



CHURCH
Subi

ANNUAL REPORT 2022

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ELDERS BOARD CHAIRMAN'S REPORT

Last year, we acknowledged that 2022 would be a year of transition. We have had our plans and processes in operation, but as yet we have not arrived at what we thought would be the end point. We continue to seek the Lord's direction and will for our church. The search for a new Senior Pastor is continuing under the excellent leadership of Stuart Beattie and the direction of our consultant, Phebe Cho – we could not have wished for better. Stuart has reported on the progress separately and I must acknowledge our appreciation for the hundreds of hours he has put into this role, all in his year off from the Elders Board.

The Elders Board which is comprised of Ben Johnston, Rod Cousins, Wayne Luce, Michael Keong, Jonathan Liaw, Rohan du Heaume and Sean Kum, has met twice a month for prayer and church business, and at other times as necessary. I have been particularly privileged to have served this past year, and in years past, with most of these men. They have been a positive influence in pressing forward with the gospel at Subi Church and beyond. On reflection it is interesting to note the specific competencies of each Elder who the Lord has brought together, a great example of the one body, many parts illustration.

The role of the Elders Board consists of two main parts – one is in leading the church in conjunction with the Senior Pastor to carry out the role of Elders according to Scripture, and the other in meeting compliance requirements as a not-for-profit organisation under the Incorporated Associations legislation.

The BLESS strategy that was adopted in early 2021 as the basis for our 30 year vision to 2050 has continued to form the backbone of our programs. Each ministry program we run must have at least one of the five components of BLESS – Bless God & Others, Lovingly Influence, Equip, Serve, Send. Each of our reports will reflect some of these key attributes.

Ten years ago, Ben Johnston committed to serve at Subi Church for five years, with the possibility of serving a further five years. On 30 November 2022, we will come to the ten year mark and the conclusion of Ben's formal ministry at our church. We have been extremely privileged to have him in the pulpit during this period and to be blessed by his sermons. One of the criteria that the church gave the Elders in their search for a new Senior Pastor was for strong, Word-based, pulpit ministry. Matching Ben's abilities in this aspect of ministry has been the most challenging task that the Elders and Senior Pastor Search Committee have had.

We have really appreciated Ben's wide-ranging attributes across his whole ministry. From selecting, managing and building up staff into a strong complementary team, to his expertise in raising funds for the rebuild of church facilities and the management of church operations during the extended building process. The establishment of the Subi Education Centre and Subi Futures (which assists Bible college students financially) under Ben's inspiration have been milestone events in the life of the church. Ben has led consistently and faithfully throughout his time at Subi Church, and we have been blessed by his shepherd's heart for God's people, pastoral compassion, love for the Lord, integrity of character and example of humility. His dedication and commitment to this church have been exemplary, including embracing the difficult task of running the church during COVID and the many restrictions and unknowns that it brought.

We would like to sincerely thank Ben and his wife Sheri for their faithful service to our church over the past ten years. We will miss his input and leadership, but we trust in the Lord to provide another leader who can take Subi to a further period of exemplary ministry. Please pray for the Elders Board especially in the time of uncertainty ahead as we continue to seek the Lord's direction for Subi Church.

This coming year, I will be standing down for at least a year in line with the requirements of our Constitution. Stuart Beattie has been nominated to re-join the Elders Board after his statutory year off, Rohan du Heaume is standing for a further term and Peter Wieske has been invited to stand for election following 12 months in an 'intern Elder' role.

Rodney Cousins

SENIOR PASTOR'S REPORT

"I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus." Philippians 1:3-6

The words of the apostle Paul to his beloved church in Philippi reflect my thanksgiving and appreciation for Subi Church. I thank God for this season of ministry with you. I rejoice in your partnership in the gospel. I am confident that God will continue to carry out his good work through our Subi Church family of believers.

This will be my final report to the congregation as Senior Pastor of Subiaco Church. Sheri and I are truly thankful for Subi Church and how you have embraced us these past ten years. The following thought may be more of a reflection of my age than anything else, but the past ten years has gone by very quickly for us. It doesn't seem that long ago that Sheri and I arrived in Australia to serve the Lord with you. We celebrate the completion of Subi Renew with a purpose-built building for the 21st century and have been able to pay off renovation costs. We thank God for bringing us through COVID with all essential ministries reinstated. We also joyfully welcomed new members and ministries to our church. We move forward with a great staff team and faithful lay leadership. Our new 2050 vision of BLESS promises to guide us into the future as we focus on:



I see three primary tasks for us in the coming days. First, looking forward to 2023 and beyond, we must joyfully accept the challenge of the apostle Paul to Timothy in the pastoral epistle of 2 Timothy 1:13-14.

“What you heard from me, keep as the pattern of sound teaching, with faith and love in Christ Jesus. Guard the good deposit that was entrusted to you – guard it with the help of the Holy Spirit who lives in us.” 2 Timothy 1:13-14

This task of guarding the gospel is ever before us. We must pursue this kingdom goal in each and every ministry that is part of Subi Church.

Second, this is a time of transition for me and Sheri but also for Subi Church. I am completing my time as Senior Pastor at this church but also beginning a new season of ministry in 2023. It is essential that prayer and unity mark these days. The task of identifying a new Senior Pastor can never be approached in a thoughtless or careless manner. I am thankful to the Senior Pastor Search Committee and the Elders for taking this task seriously.

Finally, I would ask that you lovingly embrace the next Senior Pastor as you have embraced us. I would be grateful if you commit your loyalty and support to him so that he can shepherd the flock under the watchful eye of the Chief Shepherd our Lord Jesus Christ.

“To him who is able to keep you from stumbling and to present you before his glorious presence without fault and with great joy – to the only God our Saviour be glory, majesty, power and authority, through Jesus Christ our Lord, before all ages, now and forevermore! Amen!” Jude 1:24-25

In His service,
Ben Johnston

SENIOR PASTOR SEARCH

It has been more than 12 months since Pastor Ben indicated that he would be concluding his ten years of service as Senior Pastor of Subi Church at the end of November 2022.

