

GBC Annual General Meeting-I

24 November 2019 at 12.30pm

Agenda

1. Welcome, devotion and prayer
2. Apologies
3. Confirmation of minutes of previous meeting
 - Mid-year Church Meeting – Sunday, 30 June 2019
4. Set Agenda
5. Senior Pastor's Report
6. Finances
 - Report on 2019
 - Budget for 2020
7. Elections
 - Deacons 2020
8. Set quorum for 2020
9. Close in prayer

Gymea Baptist Church – Mid-Year General Meeting

Date: 30 June 2019
Open: 12:37pm
Signed in members: 102 (at Opening); 110 (final)
Attendees: Please refer to the sign in sheet
Apologies: Please refer to the sign in and apology sheet
Active members: 314
Quorum: 47 – 15% of Active members
Minute taker: Ralph Graham

- Welcome & Devotion

Marc Rader, Senior Pastor (MR) opened by asking how the congregation had seen God at work, an incident that can only be explained by God. MR closed in prayer.

- Apologies

Refer to sign in sheets

- Set agenda, Added

Move vote on property resolution to after finance report, Bruce Nielsen asked that May Mission Month be added, MR stated that it was in his report.

- Confirmation of previous Minutes (31st Mar 2019 meeting)

Moved by Marie Renneberg

Seconded by Matt Willis

Against – None, taken as accepted

- Accept the annual report (includes)

- Senior Pastors Report
- Financial Report

- **Financial Report**

- a. Handed out Mid-Year report as at 31 May 2019, offerings at 102%, debt has increased (timing issues). Expenses are broadly in line.
- b. Questions:
 - No questions were asked

- **Property Resolution**

MR read out:

- a. "The sale of property known as 14/1 Tea Gardens Avenue, Kirrawee (Lot 13 SP78998) for not less than \$325,000, or such price as determined by the Church Leadership Team and apply the net proceeds of sale for the purpose of reducing the mortgage of Gynea Baptist Church over the property 2-10 Tea Gardens Avenue, Kirrawee.
- b. A selling agency agreement with a nominated licensed real estate agency, in the event that the property 14/1 Tea Gardens Avenue, Kirrawee is not sold without the intervention of an agent.
- c. The sale of property known as 121 Grays Point Road, Grays Point (Lot 17 DP17662) at such value as may be determined by the Church Leadership Team and apply the net proceeds of sale for the purpose of discharging the mortgage of 2-10 Tea Gardens Avenue, Kirrawee, and if funds remain, to be held on deposit on the name of the Property Trust and used towards redevelopment costs of Gynea Baptist Church at 2-10 Tea Gardens Avenue, Kirrawee.
- d. A selling agency agreement with respect to the property at 121 Grays Point Rd, Grays Point, with a nominated licensed real estate agency."

Moved by Mark Coleman, seconded by Dave Beresford

Motion was moved, no objections

- **Senior Pastors Report**

- a. Changes to the Leadership Team (new staff members)
 - Carolyn Wang (Services)
 - Sam Headen (Communications & marketing)
 - Karina Kendal (receptionist)
 - Mark Russell (Kids ministry volunteer)
- b. Section leaders recently appointed
 - Leeanne Smith (leadership development)

- Steph Vanden Hengel (worship)
- Marjy Robertson (kids ministry)

Questions: - None

- c. Restructure of leadership team, MR is a “cork in the bottle” & too involved in everything. A restructure will enable MR to do what is most important and enable ministries to flourish. Interim changes are for Carolyn to report to Mark Coleman so services get more time overall
Primarily wrapped around new reporting lines is changes in delegation of authority.

Questions or comments: - None

- d. Strategic Goals 2019

1. Reading the Bible, as covered in today’s sermon
2. My Story expanded to morning services
3. Pray that our friends and family might take the next faithful step towards faith
4. Intergenerational opportunities, nothing done yet, or happening by accident. Want to release six 18-20 year olds into significant opportunities
5. Cultural diversity, working away at it. Not sure of next step, created committee, done some demographic work.

Cassie Bourke (Leader of the Cultural Diversity committee) invited to the lectern to give an update from the cultural diversity committee.

Cassie stated that committee has been tasked to:

- research
- prepare a report

Cassie referred to a photo of the team, each has delegated roles. Team has already looked at demographic info (based on areas that would travel to GBC). Looked at NCLS data, met with community aid person from Sutherland Shire and took on some recommendations. Plan to meet with multi-ethnic church. Inviting people in GBC to comment and suggest barriers to moving forward, if you have any suggestions we would love to speak to you. Committee hoping to present proposal by the end of the year.

- e. **Ministry Report**

- MMM
MR stated that May Mission Month is an overall success if we hit the financial target, the number of donors has increased and the offerings stay above target. We hit two of the three: hit the target, fewer donors and budget stayed on track.

MR explained why no surplus funds flowed to Southern Community (now known as Hopefield). MR discussed how we steward the extra money MMM raised as we blew through targets. Target \$188k, secondary \$267k target. We did not exceed the 2nd target, we gave the ministries what they requested. SCW did not budget for this. Next year hope to simplify the model.

