants to NTC: In April 2014 the former ANPD MLT became aware that our NTC faced an unplanned expense to upgrade their sewerage system to comply with EPA regulations or be forced to cease operations. Accordingly, as a healthy, effective college is absolutely essential to our mission, and as a very tangible way to demonstrate support for both our college and our principal, the MLT decided unanimously to grant NTC up to a third (up to \$20,000) of the actual costs (estimated at that time to be \$60,000) to be funded through our capital funds for this purpose. As the matter of the necessity and nature of the upgrade is still being determined, once final estimates are received from NTC, this commitment will be honoured expeditiously.

7. Grant to NazCare Australia: On 18 June the MLT decided that the ANWD will provide \$5,000 a year for 3 years to NazCare as our contribution to the salary of the NazCare Director from our missional funds.

8. CALD Support: In November, after Roland Hearn shared history and purpose of the NTC CALD (Culturally And Linguistically Diverse) programme and needs of the Fiji District, the MT decided to endorse the raising of funds from our churches and our members to “fast track” 2 Fijian leaders through the CALD programme in 2 years at NTC rather than the usual 6 years. It was further decided: that an initial budget of \$500 be approved for the production of a video to promote the NTC CALD project.

<http://www.asiapacificnazarene.org/first-class-of-culturally-and-linguistically-diverse-bachelor-of-ministry-program-held-in-fiji/>

9. Consolidation of bank accounts: In July the MLT requested former WAD treasurer David Warren transfer former WAD funds to the ANWD accounts. David subsequently transferred the requested amount of \$10,000. The balance of the WAD funds will be held in WA to pay ongoing internet and other charges. After the WAD account is closed, it will be audited.

G. Policy Changes

1. Role of District Treasurer: Upon recommendation of district treasurer Brett Crowther, in November the MLT decided to implement the following: **a. Separation of Duties:** No one should control the recording of financial records and control the disbursement of the same money. The person who has ultimate responsibility for the books should: Not make payments; never collect/receive cash; record/report what others do, not report on their own actions. **b. Cheques:** Cheques should never be used. **c. Signatories:** Any person who signs for a transaction needs to have the full knowledge of discussions & decisions that led to the transaction being required. Therefore, they need to be on the MLT. We need to have 2 signatories at a minimum for every payment to an external entity. Transfers between internal accounts don't need this restriction. **Who shouldn't sign?** The person responsible for the books; the person who actually creates the transaction; The MS; and two related persons (family members) [Brett, Emmy].

2. District Structural changes: At the 25 November 2015 meeting of the ANWD Missional Leadership Team (MLT) meeting: "It was decided that we restructure as follows: 1. That the ANWD MLT be comprised of the following voting members: Missional Superintendent (*ex officio*) and the 6 members of the DAB (3 lay, 3 ordained assigned ministers as per *Manual* 203.14 to be elected by the district assembly); and the following non-voting members: the 3 other members of the MST, and such other persons as may be nominated by the MS and elected by the MLT. 2. That the other members of MST shall be nominated by the MS and elected by the DAB; 3. That the task of "oversight of *Manual* educational requirements (eg Course of Study and Frameworks)" currently assigned to the Missional [Action] Team be re-assigned to the Administration team, and that the task of "church health and transitions" currently assigned to the Missional [Action] Team be reassigned to the Pastoral/Church Relationships team, and that the MS in consultation with the MST and/or its affected MST members are authorised to re-assign specific tasks as they deem necessary. 4. That, in consultation with the district partner leaders, the MST explores better ways to integrate the district partner organisations into the missional strategies of the ANWD by placing them on the MAT. 5. That the MS be empowered and encouraged to add such members to the MLT as are deemed necessary to ensure both effective representation and improved efficiency of the ANWD and as agreed by the DAB. " At the 16 December 2016 MLT meeting, after Steve Walsh and Emmy Hearn were asked to leave the meeting, it was decided unanimously: "That, in accordance with our previous decision to allow the MS to nominate the other members of the MST, that the current DAB approve the nominations of the MS for the new MST members, and elect the following to serve for 12 months commencing with the conclusion of the 2016 District Assembly: a. Pastoral Church Relations: Emmy Hearn; b. District Administration: Steve Walsh; c. Missional Action Team Facilitator: Emman Chapman." On 3 January 2016 it was decided to insert into the core tasks of the MATF "[2] Church Transitions: Health and Mission", while still retaining this task for the PCRC: "[8] church transitions."

3. Nominations Process for District Officers, Boards, Committees, and Councils: In an effort to be inclusive and transparent in the nominating process, the MLT approved a revised nominations process. 1. the District Nominating Committee was to be expanded as seen fit by MS Roland Hearn, who shall appoint such members as may be required in consultation with the other members of the MST; 2. the nominating committee deal with all positions in the *Manual* that require election by the district assembly; 3. the MLT deal with all positions to be filled that are not mentioned in the *Manual* and with those positions the *Manual* requires the DAB to elect; 4. the current MLT members each be nominated to the DAB, with the understanding that other people may be added to the DAB ballot through the nominations process, and that those who are not available to serve be removed at their request; 5. the MS nominate those to fill the 3 MST positions for the next 2 years to the MLT for election; 6. the District Secretary send out a revised nominations form for each needed position to each assigned (or retired assigned) minister, church secretary, church treasurer, and all district leaders with the deadline for return to be 30 November 2015; 7. the District Nominating Committee discuss all nominations received to ensure that they meet the requirements of *Manual* paragraph 34 and that they prepare a report to be submitted to the district secretary for inclusion in the Delegate Handbook; 8. all those nominated by the nominating committee be asked whether they are willing to be elected and whether they meet the requirements of *Manual* paragraph 34. 9. District Partner organisations (SDMI, NMI, NYI) be asked to cooperate in the preparation of the nomination form to facilitate the preparation of nominations for election of officers, council/board members, and delegates to 2017 General Conventions. Subsequently MS Roland added the 3 MST and 3 Partner organisation leaders members to the Nominating Committee. On 23 December 2015 members of the DANC met to prayerfully and carefully consider all names submitted, and prioritised those names for each available role. Subsequently good faith efforts were made to contact each person nominated to determine their availability to serve.

H. Recommendation to District Assembly:

Finally, the MLT recommends the following to the district assembly:

Fellowship Members: In accordance with *Manual* paragraph 108, we recommend to the district assembly that any local church on the ANWD may have fellowship members who shall have all the privileges of church members, with the exception of voting and holding church office."

Respectfully submitted: Steven MJ Walsh, Secretary

Australia North & West District Salient Statistical Summary 2014-2015

Church Name	Full Church Members 2015	Fellowship Church Members 2015	Weekly Corporate Worship	Total SDMI Responsibility List	Ave Weekly SDMI Attendance	NYI Membership	Total NMI Membership
Biloela	13	25	21	12	12	0	0
Brisbane Capalaba	42	0	45	94	60	12	59
Brisbane East Mt. Gravatt	6	0	5	0	0	0	0
Brisbane Inala	17	0	24	25	14	4	35
Brisbane Living Hope	28	0	35	38	38	22	38
Brisbane Logan Community	79	0	76	82	72	25	85
Brisbane Meadowlands	37	0	34	45	50	0	34
Brisbane NewStart River Cit	18	0	15	0	0	0	10
Brisbane Redlands	40	0	39	50	26	0	50
Bundaberg	14	0	25	38	38	0	0
Gold Coast	9	0	11	31	20	0	0
Mackay Mission	42	15	20	71	27	0	0
Perth Maddington	23	0	22	22	22	8	24
Maryborough Family	28	0	29	22	21	0	28
Maryborough Richmond St	19	0	22	22	22	0	0
Perth Cullacabardee	0	0	96	240	240	0	0
Perth Dianella	47	0	60	172	100	26	60
Perth Pearsall	15	0	15	27	28	3	37
Perth Peoples Church	9	50	20	31	31	0	0
Perth City Station	0	0	30	35	30	0	0
Toowoomba	8	0	15	46	30	6	8
Current Year Total	494	90	659	1103	881	106	468
Last Year Total	522	50	609	835	647	153	442
Difference	-26	40	50	268	234	-47	26

