



Welcome - Glen Waverley Uniting Church is a faithful, Christ-centered community that meets God and shares in that unconditional love.

Glen Waverley Uniting Church 2025 Annual Report



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Introduction

The Glen Waverley Uniting Church has traditionally shared reports on its activities and operations at congregation meetings held several times throughout the year. However, recognizing that not everyone can attend these meetings, we have published this special edition of Kingsway to provide the 2025 report to a wider audience.

While this report is primarily intended for members of the Glen Waverley Uniting Church congregation, others may also find it valuable as an overview of the church's diverse activities. If you are reading this online, you will find links to additional information.

There is much more information about the life of the Glen Waverley Uniting Church congregation in Information Central - <https://info.gwuc.org.au/gwuc/GwucInfoCentral>. Although Information Central doesn't look much like other web sites, it works very much like other web sites in many ways. The main difference is that you need to login to see some pages where information needs to be protected for privacy or confidentiality reasons. There is a table of contents on the 'Quick Links' page <https://info.gwuc.org.au/gwuc/GwucQuickLinks>. If you have forgotten your password or need help logging in, contact David Morgan (david@gwuc.org.au). If you need help using the Information Central, contact David Morgan or John Snare (john.snare@bigpond.com).

If you have any questions or comments about the reports, please contact either the relevant leader or John Snare, Chair of Congregation (john.snare@bigpond.com).

Ministry Team Reports

Rev Ian Ferguson

– Minister of the Word and Team Leader

Introduction

2025 was a year that included significant personal loss, a major intercultural exchange with our sister church in Indonesia, sustained worship and faith development programming, two substantial wider-church leadership responsibilities, and the deepening of several strategic priorities.

Personal and Pastoral Notes

The year saw me twelve months past my heart attack and finally feeling fit and functioning well physically. I developed a more deliberate post-heart-attack approach to managing stress and rest, demonstrated when a bout of gastroenteritis combined with a heavy pastoral and preaching week in March led to an unscheduled quarterly Sunday off. Family wise this was a huge year: my father died unexpectedly on 28 April, requiring travel to New Zealand to plan the funeral and to be with family. Thank you to Chris and Tom Rose for covering ministry responsibilities during this time. And then my twin granddaughters were born at the end of January 2026. I found rest and renewal in two holiday periods: an early-year trip to New Zealand to visit family (the last time I saw my father in person), and a two-week camping trip to New South Wales in October, with time given to birdwatching and photography.

Worship

The year was anchored by the major liturgical seasons. Lent featured banners painted by Susan Karoly and weekly prayer actions involving olive cards, feathers, stones, and ribbons, which were integrated into the Good Friday service alongside a progressive stripping of the sanctuary. Pentecost, the Church Anniversary (22 June), and a musically rich service on 24 August featuring Free Spirit and the Indonesian Kolintang group were also highlights. Our Season of Creation series in September began with an intergenerational service, and was generally well received on congregational feedback. Advent worship, anchored by a participatory quilt banner, was appropriately celebratory and prayerful. I also assisted Di in leading a well-attended Remembrance service. Across the year I led the Church Council commissioning service, preached at the November Presbytery meeting, and worked regularly with the Worship Committee, which met to plan each season ahead – Holy Week, the Season of Creation, and Advent in turn.

Faith Development

I introduced a regular quarterly bible study series, commencing with the Lenten multicultural Bible study, which ran for four well-attended sessions (20+ each week). I judged the series successful in providing a hospitable, cross-cultural space for shared Bible reading and relationship-building. My thanks to Lina (interpreting), Lina and Mark (cooking), and

Glyn (communications). A meeting with Rev Ji Zhang reinforced the importance of food and fellowship in building relationships with the Chinese diaspora. This model was repeated through the year with a Season of Creation Bible study series and an Advent series that built on the strengths of both – integrating study and worship, intercultural sharing, and shared meals (moving from a catered meal to a bring-and-share format).

Pastoral Care and Community

Funeral ministry was a significant and recurring part of the year: I conducted 11 funerals in 12 months with others led by Di. On the joyful side, I performed my weddings since arriving at Glen Waverley. I prepared for and led 3 weddings in the 12 months including one on Christmas Eve which I would be reluctant to repeat given the timing. I enjoyed attending the myriad of formal and informal community events in the church, including the Fete, the Adult Group lunch, the Christmas Lunch, Hub morning teas, and numerous pastoral catch-ups over coffee and meals. I engaged with the congregation's outreach ministries throughout the year, including regular attendance at the Hub English conversation group and teaching the English Class. I found these to be places of learning, cultural exchange, and warm connection.

The Indonesia Trip

A central event of the year was the visit to GWUC's sister church in Tondano, Minahasa, North Sulawesi, undertaken with five members of the congregation directly after my return from my father's funeral. Thank you to Lucky Kalonta for the remarkable organisation that went into it all. The visit involved warm hospitality, daily visits to local groups, cultural immersion, frequent worship, public speaking, and impromptu singing. Following the trip, the congregation gathered on 10 August for a presentation of stories, photos, and video, paired with a fundraising lunch supporting Angel Malonda, a theological student the congregation supports.

Wider Church

I took on two substantial wider-church leadership roles in 2025. I was appointed Convener of the Synod Facilitation Team for the September Synod meeting, a role requiring preparatory meetings and concentrated work across the Synod weekend itself. The team's work focused on refining the Faithful Futures proposal, a five-year strategic framework, through extended processing of working-group feedback, negotiation of contested wording (particularly around intercultural ministry and First Peoples), and presentation of recommendations in plenary. The proposal was ultimately adopted by consensus, an outcome I found deeply satisfying though achieved at the cost of considerable exhaustion. I also became Convener of a Synod Formation Supervisory Group, overseeing candidates for ministry through twice-yearly meetings. The interviewing and

Ministry Team Reports

subsequent report-writing are intense, but the role's demands are concentrated around meeting times rather than ongoing.

