



ANNUAL REPORT

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Letter from Chair of Church Council

Greetings Brothers and Sisters,

As you read through the pages of our 2025 Annual Report, my prayer is that you will be encouraged and filled with gratitude for the way God continues to be at work in and through NewHope. We are a thriving, faith-filled community, and it is a joy to reflect on another year of faithful service, perseverance, and God's guidance.

2025 has been a particularly significant one in the life of our church as we continued our senior pastor succession journey. A major milestone was reached in April, when we gathered for a Special Members' Meeting and, with great unity and clarity, affirmed and approved Andrew Sercombe as our next Senior Pastor. This was a deeply important moment for NewHope, marking both a culmination of prayerful discernment and the beginning of a new season of leadership.

One of the most encouraging aspects of 2025 has been the unity that has characterised our succession journey. Across members, staff, leaders, and council, we have experienced a shared sense of trust in God and in one another. This unity has been a powerful testimony and a great source of encouragement to the Church Council as we have sought to serve faithfully. The words of Hebrews 12:1 have been especially meaningful in this season: "... let us run with perseverance the race marked out for us." Much of the work of the council in 2025 has reflected this call—steady, prayerful, and focused on the long-term flourishing of NewHope.

During 2025 we also had the immense privilege of celebrating and giving thanks for Allan Demond's ministry. Together with Janet and their children, Allan faithfully served NewHope for 30 years, leaving a legacy that has profoundly shaped our church community. The celebration events held throughout the year were a fitting expression of our gratitude, love, and honour for all that Allan has poured into this church. We thank God for his leadership, faithfulness, and obedience to God's call over so many years.

In the latter half of 2025, the Church Council, staff, and leadership team focused on preparing the way for our incoming Senior Pastor and the positive change that this new season will bring. This time of preparation has been marked by prayer, careful planning, and a shared sense of expectation. As we look ahead, we do so with hopeful anticipation for what God has in store for NewHope in 2026 and beyond.

On behalf of the Church Council, thank you for your continued prayer, support, and faithful commitment to NewHope Baptist. It is a privilege to serve such a generous, engaged, and Christ-centred community. May we continue to run the race before us together, trusting in God's leading and giving Him all the glory.

God bless,
Tristan Ellett

Letter from Acting Senior Pastors

It was both a pleasure and a genuine privilege to lead NewHope during the interim season of 2025. Stepping into this shared responsibility was not something we took lightly. As a team, we were stretched in new ways pastorally, organisationally, and spiritually, as we sought to care well for the congregation, support and lead our staff, and steward important relationships with key stakeholders beyond NewHope.

Thank you for entrusting us with this role. Your encouragement, prayers, and willingness to be involved made a significant difference. While the season brought real challenges and increased demands as we balanced our existing roles with the senior leadership responsibilities, we consistently sensed God's kindness and enabling. He supplied wisdom where it was needed, and strength for the work at hand.

What might have felt like a season of simply 'holding the fort' became something much richer. Rather than pausing in uncertainty, we witnessed God continuing to move among us. Ministries continued to serve faithfully and faith continued to grow and deepen. There was a growing hunger for prayer and a renewed attentiveness to the Spirit's leading. We saw people come to faith, others recommit their lives to Christ, and many take quiet but significant steps of obedience.

Interim seasons can often feel fragile, yet we experienced a steadying grace. Together, we learned again that the church does not depend on one person or team, but on Christ, who is faithful to build His church. We are grateful for the kindness, resilience, and generosity that marked this period, and for the many volunteers and staff who carried additional weight with humility and joy.

By the grace of God, we find ourselves in a healthy and hopeful place as we enter a new chapter. We are thankful for the foundations strengthened in this interim period and excited for what lies ahead. With confidence in God's ongoing faithfulness, we look forward to all He will continue to do in and through NewHope in the coming season.

Lance Blythe, Sally Agostino and Surette Southwood

Letter from Finance Director

As we reflect on 2025, I am deeply grateful for the privilege of serving as Finance Director and supporting the life and ministries of our NewHope community. This has been a significant and meaningful year for our church family.