Australia North & West District Church Membership Statistics 2014-2015

Church Name	Full Church Members 2014	Received Prof. Faith	Received Other Denom	Received by Trf	TOTAL GAINS	Lost by Death	Lost Remove/ Release	Lost Trf to Naz	TOTAL LOSSES	Full Church Members 2015	Inactive Church Members	Fellowship Church Members
Biloela	15	0	0	0	0	2	0	0	2	13	4	25
Brisbane Capalaba	38	6	0	0	6	2	0	0	2	42	10	0
Brisbane East Mt. Gravatt	6	0	0	0	0	0	0	0	0	6	3	0
Brisbane Inala	18	0	0	0	0	1	0	0	1	17	2	0
Brisbane Living Hope	21	2	5	0	7	0	0	0	0	28	5	0
Brisbane Logan Community	79	0	0	0	0	0	0	0	0	79	2	0
Brisbane Meadowlands	32	4	1	2	7	0	0	2	2	37	3	0
Brisbane NewStart RiverCity	18	0	0	0	0	0	0	0	0	18	0	0
Brisbane Redlands	36	5	0	1	6	0	0	2	2	40	5	0
Bundaberg	14	3	0	2	5	1	2	2	5	14	0	0
Gold Coast	9	0	0	0	0	0	0	0	0	9	5	0
Mackay Family	35	7	0	0	7	0	0	0	0	42	15	15
Maryborough Family	24	1	4	0	5	1	0	0	1	28	0	0
Maryborough Richmond St	18	0	2	0	2	0	1	0	1	19	2	0
Perth Cullacabardee	0	0	0	0	0	0	0	0	0	0	0	0
Perth Dianella	45	3	0	0	3	0	1	0	1	47	2	0
Perth Maddington	22	1	0	0	1	0	0	0	0	23	0	0
Perth Pearsall	22	0	0	0	0	0	7	0	7	15	3	0
Perth Peoples Church	62	3	0	10	13	0	16	50	66	9	0	50
Perth City Station	0	0	0	0	0	0	0	0	0	0	0	0
Toowoomba	8	0	0	0	0	0	0	0	0	8	0	0
Current Year Total	522	35	12	15	62	7	27	56	90	494	61	90
Last Year Total	510	37	5	30	72	5	26	29	60	522	78	50
Difference	12	-2	7	-15	-10	2	1	27	30	-28	-17	40

Australia North & West District Finances: Income & Budgets: 2014-2015

[illegible]

Australia North & West District Local Church Expenditure: 2014-2015

[illegible]

NTC Report: January 2016

Greetings to General Superintendent David Graves, Regional Director Mark Louw, Missional Superintendent Roland Hearn and his team, Field Strategy Coordinator and Regional Educational Director John Moore, and to all the delegates and visitors of the ANWD Assembly.

This is my first report as the newly elected Principal of NTC and I must begin by recognising the many men and women who have faithfully given of themselves for the mission of NTC and for the Kingdom of God. I want to offer special thanks to Rev. Dr. Bruce Alder and Rev. Dr. David McEwan for their years of service and for their continued investment in the life of the college.

This past year has seen the continuation of growth in many areas. We had a total of 55 different students taking a total of 169 units. There were 30 classes taught including multiple intensives by visiting lecturers Dean Flemming from MNU, Mark Maddix from NNU, and Kent Brower from NTC Manchester. Six students completed their degree programs and participated in our Celebration Service on the 15th of November. We had 10 participants in our Kimberley Mission Experience led by Rev. Aaron Park, 3 from Australia, 3 from Germany, and 4 from the USA. We launched the new Culturally and Linguistically Diverse program (C.A.L.D.) in Fiji with 15 students in attendance. And NTC, in partnership with New-Horizon School of English hosted 2 eight-week English and Cultural Tours from Korean Nazarene University.

This past year has also seen multiple shifts in faculty and staff. Rev. Dr. Bruce Alder stepped down as Principal after 17 years and became the new director of the C.A.L.D. program as well as continuing to lecture for the college. A special thanks to Rev. Roland Hearn who was the first director and who helped launch the program and the first cohort. Rev. Aaron Park has accepted the role of Registrar in addition to his continued roles of Gap Year Director and Student Support Tutor. A special thanks to Major Dr. Dean Smith for his faithful service in this role over the past year. He will continue as full time lecturer.

The college faculty seeks to support the Church of the Nazarene and the larger church in multiple ways including through our continued research and writing. This past year was especially fruitful in this area. Rev. Dr. David McEwan published his second book, *The Life of God in the Soul*, as well as a chapter in the second edition of Wynkoop's *A Theology of Love*. Rev. Rob Fringer published his second book, *Theology of Luck*. NTC faculty, staff, and students contributed 4 articles in the book *Renovating Holiness*, filled a full issue of the on-line journal *Crucible*, which included 7 articles and 3 book reviews, and contributed multiple short devotionals for *Reflecting God*. Faculty also had many peer-reviewed journal articles published in well-known academic journals.

NTC is excited about our future and is working on new initiatives for 2016 and beyond. In February, C.A.L.D. will launch in Port Moresby, PNG with a possible 20 new students and we are anticipating a Solomon Islands launch later in 2016. The Kimberley Mission Experience will take a new shape with the addition of up to 2 courses being added to the trip and a more intentionally guided experience. This new option allows for a large portion of the KME trip to be put on Fee Help. NTC is also now able to offer Professional Entry into the Graduate Certificate Program. Entry is based on 5-10 years of pastoral ministry experience and some evidence of academic ability. This means those who have not completed a Bachelor's degree are able to go directly into an accredited Master's program. We have also began exploring the possibility of offering some of our core introductory classes online and have recently been approved to offer online education through our governing body the Sydney College of Divinity. Furthermore, we continue to strengthen old partnerships and cultivate new partnerships which we hope will benefit the college, the denomination, the larger church, and ultimately those outside the church.

The following is a brief C.A.L.D. report from Rev. Dr. Bruce Alder.

CALD Report to the ANWD Assembly January 2016

The Culturally and Linguistically Diverse (CALD) programme is a high quality, accredited programme – currently a Diploma of Christian Studies, Associate Degree of Christian Thought and Practice, a Bachelor of Ministry and a Bachelor of Theology that NTC provides as a member institute of the Sydney College of Divinity. This is an innovative approach to education offered outside of Australia. The strengths of this programme include its financial accessibility, the intentional acknowledgement of culturally diverse ways in which quality education can be delivered, and the flexibility of an “on-line” method of delivery. This is done at a much reduced cost to the programme offered in Australia to students in the regular programme. While English is the language of delivery, the CALD programme will seek ways to assist those for whom English is not their first language. Entrance into the programme must show competence in English either by completing an IELTS test to the appropriate level, or have done the majority of High School or another award in English. While technically an “on-line” programme, face-to-face facilitation with appropriately trained local facilitators, provides a culturally integrated, student supported, educational experience. The student is a full student of NTC and has access to the academic and administrative resources as any NTC student. Classes are taught by a qualified NTC faculty member (or one of its adjuncts) usually via the *Vidyo* videoconference platform in an intensive mode. The advantage is that the student is not dislocated out of their country of service, but rather are educated within their own context. Delivery and assessments are adapted for culturally appropriate ways of education.

In July 2015 the first session was successfully launched in Suva, Fiji with 15 students. On Feb 22 the CALD programme will be launched in Port Moresby while it continues in Suva, Fiji. It is anticipated that in addition to the 15 students from Fiji, a further 20-30 students will enrol in PNG.

Based upon the experience in Fiji, we will continue to offer the classes in facilitated, intensive mode and offer 4 subjects a year. The Church of the Nazarene in Fiji has a District Education Centre to which they bring students for these intensives. There is a need to develop the lower floor of this centre into dormitory space so that students do not have the cost of accommodation when doing these classes. Mrs. Leilani Roqara is the Fijian facilitator for this programme and Mr Daniel Latu is the IT resource person to ensure smooth connectivity to the video conference facility. Both of these students are key individuals for the success of the CALD programme in Fiji.

There are plans to explore other sites around the Asia Pacific Region to see if the CALD programme can meet educational needs for contextual mission. We continue to offer quality theological education with flexibility.

