

Activate Annual General Meeting 2018/19 Annual Report

Lead Pastor Report – Kerrie Polkinghorne



The last 12 months have seen a series of changes around the Activate community as we've moved into yet another new season! Last year's highlights included the re-establishment of our kids program with Emma Dimauro stepping into the Team Leader role, Rosalie Dow-Schmidt stepping into the Community Pastor role, as well as great events such as Good Friday, the women's retreat, the Responding to Racism workshop run by ActNow Theatre and the Kids' Christmas play.

2019 started with a bang with the celebration of Activate's 10th birthday. The gathering and party were joyful opportunities to catch up with many familiar faces who have been a part of the journey. But the best part for me was reflecting on the incredible impact this humble community has had in so many areas. It was spine-tingling to hear the collective sound of all these voices give God the credit for all He has done, and is still doing in and through us. From the lives of local people looking for a refreshing and authentic expression of active faith, to those abroad who have been in desperate need for others to stand in their corner (including Malaysian, Vietnamese and Khmer people as well as the countless number of new arrivals to Australia), there's no doubt in my mind that God has been in every chapter of Activate's story, in every challenge we have encountered, and in every celebration we have enjoyed. If you haven't watched the 10 Year video in a while, [here's the link](#) – relive it!

The 10th birthday also celebrated Brad Chilcott and family Rachel, Harry, Chloe and Heidi, who had also reached a milestone. After a decade of leading this community Brad decided that it was time to step down from the role of Lead Pastor. We are so grateful for the blood, sweat, tears, passion and prayer that this beautiful family have poured into Activate, and we are excited to travel with them in new capacities throughout this next chapter.



In February I stepped into this role of Lead Pastor as a response to God's call on my life. In partnership with Joel and with my children, this has already been the greatest challenge (and adventure) of my life. In balance with my part-time classroom teaching, I am navigating what this role looks like one day a week. I am incredibly thankful for the grace of God, and for the friendship and support of the executive team and my family during this time, as we have begun to work out what on earth a lead pastor is and does, and what's next for this amazing community.

The exec team is also new this year with new members Matthew Harbinson and Joel Polkinghorne, and continuing members Rosalie Dow-Schmidt, Olivia Watson and Amy Bradshaw. The team has worked through a revised constitution, the Community Values & Cultural Norms statement as well as establishing clarity around roles and objectives. The staff team (Rosalie, Emma Dimauro and Michelle Papa) has met regularly to coordinate events such as Easter, Welcome to Activate, ChildSafe Mandatory Notification Training, kids events and the September camp. This team recently enjoyed a shared lunch with the staff of the Welcoming Centre to strengthen friendships and bonds around our common history and core values.

It has been wonderful to see the Activate community continue to flourish in the form of new faces (both grown-ups and young people), closer friendships, a new central catalyst, incredible generosity during Cambodia month, and generally more hands and feet helping out on Sundays with various aspects of our gatherings. As we have been hearing each week, this is the Kingdom of God among us.

Another part of this growth has been the formation of an Advocacy & Activism team, led by Brad. While in its early stages, this team will help to give a framework for our response to issues of injustice, both locally and in broader contexts.

While all this is going on in the background, Activate is supporting my personal development with an 18-month course through Arrow Leadership. This course provides me with not only practical and spiritual guidance, but also a network of other leaders across a range of denominational contexts.

I look forward to revisiting the 'Marks of a Disciple' in our next sermon series, exploring what it looks like to be a follower of Jesus as individuals and as a faith community. But most of all I look forward to getting to know many of you better as the year goes on, as collectively we seek God in our everyday lives and look ahead to the next bend on this Activate train.

Lots of love to you all!



Community Pastor Report- Rosalie Dow- Schmidt



Hello Activate! Since starting as Community Pastor in October last year, I have been loving getting to know this community in a deeper and more intimate way. I can honestly say that this role almost never feels like “work” and fills me with joy every single day. Let me share some of the things that I have found to be the most joy-bringing over this last year.

Events.

