

GLEN WAVERLEY UNITING CHURCH COUNCIL

Meeting held at 7.45pm Wednesday 15th July 2009

MINUTES

(recorded Wendy Wyatt)

Present: John Hurst (Deputy Chair), Lynne Boyer, Marjorie Bedford, Doug Newberry, Rev Ineke Gyles, Jan Clear, Warren Greenwood, David Jackson, David Morgan, Ross Mackinnon, Roger Vass, Graeme Frecker, Yan Emms, Wendy Wyatt (Minute Secretary).

Apologies: Rev Greg Fry, Beverly McGlead, Carolyn Blakemore, Kerryn Leister, Brian Clarkson, Amy & Max Whittaker, Murray Lowe.

Caring & Sharing:

- (a) Devotions: David Morgan read an excerpt from a book by David Kossoff 'The Story of Jonah' – a discourse by Jonah whilst in the whale. Being down and saved is perhaps what the story of Jonah means. This was followed by prayer.
- (b) Ministry Team Report: (Rev Ineke Gyles) (Circulated). Baptism request for Alani Matheson on 9 August at 9.00 am given approval by CC. Rev Brace Bateman will provide supply while Greg is on sick leave – 2 days per week (Thursdays and Fridays). Ineke full-time while Greg is away. Ineke met with Brace and will keep in touch with him. Ineke was impressed with sign 'Children of all ages welcome here' at a church in Rye. Been a busy month with 18+ pastoral contacts, worship services at Cumberland View and Monash Gardens, 2 funerals and 1 baptism, Conference at GWUC, and support for Gael O'Brien at her sister's funeral. Beeac really great. Frances La Fontaine has broken her elbow in three places. Greg's hernia larger than expected but he is OK. Kaye & Ross Mackinnon have been to Oaktree Hill and given communion which was appreciated by the residents. Alanee preparing for Youth Camp in August. Five young people attended Conference in Canberra and very excited about it. Need for better communication of people with needs – notice to be put in Bulletin to encourage congregation to let Ministry Team know of people who are in need. Need for a Funeral Team, especially for Memorial Services when there is no Funeral Director.
- (c) Joys and Concerns: Free Spirit contributed \$1200 to Colac Chaplaincy. Water harvesting progressing well with men enjoying the experience together. New grandson for Roger and Jenny Vass – Samuel Isaac. OTWT Building Host scheme started today (Community Hub) – all set up with chairs and tables with piped music. Instructions set out for those hosting have been provided.

John Hurst led CC in prayer for the above.

Confirmation of previous Minutes of meeting held on 23 June:

Confirmed.

Matters arising from those Minutes:

- (a) Audio operator for the 11.00 am service – has been arranged.
- (b) Congregational Outreach Project Committee 2009 – John Hurst has 2 members and is looking for more. John to immediately convene a meeting with decision on submissions to be presented to the next Congregation Meeting. Nine submissions have been received.
- (c) On the Way Together:
 - (i) Clarification of teams – Attachment 1. Confusion on this matter. Further work needed as some people have missed out. Hub had two lists. All were invited to first meeting and most are now on roster. Roles were specified in 23 April meeting, part 2. Suggested leaders of Hubs contact volunteers on their lists and ask whether they wish to be involved and reports be given to CC each month – meetings held, projects under consideration etc. Should be works in progress and this progress noted in Bulletin.
 - (ii) Goals for Outreach & Inclusive Reports were circulated for Advance Day.
 - (iii) Goals for Faith Community – Attachment 2.

Fourth Sunday 10am Service •

- On the fourth Sunday of each month we have a combined morning service at 10:00am. •
- Have a guest preacher/teacher. •
- Discussion with preacher after morning tea 11:00am-12:00 pm. •
- Funding \$125 per month. •

Development of Small Group Ministry •

- Support, encouragement and co-ordination of small groups at GWUC. •
- Kept track of all the small groups that have a faith development focus inc. Sunday School. •
- Keep track of material used, people attending. •

- Encourage sharing of learnings with congregation.
- Beginning each year, celebrate our small groups and commission the leaders.
- Funding -no extra funding needed.

Establish a Worship Committee

Note: some recommendations were modified.