Bruce G Alder (Director, C.A.L.D. programme)

NTC is thankful for our partnership with the ANWD and excited about our future together. We thank you for your prayer and support in the mission of God. To him be the glory!

Humbly submitted,

Rev. Rob Fringer,
Principal

2015 Treasurer's Report

Australia North & West District Church of the Nazarene

The entire year has been spent developing better ways of doing things. Here are some of the changes that have been made:

- **New accounting software** - in October 2014 we changed accounting packages to a simpler, cloud based accounting software called Xero. This has many benefits in efficiencies that will pay off in the long term, but it has been a huge effort to migrate everything across and setup everything required from scratch, including Chart of Accounts, transaction templates, bank reconciliation rules and 'items' to help with quick recording and tracking
- **New Email address** - with the combining of the districts we also setup a new email address, anwdtreasury@gmail.com for everyone to use and for the district admin team to have shared access to distribute the workload
- **Online Summary Spreadsheet** - everyone can see what has been reported by their own church and by other churches at any time, online. The new gmail address has the capability of shared documents, including spreadsheets. Here is the 2015 Local Church Budget Summary: https://drive.google.com/open?id=1ulfEeCyrJm-uZXY9ENTMOjAHzfugJ8zCZVk_AB34eW0
- **Remittance Advice spreadsheets** were updated to make it simpler and easier to understand. More changes have been implemented for 2016 spreadsheets to bring them online
- **Money passed onto other entities** has been removed from the Profit & Loss statement. WEF, NMI, NazCare & NTC budgets can still be seen on the publicly available summary spreadsheet (link above)
- **Accounting for camps** has been changed so that it makes sense on the annual reports. Junior Camp and Mens Retreat in particular have income and expense that crosses the financial year and it's always been very challenging to see if a profit or loss has been made. Now only a final profit or loss on the camp will be posted to the P&L.
- **Timing of recording of remittance advices** - in 2015 we recorded the remittance on the 30th of the month to which it corresponds instead of when it was provided to us. This was to let us run reports showing money due versus money that actually came in. However it had a major disadvantage in that we could never close of a reporting period because we would never know when a church would submit a late report. It was an interesting experiment, but now we'll go back to recording the remittance when it's actually received. Also because of this change, the income from District Unified Budgets for 2015 actually shows 14 months (instead of 13) and the 2016 report will end up showing 11 months (instead of 12).

All of the nitty gritty details can be found in the following reports:

- Profit & Loss https://docs.google.com/spreadsheets/d/15L5a2E8ki3KTwLEf-WufvWB_Yw_vIOLL7CdQbmRoJTA/edit?usp=sharing
- Balance Sheet https://docs.google.com/spreadsheets/d/1NCjBIS_FYlvGZzf2MUQNLP-NReu6qiN9fL3i2tUbu_4/edit?usp=sharing

A huge and very special thanks goes to Vanessa Fringer for assisting with the onerous task of entering seemingly endless data from church remittance forms.

Respectfully submitted,

Brett Crowther
Treasurer

District Treasurer's Report 2015: Budget vs Actual Summary:

	2015 BUDGET	2015 ACTUAL
INCOME		
District Missional Budget (11%)	51,265	56,504
Unused Allowances	4,300	-
Funds from Capital	-	-
<i>Total Income</i>	55,565	56,504
EXPENSE		
MS Team Budget	25,333	25,760
NMI Budget	1,625	251
Repayment of BoQ Debt	1,000	-
LDI	1,000	-
Nehemiah Funds given to Biloela	500	500
Travel/Conferences		
Asia-Pacific Regional Event	9,000	9,000
National & NTC Board	2,700	949
General Assembly Provn	1,000	-
Pastors Retreat - MS travel	700	-
District Assembly Travel Provn		
General Travel & Accomodation	2,500	5,807
Operating		
District Meeting	600	-
Auditor	450	450
Accounting Software	510	510
Bank Charges	370	267
ANPD Public Liability Insurance	1,560	2,170
District Minivan	2,750	1,492
<i>Total Expenditure</i>	51,598	47,156
Surplus	3,967	

District Treasurer's Report 2015: Profit & Loss: Operating

Profit & Loss

Church of the Nazarene Australia North & West District

1 September 2014 to 30 September 2015

Sep14-Sep15

Income

District Unified Budgets	\$64,522.14	
Interest Income	\$488.38	
Miscellaneous Income	\$384.57	Note: 1

Partnership Organisation Income

SDMI Income

Ladies Retreat Profit	\$282.47	
Mens Retreat Income 2014	\$2,345.00	Note: 2
Mens Retreat Profit 2015	\$285.82	
Total SDMI Income	\$2,913.29	

Total Partnership Income	\$2,913.29
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Total Income	\$68,308.38
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Less Operating Expenses

Advertising	\$285.00	
Bank Fees	\$293.21	
Consulting & Accounting	\$837.68	
District Assembly Expenses	\$247.69	
Insurance	\$3,611.55	Note: 3
Internet & Web Hosting	\$160.00	
Miscellaneous Expenses	\$623.17	Note: 4
Motor Vehicle Expenses	\$1,492.66	
MST Expenses	\$120.90	
MST Travel	\$5,806.73	
National & NTC Board Expenses	\$948.72	
Pastors Retreat Expense	\$400.00	
Travel Expenses - Other	\$9,000.00	Note: 5

Allocations

General Assembly Travel Allocation	\$1,000.00
LDI Allocation	\$1,000.00
NMI Allocation	\$1,625.00
Total Allocations	\$3,625.00

Partnership Organisations Expense

SDMI Expense

Junior Camp Loss	\$495.26
Power Up Day Loss	\$251.22
Total SDMI Expense	\$746.48

Total Partnership Expense	\$746.48
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Employment Expenses

Superannuation	\$2,224.41
Wages and Salaries	\$23,414.95
Total Employment Expenses	\$25,639.36

Total Operating Expenses	\$53,838.15
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Operating Profit	\$14,470.23
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District Treasurer's Report 2015: Profit & Loss: Capital/Missional:

Capital/Missional Income

Interest Income on Bank Account	\$2,138.72
Interest Income on Loans	\$381.20
Investment Income	\$21,174.35
Rent from Property	\$6,562.73
Total Capital/Missional Income	\$30,257.00

Capital/Missional Expenses

Upward Sports at NTC	\$21,666.71	
Leadership Development	\$5,000.00	Note: 6

Property Expense

Townsville Property Expenses	\$8,207.56
Tweed Heads Property Expenses	\$2,402.72
Total Property Expense	\$10,610.28

Total Capital/Missional Expenses	\$37,276.99
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Receipt of Funds from Merger/Acquisition	\$10,000.00	Note: 7
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Net Profit	\$17,450.24
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Notes on Profit & Loss Report 2015:

- 1: Reimbursement of 365M expenses incurred in previous financial year
- 2: Only partial income. The remaining income and expense for Men's Retreat 2014 was recorded in 2014 Financial Year. Now recording camp income a new way so only the final profit or loss on a camp will show
- 3: 2 years of insurance shown
- 4: includes Nehemiah funds to Biloela & DSA for Marian Kent
- 5: International Travel to Emerge Asia Pacific Regional Conference
- 6: International Travel to 3rd Wave Conference
- 7: Funds transferred from WAD

District Treasurer's Report 2015: Balance Sheet: Assets

Balance Sheet

Church of the Nazarene

Australia North & West District

As at 30 September 2015

30 Sep 2015

Assets

Bank

BoQ WebSavings	\$84,134.08
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Commonwealth Bank Accounts

Camps	\$411.00
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Cheque	\$19,581.21
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NYI	\$781.57
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Savings	\$80.92
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SDMI	\$5,844.73
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Townsville	\$17,398.28
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Total Commonwealth Bank Accounts	\$44,097.71
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Total Bank

\$128,231.79

Current Assets

Accounts Receivable	\$12,413.27
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Prepayments	\$1,500.00
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Total Current Assets	\$13,913.27
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Note: 1

Fixed Assets

Motor Vehicles	\$8,517.23
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Total Fixed Assets	\$8,517.23
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Note: 2

Non-current Assets

Investments	\$791,065.26
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Total Non-current Assets	\$791,065.26
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Loans

