



Welcome - Glen Waverley Uniting Church is a faithful, Christ-centered community that meets God and shares in that unconditional love.

Glen Waverley Uniting Church 2024 Annual Report



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Introduction

The Glen Waverley Uniting Church has traditionally shared reports on its activities and operations at congregation meetings held several times throughout the year. However, recognising that not everyone can attend these meetings, we have published this special edition of Kingsway to provide the 2023 report to a wider audience.

While this report is primarily intended for members of the Glen Waverley Church congregation, others may also find it valuable as an overview of the church's diverse activities. If you are reading this online, you will find links to additional information.

Although the church wiki doesn't look much like other web sites, it works very much like other web sites in many ways. The main difference is that you need to log in to see some pages where information needs to be protected for privacy or confidentiality reasons. There is a table of contents on the 'Quick Links' page <http://wiki.gwuc.org.au/gwuc/GwucQuickLinks>. If you have forgotten your password or need help logging in, contact David Morgan (david@gwuc.org.au). If you need help using the wiki, contact David Morgan or John Snare (john.snare@bigpond.com).

If you have any questions or comments about the reports enclosed here, please contact either the relevant leader or John Snare, Chair of Congregation (john.snare@bigpond.com).

Ministry Team Reports

Rev Ian Ferguson

– Minister of the Word and Team Leader

Overview - This past year has been a profound journey of recovery, reflection, and reconnection. Following my heart attack early in 2024, I have re-entered ministry gently and deliberately, supported by the grace of God and the compassion of the Glen Waverley congregation. I have been challenged to model my way on Jesus the wounded healer—one who does not minister from a place of invulnerability, but from shared humanity, from scars, from pain transformed into compassion.

This image has guided me as I've rebuilt capacity, returned to preaching and pastoral leadership, and walked with others in their grief, hope, and questioning. In my frailty, I have discovered again the strength of God's call—persistent, tender, and ever renewing.

Health - As I have healed from my cardiac trauma and grappled with the chronic pain of ankylosing spondylitis, I have experienced both limits and grace. I have needed to change the way I work to allow for increased tiredness and to give myself a protective buffer from stress and exhaustion – I am not much good in night meetings any more! I am grateful

that by February 2025, my health had stabilised and strengthened to the point that I no longer needed to offer routine updates to Church Council.

Worship Leadership - Throughout the year, worship has remained the heart of my call. I returned to preaching after Easter, entering a sustainable rhythm with Chris of alternating reflections and liturgical leadership. Together with the newly formed Worship Oversight Group, we have worked to shape worship that is both grounded in the traditions and open to creative possibilities.

The Worship Time Review affirmed our congregation's desire for a single 10am service. This review celebrated the shared leadership between Chris and myself and highlighted the community's longing for spiritual depth, musical diversity, and authentic participation in worship. These values align deeply with my own sense of call: to create spaces where people encounter the living Christ in community through word, song, silence, and story.

Pastoral and Community Care - I resumed pastoral visiting as energy allowed, and have been privileged to accompany people through joy and sorrow. I conducted multiple funerals, including for members I was only just coming to know—each a sacred moment of community and remembrance.

Ministry Team Reports

In these acts of care, I have felt again the call of Christ in my vulnerability to hold space, offer prayer, and trust the Spirit's quiet work.

Missional Engagement - I continue to engage with the broader community through The Hub, English classes, multicultural celebrations, and interfaith events. These connections have helped me re-embed into the relational and missional life of Glen Waverley, and I find joy in the conversations and creativity these spaces offer.

Strategic Leadership - I began engaging actively with our four strategic projects: Welfare Review, Multicultural and Intergenerational Engagement, Online Ministry Development, Local Community Outreach. These initiatives represent our congregation's desire to respond to God's call not just in worship, but in service, innovation, and inclusion. I see these as opportunities to offer leadership that is theologically reflective, collaborative, and grounded in our shared vision.

Conclusion - This has been a year of recovery—but also a year of revelation. I have heard again the call of Jesus, in the stillness of illness, in the fragility of body, in the companionship of others who know suffering. As I step forward into the next year of ministry, I do so with renewed clarity: to offer what I can, from who I am, trusting that in God's grace even brokenness can become blessing.

Rev Chris Waddell

– Minister of the Word for First Third of Life

It's hard to believe another year has passed at Glen Waverley Uniting Church! This second year as an ordained minister here has been full of joy, learning, and many more "firsts" to celebrate. I continue to feel blessed by the love and support of this congregation and by the ways we see God at work in our church and community.

Some of the highlights for me this year have been the vibrant Easter season, our growing youth and family ministries, and the creative outreach happening through our programs. Easter was a particularly meaningful time, as we explored the Passion narrative in engaging and reflective ways through our worship. It was wonderful to see so many people moved and challenged by the services we shared together.

We also launched our first Easter holiday program, which was a great success, welcoming over 40 children, most from outside our congregation. It was a joy to see our young teenagers volunteering to help, and the feedback from families was overwhelmingly positive. We're excited to follow this up with more school holiday programs in the future.

Our youth ministries continue to grow in exciting ways. The weekly youth group has thrived, and our new Sunday morning teen Bible study has been a wonderful space for discussion,

prayer, and connection. The Sunday squad is a highlight for our kids, and it is great to see kids rush out to learn more about God.

Other memorable moments this year included our successful trivia night fundraiser, our continued presence serving pancakes at the high school each week, and the steady growth of our badminton and table tennis ministry, which now draws people of all ages and backgrounds. These ministries remind me how deeply this church values sharing the gospel through welcome, care, and community.

As we look ahead, I'm excited for all that God is continuing to do in and through us. Thank you for letting me share in this journey with you—I look forward to what lies ahead as we keep growing and learning together.

Pastor Di Paterson

– Pastoral Care

It has been a joy to continue sharing in Ministry at Glen Waverley UC with Rev Ian and Rev Chris and Joanne. There has been quite a bit of visiting with people in hospital, nursing homes and rehab. We have had a number of Funerals and I have been involved in leading some of these services, or sharing in these services, a very special honour. I have also done a few funerals in the Black Rock area and also a number of people not associated with the Church.

