

**Annual Reports**  
**1<sup>st</sup> October 2021 — 30<sup>th</sup> September 2022**

including

**Notice of Annual General Meeting**  
**4<sup>th</sup> December, 2022**

and  
**Minutes of**  
**Annual General Meeting held on**  
**2<sup>th</sup> November, 2021**



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## Parish of St Oswald's Anglican Church Glen Iris

### AGENDA FOR PARISH STATUTORY MEETING 4 December, 2022.

The business of the annual meeting is to include after prayers—

The minutes of the previous annual meeting and of any subsequent statutory parish meeting;

- (b) The reception of the parish electoral roll;
- (c) The annual report by the Vicar including Pastoral Care of the Parish, the entries in the registers of the Parish for the financial year, including numbers of baptisms, persons received into communicant membership, confirmations, marriages, funerals, Sunday services, acts of communion and such other statistics from the registers as Archbishop in Council determines;
- (d) An annual report on the proceedings of the parish council.
- (e) A report by the churchwardens on the fabric, goods and ornaments of the worship centre and the vicarage and other buildings of the parish;
- (f) The audited or independently examined accounts and financial statements of the parish and any accompanying papers required by the Act;
- (g) The budget approved by the parish council for the year in which the meeting is held;
- (h) Reports by other parish groups;
- (i) The election of churchwardens and members of the parish council;
- (j) The election of an auditor or independent examiner;
- (k) The election of lay representatives to the parish incumbency committee;

Any other matters of parochial or general church interest.



Signed:

**Incumbent**

ST. OSWALD'S ANGLICAN CHURCH, GLEN IRIS

MINUTES OF THE PARISH STATUTORY MEETING  
ST OSWALD'S, GLEN IRIS IN PERSON ON SUNDAY 28<sup>th</sup> NOVEMBER, 2021, 11.30am

<b>PRESENT</b>	Rev. Cannon Glenn Loughrey (Chair), Peter Johnson (Warden), Tim Andrews (Warden), Tom Fetherston (Secretary), Merril Bolton (PC), Helen Rehn (Treasurer), Lorraine McBeth (PC), Cheryl Adams, Dick Adams, Kerry Ennis, Lisa Williams, Jill Williams, Peter Williams, Bryan Gill, Margaret Gill, Win Andrews, Pam Dalrymple, Margaret Lester, Jill O'Shea, Ron Pritchard, Roma Pritchard, Barbara Loh, Bob Smith, Joy Warfe, Judy Johnson, Gaye Loughrey, Pam Mcleod, Elizabeth Comeadow, Sue Kellar, David Long, Norrene Hill, Mark Rehn, Kayoko Hiramatsu, Jan Haigh, Julie Wright, Jenny McPherson, Patsy Carr, Julian Barrat, Joy Warfe, Ross Nankivell. (No one was present via Zoom)
<b>APOLOGIES</b>	A.I.Lath, Bill and Carol Harrison, Rev. Helen Summers (Interfaith Centre & PC).
<b>OPENING</b>	The Meeting opened with a prayer and acknowledgement of the traditional owners.
<b>MINUTES OF PREVIOUS PARISH STATUTORY MEETING</b>	The Minutes of the Parish Statutory Meeting held on 29 <sup>th</sup> November, 2020, copies having been previously circulated were tabled.  <b>Moved</b> Mark Rehn <b>Seconded</b> Dick Adams and <b>Resolved</b> that the Minutes of 29 <sup>th</sup> November, 2020 Statutory Meeting, be approved.
<b>Electoral Roll</b>	The Electoral Roll was tabled.  <b>Moved</b> Helen Rehn, <b>Seconded</b> Brian Gill and <b>Resolved</b> that the <i>Electoral Roll</i> as tabled be received.
<b>VICAR'S REPORT AND ENTRIES IN THE REGISTERS OF THE PARISH</b>	(Attached hereto) The Report of the Vicar and the entries in the Registers of the Parish copies having been previously circulated were tabled.  <b>Moved</b> Tim Andrews <b>Seconded</b> Jill Williams and <b>Resolved</b> that the Vicar's Report and the entries in the Registers of the Parish be received.
<b>ANNUAL REPORT ON THE PROCEEDINGS OF THE PARISH COUNCIL</b>	(Attached hereto) The Annual Report on the Proceedings of the Parish Council, copies having been previously circulated, was tabled.  Reports from Treasurer, Secretary, Wardens, various groups and Vicar Glenn Loughrey.  <b>Moved</b> Lorraine McBeth, <b>Seconded</b> Ron Pritchard, <b>Resolved</b> that the Annual Report on the Proceedings of the Parish Council be received.
<b>CHURCHWARDENS' REPORT ON THE FURNITURE, FITTINGS AND PROPERTY.</b>	(Attached hereto) The Churchwardens' Report on the Furniture Fittings and Property, copies having been previously circulated, was tabled.  Norrie Hill raised the question of the status of toilet facilities in relation to accessibility and adequacy for events. Maybe have more installed or a proper disabled toilet. There maybe funds to at least start something meaningful in the next year. Take on notice – Peter Johnson.

Norrie Hill and Ron Pritchard questioned insurance and the expected cost of church roof repairs.

Peter Johnson responded that while there was no immediate danger of significant leaks, substantial roof refurbishment will be required in the next year or two and a “Raise the Roof” fundraiser is tentatively proposed.

Infrastructure costs will be factored in the coming year with the highest priority. Water issues with drainage will also be fixed. – Peter Johnson.

**Moved** Cheryl Adams **Seconded** Roma Pritchard and **Resolved** that the Churchwardens’ Report on the Furniture, Fittings and Property be received.

**Financial Affairs of the Parish and the Budget for 2020/2021**

(Attached hereto)

The Financial Accounts of the Parish for the financial year ended 30<sup>th</sup> September 2021, and the Budget for the 2021/2022 year copies having been previously circulated, were tabled.

**Financial Accounts for 2020/2021**

Income was \$229,006 and expenses were \$195,420. Please see spreadsheets distributed in PC folio.

Treasurer, Helen Rehn spoke to the financial situation for the 2020/21 Financial Year. She highlighted the continued strength of parishioners’ pledges, and importance of grants and Jobkeeper to help get the parish through another difficult year.

Examiner Greg Chambers has checked and verified the figures for the year. Funding has been from the Diocese grant, hall hirers, planned giving and recent fundraising campaign. A special fund has been organised for the coming Financial Year – objective is to stay financially viable.

For this coming financial year, your Parish Council, together with the Strategic Planning Team, has agreed that staying financially viable means that there should be a balance of \$30,000 on deposit approximately and every effort will be made to uphold that over the next 3 years.

In addition, the Parish Council together with the Strategic Planning Team has determined that a sum of \$20,000 be budgeted as the first instalment towards our growing backlog of property repairs and maintenance to be carried out this year. Over the subsequent 2 years we will need to fund the remainder of this backlog for the vicarage, flat and church buildings.

**Budget for 2021/22**

Budget for 2021/22 projects:

- **\$209,954 approx for Income,**
- **\$224,976 for expenses with a loss of approx. \$15,000.**

Helen Rehn requested financial accounts advisor, Sylvanie Morgan and examiner, (auditor) Greg Chambers be thanked for assistance.

**Moved** Merrill Bolton **Seconded** Barbara Loh and **Resolved** that the Financial Report be tentatively accepted pending audit and adoption by Parish Council and that our appreciation be conveyed to Sylvannie, Greg, and also to Helen Rehn for the outstanding work she has done in managing the finances of the Parish

Helen spoke to the proposed budget. She highlighted some of the key issues for this coming year, and the fact that a deficit was predicted. Glenn indicated that one contingency was that if necessary, he could lower his hours to reduce costs.

**Moved** Lorraine McBeth **Seconded** Roma Pritchard and **Resolved** that the Budget for the 2021/2022 year be received and adopted

The meeting expressed its appreciation for the work done by Helen Rehn and her support personnel in managing the Parish's finances

**Moved:** Gaye Loughrey **Seconded:** Dick Adams **Resolved** that our great appreciation for the work of Helen Rehn and Sylvanie Morgan in managing the parish finances in 2020/21 be conveyed to them.

**Hall hirers 2022:** will make year better. Covid has been a challenge with classes and events cancelled. Happy with our hirers and the income they provide.

## Hirers and Strategic Plan

Strategic plan is to be unveiled toward the end of meeting to reveal strategy moving forward next year to ensure viability.

Offerings up and grateful for fundraising drive that occurred in September.

## REPORTS OF PARISH GROUPS

Caritas Report  
Men of Glenburton  
Director of Music  
Child Safety  
Covid-19 Report  
Pastoral Care  
Ravin' Ramblers  
Concert Series Report  
8:00am Service Report

There were discussions in regard to the various reports from Parish groups.

