

ANNUAL REPORT 2018/2019
PART 1

MINISTRY REPORTS

CHURCH OF CHRIST FELLOWSHIP CLAYTON INC.

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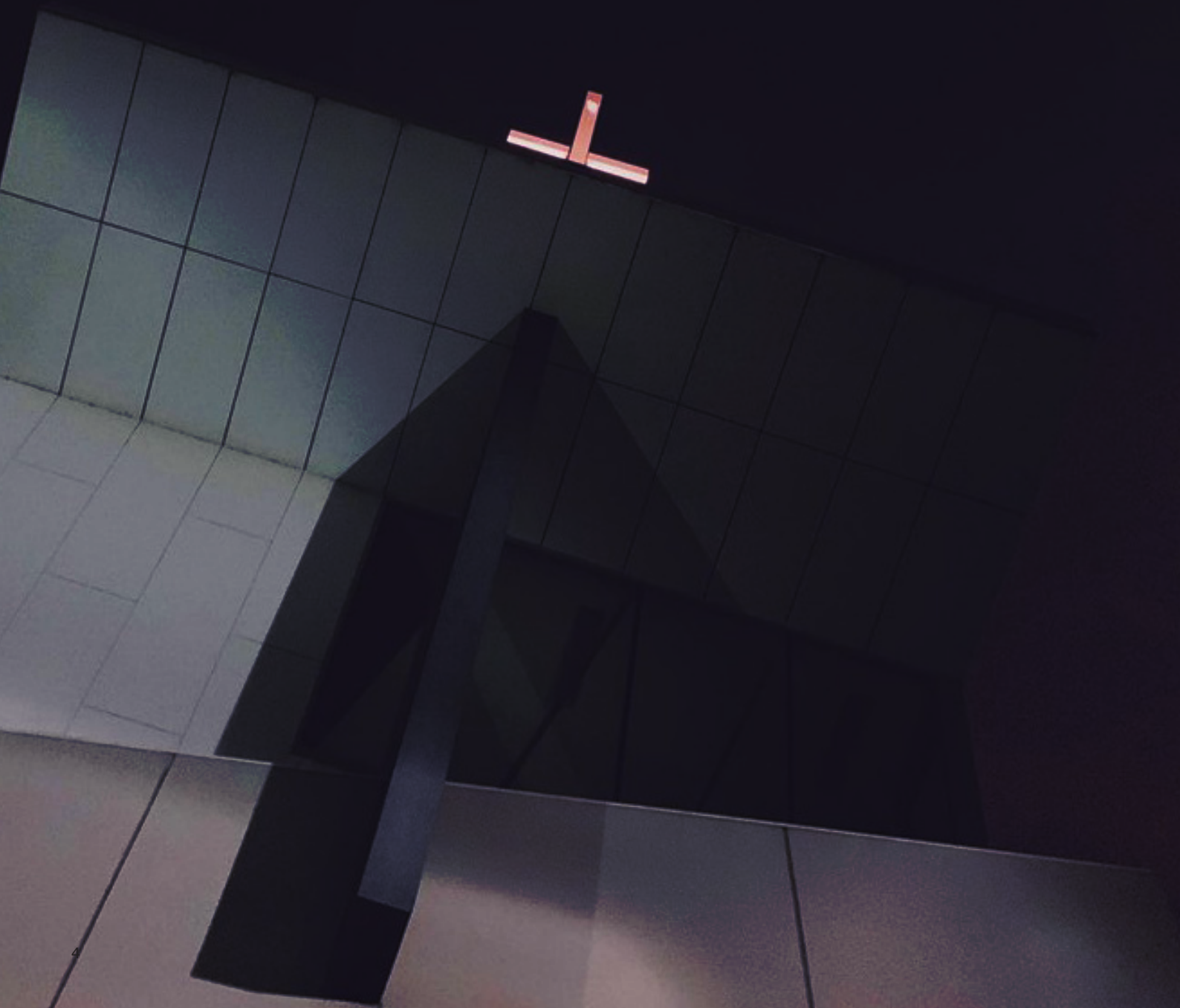
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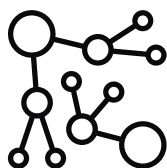
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Our vision is to
build disciples
who represent
Jesus to everyone,
everywhere, with
everything.



OUR SHARED FUTURE

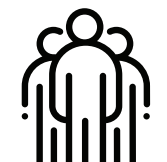
As we build these disciples, we believe we will see....



AN ENABLING CHURCH

enabled by strong governance and the right operational support

A church that builds an adaptability in its governance and operations to enable and empower the fulfilment of the vision. A church that is above reproach as an organisation, that faithfully stewards its resources and cultivates healthy accountability and empowerment of its people.



A CHRIST-CENTRED GATHERED CHURCH

thriving in groups gathered around Jesus

A church thriving in groups gathered around Jesus. A church whose head is Jesus, and whose help is the Holy Spirit. A church that reveals Jesus better together to the world than alone. A church that gathers in life groups and Sunday celebrations experiencing life transformation through the uncompromising truth of God's Word, their encounters with the Holy Spirit and the tangible love of Jesus through one another. A church that encounters more of Jesus together than alone.



AN EVERYDAY CHURCH

representing Jesus in our everyday moments

A church that believes Christ wants to be in everyone, everywhere and in everything. A church where people are freed from the disease of ME and everyday life becomes opportunities to represent Jesus - where mistakes become opportunities to model Christ-like humility, promotion to model Christ-like servanthood, work to contribute to society, family to pass the baton of faith to the next generation, hobbies to build relationships with those far from Jesus, money to bless and serve those in need. People who are disciplined in the everyday and people who make disciples in the everyday moments.



A LOCAL CHURCH

walking alongside stakeholders to transform Clayton

A church that embraces the community of Clayton as our own. We see ourselves becoming a people that walks alongside the community leaders, seeking to make the city better together. A people through whom acceptance is given, hope is re-birthed, restoration discovered and Christ is found. A people who embraces our unique calling to be His light in the most multicultural suburb in one of the most multicultural nations. A people where Jesus has broken down our walls of prejudice so we can build a diverse, multicultural and united church that reflects our community.



A GLOBAL CHURCH

reaching the unreached people groups

A church that welcomes and makes a home for international students, to disciple and send them back globally with a commitment and vision of the Great Commission. A church that focuses on global mission partnerships that empower a disciple-making movement globally among the unreached people groups.



A PIONEERING CHURCH

pioneering new frontiers and spheres

A church whose focus is in making disciples that multiply. A church where leaders equip and members are empowered to change lives by making disciples of Jesus. A church that is committed to multiplying leaders who can birth vision, with the boldness and courage to lead out a disciple-making movement in different spheres of influence.



SENIOR PASTOR'S REPORT

by Pastor Chee Seng Fah

As I review 2019, I am thankful to God that it has been an encouraging year of stability, progress, momentum and growth. I can now see us reaping some fruit of the seeds of vision and culture that we had spent the first 2 years investing and building. The vision of the church is becoming clearer. The church board and pastoral team are united and there is growing clarity about the role/purpose of the board. The staff team is now the most stable it has been and we are ready and resourced to create and build. We took a step forward in bringing the broader church leadership together in building a discipleship culture through our groups. The team has improved our stewardship of finances and we now have a plan to move forward in building a stewardship culture. We have taken a step forward in exploring what building a pioneering church could look like. However, most importantly, God has been bringing an increasingly diverse group of people into our church family and we are hearing stories of change and transformed lives. I am so thankful for God and His faithfulness in the life He is bringing to our church, and for the incredible team, leaders, members and volunteers who sacrificially give as we journey together into the future God has for us.

Celebrating Advances towards the Vision



Building An Enabling Church

For a church to be enabled to do what it needs to do today, there is a growing need to build the capacity in the area of operations, finance, compliance and governance. This is important so that we can be 'organisationally' efficient for

the mission and be an 'organisational witness' that is above reproach. In the area of finances, Winston and the team have done an incredible job to steward our finances; our building debt has been halved, our alternative income streams have been maximised, our operational expenses have been optimised, we have a new stewardship committee positioned to assist in building a stewardship culture, we are growing our reserves and we are setting aside money for our building maintenance fund. Our hope is to position our finances so that we can invest into new pioneering initiatives for the future. In the area of compliance, some of our staff went through an accreditation process with our denomination to comply with a governmental requirement as part of the Royal Commission. I want to extend a big thank you to Sok Pheng as she concluded her role in accounts. I want to thank her for her love, time and sacrifice over the many years for the church. She is always going above and beyond her call of duty. We also welcome Susie Tan as our accountant into the team.

In the area of governance, the church board has grown in our understanding and function as a governing board with continued development through CMA. We have also taken some steps to invest into a future pipeline for the development of future board members. With the shift from 'eldership' to 'church board', this year we developed a 'theological position' of eldership and over the next few years, we will work out its implications in the leadership and governance over our church. I want to thank the board and their families for the sacrifice of time, energy, love for our church and their emotional support to me.



Building A Christ-Centred Gathered Church

In regards to our Sunday Services, we addressed various sermon series with the financial stewardship and DNA series being the most significant. We will

continue to build a culture of authenticity, vulnerability and yet celebrating the work of Jesus in the midst of it. I'm also thankful this year we have built the team of preachers to have the diversity of voices from Kyle, Sheron, Greg, Ron White and myself. I'm also grateful for the commitment of people praying before the Sunday services and the prayer ministry team after the services. Prayer is such a critical part to seeing God work.

This year, Pastor Phoebe was appointed as our first female pastor and she commenced in February 2019. Pastor Kyle was also appointed as our next generations pastor and began in March 2019. In addition, Sheron Wong and Shamilla had made decision to continue in their roles in the leadership team.



Building An Everyday Church

This year, we brought more clarity in this area by bringing an emphasis on building 'whole of life' disciples. The financial stewardship series and weekend was a great example of such an intention. Having Alex Cook provide workshops that helps build the financial health of our people in their stages of life was a step towards a discipleship that impacts our people's everyday life. Next year, we seek to focus on the building of you by addressing different everyday life issues with a framework around discipleship, skilling and missional living. This year we also addressed the Israel Folau issue in our Public Christianity Sunday.



Building A Local Church

Last year Bill and the team continued to build upon our Love Loud initiative. We were able to collaborate with another church in Clayton (Regeneration church) to help serve our council. Our goal is to use this vehicle as a way to unite the churches in Clayton and have a collective impact during the Christmas season. Last year we served 773 hours, with 285 volunteers with 41 projects across 13 locations. Bill and the team also initiated other projects through the care bags and Easter bake initiative for prison fellowship.



Building A Global Church

This year, Sheron and her team continued working on our clarity to reach our global focus among the unreached people groups. Her team launched our global month with the theme 'God's Heart for the Nations'. We shared about our focus reaching the unreached and managed to raise \$4,500 that will go towards our India trip to connect with our global partners next year. Sheron and Geoff went on an exploratory trip with Compassion to see if they could become a global partner, but unfortunately the circumstances in Indonesia did not line up with our global focus. This year we are in the process of endorsing Simon and Megumi Crittle as our global diaspora workers among the unreached Japanese people in Melbourne. Sheron has decided to stay on staff and transition from her role in OMF to a 4 day role in our church. This is wonderful, as she will have more capacity to build in this area of the global church as well as expanding her role to lead in developing ministry systems.



