



**Kippax  
Uniting  
Church**



*Kippax*

*Caring locally, building community*

## ***ANNUAL REPORT 2010-11***

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### ***Our vision***

- We are called to be an integrated faith community, expressed in many different ways
- We are called to live out our following of the way of Jesus through relationships.
- We are called to sustain people in their living and be an agent of transformation of community.
- We are called to empower and equip people for all aspects of their living.

### ***Our mission***

We are called to create a loving, nurturing community, growing a deeper faith in God through Christ Jesus.

### ***Our values***

- Respect
- Compassion
- Engagement with life
- People-centred
- Integrity
- Community building and collaboration

### ***Our Goals***

1. Provide for all people in relationship with Kippax means to develop a motivated, informed, compassionate and passionate faith that strengthens their engagement with life.
2. Provide for all people in relationship with Kippax broad, holistic care, covering the whole of life.
3. Nurture, empower and support people in relationship with Kippax who contribute their time, energy, skills and resources to the community both within and beyond Kippax.
4. Contribute to the development of a more inclusive, just and compassionate local community, nation and world.
5. Provide ministry and service within a sound business framework of efficiency, transparency, accountability and compassion.
6. To be innovative in the delivery of best practice community services and support, reflecting the changing needs of the community, planning responsibly, and considering our future needs to fulfil our mission.



## **Church Council**

This is the fourth year that I have written a message on behalf of the church Council for a Kippax annual report. Just as my current term on Council is ending I wonder whether perhaps am I close to knowing everything there is to know about Kippax Uniting Church's mission, values, strategic goals, operations, politics, committees and community contribution. And then I realise, with the breadth of activities, personalities, experiences and achievements of Kippax, its people and community, that there is always more to learn, more to do, more to see and more to dream.

As ever, your church Council is here to serve you – to listen to your cares and concerns, to share your joys and stories, to discern and to provide direction in accordance with the Kippax vision to create a loving, nurturing community and to be an agent of positive transformation in our community.

This year, the Council welcomed back Susan Brodersen and Hannah Walker, and also gained Zac Hatfield-Dodds, Roger Kaufman and John Robertson as members. We have all spent many, many an evening together this year steering Kippax through a number of significant Presbytery processes, namely Vitality of Call consultations for both our Ministers of the Word, and a Life and Witness consultation for our whole congregation.

All three consultations were affirming, energising times, though time-consuming and not without their challenges. In the end we saw Gordon's placement at Kippax extended for another five years. Steve's Vitality of Call took us to an interesting place in that while the consultation affirmed the vitality of his ministry it turned out that that call was no longer with Kippax. These things happen. We know Steve's special brand of care and humour will be missed but it is good to know that he is not far away, providing intentional ministry at Melba UC for the rest of 2011.

It is on the Life and Witness consultation that I would like to focus. It made me very happy to see the high level of energy, excitement and thoughtfulness that were evident in the "buzz groups" in which a large number of you participated. It's also great that the Presbytery consultants who led us through this process were open to this broad consultative method we asked for – the buzz groups were a dynamic, inclusive, even fun way to be "surveyed" about our thoughts and experiences.

The sharing of stories, dreams, and hopes was done freely and enthusiastically with due consideration of past lessons learned and thought to the risks and challenges that are also part of Kippax life. The conversations revealed the amazing extent of the commitment, passion, participation and vision that constitute the life and witness of Kippax.



One of the key observations in the Life and Witness report is that the people of Kippax “know what kind of church they want to be and that they are confident in their ability to be ‘salt and light’ in their community”.

The process showed that as a whole, we share a clear vision of the nature and purpose of the mission of God for our surrounding community, and are equipped to achieve it. And alongside this outward vision is a firm commitment to provide opportunities for the nurturing of faith and spiritual growth in all settings. We affirmed that there is a high level of partnership and mutual support between the KUC and UCK elements of the mission and ministry carried out in the Kippax community. And we were able to talk about how our volunteers are being actively encouraged, supported and valued while maintaining a continued commitment to resourcing and training existing volunteers while attracting new ones.

The consultation also affirmed that the spirit and philosophy which “underpins and permeates” the Kippax mission and ministry is firmly focussed on creating and being a part of an inclusive, just and compassionate society.