**Caritas -** Caritas was wound up as advised by Helen R, there will be plaque unveiled recognizing Caritas and Mothers' Union.

**Men of Glenburton –** There were only a few events – bowls night, and an evening at the RACV club, however, due to Covid, they were the main face to face events. Events hopefully will re-commence next year.

**Director of Music-** Win Andrews has been acting in the role but will stand down in January, be replaced by organist, Daniel Brace. Thanks to Win and Congratulations to Daniel.

**Child Safety –** All volunteers and staff will be required to have working with children checks.

**COVID-19** Tim spoke about the current easing of restrictions and about his work in liaising with hirers of the hall.

**Pastoral Care –** We have 18 people on our Pastoral Care list who require extra support. Contact just to chat and exchange news every now and then can brighten their day

Thank you to the following people who have volunteered their time our Vicar Glenn Loughery, Gaye Loughery, Merril Bolton, Chery Adams, Patsy Carr and Norrie Hill.

**Ravin Ramblers –** Walks to commence again early next year – late Jan/ early Feb. As informed by Judy Johnson.

**Concert Series –** PJ advised will not be continuing due to Covid, left open possibility of one off concert due to ideas explored in Strategic plan.

**8:00 am Services** Will continue at this stage but may need to consider one combined Sunday service at some future date.

**Moved** Dick Adams **Seconded:** Mark Rehn and **Resolved** that all Reports of Parish Groups be accepted.

## ELECTIONS FOR CHURCHWARDENS AND PARISH COUNCIL

The following parishioners were nominated for the positions as listed:-

### Wardens

- Dick Adams
- Tim Andrews

### Parish Councilors

- Merril Bolton
- Helen Rehn
- Lorraine McBeth
- Tom Fetherston

### **Incumbency Committee**

- Peter Johnson
- Lorraine McBeth

**Resolved** that the above Wardens, Parish Councilors and Incumbency member be elected

### **ELECTION OF INDEPENDENT EXAMINER**

Greg Chambers was endorsed officially as the Independent Examiner for accounts as advised by Treasurer, Helen Rehn. Also resolved that a letter of thanks be sent to him. **Moved:** Tom Fetherston **Seconded:** Lorraine McBeth.

### **ELECTION OF 2 LAY REPRESENTATIVES TO THE PARISH INCUMBENCY COMMITTEE**

**Moved:** Tom Fetherston, **seconded:** Norrie Hill and **Resolved** that Peter Johnson and Lorraine McBeth be elected to the Parish Incumbency Committee.

### **PROPOSED STRATEGIC PLAN AND GENERAL BUSINESS**

(Attached hereto)

Mark Rehn and Peter Johnson informed the meeting about the 3-year Strategic Plan.

The long term vision is to thrive as a welcoming Christian community

- “To thrive...” means we must be Financially Viable at all times as we pursue the three pillars of our “Christian church community” - CHURCH & WORSHIP OUTREACH MUSIC

Two things threaten our Financial Viability this year

1. Potential need to undertake the large backlog of urgent property maintenance
2. Potential loss of a major tenant or both.

There will be special events such as outdoor choir performances and occasional concerts, opening of Indigenous Art gallery, engagement with the local community, embracing alliances with other like-minded churches and having a coffee van. Observations made:

- Norrie said there has to be consideration of council permits, facilities and car parking space required,
- Barbara Loh said members of the Interfaith Centre endorsed more action on Climate Change at the up coming COP26 leaders meeting – pressuring the Federal Government for progress.
- Consideration of visibility through flying flags (i.e. LGBTI) was suggested by Kerry Ennis

**Resolved** that Peter Johnson be appointed Operations Manager.

Also, it was agreed to adopt Strategic plan – briefly explained by Peter and Mark.

**Moved:** Ron Pritchard. **Seconded:** Judy Johnson

Glenn informed the Diocese resolved that Vicars can stay past retirement age of 70. Glenn said being no further business the meeting, **closed with prayer at 12.53pm** .

**CONFIRMED  
CHAIRMAN**



## VICAR'S ANNUAL REPORT 2022

I can't believe I am writing an Annual Report for the AGM so soon after writing the last one! Or it feels like we just had the last one.

A positive is that we have spent much of the year without COVID restrictions and with a relatively normal program of services. We are thankful for the technology which allowed us to stream our services which has allowed all to maintain connection with the rhythm of worship. It is interesting that these services have also been seen as far away as the Torres Strait Islands and the USA!

Following the removal of restrictions our congregational numbers have largely returned to pre-covid levels despite several regular parishioners passing away over that time. This is very positive and encouraging as it bucks the trend that has been reported to be the case across the Diocese. I thank you all for your faithfulness to God and St Oswald's, ensuring that you maintain what has been life giving for you over many years.

In terms of our congregations all three regular services have either maintained numbers or have seen an increase of new people visiting and staying. The 8 o'clockers continue to maintain a vibrant presence in worship. The breakfast remains a place of fellowship and caring, providing a place of connection and fellowship in the tradition begun many years ago. A big thank you to David Long for his faithful services as server and to all who organize and prepare the breakfast as well as readers and all who help in the service.

The 10am service continues to meet the needs of those who attend and has seen a sprinkling of new people over the year. We give thanks for the music provided by the organ and choir under the guidance of our Musical Director, Daniel Brace. We recognize each of those who participate in leadership in this service as welcomers, servers, intercessors, readers and sacristans and we thank each one for their dedication to these vital roles. A special thanks for all who are on the morning tea roster for ensuring we can spend time together after the service over a cuppa.

The Wednesday Service is growing with numbers regularly around the 9-10 mark. This has seen several new people (and dogs) participate in worship and fellowship. It is a vibrant alternative liturgical gathering and is well received on-line as well. Morning tea in the garden is enjoyed by all.

This year saw Christmas, Easter and St Oswald's Day festivities well attended and appreciated. Daniel has been innovative in the musical offerings, inviting additional musicians and choristers to join and present new and different music. Who can forget the Misa Tango for St Oswald's Day? A whole new way of connecting the old and the new and it was well received. Thanks Daniel!

A major challenge for all parishes is finances. At the beginning of this year we undertook a special appeal to underwrite our parish for the coming year under the leadership of our Treasurer, Helen Rehn. This was generously supported and provided a basis on which we could plan for the next three years in line with our Parish Strategic Plan. The decision made to ensure we maintained a baseline of funding and reserves has served us well and placed us in a good position moving forward.

As part of that strategic plan, we were able to invite the Murnong Gallery into the building as part of our focus on engagement with First People's. Unfortunately Chris Joy, who owned the gallery, had to relinquish the space due to personal reasons. It was decided to maintain the gallery at no loss of income to the parish and to work towards a partnership with local First People bodies to maintain this as a gallery and gathering place. This work continues.

During this time we continued our connection with local schools, community groups and Boroondara Council. We continue to visit Samarinda twice a month to provide worship services for the residents. During lockdowns they participated in our online offerings.

Over the year we have been actively involved with the Boroondara Council, assisting them to develop their Reconciliation Strategy which was launched earlier in the year. Our support for this was recognized by Council, as was our garden which is seen by Council and the Elders as one of the five significant cultural sites in the council area.

I wish to acknowledge this parish for their support for my work outside the parish boundaries. I am on record as saying that without your support much of what I am involved in would not occur. The work (outlined in my report to NATSIAC added as an addendum to this booklet) is significant in the changes for which it is responsible in institutions across the country. Thank you.

I would like to thank the following for their service to the parish:

- Tim Andrews and Dick Adams who as Wardens have played a guiding role in parish life,
- Our secretary Tom Featherston who, despite some health niggles, has done a terrific job as Secretary,
- Helen Rehn, who will be stepping down as Treasurer at this meeting, has been instrumental in embracing technology and all that involves, ensuring we remained financially viable. Most do not know the hours and effort she has put in over the last 3 years, but we owe her our heartfelt appreciation for all she has done and wish her well for the future.
- Merril Bolton and Lorraine McBeth for their participation in Parish Council.
- Carol Harrison who remains a powerhouse, producing the regular pew sheet, service booklets and this report.
- Cheryl Neaves who supports Carol by printing and folding the pew Bulletins.
- Pam McLeod for filling in on the organ when Daniel was away,
- Mark Rehn who has overseen the development of the Parish Strategic Plan and, supported by Dick Adams, for gathering all the data necessary to prepare a submission to the Diocese for approval and funding of the essential maintenance on the church and vicarage. The work has been approved as necessary, but we are awaiting funding approval,
- Peter Johnson, who as our Operations Manager, has been central too much of what has happened in our parish. I am amazed at his energy and commitment which sees him do way beyond what is expected of a volunteer. Thank you, Peter!