Other wider-church, ecumenical and interfaith engagements through the year included regular meetings with my ministry supervisor, monthly meetings with a group of local UCA ministers for collegial support, attendance at the annual retreat of my ordination group, participation in Presbytery meetings (including leading worship at the November meeting), hosting a group of Wesley College students for a religious studies visit, meeting the visiting moderator of the GMINDO denomination from Jakarta, recording a speech for GMIM Riedel's anniversary service, preaching at the Indonesian ecumenical Christmas service hosted at GWUC, delivering a Christmas message at the Zee Cheng Khoi Moral Uplifting Society interfaith gathering, and attending various meetings and events of the Monash Interfaith Gathering.

Other Matters

Through the year I attended various regular committee meetings: Church Council, Worship, Finance Committee, Outreach and Social Justice, Community Hub and Inclusive Community. I presented at the UCAF meeting, attended the World Day of Prayer service, helped facilitate a musical afternoon, attended the Getaway Lunch in Warragul, helped cover administrative tasks and the answering machine during staff leave, and contributed (alongside Mirini and other volunteers) to the landscaping and planting of the rear courtyard and fernery at the manse – a project Beth and I are delighted with. The congregational visioning process, "Our Future Together," also began in earnest, including a planning day whose feedback I worked through and summarised for

Council over the year's final months, with the process set to resume in the new year.

Thank-you

Warm thanks to everyone who has supported my ministry this year, and for the kind responses I received at the death of my father. So many people give time and energy to our congregation in programs and committees, in maintenance and cleaning, in caring for one another, and worshipping together – I thank you all from the bottom of my heart. Special thanks to the ministry team, Chris, Di and Joanne. Our weekly meetings are deeply supportive and the work we do together is rich and fun! Finally thanks be to God for calling me to this place and for enabling our ministry together by the grace of the Holy Spirit. I am glad to be part of Christ's body in this place.

Rev Chris Waddell

– Minister of the Word for First Third of Life

It's hard to believe another year has passed at Glen Waverley Uniting Church! This has been a year brimming with energy, connection, and the unmistakable sense that God is at work among us. I feel deeply grateful for the love and support of this congregation and for everything we have seen God do through our ministries.

One of the standout highlights of the year was State Youth Games, where we combined with youth and leaders from Churchill, Shepparton, and Living Faith Greensborough to form a 36-person team. Despite a daunting weather forecast, the weekend turned out beautifully. The atmosphere among thousands of young people was electric, and closer to home, a number of our own youth made personal recommitments to their faith around the campfire. We also had the joy of helping organise the Youth Alive Regional Event, which gathered over 700 young people, with half of our youth group making faith recommitments on the night.

Our school holiday programs have continued to grow in creativity and community reach, attracting many families from the wider community. We ran a circus program, a movie-themed program, and an Easter cooking program across the year, each offering a welcoming and fun space for children and families beyond the congregation.

The steady rhythms of our ongoing ministries have been just as meaningful. Friday night youth group has been a real highlight, with themed nights, devotional discussions, and genuine community being built week by week. We also relaunched Youthies, a youth group for students in Grades 4 to 7, which has been a wonderful addition for that younger age bracket. On Sunday mornings, our Teens Squad Bible

**GLEN WAVERLEY
UNITING CHURCH**

**FRIDAY
NIGHTS
7PM -
9.30PM**

**YOUTH
GROUP**

**FOR
YOUTH IN
YEAR 7 TO
YEAR 12**

**USUALLY AT GWUC AND
USUALLY ONLY \$2!**

FOR MORE INFORMATION CONTACT CHRIS WADDELL ON 0418373065.

GWUC
PRETTY GOOD

Ministry Team Reports

Study has been a great space for discussion, prayer, and connection, helping our teenagers go deeper in their faith. Our Thursday morning pancake ministry at Glen Waverley Secondary College continues to serve students and staff each week, and badminton and table tennis draws a wonderfully diverse crowd on Monday and Thursday nights. Our partnerships with Mount View Primary School and Wesley College have also been a genuine highlight.

As I look ahead, I am excited for all that God is continuing to do in and through us. Thank you for walking this journey with me, I look forward to what lies ahead.

Pastor Di Paterson

– Pastoral Care

It has been a joy to continue sharing in Ministry at Glen Waverley UC with Rev Ian and Rev Chris and Joanne. There has been quite a bit of visiting with people in hospital, nursing homes and rehab. We have had a number of Funerals and I have been involved in leading some of these services, or sharing in these services, a very special honour. I have also done a few funerals in the Black Rock area and also funerals for a number of people not associated with the Church.

This year I was surprised to find that I needed a knee replacement, this has kept me on sick leave for all of May and some of June. My knee is starting to work better and I hope to be back to work soon.

I continue to be on the World Day of Prayer Vic. Committee as the Uniting Church Rep, I am on the Ministry Formation Committee for Presbytery where I am involved in mentoring Lay Preacher and Lay Pastor Candidates. I am also on the JNC for 2 Pastor positions in the Casey/Cardinia region. I Walk with the GOWERS at Jells, meet with GOMER, I attend Team Meetings, Inclusive Community meetings, UCA, Leisure Time as a helper/driver, Aqua Fish and Code of Ethics Trainings. I have been leading Worship at Strathdon with 2 services a month. Although I finished last year, I have continued to help out with services at Strathdon as they have no Chaplain at the moment. It has also been good to assist with the Fete and the Book Sale.

We also have a number of Fundraising Morning teas to support a number of Charities. I have Supervision and I meet with a Minister Support Group.

It was a sad day when the congregation cut their ties with the Black Rock Church building. They had a wonderful service attended by many members who had moved out of the area and an excellent luncheon and lots of chatter. It was exciting to be able to attend the first service in the newly renovated Charman Church. When I am back at work, there is a lot to learn about how things work and the code to get into the building.

Group Reports

Each year, all the church groups are asked to write an annual report for Church Council. These reports are shared here. Together, they paint a picture of an active congregation. You may be surprised to see that so much is happening.

Adult Group

Bev Brown & Lindsay Brown

The Adult Group meet for lunch on the first Friday of the Month. There is no minimum or maximum age limit – everyone is welcome.

The aims of the group are broadly:

- to provide a friendly place of contact in congenial surroundings, with activities centred on items of mutual interest.
- to be used as an avenue for newcomers to get to know church folk.
- to assist generally with church activities, eg. fetes, working bees, etc.

