

2019

CONSTITUENCY MEETING

Seventh-Day Adventist
Church North New South
Wales Conference





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TOM EVANS

*North NSW Conference
President*

WELCOME FROM THE PRESIDENT

Thank you for representing your local church for the 57th Constituency meeting of the North New South Wales Conference. As members of our local churches, you are on the frontline of ministry and are making a difference all throughout this territory. As we prepare to gather on 15 September, I would invite you to focus not only on the materials provided, but also on preparation spiritually as we seek the guidance of the Holy Spirit.

The quadrennium covered in these reports represents the years of 2015-2018. I was blessed to join the NNSW team half-way through this period. The conference was strong in every respect and this enabled the focus to be on growing what was already working as well as introduce some new initiatives. A big affirmation to Pastor Justin Lawman for his excellent leadership. Our prayers are with him and the fruitful ministry taking place in Canberra.

A big thank you to my fellow administrators, Paul Geelan and Russell Halliday for their missional heart and fiduciary excellence. In addition, the conference departmental team is world class and consistently pilots innovative methods to help us respond effectively to an increasingly secular society. The support staff are to be highly commended for helping execute the many ministries taking place. Our pastoral team is talented, spiritual, diverse and lovingly minister to their members as well as introduce Jesus to seekers in the community.

In addition to local churches, the NNSW Conference operates a School Company and Aged-Care Company. The excellent leadership of Dean Bennetts (School Company CEO) and David Knight (Aged-Care CEO), along with their teams has provided a solid financial position which provides opportunities for expansion of these vital ministries in the coming years. A big affirmation to our principals, teachers, chaplains and school evangelists for their daily ministry in the lives of young people. On the opposite end of the age spectrum, we recognise the tireless efforts of the team ministering to the seniors age group.

The Conference Executive Committee has taken up the mandate of the Strategic Plan voted in 2015 and consistently sets priorities accordingly. Their voluntary ministry in this key administrative role within the conference is to be highly affirmed. A collaborative visioning process has resulted in a new strategic plan to introduce at our upcoming session. The four key areas of: Growing Spiritually, Proclaiming the Gospel, Making Disciples and Serving Humanity reflect the life and ministry of Jesus. As we engage in these actions, we are reflecting Him to those around us. "We Invest in Others" will continue to be a core value that motivates us.

Due to the full schedule on 15 September, the Administrative team plans "town hall" meetings throughout the conference. This will provide you as a delegate time to interact with the documents and discuss any questions you may have.

The past two years have been a learning and growing experience. Looking back, there are a number of things I would do differently. Hindsight is always 20/20. Your gracious reception of my family and I is truly appreciated. May each of us commit to daily dependence on God as we seek Him through prayer and the study of His word.



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CONSTITUENCY MEETING PROGRAM

September 15, 2019

9.00am	Welcome
	Devotional and Prayer
	Opening Procedures
	Notice of Meeting
	Seating of Delegates
	Approval of Delegates at Large
	Adoption of Meeting and Election Procedures
	New and Disbanded Churches
9.30am	President's Report
	General Secretary's Report
	Chief Financial Officer's Report
10.00am	Tabling of Part One of Nominating Committee Report – Officers
	Strategic Plan Report
10.30am	Vote on Part One of Nominating Committee Report
11.00am	Constitutional Amendments
12.15pm	Questions from Local Churches
1.00pm	LUNCH
2.00pm	Minutes of the First Session
	Tabling of Part Two of Nominating Committee Report – Departmental Directors
2.15pm	Future of 112 Lake Road
3.00pm	Vote on Part Two of Nominating Committee Report
	Tabling of Part Three of Nominating Committee Report – Executive Committee, Appointments Committee and Constitution Committee
4.00pm	AUC Structure Review Presentation
4.30pm	Vote on Part Three of the Nominating Committee Report
5.00pm	Minutes of the Second Session
	Close of Constituency Meeting
	Closing Prayer

NORTH NEW SOUTH WALES CONFERENCE CONSTITUENCY MEETING AND ELECTION PROCEDURES

The procedures outlined in this document shall be read in conjunction with the Constitution and together shall comprise the constituency meeting and election procedures for conducting the business of conference constituency meetings and the election procedures for the period through to the following constituency meeting. This document shall be supplied in printed form to each delegate.

Definitions

Meetings, other than constituency meetings means in the one venue and/or two or more venues using any technology that gives the members as a whole a reasonable opportunity to participate.

Member in regular standing means any member of the Seventh-day Adventist Church, who is not subject to discipline by the Church.

Motions

Substantive motion means a motion that comprises the what and why of the matter.

Amendment to the motion means a motion to amend but not contradict the existing motion.

Procedural motion means a motion involving the methods and means by which substantive items are made and administered, in other words the how of the matter.

Point of Order means a query as to whether correct procedure is being followed.

Question: (see section 4.9)

The term "question" is often used in constituency meetings. When it is considered that a motion has been discussed sufficiently, a delegate may take the initiative to end further discussion by calling "question." This is in effect saying that the motion under discussion ("the question") should be put to the vote.

Registered Delegate means an appointed delegate who has registered at the commencement or during the course of the constituency meeting.

Right of reply means allowing the mover of a motion, not including amendment motions, and the person subject to an appointment or election process the opportunity to present any information they consider relevant to the motion or in defence of their appointment or election.

Vote

Absolute Majority means more than half of the total votes of all those eligible to vote.

Simple Majority means more than half of the total votes of those present and voting.

1. DELEGATES

- 1.1 Only registered delegates may participate in the discussion, voting and committee activities of the constituency meeting. All regular delegates and delegates-at-large shall be registered and readily identifiable.
- 1.2 Persons holding the following credentials and licences may be included among those delegates appointed by their local churches as regular delegates:

Ministerial Licence
Commissioned Minister Licence
Ministerial Credentials
Commissioned Ministerial Credentials
Commissioned Ministry of Teaching Credentials
Commissioned Ministry of Teaching Licence
Ministry of Teaching Certificate
Missionary Credentials
Senior Missionary Credentials
Honorary Ministerial Credentials
Ministerial Internship Certificate

- 1.3 Delegates should be appointed at least five months before the constituency meeting and their names forwarded to the Conference Secretary by the church clerk.

2. THE CONDUCT OF THE CONSTITUENCY MEETING

- 2.1 The Conference President shall open and preside at all constituency meetings of this Conference except for the report of the Nominating Committee and the vote on that part of the report at which time the Union President or the Union President's designee shall preside. Should the Conference President desire a representative of the Union Conference or the Division or the General Conference or any member of the Conference Executive Committee to assist in presiding at the constituency meetings of this Conference at any other time, the Conference President shall have power to call such to the chair.
- 2.2. A point of order may be made by delegates if they believe that any of the approved constituency meeting procedures is not being followed. The Chair shall rule to uphold or disallow a point of order.
- 2.3 Delegates holding elected positions which come up for consideration at the constituency meeting, e.g. conference officers, and members of the Conference Executive Committee shall not be eligible for appointment to the Selection Committee or Nominating Committees except as provided for in Section 7.
- 2.4 Delegates shall be entitled to speak to any report or motion if they believe that by so doing a worthwhile contribution can be made to the work of the constituency meeting.
- 2.5 Before speaking, a delegate should stand and when invited to do so give their name and;
 - a. In the case of a regular delegate, also state the name of the church where membership is held.
 - b. In the case of a delegate-at-large, identify themselves as such.
- 2.6 Speeches and comments should not extend beyond two minutes, except by permission of the Chair.
- 2.7 The constituency meeting program should provide for:
 - a. Adequate breaks.
 - b. Predetermined starting/finishing times.
- 2.8 No new amendment or substantive change to proposed amendments to the Constitution

will be considered at the time of the constituency meeting.

3. AGENDA ITEMS

- 3.1 The agenda of the constituency meeting shall be as described in the Constitution.
- 3.2 The Chair has the duty to keep discussion to items which comply with clause 3.1 above, and may exercise the power of veto in not accepting other items.

4. MOTIONS

- 4.1 A motion must be moved by one delegate, seconded by another delegate and accepted by the Chair before it can be discussed, and must, in due course, be put to the vote unless withdrawn by the mover of the motion or replaced by a successful amendment.
- 4.2 A new or alternative motion cannot be accepted by the Chair while an existing motion is still under consideration, except for an amendment to the motion or a procedural motion which will take precedence over a substantive motion.
- 4.3 Each delegate may speak only once to any motion or topic except by express permission of the Chair. The mover of a motion, however, has the right of reply before the vote is taken.
- 4.4 During discussion, an amendment to a motion may be moved and seconded. After discussion it shall be voted upon.
 - a. If the amendment is successfully carried, the amended motion becomes the motion under consideration, and after further discussion, it shall be voted upon. If the amendment is lost, the original motion stands and must be voted upon.
 - b. An amendment cannot negate a motion. It must be constructive to the original motion.
- 4.5 Discussion of a motion must be confined to matters directly related to the motion.
- 4.6
 - a. Any motion will be carried or lost by a simple majority vote except when relating to a change in the Conference constitution.
 - b.
 - i. When relating to a change in the Conference constitution, a motion must be carried by the majority as provided for in the constitution.
 - ii. If an amendment is put to a motion relating to a change in the constitution, such amendment will be carried or lost by a simple majority vote.
- 4.7 A motion to refer a committee report back is a procedural motion and thus takes precedence over any other action that is under consideration. In the case of a referral of a report, the motion to refer the report back to the committee must be seconded and passed by a simple majority. In the case of a referral of a report from the Nominating Committee see Section 8.13.
- 4.8 Discussion of a motion may be terminated by:
 - a. The Chair calling for the vote, when discussion has ceased or when the Chair considers adequate discussion has taken place.
 - b. The Chair taking the initiative and asking the delegates if they are ready for the "question" to be put. If a delegate calls "question" the motion may then be put to the vote. (Neither the delegate who moves a motion nor the seconder can

- call “question” on that motion.).
- c. A delegate calling “question” at their own initiative. However the Chair ultimately has the discretion and shall determine whether further discussion is justified or whether discussion should cease and the motion be put to the vote in response to question being called.
 - d. A delegate moving a motion to this effect and if seconded, the Chair must accept such a motion but should clearly explain the procedure before the vote is taken. If the motion is carried, the original motion is then put to the vote without further discussion. If lost, discussion of the original motion continues.
- 4.9 Discussion of an item already voted, or upon which “question” has been called and acknowledged, may be re-opened by a majority vote of delegates present.
- 4.10 For record purposes, all constituency meeting motions including amendments shall be recorded in the minutes of the constituency meeting irrespective of whether the motion is carried or not.

5. REPORTS

- 5.1 Constituency meeting documentation (print or electronic form) should be in the hands of the delegates at least three weeks before the meeting.
- 5.2 Documentation for the delegates shall include:
- a. Constitution
 - b. Meeting Procedures
 - c. President’s Report
 - d. Secretary’s Report
 - e. Chief Financial Officer’s Report
 - f. Audited Financials
 - g. Strategic plan for the coming term
 - h. Relevant supporting documentation for agenda items
 - i. Other reports as pertaining to the work of the Conference
- 5.3 In the presentation of reports to the constituency meeting:
- a. Reports of the Secretary, Chief Financial Officer and other financial reports of unincorporated functions shall be voted upon.
 - b. All other reports including the President’s, departmental and financial reports from affiliated entities are received without being voted upon.
 - c. Where committees have been requested to report to the constituency meeting, such reports shall be formally received by vote.
- 5.4 Delegates are entitled to discuss reports, ask questions and express opinions relating to the reports.
- 5.5 The reports of the President, Secretary and the Chief Financial Officer are to be presented to the constituents prior to the vote being taken for those elected positions.
- 5.6 When a committee report or recommendation is presented, it must be moved and seconded before it may be discussed.

6. ELECTIONS AND VOTING

- 6.1 All elected/appointed personnel whose office is voted on at a constituency meeting shall hold their respective offices or appointments until the next regular constituency meeting and are eligible for re-election unless they resign or are removed from office or their offices or appointments are previously terminated.
- 6.2 The positions to be elected at the constituency meeting are:

A President, a Secretary, a Chief Financial Officer, Associate Officers, Directors and Associate Directors of Departments, Ministerial Association Secretary, an Executive Committee, an Appointments Committee, a Constitution Committee (if other than the executive committee) and other committees as may be necessary.
- 6.3 Delegates who have substantive concerns with respect to any incumbent officer or an Executive Committee member of the conference shall formally raise those concerns in writing with the Chair of the Nominating Committee prior to the first meeting of this committee, the date of such meeting and the name of the Chair having been clearly advised to all churches by the Conference. An incumbent officer is an officer currently holding office and nominating for re-election to the same office. The Chair will bring the feedback received to the committee, giving opportunity for the delegate to address the committee if he/she wishes. In view of this, no opportunity will be given at the constituency meeting for matters of concern to be raised with respect to incumbent officers or Executive Committee members who are recommended for election by the Nominating Committee.
- 6.4 On all questions each delegate to the constituency meeting shall have one vote.
- 6.5 Voting on all matters before the constituency meeting may be by voice, show of hands or by secret ballot, except election of Conference officers which shall be by secret ballot. Where available, electronic means may be utilised for voting.
- 6.6 Election of conference officers shall be undertaken by secret ballot and shall be determined by an absolute majority of registered delegates. Election of committees shall be by simple majority.
- 6.7 The rules of procedure for the conduct of an election by secret ballot are as follows:
 - a. The Nominating Committee shall appoint an appropriate supervisor and at least two scrutineers prior to each constituency meeting to oversee the election process. Such persons shall not be members of the Nominating Committee and shall not have a close relationship to a person being considered for election. The supervisor shall be provided the total number of delegates who are registered at the time of voting on the Nominating Committee's recommendations.
 - b. The supervisor shall ensure that on the day of the poll, the ballot papers can be completed without intimidation or interference and that the ballot papers are identified as being specifically for the position under consideration.
 - c. To determine the result of the ballot, the supervisor shall scrutinise the voting process.
 - d. All ballot papers are to be placed in a receptacle in open view of the constituency meeting and are to be randomly mixed.
 - e. Persons so designated shall open the ballot papers and count the votes

recorded on those ballot papers and shall ensure that the number of ballot papers received is not greater than the registered number of delegates.

- f. The supervisor shall provide the Chair with the details of the outcome of the voting. The Chair shall declare whether the recommendation of the Nominating Committee has been supported by a valid majority of constituency members by announcing the number of delegates voting for each name.
- 6.8 When a ballot is being conducted and the names of incumbents are being recommended to the constituency, the incumbent shall not be present on the platform.
 - 6.9 Those subject to appointment by the Appointments Committee, other than executive officers and Executive Committee members, hold their respective offices or appointments until the first meeting of the Appointments Committee after the regular constituency meeting. (Only relevant is constitutional amendments accepted)
 - 6.10 In the work of committees, should a person on that committee or someone having a close relationship to a person on that committee be nominated to a position, that person shall at the time determined by the Chair leave the room in order that confidential discussion can take place.
 - 6.11 All persons elected or appointed to positions or to serve on committees shall be members in regular standing.

7. CONSTITUENCY MEETING COMMITTEES

- 7.1 Delegates holding elected positions that come up for consideration at the constituency meeting shall not be eligible for appointment to the Selection Committee or Nominating Committee unless otherwise provided for in the Constitution.
- 7.2 A Selection Committee shall be elected and function at the constituency meeting as described in the Constitution.
- 7.3 Other committees shall be elected at the constituency meeting as described in the Constitution.

8. NOMINATING COMMITTEE GUIDELINES

- 8.1 The Nominating Committee shall make recommendations to the constituency meeting on the election of the conference officers, the departmental directors, the ministerial secretary and the Executive Committee as per the conference constitution.
- 8.2 The Nominating Committee will commence its work at least three months prior to the constituency meeting. Incumbents will be given reasonable notice of the intentions of the Nominating Committee in respect to the position they hold. The Nominating Committee will complete its work no later than one month before the constituency meeting unless there is a challenge by an incumbent to its recommendations. Such challenge may arise no later than two weeks before the constituency meeting. It will do its work in harmony with the *South Pacific Division Recruitment and Selection Policy for Employees in Elected or Appointed Positions in Conferences*, as amended from time to time or such policy that has superseded this policy.
- 8.3 Discussions within the Nominating Committee are confidential.

“It is a violation of Christian ethics and the spirit of the golden rule for a member of a Nominating Committee to repeat outside of a committee constituency meeting any report, discussion or conversation regarding any member whose name may be under consideration for any office. To offend in this regard is ample reason for excluding such a member from participating in the work of a Nominating Committee. All enquiries and discussions regarding the fitness of members to hold church office should be confidential. Should the necessity arise for enquiries to be made outside the committee, the Chair of the committee should make them.

“These principles apply to the work of all nominating committees, in both church and conference/mission/field work.” Church Manual, 2000 Edition, p. 147.

It is improper for Nominating Committee members, or anyone else, to be involved in lobbying or contacting any person in relation to potentially or otherwise filling a position that the Nominating Committee is empowered to recommend to the Constituency Meeting, except at the explicit request by the Chair and only subsequent to a vote to recommend that person by the Nominating Committee to a particular office at the forth coming Constituency meeting.

It is improper for delegates, or anyone else, to seek information from Nominating Committee members, it being recognised that such information is strictly confidential.

- 8.4 A General Conference and/or a Division Officer present may sit, without voting rights, with the Nominating Committee in an advisory role.
- 8.5 The Chair has the right to vote, but does not have a casting vote.
- 8.6 A written job description of all positions being considered shall be made available to members of the Nominating Committee.
- 8.7 The Chair shall extend to every person whose position is being reviewed, including Executive Committee members, the right of reply to the Nominating Committee in the event of questions arising relating to areas of specific concern.
- 8.8 It is generally expected that a Nominating Committee will not nominate its members to the Executive Committee or the Appointments Committee. However, if deemed appropriate no more than two such persons may be appointed to serve on the Conference Executive Committee or the Appointments Committee. See Section 9.3 for further guidance on the makeup of the Executive Committee.
- 8.9 Members of the previous Appointments Committee and Nominating Committee shall not be eligible to serve on consecutive Appointments or Nominating Committee. This is unless they are serving a second term on the Executive Committee in which case they are ex-officio on both the Appointments and Nominating Committee.
- 8.10 In presenting the report from the Nominating Committee, the following protocols shall apply:
 - a. The Chair of the Nominating Committee shall invite the secretary of the committee to read each part of the report in full and move its adoption. The Chair will call for the report to be seconded. In presenting the report of the Nominating Committee, if possible, names being recommended should be visually displayed to the delegates. In the event that the report contains any recommended changes to the executive officers

- the Chair shall give opportunity for the presentation of background information on the nominees.
- b. After the report has been read by the secretary of the Nominating Committee, moved and seconded, the Chair will then advise the delegates that the report will be tabled for a period of at least 10 minutes.
 - c. Referral back to the Nominating Committee:
 - i. Where an incumbent is nominated, delegates will have been afforded the opportunity to provide input to the Nominating Committee prior to the commencement of their work, as provided for in section 6.3, and thus there will be no option to refer the report back.
 - ii. Where the report involves the nomination of a person new to the role and there are persons who believe there are substantive reasons why the report should be referred back to the committee, the following protocols shall apply:
 - (a) After the report has been read by the secretary of the Nominating Committee, moved and seconded, the Chair shall invite any persons with substantive concerns to meet with him/her at a designated place immediately to discuss the nature of those concerns.
 - (b) If the Chair is satisfied that any concerns raised are substantive and/or that information can be provided which was not previously considered by the committee, he/she shall recommend to the constituency that the report be referred back to the Nominating Committee for further consideration. The Chair will accept a motion and a second to refer the report back to the Nominating Committee. The constituency meeting shall then proceed to vote on that motion to refer the matter back, which shall be carried by a simple majority.
 - (c) Following the vote to refer, the person/s invited to do so by the Chair of the Nominating Committee shall meet with the committee to state the concerns and the reasons for them.
 - (d) If in the opinion of the members of the Nominating Committee there is no substance to the matters raised by these delegates, they shall resubmit the name to the constituency for voting.
 - (e) If in the opinion of the members of the Nominating Committee, there may be some substance to the matters raised by these constituents, the committee at its discretion shall grant the nominated person a right of reply.
 - (f) If, having given the nominated person right of reply and heard their response, the Nominating Committee determines that the matters raised are of a particularly significant nature, an investigation into these matters shall be required.
 - (g) Should the investigation require more time than is available at the constituency meeting in order to provide natural justice and/or clarification of facts, the Nominating Committee shall recommend to the constituency that the matter be referred to the Appointments Committee for further investigation and that the Appointments Committee be empowered to conduct a process which will result in an election to the position.
 - (h) If the Nominating Committee, after having a report referred back brings back the same report, it cannot be referred back the second time. (The motion to adopt the report, however, may be defeated when put to the final vote.)
 - d. Before the vote is taken, the report of the Nominating Committee will be read for the second time and then voted upon.
 - e. In the event of a report involving more than one name being voted down, the Chair shall call for a separate vote without discussion on each name.
 - f. Where a nomination for a position does not achieve the required majority vote, that position shall be referred to the Appointments Committee.

9. CONFERENCE EXECUTIVE COMMITTEE

- 9.1 The membership of the Executive Committee shall be as described in the Constitution, Article 10 Section 1.
- 9.2 While Executive Committee members represent the work of the whole Conference and not the interests of their own individual churches, in appointing members to the Executive Committee consideration should be given to the demographics of the Conference. Therefore, normally no more than one person, including Conference and its affiliated entity employees but excluding ex officio members of the Executive Committee, should be appointed to the Executive Committee from any one church within the Conference. It is recommended that to ensure stability and some degree of continuity, a number of previous Executive Committee members be re-appointed for the ensuing term. However, non-ex officio Executive Committee members should serve more than two consecutive terms. Further, no Executive Committee members shall have close family ties with another member.
- 9.3 In choosing persons to serve on the Executive Committee consideration shall be given to skills and expertise as defined by the outgoing Executive Committee. Where practical it is desirable to include at least one member who is under 30 years of age at appointment.

10. ETHICAL CONDUCT

All business of the constituency meeting should be carried out “decently and in order”, and above all in a constructive manner and Christlike spirit. The Church recognises that after earnest prayer for the guidance of the Holy Spirit and careful consideration by the respective committees and the delegates in constituency meeting, the Lord guides in the appointments of personnel. Therefore, lobbying or the activities of pressure groups prior to or during a conference constituency meeting are completely inappropriate. Persons known to have engaged in this type of activity should be considered ineligible to serve on any committee.

“Any church or conference/mission officer or leader attempting to control the votes of a group of delegates would be considered disqualified for holding office.” *Church Manual*, page 114-115, 19th Edition (revised 2016).

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 - ii. If an amendment is put to a motion relating to a change in the constitution, such amendment will be carried or lost by a simple majority vote.
- 4.7 A motion to refer a committee report back is a procedural motion and thus takes precedence over any other action that is under consideration. In the case of a referral of a report, the motion to refer the report back to the committee must be seconded and passed by a simple majority. In the case of a referral of a report from the Nominating Committee see Section 8.13.
- 4.8 Discussion of a motion may be terminated by:
 - a. The Chair calling for the vote, when discussion has ceased or when the Chair considers adequate discussion has taken place.
 - b. The Chair taking the initiative and asking the delegates if they are ready for the "question" to be put. If a delegate calls "question" the motion may then be put to the vote. (Neither the delegate who moves a motion nor the seconder can call "question" on that motion.).

- c. A delegate calling “question” at their own initiative. However the Chair ultimately has the discretion and shall determine whether further discussion is justified or whether discussion should cease and the motion be put to the vote in response to question being called.
 - d. A delegate moving a motion to this effect and if seconded, the Chair must accept such a motion but should clearly explain the procedure before the vote is taken. If the motion is carried, the original motion is then put to the vote without further discussion. If lost, discussion of the original motion continues.
- 4.9 Discussion of an item already voted, or upon which “question” has been called and acknowledged, may be re-opened by a majority vote of delegates present.
- 4.10 For record purposes, all constituency meeting motions including amendments shall be recorded in the minutes of the constituency meeting irrespective of whether the motion is carried or not.

5. REPORTS

- 5.1 Constituency meeting documentation (print or electronic form) should be in the hands of the delegates at least three weeks before the meeting.
- 5.2 Documentation for the delegates shall include:
- a. Constitution
 - b. Meeting Procedures
 - c. President’s Report
 - d. Secretary’s Report
 - e. Chief Financial Officer’s Report
 - f. Audited Financials
 - g. Strategic plan for the coming term
 - h. Relevant supporting documentation for agenda items
 - i. Other reports as pertaining to the work of the Conference
- 5.3 In the presentation of reports to the constituency meeting:
- a. Reports of the Secretary, Chief Financial Officer and other financial reports of unincorporated functions shall be voted upon.
 - b. All other reports including the President’s, departmental and financial reports from affiliated entities are received without being voted upon.
 - c. Where committees have been requested to report to the constituency meeting, such reports shall be formally received by vote.
- 5.4 Delegates are entitled to discuss reports, ask questions and express opinions relating to the reports.
- 5.5 The reports of the President, Secretary and the Chief Financial Officer are to be presented to the constituents prior to the vote being taken for those elected positions.
- 5.6 When a committee report or recommendation is presented, it must be moved and seconded before it may be discussed.

6. ELECTIONS AND VOTING

- 6.1 All elected/appointed personnel whose office is voted on at a constituency meeting shall hold their respective offices or appointments until the next regular constituency meeting and are eligible for re-election unless they resign or are removed from office or their offices or appointments are previously terminated.
- 6.2 The positions to be elected at the constituency meeting are:
 - A President, a Secretary, a Chief Financial Officer, an Executive Committee, an Appointments Committee, a Constitution Committee (if other than the executive committee) and other committees as may be necessary.
- 6.3 Delegates who have substantive concerns with respect to any incumbent officer or an Executive Committee member of the conference shall formally raise those concerns in writing with the Chair of the Nominating Committee prior to the first meeting of this committee, the date of such meeting and the name of the Chair having been clearly advised to all churches by the Conference. An incumbent officer is an officer currently holding office and nominating for re-election to the same office. The Chair will bring the feedback received to the committee, giving opportunity for the delegate to address the committee if he/she wishes. In view of this, no opportunity will be given at the constituency meeting for matters of concern to be raised with respect to incumbent officers or Executive Committee members who are recommended for election by the Nominating Committee.
- 6.4 On all questions each delegate to the constituency meeting shall have one vote.
- 6.5 Voting on all matters before the constituency meeting may be by voice, show of hands or by secret ballot, except election of Conference officers which shall be by secret ballot. Where available, electronic means may be utilised for voting.
- 6.6 Election of conference officers shall be undertaken by secret ballot and shall be determined by an absolute majority of registered delegates. Election of committees shall be by simple majority.
- 6.7 The rules of procedure for the conduct of an election by secret ballot are as follows:
 - a. The Nominating Committee shall appoint an appropriate supervisor and at least two scrutineers prior to each constituency meeting to oversee the election process. Such persons shall not be members of the Nominating Committee and shall not have a close relationship to a person being considered for election. The supervisor shall be provided the total number of delegates who are registered at the time of voting on the Nominating Committee's recommendations.
 - b. The supervisor shall ensure that on the day of the poll, the ballot papers can be completed without intimidation or interference and that the ballot papers are identified as being specifically for the position under consideration.
 - c. To determine the result of the ballot, the supervisor shall scrutinise the voting process.
 - d. All ballot papers are to be placed in a receptacle in open view of the constituency meeting and are to be randomly mixed.
 - e. Persons so designated shall open the ballot papers and count the votes recorded on those ballot papers and shall ensure that the number of ballot papers received is not greater than the registered number of delegates.
 - f. The supervisor shall provide the Chair with the details of the outcome of the voting. The Chair shall declare whether the recommendation of the Nominating Committee

has been supported by a valid majority of constituency members by announcing the number of delegates voting for each name.

- 6.8 When a ballot is being conducted and the names of incumbents are being recommended to the constituency, the incumbent shall not be present on the platform.
- 6.9 Those subject to appointment by the Appointments Committee, other than executive officers and Executive Committee members, hold their respective offices or appointments until the first meeting of the Appointments Committee after the regular constituency meeting. (Only relevant is constitutional amendments accepted)
- 6.10 In the work of committees, should a person on that committee or someone having a close relationship to a person on that committee be nominated to a position, that person shall at the time determined by the Chair leave the room in order that confidential discussion can take place.
- 6.11 All persons elected or appointed to positions or to serve on committees shall be members in regular standing.

7. CONSTITUENCY MEETING COMMITTEES

- 7.1 Delegates holding elected positions that come up for consideration at the constituency meeting shall not be eligible for appointment to the Selection Committee or Nominating Committee unless otherwise provided for in the Constitution.
- 7.2 A Selection Committee shall be elected and function at the constituency meeting as described in the Constitution.
- 7.3 Other committees shall be elected at the constituency meeting as described in the Constitution.

8. NOMINATING COMMITTEE GUIDELINES

- 8.1 The Nominating Committee shall make recommendations to the constituency meeting on the election of the conference officers, the Executive Committee and the additional persons for the Appointments Committee as per the conference constitution.
- 8.2 The Nominating Committee will commence its work at least three months prior to the constituency meeting. Incumbents will be given reasonable notice of the intentions of the Nominating Committee in respect to the position they hold. The Nominating Committee will complete its work no later than one month before the constituency meeting unless there is a challenge by an incumbent to its recommendations. Such challenge may arise no later than two weeks before the constituency meeting. It will do its work in harmony with the South Pacific Division Recruitment and Selection Policy for Employees in Elected or Appointed Positions in Conferences, as amended from time to time or such policy that has superseded this policy.
- 8.3 Discussions within the Nominating Committee are confidential.

"It is a violation of Christian ethics and the spirit of the golden rule for a member of a Nominating Committee to repeat outside of a committee constituency meeting any report, discussion or conversation regarding any member whose name may be under consideration

for any office. To offend in this regard is ample reason for excluding such a member from participating in the work of a Nominating Committee. All enquiries and discussions regarding the fitness of members to hold church office should be confidential. Should the necessity arise for enquiries to be made outside the committee, the Chair of the committee should make them.

“These principles apply to the work of all nominating committees, in both church and conference/mission/field work.” Church Manual, 2000 Edition, p. 147.

It is improper for Nominating Committee members, or anyone else, to be involved in lobbying or contacting any person in relation to potentially or otherwise filling a position that the Nominating Committee is empowered to recommend to the Constituency Meeting, except at the explicit request by the Chair and only subsequent to a vote to recommend that person by the Nominating Committee to a particular office at the forthcoming Constituency meeting.

It is improper for delegates, or anyone else, to seek information from Nominating Committee members, it being recognised that such information is strictly confidential.

- 8.4 A General Conference and/or a Division Officer present may sit, without voting rights, with the Nominating Committee in an advisory role.
- 8.5 The Chair has the right to vote, but does not have a casting vote.
- 8.6 A written job description of all positions being considered shall be made available to members of the Nominating Committee.
- 8.7 The Chair shall extend to every person whose position is being reviewed, including Executive Committee members, the right of reply to the Nominating Committee in the event of questions arising relating to areas of specific concern.
- 8.8 It is generally expected that a Nominating Committee will not nominate its members to the Executive Committee or the Appointments Committee. However, if deemed appropriate no more than two such persons may be appointed to serve on the Conference Executive Committee or the Appointments Committee. See Section 9.3 for further guidance on the makeup of the Executive Committee.
- 8.9 Members of the previous Appointments Committee and Nominating Committee shall not be eligible to serve on consecutive Appointments or Nominating Committee. This is unless they are serving a second term on the Executive Committee in which case they are ex-officio on both the Appointments and Nominating Committee.
- 8.10 In presenting the report from the Nominating Committee, the following protocols shall apply:
 - a. The Chair of the Nominating Committee shall invite the secretary of the committee to read each part of the report in full and move its adoption. The Chair will call for the report to be seconded. In presenting the report of the Nominating Committee, if possible, names being recommended should be visually displayed to the delegates. In the event that the report contains any recommended changes to the executive officers the Chair shall give opportunity for the presentation of background information on the nominees.
 - b. After the report has been read by the secretary of the Nominating Committee, moved

and seconded, the Chair will then advise the delegates that the report will be tabled for a period of at least 10 minutes.

- c. Referral back to the Nominating Committee:
 - i. Where an incumbent is nominated, delegates will have been afforded the opportunity to provide input to the Nominating Committee prior to the commencement of their work, as provided for in section 6.3, and thus there will be no option to refer the report back.
 - ii. Where the report involves the nomination of a person new to the role and there are persons who believe there are substantive reasons why the report should be referred back to the committee, the following protocols shall apply:
 - (a) After the report has been read by the secretary of the Nominating Committee, moved and seconded, the Chair shall invite any persons with substantive concerns to meet with him/her at a designated place immediately to discuss the nature of those concerns.
 - (b) If the Chair is satisfied that any concerns raised are substantive and/or that information can be provided which was not previously considered by the committee, he/she shall recommend to the constituency that the report be referred back to the Nominating Committee for further consideration. The Chair will accept a motion and a second to refer the report back to the Nominating Committee. The constituency meeting shall then proceed to vote on that motion to refer the matter back, which shall be carried by a simple majority.
 - (c) Following the vote to refer, the person/s invited to do so by the Chair of the Nominating Committee shall meet with the committee to state the concerns and the reasons for them.
 - (d) If in the opinion of the members of the Nominating Committee there is no substance to the matters raised by these delegates, they shall resubmit the name to the constituency for voting.
 - (e) If in the opinion of the members of the Nominating Committee, there may be some substance to the matters raised by these constituents, the committee at its discretion shall grant the nominated person a right of reply.
 - (f) If, having given the nominated person right of reply and heard their response, the Nominating Committee determines that the matters raised are of a particularly significant nature, an investigation into these matters shall be required.
 - (g) Should the investigation require more time than is available at the constituency meeting in order to provide natural justice and/or clarification of facts, the Nominating Committee shall recommend to the constituency that the matter be referred to the Appointments Committee for further investigation and that the Appointments Committee be empowered to conduct a process which will result in an election to the position.
 - (h) If the Nominating Committee, after having a report referred back brings back the same report, it cannot be referred back the second time. (The motion to adopt the report, however, may be defeated when put to the final vote.)
- d. Before the vote is taken, the report of the Nominating Committee will be read for the second time and then voted upon.
- e. In the event of a report involving more than one name being voted down, the Chair shall call for a separate vote without discussion on each name.
- f. Where a nomination for a position does not achieve the required majority vote, that position shall be referred to the Appointments Committee.

9. CONFERENCE EXECUTIVE COMMITTEE

- 9.1 The membership of the Executive Committee shall be as described in the Constitution, Article 13 Section 1.
- 9.2 While Executive Committee members represent the work of the whole Conference and not the interests of their own individual churches, in appointing members to the Executive Committee consideration should be given to the demographics of the Conference. Therefore, normally no more than one person, including Conference and its affiliated entity employees but excluding ex officio members of the Executive Committee, should be appointed to the Executive Committee from any one church within the Conference. It is recommended that to ensure stability and some degree of continuity, a number of previous Executive Committee members be re-appointed for the ensuing term. However, non-ex officio Executive Committee members should serve more than two consecutive terms. Further, no Executive Committee members shall have close family ties with another member.
- 9.3 In choosing persons to serve on the Executive Committee consideration shall be given to skills and expertise as defined by the outgoing Executive Committee. Where practical it is desirable to include at least one member who is under 30 years of age at appointment.

10. ETHICAL CONDUCT

All business of the constituency meeting should be carried out “decently and in order”, and above all in a constructive manner and Christlike spirit. The Church recognises that after earnest prayer for the guidance of the Holy Spirit and careful consideration by the respective committees and the delegates in constituency meeting, the Lord guides in the appointments of personnel. Therefore, lobbying or the activities of pressure groups prior to or during a conference constituency meeting are completely inappropriate. Persons known to have engaged in this type of activity should be considered ineligible to serve on any committee.

“Any church or conference/mission officer or leader attempting to control the votes of a group of delegates would be considered disqualified for holding office.” *Church Manual*, page 114-115, 19th Edition (revised 2016).

STRATEGIC PLAN 2019-2022

The strategic plan of the North New South Wales Conference was modelled on the life of Jesus Christ. When Jesus was on this earth He served humanity, made disciples, proclaimed the Gospel and He spent time on the mountain top, growing spiritually. Our vision is that God's church be engaged in these very same activities.

GROWING SPIRITUALLY

A Spirit-filled body of believers that are experiencing personal and corporate growth. Members are experiencing a vibrant prayer and devotional life; empowered to joyfully share their faith.

GOALS

- Every local church having a weekly prayer meeting(s) with 15% of members attending.
- 50% of pastors having a three night personal spiritual retreat annually by 2022.
- 20% of churches have an active small group ministry by 2022.

SERVING HUMANITY

Our communities are better places because the Seventh-day Adventist Church exists. The partnership of the local church with its community is on the basis of assessed need. Church members are empowered and trained to respond missionally in their area of giftedness.

GOALS

- Every local church appoints Adventist Community Service leaders and 80% of these have been trained to provide leadership for the churches engagement with their community.
- Establish a health retreat program to promote wellness.
- Establish three flagship centres of influence.

MAKING DISCIPLES

Empowering our church communities to be agents of the Holy Spirit to grow disciples. Develop a multiplying movement that encourages every member to disciple another to Christ.

GOALS

- Establish a southern discipleship training program.
- 50 Next Generation Ministers enrolled annually.
- Six churches implementing the "Growing Young" principles by 2022.

PROCLAIMING THE GOSPEL

Facilitating the proclamation of the everlasting gospel of our Lord and Saviour Jesus Christ, in the context of the three angel's messages of Revelation 14:6-12; leading people to accept Jesus as Saviour and Lord.

GOALS

- 12 Church Plants.
- 100 volunteer preachers trained by 2022.
- Build seeker-focused media channels with weekly content achieving two million annual reach.*

OVERALL GOALS



500 baptisms per year by 2022.



20 "Steps" along church growth scale amongst all local churches.**



Sixteen churches complete the church revitalisation process during 2019 – 2022.



Lift the NNSW Conference NCD average score by four points by 2022.

*The communications team will be working with local churches to build/grow seeker-focused content and platforms such as magazines, podcasts and other digital media channels. The goal is to achieve a 2 million reach (impressions/distribution) with these channels.

**Church growth can be described using 5 levels: Pre-Evangelistic Work, Church Plant, Company, Church and Multiplying Church. When a church makes a transition from one level to the next, this is defined as achieving a "step". Our vision is that all the local churches in our Conference will be able to collectively achieve 20 "steps" by 2022.

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

Every local church having a weekly prayer meeting with 15% of members attending



WHY

Scripture makes clear our imperative, specific and urgent need of prayer. "Pray without ceasing" (1 Thessalonians 5:17).

"Prayer is the breath of the soul. It is the secret of spiritual power. No other means of grace can be substituted and the health of the soul be preserved. Prayer brings the heart into immediate contact with the Wellspring of life, and strengthens the sinew and muscle of the religious experience. Neglect the exercise of prayer, or engage in prayer spasmodically, now and then, as seems convenient, and you lose your hold on God. The spiritual faculties lose their vitality, the religious experience lacks health and vigour." Messages to Young People p. 249, 250.

"The greatest victories to the church of Christ or to the individual Christian, are not those that are gained by talent or education, by wealth, or the favour of men. They are those victories that are gained in the audience chamber with God, when earnest, agonizing faith lays hold upon the mighty arm of power." Prayer p. 87



HOW

Since prayer is so intrinsically linked to vitality of God's church and to the Christian life, we will seek to implement strategies that promote a culture of prayer. These strategies will have 4 focus areas: Personal Prayer, Family Prayer, Corporate Prayer and Prayer as Evangelism.

SERVING HUMANITY

MAKING DISCIPLES



WHAT

ACTION

DEADLINE

Every church to nominate a local prayer ministries coordinator to specifically work with their local church pastor and ensure that a means & time for prayer is prioritised in the life of their church.	ASAP and ongoing
Testimonies of answered prayer to be collected, documented and shared with churches and on social media to inspire people to pray.	Ongoing
Prayer Workshops to be offered to churches as a means of educating members on the importance, need, and power of prayer.	Ongoing
The development of a web space dedicated to prayer: prayer requests, prayer resources, answers to prayer, a calendar outlining weeks of prayer etc.	2020/2021
Strategic days calling for conference-wide prayer and fasting. Also regional gatherings with a prayer focus for the sole purpose of praying for the out-pouring of the Holy Spirit.	Ongoing
A conference-wide, annual, Prayer Conference designed to equip, inspire, encourage and spiritually revive all attendees.	Annual

PROCLAIMING THE GOSPEL

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

50% of pastors having a three night personal spiritual retreat annually by 2022



WHY

Jesus said my sheep hear my voice. Jesus regularly took extended time away out of ministry to commune with his Father. How much more should our team do the same so that their relationship with Christ is rock solid. We believe this will bring both spiritual power and greater clarity to their ministry.

SERVING HUMANITY

In today's busy world of constant notifications and interruptions leaders in all industries are finding it increasingly necessary to unplug to allow creative and problem solving thinking to kick in. We want our pastors to step off the treadmill for at least 3 nights per year at a spiritual retreat to be revived spiritually, to seek and hear from God and to slow down and allow creative and problem solving thinking to come to the fore while in communion with God.



HOW

- We will cover costs up to \$500 of Accommodation and food for 3 night stay in a wilderness (off grid) location (prefer mountain but possibly beach if off grid enough). Must book in with Ministerial PA to qualify
- Must be a solo experience & minimum of 3 nights at location of their choice but by mutual agreement
- Write a one page reflection of time away

MAKING DISCIPLES



WHAT

PROCLAIMING THE GOSPEL

ACTION	DEADLINE
Provide training and resourcing for pastors to take retreat so they know how to do it and what to expect	Annually at ministers meeting
Promote at ministers meetings via testimonies of value of retreat	Annually at each meeting at least one testimony
Create budget for up to 40 pastors per year (50% of team) to go on a retreat valued at \$500ea - \$20,000 budget request	Budget secured by end of 2019
Then at first ministers meeting each year to have a sign up sheet to lock in dates for the first 50% of team	March each year

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

20% of churches have an active small group ministry by 2022



WHY

When churches engage in active small group ministry, they follow the pattern of Scripture and faithfully practice obedience to His Word. A small group ministry will bring an increase in:

Community (belonging) – increasing loving relationships in the church and growing NCD scores.

Mission (believing) - reaching this culture, increased baptisms.

Discipleship (behaving) - making effective disciples, learning to love each other and God better.



HOW

This strategic goal will be achieved by systematically assessing the current reality of small group ministry in NNSW, piloting available small group resources and models, inspiring and identifying churches interested in starting or improving their small group ministry, training and resourcing these interested churches and then providing ongoing support and coaching throughout the implementation and growth of the small group ministry.

SERVING HUMANITY



WHAT

ACTION

DEADLINE

Assess Current Reality

- Collect data on the currently operating small group ministries in the NNSW Conference (type of small group ministry, percentage of church participating)

July, 2019

Pilot

- Identify existing groups interested in piloting a small group resource (Care Group, Life Group, I Am Series)

May, 2019

Inspiring and Identifying Interested Churches

- Collect data on churches interest in starting or improving small group ministry
- Identify a key contact person for small group ministry in interested churches
- Conduct an inspiring presentation or workshop at 2019 Leadership Conference outlining the 'why' of small group ministry, a success story testimony and an appeal to local churches to start or grow their small group ministry by registering for ongoing training and support.
- Film small group success stories with appeals to churches to start a small group ministry, and share on social media platforms
- Film inspiring testimonials of successful small group resources

July, 2019

September, 2019

October, 2019

December, 2019

Training and Resourcing

- Conduct small group ministry training workshops at annual Leadership Conference (utilise local experts Jared Smith, Johnny Wong)
- Conduct regional training in the 6 NNSW regions
- Work directly with Pastors and leaders to provide training at a local church level
- Provide small group resources to local churches at training events

October, annually

2020-2021 (3 regions/year)

Supporting and Coaching

- Conduct coaching webinars for leaders
- Resource local churches with mentoring resources for new leaders

2020 - Ongoing

MAKING DISCIPLES

PROCLAIMING THE GOSPEL

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

Appoint an ACS leader in every local church by the end of 2019



WHY

The vision of Adventist Community Services is that every Seventh-day Adventist Church be a transforming agent in its community, following the method of Jesus to bring help and hope through ministries of compassion in His name (see Luke 4:16-21; MH 143).



HOW

In accordance with the Church Manual, the Adventist Community Services Leader is elected by the church. This organisation works closely with other church departments in community outreach. It includes more than giving material aid. It focuses on identifying needs and responding with services based on these specific identified needs. Examples are educational seminars, community development, visiting, counselling, and other services relevant to the community.



WHAT

SERVING HUMANITY

MAKING DISCIPLES

PROCLAIMING THE GOSPEL

ACTION

DEADLINE

Conference ACS Director informs local church of the need to appoint ACS Leader

Local Church appoints ACS leader – an individual who clearly demonstrates a giftedness, passion and calling to this ministry.

Names and contact details of ACS leaders are placed on a Conference database in order to streamline training opportunities. Leaders in turn, will report back to local church boards and work towards establishing training opportunities for local church teams in response to clearly identified needs in their community.

Regional ACS leaders appointed to streamline regional training as well as provide a coordinated response to regional needs, eg natural disasters.

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



Have 80% of churches trained in strategic, needs based community services by 2022

SERVING HUMANITY



WHY

The mission of ACS is to motivate, equip, and mobilise Seventh-day Adventist Church members to meet unconditionally the expressed needs of people around them, thus fostering a trust relationship between Adventist churches and their surrounding communities, and nurturing people toward a restored, abundant life in Jesus (MH 17:1; John 10:10).



HOW

The mission of the Adventist Church is holistic, primarily focused on what God wants to do in the world beyond the Church, NOT only what takes place in the Church. In order to accomplish this, the Conference ACS Department facilitate appropriate training to all ACS leaders, equipping them with skills necessary to implement an effective Adventist Community Services program in each area vital for the success of the local church.



WHAT

Training program for upskilling ACS leaders with “Community Outreach Ministry Course – Community Services & Urban Ministry Program.”

MAKING DISCIPLES

PROCLAIMING THE GOSPEL

ACTION	DEADLINE
Training of Church ACS Leaders to take place during Big Camps, at regional meetings and at local churches.	
Training program focus in upskilling ACS leaders with “Community Outreach Ministry Course – Community Services & Urban Ministry Program.”	
Resource, equip and empower local ACS leaders to train their churches in Community Outreach Ministry.	
Conference ACS department develop ACS manual to be used at local church level.	