I am full of hope for the future for our parish as it continues to flourish and lead the way in fulfilling God's mission in the world. God has been faithful to us in our faithfulness to this place and we look forward to what is to come.

**Glenn Loughrey**  
Vicar

## **NATSIAC Report**

**Rev. Canon A/Prof. Glenn Loughrey October, 2022**

### **St Oswald's**

- **School engagement**

Within the parish area of St Oswald's we work with in:

- 2 primary schools on a regular basis
- 3 pre-schools on a regular basis.

These schools are visited, supported, and assisted to engage with Aboriginal issues.

This engagement is both in-school and within the combined facilities of St Oswald's which includes the:

- Murnong Art Space
- Wominjeka Reconciliation Garden and fire pit

- Woi-wurrung word labs
  - Church
- To allow me to do this I have been appointed as an Approved Cultural Educator in schools by Victoria education department (only in our area).
- **Empower to teach**
  - <https://empowertoteach.com.au/>
  - Empower to teach was developed over the last 3 years by qualified teachers. The online resource is for formation to year 10. The resources are suitable for cross curriculum use in all education facilities. They are designed to help non- indigenous teachers to begin to explore Aboriginal and Torres Strait Island history and culture. These were developed from funding by the ABM and NCCA.
  - We are now employing a specialist to manage, update and promote this program.
  - **Word labs@ St. Oswald's**
  - Through the Arts Fund for Aboriginal Artists set up by the parish through the Diocesan Arts Trust we fund an artist each year to produce a piece of art for the church or other appropriate space.
  - This year Lewis Bursill Wandin has produced 10-word blocks from local timber based on the Woi-wurrung language and the art symbols of Barak. Glen Iris Primary School grade 4 students provided a list of words and Lewis selected 10.
  - These will be installed so that passers including children can engage with the word lab.
- **Boroondara Council –**
  - Over the last three years I have worked closely with the Boroondara Council and the Boroondara Reconciliation Network and the local elders to make significant changes to council policy.
  - Spoke to council regarding the flying of the Aboriginal flag on all council properties and, where appropriate the TSI flag.
  - Supported the Mayor of the time to work to change the attitude of the council and its members toward Acknowledgements of Country. Prior to this action most refused to do so. Now almost all do.
  - Acted as an adviser to the mayor and council officers in the strategy to develop the Councils Reconciliation Strategy which was passed and launched this year. Again, a very significant act of which I am proud to have represented St Oswald's to make happen.
- **Garden –**
  - The Wominjeka Garden was opened in 2018 and has developed into a significant local community space.
  - It provides opportunity for locals to visit, bring their children/grandchildren, take time out and enjoy meals around the fire pit.

- It is primarily a native garden and not only attracts people but has become a gathering place for birds of all kinds.
- In the development process of the Boroondara Councils Reconciliation Strategy the Wurundjeri Elders and Council have named it as one of 5 significant Cultural sites.
- This is significant as I think it is the only such site on Anglican property at least in Victoria.
- **Art Gallery –**
  - Aboriginal owned and run Art Gallery@St Oswald’s that provides an inner east space for artists to show work.
  - Dialogue on collaboration and the final development of the space to be an Aboriginal co-op space is under way with Mullum Mullum Gathering Place, Boroondara Council, Inner East Aboriginal Network, and others.
- **Aboriginal Artist Fund** - Provides an annual commission for an emerging Aboriginal artist. This is a commitment made as part of hosting the art gallery and the Parish strategic plan.

**Melbourne Diocese:**

- The Reconciliation Working Group of the Diocese’s report is attached for your information.
- **At the 2022 Melbourne Synod the following Property Strategy was CARRIED**
  - **That this Synod:**
    - (a) Notes that, as per the reports and answers to questions at its last meeting:
      - i. approximately \$69 million has been realised from sale of church properties in the last decade,
      - ii. \$2.7 million sits in the Ministry Presence Initiative Fund,
      - iii. 7 congregations in this diocese are currently renting their place of worship, and
      - iv. 1 new place of worship has been built with diocesan assistance in the last decade.
    - (b) Directs Archbishop in Council to form a strategy—including engagement with First Nations concerns—for better allocating the assets of the church to ensure that the word of God is preached and the sacraments duly administered in compelling and outward-looking congregations throughout this diocese.
    - (c) That any such strategy take note of clauses 8-10 of the 'STATEMENT OF ABORIGINAL COUNCIL TO PROVINCIAL LEADERSHIP' tabled at AiC in 2018.  
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    - (d) Requests Archbishop in Council to report back on the acts done in this matter at the next Synod.
  - Moved: The Reverend Dr Andrew Judd; Seconded: The Reverend Angela Cook
  - I moved and Garry Deverell seconded the Amendment that added ©.
- Details of ©
  - 8. First Peoples organisation or else into a Fund held in the Province for resourcing the ministries outlined in this That all properties granted the Church by government (without fee) be made available for First Nations access and use: and, in the case of such properties being disposed of, that First Nations groups with a traditional claim to such properties be granted title without fee.

- 9. That 15% of proceeds from the sale of any other church properties be given over to First Nations people – 10% into a Trust Fund to be divested to traditional owners on the completion of a process of treaty and 5% into a Provincial fund set aside for resourcing the Anglican ministries outlined in this document; this as a fundamental act of REPARATION for past acts of thievery.
- 10. That all local parishes and congregations in the diocese be encouraged to pay an annual rent of 5% or more to either a local document.
- **Water Justice Hub, ANU, Canberra**
  - Over the last two years I have worked closely with the UNESCO Chair in Water Economics and Transboundary Water Governance at the Australian National University. This work has seen me:
    - Visit Wilcannia and Menindee lakes on two occasions developing art and engaging with local elders, community groups and schools in relation to the health or otherwise of the Baaka River (Darling) and what action needs to be taken to ensure Aboriginal communities can maintain water in its practical and cultural import.
    - Took part in a dialogue as an artist interrogator with 3 land councils and the Water Justice Hub researchers in Broome to develop knowledge and strategies to protect the Matawarra River (Fitzroy River) from proposed agricultural development which will see the river dammed, water taken for irrigation, flood plain harvesting and more which lessen the water available for Aboriginal communities and cultural use.
    - Was a co-author of the academic paper entitled “Tale of Two Rivers” telling the story of the Matawarra and the Baaka.
    - Developed art for the Aqua when exhibition alongside posters developed from the 2019 Citizen Inquiry and a video documenting the failure of the river over that time.
    - **Appointed as an Associate Professor of the Crawford School of Public Policy, ANU primarily to:**
      - Take the Aquawhe exhibition around Australia in 2023-2025. This exhibition, it is proposed, will visit major cities, and be installed in Anglican Cathedral spaces (primarily) opening opportunities for schools, parishes, and local community to engage with this very important subject – Water of Life. The first will be in St Paul’s Melbourne in January 2023.
      - <https://www.waterjusticehub.org/wjh-interview-art-voice-justice-exhibition-aqua-when-ii/>
      - Develop a paper on the Statement of the Heart for academic publication and for the UN.
- **Cultural Residency - IWF’s**
  - During 2022 I was the first Cultural Resident with the Institute of Water Futures, Fenner

School of Science, ANU Canberra. In that role I worked with PHD students and early career researchers on campus and on-line around Australia by conducting 5 face-to-face/Zoom seminars on coloniality/modernity and how to delink from the dominant world view and find ways to re-exist the word views of the people you work with, in this case Aboriginal communities. We discussed such as racism, coloniality, Statement from the Heart, culture and more designed to get them to critique how they think, where that comes from and how to shift from the hegemony of Western cultural overlays and engage with our people to learn how to be different in their research practice.

- This has set the foundation for this program to continue with another Aboriginal person to be invited to take up the position in 2023.

- **Member of the following committees/boards.**

- I am an active member of the following boards as an Aboriginal person. As such I act as any board member and am involved in various seminars, events and academic practice.
  - School of Indigenous Studies – Uni. Divinity.
  - Contemplative Studies Centre, Uni Melb.
  - Water Justice Hub, ANU
  - Royal Australasian College of Pathology Lay Committee
  - Royal Australasian College of Pathology ATSI/Māori working party
  - Boroondara Council Arts Committee

- **Provided significant pieces of art to:**

- Fenner School of Science ANU Canberra. This is as part of my role as Cultural Artist Residency with Water Futures Institute for 2022.
- School Cybernetics, ANU, Canberra. A painting has been purchased to take centre place in the new Birch building being opened late November.
- Art for St Paul's in the form of 2 paintings and their sister glass designs for the Narthex screen on entry to the cathedral in collaboration with the Wathawurrung Glass Artists. As Canon Artist in Residence, I am developing a strategy to decolonize the Matthew Flinders statue that stands in a prominent position on Swanston Street outside the cathedral and other similar projects.