Badminton & Table Tennis

Lynne Boyer

An enthusiastic group of social badminton players meet in the hall from 8pm until 10pm on Monday and Thursday nights. Table tennis is also available. Open to anyone who would like to play.

Highlights of the Year...

Numbers have increased, lots of people having fun, keeping fit and socialising. Enjoyed the Moon Festival, sharing supper together. The Christmas break up was also a highlight. A new table tennis table was purchased and \$3500 was donated to the church.



Group Reports

Church Council

Chair: Anne Newton

Secretary: David Morgan

The Church Council gives priority to building up the Congregation in faith and love, sustaining members in hope, and leading the Congregation to a fuller participation in Christ's mission in the world. This priority is reflected in the agenda of its ordinary meetings." (UCA Regulation 3.1.2a)

More information:

See <http://info.gwuc.org.au/gwuc/Council>

Community Hub Missional Group

Geraldine Fleming

Provides oversight of the various Community Hub Groups

Highlights of the Year...

- Celebrating how some groups are flourishing, e.g. TheHub, Badminton, English classes.
- Concern re numbers in Playgroup and Patchwork, which may not continue in 2026.
- Concern re lack of volunteers in Leisure Time.
- Appreciation of all the work done in Welfare & Choir of Hope.

More information:

See <http://info.gwuc.org.au/gwuc/CommunityHub>

Communications

John Snare

The Communications Committee is a sub-committee of the Church Council. The Communications Committee works to ensure that information about the life of the congregation is readily available to interested people and that members of the congregation know what is going on. Specifically, the Communication Committee's role is to:

1. oversee and coordinate all communications across the congregation ensuring that they are done in a timely and inclusive manner;
2. introduce new methods of communication as appropriate;
3. facilitate the production of a church magazine (Kingsway) in a variety of formats (to bring the congregation together through the use of information and entertainment);
4. ensure that all church communications are clear, appropriate and that no bias or offensive content is present;
5. continue to develop Glen Waverley Uniting Church's online and web presence as an outreach activity;
6. maintain all brochures and promotional material used by Glen Waverley Uniting Church;
7. seek to make best use of community material to publicise events and activities at Glen Waverley Uniting Church;
8. liaise with Property Committee and make use of, and manage, any external signage;
9. take advantage of free promotional media wherever possible (i.e. Real Estate boards);
10. publicise and communicate Presbytery and Synod activities and events; and
11. encourage, support and assist all forms of communications in Glen Waverley Uniting Church.

Website: <http://gwuc.org.au>

Facebook: <https://www.facebook.com/glenwaverleyunitingchurch/>

Instagram: <https://www.instagram.com/glenwaverleyunitingchurch/>

YouTube: <https://www.youtube.com/@gwuc>

Information Central: <http://info.gwuc.org.au/gwuc>

Highlights of the Year...

The Communications Committee continued work behind the scenes to maintain and keep operational the web site. The parts of the website delivering streaming and video podcasts were improved by simplifying them.

As for 2023, a 2024 annual report published as a special edition of Kingsway replaced a meeting of the congregation in the expectation that it would reach more of the congregation than usually attend meetings of the congregation.

Although Info Central is looked after by the IT Group, the Communications Committee has an interest in it as a means of communication within the congregation. It is hoped that in 2026, more members of the congregation will be encouraged to use Info Central.

More information:

See <http://info.gwuc.org.au/gwuc/CommunicationsCommittee>

English as a Second Language

Jan Clear

To help new arrivals, within the local community, to learn more about the English language and practise speaking, reading and writing skills.

Highlights of the Year...

- Early in the year, our numbers of students continued to grow and we decided to move from Room 4 to Room 1. The students have been very helpful setting up and packing up furniture. We take the whiteboard room Room 4, when it is needed.
- We book tables at Hub morning teas and students are encouraged to join in table discussions using questions prepared by the convenor, as prompts.
- Rev. Ian Ferguson and Rev. Chris Waddell each take a session every term.
- Lina attends every session and speaks Mandarin. She helps, during the lesson translating if necessary and helping individual students. She also communicates with students during the week.
- Rosters and suggested topics are prepared each term, by the convenor. Tutors can choose their own topics.
- The students are enthusiastic and want to learn.
- We try to break into smaller groups, most lessons to give the students more time to practise and to get to know each other.
- We use technology to show video clips on different topics and to learn songs.

More information:

See <https://info.gwuc.org.au/gwuc/EnglishSecondLanguage>



THURSDAY
11.15am – 12.15pm
(During School Terms)
英語會話課

**ENGLISH
CONVERSATION
CLASS**

Improve your
written and spoken
English skills

NO BOOKINGS
FREE ENTRY

The poster features a stack of four books in blue, pink, yellow, and green, with a red apple on top. The background is split into a yellow left half and a blue right half.

Fete Committee

Peter Anderson

The fete committee coordinates the annual Fete.

Highlights of the Year...

- This was our third Fete since the pandemic. The congregation continues to support the Fete enthusiastically. This year seemed particularly smooth, with all involved participating in a friendly relaxed manner. There were many donations to sell, and good attendance by the general public. As a result, we raised over \$26000 for the Parish Projects, up from \$20000 and \$21000 in the last 2 years.
- We appreciated the support of Joanne in the office, who handled all the publicity. Stall coordinators are also to be thanked for their efforts, and, most of all, church members congratulated on their willing participation.

More information:

See <https://info.gwuc.org.au/gwuc/Fete>



**Annual
Fete**
**Saturday
17 October**
8.30am to 2.00pm

The poster has a green background with a yellow diagonal stripe. The text is in white with a black outline.

Fish - Aqua

Judith & Warren Greenwood

Provides support, friendship and pastoral care to others in the group

Highlights of the Year...

- Ongoing support, friendship and care that is given by members of our group to others in the group.
- As a group, organising and helping with various church events like Hot Cross Bun morning tea after church on Good Friday, and the Annual Church Christmas Lunch.
- As a group at Christmas, donating to Tearfund; a Christian charity working for a better world, fighting poverty and injustice for various activities to help others in need.