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

To establish a health retreat to promote wellness



WHY

According to Ellen G. White, Sanitariums are one of the most successful means of reaching all classes of people, save souls and cure the bodies of men and women. Adventist Health Philosophy, received as a direct Revelation from God, is an evidence-based approach to treat modern diseases and one of the best ways to reach people and spread the gospel. In order for this to be a strong movement, we must invest in providing an environment for people to be trained and cared to experience abundant living through Christ method.



HOW

Starting small, proofing concepts and processes is how we plan to start. Leveraging existing facilities such a Stuarts Points Convention Centre to run Educational Health Courses, to running certified residential health programs supervised by Medical Doctors and a Health Professional team will qualify us to implement a sustainable model of a Health Retreat & education outpost to support Comprehensive Health Ministries.

SERVING HUMANITY



WHAT

MAKING DISCIPLES

PROCLAIMING THE GOSPEL

ACTION	DEADLINE
Health Retreat & Education Centre Business Plan 1.0	July 2019
Lifestyle Medicine for Professionals Training	August 2019
8 Day Health Retreat Program Pilot at Stuarts Point	August 2019
Roadshow to Investors & Landers	November 2019
Location & Building Analysis	February 2020
Health Retreat & Education space setup	October 2020
Health Retreat & education Inauguration	February 2021

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

Establish Three Flagship Centres of Influence by 2022

Definition: A NNSW Flagship Centre of Influence is a community centre that combines one or more profit-making, retail services (i.e. café, juice bar, op shop, medical centre, child care centre etc.), operating five days per week, with church programs held on the same site every Sabbath, and other seminars and services offered on the site as needed.

SERVING HUMANITY



WHY

People need the Lord, and we believe that Christ's method alone is the most effective for sharing the good news of the gospel. NNSW Flagship Centres of Influence are community centres that meet the needs of the community physically, spiritually, socially and emotionally and simultaneously invite people to follow Jesus.



HOW

Prayerfully and carefully identify and meet with six* churches committed to establishing a Flagship Centre of Influence in 2019/2020 and provide all the support we can to help them to achieve their goals. (* with the aim for at least three centres to achieve 'flagship' status by 2022.)

MAKING DISCIPLES



WHAT

ACTION	DEADLINE
Work with selected churches to prepare a <i>Community Needs Analysis</i> , a <i>Members' Gifts/Talents Study</i> and a <i>Business Plan with Budget</i> .	
Assist churches with writing and submitting funding applications.	
Assist churches with property selection, leases, purchases, building construction or refurbishment.	
Assist as needed to make the Centres self-sustaining (financially and staffing), within three years of opening.	
There will be an intentional measurement of missional outcomes.	

PROCLAIMING THE GOSPEL

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

Establish a southern discipleship training program



WHY

To increase discipleship training opportunities for NNSW church members and to continue to build on the work we've begun through Arise. We are called to make disciples and receive more applications for Arise than we can handle. We believe that we have the capacity to run a second program and see indications of Providence leading us in that direction.



HOW

Several venues are already being considered to hold the program. A curriculum and program schedule are in the final stages of development and staff have been chosen and have begun work behind the scenes. After the NNSW Conference Session our awareness / advertising campaign will be launched. (This is contingent upon the people who are elected into leadership). In essence we will do what we have already done through Arise with surface modifications including some different instructors, a different venue, and a different name. Arise will be the partner program of this southern program. They will work in conjunction with each other.

SERVING HUMANITY



WHAT

MAKING DISCIPLES

PROCLAIMING THE GOSPEL

ACTION	DEADLINE
Launch awareness campaign	September 2019
Secure venue	September 2019
Finalise curriculum and class schedule and outreach schedule	October 2019
Choose church, in the Cooranbong area, to host the outreach component of the program	November 2019
Program start date	February 2020

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

50 Next Generation Ministers per year for the next four years leading up to 2022

SERVING HUMANITY



WHY

Joel 2 talks about God's spirit being poured out on all people. One of the outcomes is that all our sons and daughters will prophesy. Ellen White says that our young people will finish the work. It's time to raise that generation now. God has a huge work for our young people to do and Next Generation Minister will mentor our children so that they will become spiritual champions now.



HOW

Next Generation Minister is a spirit led initiative. Its aim is to mentor children aged 8-18 to understand God's call on their life and to find their place in His Church. Next Generation Ministers are also the best evangelists and this resource makes the most of this. We plan to grow Next Generation Minister through our major conference events.

MAKING DISCIPLES



WHAT

ACTION	DEADLINE
Identify and train mentors and Next Generation Ministers at leadership weekends	October 26 of each year
Design appeal cards for Summer Camp, Big Camp and WOSE sign up	Ongoing
Printed invitation cards for Next Generation minister to invite family and friends	Ongoing at NGM events
Next Generation Preaching Sabbath Each year	November each year
Produce a Next Generation Minister Ambassador video	Promotion at all conference events

PROCLAIMING THE GOSPEL

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

6 churches implementing the “Growing Young” principles by 2022



WHY

Youth and Young Adults are underrepresented in the Seventh-day Adventist church. Data collected by the Christian Research Association in 2017 found that 62% of Australian young people who attend a church drop out before they are 30 years old. To counteract this troubling trend, we need local churches in NNSW Conference that are retaining our young people and engaging them in the life and mission of the church. The Growing Young research offers principles designed to help churches achieve this.



HOW

This strategic goal will be achieved by training the NNSW Youth and Young Adult Directors in the Growing Young principles, and certifying them to conduct training at a local church level. Local churches who are interested in participating in the Growing Young training will then be identified and registered to participate in the Growing Young 2020 Cohort, in partnership with the AUC, and facilitated in NNSW by the NNSW Youth and Young Adult Directors.

SERVING HUMANITY



WHAT

ACTION	DEADLINE
Growing Young Certified Speaker Training – Youth and Young Adult Director become Growing Young Certified Speakers	March- Dec., 2019
Communicate and Promote Opportunity – Present the Growing Young principles at the Leadership Conference and promote the opportunity to participate in training in 2020.	October, 2019
Identify Churches – Identify at least 1 church from each region of NNSW that is interested in completing the training with the 2020 Growing Young Cohort by registering their interest at the Leadership Conference.	October, 2019
Training – Attend the Growing Young Summit in Sydney (speaker Jake Mulder) in February 2020, with the local church teams registered to complete the training with the Growing Young 2020 cohort. – Complete Growing Young Assessment of each church – Provide ongoing coaching for local churches throughout the program. – Attend the Growing Young Summit in Sydney in September 2020, with all local church teams from the 2020 Growing Young Cohort. – Complete second Growing Young Assessment of each church participating in training to measure progress in the implementation of the Growing Young principles. – Replicate process of training interested churches with a Growing Young 2021 Cohort if needed	February – September, 2020
Supporting and Coaching – Continue external support for 2020 Growing Young Cohort as needed	2021

MAKING DISCIPLES

PROCLAIMING THE GOSPEL

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



12 new church plants by 2022

GOAL

SERVING HUMANITY



WHY

Jesus has given us the Great Commission, which is to make disciples of all people groups, and to proclaim the Three Angels' Messages to every people group, tribe, language and people. The most effective way to disciple people in unreached people groups is to plant new churches. New Seventh-day Adventist churches can be launched that establish a new church culture that can effectively reach unreached communities and people groups.



HOW

Establish a church planting process that inspires, trains, equips and supports new church planting leaders and church planting teams. This church planting process needs to be flexible enough to allow Spirit-led innovation while at the same time identifying essential principles for church planting success.

MAKING DISCIPLES



WHAT

ACTION

DEADLINE

Identify unreached people groups and communities to inspire people to step up and be sent out as church planting teams	31 July 2019
Identify 12 church planting teams that can plant new churches	31 July 2020
Train church planters and church planting teams to plant missional Seventh-day Adventist churches	Ongoing
Implement a strategic and intentional coaching system	31 July 2019

PROCLAIMING THE GOSPEL

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

100 volunteer preachers trained by 2022



WHY

The everlasting gospel, in the context of the three angels' messages of Revelation 14:6-12, needs to be proclaimed clearly, with Spirit-filled passion and with the authority of God's Word in order for people to be led to accept Jesus as their Saviour and Lord. This proclaiming needs to be done by every disciple, especially those with the spiritual gifts of preaching and teaching, so that the maximum number of people can be saved.



HOW

This program will seek to train and equip volunteers to more effectively preach the everlasting gospel in their churches and communities. The enrolled volunteer preachers will attend training programs on how to preach, read the best of preaching books and articles, review powerful messages delivered by effective Adventist preachers, teachers and evangelists, and learn to craft and preach their own sermons that will be evaluated by listeners and themselves. Once these learning tasks are completed, they will receive a certificate of achievement and be placed on a conference-wide roster of volunteer preachers.

SERVING HUMANITY



WHAT

MAKING DISCIPLES

ACTION

DEADLINE

A curriculum will be prayerfully identified and/or developed and trainers selected.

Course materials such as books, articles and excellent sermons will be prayerfully selected.

A name for the program will be selected and marketing materials will be created and widely promoted to the church members through the conference media team.

Training sessions will be run twice per year at conference-wide events such as Prayer Conference, Big Camp and Leadership Weekends.

A short, public graduation ceremony will occur for the successful volunteer preachers each year at Big Camp, commencing in 2020, and their names will be added to a conference-wide roster of volunteer preachers.

PROCLAIMING THE GOSPEL

ACTION PLAN 2019-2022

GROWING SPIRITUALLY



GOAL

To achieve a 2 million impression reach annually through various media.

SERVING HUMANITY



WHY

The great commission compels us to preach the gospel to all the world. As a communications department, we must fervently use available tools to amplify the work of proclamation. In the same way that Johannes Gutenberg created the printing press in order to spread the Holy Bible in a more efficient manner, we must take advantage of the most effective means by which to spread God's word. Christ says, "And I, when I am lifted up from the earth, will draw all people to myself."



HOW

Being relevant is the primary criteria for communicating effectively. This requires consistent and timely reporting, conversation, storytelling and proclamation. We must engage our immediate community (the church) in order to strengthen, promote and uplift the commission we are called to within our own ranks. However, we are required to proclaim to the whole world. By creating resources, sharing testimony and presenting Christ in a way which employs the imagination of our community today, we empower our members to share Christ with non-believers.

MAKING DISCIPLES



WHAT

ACTION	DEADLINE
NNSW website to contain all resources available for relevant ministry initiatives	January 2020 and ongoing
Conference Live News – Realtime reporting platform	September 2019
Change My Life – seeker-focused online platform creating weekly shareable content.	January 2020 and ongoing

PROCLAIMING THE GOSPEL

ACTION PLAN 2019-2022



GOAL

500 baptisms per year by 2022



WHY

First world evangelism in a secular context must explore culturally effective methods for reaching hearts with the gospel. The mission and message of the Adventist church cannot be compromised. At the same time, we must have the evangelistic zeal of the Apostle Paul when it comes to methodology, "I have become all things to all people so that by all possible means I might save some." I Corinthians 9:22.



HOW

Current approaches to soul winning have resulted in approximately 300 baptisms during 2017 and 2018. Proven approaches should be continued, while exploring new methods to broaden evangelistic effectiveness. Multiple approaches will be piloted. Best practices will be identified and refined.



WHAT

OVERALL GOALS

ACTION	DEADLINE
Proclaim initiative regionally every other year beginning in 2019.	February 2019, ongoing
eBrief-facilitated by Conference Evangelism Director at regional minister's meetings throughout the conference highlighting best practices in evangelism. eHuddle- best practices in evangelism Australia-wide, event held on even years following the Prayer Conference.	eBrief- 2019 eHuddle March 2020 both ongoing
Meticulous follow-up for summer camps, Big Camp, Pathfinder Camps and other conference events facilitated by school evangelists. Refer names to pastors, chaplains and bible workers. Quarterly to Younger Generation Taskforce.	March 2019
ADMIN and Department leaders use appeal cards for local preaching appointments. Follow-up processed by Evangelism Department.	March 2019
Encourage pastors to have schedule quarterly baptism Sabbath	Ongoing

ACTION PLAN 2019-2022



GOAL

20 "Steps"* for local churches



WHY

Like other living organisms, God has given the church the capacity to move forward, grow and multiply. God's vision is that churches are to grow up in every way into Christ, that His body may grow as it builds itself up in love. It is important for churches to grasp the vision that God has for them and to allow the Holy Spirit to fuel this growth and forward movement.



HOW

The North New South Wales Conference is committed to inspiring and supporting church plants and churches to grow and move forward. The Conference has established clear criteria for each stage of the growth of a church plant and church. The Conference will facilitate the process of church plants and churches to take clear steps to grow.



WHAT

OVERALL GOALS

ACTION	DEADLINE
Review the Status Requirements and communicate these requirements with church plants	April 2019
Assess the status of each church plant and identify the steps that need to be taken to move forward	July 2019
Coach church plant leaders and leadership teams through how the steps can be achieved	Ongoing
Provide accountability to established goals for achieving steps forward for church plants	Ongoing

*A "step" is a movement of a church from group, to company, to church or multiplying church status.

ACTION PLAN 2019-2022



GOAL

Sixteen churches complete the church revitalisation process during 2019 – 2022



WHY

NNSW conference has a membership of over twelve thousand. Almost 30% of those members are not active or attend church. Many of our churches have shown signs of plateau and decline. Some of our key challenges include loving relationships, meaningful worship services, making disciples and changing the lives of people in our communities. Though we appear in trouble, "Because of the Lord's great love we are not consumed, for his compassions never fail, They are new every morning." (Lamentations 3:22, 23)



HOW

Church revitalisation uses sequential disciplines summarised into three parts: 1. Prayer 2. People 3. Process (P3). Once a comprehensive assessment of the church has been completed (using NCD, mystery worshipper, and one-on-one interviews), the church is presented with a selection of needs and recommendations. These are met within the confines of P3; personal and corporate prayerful/ devotional life, growth in love and respect for one-another and finally establishing quality values and processes.



WHAT

OVERALL GOALS

ACTION	DEADLINE
Require an NCD survey, mystery worshipper before commencing revitalisation works	Before commencing
One-on-one interviews with church pastor and leaders	Within first month
Produce list of needs and recommendations to the church board	Within first 3 month
Provide support/ services to meet the needs	Within next 3-6 months
Review/ validate progress/ expectations with church board/ business	Monthly after the first month

ACTION PLAN 2019-2022



Lift the NNSW Conference NCD average score by four points by 2022

GOAL



WHY

In talking about the growth of His kingdom, Jesus said that “the earth yields crops by itself” (Mark 4:28). God has created in every plant the power to flourish and reproduce itself, but it needs the right conditions to achieve maximum health. So too a local church is created by God to flourish and plant new churches. The greater the health of the local church, the greater is its capacity to achieve its God-given potential to grow His kingdom.



HOW

Natural Church Development (NCD) is a diagnostic tool used by the North NSW Conference for the last 10 years to measure church health. It measures eight characteristics of church health with the philosophy that an increase in the health of these eight characteristics will create an environment in which a church can experience “by itself” growth. The North NSW Conference will continue to use this tool to measure church health and comparative growth in health over the next four years.



WHAT

ACTION

DEADLINE

Lift NCD reports per year to 30

December 31 each year

Require an NCD report to be done by new church plants within 12 months of commencing regular services

Ongoing

Create an NCD Month (July) in which NCD is promoted and all churches are encouraged to do a report in that month

Annual



PAUL GEELAN

*North NSW Conference
General Secretary*

GENERAL SECRETARIES REPORT

As we commence the 100th year of the operation of the North NSW Conference it is important to both give God the glory for what He has achieved by His wisdom, might and Spirit, working through faithful, committed church members and acknowledge the challenges still lying before us as we endeavour to be faithful to the calling of God for our church.

History

On October 19, 1919 the 24th Session of the New South Wales Conference was held at Parramatta Park.

The following resolution was recorded in the minutes:

“**WHEREAS** the Conference of New South Wales is so large and we have about thirty-six churches, and about 2,100 Sabbath-keepers scattered all over the state, so that it has become very difficult to give all these people the help they ought to have,

WE RECOMMEND that this conference is divided; the dividing line to be the Hawkesbury and Capertee Rivers as far west as the 150’ of E. Longitude, thence north to Casillis, and thence in a north westerly direction to Queensland, to a point where the 147’ longitude and 29’ latitude meet. That this division be known as the North Eastern NSW Conference.”

This began the journey that led to the appointment of the first North NSW Conference Executive Committee on October 15, 1920 and the appointment of Pastor JM Cole as President and J Todd as Secretary.

By God’s grace, over the last 100 years there have been over 100 churches planted, 10 schools established, 20 presidents elected, and over 17,000 baptisms.



The NNSW Conference Legal Structure

The NNSW Conference of Seventh-day Adventists is governed by an Executive Committee. For financial purposes, the NNSW Conference segments its operations into three “funds”:

- NNSW Church Property Fund
- NNSW Aged Care Property Fund
- NNSW Schools Property Fund

These funds are governed by the NNSW Conference Executive Committee and have oversight of the segmented activities allocated to them. The Executive Committee, as authority of a Constituency Meeting in 2003, has delegated operational responsibility for the church to three separate trustee companies, each governed by a constitution outlining its reason for being, objectives and what it can and can't do to achieve those objectives:

- Seventh-day Adventist Church (NNSW Conference) Ltd
- Seventh-day Adventist Schools (NNSW Conference) Ltd
- Seventh-day Adventist Aged Care (NNSW Conference) Ltd

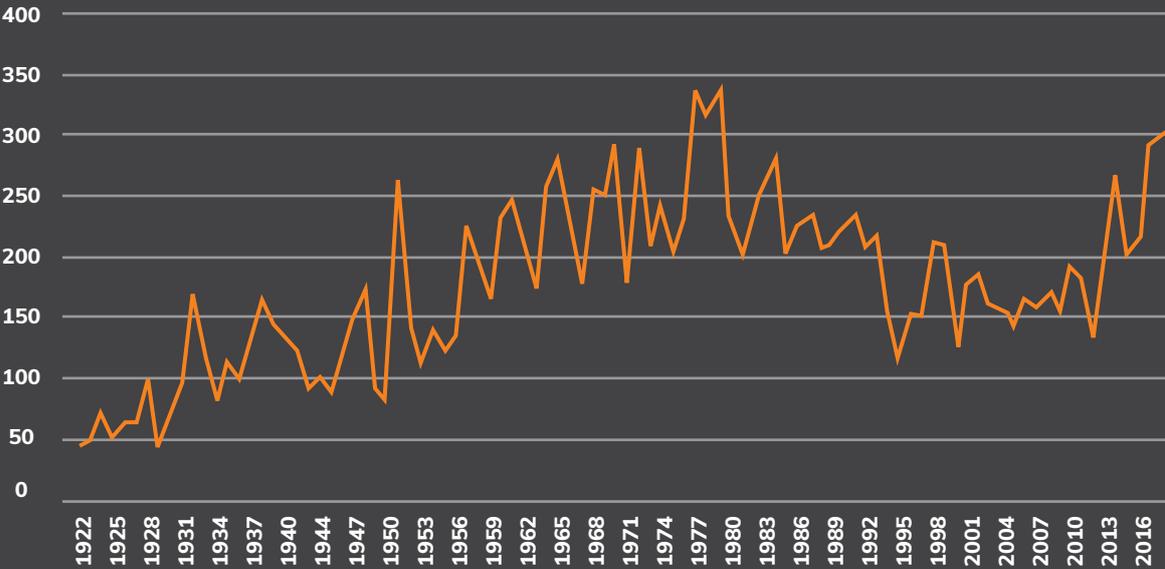
These purpose driven trusts are established the NNSW Conference Executive Committee and have delegated authority to operate as trustees on behalf of the NNSW Conference in their respective operational functions.

The NNSW Conference Executive Committee, who members of the three companies, as well as the directors for Seventh-day Adventist Church (NNSW Conference) Ltd., are elected every four years at the NNSW Conference constituency meeting. The directors of the Schools Company and the Aged Care Company are appointed by the members at the first meeting after the constituency meeting, keeping in mind that the members are the same people as those on the Executive Committee.



BAPTISMS

1922 - 2018



The Good News

There is much to praise God for over the last four years.

Consistent growth in baptisms:

Baptisms and Professions of Faith				
Year	2015	2016	2017	2018
Number	195	206	290	301
Increase		5.6%	40.1%	3.8%

Consistent growth in tithes:

Tithe				
Year	2015	2016	2017	2018
Number	\$15,577,374	\$15,806,870	\$15,921,604	\$16,596,960
Increase		1.5%	0.7%	4.2%

Growing engagement with conference events:

Conference Event Engagement				
Year	2015	2016	2017	2018
Big Camp	2,451	2,489	2,648	3,018
Grey Nomads	540	680	647	666
Leadership Weekend	400	750	1,020	1,180

Strong school student numbers:

School Student Numbers				
Year	2015	2016	2017	2018
Number	3,670	3,600	3,637	3,627

Growth in aged care residents:

Aged Care Residents				
Year	2015	2016	2017	2018
Number	722	737	765	794

I could continue to provide reams of data supporting the blessing of God for the North NSW Conference over the last four years. Serving humanity initiatives, ARISE discipleship training numbers, children's ministry initiatives, the impact of the Faith FM live breakfast show, the church revitalisation successes, decisions for bible studies and baptisms at conference events. All of these and more provided powerful evidence of a prayer hearing God and the movement of the Holy Spirit.

The Challenge

The North NSW Conference, with its church, schools and aged care companies, is a very significant ministry. The following statistics provide a snapshot of the size and scope of the conference:

Church membership	Over 12,000
Church attendance	5,772
Combined turnover of three companies	\$116 million
Total number of employees including	Over 1,200
- 63 pastors	
- 450 teachers	
- 305 Aged Care workers	
Total number of students in our schools	Over 3,700
Residents in Aged Care	Almost 800

The challenge is that with that much financial and human resources thrown at achieving one goal: seeking and saving the lost, we still have reason to be dissatisfied with the fruit of our labours. Indeed, we should always maintain that feeling of sanctified discontent about the effectiveness of our ministry because the commodity that we are endeavouring to secure, souls for God's kingdom, are of such incredible value. It's far too simplistic to simply measure the fruit of all that investment by baptism numbers alone, however, we can be passionately jealous for more fruit and renew our energies into both being Christ-like, and doing Christ-like things, for His glory. *"The harvest truly is plentiful, but the laborers are few. Therefore pray the Lord of the harvest to send out laborers into His harvest."* (Matthew 9:37,38)

Membership

Membership of the conference at 31 December 2018 stood at 12,112, a net increase of 779 over the quadrennium.

Year	Starting Membership	Baptisms	Prof. of Faith	Transfers In	Adjustments	Transfers Out	Deaths	Removal	Missing	Ending Membership	% Growth
2015	11,333	171	24	771	5	671	92	21	1	11,519	1.6%
2016	11,519	191	15	417	13	346	83	19	8	11,699	1.6%
2017	11,699	263	27	374	7	318	111	14	-	11,913	1.8%
2018	11,913	283	18	454	8	435	110	19	-	12,112	1.7%

Churches, Companies and Plants

At the close of the quadrennium there were 97 worshipping congregations made up of 66 churches, 15 companies and 16 groups.

CHURCH	Membership 1/1/2015	Baptisms & Prof. of Faith	Transfers In	Transfers Out	Death, Missing & Removed	Membership 31/12/2018
Alstonville	237	7	28	21	13	238
Armidale	72	11	4	4	3	80
Avondale College	1,156	67	67	66	9	1,215
Avondale Memorial	1,103	63	106	86	120	1,066
Ballina	106	11	11	13	15	100
Boolaroo	104	14	10	23	1	104
Bray Park	86	—	9	12	3	80
Byron Bay	65	5	10	11	3	66
Camden Haven	39	—	5	6	1	37
Casino	53	8	1	4	3	55
Central Coast Community	194	19	18	35	2	194
Cessnock	67	1	10	9	5	64
Charlestown	314	3	12	20	6	303
Coffs Harbour	221	20	11	22	15	215
Coonabarabran	53	4	6	5	3	55
Dora Creek	166	11	39	17	7	192
Erina	293	—	4	296	1	—
Forresters Beach	—	15	332	56	10	281
Forster/ Tuncurry	57	1	12	15	2	53
Gateway	189	17	58	40	2	222
Glen Innes	41	5	6	2	9	41
Gosford	256	42	44	31	12	299
Grafton	120	5	2	7	3	117
Gunnedah	29	—	12	10	1	30

CHURCH	Membership 1/1/2015	Baptisms & Prof. of Faith	Transfers In	Transfers Out	Death, Missing & Removed	Membership 31/12/2018
Guyra	41	3	4	5	—	43
Hamilton	139	10	19	25	5	138
Haven Campus Church	233	18	60	23	—	288
Hillview	338	19	79	31	10	395
Inverell	112	6	7	12	—	113
Kanwal	115	1	7	15	—	108
Kempsey	195	51	54	38	3	259
Kingscliff	357	59	96	69	16	427
Kurri Kurri	47	1	12	5	4	51
Kyogle	34	3	2	6	2	31
Lakeside	302	8	61	47	11	313
Lightning Ridge	24	7	1	—	—	32
Lismore	353	42	24	39	13	367
Macksville	113	9	16	11	13	114
Maclean	41	3	7	2	8	41
Maitland	155	15	28	18	3	177
Mirriwinni Gardens	90			1	—	89
Moree	78	2	2	3	—	79
Mullumbimby	79	1	4	8	1	75
Murwillumbah	377	38	41	23	12	421
Muswellbrook	39	3	7	3	1	45
Nambucca Heads	55	—	2	8	4	45
Nelson Bay	16	2	8	4	—	22
Newcastle Multicultural	78	27	17	17	—	105
Newcastle Polish	20	1	6	—	—	27
Newcastle Samoan	24	24	37	—	—	85

CHURCH	Membership 1/1/2015	Baptisms & Prof. of Faith	Transfers In	Transfers Out	Death, Missing & Removed	Membership 31/12/2018
North NSW Conference	841	162	227	161	28	1041
Ocean Shores	59	3	—	4	—	58
Ourimbah	63	8	30	5	5	91
Port Macquarie	377	48	38	15	6	442
Quirindi	13	3	6	2	2	18
Singleton	33	1	2	3	—	33
Swansea	46	5	7	3	1	54
Tamworth	120	9	26	14	9	132
Taree	132	8	16	9	8	139
Tenterfield	39	2	3	10	—	34
The Entrance	47	—	—	46	1	—
Toronto	284	4	38	52	14	260
Tumbulgum	90	12	6	4	19	85
Wallsend	380	34	55	51	10	408
Wauchope	109	3	17	21	4	104
Wingham	89	5	2	8	3	85
Woy Woy	38	3	3	10	5	29
Wyee	97	—	23	13	3	104
TOTAL CHURCHES	11,333	992	1,917	1,655	475	12,112

As a subset of the North NSW Conference roll, the Executive Committee processes membership changes within companies. Companies are congregations that are still progressing toward full church status.

COMPANY	Membership 1/1/2015	Baptisms & Prof. of Faith	Transfers In	Transfers Out	Death, Missing & Removed	Membership 31/12/2018
Blue Haven SDA Church	46	9	20	24	2	49
Bourke	2	-	-	2	-	-
Broadmeadow Samoa	15	-	-	13	-	2
Cameron Park Fellowship	-		15			15
Coffs Coast	38	3	3	10	-	34
Dorrigo	26	3	-	-	1	28
Dungog	10	2	4	-	4	12
Gloucester	19	-	-	1	-	18
Kempsey South	115	12	15	2	8	132
Manilla	6	-	-	6	-	-
Narrabri	26	9	2	8	-	29
Newcastle SDA Church	30	17	23	10	1	59
Newcastle Spanish	28	11	9	4	3	41
Raymond Terrace	30	-	2	31	1	-
Telegraph Point	51	-	8	21	5	33
West Wallsend	18	5	3	1	-	25
Woodenbong	18	-	-	-	-	18
TOTAL COMPANIES	478	71	104	133	25	495

Groups are usually new church plants that have recently been formed and are growing toward company status. The Conference also chooses to keep a record of the membership records of these groups.

GROUPS	Membership 1/1/2015	Baptisms & Prof. of Faith	Transfers In	Transfers Out	Death, Missing & Removed	Membership 31/12/2018
Argenton Tongan	-	-	-	-	-	-
Brewarrina	-	2	2	-	-	4
Caves Beach	-	-	-	-	-	-
Community Church at the Bay	16	12	17	-	-	45
Coonamble	8	4	1	3	-	10
Living Abundantly	-	5	-	-	-	5
Moree Fijian	-	-	-	-	-	-
Raymond Terrace Mission	-	15	31	-	1	45
Scone	-	2	2	-	-	4
Seeds	-	4	2	-	-	6
South West Rocks	-	-	13	-	-	13
The Entrance	-	-	-	-	-	-
The Exchange	7	5	-	-	-	12
The Vine	-	15	25	-	-	40
The Well	-	5	-	-	-	5
Windale Aboriginal	-	4	-	-	-	4
TOTAL GROUPS	31	73	93	3	1	193

New Church Plants since 1/1/2015 include:

Argenton Tongan Group	Moree Fijian	The Entrance
Brewarrina	Raymond Terrace Mission	The Vine
Caves Beach	Scone	The Well
Cameron Park Fellowship	Seeds - Newcastle	Windale Aboriginal
Living Abundantly Adventist Church	South West Rocks	

Church Closures

Raymond Terrace (replanted as Raymond Terrace Mission)
 Broadmeadow Samoan (transferred to Newcastle Samoan)
 Telegraph Point Company

Companies that moved to church status include Nelson Bay and Newcastle Samoan.

Staffing as at 31 December 2018

The operation of the conference is very dependent on the gifted, committed and hard working team. We wish to take this opportunity to thank every employee for their outstanding contribution to the ministry of the conference.

Total Employees									
	2015				TOTAL	2016			TOTAL
	Casual	Part Time	Full Time	Casual		Part Time	Full Time		
Conference	39	44	104	187	47	39	103	189	
Education	246	184	303	733	242	203	317	762	
Aged Care	128	160	35	323	104	168	33	305	
TOTAL	413	388	442	1243	393	410	453	1256	

Total Employees									
	2017				TOTAL	2018			TOTAL
	Casual	Part Time	Full Time	Casual		Part Time	Full Time		
Conference	58	46	106	210	83	56	105	244	
Education	242	202	305	749	270	222	345	837	
Aged Care	136	168	33	337	105	199	37	341	
TOTAL	436	416	444	1296	458	477	487	1422	



“The operation of the conference is very dependent on the gifted, committed and hard working team”

Executive Committee

The North NSW Conference has been superbly served by an excellent Executive Committee. They have been insightful, challenging, missional, spiritual, collaborative and supportive. Their oversight of the governance of the conference and their representation of the constituents of the North NSW Conference has been outstanding.

	Executive Committee		Board of Directors	
	Eligible	Attended	Eligible	Attended
Tom Evans (Chair)	19	14	16	13
Paul Geelan (Secretary)	32	32	29	29
Russell Halliday	32	32	29	28
Abel Iorgulescu	32	29	29	24
Alisha Christie	32	28	29	25
Daniel Milenkov	32	28	29	25
Hazel Eaton	32	28	29	26
Jenni Lloyd-Ward	32	22	29	22
Justin Boyd	32	31	29	26
Justin Stafford	12	11	11	11
Neroli Page	32	23	29	22
Ros Camps	32	32	29	29
Stuart Arblaster	32	28	29	26
Vern Parmenter	32	27	29	26
Wendy Jackson	32	20	29	19
Ceased				
Justin Lawman	13	12	12	11
David North	18	12	16	12

Education Board of Directors

	Board of Directors	
	Eligible	Attended
Tom Evans (Chair)	13	9
Paul Geelan (Secretary)	23	23
Dean Bennetts (CEO)	23	23
Russell Halliday	23	22

Board of Directors

Geoff Crews	23	17
Andrew Matthes	23	22
Peter Morey	12	12
Colin Hone	23	18
Ceased		
Allan Butler	1	1
David North	14	6
Justin Lawman	10	10
Sherry Hattingh	10	8

Aged Care Board of Directors

Board of Directors

	Eligible	Attended
Paul Geelan (Chair)	29	27
David Knight (CEO)	29	28
Tom Evans	15	9
Russell Halliday	29	28
David Heise	29	26
Ross Penman	29	18
Allan Harris	29	20
Rob Lynn	29	24
Jim Williams	29	27
Warrick Long	25	22
Ceased		
Julianne Millar	27	18
Dahlene Bennetts	27	11
Justin Lawman	12	12
Phil West	4	0
Vern Parmenter	1	0

The role of the General Secretary has become increasingly diverse, particularly over the last 20 years, as corporate governance, child protection and risk management have increased in prominence. Some of the key initiatives within each of these areas in the last four years include:

Workplace Health and Safety

Under the Workplace Health and Safety Legislation 2011, the General Secretary is the responsible officer of Seventh-day Adventist Church (NNSW Conference) Ltd. The responsibilities under the act are to ensure that the company satisfies its legal workplace health and safety obligations.

In discharging these responsibilities quarterly reports are requested from the main operating sites at 112 Lake Road, Better Books and Food in Cooranbong, Stuarts Point Convention Centre and Yarrahapinni Youth Centre. These are presented to the Board of Directors/Executive Committee at their regular meetings. The Board of Directors have recently formed a new sub-committee of the board called the Risk and Compliance Committee to provide special focus on this crucial governance area, review existing policies and procedures and made recommendations to the board for change. The General Secretary is the chair of that committee.

Child Protection

The Royal Commission into Institutional Responses to Child Sexual Abuse was established in 2013 and handed down its final report on 15 December 2017. This final report contained wide ranging recommendations that strengthened child protection obligations. The North NSW Conference is very supportive of these obligations as it aligns perfectly with Jesus calling for us to protect societies most vulnerable.

Two of the main changes that have been implemented over the past four years are the transition from the Australian Union Conference-based Safe Place Services to the South Pacific Division-based AdSafe Ltd and the commencing of an Interim Redress Scheme. The commencement of AdSafe involved the transfer of 112 files to AdSafe that were then triaged by an external party into those that required further action and those that could be closed. The commencement of the Redress Scheme was a pre-emptive response to the recommendations of the Royal Commission and involved the allocation of funds for a payment to those that suffered child abuse while in the care of North NSW Conference institutions.

The General Secretary is the primary pivot point for communication and action between AdSafe and the churches and institutions that are involved in the management of persons of concern and the support of survivors.

Corporate Governance

The Australian Charities and Not-for-Profits Commission (ACNC) is the government regulator established in 2013 to provide oversight for the approximately 56,000 not-for-profits and charities registered with it. The North NSW Conference satisfies its obligations in the areas of reporting and governance standards.

The General Secretary ensures compliance in the areas of:

- Maintaining a not-for-profit purpose
- Accountability to constituency
- Compliance with Australia laws
- Suitability of responsible persons
- Duties of responsible persons

Risk Management

Risk management is a broader field than workplace health and safety. The Executive Committee considers strategic risks such cyber attack, legislation that may impact on religious freedom, privacy

breaches, reputational risk, market disruption, and the risk of catastrophe. The General Secretary works with the administration team and the Executive Committee to consider and manage these risks.

Immigration

The General Secretary is the liaison point between the conference and an immigration lawyer that assists with visa applications for employees that join the North NSW Conference team from overseas. These applications are for pastors that have joined the North NSW Conference pastoral team as well as students that have attended ARISE and are then employed as Bible Workers in local churches. Over the last four years there have been 17 immigration matters that have been successfully lodged and approved through the Department of Home Affairs.

Acknowledgement and Appreciation

I am very cognisant of the fact that being placed in the position of Secretary of the conference is a sacred trust. I am humbled by the confidence you, as a local church member, has shown in me to do this job, and endeavour to do it in a way that is faithful to your trust and the calling of God.

It's a privilege to work with people of the calibre of Tom Evans and Russell Halliday. We share a passion for the Seventh-day Adventist Church and its mission and it's a true blessing to work in a context in which that unity of purpose exists.

One of the big initiatives of the conference in the last four years is Adventist Community Services. This encouraged local churches to seek ways to engage with their communities. This significant focus needed a hard-working, passionate, skilled, relational leader to drive it forward. The perfect person was found in David Haupt. I cannot say enough about how much I have appreciated the way that David has grabbed hold of this initiative and taken to a whole new level. David is making inroads into areas that we never thought possible and supporting so many new initiatives in local churches that are making an enormous contribution to mission.



Debbie Head has been my Personal Assistant for over six years and has recently stepped into a part time role looking after Big Camp and Grey Nomads. She does a wonderful job, often under significant pressure, and these two events would not happen without her.

Above: Debbie Head
Below: Amy Edwards

Jodie Bird has recently moved into the role of my Personal Assistant and Workplace Health and Safety Co-ordinator for the conference, after doing an excellent job as receptionist for two and half years. These are diverse and very important roles, and Jodie performs them with great attitude and aptitude.



Jodie Bird



Amy Edwards started as the Humans Resources Co-ordinator of the conference in October 2017. This is such a pivotal role in such a large organisation, and Amy is doing an outstanding job, bringing excellent attention to detail with a proactive approach to policy development and cultural improvement.

Robyn Borgas has returned to the conference recently in the role of receptionist and Membership Co-ordinator. She does a brilliant job liaising with the local church clerks and ensuring that our membership database is up to date. I also want to acknowledge the wonderful job that the local church clerks do in their volunteer capacity. It's a very important role in the local church in support of the ministry and administration of the church and we are blessed to have so many committed people doing the job.



Robyn Borgas

The North NSW Conference has an excellent pastoral team. On the relatively rare occasions I get to spend some time with them it is always affirming, encouraging, and uplifting for me and gives me great courage that the church is in good hands.

Conclusion:

As members of the North NSW Conference we have an incredible amount to thank God for. But as highlighted above, we still have an enormous challenge ahead of us. We need to advance on our knees. The world in which we operate is becoming more secular, more litigious, more militant against what we all called to do.

But we have this confidence:

“God’s dealings with rebellion will result in fully unmasking the work that has so long been carried on under cover. The results of Satan’s rule, the fruits of setting aside the divine statutes, will be laid open to the view of all created intelligences. The law of God will stand fully vindicated. It will be seen that all the dealings of God have been conducted with reference to the eternal good of His people, and the good of all the worlds that He has created. Satan himself, in the presence of the witnessing universe, will confess the justice of God’s government and the righteousness of His law.”

Patriarchs and Prophets 338

Let’s keep our eye on the eastern sky.







RUSSELL HALLIDAY

North NSW Conference
Chief Financial Officer

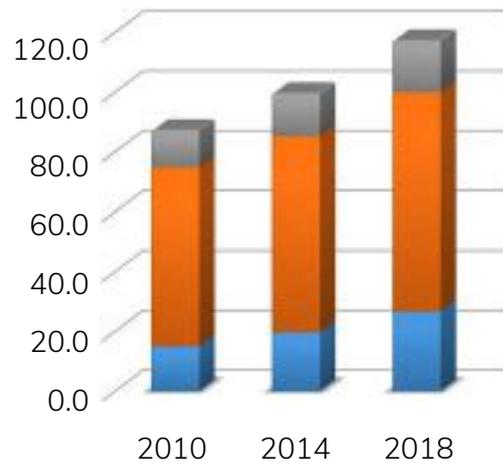
CHIEF FINANCIAL OFFICER REPORT

Financial Overview

Financial Performance

The last four years has seen continued improvement in financial performance on the previous four years across our church, schools and aged care companies. A big thank you to God, our church members, management, staff and volunteers that have contributed to this success. The combined group turnover of North NSW trading entities is now \$117.4m up from \$99.7m four years ago. (See chart below for the breakup)

North NSW Conference Entities Turnover \$m

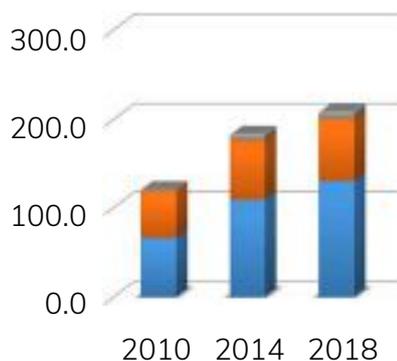


■ Aged Care ■ Schools ■ Church

Net Assets and Level of Debt

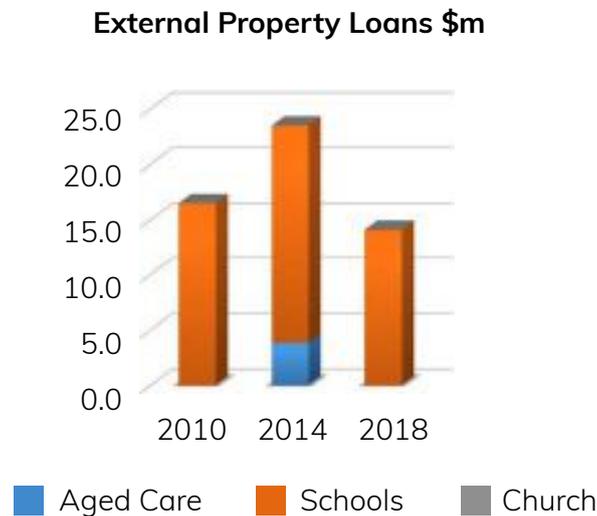
The combined assets of the north nsw property fund have grown over the last four years from \$188m to \$209m. The largest growth has been in the aged care property portfolio thanks to the strategic development of two new retirement villages in the Lake Macquarie local government area. (see the chart below for a breakup of the conferences property assets)

North NSW Conference Property Assets \$m



■ Aged Care ■ Schools ■ Church

Whilst assets have grown in the last four years, the level of debt has reduced and now sits at its lowest level in a decade at \$14.1m. Note that Schools carry 100% of conference debt which in part reflects the historical ability of the schools to access the now defunct NSW government interest subsidy scheme. (see chart below for breakup of debt)



Financial Governance

The financial reports that are presented in the pages that follow are testament to a strong framework of financial governance which consists of the following key elements;

1. Experienced and professionally qualified (CA & CPA) accounting and finance teams in each company.
2. Finance committees appointed by the directors in each company consisting of a mix of independent financial advisers and company employees focusing on improving financial performance.
3. Audit committees appointed by the boards and comprising independent financial advisers to help oversee the compliance aspects of the organisations including meeting with the independent auditors.
4. The boards of directors review the company's financial reports at each meeting along with any relevant recommendations from their respective finance and audit committees.
5. External audit review of financial statements annually.

Audit

The financial statements presented in this report are extracted from the audited financial statements and include a statement from the auditors to this effect.

The full sets of financial statements for each entity for the four year reporting period have not been reproduced in the session booklet due to space limitations.

Please contact the conference CFO if you would like to speak with the chair of the audit committee, or the auditors or obtain a full set of audited financial statements for any or all of the years under review.

Currawah Adventist Aboriginal College

Currawah commenced classes in 2011 but faced many challenges in meeting board of studies accreditation requirements and the conference took the difficult but necessary decision to close operations in 2013 rather than be closed down by the regulators.

Whilst the North NSW Conference still owns the school site (Land and buildings) the operations were

outsourced to an independently owned aboriginal corporation “Currawah Aboriginal Education Centre Aboriginal Corporation”.

The new entity was approved by the NSW regulator to operate the school for years 7-8 and commenced in 2017. A lease of approx. \$60k per year is paid to the north NSW conference by the aboriginal corporation for the use of the property. All members and directors of the corporation are Adventist but the entity is not owned or controlled by the Seventh - day Adventist Church.

Unfortunately the new currawah board in May 2019 had to once again make the difficult but necessary decision to close operations rather than be closed down by the regulators. Given that the school has now been closed twice it is unlikely that it will apply for registration to operate a school a third time.

We would like to express our heartfelt appreciation to all students and staff of the school who sacrificed so much to positively impact indigenous youth in western NSW for Christ.

Property Fund Structure

The north nsw conference has the classic legal separation of trading risk and property risk. Think of it as a firewall to protect the churches property assets from litigation that may arise from activities that occur from church entities using the property.

So in this session report you will observe two sets of financial statements for each of our entities

1. Property fund
2. Operational or trading trust.

Whilst delegates to this session will be called on to only approve the financial statements for the property fund(s), the company trust financial statements are the responsibility of the respective company board of directors. The purpose of providing the company financial statements at the session is to provide a transparent and holistic picture for session delegates who may be otherwise relatively uninformed as to the operational activities of each of the north nsw conference church entities.

The north nsw conference property fund has been segmented into three separate property funds reflecting the three church companies that use the church properties in our conference. The rationale for this structure is in part to enable easier segmented reporting to government funding bodies such as the schools block grant authority who were not interested in aged care or church related assets.

Local Church Financial Reports

Please note that the following items are excluded from these session financial reports;

1. Local church assets and liabilities.
2. Local church retained income and related expenditure.

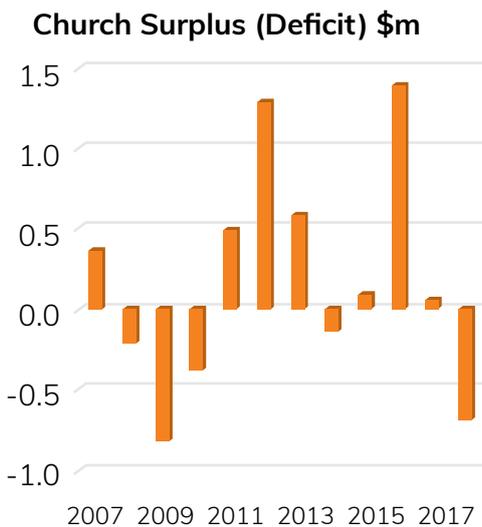
Church

The North NSW church company bottom line performance has been challenging when compared with the previous four years. The large surplus in 2016 was primarily due to the once off transfer of the church plant reserve from the property fund to the trust. Whilst the conference has been aggressively investing in front line mission and achieving some amazing results in the past four years, it is currently going through a necessary period of adjustment to maintain its sustainability for the long term.

