

SEEING

WOMEN



FROM GENERATION TO

GENERATION

flourish

IN

KINGDOM WORK



ANNUAL REPORT 2018



A history of innovation

Raising up Christian women. For the glory of God. For the good of the world. For 127 years.



1891



A Church of England Deaconess Institution ('Bethany') is founded in Sydney in 1891 by Martha Archdall and her husband Rev. Mervyn Archdall. Their aim: to train Christian women for "parish, evangelistic, rescue and infirmery work, nursing and teaching.."



A legacy of Christian care is born with the opening of Bethany schools and a number of children's homes, including Lisgar and, later (in 1936), Pallister Girls' Home. This work is supported, financially and prayerfully, largely by women.



ADM continues its mission of practical care by opening five hospitals and hospices, between 1907 and 1996. Women are highly involved in the governance of these hospitals.



Women are equipped for ministry at Deaconess House from 1916, receiving theological and practical training. They go on to serve around Australia and as missionaries overseas. In 1997, Deaconess House becomes Mary Andrews College.



ADM enters a new era when 14 ex-students of Deaconess House are ordained as deacons and the last deaconess is set apart in the Anglican Diocese of Sydney in 1991. Our work in equipping Christian women continues ...



The sale of Hope Healthcare and hospital properties, and the creation of an endowment fund, allows ADM to fund strategic programs, grants and ministries alongside Mary Andrews College.

2018



Today, in our 'garden in the city', ADM continues to raise up women with theological formation for practical and public engagement.



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*That person is like a tree planted by
streams of water, which yields its fruit in
season and whose leaf does not wither ...*

Psalm 1:3

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Our Vision

We see God at work today, and we watch with faith and expectation to see God bring about his Kingdom purposes.

We see women and girls who are reoriented to Christ – insiders to a new creation, who love Jesus, drink deeply from his living water, and bear spiritual fruit.

We see women and girls who themselves see clearly that they are known by God in Christ, made in the image of God, and are a child of God.

We see women and girls who know deeply their God-given purpose, who are enriched in their creative capacity to make the gospel intelligible, and whose actions speak to the unshaken belief that they can and must use their gifts to serve God and their neighbours, as public and friend.

We see ‘the Church ladies’ not just reclaimed, but set free and built into a mighty movement rooted in the local Church – women who seek redemptive patterns of relationship with one another and with men, knowing Jesus has won this and more. And we see the local Church being known as a place that honours those who have been devalued.

We see women opening their arms to their neighbours so they might delight in Jesus, going to serve and to speak into hard places, and working across lines of great difference. We see women creating ‘gardens’ for those in need; women who proclaim the Kingdom of God with everything they have, and with all the riches of heaven.

We see women and girls who, in turn, see Christ’s lordship over all relationships and recognise that being part of his Kingdom means seeking justice and peace.

We see women who do mercy and justice – women who tackle poverty for women and children.

We see faithful female leaders raised up in all parts of our community, nation and world who will serve others – especially the least of these among us. Women who raise up more women, in turn.

We see members of our own team growing in their love of Jesus and in their gospel intentionality.

We see women, from generation to generation, flourishing in Kingdom work so that Christ will have the glory.

Message from our Chair

Growth. Any farmer knows well that it is God who gives the harvest. He is the one who enables the crop to flourish. In the parable of the sower Jesus emphasises that growth and flourishing come as we respond to the message of God's Kingdom. Jesus is that message!

He says those who respond to him are like "seed falling on good soil". Those who respond in faith are good soil which produces "a crop, yielding a hundred, sixty or thirty times what was sown" (Matthew 13:23). In this report you will meet women whose response to Jesus is leading them to grow Christ's Kingdom through faithful ministries. Yet this is not their own work. It is the work of God the gardener who in his kindness uses us to make his Kingdom flourish for his glory.

The Board's role is to steward ADM, through good governance, for the glory of God. In the past year, Mr Stephen Kryger made the decision to leave the ADM board to dedicate more time to his work and his growing family. We are thankful for his generosity to the Board and his example of faithfulness to God. I would also like to thank Mr Robert Lee, Mrs Sarah Matthews and Mr John Collins for their tireless work on the investment and audit committees. Their time and skill have been invaluable in the wise keeping of the assets God has given us to steward. We welcome Mr Stuart Dyson to the Board who brings invaluable corporate experience in finance and a track record in supporting and encouraging ministry. We also welcome Dr. Christine Grice whose experience in tertiary education strengthens our Board to foster Mary Andrews College.

Good governance is only part of the Board's work for an organisation committed to Christ's Kingdom. The Theological Principles committee has worked together to produce a new theological principles document. This document aims to bring clarity to the creedal statements which already form the backbone of ADM's commitments. I would like to thank Rev Phil Wheeler for chairing this committee and Rev Jan Donohoo, Mrs Elizabeth Janssen, Mrs Julianne Jones and Mrs Nerida Peart for their invaluable work in preparing it.

The good soil in Jesus' parable enables God's word to do its work of producing a flourishing crop. Jesus' message is sown deeply in the heart and perseveres with joy and stands faithful in the face of trials and troubles. You will see God's work in the lives of faithful women throughout these pages, women who are seeking to produce a crop for Christ. As ADM seeks to serve them, we do so to honour the message of Jesus and humbly rely on God the great gardener.

Yours Sincerely,

Rev. Jenni Stoddart

Chair



Our Board of Directors



Rev. Jenni Stoddart, Chair

BA BD DipMin
School Chaplain
Director since 3 April 2017
Chair of the Constitutional Review Committee
Theological Principles Committee



John Collins

BA LLB LLM
Solicitor
Director since 11 August 2005
Constitutional Review Committee
Audit Committee



Rev. Jan Donohoo

BTh Grad Cert Supervision (Pastoral)
Minister of Religion
Director since 18 June 2015
Constitutional Review Committee
Theological Principles Committee



Stuart Dyson

BEc MAppFin ACA
Financial Controller
Director since 14 June 2018
Audit Committee



Dr. Christine Grice

BA DipEd MA PhD
Lecturer Educational Leadership
Director since 24 February 2018



Elizabeth Janssen

BAppSc (Physio) MPH
Lay Women's Worker
Director since 17 March 2016
Theological Principles Committee



Julianne Jones

Grad DipMid DipSc
Midwife
Director since 4 April 2013
Theological Principles Committee



Robert Lee

BSc MBA
Non-Executive Director
Director since 4 April 2013
Investment Committee



Sarah Matthews

BBus MCom ACA FINSIA GAICD
Chartered Accountant
Director since 10 February 2011
Chair of the Investment Committee
Chair of the Audit Committee



Nerida Peart

BMedia LLB MDiv
Ministry
Director since 11 November 2010
Constitutional Review Committee



Rev. Phil Wheeler

BE (Civil) BTh MA
Minister of Religion
Director since 2 May 2006
Chair of the Theological Principles Committee



Steven Kryger

BA
Events Manager
Director since 18 June 2015
Resigned 1 February 2018

About Us

Who we are

ADM is a Christian women's foundation. We began 127 years ago and, while our work has responded to context and need, our vision and mission have endured.