I am looking forward to going to Canada in May this year to catch up with family and to meet my new Grandson and reconnect with his big brother.

I am on the World Day of Prayer Vic. Committee as the Uniting Church Rep, I am on the MLDC Committee for Presbytery where I am involved in mentoring Lay Preacher and Lay Pastor Candidates, I am also on the Ministry Formation Committee. I walk with the GOWERS at Jells, meet with GOMER, I attend Team Meetings, Inclusive Community meetings, UCA, Leisure Time as a helper/driver, Aqua Fish and Code of Ethics Training. I have been leading Worship at Strathdon with 2 services a month. I will finish my time there at the end of March 2025. I have enjoyed sharing with the oldies, but I leave them in the hands of a new Full Time Chaplain. It has also been good to assist with the Fete and the Book Sale.

We also have a number of Fundraising Morning teas to support a number of Charities. I have Supervision and I meet with a Minister Support Group.

It has been a busy year at Black Rock as Charman Uniting Church. It was exciting to have our progress in coming together, feature in Crosslight. The renovations on the Church Building are coming along slowly and we hope to be in the new building, in Cheltenham, by Christmas 2025.

Group Reports

Each year, all the church groups are asked to write an annual report for Church Council. These reports are shared here. Together, they paint a picture of an active congregation. You may be surprised to see that so much is happening.

Adult Group

Bev Brown & Lindsay Brown,
Jill Norquay & Bill Norquay

The Adult Group meet for lunch on the first Friday of the Month. There is no minimum or maximum age limit – everyone is welcome.

The aims of the group are broadly:

- to provide a friendly place of contact in congenial surroundings, with activities centred on items of mutual interest.
- to be used as an avenue for newcomers to get to know church folk.
- to assist generally with church activities, eg. fetes, working bees, etc.

Badminton & Table Tennis

Lynne Boyer

An enthusiastic group of social badminton players meet in the hall from 8pm until 10pm on Monday and Thursday nights. Table tennis is also available. Open to anyone who would like to play.

Highlights of the Year...

Growth in player numbers and resurgence of table tennis. Four tables up most nights and a wait list for badminton. This means that we are very financial and contributed \$3000 to the floor resurfacing which looks and feels fantastic in the past 12 months. We are a very friendly and welcoming group. Many have limited English but lots of translations take place.

Badminton & Table Tennis

Monday & Thursday
8pm to 10pm

No bookings
required

\$3 per session

Broadcast Ministry

Warren Greenwood

The Broadcast Ministry group:

- provides broadcast facilities for worship services to a global audience;
- records and creates DVD's for distribution to Glen Waverley Uniting Church members and other interested parties;
- creates and supports an in-home and hospital ministry
- records significant worship and other events; and
- provides technical assistance to both the Ministry team and other worship space users.

Highlights of the Year...

- *Weekly worships continue to be viewed and supported by over 180 to 250 logins weekly. It needs to be remembered that at each login there can be between 1 and 35 people watching so potentially the true viewing numbers can be as high as 500 people. As well as congregations near and far away, many of our own members, shut-ins or just persons having a rest, still enjoy logging into the services each week rather than attending. They have told us they still feel a part of the congregation when they do that. There are usually 40 to 50 logins (50 to 100 people) watching live each Sunday.*
- *There are now over 461 people (a further 25% increase globally on 2023 numbers) who have "Subscribed" to this ministry on YouTube and our website, and who receive an automatic email whenever we are streaming any worship or service.*
- *Funerals and other special events live streaming provides great support for families with members unable to get to the event, and the wider community, with these services being viewed local/interstate/overseas.*
- *The professional and supportive participation of the Ministry team in this outreach. It has been hard for them to engage with members of the congregation through a camera, but they have been wonderful in trying. Not all of the leaders of worship have understood these challenges, but the broadcast team have worked with them and continue to try and "make them look good" as the saying goes.*
- *We get a great deal of feedback of appreciation from many people on how they enjoy the worship options. Members of the Broadcast Team feel very privileged and focused on this ministry as we hear from congregational members how supportive and helpful they find the live streams.*

More information:

See <http://wiki.gwuc.org.au/gwuc/BroadcastMinistry>

Group Reports

Choir of Hope

Deb Leigh

The Choir of Hope provides women who are lonely or from a disadvantage background the fellowship of other women in a safe environment through singing followed by morning tea.

Highlights of the Year...

- The Choir of Hope participated in three church services in 2024. Our members are more confident in participating in church services, and have been willing to join the concert program at Boronia UC and the multicultural event at GWUC. They feel well supported and blessed by the GWUC community and are grateful for the space, the opportunities it offers and the emotional support the choir members are able to give each other.
- Members helped set up at the Trash & Treasure stall for the FETE with Ruth Demian one of those running the stall on the day as well as the Asian Food Stall.
- A Christmas end of year celebration at Code Five funded by the performance fee we received singing at the Multicultural Christmas Celebration.

Friday 10am-12pm

The Choir of Hope

Join together with a group of women who understand the experience of family violence or abuse | No singing experience necessary | Sharing morning tea after rehearsal

Church Council

Chair: Alison Clarkson

Secretary: David Morgan

The Church Council gives priority to building up the Congregation in faith and love, sustaining members in hope, and leading the Congregation to a fuller participation in Christ's mission in the world. This priority is reflected in the agenda of its ordinary meetings." (UCA Regulation 3.1.2a)

Highlights of the Year...

- Working with our new ministry team.
- More members after elections in March.
- Returning to consider our vision.

