

ANNUAL REPORT

2023



KENMORE • CHURCH

ANNUAL REPORT 2023

Looking back ... looking forward

This year we wanted to provide you with a more comprehensive view of the year that has been, and also a look at how that impacts our years to come.

Our vision for Kenmore Church has not changed since the day we started. We saw the need in our region to: *build a vibrant, multi-service church that equips reproducing disciples, and resources other churches to do the same.*

In this document we will look at the reasons for that vision, and how we are progressing at its fulfillment.

K E N M O R E • C H U R C H

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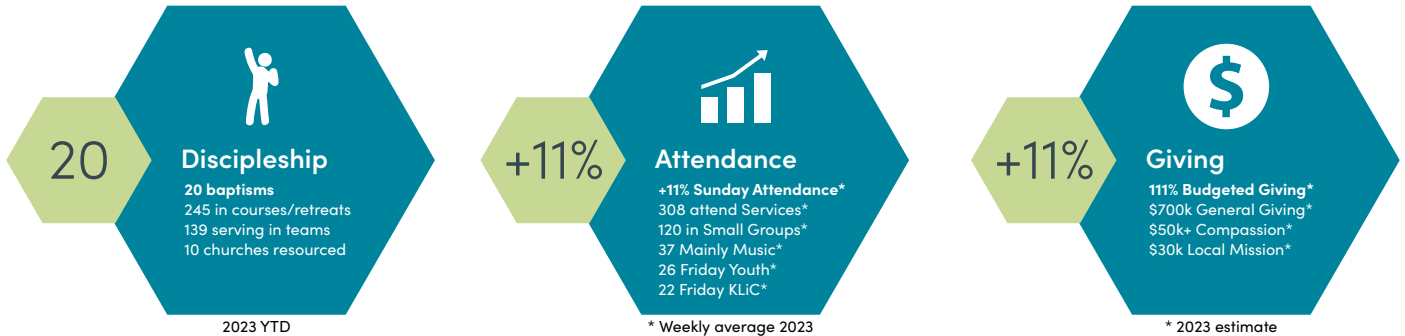


Looking
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At a Glance



Visible and invisible growth.

2023 has seen encouraging growth in all areas of the church including kids, youth and Sunday services. Most gratifying, however, is the formative work of the Spirit that has manifested in a flurry of baptisms and stories of life transformation.



Senior Minister

It will never cease to be a privilege to lead the ministry team at Kenmore Church.

Our tireless staff and volunteers continue to labour with and for the Lord to create a place where the lost can be found and the found can grow.

In 2023, Kenmore Church seemed to come of age. No longer an awkward start-up with a handful of over-worked "radicals", we now have a highly competent and aligned team of eight staff (six FTE) and about 140 volunteers serving on teams.

We have a rigorous planning & budgeting process, complex tech & management systems, and governance to the highest standards.

As some of the original elder team now cycle out of their role over coming months, I want to recognise the immense effort they and our staff have undertaken to get us where we are.

This year we welcomed Sandy Bickerton onto staff to oversee our services and join the preaching team. Jessica Nitschke transitioned out of the Kids Ministry role, handing over wonderfully to Elize Smit in September.

Besides greatly appreciating those who contribute their time to our church, I want to extend my thanks to our faith-filled and generous congregation. In a year of high inflation and many stresses our people have continued to seek God about what to contribute financially.

As a result our giving for 2023 was above budget, allowing us to grow in our ministries and provide the vital functions of a healthy church.

A huge thanks goes to all who call Kenmore Church their spiritual home.



Patrick Hegarty
Senior Minister

Remembering why we do this.

Kenmore Church began with a view to not only create a relevant new fellowship, but to join with others in addressing some emerging challenges in the local church space nationally. These include:

- Giving better attention to developing and discipling children to mature faith. 50,000 per year drop out of church life in Australia after they leave high school.
- Providing the sorts of churches people are seeking – which are getting ever-harder to find. Many churches struggle for viability due to dwindling resources. We need a new model to build **the** church, not merely **a** church.
- The lack of healthy churches stems from a deeper pre-existing issue. For some decades there has been a de-emphasis on discipleship. This results in less healthy leaders, and inevitably less healthy churches.