- (iv) Hub goals still to come, but building host scheme under way: Ineke will get verbal statement from Advance Day in writing.
- (d) Review of lay staff (Attachment 3):
 - (i) Draft Review document from Roger Vass: Comments from Brian Clarkson regarding security. Decided appropriate for Council Chair have charge of the Review document and to keep document for term of employment and passed from one Chair of Council to the next. Review document to be modified by Roger. Discussion on whether ministers to have a review as do lay staff. Alternatives suggested were for each to have a support group appointed by Council, or to have one Councillor responsible for being Pastor to the Pastors. John Hurst and Ross Mackinnon to talk to each of the Ministry Team to identify what structure they would like to adopt and come back to Council with an appropriate recommendation.
 - (ii) Team for Wendy is Warren Greenwood, Beverly McGlead and Graeme Frecker chosen by Wendy: Approved.
 - (iii) Teams for Caroline and Alison coming.
- (e) Annual review of 'life of congregation'. Calendar proposed last meeting did not fit well with the calendar year. Executive suggests spending proposals early October, budget in November, reports received in February on the January/December year, to the Congregation in March: Discussion – Church Calendar agreed to in 2001. This proposal adds and emphasises group reporting. 32 groups in church required to provide reports – not too much detail. Template is available for groups to use. This to be brought to the next meeting. Reports to celebrate the life of the congregation.
- (f) Occasional Child Care wind-up: Suggested 30 August. Details to be decided by Jan Clear, Carolyn Blakemore and Occasional Child Care staff.
- (g) Total Church Management Software System: Warren still checking security and isolation of sections.

Confirmation of Report of Advance Day: (Attachment 4):

List of apologies to be put in. Discussion re current worship styles and approaches re staffing needs. Need to better define 'needed staff'. Question as to whether Elders had discussed ministry needs for the future at their previous meeting. CC advised Elders to discuss this matter further.

Growing Generous Givers (formerly Planned Giving Campaign):

- (a) Total cost of using Caroline Kitto is estimated as about \$10,000. Executive recommendation is to proceed to engage her. Roger advised Caroline Kitto runs a company called "Spirited Consulting Pty Ltd" and also works for World Vision. She is in Melbourne frequently for World Vision. Finance Committee and Executive felt the need to get some extra help to bring new ideas on giving challenge. Suggested date for initial meeting with Caroline is the first week in August. People have been approached to be present at this meeting – Helen Boucher, Yan Emms, Geoff Lewis and Ian McMillan have agreed to sit down with Caroline. A number of others have been approached and still thinking about it. Need some people from CC to be part of this group. David Jackson has agreed to be Assistant Interim Treasurer in the absence of Roger on the basis that Roger can step aside from this duty and concentrate on convening the Planned Giving Group/Programme.
- (b) Roger Vass is preparing a document incorporating "Who we are" and "What we do" to be used for meeting with Caroline in early August: incorporates 'Statement of Intent', Vision, Mission, Life-giving Themes, Propositions, new program initiatives, what do we need, meeting financial challenge, volunteer needs, organising etc. Question as to whether 'new' programme would be demonstrably different from other Stewardship Australia programmes. Not known as yet until after discussion with Caroline. Meeting is not an intent to commit to programme. How much would it mean that each individual would need to commit to make plan work? Economic situation at present is difficult. Roger to ensure that these concerns are addressed at meeting. Campaign needs to be finished by end of September. Agreed by Council that discussion with Caroline take place and someone to chair it as Roger Vass will be away. Extra councillors for committee to meet with Caroline – John Hurst to Chair, and (as suggested by Ineke) Geoff Harwood to be asked to contribute when he returns. Congregation meeting to be held as soon as possible after meeting. Graeme Frecker to decide.

Correspondence:

- (a) Graham Lockhart re Tongan insurance claims (Attachment 5) – Letter of congratulations to be send to him by Secretary.

- (b) *Beverly McGlead letter of resignation (Attachment 5) – David Morgan to write to Beverly suggesting that she rescind her resignation and consider taking leave until her health is better. During that time Deputy Chair John Hurst will be happy to take over her duties. Should Beverly still wish to resign as Chair, a new election would need to be held for Chair and Deputy Chair.*
- (c) *Report from Ross Mackinnon (Attachment 7) – Tabled. Thanks to Ross for his insightful report.*

Finance Committee:

- (a) *No meeting held this month.*
- (b) *Budget for July-December 2009 tabled at last meeting for approval for transmission to Congregation Meeting – Agreed with modification to increase planned giving costs.*

Property Committee:

- (a) *Manse at 19 Southdown Street. Investigation of possibilities on behalf of Outreach Group and congregational input is being sought: Rental rates ratified. Several options have been presented and Outreach still investigating them. CC to decide as to Manse's use.*

Presbytery Report:

- (a) *Gavin Blakemore approved for Intern year. Letter of congratulations to be sent to Gavin.*
- (b) *Ame appointed Youth Representative to Assembly. Letter of congratulations to be sent to her. Discussion took place as to financial help for Ame should she need it. CC agreed that she should not be out of pocket – Ineke to meet with Ame to discuss this.*

Other business:

Elders meeting: new Elders welcomed and advised what Eldership involved. Five new Elders. No Chair of Elders yet. 'Machinations afoot'!