Financial Overview

Throughout 2025, we remained humbled and encouraged by the continued generosity of our NewHope family. Your giving has sustained our ministries during this important period of transition, ensuring that our worship, global mission, Community Care, and discipleship activities have continued strongly.

As in previous years, the Finance Team regularly communicated financial updates through NewHope News and Worship Services, helping the congregation track our progress toward our giving targets and understand the financial needs of our ministry areas.

NewHope Fund	2025 Budget	2025 Target	2025 Actual	% of '25 Target
Local (Ministry)	\$1,865,888	\$2,081,888	\$1,962,262	94%
Global (Mission)	\$84,696	\$88,196	\$101,411	115%
Tax Deductible	\$695,007	\$695,007	\$650,987	94%
TOTAL	\$2,762,891	\$2,865,091	\$2,714,660	95%

Key Insights

Local Ministry giving finished just below target at 94%, yet we remain grateful for the consistent support shown during a significant year of change.

Global Mission giving again exceeded expectations at 115%, enabling us to fully support our mission partners and respond to additional needs through special projects and emergency initiatives.

Tax-deductible giving came in slightly below target at 94%, but continues to provide vital funding for NewHope Community Care and other approved charitable programs.

As in previous years, we carefully monitored cash flow, managed loan repayments responsibly, and ensured strong financial governance across all NewHope entities.

Financial Stewardship & Governance

The Finance Team has continued to produce monthly reports for the Church Council covering all operational income and expenditure, cash flow, loan balances, and the financial position of each NewHope entity. We remain committed to transparency, accuracy, and responsible stewardship of the resources entrusted to us.

The full 2025 financial statements will once again be audited by RDL Accountants and presented to members at the AGM in 2026, following the pattern established in prior years. Detailed statements will also be made available through the church office upon request.

Looking Ahead to 2026

As we prepare to welcome Andrew & Megan Sercombe and family and honour the legacy of the Demond family, we do so with a sense of faith and anticipation. We are confident that God will continue to guide NewHope into a new chapter of renewal and mission.

On behalf of the Finance Team, thank you for your ongoing generosity, your prayers, and your commitment to the mission of NewHope. Your giving directly empowers the transformational work God is doing in and through this community.

Baptisms & Membership

Total Members on 31 Dec 2024 (as advised to BUV): 745

Changes during 2025

Additions to Membership Roll

Baptisms: 43

Transfers In: 22

Profession: 4

Other: 3

Reductions to Membership Roll

Transfers Out: 1

Resigned: 2

Reserve Roll: 64

Deaths: 5

Total Members on 31 December 2025: 745



Worship



2025 was a fantastic year in worship ministry. We are so blessed with a wealth of talent who are so willing to serve our community every week. 2025 was filled with some wonderful and special services throughout the year like our Country & Western Christmas services and some particularly powerful services over the Easter period at our Communion Thursday service, the reflective Good Friday morning service, and the joyful and vibrant Easter Sunday services.


One of the outstanding highlights from 2025 was the combined worship event 'The Longest Night', a night of unceasing worship beginning at sunset at 5:08pm and continued all throughout the night until sunrise at 7:34am. The event this year was particularly special as we partnered with our friends from St. Alfreds and One Church who hosted the event. This was a greatly encouraging time spent in community before the Lord. Worship teams from the three churches did a wonderful job engaging throughout the whole night without stopping and many people from our three churches and more came along and were deeply blessed. We always look forward to any opportunity to serve and worship with the other local churches.

Throughout 2025 the worship team has been able to support numerous external ministry initiatives. We were once again able to send a worship team to the CYC Equip camp, which is a fantastic leadership development camp for young adults, we were also able to use this as a time of development and training for some of those serving on our worship and production teams. We've also had many of our team serving in various capacities at other events across the country such as State Youth Games and FUSE Youth Camp in Queensland.

We've also continued to see a healthy and thriving youth band who serve the youth ministry so well throughout the year. The younger generations seem to be getting more and more talented every year.