Since that time the Elders Board has commissioned a Senior Pastor Search Committee to help identify a suitable candidate through a thorough, disciplined process. The Search Committee has consisted of three Elder representatives – Stuart Beattie (Chair), Rod Cousins and Michael Keong together with four representatives from the broad cross-section of the demographic of Subi Church – Evelyn Tan, Hayley Elkin, Silas Lee and Annetta Gan.

The Elders agreed to engage the professional services of an external recruiter with extensive experience working with churches in similar searches, Phebe Cho. Under her guidance we conducted a church survey to identify more about what God was laying on the heart of Subi Church. 222 people participated in the survey, 80% of them had been members of Subi Church for at least five years and more than 47% for over ten years.

We have found that Subi Church is characterised as a church that is:

- Known for the strength of its pulpit preaching ministry
- Word-based, gospel-focused
- Rich in cultural and generational diversity
- Kingdom-minded
- Passionate about developing the next generation of leaders
- Blessed and entrusted with extraordinary assets – from spiritual assets like giftings and talents, to physical assets like our building, financial assets (building renovations paid off)
- Strongly focused on evangelism and mission.

This helped to frame our search materials – job description, Senior Pastor Pack, video presentation, champion pack and job advert, all of which were used to advertise the position globally.

The job description was very well thought through and consistent with the church's 2050 vision of BLESS. It covered the key tasks and responsibilities, gifting, skills and experience and key competencies for the new Senior Pastor including:

- Leadership
- Teaching and discipleship
- Community engagement

- Spiritual maturity and integrity of character
- A shepherd's heart
- Embodies Subi Church's core DNA, beliefs, values, priorities and Statement of Faith
- Passion for teaching the word of God in order to inspire and equip Christ's followers
- Gifted in leadership, management and organisational ability
- Authentic communication style
- Strongly missional with a broad kingdom perspective and ability to effectively engage in the 21st century context
- Tertiary theological qualifications.

At the conclusion of the formal search campaign we received 48 applications, 12 from within Australia and 36 from overseas. With Phebe's help the Elders cut the full list down to ten candidates for the Search Committee to conduct its investigation. This included spending many hours listening to or watching recorded sermons from each of the ten candidates and Zoom or live interviews in order to reduce the number from ten to six. The final six was narrowed down to three international candidates and three domestic candidates. The Search Committee concluded that the three international candidates were better positioned for the role than the three domestic candidates when looking across all the key criteria. The Elders accepted this conclusion and agreed to interview each of the remaining three candidates. We have been conscious from the outset that this has always been a two-way process of discerning the Lord's will for Subi Church and that all parties need to be certain as to his leading.

After interviewing each of the final three candidates, it was concluded that candidate number one would not be a good match for Subi Church, candidate number two chose to withdraw from the process and so candidate number three, Tobin Miller was invited to come to our church and preach across our three services. After Tobin's visit, the Elders and Search Committee concluded that his philosophy of ministry did not align strongly enough with that of Subi Church, and so decided after much prayer and discussion not to progress his candidacy. We understand this was a great disappointment to many but remain convinced that this conclusion was the correct one.

And so now we have embarked on a second recruitment campaign, recognising that many things have changed over the past few months with greater freedom to travel post-COVID border restrictions. The Elders have instructed Phebe and the Search Committee to have a greater focus on looking within Australia rather than overseas, and so at this stage we are only advertising within Australia. The cut-off date for applications is 18 November and we wait eagerly to see whom God chooses to send our way.

I wish to express my deep gratitude to all members of the Search Committee for their faithfulness and diligence in serving the church on such an important matter. I expressly

thank Annetta Gan as she has had to step down from her position. I want to thank everyone in Subi Church for their patience, faithfulness in continuing to pray for this process, as well as the Elders, Search Committee, staff and Pastor Ben in particular.

Stuart Beattie
Chairman, Senior Pastor Search Committee

WORSHIP REPORT

Leadership changes

The Worship Ministry saw significant changes in 2022. Our much-loved Worship Director of ten years, Deborah Tan, stepped down from her role in October 2021. By God's grace and provision, Jeremy Dixon then stepped into the role of Interim Music Director and Debbie Mayne became the Interim Service Director. Both faithfully served the needs of the church pertaining to our weekly worship services during this time. In April 2022, Kenaina Adan joined the staff team, taking over the Service Director role and allowing Debbie to focus her efforts on the Women's Ministry.

Through the changes in this ministry's leadership, we are humbled and thankful for God's grace and provision to Subi Church. Deborah left great shoes to fill, but the unity and servant-heartedness of the church staff enabled us to navigate our new roles with joy and ease. In the past ten years, the Worship Ministry had always worked towards the goal of inspiring real, everyday worship and more recently, engaging more with the kids and youth in our services. This goal remains the same moving forward.

Live services

- With no lockdowns announced this year, we were able to run our weekly worship services without interruption while endeavouring to keep COVID-safe. This included maintaining safety measures when handling communion elements, and staying home when sick. We are continually grateful for our wonderful volunteers who readily step up to fill in where there are needs.
- We have continued our collaboration with Subi Kids to run All-Age Worship weekends almost every month and arranged their involvement in special events like Father's Day. Praise God that this has provided an avenue for non-Christian parents to come to church to watch their children on stage.

Online services

- This continues to be vital to our church members who are not yet able to return to our physical services. It has also been a blessing to those who fall sick or wish to participate in our services while travelling. Thank God for technology and capable volunteers who make this happen weekly!