Ineke requested next Monday off as she would like to attend a meeting of the Advisory Committee of the Doveton Child Care and the Board of Commission for Mission. Agreed by CC.

Welcoming Service has led to some transfers.

Carolyn has requested leave during September school holidays, 19 September to 4 October. Agreed by CC.

Donation received from Cumberland View Chapel will be used for Alison's ministry for Seniors ministry. Letter of thanks to Cumberland View Chapel has been sent advising them of this.

Next meeting:

Wednesday 19 August at 7.45 pm in Room 1

John Hurst

DOCUMENTS TABLED AND UPDATED FROM AGENDA

(1) Final doc re review of paid staff as amended at Council last night (Roger Vass).

Glen Waverley Uniting Church

Annual Review of Positions (Other than-Minister of the Word or others in Placement)

Purpose: to review the position and the work of the incumbent and provide an opportunity hear of concerns and issues arising.

Aspects:

The review will:

- (a) cover the job description and its adequacy for what is the present activities, duties and roles;
- (b) will explore how the incumbent is performing in the job and,
- (c) discover issues and concerns that require attention

To assist the review typical questions might be as follows (not in any particular order):

- What has been happening in the job? How's it going?
- What's working/ what's not working?
- Is the job description still relevant or does it need amendment?
- How does the incumbent feel about their role and activity in the position?. How comfortable are you about your role?
- Is there a need to change something? Is there help needed? What needs to be done?
- Are there any employment terms and conditions that need action (pay rates, leave, accommodation, facilities, etc)

Process

The review will be conducted annually by a 3 person group comprising two people appointed by Council (one of which is a Councillor) and one nominated by the incumbent.

The Councillor will be nominated as convenor.

The review will be primarily conducted at a meeting (or meetings as necessary) with the incumbent.

A written report will be prepared and edited to the satisfaction of the incumbent.

The report will be confidential and signed by all parties to the discussion. A copy will be given to the incumbent and the other held by the Chair of Church Council for the term of employment. (All confidential employment documents held by the Chair should be passed to subsequent Chairs.)

While retaining confidences the Convenor of the review committee will present a report to CC with a summary of findings and any recommendations for action by the Council/Congregation.

CC must ensure these recommendations are acted upon.

A subsequent annual review may refer to past reviews and actions taken.

Positions affected (as at Jul 1 2009)

- Office Manager
- Children and Families Co-ordinator
- Seniors Ministry Co-ordinator

A profroma report follows:

Glen Waverley Uniting Church

Annual Review of Positions (Other than-Minister of the Word or others in Placement)

Position being reviewed	
Date of Review Meeting	
Place	
Reviewee	
Reviewers	Chair (Councillor): Panel member: Reviewee's nominee:
Aspect addressed	Summary of findings and/or actions needed
Matters arising from last review	
Job description (<i>duties, roles, responsibilities, supervision, etc</i>)	
Performance of duties, roles, responsibilities	
Employment conditions and terms of contract	
Other matters	
Personal goals and actions to be taken	
Recommendations to CC	
Other actions to be taken by CC Chair (or other....please nominate.....	

Signed..... Reviewee.....date
 Panel Chair.....date
 Panel.....date
 Paneldate

(2) article by Caroline Kitto on her approach for “Growing Generous Givers” program and proposal by Caroline.

Living beyond ourselves – motivations for giving

By Carolyn Kitto

Carolyn Kitto is a church consultant specialising in mission action planning and resourcing for mission. Married to Fuzz, they serve churches through Spirited Consulting. She is also on staff of World Vision as manager of Church Partnerships.



I am often asked to help churches 'get more money', but churches have two entirely different motivations behind the need for this money. The first kind of church is driven by a sense of call from God to grow their mission and ministry and consequently they need more money. The second kind of church is the one which is having trouble making ends meet; the income and the expenses just don't match up. In essence the same issue and opportunity, there is more to do than the money lets us do.

Raising money with the first kind of church with a focus on people, service and mission is infinitely easier than the second kind of church, trying to make ends meet. The suggestions in this article apply to both situations but will be most useful in a church which is seeking to grow its mission and ministry.