This has been quite a busy season for special events in our community. In October last year we had our biennial Women’s Retreat in the Adelaide Hills. This was a wonderful time of bonding with one another, and a powerful time going deep into spiritual practices together. We are grateful to Olivia Watson for her worship leading over this whole weekend, and to Kylie Schmidt for her excellent administrative skills which enabled this weekend to happen.

Christmas 2018 seems like such a long time ago, but it is one of my favourite memories. From my perspective, it felt like we really centred the transformative story of Jesus coming at Christmas in our community. Special mention must go to Kerrie Polkinghorne for writing and directing the Christmas play which was truly memorable!

As 2019 began, so did a new chapter in our community story. In February we celebrated 10 years of being Activate, and what a party it was! So many people helped with every element of that celebration, and it was so fun celebrating with past and present members of our community. Joel Polkinghorne must be thanked for his contribution in making a wonderful video highlighting many perspectives of our journey so far.

Easter has been another key event this year, as it is every year, and we had some really fabulous preaching during Lent, leading up to an Easter weekend focused on asking questions and contemplating responses together in community. We spent Good Friday eating and listening to stories from the night Jesus was betrayed in quiet and darkness, before celebrating together on Easter Sunday. A particularly happy element of this time in our community from my perspective was how many people became involved in our gatherings for the first time, or in different ways than they would usually.



Catalysts.

Our Catalysts continue to be times of gathering together to strengthen community bonds and to collaborate together to deepen our spiritual experiences. The makeup and structure of our Catalysts seem to be as ever changing as our community, and over the last year we have seen three Catalysts finalise and one begin. I definitely want to thank Tegan Heritage, Michelle Papa, Martin Brown, Emma Hutchison and James Hutchison for the time they have spent leading Catalysts, and for the beautiful and caring ways they wrapped their groups up.

We currently have two Catalysts operating, our newly established Central Catalyst which is currently being led by Amy Bradshaw and Olivia Watson, and our Outer Western Suburbs "Catawest" which is currently being led by Anthony Castle, Andrea Castle, Gemma Paech, Matthew Harbinson, Emma Hutchison, James Hutchison, Kylie Schmidt and myself. Why so many leaders in one Catalyst? Well, it seems that there is an infestation of storks in the western suburbs, and with so many babies due to arrive in the near future, a different leadership set up was needed to ensure the long term health of this Catalyst.

As a part of helping our Catalysts to be gatherings that enhance our spiritual journeys, we have worked hard over the last six months to come up with rhythms to help us focus as a community on the same topics and themes as our Sunday gatherings. I'd like to particularly thank Anthony Castle for his leadership and wisdom in this, and particularly for the vast amount of time he has spent creating resources for our Catalysts to use as guidelines for discussions.

Joy.

There is so much else in our community that brings me joy. I am so privileged to be able to, in some ways, have a bird's eye view of all the different happenings in our community. Activate is truly a community of Activists which is "united by a commitment to join with God in setting the world to right", and I see that every single day, in both the individual activities and the community activities that are happening all through this wonderful family.

One particular element of joy for me this year has been the appointment of Kerrie Polkinghorne to the role of Lead Pastor, for a couple of reasons. Firstly, it has been wonderful to work with Kerrie closely, and to experience her love and passion for this community, and her intense commitment to listening to our community and to God and she leads us. Secondly, it has been inspirational to see how this community has been able to take a change like this in such a grace-filled manner. Changes in leadership aren't always met with such enthusiasm and support in communities, and so it is encouraging to me to see that even in matters like these we at Activate can be truly counter-cultural.

Activate is a community I am very proud to be a part of. In my role I sometimes have the opportunity to represent us to individuals or groups outside of our immediate community. This is mostly when people email or call me to find out more about us, and if we will be a good fit for them or someone they know. A couple of weeks ago, I had the pleasure of giving a small class of high school students a "tour" of the chapel and spent some time answering their questions. They had been visiting different



religious groups all term, and we were their last stop. They mentioned that at the one other Christian church they had visited, most of the information sharing had been about their pipe organ, and so they didn't feel like they understood what Christianity was about. I felt extremely proud of the answers I could give on our community's behalf to questions like "do you allow women to preach?" "do any LGBTQ people actually come here?" "what would you do if someone visited here who had different beliefs?" and so on. I shared with these young people my own faith, and my reasons for being a part of this particular Christian community of Activists.