Updated equipment

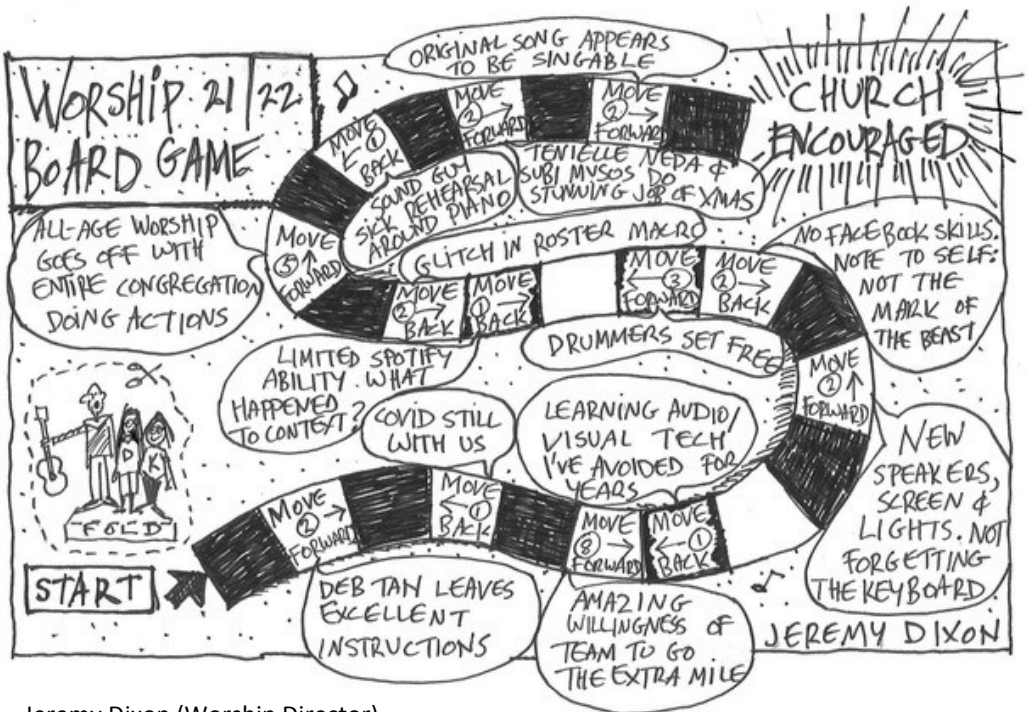
Over the past year, we have had new equipment installed as part of a project to upgrade the auditorium's audio-visual facilities, including an LED screen, sound system and stage lights. These have made a significant difference to the worship services.

Goals for the next 12 months:

- To integrate our Subi Kids and Subi Youth more in areas of service.
- To be intentional in training and up-skilling our worship team following the installation of new stage lights, instruments and a digital sound desk.
- To reinstate a worship leadership team which aims to assist Jeremy in technical and worship team-related matters.
- To run church-wide Evenings of Worship which will aim to encourage both corporate and personal times of worship and reflection.

In the face of past and upcoming changes, we pray that our weekend worship services continue to encourage our church family in their faith and love for the Lord.

Kenaina Adan (Service Director)



Jeremy Dixon (Worship Director)

KIDS REPORT

Airen Mulligan celebrates her third year as Subi Kids Ministry Director, overseeing all kids and family ministries involving children aged 0 to Year 6.

Melanie Tan serves as our Subi Kids Ministry Coordinator. She is in charge of AWANA, and the Subi Kids curriculum, lessons and activities.

Shani Nel is our Subi Kids Volunteer Coordinator who manages the weekly Subi Kids roster and connects with the Subi Kids parents for the Parent Partnership Program and Leaders-in-Training.

Highlights and praise points:

Subi Kids

- We praise God for the 100 volunteers who have been serving this year. We thank each one of them for sharing their time and blessing the kids and their families.
- We praise God for up to 120 children who attend Subi Kids weekly. We run a total of ten classes over three services each weekend for infants to Year 6 (ages 0-12), using the Gospel Project curriculum and integrating Scripture@Subi.
- As a realised goal from 2021, we are able to have 30% of the families in the Subi Kids ministry in the Parent Partnership Program. They have taken the opportunity to serve as Parent Helpers in Subi Kids.
- We have continued the Subi Kids Leadership Program, which is mainly for Year 6s and other children who are keen to serve as Leaders-in-Training (LiTs). Our LiTs are encouraged to develop skills in serving and becoming leaders in Subi Church. It gives children the opportunity to be involved in Subi Serves and connected with the wider church community. We saw nine more children serving as LiTs this year in addition to the 12 from last year.
- Kids Style Worship has been renamed as All-Age worship. As a realised goal from 2021, we organise LiTs to lead worship songs, prayer and Scripture @ Subi at the worship services. This happens monthly on the third weekend of every month.
- We continue to support two children through Compassion Australia: seven-year-old Ben from Thailand and seven-year-old Firaol from Ethiopia. The Subi Kids celebrated their birthdays by sending them a card and personal messages via the Compassion program.
- We praise God for opportunities to partner with the Eritrean Church and Chinese Church who bring their children to the Subi Kids ministry programs.

Subi Kids@Home

- We introduced Subi Kids@Home at the beginning of the year, in line with keeping the mission of the Subi Kids ministry to partner with parents and families in discipling the children of Subi Church. This fantastic resource is available to families to supplement any material they may already be using for discipleship at home, as well as a parallel material from the Gospel Project that complements the Subi Kids curriculum.

Kids Holiday Club

- Subi Church was transformed and decorated with cliffs, canyons and cacti for a 'Monumental' themed Kids Club. This provided an immersive experience for each participant to learn about God's monumental love and celebrate God's greatness. We thank all the 100 leaders and volunteers who prayed, prepared, decorated, served and led at Kids Holiday Club. It is our privilege to serve alongside each of them.
- 150 children attended daily in the five-day program, with kids mostly from Subi Church, some family and friends who do not attend church, and some from other churches.
- We provided cards on which children could write their names if they have decided to follow and live a life for Jesus. 90 children filled in cards, including 11 children who do not go to church. Each child who wrote down their name received a certificate and families who do not go to church were given Christian resources for their children.
- We introduced the Crew Leader role for the first time to selected LiTs. This proved successful as one of the many ways they have served as LiTs this year. We look to continuing this next year.