Questions – Can Hopefield be one of the projects? What about our missionaries?

MR stated they are wrapped up together. Answer – No, missionaries should be supported from our own budget, started as part of 2009 building process. May should focus on worldwide ministry. Hopefield is already supported by the church by utilising our facilities. Hopefield should be supported in September. MMM is for looking elsewhere.

Tim – Can the budget clearly reflect mission and Hopefield giving?

- Congregational Care
New team leader (John Padgett), have five new Elders. Starting to work through issues, doing visits.
- Pathways.
Course finished today, 11 people took part. Next group will be in August, questions to new attenders, “have you done Pathways?”
Introduced seating hosts, looking for more people.
- Capital Works Update
In March we suggested a DA vote in July. CLT decided to delay that decision, reasons:
 - workload
 - no legal obligation
 - MR hoping that a big decision would drive momentum

MR feels we need momentum first. MR observing slow growth momentum, e.g. the heavy flywheel that can't be stopped. Signs are attendance is not falling, ahead on budget in May, recruitment is doing well (e.g. new section leaders), Care is doing well, Pathways, we have attenders who are non-believers. MR waiting for stories of healing and people coming to faith. It's a season we are in.
- A New Season
As a follow-on from the National Senior Pastors Gathering in Brisbane MR reflected on Ecclesiastes 3, a time for a new season. God changes seasons and can bring in a new season. MR realised he had never called the church to prayer. MR wants to call us to prayer. Ask God to:
 1. Lead us into a new season of expansion and growth (giving etc must take care of itself)

2. Show you where he is inviting us to join, what area “out there”
3. make clear what needs to be done in preparation, a lot of work needs to be done (wisdom is doing what needs to be done).

Pray that we do what needs to be done.

Church broke into small groups to pray for these areas.

Questions at the end of MR's report:

Can we use funds from sale of Oyster Bay Church?

Answer (MR): No, we are not amalgamated with Oyster Bay Church

MR Closed meeting in Prayer.

Close: 2:00pm.

GYMEA BAPTIST CHURCH
BUDGETED INCOME & EXPENDITURE STATEMENT 2020

2019 BUDGET		12 MTH FORECAST 2019	2020 BUDGET	% CHANGE	NOTES
Income					
836,400	Tithes & Offerings				
	Tithes and Offerings	806,400	845,600		
836,400	Total Tithes & Offerings	806,400	845,600	4.9%	
	Miscellaneous Income				
7,500	Camps & Conferences	12,503	14,250		In/out
3,840	Coffee Station	2,423	3,600		
14,100	Miscellaneous Income - Other	9,417	5,000		Vision dinner \$3k
25,440	Total Miscellaneous Income	24,343	22,850	(6.1)%	
	Mission and Evangelism Income				
70,000	Carols in the Park	77,000	77,000		In/out
3,000	Christmas Appeal	3,000	3,000		In/out
3,000	Easter Appeal - Good Friday	0	3,000		In/out
188,000	May Mission Appeal	226,872	190,000		
52,600	Appeals & Other donations	13,415	17,600		
316,600	Total Mission and Evangelism Income	320,287	290,600	(9.3)%	
	Operational Income				
13,800	Rent - Turner Lodge	8,125	6,600		
	Gain on sale - Turner Lodge		100,000		
400	Weddings	0	400		
400	Funerals	600	400		
10,000	Room Hire	11,813	11,600		
1,450	GST recovery - Ministry Account	2,337	1,450		
360	Interest Received	520	360		
26,410	Total Operational Income	23,396	120,810	416.4%	
1,204,850	Total Income	1,174,426	1,279,860	9.0%	
Expenditure					
	Staffing				
318,787	Salaries	306,382	353,376		
211,017	Allowances/Benefits	228,239	238,003		
529,805	Total Salaries	534,621	591,379		
50,331	Superannuation	53,039	56,181		
6,000	Long Service Leave/Annual Leave	6,077	6,000		
8,400	Workers Comp Insurance	5,752	6,000		
0	Staff Development and Training	0	1,800		
594,536	Total Staffing	599,489	661,360	10.3%	
	Ministries				
1,500	Copyright and licensing etc	1,523	1,600		
300	School Scripture Teacher	507	300		
6,410	Music, Recordings, Creative	1,266	5,410		
11,850	Training	12,702	7,920		
22,600	Camps & Conferences	20,165	24,690		Yth/Ad. \$8k In/out
21,745	Other Resources and Supplies	17,997	17,625		
64,405	Total Ministries	54,160	57,545	6.3%	
	Mission and Outreach				
9,636	Christian Surfers	9,636	9,636		
6,048	OM - Heather Druce	6,048	6,048		
7,224	CCCA - G&J Speckman	5,720	3,612		
6,048	WEC - Jonathan McCallum	6,048	6,048		
2,412	Pioneers - Shane & Ruth Sparks	2,412	2,412		
2,412	SIM - Ben Hurley	2,412	2,412		
2,424	School Chaplaincy - Kath Ansell	2,424	2,424		
2,412	FEBC - Kevin Keegan	2,412	2,412		
2,460	Jesus Racing - Andrew Fisher	2,460	2,460		
167,462	May Mission Appeal	206,282	171,268		
36,103	Church Partnership Support	36,103	36,320		Based on 2019
1,500	Mentoring (Kids Hope etc)	1,689	1,500		
1,000	SBCE	1,000	1,000		
	Outreach Events				
70,000	Carols in the Park	77,000	77,000		In/out
6,000	Easter/Christmas Appeal	3,000	6,000		In/out
14,900	Evangelism	14,099	8,240		Incl ACC \$6.5k
3,000	Other Outreach Events	1,633	5,800		
15,000	Hopefield	15,000	15,000		
356,041	Total Mission and Outreach	395,379	359,592	(9.1)%	