Therefore, besides running programs and events that provide a great place for people in our area, we have consistently invested in creating resources and frameworks that work for us, but can also serve the broader body of Christ. One of our values is to “Get it right and give it away”.

This is part of the unique calling on Kenmore Church, and has resulted in what we call ConneXa. See more on that online at connexa.college.

How are we progressing?

Any broader impact we have will be a reflection and overflow of what we are as a local church. As such, the health and growth of Kenmore Church remains the primary focus.

We have been incredibly blessed to have now grown into a robust medium-sized church.

Having stabilised post-COVID, and established our staff, systems and governance, we have worked this year to increase our ministry capacity.

This has resulted in more volunteers, and ultimately a second morning church service to allow more local people to join us.

We have also formed a closer alliance with Churches of Christ Qld. to fuel the vision of multiplying disciples and churches in Queensland.

This provides us with supplemental income, enabling us to equip churches, build leaders and create programs which can be run almost anywhere.

Our future is looking bright, as does the spiritual pathway for our kids and families.



From the staff



Kids Ministry

Elize Smit – Jessica Nitschke – Katherine Anderson

Our children are such a vital part of our church and the ongoing growth of those ministries is exciting to see!

Jessica Nitschke did an incredible job of running the Friday and Sunday programs, while Katherine Anderson focussed on the fast-growing Mainly Music.

In September Jessica worked with Elize Smit to take on the Kids role, ensuring a smooth transition. Elize is already hard at work bringing new improvements to the kids rooms and systems. All three of these women are an incredible gift to our church.



Youth & Young Adults

Liam Berry

The year 2023 has been a remarkable journey for our Youth and Young Adult Ministries, characterised by both numerical growth and spiritual development.

Youth has enjoyed year-on-year growth in our Friday nights. Even more encouraging is the significant spiritual growth, group engagement, and the thriving fellowship.

Young Adults evolved from the fortnightly casual Wednesday night hangout to structured small groups. Moreover, most have stepped up to serve at the new evening service. It's exciting to see God work!



Sunday Services

Sandy Bickerton

Joining the staff this year has been a joy and meant finding the areas which are in need of input as the year rolls on.

We have made significant steps forward in the vision for Sunday services and equipped volunteers on both tech and worship teams to use their gifts effectively. This has been done through key upgrades in both technical and human resources which have allowed me to input directly in both practical/musical as well as personal and spiritual dimensions of team members. We are excited for the significant opportunities with the new service format and plenty of new ways to enhance our Sunday worship next year.

Training & Development

Lynda Moore

The formation and training we provide from Kenmore Church through our ConneXa arm continues to minister deeply to those in our church and beyond.

This year 245 people undertook our courses and ministry training from ten churches including our own. Our own prayer ministry team and group facilitators also received ongoing training to ensure their skills continue to grow.

Spiritual formation and training continues to be a major component of our vision of Filling Hearts – Fuelling Mission.



Church Community / Administration

Trish Hegarty

When Pat and I planted Kenmore Church my main responsibilities were pastoral care and to get the financial systems setup and maintained. With e-commerce and online giving systems, that is a bigger role than it once was!

Over time my role has broadened into the area of "Church Community" including Connections, Groups as well as Pastoral Care.

Every week our many group leaders, pastoral carers and connections team led by Nigel & Heather Page interact with so many people, fulfilling an incredible service to our people.



Facility

Michael Digby

I'm the best kept secret at Kenmore Church! Managing the facility bookings and clients from our community gives me the opportunity to interact with people from all walks of life.

You may not be aware, but in any given week Kenmore Church hosts musical performances, board meetings, training seminars and even birthday celebrations!

All this needs to work in with our many church programs like Keep Moving and Mainly Music. There is seldom a quiet moment at Kenmore!





Board Chair

2023 has been an incredibly full year for the eldership team. As usual there is much to do in regard to governance, and this year we restructured our entire policy package to reflect the standards provided by Churches of Christ Qld.

The transition of the church from an Unincorporated Association to a Company Limited by Guarantee was a lengthy one with many hurdles to navigate, however that process is now complete meaning we are structured well for our future.

We also began upgrading our financial reporting system to enable us to track expenses and income for each ministry segment of the church.