There was much discussion about the increasing complexity of the governance of Kippax but, with it, a commitment to continue to reflect upon our business processes and alternative models of both church and community service. We were able to identify a need to work harder on communication within both KUC and UCK, and the Council is committed to continuing to address this issue, in part through the quarterly Congregational Forums that we have launched. The first of these, in May 2010, resulted in a great many practical suggestions about how Kippax as a whole can communicate better.

The overall conclusion by the Life and Witness consultation team was that the Kippax community “continues to be a vibrant worshiping community which is highly committed to giving a human face to the mission of God and active in its contribution to a just and compassionate society.”

I think this is something to celebrate. May we all continue to be salt and light in our community and to walk this way together with passion and compassion, with commitment, trust, daring and joy.

To those Council members whose current terms conclude this year - John Williams and Steve Hatfield-Dodds – thank you so much for your service, your support and your wise counsel.

In service,

**Brooke Thomas**

*Council Chair*



## **Team Leader**

In the musical “Rent” one of the songs ponders “How do you measure, measure a year? In daylights, in sunsets, in midnights, in cups of coffee? In inches, in miles, in laughter, in strife?”

It is a similar feeling when it comes time to reflect in an Annual Report: “How do you report, report on a year?” In small groups, in worship, in meetings, in cups of coffee, in emails, in files, in laughter, in strife? As with each year, and each annual report at Kippax, there have been plenty of each of these. At times it even seems as if the most prevalent have been the cups of coffee!

Over the past 12 months, we have spend quite some time in conversation with the Presbytery regarding our ministry, our congregation’s health and strength, and areas in which we can grow. As part of that we have had a “Life and Witness Consultation” and both myself and Steve Coster had a “Vitality of Call Consultation”. Having the chance to receive wisdom from the wider church is something that is an important part of our life. We thank Doug Taylor, Linda Pure, Gregor Henderson, Harvey Smith, Mark Faulkner and Rachel Kronberger from the Presbytery for their time and their wisdom. Great appreciation also goes to the many people from the congregation who offered not only their time, but also wonderful insights and reflections on where we are and where we are going.

This year has also been one where the ministry leadership team has changed around. After Mary Mertin-Ryan completed her time as Executive Officer for UnitingCare Kippax, the Council requested me to fulfil the functions of that role until a new EO was appointed. Sue-Anne Muggleton started her leadership role here in January this year and I returned to the more ‘normal’ Ministry Leadership Role. And then on Pentecost Sunday, Steve Coster finished his ministry at Kippax, moving ‘just up the road’ to Melba to lead them through some Intentional Supply ministry. But neither reviews, nor consultations, nor leadership changes are the way to report, report on a year.

Hopefully, in the same way that the song from “Rent” chooses to measure a year, we too can think “How about ... love”.

We can reflect on this past 12 months with an acknowledgement of the love of people we have shared our time with, but who are no longer with us. We can reflect on this past 12 months with a celebration of the love of people whom we did not know – or who were not even born – this time last year. We can reflect on the past 12 months with a confession as a congregation of the times when our love failed to reach the mark of Christ. We can reflect on the past 12 months with a sense of joy for the ways in which love has been shared – given and received – in all expressions of the life of this congregation and community.



However the difference between the song in Rent and our report at Kippax is that we are seeking to do more than reflect on the past year. As we acknowledge that the character, grace, and love of God is the same yesterday, today and forever, we seek to allow God's grace to guide us forward.

Over the next few months, as we welcome and celebrate Jonathan Barker's ministry with us, we also look to the ways in which God is calling us to live as church tomorrow. Where will the ongoing expression of God's mission and grace carry us? What will we be called to leave behind? How will we be guided, inspired and corrected?

Kippax is never a boring place to be. Kippax is never a dull community. And for that we can give thanks. May the ongoing grace of God be your inspiration, your strength and the source of your joy.

Grace and peace

**Gordon Ramsay**

***Team Leader***



## **Congregational Strategy team**

The Strategy Team has the responsibility for making strategic decisions relating to all areas of the life of the congregation other than community services matters. Our role is to focus on what steps do we need to take to be the people we are called to be.

The past year has been one of significant reflection for Kippax. Members of the Strategy Team were involved in the Presbytery's Life and Witness Consultation that occurred towards the end of 2010, attending forums relating to each of the Goals listed below, meeting with the Consultation team, and responding to the feedback we received. Thank you to everyone who participated in that time.