Gold Coast Loan	\$50,436.10
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Logan Comm Loan	\$49,750.00
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NTC Loan	\$265,458.46
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Richmond St Loan	\$4,421.20
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Total Loans	\$370,065.76
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Total Assets

\$1,311,793.31

District Treasurer's Report 2015: Balance Sheet: Liabilities & Provisions

Liabilities

Current Liabilities

Accounts Payable	\$1,899.81	
CCLI Suspense	-\$321.27	Note: 3
GST	-\$2,612.66	Note: 4
Rounding	-\$0.27	
Suspense	\$200.00	

Camps

Note: 5

Junior Camp Suspense	\$5,188.00
Power Up Day Suspense	-\$100.00
Regional Conference Suspense	\$2,017.47
Total Camps	\$7,105.47

Payables

Love Offering Payable	-\$44.00
NazCare Payable	\$873.09
NMI Payable	\$3,911.28
NTC Payable	\$2,313.93
WEF Payable	\$7,730.64
Total Payables	\$14,784.94

Provisions

365M Provision	\$945.28
District Assembly Travel Provision	\$4,304.52
General Assembly Travel Provision	\$1,000.00
International Travel Provision	\$5,245.03
Leadership Development Provision	\$1,454.54
NMI Provision	\$1,373.77
Total Provisions	\$14,323.14

Total Current Liabilities	\$35,379.16
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Total Liabilities	\$35,379.16
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Net Assets	\$1,276,414.15
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Equity

Current Year Earnings	\$23,125.43
Retained Earnings	\$1,254,621.72
Total Equity	\$1,276,414.15

Notes on Balance Sheet:

1: deposits for camps for NYI, Junior Camp & Men's Retreat

2: Van on loan to Mackay

3: need to recover money from WA churches

4: money owing to us from ATO for GST refund

5: money for camps is held in a suspense account until finalised and a single profit or loss is determined

Australia North & West District Church of the Nazarene Local Church Budget Summary 2014/15 Funds Received

	Total T&O	District Unified	Budget	Education		World Evangelism Fund		NMI	NazCare
Biloela	33,415.07	3,675.66	11.0%	668.29	2.0%	2,053.30	6.1%	709.00	56.50
Bundaberg	27,445.28	3,029.49	11.0%	551.82	2.0%	1,921.16	7.0%	1,435.75	645.00
Capalaba	29,140.25	3,206.55	11.0%	583.05	2.0%	2,040.52	7.0%	1,446.73	450.00
Dianella	81,673.56	8,984.08	11.0%	1,633.48	2.0%	7,537.10	9.2%	133.25	205.00
Gold Coast	12,278.70	1,350.66	11.0%	245.59	2.0%	792.79	6.5%	300.00	-
Inala	33,268.01	3,660.24	11.0%	665.52	2.0%	2,813.10	8.5%	2,270.17	-
Logan	39,629.96	4,359.29	11.0%	792.62	2.0%	1,495.15	3.8%	744.65	-
Logan Samoan	23,261.18	2,580.55	11.1%	469.22	2.0%	1,293.61	5.6%	600.00	-
Mackay	-	-		-		-		-	-
Maddington	21,634.08	2,379.76	11.0%	432.66	2.0%	-	0.0%	-	400.00
Maryborough Family	43,248.60	4,757.36	11.0%	864.97	2.0%	2,483.68	5.7%	408.20	297.00
Maryborough Richmond St	28,174.90	3,099.19	11.0%	563.49	2.0%	1,549.59	5.5%	-	-
Meadowlands	44,583.75	4,904.20	11.0%	891.68	2.0%	3,120.86	7.0%	1,599.25	1,248.00
Mount Gravatt East	-	-		-		-		-	-
NewStart Rivercity	33,296.28	3,662.59	11.0%	665.92	2.0%	1,831.31	5.5%	-	-
Pearsall	28,833.42	3,171.67	11.0%	576.69	2.0%	489.00	1.7%	60.35	226.00
Redlands	58,510.35	6,470.00	11.1%	1,176.00	2.0%	4,110.00	7.0%	2,261.00	2,562.00
Toowoomba	17,472.73	1,922.00	11.0%	350.00	2.0%	842.00	4.8%	598.85	-
TOTAL / AVG	555,866.12	61,213.29	11.0%	11,131.00	2.0%	34,373.17	5.7%	12,567.20	6,089.50

ANWD Local Church Budget Remittance Forms Received 2014/15

[illegible]

Australia North & West District Church of the Nazarene
District Finance Committee Report: District Assembly 9 January, 2016

We, your District Assembly Finance Committee, having given due consideration to the mission, resources, challenges, and other relevant foreseeable circumstances of our District, after prayerful discussion, recommend that:-

A. Local Church Policies & Responsibilities:

Church Board

1. This report, as adopted by the 2016 District Assembly, shall be presented to the first Board meeting of each local church after the District Assembly.
2. Each local church board shall prepare and adopt an operating budget for the fiscal year no later than 60 days after the District Assembly (*Manual 129.6*) that reflects its commitment to support the pastor and the payment of all district missional and educational budgets in full and on time, and that the local church is responsible for sending its operating budget to the District Business Administrator (smjwalsh@hotmail.com) by 15 March 2016.
3. The local church Board shall appoint a committee of the board, whose responsibilities include: (a) monitoring the church budget, (b) reporting to the board on the financial conditions and concerns of the church (*Manual 129.7*), and that the local church pastor is responsible for sending the names of those appointed to the District Business Administrator by 15 March.
4. The local church Board shall appoint a counting committee of no fewer than two members (*Manual 129.22*) that shall not include the church treasurer or the pastor (nor any immediate family member of the pastor or the church treasurer). Those counting church offerings shall not be related to one another, the pastor, or the church treasurer. The local church pastor is responsible for sending the names of those appointed to the District Business Administrator by 15 March.

Budgets

5. The District Budgets due for each month shall be transferred to the nominated district bank account by the 10th day of the following month. The approved remittance form shall be submitted to the district treasury at that time. Help to complete the form can be found here:
<https://anwdcotn.atlassian.net/wiki/display/LCR/Remittance+Advice>
6. All funds collected on behalf of others (including NTC and the general church) are to be remitted by the local church treasurer to the district treasury promptly with the next due budget payment (i.e. by the 10th day of the following month) and are to be clearly identified on the remittance form.
7. No church is exempted automatically from paying District Budgets. Adoption of this report signifies the commitment to accept the responsibilities of full budget payments. However, in cases of exceptional hardship, requests for exemption or modification of the local church's District Budget apportionment shall be made in writing to the District Missional Leadership Team prior to the decision to cease payment. In the event the local church is unable to remit its budget payment, it will be the responsibility of the pastor and local treasurer to notify the District Business Administrator by the 10th day of the following month.

Handling Funds

8. Churches and their partner organisations (NMI, NYI, SDMI) shall deposit and disperse operational funds from the one church operations account. Additionally, all church funds shall be deposited on the next business day by a person authorised by the church board, who is not a person who counted the offering, and who is not the treasurer or pastor or one of their immediate family members. The pastor or members of their immediate family (shall include spouse, children, siblings, or parents) shall neither handle any church money nor be a signatory to any church account except upon the written approval of the District Advisory Board. (*Manual 517*). As the role of the church treasurer is to keep the church books, neither the church treasurer or members of their immediate family (shall include spouse, children, siblings, or parents) shall not handle any church money except upon the written approval of the District Advisory Board.

Corporate Governance

9. Each church ensures that it meets the *Manual* requirements to be incorporated (*Manual 102*) and that churches already incorporated meet their legal responsibilities fully, with copies of annual returns sent to the District Business Administrator.
10. Each church evaluates and maintains adequate insurance as follows: building and contents insurance for all property owned, leased or used by the local church; public liability insurance coverage (minimum \$20 million), compulsory Work Cover policy for all paid employees (including the minister); professional liability or indemnity for the pastor, church officers and workers, and board members; and volunteer workers; and income replacement, death, and disability for the pastor. These policies should be reviewed annually, and copies of insurance policies sent to the District Business Administrator.