Finance Committee

Ken Coutts

The Finance Committee is a sub-committee of the Church Council. The Finance Committee works to ensure that information about the life of the congregation is compiled and communicated effectively. That members of the congregation know what is going on in terms of all financial information required for the effective running of the Church.

The Finance Committee maintains all financial records in terms of required accounting practices. The Finance Committee oversees the audit processes (external) completed annually.

Specifically, the Finance Committee's role is to:

1. oversee and coordinate all Finance documents and materials across the congregation ensuring that they are done in a timely and inclusive manner;
2. introduce new methods of finance management and process as appropriate eg change to using Xero in 2022 and the presentation of a Monthly Executive summary using a suite of Management Reports;
3. facilitate the production of a Budget and then Financial Accounts in a variety of formats (to bring the congregation together through the use of information and management reporting);
4. ensure that all church finance communications are clear, appropriate and that no bias or offensive content is present and that all assumptions are readily explained;
5. continue to develop our Finance automation using Xero in 2023 and 2024 and improving our process and authorities (a review and update of our Chart of Accounts occurred in February 2025);
6. maintain all records of funds received and expenses incurred in appropriate formats as used by Glen Waverley Uniting Church;
7. seek to make best use of Standard accounting methodologies to present material to publicise our financial accounting position to all parties within the Glen Waverley Uniting Church community;
8. liaise with Property Committee and make use of, and manage, any external rental activities and ensure these are recorded and managed effectively;
9. take advantage of all available information to present our Accounts and financial information for Audit in a timely fashion and ensure external Audit is finalised by mid-Year;
10. publicise and communicate Presbytery and Synod directives and activities and events in relation to Finance activities; and encourage, support and assist all forms of Finance Committee communications across Glen Waverley Uniting Church.

Highlights of the Year...

- The Finance Budget and expenditure Items were approved but we ended with a significant deficit financial result for 2025. Our staff costs are a concern.
- Transferred funds from Endowment Fund to meet cost of batteries
- Ideas for changes to process our financial Accounts and activities format have been reviewed and were implemented in 2025 and we now produce a standardised set of Management Accounts usually second week of the next month.
- Expensed the excess associated with our Insurance Policy after Vandalism of \$20,000 approx. (approx. \$8,000)
- The treasurer position was confirmed for further 2 years from January 1, 2024 and this was reaffirmed in Dec 2025, although with some flexibility in 2027.
- The Kingsway Welfare Foundation has been registered as a Charity, with approval of tax status from the ATO.
- Successfully seeded the Future Fund during 2025 and will have a Balance of \$39,000 as at 31 Dec 2025 after Bartlett Bequest. Received approval and sign off by Synod and Auditor as to our communications with letters and brochures in Feb 2025 and actioned in March / April 2025.
- Audit completed and no comments other than a query regarding our accruals process.
- Budget for 2026 presented and approved with a planned deficit of \$36,000
- 2026 is expected to be a difficult year as we need to rebuild our balance sheet as Church Council undertakes actions to reign in our costs etc in 2026. We are in an overall sound financial position, despite our operational deficit of 2025 exceeding planned value

More information:

See <http://info.gwuc.org.au/gwuc/FinanceCommittee>

**SEE PAGES 13-15 FOR 2025
FINANCIAL REPORTS**

Free Spirit

Deb Leigh

Music can warm the soul and bring us closer to the Lord! Free Spirit is a group of people who aim to enrich worship through music - and sometimes have some fun with other types of music as well. Free Spirit is regularly part of the worship at the Glen Waverley Uniting Church, but also likes to be part of worship with other congregations from time to time.

Free Spirit is self-funding; each member contributes \$60 per year, used to buy music and cover other expenses.

Free Spirit operates under a privacy policy in accordance with Glen Waverley Uniting Church guidelines.

Highlights of the Year...

- Free Spirit regularly contributed to worship on the fourth Sunday of each month except January.
- Free Spirit said good-bye to Evelyn Fleming passed away this year, who we miss terribly, and has been with us since COVID.

Free Spirit contributed to:

- Easter worship on Easter Day
- A fund-raising Christmas in winter concert that raised \$1,529.40 for the congregation's welfare programme
- Worship at Heatherton-Dingley Uniting Church in October
- The Melbourne Drum Culture Festival (a Glen Waverley Community music festival)

More information:

See <http://info.gwuc.org.au/gwuc/FreeSpirit>

Friday Morning Study Group

Bill Norquay

Looks into the deeper roots of Christianity to achieve a greater understanding of the teachings of Jesus beyond the limitations of placed by the early developers of Orthodoxy.

Highlights of the Year...

- We have been studying new historical revelations particularly in respect to canons that were excluded by early church fathers. We have had a particular study of the relationship between the teachings of Jesus and Paul. Greg Jenks' book "The New and Future Jesus" has been very good in understanding the development of Christianity.

Glen Waverley Secondary College Pancakes

Chris Waddell

Provides pancakes on a Thursday morning at Glen Waverley Secondary College. Encourages interaction between staff and students while eating.

Highlights of the Year...

- Extra helpers joining the team
- Increased numbers of staff members coming by.

More information:

See <http://info.gwuc.org.au/gwuc/GwscPancakes>

The Hub

Judith Greenwood

Welcome and offer hospitality to all who come to The Hub. Grow relationships with these people and connect with other groups in the wider community.

Highlights of the Year...

- The number of people from the wider community attending our Special Morning Teas increased during the year. The last two morning teas for the year we needed to set up extra tables in Room 1 or the hall. These morning teas are also fundraisers for various community charities and the total funds raised for 2025 was \$6,937.56.
- Tuesday Hub continues to meet the needs of many people in the wider community. Some come every week. We are happy to offer them hospitality and to get to know them.

More information:

See <http://info.gwuc.org.au/gwuc/TheHub>



IT Group

Martin Wojak

A group of members who install and maintain the congregation's information technology and educate other members in how to make good use of it. It maintains close connections with the Communications Committee.

Highlights of the Year...

- Welcoming Martin Wojak as an active member of the group
- Transition from ChurchInfo to ChurchCRM as our rolls database
- Transition from "The Psalter" on Moin Moin to "Info Central" on MediaWiki as our wiki or internal web page. These have both greatly improved the security and maintainability of our systems.
- Cooperation of the users in these processes.

