



SEEING WOMEN
FROM GENERATION TO GENERATION

FLOURISHING

IN KINGDOM WORK



125TH ANNUAL REPORT 2016



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PURPOSE

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



MESSAGE FROM THE **CHAIR**



For 125 years the women of this organisation have been responding faithfully to the gospel call to bring the good news to the people of Sydney.

They have done it in ways that demonstrate tenacity, creativity and courage. It is also clear that the work of the organisation has been marked by great patience, kindness, goodness and faithfulness, which points to the remarkable grace of God.

There are two pillars in this organisation: showing the love of Jesus in acts of care for the needy and marginalised; and training and equipping women in the word for ministry. In the past year the board has supported the CEO and her staff in developing a strategic plan which reflects those historic tenets and shapes the organisation to face the future with a bold investment in the equipping of women for God's good works.

You have started to see some of those plans in the significant appointments over the past year, including Margo Leach as our Director of Mercy and Justice Ministries, Dr Laurel Moffatt to Communications, and Dr Annette Pierdziwol as our Fellowships Manager. In September, the organisation will also welcome Rev. Dr Keith Condie and Sarah Condie as the Directors of the Mental Health and Pastoral Care Institute. The work of Mary Andrews College, which has been undertaken for decades and has in our most recent past been excellently led by Rev. Jackie Stoneman, continues to thrive and provide an important foundation for the theological formation of the many women that it serves.

I am grateful for the great skill and contribution of all the board members. We have farewelled and thanked Wendy Colquhoun for her 10 years of service on the board and have welcomed Libby Janssen.

Each board member has contributed significantly to the transition of the organisation and the development of the strategic plan. They have provided careful and strong governance in a time of change and challenge and I thank them for their service.

God has kindly sustained this organisation over the past 125 years as we have explored, responded and sought to answer the question that the Institution asked in its first publication in 1894: *'How should we utilise the God-given endowments of women for the good of the human family?'*

We are now at the gateway of a third phase of this ministry. The future will see both caring and training brought together, under God, in ways that will continue to be innovative, creative and faithful. It will be done with great courage and compassion and it will reach this city, nation and region.

We stand on the shoulders of many remarkable women who have diligently and faithfully provided the foundation for this work to continue. Please pray for the board and staff as we lead this organisation forward.

Yours sincerely,

Gillian Davidson



MESSAGE FROM OUR **CEO**



*Welcome to ADM's
Annual Report for
a special 125th
Anniversary edition.*

Have you longed to see women raised up, formed in Christ and taking their place at the centre of God's work in building his Kingdom? That is what we long for at ADM, and we want to invite you to join in this work.

In our 125th year at ADM, our mission is the same as it has always been: to raise up women with theological formation for practical and public engagement. Put simply, what we want to see is women, from generation to generation, flourishing in Kingdom work. We believe this is achieved through prayer and by working with God.

At our 125th Anniversary Service of Thanksgiving in June, I reflected on one of the central ideas in the Book of Hebrews that the work God sets before us is not to be run by individuals alone. Rather, the race that God has marked out for us is a relay race. We pass the baton on, faithfully, from generation to generation.

Just like the athletes who exchange the baton in a relay, ADM has been in the 'transition zone' this year, as we've celebrated faithful work in our past, and looked ahead to the future.

It has been a year since I joined ADM and I wish to record my deep gratitude to the whole ADM team for their commitment to our work. With courage, ADM has clarified its identity, purpose, and focus in ministry in this next era.

We think about our work at ADM as creating a garden in the city – a place for the good of the city that cultivates what God has established, so that women flourish. I'm delighted to be serving ADM at this point in her history because we have the opportunity to work with God who is the head gardener, to renew our ministry programs and to establish new ministries to see women flourish, from generation to generation.

Yours sincerely,

A handwritten signature in black ink that reads "Kate Harrison Brennan". The signature is fluid and cursive, with a long horizontal line extending from the end.

Dr Kate Harrison Brennan



OUR BOARD OF **DIRECTORS**

ADM is governed by a Board of ten Directors, highly committed to our mission. The Board has five committees: Grants; Scholarships; Constitutional Review; Investment; and Audit.