B. Ministerial Support:

As we believe that “the Lord has commanded that those who preach the gospel should receive their living from the gospel” (1 Corinthians 9:14)”, and that “the church is obligated to support its ministers, who have been called of God, and who, under the direction of the church, have given themselves wholly to the work of the ministry” (*Manual* 33.3), and that our ministers ought to be as free from secular care and anxiety as possible, and in order to be healthy and effective in their ministry in the local community, we “urge therefore that the members of the church voluntarily commit themselves to the task of supporting the ministry by gathering money weekly for this holy business and that the pastor’s salary be paid regularly every week.”(*Manual* 115.4). Therefore, we recommend that:

1. Each local church create a generous pastoral support salary package that identifies the agreed salary (out of which non-reportable fringe benefits may be deducted), and that reimbursement of approved ministry expenses not be considered as income or part of the remuneration package. We recommend that each local church **aspire to a minimum annual ministerial remuneration package of \$54,142.40** (based on a 38 hour week at \$27.40 per hour) (cash component plus non reportable fringe benefits). Churches unable to remunerate their pastor at that minimum level should adjust their expectations accordingly (consistent with the level of the pastoral support salary package provided) and also approve such bi-vocational employment as may be required and requested by the minister. As a guideline, for those ministers employed solely by the church, the non-reportable fringe benefit component should not be more than 50% of the value of the package. However, as individual circumstances vary considerably, local churches are free to allocate the remuneration package as requested by the minister.
2. Each church shall also reimburse their pastor for District Assembly, and other required ministerial conferences, retreats, and functions of the district. Ministry-related expenses (such as telephone, internet, car expenses, office expenses etc.) are not to be considered as part of the pastor's remuneration package. Motor vehicle expenses should be reimbursed at the rate of \$0.50 per kilometre travelled for church business.
3. In accordance with *Manual* 129.8, each church is to review the pastor's total salary and benefits during February and increase these benefits by at least the annual inflation rate (currently 2.5%). For those churches who are not remunerating their pastor fully as per B1, the minimum recommended increase should be double CPI (ie, 5% per annum) to close the gap between actual and aspiration. An "above minimum" increase in the weekly remuneration should also be considered during these reviews.
4. That, because the local church is responsible for meeting the requirements of the Superannuation Guarantee of 9.5%, that churches that are remunerating the minister fully as per B1 are responsible for transferring a minimum superannuation payment of \$5,143.53 per annum (remitted quarterly) to the superannuation fund(s) nominated by the minister. For part time remuneration, this amount shall be adjusted pro-rata). For local churches on the ANWD, the basis for calculating the superannuation entitlement shall be the total remuneration package (cash salary and fringe benefits), not just the actual cash component.
 - a. That, in order to encourage a healthy pastoral ministry and strong spiritual life of the minister, the local church board encourages and supports through planning and budgeting the required lifelong learning commitment of the pastor and staff. (*Manual* 129.9; 514.12);
5. That, consistent with current Australian National Employment Standards (NES) (<https://www.fairwork.gov.au/employee-entitlements/national-employment-standards>), the minister is given at least four weeks mandatory paid annual leave (with a minimum of four Sundays), and that time away for approved district, field, regional, and general functions not be counted against annual leave entitlements. The timing and duration of holidays is to be determined in counsel with the church board. While ministers are urged strongly to take their annual leave each year to minimize “burn out”, annual leave may only be accumulated up to a maximum of 8 weeks, and paid when requested by the minister. Local church boards may direct ministers to take excessive leave (anything accumulated above 8 weeks) or at the request of the minister may “cash out” any excess leave accumulated. Further, in conformity with *Manual* 129.10, in consultation with the missional superintendent, all ministers on our district are entitled to take additional paid long service leave (sabbatical leave) after 6 years’ consecutive service in their ministerial assignment. Ministers are entitled to 1 week of paid long service leave for each year of service. Churches unable to fully remunerate their pastor as outlined in B1, shall consider offering extra paid leave each year, but such additional leave may not be accumulated. Local churches are encouraged to calculate and preserve fully all unused leave at the end of each financial year, and indicate it on the local church’s balance sheet.
6. That, in accordance with *Manual* 116, each local church provides unpaid parental leave for the minister consistent with the minimum requirements of Fair Work Australia. Further, local churches are to provide a minimum of 10 days a year for paid Sick/Carer's leave that may be accumulated.
7. That each church considers demonstrating their appreciation for their pastor on Pastor's Appreciation Sunday (October), and again through a generous Christmas gift for their pastor equivalent to a month’s salary.

C. District Budgets

1. The current Fiscal Year (2015/16) for the Australia North & West District Church of the Nazarene commenced on 1 October 2015 and will conclude on 30 September 2016.
2. The total operating budget for Fiscal year 2015/16 for the Australia North & West District Church of the Nazarene shall be \$59,239, with all operating funds being raised from local churches as detailed in the budget outline included with this report as Attachment A.
3. The basis for the calculation of all district budgets be the "tithes and offerings" received by each local church throughout the fiscal year. Local churches are encouraged to consider "tithing" other areas of net financial increase (e.g. investment income, rental income, inheritances, donations and bequests) to assist the District in better meeting the missional needs of our churches.
4. The rate of **District Missional Budget** be **11%** of the "tithes and offerings" base figure as specified in Item 3 above. Local churches also be encouraged to receive an Advance Australia offering in January for new church plants or other missional endeavours.
5. The rate of **District Education (NTC) Budget** be **2%** of the "tithes and offerings" base figure as specified in Item 3 above. Local churches also be encouraged to receive an offering in August for our Nazarene Theological College.
6. The **World Evangelism Fund Budget** for our district be **7%** of the "tithes and offerings" base figure as specified in Item 3 above (this is the equivalent of the General Church recommended base of **at least 5.5% of all monies raised** (less WEF and Approved Missions Specials giving)). Additionally, churches should raise funds for **Approved Specials** if they are able to meet their WEF and district missional and educational budgets in full. Churches should strive to be a 10% church for missions, however this should not be achieved at the cost of providing inadequately for pastoral support or for district missional endeavours as provided for by the district missional budget. Churches are encouraged to adopt the Faith Promise model of giving to world evangelism (in addition to the Easter and Thanksgiving Offerings) to encourage regular and systematic giving throughout the year and to minimize the number of special offerings promoted in each congregation.

D. District Policies

1. The District is committed to the principle of "living within its means", and will not use capital funds for operating purposes. Only funds received as budgets from local churches, interest, and net investment income greater than 3% annual rate of return may be used for district operating purposes.
2. The district treasury is the sole collecting and disbursing agent for ALL District and General Church funds remitted by the local church.
3. After the close of the financial year, all district financial records are to be reviewed externally by a qualified auditor as required under appropriate State Incorporated Associations legislation. This auditor's review shall be part of the Assembly record.
4. All District accounts, term deposits or other investments are to be administered by the district treasury at the direction of the District Missional Leadership Team. No district agency, auxiliary, or entity shall open or operate a separate bank account without written authorisation of the District Missional Leadership Team.
5. Remuneration of the Missional Superintendency Team (MST) shall be as per the policies for the support of local church ministers (see Section B). In consultation with the Missional Superintendent, the Missional Leadership Team (MLT) shall decide the amount of remuneration to be allocated to each MST member, with each MST member free to structure their remuneration package as they deem advisable.