Prayer points

- Please pray for the Subi Kids Team: Airen Mulligan, Melanie Tan and Shani Nel, that they may be able to continue to build stronger relationships with the children and their families, the volunteers and congregation. Please pray for guidance and wisdom as they shepherd the youngest members of our church.
- Please pray for our Subi Kids staff and volunteers, that they may have strength, love and dedication to support the children and their families to grow in their faith. We pray that they may be able to continue to be role models of Jesus' love to the children as they teach them about the gospel, and to build a safe space for the children to ask learn more and ask questions about God and their faith.
- We praise God for the growing number of children in Subi Kids! We are looking to split the combined Preschool class at Saturday 5pm and the combined Primary School class at Sunday 10.45am. This would increase the Subi Kids classes from ten

classes in the past few years to 12 classes in 2023. Please pray for faithful leaders who will serve in the new classes.

- Please pray that the Lord would provide a sustainable roster of volunteers throughout the year for Subi Kids, AWANA, Playgroup and Kids Holiday Club. We pray for God to stir up a passion in individuals and provide these ministries with faithful servants who are whole-hearted followers of Jesus.
- Playgroup has been placed on hold this year. Please pray for a Playgroup Coordinator for 2023 so that we can run Playgroup sessions at least once a week during the school term.

Goals for the next 12 months

- Parent Partnership in Subi Kids: For 2023, it is our prayer that every family serve in the Subi Kids ministry and be rostered at least twice a term and serve alongside each other. This is an intentional approach to achieve the Subi Kids goal and God's call for parents to minister to their children, and to extend this to our church community.
- Subi Kids Leadership Program: We have provided authentic opportunities and platforms for children to serve in Subi Church. The program will focus on shadowing current leaders and assisting in different programs in the Subi Kids ministry in the coming year. If successful, we will open this up to other ministries as well.
- All-Age Worship: This will continue to be on the third weekend of the month, where LiTs lead the congregation in song, prayer and Scripture@Subi. We will continue to integrate Scripture@Subi into the Subi Kids lesson curriculum.

Airen Mulligan

AWANA REPORT

Highlights

- Adapting to open borders and COVID earlier in 2022 posed many challenges in children attendance and volunteer availability.
- As the year progressed, we have had an average of 35 children attending AWANA each week, they come eagerly and hungry to learn the word of God.
- We praise God that many answered the call for volunteers and we welcomed five new volunteers on the team in the middle of the year.
- We are thankful to have a faithful group of volunteers who take time out of their week to minister to the children and disciple them in small groups.
- AWANA has a wonderful group of five Leaders-in-Training who are in their second year of serving. They are a dependable and faithful group of Year 8 youth who encourage not only the children in the way they serve and lead, but the adult volunteers as well.
- We praise God for Sue Richards who has come to AWANA regularly to teach the children during Large Group time. The children are very blessed by her ministry, and her passion for children and God has been a great asset to AWANA.

Prayer points

- Please pray that the AWANA children will grow deep in their faith and not only hide God's word in their heart for their own benefit, but to show their friends and family the hope we have in Christ.
- Pray that our volunteers will be refreshed and encouraged every time they serve.
- Pray that AWANA will continue to be an effective community program that children can invite their non-Christian friends to and hear the gospel.

Melanie Tan

YOUTH REPORT

Praise points looking back

- Praise God that in the past year we have seen many of the youths' prayers develop to become more Christ-centred, servant-hearted and thankful. We have seen much growth in many of our youth kids and pray that God will continue to work in their lives so that they bear much fruit for Christ.
- Praise God for our 2022 Summer Camp. It was a wonderful time and although the weather was super hot we managed to stay cool, safe and hydrated with loads of water games, high ropes, archery and more. Most importantly the we spent some intensive time in God's word and explored the theme of God's kingdom.
- Praise God for the Perth Youth Gospel Partnership (PYGP) youth events and leaders training. We had the wonderful privilege of joining with 600 other youth across Perth to share in a combined youth service with great worship and faithful preaching. Many of the youth across Perth committed for the first time to following Jesus that night, and for this we thank and praise God.
- I praise God for the Subi Youth leaders. We have a really wonderful team of young adults who serve faithfully and joyfully. It is a massive commitment to give up every Friday night throughout the school term and so I praise God for his provision.
- Praise God for our recent Youth Leaders Retreat. It was a really great time of fun and growth as we considered how Christ truly is the sum and substance of the Scriptures and the Christian life. It is about growing in love and godliness not by moving on from Christ but by moving deeper into him. There was also eating delicious food, playing lots of games, skurfing on the river, cornhole tournaments and more – woohoo!

Goals and prayer requests for the next 12 months

- We are planning to run our third Subi Youth Summer Camp in January 2023. Please pray that it will be an encouraging time of equipping and growth for both our leaders and youth.

- As a committee member of PYGP, we hope to run three annual youth leader training events as well as our annual Perth Youth Combined event. Please pray for our PYGP aims: To equip youth leaders in gospel-focused ministry, and help youth across Perth to hear the gospel through healthy church youth ministries.
- We are still hoping to kick off a new weekend youth ministry for Years 7-9. Please pray that we will be able to do this sometime throughout this coming year. The aim of this new ministry will be to help the youth interact and transition into the weekend services, as well as build a sense of community for youth age kids (Years 7-9s) that attend the same weekend services.
- We are currently looking into mission trip options for Subi Youth. Please pray for wisdom and for a mission partnership to be formed so that we can begin an ongoing missional relationship to bless others, and so that our youth might be blessed as they share in the work of the gospel.