GILLIAN DAVIDSON

Solicitor

BA LLB GAICD

Director since 9 September 2003

Chair since 3 June 2004

Chair of the Board

Constitutional Review Committee

Grants Committee



REV. JAN DONOHOO

Minister of Religion

BTh

Director since 18 June 2015

Constitutional Review Committee



JULIANNE JONES

Midwife

Grad DipMid DipSc

Director since 4 April 2013

Grants Committee



JOHN COLLINS

Solicitor

BAppSc (Physio) MPH

Director since 11 August 2005

Constitutional Review Committee



ELIZABETH JANSSEN

Lay Women's Worker

BAppSc (Physio) MPH

Director since 17 March 2016



STEVEN KRYGER

Events Manager

BA

Director since 18 June 2015



ROBERT LEE
Non-Executive Director
MBA BSc
Director since 4 April 2013
Chair of the Audit Committee
Investment Committee



NERIDA PEART
Ministry
MDiv BMedia LLB
Director since 11 November 2010
Chair of the Scholarships Committee



WENDY COLQUHOUN
Retired Director 2016
MPhil BA (Hons) Dip Tchg Thl
Director since 7 October 2005
Resigned 29 February 2016



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



REV. PHIL WHEELER
Minister of Religion
MA BTh BE (Civil)
Director since 2 May 2006
Chair of the Grants Committee

OUR LEADERSHIP



In 2016, our leadership team grew significantly, and we look forward to welcoming further members in the near future.



MARGO LEACH
Director of Mercy
& Justice Ministries

JEN BARKER
Communications
Manager
(to June 2016)

**DR ANNETTE
PIERDZIWOL**
Fellowships
Manager

**DR KATE
HARRISON
BRENNAN**
CEO



**DR LAUREL
MOFFATT**
Strategic
Communications
Advisor

KEN BREAKSPEAR
Director of Operations
& Company Secretary

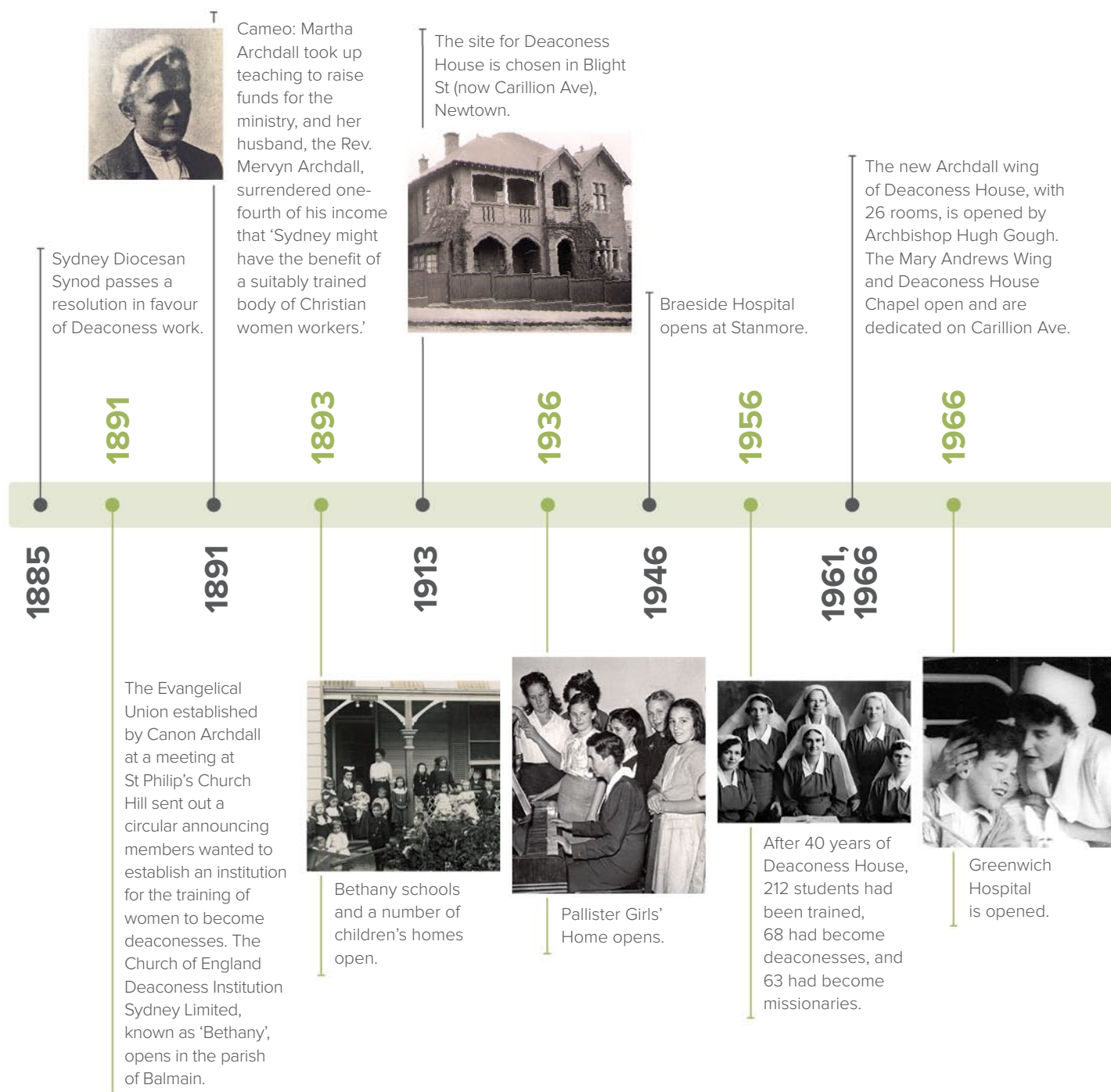
**REV. JACKIE
STONEMAN**
Director of Studies,
Mary Andrews College