Respectfully submitted,

Graeme Castlehow, Brett Crowther and Steve Walsh
District Assembly Finance Committee

This report may be found here:

<https://anwdcotn.atlassian.net/wiki/display/LCR/District+Assembly+Finance+Committee+Report>

Australia North & West District Church of the Nazarene

Missional Operating Budgets 2015-2020

Australia North & West District	2015 BUDGET	2016 BUDGET	2017 BUDGET	2018 BUDGET	2019 BUDGET	2020 BUDGET
INCOME						
Budgets	51,265	59,329	62,295	65,410	68,681	72,115
Unused Allowances	4,300					
Funds from Capital						
<i>Total Income</i>	55,565	59,329	62,295	65,410	68,681	72,115
EXPENSE						
MS Team Budget	25,333	36,960	38,000	40,000	42,000	44,000
District Officers		1,000	1,000	1,000	1,000	1,000
NMI Budget	1,625	1,000	1,000	1,000	1,000	1,000
Repayment of BoQ Debt	1,000	1,000	1,000	1,000	1,000	1,000
LDI	1,000	500	1,000	1,000	1,000	1,000
NYI		500	1,000	1,000	1,000	1,000
Nehemiah Funds given to Biloela	500					
Travel/Conferences						
Asia-Pacific Regional Event	9,000					
National & NTC Board	2,700	1,000	1,000	1,000	1,000	1,000
General Assembly Provn	1,000	1,000	1,000	1,000	1,000	1,000
DA/PALSACON Travel Provn		5,000	5,000	5,000	5,000	5,000
General Travel & Accomodation as needed	2,500	5,000	5,000	5,000	5,000	5,000
Operating						
District Meeting	450	500	500	500	500	500
Auditor		450	450	450	450	450
Accounting Software	510	510	510	510	510	510
Team Colaboration Software		600	600	600	600	600
Bank Charges	400	360	360	360	360	360
Insurances	1,600	2,170	2,170	2,170	2,170	2,170
District Minivan	2,750	1,500	1,500	1,500	1,500	1,500
<i>Total Expenditure</i>	50,368	59,050	61,090	63,090	65,090	67,090
Surplus	5,197	279	1,205	2,320	3,591	5,025

Australia North & West District Church of the Nazarene

Missional Capital Funds Budgets 2015-2020

Australia North & West District		2016 BUDGET	2017 BUDGET	2018 BUDGET	2019 BUDGET	2020 BUDGET
Bank Account		84,134	50,557	47,074	43,486	28,791
Portfolio		1,075,414	1,116,279	1,158,698	1,202,728	1,248,432
OPENING BALANCE		1,159,548	1,166,836	1,205,772	1,246,214	1,277,223
INCOME	Interest Rate					
Bank Interest	3.00%	2,524	1,517	1,412	1,305	864
	Override Interest					
Portfolio	3.80%	40,866	42,419	44,031	45,704	47,440
<i>Total Income</i>		43,390	43,935	45,443	47,008	48,304
EXPENSE - Bank						
NTC Sewer		20,000				
NYI 3rd Wave Eurasia					6,000	
NazCare Sponsorship		5,000	5,000	5,000		
NTC Church on Campus		5,001				
National Church Life Survey		5,600				
Emerge Asia Pacific Regional					10,000	
CALD Promo Video		500				
Operating Funds						
<i>Total Bank Expenditure</i>		36,101	5,000	5,000	16,000	-
EXPENSE - Portfolio						
<i>Total Portfolio Expenditure</i>		-	-	-	-	-
Bank		- 33,577	- 3,483	- 3,588	- 14,695	864
Portfolio		40,866	42,419	44,031	45,704	47,440
INCREASE		7,289	38,935	40,443	31,008	48,304
Bank		50,557	47,074	43,486	28,791	29,654
Portfolio		1,116,279	1,158,698	1,202,728	1,248,432	1,295,872
CLOSING BALANCE		1,166,836	1,205,772	1,246,214	1,277,223	1,325,527
Return on Investment						
BoQ		-39.9%	-6.9%	-7.6%	-33.8%	3.0%
Portfolio		3.8%	3.8%	3.8%	3.8%	3.8%
Total		0.6%	3.3%	3.4%	2.5%	3.8%

Report of the District Memoirs Committee

"Precious in the sight of the Lord is the death of his saints"(Psalm 116:15)

Dr. David Graves, Dr. John Moore, Rev Roland Hearn, delegates and friends of this Assembly,

For many years a standard question in the early annual Conferences of the people called Methodist was "Who has died this year?" While the question may seem abrupt to us today, it allowed a great opportunity for the Methodists to honour and remember those who had proven faithful in the Lord's service throughout their lives. Accordingly, we, your members of the Memoirs Committee, wish to pause and offer condolences to the family and friends of the following 9 members of our district who were promoted to glory since the district assembly last January:

1. **Mrs Elsie Christobel Abbott** (nee Perks), of the Dianella church, who passed away peacefully on Saturday, November 28, 2015 at Estia Health, Thurgoona, NSW, aged 96 years.;

<http://tributes.bordermail.com.au/obituaries/bordermail-au/obituary.aspx?pid=176706402>

2. **Mrs Alice Lorraine Avery** (nee Denham) (born on 10 January 1919 in Bellevue, Texas, USA), of our East Mt Gravatt church, who went to be with the Lord on Sunday, 3 January 2016 in Brisbane, aged 96. Alice was of mother of Mrs Janette Berg of our at Mt Gravatt church.

3. **Mrs Valerie Janette Bates** (born 22 May 1930; died 8 November 2015), of our Meadowlands church, aged 85.

4. **Pastor Nikolao "Nik" Fa'ata'ape**, of our Logan Community church, who went to be with the Lord on Friday, 30 October 2015. Pastor Nik, who served as the senior pastor of our Logan Community Church from April 1997 until his retirement because of poor health in 2012, passed away peacefully, surrounded by his family, after a battle with Parkinson's and Alzheimer's diseases. Pastor Nik, who came into the Church of the Nazarene in Christchurch, NZ, was a faithful member of our Inala Church, before founding the Inala Samoan Church of the Nazarene, which relocated to assume responsibility for the Logan Community Church. Pastor Nik was ordained as an elder in the Church of the Nazarene in January 2006 by General Superintendent Dr Nina Gunter at our Meadowlands Church of the Nazarene in Carina, Brisbane.

5. **Mrs Glenice Irene Iliff** (nee Alderson), of our Bundaberg church, who passed away peacefully in her 91st year at the Bundaberg Hospital QLD on 22 July 2015. <http://tributes.heraldsun.com.au/notice/180422004>

6. **Pastor Marian Bernadette Kent** (nee Van Mol) (born 3 November 1959 at Boonah, QLD), recently retired pastor of our Biloela church, after a 9 month battle with cancer on Friday 20 March 2015 at the Rockhampton Base Hospital. Ordained as an elder in the Church of the Nazarene in November 2009 at our Meadowlands church by GS Dr Jerry D. Porter, Marian was a dual graduate of our Nazarene Theological College (Diploma 1996 and Advanced Diploma of Ministry 2005), and served as an associate pastor of our former Carindale (1995-1996) and North Mackay (1996-1998) churches, as well as the pastor of our Inala (2005-2010), Maryborough Family (2010-2011), and Biloela (2011-2014) churches, and as the Chair of the District SDMI Council (2010-2013). On Sunday 15 February 2015 Marian became the first person in our denomination in Australia to be awarded two Distinguished Service Awards on the same day.

7. Miss **Martine Louise Menzies** (born 14 April 1972; died 9 March 2015 in Brisbane), of our Inala church, who joined the Church of the Nazarene in 1993 and served for many years on the District NYI council.

8. **Mr Ivor Radunz** (born 27 August 1923 in Kingaroy, QLD; died 18 January 2015 in Brisbane), aged 91, who had been a member of our Capalaba Community Church of the Nazarene for more than 45 years. In November 1993 Ivor received a Distinguished service Award in recognition of his loyal sacrificial service to the Lord through the Capalaba church. <http://www.asiapacificnazarene.org/australia-hero-of-the-faith-moves-to-heavenly-address/>

9. **Mrs Mavis Joyce "Mae" Strathie** (nee Dobbs) (born 17 September 1926; died 6 April 2015), of our Biloela church, aged 88.



District NMI President's Report to the 2016 District Assembly of the Australia North & West District Church of the Nazarene

GS Dr David Graves, RD Dr Mark Louw, FSC Dr John Moore, MS Rev Roland Hearn, delegates and friends,

Greetings in Jesus' name and thank you for the privilege of presenting my 2nd report as co-District NMI President of the Australia North & West District Church of the Nazarene. All praise and honour to God who is my closest friend and companion and has proved Himself faithful over the past year through some challenging days. He is my strength and my song. This year has been a year of celebration and indeed we have so much to celebrate. We as a District celebrate that 100 years ago a remarkable lady named Susan Fitkin was the key person in establishing the mission mobilisation and mission promotion arm of the Church of the Nazarene which is today known as Nazarene Missions International. It is so important to build our faith on the foundations of previous generations, as, to be out of touch with the past is to have shallow roots. As former GS Dr Nina Gunter said of Susan Fitkin: "God entrusted her with a vision so powerfully divine that generations to come would share that vision and stand on her shoulders as a Godly and effective model of leadership and organisation".