GYMEA BAPTIST CHURCH
BUDGETED INCOME & EXPENDITURE STATEMENT 2020

2019 BUDGET		12 MTH FORECAST 2019	2020 BUDGET	% CHANGE	NOTES
	Operational				
3,000	Communications	5,089	8,495		
9,400	Computers	8,549	15,720		
5,140	Consumables	4,504	3,600		
5,150	Photocopying	4,741	4,800		
60	Postage	36	0		
5,615	Printing & Graphics	4,149	2,155		
1,560	Stationery	2,466	2,520		
14,200	Telephone	12,800	13,000		
0	Legal	320	0		
0	Other Operational	251	0		
44,125	Total Operational	42,905	50,290	17.2%	
	Finance				
1,100	Auditor's Fees	1,110	1,150		
9,824	Interest Paid	17,723	9,698		
180	Bank & Lodgment Fees	99	180		
2,500	Bank Merchant Charges	2,232	2,500		
(300)	Merchant Card Surcharge Income	(250)	(300)		
13,304	Total Finance	20,913	13,228	(36.7)%	
	Property and Equipment Costs				
23,650	Cleaning	28,282	25,200		
6,600	Council & Water	7,798	5,336		
24,608	Insurances	23,798	29,224		
21,700	Electricity	23,405	23,200		
18,060	Repairs and Maintenance	26,763	22,210		
6,000	Security	4,867	5,040		
9,985	Property and Equipment	189	5,800		
5,500	WH&S (Health and Safety)	6,381	7,000		
4,680	Strata Levies & Management	4,224	1,888		
120,783	Total Property & Equipment	125,706	124,898	(0.6)%	
	Pastoral				
4,600	Hospitality costs	5,667	6,000		Vision dinner \$3k
4,950	Life Groups, Welcoming & Integration	1,362	4,570		
9,550	Total Pastoral	7,029	10,570	50.4%	
	Christian Growth				
2,000	Guest Preachers & Speakers	2,657	2,000		
2,000	Total Christian Growth	2,657	2,000	(24.7)%	
1,204,744	Total Expenditure	1,248,237	1,279,483	2.5%	
106	Net Income (Loss)	(73,811)	377		

Gymea Baptist Church

2020 Budget Commentary

The following major points in achieving a breakeven budget are:

1. Offering income has been set at \$845k which is 4.9% (or \$39k) greater than the expected offerings for 2019 of \$806k.
2. The May Mission Appeal is set at \$190k for 2020, on a consistent basis to prior years (22.5% of budgeted offering income).
3. Total income is set at \$1.280m which is 9.0% (or \$105k) more than the forecasted total income for 2019. This includes a one-off gain on sale of property (Turner Lodge) for \$100k which will be used as an investment in our future programs.
4. Total expenditure is set at \$1.279m which is 2.5% (or \$31k) more than the forecasted total expenditure for 2019, (primarily higher staff costs partially offset by less budgeted for the May Mission Appeal).
5. Staff costs are 59.6% of total budgeted costs compared to the 2019 forecast of 57.5% (after removing the distortion of the May Mission Appeal). The full-time equivalent head count is 8.56 people from 13 paid staff (2019: 7.86 from 12 people). The budgeted cost has risen 10.3% (or \$62k) more than the forecast for 2019 because the Communications role will not be funded externally in 2020 (as it was in 2019). A cost of living increase has been applied to 2019 salaries.
6. Ministry, operational, property & equipment costs are in line with the forecasted 2019 costs. Mission costs are in line with the 2019 forecast (after allowing for the difference in May Mission Appeal). All nine home missions from 2019 will continue to be financially supported in 2020.
7. There is no allowance for property development costs in the budget, as any potential re-development is on hold.
8. The forecasted result for 2019 is estimated to be a loss of \$74k before any year-end adjustments. This is mainly attributed to the shortfall in offerings and other income. The forecasted income & expenses can be seen in the column to the left of the 2020 budget.

(To be read in conjunction with the 2020 Income & Expenditure Budget)