Our mission

To raise up women with theological formation for practical and public engagement.

Our work

In carrying out our mission, ADM's work focuses on three key areas:

FORM

Theological Formation. We reorient people to Christ for theological formation.

ENGAGE

Public Engagement. We engage our neighbour as public and friend with the good news of Jesus.

DO

Mercy & Justice. We do mercy and justice, tackling poverty for women and children.



Message from our CEO

My hope and prayer for this Annual Report is that God directs it into the hands of women and girls who are asking big questions – questions like: “Who does God say I am?” and “For what purposes has he set me free?”

Why? Because while women and girls, numerically, make up more than half of Christ’s Church, we are often seen as peripheral to gospel work. It was for this very reason that, back in 1891, Martha Archdall and her husband Rev. Mervyn Archdall established ADM. They saw that Christian women did not have opportunities for theological training. They also saw that, while women were sitting in church pews on Sundays, they were not being supported to live out their faith through practical and public engagement in the name of Christ.

And yet, God himself has delighted in making women central to his Kingdom strategy throughout history. Time and again, God has chosen the excluded and the vulnerable – often women – to radically decentre those who wield power, so that his gospel message might be heard and truly believed.

In the gospels, we witness how women – who stand on the edges of society – become vital agents in Jesus’ work. In fact, God chose a woman to be the first to testify about Jesus’ resurrection to the disciples. It was only through Mary’s witness that the disciples were enabled to proclaim the coming of the Kingdom (John 20).

At ADM, we believe that women and girls are central to God’s work today, as he brings about his Kingdom purposes. For this reason, our vision is to see women, from generation to generation, flourishing in Kingdom work. And as the world’s only endowed foundation for Christian women, we have a particular responsibility to steward the vision, people and funds with which God has entrusted us.

You will find in this Report the outworking of that task. We pray that the stunning examples of Christian women flourishing in Kingdom work will inspire others to engage with their own unique worth and calling from God. We also pray that you will be encouraged as you live as ‘insiders to a new creation’, wherever you have been planted.

May Christ have the glory,

Dr. Kate Harrison Brennan

CEO



Our leadership





Our team is committed to stewarding ADM's vision and growing our capacity to serve women.

Rev. Dr. Keith Condie

Co-Director
Mental Health & Pastoral Care Institute

Marina Beyner

Executive Assistant to CEO & Office Manager

Ken Breakspear

Company Secretary

Rev. Kerrie Newmarch

Church Engagement & Training Manager

Dr. Kate Harrison Brennan

Chief Executive Officer

Rebecca Abbott

Director of Communications

Margo Leach

Director
Mercy & Justice Ministries

Sarah Condie

Co-Director
Mental Health & Pastoral Care Institute

Clare Steele

Chief Operating Officer

Rev. Jackie Stoneman

Director of Studies
Mary Andrews College

Dr. Annette Pierdziwol

Director of Public Engagement

Photo: Daryl Charles

Enabling the Church to care

The **Mental Health & Pastoral Care Institute** exists to support reformed evangelical churches in Sydney and beyond in providing excellent, biblical and theologically-informed pastoral care. This is care that alleviates distress and promotes wellbeing, especially to those struggling with their mental health.

Our vision is to see our churches as places where there is no stigma associated with mental health concerns, where those struggling with mental health issues feel connected with a community that compassionately cares for them, supports them in seeking treatment and provides for their spiritual needs.



Our key aims are:

- 1 To assist churches in making an appropriate pastoral response to those struggling with mental health issues, by providing information, resources and training.
- 2 To assist churches in providing resources that promote mental wellbeing – that strengthen marriage and family life, that provide strong and healthy networks of relationships for single people, that help church members manage stress and build resilience in the face of difficult circumstances, as well as assisting in the wise use of technological devices.
- 3 To promote biblical and theologically-informed thinking about mental health issues and pastoral care – that acknowledges that we are holistic beings and gives appropriate consideration to the significance of our embodiment, our thoughts, our emotions, our actions and our spiritual life to our wellbeing as humans.

...encourage the disheartened, help the weak, be patient with everyone.

1 Thessalonians 5:14



50%

of Australians will suffer a mental disorder in their lifetime*

*Australian Bureau of Statistics, National Survey of Mental Health and Wellbeing, 2007.

Empowering Parents

‘Raising Resilient Parents’ is a new course that is already helping first-time parents feel more confident, positive and connected. The course is a joint collaboration between Lyn Worsley, a clinical psychologist and Director of the Resilience Centre, and Sarah Condie, Co-Director of ADM’s Mental Health & Pastoral Care Institute.

After winning a scholarship from Fuller Seminary in the United States, Lyn and Sarah developed a 10-month program for first-time mums to be run in a church setting. This program includes a four-week intensive course, *Raising Resilient Parents*, for both parents to attend. The course has a unique focus on developing resilience in parents and helping them to adjust to this significant change in their lives. By ‘nesting’ the intensive course into the program for first-time mums, it offers participants the opportunity to connect with other new mums who attend their local church.

The course has been successfully trialled at Church by the Bridge in Kirribilli, Sydney, where Sarah is the part-time Women’s Minister and Lyn is a congregation member. Now, thanks to an extended grant from Fuller Seminary in the United States, Sarah and Lyn can provide a scholarship to train a small number of other women to run this course in their own church.

The results indicate that the input from the four-week intensive helped reduce levels of anxiety and stress for participants. The lasting impact of the *Raising Resilient Parents* course is expressed by one participant who took part in the trial at Church by the Bridge:



Lyn Worsley (left) and Sarah Condie - Creators of *Raising Resilient Parents*



“

The knowledge I learnt in the course and the experiences I shared with the other mums have been really important in building my resilience during tough times. It was also great to do this course in a church setting, so that people could share their faith and how that informs their experience as a new parent.

”

Louise - *Raising Resilient Parents* participant



BUILDING A
SAFE + STRONG

Marriage

Building safe and strong marriages

Building a Safe & Strong Marriage, which is based on marriage enrichment courses that Keith & Sarah Condie have run over the past 15 years is to be launched in late 2018. The course is unique as it draws on wisdom from the Bible and also marriage research.

There has never been a more crucial time for Christians to lead the way in helping to build healthy marriages, both within our churches and in our communities.

We believe this course will benefit any marriage, even if participants don't share our faith commitment. As a five-part video course – which can be purchased online or in DVD format – it is also designed to be accessible to any couple. The course can be run at a church, in a small group or even used by individual couples in their own home.

One couple shared about why they chose to attend such a course, after participating in a course trial in early 2018 at Church by the Bridge in Kirribilli, NSW. "We have been married almost 20 years and rarely get the time in our lives to talk about our marriage ... This course gave us a chance to set aside a night for five weeks to focus on 'us'. It helped us see the importance of not taking that for granted and the value of doing the little things every day that keep us connected and in tune with each other."