Over the past 100 years NMI has been responsible for supporting thousands of missionaries and providing valuable resources to reach the world with the gospel. The four objectives of NMI : praying, discipling, educating and giving were set in place 100 years ago and today individual churches are encouraged to contextualise these objectives so that the church continues to be mobilised in mission. Our District Secretary advises that we have 468 members on the ANWD which is an increase of 26 over the previous year.

Praying:

The "Prayer and Fasting League" was instituted in 1924 and today prayer requests and praises are available instantly on Prayer Mobilisation Facebook page, emails, and other electronic media, enabling Nazarenes to be inspired to pray for needs and events as they occur. God always answers the prayers of His people who pray for a deeper passion for global evangelism and for a heart to love the lost both in our own neighbourhoods and around the world. May this be our constant prayer. The following encouraging feedback is just one story received from a grateful missionary thanking Nazarenes for praying:

As a gesture of 'thanks' to the Global Church of the Nazarene, the Nazarene media centre in the Philippines produced a video in the aftermath of Cyclone Pam, which devastated the island nation of Vanuatu in May this year. As FSC Rev Harmon Schmelzembach said in the video " There is no other explanation for the lives that were spared during the cyclone and the reduction in the amount of damage that should have occurred other than that God answered the prayers of His people."

Discipling:

The second important objective of NMI is that of inspiring and empowering children and young people to be involved in missions. Each local church really needs to take this seriously and pray earnestly for the children and youth God has given them that they would take a risk and step out for God. Danielle Castlehow led a challenging workshop at the Power Up day in September entitled "*Risky Business*". The theme for this year's Power Up day was "**Engage – with God, each other and your community**", and was jointly organised by NYI, NMI and SDMI. Future Power Up days will aim to target more young people to participate as well as attend. Work and Witness has been on hold for the past 2 years due to health concerns of the W & W Co-ordinator Graeme Sheppard. However, knowing that this is one avenue whereby young people can participate in a short term mission trip and be exposed to life on the mission field, a 2016

W & W trip is a high priority. In addition the following activities took place:

- Crisis Care hygiene packs were assembled by the children at Inala and donated to the Inala Youth Service.
- A local school in Biloela received School Pal Packs which were donated by the Nazarene church in Biloela.
- Children at Inala wrote letters and prayed for their sponsored children in Cuba and India.

Educating:

During her 29 years' service as Global President, Susan Fitkin travelled extensively to many world areas, keeping the church informed of the needs of missionaries, all the while encouraging the church at home to continue to pray and give generously. Today, we have the online mission magazine "Engage" – an amazing tool full of inspiring stories, DVDs, studies and mission articles that help the local NMI Presidents stay up to date with global mission news. The Living Mission this year was inspirational and challenging with the theme "Unstoppable Church" – reminding us that God is on the move and He will use the persecution of the Christians as he fulfils His promise to build His church even in the darkest corners of the world. The mission reading books also corresponded with this theme. "Unstoppable Church" thrilling the reader with stories of the underground church and stories of courage in the midst of persecution and miracles of answered prayer.

Giving:

Even as Susan Fitkin kept Nazarenes informed and mobilised, inspiring them to pray, she also encouraged them to give to support the work of missions around the world. She admonished "We never test the resources of God until we attempt the impossible for Him". Nazarenes on the ANWD have given a total of \$51,870.00 to the World Mission endeavours in 159 world areas, supporting over 700 missions in 7 world regions. The World Evangelism Fund (totalling \$34,373.00) comprising the Easter and Thanksgiving offering is vital to the global mission effort of our church and the following churches: Capalaba, Inala, Gold Coast, Dianella and Living Hope are World Evangelism ***Churches of Excellence***, having given at least 5.7% of their total income for World Evangelism Fund. WEF 5.5% churches are: Meadowlands, Maryborough Family, Maryborough Richmond Street and New Start River City. Capalaba, Inala and Redlands churches have demonstrated faithful stewardship having given 10% of total church income to WEF and approved mission specials.

Offerings totalling \$12,567.20 were taken for Approved Specials, which include Alabaster, LINKS, Medical Plan, World Mission Broadcast, Compassionate Ministries and support for individual missionaries, e.g. Peter & Jenny Isaac and family in Vanuatu and In Kwon Kim and family in Tonga. A ***Distinguished Service Award*** was presented to Rev Marian Kent prior to her passing in March and Martine Menzies' name was placed on a Memorial Roll. Funds acquired from the purchase of these certificates provide much needed support for the ongoing health needs of our missionaries serving on the field.

District NMI Council:

The District NMI Council has met 3 times this year and I personally would like to thank Barbara and Annette for sacrificing time and money to attend these meetings. You are both greatly appreciated. Thank you to Fusi, Aaron and Emily and special thanks to Rev Gavin Thompson for his godly wisdom, encouragement and prayerful support. Lastly thanks to my husband Graeme, without whose help I could not perform this role. This year the council members decided to pray for 3 churches each on the District and be a resource person to these churches throughout the year. I hope this can continue as I believe we have started to make some good and positive connections with the local churches. It has been an absolute privilege to serve with a faithful and dedicated team over the past decade or so. I would also like to say thank you to all the local presidents and pastors for your commitment to global missions and your support of NMI over the last year.

Respectfully submitted,

Pauline Sheppard

Pauline Sheppard

Australia North & West District Church of the Nazarene
Sunday School and Discipleship Ministries International (SDMI) Report
District Assembly 9 January 2016

Dr David Graves, Dr Mark Louw, Dr John Moore, Rev Roland Hearn and dear fellow workers in the Lord across the district,

The SDMI life has been very full across the District this year. Apart from our churches being active their local SDMI ministries that develop the family and spiritual life of our churches, the district has sought to draw our local church family members into a deeper knowledge of the Lord; to communal vision sharing and stronger participation within their local church and community by offering various events and resource sharing opportunities. These offerings have aimed at drawing us together, not just as individual churches, but as a denominational community who can learn from each other's journey; who can who grow together to be more like the Lord; and who '*... effectively divide the word of truth*' within the local communities they serve.

Our aim for this year has been to build and unify the body of Christ so that we may further '*... with one heart and mouth we may glorify the God and father of our Lord Jesus ...*' however we have a vast District and this has not been an easy task but I believe we are setting a foundation in which the individual clusters of the District can avail themselves of opportunities to work as one body; grow closer to the Lord and share the love and grace of God with those they have contact with.

To aid communication this year, the SDMI committee has set up a newsletter for local churches and leaders that shares events that are happening both within our Nazarene church life and also in other churches who provide important opportunities for participation and information gathering, for acquiring in lay skill development and resource sharing). The newsletter also lists successful resources and body life successes both Nazarene and those that are being used successfully elsewhere in the Australian context and finally there is opportunity for our local congregations to share their resource ideas and successes. The letter is by no means perfect but the response to it has been encouraging and we are hoping that more local churches and pastors will contribute their events, resources and successes next year.

Participation with our Western and our far Northern brothers and sisters has been limited through distance but we are looking into ways to improve this if not by physical link ups, then through various media options like vidyo, in coming years. Having said this, we have had wonderful retreats and camps this year. Ladies Retreat this year was a day conference held at Richmond St Church. It was sponsored by our Maryborough Churches and entitled One Story One Hope. We saw about 50 ladies from our Northern and Brisbane clusters fellowshiping and growing closer to God and each other through the day. In August, about fifty men from the northern clusters meet together at Duckadang for a great time of fellowship and growing with Rev Jason Fiddes sharing 'The Pursuit of Happiness'. The Logan men organised a special time for the men of this area. The Northern children camp this year was themed Survivor, and catered for 25 children from across nine of our northern churches. The camp was designed and directed by led by Pauline Sheppard and featured Rev Derek Lawton and Jade Chapman as speakers. These camp are becoming increasingly expensive and it was wonderful to have one of our churches this year subsidise children from our most northerly church to be able to attend this special time.

Many thanks have to go the organizers, leaders and adult helpers of these camps especially this year to the Maryborough Churches ladies, to the Logan men and to Pauline, her committee and many helpers. These are special gatherings and of great encouragement and blessing to local churches.