More information:

See <https://info.gwuc.org.au/gwuc/ITHome>

Group Reports

Inclusive Community Missional Group

Jan Clear

Encourages and helps to develop supportive relationships within the church family.

Maintains and improves pastoral care and welcoming procedures.

Offers hospitality, supports all groups, and receives reports from sub-committees.

Highlights of the Year...

- Reports are received from a Leisure Time representative, Prayer Support, Supportive Care Link, Pastoral Care Convenor and Roll Maintenance each meeting.
- The Convenor prepares a Sunflower Welcoming Roster each month.
- Committee members prepare food for morning tea (eg. cheese and biscuits, date loaf). Sweet biscuits are available during January. Faye has done a great job preparing the roster and purchasing food for each week.
- Special Morning Teas are prepared for Mother's Day, Father's Day, Christmas, Ministry Team Members' birthdays and special celebrations, congregational members special celebrations. the Church Anniversary.
- Committee members follow up pastoral care needs when asked.

There is good communication and co-operation within the committee.

More information:

See <http://info.gwuc.org.au/gwuc/InclusiveCommunity>

Intercultural Task Group

Glyn Howells

Encourages and helps to develop supportive relationships within the church family.

Maintains and improves pastoral care and welcoming procedures.

Offers hospitality, supports all groups, and receives reports from sub-committees.

Highlights of the Year...

- Conversations at morning tea and lunches after church as well as at gatherings in homes... new friendships.
- Participation of friends from non-English speaking backgrounds at Rev Ian's series of Bible studies;
- Intercultural elements within worship;
- Glen Waverley Uniting Church return visit to our Riedel sister church 8 - 19 May 2025;
- Weekly conversations with Riedel/GMIM Christians on zoom.
- Manado State University Choir concert (30th June); Indonesian Christmas celebration and monthly Indonesian Fellowship worship.
- this year we were invited to celebrate Christmas with Zee Cheng Khor Moral Uplifting Society. Rev Ian Ferguson shared a Christmas message with a diverse interfaith community. We also sang Christmas carols and performed an Indonesian dance.

With thanks to everyone who has given support this year, especially Geri Kalonta, Helen Stewart, Lina Liu and Mark Knoll.

Mount View Hub

Judith Greenwood

Connects and forms relationships with hearing impaired and special needs children from Mount View Primary School and helps them communicate in the wider community

Highlights of the Year...

- Mount View Hub is always exciting! As the year progressed the children were more talkative, and keen to spend time with us. Our themes for our get togethers were Easter, Winter, Football, Science and Christmas.
- We do a variety of activities together including play games, puzzles, cooking, stories, magic, craft, and have afternoon tea.
- Some of us Special Friends also helped at the school's Cross-Country Run, attended the Year 5 Musical, and attended the Year 6 Exhibition. Our relationship with the school is growing. The teachers really appreciate us spending this time with the students and supporting them by attending other events at the school in which they are involved.
- One student, after attending Mount View Hub for the first time, told us that this had been the best day of his life! One of the teachers who heard this said that this would be true, as she knew what his home life was like.

More information:

See <https://info.gwuc.org.au/gwuc/MountViewHub>



Outreach and Social Justice Mission Group

Margaret Fraser

Invites, encourages and supports congregation members to serve God and the world through prayer, material aid and fundraising.

Informs congregation members about current social justice issues being raised/promoted by various U.C. agencies and the Justice and International Mission cluster.

Undertakes careful stewardship of the funds raised by the church fete as it is distributed to charities selected by our congregation and COP Selection Panel.

Highlights of the Year...

All members of the Outreach and Social Justice Mission Group are actively contributing to our meetings and our projects.

One new member joined during 2025 (Michele Stringer) and another will participate in 2026 (Jeanette Lee), totalling 8. This enables the OSJMG to consider new ideas and support new projects.

Congregational Outreach Projects (COPs)

A COP Sunday Service was held in May with a speaker from Uniting World and a BBQ lunch with proceeds to Frontier Services. This resulted in a new COP application in 2025.

A wonderful total of \$26,164 was raised by the Annual Fete for distribution to our COPs.

Four projects were chosen from those nominated by the congregation

- Uniting World Disaster Resilience in Fiji - training for pastors, disaster supplies stored
- Nourishing our Neighbours - using rescued food to sell/give to needy families
- Quilts for Orphans
- GWUC Welfare

Two UCA projects were added by the COP Selection Panel dependent on sufficient funds

- Frontier Services
- Moderator's Emergency Response Fund

Other Outreach and Social Justice Mission Group projects

Our ongoing projects continue to make positive contributions

- Material Aid, a monthly focus on selected charities, all well supported by GWUC
- Honey Money, bottling and sale of honey, proceeds to Asylum Seeker Welcome Centre
- Pancake Breakfasts at Glen Waverley Secondary College, a positive well-being initiative
- The successful Knit One Give One knitting project, 128 items donated

Links with the Monash Interfaith Gathering, especially their Harmony and NAIDOC week events

Christmas Shoebox project was supported by the Outreach and Social Justice Mission Group and 5pm Feast service.

Christmas charity gifts supported for Uniting World and Tearfund.

More information:

See <http://info.gwuc.org.au/gwuc/OutreachSocialJustice>

Sunday Squad

Annette Wojak

Faith development and worship for children attending the morning service. Building of community and friendship amongst children. Identifying leadership opportunities.



Highlights of the Year...

In 2025 the Sunday squad commenced meeting in two separate age groups.

The Primary school aged children met weekly, and the secondary school aged children (teens) met fortnightly.

Children commenced their worship in the 10am service then continued with worship and learning in their Sunday squad session where they followed the same bible readings and themes as the service.

Children write their prayers, read the Bible passages, share learning in discussion, respond with craft, exploring their relationship with God in creative and child focused ways.

Sunday Squad Primary welcomed four new children. This included two preschool children who attended with accompanying grandparents. Visiting children joined the sessions at various times.

Sunday Squad Teens welcomed four new members (three from the youth group).



Group Reports

People and Culture

Ken Coutts

Provides a knowledge, technical support and administration framework for all employment and staffing matters for Glen Waverley Uniting Church.