Last but not least, another great highlight of 2025 was the release of NewHope Worship's 'There's A Cross' live album which was released in May. The feedback from our church family has been overwhelmingly positive. On Spotify the songs have received over 17,000 streams. Our thanks go out to all that had a hand in bringing this project together.


NewHope Worship



There's A Cross

**LISTEN TO
THE ALBUM**

Tap to view or
scan the QR code.



Prayer

Prayer has truly been an engine room for all that unfolded in 2025 at NewHope. In a year marked by change and transition, the steady, faithful rhythm of prayer anchored us. It was not simply something we did; it became who we are becoming.

One of the most encouraging signs of God's work among us has been the increase in both the number of prayer gatherings and the participation within them. In a season that could easily have led to uncertainty or hesitation, people instead leaned in with hunger, faith, and expectancy. There has been a noticeable deepening: a greater passion to seek God's presence, a willingness to wait on Him, and a growing confidence to bring both our gratitude and our needs before Him.

The impact of this renewed appetite for prayer has gently but unmistakably flowed into every part of church life, shaping our Sunday services, strengthening our congregation, and touching families and individuals beyond the walls of the church. We praise God for stirring in us a fresh desire to depend on Him, and for the unity that comes when we gather around His throne together.

Prayer continues to be woven through the life of our community: in gatherings before Sunday services, in midweek in-person meetings, and online each Wednesday evening. Each context offers a different expression of the same heart, to seek God first and to entrust ourselves and our future to Him.

Under the faithful guidance of Jen Pittendrigh, the prayer team has once again re-engaged in offering prayer after services. This has been a profound gift. A team of compassionate and Spirit-led members have ministered to our congregation with gentleness, wisdom, and courage. Many have experienced comfort, clarity, and reassurance through these moments of personal prayer, reminding us that God meets us intimately and lovingly.

Prayer and worship nights saw a multi-generational gathering of those hungry for more of God. The sense of worship and connection was strong, and people were ministered to in profound ways.

Prayer ministry also continues under the careful and discerning leadership of Lynette Martonyi and her team. This ministry extends both within and beyond NewHope, with team members serving faithfully in sessions focused on prayer ministry and healing. Their commitment to walking patiently with individuals seeking restoration, freedom, and deeper encounters with God is a quiet but powerful testimony to the Spirit's ongoing work among us.

As we look ahead, we do so with gratitude and expectancy, trusting that the seeds sown in prayer this year will continue to bear fruit in lives transformed, faith strengthened, and a church increasingly attentive to the voice and leading of God.

Connect Team



49 PEOPLE SERVING ON THE CONNECT TEAM

The Connect team at NewHope is an intergenerational group with a heart for welcoming and connecting with everyone who walks through our doors. This year, we've welcomed new members into our existing teams, and together we've continued to provide essential operational support and a first point of connection for those attending our Sunday services.

This has included helping newcomers navigate the building, facilitating communion, and supporting the collection process. We also continued to support the Year 6 serving program from Kids Church, providing a great opportunity for the next generation to experience serving opportunities and being part of the wider church community.

Our Young Adult Small Groups have continued to serve together on the Connect team at the 5pm service, bringing joy and energy to the foyer as people arrive. This year also saw the reinstatement of the Car Park team, helping improve traffic flow while offering an additional layer of welcome to those attending our Sunday services.

Alpha

2025 was another significant year for Alpha at NewHope, with a variety of courses and exciting developments. In Term 1, our Chinese Community kicked off the year with around 20 people attending their in person Youth Alpha course.

In term 2, an English Alpha course began with 80 people attending an amazing catered launch night. This Alpha course ran for 8 weeks. We are so thankful for those that gave up their time to lead these groups. We estimate that half of the attendees of this course were from outside NewHope, and many joined in prayer on the final day, eagerly asking, "Come, Holy Spirit," with support from our Prayer Team.



One of the course attendees was a single mum of Hindu background who often attends our NewHope Community Care Relief Desk. In our group we wrestled with the idea of forgiveness. She is keen to attend in 2026 to pursue the idea that God is all powerful and forgiving.

In April, Tori Allen hosted the Alpha Parenting course in her Young Mums' Thursday afternoon group. Our Chinese congregation continued to run the Alpha course in Mandarin in term 1 and 2 last year with around 42 people participating in these courses!