So, a brief comment for the church trying to make ends meet! Cutting expenditure is eventually a dead-end street. You run out of things to cut and cutting the budget cuts motivation. The closer a church is getting to the dead-end, the more they become like a rock climber who has become frozen on a cliff. They are afraid and their primary motivation is to avoid falling. They achieve this by hanging on and not moving. No amount of yelling or cajoling, suggesting that they are on the wrong cliff or that they look down and see what will happen if they fall, is going to help. Instead, what is really needed is to get alongside of them and help them move.

There is no formula or program for this motion. It is different in different churches. Basically people need help to have a 'win' that moves them beyond their fear. If they are fragmented as a community, help them have

a fun time together. If they are feeling isolated and lonely or fearful of their personal future, visit them. If they are obsessed with themselves and doing things the way they have always been doing them, don't try and change them, help them do one thing in their community which helps them live beyond themselves. Do it once. Once they have moved you (plural) will 'know' what to do next. Maybe it is another small move, just to get them used to the feeling. Soon they will be more confident, take bigger moves and even change direction.

You can often tell what people value by what they spend their money on. When I look at most church budgets – the largest items are staff salaries, bills, building maintenance and what it costs to belong to a denomination. In other words the budget 'hides' the mission and ministry of the church in salaries and bills. To motivate people to be generous with the mission the church is engaged with, we need to find ways to show the mission. One way to do this is to develop a budget which outlines how you plan to invest in your future. An example of a line item in what has been termed a *mission budget* could be 'Building a ministry with children and includes mentoring at risk children in the community'. Such a focus will include the salaries and bills in the mission by apportioning them to the mission objectives.

We begin to think another way. Instead of hoping that the mission will be understood as stipends, phone allocations etc. are described in classic fashion, here the mission is made obvious and the costs associated with this mission is 'assumed'. People give to people and mission – not things that seem mundane and uninteresting.

Once you have your mission budget, remember we live in a time of choice. Allow people to choose the particular areas of mission, ministry and activities they want to give to. Don't ask them to give to the bottom line. This opportunity in and of itself will motivate generosity as people consider their 'investment' in mission. Most people belong to a church because they believe in particular things it is doing. They have a sense of investment in those things already and want to see them grow and be effective. It is most natural for us to give to the things we care about.

Building a culture of grace and generosity in all aspects of church life will also help. We are told that we are heading into a global financial crisis and recession. One of my colleagues says, 'A good crisis should never be wasted.' Perhaps this crisis can be motivation for your church and its members to be the kind of church of compassion Acts 2:42-46¹ describes. This crisis means people will fail in our world's eyes. They will lose jobs, they will struggle with mortgages, their marriages and relationships will be under pressure. The church should be the safest and most supportive place to go through this crisis (or any life crisis). How will you support people in your church, community and the poorest people in the world for whom this crisis is a life and death question?

In your worship, what prayers will you pray and songs will you sing. Do you need to write some new ones? In your pastoral care, are you willing to be available in the toughest times of life, even if that is 24/7? In the groups you run, how will they offer support for everyday living and engagement with the bible which tells the failure stories as well as the success stories. I once visited a church in a community where the local industry, employing most of the community, had suddenly shut down. The church had decided that its mission would be to ensure no-one in need would be turned away – this included no-one losing their home because they were unable to pay their mortgage. People are motivated to give in a church which lives beyond its own needs.

Growing a church community which values the gifts that everyone has to give expands the base of giving. That means a focus on discovering those gifts and affirming them as well as operating in ways in which everyone can participate. I know a church in

a community where people had a range of incomes. They asked everyone to bring a roll of toilet paper one Sunday as a part of their giving program. On a pragmatic level it provided the church with a supply of toilet paper for the year. On a discipleship level it sent the message that everyone can give, every gift is valued, every person is valued and it encourage people to think seriously about their other giving.

When Jesus says, 'If you decide for God, living a life of God-worship, it follows that you don't fuss about what's on the table at mealtimes ...'² And, Paul says to the Romans and the Corinthians respectively, 'So here's what I want you to do, God helping you: Take your everyday, ordinary life ... and place it before God as an offering.'³ 'Remember: A stingy planter gets a stingy crop; a lavish planter gets a lavish crop. God loves it when the giver delights in the giving.'⁴ John Wesley said, 'Earn all you can, save all you can, and give all you can.' They are not prescribing a set of rules about how people should use their money or possessions and whereby discipleship is reduced to lines on a budget and percentages of income. They are talking about a gospel of grace, a relationship with God and God's people and the world, and a way of living which motivates generosity.