Another couple shared about the impact of the course for them. "We have been married for almost 22 years and probably should have done this course 23 years ago! ... It's been very refreshing for us to think back and realise how much life we've shared – good and bad – so that in the really crummy times, we will have this wisdom and the ability to see the longevity [of our marriage] and how even the bad times may have been used by God."

Our hope and prayer is that *Building a Safe & Strong Marriage* will not only strengthen the marriages of participants, but it will also bring blessing to all who fall under the influence of these marriages.



Sarah Condie & Rev. Dr. Keith Condie
Co-Directors – Mental Health & Pastoral
Care Institute

“
The legacy of strong, healthy marriages will benefit our children, church communities and the wider society.
”



To find out more about building safe and strong marriages, visit buildingmarriage.com.au

Equipping women to serve Christ

Mary Andrews College equips women to serve Christ – in all spheres of life and ministry. This has been a foundational aim of our college since its inception in 1891. Our students are theologically formed through an in-depth understanding of the Bible and of the work of Christ – throughout history, in the Church and in the world.

MAC's highly-skilled lecturers enable students to apply this theological understanding to ministry practice and inspire them to put their knowledge and faith into action in all spheres of their lives. Even from the earliest days of the college, in training deaconesses, our distinctive focus has been to equip students to care practically for our broken world through word and deed.

Mary Andrews College offers a pathway into community chaplaincy, and the vast majority of students (87%) take at least one pastoral care unit during their studies. After graduating, many of our students go on to serve in pastoral care and chaplaincy roles in the church and in the community.



Graduates at MAC's largest-ever graduation on 23 March 2018.

Key outcomes for Mary Andrews College students:

- Theological formation, with an in-depth understanding of the Bible and the saving work of Christ that informs all aspects of a student's life and faith
- A thorough understanding of the Bible, including historical and theological frameworks, and the major doctrines of Christianity
- The ability to interpret current social realities through a biblical lens
- Inspiration to recognise and live out their unique calling to Kingdom work
- Increased effectiveness in gospel witness and the ability to make the gospel intelligible to others
- Increased effectiveness in ministry and practical service to the church and the wider community
- The ability to engage, theologically and practically, with particular demographics and social groups, such as those living with disabilities or mental illnesses.

“

Studying at MAC has given me skills, knowledge and encouragement to serve Jesus in my local congregation with a renewed confidence based on God's word.

”

Sally Kiffen – 2018 MAC graduate



Nada's Story

Nada Appleby began studying at Mary Andrews College in 2016, combining her studies with a pastoral care role in her church and the surrounding community at Port Kembla and Warrawong in NSW.

When graduating in March this year, Nada shared, "I am planning on running pastoral care training for our church during 2018, so that I can share with others the wonderful treasure I discovered during my time at Mary Andrews College ... God has certainly used this time to create in me a burning desire to care effectively so that many may come to know his love and forgiveness through Christ."

Port Kembla Senior Minister Rev. Michael Turner says, "Nada's impact on the church has been a blessing. She's thrown herself into intergenerational ministry among women. It's been a delight to see her utilise her training and evident gifting. I'm very thankful to our heavenly Father for Mary Andrews College in helping train women for much-needed pastoral ministry."



“
Nada's impact on the church has been a blessing. She's thrown herself into intergenerational ministry among women.
”

Rev. Michael Turner - Senior Minister, Port Kembla



Celebrating our 2018 graduates

This year's graduation was the largest in the 127-year history of Mary Andrews College, with 47 students awarded Diplomas and Certificates through the Australian College of Theology. Another 21 students graduated from the internal Pastoral Care Course.

CERTIFICATE IN THEOLOGY

Jodie Barber
Carol Blanchard
Kathleen Crawshaw
Amy Davies
John Davis
Jo Fitzpatrick
Tracey Jones
Kathryn McIntosh
Karen Mion
Lee Pevely
Eve Pillon
Dina Roki
Jane Rummey
Clare Tan

DIPLOMA OF CHRISTIAN STUDIES

Nada Appleby
Narelle Davis
Linda Greenwood
Kelsie Hall
David Henderson
Jane Jones
Meg Matthews
Rebekah McAlinden
Marguerite Robson
Linda Thomson
Lucy Finnigan
(Posthumous Award)

DIPLOMA OF MINISTRY PATHWAY 1

Leanne Begg
Kathryn Brennan
Diana Clifton
Sally Kliffen
Kathy Powell
Emma Sindel
Katrina Smith
Yvette Torr
Wendy Whale

DIPLOMA OF THEOLOGY PATHWAY 1

Heather Hutchison
Pearl Thackray
Helen Tregenza
Tina Vartis
Jane Major-Smith
(Posthumous Award)

DIPLOMA OF THEOLOGY / DIPLOMA OF MINISTRY

PATHWAY 1

Rosalind Birt
Tamara Dubois
Jenny Gillan
Jenine Mendezona
Jan Mulette
Gail Piper
Annemarie Rivers
Kathy Schofield

MARY ANDREWS PRIZE

Tied between:

Debbie Cox OT208 (Psalms and Ezra)
Maxine Lean CH206 (The Reformation)

INTERNAL (PASTORAL CARE COURSE) AWARDS

Maureen Abraham	Tracey Jones	Annemarie Rivers
Nada Appleby	Julia Kingsley	Emma Sindel
Hermione Bernal-Silva	Maxine Lean	Fiona Taylor
Narelle Davis	Meg Matthews	Allison Thursby
Rosemarie Driver	Jonalyn Mendez	Elizabeth Trist
Tamara Dubois	Karen Mion	
Nerida Gallagher	Helen Pearse	
David Henderson	Kathy Powell	





“
MAC equipped me with the skills and theological knowledge required for my position as a pastoral carer with Anglicare.

”
Katrina Smith - Diploma of Ministry graduate

MAC graduands.



Bringing the Reformation to life

MAC students took the opportunity presented by the Reformation’s 500th anniversary to invite the public to engage with the history of the Christian faith. Almost 800 people – including church groups, families and even passers-by – experienced key Reformation events, enacted by MAC staff, students and a few volunteers.

Students of The Reformation unit (CH206) teamed up with those studying Creative Ministries (PC233) to bring the Reformation to life through an interactive event on 23 and 25 September 2017, called ‘Life with the Luther’s’. Visitors gave wonderful feedback about the experience, such as: “It was as if we stepped back in time and saw the Reformation happen in front of us” and “It was wonderful for our kids to get excited about the Reformation.”

Organiser of the event and lecturer for both units, Margery Mills, said, “It was a wonderful opportunity to point the many visitors to the Reformation truths of Christ alone, Bible alone, grace alone and faith alone.”



800

Experienced ‘Life with the Luther’s’



“
It was as if we stepped back in time and saw the Reformation happen in front of us.
”



‘Christ alone, Bible alone, grace alone and faith alone’: Visitors enjoyed interacting with MAC students, who recreated scenes from the Reformation.