More information:

See <http://wiki.gwuc.org.au/gwuc/ChurchCouncil>

Communications

John Snare

The Communications Committee is a sub-committee of the Church Council. The Communications Committee works to ensure that information about the life of the congregation is readily available to interested people and that members of the congregation know what is going on. Specifically, the Communication Committee's role is to:

1. oversee and coordinate all communications across the congregation ensuring that they are done in a timely and inclusive manner;
2. introduce new methods of communication as appropriate;
3. facilitate the production of a church magazine (Kingsway) in a variety of formats (to bring the congregation together through the use of information and entertainment);
4. ensure that all church communications are clear, appropriate and that no bias or offensive content is present;
5. continue to develop Glen Waverley Uniting Church's online and web presence as an outreach activity;
6. maintain all brochures and promotional material used by Glen Waverley Uniting Church;
7. seek to make best use of community material to publicise events and activities at Glen Waverley Uniting Church;
8. liaise with Property Committee and make use of, and manage, any external signage;
9. take advantage of free promotional media wherever possible (i.e. Real Estate boards);
10. publicise and communicate Presbytery and Synod activities and events; and
11. encourage, support and assist all forms of communications in Glen Waverley Uniting Church.

Website: <http://gwuc.org.au>

Facebook: <https://www.facebook.com/glenwaverleyunitingchurch>

Instagram: <https://www.instagram.com/glenwaverleyunitingchurch/>

YouTube: <https://www.youtube.com/@gwuc>

Wiki: <http://wiki.gwuc.org.au/gwuc>

Highlights of the Year...

- The status-quo for communications activities was maintained including work behind the scenes to maintain and keep operational the web site and the wiki.
- An innovation for 2024 was publication of an annual report as a special edition of Kingsway in May 2024. It contained group reports derived from the annual reports produced for Church Council as well as the 2023 financial reports. The annual report replaced a meeting of the congregation in the expectation that it would reach more of the congregation than usually attend meetings of the congregation.

More information:

See <http://wiki.gwuc.org.au/gwuc/CommunicationsCommittee>

Group Reports

Community Hub Missional Group

Geraldine Fleming

Provides oversight of the various Community Hub Groups

Highlights of the Year...

- Encouraging to see numbers increasing to pre-Covid numbers in some groups. Disappointing that Playgroup numbers remained low as we have such a great facility. Low numbers may be due to more care being available through Government grants.
- Leisure Time has changed its format and numbers are encouraging but more volunteers are still needed. The Hub is running very well once a week and the five fund-raising morning teas a great success.

More information:

See <http://wiki.gwuc.org.au/gwuc/CommunityHub>

Craft Group

Susan Karoly

Provides fellowship in a time of creativity.

Highlights of the Year...

This is a face-to-face activity which means during times of the pandemic and the convenor's sabbatical the group did not meet.

For 2025 we propose a name change to Patchwork and Craft to accommodate those whose interest is working on longer patchwork projects. The group will continue to meet for fellowship and creativity and is open to members of the congregation and the wider community.



English as a Second Language

Jan Clear

A poster for the English Conversation Class. It has a blue background with a stack of books and a red apple on top. The text reads: "THURSDAY", "11.15am - 12.15pm", "(During School Terms)", "英語會話課", "ENGLISH CONVERSATION CLASS", "Improve your written and spoken English skills", and "NO BOOKINGS FREE ENTRY".

THURSDAY
11.15am - 12.15pm
(During School Terms)
英語會話課
ENGLISH CONVERSATION CLASS
Improve your written and spoken English skills
NO BOOKINGS
FREE ENTRY

To help new arrivals, within the local community, to learn more about the English language and practise speaking, reading and writing skills.

Highlights of the Year...

• In 2024 we booked tables at the Hub special morning teas. The students enjoyed these sessions as they could converse with other students and contribute to table discussions, on set topics.

• [RevlanFerguson](#) and [RevChrisWaddell](#) joined us, in terms 3 and 4, taking a session each.

• Our helper, Lina, who speaks Mandarin, helps students, during the lessons, taking a small group and translating when it is necessary. She messages the students, during the week.

• Rosters and topics are prepared by the convenor, each term. One tutor, one helper and Lina are rostered on each week. Tutors are free to change the topics.

- The students are very enthusiastic and keen to develop their skills.
- We try to break into three groups, every lesson, so that students get to know each other better and have more practice speaking in a smaller group

Group Reports

Finance Committee

Ken Coutts

The Finance Committee is a sub-committee of the Church Council. The Finance Committee works to ensure that information about the life of the congregation is compiled and communicated effectively. That members of the congregation know what is going on in terms of all financial information required for the effective running of the Church.

The Finance Committee maintains all financial records in terms of required accounting practices. The Finance Committee oversees the audit processes (external) completed annually.

Specifically, the Finance Committee's role is to:

1. oversee and coordinate all Finance documents and materials across the congregation ensuring that they are done in a timely and inclusive manner;
2. introduce new methods of finance management and process as appropriate, eg, change to using Xero in 2022 and the presentation of a Monthly Executive summary using a suite of Management Reports throughout 2023;
3. facilitate the production of a Budget and then Financial Accounts in a variety of formats (to bring the congregation together through the use of information and management reporting);
4. ensure that all church finance communications are clear, appropriate and that no bias or offensive content is present and that all assumptions are readily explained;
5. continue to develop our Finance automation using Xero in 2023 and 2024 and improving our process and authorities;
6. maintain all records of funds received and expenses incurred in appropriate formats as used by Glen Waverley Uniting Church;
7. seek to make best use of Standard accounting methodologies to present material to publicise our financial accounting position to all parties within the Glen Waverley Uniting Church community using current methodology;
8. liaise with Property Committee and make use of, and manage, any external rental activities and ensure these are recorded and managed effectively;
9. take advantage of all available information to present our Accounts and financial information for Audit in a timely fashion and ensure external Audit is finalised by mid-Year;
10. publicise and communicate Presbytery and Synod directives and activities and events in relation to Finance activities; and
11. encourage, support and assist all forms of Finance Committee communications across Glen Waverley Uniting Church.

Highlights of the Year...