### **Conclusion:**

While some of the above seems personal, both the local and wider activities are embedded in the St Oswald's strategic plan devised by a strategic planning group within the parish which was led by the husband of a parishioner whose profession is strategic planning.

The parish understand that they want to make change, not just in the parish (this has and is occurring) and in the local community, but also in the wider society. It is not unlike parishes that spend a lot of energy in overseas mission activities or working on the streets etc. As an older parish they see this as the best way they can impact wider society with the love of Jesus.

I could do none of this without their support. In fact, I was doing little of this before I came here because previous appointments were not conducive to doing so. St Oswald's has played a significant role over the years in campaigning for women clergy, Aboriginal matters, refugees and much more and continues to be a powerful change agent in a complex world.

**Glenn Loughrey**

# CHURCHWARDENS' REPORT ON THE FABRIC, GOODS AND ORNAMENTS OF THE WORSHIP CENTRE AND THE VICARAGE AND OTHER BUILDINGS OF THE PARISH 1<sup>ST</sup> OCTOBER 2021 TO 30<sup>TH</sup> SEPTEMBER, 2022

## Hall Hirers

Classroom Cuisine and Endurance Elite as well as the Gallery continue to be our the main hirers of different areas of the Church property through 2021/22.

Classroom Cuisine are proposing to extend the area that they hire to include what was the counting room. Necessary adjustments will need to be made to rental costs. There are some concerns regarding the amount of water used by Classroom Cuisine and discussions with them regarding any necessary rental adjustment are underway.

## Church Flat

We continue to rent the flat to Max and Soye and they are proving to be very satisfactory tenants. We have installed a reverse cycle heating and cooling system in the flat, after the gas heating system was condemned as unsafe, to ensure that the tenants are adequately provided for. The installation of the new system was arranged by Buxton Real Estate who manages the maintenance of the flat.

## Murnong Gallery

The Gallery commenced operations in December 2021 and was officially opened on 22 March 2022 and was initially run by Chris Joy. Regrettably, due to personal factors the contract had to be discontinued in April and Glenn took over the management of the Gallery. This arrangement will remain in place until the Gallery is run by a local Aboriginal Co-operative or some other indigenous led arrangement. We are fortunate that local indigenous groups are keen to be involved in the operation of the Gallery. We are also extremely grateful that Glenn is willing to ensure that the Gallery continues to operate until longer term arrangements are in place.

## Church Garden and Grounds

As in previous years Doug Lee continues to play a major role in maintaining the Wominjeka Gardens and doing some great pruning work to keep the church grounds in good shape. Many thanks to Doug and to Ron Jordan who also provides valuable assistance in caring for our garden areas.

## Repairs and Maintenance

Parish Council has undertaken a thorough review of the maintenance work required on the Church, Hall, Vicarage and the Flat. The estimated cost of these works excluding GST is \$280,391. A submission has been made to the Diocese seeking funding for these works.

The works involved are as follows:-

Repair Church roof, Hall roof and Vicarage roof to eliminate water leaks	\$40,910
Renovate Vicarage kitchen, laundry, bathroom, ensuite	\$40,000
Replace Vicarage upstairs carpet – to match recently replaced downstairs carpet	\$7,728
Supply and install new Holland blinds to 18 windows in Vicarage and Hall kitchen	\$9,545
Replace peripheral fencing and timber gate at Vicarage and repair Vicarage front fence where damaged	\$31,818
Supply and install 2 security gates to Wominjeka Gardens plus add short security fence at rear of Hall	\$4,545
Renovate Hall kitchen including non-functioning appliances including extraction fans and ducting, flat surfacing areas, sinks, cupboards, heavy duty drawers, and window sills.	\$42,727
Install smoke separation wall and door between the Church and tenanted area below	\$8,000
Supply and install fire detection alarm system in tenanted areas below the Church	\$10,909
Concrete area behind Church and Hall to enable flat vehicle access	\$22,727

Paint walls and ceilings in Vicarage, Hall, Baptistry, Side Chapel entrance and eaves near main entrance to Hall	\$15,636
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Mark Rehn played a pivotal role in developing the submission to the Diocese which included obtaining quotes for the works detailed above and defining what was involved in each of the projects. Many thanks Mark for your support to the Parish.

We will need to wait on a response from the Diocese concerning the grant application before we can determine what works can proceed.

**Rain damage to Vicarage Carpet**

During a storm in February water leaked in to the downstairs hall in the Vicarage causing damage to the carpet. We received an insurance payment which enabled us to replace most of the downstairs carpet.

**Occupational Health and Safety**

Many thanks to Peter Johnson for the excellent work he has done in updating our OHS manual and ensuring that areas in need of attention were clearly identified and rectified. The preparation of the Church Manual is also a major task Peter has undertaken.

Church Wardens: **Tim Andrews and Dick Adams**

**REPORT ON THE PROCEEDINGS OF THE ST. OSWALD’S PARISH COUNCIL  
1<sup>ST</sup> OCTOBER 2021 TO 30<sup>TH</sup> SEPTEMBER 2022.**

**PARISH COUNCIL**

The Parish Council met monthly during 2021/22, with membership consisting of those on the parish electoral roll elected to the Parish Council at the Annual Meeting in 2021 as well as the Vicar, Reverend Canon Glenn Loughrey, who chairs the meetings. Members of the Council were: Tim Andrews, Dick Adams (both Wardens), Helen Rehn (Treasurer), Tom Fetherston (Secretary), Lorraine McBeth and Merril Bolton (councillors).

Peter Johnson’s tireless work for the Parish has continued in the voluntary role, created by the Council, of Operations Manager, which has assisted the administration of the church enormously, particularly negotiations with space hirers.

There also has been attendance at Parish Council meetings throughout the year from strategic plan contributors, Mark Rehn, Julian Barrat and Daniel Brace. The focus was on the following key areas of the Strategic Plan – Financial and Maintenance, Music themed events and Indigenous community engagement.

Mark, Julian, and Helen in her role as Treasurer, focused on financial planning, possibility of grants or loans, Planned Giving, external maintenance needs, while Dick Adams covered the internal maintenance and management issues with Mark.

Daniel informed the Council about music events coming up as part of the strategic plan and was endorsed as the music director taking over from Win Andrews – many thanks Win. Daniel’s focus was on music events by mixing social justice themes through our embrace of Jesus Christ – with assistance from Rev Glenn, Helen Rehn and Peter Johnson.

Another pillar of the strategic plan was continuing our commitment to Indigenous communities, which has been self-evident through establishment of the Murong Gallery and Wominjeka Gardens as meeting places. There has also been engagement in the need of the ‘Voice’ referendum process and demonstrated by the educational website been established by Rev Glenn and others. The Parish has also continued work through the community with pastoral care, assisting Samarinda Lodge and helping those in need.



Due to Covid 19 restrictions, our Parish Council and Finance Committee meetings were still held online via ZOOM for most of the year. There were face to face meetings at the Parish in February, August and September. Tim Andrews kept the Council up to date with changes in relation to Covid and also implemented recommendations.

Tim also has been keeping our website up to date and communications strategy with the introduction of Angliconnect.

### **OPERATIONS & PARISH ADMINISTRATION**

There has been no permanent or part time administration staff, and instead, work has been undertaken by volunteers, most notably Peter Johnson and Carol Harrison.

Peter has updated the OHS Manual, arranged professionally looking Emergency Procedures Diagrams and documentation, kept the Council updated on the ADOM Calendar requirements, and updated the Church Manual which contains a number of key Parish operational documents, including the following:

- Parish contact directory.
- Key register.
- Contingency Plan.
- Governance Rules.
- Strategic Plan.
- Child Safety Rules.
- Emergency Documentation.
- Style Manual and Switch Boards.

Peter has facilitated memorandums of understandings, negotiations for the running of the Murnong Gallery and other events through the year. Many thanks Peter.

Carol Harrison throughout the year has been preparing service pew sheets, service books, organising hall hire and assisting with the AGM – A big thank you to Carol for all her help and assistance to the Parish. Also, Cheryl Neaves will be assisting Carol in the next coming year when required – many thanks Cheryl.

The Parish Council has facilitated strategies to assist Glenn and Peter with admin tasks by encouraging volunteers from universities or colleges.

Classroom Cuisine is the main hirer of the hall and church spaces at the lower level and has resumed normal operations from early this year. The other current hirers are – Endurance Elite, a Marital Arts Club and Vodaphone.

The Vodafone lease continues to provide a significant income source for the parish, and they like the others have continued to pay the agreed amount to our finances – much appreciated. Moving forward water and energy bills have been analysed so that costs can be shared.

### **STRATEGIC PLAN – MAINTENANCE, FUNDING AND PLANNED GIVING**

Throughout the year, maintenance issues have been at the forefront, with low key issues looked after by Dick Adams and external issues in the strategic plan dealt with by Mark Rehn along with Dick Adams. There was also a new Planned Giving strategy which was reported by Julian Barrat and our Treasurer, Helen Rehn in July.