**REV. JACINTH
MYLES**
Chaplain to the
Deaconesses and
Retired Deacons

JODY HARRISON
Office Manager

KEY ERAS OF OUR HISTORY

For 125 years, our work has responded to context and need, but we have had an enduring underlying mission: to raise up women with theological formation for practical and public engagement.





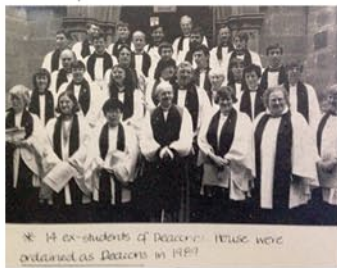
General Synod recognition is given to the Order of Deaconesses by the passing of a canon.

1969

1978

Hilsyde Lodge at Camden, a holiday home for women, is opened.

First women ordained as deacons in the Sydney Diocese.



1989

1990



Diploma of Ministry introduced.

Deaconess House becomes Mary Andrews College.

1997

2008

Sale of what had become Hope Healthcare Properties, and formation of endowment. Multi-year grants made to Moore Theological College to establish a Women's Ministry Centre.

Grants and Scholarships are given.

2009

2010



ADM and Mary Andrews College moved to the Sydney CBD.

ADM Celebrates 125th Anniversary.



2016





125TH ANNIVERSARY



HOW DO YOU CELEBRATE 125 YEARS OF MINISTRY?

Deaconesses from far and wide traveled to St Philip's to sing praises to God, and to enjoy High Tea.

"The question that the Institution expressed in its first publication in 1894 was:

How should we utilise the God given endowments of women for the good of the human family?

How kind is God that he has sustained this organisation from humble beginnings in the face of opposition for 125 years where it is possible that we are continuing to review and ask this question today.

From its very beginning the Institution of the Deaconesses responded to need in ways that were strategic, innovative and agile."

– GILLIAN DAVIDSON
Chair of the ADM Board

"I grew up with a number of women who impacted my life. One was Deaconess Bonnie Jones – a friend of my mother. Bonnie showed love and care to the people she met. Her whole life was centred on serving Jesus in the particular contexts that God opened up for her. Bonnie didn't blow any trumpets about it but she just quietly got on with the task. Her witness had an impact on me and I'm sure on many others.

From a young age there was a stirring in my heart for ministry.

When I was 8 years old, back in 1962, I would line up my dolls and preach to them. I would also read the 1662 prayer book to them. I always wondered why they looked so bored. As I grew older there was a passage of scripture that became my life verse. It is from Isaiah 50:4 "The sovereign Lord has given me a well instructed tongue, to know the word that sustains the weary. He wakens me morning by morning, wakens my ear to listen like one being instructed."

– REV. JACKIE STONEMAN
Director of Studies,
Mary Andrews College





"In those early years women were not encouraged to train and initially it was a struggle to find parish placements for them."

Deaconess Andrews' catch call was 'A Deaconess in every Parish.'

She was the clarion call to Christian women, to study and to be equipped to serve the churches as deaconesses. Under Deaconess Andrews' leadership the College grew structurally, with new buildings added, and theologically, as female students took up their place in Moore College."

– ARCHDEACON
NARELLE JARRETT
Former Principal of
Mary Andrews College



"There were some amusing incidents in College life."