More than heroes

The vital role that women played in the Old Testament was explored by visiting scholar and lecturer Mary J. Evans at MAC's **'More Than Heroes'** event on 7 May 2018. Over 80 attendees were encouraged by Mary's fresh insights into Old Testament narratives and the female characters in them.

As MAC lecturer Viv Cheung shared, "She made the biblical text come alive by retelling the stories, picking up along the way frequently missed details (especially in light of the 'Disney' version we have grown up with in Sunday school) ... With what I have learnt, I am looking forward to re-reading these biblical accounts with fresh eyes."

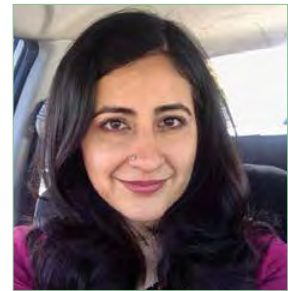
Attendee Valerie Charlton commented, "I was encouraged by simply being amongst so many women who were also so keen to learn more about the Old Testament. I was renewed in my enthusiasm to re-read Scripture I thought I knew so well, and to keep digging for meaning, context and what God is trying to teach me. It was a remarkable morning."

“
I was renewed in my
enthusiasm to re-read
Scripture ...
”
Valerie Charlton – 'More Than
Heroes' attendee



"She made the biblical text come alive." Over 80 people attended the 'More than Heroes' lecture by Mary J. Evans at MAC.

Public Engagement



Fellowships

L-R from top left: 2018 ADM VISITING FELLOW: Alissa Wilkinson; **2018 ADM FELLOWS:** Dr. Kirsty Beilharz (Senior Creative Fellow), Dr. Kirsten Birkett (Senior Research Fellow), Monica Cook (Senior Research Fellow), Kate Bradford (Senior Research Fellow), Dr. Yixin Jiang Xu (Senior Research Fellow); **2018 ADM SUMMER FELLOWS:** Jo Kadlecsek (Summer Creative Fellow), Dr. Lyn Kidson (Summer Research Fellow), Dr. Christine Poon (Summer Research Fellow), Dr. Brooke Scriven (Summer Research Fellow), Dr. Robyn Wrigley-Carr (Summer Research Fellow).

Our vision is to see women engage their neighbour as public and friend with the good news of Jesus. Through our programs, we seek to enrich women's capacity to make the gospel intelligible in their sphere, and to create pathways to activate them in this work.

*... and you will be my witnesses ...
to the ends of the earth.*

Acts 1:8



Annual Funding Event and The Hub

L-R from top left: 2017 ANNUAL FUNDING EVENT WINNERS: Dr. Megan Best (First Place, Overall – with Erica Yi), Erica Yi (First Place, Overall – with Dr. Megan Best), Lisa Bateup (First Place, Mission & Ministry Category), Penny Attwells (First Place, Mercy & Justice Category), Olivia Chapman (First place, Arts & Culture Category), Jemma Nicoll (People's Choice Award); **THE HUB – CLASS OF 2018:** Krystyna Kidson, Mignonne Murray, Dr. Wendy Noble, Megan Presbury, Deborah Vickers, Maryann Web.

Fellowships

ADM Fellowships support Christian women who demonstrate excellence in their field to undertake a focused project and pursue avenues to engage the public with their work. ADM Fellows receive a bursary and office space, as well as tailored theological and professional development opportunities. Through our Fellowships program, we invest in the formation, flourishing and impact of Christian women in public life.

ADM began offering Fellowships in 2017. In 2018, applications tripled, and we added month-long Summer Fellowships to our suite of programs, so we could extend the benefits of ADM Fellowships to more women.

So far, the projects of ADM Fellows have spanned a wide variety of fields, including history, literature, theology, biblical studies, pastoral care, ministry, visual arts, music, theatre, parenting, sexual and reproductive health, biomedical engineering and education. Fellows have worked on books, journal articles, compositions, plays, paintings, courses, workshops and talks.

“

It is no exaggeration to say that ADM has provided the conditions for me to be able to find my place in academia ... as well as opportunities to grow in my theology and practical skills in public engagement.

”

Dr. Alix Beeston – 2017 ADM Senior Research Fellow (now Lecturer in Modern and Contemporary Literature at Cardiff University in Wales)



Key outcomes for ADM Fellows:

- Deepening theological engagement with their field of work, integrating faith and vocation
- Completing high-quality outputs that strengthen their expertise and credentials in their field
- Engaging public audiences with their work through events and media
- Impacting their neighbours, communities, churches or organisations in ways shaped by the gospel
- Serving in leadership and public roles in ways that enable others to flourish
- Growing a strong network of peers, collaborators and mentors
- Finding sustainable paths for pursuing their vocation, including jobs, platforms and other opportunities.



Our 2017 Fellows in discussion at ADM.

“

From my research, I have been writing short articles and one of these articles was published. Prior to this Fellowship, I had never considered writing for publication – evidently the workshops and the mentoring had a positive impact!

”

Jo Chew – 2017 ADM Creative Fellow

Spotlight on our 2017 ADM Fellows



4

Fellows (2 Part-time & 2 Full-time)



1

Permanent job as a Lecturer



3

Sole-authored books



1

Solo art exhibition



5

Peer-reviewed journal articles



25

Media appearances



21

Public talks



3

External grants



15

Theological and professional development opportunities provided for Fellows



At the launch of *The Bible in Australia*: Dr. Annette Pierdziwol, Dr. Meredith Lake and Dr. Kate Harrison Brennan.

Meredith's story

Dr. Meredith Lake – 2017 ADM Senior Research Fellow – shares about the experience of publishing her book, *The Bible in Australia*, and the public conversations it is opening up:

“My book took more than three years to write. In the final 12 months, an ADM Senior Research Fellowship provided the space, community and resources to finally bring its vast cast of characters to light ... The publication of *The Bible in Australia* marked the end of my fellowship project, but the beginning of my venture into public conversation.

Already, the release of the book has prompted fresh discussion about the Bible in Australia. It has been reviewed in several places, from Christian blogs, to the Dictionary of Sydney, to the prestigious Australian Book Review. Because of the book, I've also had several opportunities to speak on radio, including ABC Sydney and Adelaide, Radio National, 2ser, Hope 103.2 and Vision 20Twenty. I've been able to record a podcast with CPX and make a short video with Eternity News.

A piece I wrote for The Conversation about why declining biblical literacy might matter today had more than 7,700 readers at last count and provoked a tsunami of more than 500 comments!

‘Going public’ on this scale has been a new experience. It has required rather different skills to researching and writing a book of history.

“

I'm especially thankful for the personal and professional development which ADM fostered.

”

It is impossible to know where the public conversation about the Bible will lead in the next few years in Australia, but I hope my book will cause readers to reconsider the relevance of the Bible and the ways it's been used here. I hope it will help equip the community, in all its diversity, to envision and work towards the common good together.”