At the start of the year, internal maintenance needs were actioned: the replacement of the water damaged carpet in the vicarage was completed; much needed repairs to doorways and there were also investigations into the increased water bill. – These issues were highlighted by Lorraine and investigated by Dick, Helen and Mark. – Thanks to all.

There were significant funds raised toward repairing the roof, however, more money is needed for wider infrastructure repairs that cannot be avoided.

Mark asked the Council to consider proposals such a feasibility into redevelopment of Vicarage – this was put on the backburner for now. Instead, the focus has been on continuing to raise funds through events, obtaining a loan from the Diocese and a new Planned Giving approach.

Therefore, the following was developed as a plan and then actioned:

- Funding is required for kitchen renovations, roof maintenance and the car park to be concreted as well as major hall and Vicarage upgrades.
- Approach the Diocese requesting a loan to undertake essential maintenance for our viability, separate to immediate or minor issues. Amount needed is approx \$308,000, and most quotes for the essential work has been completed.  
The problem has been losing \$4000 over a year in the reserve and there is only \$70,000 in those funds.
- The other issue is the budgetary restraint of 15% contingency and quotes having 30 days viability before a need to update them – for example \$50,000 on the fencing quote. The contingency also allows for a few minor adjustments.
- The Diocese has a grant process to follow and starts with submitting a form. The loan would be for \$350,000 if successful.
- In September, The Parish Council carried a motion to pursue the loan.

Another proposal for funding was recommended from the new Federal MP for Higgins, Dr Michelle Ananda-Rajah, for \$5000 grant to support volunteers. This was carried by the Council and submitted in September.

In July, Julian Barrat together with Helen unveiled a new planned giving strategy.

Julian went to three parishes (All Saints Newtown; St Georges Red Hill; Mount Eliza Anglican) discovering that at least 50% or over of their funding was from the parishioners' Planned Giving program and no other sources – St Oswald's is only 35%. Following was recommended to Council and subsequently a meeting of parishioners:

- Aim for a 50% target.
- The benchmark for parishioner giving should be \$120 a month.
- To increase Planned Giving to . (\$100,000), or approximately 50% of income, from (\$65-70,000).
- There are some that donate higher than \$120 a month and that will balance out when others increase their contributions – it's about encouragement.
- There will be no bequest program as no other parishes do it – as discussed in Strategic Plan. However, one idea is to seek encouragement about bequests in wills.
- Correspondence be sent out to those on electoral roll to seek more assistance through increasing payment.
- Also, a letter sent to the friends of St Oswald's for any funds to do with upcoming projects, explaining how it will be spent. This was endorsed and carried out by the Parish Council. Many thanks Julian.

In other developments, the feasibility into a coffee cart was completed in September and was found not be a viable venture.

Mark also reported that a Tax-Deductible St Oswald's Music Fund application has been approved by ADF.

This means those that donate to it, will receive tax deductibility.

Funds would be used to enhance the music program at St Oswald's, therefore, the Council agreed to set up the bank account. – Greatly appreciated Mark and Helen for all your investigations.

### **STRATEGIC PLAN – MEDIA, MUSIC AND EVENTS**

Daniel reported to the council during the year on traditional media, social media and music event planning.

- Daniel was interviewed for the Burwood Bulletin and had a radio interview on JOY FM promoting the Courtyard Choir – This generated interest in the event, which although cancelled in January due to Covid, had started up again in September. A mailing list has now been created.

- A policy framework is to be finalised regarding Facebook, Instagram and Twitter. Daniel advised he will undertake and meet with Tim, Peter and Glenn over the next year - focus on expanding to new audiences via knowledge of demographics in the area, through themed music events.

The events that occurred over the year, the Council proudly supported:

- The Courtyard Choir: attended by between 2 and 6 non-church community members and resulted in new connections and bonds. The program will be repeated next year. The music selection included popular songs such as *The Rainbow Connection* and *Big Yellow Taxi*.
- *Misa Tango*: A morning tea session in May which explored the music required in Tango dancing.
- On St Oswald's Day: The St Oswald's Day choir were joined by the following musicians - Preston Clifton, Rachel Lau, Peggy Hooper, Kristian Gregory and Suzanne Andrews. Misa Tango dancers were also performing during the lunch which was a BBQ where all bought a plate for a flat rate lunch. The performances were received positively.
- Parish choir were active last Christmas with Lessons in Carols and various events as we opened from lockdowns November last year, there was also a Christmas Children's Service.
- Parish 'Faithful' choir also will be very active in the coming year with upcoming events planned for Christmas.
- Preparation towards the end of September for the Melbourne Singers Concert – another event that will make St Oswald's renowned for music events.  
A big thank you to Daniel, Preston, Peggy, Kristian, Suzanne and the Misa Tango dancers.

In the coming year there will be special themed services regarding issues to do with Climate Change, an LGBTIQ mass and special guest speakers.

There were other events including music that were held:

- Funz night – which raised over \$1000;
- Unveiling of Mothers Union and Caritas Plaque – Thanks to Helen Rehn.

Currently the Council has been planning for a mini BBQ stall for the State Election and events for Christmas.

### **STRATEGIC PLAN – ENGAGEMENT WITH INDIGENOUS COMMUNITIES**

Over the last year, a pillar of the Strategic Plan and Council decision making was to offer a safe meeting place for Indigenous communities. This was achieved via implementing new child safety laws and creating a visionary incorporation of the new Murnong Gallery, the Wominjeka Gardens and a working group reporting to Glenn on First Nations engagement.

The Murnong Gallery commenced in February this year and had a successful opening, after achieving a licence to run the venture with Chris Joy.

In July, Chris Joy had to relinquish involvement with the Gallery and it was then continued through a new agreement with Rev Canon Glenn who wants to establish it as a First Nations community meeting place together with the gardens. Agreed to by the Council.

Essentially, the Gallery is an independent entity which leases the Mavis Cruickshank Room (MCR) from St. Oswald's and is being planned as a co op Aboriginal organisation. While the Murnong Gallery will be independent of St. Oswald's, it will in some sense be an integral part of the church, hall, Wominjeka Garden and Gallery complex, important to the Parish Strategic Plan.

The aim is to foster the Gallery and Garden as a space for Indigenous communities to meet, achieved through a working group to assist Glenn on such matters as discussed during Council meetings.

There has been productive meetings already with representatives of Mullum Mullum Indigenous Gathering Place (MMIGP) and Boroondara Council concerning the Gallery and there may be involvement with Mullum Mullum.

Glenn will be assisting the Diocese on the following: "Statement from the Heart", Empower to teach educational manuals: this has been rolled out to some kindergartens, primary schools and Secondary schools, achieving more understanding of Indigenous issues, reconciliation, Indigenous perspectives on water and facilitating the parish commitment to 'The Voice'.

### **PASTROAL CARE, SANMIRNDA AND IN THE COMMUNITY**

Glenn and Jill O'Shea informed the Council through their reports, that there are 14 parishioners on our Pastoral Care list who require support. Jill and volunteers keep in contact with them every couple of months for a chat and to exchange any needs. Thank you to the following people who volunteer their time: Merril Bolton, Patsy Carr, Norrie Hill, Gaye Loughrey and our Vicar Glenn Loughrey.

Glenn and Merril attend Samarinda Lodge every so often to provide pastoral care and support residents and keep them engaged with St Oswald's. Thanks Merril and Glenn.

Glenn made the Parish Council aware that, due to cost of living pressures, there are people in the community who need assistance. Therefore, the food drive that was so successful last year has been embraced by Ashburton Uniting Church who now distribute the food parcels donated to those in need. Thanks to Peter and Judy Johnson for facilitating.

There is a continuing relationship also now with the Ashburton library via using rooms for prayer, meditation, and community engagement. Thanks to City of Boroondara.

### **COVID 19**

Tim Andrews worked diligently in keeping up with the Covid 19 directives, implementing them as informed by the State Government or the Diocese. The website was updated regularly and most notably face mask use in internal settings. – Thanks to Tim and Glenn for overseeing.

### **COMMUNICATIONS**

Tim informed the Council that the Diocese requests we set up professional email accounts through their domain called Angliconnect. This will also be an intranet where documents from the parish can be stored and maintained. At the moment, this is done through Dropbox and will need to be gradually done in a parallel way.

Tim also assisted Glenn with our website, placing the link to the online pew bulletin. Thanks Tim.

### **IN SUMMARY**

As our parish heads into 2023, there will be enormous challenges for the Council to plan new events, attracting parishioners, visitors, embracing change to survive and thrive, while keeping what works.