All told, it was an enriching experience of learning, growing and developing relationships that I look back on with fondness and thanksgiving. Some friendships are ongoing.

My training at Deaconess House prepared me for serving in five Sydney parishes and later on, after further training in Clinical Pastoral Education, to minister in three Sydney hospitals. I retired in 2001 after being in ministry for 33 years in the Sydney Diocese.

I praise and thank God for the privilege of serving Him over the years."

– DEACONESS PATTIE MUTTON





FUTURE

"It is not just for the next generation to receive and follow tradition, but for the previous generation to transmit it."

Oliver O'Donovan writes, 'The claim of tradition is not the claim of the past over the present, but the claim of the present to that continuity with the past which enables common action to be conceived and executed.'

We claim continuity with the past, not only with ADM, but with God's bigger work in history, and this fellowship enables us to take common action.

The letter to the Hebrews makes clear that when God marks out work for us, when he marks out a race, it is not the race of a single person, but a relay, from generation to generation.

For the race to be run, the runners have to keep their eyes fixed on Jesus, run their leg of the race with patience, imitating those who have gone before, and pass the baton on.

As we lead into the future at ADM, we carry on the baton of work and we imitate your virtues so that common action can be conceived and executed."

— DR KATE HARRISON BRENNAN
CEO at ADM's 125th Anniversary
Service of Thanksgiving



Thank you to the daughters of ADM Board Members, who joined our CEO for this photograph.



HOW CAN WE HELP HER **FLOURISH?**

I love to learn. But it's not easy to balance study with the rest of my life. I want to find a way to take some practical and relevant ministry training classes that really work for me and that will help me serve.

– SUE



PLANTING A GARDEN IN THE CITY



We're trying to create something new at ADM. Here's how we like to think about it.

Imagine a garden. It's filled with plants and paths and lakes. There are parts that are always lit up by the sun, and parts hidden behind boulders and brambles. Now imagine walking through the garden. You see all different kinds of plants. There are flowers and vines and trees. Leaves break under your feet. And you notice other people in the garden. Children are playing softball on the grass, and a theatre group is setting up a stage for their evening performance. And then you look up and see that the garden is in the middle of a city. It's integral to the health and the life of the city. People pour into the garden for relief and inspiration. That's what we want to create at ADM.

God is the Head Gardener. It is His creation, and we're His gardeners, trying to cultivate what He's established and is renewing in Christ. Here is what we are creating opportunities for in the garden....

A handwritten signature in black ink that reads "Kate Harrison Brennan".

— DR KATE HARRISON BRENNAN
CEO





Form

THEOLOGICAL FORMATION

We reorient people to Christ
for theological formation



Make

PUBLIC ENGAGEMENT

We awaken people to their creative
capacity and enable Christians,
particularly women, to make culture



Do

MERCY & JUSTICE

We do justice and mercy,
tackling poverty for women
and children



MARY ANDREWS COLLEGE

MARY ANDREWS COLLEGE IS ONE OF THE AFFILIATED COLLEGES OF THE AUSTRALIAN COLLEGE OF THEOLOGY.

STUDENT AND UNIT ENROLMENTS

In 2015, we had 243 students studying 342 units.

In 2014, we had 193 students studying 261 units.

Back in 2009, we had 119 students studying 158 units, so we have increased our student enrolments and unit enrolments by over 100%, since 2009.

Semester & Year	No. of units studied
S2 2008	72
S1 2009	124
S2 2015	188
S1 2016	309

STUDENTS WHO GRADUATED 2016

Diploma and Advanced Diploma:

- Jackie Bonham DipThP1
- Gabrielle Denniss DipMinP1
- Caroline Maisano DipTh/DipMinP1
- Lynette Marshall DipMinP1

Certificate in Theology

- Leigh Callaghan CertTheol
- Lai Chiu Dawson CertTheol
- Robyn Williams CertTheol

Mary Andrews Prize recipient for 2015

- Karen Ray with 99% (HD) for OT208 (Psalms and Ezra)

Lai Chiu Dawson and Robyn Williams also received the ACT F.A. Walton Prize for the highest overall Certificate in Theology mark for all of the ACT Colleges. This is the third year in a row that Mary Andrews College students have won this award.

FACULTY AND STAFF

- Jan Corbett-Jones joined the faculty to teach Understanding Grief and to be part of the team teaching Practical Pastoral Care. Jan is a previous graduate of the College and brings rich pastoral experience in hospital chaplaincy and in training of people for chaplaincy roles.