With Grace,
Jordan Musulin

EVANGELISM, MEN & YOUNG ADULTS REPORT

Evangelism

The aim of the Evangelism Ministry for 2022 which continues into 2023 is:

- To create a welcoming and evangelistic church culture that is outward facing.
- To foster an excitement and expectation about what God might do.
- For every person in the church to be praying regularly for their friends and family.
- For every person feeling confident to share their faith.

The means through which we will achieve this is:

- Prayer
- Workshops for the whole church
- Training for small groups
- Identifying and coaching gifted evangelists from within the church
- Keeping staff on mission mode and not maintenance mode.

Young Adults

Our aims for the Young Adults Ministry remain to:

- Velcro young adults to God
- Velcro young adults to new Christian friends
- Train, disciple and equip young adults for a fulfilling Christian life which will have a lasting impact for God's kingdom in Perth, Australia and around the world.

However, the Young Adults leaders felt the structure of our Young Adults Ministry should change. The young adults were increasingly having more affinity with our weekend services, especially the Sunday 10.45am service, than with the Sunday evening Young Adults services. As a result we have stopped these targeted services, with refocused emphasis on getting the young adults into mid-week small groups, together with regular social engagements and the annual State Youth Games long weekend away.

Men's Ministry

Our Men's Ministry vision was developed further this year by the Men's Ministry leaders, and as a result our vision is to 'Mature REAL men from decision to discipleship.'

A REAL man: Rejects passivity, Expects a heavenly reward and lives for it, Accepts responsibility, and Leads courageously. We do not want men to be complacent or treading water in their faith, but growing to become mature disciples.

The structure of Men's Ministry consists of men's Bible study groups and our LADs (Leadership and Discipleship) Nights. Our bonfire LADs Night focused on small groups,

specifically on their importance and getting more men into one where they will be accountable and encouraged. Our November LADs Night will focus on presenting a biblical masculinity: 'What is a man? Lion and lamb'.

Goals for the next 12 months:

- To assimilate more young adults into small groups.
- To take a large team to State Youth Games with many non-churched young adults and engage them with the gospel.
- To run four LADs nights including an evangelistic focus.

I would like to thank all the leaders in these ministries for their partnership this year.

Blessings,
David Skirving

EDU. COURSES, INT. STUDENTS & SMALL GROUPS REPORT

Subi Equip

Highlights:

- Nourish@Subi continues to be a very positive experience and addition to the ministries at Subi Church. We ran it twice this year and each time went really well. Nourish@Subi has two aims. The first is to encourage members from all three services to come together to fellowship and secondly, it is to provide opportunities for those with ministry potential to teach.
 - The first run of Nourish@Subi for 2022 ran during 17 February - 7 March. I taught these sessions together with Jack Gangemi on the person and work of Christ. It was great working alongside Jack to plan, prepare and teach these sessions.
 - The second run of Nourish@Subi took place during 28 July - 25 August. These sessions were led by Ben Johnston and Debbie Mayne on the book of Job. There was a great turn out with about 50 people consistently across the weeks.
- I have also been involved in teaching through the book of Revelation in eight sessions from May to July. There were about 30-40 attendees each week. It was a blessing for me and also for those who came to focus on what Revelation teaches us about God's encouragement for Christians in the world today.
 - I was also asked by Trinity Theological College to teach Revelation at their Trinity@Night courses over six weeks. I took the materials that I prepared and modified it for this class. There were about 50 students each week.
- Praise God that there have been eight baptisms since December 2021 (since the last AGM report)! A great encouragement from these baptisms is a large proportion are children from families that attend Subi Church.
- Due to the opening of Australia's international borders, many couples have organised their weddings in the second half of 2022. From August 2022 to December 2022, I would have conducted a total of four weddings, alongside all the pre-marriage counselling commitments that come with them.

International Students

Highlights:

- Because of the opening of international borders, there have been more international students this year compared to the last few years.
- OCF WA have been able to reach out to more international students this year more than previous years. However, the student numbers for each centre at Curtin, UWA and Murdoch remains lower than desired.

- One important prayer point is the raising up of new leaders for each OCF centre. Because of the lack of new students from previous years, there is a concern about leadership succession for next year.

Small Groups

The vision of Small Groups is to build disciples of Christ in communities that grow, love and serve together.

Highlights:

- The two new groups mentioned in last year's report are still running and meeting on a regular basis.
 - The young adults group that I am leading still meets and I have been slowly training up someone to eventually take over the leadership of the group.
 - Peter and Lisa Wieske's men and women's group that meet on Wednesday evenings are both still going strong.
- We also heavily promoted the importance of being part of a small group at the Men's Ministry gathering on 17 September. While we did not have any registrations on that evening, one encouraging thing that happened is that we have had several men step up and volunteer to be small group leaders when the need next arises.
- I have also continued to provide more resources for small group leaders in the library in the form of Bible studies and commentaries as well.

Jamie Boland has recently been appointed to oversee our church's Small Group ministry. It has been a joy to be able to serve all the small group leaders in whatever way I can over the years. One of my goals when I took over the ministry was to create a leadership handbook with the vision and aims of the ministry. Such a handbook will create a foundation for the ministry, making it easier should there be another person to take over the position. By God's grace, we managed to create that leadership handbook and it is my prayer that this will serve as a solid foundation for Jamie to build on. Ministry transition has already begun.

From Jamie Boland: "Having been recently appointed to the role of Small Groups Pastor, I am looking forward to personally connecting with our various groups in the new year. My heart is to come alongside and support you in whatever way you need, as we grow together in our love for the Lord and one another. Passionate about spiritual community, my prayer is that our small groups will thrive as we fulfill our call to 'spur one another on to love and good deeds' (Hebrews 10:24)."