- *The Finance Budget and expenditure Items were approved and we ended with a sound and strong financial result for 2024. We have transferred funds to assist in rebuilding our Deferred Maintenance Reserve.*
- *Ideas for Changes to process our financial Accounts and activities format have been reviewed and were implemented in 2024 and updated again in Mid-2024.*
- *Treasurer confirmed for further 2 years from January 1 2024 in Dec 2024.*
- *Implemented a Standardised monthly Executive Suite of Reports.*

More information:

See <http://wiki.gwuc.org.au/gwuc/FinanceCommittee>

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FINANCIAL REPORTS**

Fish - Aqua

Judith & Warren Greenwood

Provides support, friendship and pastoral care to others in the group

Highlights of the Year...

- *Ongoing support, friendship and care that is given by members of our group to others in the group.*
- *Welcoming a new couple into our group.*
- *As a group, at Christmas, donating \$600 to TEAR and Uniting World for various activities.*



Fish - Purple

Fiona & Neil Leister

Provides support, friendship and pastoral care to all members.

Highlights of the Year...

- *General support of the group.*
- *Some of the boys with others have a regular bike ride each Monday morning. A great opportunity for support and friendship.*

Group Reports

Free Spirit

Deb Leigh

Music can warm the soul and bring us closer to the Lord! Free Spirit is a group of people who aim to enrich worship through music - and sometimes have some fun with other types of music as well. Free Spirit is regularly part of the worship at the Glen Waverley Uniting Church, but also likes to be part of worship with other congregations from time to time.

Free Spirit is self-funding; each member contributes \$60 per year, used to buy music and cover other expenses.

Free Spirit operates under a privacy policy in accordance with Glen Waverley Uniting Church guidelines.

Highlights of the Year...

- Free Spirit regularly contributed to worship on the fourth Sunday of each month except January.

Free Spirit contributed to:

- The induction of Rev. Ian Ferguson in January
- Easter worship on Easter Day
- A special service celebrating the 80th anniversary of the Rev. Bill Morgan.
- Worship at Burwood Heights Uniting Church in September
- Free Spirit along with the Choir of Hope presented a fund-raising concert at Boronia Road Uniting Church in May.

More information:

See <http://wiki.gwuc.org.au/gwuc/FreeSpirit>

Friday Morning

Bill Norquay

Looks into the deeper roots of Christianity to achieve a greater understanding of the teachings of Jesus beyond the limitations of placed by the early developers of Orthodoxy. We share a grave concern for the future of the church and Christianity as younger generations desert the churches.

Highlights of the Year...

- Over the year we have studied many books and publications by theologians and some from retired ministers who have after many years being restricted by church doctrine have spoken out for change. Bishop John Spong, Dudley Hyde, Bill Loader, Val Webb, David Tacey and Ian Gutheridge are a few of our favourite authors.

Glen Waverley Secondary College Pancakes

Chris Waddell

Provides pancakes on a Thursday morning at Glen Waverley Secondary College.

Highlights of the Year...

- Increased numbers of teachers along with the students.
- Closer connection with well-being staff.
- Some new recruits.

More information:

See <http://wiki.gwuc.org.au/gwuc/GwscPancakes>

GOMER

David Morgan

GOMERs (Grumpy Old Men and Early Retirees) is a fellowship group of retired men

Highlights of the Year...

- Lots of hot chocolate and some Piatella coffee.
- Visits from Di and Chris.
- Lots of good conversation.

More information:

See <http://wiki.gwuc.org.au/gwuc/GomerInfo>

Inclusive Community Missional Group

Jan Clear

Encourages and helps to develop supportive relationships within the church family.

Maintains and improves pastoral care and welcoming procedures.

Offers hospitality, supports all groups, and receives reports from sub-committees.

Highlights of the Year...

- We receive reports from our sub-committees-bereavement support, prayer support, supportive care link, cradle roll convenor, pastoral care convenor, roll maintenance representative, seniors' ministry and leisure time representative. These reports are discussed and action is taken, if necessary.
- The Convenor has continued to prepare the sunflower welcomers roster using door stewards and other volunteers. One person is rostered on each week.
- When service times changed from 9.15am and 11am to 10am, it became more difficult to serve light lunches so these were discontinued.
- Munch with a Bunch was also discontinued in 2024. It was difficult to find a venue close by that would provide lunch for a reasonable price. Catering for lunch at the church was also costly and it was difficult to find enough volunteers to prepare, serve, set up and clean up. The group of 35-50 people who had attended Munch with a Bunch previously had diminished (moved into care, passed away or not able to attend because of medical issues) so we decided to discontinue this activity.
- Special morning teas have been held for Mother's Day, Father's Day, special occasions for Ministry Team or church members, the Uniting Church Anniversary and other significant events.
- There is good communication and co-operation within the committee.

More information:

See <http://wiki.gwuc.org.au/gwuc/InclusiveCommunity>

Group Reports

Leisure Time

Susan Karoly

Leisure Time is a community outreach project of the Uniting Church Glen Waverley and is established for the principal objective of providing services for elderly and housebound people

Highlights of the Year...

- *This program proves to be most successful due to its volunteers. The program received a Monash PALS activity grant of \$250 and a gold coin donation from the guests. This covers the costs of the afternoon tea which consists of sandwiches and slices made or purchased each month, and a Christmas present at the last meeting.*
- *All guests complete a registration form. All volunteers complete an annual form of availability which is used to make the yearly roster. All guests and volunteers register on the day which fulfils a health and safety check such as in an emergency evacuation we know who is present and can be accounted for, or, if a guest or volunteer is not present a welfare call can be made.*
- *The program starts with the consumption of the afternoon tea, then announcements an activity such as a quiz, and the recognition of birthdays for that month with a cake and photograph. The Christmas afternoon tea is open to the spouses of our volunteers and a gift is given to all those in attendance.*
- *A Newsletter is circulated every two months with articles and what's on at the church. My thanks to Joanne who is very gifted in producing this newsletter and Alison Clarkson who is the Newsletter Editor.*
- *The activity themes of each month are agreed by the Leisure Time Small Group that meet in the January before the program starts in February. Sometimes a small item is given in keeping with the theme, such as the bookmark and tassel (made by the craft group) for Anzac Day. In November we invited the 'Treble Tones' to lead in songs from WW1 and WW2 to honour Remembrance Day.*
- *This is a strong program that has been in existence for many years albeit changing to meet the demands of guests and volunteer availability. In December we said farewell to a most loved and loyal volunteer, [BarbaraThompson](#) who retired after many years of service.*
- *Due to rising costs, it has been proposed that the guests offer a \$5 donation.*

More information:

See <http://wiki.gwuc.org.au/gwuc/LeisureTime>



Leisure Time

A friendly get-together for seniors wanting company

Sharing fun, activities and good food!