The Strategy Team has also been through a significant period of transition, with Ivan King and Robyn Page both ending up their time on the Team. Peter Depta has taken over as Treasurer, and Andrew Freeman as Chair. Katrina Anderson, Lisa Fenn, Fiona May and Andrew Freeman joined the team over the past 12 months. Thanks to all those who have served on the team, in particular to Rob and Ivan for their great leadership. In addition, especially over in the period from July – Dec last year, Steve Coster took a key role in working with the Strategy Team and its work. Our thanks to him for this.

With a number of new people joining the team, a significant part of 2011 has been spent working out exactly what the role of the team involves. We have started to focus on matters through the prism of the Strategic Goals for Kippax Uniting Church/UnitingCare Kippax. In between considering urgent matters that just keep popping up, we have tried to spend some time in each meeting focussing on one of the goals, identifying areas in our church life where there are gaps and opportunities, and working with the congregation to find ways to address them.

There are a range of events, activities and ministries that deliberately work across several goals. These include our Garage Sales, which are important in working for justice, are part of a way of providing holistic care and also creating opportunities for people to reflect on the ways in which they are participating in the life of the community. The Community Garden, currently in the planning stages closely with UnitingCare Kippax is seeking to work across the same three goals. In addition, below are some of the key issues we have dealt with, and some of the important ministries that have been offered under each of those Goals.

***Goal 1 - Provide for all people in relationship with Kippax means to develop a motivated, informed, compassionate and passionate faith that strengthens their engagement with life.***

- Consideration of needs in the area of formation following Steve Coster's departure, and involvement in arranging Jonathon Barker's supply ministry
- Responding to ideas of those who attended forums on Formation, including the development of more flexible ways of attending to people's spiritual formation, alongside Small Groups
- A range of innovative services, including Evening Café, our Lent 'journeys', Children's week service
- Developing our small group resources for right across the life of the congregation



***Goal 2 - Provide for all people in relationship with Kippax broad, holistic care, covering the whole of life.***

- The establishment of “Pastoral Care Groups” for each of the congregations so that there can be regular attention to everyday and higher needs
- The establishment of a “high end” care team that can respond to more complex pastoral needs with appropriate skills
- The establishment of a Welcome Kit and a welcoming team and process for people who are new to the congregation, and who link with us through Sunday worship
- Continuing whole-of-congregation social times (such as the monthly Sunday lunches) to provide relationship links for the whole congregation

***Goal 3 - Nurture, empower and support people in relationship with Kippax who contribute their time, energy, skills and resources to the community both within and beyond Kippax.***

- Providing volunteers and staff with first aid training
- Commencing, in partnership with UnitingCare Kippax, a broad consultation on the way in which volunteers are supported and valued
- Support for our lay preachers and worship leaders, including the expansion of our worship leading teams across the year

***Goal 4 - Contribute to the development of a more inclusive, just and compassionate local community, nation and world.***

- Supporting the long standing practice of mission and justice work across the world through our partnerships with Bike for Bibles, TEAR, UnitingWorld, Orygen Youth, Stepping Stones for Life as well as determining the 2011-12 “Living is Giving” projects: ‘Speaking up for Justice, fairness & peace’; ‘Ministry with mental health patients’ and ‘Advocacy and support for children, young people and families’
- Engaging the congregations in community issues through worship services by highlighting and exploring topics such as Carers Week, people with disabilities, poverty, natural disasters and the Seasons of Creation
- Supporting Fair Trade products within and beyond the congregation
- Hosting Fair Trade stalls
- Conducting a “Sustainable Shopping” excursion and activity to help raise an awareness of ethical shopping practices



***Goal 5 - Provide ministry and service within a sound business framework of efficiency, transparency, accountability and compassion.***

- Separating the accounting for Kippax Uniting Church and UnitingCare Kippax, so that each now has its own Treasurer, budget and accounts.
- Embarking on a more consultative method of budget planning (which will be further developed next year) so that more members of the congregation have an early opportunity to input into budget setting priorities
- Establishing, along with UnitingCare Kippax Board, the “Imagine ... Hope!” series of studies, and communications linking our finances with our aims and our goals

***Goal 6 - To be innovative in the delivery of best practice community services and support, reflecting the changing needs of the community, planning responsibly, and considering our future needs to fulfil our mission.***