Building A Pioneering Church

This year, we took our first step in this area through our MCity disciple-making initiative. We shared the vision with the church and now in the process of building a team by end of this year. JiEn has also launched their first Cantonese service in October. This is exciting but also a learning process as we walk with God to see us become a pioneering church.

This year, was the first year with the full senior leadership team and we were able to build on a collaborative culture that builds the unity and empower the mission together with the English and Chinese congregation. This was evident in three significant areas:

- 1) Leadership Culture – we were able to gather the collective leadership across the English and Chinese congregation through our 2 leadership retreats, zone leaders gatherings and leadership updates.
- 2) Group Culture – we launched our G.R.A.C.E. tool kit across both congregations, a system of values driven discipleship through our groups. We will only continue to improve this over the years.
- 3) Collaborative Ministries - we have seen the fruit of collaboration through Migrant English, JiEn and Wednesday Café.

We also engaged a strategic planning organisation that helped us develop a strategic plan until the end of 2021. If God willing, this will position us to be mission ready as a pioneering church by the end of 2021. The significant outcome of this planning was an organisational restructure with adjusted staff roles/responsibility that will empower the vision and enable me to continue in my role in a sustainable way as a single father senior pastor. This will be in action by January 2020.

This year, I want to thank Stephen Chau who concluded his role on staff after almost a decade of contribution to the church and a personal support to me. His servant heart and love for the people and God is incredible.

Numbers at a Glance (October 2018 - September 2019)

Average Sunday Attendance



407 ENGLISH CHAPEL SERVICE

89 KIDS CHURCH

119 CHINESE SERVICE

Baptism



8 ENGLISH SERVICE

17 CHINESE SERVICE

Child Dedication



13 ENGLISH SERVICE

Church Membership



325

↓ **4.7%**

Visitors



186
ENGLISH SERVICE



21

Became regular attendees
Intergrated into Life Groups

Total Volunteers



350

APPROXIMATE
Count per role, not per person

Groups



59

Kids 9, Youth 4,
Campus 3
Young Adults 4
Adults 30
Ji En Life Groups 9

Gatherings



6

Playgroup, Wednesday Cafe, Embrace,
Enrich, Empower, Migrant English

Acknowledging Challenges

One of the key challenges in building towards the vision is providing the clarity that will make it easy for the staff and whole church to come on board with the vision. We are learning different insights from different churches, but there is no template to copy and hence it takes time to roll it out practically and bring others on board. The second challenge this year was the different personal challenges and sickness our team had to deal with. On a personal front, my parents had moved out from my house in January, and it's been an adjustment to manage single parenting, processing my grief and carrying the responsibility of a senior pastor. But by God's grace, we have made it this far.

Personal Words

While 2019 has been difficult, it has also been filled with incredible blessings. I feel that in spite of all that we've been through, there is a greater sense of unity, excitement and momentum into the future. I'm thankful for the support from the church board and pastoral team. We've been blessed with God bringing the staff team that we have. I'm appreciative of the grace our church family has shown in supporting a single father senior pastor and the limitations that comes with that to serve them. While there are many people to thank, I particularly want to appreciate Thomas and Yi Lyn, Edmund and Marn, Joe and Yin, Lawrence and Shamilla, my parents and Wei's parents for their personal support to help my family and I be where we are today.



We see an Enabling Church

A church enabled by strong governance and the right operational support

CHURCH BOARD | CHURCH FINANCES | OPERATIONS



From left: Pastor Chee Seng Fah, Henry Kong, Tim Wong, Colin Kwong, Terence Mak

**“We thank God
for His favour and
goodness over our
church.”**

CHURCH BOARD REPORT

by Tim Wong, Chair of the Church Board

This past year, the Church Board has continued to make it our priority to provide clarity, support and covering for the church to run towards our vision.


There are a number of things we are particularly grateful for in this past year:

- The harmony and unity we see in our church.
- The way God is bringing clarity to the vision He has called us to. We affirm the way Ps Chee has been implementing strategic steps to achieve the vision through the right culture, leadership, structures and systems.
- The generous and sacrificial way our church members have given to pay off the full amount of the interest-bearing portion of our building loan.
- God’s sustaining grace over Pastor Chee, Judah and Micah in their new season of life.

As a Church Board, this year we have focused on a few priorities:

- **Clarifying Eldership.** Building on our discussion of women in leadership last year, we further defined our understanding of Eldership. This will set the theological framework that will guide our practical decision-making about Eldership in our church in the next year.
- **Board development and leadership pipeline.** Together with the Nominations Committee, the Church Board has been proactively identifying and developing a pipeline of people with an interest and gifting in the area of governance. We have also continued to invest in building up our governance capability as a Board.
- **Financial stewardship.** Strong financial position and stewardship culture.





**Our focus as we
proceed into 2019
will be:**

- Board recruitment and succession.
- Considering the practical implications of our understanding of eldership.
- Obtaining CMA Standards Council accreditation, which is an important third-party validation of our standards of governance, accountability and stewardship.
- Conducting a review of our current Church Rules.
- Continuing to steward our finances to fulfil the vision.
- Ensuring our policies and risk management measures are sufficient.

I'd like to thank fellow Board Members, Colin Kwong (Treasurer), Terence Mak (Secretary), Henry Kong and Pastor Chee for their wisdom, humility and dedication. It has been a joy to serve alongside you.

On behalf of the Church Board, we thank you for having confidence in us as we submit ourselves to serve you and govern the church.



**“He who started a
good work in you
will bring it to
completion.”**

Philippians 1:6

CHURCH FINANCES

by Colin Kwong, Treasurer

Highlights

2019 has been a transformational year in more ways than one. Despite our attendance being steady, donations to our Building Fund came in at \$443K, which is more than doubled the donations in 2018. Together with various operational cost savings, we arrived at an operational surplus (including depreciation) of \$422K, as compared to \$50K deficit in 2018.

We celebrated the fact that during the year, by God's supernatural provision, we paid off all our interest-bearing loan of \$391K. This also marked the end of the \$2.9 million interest-bearing loan that was originally taken up for our Church building in July 2012 for a 15-year term duration.

Praise be to God, for His faithfulness never ceases to amaze! He enabled us to fully settle our interest-bearing loan years ahead of schedule. Currently, we are left with Interest Free Loan (IFL) balance of \$286k as at 30 September 2019. I would like to thank everyone who so faithfully gave and sowed into His Kingdom through the years, and also to our IFL holders, who allow us to steward their money without interest. Notwithstanding their generosity, our next step is to repay them by end of 2021, aiming to bring all our building debt to a close.

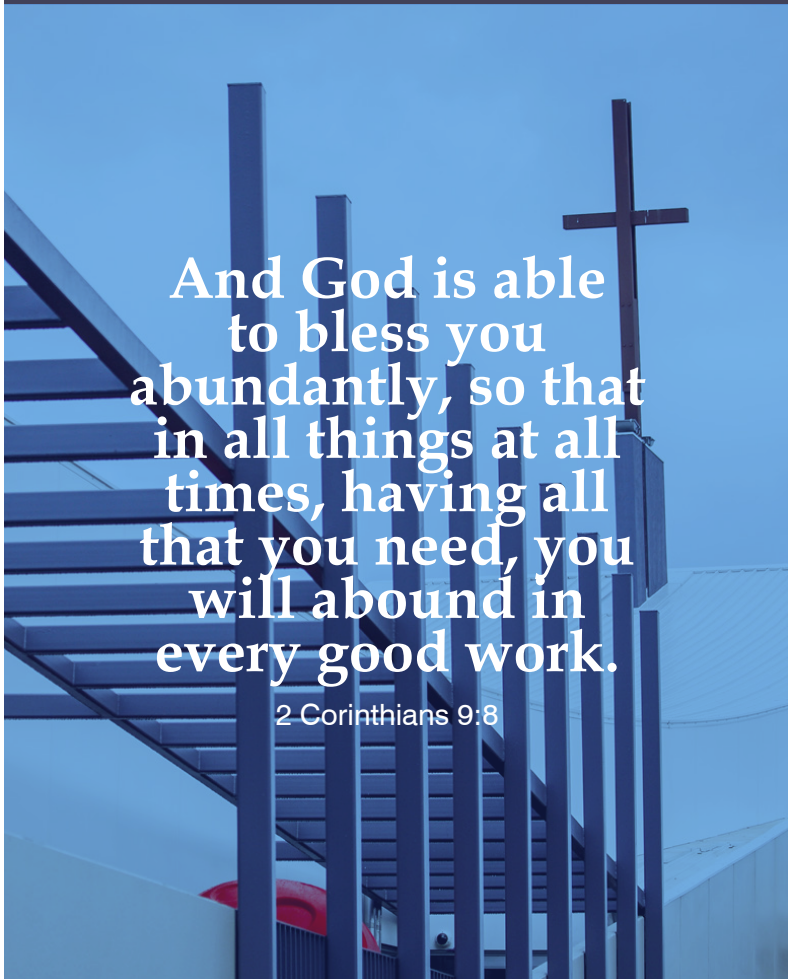
In June we heard sermons on Financial Discipleship, Financial Wisdom and Kingdom Impact. Many also attended Finance Workshops run by Alex Cook from Wealth for Purpose, whose aims were to equip us in money management and build solid financial foundations for the advancement of God's Kingdom.

Money is not a topic that is often dwelled on in church settings, yet it is pivotal in our walk with God. Recognising this, a Finance Stewardship Team has been formed this year, aiming to strategise ways to help us become better stewards for His Kingdom. I thank God for raising up dedicated volunteers amongst us in leading such a vital ministry of our Church.

As our loan commitment lightens, I am excited to see how God is opening doors for us to be pioneers in fresh opportunities like the M-City initiative, for which we are able to allocate a moderate budget for 2020.

Reflecting on the year past, I thank God for all that He has done, in and through so many of you, who gave so generously of your talents, time and resources for Clayton Church, our Body of Christ. Let us not forget God is no one's debtor and the fact that we can never out give Him.