Annual Funding Event

The **Annual Funding Event** provides a unique forum for entrepreneurial Christian women to bring their ideas and initiatives before a panel and pitch for up to \$25,000 in no-strings-attached funding.

The event, which began two years ago, has seen 33 women selected as finalists to pitch their ideas and 10 initiatives awarded funding. At the 2017 Funding Event, an audience of invited guests gathered to cheer on 18 finalists, who pitched 16 different ideas. A highlight of the event for those pitching was the feedback and encouragement they received across the day from our supportive community.

Through the Annual Funding Event, ADM has provided funding to women leading initiatives across the three key areas of our mission: Form – theological formation and mental health and pastoral care; Engage – public engagement; and Do – mercy and justice ministries.

The 2017 Annual Funding Event winners with members of the ADM team.

From left to right:

Dr. Kate Harrison Brennan (ADM CEO)
 Erica Yi, Julianne Jones (ADM Director)
 Olivia Chapman, Penny Attwells
 Jemma Nicolls, Lisa Bateup
 Rev. Phil Wheeler (ADM Director)
 Dr. Megan Best



The impact of our Annual Funding Event winners



10 songs on a new album recorded to help young people meditate and reflect on the Scriptures, together with a devotional exploring the Bible passages that inspired the songs. (Olivia Chapman, Emu Youth Music – First place in the Arts & Culture category. 2017)



1 program on intercultural understanding being developed, for use by chaplains in government schools nationally (Lisa Bateup, CultureConnect, Interserve – First place in the Mission & Ministry category. 2017)



3 survivors of human trafficking placed with host families. Host families recruited, trained and resourced to provide support and accommodation to survivors of human trafficking. (Penny Attwells, Iysha Inc. – First place in the Mercy & Justice category. 2017)



42 performances of The Screwtape Letters play, reaching almost 5,000 audience members and posing questions about faith and eternity in a public setting. (Hailey McQueen, Clock & Spiel Productions – Overall Winner. 2016)



9,000 visits to the webpage for Common Grace's SAFER resource, equipping Australian churches to understand, identify and respond to domestic and family violence – the first draft of which was funded by an ADM Annual Funding Event grant. (Erica Hamence, Common Grace – People's Choice Award. 2016)



1 treatment centre for addictions being developed to be sustainable, effective and accessible, which will extend the services already delivered by Overcomers Outreach. (Penny Wilkinson, Overcomers Outreach – First place in the Mercy & Justice Category. 2016)



6 new Jesus Clubs founded and over 50 new special-education Bible lessons added to an online library. Jesus Club is now reaching over 130 adults with intellectual disabilities and teaching them the good news about Jesus Christ. (Mel Fung, Jesus Club – First place in the Founding Cohort of The Hub. 2016)



At ADM's 2016 Annual Funding Event: Rev. Phil Wheeler, Erica Hamence, Common Grace, People's Choice Award winner, and Gillian Davidson, retired ADM Chair.

Erica's story

Erica Hamence was invited to pitch her idea for a significant domestic-violence resource at the Annual Funding Event in 2016.

This idea won the People's Choice Award and \$4,000 in funding. With the help of this funding, Erica developed Common Grace's domestic and family violence resource, SAFER, designed to help Australian churches understand, identify, and respond to domestic and family violence.

The SAFER website, which launched online in late 2017, has now been visited over 9,000 times. The resource has been extremely well received, with a number of key church leaders and domestic and family violence experts endorsing the resource.

“

Our big vision is to see churches becoming havens from family violence and the Christian voice successfully challenging the theological attitudes, government policies, social behaviours, gendered drivers and known causes of family violence.

”

The Hub

The Hub is a community for Christian women who are leading a project, initiative or organisation. Through the Hub program, ADM provides Christian women with essential training and one-to-one mentoring to develop an initiative.

In 2016, ADM formed a partnership with Seed to make their program available to The Hub community. Since the community was formed by ADM in 2015, 18 women (in four cohorts) have taken part in the program. The initiatives they have developed are wide-ranging in their gospel impact.

Outcomes for members of The Hub:

- 🌱 Developing a particular project, organisation or initiative to meet defined goals
- 🌱 Realising the ways in which a product, service or strategy can be used to further God's Kingdom
- 🌱 Feeling connected as part of a community of entrepreneurial women
- 🌱 Impacting neighbours, communities, churches and organisations through their gospel-shaped initiative

Here's a snapshot of some of the Kingdom ideas our Hub members have been growing over the past three years:

Form

- 🌱 Sharing the gospel with people with dementia
- 🌱 Establishing a gospel program for people with intellectual disabilities
- 🌱 Making the Bible accessible for people from non-English speaking backgrounds
- 🌱 Training Christians to manage stress.

Engage

- 🌱 Creating resources to build self-esteem in girls and young women
- 🌱 Developing a pastoral care network among Northern Beaches churches
- 🌱 Supporting women who have experienced postnatal psychosis.

Do

- 🌱 Mobilising Christians to care for neighbours in need
- 🌱 Caring for survivors of human trafficking
- 🌱 Educating people about Fair Trade products and principles.

Maryann's Story

After Maryann Webb's first daughter was born, Maryann taught herself to sew and became passionate about doll making. Soon, Project KIN was born...

Project KIN (Kids in Need) is a registered, volunteer-run charity that distributes 'Play and Learn' packs to children experiencing disadvantage and vulnerability. The packs include handmade dolls, as well as a picture book and activity book teaching children that God loves them. The dolls are created by a volunteer community of 600 women around Australia.

"At the heart of the project, we want children to know that – like the doll, which was specially made for them – they have been specially made by God", explains Maryann.

Project KIN was awarded funding at the 2016 Annual Funding Event, which enabled Maryann and her team to make and distribute the first 'Play and Learn' packs. Last year, 229 packs were distributed to children in need, including 75 to orphans in Uganda.

This year, Maryann is developing the organisation as part of The Hub program. Through mentoring in the Hub, she is creating a strategy to involve more churches and community groups in Project KIN, and so multiply its impact. She notes, "This year we have partnered with Broughton Anglican College. Their entire student body, K-12, are fundraising and also making dolls to be gifted locally in the Campbelltown region at Christmas this year.

The Hub has really empowered me in my work with Project KIN through meeting with like-minded Christian women. Although we are each travelling on our own individual journey, we share a common story – which is God's story. It has opened up an incredible vision for the future of our organisation."

The charity is also impacting the lives of volunteers. Maryann says: "I have seen some incredible Kingdom work take place within our volunteer community. A sense of purpose is being instilled in women through their involvement in the project, which has been life-changing for some who are battling depression and anxiety."

Photo: Stef Thoms Photography



Engage

Engage masterclasses and events seek to enrich the capacity of Christian women and girls to make the gospel intelligible in their sphere. Through them, we connect women into relevant networks, resources and pathways to help them flourish in Kingdom work.