In 2024 we will separate out the financial reporting for the activities of ConneXa as it will effectively operate as its own cost centre. This includes all the registrations and sales of our course material and training made available to other churches. ConneXa attracts its own funding sources now which need to be shown separately from our conventional sources of giving.

With all these changes and upgrades to the governance of the church, we have completed a major body of work that holds us in good stead, ready for growth that will not need further significant restructure.

As board chair it has been an honour to guide the elders in their responsibilities, and to work with the staff team to support their work in running the operations of the church.

Duncan Gibb - Board Chair

Thank you.

The board consists of the elders and also the Senior Minister (ex-officio). Elders are voted in for a three-year term with their commencement times offset to ensure a consistency of culture and knowledge within the team.

This year three of the current team are cycling out: Tyrone Crook, Ronillo Pastor and Kathleen Stonehouse.

I want to extend a sincere thanks to these three who have contributed hugely through the duties associated with the role of elder, and in Ron's case that of administrator over our finance.

We also welcome new elders to the board after the AGM, and ask you to be praying for them to be full of wisdom.





Looking Forward

Where do we go from here?

Our ongoing vision is to *“Build a vibrant, multi-service church that equips reproducing disciples, and resources other churches to do the same”*.

Thankfully, we now have that vibrant multi-service church, with fully staffed kids and youth programs.

Whilst those areas will always require increasing investment, this strong foundation enables us to now build further our outreach, discipleship and resourcing elements.

One of the unique facets of Kenmore Church is that we share our location with Churches of Christ Qld.

Although we are separate organisations, it was their initiative that put us here, and we reciprocate that commitment by investing in the movement and churches with our learnings, time and materials.

As we now grow our missional and discipleship ministries, we hope to get it right and give it away. That manifests itself in the growing resource provided by our church online at ConneXa.College.

What do we need to address?

As part of our annual planning cycle, the staff identified several issues that require energy or intervention if we are to continue to provide a church that is healthy and meets the needs of our broader community. These include:

Sunday Services: To lessen the burden on our Sunday teams, yet provide more capacity for people to come.

Church Community: Improve the ability for new people to connect in meaningfully to the church.

Family Discipleship: Provide more events and resources to help families grow in Christ.

Kids Church: Better presentation of kids spaces, and a solution to our lack of space.

Evangelism and Church Planting: A greater focus on programs like Alpha, missional small groups, and leadership development.

Facility & Signage: Both digital and printed solutions to upgrade our presentation to the public.



Budget notes:

Income and expenses have both increased considerably through 2023, with our overall income budget for 2024 increasing from \$753k to \$950k through various means.

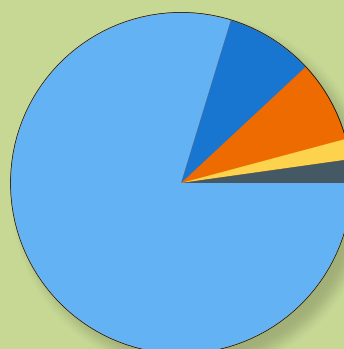
Utility costs for the facility make up a large part of the expense budget. Staff costs reflect a healthy proportion of overall income, down from 70% to just over 50%.

Local mission begins to play a considerable part in expense for 2024 as part of our strategy to increase community engagement.

In 2024 we are budgeting for a break-even result.

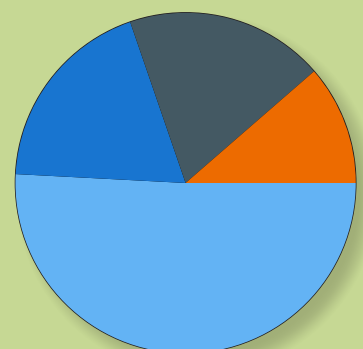
Budget 2024

Income



	x1000
General Giving	\$759.1
Facility	\$80.0
ConneXa	\$74.6
Other	\$18.9
Local Mission	\$18.0
Total:	\$950.5

Expense



	x1000
Staff & Contractors	\$482.4
Facility Costs	\$180.5
Ministry/Mission	\$179.4
ConneXa	\$107
Total:	\$949.3

People need hope!

Over recent decades there has been a growing sense of lostness and loneliness in our kids, youth and families.