As we continue to avail ourselves and give back to God the gifts and talents He so generously lavish on us, let me encourage you with what Paul wrote to the Corinthians:



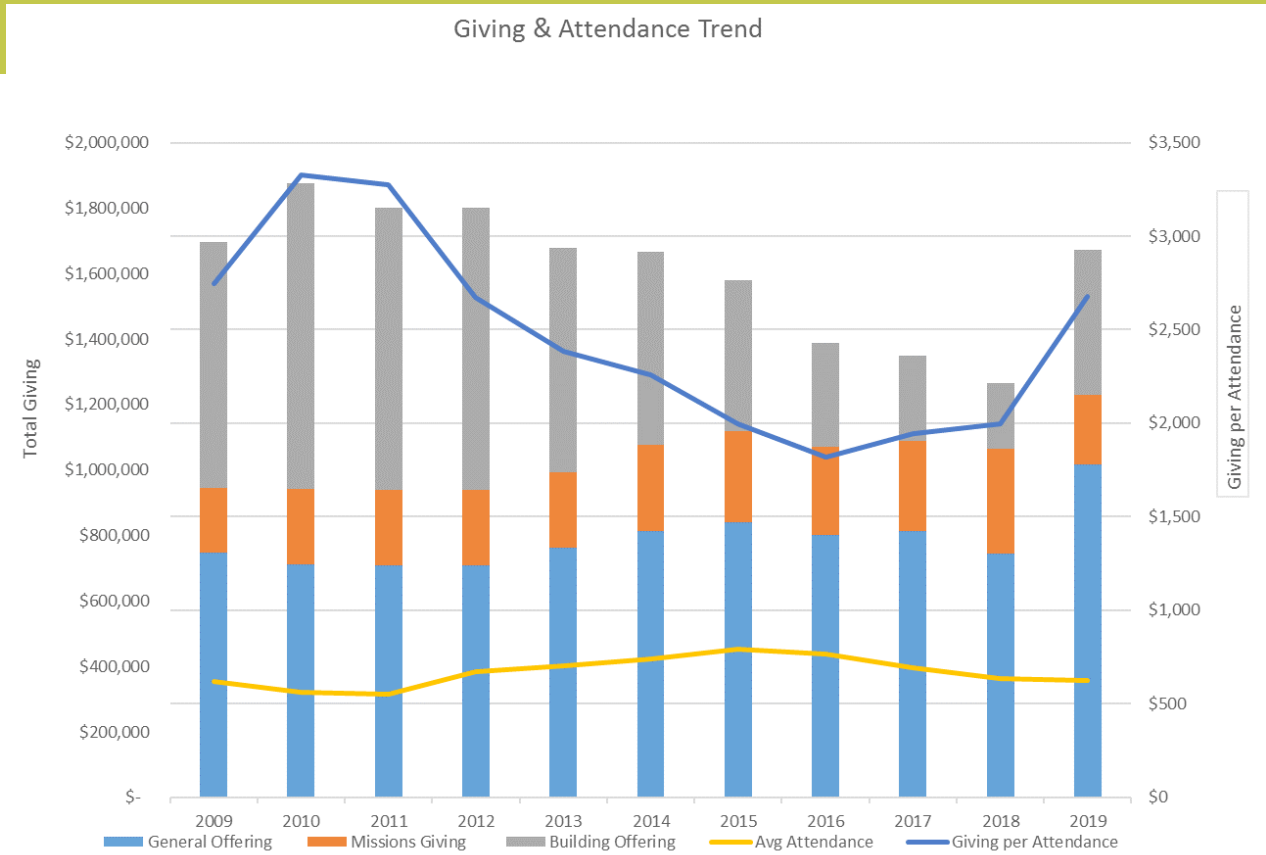
And God is able
to bless you
abundantly, so that
in all things at all
times, having all
that you need, you
will abound in
every good work.

2 Corinthians 9:8



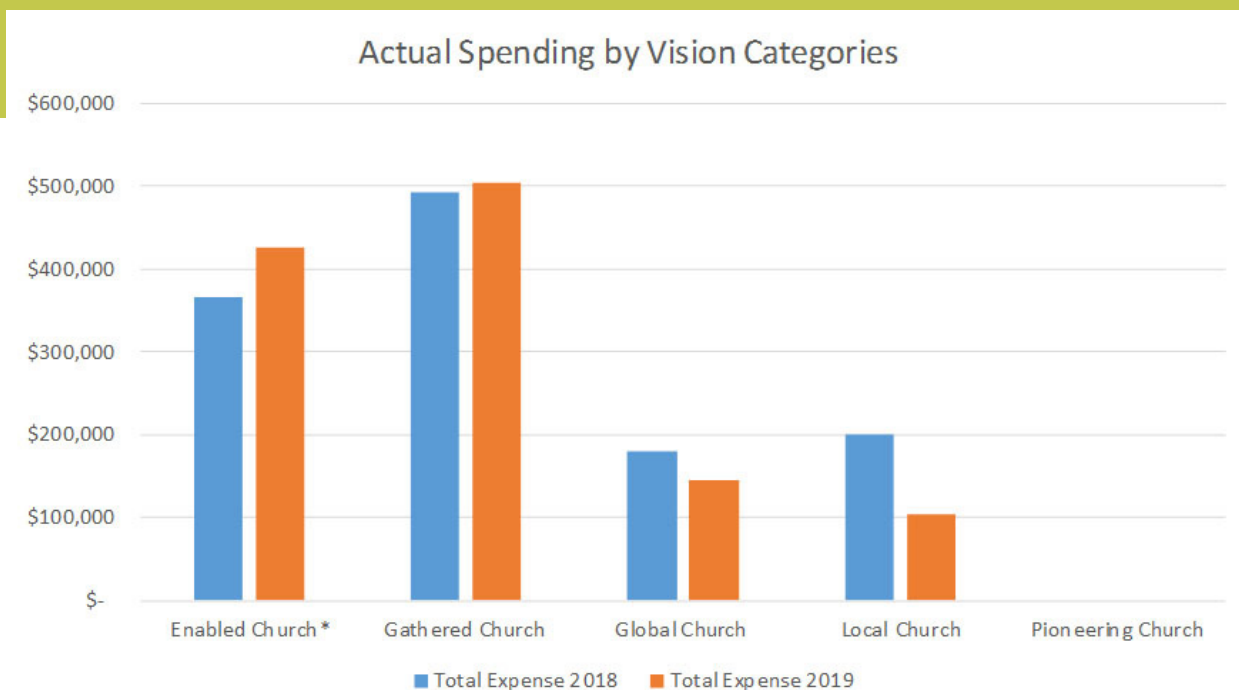
2019 Giving

As seen on the Giving and Attendance Graph below, our General and Mission Giving is up 15.4% and Building Donation doubled as compared to last year. Giving per person is up 34%.



2019 Expenses

Total Expenditure \$1.250m (2019) vs \$1.261m (2018) excluding depreciation
Breakdown by Vision categories.



OPERATIONS REPORT

by Winston Wan, Business Operations Director

Church operations is often overlooked as insignificant, but yet it is an important function that enables the various ministries to run smoothly.

We are into our second year of improving our cost and operational efficiency and we have made good progress in achieving cost savings, streamlining and documenting our processes and at the same time, learning from/sharing best practices with other churches.

Facility Management

We moved into our current church building more than 7 years ago in May 2012 and we thank God for providing us with this beautiful facility. The rooms are more heavily utilised now and will continue to be so in the future with more migrant English classes, BSF classes, counselling sessions, bible studies and Cantonese service.

With greater usage, we have started looking for ways to maximise the use of our limited facilities by making available the care room and offices for ministry use in the evenings and weekends. We have also added new TV monitors in some of the rooms and have upgraded the monitor in the café with a bigger and higher resolution screen, easier laptop connection and built-in sound.

With the building now approaching 8 years old, we have also started setting aside a building sinking fund and adopted a more structured approach to building maintenance and renewal.

This past year, we had to deal with heating/cooling system breakdowns in the chapel and room 3. We also had to fix several water leaks in the roof, base of the cross, evaporator and water pipes. While fixing the roof, we also took the opportunity to install an access ladder and anchor points for safer access to facilitate future roof maintenance works.

We took advantage of a Victorian energy subsidy scheme earlier in the year which enabled us to pay just a fraction of the cost to replace all our ceiling fluorescent panels to LED ones with longer lifespan, less maintenance and consume less electricity.

In April this year, after evaluating and comparing 7 proposals, we have installed a 28 kw solar system on our church roof. The rationale for this move was to hedge against future electricity price



Analytics and Insights

Use of analytics to glean insights to aid planning and decision-making.



Business Process Improvement

Continuous improvement to drive efficiency and cost savings.



Best Practices

Sharing of best practices with other churches



Forward Planning

Intentional proactive planning instead of being reactive to situations

increase and leverage on the current federal solar subsidy that was offered, besides doing our part for the environment by reducing our carbon footprint. This initiative is projected to save us about \$5k-\$6k a year on our electricity bill.

We have also made our church more child-proof and safer by installing swing gate in the playground to prevent kids from wandering from the playground to the BBQ area. Additionally, we have installed a safety glass balustrade on the first floor lift landing area.

To cater to the needs of our elderly, we have set aside and reserved 5 parking lots for them on Sundays as well as for the Pace Setters Bible Study on Monday afternoons.

Risk and Compliance

In the area of risk and compliance, our policies are aligned with the Churches of Christ Vic/Tas (CCVT) Safe Church, Safe People, Safe Programs guidelines. As such, we are committed to ensure our staff, members and visitors are safe whenever they participate in church-organised activities onsite or off-site. Some of the initiatives that we have undertaken during the year:

- Implemented use of risk management process form for all church activities (e.g. Young Adults camp, Emerge camp, Emerald Lake picnic, Bushwalking, Love Loud, etc)
- Comprehensive review of all our insurance policies to ensure we have adequate coverage
- Forward planning of risk scenarios
- Conducted Emergency drill and briefing
 - » Staff fire drill held in April
 - » Informed congregation of evacuation procedures and nearest exits in May during Sunday Service
- Safety measures implemented:
 - » Formation of security team to be on duty during Sunday service
 - » CCTV cameras upgraded to provide higher resolution images and more extensive coverage to enhance security
 - » Putting up CCTV and alarm warning decals and signs
 - » Installed auto-closing glass door for café
- Food Safety
 - » Regular pest control
 - » Automated temperature monitoring of fridge/freezer



- » Annual servicing of all fridges/freezers and Combi Oven
- » Proper disposal and recycling of cooking oil
- » Regular cleaning of kitchen exhaust filter
- Working with Children Check (WWCC)
 - » Ensured compliance for all staff and volunteers

For the coming year, we will be putting together a comprehensive policy handbook to provide a roadmap for day-to-day operations to improve standards and ensure consistency.

IT

Our internet/wifi infrastructure has been enhanced for greater productivity, faster streaming of AV during worship and to facilitate electronic payments for the kitchen ministry. There were a few teething problems during the year, but have since been resolved.

It has been a year since we migrated our Church management software to Elvanto, a more intuitive, user-friendly and costs significantly less to operate than our previous system. Besides using Elvanto to keep our contact details, send mass broadcast SMS and birthday greetings, we use it extensively to help with the booking of our facilities and for event bookings. We have also implemented an electronic Kids Church check-in/check-out on our Elvanto system for our Mighty and Star Kids this past year to make the process easier and faster.

Finance

To help offset some of the costs of the facility upgrades, we have embarked on several revenue enhancement and strategic cost management initiatives.

This past year, we have managed to reduce our costs by almost \$20k through optimising the core operations, half of which were one-off savings and the other half recurring cost savings. Coupled with the recurring savings achieved in FY2018, we have reduced our overheads cost base by \$30k going into the new financial year.

From an income statement perspective, we have turned around a \$50k deficit in FY2018 to a surplus of more than \$420k this year. We thank God for his provision as we have paid off all our interest-bearing building loans with only the interest-free loan portion owing. God is faithful as we have come a long way - from a building fund that started in 2008 with a target of \$6.4 million to a remaining loan amount of less than \$300k.

After evaluating and trialling various mobile giving platforms for almost a year, we have finally launched Tithe.ly giving mobile app, one of the world's largest church tithing platforms. It provides our congregation with more giving choices and offers a hassle-free, secure and convenient way to give. Besides automatically generating an email receipt to the donor for each donation, it also helps in the administration side, in terms of reduced cash handling and bank reconciliation.

In June this year, we have organised a series of church-sponsored financial workshops by Alex Cook, a financial planning expert from Sydney, as part of discipleship and stewardship. Topics covered include biblical foundations of Money Management, budgeting, strategies to get out of debt and simple steps to Financial Freedom. Response from the congregation has been very positive and we may organise more of such workshops in the future to benefit more people.