Lastly, on behalf of the Council, we extend our appreciation to the following people:

- Doug Lee for gardening and general maintenance
- Peter and Judy Johnson for volunteer work and social group events – walking group.
- Daniel Brace for long hours involved in event preparation.
- Cheryl and Dick Adams - Cheryl for rostering morning tea and those who assisted with morning tea Sunday mornings when services were held and Dick for delivering food, clothing, and MOGS.
- Julian Barrat, Mark and Helen Rehn for all their work towards Strategic Plan and Financial matters.
- Carol and Bill Harrison over many years for their work in relation to the crypt now maintained through the Council.
- Pam McLeod for filling in for Daniel when needed.

**Tom Fetherston,  
Secretary,  
On behalf of the Parish Council**

## PRESENTATION OF LIST OF LAY ASSISTANTS AT HOLY COMMUNION 2021/2022

Cheryl Adams	Win Andrews	Pat Carr	Kerry Ennis	Jan Haigh
Carol Harrison	Bill Harrison	Norrene Hill	Peter Johnson	
Wendy Johnson	Margaret Lester	Jennifer McPherson	Roma Pritchard	Ron Pritchard
Joy Warfe				

### TREASURER'S REPORT FOR THE YEAR ENDED 30<sup>TH</sup> SEPTEMBER 2022

The year 2021-2022 has been a more stable year for St Oswald's Anglican Church given that we have had a complete year of Hall Hire. Parishioners have contributed to the Parish through Annual Giving and mostly this has been received through online giving which is much appreciated.

Last year your Parish Council, together with the Strategic Planning Committee, agreed that staying financially viable meant that there should always be a monthly balance of at least \$30,000 on deposit and fortunately we have been able to achieve that objective for this financial year. However, (according to budget figures), in 2022-2023 we will test this objective in the later months of the financial year. According to the Budget it is anticipated that the net loss will have grown to over \$20,000 by the end of September 2023.

In addition, in 2020-2021, I reported that the Parish Council together with the Strategic Planning Committee, determined that a sum of \$20,000 be budgeted as the first installment towards our growing backlog of urgent property repairs and maintenance. This objective was not achievable, given the amount of routine maintenance spread over all property that needed to be attended to during the financial year. You will see that in the budget for 2022-2023 \$20,000 has again been set aside solely for routine maintenance covering all properties.

The Profit and Loss Account and Balance Sheet for 2022 have been examined by Mr. G Chambers, Chartered Accountant, who determined that the financial statements present a fair view of the financial affairs of St Oswald's Anglican Church for the year under review.

I would like to thank Sylvanie Morgan who has assisted me during the year. It has been a difficult year for Sylvanie but she has been a willing, patient and able volunteer and I was very grateful for her help.

**Helen Rehn**  
**Treasurer St Oswald's Anglican Church**

**ST OSWALD'S ANGLICAN CHURCH BALANCE SHEET FOR THE YEAR ENDED 30TH SEPTEMBER 2022**

<b>ASSETS</b>			
CURRENT ASSETS	St Oswalds General Account		\$70,698
	St Oswalds Trust Account		\$4,730
	Cash on Deposit		\$22,315
OTHER CURRENT ASSETS	Sundry Debtors		\$100
NON-CURRENT ASSETS	Equipment		\$4,972
			<u>\$102,815</u>
<b>LIABILITIES</b>			
CURRENT LIABILITIES	Crypt Fund		\$4,730
	Unexpended Grants:		
	Aboriginal Commission Special Projecty	\$5,250	
	Aboriginal & T S Island Mission Grant	\$4,404	\$9,654
	Hall Bond Held	\$600	
	TPG Rental in Advance	\$31,599	
	GST Liability	\$3,988	
	<b>Total Current Liabilities</b>		<u>\$50,571</u>
NON-CURRENT LIABILITIES	Eucumenical Holding Account	\$429	
	<b>Total Non-Current Liabilities</b>		<u>\$429</u>
			<u>\$51,000</u>
<b>EQUITY</b>			
	<b>NET ASSETS</b>		<u>\$ 51,815</u>
	Capital	\$4,633	
	Retained Earning	\$56,187	
	Current Year Earnings	<u>-\$9,005</u>	
	<b>TOTAL EQUITY</b>		<u>\$ 51,815</u>

ST OSWALD'S ANGLICAN CHURCH INCOME AND EXPENDITURE FOR YEAR ENDED 30TH SEPTEMBER 2022

INCOME		EXPENSES	
OFFERTORIES		\$75,545	GENERAL EXPENSES
RENT AND HALL HIRE			Cleaning
	Flat	\$19,296	Power & Water
	Hall	\$67,669	Council Rates
	TPG	\$33,701	Telephone
	Murnong Gallery	\$8,333	Other
FUNDRAISING			
	Donations & Bequests	\$9,700	CHURCH EXPENSES
	Jams	\$603	DIOCESAN ASSESSMENT
	Other	\$1,120	INSURANCE
PROFESSIONAL FEES			ADMIN SUPPORT
		\$3,500	DEPRECIATION
OTHER			REPAIRS & MAINTENANCE
	Funeral & Other Serv.	\$2,475	STIPEND (incl Work Cover, LSL)
	Interest	\$112	
<b>TOTAL INCOME</b>		<b>\$ 222,054</b>	<b>TOTAL EXPENSES</b>
			<b>-\$9,005</b>
			<b>\$231,059</b>

**ST OSWALD'S ANGLICAN CHURCH BUDGET FOR YEAR ENDED 30 SEPTEMBER 2023 (excl GST)**

<b>INCOME</b>		<b>ACTUAL 2022</b>	<b>BUDGET 2023</b>	<b>EXPENSES</b>		<b>ACTUAL 2022</b>	<b>BUDGET 2023</b>
<b>OFFERTORIES</b>	Anglican Diocese	\$75,545	\$72,600	GENERAL EXPENSES	Cleaning	\$10,463	\$10,800
<b>RENT AND HALL HIRE</b>	Flat	\$19,296	\$19,296		Power & Water	\$17,628	\$20,000
	Hall	\$67,669	\$78,250		Council Rates	\$6,666	\$4,863
	TPG	\$33,701	\$35,000		Telephone	\$3,188	\$3,240
	Murnong Gallery	\$8,333	\$9,996		Other	\$8,795	\$10,198
<b>FUNDRAISING</b>	Donations & Bequests	\$9,700	\$0	CHURCH EXPENSES		\$17,160	\$19,803
	Jams	\$603	\$600	LOCUM		\$2,400	\$2,400
	Other	\$1,120	\$2,500	DIOCESAN ASSESSMENT		\$25,471	\$25,476
<b>PROFESSIONAL FEES</b>	Funerals/Consulting	\$3,500	\$5,000	INSURANCE		\$16,803	\$16,932
<b>OTHER</b>	General including BAS	\$2,475	\$2,400	ADMIN SUPPORT		\$7,843	\$14,400
	Interest	\$112	\$115	DEPRECIATION		\$3,428	\$3,430
				REPAIRS & MAINTENANCE		\$20,324	\$20,000
				STIPEND (VICAR)		\$93,290	\$96,468
<b>TOTAL INCOME</b>		<b>\$222,054</b>	<b>\$225,757</b>	<b>TOTAL EXPENSES</b>		<b>\$231,059</b>	<b>\$248,010</b>

BUDGETED NET LOSS (incl added interest and prov for Deprec) **(\$22,253)**



ST OSWALD'S ANGLICAN CHURCH  
COMPILATION REPORT

Scope

We have examined the accompanying special purpose financial statements of St Oswald's Anglican Church [the Church] which comprise the Balance Sheet as at 30 September 2022 and the Profit and Loss Statement for the year then ended.

*The responsibility of the Parish Council*

The members of the Parish Council are solely responsible for the information contained in the special purpose financial statements and have determined that the basis of accounting adopted is appropriate to meet their needs.

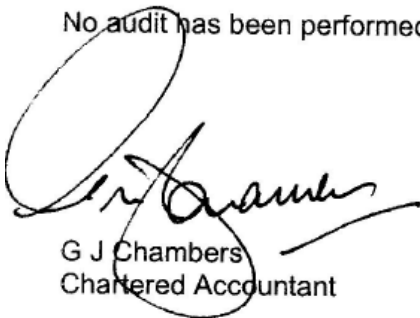
*Our responsibility*

On the basis of information provided by the representatives of the Parish Council, we have reviewed the accompanying special purpose financial statements.

Our procedures use accounting expertise to examine the financial information provided in the financial statements to form a view as to whether they present a fair statement of the affairs of the Church for the year.

We have formed the view that the financial statements examined present a fair view of the financial affairs of the Church for the year under review.

No audit has been performed and accordingly no audit assurance is expressed.