We were so encouraged to see a number of Young Adults taking it on themselves to run 'Alpha in the Wild', with many inviting friends from school, university and sporting clubs to Alpha hosted in homes. Around 45 people attended 'Alpha in the Wild' courses last year!

We saw transformation, and powerful encounters, and we're excited to see what God has in store for 2026!

185+ PEOPLE ATTENDED NEWHOPE ALPHA COURSES

42

MANDARIN ALPHA
PARTICIPANTS

80

ATTENDEES
AT ALPHA
LAUNCH NIGHT

45+

PEOPLE ATTENDING
ALPHA IN THE
WILD

NewHope Global

In 2025 we reviewed and re-signed the tri-party agreements with our NewHope Global Partners and their sending organisations. Here are a few updates and things to celebrate.

January 2025 marked a very special milestone for NewHope Global Partners, **Muana and Villy**, as they celebrated 25 years of ministry with Baptist Mission Australia. We praise God for Muana and Villy, and thank them for their dedicated, faithful, and inspiring service.

Villy and Muana began their journey 25 years ago, travelling from Mizoram to Melbourne, where they built a strong partnership base of churches and individuals, many of whom still support them today. During their first decade in Thailand, they learned language and culture, welcomed Yindii and Zoe into the family and began ministry in northern Thailand. During their second decade they welcomed their third daughter Libi, Villy began a beauty therapy ministry, Muana taught English at a local school and together they were involved in faith sharing and discipleship in rural areas and Chiang Mai. Over the last five years they have been based in Chiang Mai, sharing with local friends and neighbours.



Muana has been team leader for the Thai team and more recently the Cluster Advisor for Thailand, Vietnam and Cambodia. He plays a highly respected and deeply valued role on the Global Roundtable.

Villy and Muana have lived a ministry of presence. Their daily lives have embodied Jesus and it is impossible to capture here all the ways they have shared hope, peace and love with their Thai community through their words and actions.

Muana and Villy are much-loved members of our NewHope community. They are humble, hospitable, fun, gentle, supportive and encouraging, and we are blessed to partner with them as a church family. We also acknowledge, celebrate and thank their wonderful daughters for their participation in God's mission over the years..

We were delighted to welcome **Jason McEwen** as a new Global Partner last year.

Jason, Sharini, and their boys, Jarlath and Jehan, have been a part of the NewHope family for many years. Now based overseas, Jason is serving as Marketing Director with TeenStreet International, a global movement that has been walking alongside teens—helping them go deeper in their relationship with Jesus, discover their purpose, and take real steps to share their faith for over 25 years.



He supports leaders in different countries, develops communication strategies, and helps guide the growth of Firestarter (a discipleship tool) so more teens can disciple others.

Guest speakers from the 23rd Baptist World Congress, **Gamal and Micheline Makkar**, joined us and shared impactfully about their ministry at the Damascus Baptist Church. They have received some gifts from NewHopers and their prayer requests have been included in our global monthly prayer notes.

Marcus and Michelle Rice have been in South East Asia for 13 years in support and management roles for the teams that focus on under-developed languages and Bible Translation. Marcus served at Payap University as the Director for the Linguistic Institute. Michelle serves the families in the region by coordinating the curriculum for Grace International School. Wycliffe Bible Translators has undergone some major restructuring and Marcus has been offered a new role. The position will entail engaging and coaching various country teams across Eurasia. He'll be helping find opportunities to collaborate and develop plans and systems as the organisation creates a new "mega area". Michelle will continue to support the School until their youngest finishes year 12 in August 2026.

The following is a reflection from Tim Spencer on his visit to Egypt

In late April, my wife Claire and I traveled to Egypt with our global mission partners, Simon and Joy Longden from Pioneers, to witness their gospel work among the unreached. We marveled at biblical sites like the Nile River, pyramids, and lands of Mary and Joseph, while seeing Pioneers' Cairo base empower Egyptian-led church plants equipping converts to share Christ. Highlights included Tanta's growing church (from a weekly attendance of 20 to 160) with youth football and English programs leading families to faith, and Garbage City's Christians fixing eyes on Christ's return at the Cave Church—inspiring my conviction: "The gospel is not mine to have, it's mine to share."