Highlights of the Year...

- An important year re forward staffing and planning re our staffing mix and fit for the forthcoming 3-4 years after the arrival of the 2 new ministerial team members over the last 18 months.
- Completion of extension of contract for Di Paterson.
- Managed employment and performance issues for Church Council in terms of our contracts and legal obligations under employment law and awards.
- Reviewed and updated Office Manager role and hours and agreement through Church Council and further extension for another 3 years (from April 2024).
- Welfare Coordinator recruitment process completed with Tamara Maguire commencement in April 2025.
- Updated processes and review of our Annual Leave.
- Need to review LSL for Di Paterson in Feb/ March 2026
- Maintained our Employment contracts and Personal Records securely.
- Manage our salary and allowances records and reporting to Synod.

More information:

See <http://info.gwuc.org.au/gwuc/PeopleAndCultureCommittee>

Welfare

Tamara Maguire, Faye McDougall

The purpose of the Welfare Committee is underpinned by the mission of the GWUC.

The Welfare Committee provides practical, financial, spiritual and emotional support is provided to those in our Church and in the wider community, who are in need.

Primarily our focus is on day to day living expenses, health, education and general independent functioning of individuals and families, including encouraging access to existing community resources.

Confidentiality is respected.

Highlights of the Year...

- include a sense of privilege, in that people are happy to share their life stories (which are often traumatic and painful) with us.
- Offering a listening ear in a nonjudgemental way has often been just as important to some of our clients as the food vouchers or food that we can supply them with.
- We hope and pray that by providing assistance with food, travelling on public transport legally, or pharmaceutical needs, makes a small difference in the lives of those we serve.
- The generosity of our congregation towards Welfare has also been a great highlight of the year.

More information:

See <https://info.gwuc.org.au/gwuc/WelfareCommittee>

Tennis Club

Stephen Emms

Social competition tennis.

Promoting junior tennis through coaching.



Highlights of the Year...

- Major flood damage from November 17th 2024 necessitated major repairs to courts 1,2,3 & 4. This was funded by contractors insurance via the Secondary Collegel. Additionally, at Secondary College cost, courts 1 & 2 have been converted from en-tout-cas to artificial grass surface. This was a quite protracted affair with works being completed just prior to term 4 2025.
- We won the spring 2025 Blackburn District Night Tennis Association Tuesday night section 6 competition.

Youth

Rev Chris Waddell

Creates fellowship, creates a safe space, creates an environment where the Good News of Jesus can be shared and where youth can be encouraged to live more like Jesus, and to HAVE FUN :).

Highlights of the Year...

- Numerical Growth since the start of the year, the group forming stronger connections with each other and the church, the implementation of a devotion at in the middle of the night.
- Creating links with other youth groups in the community Involvement along with the wider youth ministry for State Youth Games.
- Regeneration of Youthies (Grade 4-Year 7)
- Members of our youth group are continues to grow in leadership at GWUC - assisting with Sound duties, School Holiday programs and other church events.

More information:

See <https://gwuc.org.au/ministries/youth-young-adults>

Property Committee

Michael Boldiston

Maintains, expands and cares for the Property/s used by the Glen Waverley Uniting Church for the benefit of all of the congregation and act as a stewardship caretaker for those properties on behalf of the Uniting Church in Australia.

Generate income from the property in a manner that is consistent with the UCA and Glen Waverley Uniting Church philosophies.

Highlights of the Year...

- A very welcome development in 2025 was the inclusion of a new member to the Property Committee, Nathan Wojak. Nathan joined the Team in July 2025 and has been a great contributor thus far – putting his hand up to assist in all manner of things. Welcome Nathan!!
- The biggest single challenge in 2025 was a spate of window breakages by a rock-throwing member of the public across February and March. The affected windows were almost all of the large, north-facing windows. The time, effort and cost associated with cleaning up, making safe and then eventually repairing these windows was significant. Insurance claims were made and processed promptly, but unfortunately the police were not able to discover the person(s) responsible, which I think it is fair to say had the congregation on edge until the middle of 2025. The replacement glass that has been used is toughened glass that will not shatter in the same manner.
- In March, new reverse cycle air conditioners were installed in Rooms 2 & 3 and the existing gas heaters removed. The cooling and heating these new units provided across 2025 was gratefully received and the removal of the gas heaters fulfilled one of our Emissions management project commitments.
- Weekend work early in April involving a hoist allowed several maintenance activities to be carried out up high around the church complex – most notably the replacement of light globes in the main worship space. Also replacement of all lights in the hall with LED globes to reduce power usage.
- In May, a few large trees were removed from the backyards of #17 and #19 Southdown, providing some welcome additional light to both properties.
- In June, a small but deep hole appeared in the church lawn outside the office. This turned out to be rotten sleepers that had been used to cover a large stormwater pit giving way and completely collapsing. This was replaced by a new concrete pit and lid in July. The sump further down the stormwater line was thereafter cleaned out of quite a bit of dirt and refuse.
- Also across June & July our new Church Sign was installed! After the design was approved by Church Council in May, preparation was undertaken by Neil and Warren in June and installation was done in July. Looks amazing!

- In September, one of our key Emissions Management projects was completed – the installation of New batteries to capture and store the significant amount of solar power that was being sent back to the grid. The project proved to be very successful in massively reducing out electricity bill and making the church much more self-sufficient. Warren did an outstanding job running this project from initial consultation to final installation.
- In November, following the theft of the key lockbox off the wall, work was undertaken by new, local locksmith to replace 9 external door locks with new locks with a new key set. This was the first step in eventually replacing all locks in GWUC with a new set that is locally supported. More replaced since.
- Rentals have continued to assist with GWUC's financial position, though there has been some decline in some of the regular rentals. As a result, the current rental income is tracking significantly below budget, at approximately 35%.
- The way which all members of the GWUC community and hirers respected our buildings and facilities which led to lower-than-expected maintenance.
- Manse maintenance has been aligned with budget. The hot water service in #19 Southdown failed and could not be repaired. It was replaced by the same heatpump unit we had installed in #15 and has been performing well since. The backyard of #17 underwent a significant renovation. Mirini did an amazing job in planning, organising and executing the vision!
- Warren continues to provide oversight to the Security, Essential Services Testing and Monash Council and Presbytery returns in those areas. All AESMR testing for 2025 passed inspection and results were sent to Synod/Monash council and recorded onsite for inspection as required.
- As was noted in the 2024 annual report, in early January 2025, the Hall floor was 'revitalised'. The work was highly successful and has held up very well throughout 2025 across the range of regular and ad hoc activities.
- The whole property team has once again been superb in their care of the complex and manses throughout 2025. Warren (manse maintenance, broadcast & major project coordination), Neil (broadcast, maintenance & electrical testing), Robert (day-to-day maintenance activities), Fairlie (rosters), Mirini (church and manses gardens), Joel (broadcast/AV & general maintenance), and Nathan (storeroom management & other tasks) do an amazing job!!
- Big shout out to George, John & David for the driveway cleaning & re-painting!!