Soli Deo Gloria
Chin Wee Ang

CARE & CONNECT REPORT

Welcome Team

“Your smile is your logo, your personality is your business card, how you leave others feeling after having an experience with you becomes your trademark.” It is said that when making a great first impression, the first five seconds are key. This tiny window of time will create a lasting impact and forge the direction of a relationship. A warm and sincere welcome gives a sense of caring. In one of Pastor Ben’s sermons (‘God Cares’ – 1/2 October), he shared a story of a soldier in prison, and what affected him most was knowing that no one cared about him at all.

Nurturing relationships is a crucial part of growing a good relationship – this takes time, commitment and enthusiasm. Research has shown that loneliness is epidemic in our society today. So how impactful would it be if we all shared this mindset of growing relationships, and came to church every week wanting those around us to feel known and cared for.

Highlights:

- I am so thankful for the faithfulness of the team. I appreciate their willingness to serve in this important Ministry. I am happy to welcome Catherine Smith and her children, Toby, Caden and Madison; Wendy Brown, Michelle and Giles Howard, Nola and Lyndsay Wortlehock, Kyle Springer, and Donna and Andre Copeland.

Connect Ministry

Once people decide to make Subi their church it is crucial that we help them connect in. Some of the ways we implement this is by encouraging people to join a small group, or get involved by serving in different ministries.

Highlights:

- With the restrictions lifting this year we have been able to run Connect Lunches and also a picnic for the whole church, both were very well received. We will finish the year with fellowship meals after each service on 26/27 November.
- It has been a joy to see the Mums and Bubs group growing.
- I organised a dinner for doctors in the church early in the year to encourage more experienced and established doctors to support the younger ones. I am delighted to report that there are now some established relationships that are going well.

- It is wonderful that we are able to run so many events that have created opportunities for people who may not meet during worship services, and to all who have helped run the different events I am very thankful.

Care Ministry

The Care Ministry is responsible for ministering to people who are experiencing challenging times by providing pastoral and practical support. Some are joyous challenges such as having a new baby, others are struggling with health issues. We provide meals for new parents and others who need them. We offer pastoral visits for those who are in hospital or at home who welcome being prayed for and receiving spiritual guidance.

Highlights:

- So many in our church have been providing meals, a big thank you to all involved.

Goals for the next 12 months

- To grow the Welcome Team and run a combined training session with the Café ministry at the beginning of 2023.
- To grow the Mums and Bubs group, with the hope of recruiting helpers.
- I will continue to support the Women's Ministry and it has been so wonderful to see all the women who attend our events.
- To continue helping the ladies attending my small groups to know God and his word more deeply.
- To hopefully help Playgroup get started again.

It is a joy and privilege for me to work alongside the staff at Subi Church and all our volunteers.

God continues to sustain us all and I look forward to seeing what God will do in the coming year. May he continue to build his church in this place.

To him alone be all the glory,
Tracey Johnston

WOMEN'S MINISTRY REPORT

The purpose of Women's Ministry at Subi Church is to conform to that of the whole church's vision, BLESS. While our weekend services remain the focus, our Women's Ministry events aim to gather women of Subi Church, across services and generations, through our four events throughout the year. These events align to the three Cs of Subi Church. We promote community with one another, helping women to get to know one another through our events. We hope that women might be encouraged to join a small group, be discipled or to serve at Subi. We foster communion with God by having women teach women, challenging them to persevere in their faith. We promote commission to the world through equipping women with practical tools to be salt and light for the sake of the gospel, wherever God has placed them.

In February 2022, the Women's Ministry team decided on the theme of "Bearing His Image" for our ministry nights. While there were many hot topics we could have engaged with, we wanted women to realise that as modern-day followers of Jesus, they are called to bear the image of our creator God. To this end, we focused our teaching nights on the communicable attributes of God, with emphasis on how women could increasingly conform to his image. We've had teaching on love, humility, goodness and patience to align to this overall theme.

Three highlights from the past year

- We have continued the trend from last year of having Subi women teach at our events. I am so thankful to have such capable women teaching God's word to us, especially for Catherine Smith and Linda Lee who were our main speakers this year. Additionally, we have had the privilege of interviewing Subi women across the globe; Nicole Cooper (in Romania), Bekah (in the Middle East) and recently returned missionary, Claudia Ferrandes Boland. Our events this year saw fluctuating attendance numbers (between 40-90 women), with high COVID cases being a potential factor.
- This year, I have had more time to engage with women during the week, as well as to be involved with women's small groups. I am now meeting with three women regularly, and have started a multi-generational female small group, seeking to live out the Titus 2 principle of learning from one another. These meetings have been

both challenging yet encouraging, as God continues to work through his word to build up his people.

- In October this year, Perth Women's Convention (PWC) was held locally at a hub level. Subi Church was selected to be a hub and we had just over 100 women gather on a sunny Saturday morning. We wanted to make things as 'live' as possible and had live worship, Bible readings, prayers and a catered morning tea. It was a mammoth team effort, and I am pleased with how many women attended PWC for the first time, encouraged to walk in the way of love as we learnt from the book of Ephesians.

Three goals for the coming year

- Churchwide discipleship of women at Subi Church is a goal I would like to focus on for 2023. I realise that many women are already actively discipling others in small groups or one-to-one contexts. Please pray for wisdom and discernment as I consider how I might add to these efforts in my role. It would be wonderful to see many more women equipped to disciple others in various contexts at our church.
- I continue to be grateful for the service of our Women's Ministry Team: Crystal Ang, Rachel Gangemi, Vicki Halliday and Tracey Johnston. These ladies are such a blessing to work with in organising and executing our ministry nights. As always, I hope I can continue to lead this team faithfully. We continue to value your prayers for us as we plan for next year's ministry events.
- As we enter a time of transition as a church, a simple yet understated goal would be for perseverance and faithfulness. Please pray for perseverance for us as a Women's Ministry team, that we might continue to be faithful with what he has called us to – to point people to the Lord Jesus Christ through our events, that he might receive glory and honour in all we do.