Future.

I'm very much looking forward to the next year at Activate! I wanted to fill everyone in that I will be on maternity leave from the beginning of August for approximately 18 weeks. Of course, Kylie and I will still be very much present in the life of our community, and we look forward to introducing our little one to their Activate family.

We also have family camp coming up in September, which will be a time of deepening our relationships with each other and growing spiritually as a community. Stay tuned for more details about this in the coming weeks!

Our Catalysts will be continuing to follow the themes established by Kerrie and the preaching team, and we are looking forward to focussing together more on what makes Activate who we are, through working through the marks of a disciple over the next few months.

All in all, I am looking forward to another joy-filled year in this community.

Finance Report- Matthew Harbinson



Activate's finances are comprised of several components. In the 2018/19 financial year, Activate received \$59,673.00 in tithes. On average this equates to \$4,972 a month, \$1,243 a week. We additionally received an amount totalling \$3,717 as part of hire and shared cost arrangements with Welcoming Australia (formerly Welcome to Australia). Activate also maintains a 'Consultancy' arrangement with Brad Chilcott which results in a net benefit to Activate of \$6,424. Total income for the 2018/19 financial year equals \$119,055.73.



Overview of Expenditure

Staff Costs (Including Superannuation): \$42,239 + \$22,740
 Building and Utilities: \$47,232
 Ministry: \$2268 + \$3,454
 Total Expenditure: \$117,933

We finish the year with a small operating surplus of \$1,122. We're not in debt but finances are very tight. Cash-flow remains a challenge. School-holiday periods result in drops of 30%, requiring funds to be moved around to pay staff. We hope that the 2019/20 Financial Year will see an increase in giving to allow greater allocation of funds for Ministry related purposes.

<p style="text-align: center;">Activate Community Incorporated 100 Drayton Street BOWDEN SA 5007</p> <p style="text-align: center;">Profit & Loss Statement July 2018 To June 2019</p>				
Income				
General Income				
Building Hire		\$1,000.00		
Donations for music equipment		\$550.00		
Consultancy		\$52,431.56		
Camp/retreat fees		\$1,682.73		
Offerings - cash		\$1,855.10		
Offerings - credit card		\$55.00		
Offerings - EFT		\$57,763.56		
Rental & outgoings income		\$1,647.88		
WtA for utilities & outgoings		\$2,070.00		
Total Income				\$119,055.83
Gross Profit				\$119,055.83
Expenses				
General Expenses				
Accounting		\$1,491.45		
Activate Kids		\$743.26		
Administration		\$132.50		
Bank Charges		\$39.99		
Camps		\$1,796.56		
Cleaning		\$3,538.47		
Communication		\$980.71		
Conferences/Seminars		\$81.82		
Donations - o/s for Sothea		\$384.00		
Events		\$2,620.52		

ACTIVATE

C H U R C H

Gifts		\$622.03		
Honorarium		\$300.00		
Hospitality		\$177.83		
Housekeeping		\$190.85		
Insurance		\$3,225.18		
Internet		\$639.62		
Leadership Development		\$3,454.55		
Light & power		\$2,429.98		
Meeting		\$49.49		
Minor Plant & Equipment		\$600.00		
Office Supplies		\$274.22		
Pastoral Benefits		\$19,740.00		
Postage/freight		\$269.32		
Property improvement		\$190.45		
Rent & Outgoings		\$9,140.38		
Repairs & Maintenance		\$1,137.80		
Salaries & Wages		\$46,007.22		
Salaries & Wages - Jude		\$5,016.87		
Salaries & Wages - Michelle		\$6,134.27		
Security		\$44.61		
Sunday Service Expenses		\$974.32		
Subscriptions & Dues		\$676.37		
Superannuation		\$7,276.73		
Teaching resources		\$283.14		
Travel for Activate		\$456.84		
Travel for others		\$422.80		
WorkCover		\$546.50		
Suspense		(\$665.08)		
Suspense - Cambodia school		(\$3,492.32)		
Total Expenses				\$117,933.25
Operating Profit				\$1,122.58
Other Income				
Bank Interest			\$74.06	
Total Other Income				\$74.06
Total Other Expenses				\$0.00
Net Profit/(Loss)				\$1,196.64

Worship Team Report- Olivia Watson



Activate's Worship and AV (Audio Visual) team has continued to grow over the past 12 months. With our community make-up having changed significantly over this period, our team has seen changes also, with some team members having moved away, and other new folks coming on board.