More information:

See <http://info.gwuc.org.au/gwuc/PropertyCommittee>

Finance Committee Report

Management Report to Church Council and Congregation for the YEAR ENDED 31 December 2025 | UCA - Glen Waverley | ABN 33 086 862 203

Prepared by Treasurer & Finance Committee - February 2026

GWUC- MANAGEMENT REPORTS YTD 2025

December has been a challenging month, and we are also completing year-end adjustments to finalise our accounts, the Welfare Accruals to be finalised by second week of February. This latter issue will see us take transactions to take the unused Welfare funds from 2025 into 2026 by undertaking an Accrual process which is then brought into the Profit and Loss for Feb/ March 2026. The Deficit for December 2025 is \$37,577.79. The reason for this is 2-fold – Cop Disbursements were paid and there were 3 salary payments within the month.

We will produce a full Financial year summary over the next week. It clearly continues the story and emphasises that our Costs are well beyond our Income/Revenue. Whilst we have focussed upon the Cost side, our Rental income has also lagged behind the plan with the loss of one long term client as well as another seeking to reduce hours through the economic and cost of income crises.

All in all, a year with a significant operational deficit of \$48,492.44 which has eaten into our accumulated surpluses. This is simply unsustainable for the future and needs remedial action during 2026. This is well understood.

Finance committee has acknowledged these issues to Church Council and there are actions being put in place to review programmes, costs as well as the revenue streams.

Financial Summary and Year-End Review

December Financial Accounts

We will prepare and present a comprehensive summary of the financial year over the coming week, including the Accruals, will reflect a higher deficit. This summary will clearly demonstrate that our costs have significantly exceeded our income and revenue for the period. Notably, our rental income has been below expectations due to the loss of a long-term client and another client seeking to reduce hours, which can be attributed to ongoing economic and cost-of-living challenges.

Our Rental Income Deficit and Impact on Reserves

Overall, the year has resulted in a significant deficit of \$48,492 with a Deficit for December of \$21,744, which has reduced our accumulated surpluses. This situation is unsustainable for the future and will require focused remedial action throughout 2026.

Finance Committee Actions

The Finance Committee has brought these concerns to the attention of the Church Council, and actions are being implemented to address the financial challenges identified. We need time to allow these processes to be worked through and Finance Committee will implement and support initiatives to improve the bottom line.

Offering / Giving for December and Financial Year 2025.

	December		Year to Date	
	Budget	Actual	Budget	Actual
Offering Direct Giving	12,913	14,367	155,000	151,344
Offering Envelopes	4,587	10,346	55,000	68,204
Offering Open Plate	5,135	4,337	52,000	47,876
Other Offering	163	1,000	2,000	12,260
Total Offering	22,978	30,050	264,000	279,684
Interest & Dividends	1,087	3,323	13,000	17,252
Rental Income	6,663	1,290	80,000	55,226

Consequently, we highlight that Offering has exceeded plans, despite the trend to fall by an average of 2% per year. We should take confidence in this situation. A strong performance in the management of our Investments, has led to a good result. The rental income is below plan by \$5,373 for December bringing in the Manse rental of \$1,290. We understand these issues. Yearly Rental is down by \$24,774 a significant factor in our deficit. There are other strong items from The Hub, The Fete and Book Fair. We also received some \$28,000 from The Bartlett Family Bequest which has been transferred to the Future Fund, with no strings attached.

Expenses for December 2025.

Property Insurances are up over the year Actual \$20,050 against a budget of \$18,000. Property Maintenance is up Over the year Actual of \$31,590 against a Budget of \$23,500 and this reflects the excesses paid in relation to the vandalism. Property Purchase Items are largely in line with Budget and reflect the purchase of the Batteries. Despite the strong Interest and Dividend returns for the year from our Investments, we incurred a deficit in December for the Mark to Market process associated with the Growth Fund of \$4,865. However, we expect the higher rewards and the increased volatility of the Growth Fund to occasionally result in a deficit.

	December		Year to Date	
	Actual	Budget	Actual	Budget
Ministers Stipends and Allowance.	20,860	14,000	187,100	168,100
(\$19,100)				
Pastoral Care Worker (Non Placement Pastor)	1,910	7500	17,168	9,000
				(8167)
Other Roles of Office Manager and and Welfare Coordinator are under Budget.				
Superannuation For Staff	3,483	2,087	30,623	25,000
				(5,623)

We mis-planned the adjustment to Superannuation increasing from 11% to 12.50%.

Summary as to Staffing Costs.

The escalation in Salary and Benefits for our Ministerial team and Non placement pastor role and the Superannuation reflect an amount of approx. \$32,300 above plan. When these are considered it reflects how tightly the other expenditure items are managed.

Overall Comment re our Significant Deficit for 2025.

The trend over the year has continued with our Rental down and staffing costs associated with our Ministry Team well beyond the Budget/ plan. These issues are well known, Other Staff Costs for Office Manager and Welfare coordinator are within Budget as expected. The income is generally fine with offering holding up well, but our rental income is some \$24,774 behind what was an aggressive plan prior to the loss of Mini Maestro, which hasn't been replaced, and the other learning tenant, who significantly reduced hours. Finance Committee remains disappointed with the result which is unsustainable unless there is a significant infusion of an additional income stream or prudent cost management. We maintain a strong Balance Sheet which will allow us to again manage a smaller deficit in 2026 and provide the time for Church Council to implement changes to our operating model, particularly in relation to our Ministerial and associated costs and the shortfall in Rental income. However, we cannot continue with Deficits going forward.