As this year draws to a close, I continue to consider it a great joy and privilege to be part of the Subi Church team. It is such a gift to witness how God continues to build his church, to nourish and deepen the faith of his people, to call sinners to himself, to unite them to Jesus in the power of the Spirit. I pray that as a church, we might continue to help one another know, love and serve Christ better, for the sake of his glory.

For the Kingdom,
Debbie Mayne

MISSIONS REPORT

The Missions Team remains the same at last year: Ben Johnston, Rod Cousins, Samuel Thavare, Sarah Chan and Ming Poi Yew. We have met a couple of times during the year for specific reasons but mostly we have continued the monthly Zoom meetings with missionaries both overseas and in Australia. These have proven extremely beneficial in understanding the current issues that each is dealing with, and the joint knowledge and experience of the group has been an important contributor to ministry in various locations.

During the year, we had Jamie and Claudia Boland and their two children return from Uganda, and Jamie has recently joined our staff team in a part-time ministry role. We also had the privilege of partnering with OMF in sending Hwinnie Loy to South East Asia. She is still adjusting to life there and we hope to actively keep in touch with her.

This year has seen a closer connection with Power to Change with John Mayne organising monthly Zoom meetings. We were sad to see David Chung and Annetta Gan step away from Power to Change ministry for the time being as they assess where their ministry is in the future.

We are looking forward to welcoming Bekah back to Perth in mid-November for about six weeks. She has some responsibilities at YWAM but will be spending most of her time with Subi Church. We have covered the cost of her fees to study an online course through Sydney Missionary Bible College. She has been an amazing example to us with her commitment to the monthly Missions Zoom meeting, Hour of Prayer via Zoom and watching church services online.

Rachel and Chad Page, with their son Jacob, were with us for a weekend as part of their furlough, and it was good to get first-hand information on the new OM ship that will be stationed in Asia.

We are looking to review and freshen up how we connect with “missions” people in the year ahead.

Support through our Missions program has provided regular funds to:

- Boland Family – Africa Renewal University, Kampala, Uganda
- Stephen Bamuleke – Pastor development, Uganda
- Bekah – Middle East
- Maureen Parry – WEC, Thailand

- Rachel & Chad Page – OM, USA
- Juanita and Darden Ellayah – Appel, Mauritius
- David and Jessica Liaw – OMF, Perth
- Glenys Blackett – Persian Church, Perth
- Annetta Gan – Power to Change, Perth
- David Chung – Power to Change, Perth
- Leadership Vista – Church Leadership Training – East Africa
- City Bible Forum – Perth
- Fresh Start – Perth
- Eritrean Church – Perth

Rodney Cousins
Missions Coordinator

SUBI EDUCATION CENTRE & SUBI FUTURES

Subi Education Centre

The Subi Education Centre (SEC) is our building with the exclusion of the church auditorium. The primary use of the SEC is to operate as an educational facility with programs that have educational structure, goals and assessments. These programs include our children's Subi Kids ministry, as well as Subi Equip, Nourish and English as a second language classes. The building is also used for educational purposes by other organisations, such as Bible Study Fellowship and Subi Primary. The SEC operates on its own budget and is led by a board of directors to oversee the operations and to assure compliance with our charter. We thank God for those who give above and beyond their normal giving to Subi Church to support the SEC. The SEC board is happy to report to Subi Church so that we remain in full compliance with the objectives and purposes of the building. We expect that the SEC will continue to be a key element in our 2050 vision to bless God and others. I have stepped down from the Board and asked Amanda Tan to serve as the Chairperson.

Subi Futures

Subi Futures was envisioned and implemented to encourage and assist men and women from Subi Church to pursue theological training at a bachelor or masters level. Its goal is to serve the church by equipping a new generation of Christian leaders. God is using this program to bless his great work at Subi Church and beyond. I am personally excited with all that has been accomplished. Three Subi Futures supported theology students will have completed their studies by the end of 2022, with two more expected to finish in 2023. I have stepped down as Chairperson and have asked Pastor Chin Wee Ang to serve as the next Chairperson. My thanks to the Board, the Elders for their support and our Subi Futures donors. Subi Futures is a beautiful expression of our 2050 vision BLESS, as we bless, equip and send well-equipped servants of the Lord into his harvest field.

Ben Johnston

GRAHAM JOHSTON MEMORIAL FUND

This fund, administered by a committee appointed by the Elders, supports emerging leaders in developing countries to take on additional studies that will help them to reach their full potential. Typically this would be a person who has completed bachelor level studies and has the capacity to advance to a higher level of education, but not the financial capacity to do so.

For two years during COVID, we did not have candidates to support due to lockdown in many countries. However, in early 2022 we were introduced to Mark Sebit Augustine who studied at Africa Renewal University under Jamie Boland for some of his course. Mark was a refugee from South Sudan, living in Uganda. He had done well in his bachelor degree and was keen to take on a masters degree. He came with a high recommendation from the Bishop of the Episcopal church in Sudan that he was associated with. We have just received a copy of his results for semester one this year, with his marks consistently in the 90s! Approximately 12 people have been assisted through this fund and it is great to see another person benefitting from it in this current year.

We anticipate providing funds in 2023 to assist Caleb Dankro to attend Christian Leaders Training College in Papua New Guinea to take on the Masters Degree in Theology. Caleb is a young man who completed his Bachelor in Theology a few years ago at Christian Leaders' Training College, started lecturing at the Gandep Bible College which offers certificate level training, and this past year has been acting as its College Principal. Caleb is eager to lead Gandep Bible College to transition to at least a diploma level college. He is a capable person, and we are excited to support both him and ultimately the Melanesian Evangelical Churches of Christ as they strive to lead Papua New Guinea's churches in this 21st century.

Your prayers for this ministry are always encouraged.