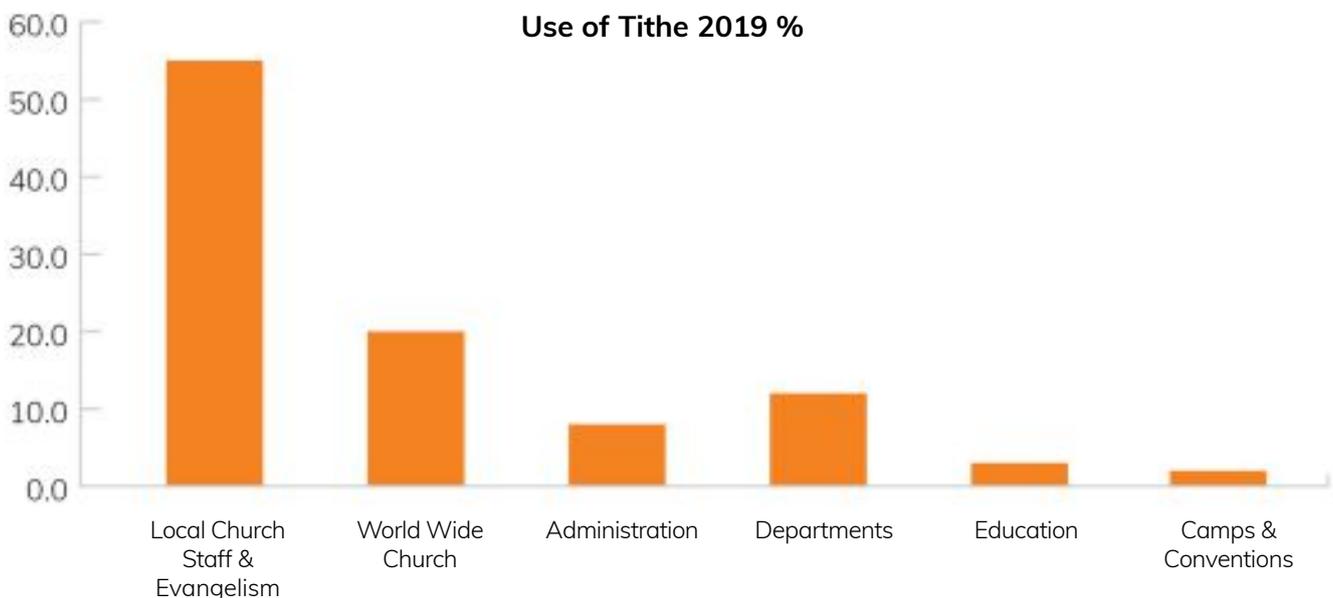


The first round of cost adjustments totalling \$504k occurred in the 2019 budget. The second round totalling \$310k occurred during 2019. Further adjustments are planned in the 2020 budget in order to maintain a surplus position.

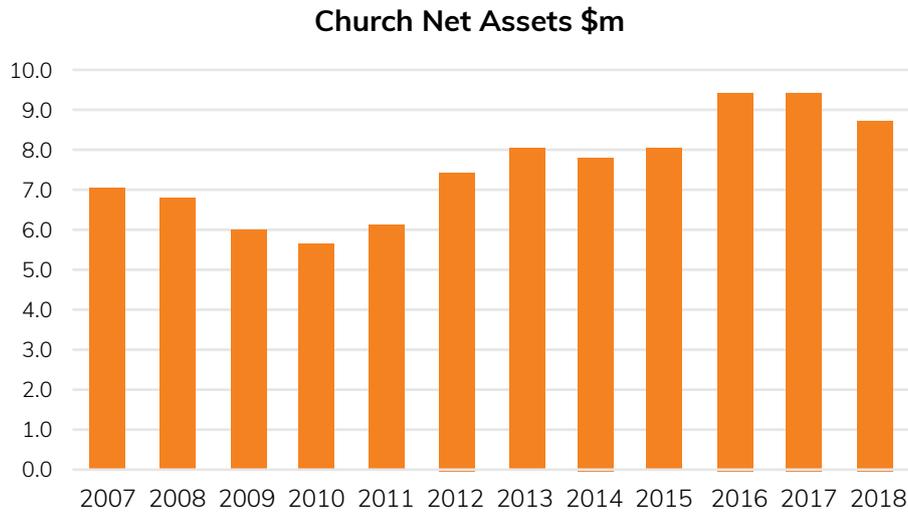
The chart below shows the surplus (deficit) of the company for the past twelve years.



The church remains committed to prioritising spending of tithe on what it believes to be its highest and best use ie. local church staff and evangelism. (see use of tithe chart below)



The church company balance sheet position has improved over the previous 4 year period from \$7.9m in 2014 to \$8.7m in 2018 as illustrated in the chart below.



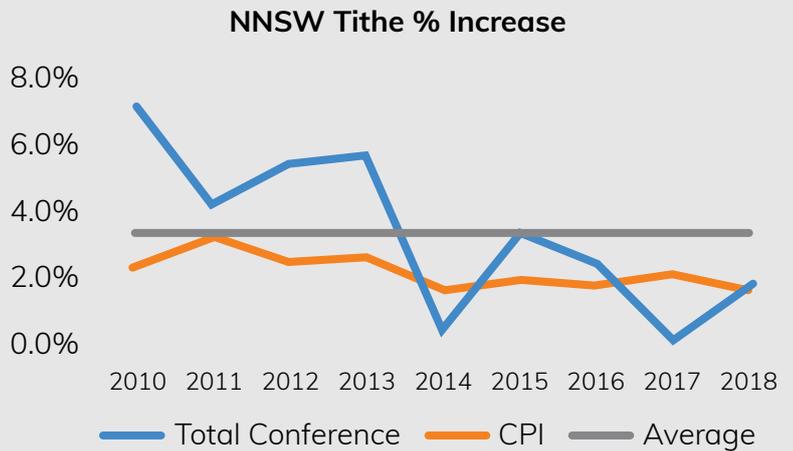
Local Church Support Services

The past four years has seen the expansion of dedicated support services designed to meet the needs of our volunteer local church finance teams. There is no other conference in Australia that offers this kind of comprehensive support to our volunteer treasurers.

Services on offer include helpdesk, training, local church treasurer’s manual, new systems implementation, on site audit of 70% of local church income annually and outsourcing of treasury function for churches that cannot meet their reporting obligations.

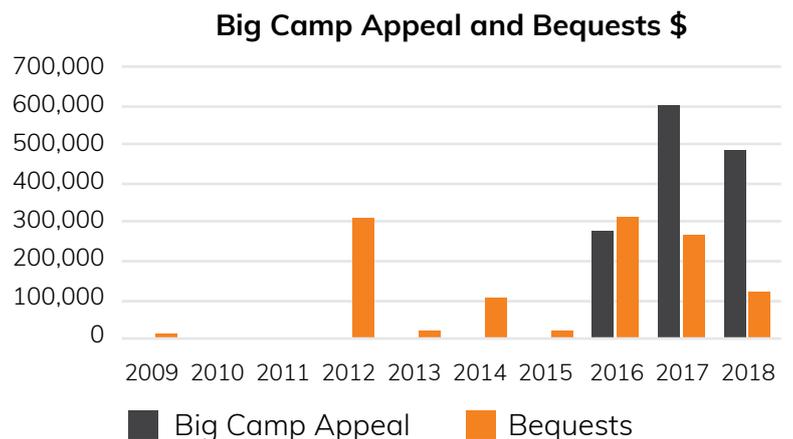
Tithe

Tithe increases have averaged 3.4% over the past decade with the trend towards lower increases in recent years prompting an increase in stewardship department resources to raise awareness of the missional needs of the conference and personal commitment to God via tithe and offerings. The chart (right) shows the tithe trends compared with the cpi. We thank our members for their ongoing faithfulness.



Big Camp Appeal and Bequests

Big camp appeal and bequests from deceased estates have contributed \$1.3m and \$1.1m respectively over the past 10 years for the mission of the church in our conference. Many new and exciting initiatives would not have been possible without these two sources of donations. The chart (right) tracks the contributions.



Sustentation

A significant transaction in 2017 was the prepayment of \$2.6m in sustentation contributions to the south pacific division who has the responsibility of funding legacy retiree entitlements. (Sustentation is the churches non-vested retirement scheme for employees prior to the introduction of compulsory employer contributions to super in the 1990's) This prepayment locked in the 2017 contribution level going forward and allowed the conference to permanently terminate its contributions to the sustentation fund. It is estimated to save the conference in the order of \$1m in higher contribution levels over the next 9 years. Former employee's entitlements under the sustentation scheme are not impacted by this transaction either now or in the future due to the south pacific division moving to an alternative funding model.

Risks and Opportunities

Royal Commission into Institutional Responses to Child Sexual Abuse

Although the Adventist church was not required to appear at the royal commission, sadly we are not immune from abuse. The church in Australia has created an independent support service for victims called ADSAFE which is tasked with safeguarding our institutions, supporting victims and responding to allegations.

A number of claims have been made against the Seventh-day Adventist Church in Australia. It is uncertain how many, if any, of these claims relate to the North NSW Conference. The potential does exist that the conference may need to provide redress on some of these claims. At the date of this report the number of claims applicable to the Trust and the value of redress is uncertain.

Revenue

As a not for profit organisation, the church relies almost entirely on the donations of its members. Whilst this poses inherent risk to the organisation, over the past 4 years we have taken steps to diversify our revenue and have now developed three main streams as follows;

1. *Tithe* – base recurrent support for church operations
2. *Big Camp Appeal* – an annual opportunity to raise funds for targeted strategic new projects
3. *Bequests & Legacies* – periodic gifts to support specific projects

In the area of tithe there is an amazing opportunity to improve the participation rate of our church members. According to McCrindle research, around half of Adventists in North NSW Conference participate in biblical tithing. Imagine the opportunities for mission, church planting and discipleship that would open up if our tithe were to increase say \$100k, \$200k or \$500k per year.

In conclusion, we would like to take this opportunity to thank the members of the North NSW conference for their faithful financial support of the church through tithes and offerings over the past 4 years. To God be the Glory!

Seventh-day Adventist Church (North New South Wales) Trust Comprehensive Income Statement

For the Years Ended 31 December 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Trading revenue				
Sales Revenue	1,631,113	1,497,461	1,672,323	1,616,570
Cost of sales	(827,658)	(756,141)	(950,092)	(928,285)
Gross earnings	803,455	741,320	722,231	688,285
Investment income	153,535	221,923	242,110	274,199
Other income	2,480,959	2,254,616	1,619,363	1,271,933
Total trading income	3,437,949	3,217,859	2,583,704	2,234,417
Tithe (Net)	13,277,568	12,737,284	12,645,496	12,461,900
Offerings & donations	708,410	1,240,612	656,422	47,548
Appropriations	21,400	877,003	1,041,088	183,815
Revenue	17,445,327	18,072,758	16,926,710	14,927,680
Expenses				
Administrative costs	(1,962,303)	(1,854,684)	(1,748,544)	(1,585,298)
Departmental costs	(2,376,664)	(2,091,185)	(1,947,320)	(1,688,123)
Field expenses	(9,629,248)	(9,649,162)	(8,297,018)	(7,727,796)
Evangelism	(1,447,595)	(1,497,098)	(1,175,075)	(1,165,794)
Camp/Convention centres	(1,718,330)	(1,509,157)	(1,447,071)	(1,360,901)
Education	(497,909)	(557,648)	(496,607)	(744,115)
Avondale SDA Cemetery	(413,390)	(346,008)	(371,031)	(452,844)
Other expenses	(101,997)	(507,123)	(72,738)	(61,365)
Total expense	(18,147,436)	(18,012,065)	(15,555,404)	(14,786,236)
Surplus before income tax	(702,109)	60,693	1,371,306	141,444
Taxation				
Surplus for the year	(702,109)	60,693	1,371,306	141,444
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	(702,109)	60,693	1,371,306	141,444

The accompanying notes form part of these financial statements

Seventh-day Adventist Church (North New South Wales Conference) Trust

Balance Sheet

As at December 31, 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
ASSETS				
Current assets				
Cash and cash equivalents	6,402,377	5,197,688	4,992,163	8,349,932
Trade & other receivables	924,881	2,138,862	1,989,013	969,135
Inventories	407,808	470,092	461,478	353,587
Other financial assets	14,343	718,074	2,536,620	297,001
Other assets	1,352,812	1,371,130	1,206,685	912,441
<i>Total current assets</i>	9,102,221	9,895,846	11,185,959	10,882,096
Non-current assets				
Trade & other receivables	143,189	107,529	93,695	40,913
Other financial assets	657,050	315,008	1,040,498	392,074
Property, plant and equipment	1,432,412	1,320,106	1,524,443	1,301,317
Intangible assets	197,347	68,766	52,211	38,965
Other assets	2,091,943	2,389,641	-	-
<i>Total non-current assets</i>	4,521,941	4,201,050	2,710,847	1,773,269
TOTAL ASSETS	13,624,162	14,096,896	13,896,806	12,655,365
LIABILITIES				
Current liabilities				
Trade and other payables	770,325	804,982	955,267	1,023,163
Short-term provisions	2,202,117	2,001,030	2,000,404	2,143,348
Other current liabilities	1,707,457	1,636,020	1,367,770	1,290,316
<i>Total current liabilities</i>	4,679,899	4,442,032	4,323,441	4,456,827
Non-current liabilities				
Employee benefits	202,609	211,101	190,295	186,774
<i>Total non-current liabilities</i>	202,609	211,101	190,295	186,774
TOTAL LIABILITIES	4,882,508	4,653,133	4,513,736	4,643,601
NET ASSETS	8,741,654	9,443,763	9,383,070	8,011,764
FUNDS				
Reserves	2,144,160	2,434,096	1,703,949	394,801
Denominational funds	6,597,494	7,009,667	7,679,121	7,616,963
TOTAL FUNDS	8,741,654	9,443,763	9,383,070	8,011,764

The accompanying notes form part of these financial statements

Seventh-day Adventist Church (North New South Wales Conference) Trust

Statement of Changes in Equity

For the Years Ended 31 December 2018, 2017, 2016 2015

	Denominational Funds	General Reserve	Total
2015	\$	\$	\$
Balance at 1 January 2015	7,297,826	572,494	7,870,320
Total comprehensive income for the year	141,444	-	141,444
Transfers to / (from) reserves	200,365	(200,365)	-
Balance at 31 December 2015	7,639,635	372,129	8,011,764
2016			
Balance at 1 January 2016	7,639,635	372,129	8,011,764
Total comprehensive income for the year	1,371,306	-	1,371,306
Transfers to / (from) reserves	(1,308,604)	1,308,604	-
Balance at 31 December 2016	7,702,337	1,680,733	9,383,070
2017			
Balance at 1 January 2017	7,702,337	1,680,733	9,383,070
Total comprehensive income for the year	60,693	-	60,693
Transfers to / (from) reserves	(755,865)	755,865	-
Balance at 31 December 2017	7,007,165	2,436,598	9,443,763
2018			
Balance at 1 January 2018	7,007,165	2,436,598	9,443,763
Total comprehensive income for the year	(702,109)	-	(702,109)
Transfers to / (from) reserves	(700,266)	700,266	-
Balance at 31 December 2018	5,604,790	3,136,864	8,741,654

The accompanying notes form part of these financial statements

Seventh-day Adventist Church (North New South Wales Conference) Trust

Cash Flow Statement

For the Years Ended 31 December 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Cash flows from operating activities				
Receipts from customers	18,991,902	18,196,859	15,142,057	15,488,895
Payments to suppliers and employees	(17,981,950)	(20,565,250)	(15,450,581)	(14,795,559)
Interest received	153,535	221,923	242,110	274,199
<i>Net cash flows from operating activities</i>	1,163,487	(2,146,468)	(66,414)	967,535
Cash flows from investing activities				
Proceeds from sale of plant and equipment	1,161,150	495,103	460,122	309,405
Proceeds from financial assets	361,689	2,544,036	(2,888,043)	126,164
Payments to acquire plant and equipment	(1,474,854)	(864,945)	(831,254)	(532,881)
Payment to acquire intangible assets	(151,546)	(40,128)	(29,586)	(12,930)
<i>Net cash flows from investing activities</i>	(103,561)	2,134,066	(3,288,761)	(110,242)
Net increase in cash and cash equivalents	1,059,926	(12,402)	(3,355,175)	857,293
Net movements in trust funds	144,763	217,927	(2,594)	155,419
Cash and cash equivalents at the beginning of the financial year	5,197,688	4,992,163	8,349,932	7,337,220
Cash and cash equivalents at the end of the financial year	6,402,377	5,197,688	4,992,163	8,349,932

The accompanying notes form part of these financial statements

Seventh-day Adventist Church (North New South Wales Conference) Trust

Statement of Working Capital and Liquidity

For the Years Ended 31 December 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Actual Working Capital				
Current Assets	9,102,221	9,895,846	11,185,959	10,882,096
Current Liabilities	4,679,899	4,442,032	4,323,441	4,456,827
Effective Working Capital	4,422,322	5,453,814	6,862,518	6,425,269
Required working capital 25% of net expenditure				
Total Expenditure	18,147,436	18,012,065	15,555,404	14,786,236
Allowable deductions	4,536,859	4,503,016	3,951,718	3,696,559
Reserves	2,144,160	2,434,096	1,703,949	394,801
Allocated equity	992,705	953,616	1,094,833	1,131,917
Non-current provisions	202,609	211,101	190,295	186,774
Required minimum working capital	7,876,333	8,101,829	6,940,795	5,410,051
Required min. working capital (adjust for Curr. Liabilities)	7,876,333	8,101,829	6,940,795	5,410,051
Surplus/(Short of) minimum requirement	(3,454,011)	(2,648,015)	(78,277)	1,015,218
Actual as percentage of required minimum	56.15%	67.32%	98.87%	118.77%
Liquid Assets				
Cash & cash equivalents	6,402,377	5,197,688	4,992,163	8,349,932
Receivable from parent organisation	-	-	-	25,931
Total liquid assets	6,402,377	5,197,688	4,992,163	8,375,863
Less Commitments				
Current Liabilities	4,679,899	4,442,032	4,323,441	4,456,827
Reserves	2,144,160	2,434,096	1,703,949	394,801
Allocated equity	992,705	953,616	1,094,833	1,131,917
Non-current provisions	202,609	211,101	190,295	186,774
Total Commitments	8,019,373	8,040,845	7,312,518	6,170,319
Liquid assets over/(under) commitments	(1,616,996)	(2,843,157)	(2,320,355)	2,205,544
Total liquid assets to current liabilities	136.81%	117.01%	115.47%	187.93%
Total liquid assets to commitments	79.84%	64.64%	68.27%	135.74%

The accompanying notes form part of these financial statements

Seventh-day Adventist Church (North New South Wales Conference) Trust

Use of Tithe

For the Years Ended 31 December 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Tithe (Net)	13,277,568	12,737,283	12,645,496	12,461,899
Tithe funds received in appropriations	21,400	130,758	107,160	125,708
Tithe funds retained	13,298,968	12,868,041	12,752,656	12,587,607
Expenditure for which tithe may be used				
Field expenses	9,629,248	9,649,163	8,297,017	7,727,796
Evangelism	1,447,595	1,497,098	1,175,075	1,165,794
Departmental expenses	2,376,664	2,091,185	1,947,320	1,688,123
Camp/convention centres	1,718,329	1,509,157	1,447,071	1,360,901
Education contribution	497,909	557,648	496,607	744,115
Administrative costs	1,764,764	1,692,925	1,601,184	1,419,289
	17,434,509	16,997,176	14,964,274	14,106,018
Less related income				
Departmental income	462,513	355,086	194,086	143,701
Annual camp income	260,482	244,037	234,792	234,648
Youth & convention centres	1,333,537	1,204,999	1,016,989	926,906
Total liquid assets	2,056,532	1,804,122	1,445,867	1,305,255
Expenditure for which tithe may be used (net)	15,377,977	15,193,054	13,518,407	12,800,763
Surplus/(shortfall) of tithe to meet allowable expenditure	(2,079,009)	(2,325,013)	(765,751)	(213,156)
Balance of unspent tithe from previous year	-	-	-	70,721
Excess expenditure funded from other sources	2,079,009	2,325,013	765,751	142,435
Balance of unspent tithe and end of year	-	-	-	-

The accompanying notes form part of these financial statements

Seventh-day Adventist Church (North New South Wales Conference) Trust

NOTES TO THE FINANCIAL STATEMENTS

For years ended 31 December 2018, 2017, 2016 & 2015

Note 1 Scope of Activities

The Seventh-day Adventist Church (North New South Wales Conference) Trust, a purpose driven trust, reflects the interest of the North New South Wales Conference of the Seventhday Adventist Church in the activities of Seventh-day Adventist Church (North New South Wales Conference) Limited which is a public company limited by guarantee, incorporated in Australia and responsible for the operational activities as delegated by the Executive Committee of the North New South Wales Conference.

The company was established to facilitate the mission of the North New South Wales Conference and its departments including the Adventist Book Centre. Its principal activities include:

- employing all Conference staff including ministers but excluding teachers and Aged Care workers
- receipt and disbursement of tithe and offerings
- operation of the Stuarts Point and Yarrahapinni camp/convention centres

Note 2 General Information

The preceding financial statements have been compiled from information contained in the financial reports of the Trust which have been prepared in accordance with the requirements of the applicable Australian Accounting Standards.

The Trust is a not-for-profit entity, endorsed to access various tax concessions.

The financial reports for the Trust, from which the preceding statements have been compiled have been audited.

Further financial information in relation to the Trust may be requested from the Chief Financial Officer of the Trust.



Level 17, 383 Kent Street
Sydney NSW 2000
Correspondence to:
Locked Bag Q800
QVB Post Office
Sydney NSW 1230
T +61 2 8297 2400
F +61 2 9299 4445
E info.nsw@au.gt.com
W www.grantthornton.com.au

Report of Factual Findings To the Trustees of Seventh-day Adventist Church (North New South Wales Conference) Trust

We have performed the procedures agreed with you to report factual findings for the purpose of assisting you in assessing, in combination with other information obtained by you, the accuracy of the financial statement extracts of Seventh-day Adventist Church (North New South Wales Conference) Trust as at 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018 included in the Session Report 2015-2018. The procedures performed are detailed in the terms of the engagement of 26 November 2018 and described below with respect to the financial statement extracts of Seventh-day Adventist Church (North New South Wales Conference) Trust as of 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018.

Management's Responsibility for the Procedures Agreed

Management and any intended users party to the terms of the engagement] are responsible for the adequacy or otherwise of the procedures agreed to be performed by us. You and are responsible for determining whether the factual findings provided by us, in combination with any other information obtained, provide a reasonable basis for any conclusions which you or other intended users wish to draw on the subject matter.

Assurance Practitioner's Responsibility

Our responsibility is to report factual findings obtained from conducting the procedures agreed. We conducted the engagement in accordance with Standard on Related Services ASRS 4400 Agreed-Upon Procedures Engagements to Report Factual Findings. We have complied with ethical requirements equivalent to those applicable to Other Assurance Engagements under APES 110 Code of ethics for professional accountants.

Because the agreed-upon procedures do not constitute either a reasonable or limited assurance engagement in accordance with AUASB standards, we do not express any conclusion and provide no assurance on the financial statement extracts of Seventh-day Adventist Church (North New South Wales Conference) Trust as at 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018. Had we performed additional procedures or had we performed an audit or a review of the financial statement extracts in accordance with AUASB standards, other matters might have come to our attention that would have been reported to you.

Factual Findings

The procedures were performed solely to assist you in evaluating the accuracy of the financial statement extracts.

The procedures performed and the factual findings obtained are as follows:

Procedures Performed	Factual Findings	Errors or Exceptions Identified
Agree the financial statement extracts that have been included in the Session Report 2015-2018 to the audited financial reports for 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018. The financial statement extracts comprise of the Comprehensive Income Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement, Statement of Working Capital and Liquidity, and Use of Tithe.	We have agreed the figures used in the financial statement extracts in the Session Report 2015-2018 to the audited financial statements for 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018.	No errors or exceptions identified

Restriction on Distribution and Use of Report

This report is intended solely for the use of Seventh-day Adventist Church (North New South Wales Conference) Trust and for the purpose set out above. As the intended user of our report, it is for you and other intended users to assess both the procedures and our factual findings to determine whether they provide, in combination with any other information you have obtained, a reasonable basis for any conclusions which you wish to draw on the subject matter. As required by ASRS 4400, distribution of this report is restricted to those parties that have agreed the procedures to be performed with us and other intended users identified in the terms of the engagement (since others, unaware of the reasons for the procedures, may misinterpret the results). Accordingly, we expressly disclaim and do not accept any responsibility or liability to any party other than Seventh-day Adventist Church (North New South Wales Conference) Trust for any consequences of reliance on this report for any purpose.



Grant Thornton Audit Pty Ltd
Chartered Accountants



A G Rigele
Partner – Audit & Assurance
Sydney, 18 April 2019

North New South Wales Conference of the Seventh-day Adventist Church Property Fund Comprehensive Income Statement

For the Years Ended 31 December, 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Income				
Investment income	84,403	90,263	117,762	119,203
Other income	401,472	384,861	372,909	1,051,963
Appropriations	-	3,136,469	-	-
Total income	485,875	3,611,593	490,671	1,171,166
Expenses				
Administrative expenses	(1,130)	2,058	(4,950)	(173,934)
Other expenses	(609,858)	(1,469,777)	(1,671,866)	(1,159,600)
Total expense	(610,988)	(1,467,719)	(1,676,816)	(1,333,534)
Surplus (deficit) before income tax	(125,113)	2,143,874	(1,186,145)	(162,368)
Income tax expense	-	-	-	-
Surplus (deficit) for the year	(125,113)	2,143,874	(1,186,145)	(162,368)
Other comprehensive income	-	-	-	-
Total comprehensive income (loss) for the year	(125,113)	2,143,874	(1,186,145)	(162,368)

The accompanying notes form part of these financial statements

North New South Wales Conference of the Seventh-day Adventist Church Property Fund Balance Sheet

As at 31 December 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
ASSETS				
Current assets				
Cash and cash equivalents	3,846,528	4,297,460	5,064,151	4,853,948
Trade and other receivables	1,881	-	1,578	37,709
Other current assets	-	388,925	72,000	36,000
Other financial assets	-	-	2,039	-
<i>Total current assets</i>	3,848,409	4,686,385	5,139,768	4,927,657
Non-current assets				
Other financial assets			233,769	306,000
Property, Plant and equipment	8,279,972	8,356,645	5,836,316	6,035,546
Investment property	34,379	34,379	34,379	34,379
<i>Total non-current assets</i>	8,314,351	8,391,024	6,104,464	6,375,925
TOTAL ASSETS	12,162,760	13,077,409	11,244,232	11,303,582
LIABILITIES				
Current liabilities				
Trade and other payables	27,581	786,347	1,126,274	20,152
Borrowings	770	770	770	847
Other current liabilities	114,797	144,797	114,797	81,081
<i>Total current liabilities</i>	143,148	931,914	1,241,841	102,080
Non-current liabilities				
Borrowings	9,990	10,760	11,530	24,496
<i>Total non-current liabilities</i>	9,990	10,760	11,530	24,496
TOTAL LIABILITIES	153,138	942,674	1,253,371	126,576
NET ASSETS	12,009,622	12,134,735	9,990,861	11,177,006
FUNDS				
Reserves	4,463,368	4,260,236	3,745,244	6,312,198
Denominational funds	7,546,254	7,874,499	6,245,617	4,864,808
TOTAL FUNDS	12,009,622	12,134,735	9,990,861	11,177,006

The accompanying notes form part of these financial statements

North New South Wales Conference of the Seventh-day Adventist Church Property Fund Statement of Changes in Equity

For the Years Ended 31 December 2018, 2017, 2016 2015

	Denominational Equity	Fixed Asset Replacement Reserve	General Reserve	Total
2015	\$	\$	\$	\$
Balance at 1 January 2015	5,768,094	2,175,606	3,395,674	11,339,374
Total comprehensive income (loss) for the year	(162,368)	-	-	(162,368)
Transfers to / (from) reserves	(740,899)	117,496	623,403	-
Balance at 31 December 2015	4,864,827	2,293,102	4,019,077	11,177,006
2016				
Balance at 1 January 2016	4,864,827	2,293,102	4,019,077	11,177,006
Total comprehensive income (loss) for the year	(1,186,145)	-	-	(1,186,145)
Transfers to / (from) reserves	2,566,954	(1,370,050)	(1,196,904)	-
Balance at 31 December 2016	6,245,636	923,052	2,822,173	9,990,861
2017				
Balance at 1 January 2017	6,245,636	923,052	2,822,173	9,990,861
Total comprehensive income (loss) for the year	2,143,874	-	-	2,143,874
Transfers to / (from) reserves	(514,992)	615,968	(100,976)	-
Balance at 31 December 2017	7,874,518	1,539,020	2,721,197	12,134,735
2018				
Balance at 1 January 2018	7,874,518	1,539,020	2,721,197	12,134,735
Total comprehensive income (loss) for the year	(125,113)	-	-	(125,113)
Transfers to / (from) reserves	(203,132)	150,455	52,677	-
Balance at 31 December 2018	7,546,273	1,689,475	2,773,874	12,009,622

The accompanying notes form part of these financial statements

North New South Wales Conference of the Seventh-day Adventist Church Property Fund Cash Flow Statement

For the Years Ended 31 December 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Cash flows from operating activities				
Receipts from customers	399,590	420,961	474,881	1,377,572
Payments to suppliers and employees	(801,298)	(1,373,852)	(324,596)	(571,266)
Interest received	84,403	90,263	117,762	119,201
<i>Net cash flows from operating activities</i>	<i>(317,305)</i>	<i>(862,628)</i>	<i>268,047</i>	<i>925,507</i>
Cash flows from investing activities				
Proceeds from sale of property, plant and equipment	388,926	-	18,000	427,203
Acquisition of property, plant and equipment	(491,783)	(239,063)	(132,750)	(316,471)
Loan repayments received	-	305,770	36,231	18,000
<i>Net cash flows from investing activities</i>	<i>(102,857)</i>	<i>66,707</i>	<i>(78,519)</i>	<i>128,732</i>
Cash flows from financing activities				
Repayments of borrowings	(770)	(770)	(13,043)	9,238
<i>Net cash flows from financing activities</i>	<i>(770)</i>	<i>(770)</i>	<i>(13,043)</i>	<i>9,238</i>
Other activities:				
Net movement in trust funds	(30,000)	30,000	33,718	(3,300)
<i>Net cash flows from other activities</i>	<i>(30,000)</i>	<i>30,000</i>	<i>33,718</i>	<i>(3,300)</i>
Net increase in cash and cash equivalents	(450,932)	(766,691)	210,203	1,060,177
Cash and cash equivalents at the beginning of the financial year	4,297,460	5,064,151	4,853,948	3,793,771
Cash and cash equivalents at the end of the financial year	3,846,528	4,297,460	5,064,151	4,853,948

The accompanying notes form part of these financial statements

North New South Wales Conference of the Seventh-day Adventist Church Property Fund Statement of Working Capital and Liquidity

For the Years Ended 31 December 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Actual Working Capital				
Current Assets	3,848,409	4,686,385	5,139,768	4,927,657
Current Liabilities	143,148	931,914	1,241,841	102,080
Effective Working Capital	3,705,261	3,754,471	3,897,927	4,825,577
Required working capital 25% of net expenditure				
Total Expenditure	610,988	1,467,719	1,676,816	744,901
Allowable deductions	152,747	366,930	419,204	186,225
Reserves	4,463,368	4,260,236	3,745,244	6,312,198
Non-current provisions	-	-	-	-
Required minimum working capital	4,616,115	4,627,166	4,164,448	6,498,423
Required min. working capital (adj. for Curr. Liabilities)	4,616,115	4,627,166	4,164,448	6,498,423
Surplus/(Short of) minimum requirement	(910,854)	(872,695)	(266,521)	(1,672,846)
Actual as percentage of required minimum	80%	81%	94%	74%
Liquid Assets				
Cash & cash equivalents	3,846,528	4,297,460	5,064,151	4,853,948
Investments	-	-	72,000	36,000
Total liquid assets	3,846,528	4,297,460	5,136,151	4,889,948
Less Commitments				
Current Liabilities	143,148	931,914	1,241,841	102,080
Reserves	4,463,368	4,260,236	3,745,244	6,312,198
Total Commitments	4,606,516	5,192,150	4,987,085	6,414,278
Liquid assets over/(under) commitments	(759,988)	(894,690)	149,066	(1,524,330)
Total liquid assets to current liabilities	2687.10%	461.14%	413.59%	4790.31%
Total liquid assets to commitments	83.50%	82.77%	102.99%	76.24%

The accompanying notes form part of these financial statements

North New South Wales Conference of the Seventh-day Adventist Church Property Fund

NOTES TO THE FINANCIAL STATEMENTS

For years ended 31 December 2018, 2017, 2016 & 2015

Note 1 Scope of Activities

These financial statements reflect property and activities which have not been delegated by the Executive Committee of the North New South Wales Conference of the Seventh-day Adventist Church to any of its affiliated entities. Legal title to such property is held by Australasian Conference Association Limited on behalf of the Conference.

Note 2 General Information

The preceding financial statements have been compiled from information contained in the financial reports of the Conference which have been prepared in accordance with the requirements of the applicable Australian Accounting Standards.

The Conference is a not-for-profit entity, endorsed to access various tax concessions.

The financial reports for the Conference, from which the preceding statements have been compiled, have been audited, and no qualifications were received.

Further financial information in relation to the Trust may be requested from the Chief Financial Officer of the Conference.



Level 17, 383 Kent Street
Sydney NSW 2000
Correspondence to:
Locked Bag Q800
QVB Post Office
Sydney NSW 1230
T +61 2 8297 2400
F +61 2 9299 4445
E info.nsw@au.gt.com
W www.grantthornton.com.au

Report of Factual Findings To the Trustee of North New South Wales Conference of the Seventh-day Adventist Church Property Fund

We have performed the procedures agreed with you to report factual findings for the purpose of assisting you in assessing, in combination with other information obtained by you, the accuracy of the financial statement extracts of North New South Wales Conference of the Seventh-day Adventist Church Property Fund as at 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018 included in the Session Report 2015-2018. The procedures performed are detailed in the terms of the engagement of 26 November 2018 and described below with respect to the financial statement extracts of North New South Wales Conference of the Seventh-day Adventist Church Property Fund as of 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018.

Management's Responsibility for the Procedures Agreed

Management and any intended users party to the terms of the engagement] are responsible for the adequacy or otherwise of the procedures agreed to be performed by us. You and are responsible for determining whether the factual findings provided by us, in combination with any other information obtained, provide a reasonable basis for any conclusions which you or other intended users wish to draw on the subject matter.

Assurance Practitioner's Responsibility

Our responsibility is to report factual findings obtained from conducting the procedures agreed. We conducted the engagement in accordance with Standard on Related Services ASRS 4400 Agreed-Upon Procedures Engagements to Report Factual Findings. We have complied with ethical requirements equivalent to those applicable to Other Assurance Engagements under APES 110 Code of ethics for professional accountants.

Because the agreed-upon procedures do not constitute either a reasonable or limited assurance engagement in accordance with AUASB standards, we do not express any conclusion and provide no assurance on the financial statement extracts of North New South Wales Conference of the Seventh-day Adventist Church Property Fund as at 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018. Had we performed additional procedures or had we performed an audit or a review of the financial statement extracts in accordance with AUASB standards, other matters might have come to our attention that would have been reported to you.

Factual Findings

The procedures were performed solely to assist you in evaluating the accuracy of the financial statement extracts. The procedures performed and the factual findings obtained are as follows:

Procedures Performed

Agree the financial statement extracts that have been included in the Session Report 2015-2018 to the audited financial reports for 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018. The financial statement extracts comprise of the Comprehensive Income Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement, and Statement of Working Capital and Liquidity.

Factual Findings

We have agreed the figures used in the financial statement extracts in the Session Report 2015-2018 to the audited financial statements for 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018.

Errors or Exceptions Identified

No errors or exceptions identified

Restriction on Distribution and Use of Report

This report is intended solely for the use of North New South Wales Conference of the Seventh-day Adventist Church Property Fund and for the purpose set out above. As the intended user of our report, it is for you and other intended users to assess both the procedures and our factual findings to determine whether they provide, in combination with any other information you have obtained, a reasonable basis for any conclusions which you wish to draw on the subject matter. As required by ASRS 4400, distribution of this report is restricted to those parties that have agreed the procedures to be performed with us and other intended users identified in the terms of the engagement (since others, unaware of the reasons for the procedures, may misinterpret the results). Accordingly, we expressly disclaim and do not accept any responsibility or liability to any party other North New South Wales Conference of the Seventh-day Adventist Church Property Fund for any consequences of reliance on this report for any purpose.



Grant Thornton Audit Pty Ltd
Chartered Accountants



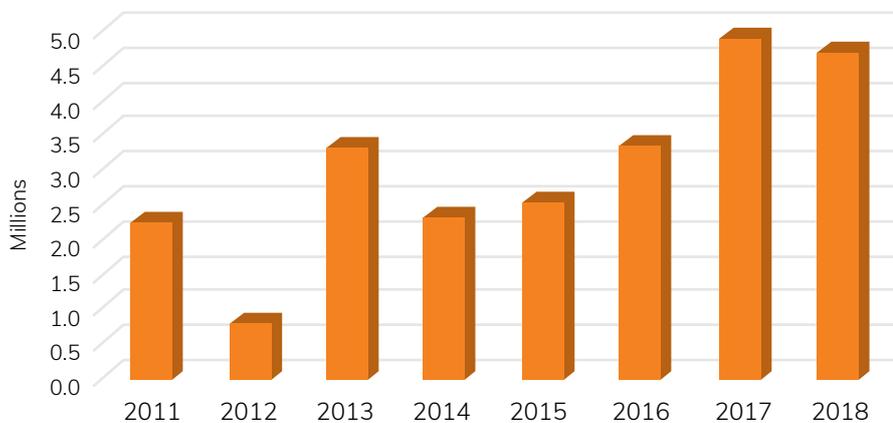
A G Rigele
Partner – Audit & Assurance
Sydney, 18 April 2019

Schools

Following on from the financial results reported at the last session in 2014, the NNSW School System continues to show an improvement when the total surplus is compared to total turnover (including Capital). In the preceding four years (2011 – 2014) the average surplus as a percentage of turnover was 3.5%. For the four years under review (2015 – 2018) the result was 5.53%.

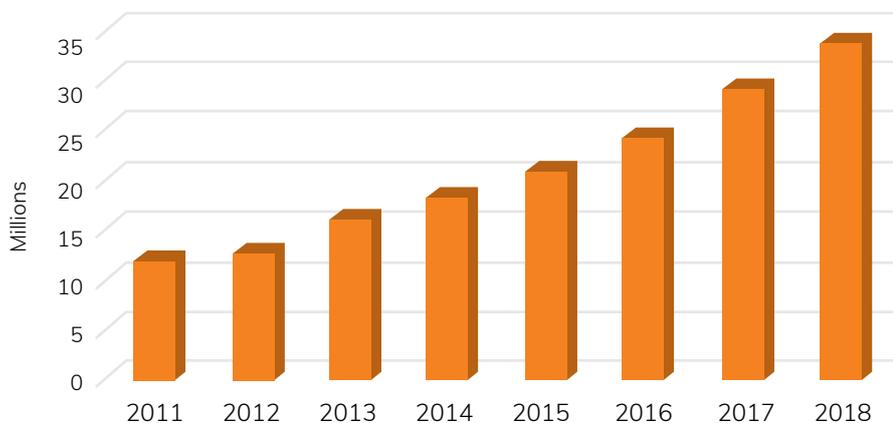


North NSW Schools Surplus (Deficit)



The NNSW Schools System balance sheet has also continued to improve over the period under review. In 2014 the total Net Assets of the System was \$18.2 million and this has now grown to \$33.6 million as at the end of 2018 as shown in the graph below.

North NSW Schools Net Assets



The Future

In 2017 the NNSW Schools board of directors gave birth to The Bridge document which encompasses the strategic direction for the company as outlined in the CEO's report. The financial strategy defined in the document is that the company is not just to be profitable, but sustainable and this sustainability is defined as obtaining a 7% company operating surplus by 2019 through seven direct actions. (Page 17 The Bridge)

The company operating surplus for 2017 was 3.63% and for 2018 it was 3.47%. The difference between these results and the total surpluses reported above is the impact of capital grants and donations. These results mean that currently the company is only half way to meeting the 7% target set by the directors in the Bridge document.

Over the next four years we plan to continue taking the company on a journey that will see the company operating surplus move in a positive direction towards the 7% strategic goal. To do this we have implemented the following initiatives:



Working with the CEO, we have commenced a program of right sizing all of our schools to ensure that staffing ratios that maximize profitability but not at the expense of service delivery. As part of this program we will have rolling three year financial plans in place by the end of 2019.

During 2017 we implemented annual cash flow forecasts for all of our schools and head office which are then consolidated into a company cash flow forecast so we can monitor and manage our use of cash. We now have two years of data which is proving valuable in assisting us forecast our cash needs and managing our outflows especially around large capital projects.

During 2018 we worked to identify a unique profile for each school as well as head office to determine what their contribution to the 7% will be. This is important because each school is unique in its own right with its own community and there is no one size that will fit all schools.

During 2018 we reviewed our annual levy system and linked it to a per student basis as per the August Census numbers indexed to the Federal funding increases and this has been rolled out as of 2019.

During 2019 we are proposing to restructure our Corporate Services to centralise financial operations both at a regional and head office level.

We continue to work of seeking group procurement opportunities across all of our schools to maximise our purchasing power.

In the next four years we plan to work with our colleagues in Education Services to produce a quality Adventist Educational product which has to be financially sustainable and which will see the company grow its influence in assisting the church with the mission to bring more students and their families into a relationship with Jesus Christ.

Seventh-day Adventist Schools (North New South Wales) Trust

Statement of Profit or Loss and Other Comprehensive Income

For the Years Ended 31 December 2018, 2017, 2016 & 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Student tuition	20,473,484	20,322,619	19,731,470	19,862,155
Other revenue from students	554,642	569,521	652,455	1,074,500
Government grants	44,536,717	44,253,352	39,552,653	38,420,830
Industries/ancillary activities	2,166,680	1,945,444	2,087,190	1,995,795
Investment income	554,379	511,124	519,646	547,498
Other income	1,869,935	1,335,687	1,256,467	789,364
Total earned income	70,155,837	68,937,747	63,799,881	62,690,142
Appropriations	2,822,739	2,694,266	2,183,888	1,936,952
Other donated income	330,793	244,235	765,142	214,768
Total income	73,309,369	71,876,248	66,748,911	64,841,862
Administrative expenses	(18,522,837)	(18,929,876)	(16,381,875)	(13,465,872)
Tuition expenses	(46,942,966)	(45,128,306)	(43,942,186)	(45,710,483)
Industries/ancillary expenses	(2,332,633)	(2,107,252)	(2,187,391)	(2,124,188)
Finance costs	(821,110)	(818,546)	(890,945)	(1,019,157)
Total expense	(68,619,546)	(66,983,980)	(63,402,397)	(62,319,700)
Income before income tax	4,689,823	4,892,268	3,346,514	2,522,162
Income tax expense	-	-	-	-
Surplus before income tax	4,689,823	4,892,268	3,346,514	2,522,162
Other comprehensive income	-	-	-	-
Total comprehensive income for the year	4,689,823	4,892,268	3,346,514	2,522,162

The financial statements should be read in conjunction with the accompanying notes.

Seventh-day Adventist Schools (North New South Wales) Trust

Statement of Financial Position

As at 31 December 2018, 2017, 2016 & 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
ASSETS				
Current assets				
Cash and cash equivalents	18,687,503	16,316,854	15,268,862	12,697,703
Trade and other receivables	893,267	698,012	622,774	1,169,306
Inventories	318,249	616,336	594,975	663,748
Other current assets	743,688	643,396	967,815	660,249
Total current assets	20,642,707	18,274,598	17,454,426	15,191,006
Non-current assets				
Trade and other receivables	22,205,786	19,188,690	13,974,475	12,440,763
Other financial assets	25,962	283,948	502,906	485,036
Property, plant and equipment	3,961,450	4,350,579	3,836,412	3,368,711
Intangible assets	19,043	21,978	33,022	66,787
Total non-current assets	26,212,241	23,845,195	18,346,815	16,361,297
TOTAL ASSETS	46,854,948	42,119,793	35,801,241	31,552,303
LIABILITIES				
Current liabilities				
Trade and other payables	1,897,395	2,631,295	2,198,948	3,382,329
Financial liabilities	40,915	62,070	58,272	41,962
Short-term provisions	8,243,532	7,602,401	6,899,871	5,940,213
Other current liabilities	2,175,290	1,910,238	1,497,349	469,130
Total current liabilities	12,357,132	12,206,004	10,654,440	9,833,634
Non-current liabilities				
Financial liabilities	61,706	102,620	164,690	-
Long-term provisions	757,934	822,816	886,026	969,098
Total non-current liabilities	819,640	925,436	1,050,716	969,098
TOTAL LIABILITIES	13,176,772	13,131,440	11,705,156	10,802,732
NET ASSETS	33,678,176	28,988,353	24,096,085	20,749,571
EQUITY				
Reserves	2,572,127	2,771,747	2,989,043	2,475,992
Denominational equity	31,106,049	26,216,606	21,107,042	18,273,579
TOTAL EQUITY	33,678,176	28,988,353	24,096,085	20,749,571

The financial statements should be read in conjunction with the accompanying notes.

Seventh-day Adventist Schools (North New South Wales) Trust
Statement of Changes in Equity

For the Years Ended 31 December 2018, 2017, 2016 & 2015

	Total
2018	\$
Balance at 1 January 2018	28,988,353
Total comprehensive income for the year	4,689,823
Balance at 31 December 2018	33,678,176
2017	
Balance at 1 January 2017	24,096,085
Total comprehensive income for the year	4,892,268
Balance at 31 December 2017	28,988,353
2016	
Balance at 1 January 2016	20,749,571
Total comprehensive income for the year	3,346,514
Balance at 30 December 2016	24,096,085
2015	
Balance at 1 January 2015	18,227,409
Total comprehensive income for the year	2,522,162
Balance at 31 December 2015	20,749,571

The financial statements should be read in conjunction with the accompanying notes.