Bookings essential

Call 9560 3580 for details

Outreach and Social Justice Mission Group

Margaret Fraser

Encourages our congregation to be active and committed to serving God in the wider community and around the world.

Supports existing and ongoing projects, e.g. Congregational Outreach Projects, and to considers new concerns raised by the congregation or the Justice and International Mission unit of the UCA.

Highlights of the Year...

COP projects

- *The major effort for 2024 was the re-establishment of the Congregational Outreach Projects (COP) procedures and congregational engagement.*
- *A COP Sunday service and lunch was held in May in collaboration with the ministry team and speakers from 3 previously supported COP projects.*
- *Applications were received, and five projects were carefully selected to be recipients of the 2024 fete proceeds.*
- *The COP projects were well supported by the congregation and proceeds of \$21,701.49 were distributed to the projects by late November. Sincere letters of appreciation have been received from all COP recipients.*

Other highlights

- *Improvement of our communication efforts with the congregation, using noticeboard, weekly Bulletin and Kingsway.*
- *Other ongoing projects, e.g. monthly Material Aid appeals, Honey Money, Pancake Breakfasts at GW Secondary College, continue to provide care to our wider community. We also undertook promotion of special and seasonal appeals.*
- *We have begun to participate in local First Nations activities and have established a relationship with the Aboriginal Partnerships office at Monash Council.*
- *We introduced a knitting project to supply hand-knitted items to Knit One Give One (KOGO) for distribution to vulnerable and disadvantaged persons. 132 items were made by congregation members and others.*
- *We provide an intentional connecting point for all GWUC outreach and social justice projects and thus a link to Church Council.*

More information:

See <http://wiki.gwuc.org.au/gwuc/OutreachSocialJustice>

Group Reports

Meditation

Susan Karoly

Highlights of the Year...

- A page introducing the theme of the meditation is sent by email in preparation of the forthcoming session. Some of our themes have been taken from the Psalms, Lectionary, significant current events, etc. The meditation is for 30 minutes. We use breathing and relaxation techniques to quieten our minds and body to become receptive to talking with, listening to, or just sitting with God. We finish the meditation with a written prayer in keeping with the theme. Before the close, a prayer holding others before God is said.
- The meditation group is open to members of the congregation and the wider community. Before covid we met at the church, and then switched to zoom. The pros are that those able to use zoom technology can meet from the comfort of their homes or wider afield (we have one member who is often in WA). The cons are that computer skills are not always available.
- A proposal for 2025 is to return to the church for face to face meetings, as well as have meditation on zoom. This would mean having face to face meditation plus on line meditation simultaneously.

Playgroup Volunteers

Kaye Mackinnon

Provides an ongoing meeting time and place for young children to learn to socialise, play and participate with some organised activities with other children of similar age, and their carers to socialise with other adults as often they are newcomers to area.

Highlights of the Year...

- Our Playgroup is for socialising young children and offers carers a chance to talk to others, especially when newcomers to the area. A highlight for the year was watching their ongoing development, both children and carers. Some birthdays were celebrated, and our last session for the year saw Santa come and special morning tea contributed by all.

More information:

See <https://gwuc.org.au/ministries/multicultural-ministry/playgroups/>

People and Culture

Ken Coutts

Provides a knowledge, technical support and administration framework for all employment and staffing matters for Glen Waverley Uniting Church.

Highlights of the Year...

- An important year re forward staffing and planning re our staffing mix and fit for the forthcoming 3-4 years with arrival of the 2 new Ministerial team members.
- Met with Rev Chris Waddell and initial communication with Rev Ian Ferguson in late 2023 and then upon his arrival. Subsequent health issues impacted Ian's involvement.
- Completed of extension of contract for Di Paterson and change to Pastor position designation in early 2020 and then renegotiation of Di Paterson's contract in December 2022 and recently in December 2023 for 2024.
- Managed employment and performance issues for Church Council in terms of our contracts and legal obligations under employment law and awards.
- Reviewed and updated of Office Manager role and Hours and agreement through Church Council and further extension for another 3 year (from April 2024) with no further salary increment.
- Recruitment process completed with John and Tess and a successful appointment finalised with commencement in September 2023 and agreement to 12-month extension post probation to December 2024. A successful outcome although Ray (Ramoun) resigned in late December 2024, effective 28 February 2025.
- Reviewed Office Hours and confirmed current arrangements with Joanne in late November 2023 and again in 2024.
- Updated processes and review of our Annual Leave processes and the availing and planning of A/L for 2023 with detailed reporting process successfully implemented.
- Need to review LSL for Di Paterson in Feb 2024
- Agreement of Office Hours and Staffing over Christmas / New Year December 2024 with Joanne availing of 3 weeks leave.
- Creation of Provision for LSL (annual basis) – Funds accrued for Di Paterson
- Had intended to maintain Office Manual as a working document for GWUC processes. This still requires updating (to be updated after conversion to Xero) delayed again until March / April 2025.
- Maintained our Employment contracts and Personal Records securely.
- Managed our salary and allowances records and reporting to Synod P & C and via award reviews and correspondence from Centralised Stipend Payment Service (CSPS)
- Have had extensive dealings with Synod Payroll CSPS (Michelle Ennis).

More information:

See <http://wiki.gwuc.org.au/gwuc/PeopleAndCultureCommittee>

Group Reports

Property Committee

Michael Boldiston

Maintains, expands and cares for the Property/s used by the Glen Waverley Uniting Church for the benefit of all of the congregation and act as a stewardship caretaker for those properties on behalf of the Uniting Church in Australia.