Rodney Cousins
Committee Member

FINANCIAL REPORTS

Subi Church – Operating Account Summary

	Notes	Actual 2021/22	Budget 2021/22	Budget 2022/23
INCOMING RESOURCES				
Offerings	1	1,164,316	1,224,000	1,224,000
Love Offerings		28,060	24,360	24,360
Other Income	2	21,307	13,000	14,200
TOTAL INCOME		1,213,683	1,261,360	1,262,560
RESOURCES EXPENDED				
Ministries				
Subi Kids/Awana/Kids Club		21,197	23,700	22,500
Youth		8,458	8,000	9,000
Communications		9,810	10,000	11,000
Worship		7,117	7,200	7,200
Connect		5,152	14,800	14,800
Church Events		3,126	3,800	11,340
Evangelism		1,771	1,800	1,800
Playgroup		-217	1,000	1,000
Young Adults		865	1,200	1,200
Mums & Bubs		0	1,000	1,000
Small Groups		279	1,000	1,000
Women's Ministry		535	500	1,200
Men's Ministry		299	500	1,000
Edu Courses (including Nourish)		-101	1,000	1,000
International Students		0	300	300
Other Ministries		871	2,000	2,000
Administration		96,371	91,172	87,070
Wages		669,721	713,812	800,000
Missions	3	174,647	183,600	183,600
Insurance		41,605	41,184	45,705
Buildings		50,413	53,790	63,770
Internship		0	10,000	10,000
Capital Expenses	4	105,282	90,000	0
TOTAL EXPENSES	5	1,196,984	1,260,358	1,377,485
CASH RESERVES		16,699	1,001	-14,925

This Financial Summary is extracted from the Audited Accounts as at 30 June 2022. Full audited financial statements are available to any member who requests one or access the ACNC website in December.

Notes:

1. We thank the Lord for the faithful giving of the Subi Church congregation.
2. Other income includes funds received from bank interest, building use, rental income and other income received from events.
3. Missions (international and local) allocation is 15% of our offerings. This meets all our financial support obligations to all our missionaries.
4. This reflects upgrades to the auditorium, including an LED screen, new speakers and improvements to the air conditioning system.
5. This summary does not include the following items:
 - Depreciation of \$11,197 for Subi Church for FYE 2022.
 - Costs of \$59,403 for FYE 2022 relating to the search for a new Senior Pastor and related expenses. Budget of \$100,000 for FYE 2023 to allow for costs relating to hire of new Senior Pastor, flights, accommodation, relocation costs, salary packaging, etc.
 - Donor directed gifts totalling \$125,000 was passed through to Spero Ministries. Spero Ministries founded by Pastor Ben Johnston exists to address the needs of pastors and Christian leaders for spiritual care and personalised ministry skills training.
 - Loss on investments of \$53,223 for FYE 2022.

Financial Summary – Subi Education Centre

	NOTE	ACTUAL 2021/22	BUDGET 2021/22	BUDGET 2022/23
Incoming Resources				
Gifts to SEC	1	247,043	80,000	100,000
Bank Interest		1,692	2,500	1,000
Total Incoming Resources		248,735	76,000	101,000
Resources Expended				
Subi Edu Expenses	2	76,697	82,500	95,350
Total Resources Expended		76,697	82,500	95,350
CASH RESERVES		172,038	0	5,650

Notes:

1. Gifts given to Subi Education Centre are tax-deductible. Ongoing funds are used to maintain the SEC building.
2. Expenses includes general building maintenance, servicing, cleaning, security, insurance, etc.
3. At 30 June 2022, Cash on Hand for Subi Education Centre is \$401,917.
4. At 30 June 2022, Outstanding Loan (interest-free) owed by SEC to Subi Church is \$397,124.
5. This summary does not show depreciation for SEC of \$113,371.

Financial Summary – Freo Church

	NOTE	ACTUAL 2021/22	BUDGET 2021/22
Incoming Resources			
Offerings		135,276	135,000
Other Donations	1	30,246	33,500
Total Incoming Resources		165,522	168,500
Resources Expended			
Operational		23,030	14,500
Ministries		16,686	15,760
Pastor Support		66,126	78,000
Wages support staff		21,122	31,500
Other Expenses		43,562	28,740
Total Resources Expended		170,526	168,500
NET SURPLUS	2	-5,004	0

Notes:

1. Includes donations for use of the church building and carpark.
2. Subsequent to the financial year ended 30 June 2022, the Board released Freo Church to operate as an independent Church (with an ongoing COCWA affiliation) under the leadership of Pastor Lee Hinkle. Therefore, all Fremantle assets have been transferred to their ownership; this will be reflected in 2022/23 Balance Sheet.

Summary Balance Sheet

	NOTE	2021 \$	2022 \$
CURRENT ASSETS			
Cash & Cash Equivalents – Subi Church		1,276,042	1,206,934
Cash & Cash Equivalents – SEC		726,116	401,918
Cash & Cash Equivalents – Freo Church		95,538	81,342
Accounts receivable		5,959	14,506
Total Current Assets		2,103,655	1,704,699
NON-CURRENT ASSETS			
Property, Plant & Equipment	1	10,104,440	9,979,871
Investments	2	666,249	1,213,882
Total Non-Current Assets		10,770,689	11,193,754
TOTAL ASSETS		12,874,344	12,898,453
CURRENT LIABILITIES			
Payables	3	509,991	712,560
TOTAL LIABILITIES		509,991	712,560
NET ASSETS	4	12,364,353	12,185,893

Notes:

1. Property, Plant & Equipment values have declined due to depreciation.
2. Investments include funds with invested with Morgan Stanley and a manse.
3. Liabilities include Mission payable, Graham Johnston Memorial Funds, Annual Leave and LSL Provisions, Subi Futures Fund, etc.
4. This Balance Sheet Summary does not show the outstanding loan between Subi Church and SEC of \$397,124.