Our Engage events bring together Christian women across various spheres of work, ministry and culture – as peers and collaborators. By curating high-quality theological and professional development opportunities, we seek to build the practical skills and confidence of these women for a wide range of public engagement – whether in their local communities, churches, workplaces or broader public arenas.

So far, as part of the program, we have hosted mentoring dinners, masterclasses and our new monthly Engage Evening Sessions. A wide range of topics have been traversed including: writing for publication, leadership development, theological reflection on work, media and social media skills, money matters for women, and gaining a place on a board.

The first year-and-a-half of Engage has been experimental, but the response from attendees has been enthusiastic. The program has also succeeded in engaging with new, younger audiences – many interacting with ADM for the first time.

“
It is such an encouragement to see ADM engage and develop women in an unashamedly intelligent way. I was very refreshed!

Attendee at an Engage event



A diverse group of women gathered at ADM for an Engage Breakfast on 22 May 2018 on the topic 'Board Search – How to find and gain a board appointment', presented by David Schwarz, CEO of Board Direction.

School of Theology, Culture & Public Engagement

The **School of Theology, Culture and Public Engagement (STCPE)** creates space in a busy city for Christians to immerse themselves in theological reflection on the ideas shaping our culture and to cultivate the skills which will help them better engage the world with Jesus.

The STCPE is inspired by ADM's strong tradition of providing theological formation that is deeply pastoral, practical and public. In inviting female speakers, the STCPE also offers another innovative forum for raising up Christian women for public engagement.

ADM held the inaugural STCPE from 22–25 January 2018, with over 100 people experiencing the sell-out event.

The exceptional line-up of speakers included Lynn Cohick (Professor of New Testament at Wheaton College), John Dickson, Andrew Errington, Rachelle Gilmour, Ben Myers, Keith Condie, Megan Best, Scott Stephens, and workshops from Seed and the Centre for Public Christianity. The topics spanned Old and New Testament, Historical Jesus, Wisdom and Christian Ethics, Bioethics, Augustine, Psychology and Theology, Media and more.

As a brand-new initiative for ADM, it was exciting to receive overwhelmingly enthusiastic feedback from STCPE participants. James Monaghan summed up his experience saying, "The choice of speakers and subjects was wonderful... the clarity of vision manifest in the program was excellent. The material and intellectual hospitality of the week was a delight."



Attendees at our first STCPE spend time discussing the masterclasses and workshops during a break.

“ I was really stimulated by an atmosphere of people who want to think about their faith and also think outside the square.

”
Dr. Rachelle Gilmour - STCPE speaker and participant



140

participants, in our **sold-out** venue



16

world-class speakers



33%

of participants' first ADM event*

*Amongst post-event survey respondents.



ADM PUBLIC LECTURE
**WHY POP CULTURE
IS OBSESSED WITH
RELIGION**



2017 ADM Visiting Fellow, Alissa Wilkinson, delivers the Annual Public Lecture in St Andrew's Cathedral.



Annual Public Lecture

The **ADM Annual Public Lecture** seeks to recognise and provide a platform for Christian women who demonstrate outstanding talent and leadership in their field, and whose work embodies a distinctive model for Christian public engagement.

Our second Annual Public Lecture, on 12 October 2017, was delivered by ADM Visiting Fellow Alissa Wilkinson. Alissa works as a staff writer and critic at Vox, where she covers film and culture. She is also Associate Professor of English and Humanities at The King's College in New York City and, until September 2016, was the critic at large at *Christianity Today*.

Over 160 people gathered at St Andrew's Cathedral, Sydney, for the Lecture, which was chaired by ADM 2017 Senior Research Fellow, Dr. Alix Beeston.

Alissa tackled the topic of 'Why pop culture is obsessed with religion', exploring the sudden re-emergence of religion and faith as prominent themes in both film and television. Through her lecture and an engaging Q&A session, Alissa modelled her conviction that popular culture deserves the serious attention of Christians in contemporary society.



From left to right: Scott Stephens, Rev. Dr. Michael Jensen, Rev. Jenny Ihn Spence and Alissa Wilkinson, (2017 ADM Visiting Fellow), discuss Christianity and Culture at a public panel event at ADM.



During her stay in October, Alissa also had the opportunity to share her expertise on the relationship between faith and culture in media appearances on *The Drum*, *The Minefield* on ABC Radio National, CPX's *Life and Faith* podcast and in *Eternity News*, as well as at a number of other ADM events.

One of these events was a public panel on the theme of 'Christianity and Culture', attended by 80 people and chaired by ADM CEO Dr. Kate Harrison Brennan. Alissa contributed to an in-depth conversation on re-imagining Christian public engagement, along with other leading Christian thinkers and creatives on the panel, including Rev. Dr. Michael Jensen (Rector, St Mark's Darling Point), Scott Stephens (Editor, ABC Religion & Ethics) and Rev. Jenny Ihn Spence (artist and theologian).

Enabling vulnerable women to flourish

Mercy and justice ministries have been at the heart of ADM’s work for the past 127 years. Just as mercy and justice are at the core of God’s character, the desire to bring God’s love holistically to people in need also underpins all activities of our Mercy & Justice Ministries.

Our vision

To see women in contexts of poverty and exclusion flourish in their image-bearing of God.

The Lord works righteousness and justice for all the oppressed.

Psalm 103:6

Our mission

To serve vulnerable women by providing funding, capacity building and networking support to aligned partners in Aboriginal and Torres Strait Islander communities and in the Pacific.

Our motivation

We do ministries of mercy and justice out of thanks for the mercy we have been shown in Christ, and because they reflect the just character of God. We are motivated by God’s love and, through grace-filled relationships, seek to extend this love holistically to the vulnerable women we serve.

Key outputs this year:



1

Pilot Project designed and launched: Loss, Grief & Trauma Care for Aboriginal Women



12

Christian Aboriginal women trained to run loss, grief and trauma care program



1

Domestic violence shelter funded for women and children in Vanuatu



Walk With Me

Over 40 people gathered to hear about the challenges facing Aboriginal & Torres Strait Islander women at ADM's second Mercy & Justice in Action workshop – titled 'Walk With Me' – on 28 November 2017.

ADM was honoured to have as keynote speaker Andrea Mason – 2017 NT Australian of the Year, 2016 Telstra Australian Businesswoman of the Year and Chief Executive Officer of Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women's Council (NPYWC). Andrea shared about her experience as an Aboriginal Christian leader and gave insights into the challenges facing Aboriginal women in remote areas.

During an interactive Q&A session, Christian Aboriginal women leaders Sharon Minniecon (Scarred Tree Indigenous Ministries, Glebe) and Kayleen Manton (Mt Druitt Indigenous Church) shared powerful stories about their ministry among Aboriginal communities in greater Sydney.

The workshop was a significant time of listening and learning, particularly for the non-Indigenous participants present. All were challenged and inspired by the stories of faithful and sacrificial ministry from our Aboriginal sisters in Christ.