Thank you to our generous donors to the NewHope Global Fund and we are grateful for a 20% over-budget result for 2025, acknowledging a significant one-off gift and a legacy gift. Due to the consistent giving health throughout the year, we were able to support the following projects, over and above our committed support to our Global Partners. These project proposals are presented to the NewHope Strategy Implementation Team and we prayerfully consider and discern together.

- Myanmar has been devastated by conflict since the military coup in 2021. The 7.7 magnitude earthquake that hit central Myanmar on 28th March 2025 has added to the desperate situation and much assistance is needed. NewHope Global was able to support this cause as a humanitarian response by giving \$5,000 via Baptist World Aid.
- Danny and Beth Hunt rejoiced in June, after waiting for about a year for a plumber to become available in this remote area, the Yuendumu church toilets were finally unblocked and repaired. NewHope Global was pleased to cover the cost of these repairs and reimbursed Baptist Mission Australia for the \$2,603.12 paid to the plumber.
- It was a privilege to support Melbourne Indigenous Fellowship (MIF) with a gift from NewHope Global. MIF meets on a Sunday evening in Footscray, ministering to a congregation mainly made up of Indigenous people. Lately, they have struggled to receive the financial support they've needed to continue, and reached out to us through faithful MIF supporter Glen Crothers. We are pleased to have been able to give a one-off gift of \$2,500 to support this important ministry.

The offering from our Christmas Eve and Day services went to Baptist World Aid for support of communities in Nepal. As a Church we raised \$11,683 to support this amazing work.

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MONTHLY GLOBAL
EMAIL**

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scan the QR code.



Men's Ministry

2025 was a fantastic year for Men's ministry. The ministry has a high value and focus on creating great environments for connection between men. There is also a desire to make the ministry an easy first step into the church community for those who may not have been to church before. A key component is approachable events. The highlight moments from 2025 were the Men's Retreat and the Grand Final Breakfast. The Retreat was a fantastic weekend filled with water sports, hiking, camping, plenty of food, and some great stories. We had over 80 men come and camp over a weekend at Lake Eildon near Mansfield. At the Grand Final breakfast we had a guest speaker, Geoff Shepherd, who is the chaplain of the Richmond Football Club. The stories he shared of boldness and faith was a great encouragement to all. We had over 100 men attend this event with many of them being first time guests.



NewHope Groups

NewHope Groups exist to bring people together, spark real conversations, and help us process moments of Kairos (where God breaks in and invites us to pay attention, reflect and respond) within life-giving relationships. This year, groups continued to play an integral role in discipleship at NewHope, reaching 966 people across 71 groups, including youth, kids, and young adult groups.

Significant milestones included the creation of a new leader guide to better equip our leaders, hosting a Jesus-shaped Small Groups training with Rev. David Wanstall, and introducing Cluster Leaders to provide additional support to group leaders as we continue to grow.

Alongside our Small Groups, it was a joy to launch two seasonal group expressions, Practicing the Way and Accessible Prophecy Huddles. These spaces have helped our

community go deeper in discipleship and grow in confidence in hearing from God.

We also honour Ross Adams, who concluded his Integration role, welcoming many into groups, and wish him the best in his new position as Associate Pastor at Mitcham Baptist Church.

A highlight from the year was seeing the impact of intentional small group leadership on individuals' faith journeys. Many participants have formed meaningful relationships, grown in their understanding of Jesus, and discovered the joy of community.

We are thankful for all group leaders, volunteers, and members who contribute to these life-giving communities. Their faithfulness and dedication continue to make NewHope Groups a cornerstone of discipleship.

966

PEOPLE
IN GROUPS

71

GROUPS ACROSS
NEWHOPE

6

NEW CLUSTER
LEADERS

Women's Ministry

This year, we had the privilege of hosting two Women's Ministry events. The first was an evening gathering featuring coffee and dessert (of course!), along with an informative and engaging talk by Dr. Christine Krause from the University of Michigan's Department of Family Medicine. Christine shared valuable insights and practical advice on perimenopause and menopause. The evening was well attended, with many NewHope women inviting friends to join them.