Seventh-day Adventist Schools (North New South Wales) Trust

Statement of Cash Flows

For the Years Ended 31 December 2018, 2017, 2016 & 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Cash flows from operating activities:				
Receipts from customers	30,185,734	27,167,825	31,393,356	28,838,109
Receipts from government bodies	44,346,504	44,515,240	39,588,451	38,411,120
Payments to suppliers and employees	(70,742,867)	(68,705,391)	(66,758,393)	(64,752,922)
Interest received	554,379	511,124	519,646	547,498
Finance costs	(821,110)	(818,546)	(890,945)	(1,019,157)
Net cash provided by operating activities	3,522,640	2,670,252	3,852,115	2,024,648
Cash flows from investing activities:				
Proceeds from sale of plant and equipment	255,714	372,060	208,314	241,016
Proceeds from other non current assets	257,986	218,958	-	-
Acquisition of property, plant and equipment	(1,654,529)	(2,165,451)	(1,969,904)	(1,056,384)
Acquisition of intangible assets	(8,400)	(19,422)	-	(79,000)
Acquisition of other non current assets	-	-	(17,870)	(254,423)
Net cash (used in) investing activities	(1,149,229)	(1,593,855)	(1,779,460)	(1,148,791)
Cash flows from financing activities:				
Proceeds from finance lease liabilities	-	-	301,228	51,122
Repayment of borrowings	-	-	-	(580,000)
Payment of finance lease liabilities	(62,069)	(58,272)	(111,441)	(33,449)
Net cash provided by/(used in) financing activities	(62,069)	(58,272)	189,787	(562,327)
Cash flows from other activities:				
Net movement in trust funds	59,307	29,867	317,504	(137,119)
Net cash provided by/(used in) other activities	59,307	29,867	317,504	(137,119)
Net increase/(decrease) in cash and cash equivalents	2,370,649	1,047,992	2,579,946	176,411
Cash and cash equivalents at beginning of year	16,316,854	15,268,862	12,688,916	12,512,505
Cash and cash equivalents at end of year	18,687,503	16,316,854	15,268,862	12,688,916

The financial statements should be read in conjunction with the accompanying notes.

Seventh-day Adventist Schools (North New South Wales) Trust
Statement of Working Capital and Liquidity

For the Years Ended 31 December 2018, 2017, 2016 & 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Actual Working Capital				
Current assets	20,642,707	18,274,598	17,454,426	15,191,006
Current liabilities	12,357,132	12,206,004	10,654,440	9,833,634
Effective working capital	8,285,575	6,068,594	6,799,986	5,357,372
Required working capital 25% of net expenditure				
Total expenditure	\$68,619,546	\$66,983,980	\$63,402,397	\$62,319,700
Percentage of net expenditure	17,154,887	16,745,995	15,850,599	15,579,925
Reserves	2,572,127	2,771,747	2,989,043	2,475,992
Non-current commitments	761,994	838,318	911,940	43,381
Required minimum working capital	20,489,008	20,356,060	19,751,582	18,099,298
Required min.working capital (adj for Curr.Liabilities)	20,489,008	20,356,060	19,751,582	18,099,298
Surplus/(Short of) minimum requirement	(12,203,433)	(14,287,466)	(12,951,596)	(12,741,926)
<i>Actual as percentage of required minimum</i>	40.44%	29.81%	34.43%	29.60%
Liquid Assets				
Cash & cash equivalents	18,687,503	16,316,854	15,268,862	12,697,703
Receivable from parent organisation				
Total liquid assets	18,687,503	16,316,854	15,268,862	12,697,703
Less Commitments:				
Current liabilities	12,357,132	12,206,004	10,654,440	9,833,634
Reserves	2,572,127	2,771,747	2,989,043	2,475,992
Allocated equity				
Non-current commitments	761,994	838,318	911,940	43,381
Total commitments	15,691,253	15,816,069	14,555,423	12,353,007
Liquid assets over/(under) commitments	2,996,250	500,785	713,439	344,696
<i>Total liquid assets to current liabilities</i>	151.23%	133.68%	143.31%	129.13%
<i>Total liquid assets to commitments</i>	119.10%	103.17%	104.90%	102.79%

The financial statements should be read in conjunction with the accompanying notes.

Seventh-day Adventist Schools (North New South Wales) Trust

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended 31 December 2018, 2017, 2016 & 2015

Note 1 Scope of Activities

The Seventh-day Adventist Schools (North New South Wales) Trust, a purpose driven trust, reflects the interest of the North New South Wales Conference of the Seventh-day Adventist Church in the activities of Seventh-day Adventist Schools (North New South Wales) Limited which is a public company limited by guarantee, incorporated in Australia and responsible for the operational activities as delegated by the Executive Committee of the North New South Wales Conference.

The Trustee Company was established to facilitate the mission of the North New South Wales Conference relative to operation of schools within the Conference. It acts as the Approved Operator of the following schools and employs associated teachers and ancillary staff:

Avondale School	Avondale Early Learning Centre
Blue Hills College	Central Coast Adventist School
Kempsey Adventist School	Macksville Adventist School
Macquarie College	Macquarie College Pre-school
Manning Adventist School	Port Macquarie Adventist School
Toronto Adventist Primary School	Tweed Valley Adventist College

Note 2 General Information

The preceding financial statements have been compiled from information contained in the financial reports of the Trust which have been prepared in accordance with the requirements of the applicable Australian Accounting Standards.

The Trust is a not-for-profit entity, endorsed to access various tax concessions.

The financial reports for the Trust, from which the preceding statements have been compiled, have been audited, and no qualifications were received.

Further financial information in relation to the Trust may be requested from the Chief Financial Officer of the Trust.



Level 17, 383 Kent Street
Sydney NSW 2000
Correspondence to:
Locked Bag Q800
QVB Post Office
Sydney NSW 1230
T +61 2 8297 2400
F +61 2 9299 4445
E info.nsw@au.gt.com
W www.grantthornton.com.au

Report of Factual Findings To the Trustees of Seventh-day Adventist Schools (North New South Wales) Trust

We have performed the procedures agreed with you to report factual findings for the purpose of assisting you in assessing, in combination with other information obtained by you, the accuracy of the financial statement extracts of Seventh-day Adventist Schools (North New South Wales) Trust as at 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018 included in the Session Report 2015-2018. The procedures performed are detailed in the terms of the engagement of 27 November 2018 and described below with respect to the financial statement extracts of Seventh-day Adventist Schools (North New South Wales) Trust as of 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018.

Management's Responsibility for the Procedures Agreed

Management and any intended users party to the terms of the engagement are responsible for the adequacy or otherwise of the procedures agreed to be performed by us. You and are responsible for determining whether the factual findings provided by us, in combination with any other information obtained, provide a reasonable basis for any conclusions which you or other intended users wish to draw on the subject matter.

Assurance Practitioner's Responsibility

Our responsibility is to report factual findings obtained from conducting the procedures agreed. We conducted the engagement in accordance with Standard on Related Services ASRS 4400 Agreed-Upon Procedures Engagements to Report Factual Findings. We have complied with ethical requirements equivalent to those applicable to Other Assurance Engagements under APES 110 Code of ethics for professional accountants. Because the agreed-upon procedures do not constitute either a reasonable or limited assurance engagement in accordance with AUASB standards, we do not express any conclusion and provide no assurance on the financial statement extracts of Seventh-day Adventist Schools (North New South Wales) Trust as at 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018. Had we performed additional procedures or had we performed an audit or a review of the financial statement extracts in accordance with AUASB standards, other matters might have come to our attention that would have been reported to you.

Factual Findings

The procedures were performed solely to assist you in evaluating the accuracy of the financial statement extracts. The procedures performed and the factual findings obtained are as follows:

Procedures Performed

Agree the financial statement extracts that have been included in the Session Report 2015-2018 to the audited financial reports for 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018. The financial statement extracts comprise of the Statement of Profit or Loss and Other Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, Statement of Cash Flows, Statement of Working Capital and Liquidity, and Notes to the Financial Statements.

Factual Findings

We have agreed the figures used in the financial statement extracts in the Session Report 2015-2018 to the audited financial statements for 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018.

Errors or Exceptions Identified

No errors or exceptions identified

Restriction on Distribution and Use of Report

This report is intended solely for the use of Seventh-day Adventist Schools (North New South Wales) Trust and for the purpose set out above. As the intended user of our report, it is for you and other intended users to assess both the procedures and our factual findings to determine whether they provide, in combination with any other information you have obtained, a reasonable basis for any conclusions which you wish to draw on the subject matter. As required by ASRS 4400, distribution of this report is restricted to those parties that have agreed the procedures to be performed with us and other intended users identified in the terms of the engagement (since others, unaware of the reasons for the procedures, may misinterpret the results). Accordingly, we expressly disclaim and do not accept any responsibility or liability to any party other than [company full name, name of intended users and name of class of users] for any consequences of reliance on this report for any purpose.



Grant Thornton Audit Pty Ltd
Chartered Accountants



A G Rigele
Partner – Audit & Assurance
Sydney, 20 March 2019

North New South Wales Conference of the Seventh-day Adventist Church Schools Property Fund

Comprehensive Income Statement

For the Years Ended 31 December 2018, 2017, 2016 & 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Investment income	821,110	818,546	890,945	998,605
Other income	2,653,683	2,491,552	2,417,040	2,360,265
Total earned income	3,474,793	3,310,098	3,307,985	3,358,870
Appropriations	856,900	1,802,100	325,000	705,000
Total income	4,331,693	5,112,198	3,632,985	4,063,870
Administrative costs	(11,358)	(14,931)	(10,327)	(10,920)
Appropriations paid	(2,003,899)	(1,909,022)	(1,887,673)	(1,645,544)
Finance costs	(821,110)	(818,546)	(890,945)	(998,605)
Depreciation	(2,642,323)	(2,476,622)	(2,406,714)	(2,349,345)
Total expense	(5,478,690)	(5,219,121)	(5,195,659)	(5,004,414)
Surplus/(deficit) before income tax	(1,146,997)	(106,923)	(1,562,674)	(940,544)
Income tax expense	-	-	-	-
Net surplus/(deficit)	(1,146,997)	(106,923)	(1,562,674)	(940,544)
Other Comprehensive Income	-	-	-	-
Total comprehensive income for the year	(1,146,997)	(106,923)	(1,562,674)	(940,544)

The financial statements should be read in conjunction with the accompanying notes.

North New South Wales Conference of the Seventh-day Adventist Church Schools Property Fund

Balance Sheet

As at 31 December 2018, 2017, 2016 & 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
ASSETS				
Non-current Assets				
Property, plant and equipment	70,671,095	70,504,017	65,726,172	67,078,203
Total non-current assets	70,671,095	70,504,017	65,726,172	67,078,203
TOTAL ASSETS	70,671,095	70,504,017	65,726,172	67,078,203
LIABILITIES				
Current Liabilities				
Trade and other payables	115,770	294,348	300,735	105,005
Financial liabilities	1,379,906	1,363,330	1,424,764	1,405,658
Total current liabilities	1,495,676	1,657,678	1,725,499	1,510,663
Non-Current Liabilities				
Trade and other payables	22,410,990	19,552,143	14,447,712	13,021,644
Financial liabilities	12,776,257	14,159,027	14,310,869	15,741,130
Total non-current liabilities	35,187,247	33,711,170	28,758,581	28,762,774
TOTAL LIABILITIES	36,682,923	35,368,848	30,484,080	30,273,437
NET ASSETS	33,988,172	35,135,169	35,242,092	36,804,766
EQUITY				
Denominational equity	33,988,172	35,135,169	35,242,092	36,804,766
TOTAL EQUITY	33,988,172	35,135,169	35,242,092	36,804,766

The financial statements should be read in conjunction with the accompanying notes.

North New South Wales Conference of the Seventh-day Adventist Church Schools Property Fund

Statement of Changes in Equity

For the Years Ended 31 December 2018, 2017, 2016 & 2015

	Total
2018	\$
Balance at 1 January 2018	35,135,169
Total comprehensive income for the year	(1,146,997)
Balance at 31 December 2018	33,988,172
2017	
Balance at 1 January 2017	35,242,092
Total comprehensive income for the year	(106,923)
Balance at 31 December 2017	35,135,169
2016	
Balance at 1 January 2016	36,804,766
Total comprehensive income for the year	(1,562,674)
Balance at 30 December 2016	35,242,092
2015	
Balance at 1 January 2015	37,745,310
Total comprehensive income for the year	(940,544)
Balance at 31 December 2015	36,804,766

The financial statements should be read in conjunction with the accompanying notes.

North New South Wales Conference of the Seventh-day Adventist Church Schools Property Fund

Statement of Working Capital and Liquidity

For the Years Ended 31 December 2018, 2017, 2016 & 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Actual Working Capital				
Current assets	-	-	-	-
Current liabilities	1,495,676	1,657,678	1,725,499	1,510,663
Effective working capital	(1,495,676)	(1,657,678)	(1,725,499)	(1,510,663)
Required working capital 25% of net expenditure				
Total expenditure	\$5,478,690	\$5,219,121	\$5,195,659	\$5,004,414
Percentage of net expenditure	1,369,673	1,304,780	1,298,915	1,251,104
Non-current provisions	-	-	-	-
Required minimum working capital	1,369,673	1,304,780	1,298,915	1,251,104
Required min.working capital (adj for Curr.Liabilities)	1,369,673	1,304,780	1,298,915	1,251,104
Surplus/(Short of) minimum requirement	(2,865,349)	(2,962,458)	(3,024,414)	(2,761,767)
<i>Actual as percentage of required minimum</i>	(109.20)%	(127.05)%	(132.84)%	(120.75)%
Liquid Assets				
Cash & cash equivalents	-	-	-	-
Receivable from parent organisation	-	-	-	-
Total liquid assets	-	-	-	-
Less Commitments:				
Current liabilities	1,495,676	1,657,678	1,725,499	1,510,663
Reserves	-	-	-	-
Allocated equity	-	-	-	-
Non-current provisions	-	-	-	-
Total commitments	1,495,676	1,657,678	1,725,499	1,510,663
Liquid assets over/(under) commitments	(1,495,676)	(1,657,678)	(1,725,499)	(1,510,663)
<i>Total liquid assets to current liabilities</i>	-%	-%	-%	-%
<i>Total liquid assets to commitments</i>	-%	-%	-%	-%

The financial statements should be read in conjunction with the accompanying notes.

North New South Wales Conference of the Seventh-day Adventist Church Schools Property Fund

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended 31 December 2018, 2017, 2016 & 2015

Note 1 Scope of Activities

These financial statements reflect property and activities which have not been delegated by the Executive Committee of the North New South Wales Conference of the Seventh-day Adventist Church to any of its affiliated entities. Legal title to such property is held by Australasian Conference Association Limited on behalf of the Conference.

Note 2 General Information

The preceding financial statements have been compiled from information contained in the financial reports of the Conference which have been prepared in accordance with the requirements of the applicable Australian Accounting Standards.

The Conference is a not-for-profit entity, endorsed to access various tax concessions.

The financial reports for the Conference, from which the preceding statements have been compiled, have been audited, and no qualifications were received.

Further financial information in relation to the Trust may be requested from the Chief Financial Officer of the Conference.



Level 17, 383 Kent Street
Sydney NSW 2000
Correspondence to:
Locked Bag Q800
QVB Post Office
Sydney NSW 1230
T +61 2 8297 2400
F +61 2 9299 4445
E info.nsw@au.gt.com
W www.grantthornton.com.au

Report of Factual Findings To the Trustee of North New South Wales Conference of the Seventh-day Adventist Church Schools Property Fund

We have performed the procedures agreed with you to report factual findings for the purpose of assisting you in assessing, in combination with other information obtained by you, the accuracy of the financial statement extracts of North New South Wales Conference of the Seventh-day Adventist Church Schools Property Fund as at 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018 included in the Session Report 2015-2018. The procedures performed are detailed in the terms of the engagement of 27 November 2018 and described below with respect to the financial statement extracts of North New South Wales Conference of the Seventh-day Adventist Church Schools Property Fund as of 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018.

Management's Responsibility for the Procedures Agreed

Management and any intended users party to the terms of the engagement are responsible for the adequacy or otherwise of the procedures agreed to be performed by us. You and are responsible for determining whether the factual findings provided by us, in combination with any other information obtained, provide a reasonable basis for any conclusions which you or other intended users wish to draw on the subject matter.

Assurance Practitioner's Responsibility

Our responsibility is to report factual findings obtained from conducting the procedures agreed. We conducted the engagement in accordance with Standard on Related Services ASRS 4400 Agreed-Upon Procedures Engagements to Report Factual Findings. We have complied with ethical requirements equivalent to those applicable to Other Assurance Engagements under APES 110 Code of ethics for professional accountants. Because the agreed-upon procedures do not constitute either a reasonable or limited assurance engagement in accordance with AUASB standards, we do not express any conclusion and provide no assurance on the financial statement extracts of North New South Wales Conference of the Seventh-day Adventist Church Schools Property Fund as at 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018. Had we performed additional procedures or had we performed an audit or a review of the financial statement extracts in accordance with AUASB standards, other matters might have come to our attention that would have been reported to you.

Factual Findings

The procedures were performed solely to assist you in evaluating the accuracy of the financial statement extracts. The procedures performed and the factual findings obtained are as follows:

Procedures Performed

Agree the financial statement extracts that have been included in the Session Report 2015-2018 to the audited financial reports for 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018. The financial statement extracts comprise of the Comprehensive Income Statement, Balance Sheet, Statement of Changes in Equity, Statement of Working Capital and Liquidity, and Notes to the Financial Statements.

Factual Findings

We have agreed the figures used in the financial statement extracts in the Session Report 2015-2018 to the audited financial statements for 31 December 2015, 31 December 2016, 31 December 2017 and 31 December 2018.

Errors or Exceptions Identified

No errors or exceptions identified

Restriction on Distribution and Use of Report

This report is intended solely for the use of North New South Wales Conference of the Seventh-day Adventist Church Schools Property Fund and for the purpose set out above. As the intended user of our report, it is for you and other intended users to assess both the procedures and our factual findings to determine whether they provide, in combination with any other information you have obtained, a reasonable basis for any conclusions which you wish to draw on the subject matter. As required by ASRS 4400, distribution of this report is restricted to those parties that have agreed the procedures to be performed with us and other intended users identified in the terms of the engagement (since others, unaware of the reasons for the procedures, may misinterpret the results). Accordingly, we expressly disclaim and do not accept any responsibility or liability to any party other than [company full name, name of intended users and name of class of users] for any consequences of reliance on this report for any purpose.



Grant Thornton Audit Pty Ltd
Chartered Accountants



A G Rigele
Partner – Audit & Assurance
Sydney, 20 March 2019

Aged Care Financial Results – Commentary

Financial Performance

The North NSW Aged Care Company has improved its financial position over the past four years from 2015-2018 compared with the previous four years from 2011-2014.

Profit & Loss

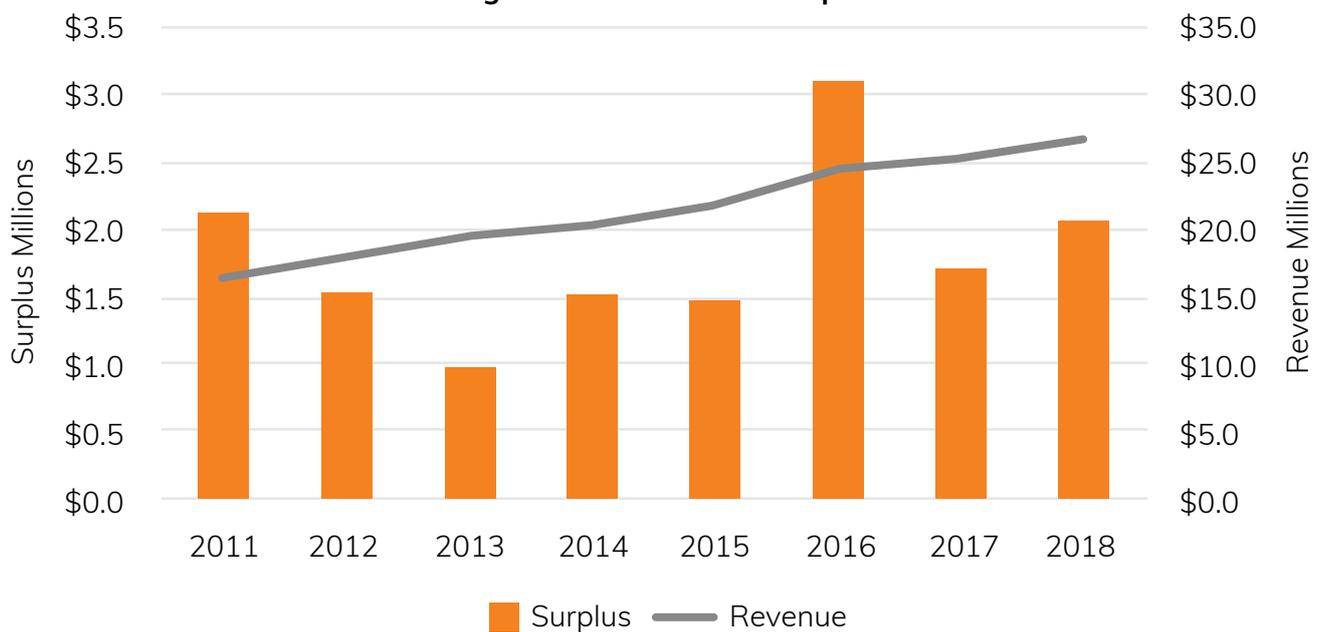
Revenue has continued to increase from \$21.9M in 2014 to \$26.8M in 2018. This is an increase of 15.6% over the 4 years period.



The past 4 years have seen a cumulative surplus of \$8.4M, compared with a cumulative surplus of \$5.6M in the previous four years. This is an improvement of 49.5%.

Whilst Residential Care (facility based care) have received relatively low increases over this period (ie lower than CPI and Wage increases), continued revenue and operating surplus growth has been achieved by: significant improvements in government subsidies through enhanced acuity diagnosis and claims, development and sale of new villas and through the introduction and growth of home care services.

Aged Care Revenue & Surplus



Balance Sheet

The aged care balance sheet has also continued to strengthen during the last four years.

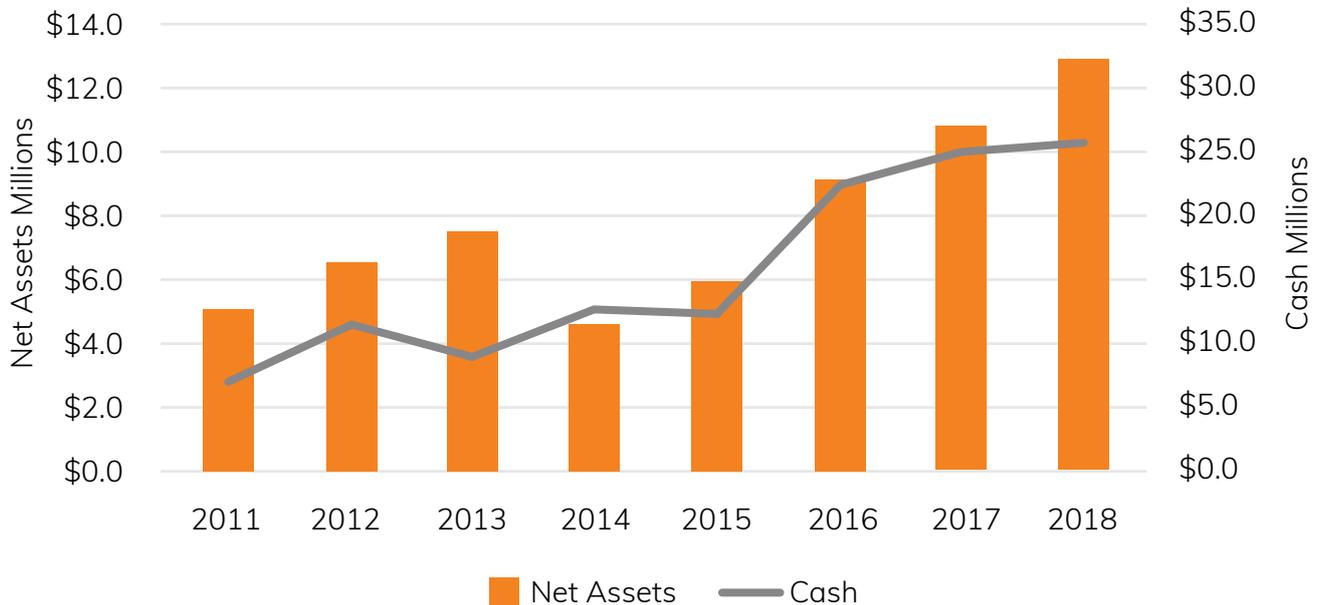
Net assets have increased to \$12.9M in 2018 from \$8.5M in 2014.

Cash held has increased to \$25.7M in 2018 from \$12.6M in 2014. A key metric in the industry is cash as a percentage of refundable loans. 20% coverage is recommended by our auditors as a target. In 2018 our coverage was 19.7% compared with 13.2% in 2014.

Loans and borrowings from banks have been reduced to nil as at 30 June 2018 in the Property Fund compared with \$3.9M bank loans as at 30 June 2014.

Land, building and investment assets reported in the Aged Care Property Fund Balance Sheet have increased to \$130.0M in 2018 from \$108.8M in 2014. An increase of \$21.2M.

Aged Care Cash & Net Assets



Significant Accounting Treatment Adjustments / Abnormal Transactions

It is important to understand the impact of the following accounting treatments when reading the financial statements.

Bed Licences – Until 2014, residential care bed licences which enable government funding were valued in accordance with industry and included as an intangible asset on the balance sheet. Anticipating that the government may in the future de-regulate the residential care sector, a conservative accounting position was adopted from 2012 to expense \$570k as an impairment loss each year thereby reducing the remaining intangible asset value. Bed licenses were removed as an asset from the balance sheet in 2014 with a corresponding adjustment to equity/net assets. Therefore 2012 & 2013 surplus is impacted by \$570k additional expense each year that is not in comparative years. Net assets in 2014 was impacted by this abnormal accounting adjustment.

Property Usage Fee – The Jewells & Wyee Point lifestyle community (village) sites were acquired in February 2013. From 2017 onwards, an additional property usage fee of \$400k annually in addition to the Property Fund depreciation amount is being charged in relation to these two villages from the Aged Care Property Fund to the Aged Care Trust. This is based on a recalculation of building depreciation associated with the acquisition.

Capital Gains Provision/Capital Gains Expense/Lease Fee/Property Usage Fee/Investment Property – Refundable loans (Aged Care Trust Balance Sheet) include a provision for capital gains which is an estimate of outgoing refund amount based on the current market value of the villa under contract. This is required only where the villa under contract includes the sharing of capital gains from market value increases. Increases to this provision are shown as capital gains expense in the profit and loss. The impact of these capital gains expenses are offset in the profit and loss through a decrease of the lease fee which is the property usage fee from the Property Fund. Market value increases for any villas under this accounting treatment which are classified as investment property are shown in the Aged Care Property Fund financial reports. From 2013 to 2016 all villas with capital gains sharing contracts in place were reported using this accounting treatment. From 2017 villas with capital gains in one village only are reported with this accounting treatment.

Goodwill – In February 2013, the Aged Care Property Fund purchased the Jewells & Wyee Point Lifestyle Communities (Villages). The amount paid for the acquisition compared with the valuation of assets acquired established an intangible asset representing goodwill on the Aged Care Property Fund balance sheet. In the 2017 financials, this asset was transferred to property, plant and equipment as an adjustment to the value of Land and Buildings acquired.

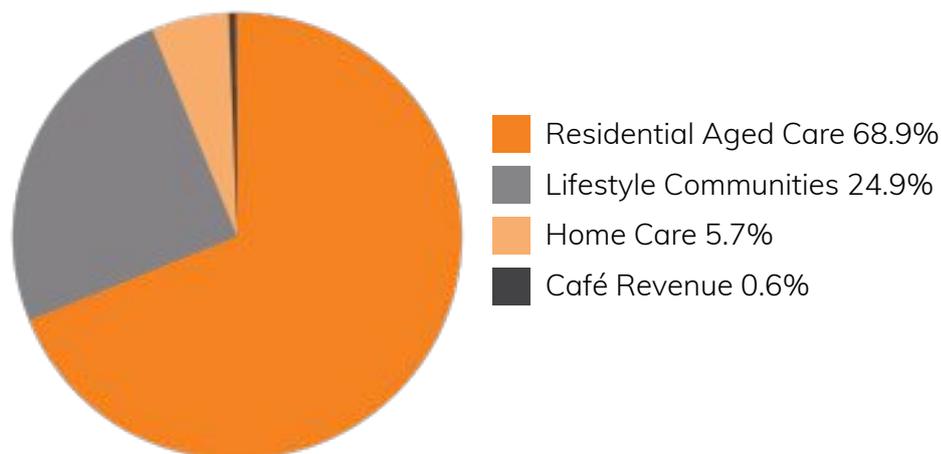
Acquisition of Land & Village Development – Over the past four years 2015-2018, 61 villas have been constructed between Avondale (10 villas), Jewells (8 villas) and Wyee Point (43 villas). Construction in progress for a further 12 villas at Wyee Point which were completed October 2018. Development of these sites involved significant expenditure on site works and civils at Wyee Point over the four years. During the 2018 financial year, a further site was purchased at Wadalba on the Central Coast NSW.

Sustentation Prepayment – In 2018, all remaining sustentation liabilities were extinguished by prepayment of nine years at existing rate. An amount of \$1.25M was paid which is expected to result in savings of over \$0.5M for NNSW Aged Care over the remaining years that sustentation is charged to Seventh-day Adventist entities.

Industry Trends & Strategic Risks in Main Operating Areas

NNSW Aged Care operate in 3 main areas. The operating revenue split as at 2018 is shown below.

2018 - OPERATING REVENUE (%)



Each of these operating areas have their own legislated requirements. With an aging population, demand in all three operating areas is expected to continue to increase. This also brings into the sector significant government scrutiny and intervention (eg Royal Commission into Aged Care).

1

Residential Care (Facility Based Care)

The past four years have seen a tightening in government funding into this area. Funding increases each year have typically been 1-2% annually below the increase in wages across the industry. Residential Care involves onerous government compliance and high capital investment in the facility and plant and equipment. There is increasing acuity needs for residents entering the facilities. This is providing challenges across the sector. In benchmarking where more than 38% of the residential aged care sector were represented in 2018, 45.1% of benchmark participants reporting an operating deficit. This is up from 33.9% in the previous year.

Throughout this four year period, NNSW Aged Care operated three Residential Aged Care Facilities with 214 Beds in total. Avondale House - Cooranbong (123 Beds), Alton Lodge - Cooranbong (40 Beds) & Alstonville Care Facility (51 Beds).

2 Independent Living Units (Lifestyle Communities/Retirement Villages)

The past four years have seen continued growth in this sector and this is expected to continue. Many aging Australians that were previously cared for in hostels will increasingly be cared for in villages or their own homes. This is resulting in an increasing amount of innovative village solutions being introduced. Developing villages involves high levels of capital investment. Government compliance requirements have been on the increase following media attention in this space. The model of operation can impact significantly on profitability.

As at 30 June 2018, NNSW Aged Care has grown to 430 villas across 4 Lifestyle Communities. These are Alstonville Lifestyle Community, Avondale Lifestyle Community, Jewells Lifestyle Community and Wye Point Lifestyle Community.

3 Home Care

The most significant change in Home Care over the past four years has been the shift to consumer directed care in February 2017. Home care clients now have control over the provider of their home care package services rather than the government allocating packages direct to providers. This has seen many new entrants into this space. NNSW Aged Care is a new entrant. This is a growth area that will become increasingly competitive. Minimal capital investment, limits on amounts of packages and a focus on pricing transparency to the client will drive further competitiveness in Home Care. Government compliance requirements are also expected to continue to increase.

As at 30 June 2018, NNSW Aged Care has grown to over 80 home care clients with operations based at Avondale and Alstonville sites.

Seventh-Day Adventist Aged Care (North New South Wales) Trust

Statement of Financial Position (Balance Sheet)

As at 30 June 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
ASSETS				
Current assets				
Cash and cash equivalents	25,699,422	24,912,038	22,345,059	12,318,957
Trade and other receivables	119,967,513	106,902,278	99,491,017	98,332,476
<i>Total current assets</i>	145,666,935	131,814,316	121,836,076	110,651,433
Non-current assets				
Plant and equipment	1,565,581	1,621,439	1,601,088	1,112,269
Intangible assets	302,393	449,289	377,448	456,889
<i>Total non-current assets</i>	1,867,974	2,070,728	1,978,536	1,569,158
TOTAL ASSETS	147,534,909	133,885,044	123,814,612	112,220,591
LIABILITIES				
Current liabilities				
Trade and other payables	2,197,985	1,989,048	1,507,288	1,967,307
Employee benefits	2,106,058	1,872,243	1,603,894	1,417,393
Refundable loans	130,157,773	119,002,255	111,312,207	102,545,270
<i>Total current liabilities</i>	134,461,816	122,863,546	114,423,389	105,929,970
Non-current liabilities				
Employee benefits	203,849	211,116	287,623	295,874
<i>Total non-current liabilities</i>	203,849	211,116	287,623	295,874
TOTAL LIABILITIES	134,665,665	123,074,662	114,711,012	106,225,844
NET ASSETS	12,869,244	10,810,382	9,103,600	5,994,747
FUNDS				
Denominational funds	12,869,244	10,810,382	9,103,600	5,994,747
TOTAL FUNDS	12,869,244	10,810,382	9,103,600	5,994,747

The financial statements should be read in conjunction with accompanying notes

Seventh-Day Adventist Aged Care (North New South Wales) Trust

Statement of Profit or Loss and Other Comprehensive Income

For the years ended 30 June 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Revenue from Services Provided				
Residential care revenue	17,761,959	18,367,484	16,808,071	15,295,180
Independent living units revenue	6,405,858	5,427,666	6,439,439	5,733,987
Home care revenue	1,456,377	466,963	182,130	24,805
Café revenue	142,354	144,795	142,951	142,630
Total operating revenue	25,766,548	24,406,908	23,572,591	21,196,602
Other Revenue				
Donations	1,045	1,016	1,323	1,735
Interest & investment income	504,053	520,493	440,794	416,549
Rental income	253,080	168,899	181,699	63,900
Other revenue	222,457	186,107	342,358	227,140
Total other revenue	980,635	876,515	966,174	709,324
Revenue	26,747,183	25,283,423	24,538,765	21,905,926
Expenses				
Administration & Marketing expenses	(1,378,163)	(1,267,579)	(1,188,034)	(1,544,040)
Capital gains expense	(403,421)	(2,264,121)	(85,861)	(2,006,055)
Hospitality expenses	(786,617)	(780,274)	(755,273)	(788,558)
Depreciation and amortisation	(555,811)	(554,567)	(523,772)	(433,221)
Finance costs	(112,461)	(119,779)	(135,707)	(309,900)
Insurances	(315,437)	(558,358)	(480,567)	(483,856)
Lease fee	(2,880,825)	(1,037,086)	(2,362,862)	(245,432)
Maintenance and property costs	(1,235,054)	(1,071,791)	(1,000,239)	(1,041,710)
Resident and client expenses	(1,193,195)	(968,728)	(785,936)	(635,105)
Salaries and employee benefits	(14,798,121)	(14,007,289)	(13,176,624)	(11,998,009)
Utilities	(1,029,216)	(947,069)	(935,037)	(944,761)
Total expense	(24,688,321)	(23,576,641)	(21,429,912)	(20,430,647)
Surplus before income tax	2,058,862	1,706,782	3,108,853	1,475,279
Income tax expense				
Surplus for the year	2,058,862	1,706,782	3,108,853	1,475,279
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	2,058,862	1,706,782	3,108,853	1,475,279

The financial statements should be read in conjunction with accompanying notes

Seventh-Day Adventist Aged Care (North New South Wales) Trust

Statement of Changes in Funds (Equity)

For the years ended 30 June 2018, 2017, 2016 2015

	Denominational Funds		Total
	\$		\$
Balance at 1 July 2014	4,519,468		4,519,468
Comprehensive income			
Surplus for the year	1,475,279		1,475,279
Other comprehensive income	-		-
Total comprehensive income for the year	1,475,279		1,475,279
Transfers to / (from) reserves	-		-
Balance at 30 June 2015	5,994,747		5,994,747
Balance at 1 July 2015	5,994,747		5,994,747
Comprehensive income			
Surplus for the year	3,108,853		3,108,853
Other comprehensive income	-		-
Total comprehensive income for the year	3,108,853		3,108,853
Transfers to / (from) reserves	-		-
Balance at 30 June 2016	9,103,600		9,103,600
Balance at 1 July 2016	9,103,600		9,103,600
Comprehensive income			
Surplus for the year	1,706,782		1,706,782
Other comprehensive income	-		-
Total comprehensive income for the year	1,706,782		1,706,782
Transfers to / (from) reserves	-		-
Balance at 30 June 2017	10,810,382		10,810,382
Balance at 1 July 2017	10,810,382		10,810,382
Comprehensive income			
Surplus for the year	2,058,862		2,058,862
Other comprehensive income	-		-
Total comprehensive income for the year	2,058,862		2,058,862
Transfers to / (from) reserves	-		-
Balance at 30 June 2018	12,869,244		12,869,244

The financial statements should be read in conjunction with accompanying notes

Seventh-Day Adventist Aged Care (North New South Wales) Trust

Statement of Cash Flows

For the years ended 30 June 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Cash flows from operating activities				
Receipts from customers and government	23,330,378	22,574,789	19,793,515	19,038,029
Payments to suppliers and employees	(23,598,694)	(20-,422,159)	(19,434,043)	(19,390,405)
Donations and bequests received	1,045	1,016	1,323	1,735
Interest received	504,053	520,493	440,794	416,549
Interest paid	(112,461)	(119,779)	(135,707)	(309,900)
Net cash flows from operating activities	124,321	2,554,360	665,882	(243,992)
Cash flows from investing activities				
Purchase of property, plant and equipment	(366,841)	(459,581)	(889,293)	(188,120)
Purchase of intangible assets	(1,971)	(187,178)	(43,857)	(90,322)
Payment of loans to denominational entities	(15,234,511)	(8,215,146)	(3,950,338)	(10,275,152)
Net cash flows from investing activities	(15,603,323)	(8,861,905)	(4,883,488)	(10,553,594)
Cash flows from financing activities				
Proceeds from refundable loans	27,832,351	19,819,774	23,227,982	19,168,354
Repayment of refundable loans	(11,565,965)	(10,945,250)	(8,929,274)	(8,689,940)
Repayment of interest free loans	-	-	(55,000)	-
Net cash flows from financing activities	16,266,386	8,874,524	14,243,708	10,478,414
Net increase in cash and cash equivalents	787,384	2,566,979	10,026,102	(319,172)
Cash and cash equivalents at the beginning of the financial year	24,912,038	22,345,059	12,318,957	12,638,129
Cash and cash equivalents at the end of the financial year	25,699,422	24,912,038	22,345,059	12,318,957

The financial statements should be read in conjunction with accompanying notes

Seventh-Day Adventist Aged Care (North New South Wales) Trust

Statement of Working Capital and Liquidity

For the years ended 30 June 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Actual Working Capital				
Current Assets	145,666,935	131,814,316	121,836,076	110,651,433
Current Liabilities	134,461,816	122,863,546	114,423,389	105,929,970
Effective Working Capital	11,205,119	8,950,770	7,412,687	4,721,463
Required working capital 25% of net expenditure				
Total Expenditure	24,688,321	23,576,641	21,429,912	20,430,647
Percentage of net expenditure	6,172,080	5,894,160	5,357,478	5,107,662
Reserves	-	-	-	-
Non-current provisions	203,849	211,116	287,623	295,874
Required minimum working capital	6,375,929	6,105,276	5,645,101	5,403,536
Req'd min. working capital (adjust for Curr. Liab.)	6,375,929	6,105,276	5,645,101	5,403,536
Surplus/(Short of) minimum requirement	4,829,190	2,845,494	1,767,586	(682,073)
<i>Actual sas percentage of required minimum</i>	175.74%	146.61%	131.31%	87.38%
Liquid Assets				
Cash & cash equivalents	25,699,422	24,912,038	22,345,059	12,318,957
Investments	-	-	-	-
Receivable from parent organisation	119,967,513	106,902,278	99,491,017	98,332,476
Total liquid assets	145,666,935	131,814,316	121,836,076	110,651,433
Less Commitments				
Current Liabilities	134,461,816	122,863,546	114,423,389	105,929,970
Reserves	-	-	-	-
Non-current provisions	203,849	211,116	287,623	295,874
Total Commitments	134,665,665	123,074,662	114,711,012	106,225,844
Liquid assets over/(under) commitments	11,001,270	8,739,654	7,125,064	4,425,589
Total liquid assets to current liabilities	108.33%	107.29%	106.48%	104.46%
Total liquid assets to commitments	108.17%	107.10%	106.21%	104.17%

The financial statements should be read in conjunction with accompanying notes

Seventh-day Adventist Aged Care (North New South Wales) Trust

NOTES TO THE FINANCIAL STATEMENTS

For years ended 30 June 2018, 2017, 2016 & 2015

Note 1 Scope of Activities

The Seventh-day Adventist Aged Care (North New South Wales) Trust, a purpose driven trust, reflects the interest of the North New South Wales conference of the Seventh-day Adventist Church in the activities of Seventh-day Adventist Aged Care (North New South Wales) Limited which is a public company limited by guarantee, incorporated in Australia and responsible for the operational activities as delegated by the Executive Committee of the North New South Wales Conference.

The company was established to facilitate the mission of the North New South Wales Conference relative to aged and disabled care services. It acts as the Approved Provider and employs staff associated with the following facilities:

- Avondale Lifestyle Community
- Alstonville Lifestyle Community
- Wyee Point Lifestyle Community
- Jewells Lifestyle Community.

Note 2 General Information

The preceding financial statements have been compiled from information contained in the financial reports of the Trust which have been prepared in accordance with the requirements of the applicable Australian Accounting Standards.

The Trust is a not-for-profit entity, endorsed to access various tax concessions.

The financial reports for the Trust, from which the preceding statements have been compiled, have been audited, and no qualifications were received.

Further financial information in relation to the Trust may be requested from the Chief Financial Officer of the Trust.

Seventh-Day Adventist Church North New South Wales Conference Aged Care Property Fund

Statement of Financial Position (Balance Sheet)

For the years ended 30 June 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
ASSETS				
Current assets				
Cash and cash equivalents	-	-	-	458,305
Trade and other receivables	16,660	16,660	-	-
<i>Total current assets</i>	16,660	16,660	-	458,305
Non-current assets				
Investment property	28,245,000	29,525,000	43,771,000	40,351,000
Capital work in progress	7,530,883	8,717,205	2,153,751	3,384,649
Property, Plant and equipment	94,210,737	78,785,139	70,370,874	69,130,970
Intangible assets	-	-	979,486	979,486
<i>Total non-current assets</i>	129,986,620	117,027,344	117,275,111	113,846,105
TOTAL ASSETS	130,003,280	117,044,004	117,275,111	114,304,410
LIABILITIES				
Current liabilities				
Trade and other payables	6,100	5,800	278,000	3,310
Borrowings	118,187,491	105,833,805	98,657,135	97,568,853
<i>Total current liabilities</i>	118,193,591	105,839,605	98,935,135	97,572,163
Non-current liabilities				
Borrowings	-	-	-	17,461
<i>Total non-current liabilities</i>	-	-	-	17,461
TOTAL LIABILITIES	118,193,591	105,839,605	98,935,135	97,589,624
NET ASSETS	11,809,689	11,204,399	18,339,976	16,714,786
FUNDS				
Denominational funds	11,809,689	11,204,399	18,339,976	16,714,786
TOTAL FUNDS	11,809,689	11,204,399	18,339,976	16,714,786

The financial statements should be read in conjunction with accompanying notes

Seventh-Day Adventist Church North New South Wales Conference Aged Care Property Fund

Statement Of Profit Or Loss And Other Comprehensive Income

For the years ended 30 June 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Revenue				
Property Usage Fee	2,917,165	1,073,140	2,416,670	414,522
Rent Received	-	-	-	32,495
Interest income	-	-	1,493	11,911
Gain on fair value reval. of investment property	252,804	2,592,585	1,459,040	3,496,158
Gain on reclassification of investment property	41,000	-	-	-
Other Revenue	-	-	-	18,916
Revenue	3,210,969	3,665,725	3,877,203	3,974,002
Expenses				
Administration expenses	(6,100)	(5,800)	(5,950)	(22,690)
Depreciation	(2,563,240)	(2,361,367)	(2,179,761)	(2,232,507)
Interest expenses	(36,339)	(36,055)	(53,809)	(173,720)
Loss on sale of property, plant and equipment	-	-	(12,493)	(2,929,704)
Loss on reclass. of investment property	-	(8,398,080)	-	-
Utilities	-	-	-	(5,679)
Total expense	(2,605,679)	(10,801,302)	(2,252,013)	(5,364,300)
Surplus (deficit) before income tax	605,290	(7,135,577)	1,625,190	(1,390,298)
Income tax expense	-	-	-	-
Surplus (deficit) for the year	605,290	(7,135,577)	1,625,190	(1,390,298)
Other comprehensive income for the year	-	-	-	-
Total comprehensive income (loss) for the year	605,290	(7,135,577)	1,625,190	(1,390,298)

The financial statements should be read in conjunction with accompanying notes

Seventh-Day Adventist Church North New South Wales Conference Aged Care Property Fund

Statement of Changes in Funds (Equity)

For the years ended 30 June 2018, 2017, 2016 2015

	Denominational Funds	Total
	\$	\$
Balance at 1 July 2014	18,105,084	18,105,084
Comprehensive income		
Surplus (deficit) for the year	(1,390,298)	(1,390,298)
Other comprehensive income	-	-
Total comprehensive income (loss) for the year	(1,390,298)	(1,390,298)
Transfers to / (from) reserves	-	-
Balance at 30 June 2015	16,714,786	16,714,786
Balance at 1 July 2015	16,714,786	16,714,786
Comprehensive income		
Surplus (deficit) for the year	1,625,190	1,625,190
Other comprehensive income	-	-
Total comprehensive income (loss) for the year	1,625,190	1,625,190
Transfers to / (from) reserves	-	-
Balance at 30 June 2016	18,339,976	18,339,976
Balance at 1 July 2016	18,339,976	18,339,976
Comprehensive income		
Surplus (deficit) for the year	(7,135,577)	(7,135,577)
Other comprehensive income	-	-
Total comprehensive income (loss) for the year	(7,135,577)	(7,135,577)
Transfers to / (from) reserves	-	-
Balance at 30 June 2017	11,204,399	11,204,399
Balance at 1 July 2017	11,204,399	11,204,399
Comprehensive income		
Surplus (deficit) for the year	605,290	605,290
Other comprehensive income	-	-
Total comprehensive income (loss) for the year	605,290	605,290
Transfers to / (from) reserves	-	-
Balance at 30 June 2018	11,809,689	11,809,689

The financial statements should be read in conjunction with accompanying notes

Seventh-Day Adventist Church North New South Wales Conference Aged Care Property Fund

Statement of Cash Flows

For the years ended 30 June 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Cash flows from operating activities				
Rent received	-	-	-	32,495
Other income	-	-	-	2,321
Interest received	-	-	1,493	11,911
Net cash flows from operating activities	-	-	1,493	46,727
Cash flows from investing activities				
Purchase of property, plant and equipment	-	-	-	-
Net cash flows from investing activities	-	-	-	-
Cash flows from financing activities				
Repayments of borrowings	-	-	(516,655)	(3,357,786)
Proceeds (repayments) of denom. loan (net)	-	-	56,857	3,357,786
Net cash flows from financing activities	-	-	(459,798)	-
Net increase in cash and cash equivalents	-	-	(458,305)	46,727
Cash and cash equiv. at the beg. of the fin. year	-	-	458,305	411,578
Cash and cash equiv. at the end of the fin. year	-	-	-	458,305

The financial statements should be read in conjunction with accompanying notes

Seventh-Day Adventist Church North New South Wales Conference Aged Care Property Fund

Statement of Working Capital and Liquidity

For the years ended 30 June 2018, 2017, 2016 2015

	2018	2017	2016	2015
	\$	\$	\$	\$
Actual Working Capital				
Current Assets	16,660	16,660	-	458,305
Current Liabilities	118,193,591	105,839,605	98,935,135	97,572,163
Effective Working Capital	(118,176,931)	(105,822,945)	(98,935,135)	(97,113,858)
Required working capital 25% of net expenditure				
Total Expenditure	2,605,679	10,801,302	2,252,013	5,364,300
Percentage of net expenditure	651,420	2,700,326	563,003	1,341,075
Reserves	-	-	-	-
Non-current provisions	-	-	-	-
Required minimum working capital	651,420	2,700,326	563,003	1,341,075
Req'd min. working capital (adj for Curr. Liab.)	651,420	2,700,326	563,003	1,341,075
Surplus/(Short of) minimum requirement	(118,828,351)	(108,523,271)	(99,498,138)	(98,454,933)
<i>Actual as percentage of required minimum</i>	(18,141%)	(3,919%)	(17,573%)	(7,241%)
Liquid Assets				
Cash & cash equivalents	-	-	-	458,305
Investments	-	-	-	-
Trade and other receivables	16,660	16,660	-	-
Total liquid assets	16,660	16,660	-	458,305
Less Commitments				
Current Liabilities	118,193,591	105,839,605	98,935,135	97,572,163
Reserves	-	-	-	-
Non-current provisions	-	-	-	-
Total Commitments	118,193,591	105,839,605	98,935,135	97,572,163
Liquid assets over/(under) commitments	(118,176,931)	(105,822,945)	(98,935,135)	(97,113,858)
Total liquid assets to current liabilities	0.01%	0.02%	0.00%	0.47%
Total liquid assets to commitments	0.01%	0.02%	0.00%	0.47%

The financial statements should be read in conjunction with accompanying notes

Seventh-day Adventist Aged Care (North New South Wales) Property Fund

NOTES TO THE FINANCIAL STATEMENTS

For years ended 30 June 2018, 2017, 2016 & 2015

Note 1 Scope of Activities

These financial statements, an extract of Seventh-day Adventist Church North New South Wales Conference, reflect property and activities used by the aged care facilities operated by Seventhday Adventist Aged Care (North New South Wales) Limited which have not been delegated by the Executive Committee of the North New South Wales Conference of the Seventh-day Adventist Church ("the Conference") to any of its affiliated entities. Legal title to such property is held by Australasian Conference Association Limited on behalf of the Conference.