We have also formed a volunteer-led financial stewardship team to come up with holistic initiatives and to help build a stewardship culture in our church.

Sunday Ops

The Sunday Ops Ministry is made up of tireless volunteer teams, who come together to play an integral role every Sunday in serving our congregation. These dedicated teams include the communion preparation team, (tithing) counting team, security team, kitchen ministry team, payment team, coffee team and curry puff team.

The kitchen ministry team together with the coffee team, the payment team and the curry puff team - have been cheerfully serving up food and hot beverages to our congregation and new visitors week after week. These meals help to bring people together and foster relationships.

The kitchen volunteers are rostered from the life groups a few times a year, who sacrifice their time to help with food preparation on Saturday afternoon. This includes cooking, serving and cleaning up on Sunday under the lead of our kitchen coordinator, Irene.

The communion preparation team plays an important role in getting the elements ready. The tithing counting team counts and records the offering while the security team, under their watchful eyes, ensure the safety of the congregation.

We are thankful to every one of our volunteers for their continuous contribution of time and faithful service in serving our congregation.

We see a Christ-Centred Gathered Church

A church thriving in groups gathered around Jesus

SUNDAY GATHERINGS | PRAYER MINISTRY | CARE MINISTRY | NEXT GENERATION | CHILDREN MINISTRY
EMERGE MINISTRY | YOUNG ADULTS MINISTRY | EMBRACE | EMPOWER | ENRICH | MEN'S BSF
WOMEN'S BSF | CONNECT MINISTRY | JI EN MINISTRY

SUNDAY GATHERINGS

by Phanin Soeur, Creative Director

It really feels like the past year has been a blur. From where we were, to where we are now, we have seen so many changes. As a leadership team we have had to mould and adapt to whatever came our way. I can safely say now that we are in much calmer waters and are building towards something we believe God wants for our church and community.

People have said to me that the make up of our church has shifted a lot and there are so many people that they don't know. I say to them...“well, it's time to make some new friends”. I see this for everyone. I believe God hasn't called us to only know the same people our entire lives, but we should be meeting new people if we are to grow His Kingdom. So, to me, seeing new people means we are doing our job. So how are we tracking? Well, being a church that believes that we are called to represent Jesus to everyone, everywhere with everything, I think we are tracking pretty well. Sunday is becoming less of a focus, though it will remain a strong hub for our community, it's not the only form of meeting together in worship.

The Sunday team will always give their best as we should honour God with our best, but Sunday is not the be all and end all. As you can tell, we are not as 'high production' as some other churches of our size or larger.

We believe that we are all called to do the work of our Lord and hence you would have seen different people baptising members and dedicating children, whereas just a couple of years ago, we had expectation of only the pastors performing this role. This year, we saw 8 people get baptised during the English service and here are few snippets from testimonies that were shared during their baptism.



“I met God when I was 4, in my little room, I remember being huddle up in a colourful blanket, while I heard screaming coming from outside my room. I was scared and I was crying uncontrollably. At that moment I saw a bright shinning light, it stayed with me and stopped my tears. I knew it was God.

My parents split soon after, and neither of them wanted me. I have never heard the words “I love you” from my parents. My father was never sober. One day when I was about 15 or 16, I grabbed my father's arms and put them around me and asked him to say that he loved me, he couldn't say it. I've never heard it, not even once. It was so painful, it hurts so much, even today. My father died about 15 years ago from cancer, when I heard the news that he was in hospital, I rushed from Queensland to Melbourne to be by his side only to be told to “go away.” At his funeral, none of my brothers or sisters wanted anything to do with me. My mother died in 2012 and I never got to see her, I read about it online in a cafe and was numb.

I know now that the love that is greater than all the love in the world is God's love. I have been to many churches and have been a Christian for a very long time, but know today that He wanted me to be baptised. - Wade Dix



I am from India. My family was Sikh. My mother was constantly unwell for 18 years. I have 2 older siblings. My dad used to travel a lot for work, and we used to wait for dad to come home and cook for us, as my mother was constantly unwell and unable to get up to do regular jobs. We looked everywhere for a cure. Tried different doctors. Tried visiting different religious places, in order to get my mother healed. My parents used to quarrel a lot, and there was no peace in the house. My siblings and I used to hope that a saviour would come and change the atmosphere in the house. We had lost all hope, and our lives were in darkness. We had almost got used to that darkness. My dad's childhood friend asked us to come over and try Christianity. We had not known Jesus or 'tasted' his love. My dad told him "I have tried everything. Spent a lot of money. If somebody could heal my wife by laying hands free of cost, I am willing to come". The friend said come over, try and see. When we went, the pastor laid his hands on my mom. My mum was shaking and shivering. We had never seen anything like this before. My mum became well instantly. There was peace in the house from then onwards. And my parents had stopped fighting. We received hope and realised there is someone who listens to the cries of our heart and his love is unique. - Sukhjinder Pal



Every few months, I get to catch up with some of the worship pastors in Melbourne; some from large churches like Hillsong Melbourne, some from small local churches. It has been really helpful to gauge where we are and think of what steps we can take to help us grow in our worship. I must say that we are in good place, and I strongly believe that if we continue to build on what we have we will grow from strength to strength.

I am grateful that we currently have 3 full teams, with a couple of people on multiple teams, and a good mixture of people in our Worship team. I want to thank those that served with us but have moved on to things such as motherhood, a change in circumstances or a different call on their life. Thank you for your service to God and this church in the area of worship, may you be blessed in this season of your life!

We have also had a few new faces join our team and they have been a great inclusion. I strongly believe that building a good team comes from two main factors, a passion for God and a strong relationship with your fellow team members. So, as much as we can, we foster laughter, togetherness, and being able to speak into one another's lives. I really thank God for the Worship Team members.

As we move into the future, the use of media is becoming more important in how we communicate. Growing a team in this field would be something I would like to see moving forward. Most of the media work is done by myself with a few pieces put together by Isaac Chen. Please join me in praying for us to grow our media team. We currently have 6-7 service leaders, it has been great to see different people get up to direct our services. Our communion leaders team has grown as well. Having a diverse group of people lead communion has helped us hear and see more of Jesus.

What do I believe?...

I believe we are in great position to build and grow, but we do need to create a 'creative pipeline' to help foster and grow the next generation of people with interest in the creative ministries.

Thank you to everyone who serves on Sunday. I know you put in many more hours than what is seen. Your love, commitment and passion for God and this community cannot be measured. Much love.

Pray in the Spirit
at all times and
on every occasion.
Stay alert and
be persistent
in your prayers
for all believers
everywhere

Ephesians 6:18 NLT

PRAYER MINISTRY

by Carolyn Yong, Clem and Alice Lo

Prayer is the privilege of communicating with the living God. With this understanding and instructed by the Word, prayer has always been part of the life of Clayton Church. As unexpected events and changes took place over the past few years, some changes also took place in the way the Church gathered for prayer. Some of the current prayer gatherings are:

- 'Pressing In' Prayer at 9am every Sunday with this monthly rotation format: Global Missions, Church, Intimacy and Glory of God, Everyday and Local Mission, Open Space on a 5th Sunday.
- 10am Service Prayer Team: praying for those responding to altar calls and personal needs.
- Prophetic and Healing Prayer: 12:30 pm on the 4th Sunday of each month for prophetic encouragement and healing.
- Clayton House of Prayer (CHOP): held monthly for Spirit led intercession.

Prayer also takes place in Life Groups, Leaders' meetings, other ministries and individual 'prayer closets'. It is an essential part of our spiritual DNA. We aim to increase the awareness of prayer across the church. We rely on the Holy Spirit to help and guide us and thank Him for answers to prayer and His presence with us always.

Thank you to everyone who helped this year in facilitating the morning 'Pressing In' sessions, the team out the front at the end of the service, the prophetic healing and prayer team and also the intercessors in the CHOP.

CARE MINISTRY

by Pastor Greg and Kam Chee Craanen

The Care Ministry exists to help disciples of Jesus to disciple other people and themselves through pastoral care. Whilst there is a role for professionals, we recognise that the ministry of caring in the church belongs to the whole church. The 'one-another' commands in the New Testament make it clear that all Christians are called to be disciple-making pastoral carers. Our long-term goal, therefore, is to equip the whole church in this area. Care is outworked through the Life Groups, Prayer ministry, and other gatherings such as Embrace, Empower, Enrich, Prayer Ministry, and Visitations etc. This year, we focused on three key areas of equipping: Relationships, Mental Health and Healing & Prophetic Prayer Ministry.



Relationships

This year, 8 couples went through a Prepare Enrich based relationship course developed by Greg and Kam Chee Craanen. Three more couples were trained as facilitators of the course bringing the total to six couples as facilitators.

Love is a Choice was introduced this year. It is a great resource book and Workbook to use for people with deep hurts and Family of Origin issues, especially before or after marriage. Dealing with emotional baggage is a key to a healthy marriage. Two couples completed *Love is a Choice*.

Mental Health

Thirteen more people completed the Mental Health First Aid course. Two Professional Counselors, Meridyth Rock and Jimmy Yeow, became available to work out of our premises and have been kept busy with a number of referrals.

Healing and Prophetic Prayer Ministry

Many people have given feedback that God blessed them during these sessions. With their encouragements, we can now become more formalised with better facilities and more prayer teams to cater for the increasing need. More emphasis will be placed on training and equipping in 2020.

Safe Church

The Safe Church committee (Pastor Greg Craanen, Winston Wan, Margaret Ruhl) meets to assess and audit our safety requirements to ensure that we are compliant with government regulations.

Thank You

Stephen Chau completed his term as the Emerge Care Coordinator to pursue work outside the church and we thank him for his invaluable contribution. A big thank you to everyone who helped this year: the Prepare Enrich Facilitators, Visitation Team, counselors, crises carers, Embrace/Enrich/Empower/Prayer teams, Life Group leaders and Zone leaders who provide the primary disciple-making pastoral care.

NEXT GENERATION

by Pastor Kyle Schroder

Wow! 2019 has been a whirlwind. After starting in March, I have been swept up in the momentum of Clayton Church of Christ. This year has flown by and I can truly say that I am even more excited about 2020 than I thought possible.

Over the course of my short time here, I have learnt that we are not just a church that is happy to build “Sunday Christians” but we are dedicated to making disciples who are letting God sit on the throne of every part of their life.

Some highlights for me this year have been the Emerge Camp that took place in my first week on the job. A great week away where we saw the Emerge Youth and Emerge Campus combine for a really beneficial camp.