The Power Up Day, entitled this year, Engaging - with God, Your Community, and Others was a great success. How important it is when our churches are small and spread out to unite our talents, skills, knowledge and resources into meaningful events that benefit the majority. The three District departments, NMI, NYI and SDMI worked together with the Power Up committee to develop an inspiring and thought filled day. It was great to see more pastors and more churches involved especially our churches from the West via vidyo link up. Our speakers refreshed and renewed us with truths, ideas, and information that extended our thinking and gave us clearer, more defined thoughts to take back to our individual church contexts. Thanks must go to the committee; to our children's coordinator for the day, Jade Chapman; to our plenary speaker, Rev Jaclyn Tarrant; to our amazing speakers and workshop leaders Rev David McEwan, Barbara Apostolides, Rev Richard Giesken, Rev Emman Chapman, Rev David Harris and Danielle Castlehow; and also to all the participants who took the opportunity to come and give so much to the day in participation, ideas sharing and discussion. We learn a lot in conversation with others. It has been a great year working with so many wonderful people. We work out our plans but it is God who blesses and make our efforts fruitful. I wish to give Him all the glory. If we are supporting and sharing in any way that helps our local churches, it is God who is the author and inspirer of it and I look forward to how he is going to inspire and unite us further next year.

Respectfully Submitted, Lyn Ransley, SDMI Chairperson

Australia North & West District SDMI Statistics 2014-2015

Church Name	Child SDMI Resp List	Ave Weekly Att Child SDMI	Youth SDMI Resp List	Ave Weekly Att Youth SDMI	Adult SDMI Resp List	Ave Weekly Att Adult SDMI	TOTAL SDMI Resp List	TOTAL Ave Weekly Att SDMI	Total Ave Weekly Att Sunday School	Total Ave Weekly Att Discipleship	Lay Leaders
Biloela	2	2	4	4	6	6	12	12	0	6	11
Brisbane Capalaba	27	17	20	16	47	27	94	60	14	24	18
Brisbane East Mt. Gravatt	0	0	0	0	0	0	0	0	0	0	0
Brisbane Inala	8	7	1	1	16	6	25	14	14	8	6
Brisbane Living Hope	7	7	15	15	16	16	38	38	34	14	9
Brisbane Logan Community	35	30	25	20	22	22	82	72	0	22	19
Brisbane Meadowlands	0	0	1	0	44	50	45	50	0	0	29
Brisbane NewStart RiverCity	0	0	0	0	0	0	0	0	0	0	0
Brisbane Redlands	15	6	0	0	35	20	50	26	0	26	6
Bundaberg	0	0	0	0	38	38	38	38	0	0	9
Gold Coast	0	0	0	0	31	20	31	20	0	20	10
Mackay Family	23	10	12	5	36	12	71	27	0	0	4
Maryborough Family	3	3	3	2	16	16	22	21	0	21	19
Maryborough Richmond St	8	8	1	1	13	13	22	22	0	7	8
Perth Cullacabardee	145	145	42	42	53	53	240	240	154	10	11
Perth Dianella	26	22	19	13	127	65	172	100	25	18	35
Perth Maddington	8	7	4	3	10	12	22	22	22	16	16
Perth Pearsall	6	6	3	3	18	19	27	28	22	7	5
Perth Peoples Church	10	10	16	16	5	5	31	31	10	5	5
Perth City Station	0	0	0	0	35	30	35	30	0	0	0
Toowoomba	11	11	15	10	20	9	46	30	11	0	7
Current Year Total	334	291	181	151	588	439	1,103	881	306	204	227
Last Year Total	266	215	163	123	406	309	835	647	348	226	228
Difference	68	76	18	28	182	130	268	234	-42	-22	-1



Report of the Australia North & West District NYI President to the 2016 District Assembly

Dear Church,

It has been my privilege to serve as Co-President with Tim Burton this last year. This has been a great honour for me. Back in the late 80's I remember being at a district event at NTC in the then Chapel and Tim questioning me about answering God's call on my life to serve him in full time ministry. A not very astonishing conversation from one who had also wrestle with the call of God on their life but the astonishing part was at that stage I was not even a Christian. Once I did take the step of faith to follow Christ, Tim has been a valued mentor and brother in the faith. I have relished the times we have had to talk about youth ministry in particular over the last 18 months or so.

We both knew very clearly that this would be our last year of involvement in District NYI and have very much kept a steady as she goes approach. We did not want to kick off things that could be a burden for those that followed.

This time last year during Assembly the ANWD filled the roster of delegates for the Field at the Quadrennially held Third Wave Conference run by global NYI. The conference focuses on developing young leaders while giving them a global perspective on what it means to be a valued part of the Kingdom of God. Your delegates were faithful and attended every session and have become valued members of the Asia Pacific NYI family. I saw them bridge so many cultural gaps so easily. Thanks must go to the District for their financial support and seeing the need to help encourage and develop leaders.

In February and November we held follow up days for Leadership Development Initiative at NTC. LDI has been a challenge as we discern and seek the future for it. It has had some deep impacts and shaped some really important relationships. The next step for us as a team is contextualise it for the needs of us on the ANWD. We need to keep calling and encouraging our young people into deeper relationships and help them discover their style of leadership.

In March we held a district youth service that was webcast from Dianella and NTC simultaneously. We are still exploring what having a district that is so far apart geographically looks and feels like. In March we saw the passing of Martine Menzies who had been part of the council for many years and was such a asset for our council. I am so glad this report is not being read out as the tears would be flowing.

In October we sent almost a full delegation to Emerge Conference in Indonesia. It had a very similar feel to Third Wave. We purposefully selected the same delegates from Third Wave as it is seen that this was the next step in the journey. Emerge was a great time of teaching but also the conversations we had as a field across a very diverse range of topics. The openness and insights shared during our field breakout sessions are a huge encouragement to me as to what our Church looks like and will move towards as time marches on.

I took this role on 4 years ago with a very firm conviction of leadership development. In that time we ran 2 leadership training weekends and started the journey of LDI. I have enjoyed and been challenged by the hours and hours of conversations with our youth leaders on how they are going and what God is doing in their midst.

The writing of this report is very much an end of an era for me in many ways. I have served the council and the District for over 20 years in many different roles of the council. It has been more than half of my life. I am encouraged to see what God has in store next for his young people and for me individually. I know great days are ahead if we seek God's leading and stick to what NYI has been so strong on since the start it's three goals of Be, Do, Go which are Evangelism, Discipleship and Leadership Development. This is probably my last chance to write a report like this for possibly many years so I may get a little indulgent. I know I will miss names and for that I am sorry. I want to thank those that were role models and mentors to me for all of these years. You have challenged and help shape me into who I am today. I think of Rod and Margaret Watson who showed Christ to me and what it is to be a Christian sometimes in huge rawness and vulnerability. Margaret then discipled me and showed us what it was to be a NYI leader. To all of those on the District who saw me District events and always check in on how I was going. It made me feel valued and included and a part of something bigger. I was then exposed to District Leaders and remember seeing the influence of leaders like Roland, Steve and Reid. It is not known by many but Steve lead me through the prayer of salvation on a steamy January evening 1991 outside the gym at Currimundi. To the two Presidents I served as Vice President Jono Fulton and Shane Faataape you both will never know the influence that you have had on me as a leader and as a man in Christ. To the countless friends I have met through NYI thank you for your honesty in the many conversations over the years. I am so excited to see what God has in store and that is down to who God is using these days. I think of leaders like Abi, Ana, Aaron, Chang, Charity, Danielle and Emily. I am very stoked that I get to stay in touch as Field Youth Coordinator.

To my wife Jo who is my sounding board, confidant and partner in ministry. You help me bring so much more to the table than when I was a single guy trying to do this on my own. When we started this chapter 4yrs ago we had a young boy and a 1 month old and now today we 3 gorgeous kids. To Max, Grace and Hannah I know this has taken a toll on you and meant that Dad is often on another call or Skype meeting or needs to go away. The almost monthly visit to Brisbane we did for 3yrs are over. If you ever get to read this down the track know that you are deeply loved even if I said give me 5 minutes to finish this email.

All praise must go to my Lord and Saviour Jesus Christ who has loved and sustained me all along despite times when I have doubted or failed. I do all I do for his glory.

Respectfully Submitted, Cameron A. Batkin