Our second event was a Christmas Crafternoon, where women were invited to bring along a craft they were working on, as well as something to share for afternoon tea. Although smaller in size, the event was warmly received and thoroughly enjoyed by those who attended.

We've also seen several women step up to be part of the Women's Ministry organising team, and we're looking forward to fresh ideas, renewed energy, and continued growth in this space.

Farsi Congregation

The year 2025 was a time of growth, deeper connection, and greater pastoral responsibility in our Persian ministry. God continued to draw people to Himself and to strengthen both our in-person gatherings and our online community.

Throughout the year, we welcomed new members into the Persian community. Many people continued to travel long distances to attend Sunday services, small groups, and social events, showing a strong desire for fellowship and spiritual growth. At the same time, engagement with our online platforms increased, with more than 300 people now connected, allowing the ministry to reach far beyond physical locations.

By God's grace, new volunteers also stepped forward to serve the community, with 21 people actively involved in ministry during 2025.

We celebrated nine baptisms this year, each one a clear testimony of lives changed by the gospel. Baptism classes remained an important part of discipleship, helping new believers build strong and healthy foundations in their faith.

There was also a noticeable increase in the need for pastoral care. Many in our Persian community were deeply affected by changes in family situations, residency and asylum challenges, and the ongoing political tensions

and war in Iran. Sam was contacted by many asylum seekers and refugees, including those living in second countries, and walked closely with them through times of emotional pain, uncertainty, and trauma. Providing pastoral support became a major focus of the ministry in 2025.

We continued to produce regular Farsi audio teachings, which remain a vital source of encouragement for those who cannot openly attend church. One especially encouraging testimony came from a young family in Turkey, who shared how listening to our recordings about Jesus and His love deeply changed their lives. They explained how feelings of distress and disappointment were replaced with hope, healing, and restored family relationships. Their story reflects many similar testimonies from others who have experienced peace and renewal through Jesus.

As we look back on 2025, we are thankful for God's faithfulness. Despite many challenges, He has continued to build His church, heal wounded hearts, and draw people from different countries and backgrounds into His love. We move into the coming year with faith, hope, and a renewed commitment to serve the Persian-speaking community wherever they are.

11 Baptisms

FROM THE FARSI
CONGREGATION

11,400 Hours

OF ESTIMATED PODCAST LISTENS

Chinese Congregation

2025 was a busy and encouraging year for the Chinese Ministry. Average weekly congregational attendance remained stable, with approximately 102 adults attending worship services, alongside around 30 children and youth participating in ministry programs.



102 Attendees

AVERAGE WEEKLY ATTENDANCE

30 Kids & Youth

PARTICIPATING IN MINISTRY PROGRAMS

We give thanks for God's work in the spiritual formation of our congregation. During the year, eight adults were baptised, and on 18 May 2025, two young adults and four youth publicly professed their faith through baptism. Evangelism and discipleship continued to be key priorities. One Adult Chinese Alpha course and one Youth Alpha course were conducted during the year, providing structured opportunities for outreach and faith exploration.

As part of Allan Demond's 30 years of faithfulness as our senior pastor, the Chinese congregation farewelled Allan and Janet at our Chinese service on 22 June, reflecting with gratitude on the 19 years since the Chinese ministry was planted and nurtured under Allan's leadership.

Seasonal ministries continued to play a vital role in both congregational life and outreach. During the Good Friday and Easter period, a family camp was held at Camp Wilkin, Anglesea, with 91 participants. On Christmas Day, a Chinese Christmas Evangelistic Outreach Service was held, followed by a Christmas lunch, providing an opportunity to engage with families, friends, and the wider invited Chinese community. This service was attended by 151 people.

Looking ahead, we pray for continued opportunities to share the gospel with the wider Chinese community, for spiritual growth among our young people and greater integration with the main youth group. May the Chinese Ministry continue to be a place where lives are transformed by Christ and His love is made known.