- Rev. Kerrie Newmarch joined the faculty as the Manager of Ministry Training programmes. Kerrie brings many years of experience teaching and training as well as pastoral skills.

- Kim Robinson has joined the staff one day a week as the College Librarian and comes with enormous experience from being librarian at Moore Theological College.

- Marge Mills was ordained on 13 February as a deacon and is licensed to Mary Andrews College. Marge is a valued member of our faculty and we congratulate her on her ordination.

- Louise Gosbell was awarded her Doctorate in Ancient History. She has since had her PhD accepted for publication and has just heard that she has been offered a senior research associate role as a collaborative project between the Ancient Cultures Research Centre and the Department of Cognitive Science at Macquarie. It also means that she will be able to continue lecturing at Mary Andrews College.

- Lisa Champion has just graduated with her Masters in Counselling from Excelsia College and also received the Masters Achievement award by the Counselling Faculty. Lisa now begins work on her Doctorate in Counselling.

- Di Morgan was awarded the Graduate Certificate in Supervision (Pastoral) through St Mark's College, Canberra.

- We farewellled Robyn Powell as Development Officer, in the second half of 2015. We are very grateful for all the skills that Robyn brought to promoting the College.

NEW COURSES

We have now added the 8 unit Diploma of Christian Studies to our suite of courses that are offered through the Australian College of Theology.

This course can be completed in one year of full-time study, or over a number of years part-time. It has proved to be a very popular option with many of our trainees.

We also offer a new Diploma unit in Biblical Theology. This helps people look at the great themes of the Bible and see how God's great plan of salvation fits together.

CREATE AND REFRESH WEEKENDS

These weekends have been an innovation for Mary Andrews College.

The idea is for small groups of people to have the opportunity to go away for a weekend to be refreshed in God's Word, to slow down and enjoy His creation, and to have time to do creative activities. We have run two weekends so far, with extremely positive feedback.



TRAINEESHIPS

ADM and Mary Andrews College have now awarded a total of 24 traineeships to women.

ADM funding provides for a full scholarship for a Certificate or Diploma course at the College, and a stipend for up to two days per week at a partner Church or Christian organisation.



Mary Andrews College Director of Studies, Rev. Jackie Stoneman, and Members of Faculty

- **Jan Dower**
St Mark's Anglican Church Sadlier
- **Jane Jones**
Rosemeadow Anglican Church
- **Yvette Torr**
Shellharbour City Anglican Church
- **Katrina Smith**
St Mark's Anglican Church Sadlier
- **Kathryn Brennan**
St Peter's Anglican Church Seven Hills
- **Michelle Lim**
Riverwood/Punchbowl Anglican Church with MentAC
- **Joanne Fitzpatrick**
Anglicare/Chatswood Anglican Church
- **Linda Thomson**
Dapto Anglican Church

- **Ruth Lee**
West Wollongong Anglican Church
- **Maxine Lean**
West Ryde Anglican Church
- **Kathryn McIntosh**
Mittagong Anglican Church
- **Tracey Jones**
Holy Trinity Anglican Church Wentworth Falls
- **Samanthi Weeratunga**
Church at the Peak
- **Rosemarie Driver**
Anglicare
- **Nada Appleby**
Port Kembla & Warrawong Anglican Church
- **Marguerite Robson**
Shellharbour City Church

- **Annemarie Rivers**
St Matthews Anglican Church Ashbury
- **Kathy Powell**
St Hilda's Anglican Church Katoomba
- **Linda Greenwood**
Oatley Anglican Church
- **Carol Blanchard**
St Peter's Anglican Church Campbelltown
- **Rachel Jee**
St Aidan's Hurstville Grove Church
- **Fiona Taylor**
Village Church Annandale
- **Alison Thursby**
St Matthew's Anglican Church West Pymble
- **Liz Walker**
St Mark's Anglican Church South Hurstville

QUOTES

Create and Refresh Weekend

"Thank you for giving us this opportunity to take a break from busy-ness, routine, the struggles of life, and to recalibrate our lives... The opportunity to meet with so many wonderful, honest and caring women and share the love of Jesus and the journey of life was immeasurably valuable."

Courses

"A 'BIG' thank you to you for providing a great place for ladies to study. I have always found MAC to be encouraging and a great place to study God's word. All the assignments and presentations have been challenging, however I have learned so much, and I feel like I am not the same person I was before I started at MAC."