G J Chambers  
Chartered Accountant

# ST OSWALD'S STRATEGIC PLAN ANNUAL REPORT

St Oswalds  
Strategic Plan  
2022-2024

Our **VISION** (long term)...  
To thrive as a welcoming Christian church  
community

Objectives...

1. Enhance and expand our church services, other spiritual offerings, and associated music to better serve our Parishioners

2. Plan and execute programs that will make us financially viable

3. Partner with Hearth Galleries to establish the Mavis Cruickshank Room and the Wominjeka Garden as the heart of the ongoing Murnong art studio / art gallery / meeting centre for local and Aboriginal communities

4. Develop a range of musical activities to contribute to community engagement

The good news is that Objectives 1,3,4 are all roughly on track with planned performance this past year. We are particularly excited about the substantial progress being made towards Objective 3.

However, delivery against Objective 2 has been and will remain a huge challenge for us going forward. Here are the key points:

1. Our request for funding our large Maintenance Backlog (over \$300K) has been submitted to the Diocese of Melbourne and is under consideration. Grant funding assistance will be essential if we are to be financially viable during the next 3 years.
2. In spite of our best efforts, the Planned Giving program for our new financial year looks like it will not generate a marked increase over the pledged amount from the previous year. Once again, it seems we will fall far short of having 50% of our total annual income provided by Planned Giving as per the Diocesan guideline. Our figure is currently about 32%.
3. This year we have been very successful in maximizing our income from the hiring of our various facilities. However, there are almost no options left to further grow this income. Our largest single hirer now accounts for approx. 30% of our total income, and this constitutes a substantial risk for us going forward. If we were to lose that hirer for any reason, our financial viability would immediately be threatened.
4. We had planned to launch a Bequest Program before the end of the past Financial Year, but this has proved to be difficult. We received only limited advice from the Diocese regarding how best to run a Bequest Program. However, some useful tips were obtained from a few other Parishes around Melbourne that are running successful bequest programs. Given that we had requested and received approx. \$42,000 'once only' donations to underpin our sudden depleted cash flows during the depth of the Pandemic, it was felt that further consideration of launching the St Oswald's Bequest Program should be held over until the new Financial Year.

The Strategic Planning Team will review and update our rolling 3-year Strategic Plan within the next 3 months.

**Mark Rehn**

## Music Ministry Report 2022

It has been a pleasure and a privilege to work alongside many talented musicians under the leadership of Vicar Glenn to bring wonderful music to enhance worship for mass this past year.

Often what you see or hear on a Sunday is just part of the investment of time spent preparing and practicing music for presentation at mass. I am especially grateful for the patience, kindness and forgiveness shown to me by all members of the music program and shown to one another during the course of the year.

And special thanks to my non-musical colleagues, Carol Harrison and Mark Rehn, for your support, patience and encouragement.

As Music Director and Organist I have:

- Played for Sunday 10 am mass, worked on the recommendation of weekly hymns with Win Andrews and Gaye Loughrey
- Directed the St Oswald's Choir including leading rehearsals and choosing music
- Worked to establish the Courtyard Choir
- Undertaken promotion of the Music Ministry throughout the year
- Contributed to the weekly pew sheet
- Supported events and written articles for the Royal Society of Church Music (Victoria)
- Written articles for the Organ Society of Victoria

Achievements include:

- Maintaining standards and standard event commitments for the Choir
- Expanding the repertoire of the choir while maintaining the technical skill level
- Attracting several new choir members who have either joined as permanent or occasional members of the choir
- A fabulous celebration at St Oswald's Day of the Misa Tango which was so exciting and joyful. Thanks to the Melbourne Tango Dancers for their gift of dance also
- A great article celebrating the Church in the Bundoora magazine

Challenges:

- Personal health (including COVID), mental health, and travel obstacles have meant I have been absent at short notice some Sundays. This has been discussed and support mechanisms are being put in place for 2022-23 to assist me
- The institution of the church doesn't always support me which makes things difficult from time to time

I have very much enjoyed this year of service at St Oswald's and feel supported and appreciated by the parish. Special thanks to Peter Johnson and Win Andrews for fellowship, support and guidance across all matters of the music program. Special thanks to Julian Barrat for his cantor contribution and corrections. And I would like to mention, for special thanks, Joy Warfe, for her constant encouragement and infectious joy of music for worship and Pam McLeod for stepping up on those days when I haven't been able to make it to mass. Welcome to new choir members Philippa Burgess and Phillip Hamilton. Peggy also for her cantor contribution.

Musicians engaged: Preston Clifton (cello), Rachel Lau (flute), Peggy Hooper (soprano), Kristian Gregory (tenor), Suzanne Andrews (piano).

### St Oswald's Faithful Choir

Sopranos: Win Andrews (section leader), Joy Warfe, Jill O'Shea, Cheryl Adams and Peggy Hooper

Altos: Pam McLeod (section leader), Judy Johnson, Margaret Gill, Philippa Burgess

Tenors: Julian Barrat (section leader), George Fernando, Bryan Gill and Kristian Gregory

Basses: Peter Johnson (section leader), Tim Andrews, Phillip Hamilton.

**Daniel Brace**

## **Report on OH&S for the year 1 October 2021 to 30 September 2022.**

- Occupational Health & Safety (OH&S) issues raised and actions identified and reported upon regularly at monthly Parish Council meetings.
- In October 2021, at the request of Classroom Cuisine (CC), an investigation of potential radio-frequency radiation from the Vodafone was undertaken, and reassurances provided by Nokia/Vodafone. CC advised accordingly.
- Evacuation/fire drill conducted from the church on 3 April 2022 at the end of the 10am service. Also, similar briefing given to 8am service attendees. The de-brief afterwards indemnified a few minor issues, which were corrected, including replacement of the mat arrangement just inside the hall.
- Major OH&S audit of the church and hall undertaken by Bruce Selleck on Strategic Risks on behalf of the Diocese. Report dates 12 April 2022 found no issues needing attention, and full compliance with requirements, including Essential Services Maintenance. Electrical Test and Tag completed and reported by Bruce Selleck
- A contingency plan for the parish in the event of emergencies and other incidents was finalized and is included in the updated Church Manual which is held in the Church Office and all PC members have a copy.
- A copy of the OH&S Manual, which is referenced in the Church Manual, is located at each first aid kit. This includes an Accident Report form.
- Following a number of inspections of electrical, gas, and smoke detection systems in the flat, work was required to replace the gas heater which was found to be unserviceable. A split air conditioning (heating and cooling) system was provided, and some electrical and gas modifications made to comply with new rental laws. In addition, two drainage issues at the flat have been dealt with.
- The hand drawn emergency procedures diagrams have been replaced with a professionally drawn version prepared by volunteer Russell Shiells – a copy installed near each major Exit from the church and hall.
- Outstanding issues still to be dealt, but which have considerable cost implications are:
  - Purchase of a defibrillator
  - Separating smoke wall at top of the church stairway/issue of building permit.
  - Fire detection system for CC area

**Peter Johnson**  
**OH&S Manager**

## **Operations Manager's Report**

Having been not allowed to continue on the Parish Council (PC) after 6 years, I was given the unofficial title of "Operations Manager" for year 2021/22, which means general dogsbody.

The major issues covered in this 2021/22 year, some of which have been addressed on other reports, have been:

- Continuing oversight of the Governance Rules and preparation of the Anglican Diocese of Melbourne (ADOM) calendar for key actions each month for the PC
- Oversight of the church flat at 96a High Street, as managed on our behalf by Buxton Real Estate – great tenants and Buxton have performed well. Some repairs and compliance issues required funding.
- Negotiations with Chris Joy, Melbourne Anglican Trust Corporation (MATC), and Glenn Loughrey in relation to the Murnong Gallery – ended with no costs to the parish. Rent of MCR as gallery space continuing.
- On-going management of parish Occupational Health & Safety (OH&S) issues and reports to the PC – clear report from Strategic Risks on behalf of the Diocese.
- Update of the Church Manual completed, including new Child Safety and Aboriginal Young People Safety requirements from the Diocese.

- Responsibility for the Strategy Plan Objective 3 on Indigenous matters, and support for Glenn on this work on Aboriginal history, culture, education, etc (see National Aboriginal and Torres Strait Islanders Anglican Council – NATSIAC report)
- Negotiations with Classroom Cuisine on issues of hall hire – no significant changes
- Negotiations with Melbourne Singers about storage of their music at St. Oswald’s and arrangement for at least one concert at St. Oswald each year as fund raiser as the quid pro quo.
- Weekly checking of pew sheet.

**Peter Johnson**

## **COVID 19, COMMUNICATIONS AND CHILD SAFETY.**

### **COVID-19**

I have been the COVID-19 safety officer since the start of the pandemic.