We are comfortable with the processing and thank Joanne, our Office Manager, for her strong overview and recording through Xero our software package.

Ken M Coutts, GWUC Treasurer

Balance Sheet as at 31 December 2025			
	Account	31 Dec 2025	31 Dec 2024
Assets			
	Bank		
	Bank Account - Westpac	30,415	26,912
	Bank Account - Westpac Debit Card	1,041	2,191
	GWUC Endowment Fund	40,349	74,911
	Investment - U Ethical Cash Management Trust Wholesale	61,572	108,736
	Investment - U Ethical Growth	98,565	80,537
	Petty Cash Float	38	38
	U Ethical Growth Cash Management Wholesale Trust	0	20,030
	Total Bank	231,981	313,355
	Current Assets		
	Debtors	1,471	1,390
	Investment from Endowment Fund	(54)	0
	Total Current Assets	1,417	1,390
	Total Assets	233,397	314,745
Liabilities			
	Current Liabilities		
	Accruals	15,834	17,648
	Bequest - Irene Marriott	4,286	13,405
	Creditors	1,425	2,482
	GST	572	(2,610)
	Prov for LSL	5,500	4,250
	Rental Bonds	100	300
	Rounding	0	2
	Total Current Liabilities	27,717	35,478
	Total Liabilities	27,717	35,478
	Net Assets	205,681	279,268

Profit and Loss as at 31 December 2025

Account	2025	2024
Trading Income		
Offerings and Bequests	294,655	266,144
Fundraising and Special Efforts	37,010	34,193
Worship and Christian Education	2,292	1,060
Missional Group Income	26,013	23,599
Property Income	69,235	82,858
Admin and Finance	34,198	33,808
Other Income	4,538	5,978
Receipts - Choir of Hope	0	2,777
Receipts - Leisure Time	687	1,388
Receipts - Property Transfer from Endowment Fund	5,868	0
Receipts - Bequest - Margaret Falconer	0	3,280
Receipts - FEAST (Friends Eating & Sharing Together)	1,248	0
Grants Received - Local Government	0	5,500
Receipts - Catering and Morning Tea	2,046	116
Receipts - Property - IT/Livestream	300	0
Property Income - Other	28,500	0
Receipts - Free Spirit	200	0
Total Trading Income	506,789	460,701
Operating Expenses		
Ministry Team Stipends and Expenditure	206,867	192,259
Contributions to Mission and Service Giving	48,000	52,000
Expenses - Church Council	1,117	203
Worship and Childrens Ministry	12,039	7,112
Church Missional Groups	29,058	20,081
Property Expenses	105,701	70,454
Administration and Finance Expenses	70,365	62,352
Miscellaneous Expenses	0	1,023
Contributions to UCA supported appeals	1,935	0
Expenses - Annual Fete	30,420	26,538
Expenses - Choir of Hope	0	646
Expenses - Leisuretime	0	50
Expenses - Organist, Choir, Music	0	65
Expenses - Welfare COP	5,945	4,273
Expenses - Worship & Christian Education	64	0
Salary & Allowances - Welfare Coordinator	12,820	13,427
Expenses - Outreach & Social Justice Mission Group (OSJMG)	170	600
Mark to Market Finance Expense re Growth Fund	4,865	0
Expenses - Annual Book Sale	400	0
Grants Expenses - Local Government	0	4,745
Expenses - FEAST (Friends Sharing & Eating Together)	1,260	0
Expenses - Property - King Clean Pty Ltd	9,660	11,690
Other Expenses	28	87
Expenses - CC - Local Community Engagement	41	714
Trf to prov for Pastoral Care Worker LSL	500	500
Expenses - CC - Intercultural & Intergenerational Events	0	537
Superannuation - Lay Staff	30,623	28,424
Total Operating Expenses	571,876	497,781
Net Profit	(65,087)	(37,080)

Kingsway

is a regular magazine of Glen Waverley Uniting Church.

It is designed to provide a voice for the church community to share activities, thoughts, celebrations, stories and the faith journey, and will present to the church community the quiet achievers and achievements in the life of our church.

"Kingsway" has a multi-generational, multi-cultural and missional focus and is designed to build community, lift the spirit and strengthen our faith.

If you have an item, article or notice that you think will be just right for "Kingsway", please contact Joanne Boldiston (office@gwuc.org.au) or David Fraser (davidfraser60@gmail.com).

Glen Waverley Uniting Church Ministry Team



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Coming in 2026...

 Glen Waverley Uniting Church
Corner Bogong Avenue & Kingsway

Special Morning Tea at The Hub

Proudly supporting Fight Parkinson's



**Thursday
20 August
10am-12pm**

All Welcome!

Groups of 10 or more please
call 9560 3580



GLEN WAVERLEY UNITING CHURCH
corner Bogong Avenue & Kingsway



Seniors' Morning Tea at The Hub

**THURSDAY 29 OCTOBER
10AM - 12PM**

PROUDLY SUPPORTING MND VICTORIA
providing care & support for people living with
Motor Neurone Disease



ALL WELCOME!

Groups of 10 or more,
please call 9560 3580



 Glen Waverley
Uniting Church

Annual Fete

教會年慶

**Saturday
17 October**

8.30am to 2.00pm

Food Stalls, Cakes & Jams, Craft, Jewellery,
Toys, Kids Activities, Face-painting, Popcorn,
Plants, Silent Auction, Books, Treasures &
Collectables, Music and MORE...

Donations Welcome: Donations for stalls including books, plants,
household items, toys, treasures or small electrical items (in working
order) may be delivered on **Friday 16 October 9am-7pm**.
Please note: We are unable to accept mattresses, furniture,
pre-loved clothing or unsaleable items.

**All proceeds support the community projects of
Glen Waverley Uniting Church.**

For more details contact GWUC Church Office - 9560 3580 | office@gwuc.org.au