Generate income from the property in a manner that is consistent with the UCA and Glen Waverley Uniting Church philosophies.

Highlights of the Year...

- A very large exercise was undertaken over many months to outline GWUC's intended actions to fulfil Synod's requirement that "... all sections of the UCA Victoria and Tasmania were to aim for zero emissions by 2040.". Warren Greenwood organised a project team which produced a recommendation report which Church Council approved in September. A brief presentation was given at the November congregational meeting, outlining:
 - the list of approved projects,
 - the agreement by Church Council for Head of Property & Treasurer to be the ones agreeing on the timing for each project based on funding available
 - that the programme of work will be reviewed at least every 12 months to ensure it evolves as technology does
 - that this is a long-term programme of work that will be undertaken in a very measured and fiscally responsible manner
 - the general approach of "do not replace items that are not broken"
- On 17th November, a massive downpour and associated flooding affected the Glen Waverley Uniting Church tennis club - basically destroying 2 courts and left two more unplayable until repaired. The team continues to work with club officials, Synod & insurance assessors to have the quotations finalised, approved and the repairs underway.
- One of the challenges for 2024 was the closure of the multiple-story carpark and the stress that placed on our own carpark. This was managed exceptionally well by the attending groups, by people being considerate of those less mobile than themselves (and therefore parking elsewhere), and by a general understanding that this was just for a short period and would resolve in 2025.
- Rentals have continued to assist with GWUC's financial position, though we note the loss of Mini Maestros has left a bit of a hole (franchisee retiring from business). As a result, the rentals have only just covered all normal property costs, maintenance etc during the year.
- The way which all members of the GWUC community and hirers respected our buildings and facilities which led to lower-than-expected maintenance.
- Two new microphones were purchased for our ministers to use each Sunday, and both are working very well.
- Office multifunction printer arrangement was renewed with a new printer contracted for several years at a lower cost.
- A few significant rain events throughout 2024 showed some areas of the church where minor leakage occurred. Those that could be addressed were, and others are noted for future action.
- Manse maintenance has been aligned with budget, though the replacement of the hot water service in #15 Southdown was unexpected. It did, however, tick off one of the Emissions Management Projects' actions. Robert also did an excellent job in fixing the awkward walkway near the back gate of #17.
- Warren continues to provide oversight to the Security, Essential Services Testing and Monash Council and Presbytery returns in those areas.
- All AESMR testing for 2024 passed inspection and results were sent to Synod/Monash council and recorded onsite for inspection as required.
- Early January 2025, the Hall floor was 'revitalised' and the funding for this was largely provided by a donation from the Badminton group. The work was highly successful, and the property committee would like to sincerely thank the whole congregation for studiously avoiding the Hall whilst the new floor was drying.
- The whole property team has been outstanding throughout 2024 in managing their individual responsibilities and pitching in elsewhere when required. Warren (manse maintenance, broadcast & major project coordination), Neil (broadcast, maintenance & electrical testing), Robert (day-to-day maintenance activities), Fairlie (rosters), Mirini (church and manses gardens), and Joel (broadcast/AV & general maintenance) do an amazing job.

More information:

See <http://wiki.gwuc.org.au/gwuc/PropertyCommittee>

Group Reports

Rosters - Flowers

Margaret Colvin & Kaye Mackinnon

Provide floral arrangements for the worship centre

The Hub

Judith Greenwood

Welcome and offer hospitality to all who come to The Hub. Grow relationships with these people and connect with other groups in the wider community.

Highlights of the Year...

- One of the highlights for the year was the increase in the number of people attending The Hub Tuesday sessions. Some weeks there were about 30 people at The Hub! Quite a few came most weeks. A couple of Hub visitors come to church on a Sunday.
- Another highlight is the number of people from the wider community attending our Hub Special Morning Teas, and the amount of donations received. The total of donations received for our 5 Special Morning Teas for the year was \$5,895-85.
- The Mount View Hub is always exciting! It's when we spend time with some of the hearing-impaired children from Mount View Primary School. We met 5 times for the year, 4 times at the church and once at the school. There were 10-12 students, 12 Special Friends from The Hub, and 4 or 5 teachers. We have seen a big change in these children over the year. They are now much more confident in talking with us and communicating in the wider community. The teachers really appreciate us spending this time with the students..

More information:

See <http://wiki.gwuc.org.au/gwuc/TheHub>

Sunday Squad

Annette Wojak

Faith development and worship for children attending the morning service. Building of community and friendship amongst children. Development of leadership skills for young teens.

Highlights of the Year...

- The program followed the themes of the sanctuary service and consisted of four elements: a time of child led prayer; children reading from the bible; shared learning and discussion; and creative response to bible teachings. The children valued their time together and enthusiastically contributed to each element.
- The squad members took various opportunities to share their learning and creations with the wider church community, including displays, baking morning tea cookies and providing prayers in the service.
- A more visible noticeboard was made available in the foyer, making it easier for the congregation to access childrens' contributions.
- Squad members took shifts on the fete \$2 stall and helped serve at the great outback BBQ lunch.
- We had 1 new member join and 2 past members rejoin Sunday Squad, and occasional visitors.
- As the year was coming to an end, the older group members discussed having a separate group for the teens, the idea was fully supported by all teenagers and planned to commence in 2025.
- An exciting year of growth with God.

UCAF

Margaret Duncan

Enables members to share in Christ's mission, meeting together for Fellowship, Service and Worship

GLEN WAVERLEY UNITING CHURCH
ADULT FELLOWSHIP - UCAF

Join us for morning tea followed
by devotions and a guest speaker

1st Tuesday of each month @ 10am



Highlights of the Year...

- Starting at 10 a.m. the members enjoy morning tea and a chat.
- In Room 1 we are blessed with a devotion presented by a member during the general meeting.
- Our year started off with a Commitment Service. An interactive Easter Service has become an accepted practice.
- Each month there after our Guest Speakers were as follows:- Rev. Chris Waddell; Bolton Clarke topic, "Healthy brain, Healthy body"; Lencie Harding; Rev. Ian Ferguson; Bolton Clarke topic, "Healthy eating and nutrition".
- For 2 months we had informal discussions sharing life stories and collections.