- Broad and extensive reflection and consultation through the “Life and witness” consultation. This enabled a significant number of members of the congregation to provide views on where it is that we possess strengths, and where it is that we can continue to grow and develop in each of our goals. This will be a core foundation for our planning with the Council and the Congregation as a whole, over the coming months

In mentioning these matters, the Strategy Team recognises that while we may set a broad strategic direction, we rely on all those in our community who contribute to setting that direction and bring it to fruition. The Strategy Team is keenly aware of the role of volunteers/servants/disciples at Kippax. Whatever way you describe them, it is people contributing of their time, skills and passions that makes Kippax such a vibrant community. We need to find new ways to enable great ideas to bubble up and empower individuals to live out their calling, and find their space to make a contribution and be valued.

Thanks to everyone for their involvement in the life of our community this year and the Strategy Team looks forward to your continuing involvement in 2011-12.

**Andrew Freeman**

***Chair, with thanks to the Strategy Team***



## **UnitingCare Kippax Board**

It was my privilege and good luck to have landed in the midst of this extraordinary organization in late January this year. I continue to be astounded at the amount and variety of activity that happens here; and at the commitment that the many people involved in Uniting Care Kippax, in their varying roles, show on a daily basis to all who come in contact with us. The programs we offer here are exceptional, as are the people, paid and not paid, who deliver services and supports within these programs.

UnitingCare Kippax is part of Kippax Uniting Church, and operates from a strengths-based, community inclusion approach, with a dedication to working in holistic and broad based care. What this means is that we offer programs across all age groups in primary, secondary and tertiary forms of support promoting the wellbeing of all children, families and young people. Accordingly, the UnitingCare Kippax model builds on a strong base of universal services available to all, (eg Kippax Kids, Parenting Groups, Holiday Happenings) within which targeted and specialist services, (eg Newpin & Hippy) are 'nested'.

The evidence based Newpin and HIPPY Programs that we offer here, which have been internationally proven to have a positive impact on the trajectories of disadvantaged children and families lives, brings about inter-generational change. Newpin, with its aim of working with families under stress to break the cycle of destructive family behavior and enhance parent-child relationships, came out of the UK and was bought to Australia in 1998 by Uniting Care's Burnside. The HIPPY program is founded on research which shows that investing in the early years of children's lives, particularly in areas of disadvantage, delivers significant social and economic benefits for individuals. Hippy promotes school readiness and maximises the chances of a successful early school experience. Thank you Warrick and your Hippy Tutors; and Rose, Theresa and Jodie with Newpin for your committed, professional expertise and client care.

Building on those services, we have a Child and Family Support Case Manager, Devi who provides counselling and support services to families, and Di who co-ordinates and supports Kippax Kids participants. The strengths-based approach that flows through all service delivery at UCK aims to identify and mobilise the assets and strengths of the individuals we see. One of UCK's key Values identifies that "we do not believe in competing with other churches, organisations or agencies" and this is enacted through the application of an Assets Based Community Development ("ABCD") model where we focus on building relationships among community members and across other organisations in order to surround individuals with mutually supportive relationships from a community inclusion perspective. We aim to identify and encourage those strengths that exist within the communities in which we operate as well as within the individuals that we come in contact with.



Our Emergency Financial and Material Aid program, (one of the ACT's three largest providers), which on a very practical level helps many individuals and families get through tough times a bit more comfortably, supports people ideally to move beyond poverty to live their lives fully. This program functions under a Financial Health & Wellbeing model that is about more than just giving practical aid, and aims at supporting people to address whatever underlying barriers people are facing in their lives. So in addition to no person ever being turned away empty handed we also work to make sure that every person approaching EFMA for assistance has the opportunity to be heard, to share and have witness of their story, to be supported in doing whatever they feel they might need to do to step out of the poverty trap permanently.

This physical space in which we dwell is regularly transformed. Holiday Happenings is one such time where every school holidays upwards of 100 children and a corresponding number of congregation members arrive for days of educational and fun activity. This well established program is professionally co-ordinated by Chris Ellis, who also in her spare time runs Parenting Groups here several times a year. Chris is one example of the 100s of people involved here who generously give of their time and expertise, and who have done so since UCK's inception. This highlights for me that we are an integral part of a congregation, at mission in its community, and it is people like Chris and Roger and Edna and Jill and Yvonne and Beattie and Tom and Bob and Sue and too many others too numerous to mention who make Uniting Care Kippax what it is. Volunteers are integral to our The Breakfast Club, 11 groups offered through Kippax Kids, Newpin and Rock Rhythm and Roll programs. We would simply not exist, nor be the extraordinary place we are without you – thank you all.