Carolyn Kitto is a church consultant specializing in strategic planning and mission resourcing through Spirited Consulting (<http://www.spirited.net.au/consulting>). She is also on staff of World Vision Australia where she leads a team working with Australian churches to build a movement of Christians seeking to address issues of global poverty.

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1. They committed themselves to the teaching of the apostles, the life together, the common meal, and the prayers. Everyone around was in awe—all those wonders and signs done through the apostles! And all the believers lived in a wonderful harmony, holding everything in common. They sold whatever they owned and pooled their resources so that each person's need was met. They followed a daily discipline of worship in the Temple followed by meals at home, every meal a celebration, exuberant and joyful, as they praised God. Acts 2:42-46, *ibid*.
 2. Matthew 6:24-26, *The Message*, 1993, 1994, 1995, 1996, 2000, 2001, 2002. NavPress Publishing Group.
 3. Romans 12:1, *ibid*.
 4. 2 Corinthians, *ibid*.



Spirited Consulting Pty Ltd

ABN 31 086 217 941

- **Mission Planning Consultants**
- **Growing Generous Givers**
- **Youth Ministry Consultations**
- **Youth Ministry Training**
- **Ministry Coaching**
- **Emerging Church Consulting**

Giving Invitation – Glen Waverley UCA

Spirited Consulting has developed an approach to growing giving in churches which focuses on

- Growing a culture of generosity as a response to God's generosity to us
- Building on the strategic (or mission) plan of the church to focus people's giving towards the objectives the church is wishing to achieve in the future.
- Grow a range of giving opportunities both for the mission of the church and for the wider church, community and world.

The giving invitations are shaped for each church around the 5 elements of the invitation.

1. An invitation to be generous givers
2. Information shared about the mission goals of the congregation, how to give and why we give
3. Inspirational event to grow the motivation to give
4. An immediate thanks to those who respond to the invitation
5. Intentional follow-up of all potential givers

Carolyn Kitto from Spirited Consulting will work with a team from the church to develop the plan for giving development and the giving invitations appropriate for the culture and practice of the church

Step One - Shape a 3 year giving development plan

This involves 3 sessions of about 2 hours each

- Shape the church's budget around the mission plan. This helps people understand the budget and see how their giving makes a difference in people's lives.
- Use the Giving Matrix* to grow a range of giving opportunities both for the mission of the church and for the wider church, community and world
- Determine the objectives that will increase our mission and match our increase in giving

Step Two – Develop the giving invitation

Again this involves 3 sessions of about 2 hours each

- to plan the invitation for people increase their regular giving around the 5 elements of the giving invitation (see above)
- develop the resources and events required for the giving invitation
- Train those engaged in the leadership of various aspects of the giving invitation

Step Three – Giving Invitation

- Consultant works with the staff and team in the implementation of the giving invitation
- Intentional follow-up occurs 3 – 4 weeks after the initial giving invitation

Step Four – Evaluation

One session of 2 ½ hours over a meal to discuss

- Evaluation of invitation
- Things we have learnt for the future
- Confirming the next steps in the plan

Investment

The consultant

- tailor makes each of the sessions in step 1 and 2 for the specific church
- is present and offers leadership as appropriate for all activities associated with the giving invitation and follow-up in Step 3 as necessary
- guarantees that the giving invitation will achieve the targets agreed and will adjust the fee in proportion the outcomes of the invitation should the target not be achieved. This guarantee is voided should unexpected events occur in the life of the parish which impact on the targets set.

Cost \$5,000 plus GST and travelling plus whatever costs are involved in the style of giving invitation chosen by the church.

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(3) modified budget approved from last night (Roger Vass).

New items not previously shown in the budget tabled at the June meeting are:

- (i) Workcover premiums-although these were paid in the first half they were not budgeted for in the first half. (I had expected the bill in the second half)
- (ii) amended budgeted allowance of a planned giving program (previously \$3000, but now \$10,000 based on a \$5000 consultant fee plus \$2000 consultants expenses + \$3000 of our cost).
- (iii) adjusted rent from no #19 to assume only 5 months of rent at \$230/week given we are now into the last part of July and
- (iv) funds withdrawn from the Maintenance Reserve to ensure balanced budget as per Congregation meeting decision (Note that \$20,000 was added but about \$12,000 is proposed to be withdrawn in order to balance the budget resulting in a net \$8000 being added to the reserve for the year. This still maintains our commitment to ensure adequate funds are put aside for future major asset replacements/upgrades.