¹ Overcoming Indigenous Disadvantage 2016 Report, Productivity Commission, p.19, accessed 19 June 2018. ² <https://australianstogether.org.au/discover/the-wound/indigenous-disadvantage-in-australia>, accessed 19 June 2018. ³ Background Paper 3: Inequality and the Lives of Aboriginal Women and Girls, Sydney Women's Fund, 2012, p.17.



Aboriginal children are 9 times more likely than non-Aboriginal children to experience abuse or neglect resulting in care and protection orders.¹



Life expectancy for Aboriginal Australians is 10 years lower than non-Aboriginal Australians.²



In NSW, **Aboriginal women** are 13 times more likely to be hospitalised due to interpersonal violence than non-Aboriginal women.³



"... a significant time of listening and learning" ... Margo Leach (ADM's Director of Mercy & Justice Ministries), Sharon Minniecon (Scarred Tree Indigenous Ministries, Glebe), Andrea Mason (CEO of Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women's Council), Kayleen Manton (Mt Druitt Indigenous Church) and Kate Harrison Brennan (ADM CEO) at the 'Walk with Me' workshop.

Our Story: Finding hope beyond grief

Aboriginal and Torres Strait Islander women are, on every measure, the most vulnerable and disadvantaged women in Australia. In light of this, ADM has been pursuing partnerships and projects that seek to raise up these women.

Over the past year, we have been privileged to form a partnership with women from Aboriginal Evangelical Fellowship (AEF) Women's Fellowship (Eastern Region). In collaboration with AEF, we have co-designed and begun implementing a pilot train-the-trainer project, which addresses the experience of loss, grief and trauma for Aboriginal and Torres Strait Islander women.

Titled *Our Story: Finding hope beyond grief*, the training content presents the historical and clinical context for the Aboriginal experience of loss, and provides a biblical foundation for understanding and responding to the loss, grief and trauma experienced by Aboriginal women – both historically and currently. The training uses story sharing, lamenting and culturally-appropriate creative expression as healing tools, embedded in the belief that hope and healing can be found in a relationship with the living God.



Women at our Master Trainer workshop in November 2017 learn about facilitating healing through the use of creative tools.

“

Aboriginal and Torres Strait Islander women have experienced, and continue to experience, profound loss, grief and trauma. Losses are at a personal level, through experiences such as family violence, substance abuse, children removed into care, incarceration, suicide, and unemployment.

Losses are also at a societal or community level, through experiences including intergenerational loss and grief, loss of land, loss of culture, loss of language, stolen generations, racism and legal exclusion.

”

Kathie Naden – Secretary, AEF Women's Fellowship (Eastern Region)



Larissa's Story

Larissa Minniecon, Project Manager for *Our Story: Finding Hope Beyond Grief*, says "The foundation of the training is God's love for us, and the women are the spearheads to bring God's love, hope and life to their communities." Central to the program has been the importance of the design to be both "fully Indigenous and fully Christian".

Six pairs of Christian Aboriginal women were trained at a Master Trainer workshop conducted at ADM in November 2017. They are now running the training for Aboriginal women through workshops in their own communities. The Our Story workshop has so far been trialled in Cherbourg, Queensland, with five participants, and more community workshops are planned for NSW in mid-2018. One of the trainers for the Cherbourg workshop, Tracey Conlon, describes the impact of the training: "The participants asked if it could be run again so they could invite more of their friends ... One participant, who had recently lost two grandchildren, said it was so helpful to have a Christian foundation for understanding her loss and grief. One participant shared, for the first time, that she is stolen generation – a very moving experience for everyone."

It's not just the workshop participants who experienced healing but also the trainers. Tracey says, "it gave me the courage to share my own stories of loss. We all sensed that we need God's healing."

“
The foundation of the training is God's love for us, and the women are the spearheads to bring God's love, hope and life to their communities.
”

Larissa notes the potential future impact of this project: "It has [already] helped to bring healing in the trainers and the participants by setting up a healthy cycle, moving towards healing. The women still have to live their complicated daily lives, but they can learn how to deal with loss and trauma in a healthier way." An evaluation workshop at the end of the pilot project will determine whether the project is revised and expanded to be delivered nationally in partnership with AEF Women's Fellowship.

“
It gives the hope of a better life in knowing God.
”

Larissa Minniecon – Project Manager
Our Story: Finding Hope Beyond Grief



A safe space created in Vanuatu

ADM is thrilled that funds it contributed to Anglican Aid will now be used to construct the first domestic violence shelter in Vanuatu in Luganville, Santo, in partnership with the Anglican Church of Melanesia Diocese of Vanuatu and Anglican Aid.

Melanesia has some of the highest rates of violence against women and girls in the world. Sadly, almost 70% of women and girls in the Pacific experience rape or other sexual violence in their lifetime, usually at the hands of a partner or family member.¹

This is particularly disturbing given the widespread identification with Christianity in these countries (92% in the Solomon Islands and 82% in Vanuatu).²

Building work for the Women's Safe House is set to commence in late 2018, and, once constructed, it will provide a safe space for the longer-term care of women and children fleeing domestic and family violence. It will be operated by the Community of the Sisters of the Church, who already operate a shelter in the Solomon Islands.

During the year, ADM also progressed partnership conversations with the Community of the Sisters of the Church, with a view to establishing a second shelter in the provinces of the Solomon Islands, to meet the needs for care of vulnerable women and children outside Honiara.



70%

of women and girls in the Pacific experience rape or other sexual violence in their lifetime



Rev. Sister Veronica Vasethe, Provincial Sister from the (Anglican) Community of the Sisters of the Church – which will operate the first domestic violence shelter in Vanuatu to be built through funds from ADM.

¹ Amnesty International – <https://www.amnesty.org.nz/sexual-and-gender-based-violence-pacific>, accessed 21 September 2016. ² Vanuatu 2015 International Religious Freedom Report – <https://www.state.gov/documents/organization/256365.pdf> – and Solomon Islands 2010 International Religious Freedom Report – <https://www.state.gov/j/rlr/iris/irf/2010/148894.htm>, accessed 26 April 2018.

Helping churches support refugees

Around 1,200 refugees have been served this year by ministries funded through ADM grants. The grants formed part of the Syrian Iraqi Refugee Response led by Anglicare, in collaboration with other Anglican agencies.

ADM provided a total of \$50,000 in grants to eight Anglican churches in the greater-Sydney region, to implement ministry programs aimed at providing a warm welcome to arriving Syrian and Iraqi refugees.

Churches have used the ADM grants – ranging from \$1,300 to \$16,000 – to create programs including welcome BBQs, homework clubs, ESL classes, playgroups, day trips, women’s dinners and employment support.

Bankstown Anglican Church has engaged with 170 refugees through community dinners, several weekly bilingual Arabic and English Bible meetings, and by providing financial assistance to pay for work licenses and professional driving lessons that enable refugees to acquire an Australian driver’s license. Several refugees have gone on to gain employment because of the licenses they obtained through financial support from the grant.