HOW CAN WE HELP HER **FLOURISH?**

I want to create something good with the gifts God has given me. I know God wants me to be a part of the way he is redeeming his creation. But I need a place to start. I want to find some friends to help me foster my ideas, people to learn from, and a quiet but fun place where I can be supported as I create.

— EMILY



OUR NEW MINISTRY PROGRAMS

THE HUB

ADM has been the home of pioneering Christian women for the past 125 years.

Today, there are a number of organisations and initiatives led by pioneering Christian women. Organisationally, they face a number of challenges, some of which are similar in nature. In response to these challenges, we created The Hub.

When Christian women are compelled by their faith to act, and lead an organisation or initiative to bring about gospel-centred renewal, they need Christian community that extends beyond their own Church. It is in this broader community that further opportunities for Christian formation appear, and in this fellowship, the opportunities to establish a distinctly Christian approach to work.

However, there simply are not enough hours in the day for any one person to start an organisation *and* build a broader Christian community in which to practise that work. By creating a community and providing the space to meet and work, as well as a seminar program, introductions, and networking opportunities, ADM hopes to support Christian women as they seek to do Christ's work in the world.

PARTNERSHIP WITH SEED

ADM was pleased to announce a new partnership between The Hub and Seed.

Seed (seed.org.au) was established in the same year as The Hub. Founder John Beckett and his team asked: What might it look like if faith were embodied beyond the more traditionally accepted sectors for Christian work? ADM has partnered with Seed to deliver the incubator program for Christian women within The Hub.

The program will provide opportunities for formation and training, while also incubating the real initiatives of those involved. Seed's curriculum will help those selected to:

- Discover (or rediscover) God's purposes for the world, and get clarity about how their own purpose aligns with God's purpose;
- Imagine a new future for their particular community, workplace or culture that is more aligned with God's purposes;
- Design a product, service or strategy for change that aligns with God's purposes and leads toward the new future; and
- Create their product, service or strategy and turn it into reality.

The Class of 2016 commenced in mid-July and will take part in a year long program, beginning with an intensive. Members of The Hub will also have the opportunity to share their idea or initiative with a wider audience at a showcase event, and to pitch for further funding.



THE FOUNDING COHORT

*Four women were selected as members of the Founding Cohort of The Hub at ADM, and began in November 2015. Their endeavours allign with ADM's three key areas of ministry: **Form** (theological formation), **Do** (mercy and justice), and **Make** (public engagement).*



HELEN KIM

Executive Director of
Ministry, Hope for Sydney

Hope for Sydney mobilises
gospel-influenced hearts
for neighbours in need.

*Helen is part of Church Hill
Anglican, Sydney.*



JESSICA SMITH

Operations Director,
Common Grace

Common Grace is a new
online movement of people
passionate about Jesus and
justice seeking to overflow
in generous words and
action in the world.

*Jessica is the Executive
Pastor at St George's
Anglican Church Paddington.*



JEN BARKER

Founder, Fixing Her Eyes

Fixing Her Eyes is a site for
Australian women who want
to learn more about Jesus.

*Jen is part of St Paul's
Anglican Church, Castle Hill.*



DR MEL FUNG

Founder and Ministry
Planter, Jesus Club

Jesus Club is a ministry that
aims to make Christ known
to adults with intellectual
disabilities by teaching the
good news about Jesus
and genuine friendship.

*Mel is part of Naremburn
Asian Australian Church
(Naremburn-Cammeray
Anglican Church).*

The Founding Cohort were provided with co-working space at ADM, and met together with ADM's CEO for a core session each week for six months. The core sessions focused on theological formation in community, refinement of core skills for high performance leadership, and development of the pitch. In the final weeks of the program, guest speakers hosted seminars for the group.



HOW CAN WE HELP HER **FLOURISH?**

*I don't like it when teachers tell me to be quiet!
I want to be loud. I want to imagine big things
and speak up for God and take giant steps
in the world.*

– OLIVIA



OUR RENEWED GRANTS PROGRAM



During 2016, ADM reviewed its Grants Program that began in 2009, after the endowment was established.

The decision was taken to invest directly through ADM's programs into theological formation, mercy and justice ministries and public engagement – to enable women to form, make and do. The Grants Program was then renewed to extend opportunities, aligned with these areas of ADM's ministry, further into the community.