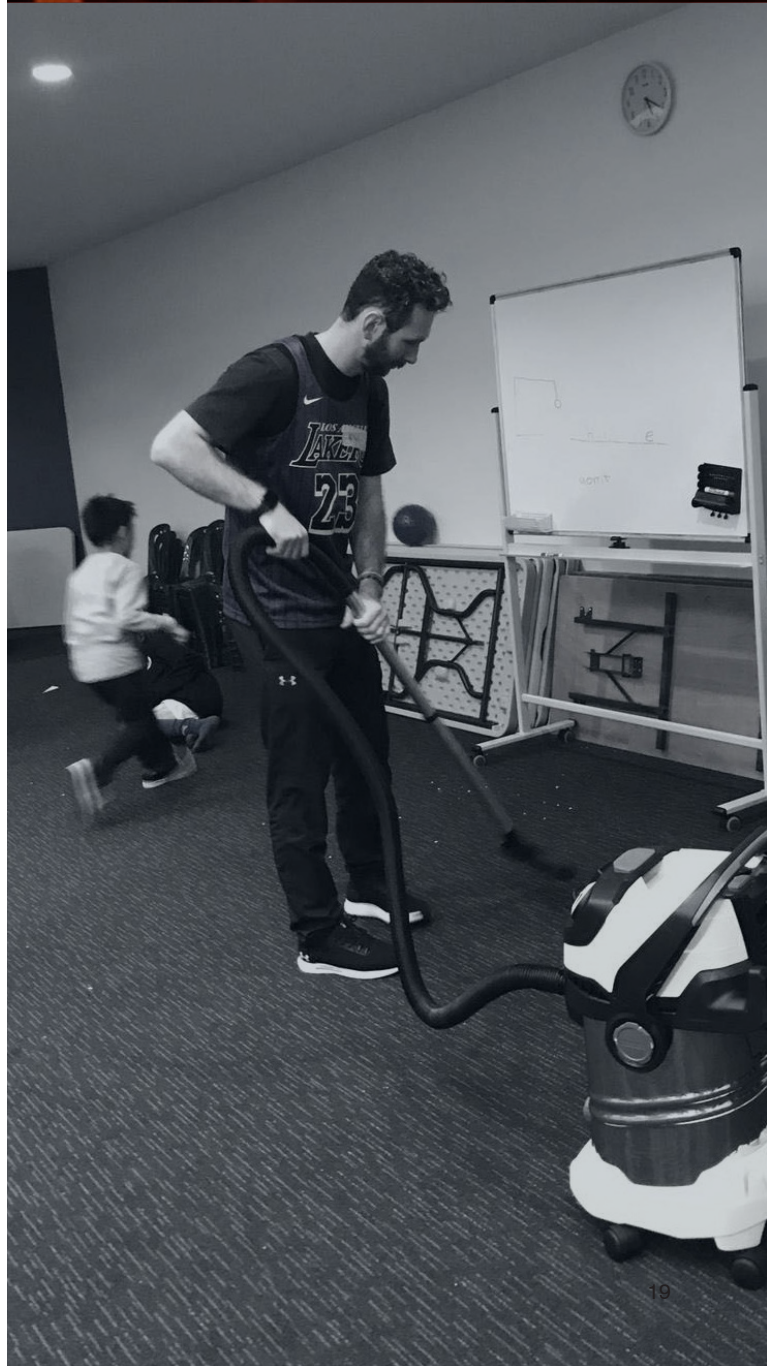
Another would be seeing the Young Adult’s really take hold of the GRACE values and wrestle with the implications of living out the values in their personal lives as well as corporately.

Seeing how the children’s programs run and thrive under the guidance of Margaret and Evelyn has been inspiring and Rach and myself have loved being able to get our son Walter involved with all the other children.

I am really proud of the leaders that look after our Next Generation of disciples and I believe that we are moving in a healthy and God-honouring direction.

Next year holds a lot of potential as each of our Next Gen ministries start to expand the scope of what they may have originally imagined we can do. We believe that we can be a church that is attractive to young families and instrumental in developing “whole-of-life disciples” in every age and stage.

Thank you to all our senior ministry leaders, Margaret and Evelyn, Duc, Lisa, Jun and Chiu, and Ash and Rach. You have worked hard, trusted God, and served joyously.



CHILDREN MINISTRY

by Margaret Rühl, Children Ministry Coordinator

Every week in Children Ministry, the three team leaders of Creche, Star and Mighty Kids and Kids Church leaders and assistants are spending 90 precious minutes with our kids, instilling and nurturing a vital faith in God. The vision for our Children Ministry is to see all our kids develop a living faith and walk with God, seeing regular Everyday Moments with the Lord Jesus.

God's word encourages us: *"Train up a child in the way he should go, and when he is old, he will not depart from it"*
Proverb 22:6

Children ministry is a vital step in developing our young into growing Disciples. Using GRACE as a step to their spiritual development and growth.

Groups and Gatherings

- We gather each Sunday in Kids' Church. The focus of our meetings is all about Jesus. From enthusiastic and joyful praise and worship, to Bible Lesson, and sharing and praying in their different small groups.

Reproducing

- In Children Ministry we have about 70 leaders and volunteers. A significant number of them (nearly half the Kids Church team!) have previously themselves gone

through our Children Ministry and have graduated and are now serving as our Kids Church Leaders and Assistants. The young assistant leaders are continued to be mentored by their team leaders in Kids Church. We are constantly encouraging our kids especially the older ones to take an active role in serving, e.g. by helping in overhead, games and praying for the offering.

Actively Hearing and Obeying

- Every week we have a Bible lesson and a small group time to reinforce life lessons and application, together with the send home devotional material for Life application (Mighty Kids). Partnering with the parents to provide encouragement from home, we are praying that this will take hold and be a firm foundation in the teenage critical years as they wrestle with what they believe.

Connecting

- Every Year, we have a number of special events, where our kids can invite their friends. End of year celebration was a time Kids Church and Playgroup from the community combined for a time of fun and celebrating the birth of Christ with carol and Nativity presentation.
- Our fun filled PJ Theme Day this year enable our kids to invite their non-church friends to be connected with church.

Everyday Moments

- It is our vision that all our kids will experience Everyday Moments with Jesus. We rejoice over the experiences our kids have shared.

As Children grow, they develop in their physical abilities, their cognitive understanding, their moral sense and their control of their emotion. It is therefore crucial while they are in their young age and able to readily absorb any new information, that a firm spiritual foundation is established. We shall continue to partner with parents in the kids discipleship journey so that our kids are able to practise, exercise and grow their faith at home and/or at school. Continue adaptation of GRACE both for our kids and to extend to our leaders. This include continuous training and discipleship for our leaders so that we are all better equipped to lead our young kids.



Each Sunday, before the arrival of kids in Creche, Star Kids and Mighty Kids room, the awesome ministry teams would all gather together and pray for our children. Our volunteers sacrifice their weekend to prepare for the lesson, young musicians practise the songs for the next day worship, and they again sacrifice their sleep-in time on Sunday morning to come early to church to set up and welcome the kids with their cheerful smile. To ALL our Children Ministry volunteers, a heartfelt thank you for your love for the children, your commitment and dedication to the Lord. Special thanks to Pranothi, Anna and Evelyn for helping to oversee the operations in Creche, Star and Mighty Kids.

Creche (aged 1 - 3)

by Pranothi Nelson

2019 has been an exciting and fulfilling year in crèche. We have many new children coming in and spending their time playing and learning new activities.

On an average, we have 15 children being looked after. Crèche caters to infants up to the age 3 years. This ministry enables families with young children to attend church service while children can play and enjoy their time in crèche. We have noticed that most of the children have settled well. The crèche also helps parents to form relationships within the church community as well.

We have had new volunteers who have joined the team and some dads too! God has really blessed our crèche ministry with loving, caring and dedicated people and currently we have a team of 6 leaders and 13 helpers in crèche ministry, led by Margaret Ruhl.

We have introduced a new system to check in and check out kids, keeping in mind Child Safety policies. The parents of the children who attend crèche have also been gracious enough to help us when we need a hand. Some of the grandparents and young students have been a great blessing to our ministry and have enriched the crèche environment with their love, care and affection for these little children. We want to thank all our helpers, you are a valuable part of the team! We also thank Margaret for her outstanding encouragement, support and prayer. We look forward to see more children and parents utilising and supporting this ministry with love and enthusiasm. We also look forward to seeing crèche as a place where the GRACE values are extended in 2020. Praise God for his faithfulness and provision!



Star Kids (aged 3 - prep)

by Anna Fernando

Key highlights of the year

- Introduction of Electronic Check-In facility for Parents & Tickets to ensure improved security in picking up children at the end of the session.
- Star Kids presentation on Mother's Day where the children sang "Absolutely Nothing".
- Special "Pyjama Day" theme day for Star Kids where the children were able to invite friends and have a fun day.
- Special Mission presentation during the Missions focus.
- Party days – mid year and end of year to have fun connecting with the children.

- No Shopping Day – to create a culture within Kid's church of coming to church and memorising scripture without needing a 'reward'.
- Special Community event planned for December with playgroup to try and connect with some of the playgroup parents.

How has your ministry seen the work of God during the year?

- Star Kids' attendance dropped at the beginning of the year but now averages between 25 - 35.
- We have struggled to recruit more leaders for Kids Church but God has raised just enough leaders and some regular parent helpers to help us run the program.
- The leaders were able to participate in a training day to develop skills in running games and telling Bible stories.
- We have been able to add variety to the children's worship with the inclusion of some new worship songs that are particularly relevant to the theme/bottom lines we have been learning.
- The Think Orange material has helped us to teach relevant age-appropriate material. We hope that parents have found the weekly parent cues useful in understanding what was covered and ways they can participate in reinforcing the lesson at home.

What are some of your ministry plans for the coming year?

- Recruitment of new leaders and regular parent helpers for 2020 – we are praying for 4 teams to reduce the work-load on our faithful children leaders.

We would like to also thank all parents for partnering with us faithfully and bringing your children each Sunday. I'd also like to thank all the regular parent volunteers who've come to help us during services over the year – your help makes our work so much easier.

Thank you from the bottom of my heart to all our faithful and committed leaders. It is both a privilege and a humbling experience to serve our Lord with you in this wonderful ministry.

A heart-felt thanks also goes to Soo Kean Lew and Ai Theng for your partnership, and Margaret Ruhl for your leadership.

Above all, I thank God for His faithfulness and mercy to us in Star Kids.

Mighty Kids (Grade 1 - Grade 6)

by Evelyn Chan, Kids Church Assistant

Mighty Kids continued to bring the truth of God's Word to the children using the curriculum developed by Think Orange. The principles we covered from the start of the year were serving, identity in Christ, hope, perseverance, fruit of the Spirit and courage. Whilst it was important to grow their knowledge on these faith principles, we did not forget that the transformation of lives happened when children were able to apply these principles in their own lives. Therefore, during Small Group Time, grade-grouped children were encouraged to pray, think and share their thoughts, and were motivated to practice what they have learnt in their everyday lives. Kids Church leaders will help them further explore the topic of that day. They have also been provided with daily devotions to use during the week.

Our Year End Celebration at the end of last year had a great turnout. We hired a jumping castle, organised games, performances and food for all who came. The children presented the meaningful Christmas message through acting, singing, dancing and more. We want to thank God for making it possible for us to connect with the playgroup community

through this event. We prayed that seeds will be planted and God will make them grow in His time.

We also ran a Q&A session where we answered some of the questions that the children had. With Pastor Kyle Schroder and Frank Ruhl as our panelists, we managed to respond to their queries with wisdom and grace.

During the 'Fruit of the Spirit' series, we invited Cecilia Au, one of the missionaries we support, to come share her stories with us. With the fruit of joy in focus that week, we asked her to share how God has helped her remain joyful in the midst of all her challenges.

We thank God for a wonderful year. He never failed to guide, provide, strengthen and speak to us personally and collectively as a ministry. Pastor Kyle Schroder and Margaret Ruhl have been of great support to us with their words of wisdom and down to earth serving hearts. We also want to thank our Mighty Kids Team Leaders, Eng Ter and Christine Pho, for leading their teams with great dedication and commitment. All our children leaders have poured out their time and effort into this ministry. We thank you for their faithfulness and commitment.