I'd also like to take the chance to thank another group of volunteers, the UCK Board led ably by Lin Hatfield Dodds. A couple of Board Members who have committed beyond the call of duty over the time I have been here that I would like to mention here are Chris LeMesurier and Colin Doery our Treasurer. Your expertise and support is greatly appreciated.

I look forward to consolidation of the wonderful programs we have, to an openness and faith in us evolving as an organization into what we need to be to meet the needs of those we come into contact with, of care and nurturance of ourselves by example and of each other.

“Let us give something to each person we meet: joy, courage, hope, assurance, or philosophy, wisdom, a vision for the future. Let us always give something.”

- Daisaku Ikeda

**Sue-Anne Muggleton**

*Executive Officer*



## **Kippax Uniting Church Financial Report**

2010-11 was an exciting year in terms of finances. It was the first year where the accounts for Kippax Uniting Church and Uniting Care Kippax have been separated, with separate treasurers and oversight by a new Executive Officer. Detailed financial reports are still being collated, but below are the main highlights from each organisation.

Next year will see the development of new and improved systems which will improve financial planning for each organisation. In relation to financial transfers between KUC and UCK, a revised Memorandum of Understanding (MOU) has been agreed and which more accurately reflects actual costs for each organisation.

### **Kippax Uniting Church (KUC)**

In terms of income, in last year's budget we forecast a significant increase in offerings (largely on the back the *Generous Givers* program which was run late in 2010). This program has been very successful with not only total collections exceeding last year's budget estimates, but also there has been a significant shift towards (electronic) direct giving. This provides advantages for KUC, but also for the individuals who opt to take up this option. In 2011-12 we have assumed this trend will continue and we have assumed collections will increase further. Overall, total income is expected to be slightly up from last year's Budget.

In terms of expenditure in 2011-12 the main focus of the Budget are twofold. First, is ministry arrangements. With the departure of Steve in June, the 2011-12 Budget has made provision to fund a 75 per cent minister placement for the entire year. The second priority of the budget is to increase allocations to congregation programs. Accordingly, extra funding has been provided to such things as Children's Activities and volunteer training as well as a more useful and user-friendly KUC website. Overall, total expenses are expected to be similar to last year's Budget.

**Peter Depta**

*Treasurer, KUC*

**Detailed financial reports for 2010-11 and budget for 2011-12 will be available separately.**



## **Uniting Care Kippax Financial Report**

The 2011 financial year has been a challenging one for the financial team at Uniting Care Kippax. This will be the second year where the financial statements for Uniting Care Kippax have been accounted for separate from the congregation. We have had a number of changes and challenges over this financial year, including the retirement of a long serving and valued treasurer (and appointment of the new) a change in both the Executive Officer and the Finance Officer as well as trying to create new financial systems to more effectively analyse our financial position. As the incoming treasurer I would just like to express my appreciation for the support provided to me in particular by Ivan King (our previous treasurer) as well as Sue-Anne (our new EO), Jodie (our new finance officer), Lin Hatfield Dodds (Board Chair) and the board as a whole.

We are an organisation that has grown significantly over the last couple of years and our reach in terms of community support and assistance into West Belconnen region has also increased.

The work done by Uniting Care Kippax is largely funded by grants and donations from government with additional support from the community and the Kippax Uniting Church congregation. Volunteers form a very large part of our ability to provide the services that we do and though this is not quantified in the financial figures it should be noted that they are a vital part of the organisation providing services such as strategic direction, management oversight, facilities and infrastructure from which to operate (cost-recovered), IT services and support, as well as in many other varied ways, they support UCK in almost every aspect of service provided to the community. We also receive "in kind" services, assistance and goods.

The congregation and the wider community contribute significantly to the overall income the vast majority of funding is from government or reliant on government funding. The board is well aware of this and one of its long term goals is to address this issue with a view to creating a financially sustainable organisation that is not solely reliant on government funding for its viability.

**Colin Doery**

***Treasurer, UCK***

**Detailed financial reports for 2010-11 and budget for 2011-12 will be available separately.**