The flagship of our renewed grants program will be an Annual Funding Event to be held in September 2016. In addition, a small and micro grants program has been established as part of ADM's contribution to the Diocese of Sydney's joint response to Syrian Refugees. Once in operation, Sydney Anglican Churches will be able to apply for small and micro grants to implement priority programs identified by the Anglican Agencies, that will bring relief to Syrian refugees in Australia.

During the transition to the renewed grants program, members of the Founding Cohort of The Hub were also able to apply for small grants for their organisations. The following grants were awarded:

MEL FUNG

Founder, Jesus Club, Leader Development Project



Jesus Club aims to make Jesus Christ known to people with intellectual disabilities by preaching the Gospel and loving friendship, in partnership with local churches. This grant supports the work of a skilled curriculum writer to develop a curriculum for ongoing training of Jesus Club leaders.

JESSICA SMITH

Operations Director, Common Grace, Family & Domestic Violence Response



Common Grace is now an online community of over 20,000 Christians identifying as passionate about Jesus and justice. This grant supports the development of a web resource portal through the employment of a researcher to assist in bringing together the latest research and work of various secular and Christian sources on responding to family & domestic violence, particularly as churches.

HELEN KIM

Executive Director of Ministry, Hope for Sydney, Don't Walk By Project



Hope for Sydney works to foster charitable, gospel-inspired service to our neighbours who are marginalised or in need. This collaborative project with local churches plans to provide training for volunteers who deliver relevant information resources to homeless people in Sydney to assist them out of homelessness.





SCHOLARSHIP RECIPIENTS

- **Anna Grummitt**
Cornhill Scholarship (ongoing two-year program)
- **Rebekah Earnshaw**
Special Award and Travel Scholarship
- **Natasha Small**
Margaret Rodgers Scholarship
- **Sarah Kinstead**
Rev. Maureen Cripps Ministry Development Award
- **Elizabeth Maher**
Maude Ashe Scholarship
- **Alison Courtney**
Rev. Maureen Cripps Ministry Development Award
- **Stephanie Judd**
Archdall Preaching Bursary
- **Danielle Treweek**
Travel Scholarship
- **Beth Webb**
Margaret Rodgers Scholarship
- **Wendy Whale**
Narelle Jarrett Bursary
- **Gillian Firth**
Anna Pallister Scholarship
- **Suzie Ray**
Joan Hartley Scholarship
- **Ruth Lukabyo**
Rev. Maureen Cripps Ministry Development Award
- **Sharon Wood**
Rev. Maureen Cripps Ministry Development Award

GRANTS MADE IN 2015-2016, AND ONGOING GRANTS

- **CMS NSW**
Support for cross-cultural ministry trainee
- **George's River Regional Council**
Cross-cultural ministry trainer
- **Gawura School**
Ongoing fees for two Indigenous primary students
- **Munguishi Bible College, Tanzania**
Ministry Wives Program
- **Mel Fung, WeBelong**
Jesus Club ongoing program development
- **Rev. Carl Matthei, Campus Bible Study**
Employment of senior women's minister, Rev. Alison Napier
- **Rev. David Peterson, Liberty Christian Ministries**
Operating costs
- **Alejandra Araya**
Course fees for further study by Chilean women's ministry trainee
- **The Geneva Push**
Employment of a part-time coaching coordinator for church-planting wives
- **Diocese of Northern Territory (Bp Greg Anderson)**
Employment of Ruth Brigden to work with emerging Indigenous women leaders
- **Kate Bradford and Rev. Mamie Long**
Publication of a handbook for people working one-on-one with those in crisis
- **Overseas Council of Australia**
Support for PNG woman completing MTh at the Christian Leaders training College (PNG)





HOW CAN WE HELP HER **FLOURISH?**

My Mum tells me that when we get to Sydney we will finally be safe, and I can go back to a real school. It will be a long way from Syria, but I hope I can make friends.

– AMIRA

SUSTAINABILITY

HOW CAN WE STEWARD THE ENDOWMENT SO THAT WOMEN FLOURISH IN KINGDOM WORK?

“Under God’s sovereignty, strength and guidance, ADM’s endowment fund produces the financial resources to equip our ministries, while preserving the capital for future generations.”

– SARAH MATTHEWS
Director, and Chair of the Investment Committee

OBJECTIVE OF THE ENDOWMENT FUND

We systematically construct a portfolio that reaches a balance between risk and return - recalling the conservative environment or risk appetite of ADM, while continuing to produce the income necessary for achieving our goals.