With Olivia leading the worship team (band) and Joel Polkinghorne coordinating the AV team, there has been a focus on authentic heartfelt worship, team-building and the introduction of many new songs.

We've welcomed several new people to the team including:

- Gemma Paech (keys + vocals)
- Matt Harbinson (guitar + vocals)
- Sophie Head (guitar + vocals)
- Lyn Head (vocals)
- Nat Cruse (drums + percussion)
- Marly Cruse (guitars + vocals)
- Rod Ladgrove (AV – sound)

In terms of equipment and instruments, the Activate worship/AV team has operated off a very small budget over recent years, and in the past 12 months has invested in some new/improved gear, including a drum kit, updated front-of-house speakers and a much-needed service and re-string for the poor old neglected bass guitar! Joel also built us a new sound desk which has been a huge improvement on the previous set-up.

As a small church congregation, we're amazingly blessed with a crew of talented musicians, singers and AV pros! Although we sometimes have limited bands (numbers wise) or worship with just one instrument, it works well within Activate and generally feedback is that people enjoy the often simple, stripped-back music. There are no mid-week rehearsals, so the bands are required to

practice and prepare songs during the week, with a Sunday 8.30am set-up/rehearsal prior to the gathering. It's a big commitment for those that invest their time, talents and energy on a regular basis, and we are very grateful for them!

While the team has grown in number and enthusiasm, we are always keen for new volunteers with musical or AV skills. Moving forward, I am keen to develop and support team members to grow in their skills and confidence and hopefully introduce some new worship leaders onto the team. We also hope to introduce some Activate original worship songs, with a couple in the pipeline already.

I'm hugely grateful to our wonderful team who consistently serve and give of their time and energy, with joy, smiles and openness.

Kid's Team Report- Emma Dimauro



Since I came on board to head up the kid's team in June 2018, we've continued to learn and develop, with the very fluid nature of our age demographic and children coming into our community. We are always striving to build a good team culture within the leaders, and from that assisting our young people creating and growing a new culture around the kid's ministry FOR them.

This past year has seen some more stability to the leaders and our 'program' compared to the prior 12 months. We have worked on being purposeful in our program – having meaning behind the Sunday programs from our games, right through to our lessons and craft.

With the age-spread of our children, one week to the next can look quite different, so some flexibility of our planned programs comes into play. That being said, a general structure for each week has been implemented, and has been very helpful. As the team leader I provide an outline of the theme/message including games and craft to the leaders for the week, this has helped with consistency and less demand on our volunteer leaders each week preparing.



Each week's program has the following things built in:

- Icebreaker/game
- teaching point / message
- craft/activity related to the message – aiming to provide a takeaway element for the kids, to help facilitate discussion on the topics at home.
- prayer time
- morning tea for the kids.

The purpose & vision of Activate's kids team is:

- To build deep, authentic connections with the kids, their parents, and God, and help to facilitate the kids building authentic connections with each other & God.
- To lead Activate Kids to grow as a real community - a place that our kids feel is THEIR community, THEIR safe space that they can put THEIR mark on.
- To help educate and lead by example – about sacrificial service and radical generosity – showing how Activate 'does' church life and activism.

As with many teams within the community several leaders are actively involved on several different teams, so hopefully we will continue adding a few more volunteers to our team as 2019 continues.

In my past 12months in the role, it has been wonderful seeing the growth of our amazing young people, and exciting to see the children beginning to buy in and 'own' their part and place within rather than alongside our broader community.

We're also looking forward to see how we can develop and cater to our pre-teen/pre-youth age group moving into the next year or so, so lots of exciting things to come!

Being part of the team within Activate has been a huge privilege, and I am super grateful for the amazing team of leaders and the parents giving their time, support and energy into these brilliant kids in our community.