At Ingleburn Anglican Church, the grant from ADM was used to resource their Playgroup and ESL class, both of which attract refugees. Through better resources, such as an advertising banner, new refugee families have joined both groups. In particular, refugee mothers are gaining confidence to speak in English, engage in the community and form new cross-cultural friendships.



Syrian Iraqi refugees enjoy a trip to Palm Beach with St Andrew’s Anglican Church Lakemba.

Majd’s* story

When I met Majd, along with his wife and young son, he had been in Australia about two weeks. I asked, “Majd, how can our church help you?” He said, “I am a forklift driver. I need to get a license to work in Australia but it is very expensive.”

With the ADM grant, Majd was able to pay for the license and undertake a course. Soon after, he found a job and started full-time work. He has bought a car, found a better unit to rent and Majd’s English is improving all the time. In January 2018, their family welcomed the arrival of a baby boy.

Majd and his family are Syrian Orthodox, yet they have become some of the familiar faces at our Bible meeting and community dinners. The ADM grant made all of this possible. – *Rev. Grant de Villiers, former Assistant Minister, Bankstown Anglican Church.*

*Name changed for privacy reasons



\$50,000

In grants



1,200

Refugees served



Sustainability

The blessing of ADM’s Endowment Trust Fund also brings great responsibility – to steward the gifts that God has entrusted to us.

Objective of the Endowment Trust Fund

ADM’s Endowment Trust Fund was created in 2009, following the sale of our hospitals and associated properties. In stewarding this fund, we aim to generate stable and reasonable returns within a moderate risk profile.

We invest with a long-term perspective to maintain the real value of capital and income. Therefore, we invest in growth assets and accept market risk, while not being speculative or hazardous.

Our portfolio seeks a balance between risk and return – reflecting the conservative environment or risk appetite of ADM, while continuing to produce the income necessary to achieve our ministry goals.

Our investments are widely diversified across various asset classes, individual fund managers and securities.



237

Number of students enrolled at Mary Andrews College



1,119

Attendees at ADM events



40

Christian women funded, trained and supported through Fellowships, The Hub, Trainees and the Annual Funding Event



6

New programs created

Summary of financial investment results (for the year ended 30 June 2018)

In FY18, the ADM Endowment Trust Fund achieved a total investment income of \$4.5 million (compared to \$2.8 million in FY17. This total comprises interest income and dividends (franked and unfranked). The major component of the increase was an unusually large distribution from a single fund, an abnormal level of distributions.

The ADM Endowment Trust Fund also included a realised capital gain of \$1.656 million on the sale of an underperforming investment (compared to a loss of \$561,000 in FY17) and unrealised capital gains of \$438,000 (compared to a gain of \$2.9 million in FY17). A significant portion of investment income and realised gains are to be reinvested in order to maintain the real capital value and the future earnings of the investment fund.

Interest income remains low due to a continuing official cash rate of 1.5 per cent. Continued uncertainty and volatility of equity markets and returns makes it difficult to predict investment returns from year to year for budgeting purposes.

Income	FY2018	FY2017
Investment Income	4,616,989	2,841,936
Fees and Other Incomes	674,164	538,527
Total Income	5,291,153	3,380,463
Realised gains/(losses)	1,655,787	(560,871)
Expenditure		
Mercy & Justice	115,970	158,548
Mental Health & Pastoral Care	218,709	132,360
Public Engagement	353,258	168,200
Annual Funding Event	41,758	72,088
Mary Andrews College	389,751	369,358
Traineeships	129,503	353,276
External Funding*	433,159	549,037
Administration and overheads	2,056,959	2,410,741
Total Expenditure	3,739,067	4,213,608
Profit/Loss for the year	3,207,873	(1,394,016)

*Includes scholarships

Our heritage

Honour her for all that her hands have done – Proverbs 31:31. ADM stands on a legacy of inspiring women – courageous pioneers who lived out the word of God in practical ways.

Our organisation was born from the vision of Rev. Mervyn and Martha Archdall, who were inspired by the work of deaconesses in Germany. They established the Church of England Deaconess Institution, known as 'Bethany', in Sydney in 1891.

The deaconesses reached out into their communities with the love of Jesus as they served in churches, hospitals, schools and children's homes. Their ministry work included teaching, encouraging, caring and training. The last deaconess was set apart in 1991, after the role of deacon was opened to women in 1989. Our deaconesses leave us a legacy of sacrificial service and ministry.

In April 2018, many of our remaining deaconesses, along with several female deacons, joined together at ADM for lunch and a time of prayer and sharing. On that day, we asked them to share their advice for the next generation of Christian women, based on their experiences in ministry.



Celebrating our deaconesses at a lunch at ADM in April 2018. Seated L-R: Deaconess Doreen Garrick, Deaconess Joan Egan, Rev. Kay Clark and Rev. Clare Percival. Standing L-R: Rev. Gillian Jones, Rev. Jacinth Myles (Chaplain for Deaconesses & Retired Female Deacons), Rev. Sandra Salmon, Rev. Kerrie Newmarch (Manager Church Engagement & Training) and Rev. Lay Kum Ho.



“

In everything, give thanks to the Lord who has called you to ministry, because the Lord is a faithful Lord, friend, teacher, provider. He cares and he will supply all your needs as you serve him faithfully and with joy.

”

Lay Kum Ho – Deaconess

“

Commit your life to Christ fully, and make sure to ask him what he wants you to do with your life. There is always something that God wants you to do that could be very special. Work hard at finding out what that is.

”

Doreen Garrick – Deaconess

“

Always be listening to what God might want you to do. Walk every day listening to his voice, reading his word and ask the Holy Spirit to guide you. The opportunity will come up at the right time. Know that God is sovereign. Trust God and he will fulfil his purpose for you.

”

Joan Egan – Deaconess

Our Inspiration

Mary Andrews is just one example of the hundreds of faithful Christian women who have made a lasting impact for God's Kingdom through ADM and who still inspire our work today.

After training at Deaconess House, Mary worked in local communities, serving the poor, the sick and those who had suffered injustice. In 1937, she followed God's call to missionary work in China, where she served for around a decade. Mary then served as the Principal of Deaconess House (which later became Mary Andrews College) from 1952 to 1975. In her time as Principal, Mary was devoted to helping women flourish with the gifts, and in the ministry contexts, that God had given them.

In speaking about her life, Mary said, "That Jesus really wants me and needs me is the wonder and strength of my life. He has met my every need and in him I am fully satisfied ..."

The measure of what you can do for
the world will be simply what you let
God do with yourself ..."



A legacy of practical and public engagement: Deaconess Mary Andrews (left) visits a family in Sydney.



Anglican Deaconess Ministries
Level 1, St Andrew's House
464-480 Kent St
Sydney NSW 2000

T: 1300 896 530

E: hello@deaconessministries.org.au

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