Many have lost hope that God is the answer to their complex situation and trouble – fervour for God has waned and 70% of churches are in decline.

Jesus, through His Spirit and the Church have real answers to all this, and we believe at Kenmore Church that we can do a lot to reverse the trends and see our community flourish through the presence of the gospel.

We have seen signs of this already through the growth of our own church. With some added energy and focus we can go much further!

An aligning theme for 2024.

Occasionally there comes an over-arching need that not only takes precedent over other things, but requires all elements of a community or organisation to work toward a solution.

One such need is to reverse the escalating societal trends away from faith in God and engagement with church.

To do that we must emphasise and deliver on the promises of Jesus to bring abundant life and hope for people's future. We must also restore the proactive habits of believers to share their faith in effective ways.

In short, we must: **Build hope by filling hearts and fuelling mission.**

This has been our mantra since the church began, but it is time to embed a culture that realises it in tangible ways. This will incite hope and health in our people, connect them in thriving community, and to do that in a way that overflows naturally to take Jesus into our world.

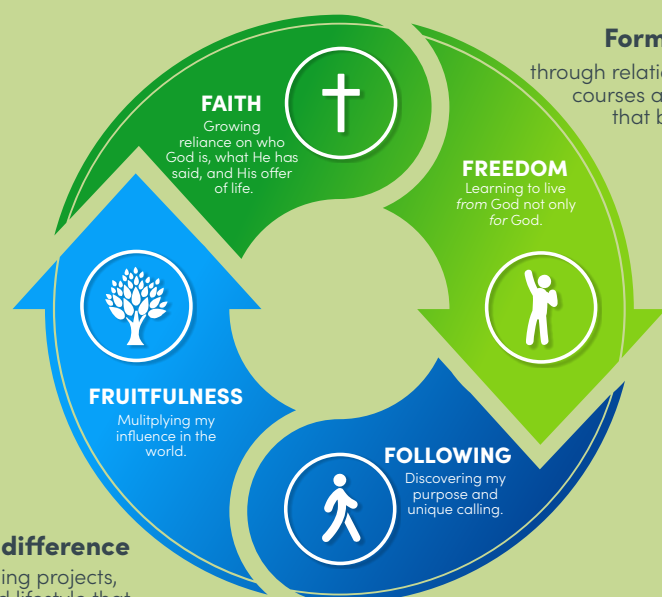
This validates and requires the creation of the powerful framework below which defines key ways we can incite and measure the fruit we are after. It aligns and brings focus on all our main ministries of connection, discipleship, teams, leadership and mission.



FILLINGHEARTS

Forming the soul

through relationships, events, courses and experiences that bring you to life.



Making a difference

by encouraging projects, practices and lifestyle that multiplies the blessing.

FUELLINGMISSION

Some things you will notice.

Sunday Services: Stronger service teams and consolidation of our two morning services. Evening services become a development space for emerging teams.

Church Community: Improving the ability for new people to connect into the church through better interactions, clearer pathways and more connection opportunities.

Family Discipleship: Provide new events and resources to help families (parents & kids) grow in Christ.

Kids Church: Improve significantly the decor and presentation of kids spaces, and make better use of media and tech.

Evangelism and Church Planting: A deeper commitment to both outreach and multiplying discipleship.

Facility & Signage: Improvements to internal and external signage through digital and printed solutions.

And some you won't.

Behind the scenes, our improvements require us to reposition where some staff invest their time.

To increase our capacity for pastoral care, connections and outreach we must supplement existing hours with added admin support.

We will advertise for that position in coming weeks.

Targeting what matters most.

Metrics that will tell us if we are bearing the right fruit.

FAITH

Salvations & Baptisms
Evangelism & Alpha
Big Day invites
re:FRESH Course

FREEDOM

Small Group Life
Giving
re:FORM Course

FRUITFULNESS

Connecting Newcomers
BLESS Practices
Missional Groups
Leadership & Training

FOLLOWING

Engaging Scripture
Regular Prayer
Serving on teams
re:FOCUS Course



God is glorified when we bear “much fruit” (Jn.15:8). That fruit is to make disciples who do the same.

With discipleship markers in place we can set our sights on critical areas.

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