Youth Group

Chris Waddell

Creates fellowship, creates a safe space, creates an environment where the Good News of Jesus can be shared and where youth can be encouraged to live more like Jesus, and to HAVE FUN :).

Highlights of the Year...

- Numerical Growth since the start of the year, the group forming stronger connections with each other and the church, the implementation of a devotion at in the middle of the night.

More information:

See <https://gwuc.org.au/ministries/youth-young-adults>

Finance Committee Report

Management Report to Church Council and Congregation for the YEAR ENDED 31 December 2024 | UCA - Glen Waverley | ABN 33 086 862 203

Prepared by Treasurer & Finance Committee - March 2024

Overview - GWUC A Difficult Year

The P&L for 31 December attached reflects a deficit of \$39,643.15 against a planned surplus of \$6,800. This is a variance of \$46,443 and is in line with our guidance and predictions over the last several months. However, we would like you to concentrate on the Operating deficit / Cash flow deficit for 2024 of \$21,995.

Following completion of the year ending items we have finalised our Accounts and now completed the Management Accounts and the Management Reports. We will seek both Finance committee, Church Council approval, and submit the Financial Accounts to Yates Partners for Audit in mid-March 2025.

We are satisfied with the accuracy and technical proficiency of our Set of Accounts. We provide the following comments and rationale for the Deficit.

We budgeted for our offerings to reflect higher levels, we have experienced lower receipts because less people are contributing as a consequence of the number departing and/or no longer contributing:

	Budget	Actual	Variance
Direct giving	155,000	149,564	(5,436)
Envelopes	68,000	55,109	(12,891)
Open Plate	57,000	52,453	(4,547)
Open Plate Other	3,000	6,100	3,100.
Total	283,000	263,226	19,774

Over the 12 months our offering is approximately 7.00% below a plan that had been adjusted down after the prior year (post Covid). We failed to meet our budget.

We know we have a broader giving issue and with our demographics and are likely to see further reductions as our numbers of givers reduces and we lose more of the older group through a variety of circumstances. We are working on these issues, but we have failed to replace those leaving with new arrivals and those who appear to have joined are not contributing to the same levels as those older long-established groups who are now departing.

Reduced Actual Rental Income.

We achieved Rental Income of \$68,210 against an aggressive plan of \$80,000. Variance of \$11,790.

There are other items of lesser consequence, and you can review these in the attached Management Reports in early February. Consequently, our Revenue is behind where we projected to be, and we see no immediate means of adjusting. Our rental income is near its maximum. We have an ageing congregation with less numbers attending.

Expenditure.

The most significant area remains our overall cost structure being applied to deliver the programmes and framework desired and approved by Church Council. Let me explain simply and in greater Detail.

Our Total Expenses were \$500,345 against a plan / budget of \$471,100. At a time when our receipts (primarily our giving) are falling our expenses were \$29,245 above the planned total of \$471,100. Our Staff Costs after the annual adjustment's advice from Synod and through Award changes, were above plan.

	Actual	Plan	Variance	%
Ministers Stipends & Allowances	173,693	165,000	8,694	5.27
Office Manager, Pastoral Care & Welfare	76,584	75,000	1,584	2.11
Superannuation	28,424	24,000	4,424	18.43
Total	278,701	264,000	14,701	5.5

In simple terms our revenue was down, but these issues were identified and expected. Expenses are tightly controlled, but our total Staffing costs, particularly our Ministers Stipends and Allowances, were above our planned figure, and we did not plan (my fault) for the increase in Superannuation levy across all our staff.

Summary.

We have finalised our Financial Accounts for 2024. The Operating Cash Deficit will reflect a figure of \$21,995, which is reflective of our commentary over the last 4 months. We created accruals in our Balance Sheet for our unexpended Welfare Receipts by creating an Accrual Account in the Balance Sheet of \$17,647.79. That will increase our Total Deficit for 2024 to \$39,643.15 although our Operating Deficit will be \$21,995.

In late January / February 2025 we will bring these Accruals back from the Balance Sheet into our Receipts for 2025, which will then be for Welfare Expenditure and Henry Shaw expenditure through our Welfare team. We will clear the Accrual from the Balance Sheet in February 2025.

There is nothing new here, but it summarizes what has been reported in Management Reports over the last year, especially recent months to Church Council from Finance Committee.

Our income and receipts are falling by 1-2% annually, while expenses are rising by 4%.

This trend is unsustainable. We can sustain these deficits for another year or two before Finance Committee raises concerns about our diminishing reserves created by previous leadership and ministerial teams. By 2026/2027, auditors may also express concerns.

Simply put, we are operating, in financial terms, beyond our means.

Ken M Coutts, GWUC Treasurer

If you have any questions as to these financial accounts, please contact Ken Coutts on 0412 766 761 or email kmcoutts@bigpond.net.au