EMERGE YOUTH (High school students)

by Pastor Kyle Schroder

2019 has been a really wonderful year for Emerge Youth. Thank you for all your support and prayers. The leaders have bonded and formed a great team, and have grown incredibly fond and proud of the youth as we watch them grow.

The year has had some wonderful highlights. The first would be the Emerge Camp where we combined with Emerge Campus. The time away was helpful for connections between the Youth and Campus and great for relationship building within the youth. We had wonderful breakthroughs on camp and it really set us up for success for the year.

We also attended the RICE Rally and the whole event was really special. The highlight was seeing so many of our youth respond to the message, come forward prayer and even receive Christ. That is the biggest win we could ask for!

A final highlight would be seeing the fruit of the leadership team really pushing and equipping the youth to take charge and start thinking about what THEY want Emerge Youth to look like. We have really encouraged them to start thinking not just about the program itself, but also the culture and focus. We had a "youth take over" night just recently and the youth planned, ran the night, and amazed us with the event they put on.

Duc is an incredible leader of leaders, a wise and humble man who seeks after the best for all the youth. He is the first to speak up on behalf of his leaders and incredibly selfless with his commitment to the youth.

We are sad to see 2019 coming to a close, but more excited still for 2020 because we truly believe we are setting the youth up to live a life that reflects Christ in every way.

Thank you to all the leaders who work so hard every week, to all the parents that support the people and the program, and all those who pray for us.

YOUNG ADULTS (YA)

by Ash Chan and Rachael Lim

Highlights of 2019

- This year has seen a steady inflow of graduate students and newcomers (some are non-believers) who have formed strong community bonds with their respective Life Groups.
- The inter-relationship between Life Groups and unity as Young Adults (YA) Ministries continues to grow in strength through Combined Nights, YA Social Activities, Special Events and our recent Annual Combined Retreat in Mornington Peninsula whereby more than 40 young adults attended partially or in full.
- We have a diversity of Life Groups with their own distinct vibe which makes it easy to assimilate newcomers with a group they feel a connection with
- New next gen leaders have been raised to lead their life group and another life group is now planning for a possible multiplication in the coming year.
- Discussions have begun to plan more combined events with our Ji-En Young Adults counterparts. This was kicked off at the YA Retreat where some Ji-En Young Adults attended.

Impact of this Ministry has been seen in:

- YA members have been an integral part of Clayton Church and serving in all spectrums of ministry as well as being a support resource for churchwide events. Some of the lifegroups are also becoming more engaged with our Church missionaries by developing prayer and support relationships.

Looking forward to 2020

- In the coming year, we will continue to intentionally disciple the Next Generation of Young Adults and Leadership. We also hope to raise up the next generation of Young Adult Zone Leaders to carry on the amazing work of God.
- YA hopes to continue working with other ministries both inside/outside of CCOC and build relationships as a United Body of Christ.



EMERGE CAMPUS (Tertiary students)

by Pastor Kyle Schroder

2019 has been a year of change for the Emerge Campus on all fronts. The leadership team welcomed Ps Kyle, said farewell to Andy and Candice, and saw Jun and Chiu taking a break from Campus to settle into parenthood with the arrival of their baby, Timothy. In contrast to the previous few years, the number of people attending Campus is smaller, with a number of them being international students who are seeking Christ or have not heard of the Christian faith before. Our focus has been on building the culture and community of Campus while helping our members understand the knowledge of their faith and applying it to their everyday lives.

We went through a number of series over this last year:

- Jesus In My... – we studied different topics such as family, finances, hobbies, etc. This was a good opportunity to hear different people's experiences and discern how God can be using us in those areas.
- Intimacy Series – By working through the book of John

we learnt about intimacy with God and each other and what abiding in God means and looks like.

- DNA Series – with the tools provided in the DNA series, it allowed our Life Groups to evaluate how they were going and develop a plan to grow the Life Group in the GRACE values.

A main highlight for this past year was the Emerge camp. The theme of the camp was 'Get Real' and the heart behind it was to be real, open and honest with God and each other – to be just as you are. The teaching was challenging and sparked interesting discussions. By spending time with each other many people felt valued and connected in ways they had not before. People left with a newfound passion, understanding and desire for God and who He is. We also had quite a few new people come along to the camp.

We continue to pray for God's guidance as we head into the New Year. Things may look a little bit different to prior years as we evaluate how we do things and what may work better. We pray that Campus will continue to be a space where students get equipped and gain a greater passion for Christ.

Finally we wish to say a big 'thank you' to all the leader's and coaches who dedicate their time week after week for Campus.

EMBRACE (Women's Ministry)

by Juliet Soeur, Yin Hun Chen, Lauren Ng, Karrie Ng, Kam Chee Craanen and Jennifer Trinh

We have three key words: freedom, identity, purpose. As such, we hosted these four events in 2019:

February - Women's Mental Health Panel with Counsellors Jimmy Yeow, Meridyth Rock and GP Dr Anne Wong and Win Morgan shared her testimony. Attended by 130+ women, keen to better understand and be more equipped in this area.



May – Dinner at Zest restaurant. Good food, good company, trivia fun (Louise and Lynn), and funny photos (Pam and Karen Woo). Everyone received personalised bracelets and were blessed by Alice and Dharshi's testimonies.

August – Clothes Swap. Benefiting the environment and our wallets, 70 women shopped for free giving pre-loved clothing a new home. Former fashion blogger, Cecylia Kee, gave styling tips and shared her story on finding her Identity in Christ. Remaining clothes were donated to Care House Clayton, Dress for Success, Wycliffe, and Shoes for Planet Earth.

October: "Permission to Shine". We hosted guest speaker Kimberly Smith and had a delicious afternoon tea prepared by Karrie, assisted by Tim and his helpers, thank you! Thank you to the men who packed up for us.



Thank you to everyone who helped this year: ushers, AV teams, bracelet makers, clothes swap set up/pack up, prayer team and KEED for their beautiful decorations. We are encouraged that our women are taking ownership of this ministry, repeatedly putting their hands up to help make events happen.

Jennifer Trinh has also recently joined the Embrace Team in a design capacity.

We're excited for 2020!



EMPOWER (Men's Ministry)

Frank Hyson, Ash Chan, Joe Chen and Gia Hy

Empower began in March this year and exists to create a safe space for men to get together, share, support each other, learn from one another and know that they are not alone.

Our first event was on Saturday May 18th and was attended by 31 men. Pastor Greg spoke on 'Not Alone' and Frank Hyson shared the vision for the Empower Men's Ministry. We finished the night socialising over tasty finger food.

Our second event was a men's breakfast held on Sunday morning, 11th of August. 25 men attended. Over a hearty bacon and eggs breakfast, Ash Chan challenged the men to 'recklessly pursue their full identity as Christian men, created in God's image, with no holds barred.'

Our third and last event will be another Men's Breakfast on Sunday 10th November with the theme 'Carpe Diem: Seize the Day.'

Thank you to all our volunteers and to all the men who attended. To quote Aeschylus: 'From a small seed a mighty trunk may grow.' Looking forward to see what God has planned for our men in 2020.



ENRICH (Over 50s Ministry)

by Winston Chin-Lenn

The aim for this year was to have three or four events so that the people of our target age group can get to know each other better.

We started off the year with a 'Bush Walk' in March at the Westerfolds Park in Templestowe, which was attended by 35 hikers.

We then had an amazing time of fun, fellowship, worship and food at our 'Fancy Dress and Jazz Night' in early August at the church with a live Band performing. We opened this occasion for the 45's and above, and it was a great success with 90 people attending.

The next event will be a Picnic Lunch at Jells Park on 26th of October.

To the the Enrich Committee (Paul and Yvonne Wong, Peter and Soan Koh, Yin Chin-Lenn and Lily Buyukcinar), thank you for your support through the year.



MEN'S BSF (Bible Study Fellowship)

by Frank Erb

BSF men's group (Mitcham class) is grateful to have Clayton Church of Christ partner with them in allowing a satellite group to be established in Clayton. To date, with three Satellite Group Leaders, we have a total of 33 registered members in the Clayton Satellite class of which more than half are from the church itself.

The class meets every Thursday evening from 7:30pm till 9:00pm. This year we will close with the study of the books of Joshua, Ruth, Samuel (1-2), Psalms, Proverbs, Kings and Chronicles. In 2020, we look forward to study the book of Acts and the Letters of the Apostles for the first six months of the year and then the book of Genesis.

Thank you to all our leaders and volunteers who have helped throughout 2019.

WOMEN'S BSF (Bible Study Fellowship)

by Sabitha Jacob

By the Grace of God, Bible Study Fellowship is currently in our 4th year at Clayton Church of Christ. The class at Clayton is one of the 4 Satellite Discussion Groups (SDG) that is part of the Doncaster Day Women Class. The theme of this year's study is a completely new series on "People of The Promised Land Part 1". The teachings and applications from the Old Testament are still very much applicable to our current times, and we never fail to be amazed by God's sovereignty and mercy reflected through the many characters we studied.

We began the year with around 30 faithful ladies and have since seen more ladies joining throughout the year. We have also seen committed class members obediently taking up the call to serve as leaders. Monday is a busy time for our tireless leaders, as they attend training at our base class from 9:30am to 11:00am, and 4 of our leaders who are serving the ladies at Clayton will drive to Clayton to get ready for the class at 12:30pm. We praise God for sustaining them as they lead the ladies in discussion and ending the session at 2:00pm after watching a recorded lecture together.

We are most thankful for the hospitality and support shown by the staff at Clayton COC. We welcome all ladies to come and join us on Monday 12:30pm to 2:00pm. May the Lord bring the one He has intended according to His perfect will.



CONNECT MINISTRY (Newcomers)

by Pastor Greg Craanen, Kay Anandasivam, Pranothi Nelson

- 4 X committed teams consisting of an average of 8 volunteers each, working on a rotating roster.
- 3 X newcomer lunches where an estimated 35 newcomers were hosted.
- Although the newcomer regular attendees appear to have reduce drastically year-on-year (YOY), the 21 in 2019 are those who have integrated into Life Groups.

The Hand of God

The provision of our little helper (Jessa-May) who consistently assists to pack our connect bags every Sunday, relieving the connect team of this task. Thank you Jessa-May!

The Way Forward

- Contacting the newcomer within a week of their first visit
- Connecting the newcomer where possible with an appropriate Life Group

I want to take this opportunity to thank Ngoc, Pranothi, Haley and Kerrie for communicating with, and following up with the newcomers until they are placed in a Life Group. Thanking God for His provision of people to work together with our extended teams, especially Irene and the kitchen team for preparing the Sunday lunch. Also grateful for the leadership team for all their support and prayers for connect ministry throughout the year.

Ji EN MINISTRY (Chinese)

by Ji En Leadership Team

Whether you turn
to the right or
to the left, your
ears will hear a
voice behind you,
saying, "This is the
way; walk in it."

Isaiah 30:21

Ji En was much blessed by God in 2019. We were able to advance our ministries. What Ji En has achieved were by God's guidance, the work of the two congregations, and by the support and collaboration from the Church leadership team.

We are grateful that

- by God's grace and the committed effort of the church's leadership team, Pastor Phoebe has joined Ji En's leadership team. The dynamics of the church has changed from "maintenance" mode since Pastor Bill's retirement to "expansion".
- church leaders are united and supportive for Ji En's ministries.