Practically, this means the Investment Committee chooses a group of investments that are widely diversified, thereby reducing risk, adjusted to provide some protection from inflation, and weighted to provide enough liquidity to fulfil our obligations. So our aim is to generate stable and reasonable returns, while taking moderate risk. We remember everything ultimately belongs to God and it’s our responsibility to be good stewards of our financial resources.

HOW DOES THE ENDOWMENT FUND WORK?

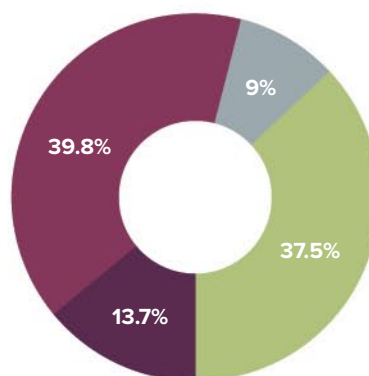
ADM’s Endowment Fund was created by the sale of its hospitals to HammondCare in 2008. This lump sum was reassembled into an investment portfolio comprising the three main asset classes: cash, fixed interest, and equities. These result in asset appreciation or depreciation of varying degrees and produce revenue in the shape of dividends (both franked and unfranked), as well as interest. The asset appreciation helps to preserve the inflation adjusted value of ADM’s Endowment Fund and the revenue equips the day-to-day running of our various ministries.

SUMMARY OF FINANCIAL RESULTS (FOR THE YEAR ENDED 30 JUNE 2016)

Total revenue of \$2.4 million comprised interest income, dividends franked and unfranked, and realised and unrealised capital gains/(losses) of \$(1.8 million) for the year ending 30 June 2016 (compared to a capital gain of \$1.3 million for 2015). Interest income declined because of the downward pressure of the Reserve Bank of Australia (RBA), reducing the official cash rate from 2.00% to 1.5%.

The slow rate of growth in the economy overall has resulted in reduced dividend income and capital losses as we transition from a resources-driven economy, to an economy with rapid change and disruptive digital businesses. Given inflation is expected to remain well below the target range of the RBA well into 2018 most economists are anticipating a recalibration of the new ‘normal return’ to a lower, more sustainable return.

PORTFOLIO DIVERSIFICATION



Defensive Assets

- **Asset Class:** Cash
Benchmark: UBS Aust Bank Bill
Amount: \$7,484,000
- **Asset Class:** Fixed Interest
Benchmark: UBS Composite Index
Amount: \$21,730,000

Growth Assets

- **Asset Class:** International equities
Benchmark: MSCI ACWI Index
Amount: \$4,905,000
- **Asset Class:** Australian equities
Benchmark: ASX 200 Accumulation
Amount: \$20,525,000

WOMEN FLOURISHING IN **KINGDOM WORK**

We want to see women in many different contexts flourishing in three ways:



OUR FIRST ANNUAL FUNDING EVENT



adm
ANNUAL
FUNDING
EVENT 2016

FOR 125 YEARS, ADM HAS ASKED THE QUESTION:
**HOW CAN WOMEN USE THEIR GOD-GIVEN GIFTS
FOR THE GOOD OF THE WORLD?**

We know that Christian women are leading organisations and initiatives, or have ideas to use their gifts. So, this year we reviewed our grants program and decided to establish an Annual Funding Event for Christian women.

We invite Christian women to apply to pitch to a panel and the ADM community on the day, if they're developing a ministry, running a project that brings mercy and justice, starting a company that brings good into the world, or creating an arts initiative.

**THERE WILL BE FOUR
STREAMS FOR PITCHES
ON THE DAY:**

- Ministry & Mission
- Mercy & Justice
- For-Profit business
- Arts Initiatives.

Awards will be made at the end of the day in an awards ceremony. First place will be awarded **\$25,000**, the best pitches in the three remaining categories will be awarded **\$7,000** each, and the People's Choice will be awarded **\$4,000**. We hope the connections made amongst the community gathered on the day will provide further support and resources to women engaged in creative Kingdom work.

Information on how to apply to pitch, and how to attend on the day as part of the audience, is available on our website: www.deaconessministries.org.au

WITH THANKS TO

- Tim Smartt
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- Hugh Stewart

STAY CONNECTED

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DISCLAIMER

The persons shown in photographs on pages 15, 20, 25, and 28 are stock photography models and are not affiliated with Anglican Deaconess Ministries.