Note 2 General Information

The preceding financial statements have been compiled from information contained in the financial reports of the Conference which have been prepared in accordance with the requirements of the applicable Australian Accounting Standards.

The Property Fund is a not-for-profit entity, endorsed to access various tax concessions.

The financial reports for the Conference, from which the preceding statements have been compiled, have been audited, and no qualifications were received.

Further financial information in relation to the Trust may be requested from the Chief Financial Officer of the Conference.



NSW

LEVEL 2 / TOWER 1 / 495 VICTORIA AVE
CHATSWOOD NSW 2067 / AUSTRALIA
PO BOX 5515 / CHATSWOOD NSW 2057

TEL: 61 2 9412 3033
FAX: 61 2 9411 3242

SA

LEVEL 1 / 104 FROME STREET
ADELAIDE SA 5000 / AUSTRALIA

TEL: 61 8 8229 2280
FAX: 61 8 8229 2288

CHARTERED ACCOUNTANTS

Seventh-Day Adventist Aged Care (North New South Wales) Trust And Seventh-Day Adventist Church North New South Wales Conference Aged Care Property Fund

Report of the Independent Auditor on the Summary Financial Statements

Opinion

The summary financial statements, which comprise the summary statements of financial position as at 30 June 2015, 2016, 2017 and 2018, the summary statements of profit or loss and other comprehensive income, summary statements of changes in funds and summary statements of cash flows for the years then ended, and related statements of working capital and liquidity, are derived from the audited financial reports of Seventh-day Adventist Aged Care (North New South Wales) Trust ('The Trust') and the Seventh-day Adventist Church North New South Wales Conference Aged Care Property Fund ('Property Fund') for the years ended 30 June 2015, 2016, 2017 and 2018.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial reports.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards, the *Australian Charities and Not-for-profits Commission Act 2012* or the Working Policy of the South Pacific Division of the Seventh-day Adventist Church. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial reports and the auditor's reports thereon. The summary financial statements and the audited financial reports do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial reports.

The Audited Financial Reports and Our Reports Thereon

We expressed unmodified audit opinions on the audited financial reports in our reports dated as follows:

	The Trust	Property Fund
30 June 2015	26 October 2015	27 October 2015
30 June 2016	19 October 2016	5 December 2016
30 June 2017	25 October 2017	25 October 2017
30 June 2018	24 October 2018	30 October 2018

Seventh-Day Adventist Aged Care (North New South Wales) Trust And Seventh-Day Adventist Church North New South Wales Conference Aged Care Property Fund

Report of the Independent Auditor on the Summary Financial Statements

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial reports based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.



StewartBrown
Chartered Accountants



S.J. Hutcheon
Partner

11 April 2019

FUTURE OF 112 LAKE ROAD



HIGHEST AND BEST USE NORTH NSW CONFERENCE OFFICE FACILITIES 112 LAKE RD WALLSEND APRIL 2019

1. North NSW Conference Executive Committee Recommendation to Session

North New South Wales Conference Executive Committee Minutes - 26/02/2019

Action: 119.249 Title: 112 Lake Road - Highest and Best Use Meeting: 28 Code: NNSW

A feasibility study of the highest and best use of 112 Lake Rd, WallSEND dated July 2018 was reviewed and discussion focused on the approval process.

RESOLVED to refer the decision on the development of 112 Lake Rd, WallSEND, as per the feasibility study, to the 2019 North NSW conference constituency meeting where the following resolution will be made;

Whereas consultants have clearly demonstrated that the land at 112 Lake Road, WallSEND, has the potential, if developed as building sites, to produce a profit of between \$4 million and \$7.5 million.

RESOLVED to refer to the NNSW Constituency meeting that the said property be developed and sold and that a minimum of 50% of the profits be spent on Mission, and that the Conference office be relocated in due course in a location yet to be determined, which may include a leasing arrangement.

FURTHER that the Executive Committee be authorised to approve the total project, including the selection/erection of a new office, which could include facilities for a Centre of Influence.

2. Rationale

The North NSW Conference seeks to regularly review its assets to ensure that they are utilised to their highest and best use with regards to mission. We understand that we have but a short time to reach our community for Christ and wish to be faithful in discharging our stewardship responsibilities. This proposal, if accepted, will provide much needed funds for the advancement of mission in our conference.

3. Background

The North NSW conference head office relocated from 20 Gordon Avenue Hamilton to the current site at 112 Lake Rd Wallsend in the 1980's. Suffice to say, the last 30 years have seen significant changes to the value and zoning of the site which now permits low density residential housing.

High level investigations into the "highest and best use" of the conference office property commenced in February 2017 when the executive committee approved a highest and best use feasibility study.

The results of the feasibility study were considered carefully by the executive committee and have resulted in this opportunity being presented to the conference session.

4. Site Description

The site is located at 112 Lake Road Elmore Vale NSW and is held in a single title, being Lot 2 DP218708. The site has an approximate area of 3.38Ha. The site has approximately 115m of frontage to Lake Road and initially rises to the West before plateauing and then falling quite sharply towards a cycleway situated at the western boundary.

The site is irregular in nature and wraps around the rear of its northern neighbour, a commercial operation known as Our Town Fencing. The property to the South is also occupied by a commercial operation, a recently established medical centre.

The site is located in the Local Government Area of Newcastle and is zoned R2 Low Density Residential. There are a number of significant structures erected on the site, which are used for a range of administrative and conference activities.

The site is 100% owned by the church and is unencumbered.

5. Feasibility Study Results

The highest and best use of 112 Lake Rd Wallsend appears to be residential housing and in particular a 48 lot residential subdivision producing a net profit of \$4.0m or an 82 dwelling unit development producing a net profit of \$7.5m has been investigated.

The executive committee has considered a high level feasibility assessment prepared by Property Solutions 101 and Catalyze Property Consulting which covers off on these two options in detail. In particular the report provides the underlying assumptions, risks, cost estimates, architects concept plan, professional fees, construction costs, sales revenues, cash flow requirements and project timing.

The architect's concept plan of the subdivision option is as follows
Figure 1: Subdivision Option



The concept plan for the unit development follows
Figure 2: Unit Option



The key numbers for the two development options are summarised in the table below;

Table 9: Results obtained from Feasibility Models

Parameter	Subdivision (\$)	Unit (\$)
Revenue		
Gross Sales Revenue	12,550,000	40,300,000
Selling Costs	355,300	1,021,900
Total Revenue (Including GST)	12,194,700	39,278,100
Revenue (After GST paid)	11,053,791	35,614,464
Costs		
Land Purchase Costs	1	1
Land Acquisition Costs	5,500	5,500
Construction Costs	5,541,800	5,239,300
Professional Fees	487,300	944,900
Statutory Fees	254,400	475,600
Project Contingency	1,256,700	5,101,960
Dwelling Construction	0	18,850,000
Land Holding Costs	29,333	44,022
Finance Costs	35,200	51,700
Interest Expenses	96,351	186,483
Total Costs (Pre GST)	7,706,586	30,899,466
Total Costs (After GST Reclaimed)	6,983,101	28,015,458
Performance		
Net Profit	4,070,690	7,599,006
Margin	55.47%	26.1%
Residual Land Value (@ 20% Margin)	2,004,922	1,393,478
Capital Deployed	1,350,000	4,600,000
IRR on Capital	73.25%	31.88%
Debt Required	2,998,799	10,439,566
Peak Exposure	2,472,083	4,996,987
Interest Paid	96,351	186,483
Capital/Debt Split	30/70	30/70

DEPARTMENTAL REPORTS





LYNELDA TIPPO

North NSW Conference
Director of ATSIM

ABORIGINAL & TORRES STRAIT ISLANDER MINISTRIES (ATSIM) REPORT

The ATSIM Department has seen some very exciting projects start up or being built up in the North NSW Conference between the years 2015 - 2018. This report will convey the workings of ATSIM Department around our Conference.

Church Plants:

The Conference's goal to plant churches has been an initiative for ATSIM to plant churches in our First Nations Aboriginal communities. Brewarrina was and is an outcome of that goal. Following the Brewarrina plant there was a small group in Newcastle that initiated the church plant that is now operating in Windale. These are our success stories that encourages places like Walgett and Narrabri to plant churches starting with a small group in the area. There are still many other First Nations Aboriginal communities that have potential to grow small groups however, we have been limited with Bible Workers to move forward in this ministry.



Baptisms:

It's always a joyful time to see our people make a decision for the Lord. God has blessed the work of the faithful with 14 baptisms and many more candidates who are studying the Word, and those who are showing interest in receiving God's Word. Of the 14 baptisms 8 of them were First Nations young people. These baptisms were in Kempsey, Macksville, Guyra, Windale, Brewarrina, and Moree.

Big Camp:

In 2017, the setting up of the ATSIM tent at Big Camp has been an initiative of the North NSW



Conference. Since its inception there has been cultural displays of ministry options for Aboriginal and Torres Strait Islander members and visitors. AUC ATSIM department created a number of great resources and there is opportunity for them to be displayed in the ATSIM tent. Last year ATSIM tent ran the Australians Together Series, a great resource for churches to do our part in helping to 'Close the Gap'. Twenty-five First Nations elders were invited from the nearby communities of Bowraville, Nambucca, and Macksville for the Cultural day with visiting guests, Mission Songs Project Singers. This year (2019) will be the fourth year of operation for the ATSIM tent at Big Camp. ATSIM encourages all campers to join in as part of learning and understanding each other. Super Sunday gives ATSIM the opportunity to interact with other ministries around the Conference.



Indigenous Men's Camp:

Twenty-five the Indigenous Men's camp was another first for the North NSW Conference. No Indigenous men's camps has been held anywhere in other Conferences. It was held at Camp Obadiah with 15 men in attendance, and the following year the attendance was 12 with a number of young men bringing their sons along.

Indigenous Women's Camp:

Indigenous women's camps was also introduced to this Conference with the first one being held at the then Currawah Adventist School in Golgongan in the West. Others were held at Camp Obadiah, Kempsey, Moree and Myuna Bay Sports & Recreation Centre.



Regionals & Family Camps:

ATSIM regionals have been a part of this Conference over the years and were held in mostly Kempsey, Moree, and Armidale. These regionals have been extended to Bourke, Grafton, and Inverell to expand the work. The regionals opens the door for church members to visit with Aged Care clientele in their region and for the young people to play a big part in this ministry.

Family camps for ATSIM were always run by AUC ATSIM for both Northern and Southern Zones. This was later changed to family camps being run by local Conferences and North NSW ATSIM department took up the challenge with camps being held at Camp Obadiah as the favourite venue.

Kid's Club:

In the Indigenous communities, children are usually the first to come along and check out what is happening in their part of the world and religious meetings are no exceptions. They love the singing and listening to the stories in the Bible. Around the North NSW Conference and even spilling over into the South NSW Conference, Kid's Clubs have popped up. In Dubbo Mrs Butler was always ready and prepared to teach the children about Jesus. In Windale, Loretta Boney & Rhonda Waia ran the Kid's club for the local community children. Up in the northern part of the Conference Jimmy Dunn worked with the small group of Adventists in Bonalbo and Tabulum using his bus to transport First Nations Aboriginal children from the nearby community to Sabbath School. Out west for both Brewarrina and Coonamble, Keith & Danuta and Shaun & Amanda ran Kid's Clubs in their respective area.

Bible Workers:

Bible workers are an integral part of ministry for the ATSIM department yet they are few and far between. Those who have made an impact to the Aboriginal & Torres Strait Islander ministry in North NSW Conference have been faithful in crossing the 'cultural divide' through their love and desire to see people come to know the Lord. ATSIM is thankful for the work of Brayden Entermann, Matt Taylor & Jed, Carly Fletcher & Jordan, Paul Kochanski, Jimmy Dunn and Albert Solomon, just to name a few.



Indigenous Youth:

Kempsey Indigenous young people are making an impression in the local SDA school as they take up leadership as School Captains. This is a move forward for ATSIM as we see Indigenous youth stepping up and making a difference as role models in their community. The ATSIM Youth Engagement held in Melbourne 19-21 October 2018 saw two young people from Brewarrina attending this forum as representatives for the North NSW Conference.

Evangelistic Meetings & Western Region Prayer Conference:

Pr Ray Stanley, Pr Don Felhberg, Pr Johnny Murison, Pr Peter Watts and others have been instrumental in bringing the Good News to the Indigenous people in this Conference and ATSIM is grateful to them for their faithfulness in reaching out to the First Nations peoples. The Western Region Prayer Conference is also a first to be held in the West, as prayer is the power that moves God's people into action. Please keep praying for the ATSIM work in the West.

ATSIM & Avondale

North NSW ATSIM and Avondale College are working together to produce a book on the history of Mona Mona Mission, the Seventh-day Adventist mission in Far North Queensland. Dr Brad Watson from Avondale College is leading this project with the assistance of the ATSIM Director.

**Thanks & Appreciation:**

I would like to thank the North NSW Conference leaders, and all those who have been a part of the ATSIM journey over the last 4 years and have contributed to this important work among the First Nation Aboriginal peoples. A big thank you goes out to the North NSW ATSIM Advisory Committee for their dedication to this ministry through their commitment and faithfulness in giving advice, help and support. Much appreciated.



DAVID HAUPT

North NSW Conference
Director of ACS

ADVENTIST COMMUNITY SERVICES (ACS) REPORT

God has called every Seventh-day Adventist Church to be a transforming agent in its community, following the methods of Jesus to bring help and hope through ministries of compassion in His name (see Luke 4:16-21; Ministry of Healing, p. 143). Adventist Community Services (ACS) is the descriptive label for a wide range of public services provided by the Seventh-day Adventist Church in the North New South Wales (NNSW) Conference.

Even though problems such as poverty, disease, disaster, and other social problems are multiplying around the world, there is a positive side to this challenge. These ever-present problems present unlimited opportunities for God's people to experience the joy of service in providing compassionate care that alleviates and prevents suffering. This opens doors to reach people with the hope of Jesus Christ in the midst of their struggles.

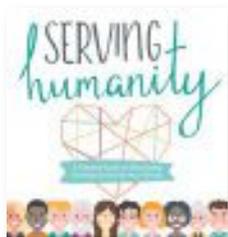
The Seventh-day Adventist Church in the NNSW Conference, at the highest level has renewed its commitment to community services and doubled its efforts to support and encourage this important ministry. The 2001 World Survey of church members revealed, among other things, that only 29% of our members are

involved in their community. Findings from the World Survey are reflected in the Adventist church's "Tell the World Initiative," which has seven areas of emphasis:

- 1 spiritual growth
- 2 church planting
- 3 community involvement
- 4 personal witness
- 5 city outreach
- 6 evangelistic programming, and
- 7 media ministry

Goals have been set for each area of emphasis. Further to this, the NNSW Conference has voted through their Strategic Plan (2015-2019) focusing on three major areas namely: 1. Proclaiming the Gospel (Preaching), 2. Making Disciples (training and equipping of members) and 3. Serving Humanity (ACS responses to community needs).

One of the benchmark that was set with the launch of this strategic plan, was to raise our community involvement to 75% of our Churches by the end of 2019. This goal was reached well before the end of 2018, with the added focus to increase this number year by year. We affirm those churches, large or small, who are already involved in the community. It is our prayer that God will continue to bringing hope and healing to people and in our communities.



"Serving Humanity: A Practical Guide to Discover the Heart of God for Your Church," written by Pr. Paul Geelan, is a great tool to be used by local churches, as a guide to create an organised response to needs in the community. It is intended for a Conference wide audience and can be sourced from the ACS Department at your Conference.

Mission:

The mission of ACS is to motivate, equip, and mobilise Seventh-day Adventist Church members to meet unconditionally the expressed needs of people around them, thus fostering a trust relationship between Adventist churches and their surrounding communities, and nurturing people toward a restored, abundant life in Jesus (MH 17:1; John 10:10).

Vision:

The vision of ACS is that every Seventh-day Adventist Church be a transforming agent in its community, following the method of Jesus to bring help and hope through ministries of compassion in His name (see Luke 4:16-21; MH 143).

1. Visioning

The focus in the ACS Department, is to assist churches in effective soul-winning – Christ way! “Christ’s method alone will give true success in reaching the people. The Saviour mingled with men as one who desired their good. He showed His sympathy for them, ministered to their needs, and won their confidence. Then He bade them, ‘Follow Me.’” – Ellen G. White, *The Ministry of Healing*, p. 143.

Since inception of the ACS Department, great emphasis was placed in assisting churches in discovering how to apply Christ’s Method to their community. In other words:

- a. *How to mingle* – for too long we have duplicated ‘programs’, instead of coming close to our community in order to discover their true needs.
- b. *How to show sympathy* – this can only happen as we come close in a personal relationship with Jesus Christ. It’s only then that the passion of Christ’s heart will be reflected in our attitude towards our community.
- c. *How to minister to their needs* – only happens as we take the time to perform strategic analysis of our community’s needs, whilst having the willingness to develop programs direct in line with clear identified needs.
- d. *Winning their confidence* – well trained teams, ministering in the spirit of Christ to the truly identified needs of their community, have no problem in winning confidence. This is evident in the work done by our food pantries, Nedley Depression and Anxiety Recovery programs, God’s Closet’s etc. where community people want to give back and offer their time and energy in becoming a volunteer, out of gratitude for the service rendered and care shown to them. It is then that the miracle happens...
- e. *Follow Me* – Discipleship often starts long before baptism had taken place. It has been my pleasure to meet the numerous non-SDA community volunteers who have aligned themselves with the Seventh-day Adventist church long before formal Bible studies had been introduced. The transition into the church becomes so much easier, as the church serves as Jesus served.

2. Branding

Church response during Tropical Cyclone Debbie highlighted the importance of branding. We had a number of our church members assisting in the community, doing phenomenal work, but now one knew who the church was that cared.

It was during the debrief that followed, that the request was made for a very clear recognisable branding that would link people to the local Seventh-day Adventist Church. “We want to serve with no strings attached, but we want our logo (branding) to speak on behalf of us,” was the request that came from one pastor.

In response to these requests, NNSW Conference Executive approved the Departmental name change from Serving Humanity to Adventist Community Services with a branding and logo that will clearly resemble the official brand of the SDA Church in the South Pacific.



The Executive Committee voted through funding to “brand” our volunteers (branded T-Shirts), our pastors (branded shirts) and clearly branding our current five ACS Vehicles in service at different locations in our conference.

Photo (below): Dedication of Ballina 5-Loaves ACS Vehicle.



3. Policy Development

Much time and energy has been spent in developing policy and procedural guidelines to tie a multitude of services together under the unified umbrella of the ACS Department. Much good work is done with very good intentions, but without policies to direct and guide, the potential of litigation could become a real danger to our work. There is still much to do in this area as the department is rapidly expanding its services.

4. Training

There is a very clear correlation between the success of a military campaign and the training that its soldiers have received. This is also true of church volunteers released into the service of the Master. It is for this reason that the ACS department places much emphasis on the equipment of ACS leaders and volunteers. Our first training program was held at Stuarts Point 17-19 November 2017 with over 100 volunteers in attendance.

Some of the volunteers in attendance during the training weekend



5. Food Pantries or Emergency Food Support

I would like to acknowledge the work of Pr. Sau Finau with setting up of Food Pantry and inspiring so many other churches across our Conference. Food Pantry is an easy way for a church to engaging with the community at a point of need. The more difficult part, but most desired approach, is to work towards addressing the underlying causative issues that leads people into the need for assistance. Developing additional programs (or making referrals to existing programs in the community) that will held individual out of a life of dependency is the desired outcome.

We currently have 29 churches engaged in ministries that provide food assistance to their communities.

6. God's Closet

God's Closet is a ministry of ACS that engages four Seventh-day Adventist churches in NNSW Conference in services to their communities. The basis of this service ministry consists of a donation network whereby individuals, families and businesses are invited to donate gently used and new children's clothing at any time throughout the year to God's Closet. One day per quarter God's Closet open for parents and guardians of children to come 'shop' free of charge, with the exception of a small admission fee of \$1.00, from our selection of donated supplies.

7. Random Acts of Kindness

A number of our churches had opted to provide random acts of kindness which ranged from gardening, lopping of trees, mowing of lawns, oil change for single mothers, etc.

8. Emergency Response

As a people that study Bible Prophecy, Seventh-day Adventist should be the first people to recognise that natural disasters will become more intense and for frequent. While this is a sobering though, it does beg us to prepare to effectively respond in disaster readiness, but also in assisting our community.

Areas of our conference and church families had been hard hit by natural over the past two years. Tropical Cyclone Debbie created havoc in the north of our Conference. Intense drought followed by intense bushfires decimated our western regions of our conference.

The Conference and local churches had responded in a number of ways to the above:

- a. In the North and West, some of our churches had flung open their church doors in assistance to their communities. Plight caused by the cyclone and fires.
- b. The conference had opened two financial support rounds for Adventist in the past two years, namely:
 - i. Support for SDA members that suffered significant loss during Cyclone Debbie (2017), and
 - ii. Support for our members impacted with the intense drought (2018).

A third response was assistance for non-SDA farmers in the communities affected by the drought. Sanitarium had donated a semi-trailer load of products which was shipped to 9 different locations and churches was asked to distribute the produce in partnership with other community groups.

We want to say thank you to the following donors: Sanitarium and Milkadamia for their generous support and donations, Kelvin Williams of Black Hills Transport for collecting and distributing the produce to our outlying churches. Tweed Valley Adventist Op Shop and Tweed Valley Adventist School for their generously financial donations towards this project.

Looking towards the Future

It has become clear that due to the rapid growth of Adventist Community Services, coupled with some exciting new development in areas like Indigenous work and Centres of Influence, the most logical areas to work on would be to establish ACS as a Deductible Gift Recipient (DGR) entity. This would open new doors towards receiving tax deductible donations, and applying for non-government and government grants for some of our current and future projects.

An area that has held some challenges for our conference, is that of gaining inroads into our Indigenous communities. Over the past year we have seen new doors opening, through the potential of mental health programs, especially that of Depression, Anxiety and Suicide prevention. While it is still early days in our negotiations, it is our prayer that God will keep us faithful to move forward as doors do open up, and that in the process, people can be won for His kingdom.

Acknowledgment:

In closing, I want to acknowledge the ongoing support and encouragement provided by our Conference leadership, previously under Pr. Justin Lawman and now Dr. Tom Evans. I thank God for the foundation established by the visionary work of Pr. Paul Geelan coupled with the Spiritual/fiscal generosity of Russell Halliday, making it so easy to step into my current role.

I want to acknowledge the assistant support of individuals like Angela Brown, Kyle Morrison and Robyn Borgas – all people at different times, that I could rely on to run the office, answer calls and do tasks while I was spending days on the road.

Above all, I want to thank our Heavenly Father, who was prodigal (wasteful) in the giving of His Son to save a wretched world like ours. I want to give glory to Jesus Christ our Saviour, for setting us the ultimate example of how to serve and how to love. I would like to invite the Holy Spirit, to continue to guide and lead this Department, to the honour and glory of Gods name.





DAVID KNIGHT

North NSW Conference
Chief Executive Officer of
Adventist Senior Living

ADVENTIST SENIOR LIVING REPORT

Introduction

The last four years have been an interesting time to work in Aged Care. At last count, there have been at least six reviews into Aged Care in the last three to four years, with the Royal Commission now underway bringing that to a total of seven. At the same time, as an organisation we have been able to continue to grow and bring our unique brand of care to more older Australians than ever before. As an organisation we are constantly challenging ourselves as to how we can add meaning and purpose to the lives of people we come into contact with each day whether they be in Residential Aged Care, a Home Care recipient or a resident living in one of our self-care villages. To be able to do this means we have to have the right staff, at the right place, at the right time and I am humbled to be a part of a great bunch of people that every day do their best to live out our mission of bringing meaning and purpose to people's lives.

Strategic Plan

There were four main objectives in the latest version of our strategic plan and they are:

- 1 Grow our self-care business
- 2 Develop and implement a home care service
- 3 Adopt an approach to our work of operational excellence
- 4 Build an intentional culture

This simple strategy starts with its foundation of the right people, executing the right processes, which in turn will lead to growth in both Home Care and Self Care



Growth

Since 2015 we have added a further 70 self-care units at our Wyee and Jewells developments, bringing to 444 villas the total villas for the organisation. This is a 41% increase since 2013. I'm pleased to say that construction is about to commence on the next stages at both Wyee and Jewells which when complete in 2020/21 will add another 80 villas to the organisation.

Home Care

Our Home care service started in July 2015 and continues to grow with over 100 clients and in excess of 2,000 hours of care being provided each month. The majority of these clients are living in one of our retirement villages.

Residential Services

Our residential services continue to be a big part of all we do and plans are underway to refurbish both Alton Lodge and Avondale House. All our residential services continue to provide quality care which is something we are very proud of.

Avondale House Courtyard Garden

In 2018 we officially opened the Avondale House courtyard garden. Pictured is Inglese Butler and her husband Russell at the opening. Inglese's mother in law Annie May Howse made a very generous donation to the organisation during her time in our care and this was used to construct these gardens. The landscape designer commented that it was the first time that he had someone pray for one of his gardens as Conference President Tom Evans officially dedicated the gardens.



Culture

Since 2015 we have been on a journey of building an intentional culture. The journey is based around our signature behaviours:

1. We deliver on our commitments
2. Our actions support our financial future
3. Our attitude supports our mission to serve
4. We treat others as we would like to be treated
5. We are open and honest

Over this time, we have seen our Net Culture score and participation rate grow from 55% and 64% respectively to 78% for both participation and Net Culture Score. In real terms this means that nearly 8 out of 10 staff are observing our signature behaviours all the time. In a service industry this is an astounding result.



The importance of the culture journey to us cannot be underestimated especially in light of the opportunity we have to witness to our residents and our staff of the hope we have in Christ. This is evidenced in our signature behaviours especially in relation to our attitude to serve and treating others as we would like to be treated. This has been an opportunity for staff to have some fun and residents have also been able to join in.



Spiritual Care and Social Work Services

We continue to provide extensive chaplaincy and social work services in fact as an organisation we are quite unique having Social Workers on staff. These services are available to help families navigating the Aged Care system, as well as conducting worship services in all our Residential Care Services. We have also been able to place a number of chaplaincy students from college in our organisation as part of their course and this has been a great experience for everyone.

Awards and Recognition

The organisation has been the recipient of a number of awards over the last 4 years including:

1. Better Practice Award for our AVID program connecting residents to Year 8 Design and Technology Students at Avondale School - 2015
2. Winners of the inaugural Hunter Aged Care Awards in 2016 for best facility Avondale House and best Manager Marlene Moodie.
3. Finalist in the 2017 ACSA Awards for Environmental Sustainability and Volunteer of the year

Future Directions

There have been a number of significant events over the last 4 years. Our services continue to achieve full accreditation against the Aged Care Standards and the establishment of our new Home Care business and the ongoing developments at both Wyee and Jewells have kept us very busy. As we look to the future, we remain committed to providing good quality, Christian care to older Australians. And whilst the current environment is a little turbulent, we feel we are well placed to continue to provide this care. We remain uniquely Seventh-day Adventist in our perspective and continue to daily seek his wisdom and guidance.

God Bless.





DARON PRATT

*North NSW Conference
Director of Children, Family
and Junior Youth Ministries*

CHILDREN, FAMILY AND JUNIOR YOUTH MINISTRIES DEPARTMENT REPORT

The Children and Family Ministries Departments continue to work together under the one director (Pr Daron Pratt). In the last quadrennium, the director has moved these departments towards an educational and preventative approach, empowering churches and families to be the best that they can be under the Lordship of Jesus Christ. In 2018, the NNSW Conference Executive placed Juniors and Adventurers into this department as well.

I would like to start this report by thanking the administrative assistants who have worked for the department during this time period. Robyn Borgas, Roselyn Harrison and Rhonda Ward have worked tirelessly to produce and promote departmental resources. Much of what I report here is because of their support and the expertise that they have applied to their work.

I would also like to thank the constituents of the NNSW Conference for the opportunity to work in my area of passion. I love what I do and enjoy sharing what God has placed on my heart as I travel around the Conference. The journey thus far has been exciting because God is in it and it is satisfying seeing homes and churches coming alive as Jesus and the families He

loves are placed at the centre.

Strong Motivation

The motivation for the resources produced has grown out of an awareness that we, as a Conference, are not doing well when it comes to keeping our children. The Australian Union Conference data clearly demonstrates that we are missing around 400 children from our churches. This bleed of children has been consistent over the past 20 plus years and I am motivated through much prayer and study to do all that I can in God's power to turn this around.

Imagine what our churches would look like if we could close the "back door", keep these children, grow them and then release them to be the spiritual champions God designed them to be. This inspires me and fires me to keep abreast of the research, to study the Bible and to pray. It is then that new resources and strategies can be produced to help our churches and homes to be all that God intended them to be.

Jesus said to let the children come to Him and that the Kingdom of heaven belongs to children. This motivates me to continue to work in the areas of family and children's ministry to do all that I can to do His will on earth as it is in heaven.

Strong Homes and Churches equipped through the following new resources:

Gifts for our Children Strategy

During the past four years this strategy has continued to be rolled out across the conference. This strategy promotes strong homes and churches and provides practical and simple steps to achieve this outcome under the following seven growth areas:



Posters were produced for each area for use in churches either on their notice boards or electronically. A discussion guide was also produced and updated outlining the research and methodology behind each poster along with discussion questions for boards and leaders to discuss. This strategy has been adopted by the South Pacific Division and the framework was used to develop the "Faith Shaper" resource.

The NSW Children's ministries director had the pleasure of presenting this resource to the interdenominational world field at the 2018 International Children's Spirituality Summit in Tennessee (USA) and this was very well received.

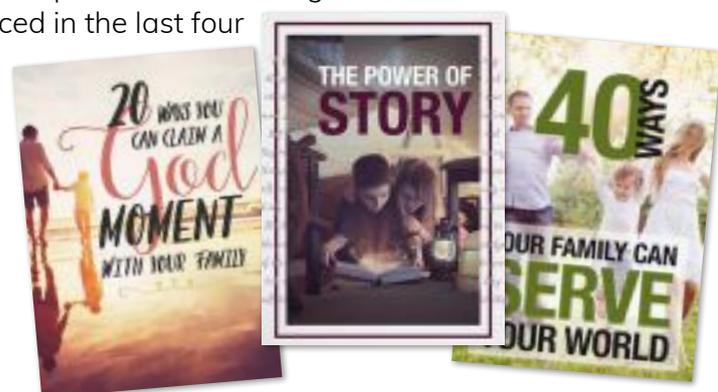
Spiritual Parent Coaching App.

This app has been produced to coach parents in raising their children to know, love and adore God. The front end of the app prompts parents each day with practical steps based around the seven "Gifts for our Children" growth areas. We know that if parents do one thing during the week to draw the hearts of their family to God, then this is far more powerful than anything preached at church. We are therefore leveraging the influence of faithful parents through the app. The back end contains all the resources produced by the Family and Children's Ministries departments. The number of downloads of this continues to grow.

New Resources Produced

The children and family ministries department has also continued to produce and promote topical and relevant booklets that have proved to be popular in our churches as the Director has travelled throughout the Conference. Many of these booklets have also been work shopped in our churches and at Big Camp. The Director continues, to listen to churches and families and to keep abreast of the trends and concerns and to produce resources as needed to equip churches and parents to be strong. These booklets also tie in with the conference strategic plan. Booklets produced in the last four years include:

- The Power of Story
- Families and Technology
- Children, Porn and Devices
- 40 ways your family can serve your world
- 20 ways you can claim a God Moment with your Family



Strong Marriages

Marriage enrichment is a key to promoting strong homes and healthy relationships. Marriage Enrichment weekends have been run by the Departmental Director, our SPD director, as well as workshops at our annual convention. The Great Date with your Mate Resource continues to be used by some churches to grow the marriages of the families in their church.

Resource Centre

The Children's Ministry Resource Centre has gained momentum and is a valued Resource Centre for local church and schools. Leaders of Sabbath schools, schoolteachers and Chaplains all utilise the resources. Sabbath School rooms, School concerts, Wow, Swamp and Flag weeks all benefit from the beautiful backdrops and props that are provided.

Big Camp provides a platform for promoting the resources, which are on display each year in the Children's divisions. Many are inspired to know that they can copy and create a display the same as what they see at big camp in their local church/area.

Completing a detailed catalogue has been a huge benefit and long term goal that has been achieved. This catalogue can now be downloaded on the NNSW conference website. The aim is to create a website which will make it very user friendly when sourcing a theme and obtaining inspiration.



Above (left to right): Rhonda Ward, Daron Pratt, and Roselyn Harrison

Big Camp

Big camp take a lot of time and resources for these departments but the results are worth it. Our Children's divisions are second to none and I must give a big thanks to the division leaders who work so hard each year to create a significant memory event for our children. The family discipleship centre has also proved to be very popular at our Big Camp with a family prayer area, seminars and resource displays themed around family discipleship.

Evangelism

The Children's Ministries Department sees the 4 to 14 window as a crucial evangelistic window in our churches this is the area where the stats say most people make a decision to follow Jesus and so it makes sense to invest where the harvest is greatest. This has also been a strategic goal of the last four years for our conference and I am happy to report that the number of children aged 15 and

under has increased in the past four years. This last year saw 1/3 of the conference baptisms coming from this age bracket. This is because of strategic follow up of summer camp and Big Camp decisions, the appointment of schools evangelists, the formation of the Younger Generations Taskforce and the continuing promotion of the 4-14 window across the conference.

Vacation Bible Schools are run each year right across the Conference attracting hundreds of children to these evangelistic programs each holiday period. Thanks to the tireless volunteer leaders and their teams who give so much to make these Vacation Bible Schools an incredible memory event for our children and an evangelistic outreach to their communities. The Children's Ministries Director travels to many of these programs, providing resources and practical support.

The Children's Ministries Director also speaks regularly in both NSW Department of Education Schools and Seventh-day Adventist schools at Christmas and Easter Services, chapels and weeks of prayer right across the Conference and it is encouraging to see many churches and schools working together to reach our children in a strategic way.

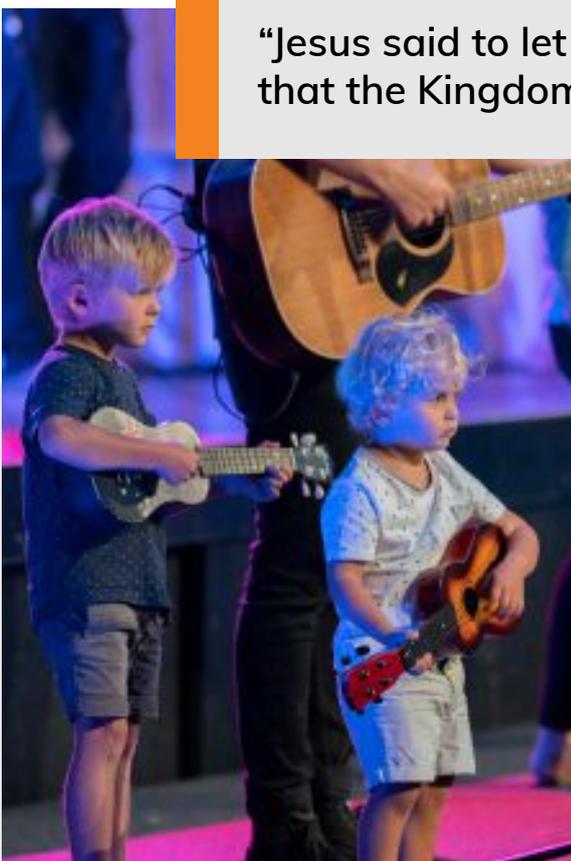
Safe Church Training

The impact of abuse on children and their families is horrific and the full story told in the Royal Commission into Institutional Responses to Abuse is confronting.

The Family and Children's Ministries Department invested heavily in this area training close to 3000 leaders in face-to-face training across the NSW by the end of 2017. NSW can be proud that we pioneered the SDA Safe Church Training Agreement Manuals and led the way in rolling out the training.

A decision was made across the union for conferences to endorse the creation of Adsafe in 2017. This is now based at the South Pacific Division Office and much of the work that we as a conference did is now a part of Adsafe. We, as a conference now contribute significant dollars for this to occur as part of a national response (See NSW financial report) Training, Triage of disclosures, redress and advocacy is all now based at Adsafe.

“Jesus said to let the children come to Him and that the Kingdom of heaven belongs to children.”





Next Generation Minister

This is a brand new concept and NNSW is leading the way on this initiative. Next Generation Minister is essentially a mentoring program mentoring and empowering our children and teens to become involved in church life and mission from a young age. This is a Holy Spirit inspired movement and the director has been busy building a structure and resources to support what is happening in our churches. Children and teens are preaching at our churches, schools and at our conference events and are also getting involved in Bible Studies and other ministry areas in the church. I believe that God is up to something big with the Next Generation Minister initiative. Revival and mission are the big outcomes.



Adventurers

With the addition of this department last year a new strategic focus has been brought to Adventurers in NSW. We have a number of new clubs starting up. We ran four rally days across our conference where we did the "Dare to Prepare" award. Pr Daron also visited many clubs running the "Balloon Twisting" award, which the children loved. The Biannual Camporee is also a huge memory event. Adventurers is the best mentoring program the church has and I look forward to seeing this movement grow. A big thanks to our parents and leaders who put so much into Adventurers at a local level.

Synergy

It is always a pleasure to work with other Departments in our Conference in, particular the Youth Department and the Schools evangelists/chaplains, assisting with training, equipping and resourcing

Daron Pratt presented workshops at the Sydney Kidsreach Conference and the Brisbane Ignite Conferences each year as a part of the Children's Ministries Network. A number of articles have also been published in their publications.

The director currently co chairs the NSW children's ministries network and sits as the SDA representative on the NSW Inter Church Commission on Religious Education in Schools.

The director also co-organises and runs the annual Intergenerate Conference working across denominations to encourage generations to connect.

In 2018 the children's ministries director presented a plenary paper to the International Children's Spirituality Summit in the USA and this was very well received. He also presented to the North American Division "Ehuddle" Conference on the 4-14 window which was very well received.

Towards the Future

The future is exciting for the Family and Children's along with the Junior youth Ministries Departments. More strategic resources are in production and even greater synergy between school, church and home will help drive mission and evangelism and will result in even greater intergenerational spiritual momentum for the discipleship of our children.



MADDY VOINEA

*North NSW Conference
Director of Communications*

COMMUNICATIONS AND MARKETING REPORT

A new communications team was introduced in October 2018 in the NNSW conference office. The current team have strong web development capabilities which are enabling some key changes to take place in the way in which we communicate with our members and the community. Media production is also something we can now do in-house. Image acquisition, storytelling and video production are crucial to communicating in today's multiplatform digital landscape. We can also provide training for our members in these areas.

A key focus within the communications team is to be a resource for local churches. As a conference resource we are dedicated to supporting local churches in assisting with promotional material for events, guidance on church signage, storytelling, and any other related activity that lies within our skill set. We believe it is important to inform our members of news from within our conference, but we also need to focus on creating training resources that can equip churches and members to reach our communities for Christ.

Here are some of the key activities that are keeping our communications team busy:

Change My Life

In late 2018 the communications team made the decision to cease production of the Upside Magazine. This decision was made based on repeated feedback from members and staff to make better use of conference resources and that the magazine was not fulfilling its intended mission. The Upside Magazine was introduced mid 2017 with the vision of creating content to reach the community. However, most of the content in the magazine continued to be targeting Adventist members. The new team decided to use the existing conference brand 'Change My Life' as a new print and digital platform for reaching the community.

The platform will focus on identifying and speaking to the most challenging areas in our contemporary lives. We want to help people overcome the stressors, the handbrakes and the brick walls that are holding us back from an abundant and full life. We believe the best place to start is with good quality information - not what's trending or promoted in the media, but proven solutions delivered by professionals in their field. We will also be focusing on individual stories of transformation and change. We want to create Christ-centred, life changing content that can be shared by our members with the community. We hope that this magazine, website and associated social channels becomes an example to media savvy members; one way of doing media evangelism.

80% of the platform's energy will go to reaching people via online channels with weekly content and 20% to the printed magazine with a quarterly print run of ~3500. We believe that over time the platform will build and inspire others within our church to become media and digital missionaries.





North Point Bulletin

The conference bulletin will continue sharing conference news, events, programs and special interest stories. A fortnightly e-mail and monthly cost-effective print run is distributed to all conference churches. We are encouraging local churches to send stories from their area for the benefit of all members in our conference. The North Point will also be used to send out paper inserts such as the Big Camp paper application forms. Regular columns from the conference president, general secretary and chief financial officer will update members on

administrative planning and progress.

The NNSW Adventist Church websites

The communications department manages a number of websites including:



<https://nnsw.adventist.org.au>

<https://changemylife.org.au/>

<https://isgodforreal.com.au/>

<http://localmissions.com.au/>

<https://nnswyouth.com.au/>

<http://www.ariseexpress.com/>

<http://www.rethinkyourworld.com.au/>

<http://www.equip4twelve.org/>

And several more...

Our team promotes event registrations for key events, creates content for our web avenues and provides the technical support to maintain our websites and online channels. The conference website will be the primary location for all information regarding conference events, programs, resources and news. Our aim is to make it as easy as possible for members to become involved in various ministries within their churches.

Social Media

The NNSW Conference understands the need for effective communication via social media. We have a part-time digital marketer in our communications team to assist with content creation and audience engagement on social media channels. This will ensure that missional initiatives are most effective online and reaching the right people. This component will be valuable to most conference and church outreach initiatives.



MATT PARRA

North NSW Conference
Director of Evangelism

EVANGELISM REPORT

Go Make Disciples

The Evangelism Department continued to pursue Christ's objective – to make disciples – over the last four years. Disciples are made, not born, and although it takes painstaking effort to train, mentor and develop new believers who're young in their faith, this is what we've striven to do, because this is what we're called to. We have chosen to believe in the pastoral ministry team and the larger ministry team which consists of the general membership of the Seventh-day Adventist Church. In so doing, we've seen significant measurable and non-measurable growth.

ARISE

ARISE is a 14-week discipleship training program. It is not merely a school of evangelism – it provides real-life discipleship training as instructors and students work, learn, eat, pray and reach out for Christ together. ARISE is a program that provides an environment similar to the one Jesus provided for Peter and John, an environment where sharing arises out of a rock-solid relationship with Jesus Christ.



“ARISE provides an environment where sharing arises out of a rock-solid relationship with Jesus Christ”

It has now been running for seven years. The first class being in 2013. We have had 212 graduates since then with another 40 students due to graduate in May 2019. ARISE has been the catalyst to many people entering in ministry in some form, whether to study theology, become a Local Mission Volunteer or a Bible Worker or simply going back to their normal lives better equipped to share Jesus in their everyday life.

Southern ARISE

We have started planning to launch a second discipleship training school in the Southern part of our Conference in 2020. We believe there is an increased interest to warrant such an endeavour, as our ARISE program reaches full capacity effortlessly and we have to turn people away each year. This Southern discipleship training school will allow us to accept more students who are eager to learn and share the gospel.