The Church re-opened on Sunday 31 October 2021. Mandatory restrictions have been progressively removed in 2022. We have no government restrictions on mask wearing or number of people who can attend church. Vaccination is not mandatory either in the Church setting. However medical experts have pointed out that COVID-19 has not gone away. People continue to become infected and of those many are hospitalized.

We continue to recommend mask wearing, social distancing, and vaccination. A number of our congregation have tested positive to Covid-19 and have isolated for the recommended period. The cases reported to me have not been serious.

### **St Oswald’s Website**

St Oswald’s website was upgraded a year ago with advice from Kat Loughrey. I have continued to manage the site content since the upgrade was completed.

I do recommend that leaders of Parish groups supply text and photographs suitable for use on the Website.

We have recently upgraded the site to business for a moderate additional cost. This will allow other parishioners to become content editors and manage defined parts of the website. Training is required for those who wish to help, and I have run the first training session with Daniel Brace.

### **Email Newsletters**

We have been sending regular emails to Parishioners weekly or more frequently as required.

We currently have 114 subscribers to our mailing list.

Thanks to Glenn for pastoral letters, Carol for preparing Pew Bulletins and to many other contributors.

### **Child Safety**

A lot of work has been done to develop a St Oswald’s Child Safety Policy in accordance with Diocesan requirements.

Signs have been put up in the Church and Hall. There is also a page called Child Safety on the St Oswald’s Website.

I have attended 3 Child Safety training sessions on line as required by the Diocese. Other Parish Councillors have also completed this training.

The important message is that if any person has any concerns about possible cases of Child Abuse then the matter must be reported. If it is a serious case then call the police. All concerns must be reported to Kooyoora Office of Professional Standards of the Diocese.

**Tim Andrews**  
**Church Warden**

## MELBOURNE DIOCESAN SYNOD 2022

St Oswald's was represented at Synod 2022 by our vicar Glenn, Gaye Loughrey and Jill O'Shea.

This year the first three days were held online and the last day was held live in the Cathedral. There were still a number of line dropouts but overall it was an improvement to last year.

The Archbishop chaired the proceedings ably supported by a small group of very knowledgeable advisors.

The archbishop is to be congratulated on his leadership, listening carefully and commenting in a fair manner. In his opening address with his acknowledgment of country he recognised the work our Vicar Glenn had been doing on reconciliation.

The early sessions of synod were involved with administration of the Diocese, processes, acts, standards and reports from working groups on the Archbishop Election Act, Diocesan Payroll.

The Diocese incurred a deficit of \$1,480,000 across the Anglican Diocese, the Anglican development fund and the Melbourne Anglican Diocese Cooperation.

Archbishop in Council formally requested the Finance and Investment Committee to look for ways to reduce the deficit in 2023

The later sessions were mainly on social issues.

- Gambling

Synod seeks to make churches and their leaders aware of the need to actively minimise and prevent online and sporting promotions from targeting youth and children.

- Pathways for continuing professional development of Clergy.

Synod expressed concern over the ever growing list of parish vacancies, ever increasing workload for clergy and real problems of burnout.

- Prevention of Violence Against women.

Encourage parishes to make use of the Family Violence Policies, Procedures and Guidance for church workers.

- Gender Equality

Synod confirmed a commitment to representative equality with leadership and governance at all levels (Bishops, clergy, laity) within the Diocese.

- Environment

Synod encouraged all Diocesan and Agencies of the Anglican Church of Australia to work towards net zero carbon by 2040. By the beginning of 2024 a Diocesan Climate Change Mitigation Officer is to be appointed

- Raising up the next generation of Vocational Ministers.

A large number of vacant parishes. Clergy and laity leaders are to see themselves as talent scouts to identify and nurture future clergy.

- Accessibility and Inclusion.

In 2023 provision will be made for a full-time Accessibility and Inclusion Officer.

- Property Strategy

Approximately \$69 million has been realised from the sale of church property and \$2 million sits in the Ministry Presence Innovation Fund.

Only 1 new place of worship has been built with Diocesan assistance in the last decade.

A better strategy is needed for allocating the assets of the church

- Stolen Land

Both Reverend Gary Deverill and our Vicar spoke on land stolen from first peoples to build churches and there needed to be repatriation for first peoples

**Jill O'Shea**

## **PASTORAL CARE REPORT 2022**

We have 14 parishioners on our Pastoral Care list who require extra support. We keep in contact with this group every couple of months for a chat and to exchange any needs.

Thank you to the following people who volunteer their time.

Merril Bolton, Patsy Carr, Norrie Hill, Gaye Loughrey and our Vicar Glenn Loughrey.

And also a thank you to the families, friends and neighbours who have contributed.

**Jill O'Shea**

## **8 O'clock Service**

The 8am Sunday Anglican Tradition continues successfully at Saint Oswald's with an average of eight receiving Holy Communion each Sunday.

Following the service we enjoy fellowship and the opportunity for robust discussion on various topics.

**Patsy Carr**

## **MEN OF GLENBURTON 2022**

The first activity for the Men of Glenburton this year in February was a Bowls night at the Ashburton Bowls Club well organised by John O'Shea. We enjoyed pizzas after our exertion on the bowling green

At the March meeting our Vicar, Glenn arranged for local Councillor, Garry Thompson to speak on the work the Boroondara Council is doing at present in the local community. It also provided an opportunity for those present to raise issues of concern. At the April meeting Peter Johnson and Lawrence Reddaway spoke on fire prevention and control measures covering issues they had dealt with in their careers. The May meeting did not proceed due to a lack of members able to attend.

At the June meeting we enjoyed a meal at the Kooyong Tennis Club which was very well attended by MOG members and their partners. In July we enjoyed dinner at the RACV Club and an opportunity to test our skills at snooker. Thanks to Mark Rehn for organizing this evening. The August meeting was organised by David Knight and related to electric vehicles. The high number of Moggies and friends attending was a clear indicator of how important this issue is currently regarded. At the September meeting Ken James spoke about school teacher and adventurer Ellis Bankin and his research work into old schools especially in regional areas. The October meeting was a visit to Scienceworks in Spotswood. .

The Men of Glenburton continues to offer a means for us to meet regularly and discuss issues of current religious, social or political significance. The group is open to any men to join and currently attracts its membership from the Anglican Churches of Glen Iris and St. Michael's, Roman Catholic Church, Ashburton as well as the broader community. Partners are also welcome. Thanks to all the event organizers whose support we rely on to maintain an interesting programme.

**Dick Adams**

# PARISH STATISTICS FOR 2021/2022

(October 2021 - September 2022)

Parish of \_\_\_\_\_

St Oswald's

Church: \_\_\_\_\_

St Oswald's Glen Iris

## WORSHIP

1 a	179	Number of public services wherever held* <b>excluding</b> weddings, funerals, private baptisms, services in residential facilities	3 a	1922	Total Acts of Communion in public services* <b>excluding</b> private ministrations and services in residential facilities
b	97	Number of public Sunday services wherever held <b>excluding</b> weddings, funerals, private baptisms, services in residential facilities	b	1559	Total number of Sunday Acts of Communion <b>excluding</b> private ministrations and services in residential facilities
c	4	Number of publicised services held in residential care facilities	c	81	Total Other Acts of Communion <b>Including</b> private ministrations and services in residential facilities
2 a	41	Average weekly attendance at all Public services ** <b>exclude</b> weddings, funerals, private baptisms, services in residential facilities, Easter and Christmas	4 a	76	Total attendance at Christmas Day/Eve services (Christmas Eve means after 5 pm)
b	33	Average Sunday attendance** at all Sunday services <b>excluding</b> weddings, funerals, private baptisms, services in residential facilities, Easter and Christmas	b	76	Total number of Acts of Communion at Christmas Day/Eve services (Christmas Eve means after 5:00 pm)
c	0	Average weekly attendance at all non-English services ** <b>exclude</b> weddings, funerals, private baptisms, services in residential facilities, Easter and Christmas	5 a	48	Total attendance at Easter Day/Eve services
			b	46	Total number of Acts of Communion at Easter Day/Eve services

\* Include weekday and Sunday services \*\* Include children and Non Communicants

## MEMBERSHIP

6		No. on Church Electoral Roll presented at the Annual Parish Meeting	13 a		No. of continuing home/small groups
7a		No. of Infant Baptisms	b		Total No. of persons in continuing home/small groups per week
7b		No. of Adult Baptisms			
8		No. of children admitted to Communion			
9		No. of persons received into the Anglican Communion	14		Estimated no. of frequent attenders - including at weekly programs/worship services (excluding CRE)
10		No. of Confirmations	a	0	Pre-school (0 - 5)
11		No. of funerals conducted:	b	0	Primary School
a	7	in the churches of the parish	c	0	Secondary School
b	0	elsewhere	d	0	Post Secondary (under 25)
12		No. of marriages conducted:			
a		in the churches of the parish			
b		elsewhere			