We also celebrate

- Ji en's sisters and brothers who have been dedicating themselves in serving our Lord.
- a deeper collaboration between the two congregations; especially through working with three English teaching ministries and the setup of a new Youth Ministry.

Moving forward, we will

- focus on encouraging people to live out our core disciple-making values.
- reach out to non-believers and help new believers to better integrate into our church life.

Plans are in place for

- an outreach ministry to work with English teaching ministries to carry out gospel sharing activities.
- an education series of financial discipleship to be launched next year.
- exploration to improve Sunday school activities which will ease the existing bottleneck of our youth class.
- Cantonese service to be set up to cater for Cantonese speaking community in Clayton.

At last,

- plans are in place to raise new leaders and volunteers.
- welcoming team will work closer with Life Groups to understand the progress of newcomers' situation in groups.



We see a Local Church

A church alking alongside stakeholders to transform Clayton

COMMUNITY ENGAGEMENT | PLAYGROUP MINISTRY | MIGRANT ENGLISH MINISTRY
WEDNESDAY CAFE | CAFE CARE - CLAYTON CHURCH PARTNER



COMMUNITY ENGAGEMENT

by Bill Pontikis, Community Engagement Coordinator

We, as a church, want to be known for our effective Community Engagement. But how do we make sure the impact we have in our community will have lasting results? One of the questions that we need to continually ask ourselves is this - do I see the people of my community through my eyes, or through the eyes of Jesus? If we start to see our community through Jesus' eyes, we will respond in a very different way.

Loving our community is about taking opportunities to reach out and connect with people. This is what Love Loud is about. By grasping these opportunities we will begin discussions and through these discussions meaningful relationships will be formed.

We want our community to know that as a Local Church, we are a people that care about the issues that impact our community and the individual person. This is because these issues will have an impact on how our Community is moulded, formed and shaped. We, as disciples of Jesus, want to be part of that decision making process. We want to have a positive impact on those around us and to see the values of Christ slowly instilled into our community. Now of course, this takes time and we need to be patient. Let us continue to pray for the Lord to lead us, to open doors into the lives of the people that we want to connect with.

So let's come together as a Church, encouraging others to come on board, and reach new heights with our projects, but always remembering it's the individual that is our primary focus.

PLAYGROUP MINISTRY

by Margaret Ruhl, Playgroup Coordinator

The running footsteps broke through the gentle instrumental music in the background at 9:30am. A child made his grand entry, with a "Hi" and then ran straight to his favourite corner of activities to start his session with the Playgroup. Depending on the weather, sometimes the mother and grandmother would ask the child to take off the heavy jacket, at other times, the child would even kick off his shoes to be able to play more freely. Soon, more and more kids come in with their doting parents/grandparents, following a similar pattern.

The above scenario has been a daily affair whenever Playgroup is on. These community families typically come from a variety of backgrounds, from non-religious to strong Buddhist, Hindu or Muslim backgrounds. They come to Playgroup because the child wants to come. And Playgroup serves the needs of not only the kids in our local community by offering them a fun, safe and secure play environment, but also the mothers with empathy and friendship - regardless of their cultural or religious background. This simple setting where the key needs of mother and child are met, would often lead to strong relationships where we share basic advice on child developmental issues,



basic counselling and prayer with the mothers or parents/grandparents. As a large majority of the families in Playgroup are from migrant background, we celebrate our cultural diversity by having multicultural meals together after Playgroup. And in all our programs, we would always honour and acknowledge God's presence including in our snack and meal time (with a simple catchy song and tune we teach the kids for giving thanks to God) and sharing that God loves each of us and has a purpose and plan for us.

Highlights for 2019

Attendance in each session in Playgroup varies depending on weather, season, new referrals, etc. Apart from some regulars, we have no idea who God would bring into our midst next. We thank God for the privilege of journeying with a Playgroup Mum through her difficult period of cancer treatment and recuperation. We felt the burden and prayed for another lady's mum who was suffering from cancer and who was undergoing treatment. We empathised with a divorced Iranian nanny who was missing her own son in Iran. We encouraged a depressed Indian lady who missed her family very much. On another occasion, we motivated a single mum of three kids to pick her life up and move on to be independent. We also befriended a few lonely mums and helped them to connect with

others, and we assured a few anxious mums when their child was not talking, socialising or sharing.

In between all these, we had an Easter egg painting event and the sharing of Easter message, a year-end Christmas Nativity, singing of Christmas carols and a multicultural Christmas dinner with the Children Ministry team and families, a graduation celebration and distribution of Jesus DVD to all the parents as gifts are some of the highlights for the year.

Moving forward

While we are trying to connect Playgroup to our belief by active acknowledgement of God's presence in every session, this year's Playgroup has decided to further support mothers through a new initiative which we have started in second half of this year called "Celebrating Motherhood". This initiative is bringing together some of our church mums with playgroup mums to build meaningful relationships and to enrich their parenting journey by friendship evangelism to further impact our mothers and, hopefully win them for Christ.

This ministry rely heavily on volunteers. A heartfelt "Thank you" to years of commitment and dedication to the ministry by Koon Yee Chan, Audrey Choo, Dorothy Soffe, Alice North, Phanny Soeur, Sabitha Jacob, Playgroup mother turned helper, Giselle, newcomer Esther White, our staff Brian Pedersen and John Vlachos for setting up and packing away furniture & toys, Kelvin for providing security on Wednesdays and all the volunteers who have contributed to the smooth running of the ministry. Thanks also to Kay for the partnership of this "Celebrating Motherhood" project. The team acknowledges that we are all part of the body of Christ with different gifts. We should be united and acknowledge the gifts that God had given each one of us and turned it into a ministry advantage. Together we serve a mighty God.

MIGRANT ENGLISH MINISTRY

by Gwen Liu

This has been an amazing year for us seeing God's hand at work. We continued teaching English using the Bible and one of the Mandarin Lifegroups was birthed from this. We have increased collaboration with Ji-En this year, leading up to 5 salvations, baptisms mid-year with about 30 students staying back for a class on Western Civilisation roots in Christianity. Following on from this there will be a Chinese Alpha class. Approximately 10 people have indicated interest.

We have distributed 'Our Daily Bread' devotional booklets in English and Chinese, which were eagerly accepted by most of the students.

There is great enthusiasm and interest among everyone who attends our free classes, with a student heard saying that our migrant English class is among the best around. Due credit should be given to the hard work put in by the teachers & helpers. God has provided us with many assistants who have helped largely in taking some of the responsibilities off the teachers. Even the students join in to help with the admin and organising of morning tea.

Suggestions have been made for starting up an evening group or splitting off some of the larger classes to smaller ones as we have about 60 students currently. A decision has not been made. There is however, a need for backup volunteer teachers and possibly a teacher to start a new class next year.

WEDNESDAY CAFE

by Peter and Soan Koh

Clayton Church Wednesday Café is open to the community on the first and third Wednesdays of every month from 1pm to 3pm. Operating in a casual café-setting with a team from both English and Ji En congregations, we welcome people from all countries but we now have a large Mandarin-speaking group from mainland China.

For each session, we have an average of about 14 and 22 people attending with about half of them team members. This ratio of team member to visitor helps facilitate small table conversations, building of personal relationships, sharing of problems and the sharing of our faith stories. We provide complimentary tea or coffee with biscuits and cakes for our activities such as Conversational English, open community sharing to build confidence in speaking English, and sharing of life stories that can be quite personal and spontaneous.

Wednesday Café is positioned as a warm, welcoming and easily accessible first step towards introducing other ministries and activities of the church to a newcomer in a pathway of discipleship. The ministry provides a welcoming place for the visitor who could be a passer-by, the lonely, the curious or simply one who is looking to connect with others from their home country. Our intent is for each person





who comes through the door (typically a pre-believer), to experience the love of God through our welcome, acceptance and understanding of who they are. As the group gets to know one another better, we are seeing a greater open-ness in people to openly share their decision to become a Christian, their baptism or dedication of their child. We praise God that four persons who also attended our other Migrant English classes were baptised this year.

Thanks to all the wonderful team members for their commitment and special thanks to Ron White for being such a constant encouragement to us all.



CAFE CARE (Clayton Church Partner)

by Bill Pontikis

It seems like yesterday that I was writing last year's Annual Ministry Report for the need of volunteers who are willing to journey with people from our community recovering from their broken lives. It is never easy when you are dealing with people who are broken. Their pains and scars are very deep, and require a lot of time for healing to take place. 'But God' is an amazing healer, and we have seen lives transformed.

God has also blessed us with the running of a Women's Care House - supporting women that have been displaced due to their bad life choices. We thank our Lord continuously, as there is a huge need for a caring and loving environment.

The past year, we have seen the number of people attending our meetings on a Monday evening rise to an average of about 50. This has encouraged us tremendously as people are referred to us from all over

Melbourne. This year, we also saw 4 people from our community baptised. It was an amazing time of celebration and acknowledgement of God's transforming power.

I am reminded in Matthew 25:37-39 when Jesus says, "Then the righteous will answer him, saying, 'Lord, when did we see you hungry and feed you, or thirsty and give you drink? And when did we see you a stranger and welcome you, or naked and clothe you? And when did we see you sick or in prison and visit you?'" We must realise that when we reach out to our community it is an act of service to our Lord.

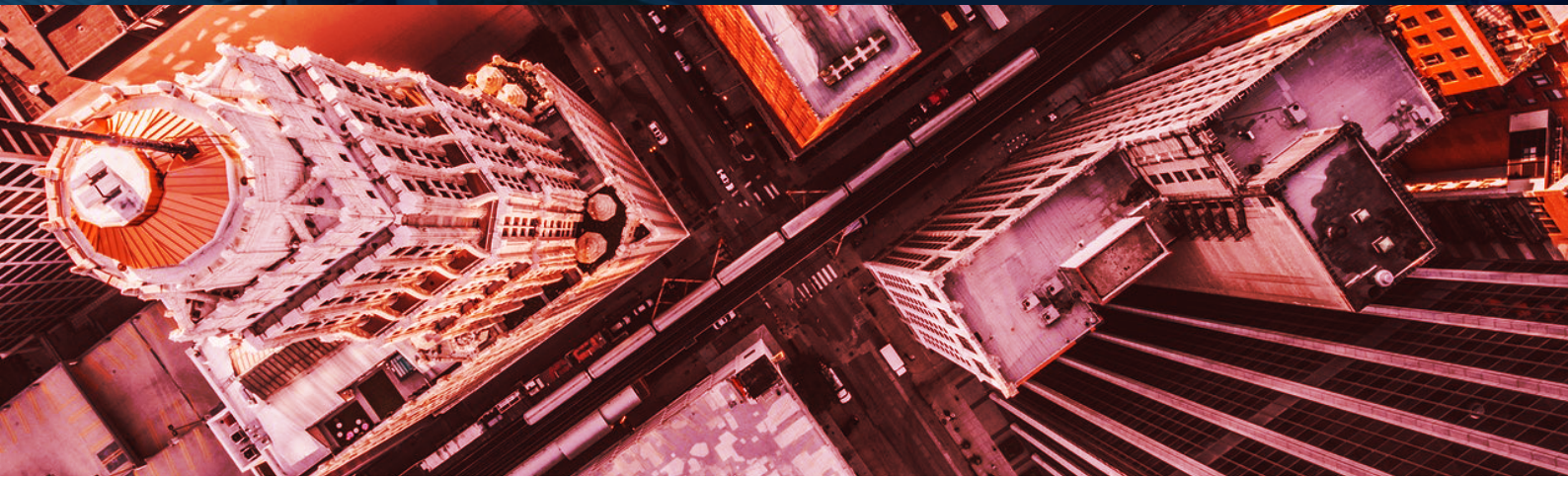
As there are many challenges, we continue to ask for your prayers. The needs of the Ministry are many and only our Lord can supply and sustain us. Please pray that the Lord gives us the wisdom to deal with every person in a respectful way and that we will be good stewards of our time and resources.