Half Year Budget July-Dec 2009

Submitted for approval

Expenses			2009 with supply	2009 forecast		2009 with supply
	-CPI assumed	4%	Jan-June	Jan-June	EFT	July-Dec
		EFT				balanced
Ministry Team			96,000	96,500		96,000
	Greg	1.00			1.00	
	Alanee	1.00			1.00	
	Ineke	0.50			0.50	
	Alison	0.13			0.13	
	Carolyn	0.25			0.25	
Workcover premiums						2,500
Telephone/computer allowance		\$150/mth				900
		2.88			2.88	
Office costs			29,500	22,500	estimate	25,000
	Wendy materials	1.00			1.00	
Service & Mission			25,000	25,000	committed	25,000
Property Costs						
	-insurance				actual	9,000
	-services		6,500	3,130	estimate	4,000
	-routine & repairs		8,500	4,420	estimate	4,500
	-capital			2,000	allowance	4,000
			15,000	9,550		
Maintenance reserve			8,000	8,000	proposed	12,000
Christian Ed & Worship			7,500	5,000	estimate	7,000
Stewardship			1,000	0	estimate	10,000
Total Expenses			182,000	166,550		199,900

Income	2009	2009	2009
Planned Giving (half year)	150,000	140,000	new f'cast 137,540
-additional commitments			actual 5,500
Open Plate & Donations	16,500	16,800	estimate 16,500
Rent & Interest	15,500	20,000	estimate 20,000
Fundraising- local church		2,884	estimate 3,000
Transfer funds from reserves (mce)			proposed 12,760
manse rent (\$230/wk)			proposed (Aug-c) 4,600
Total Income	182,000	179,684	199,900

(4) accounts to June (not presented last night but the attachment updates the accounts tabled for period to end of April at the June Council)...for information. (Roger Vass)

Half Year Report 1 Jan- 30 June 2009

Income

Comment				Actual to date	Budget to date	Budget 6 month	Forecast 6 month
4-0000	Offerings						
4-1000	Envelope & EFT Offering	2	Actual planned giving commitments as at May 31 was \$135,540 over 6 months.	\$141,779.88	\$150,000	\$150,000	\$141,780
4-2001	Open Plate Offering	3	OK better than expected	\$20,681.65	\$16,500	\$16,500	\$20,682
4-3000	Rent and interest						
4-3001	Goods & Services Tax (rec)	1		\$885.74			
4-3002	Interest	11		\$5,129.34			
4-3003	Rents & Property Income	12		\$14,307.40			
				\$20,322.48	\$15,500	\$15,500	\$20,322
sub-total (against budget)				\$182,784.01	\$182,000.00	\$182,000.00	\$182,784.01
OK ..budgetted income has met target							
4-4001	Fete Total surplus (clearing)			\$290.03			
4-5001	Fundraising - Local Church Includes funds raised from Asian dinner			\$2,924.60			
4-6000	Special Efforts						
4-6001	Special Efforts-Gen Purp	4		\$150.00			
4-6003	Special Effort-UC App/Proj	5		\$2,527.00			
4-6005	Special Effort-Fundraising IA			\$2,464.10			
				\$5,141.10			
4-7000	Other Income						
4-7001	Gen Purp-Synod	7		\$25.00			
4-7008	Misc Rec-Wedding/Funeral	15		\$4,065.00			
4-7010	Misc Rec-NCYC	15		\$100.00			
4-7011	Misc Rec-Books	15		\$80.00			
4-7012	Misc Rec-Other	15		\$1,080.40			
4-7013	Misc Rec-Name Tags	15		\$64.00			
4-7014	Misc Rec-Misc			\$505.70			
4-7016	Misc Rec-Flowers			\$370.00			
4-7017	Misc Rec-Playgroup			\$1,180.00			
4-7018	Misc Rec-Choirs			\$50.00			
4-7020	Misc - Kombi fundraising			\$285.00			
4-7021	Misc - Welfare and Refugees			\$60.05			
4-7033	Rec-Flowers	IA		\$100.00			
4-7041	Rec-Tele/Post/Off Exp	42		\$140.85			
4-7042	Rec-Printing & Stationary	43		\$503.50			
				\$8,609.50			
4-8000	Special Programs						
4-8000	BOMAR Grant - Broadcasting			\$499.98			
4-8001	Interns Funding			\$2,450.00			
Total Income				\$202,699.22			