ARISE For Life

ARISE for Life started in 2018 and is the new and improved replacement for ARISE Bible Worker Student Program. It is an optional, practical focused course for those who have completed ARISE Australia. The students are placed in the North New South Wales Conference churches to assist the local church in their outreach ministry efforts. We have had on average 20 students choose to do this practical part however in 2018 we had our largest group of 28 students. It was the first time we have all the students centralized in one location (Newcastle Region), this proved to be significantly more successful than previous years as far as bible study contacts and overall morale and experience of the students.



ARISE Express

ARISE Express is a two-week intensive discipleship training program. It was created for the busy person. We found that there were so many people who wanted to attend the full ARISE course but weren't able to commit the time. ARISE Express has been running for three years and we have had 286 people graduate. There are two components: the full-time and 'Bible Bootcamp' option. Here is a photo from ARISE Express 2019. We had 43 full-time students and 17 bible bootcampers.

Local Mission Volunteers

Local Mission Volunteering started in our Conference in 2017. Local Mission Volunteers are people who want to serve Jesus as a volunteer. They are paired with a local church to help its pastoral team meet the needs of the church and the community. Local Missions are not paid but can rely on the local church and the conference for support for expenses incurred in their ministry. In 2017 we had six Local Mission Volunteers serve in different local churches, fourteen in 2018 and have seven currently volunteering.

Full Time Bible Workers

Bible workers are employed by the NSW Conference to serve in a local church by connecting with the community and helping the Pastor in outreach. This year, we have refined the Bible Worker position. Their goals and objectives are now clearer and we have established a higher standard for employment. Before someone is hired as a Bible Worker they must have demonstrated results as a volunteer in soul winning ministry. This year we have introduced two new methods to provide weekly support and accountability and also motivate them and increase their results. Currently we have nine Bible Workers employed by the Conference.

Public Evangelism

In 2018 we had two Conference Evangelist's: Pastor Peter Watts and Pastor Danny Milenkov. They held 20 different campaigns throughout our Conference, blessing communities with powerful God-centred apocalyptic preaching. Through Peter and Danny's campaigns there were 132 decisions made for baptism with over 52 of those now baptised and others in weekly bible studies. We held an evangelistic series called 'Adventism 101' at Big Camp 2018, where our distinct message was proclaimed over

5 days. Five visitors, to camp, were led into the Adventist message through the presentations and 11 more made decisions to study further.

Baptisms

In each of the last four years we have had an increase in baptisms. To God's glory this has resulted in 300 people being born into the Kingdom of God, through baptism, in 2018. Baptisms alone are not a sign of growth, but surely, they are an indicator. Each person baptised is a soul that God paid for with the life of His Son, and so we praise Him for using us to bring more people into the faith. Pastor Tom Evans has established a goal to reach 500 in the next four years.

Church Plants

We have had a healthy number of new communities of faith arise, with now over ten Church Plants starting in our Conference in the past four years. Our goal is to continue to incentivise new church plants both through financial means and personnel, and to facilitate the growth of our present plants. Evangelism Department is committed to continue working alongside our Church Planters which are under the leadership of Pr Sven Ostring.

Literature Evangelism

Jump Start and other LE campaigns have been a means through which we've gathered significantly more contacts than in the past. Every year Jump Start run a Winter Canvassing Program 'WCP' for Avondale College students and people of that age, to do canvassing in the NNSW Conference area. Pastor Marty Thomson was part of the WCP while he was at College and this experience has helped in his ministry now as a Pastor. Here is a photo of the Jump Start team in June/July 2018 for a 5 week 'WCP'.



Proclaim 2019

Throughout 2019 ten Newcastle area Churches will be bringing in world class evangelists to preach the Everlasting Gospel. The aim is to fill venues full of people open to hear our message. The Conference is partnering with these Churches to generate and develop interests with that end in mind. We are in that process at the time of this report.

Departmental Evangelistic Series

It's important to stay involved in person to person ministry when working in the Conference office. Although the various projects we run keep us from doing as much as we'd like to God gave me the opportunity to preach for two public evangelistic campaigns. Through the campaigns we saw God lead 15 people to make decisions to follow Christ through baptism.



CAMILA SKAF

North NSW Conference
Director of Health Ministries

HEALTH MINISTRIES REPORT

Most of the time covered by this report was under the directorship of Paul Geelan and David Haupt, I can take no credit for the great work they have done, but it is a privilege to be leading this ministry further now and to share the contributions to the NNSW Conference. Much of the work done in the local churches, especially Dr. Nedley's Depression & Anxiety Recovery Programs, have been inspired and guided by David Haupt. He has been tirelessly training people Australia wide to deliver this comprehensive program that has blessed so many and not only transformed lives of our church members, but also led to baptisms. For the past 4 years, we have had a strong focus on equipping health leaders and empowering health ambassadors to open the way to Jesus Christ.



Photo: Hillview CHIP

NNSWC Certified Lifestyle Medicine Programs

Depression & Anxiety Recovery Program (DARP)

This is a 8 week community depression & anxiety program aiming to assess one of the biggest needs in Australia, mental health. Suicide is the #1 cause of death for ages 15-44 and offering solutions to the community opens up for trust worthy relationships and for the message of hope in Jesus Christ.

Because we had the privilege to have David Haupt, the main trainer for Australia at our conference, it resulted in churches mainly running DARP as their health out-reach and less of other programs. For the last couple of years, this gave them focus and great results.

Here are some of the churches that have reported successful DARP Programs: Kempsey and Coffs Harbour (4), Murwillumbah (2), Living Abundantly, Blue Haven, Forresters Beach and Newcastle Spanish Church.

To our knowledge, there were 7 baptisms as a result of the DARP program, but there could be more that were not reported. Unfortunately, we did not receive data from all churches.

Complete Health Improvement Program (CHIP)

CHIP, an acronym for Complete Health Improvement Project, is an affordable, 30 day lifestyle education program with thousands of graduates worldwide. It is sponsored by local, certified

leadership; is community based; and has a strong, ongoing support system. CHIP encourages a close working relationship with one's personal physician.

“We ended up having 81 people, over half from the community. It has been a huge blessing”

- Gia Kavanagh, Hillview Church CHIP Program

CHIP continues to be a credible tool to outreach and impact the community through health. It has been part of over 20 scientific papers, and it has been cited and supported by health & wellness celebrities such as Dr. Michael Greger.

In the past few years, only about 20% of our churches are taking advantage of this transformational program. Hopefully once it is available online soon, it will pick up popularity again. We will continue supporting it and promoting its updates.

Here are some of the churches that have utilised this program and reported to successfully reach the community with timely solutions for Lifestyle Diseases: Hillview (4), Southlakes CHIP (8), SEEDS Adamstown House Church (2).

Hundreds of people have had the opportunity to get closer to the Adventist Movement and its whole-person wellbeing message thanks to CHIP programs. At the SEEDS House Church that has been a few members getting ready for baptism as a result of their first program in 2017.

Live More

The Live More Project is a 10-week emotional wellness program that is designed to boost health and happiness. It was launched by the South Pacific Division in 2018. It is fun, experiential, backed up by the latest scientific findings and represents a new era of industry-leading health resources from Adventist Health. 100% online with support groups meeting once a week.

Additionally, the Live More Project is part of an ongoing Lifestyle Research Project that utilises the 7 Dimensions of Wellness Index to gain an understanding of the personal benefits gained from engaging with the program. This means that not only can participants scientifically validate their health journey through the program but by simply participating, they are assisting to further develop scientific knowledge in Lifestyle Medicine.

We had several members from our Conference one church (SEEDS House Church) as part of the pilot and able to invite people from the community to participate on the Live More Project for free (cost \$75 per person).

Other Health & Wellness Programs

We have been blessed with health ambassadors at our Conference. Some will take initiatives and look to innovate by offering a diverse range of programs that have proven to be successful in other areas of the world. These Lifestyle Medicine Programs organised by the local churches had positive impact and generated new contacts. They are Preventative Medicine and Geriatric, The Trauma of Emotional Abuse, Forgive to Live, Diabetes Health Clinic (DHC), Longevity Lifestyle Matters, Living Better Self Management of Chronic Diseases, and others.

Nutrition & Plant-based cooking demos and workshops, Health talks, exercise and social support groups, bible studies and other personal wellness support groups have been led by lay members in several churches. The churches that has shown most success in small health & wellness hubs are Hillview, Living Abundantly, Blue Haven, Forresters Beach, Newcastle Spanish Church, SEEDS Adamstown House Church, Kingscliff, Murwillumbah, Highlight to Church Plants Living Abundantly, SEEDS Adamstown House Church, and The Vine that have used Health & Evangelism methods to reach secular people and have combined baptised 18 baptisms.

Health Ministries Training

Our Conference supported mainly CERT IV Community Health educator Presenter (CHEP), Complete Health Improvement Program (CHIP), and Depression & Anxiety Depression Recovery (DARP) programs. We also sponsored and organised a NEWSTART Powered-Up 10 day workshop in Medical Missionary Work training for health professionals and lay people and health leadership workshops such as Gosford Church.

Health & Wellness City Hubs

In the past few years our conference has started to support church plant that leveraged health & wellness ministries as part of the out-reach strategy. They have different formats and very diverse in its services and access, but all maintain the adventist identity and are authentic to their communities in bringing life & hope, and most importantly opening the way for Christ.

Here are the city ministries reported to the NNSWC:

01

Manna Haven (Byron Bay, NSW): a restaurant re-opened in 2017 in the main street of Byron Bay, have earned the #1 spot by Trip Advisor and it runs in the church property, attracting many locals and tourists. This year they started a Thursday night small group run by Pastor Josh to invite customers to attend it and get to know them better.

02

4D Living Lifestyle Health Clinic: registered charity in the Newcastle & Lake Macquarie city area that has a mission to advance health by promoting the prevention and control of diabetes and mental illness, including depression and anxiety, and the slowing down of the onset of the symptoms of dementia. This is attached to the Living Abundantly Church Plant and they have had 5 baptisms and average of 31 people attending the church plant.

03

SEEDS Newcastle (Adamstown Heights, NSW): This is not-for-profit lifestyle medicine solutions clinic in the Newcastle & Lake Macquarie area that exist to advance education in lifestyle medicine using a comprehensive health promotion approach; to facilitate personal and corporate wellness strategies and to inspire collaboration for those that want to live better and live more. This supports the House Church Plant Ministry in Newcastle. In the past 2 years there has been brought people resulting in 7 baptisms and over 40 people attending church programs and bible studies, with average 12 community people attending house church.



04

Southlakes CHIP: An independent group by church members in the Toronto area that run CHIP programs in the community. In the past 8 years they run about 15 programs and seen about 400 people through it. Many has come to church but no data about baptisms.

05

SOZO (Tweed Heads, NSW): Vegetarian restaurant and whole-person health centre. Was opened for about one year and sadly closed doors this year. Attached to Kingscliff and The Vine church. They are now reviewing the strategy to restart the health ministry to the city in the future.



For the future, we're looking to expand health hubs in the cities combined with centre of influence to leverage space and opportunities as well as Outposts in more suburban areas to support the city ministry and serve as a Health retreat and education centre. We aim to assist local churches to design their health & wellness strategic to grow the percentage of churches doing health & wellness ministries as a way to open the way for the gospel, as we were instructed by God through Ellen G. White's teachings. Some of the target areas and churches are: RTM Raymond Terrace Mission Church, Kempsey

Adventist Church, Newcastle Adventist Church, Gosford, Tamworth, Coffs Harbour, The Vine Adventist Church and others. We will continue to support and expand on existing health hubs.

With prayer and your support, God will use the Health & Wellness Ministries to bless all people.
Thank you



NEIL THOMPSON

*North NSW Conference
Director of Ministerial
Association*

MINISTERIAL ASSOCIATION REPORT

The mission of NNSW Ministerial Association is to serve Jesus Christ and His global church by ministering to pastors, pastors' families, local church leaders, administrators and departmental directors in the NNSW Conference. The Association affirms the importance of the local church in the completion of Christ's commission and exists to assist pastors in fulfilling this task. The Association serves them in the following areas:

- 1 Spiritual Growth
- 2 Proclamation
- 3 Personal Growth
- 4 Professional Development
- 5 Church Growth

At the end of 2014 we had 54.5 FTE working for our conference. Today that number is 67.9 FTE. Praise the Lord for the faithfulness in tithe that has enable us to better staff our

churches leading to some amazing results.

Ministry training

Each year ministerial training has taken place at Stuart's Point. Ranging from overnight events through to a 4 day family camp and a seperate 4 day theological symposium these events have been well received and contributed well to the professional development of our team.

Other training offered to our pastors include: CoachNet coach training, leading in a multi-staff church (ie having an associate or bible worker), leadership training for growing pastors stepping into larger churches, funding for professional development opportunities, sponsoring study at Avondale for undergraduate and graduate programs, Holy Land Tours, Reformation Tours and professional networking opportunities. As a ministerial association we embrace the need to invest in others and to be life long learners in the school of Christ.

Area Mentors

Our conference has a unique ministry support structure with senior mostly retired pastors serving as Area Mentors which enables us to provide closer support and care for our many ministers. Area mentors meet monthly with pastors over a coaching style conversation. They gather the teams together typically monthly in regions for inservice training and support. During this quinquennium our field has been served by the following area mentors:

- Dr Neil Watts (Central Coast) 2014-2018
- Pr Gordon Smith (Lake Macquarie) 2014
- Pr John Denne (Lake Macquarie) 2015 - 2018
- Pr Joseph Maticic (Mid North Coast) 2014

- Pr Bob Manners (Mid North Coast) 2014
- Pr John Lang (Tablelands)
- Pr Lorenzo Berry (Tablelands) 2014
- Pr Cranville Tooley (Northern Rivers) 2014-2018
- Pr Tim O'Keefe (Western Plains) 2014 - 2017
- Pr Neil Thompson (Western Plains, Newcastle Hunter) 2018
- Pr David Stojcic (Newcastle) 2014 - 2015
- Pr Ben Rea (Newcastle/Hunter) 2016
- Pr Michael Chapman (Newcastle/Hunter) 2016
- Pr Darron Pratt (Newcastle/Hunter) 2017
- Pr Mark Venz (Hunter) 2014 - 2015
- Pr Alvin Schick (Education Chaplains) 2016-2018

While our Area Mentors are remunerated for the hours they work, I know they work well beyond the hours they are asked to do and I personally want to thank them and their partners for the great work they do in support of our team.

TRIBUTE

In 2015 Pr Mark Venz became seriously ill with a viral infection that travelled to his brain. Later that same year after showing signs of recovery he was found to have a brain tumour. In December of that year he died leaving his wife Mandy and adult children behind. Mark was serving in the Maitland church and as the Hunter Area Mentor at the time. Mark was well known for his straight talking, compassionate heart and disarming manner of coming along side of anyone to talk to them about Jesus. He fought the good fight and is laid to rest until Jesus comes.

Accountability and Reporting

Ministers are required to report monthly on their work in their local churches as part of good accountability and feedback for support. The ministers monthly reports were refined over time from a report on work completed to a leadership tool focused on the future plans of a local church. As a result of this kind of intentionality we have seen churches flourish and grow with bold plans developed and enacted. Special thanks to our Area Mentors who work with our local pastors each month to discuss these plans and their successful implementation. These coaching style conversations have truly assisted many of our team to grow and mature as leaders.

UR Church

In 2015 UR Church was trialed in the mid north coast. The material was excellent and very well received. Many churches reported positive effect of the UR Church program in their local churches especially with the emphasis on 5 Star Church and Safe Church, mystery worshipper, small group processing of learning and the Matthew's Party just to name a few of the highlights. As a consequence in 2016 we ambitiously set out a conference wide roll out to all our churches who wanted to participate. It became apparent that UR Church was not suitable for a conference wide roll out in the way we intended. It would have been much better to work by regions with greater focus as we did in the trial. In Mid North Coast when working with focus we achieved as a team 417 people in small groups learning how to share their faith and serve in their communities. As a tool the material is powerful and effective. If faithfully followed it provides a process for a small group to grow, reach out and serve and save their friends and neighbours. It could easily be incorporated as a discipleship tool in a local church.

Moving forward, the UR Church material will be reworked as part of a support process to assist churches make the switch from status quo to mission and a new growth phase or as a follow on to revitalisation.

Leadership Summit

The premier local church Leadership Summit has continued to grow and provide inspiration and motivation for many leaders in our conference. From our humble beginnings in 2014 with around 200 people in attendance we have continued to refine and improve the event. In 2018 we took the bold move to shift the summit to October to allow the new material from Leadership Summit to filter into the planning cycle of the local church for the new year more easily. We also decided to split the event into two weekends - southern and northern events. We had a total of 1100 people at the combined events and were very encouraged by the feedback from participants. We are also contemplating a central western event subject to resourcing being available.

Our Amazing Team

Our team of ministers have been working very hard over the last several years leading to a steady increase in Baptisms. In 2018 we had our highest number of baptisms in 39 years with 309 precious souls won to the lord.

We have many new church plants to report on as well. A new church plant focused on our indigenous community is underway at Windale. Brewarrina has seen pleasing results, 4D Living in Newcastle is underway becoming a centre of influence, The Vine is making a big difference for its size at Tweed Heads while fast becoming a centre of influence too. Then at South West Rocks a new church plant is taking shape. Our Newcastle Samoan company has exceeded the criteria for official church status and in late 2018 took its place among the sisterhood of churches in an official ceremony—congratulations to Pr Mohr and his team. The Church at the Bay plant continues to go very well and has been the source of inspiration for over 27 food pantries starting up around our conference. There are also new church plants in early stages of development at Swansea and The Entrance.

Natural Church Development

Gillian Knight brought a report across my desk recently which is an amazing result indicating the hard work that all our pastors do in addressing the health of their local church. Over the last 5 years we have had a rise of 7 points looking at our conference as a whole. According to NCD Australia this is the best result in the world for an organisation. Outstanding work.

Our lowest factor as a conference is in the area of *Holistic Small Groups*. *Loving Relationships*, *Effective Structures* and *Inspiring Worship Service* are also very close to the lowest factor as well. These are areas of church life that need attention. We will continue to work and support our pastors as they address these areas of NCD.

An additional report was generated with a data subset looking into the views of the under 30 age group. This report is very revealing. The lowest factor in this age group is *Inspiring Worship Service*. This is something that will need to be worked on in our churches to ensure we engage and keep our young adults in church.

It is very pleasing to visit churches who have made significant gains in their NCD scores and to experience the difference in how people interact, worship and fellowship together. A high scoring church in NCD is notably very different to a low scoring church and no where does this show up more than baptisms and growth and retention rates. Keep up the good work team.



Volunteers Working in our Conference

The work of Christ goes forward in some locations because of the faithful and dedicated work of volunteers who work tirelessly for the work of Christ. We give special thanks to: Beulah James (Lightning Ridge), Glen Hughes (Byron Bay), Colin Hone (The Entrance), Jessica Trevithick (Byron Bay), Heidi Tually (Charlestown), Pr. Eddie Mackie (Swansea), Justin Boyd (Swansea), Ross Chadwick (Dungog), Margaret Major (Hospital Chaplain), Pr. Roger Nixon (Hospital Chaplain) and all the others who work for the lord without any recompense.



Retirements

We pay special tribute to the following pastors who have served the church faithfully over many years:

- Tim O'keefe 18 years
- Peter Cousins 44 years



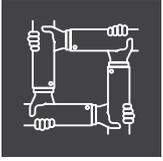
Ordinations and Commissioning

Over the last 4 years we have recognised God's call to ministry of many ministers working on our team. The following ministers below were ordained or commissioned to the gospel ministry.

While I find it sad that our last General Conference Session was unable to recognise our ladies in ministry and offer them the same authority and powers as our men, we do as a conference fully support women in ministry, believing in the priesthood of all believers (both men and women 1 Peter 2:5), believing that we are all one in Christ (neither male nor female, Galatians 3:28) and that it is the Holy Spirit who gives gifts to his people (1 Corinthians 12:11).

- | | |
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| • Nimrod Maua, | • Marty Thomson, |
| • Brock Goodall, | • William Moala, |
| • Jared Smith, | • Grego Pillay, |
| • Obed Soire, | • Talai Mohr, |
| • Daniel Christie, | • Fred Chileshe, |
| • Matt Parra, | • Steven Magaitis, |
| • Tim Merrit, | • Helena Butova, |
| • Abel Iorgulescu, | • Bethany Chapman |

It is also very important to understand in our current church climate that NNSW Conference operates under and is compliant with the policies of the General Conference in conducting commissioning services for our women in ministry with the full blessing of both the AUC and SPD.



Internships

The following ministers successfully completed their Internships or Alternate Pathways into ministry during this quinquennium:

- Brock Goodall,
- Nimrod Maua,
- Daniel Christie,
- Jared Smith,
- Ashley Smith
- Joel Slade
- William Moala
- Marty Thomson
- Rome Ulia
- Dada Fialho
- Alex Green
- Sau Finau
- Michael Lilikakis
- Daniel Brunt
- Quintin Dutlow
- Jack Rider
- Rick Sharp
- Don Sforcina
- Abel Iorgulescu
- Keith Stockwell
- Tim Merritt
- Obed Soire
- Alex Green

Thanks

I give thanks to the fantastic help of the following personal assistants: Lyn Price (2015-2016), Zane Mariassouce (2017), Rochelle Gilroy (2017-current) who ably supported the work of the ministerial association.

What a delight and honour it is to serve with and for this team of outstanding ministers over these last 4 years.



MATT PARRA

North NSW Conference
Director of Sabbath School

SABBATH SCHOOL REPORT

The Sabbath School Department exists to promote Sabbath school and to train and equip Churches to help them reach their potential. Sabbath School's four pillars are:

- 1 Bible Study
- 2 World Mission
- 3 Fellowship
- 4 Community Outreach

These key components are essential for the success of Sabbath School programs. Sabbath School is more than a self help group; it is a lifesaving outreach ministry! "The object of Sabbath school work should be the ingathering of souls." *Counsels on Sabbath School Work*, pg 62

Training and Equipping

Pastor Cristian Copaceanu (Former AUC Sabbath School Director) and I have provided training on teaching and running Sabbath

School more effectively. This has been accomplished at weekend retreats, local Churches, and Big Camp. Our yearly Revamp Sabbath School training has been an effective way to help focus Sabbath School programs and make them more successful.

Resourcing

Sabbath School for Life, an AUC initiative has been piloted with great success in several of our NNSW Churches. It provides a template for accomplishing Sabbath Schools fourfold mission. Through it we have

seen increased participation in Sabbath School and Local Church outreach. Disciple.org.au has become the hub for Sabbath School and discipleship ministry training material.



Bible Study

A quarterly Sabbath School Commentary series which provides thoughtful insights for Sabbath School teachers has been offered to local Church Sabbath School Superintendents. The Commentaries are an amazing help for the teacher who's eager to learn how to better understand Scripture themselves and to teach it more effectively to others. Various presenters amplify the Scriptural messages that the quarterly is attempting to bring out ensuring that no Sabbath School teacher is left without original, uplifting, challenging, and God-centred truth to share with their class.



DEAN BENNETTS

North NSW Conference
Chief Executive Officer of
Seventh-day Adventist
Schools

SEVENTH-DAY ADVENTIST SCHOOLS REPORT

Birth of 'The Bridge'

The General Conference of the Seventh-day Adventist Church has this to say about education on their website:

"To the Seventh-day Adventist, education, as seen in the renewal of the mind, is a renewal that leads to individual transformation; into discerning God's will in our lives. Education therefore has a major role to play in individuals' finding meaning and purpose in both this world, and as preparation for the next."
(GC Website, 2019)

This positioning of Adventist education by the General Conference of the Seventh-day Adventist Church reveals a vision for an education that is formulated in scripture; combines sound knowledge and skills; encompasses a holistic pursuit of personal development; and is rooted in overt Christian values.

NNSW Schools believe this, and strives for this to be evident in their operations, their attitudes and their vision.

The Adventist school is therefore both an educative institution, and simultaneously, an essential element in the Seventh-day

Adventist Church's global mission of 'connecting people to Christ' and the NNSW Conference desire to 'invest in others'.

In this context, NNSW Schools sees this as personified in the imagery of **a Bridge**: something that connects separate locations and creates unity.

The NNSW Schools Company seeks to **Bridge** the gap between those that Know and those that do not Know, Christ: too enhance 'connecting people to Christ' and in turn to the Adventist church. This **Bridge** metaphor, and its resulting organisational and operational implications, are key components in the journey towards unity, connectivity, community and enhanced mission.

This **Bridge** metaphor joins the 10 schools and 2 early learning centres in a company exemplified in the phrase: 10 schools, 1 company, 1 purpose.

This is NNSW Schools.

How culture and strategy revealed a mission renewed





“Schools as being a part of, rather than apart from, the community in which they exist”



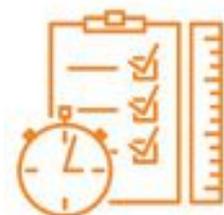
Mission

Our reason for being: developing minds and connecting hearts



Strategy

Intentional planning with mission and corporate goals in harmony



Goals

Specific, future focused and where mission remains forever at the heart of decision making

Challenges

Challenge

NNSW Schools seeks to see the mission of the Adventist Church, 'connecting people to Christ', enhanced and grown. The challenge lay in an organisational structure and operational methodology that did not support future focused and intentionally strategic governance.

BEFORE

The Bridge

Each school and early learning site operated as a silo, insulated from collective vision, planning and wisdom. Efficacy and efficiency available through collaboration and unification was rarely evident.

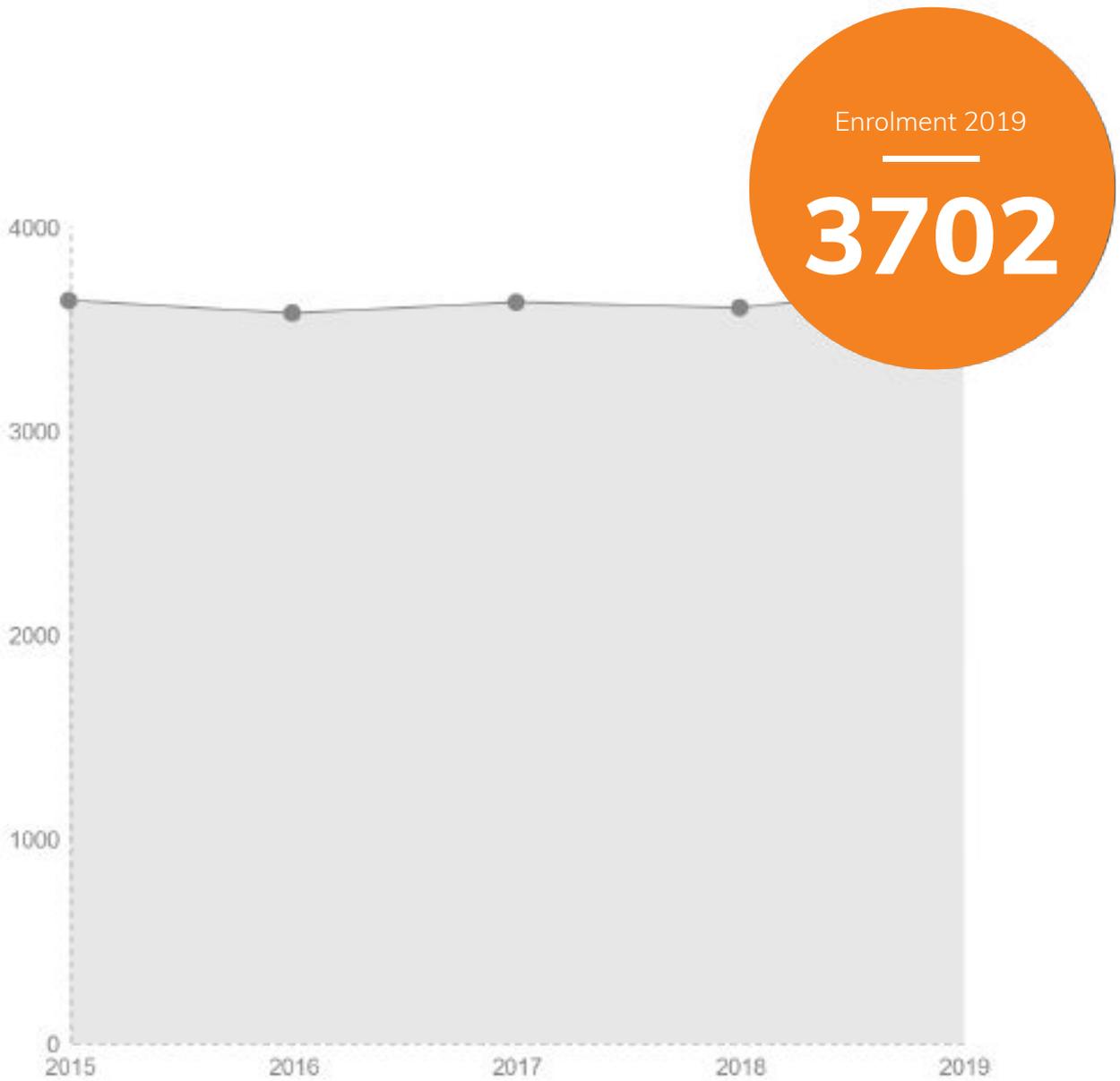
The Board of Directors was deeply engaged in management and operations. Time was rarely available for strategic considerations, future focused discussion and mission imperatives.

AFTER

The Bridge

2019 marks the third year of The Bridge being operational in NNSW. In this short time frame the company has moved from separation to collaboration, from competition to cooperation and from us and them, to simply: us.

Ten sites, one company and one clear purpose: "to be The Bridge, to a world who does not know Christ."



Revenue

2015 income	\$65M
2016 income	\$67M
2017 income	\$72M
2018 income	\$73M

The Bridge made real

In 2019 66% of all students enrolled in NSW schools engaged in at least 1 example of free choice faith based activity.

Free Choice faith based activity engagement is a tangible guide of faith impact in student lives.



Church Attendance

Each week at least 893 students enrolled in NSW Adventist schools attend an Adventist church. (only those Yr 3 upwards is counted)

Free Choice Bible Study

In 2018, 1150 students participated in free choice Bible study class.

Free Choice Bible Study

In 2018, 1222 student volunteered to assist, support, lead out and deliver over 1000 chapel programs.

Baptismal Classes

In 2018, 184 students were involved in intentional Baptismal classes.

Baptisms

104 Baptisms took place inside the school context in 2018.

Hands & Feet

In 2018, 1096 students were involved in Hands and Feet Ministry.

School Evangelists

In 2019, three and by 2020, four, school focused evangelists will support the work of school chaplains and campus church pastoral teams.

The Bridge metaphor seeks to acknowledge that we seek to do school well, so that we may do mission well. That excellence in education provides a platform for excellence in mission. That they are not mutually exclusive concepts, but can in fact exist, in harmonious partnership.

Bridging this legacy gap in perception, is indeed made possible through this pursuit of unity and aligned purpose.

our Purpose:

To daily share and show Christ to our communities.

Ever at the forefront of all company planning and operations.

our People:

To foster a staffing culture of spirituality, professionalism, cohesion, innovation and enthusiasm.

Our staff are key to achieving our purpose.

our Profession:

To be a leader in the physical, emotional, pedagogical and spiritual aspects of the profession.

Quality focused, 21st century and holistic education for all schools across NNSW.

our Business:

To ensure the sustainability of individual schools and the profitability of the company.

Where NNSW, GSC and SNSW combined services can reinforce and create financial strength.

our Structure:

To be a fully cohesive organisation.

NSW/ACT working together to reduce replication, duplication and generalization via replacing these things with efficiency, efficacy and specialised skills. An organisation where corporate and educational services work in harmony with the mission of the SDA church.

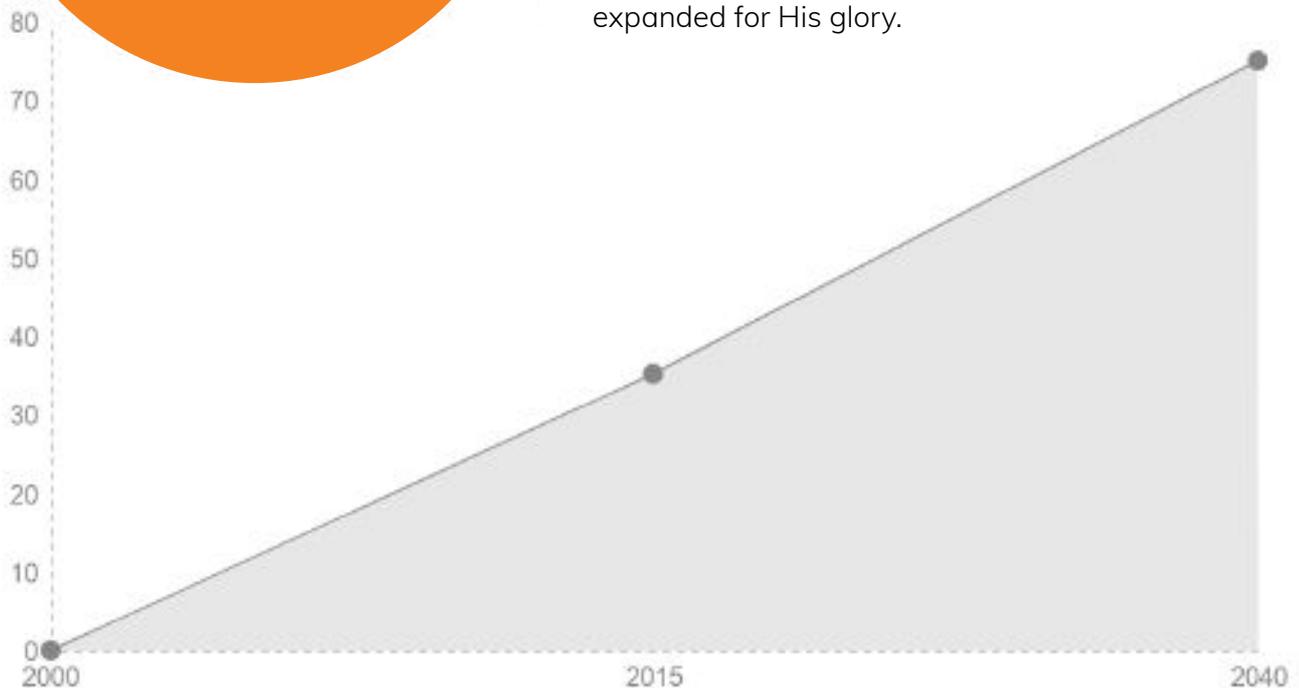


In the next 15 years the independent schooling sector in NSW will grow by over 75,000 students: which is close to twice the rate of the past 15 years.

NNSW schools see significant mission opportunity inside this fact.

Our future is based in seeking new ways of meeting the needs of our existing school communities and embedding new schools into new communities.

Just like JABEZ's prayer, NNSW seeks to see its fields expanded for His glory.



Strategic Partners

Population Growth

A strategic partnership with McCrindle Demographics has delivered actionable data to allow the strategic planning for all schools to be done with greater certainty.

21st Century Learning

Strategic partnerships with PBLWorks and Collaborative Learning Network are delivering the basis of 'next step' teaching and learning in order to best equip students for a future yet imagined.

Mission

Through shared vision, deepening partnership and true alignment, NNSW schools and the NNSW Conference share, in prioritising the importance of campus churches, partnerships with local churches, school evangelists and the authentic placement of Adventist schools as centres of influence.

The Bridge metaphor paints a picture of the strategic corporatisation and the intentional collaboration of schools and school companies in NSW / ACT.

It most certainly is not about the homogenisation of local schools.

Rather it is a tangible example that the age of the silo is being replaced by that of alignment; where NNSW schools work with a single purpose.

Unity not uniformity, that is at the heart of **The Bridge**.



ten schools, one company: one purpose





MARCUS MUNDALL

North NSW Conference
Director of Stewardship

STEWARDSHIP REPORT

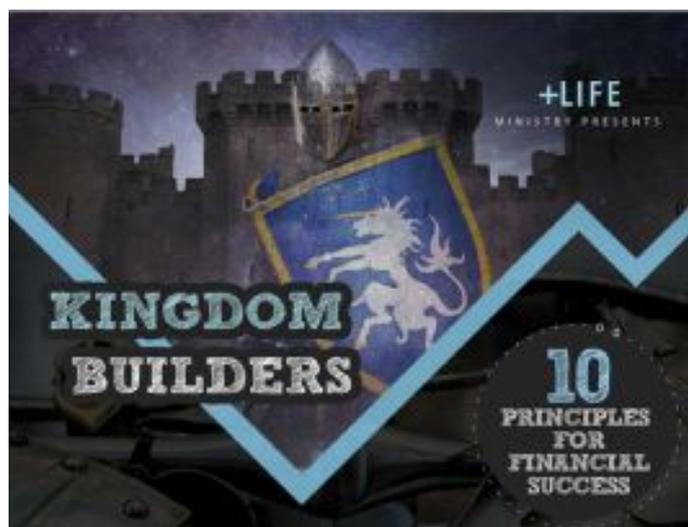
The North New South Wales Conference has identified great potential for improvement in the area of stewardship for the conference. As a step towards meeting this need, at the beginning of 2018 the NNSW Conference increased the role of Stewardship Secretary from a 10% role held by Russell Halliday to a 50% role now held by Pr Marcus Mundall.

Statistics show us that many Australians struggle in the area of personal finance. Unfortunately, Adventists are not immune to the challenging financial situations facing many families today. We would love to see all our members living a life free of financial stress combined with a heart to build God's kingdom!

Renowned speaker and author, Julian Archer, has also joined the NNSW Conference team in 2019 and although stewardship is not his main role, his experience, knowledge and leadership will be a great blessing in encouraging God's people to lay up treasures in Heaven.

In August 2017, the NNSW Conference invested in training Pr Marcus Mundall by sending him to the USA to undertake the *Financial Coach Master Training* program run by Dave Ramsey, a well-known Christian financial trainer, author, and radio personality. Marcus

and his wife April have started a new ministry called +Life which strives to add value to our members lives while also adding lives to the kingdom of God. They have worked to take the principles learned in the *Master Coach Training* combined with many other resources to put together programs in finance that are bible based, Australian and thoroughly Adventist. The *Kingdom Builders* seminar, which is the foundation program for this ministry, teaches ten keys to financial freedom. This seminar strives to teach people to "secure their castle while working always for His Kingdom." This program was presented at the NNSW Big Camps in 2018 and 2019 to help our members learn how to better use their money to bless their own family, their fellow man, and serve their Lord.



Money Smart Kids is a second popular seminar they offer which teaches parents simple, practical and age appropriate ways to teach their children to be wise stewards who learn to value, manage, and earn money.

Other programs for giving newlyweds a solid foundation in marriage, for teaching entrepreneurship to teens, and for schools to offer basic financial knowledge to students are also being developed. These programs make excellent outreach programs meeting a felt need for the local community.

While the devil is using financial stress to tear homes and marriages apart, God desires that His people prosper and has filled the Bible with advice on how to do so. When God has the complete hearts of His people they will understand that everything they have is His and will do all they can to further His kingdom as stewards of the time, talents, treasures and truth that God has entrusted them to use for His benefit.

The main goal of the stewardship department is to improve the faithfulness of God's people for the benefit of God's kingdom. The closer we come to living life God's way the more enriched and healthy our own lives will become. Long term benefits come as individuals become revived by the Holy Spirit and seek out God's plan in all areas of their lives to honour and serve Him more and more effectively.

Where are you at in your own journey with Jesus? The NNSW Conference exists to help and support you and your local church. Please share with us how we can more effectively benefit you and your local church.





BETHANY CHAPMAN

North NSW Conference
Director of Women's
Ministries

WOMEN'S MINISTRY REPORT

Highlights

1. The Gathering

Regional events for women's leadership where women gather together to discuss what works in their local setting, view resources and to be inspired to continue "the Gathering" of women together. Women are naturals at creating community, but there is power in a group of women who come together for God's glory, this event is inspired by Lydia and the women who gathered together in Acts 16. These took place in 2016 and will now continue in 2019, since the department's restoration.



2. United Women's Conference - 2016

A one day Sabbath conference in the Hunter Valley. 200 (more than double any of the women's retreats in years past) women from 8 months to 83 years old came together for a day of worship, fellowship, powerful speaking, times of reflection, good food and prayer. The Mercure was a lovely venue to work with and put on a gourmet vegetarian lunch, no request was too difficult for them. Women came from all over NNSW to attend; some travelled in a bus together and others sourced accommodation to make it a girl's weekend. The day was vibrant and uplifting, the women felt valued, validated and empowered to offer their own "Something Small" for the kingdom of God. Kimberly Mann from Oakwood University spoke with conviction and power. A team from College Church provided music with an all girl band. Young women shared their testimonies and Jessica Rae shared her experience with the power of a women's small group in her local church. Over \$1700 was raised for women experiencing domestic violence in PNG. God poured out His spirit over these women on this special day and they went home encouraged, empowered and connected. The only negative feedback was that a day was too short a time to spend together.



3. Release Women's Conference - 2016

Melbourne's Bayview Eden Hotel hosted the first ever Australia wide women's conference. The entire team of Women's Ministry directors from around the Australian Union Conference worked together with Erna Johnson and Jan Bolst from the SPD to make this three-day event happen. 50 women from NNSW attended and were blessed to join the 500 women celebrating, training and joining in sisterhood from around Australia.

4. Big Camp

NNSW is one of only two conferences in Australia that is blessed to have an entire tent dedicated to Women's Ministries for a full length Big Camp. Many women treasure this space as a place of prayer and special devotion to God.

Since 2016 I have endeavoured to target younger women, in order to make this space more intergenerational. Specific changes have included changing scheduled meeting times, including young women in the programming, creating a child friendly atmosphere and the use of Facebook to create a social media presence.



Making the daily meeting earlier has allowed women with small children to attend before the kids divisions commence. Many women have commented that for them the morning meetings have been their spiritual fuel at camp, as much of their time is dedicated to family and attending the evening meetings is difficult with young children.

Our programs have had women of all ages involved, including young women as hosts, sharing testimonies, decorators, musicians and even preaching. In 2016 the tent showcased local NNSW women sharing their testimonies and the Word of God. In 2017 Drene Somasundram spoke value into our women and powerfully shared the calling God placed on her life and her tenacity in her ministry journey.



In 2018 our speaker Dr. Arlene Taylor filled more seats in the Big Tent at 8am than the evening service when she shared about the differences between the male and female brain. In 2019 Sarah-Jane Riley, youth director from SNZ will share how God has an invitation for every woman to be a part of His table. There has always been a strong culture of prayer among the women of NNSW when they gather together at Big Camp.

Looking Forward

1. Local Church Projects

From 2019 Women's Ministry is excited to be backing local church projects, I look forward to being able to share what has been done in this space. I believe that local church has the greatest impact on our communities and the unsaved. I also believe the women in our local churches have the innovation and the skills to impact their local communities for God's Kingdom.

2. Small Group Training

Women's Ministry is also collaborating with the church planting and young adult departments on a small groups project. Together these three directors are putting in to place action steps to better support local churches in achieving the strategic planning goal of 20% of churches with an active small group ministry. We are keen to see vibrant, functional and healthy small groups rolling out across NSW with members empowered to be involved.

3. Church Revitalisation

As part of the church revitalisation taking place across NSW Women's Ministry will rollout a Leadership Training Workshop and survey for "Making churches inviting places for mothers of preschool aged children." I believe it is vital that our churches be equipped to address this area of need in order to be Growing Young.

Challenges

1. Change Management

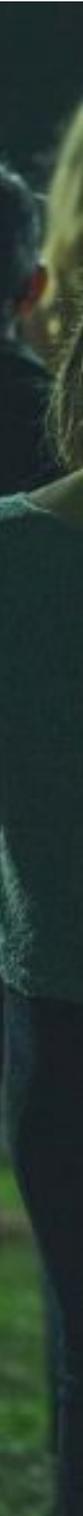
Some credibility for the department has been lost with changes in the department over the four-year period. During this time human resources have been shuffled including director hours, there have also been budget cuts for events, travel and a PA for the department. Reduced quality of resources and events from the conference level makes women feel undervalued as a group within the church.

2. Value

McCrindle data shows that unchurched people in Australia are turned off by gender inequality within the church and that it is a deterrent to them becoming a Christian. The Bible plainly teaches that men and women together are valued part of God's creation, end time prophecy and His plans to reconcile the world to Himself. Within the current political climate of the worldwide church and the cultural moment in which we find ourselves, women need to be valued by the church in NSW. Now more than ever women need the value and advocacy of the Women's Ministry department at conference level.

3. Overloaded Leaders

The majority of our churches in NSW have a limited number of members taking on roles and leadership. Many of our churches are smaller and don't have the human resources to fill every nominated church position. Having worked in smaller regional churches I have seen firsthand that sometimes the added role of Women's Ministry leader can be burdensome in the nominating process and for leaders who have multiple roles within the local church. Ministry burnout, serving without affirmation and overloaded schedules are symptomatic many churches across our conference and it has never been my intention to force churches to fill positions for the sake of it.





Moving Forward

Rather than add to the overwhelm of an often busy church life I ask our local church leaders the following questions about Women's Ministry in NNSW

1

Do women have a voice in your church?

Research has shown that women in the pulpit has a significant impact on the self esteem of the young women growing up in that church (there is no reverse effect in young men). Women's Ministry provides resources for three special worldwide Sabbaths on which women are invited to preach; World Day Of Prayer, Women's Ministry Emphasis Day and End it Now.

2

Are women a part of the decisions in your church?

Women's Ministry leader in the local church is a board appointed position; this was created from the beginning of Women's Ministry so that women could have advocacy and a seat at the table when they may not have been otherwise invited to participate. It is imperative that our church boards have a diversity of age, gender and ethnicity to reflect the larger church body and make more informed decisions.

3

Do women gather together in your church?

This should look different from church to church, because not every church is the same. It doesn't matter how, when or where but the gathering is important. Women's ministry creates a safe place for every woman, each one is qualified to be present, valued and included simply because she is a daughter of God.