Financial Reports

Profit and Loss - Summarised				
UCA - Glen Waverley ABN 33 086 862 203				
For the year ended 31 December 2024				
Account	Dec 2024	Dec 2023	2024	2023
Trading Income				
Offerings and Bequests	23,268	19,226	265,919	315,397
Fundraising and Special Efforts	0	0	34,193	30,420
Worship and Christian Education	443	469	1,060	2,229
Missional Group Income	(13,191)	(12,948)	23,599	16,322
Property Income	9,020	3,190	82,858	82,833
Admin and Finance	7,935	4,205	33,808	39,625
Other Income	(2,670)	0	6,203	0
Grants Received - Synod	0	0	0	3,308
Receipts - Choir of Hope	550	0	2,777	0
Receipts - Leisure Time	275	0	1,388	5
Receipts - Pastoral Care Worker	0	0	0	3,000
Receipts - Bequest - Margaret Falconer	0	0	3,280	0
Receipts - CC - Local Community Engagement	0	0	0	757
Grants Received - Local Government	0	0	5,500	0
Receipts - The Future Fund	0	(3,000)	0	0
Receipts - Catering and Morning Tea	0	0	116	0
Receipts - Community Hub	0	0	0	(12)
Receipts - UCAF	0	0	0	20
Total Trading Income	25,630	11,142	460,701	493,906
Operating Expenses				
Ministry Team Stipends and Expenditure	17,223	15,355	192,259	157,198
Contributions to Mission and Service Giving	8,000	8,000	52,000	52,000
Expenses - Church Council	0	35	203	7,668
Worship and Childrens Ministry	1,051	355	7,112	6,874
Church Missional Groups	2,576	1,554	20,081	39,173
Property Expenses	14,284	9,841	73,052	71,322
Administration and Finance Expenses	4,113	4,329	62,352	59,079
Miscellaneous Expenses	0	0	1,023	944
Contributions to NON UCA appeals	0	0	0	50
Donations to UCA Appeals/Projects	0	0	0	53
Expenses - Annual Fete	0	15,517	26,538	24,005
Expenses - Choir of Hope	646	0	646	125
Expenses - Communications Committee	0	0	0	59
Expenses - Leisuretime	0	221	50	221
Expenses - Organist, Choir, Music	0	0	65	605
Expenses - Welfare COP	1,509	0	4,239	0
Salary & Allowances - Welfare Coordinator	1,032	1,032	13,427	9,113
Expenses - Community Outreach	0	0	600	0
Grants Expenses - Local Government	2,491	0	4,745	0
Expenses - Property - King Clean Pty Ltd	1,750	910	11,690	10,290
Other Expenses	87	0	87	0
Expenses - CC - Local Community Engagement	495	440	714	(370)
Trf to prov for Pastoral Care Worker LSL	0	0	500	0
Expenses - CC - Intercultural & Intergenerational Events	0	0	537	150
Superannuation - Lay Staff	2,230	2,125	28,424	22,311
Total Operating Expenses	57,487	59,714	500,345	460,872
Net Profit	(31,857)	(48,572)	(39,643)	33,034

Financial Reports

Balance Sheet - Summarised				
UCA - Glen Waverley ABN 33 086 862 203				
As at 31 December 2024				
Account	31 Dec 2024	31 Dec 2023	Movement	
Assets				
Current Assets				
Bank	29,141	54,457	(25,316)	
Debtors	1,390	460	930	
Prepayments	(2,598)	3,013	(5,611)	
Investments	189,273	225,757	(36,484)	
GST	2,609	2,341	268	
Total Current Assets	219,816	286,028	(66,212)	
U Ethical Growth Cash Management Wholesale Trust	20,030	0	20,030	
GWUC Endowment Fund	74,911	71,003	3,908	
Total Assets	314,757	357,031	(42,273)	
Liabilities				
Current Liabilities				
Accruals	17,648	24,608	(6,960)	
Bequests	13,405	13,405	0	
Creditors	2,377	2,617	(240)	
Prov for LSL	4,250	3,000	1,250	
Rental Bonds	300	200	100	
Rounding	2	2	0	
Total Current Liabilities	37,982	43,833	(5,850)	
Total Liabilities	37,982	43,833	(5,850)	
Net Assets	276,775	313,198	(36,423)	
Equity				
Current Year Earnings	(39,643)	33,034	(72,677)	
Retained Earnings	185,457	152,423	33,034	
Reserves	44,958	42,458	2,500	
Leisure Time Reserve	4,000	0	4,000	
Endowment Fund Reserve	71,003	71,003	0	
GWUC - The Future Fund Reserve	11,000	11,000	0	
Bequest - Falconer/Strathdon Reserve	0	3,280	(3,280)	
Total Equity	276,775	313,198	(36,423)	



GLEN WAVERLEY UNITING CHURCH
CORNER BOGONG AVENUE & KINGSWAY

MUFFIN MORNING TEA AT THE HUB

Proudly supporting
Fight Parkinson's

THURSDAY
21 AUGUST
10AM-12PM

ALL WELCOME!

GROUPS OF 10 OR MORE
PLEASE CALL 9560 3580



GLEN WAVERLEY UNITING CHURCH
corner Bogong Avenue & Kingsway

THE HUB
Hospitality - Understanding - Belonging

SENIORS' MORNING TEA AT THE HUB

THURSDAY 30 OCTOBER
10AM - 12PM

PROUDLY SUPPORTING MND VICTORIA
providing care & support for people
living with Motor Neurone Disease

mnd Victoria
All Welcome!

Groups of 10 or more, please call 9560 3580



Glen Waverley Uniting Church
Corner Bogong Avenue & Kingsway

Annual Fete

教會年慶

Saturday
18 October
8.30am to 2.00pm

All proceeds support the outreach projects
of Glen Waverley Uniting Church.

SOMETHING FOR EVERYONE!

Food Stalls, Cakes & Jams, Plants, Craft,
Jewellery, Kids Activities, Face-painting,
Popcorn, Toys, Silent Auction, Books,
Treasures & Collectables, Music and MORE...

Donations Welcome: Donations for stalls including books, plants, household items, toys, treasures or small electrical items (in working order) may be delivered on Friday 17 October 9am-7pm. Please note: We are unable to accept mattresses, furniture, pre-loved clothing or unsaleable items.

For more details contact GWUC Church Office - 9560 3580 | office@gwuc.org.au

Kingsway

is a regular magazine of Glen Waverley Uniting Church.

It is designed to provide a voice for the church community to share activities, thoughts, celebrations, stories and the faith journey, and will present to the church community the quiet achievers and achievements in the life of our church.

"Kingsway" has a multi-generational, multi-cultural and missional focus and is designed to build community, lift the spirit and strengthen our faith.

If you have an item, article or notice that you think will be just right for "Kingsway", please contact Joanne Boldiston (office@gwuc.org.au) or David Fraser (davidfraser60@gmail.com).

Glen Waverley Uniting Church Ministry Team



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