If any one is keen in understanding more about what Cafe Care does, please come and visit us on a Monday evening at 6:00pm in the church's cafe.

We see a Global Church

A church that is reaching the unreached people groups

GLOBAL MISSIONS | GLOBAL WORKERS



GLOBAL MISSIONS

by Sheron Wong, Global Team Coordinator

As we begin to align with our Global Vision in reaching the unreached, we are gaining more clarity in the things we are getting involved in, the organisations we are partnering with, and the people we are sending.

It has been an eventful year, and I want to take this opportunity to highlight some of the things that took place:

- After nearly two decades, many were able to hear the Good News in Mumbai and Kohlapur in India through the work of one of our Global Partners, Living Impact, through whom we supported two church planters. At the end of 2018, Living Impact prayerfully followed the Spirit's leading, and was able to conclude their time in India with rejoicing and thanksgiving for the lives that have been saved.
- In August 2019, we appointed Simon & Megumi Crittle as Supported Global Workers and are beginning to partner with them to establish a disciple-centric diaspora ministry plan and strategy for our church.
- Through Global Month, we raised \$4,522, as well as a small team of people for a Short-Term Mission Trip to Japan in

December 2019; it will be two of the team members' first ever mission trip.

- We explored whether a Child Sponsorship program through Compassion Indonesia would be strategic in our vision to reach unreached people groups, and unfortunately the project turned out unsuitable for our church. A suitability report can be made available upon request.
- Our partnership with Soul Rest sadly came to an end after many years as Lindsay and Lea Nicholls step out to explore how God can expand their ministry beyond Clayton.
- Looking ahead, we want to continue our Global Mission involvement from strength to strength and establish a mission-coaching program where we see people who are passionate about missions in our church being encouraged to take intentional next steps in God's mission.
- After many years of service, Henry Kong has stepped down from the Global team to focus on his ministry in serving on the Church Board, and we saw two new faces, Ash Chan and Rachael Lim join the team in 2019.

I want to say a big thank you to Amir Lingam, David Cheng, Cecilia Au, Ash Chan, Rachael Lim, Marlene Stewart, and to all those who have previously served over the years to establish such a strong mission legacy for the church. May God continue to use us for His glory for many more years to come!



GLOBAL WORKERS

Sakal An & Ange Lim with Sonya

Reaching and Discipling University Students in Cambodia with Campus Crusade for Christ Cambodia

Over the past year, Sakal continued to lead the campus ministry team of 12 staff and was recently appointed to the National Team Leader position in January for the next five years. Ange provided administrative and communications support to the staff team while focused on full-time caregiving for our one-year old daughter. Our vision is to see every campus with a group of Christ-centered Multiplying Disciples (CMD) and every village with a church.

Ministry highlights

- Campus ministry has 112 students of which 24 are CMD across 22 university campuses in 3 provinces,
- Campus staff team shared the gospel to 835 students with 261 praying to receive Christ,
- Starting new church partnerships to reach university students in Siem Reap province,
- Continual opportunities to train Cambodian Christians in Win, Build and Send evangelism and discipleship to bring the gospel of Jesus Christ to the campus, workplace and village.
- Sakal's increased speaking invitations to camps, conferences and churches to inspire Christians to help fulfil

the Great Commission in Cambodia.

- Sakal's acceptance to study a Master of Transformational Leadership by correspondence with the East Asia School of Theology (Singapore).
- Ange's completion of an Introduction to Pastoral Care and Christian Counselling course with CWR Asia.

Challenges

- Rapid economic growth and value of materialism over spiritual concerns.
- Infiltration of false doctrines and occult teachings in the church.
- Social persecution and pressure to renounce Christian faith in families and communities.
- Under resourced churches and Christian organisations making it difficult to recruit and retain full-time Christian workers that are fluent in the Khmer language.

Our staff team is currently collaborating with local churches and Christian organisations to run the 'Love Phnom Penh Festival' Franklin Graham outreach event in Phnom Penh in December 2019. Our team is also working with direct disciples and partners to connect and train 1,500 CMD within our national ministry by December 2020.

Thank you for your faithful prayers and support towards our family and ministry team to serve in God's Kingdom expansion work in Cambodia.

Simon & Janet with Charlotte and Sarah

Intensive Care Nurses in China

We are Critical Care Nurse specialists by profession and have been living in China since June 2017. We started our time by studying languages and since April 2018 have both been working in an Intensive Care Unit in a local hospital. We started an Intensive Care Nurse Training program this year and our work involves a combination of clinical work, training and policy/protocol development and we are both enjoying this experience.

Not many foreigners come to China and get to do their profession and become part of a local workforce. One of the blessings we've experienced is that we have had exposure to the same group of people every day in the workplace. 'Building disciples who represent him to everyone, everywhere with everything' is certainly something that continues to guide us. Often here we are somewhat restricted in the things we can say, places we can go or activities we can do. However, we have felt that our 'everything', our work and family is what we can share with this far away community. We pray we can be obedient and stay here as long as he wants us to and complete the task he has for us, whatever it might be.

Please continue to pray for us:

- As you can imagine it's not so easy to do Intensive Care totally in Chinese language and it has been a real

submersion.

- We also ask for more cultural awareness to help people overcome challenges in their lives, which can be hard to understand.
- Charlotte will be entering her third year of kindergarten this year and Sarah will be starting her first year. They are both bilingual and developing into 'third culture kids' and as parents we can see how he has provided for them. We're glad we trusted him to take this step and bring them here.

We'd like to thank you as a church family for continuing to support us with prayer, encouragement and finances. We couldn't do it without you, we felt you right behind us. We also welcome you to visit us here; it is a special part of the world.



Cecilia Au

Ministry to International Students at Monash University

At the start of 2019, I transitioned into becoming the leader of the team reaching out to international students at Monash University. This was a step of faith for me as I had only recovered from burnout in the middle of 2018.

We got off to a rocky start when both our remaining student leaders left the team for various personal reasons. We were faced with the dilemma of starting the new year without any student leaders. However, God called three students to step up as leaders and they each responded to His call. They were inexperienced but eager to be trained in evangelism and discipleship.

By the second semester, the three of them have grown in their vision of the Great Commission and their skills as student leaders. It has been fun letting them take on more challenges as leaders, such as facilitating a Discovery Bible Study for seekers, coordinating our Weekly Meeting, and learning to follow up new believers. It has been a huge blessing to work with this team.

I will be sad to see one of these student leaders graduate at the end of this year, but I'm also confident that God will continue to use her to make disciples for Him wherever she goes. Please pray that God will continue to raise up more student leaders for next year. We are looking for students who are willing to respond to the Great Commission. They do not need to be skilled or experienced, but must have a teachable heart and faithful spirit.

Jono & Steph Bailey with Azaria and Levi

Community Outreach in Cambodia

Thank you for your encouragement, generosity and prayers. We are blessed to have Clayton on this journey with us. We have been in Phnom Penh, Cambodia for almost two years. We are continuing to learn more of the language and culture. We are embedded in a local Cambodian neighbourhood and we enjoy the opportunity to spend time with our neighbours and their children. Life here has many challenges but God brings hope.

Steph and the children have started home-schooling recently and they are so happy with how it is progressing. We've had

a Cambodian housemate for over 6 months who is a strong Christian with a big heart to serve. Along with our housemate we have organised a Kids Club to encourage neighbourhood children to know about Jesus and learn English in our home.

This past year, when not studying at language school, Jono has helped teach English at a local church and to staff at a restoration home. We've also been learning about other ministries and making a variety of connections. We see God growing us and teaching us so much as we learn what He is already doing amongst the people of Cambodia.

We pray Jesus uses us to shine His light in places that need it most and we are excited for all that is ahead. Thanks for partnering with us and we look forward to sharing more into the future.

Jono and Steph Bailey (Azaria and Levi)

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Simon & Megumi Crittle

Japanese Diaspora Returnee Ministries with OMF International

The Japanese returnee diaspora ministry at Clayton is part of the church's global ministry, as it focuses on Japanese families living in Melbourne temporarily for work (typically 2 or 3 years), who will return to Japan after their posting here is concluded. To the extent that we can positively influence these families for Christ, we help build the church in Japan.

First contact with many such families continues to be the weekly English class for Japanese mothers (taught by Simon), which includes a short talk on "practical wisdom for parents from the Bible" (taught by Meg). By the end of third term 2019, weekly attendance had reached 15 mothers, plus several children. Through the class, we are able to invite Japanese families to Sunday church, and introduce them to Clayton church families. Currently, there are two Japanese families attending Clayton church most Sundays.

In April/May this year, Simon and Meg travelled back to Japan to follow up families who had returned to Japan, and were able to invite and accompany Japanese families to church in Tokyo, Yokohama and Nagoya. As OMF International workers, another important task for the Crittles from mid-2018 to mid-2019 was "partnership development", which means visiting different churches and groups to tell about Japanese mission, creating opportunities for God to provide prayer partners and financial partners to fund and empower this ministry.



Taking a Japanese family (originally met in Melbourne) to church in Tokyo, April/May 2019.

We are thankful for the involvement of Clayton church folk in the ministry so far, and are planning with church leadership for increased partnership in the year ahead. There is a good match between Japanese mission and the Clayton church's vision to build "everyday disciples", who represent Jesus through "everyday moments" to those around them through being, deed and word. Those "everyday moments" naturally happen when people spend time together, and we are steadily finding more church folk ready to spend time with Japanese families. This leads to greater openness to hear about Christianity, as the Japanese people want to know "the reason for the difference" they see in Christ's followers.



Derek & Rosemary Snibson

Developing Indigenous Christian Leaders in the Northern Territory with CMS

Thank you for your encouraging partnership. We sense prayers being answered; God's guiding and providing in striking ways, and being sustained in good health.

Ngukurr was home for 3½ months getting to know people, culture and language.

We have been back twice since, and to Minyerri for some leadership training.

In Darwin since December, we continue to learn, meet people, churches and agencies.

Indigenous folk either live there permanently or come for study, medical, family or other reasons.

Many have Christian backgrounds. Our aim is to discern those open to grow as disciples, to equip and encourage them to use their gifts in effective ministry.

One key couple meets with us for Bible study, support and a meal. James is a trainee at Nungalinga College teaching Indigenous Christians. Miriam is learning to advise about Aboriginal culture and ministry. She also volunteers with us as Hospital chaplains and at a Bible Study at a Rehab community. Such folk often inspire and teach us.

We also visit other church leaders in some communities.

Other encouragements:

- up to 1/3 of our local congregation are now Aboriginal;
- our supportive team that equips leaders around the NT,
- contacts in our neighbourhood, including community leaders, teaching RI.

Challenges for prayer:

- an Indigenous team to form to serve among diverse cultures;
- developing a network of others already involved;
- a constant dependence on Jesus for wisdom, direction and energy in our vulnerability as we face often overwhelming complexities and need.



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