BLAIR LEMKE

North NSW Conference
Director of Young Adults

YOUNG ADULT MINISTRIES REPORT

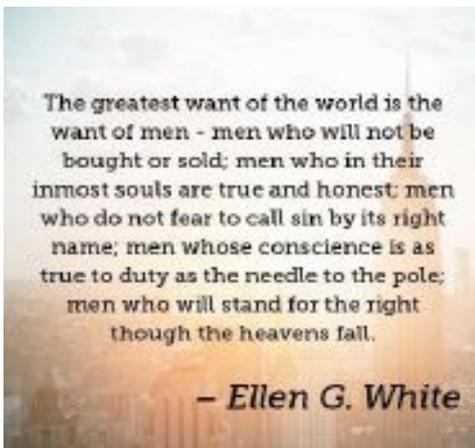
Introduction

The Young Adults Department is a new Department of the North New South Wales (NNSW) Conference that was initiated in 2018 after a restructuring of the Youth Department. Born out of the desire to better support the local churches within its territory and address the problem of the underrepresentation of the young adult demographic (18-35) in many churches, a primary goal of the Young Adults Department has been to cultivate and grow a community of young adults in the NNSW Conference who are radically committed to Jesus and thriving in their local church. As part of the wider ministry of the NNSW Conference in supporting its local churches, the Young Adults Department is also aligned with and has worked towards the implementation of the 2015-2019 NNSW Conference Strategic Plan as well as contributed to the creation and initial implementation of the new 2019-2022 NNSW Conference Strategic Plan. This report highlights some of the major events and initiatives of the Young Adults Department over the last 18 months.

Big Camp

The annual NNSW Big Camp Convention has always been a highlight on the NNSW Calendar, and 2018 and 2019 were no exceptions. The Young Adults Department is responsible for running the 18+ Tent during camp and experienced two exceptional programs and yielded incredible results.

In 2018 Pr. Boris Jovinov spoke in the 18+ Tent with the tent theme, "Though the Heavens Fall," which gave our young adults tools to stand for the right in every situation in the midst of a world that is becoming increasingly out of step with Christian values. During the camp, 18 decisions were made for baptism, 17 requests for Bible studies, 25 commitments to be a Minister, and 81 requests to serve were indicated and carefully followed up.



2018 Big Camp Decisions



30 I want to speak to someone about my journey



18 I want to be baptized



81 I feel called to serve God



25 I feel called to be a Minister



17 I would like to do Bible studies

By God's grace the 18+ Tent soared to new heights this year as unprecedented numbers of spiritual commitments and decisions were made. Pr. John Boston unpacked the theme "Our Message," which was based on the 3 Angels messages and explored the unique biblical identity and mission of the Seventh-day Adventist church, focusing on the special message that we have been entrusted to share with the world and the part that each young person has to play in that. Over the course of the camp a staggering 186 unique decisions were made including 36 decisions for baptism, 54 requests for Bible studies, 42 requests for a pastoral visit and 125 requests to serve which more than doubled previous years results. Meticulous follow up procedures implemented have ensured that not a single decision has been left without follow up or support. Other indications of God's blessing in the 18+ Tent this year includes the \$7000 raised at the Hangout Café for young adult led NNSW church plants, 200+ daily attendance at the morning Bible study workshop on the 3 Angels messages, 70+ attendance at the pornography workshop and the 600-700 average nightly attendance at the evening programs.

2019 Big Camp Decisions



42 I want to speak to someone about my journey



36 I want to be baptised



125 I feel called to serve God



54 I would like to do Bible studies



Summer Camps

The Young Adults Department partners with the Youth Department in making the annual Summer Camps function and takes an active role in equipping and supporting the 60+ young adult staff who serve a crucial role in making summer camps happen. Each year this is a time when staff and campers alike make significant spiritual commitments, including between 75-100 baptisms each year and are supported in these decisions by the Youth and Young Adults Departments. In 2020 the Youth and Young Adults Department is working towards implementing a Summer Camp Staff Retreat to support, develop and minister to the young adult staff in a new way.



Young Adult Church Plants

In alignment with the 2019-2022 NSW Strategic goal to plant 12 churches in the next 4 years, the Young Adults Department has intentionally focused on preparing, resourcing and equipping NSW young adults to engage in church planting. During Big Camp this year \$7000 was raised in the 18+ Hangout Café to support 4 young adult led church plants within NSW (The Entrance, Caves Beach, Newcastle University and Port Macquarie). In addition to this, the Young Adults Department launched the General Conference "One Year in Mission" (OYiM) young adult church planting initiative in January this year, with a team of NSW young adults in the Entrance. During the first few months of the launch of this initiative the OYiM Entrance church plant team knocked on 2427 community doors, distributed 1050 spiritual books, had follow up visits with 244 individuals, gave 44 personal bible studies, generated 45 Bible study interests and conducted weekly Sabbath meetings.



Above: Newcastle University Church Plant Weekly Bible Study Group

Right top: The Entrance Church Plant Stats

Right: One Year in Mission Entrance Church Plant Team getting interviewed by Gary Blanchard (GC Youth Director) at 3ABN





In July this year the Young Adults Department is running a second evangelism trip where a team of 35 young adults with some Next Generation Ministers and their mentors will be conducting a large scale evangelism trip in Mindoro, Philippines.

Top: 500 Baptismal candidates
Above: Philippines Evangelistic Team
Right: Philippines Baptisms

Annual Evangelism Trip

In 2018 the Young Adults Department initiated an annual international evangelism trip designed to give NNSW young adult lay members the opportunity to preach an evangelistic series. The 2018 trip to Palawan, Philippines in partnership with the General Conference "Total Member Involvement" initiative was an incredible success with over 500 baptisms occurring at the conclusion of the evangelism series. Of the 15 young adults who came on the trip, 12 had never preached an evangelistic series and 9 had never publically presented before, but each of them thoroughly enjoyed the trip, grew spiritually and many came back to preach in their local churches with a renewed appreciation for the contribution they could each make towards fulfilling the great commission in their own spheres of influence and beyond as a young adult lay member.



Outback Mission Trip

In an effort to provide further opportunity for NNSW young adults to engage in mission and service, the Young Adults Department has partnered with Kempsey Aboriginal church to host an Outback Mission Trip to the Aboriginal community of Finke in September and October this year. The trip includes a weeklong evangelistic series, a service project and provides another spiritual highlight on the NNSW Youth and Young Adults calendar.

Online Community

The Young Adults Department also created and is continually growing an online community of NNSW young adults on the social media platforms of Facebook and Instagram and has generated a combined following of over 1000 individuals who are choosing to engage in the NNSW Young Adults community. Spiritually encouraging content, NNSW young adult testimonies and initiatives are regularly shared via these platforms in order to provide further

NNSW Young Adults shared a live video.
Published by Blair Lemke (?) · December 27, 2018 · 🌐

Who's up for joining the #100dayswithPastorA challenge to read through the Conflict of the Ages series by Ellen White in 100 days?! This challenge will undoubtedly increase your knowledge and appreciation of Scripture, grow your spiritual discernment and increase your commitment to Christ. You will not be the same person when the 100 days are over. Tag an accountability partner to complete this challenge with and be blessed!



opportunity to engage and activate the young adults within NSW. A goal of the Young Adults Department moving forward is to create original weekly spiritual content in the form of a podcast or vlog to build further community and spiritual growth via the online platforms.

Local Church Training and Young Adult Leadership Support

The Young Adults Department understands that the local church is pivotal in the faith development and discipleship of young people and for this reason has made resourcing, equipping and supporting the local church a central priority. In 2018 a young adult lay leadership structure was initiated by the Young Adults Department to better support local church youth and young adult leaders in their roles.



Above: Mid Coast Young Adult Leaders Meeting

The leadership and mentoring structure involves 6 regional young adult ministry coordinators in each of the regions of NSW (Northern Rivers, Mid Coast, Hunter, Lake Macquarie, Central Coast, and Western) who are directly trained and mentored by the Young Adult Director and in turn mentor and train the youth and young adult leaders within their region. Annual training weekends for the regional coordinators and bi-annual local church youth and young adult leaders meetings in each region over the last 18 months has provided an opportunity for increased support and training of the young adults in our local churches.

The Young Adults Department has also conducted over 20 local church training and preaching appointments within NSW Conference over the last 18 months, including appointments at Murwillumbah, Lismore, Port Macquarie, Kingscliff, Hillview, Narrabri, West Wallsend, Newcastle Polish, Newcastle, Lakeside, Maitland, Coffs Coast, Coffs Harbour, Gosford, Raymond Terrace and Byron Bay churches. Additional training for local churches has been conducted at major NSW Conference events including the Prayer Conference, Big Camp and Leadership weekends.

Growing Young

In a further effort to equip and support local churches to become more effective in engaging youth and young adults in their churches, the Young Adults Department in partnership with the Youth Department, and in alignment with the 2019-2022 NSW Strategic plan have committed to and begun initial stages of training 6 churches to implement the "Growing Young" principles of effective young adult ministry. The Youth and Young Adult Directors are currently completing "Growing Young" Speaker Certification, and in partnership with the Australian Union are preparing to take a cohort of 6 churches through the Growing Young training in 2020.

Global Missions

Over the last 18 months, the Young Adults Department has raised the profile and provided opportunity for a number of NSW young adults to take up global mission placements in partnership with the South Pacific Division Volunteer Department. We are currently providing ongoing support to a number of NSW young adults serving in Peru, China, Denmark, Egypt and more.

Photo: Day 1 of ARISE 2019



ARISE and ARISE for Life

Each year between 40-50 young adults participate in NNSW's 3 month discipleship training course, ARISE, and between 20-30 go on to complete the 6 month ARISE for Life Bible working program in local churches around NNSW Conference. Run by the Evangelism Department and supported by the Young Adults Department, this powerful ministry provides opportunity every year for NNSW young adults to develop a sense of Adventist identity, grow in a personal understanding of beliefs and become engaged in mission. Many ARISE graduates use their training to actively sow back into their local churches around NNSW. Moving forward, the Young Adults Department is excited about working with the Evangelism Department as a southern discipleship-training program is launched to cater for the growing number of NNSW young adults who are interested in completing discipleship training.

NNSW Young Adult Retention Research Project

In light of the alarming retention rates of young adults in church cited by the Christian Research Association in 2017 (60% of Australian young people who attend church drop out before they are 30 years old), the Young Adults Department has conducted some preliminary primary research into principles of retention for young adults. Using the last 7 years of the NNSW ARISE program as a case study, preliminary findings indicated that of the 211 students who completed ARISE there was a retention rate of 98% with 83% of graduates actively involved in church life over the 7 year period. Principles of retention from this research are being studied and implemented and this research is in the process of being qualified for a masters level research project.

Adventist Identity

The Young Adults Department recognises the value of developing a sense of Adventist identity in our young adults and facilitating a personal exploration of beliefs so that each young adult has a personal understanding of their biblical and prophetic identity as an Adventist and what they believe. For this reason the Young Adults Department is working towards hosting a series of young adult Adventist Identity tours that would allow NNSW young adults to experience an Adventist Heritage tour, Reformation tour or Bible lands tour with a spiritually impacting program and accompanying curriculum (utilising resources such as the Great Controversy) designed to introduce young adults to the precious

truths of Adventism in a exciting and relevant way.

The Young Adults Department is also working towards hosting an Adventist Youth for Christ Conference in NSW designed to inspire, train and equip young adults in the identity and mission of the Seventh-day Adventist church, and host regular young adult Sunnyside tours for the same purpose.

Australian Union and South Pacific Division Events

In addition to our local context, the NSW Young Adults Department is a part of a broader network of youth and young adult leadership at the Australian Union and South Pacific Division levels, which allows the opportunity to unite in ministry and create large scale events such as this years Australian Union Pathfinder Expedition in Molesworth, Converge (Young Adults Festival) and Shred it (Young Adults Snowboarding Camp).

Vision

As the current Young Adults Director for the NSW Conference, my vision for our young adults moving forward is simple and bold:

I have a vision of an army of young adults who are experiencing radical, authentic, apostolic godliness and daily reigning Christ as both Lord and Saviour in their lives. I vision a community of young people who have been rightly trained and equipped for mission and recognise the crucial part that they each play in reaching the world for Christ and hastening His soon return. I see a calibre of young adults who love Christ more than their lives and are willing to stand by the teachings and principles of God's Word, no matter the cost. I think Jesus is calling our Seventh-Day Adventist young adults to recognise the times that we are living in and the role that they each have to play in finishing the work, and lead the way in a corporate revival and a daily seeking of the baptism of the Holy Spirit and the latter rain.

"With such an army of workers as our youth, rightly trained, might furnish, how soon the message of a crucified, risen, and soon-coming Saviour might be carried to the whole world! How soon might the end come!" Review and Herald, May 16, 1912

God help us as we move forward in seeing this vision become a reality in NSW and beyond!





DANA HOWARD

*North NSW Conference
Director of Youth*

YOUTH MINISTRIES REPORT

Structural Change

In 2018, the Youth Department was divided into three parts. Children's Ministries took over the operation of Adventures and Young Adults (18-29) became a separate department under Blair Lemke, leaving the 10-17 year old youth under the care of the Youth Ministries Department. Youth Ministries has fixed annual events, such as Pathfinders, Summer camps, and STORM Co etc.

The Young Adults and Youth Departments work very closely together, as typically it's the Young Adults that are the local church youth leaders, Summer Camp volunteers, and STORM Co leaders looking after the younger youth.

Along with the Young Adult department, we believe that the development of the faith of young people pivots on (a), strong Christian families and (b), the local church family. For this reason, our plan is also to develop and enrich these two important areas.

In addition to our local work with the Conference, The North New South Wales Youth Ministries team is part of the broader network of Youth leadership at both Union and Division level, which enables us to be part of bigger events such as the Unstoppable Camporee in Molesworth, Victoria in January 2019.

Personnel Changes

First we must thank our past Youth leaders, Rick Herganhan (Youth Director) and Michael Chapman (Associate Youth Director) for their years of service to the NNSW Conference. Rick and Chappo left a strong foundation for us to build upon.

Dana Howard was appointed the Youth Ministries Director starting at the beginning of 2018.

We also need to mention Angela Brown, our previous Youth Secretary. Angela did a great job of breaking in the new Youth and Young Adult directors, helping us to understand the ins and outs of the NNSW Youth ministry. Angela was hijacked from us to join the Education company in September 2018. We told her not to go but..... We are now struggling to forgive the Education company. Seriously, thanks heaps Angela for your service and friendship to us.

We would also welcome Caitlin Cloete as the new Youth Secretary. Caitlyn is a great asset to our team. Caitlin works with us for her day job and is assisting a Newcastle church plant in the evenings and weekends she has spare. Go Caitie! It's a pleasure to have you on our team.



Another Change

NNSW Youth Ministries has let the Registered Training Organisation (RTO) go. This was because the work involved in staying compliant as an RTO was too labour intensive. We now work through Avondale and have a very good relationship with the Outdoor Education Department there to do Pathfinder leadership and outdoor recreation subjects.

Conference Strategic Plan

The Youth Ministries Department is excited to be able to contribute to the implementing of the NNSW Conference 2020-2023 Strategic Plan. Growing Spiritually, Proclaiming the Gospel and Making Disciples all have direct areas where Youth Ministries can work towards. While the section named Serving Humanity has specific areas mentioned in it that are not directly Youth goals, the Youth department is creating opportunities for youth to be involved in Service e.g. STORM Co, Drive and Build and other opportunities.

Highlights and Major Events

Camps

Our Summer camps are a well oiled machine, legacy of our previous youth directors. Thank you also to all the many volunteers each year (about 150 of them) without whom we could not manage. Summer camps are a form of evangelism. In the 2018/2019 camps there was 76 decisions made for baptism along with requests for bible studies and find a pathfinder club or church. This makes Summer Camps very worthwhile. More on the follow up of these decisions later. Camp numbers for this period was 354,



and that was with a Camporee in the mix. Summer Camps are also a great place for our young adult staff to commit or recommit to Jesus.

Big Camp and Camporees are also an evangelistic opportunity. Many decisions for Jesus are made there also. For example, the Unstoppable Camporee in Jan 2019 had 105 requests for baptism and 131 requests for bible studies.

Regarding follow-up of these decisions, we are partnering with the school evangelism team and are able to say we are having a 95-100 percent follow-up. A big thankyou to ministers, chaplains and bible workers who are doing a fantastic job here.

Goals for Camps

Our Camps are an excellent way to “Proclaim the Gospel” (Strategic Plan) and as such we want to make them very Jesus and Bible focused.

- As of 2019 year end, we are now going to run an extra Junior camp. So now it will be Junior 1 and 2, with Teen 1 and 2.
- We are also wanting to introduce RAD camps. These camps are for small numbers 1—15 max with specialised activities while maintaining the spiritual connection with God.
- We want to build the spiritual content of all our camps to make them as effective as we can to disciple and evangelise our youth.

Youth Training

Leadership training is essential to strong local church leadership. The Youth Ministries department works along with the Young Adult department to train our youth.

- **Arise.** The Youth Ministries department is encouraging as many youth as possible to do Arise as a gap year.
- **STORM Co.** We do specific training for the team leaders of STORM Co
- **CHOSEN.** This is a biennuel event that is aimed at teen leaders in local churches.
- Area youth leaders are being trained and are available to help the local churches.
- PLA Pathfinder and Master Guide training

Goals for Youth training

Growing Young. We are being trained in the "Growing Young Speaker Training". Growing Young is recent research of churches that are keeping their youth. The conclusion of this research shows six areas that church must have to retain its youth while at the same time busts many myths of current youth ministry. Growing Young principles work in well with the NCD program and is fully compatible with the ideals of our church and Spirit of Prophecy.

Our plan is to train a minimum of six churches in Growing Young principles and will be visiting churches with this information. Implementing the Growing Young principles could well be described as the church family Growing Together as it is very intergenerational.

Growing Young fits under the "Making Disciples" section of the Strategic plan and implementing Growing Young in a local church will encompass all four sections of the Strategic plan.

STORM Co.

NNSW Conference has been the leader across Australia when it comes to number of STORM Co teams serving, but we are slipping back. In the past, up to 40 plus teams a year went out to give service in remote communities. However, in 2018 there were just nine teams. STORM Co is a fantastic way to enter communities and Brewarrina Church Company was raised up as a result of the influence of STORM Co. We would like see this happening again and again.

Goals for STORM Co

- To increase the number of STORM Co teams by at least one per year.
- To strengthen the link between STORM Co teams with the local SDA church and ministers, with the goal of increasing the influence of the church and pastor in that community.
- Where there is no SDA presence, to be part of a plan to plant churches.

While STORM Co is not directly part of the Strategic plan, it fits very well under "Serving Humanity".

Pathfinders

Pathfinders continues to be a strong ministry in our conference with all the "usual" activities. A huge thank you to our Pathfinder leaders for taking on this role and to our District Directors without whom we would be lost. We now have 623 Pathfinders enrolled in 17 clubs. Many thanks also to the 225 plus helpers across our conference that assist in local clubs.



Goals for Pathfinders

Pathfinders has the potential to introduce many young people to Jesus and the truths held by the SDA church. Many of our clubs are welcoming non-SDA parents to join them on camps to encourage them towards Jesus. We will continue to encourage Pathfinder clubs to be as inclusive as possible to “Proclaim the Gospel” and “Make Disciples”.

In Summary

Our goals for 2020-2023

- To increase the number of camps, and spiritual focus of our camps
- To implement Growing Young training and have at least six churches initiating the six Growing Young principles.
- Train Area leaders to help the local church youth groups.
- To increase the number of STORM Co trips and increase their influence in the communities.
- To encourage Pathfinder Clubs to be evangelistic.

Final Thought

We would encourage every church to implement the Growing Young principles into their churches. These principles include:

1. Unlocking keychain leadership (passing on leadership the right way)
2. Empathising with today’s young people (understanding youth issues along with Identity, Belonging and Purpose)
3. Take the message of Jesus seriously (not just grace, but grace and obedience with our SDA distinctive beliefs),
4. Fuelling a warm community (acceptance, intergenerational relationships, openness within a safe community),
5. Prioritising young everywhere (this includes family prioritising)
6. Being the best neighbours (service to others as a part of who we are as a Christians).

We firmly believe this is the key to not just keeping our youth but also empowering them as disciples of Jesus.

CONSTITUTION OF THE SEVENTH-DAY ADVENTIST CHURCH NORTH NEW SOUTH WALES CONFERENCE

ARTICLE 1 - NAME

This organisation shall be known as the Seventh-day Adventist Church - North New South Wales Conference ("the Conference").

ARTICLE 2 - OBJECTIVE

The objective of the Conference and any affiliated entity or entities of the Conference is to facilitate the proclamation of the everlasting gospel of our Lord and Saviour Jesus Christ, in the context of the messages of the three angels of Revelation 14: 6-12; leading people to accept Jesus as Saviour and Lord as they become His disciples and responsible members of the Seventh-day Adventist Church ("the Church"); and nurturing them in preparation for His soon return.

ARTICLE 3 – RELATIONSHIPS

The Conference is a constituent of the Seventh-day Adventist Church - Australian Union Conference ("the Union Conference"), which itself is a constituent of the General Conference of Seventh-day Adventists ("the General Conference"), a world church organisation. The Conference and Union Conference are within the territory of the South Pacific Division ("the Division") which is a division of the General Conference.

All purposes, policies and procedures of this Conference shall be in harmony with the working policies and procedures of the Union Conference, the Division and the General Conference. The Conference shall pursue the mission of the Church in harmony with the doctrines, programs and initiatives adopted and approved by the Union Conference, Division and the General Conference at their constituency meetings or Executive Committee meetings.

ARTICLE 4 – TERRITORY

The territory of the Conference shall comprise of that portion of the state of New South Wales, north of the Hawkesbury and Capertee Rivers as far as the 150th meridian of east longitude, thence east of the line running north to Cassilis, but excluding the town of Cassilis, to a point just west of the town of Coonabarabran, but east of the 149th meridian of east longitude and then direct west to the South Australian border parallel with the Queensland border.

ARTICLE 5 – CONSTITUENCY OF CONFERENCE

The Conference shall be composed of such churches, including the Conference Church, as are, or shall be, organised within its territory, and formally approved for membership by vote of the delegates at any conference constituency meeting.

ARTICLE 6 – CONSTITUENCY MEETINGS

Section 1 Regular Constituency Meetings

Regular constituency meetings of the Conference shall be held quadrennially at such time and place as the Executive Committee of the Conference ("the Executive Committee") shall determine. The business to be dealt with by a regular constituency meeting shall be:

- a. Such matters as are provided for in this Constitution and policy.
- b. Such other matters as have been recommended by the Executive Committee.
- c. Such matters as have been proposed in writing by any church board and reviewed by the Executive Committee. Such proposals must have been received by the General Secretary no less than three months prior to the constituency meeting.
- d. Such matters that flow from the presentation of any of the constituency meeting reports and ensuing discussion.

Section 2 Special Constituency Meetings

- a.
 - i. The Executive Committee shall call a special constituency meeting at a time and place it deems proper when:
 - (a) It is voted by the Executive Committee, or
 - (b) It is voted by the delegates at any constituency meeting, or
 - (c) It is requested by not less than one third of the churches of the Conference through their local church boards, or
 - (d) It is requested by the Union Conference Executive Committee or Division Executive Committee.
 - ii. The Union Conference Executive Committee may call a special Constituency Meeting of the Conference.
 - iii. The Division Executive Committee may call a special Constituency Meeting of the Conference in consultation with the Union Conference Executive Committee.
- b. The business to be dealt with by a special constituency meeting shall only be the agenda items specified in the notice convening such meeting. Further items may only be added to the agenda by action of the Executive Committee.
- c. Subject to compliance with the aforesaid a special constituency meeting may elect any such officers or other persons or committees and transact any such business and do any such other acts as under this Constitution a regular constituency meeting or the Executive Committee between constituency meetings may elect, transact, or do.

Section 3 Notice of Meeting

- a. Notice Period
 - i. Notice of the time and place of regular constituency meetings shall be given at least six weeks before the opening date.
 - ii. In the case of a special constituency meeting at least four weeks notice shall be given before the opening date and shall include the agenda items to be dealt with by that meeting.
- b. Publication of Notice

Notice means written notice either in a news publication published by or under the auspices of the Union Conference or the Division, and in such other manner as the Executive Committee may determine.

Section 4 Voting Rights of Delegates

On all questions each delegate to constituency meetings shall have one vote. The chair of the constituency meeting shall have a deliberative vote and in case of equality of votes shall have a casting vote. Delegates must be present in person at any constituency meeting in order to be eligible to vote.

There shall be no voting by proxy.

Section 5 Powers of Constituency Meeting

Subject as hereinafter provided, the Conference in constituency meeting shall have power to determine all matters and things for the order and good government of the Conference and the regulation of its affairs, provided that no determination of the Conference shall conflict with the policies or determinations of the Union Conference or the Division or the General Conference. The Conference may make rules to govern its own constituency meeting procedures provided that no determination of the Conference shall conflict with the Model Conference Constituency Meeting Procedures as adopted by the Division Executive Committee.

Section 6 Quorum

At least two thirds of the elected delegates and delegates at large under Article 7, excluding those in Article 7, Section 1.b.v., must be present and registered at any constituency meeting to constitute a quorum to commence a constituency meeting. Once the meeting is declared open, those delegates present shall constitute a quorum.

ARTICLE 7 – REPRESENTATION

Section 1 Representation

The delegates who shall be entitled to participate in the business of any constituency meeting of the Conference shall be regular delegates and delegates at large:

a. Regular Delegates

Such persons in regular standing as shall be duly elected by the organised churches of the Conference. Each church shall be entitled to two delegates for the church and one additional delegate for each 25 members or major fraction thereof, who hold membership in the local church which elects them.

Persons holding current licences, credentials and certificates, as issued by the Conference, and those holding current honorary credentials may be elected by their local church as one of its allocated number of regular delegates.

b. Delegates at Large

- i. Members of the General Conference, Division and Union Conference Executive Committees. The number of such delegates shall not exceed 10 per cent of the delegates otherwise provided for.
- ii. Members of the Executive Committee.
- iii. Directors of Departments and Ministerial Association Secretary of the Conference.
- iv. Members of the nominating committee.
- v. Such other church members as may be recommended to the constituency meeting by the Executive Committee and are accepted by vote of the delegates in a constituency meeting. The number of delegates thus seated shall not exceed 10 per cent of the delegates provided for in section 1.a.

Section 2 Church Membership Requirement

All regular delegates and delegates at large for any constituency meeting shall be members in regular standing of churches within the Conference, except delegates at large from the Union Conference,

Division, and General Conference Executive Committees, and as provided for in Article 8 Section 4.a who may hold their membership in the Church elsewhere.

ARTICLE 8 – ELECTIONS

Section 1

The Conference in constituency meeting may establish such offices, positions, and committees as may be determined, prescribe the duties and functions thereof and cause to be elected or appointed persons thereto, and vary or terminate any such office, position or committee.

Section 2

- a. The Conference in regular constituency meeting shall elect:
 - i. President
 - ii. General Secretary
 - iii. Chief Financial Officer
 - iv. Associate Officers
 - v. Directors of Departments
 - vi. Associate Directors of Departments
 - vii. Ministerial Association Secretary
 - viii. Members of the Executive Committee
 - ix. Members of the appointments committee
 - x. Members of the Constitution Committee (if other than the Executive Committee)
 - xi. Other committees as may be necessary
- b. Persons elected under this section shall hold their respective offices or appointments until the next regular constituency meeting of the Conference unless they resign; or accept another appointment; or their successor arrives to take up the position (where the Executive Committee has asked that they remain in office until that time); or they are removed from office, for cause*, by the Executive Committee or special constituency meeting; or their offices or appointments are previously terminated by the Conference by the determination of a constituency meeting, or by the Executive Committee.

** The phrase "for cause", when used in connection with removal from an elected or appointed position, shall include incompetence and/or conduct which in the opinion of the Executive Committee amounts to, but is not limited to (1) persistent failure to cooperate with duly constituted authority in substantive matters and with relevant employment and denominational policies; and/or (2) actions which may be the subject of discipline under the current edition of the Seventh-day Adventist Church Manual.*
- c. The Constitution Committee shall include an officer of the Australian Union Conference, and shall be chaired by the General Secretary of the Conference or his/her designee. This committee shall function between the regularly scheduled constituency meetings and shall submit its reports and detailed recommendations to the Executive Committee.
- d. The Executive Committee may fulfil the function of the constitution committee. An officer of the Australian Union Conference shall be invited to participate when the agenda includes Constitution Committee items.

Section 3 The Election Process

The process for elections shall be:

a. Selection Committee

A selection committee shall be elected and function as follows:

i. Selection Committee Membership

- (a) Approximately six months before the constituency meeting, each church within the conference shall choose its delegates for the constituency meeting, and nominate which of these delegates shall represent it on the selection committee. It shall immediately advise the General Secretary of the names of their members for the selection committee.
- (b) Each church is entitled to elect one representative to the selection committee. Churches with 500 or more members shall choose one additional representative for each 500 members or major fraction thereof.

ii. Work of the Selection Committee

The Selection Committee shall:

- (a) Elect the Nominating Committee.
- (b) Recommend to the constituency meeting a constitution committee (if other than the Executive Committee).
- (c) Recommend any other committees to the constituency meeting as may be necessary.

iii. Selection Committee Meetings

- (a) The Selection Committee shall meet and complete its work approximately four months before the constituency meeting.
- (b) The chair of the selection committee shall be the Union President or his designee.
- (c) The quorum for the meeting of the Selection Committee shall be those local church elected delegates in attendance at the duly called meeting.

b. Nominating Committee

A Nominating Committee shall be elected and function as follows:

i. Nominating Committee Membership

The Nominating Committee shall consist of at least 15 and not more than 21 persons including the Union President or his designee who shall be chair of the committee. With the exception of the Union President or their designee, members of the Nominating Committee shall hold membership in an organised church of the Conference and be in regular standing.

ii. Work of the Nominating Committee

The Nominating Committee shall make recommendations to the constituency meeting in respect of the following positions for the new quadrennial:

- (a) President, General Secretary and Chief Financial Officer (to be voted on individually)
- (b) Directors of Departments, Associates and Ministerial Association Secretary
- (c) Members of the Executive Committee
- (d) An Appointments Committee

iii. Nominating Committee Meetings

- (a) In nominating persons to fill the positions at the constituency meeting, the Nominating Committee is to meet at least three months prior to the constituency meeting for a time of prayer and to begin the process of recommending to the constituency meeting persons to fill the positions as

outlined above.

- (b) This process of making a recommendation to the constituency meeting is to be completed prior to the constituency meeting.
- (c) The quorum for the Nominating Committee shall be two-thirds of members on the committee.

c. Appointments Committee

An Appointments Committee shall be elected at the constituency meeting and function in the period of time between the constituency meeting at which it is elected and the next constituency meeting as follows:

i. Appointments Committee Membership

The Appointments Committee shall comprise the Executive Committee plus **up to fourteen** additional persons.

ii. Work of the Appointments Committee

The Appointments Committee shall become effective as soon as the constituency meeting at which it is elected concludes. The first responsibility of this committee is to make appointments of any officers and/or associate officers, directors and associate/assistant directors of departments, and ministerial association secretary not elected at the constituency meeting. When necessary this committee shall meet as soon as practicable after the constituency meeting but in any case no later than three months after the meeting.

In respect to vacancies that occur during the quadrenium this committee shall elect:

- (a) Officers and associate officers.
- (b) Directors and associate/assistant Directors of Departments
- (c) Ministerial Association secretary
- (d) Executive Committee members
- (e) Appointments committee members

iii. Appointments Committee Meetings

- (a) The Appointments Committee shall meet at the call of the chair
- (b) The Union President or his designee shall be the chair of the Appointments Committee.
- (c) The quorum for meetings of the Appointments Committee shall be two thirds of members of the committee. However, for meetings at which the appointment of conference officers and/or directors and associate/assistant directors of departments and/or Ministerial Association Secretary is under discussion the quorum will be a majority of Executive Committee members on the appointments committee, plus two thirds of persons appointed to the appointments committee.

Section 4 Eligibility to Hold Office

- a. All persons elected or appointed as provided for in this constitution shall be a member of the Church in regular standing and shall, hold membership within the Conference, except in extenuating circumstances for employees who hold membership in another Conference.
- b. No person may be elected or appointed to any such position or continue to remain in any such position if that position requires them to serve as director of a company and they are ineligible or become ineligible to hold office as a director of a company in Australia or if they refuse to sign a consent to act as a director of that Affiliated Entity or cease to be a director of the Affiliated Entity.

ARTICLE 9 – ELECTED AND APPOINTED PERSONNEL

Section 1 Conference Officers

a. Executive Officers

The executive officers of the Conference shall be the President, the General Secretary and the Chief Financial Officer (the General Secretary and Chief Financial Officer may be one person known as Secretary-Treasurer). It is the duty of these officers, in consultation with one another, to carry forward the work according to plans, policies, and programs voted by the constituency and/or the Conference Executive Committee. These plans, policies, and programs shall be in harmony with the doctrines and actions adopted and approved by the Union, the Division and the General Conference.

b. Collection of Data

The officers shall make provision for the proper collection and tabulation of statistics and reports of the activities of the Conference.

i. President

The President, who shall be an ordained minister of experience, is the first officer and shall report to the Executive Committee in consultation with the General Secretary and the Chief Financial Officer. He shall act as chair of regular and special constituency meetings and the Executive Committee, and work in the general interests of the Conference as the Executive Committee may determine. The President's leadership shall be in harmony with the policies of the Union Conference, the Division, and the General Conference and work in close counsel with the Union Conference Executive Committee. Should he desire a representative of the Union Conference or the Division or any member of the Executive Committee to assist him in presiding at the constituency meetings of the Conference or meetings of the Executive Committee, he shall have power to call such person to the chair.

ii. General Secretary

The General Secretary shall work under the direction of the Executive Committee and shall serve as acting chairman of the Executive Committee and the ranking officer in the absence of the President. It shall be the duty of the General Secretary to keep the minutes of the constituency meetings and of the Executive Committee meetings; to furnish copies of these minutes to all members of the Executive Committee and to the officers of the Union Conference; to collect such data as may be desired by the President or by the Executive Committee; to report to the Executive Committee in consultation with the President; and to perform such other duties as usually pertain to the office.

iii. Chief Financial Officer

The Chief Financial Officer shall work under the direction of the Executive Committee. The Chief Financial Officer shall be responsible for providing financial leadership to the Conference which will include, but shall not be limited to, receiving, safeguarding and disbursing all funds in harmony with the actions of the Executive Committee, remitting all funds to the Union Conference in harmony with General Conference and Division policy, and providing financial information to the President and the Executive Committee. The Chief Financial Officer shall report to the Executive Committee in consultation with the President and be responsible for furnishing copies of the financial statements to the Union Conference officers. The Chief Financial Officer shall operate in accordance with legislation, applicable professional standards, Executive Committee actions and denominational policies

c. *Associate and Assistant Officers*

There shall be such associate and assistant officers as the Conference in constituency meeting or the Executive Committee may determine.

Section 2 Responsibility of Directors of Departments

The Directors of Departments, their associates, assistants and Ministerial Association Secretary shall work under the direction of the President and Executive Committee and shall serve in an advisory relationship to the churches and conference entities.

ARTICLE 10 – EXECUTIVE COMMITTEE

Section 1 Membership

- a. The Conference in regular constituency meeting shall elect an Executive Committee which shall consist of the President, General Secretary, Chief Financial Officer and twelve additional elected members. The number of elected members shall be balanced as evenly as possible between lay persons and employees of the Church and its affiliated entities. It shall include, if possible, at least one member under 30 years of age at the beginning of the term.
- b. The officers of the Union Conference, of the Division, and of the General Conference are members ex-officio of the Executive Committee; however, their membership shall be in addition to the number detailed above. Any such officers exercising their voting rights at any one meeting shall not make up more than ten percent of the committee members present.

Section 2 Authority

The Executive Committee is delegated the authority to act on behalf of the constituents with all the powers of a constituency meeting between regular constituency meetings and to manage the affairs of the Conference as are not managed by other affiliated entities, including the authority to remove officers and associate/assistant officers, directors and associate/assistant directors of departments/services, Ministerial Association Secretary and committee members but subject to the Constitution and any directives as to policy or otherwise and any regulations given or made by the Conference at constituency meeting.

Section 3 Calling of Meetings

Meetings of the Executive Committee may be called at any time or place by the Chair, or by one third of the members of the Executive Committee, or in exceptional circumstances, by the Union Conference President.

Section 4 Removal of Persons

The Executive Committee may, between constituency meetings, remove for cause (see Article 8 Section 2.b.) from office any officer of the Conference or from the Executive Committee, appointments committee, or constitution committee any member thereof provided that such action has the consent of at least two-thirds of the members of the total Executive Committee, expressed by personal vote or by signature to a resolution in writing submitted to all the members of the Executive Committee. Separate copies of such resolutions may be signed for this purpose. The President of the Union Conference or his designee shall serve as chair of the Executive Committee in the event it is considering the removal from office of the President.

Section 5 Quorum

A majority of the total Executive Committee (other than ex-officio members as in Section 1) shall constitute a quorum.

Section 6 Credentials and Licences

Credentials and licences shall be issued in harmony with Division policy.

Section 7 Eligibility Criteria

An appointed member to the Executive Committee who fails to attend three consecutive regular Executive Committee meetings shall forfeit their position on the Executive Committee and be replaced unless, in the opinion of the Executive Committee, there are special or extenuating circumstances. Should an appointed Executive Committee member move and reside out of the territory of the Conference they are no longer eligible to serve as an Executive Committee member and should be replaced unless there are special or extenuating circumstances. Further, should an Executive Committee member change their status and no longer come within the category in which they were elected to the committee, they shall forfeit their position on the committee and be replaced.

Section 8 Delegation of Powers

Subject to Article 11, in exercising the functions and powers conferred under this Article, the Executive Committee may delegate all or any part of its function to an affiliated entity. The Conference may carry on its ministry through unincorporated subsidiary organisations.

ARTICLE 11 – TRUSTEES AND OTHER AFFILIATED ENTITIES**Section 1 In this Constitution**

“affiliated entity” means any corporation established by the Church or by the Conference or by Australasian Conference Association Limited (“ACA Ltd”), with the authorisation of the Division Executive Committee and the Union Conference Executive Committee and designated as an affiliated entity.

Section 2

ACA Ltd has been the sole trustee for the Conference to acquire, hold, manage, dispose of or deal with real and personal property for and on behalf of or for the use, benefit or purpose of the Conference. Unless specifically authorised to the contrary by the Executive Committee and the Executive Committee of the Union Conference, ACA Ltd shall continue to be the trustee for the Conference to hold all real property for and on behalf of or for the use benefit or purpose of the Conference.

Subject to Article 6 Section 5, there may now be established and maintained in the Conference, as may be deemed necessary by the Executive Committee, another affiliated entity or entities to act as trustee(s) (or otherwise) for all or any part of the work of the Conference. There may be transferred to, or retained by ACA Ltd and/or the other affiliated entity or entities all personal property of or relating to the Conference. Such personal property shall be held by ACA Ltd and/or such other entity or entities, whether jointly or severally, for and on behalf of or for the use benefit or purpose of the Conference. The Executive Committee shall be, and is hereby empowered to do all such acts and things and make all the decisions that the Executive Committee thinks necessary or desirable for the implementation of this Article.

Section 3 Trustee Particular Powers

Without limiting the powers contained in Article 11, Section 2 of this Constitution to acquire, hold, manage, dispose of or deal with real and personal property for the use, benefit and purpose of the Conference, subject to the trusts contained in this constitution, and acting only at the request or direction of the Conference, ACA Ltd as trustee for the Conference has powers, either alone or jointly with others, to: -

- a. borrow and obtain credit and to enter into commercial or negotiable instruments for the purpose of raising money;
- b. provide security for indebtedness or other obligation of ACA Ltd in respect of the Conference or any affiliated entity; and
- c. give any guarantee or indemnity over all or any of the property of the Conference in respect of any debt or security hereby authorised, for the payment of any money or for the performance of any contract, obligation or undertaking by ACA Ltd, the Conference or an affiliated entity of the Conference.

Section 4. Trustee Indemnity

To the full extent permitted by law, each trustee of the Conference is indemnified and exonerated out of the property and income of the trust in respect of all expenses and liabilities incurred by it in the exercise of any discretion, power or right conferred on or vested in it or otherwise, subject to the trustee acting in good faith, by virtue of being trustee.

ARTICLE 12 – AUDIT

The auditors of the Conference shall be the General Conference Auditing Service or a duly appointed Division approved external auditor, whose duty it shall be to audit annually the accounts and financial statements of the Conference and its institutions, and to report upon same to the Executive Committee, in harmony with Division policy.

ARTICLE 13 – INDEMNIFICATION

Section 1 Definitions

In this article:

“Legal action” means any legal proceeding or action whatsoever, and, without limiting the generality of the above, includes a threatened or prospective legal action, a quasi-judicial proceeding, and an investigative or disciplinary proceeding conducted by a government authority or pursuant to statute, but does not include a legal proceeding to which

- a. the Conference itself is or is proposed to be a party, or
- b. the Church or any of its administrative entities, affiliated entities, institutions, agencies or services is or is proposed to be a party having an interest divergent to that of the office-holder.

“Legal costs and disbursements” means the cost of legal services provided by legal practitioners and disbursements incurred with the prior or subsequent written approval of the Executive Committee.

“Liabilities” include, but are not limited to, expenses, awards of damages and compensation, amounts paid in settlement, fines, penalties, interest, legal costs (on a solicitor and client basis) and disbursements.

“Office-holder” means any person who is or was:

- a. A member of the Executive Committee; or
- b. A member of a committee or sub-committee of the Conference or of any of its institutions,

agencies or services, who was appointed by the Conference or any of its institutions, agencies or services; or

- c. An officer, agent or employee of the Conference, or any of its institutions, agencies or services, other than an agent, who, not being an employee, acts as such for fee or reward; but does not include an office-holder of an affiliated entity.

“Office holder of an affiliated entity” means any person who is or was:

- a. A member of a committee or sub-committee of an affiliated entity of the Conference; or
- b. An officer, agent or employee of an affiliated entity of the Conference, other than an agent who, not being an employee, acts as such for fee or reward.

“Performance of duties” includes an attempt to perform duties and a failure to perform duties.

Section 2 Office Holders

Subject to sections 3 and 4 of this Article, the Conference shall indemnify an office-holder against all liabilities incurred in consequence of any legal action to which he or she is a party or to which it is proposed that he or she be a party arising out of or in connection with the office-holder’s performance of his or her duties as an office-holder.

Section 3 Exclusions

The indemnity granted by section 2 does not extend to liabilities incurred as a result of

- a. Acts or omissions of the office-holder, where he or she was aware prior to January 1, 1999, that those acts or omissions might result in legal action to which he or she might be a party unless the Executive Committee, in its absolute discretion, otherwise determines;
- b. Legal action initiated or threatened by the office-holder without prior written consent of the Executive Committee, unless the Executive Committee in its absolute discretion otherwise determines;
- c. The deliberate commission of a tort or other civil wrong, or dishonest or malicious conduct by the office holder;
- d. The commission of a criminal offence by the office-holder, unless in the view of the Executive Committee, at its sole discretion, the office-holder did not intentionally commit the acts or omissions constituting the offence;
- e. Conduct (including omissions) of the office holder, where he or she fails to satisfy the Executive Committee that he or she held an honest and reasonable belief that the conduct would further the legitimate interests of the Conference, unless the Executive Committee, in its absolute discretion, otherwise determines;
- f. Liabilities (other than those imposed by a court or other public authority without the consent of the office holder) incurred by the office-holder without prior written consent of the Executive Committee, such consent not to be unreasonably withheld.

Section 4 Office Holders of an Affiliated Entity

Where an office-holder has the benefit of an indemnity against liabilities arising out of or in connection with the office-holder’s performance of his or her duties as an office-holder of an affiliated entity of the Conference pursuant to the Constitution of the affiliated entity, the indemnity in Section 2 shall only apply to legal costs and disbursements that arise out of or in connection with the office-holder’s performance of duties for the Conference.

Section 5. Notice in Writing.

No indemnity shall be granted under Section 2 unless the office-holder gives notice in writing to the Executive Committee as soon as is reasonably practicable after becoming aware of any occurrence which may result in an indemnity being sought under section 2, unless the Executive Committee, in its absolute discretion, otherwise determines.

Section 6. Executive Committee Intervention.

As a condition of the grant of indemnity under Section 2, the Executive Committee or its nominee shall be entitled to take over and conduct in the name of the office-holder the conduct and settlement of the legal proceeding (other than the defense of a criminal prosecution), and that the office-holder shall not admit any civil liability or settle any claim against him or her without the consent of the Executive Committee or its nominee.

Section 7. Executive Committee Action.

- a. Where the office holder is not eligible for an indemnity under Section 2, the Executive Committee may, in its absolute discretion, pay all or part of the legal costs (on a solicitor and client basis) of an office-holder who is in name or substance a defendant to any legal action, whether civil or criminal where the Executive Committee considers, in its absolute discretion, that the reasons the office-holder has been made a defendant include the fact that he or she is an office-holder, and that it would be just and proper for the Conference to make the payment.
- b. The Conference or the Executive Committee shall be under no legal obligation to make a payment authorised by paragraph a. or to consider whether a payment should be made in any individual case.
- c. The Executive Committee may impose such conditions as in its absolute discretion it sees fit on the making of a payment under paragraph a.

Section 8. Executive Committee Discretion.

- a. Noting that an office-holder of an affiliated entity is not eligible for an indemnity under Section 2 of this Article, the Executive Committee may, in its absolute discretion, indemnify an office-holder of an affiliated entity against all liabilities incurred in consequence of any legal proceeding to which he or she is a party or to which it is proposed that he or she be a party arising out of or in connection with the office-holder's performance of his or her duties as an office-holder of an affiliated entity, and where the Executive Committee considers that it would be just and proper for the Conference to make the payment.
- b. The Conference or the Executive Committee shall be under no legal obligation to make a payment authorised by paragraph a. of this Section or to consider whether a payment should be made in any individual case.
- c. Where the Executive Committee resolves to indemnify an office-holder of an affiliated entity pursuant to Section 7 a., and where the beneficiary of the indemnity is also:
 - i. a member of the Executive Committee; or
 - ii. the parent, spouse, child or sibling of a member of the Executive Committee; or
 - iii. the parent, child or sibling of a spouse of a member of the Executive Committee

The indemnity shall be of no effect until approved by the Executive Committee of the Union Conference. The Union Conference Executive Committee shall be under no legal obligation to authorise any payment or indemnity authorised by paragraph a. or to consider whether a payment or indemnity should be made in any individual case.

ARTICLE 14 – AMENDMENTS

The Conference may amend this Constitution from time to time at duly called constituency meetings.