Expenditure 1 Jan to 30 June 2009

Comment		Actual to date	Budget to date	Budget 6 month	Forecast 6 month
6-0000	Expenses				
6-1000	Ministry Team Expenses				
6-1001	Minister-Stipends-Ministers 30	\$24,120.38			
6-1002	Minister-Stipends-Youth 30	\$17,260.80			
6-1003	Minister-Stipends-Part-Time 30	\$6,194.25			
6-1004	Minister's stipend - super	\$4,682.87			
6-1005	Wage clearing account	(\$0.10)			
6-1006	Minister-Car/Travel All-Min 31	\$22,603.68			
6-1008	Minister-Other Allow-Min 32	\$5,112.46			
6-1009	Minister-Other Allow-Youth 32	\$12,932.82			
6-1010	Minister-Qtly Fixed/Workcov 33 workcover premiums= 818.72+	\$1,960.56			
6-1015	Payroll service fees	\$660.00			
	OK ..on budget	\$95,527.72	\$96,000	\$96,000	\$95,528
6-2000	Office staff and expenses				
6-2001	Secretarial Assistance 41	\$18,919.25			
6-2003	Printing & Stationery 43	\$1,535.73			
6-2005	Morning tea expenses	\$75.90			
6-2006	Tele/Post/Office Exp 42	\$2,861.72			
	Ok under budget	\$23,392.60	\$29,500	\$29,500	\$23,393
6-3000	Mission & Service Giving 35	\$25,000.01	\$25,000	\$25,000	\$25,000
6-4000	Property				
6-4001	Prop Exp - Caretaking/Clean 45	\$688.50			
6-4002	Prop Exp - Prop Ser/EGWR 46	\$2,922.43			
6-4003	Prop Exp - Insurance/Rents 47	\$8,957.00			
6-4004	Prop Exp - Maintenance 48	\$3,290.09			
		\$15,858.02	\$15,000	\$15,000	\$15,858
6-4500	Property Purchases				
6-4501	Prop Exp - Purchases incl.s.new copier, microphones- funded from mce reserve	\$7,967.29	\$7,967.29	\$0	\$7,967
6-9100	Deferred Maintenance OK..is an automatic allocation t	\$9,999.96	\$9,999.96	\$10,000.00	\$10,000
6-5000	Worship & Christian Education				
6-5001	SS&OO-Flowers IA	\$649.50			
6-5002	SS&OO-Youth IA	\$893.27			
6-5003	SS&OO-Sunday School IA	\$355.59			
6-5004	SS&OO-Children's ministry	\$418.87			
6-5009	SS&OO-Others IA	\$36.36			
6-5010	SS&O - Playgroup	\$528.27			
6-5012	Organist, Choir, Music 40	\$785.21			
6-5013	Misc - Worship	\$219.21			
		\$3,886.28	\$7,500	\$7,500	\$7,500
6-7000	Pastoral & welfare				
6-7001	Pastoral Care expenses	\$53.18	\$53.18	\$0	\$53
sub-total (against budget) OK slightly under budget		\$181,685.06	\$183,000.01	\$183,000.00	\$185,298.81
6-8002	Special Efforts				
6-8000	Mission Only-Welfare Act Pay53	\$500.00			
6-9000	Don's - UC Appeal/Proj 36	\$2,682.00	\$3,182.00		
6-9001	Miscellaneous				
6-9002	Fundraising expenses	\$63.80			
6-9003	Advertising expenses	\$210.00			
6-9004	Stewardship Expenses 44	\$68.18			
6-9006	Interest & Bank Chg-Cash 49	\$103.21			
6-9008	Wedding - Funeral 52	\$40.00			
6-9009	Misc Payment-Books 52	\$469.88			
6-9010	Misc Payment-Other 52	\$330.00			
	Misc Payment-Name Tags 52	\$71.60			
		\$1,356.67			
6-4504	Broadcasting expenses	\$570.59			
Total Expenses		\$186,794.32			
8-0000	Operating Profit	\$15,904.90			
9-0000	Other Income				
9-0000	Other Expenses				
Net Profit/(Loss)		\$15,904.90			

(5) extracted from the April 23rd Council meeting re roles and guidelines for OTWT missional groups (as a reminder from the Council...this was raised by Graeme Frecker last night). I think these should be circulated to the convenors of the groups. I particularly note the request for referral to Finance Committee.

Extract from Minutes of Council 23 April 2009 re Missional Groups

9. *On the Way Together* – tabled by Graeme Frecker.