No amendment shall be made to this Constitution unless and until: -

- a. Any motion to amend the Constitution has been considered by the Executive Committee at least two calendar months prior to the opening date of the constituency meeting, and
- b. The Executive Committee has recommended the motion to amend the Constitution to the constituency meeting, and
- c. Prior to the constituency meeting, the amendment has been referred by the Executive Committee to the Union Conference Executive Committee, which shall consider such amendment and report thereon in writing to the forthcoming constituency meeting; and
- d. The motion is passed at the regular or special constituency meeting by a majority of not less than two-thirds of the delegates present and voting

PROVIDED THAT any intended amendment which in the opinion of the Executive Committee may have legal implications shall, before submission to the executive committee of the Union Conference and the constituency meeting, be referred to the solicitors for the Conference for their advice as to the legal effect of such amendment, and as to whether such amendment will require any, and if so what, consequential amendment of this Constitution.

This Constitution and any amendments thereto shall be in harmony with the model local conference Constitution as voted by action of the Division at its annual meeting which in turn conforms with the model Constitution as voted by the General Conference Executive Committee. The Conference Executive Committee may from time to time recommend through the Union to the Division amendments to the model Constitution.

ARTICLE 15 – NOT FOR PROFIT STATUS

The income and property of the North New South Wales Conference shall (subject to any specific trusts affecting the same) be held and applied solely for the purposes of the Conference and the Church, subject to the Division Working Policy. No portion of such income or property shall be paid or transferred directly or indirectly by way of dividend, bonus or otherwise howsoever called by way of profit to persons who at any time or times are or have been members of the Conference or any of them or to any person claiming through any of them PROVIDED THAT nothing herein contained shall prevent the payment in good faith of specified remuneration, wages, and/or allowances to any officers or servants of the Conference or to any member thereof or other person in return for any services actually rendered to the Conference or be deemed to exclude any member of the Conference from the benefit of any grant made in furtherance of any of the objects of the Conference or shall prevent the bona fide relieving or assisting of persons or the wives, widows, families or relations of members of the Church or any of its institutions, affiliated entities, agencies or services who have become poor and necessitous or are deceased or be deemed to exclude any member of the Church from the benefit of any grant made under or in furtherance of any of the objects of the Conference or the Church or any of its institutions, affiliated entities, agencies or services.

ARTICLE 16 – DISSOLUTION

The Conference may be dissolved by the constituency, only by a two-thirds majority vote of the delegates present and voting at any constituency meeting. In the event of the dissolution of the Conference, all assets remaining after all claims have been satisfied, shall be transferred to such legal entity, with similar purposes to the purposes of the Conference, which is not carried on for the profit or gain of its individual members, as authorised by the Union Executive Committee.



CONSTITUTION OF THE NORTH NEW SOUTH WALES CONFERENCE OF SEVENTH-DAY ADVENTISTS

ARTICLE 1 - DEFINITIONS

In this Constitution, unless there is something in the subject or context of any regulation inconsistent therewith:

“for cause” when used in connection with removal from an elected or appointed position, shall include but not be limited to (1) incompetence; and/or (2) persistent failure to cooperate with duly constituted authority in substantive matters and with relevant employment and denominational policies; and/or (3) actions which may be the subject of discipline under the current edition of the Seventh-day Adventist Church Manual; and/or (4) failure to maintain regular standing as a member of the Seventh-day Adventist Church; and/or (5) theft or embezzlement; and/or (6) conviction of or guilty plea for a crime.

“Meetings”, other than constituency meeting, means a meeting held in one or more venues using any technology that gives members of that meeting as a whole a reasonable opportunity to participate.

“Member in regular standing” means any member of the Seventh-day Adventist Church, who is not subject to discipline by the Church;

ARTICLE 2 - NAME

This organisation shall be known as the North New South Wales Conference of Seventh-day Adventists (“the Conference”).

ARTICLE 3 - OBJECTIVE PURPOSE

The purpose of the Conference and any affiliated entity or entities of the Conference is to make disciples of Jesus Christ who live as his loving witnesses and proclaim to all people the everlasting gospel of the Three Angels Messages in preparation for His soon return. (Matthew 28:18-20, Acts 1:8, Revelation 14:6-12).

ARTICLE 4 – RELATIONSHIPS

The Conference is a constituent of the ~~Seventh-day Adventist Church – Australian Union Conference~~ Australian Union Conference of Seventh-day Adventists (“the Union Conference”), which itself is a constituent of the General Conference of Seventh-day Adventists (“the General Conference”), a world church organisation. The Conference and Union Conference are ~~within~~ located in the territory of the South Pacific Division (“the Division”) which is a division of the General Conference.

All purposes, policies and procedures of this Conference shall be in harmony with the working policies and procedures of the Union Conference, the Division and the General Conference. The Conference shall pursue the mission of the Church in harmony with the ~~doctrines~~ fundamental beliefs, programs and initiatives adopted and approved by the Union Conference, ~~Division~~ and the General Conference at their constituency meetings ~~or Executive Committee meetings.~~

ARTICLE 5 – TERRITORY

The territory of the Conference shall comprise of that portion of the state of New South Wales, north of the Hawkesbury and Capertee Rivers as far as the 150th meridian of east longitude, thence east of the line running north to Cassilis, but excluding the town of Cassilis, to a point just west of the town

of Coonabarabran, but east of the 149th meridian of east longitude and then direct west to the South Australian border parallel with the Queensland border.

ARTICLE 6 – CONSTITUENCY OF CONFERENCE

The constituency of the Conference shall ~~be composed of~~ consist of such churches, including the Conference Church, as have been, or shall be, properly organised within its territory, and formally approved for membership by vote of the delegates at any regular or special Conference constituency meeting.

ARTICLE 7 – PRINCIPAL OFFICE

The principal office for the transaction of the business of the Conference is fixed and located at 112 Lake Road, Wallsend, NSW 2287. The Executive Committee of the Conference (“the Executive Committee”) may in an emergency change the location of the principal office on a temporary basis.

ARTICLE 8 – CONSTITUENCY MEETINGS

Section 1 Regular Constituency Meetings

Regular constituency meetings of the Conference shall be held quadrennially at such time and place as the Executive Committee of the Conference (“the Executive Committee”) shall determine. In the event that the Executive Committee fails to call a regular constituency meeting within the quadrennial period, the Union Conference Executive Committee may give notice for such a meeting and designate the time and place.

The business to be dealt with by a regular constituency meeting shall be:

- a. The election of personnel for various positions (See Article 10)
- b. The receipt of reports from the President, Secretary, Chief Financial Officer (report based on audited statements), departmental directors, and the auditor.
- c. To endorse/approve/develop plans for the conduct of the work as are desirable and in harmony with the policies of the Union Conference and Division.
~~Such matters as are provided for in this Constitution and policy.~~
- d. Such other matters as have been recommended by the Executive Committee and/or Union Executive Committee.
- e. Such matters as have been proposed in writing by any church board and ~~reviewed~~ approved by the Executive Committee. Such proposals must have been received by the General Secretary no less than three months prior to the constituency meeting.
- f. Such substantive matters that flow from the presentation of any of the constituency meeting reports ~~and ensuing discussion.~~

Section 2 Special Constituency Meetings

- a.
 - i. The Executive Committee shall call a special constituency meeting at a time and place it deems proper when:
 - (a) It is voted by the Executive Committee, or
 - (b) It is voted by the delegates at any constituency meeting, or
 - (c) It is requested by not less than one third of the churches of the Conference through their local church boards, or
 - (d) It is requested by the Union Conference Executive Committee or Division Executive Committee.

- ii. The date for such a meeting in response to sub-points (c) and (d) above shall not be more than 90 days from the date when the actions described in sub-points (c) and (d) above are communicated to the executive officers/Executive Committee.

In the absence of a timely response by the Executive Committee to sub-points (b), (c) or (d) above the Union Conference Executive Committee or Division Executive Committee may call a special constituency meeting of the Conference and designate the time and place for such a meeting.

- ii. ~~The Union Conference Executive Committee may call a special Constituency Meeting of the Conference.~~
 - iii. ~~The Division Executive Committee may call a special Constituency Meeting of the Conference in consultation with the Union Conference Executive Committee.~~
- b. The business to be dealt with by a special constituency meeting shall only be the agenda items specified in the notice convening such meeting. Further items may only be added to the agenda by action of the Executive Committee calling the special constituency meeting.
 - c. Subject to compliance with the aforesaid a special constituency meeting may elect any such officers or other persons or committees and transact any such business and do any such other acts as under this Constitution a regular constituency meeting or the Executive Committee between constituency meetings may elect, transact, or do.

Section 3 Notice of Meeting

- a. Notice Period
 - i. Notice of the time and place of regular constituency meetings shall be given ~~at least six weeks~~ approximately five months and no less than four months before the opening date provided all constituents receive notice with sufficient time to select delegates. This time frame may be different should the Union Conference Executive Committee need to call a regular constituency meeting (see 3. b. iii. below).
 - ii. In the case of a special constituency meeting at least four weeks notice shall be given before the opening date and shall include the agenda items to be dealt with by that meeting.
- b. Publication of Notice

Notice means: ~~written notice either in a news publication published by or under the auspices of the Union Conference or the Division, and in such other manner as the Executive Committee may determine:~~

 - i. A notice printed in the official publication of the Union and the Division and/or
 - ii. A method approved by the Conference Executive Committee, or
 - iii. A method approved by the Union Executive Committee in the event of inaction or non-compliance with this article by the Conference Executive Committee provided all constituents receive notice with sufficient time to select delegates.

Section 4 Chair and Secretary for Constituency Meetings

The President of the Conference shall serve as chair and the secretary of the Conference shall serve as secretary for the constituency meetings of the Conference. The President may designate other individuals to assist in chair duties from time to time.

In the event that the President's office is vacant or that the President is unavailable to serve as chair, the constituency meeting may be called to order by the ranking officer present from the Union Conference.

The first item of business shall be the election of a chair pro tem, selected from the delegates present at the meeting. When the election of a President has been completed, the new or re-elected President if present at the constituency meeting, shall replace the chair pro tem.

In a similar manner, arrangements may be made for a secretary pro tem if the secretary's office is vacant or the secretary is unavailable to serve at the constituency meeting. When election of a secretary has been completed, the new or re-elected secretary if present at the constituency meeting, may replace the secretary pro tem.

Section 5 **Voting ~~Rights of Delegates~~**

a. Rights of Delegates

On all questions each delegate to constituency meetings shall have one vote. ~~The chair of the constituency meeting shall have a deliberative vote and in case of equality of votes shall have a casting vote.~~ Delegates must be present in person at any constituency meeting to which they have been appointed and present at the time the vote is called in order to be eligible to vote. There shall be no voting by proxy.

b. Method

The voting on matters of business shall normally be by hand, except as provided for elsewhere in this Constitution. The chair may call for the vote by other means, including a secret ballot, when it is deemed advisable or is requested by the delegates.

Section 6 **Powers of Constituency Meeting**

Subject as hereinafter provided, the Conference in constituency meeting shall have power to determine all matters and things for the order and good government of the Conference and the regulation of its affairs, provided that no determination of the Conference shall conflict with the policies or determinations of the Union Conference or the Division or the General Conference.

The Conference may make rules to govern its own constituency meeting procedures provided that no determination of the Conference shall conflict with the Model Conference Constituency Meeting Procedures as adopted by the Division Executive Committee. The constituency meeting may determine further rules for procedure by a two-thirds majority vote provided they remain in harmony with the Model Conference Constituency Meeting and Election Procedures.

Section 7 **Quorum**

At least ~~two-thirds~~ sixty percent of the ~~elected~~ regular delegates appointed by their churches and the delegates at large that have confirmed attendance under Article 7, excluding those in Article ~~7~~ 9, Section 1.b.v., must be present and registered at any constituency meeting to constitute a quorum ~~to commence a constituency meeting for the transaction of business~~. Once the meeting is declared open, ~~those~~ the delegates present at any of the business sessions of the constituency meeting shall constitute a quorum.

ARTICLE 9 – REPRESENTATION

Section 1 **Representation**

The delegates who shall be entitled to participate in the business of any constituency meeting of the Conference shall be regular delegates and delegates at large:

a. Regular Delegates

Such ~~All~~ persons in regular standing as shall be ~~duly-elected~~ appointed by the organised churches of the Conference. Each church shall be entitled to two delegates for the church and one additional delegate for each ~~25~~ 40 members or major fraction thereof, who hold membership in the local church which ~~elects~~ appoints them. Such delegates shall be chosen by the business meeting of the respective church.

Persons holding current licences, credentials and certificates, as issued by the Conference, and those holding current honorary credentials may be elected by their local church as one of its allocated number of regular delegates.

- b. Delegates at Large
 - i. All members of the Executive Committee.
 - ii. Directors of Departments, ~~and Ministerial~~ association secretaries ~~of the Conference.~~
 - iii. All members of the constituency meeting Nominating Committee ("the Nominating Committee").
 - iv. Members of the ~~General Union~~ Conference and Division ~~and Union Conference~~ Executive Committees who may be present. The number of such delegates shall not exceed 10 per cent of the delegates otherwise provided for.
 - v. Such other church members as may be recommended to the constituency meeting by the Executive Committee and are accepted by vote of the delegates in a constituency meeting. The number of delegates thus seated shall not exceed 10 per cent of the regular delegates provided for in section 1.a.

Section 2 Church Membership Requirement

~~All regular delegates and delegates at large for any constituency meeting shall be members in regular standing of churches within the Conference, except delegates at large from the Union Conference, Division, and General Conference Executive Committees, and as provided for in Article 8 Section 4.a who may hold their membership in the Church elsewhere.~~

All regular delegates and delegates at large for any constituency meeting shall be members in regular standing of churches within the Conference, except delegates at large from the Union Conference and Division, ~~and General Conference~~ Executive Committees, and as provided for in Article 9 Section 1.b.ix who shall be members in regular standing but may hold their membership in the church elsewhere.

ARTICLE 10 – ELECTIONS

Section 1 Constituency Meeting Elections

The Conference in constituency meeting may establish such offices, positions, and committees as may be determined, prescribe the duties and functions thereof and cause to be elected or appointed persons thereto, and vary or terminate any such office, position or committee.

Section 2 Elected Positions

- a. The Conference in regular constituency meeting shall elect:
 - i. President
 - ii. ~~General~~ Secretary
 - iii. Chief Financial Officer
 - iv. ~~Associate Officers~~
 - v. ~~Directors of Departments~~

- ~~vi. Associate Directors of Departments~~
 - ~~vii. Ministerial Association Secretary~~
 - iv. Members of the Executive Committee
 - v. Members of the Appointments Committee
 - vi. Members of the Nominating Committee
 - vii. Members of the Constitution Committee (if other than the Executive Committee – see c. ii. below)
 - viii. Other committees as may be necessary
- b. Persons elected under this section shall hold their respective offices or appointments until the conclusion of the next regular constituency meeting of the Conference unless they resign; or accept another appointment; ~~or their successor arrives to take up the position (where the Executive Committee has asked that they remain in office until that time);~~ or they are removed from office, “for cause*”, by the Executive Committee or special constituency meeting; or their offices or appointments are previously terminated by the Conference by the determination of a constituency meeting, or by the Executive Committee. The Executive Committee may ask that such person/s continue in office in a caretaker capacity, and, in consultation with the newly appointed office holder, until their successor arrives to take up the position. A person who is not re-elected at a constituency meeting does not lose delegate status at the current constituency meeting.
- ~~*The phrase “for cause”, when used in connection with removal from an elected or appointed position, shall include incompetence and/or conduct which in the opinion of the Executive Committee amounts to, but is not limited to (1) persistent failure to cooperate with duly constituted authority in substantive matters and with relevant employment and denominational policies; and/or (2) actions which may be the subject of discipline under the current edition of the Seventh-day Adventist Church Manual.~~
- c. Constitution Committee
- i. The Constitution Committee shall include an officer of the ~~Australian~~ Union Conference, and shall be chaired by the General Secretary of the Conference or his/her designee. This committee shall function between the regularly scheduled constituency meetings and shall submit its reports and detailed recommendations to the Executive Committee.
 - ii. The Executive Committee may fulfil the function of the Constitution Committee should the Executive Committee decide so in which case no Constitution Committee shall be elected. Where the Executive Committee functions as the Constitution Committee, an officer of the Union Conference shall be invited to participate when the agenda includes Constitution Committee items.
- ~~d. The Executive Committee may fulfil the function of the constitution committee. An officer of the Australian Union Conference shall be invited to participate when the agenda includes Constitution Committee items.~~

Section 3 **The Election Process**

The process for elections shall be:

- a. Selection Committee
 - A selection committee shall be elected and function at the constituency meeting as follows:
 - i. Selection Committee Membership
 - (a) ~~Approximately six months before the constituency meeting;~~ From its appointed delegates for the constituency meeting each church within the conference

shall ~~choose its delegates for the constituency meeting, and~~ nominate which of these delegates shall represent it on the selection committee. ~~It shall immediately advise the General Secretary of the names of their members for the selection committee.~~

(b) Each church is entitled to elect one representative from their constituency meeting delegation to the Selection Committee. Churches with 500 or more members shall choose one additional representative for each 500 members or major fraction thereof.

(c) A back-up delegate should also be chosen in the event that the delegate appointed to serve on the Selection Committee is unable to do so.

ii. Work of the Selection Committee

The Selection Committee shall recommend and the constituency meeting shall elect:

~~(a) Elect the Nominating Committee.~~

~~(b) Recommend to the constituency meeting a constitution committee (if other than the Executive Committee).~~

~~(c) Recommend any other committees to the constituency meeting as may be necessary.~~

(a) Additional persons for the Appointments Committee, in addition to the Executive Committee members (refer to Section 3 b. i.).

(b) Additional persons for the Nominating Committee, in addition to the Appointments Committee members (refer to Section 3.c.i.).

(c) A Constitution Committee (if other than the Executive Committee).

(d) Other committees as may be necessary.

iii. Selection Committee Meetings

(a) The Selection Committee shall meet ~~and complete its work approximately four months before the constituency meeting~~ at the constituency meeting at the call of the chair. The chair of the selection committee shall be the Union President of the Union Conference ("Union President") or ~~his~~ the Union President's designee.

(b) The quorum for the meeting of the Selection Committee shall be those local church elected delegates in attendance at the duly called meeting.

b. Appointments Committee

An Appointments Committee shall be elected at the constituency meeting and function in the period of time between the constituency meeting at which it is elected and the next constituency meeting as follows:

i. Appointments Committee Membership

The Appointments Committee shall comprise the Executive Committee plus ~~up to fourteen~~ six additional persons. The additional persons shall hold membership in an organised church of the Conference and be in regular standing.

Where a position is to be filled and an incumbent is a member of the Appointments Committee, they shall not be present during the discussion and voting for that position.

ii. Work of the Appointments Committee

The Appointments Committee shall become effective as soon as the constituency meeting at which it is elected concludes. The first responsibility of this committee is to make appointments of any executive officers ~~and/or associate officers, directors and~~

~~associate/assistant directors of departments, and ministerial association secretary and committee members~~ not elected at the constituency meeting. associate/assistant officers, directors and associate/assistant directors of departments, association secretaries and associate/assistant association secretaries and heads of institutions, services and agencies. ~~When necessary this committee shall meet~~ as soon as practicable after the constituency meeting but in any case no later than three months after the meeting.

The Appointments Committee shall fill those positions as determined by the Executive Committee. In respect to vacancies that occur in the Conference during the quadrennium this committee shall ~~elect~~ appoint:

- (a) Executive officers and associate/assistant officers.
- (b) Directors and associate/assistant directors of departments
- (c) ~~Ministerial~~ Association secretaries and associate/assistant association secretaries
- (d) Heads of institutions, services and agencies
- (e) Executive Committee members (When there is only one Executive Committee member to be appointed, this appointment may be made by the Executive Committee.)
- (f) Appointments Committee members
- (g) Nominating Committee members

Persons appointed under this section excluding those referred to in Article 10 Section 2.a. shall hold their respective offices or appointments until the first meeting of the Appointments Committee following the constituency meeting unless they resign; or accept another appointment; or they are removed from office, "for cause", by the Executive Committee or a special constituency meeting; or their offices or appointments are previously terminated by the Conference by the determination of a constituency meeting, or by the Executive Committee. The Executive Committee may ask that such person/s continue in office in a caretaker capacity, and, in consultation with the newly appointed office holder, until their successor arrives to take up the position.

iii. Appointments Committee Meetings

- (a) The Appointments Committee shall meet at the call of the chair
- (b) The Union President or ~~his~~ the Union President's designee shall be the chair of the Appointments Committee.

The quorum for meetings of the Appointments Committee shall be ~~two thirds of members of the committee. However, for meetings at which the appointment of conference officers and/or directors and associate/assistant directors of departments and/or Ministerial Association Secretary is under discussion the quorum will be a majority of Executive Committee members on the appointments committee, plus two thirds of persons appointed to the appointments committee.~~ a majority of the Executive Committee members on the Appointments Committee, plus at least half of the additional persons appointed to the Appointments Committee. If the position of a member of the committee is under consideration, they shall not serve as a member for that appointment.

c. Nominating Committee

~~A Nominating Committee shall be elected and function as follows:~~ At least three months before the next constituency meeting the Appointments Committee shall also begin to function

as a Nominating Committee and shall continue to do so up until and during the constituency meeting.

i. Nominating Committee Membership

~~The Nominating Committee shall consist of at least 15 and not more than 21 persons including the Union President or his designee who shall be chair of the committee. With the exception of the Union President or their designee,~~ members of the Nominating Committee shall ~~hold membership in an organised church of the Conference and be in regular standing;~~ be members of the Appointments Committee elected at the last constituency meeting or appointed since that constituency meeting by the Appointments Committee plus an additional 6 persons elected at the last constituency meeting or appointed since that constituency meeting by the Appointments Committee, plus the Union President or the Union President's designee who shall be chair of the Nominating Committee. Of those additional persons half shall be laypersons. The additional persons shall hold membership and be in regular standing in an organised church of the Conference.

When the Nominating Committee is considering its recommendations for elected positions for the ensuing term, incumbents in those positions who are ex-officio members of the Executive Committee are excluded from participating with the Nominating Committee. In these circumstances, the Conference President may, however, be invited to sit with the Nominating Committee in an advisory capacity for a limited period at the discretion of the Chair only when their own position is not being considered by the committee. When the Nominating Committee is considering its recommendations for the Executive Committee for the ensuing term, the current Executive Committee members, apart from the ex-officio members, are excluded from participating with the Nominating Committee.

ii. Work of the Nominating Committee

The Nominating Committee shall make recommendations to the constituency meeting in respect of the following positions for the new ~~quadrennial~~ quadrennium:

(a) President, ~~General~~ Secretary and Chief Financial Officer (to be voted on individually)

~~(b) Directors of Departments, Associates and Ministerial Association Secretary~~

(b) Members of the Executive Committee

(c) The Nominating Committee shall limit its nominations to those positions for which persons are to be elected at the constituency meeting and for which budgetary provisions have been made.

iii. Nominating Committee Meetings

(a) In nominating persons to fill the positions at the constituency meeting, the Nominating Committee is to meet ~~at least~~ approximately three months prior to the constituency meeting for a time of prayer and to begin the process of recommending to the constituency meeting persons to fill the positions as outlined above.

(b) This process of making a recommendation to the constituency meeting is to be completed prior to the constituency meeting subject to due process being followed as set out in Division Policy.

(c) The Union President or the Union President's designee shall chair all Nominating Committee meetings.

(d) The quorum ~~for the Nominating Committee shall be two-thirds of members on the committee~~ for meetings of the Nominating Committee shall be:

For meetings at which the appointment of conference executive officers is under discussion:

- (i) a majority of non ex-officio Executive Committee members, plus
- (ii) a majority of the additional persons appointed to the Appointments Committee, plus
- (iii) a majority of the additional persons appointed to the Nominating Committee.

For meetings at which the election of non ex-officio Executive Committee members is under discussion:

- (i) those ex-officio Executive Committee members available, plus
- (ii) a majority of the additional persons appointed to the Appointments Committee, plus
- (iii) a majority of the additional persons appointed to the Nominating Committee.

Section 4 Eligibility to Hold Office

a. Eligibility to Hold Office

- i. All persons elected or appointed as provided for in this constitution shall be a member of the Church in regular standing ~~and shall, hold membership within the Conference, except in extenuating circumstances for employees who hold membership in another Conference.~~ Such membership shall be held within the Conference or transferred to the Conference as soon as practicable but no later than twelve months after election/appointment, except where an election/appointment is shared with another church entity.
- ii. No person may be elected or appointed to any such position or continue to remain in any such position if:
 - (a) that position requires them to serve as director of a company in Australia and they are ineligible; ~~or~~
 - (b) that position requires them to serve as director of a company in Australia and they refuse to sign a consent to act as a director of that affiliated entity, or cease to be a director of that affiliated entity, or
 - (c) they become ineligible to hold office as a director of a company in Australia.

b. Eligibility for Ongoing Committee Membership

A member of any committee referred to in this Article, who fails to attend three consecutive committee meetings shall forfeit their position on that committee and be replaced unless, in the opinion of that committee, there are special or extenuating circumstances. Should an appointed committee member move and reside out of the territory of the Conference they are no longer eligible to serve on that committee and should be replaced unless there are special or extenuating circumstances. Further, should an appointed committee member change their status and no longer come within the category in which they were elected to that committee, they shall forfeit their position on the committee and be replaced.

ARTICLE 11 – ELECTED AND APPOINTED PERSONNEL OFFICERS

Section 1 Conference Executive Officers

The executive officers of the Conference shall be the President, the ~~General~~ Secretary and the Chief Financial Officer (the ~~General~~ Secretary and Chief Financial Officer may be one person known as Secretary-Treasurer). It is the duty of these executive officers, in consultation with one another, to carry forward the work according to plans, policies, and programs voted by the constituency and/or the Conference Executive Committee. These plans, policies, and programs shall be in harmony with the doctrines and actions adopted and approved by the Union, the Division and the General Conference at their constituency meetings or Executive Committee meetings. ~~Collection of Data~~ The executive officers shall make provision for the proper collection and tabulation of statistics and reports of the activities of the Conference.

a. *President*

The President, who shall be an ordained minister of experience, is the first officer and shall report to the Executive Committee in consultation with the ~~General~~ Secretary and the Chief Financial Officer. ~~He~~ The President shall act as chair of regular and special constituency meetings and the Executive Committee, and work in the general interests and for the purposes of the Conference as the constituency meeting and the Executive Committee may determine. The President's leadership shall adhere to the policies of the Union Conference, the Division, and the General Conference and work in ~~close counsel~~ harmony with the Union Conference ~~or the Division or any member of the~~ Executive Committee ~~to assist him in presiding at the constituency meetings of the Conference or meetings of the Executive Committee, he shall have power to call such person to the chair,~~ and in close counsel with the Union Conference officers.

b. *General Secretary*

The ~~General~~ Secretary, associated with the President as an executive officer, shall ~~work~~ serve under the direction of the Executive Committee and shall serve as ~~acting vice~~ chairman of the Executive Committee ~~and the ranking officer in the absence of the President~~ and shall work in close counsel with the Union Conference Secretary. It shall be the duty of the ~~General~~ Secretary to keep the minutes of the constituency meetings and of the Executive Committee meetings; to furnish copies of these minutes to all members of the Executive Committee and to the executive officers of the Union Conference; to ~~collect such data~~ provide information as may be ~~desired~~ requested by the President or by the Executive Committee; to report to the Executive Committee in consultation with the President; and to perform such other duties as usually pertain to the office.

c. *Chief Financial Officer*

The Chief Financial Officer, associated with the President as an executive officer, shall ~~work~~ serve under the direction of the Executive Committee and shall work in close counsel with the Union Conference Chief Financial Officer. The Chief Financial Officer shall report to the Executive Committee after consultation with the President. The Chief Financial Officer shall be responsible for providing financial leadership to the Conference which will include, but shall not be limited to, receiving, safeguarding and disbursing all funds in harmony with the actions of the Executive Committee, remitting all funds to the Union Conference/Division/General Conference in harmony with Division policy, and providing financial information to the President and the Executive Committee. The Chief Financial Officer shall be responsible for furnishing copies of the financial statements to the Union Conference officers. The Chief Financial Officer shall operate in accordance with legislation, applicable professional standards, Executive Committee actions and denominational policies. The Chief Financial Officer shall perform such other duties as usually pertain to the office.

Section 2 **Conference Associate and Assistant Officers**

There shall be such associate and assistant officers as the ~~Conference in constituency meeting or the~~ Executive Committee may determine.

ARTICLE 12 – DIRECTORS OF DEPARTMENTS/ASSOCIATIONS/SERVICES/AGENCIES

Section 1 Advisory Role

The directors of departments, secretaries of associations, and their associates and assistants ~~and~~ Ministerial Association Secretary shall work under the direction of the President and Executive Committee and shall serve in an advisory relationship to the ~~churches and conference entities~~ field.

ARTICLE 13 – EXECUTIVE COMMITTEE

Section 1 Membership

- a. The Conference in a regular constituency meeting shall elect an Executive Committee which shall consist of the President, ~~General~~ Secretary, Chief Financial Officer and ~~twelve~~ ten additional elected members. The number of ~~elected~~ additional members shall be balanced as evenly as possible between lay persons and ~~employees of the Church and its affiliated entities~~ denominational employees, at least one who shall be a field pastor. ~~It shall include, if possible, at least one member under 30 years of age at the beginning of the term.~~
- b. The officers of the Union Conference, of the Division, and of the General Conference are members ex-officio of the Executive Committee; however, their membership shall be in addition to the number detailed above. ~~Any such officers exercising their voting rights at any one meeting shall not make up more than ten percent of the committee members present.~~ Only one such officer may exercise their voting rights at any meeting of the Executive Committee members present.

Section 2 Delegated Authority

The Executive Committee, unless replaced at a special constituency meeting, is delegated the authority to act on behalf of the constituents ~~with all the powers of a constituency meeting~~ between regular constituency meetings ~~and to manage the affairs of the Conference as are not managed by other affiliated entities~~, including the authority to remove ~~officers and associate/assistant officers, directors and associate/assistant directors of departments/services, Ministerial Association Secretary and committee members but subject to the Constitution and any directives as to policy or otherwise and any regulations given or made by the Conference at constituency meeting~~: “for cause” persons who have been elected at a conference constituency meeting or appointed by the Appointments Committee, including executive officers, associate/assistant officers, directors of departments/services, associate/assistant directors of departments/services, association secretaries, associate/assistant association secretaries, heads of institutions, members of boards and committees whose election or appointment is a result of a constituency meeting or Appointments Committee and to fill, for the remaining portion of the term, any vacancies thus created subject to the Constitution. The removal of those named under Article 11 Section 1. shall require the affirmative vote of two-thirds (2/3) of those voting at an Executive Committee meeting where a majority of members as described in Section 1. a. above is present.

Section 3 Delegation of Authority

Subject to Article 14, in exercising the functions and authority conferred under this Article, the Executive Committee may delegate all or any part of its function and/or authority to an affiliated entity.

Section 4 Calling of Meetings

~~Meetings of the Executive Committee may be called at any time or place by the Chair, or by one-third~~

of the members of the Executive Committee, or in exceptional circumstances, by the Union Conference President.

- a. Regular Meetings. The Executive Committee may schedule regular meetings at such times and places as it may select.
- b. Special Meetings. Special meetings of the Executive Committee may be called at any time or place by the Chair. A special meeting shall also be called by the Secretary in response to the written request of a majority of members of the Executive Committee, or in exceptional circumstances by the Union Conference President.

Section 4 — Removal of Persons

The Executive Committee may, between constituency meetings, remove for cause (see Article 8 Section 2.b.) from office any officer of the Conference or from the Executive Committee, appointments committee, or constitution committee any member thereof provided that such action has the consent of at least two-thirds of the members of the total Executive Committee, expressed by personal vote or by signature to a resolution in writing submitted to all the members of the Executive Committee. Separate copies of such resolutions may be signed for this purpose. The President of the Union Conference or his designee shall serve as chair of the Executive Committee in the event it is considering the removal from office of the President.

Section 5 — Attendance at Meetings

Executive Committee members may participate in meetings by means of an electronic conference or similar communication by which all persons participating can hear each other at the same time, and participation by such means shall constitute presence in person at such a meeting.

Section 6 — Notice of Meetings

Notice as to time and place, and any other requirements under this Constitution, shall be provided to all members in a reasonable manner at least 48 hours prior to the meeting if the meeting is to take place by electronic conference or similar communications, or at least 96 hours if the meeting is to take place in person.

Section 7 — Quorum

A majority of the total Executive Committee (other than ~~ex-officio members as~~ those referred to in Section 1 b. above) shall constitute a quorum.

Section 6 — Credentials and Licences

~~Credentials and licences shall be issued in harmony with Division policy.~~

Section 7 — Eligibility Criteria

~~An appointed member to the Executive Committee who fails to attend three consecutive regular Executive Committee meetings shall forfeit their position on the Executive Committee and be replaced unless, in the opinion of the Executive Committee, there are special or extenuating circumstances.— Should an appointed Executive Committee member move and reside out of the territory of the Conference they are no longer eligible to serve as an Executive Committee member and should be~~

~~replaced unless there are special or extenuating circumstances. Further, should an Executive Committee member change their status and no longer come within the category in which they were elected to the committee, they shall forfeit their position on the committee and be replaced.~~

Section 8 — Delegation of Powers

~~Subject to Article 11, in exercising the functions and powers conferred under this Article, the Executive Committee may delegate all or any part of its function to an affiliated entity. The Conference may carry on its ministry through unincorporated subsidiary organisations.~~

Section 8 Material Personal Interest

Material personal interest is a personal, professional or business interest that could adversely affect the impartiality of the Executive Committee members, whether they be financial or non-financial.

In the course of the work of the Executive Committee, committee members shall:

- a. notify the Executive Committee when the person becomes aware of a material personal interest; and
- b. not be present while the matter involving the material personal interest is being considered; and
- c. not vote upon the matter involving the material personal interest.

ARTICLE 14 – TRUSTEES AND OTHER AFFILIATED ENTITIES

Section 1 Definition*

In this Constitution “affiliated entity” means any corporation established by the Church or by the Conference or by Australasian Conference Association Limited (“ACA Ltd”), with the authorisation of the Division Executive Committee and the Union Conference Executive Committee and designated as an affiliated entity.

Section 2 Trustee*

ACA Ltd has been the sole trustee for the Conference to acquire, hold, manage, dispose of or deal with real and personal property for and on behalf of or for the use, benefit or purpose of the Conference. Unless specifically authorised to the contrary by the Executive Committee and the Executive Committee of the Union Conference, ACA Ltd shall continue to be the trustee for the Conference to hold all real property for and on behalf of or for the use benefit or purpose of the Conference.

Subject to Article 6 8 Section 5 6, there may now be established and maintained in the Conference, as may be deemed necessary by the Executive Committee, another affiliated entity or entities to act as trustee(s) (or otherwise) for all or any part of the work of the Conference. There may be transferred to, or retained by ACA Ltd and/or the other affiliated entity or entities all personal property of or relating to the Conference. Such personal property shall be held by ACA Ltd and/or such other entity or entities, whether jointly or severally, for and on behalf of or for the use benefit or purpose of the Conference. The Executive Committee shall be, and is hereby empowered to do all such acts and things and make all the decisions that the Executive Committee thinks necessary or desirable for the implementation of this Article.

*Section 1 & 2 of Article 14 is not to be changed without high level (QC) advice.

Section 3 Trustee Particular Powers

Without limiting the powers contained in ~~Article 11~~, Section 2 ~~above of this Constitution~~ to acquire, hold, manage, dispose of or deal with real and personal property for the use, benefit and purpose of the Conference, subject to the trusts contained in this constitution, and acting only at the request or direction of the Conference, ACA Ltd as trustee for the Conference has powers, either alone or jointly with others, to: -

- a. borrow and obtain credit and to enter into commercial or negotiable instruments for the purpose of raising money;
- b. provide security for indebtedness or other obligation of ACA Ltd in respect of the Conference or any affiliated entity; and
- c. give any guarantee or indemnity over all or any of the property of the Conference in respect of any debt or security hereby authorised, for the payment of any money or for the performance of any contract, obligation or undertaking by ACA Ltd, the Conference or an affiliated entity of the Conference.

Section 4 Trustee Indemnity

To the full extent permitted by law, each trustee of the Conference is indemnified and exonerated out of the property and income of the trust in respect of all expenses and liabilities incurred by it in the exercise of any discretion, power or right conferred on or vested in it or otherwise, subject to the trustee acting in good faith, by virtue of being trustee.

ARTICLE 15 – AUDIT

~~The auditors of the Conference shall be the General Conference Auditing Service or a duly appointed Division approved external auditor, whose duty it shall be to audit annually the accounts and financial statements of the Conference and its institutions, and to report upon same to the Executive Committee, in harmony with Division policy.~~

All accounting records of this Conference shall be audited at least annually by an auditor chosen in harmony with Division Policy and the records of this Conference or any of its affiliated entities subsidiaries, agencies, or institutions shall at all times be open to said auditor.

Said auditor shall report upon such audits annually to the Executive Committee, in harmony with Division policy.

ARTICLE 16 – INDEMNIFICATION

Section 1 Definitions

In this article:

“Legal action” means any legal proceeding or action whatsoever, and, without limiting the generality of the above, includes a threatened or prospective legal action, a quasi-judicial proceeding, and an investigative or disciplinary proceeding conducted by a government authority or pursuant to statute, but does not include a legal proceeding to which

- a. the Conference itself is or is proposed to be a party, or
- b. the Church or any of its administrative entities, affiliated entities, institutions, agencies or services is or is proposed to be a party

having an interest divergent to that of the office-holder.

“Legal costs and disbursements” means the cost of legal services provided by legal practitioners and disbursements incurred with the prior or subsequent written approval of the Executive Committee.

“Liabilities” include, but are not limited to, expenses, awards of damages and compensation, amounts paid in settlement, fines, penalties, interest, legal costs (on a solicitor and client basis) and disbursements.

“Office-holder” means any person who is or was:

- a. A member of the Executive Committee; or
- b. A member of a committee or sub-committee of the Conference or of any of its institutions, agencies or services, who was appointed by the Conference or any of its institutions, agencies or services; or
- c. An officer, agent or employee of the Conference, or any of its institutions, agencies or services, other than an agent, who, not being an employee, acts as such for fee or reward; but does not include an office-holder of an affiliated entity.

“Office holder of an affiliated entity” means any person who is or was:

- a. A member of a committee or sub-committee of an affiliated entity of the Conference; or
- b. An officer, agent or employee of an affiliated entity of the Conference, other than an agent who, not being an employee, acts as such for fee or reward.

“Performance of duties” includes an attempt to perform duties and a failure to perform duties.

Section 2 Office Holders

Subject to sections 3 and 4 of this Article, the Conference shall indemnify an office-holder against all liabilities incurred in consequence of any legal action to which the office-holder is a party or to which it is proposed that the office-holder be a party arising out of or in connection with the office-holder's performance of their duties as an office-holder.

Section 3 Exclusions

The indemnity granted by section 2 does not extend to liabilities incurred as a result of

- a. Acts or omissions of the office-holder, where ~~he or she~~ the office-holder was aware prior to January 1, 1999, that those acts or omissions might result in legal action to which ~~he or she~~ the office-holder might be a party unless the Executive Committee, in its absolute discretion, otherwise determines;
- b. Legal action initiated or threatened by the office-holder without prior written consent of the Executive Committee, unless the Executive Committee in its absolute discretion otherwise determines;
- c. The deliberate commission of a tort or other civil wrong, or dishonest or malicious conduct by the office holder;
- d. The commission of a criminal offence by the office-holder, unless in the view of the Executive Committee, at its sole discretion, the office-holder did not intentionally commit the acts or omissions constituting the offence;
- e. Conduct (including omissions) of the office holder, where their conduct fails to satisfy the Executive Committee that they held an honest and reasonable belief that the conduct would further the legitimate interests and purposes of the Conference, unless the Executive Committee, in its absolute discretion, otherwise determines;
- f. Liabilities (other than those imposed by a court or other public authority without the consent of the office holder) incurred by the office-holder without prior written consent of the Executive Committee, such consent not to be unreasonably withheld.

Section 4 Office Holders of an Affiliated Entity

Where an office-holder has the benefit of an indemnity against liabilities arising out of or in connection with the office-holder's performance of ~~his or her~~ their duties as an office-holder of an affiliated entity of the Conference pursuant to the Constitution of the affiliated entity, the indemnity in Section 2 shall only apply to legal costs and disbursements that arise out of or in connection with the office-holder's performance of duties for the Conference.

Section 5 Notice in Writing.

No indemnity shall be granted under Section 2 unless the office-holder gives notice in writing to the Executive Committee as soon as is reasonably practicable after becoming aware of any occurrence which may result in an indemnity being sought under section 2, unless the Executive Committee, in its absolute discretion, otherwise determines.

Section 6 Executive Committee Intervention.

As a condition of the grant of indemnity under Section 2, the Executive Committee or its nominee shall be entitled to take over and conduct in the name of the office-holder the conduct and settlement of the legal proceeding (other than the defense of a criminal prosecution), and that the office-holder shall not admit any civil liability or settle any claim against ~~him or her~~ them without the consent of the Executive Committee or its nominee.

Section 7 Executive Committee Action.

- a. Where the office holder is not eligible for an indemnity under Section 2, the Executive Committee may, in its absolute discretion, pay all or part of the legal costs (on a solicitor and client basis) of an office-holder who is in name or substance a defendant to any legal action, whether civil or criminal where the Executive Committee considers, in its absolute discretion, that the reasons the office-holder has been made a defendant include the fact that ~~he or she~~ they are an office-holder, and that it would be just and proper for the Conference to make the payment.
- b. The Conference or the Executive Committee shall be under no legal obligation to make a payment authorised by paragraph a. or to consider whether a payment should be made in any individual case.
- c. The Executive Committee may impose such conditions as in its absolute discretion it sees fit on the making of a payment under paragraph a.

Section 8 Executive Committee Discretion.

- a. Noting that an office-holder of an affiliated entity is not eligible for an indemnity under Section 2 of this Article, the Executive Committee may, in its absolute discretion, indemnify an office-holder of an affiliated entity against all liabilities incurred in consequence of any legal proceeding to which ~~he or she~~ they be a party or to which it is proposed that ~~he or she~~ they are a party arising out of or in connection with the office-holder's performance of ~~his or her~~ their duties as an office-holder of an affiliated entity, and where the Executive Committee considers that it would be just and proper for the Conference to make the payment.
- b. The Conference or the Executive Committee shall be under no legal obligation to make a payment authorised by paragraph a. of this Section or to consider whether a payment should be made in any individual case.
- c. Where the Executive Committee resolves to indemnify an office-holder of an affiliated entity pursuant to Section 7 a., and where the beneficiary of the indemnity is also:
 - i. a member of the Executive Committee; or

- ii. the parent, spouse, child or sibling of a member of the Executive Committee; or
- iii. the parent, child or sibling of a spouse of a member of the Executive Committee

The indemnity shall be of no effect until approved by the Union Conference Executive Committee ~~of the Union Conference~~. The Union Conference Executive Committee shall be under no legal obligation to authorise any payment or indemnity authorised by paragraph a. or to consider whether a payment or indemnity should be made in any individual case.

ARTICLE 17 – DISSOLUTION AND DISPOSITION OF ASSETS

The Conference may be dissolved only by a two-thirds majority vote of the delegates present and voting at any constituency meeting.

In the event of the dissolution of the Conference, and unless required otherwise by local legislation, all assets remaining after all claims have been satisfied, shall be transferred to such legal entity, with similar purposes to the purposes of the Conference, which is not carried on for the profit or gain of its individual members, as authorised by the ~~Union Executive Committee~~ Division of the General Conference of Seventh-day Adventists.

ARTICLE 18 – AMENDMENTS

Section 1 Types of Amendment

The Constitution of the Conference is essential to the unity of the Church worldwide and as such the **bolded text of this Constitution shall not be amended except to conform to the local conference model constitution as amended from time to time by action of the Division Executive Committee.**

The Conference may amend the unbolded text of this Constitution from time to time at duly called constituency meetings provided any such changes are in harmony with the spirit and intent of the model Constitution.

Section 2 Process for Change to the Constitution

~~The Conference may amend this Constitution from time to time at duly called constituency meetings.~~

No amendment shall be made to this Constitution unless and until: -

- a. Any motion to amend the Constitution has been considered by the Executive Committee at least ~~two~~ one calendar months prior to the opening date of the constituency meeting, and
- b. The Executive Committee has recommended the motion to amend the Constitution to the constituency meeting, and
- c. Prior to the constituency meeting, the amendment has been referred by the Executive Committee to the Union Conference Executive Committee, which shall consider such amendment and report thereon in writing to the forthcoming constituency meeting; and
- d. The motion is passed at the regular or special constituency meeting by a majority of not less than two-thirds of the delegates present and voting

PROVIDED THAT any intended amendment which in the opinion of the Executive Committee may have legal implications shall, before submission to the Executive Committee of the Union Conference and the constituency meeting, be referred to the solicitors for the Conference for their advice as to the legal effect of such amendment, and as to whether such amendment will require any, and if so what, consequential amendment of this Constitution.

This Constitution and any amendments thereto shall conform to the model local conference Constitution

as voted by action of the Division which in turn is in harmony with the model Constitution as voted by the General Conference Executive Committee. The Conference Executive Committee may from time to time recommend through the Union to the Division amendments to the model Constitution.

~~ARTICLE 15 – NOT FOR PROFIT STATUS~~

~~The income and property of the North New South Wales Conference shall (subject to any specific trusts affecting the same) be held and applied solely for the purposes of the Conference and the Church, subject to the Division Working Policy. No portion of such income or property shall be paid or transferred directly or indirectly by way of dividend, bonus or otherwise howsoever called by way of profit to persons who at any time or times are or have been members of the Conference or any of them or to any person claiming through any of them PROVIDED THAT nothing herein contained shall prevent the payment in good faith of specified remuneration, wages, and/or allowances to any officers or servants of the Conference or to any member thereof or other person in return for any services actually rendered to the Conference or be deemed to exclude any member of the Conference from the benefit of any grant made in furtherance of any of the objects of the Conference or shall prevent the bona fide relieving or assisting of persons or the wives, widows, families or relations of members of the Church or any of its institutions, affiliated entities, agencies or services who have become poor and necessitous or are deceased or be deemed to exclude any member of the Church from the benefit of any grant made under or in furtherance of any of the objects of the Conference or the Church or any of its institutions, affiliated entities, agencies or services.~~

Seventh-day Adventist Church™

North NSW Conference