Recommendations:

(a) That the Church Council endorse, as principal strategies of the mission of GWUC, the continuing development of a Christian Community Hub that is Faithful, Inclusive, and Outreaching to other communities, and so proclaim those values discerned through On the Way Together as spiritually inspired living, passionately expressing faith, supportive liberating relationships, risking innovation and diversity, and generously living God's love.

(b) That the Council establishes missional groups whose role is:

- To implement the draft statements of purpose described in the paper tabled at the Council Meeting on 15 April 2009.*
- To refine as necessary the draft statements in consultation with ministers and Elders.*
- To seek advice and approval from the Finance/Property/Pastoral Committees in the use of the congregation's resources.*
- To respect the special role of age-based ministries (Seniors, Children & Families, Youth) and coordinate new activities with those of existing groups.*
- To set priorities for implementation and report progress to the Church Council at least twice yearly.*

(c) That the Council asks each provisional missional group to nominate a convener and a coordinating group that will oversee implementation of the mission.

(d) That the Council direct the Property Development Committee to furnish the hall annex in a manner suitable for use as a quiet space for group or personal reflection and/or a library and study facility.

(e) That the Community Hub Mission Group and Property Committee investigate ways of providing a basic cafe space and play area, and recommend actions to the Council.

Moved Graeme Frecker, seconded Warren Greenwood, that the document as presented and circulated by accepted and endorsed by CC as direction and focus of 'On the Way Together'.

Would be missional and be incorporated into groups and these to be sharpened and refined. Each group will want resources for things they want to do and would need approval from Finance Committee, Property Committee or CC. Existing aged based ministries to be respected by these missional groups. Report to CC twice yearly. Each missional group to nominate a convener and a coordinator. Group leadership not a ministerial role. Quiet space for groups and a library and study facility needed. Property Development Committee needs advice on what the use of the new facility will be. Suggestion of cafe space and play area. Needs discussion before decision to be made. Re response forms: What should be done with them? Jan Clear has 50. Jan to confer with Ministry Team.

Report on Council/Elders Workshop (Updated July 16) 4 July 2009

Council and Elders met on Sat 4 Jul 2009 to discuss two important issues in the life of the Glen Waverley Uniting Church:

1. The worship life of the church
2. The ministerial needs of the church

As part of that discussion, we also looked at the On The Way Together themes to see how they interacted with, and supported the carriage of, these two issues.

Key points made:

1. The current level of income will only support a 2.5 EFT staffing role, whereas we currently are operating at 3.85 EFT staff.
2. There is concern that we are fragmented as a worshipping community.
3. There is concern that the spread of ministerial responsibilities is not well matched to the distribution of the congregation, particularly between services.
4. There is a reluctance to changing the basic parameters (number, times, and styles) of the worship services.
5. Many attendees at worship services are constrained by their availability of time.
6. The ministry team is operating with no spare capacity, and illness and other unavailability severely restricts worship engagement.

We looked at the nature and purpose of worship.

We explored the strengths and weaknesses of the current set of worship services.

We heard from the ministry team on their perceptions of the opportunities both grasped and missed with the current list of worship services.

We heard of 3 approaches to making our staffing needs match our budget capabilities for 2010.

1. Do nothing. We would need to fund a shortfall of \$80,000 somehow.
2. Renegotiate the current ministerial appointments. This would require Presbytery approval.
3. Present a stewardship challenge to the congregation that will allow us to proceed at least the current level of staff, if not to grow the team.

The meeting decided that (3) was the only option Council and Elders would be comfortable with recommending. It was acknowledged that part of this challenge is to clarify ministerial workloads.

The meeting decided to

1. Stay with the current worship times. It affirmed the strength of diversity and opportunity that a range of service times offers.
2. Stay with the current worship styles (although some changes are envisaged, notably enhancing the Christian Education opportunities for children within the 9 and 11am services). Again, the diversity and potential opportunities were seen as paramount.
3. Work to find ways of building links between the various worshipping congregations, including rotation of worship leaders.
4. Articulate a plan for developing and delivering 2 key projects under each OTWT theme that will identify how our ministry and mission can proceed beyond the current budgetary constraints that would otherwise limit the life of our church.

Point 3 is vital to our ongoing spiritual health, and is hoped to present this and the other challenges to the congregation in an inspirational way. All the OTWT tasks identified are characterized by not needing large amounts of financial resourcing *per se*, but they would be severely limited by a ministry team operating at 2.5 EFT staff. More dramatically, the meeting felt that these challenges **would be very difficult** without a profile of 3.0 EFTS or better.

John Hurst