30 Years of Faithfulness

In 2025, NewHope walked through a significant season of transition, one marked by deep gratitude for the faithful leadership of the past, and hopeful anticipation for the future God is leading us into.

Thank You, Allan & Janet

After 30 years of devoted leadership, Allan Demond concluded his role as Senior Pastor in June 2025. We are profoundly grateful to both Allan and Janet for three decades of faithful ministry, service and love.

We look back with thanksgiving and celebrate much fruit. From two major building projects, the launch of new campuses, church plants and ministries, and bold steps into community enterprises, to language-specific congregations, global mission partnerships, city-wide Kingdom initiatives and the development of countless emerging leaders, God has been at work and NewHope has been shaped as a church that listens for His voice and follows with courage. Because of this, we know we are well positioned for the next chapter.

As a church family, we shared in several special opportunities to express our love and gratitude to the Demonds. On Wednesday the 18th of June, we gathered for a dinner to celebrate 30 Years of Faithfulness. Through guest speakers, shared stories, treasured photo memories and generous fellowship around the table, we reflected on all that God has done in and through NewHope during this time. Then, on Sunday the 29th of June, we came together for a combined worship service to honour Allan on his final Sunday as Senior Pastor and to consecrate ourselves afresh to the Lord for the season ahead.



As Allan and Janet step into a new chapter, we send them with our deepest thanks, love and blessing. Their legacy will continue to be felt in the lives shaped, the leaders raised, and the church strengthened through their faithfulness.



Welcome, Andrew & Megan

On Tuesday the 29th of April 2025, at a special Model Trust Deed Meeting, church members overwhelmingly affirmed the recommendation to appoint Andrew Sercombe as NewHope's next Senior Pastor.

This affirmation was the fruit of a prayerful and Spirit-led succession process led by the NewHope Church Council, in partnership with the Senior Pastor Search Committee (SPSC) and our wider church family. It was a journey marked by intentional discernment, broad community engagement, sustained seasons of prayer and fasting, and a deep commitment to unity. Members were invited to participate in forums, surveys and prayer gatherings, and together we sought God's wisdom as we navigated this pivotal moment.

We are delighted to welcome Andrew and Megan, along with their children Olivia, Eva, Maddie and Jacob, to the NewHope family. We do so with anticipation and joyful expectation for all God has in store, and we look forward to walking together in the call of Jesus.

Throughout this season, we have been reminded afresh of God's abundant faithfulness. We trust that He is able to do "immeasurably more than all we ask or imagine," and we step into 2026 full of hope and confidence in Christ.

As we close one chapter and begin another, we honour Allan and Janet for their remarkable legacy of service, give thanks to all who walked this journey with prayerful hearts, and celebrate the commissioning of Andrew as our new Senior Pastor—trusting in God's continued leading and blessing upon our church family.

NewHope Kids

Throughout 2025, NewHope Kids has continued to sow strong foundations of faith in the lives of children and families, creating spaces where children can encounter Jesus, experience joy, and grow in their understanding of God.

Across Junior Kids Church (JKC) and Senior Kids Church (SKC), teaching themes helped children explore who God is and how faith is lived out daily. JKC focused on God Makes Good Things, God's Love Is Deep and Wide, I Can Trust in God, and The Fruit of the Spirit, while SKC explored Being a Witness, Be Generous!, The Armour of God, and Integrity. Children engaged enthusiastically through worship, storytelling, creativity, and play, often arriving in construction hats, ready to learn.

A significant highlight was Family Camp at Mill Valley Ranch in October, where over 100 children and adults gathered for a weekend together. Many new families connected deeply as they shared meals, activities, and faith moments. It was a joyful and encouraging weekend, fostering faith within families and strengthening community across generations.

One meaningful story this year was of a dad who intentionally brought his children to NewHope Kids because they had little

understanding of God and he wanted them to learn about Jesus. Stories like this reflect the heart of the ministry, families being drawn into a safe, welcoming, and faith-filled environment.

The Mission Market was another highlight, with children joyfully creating and selling items, raising \$2,100 for Compassion Australia. A Compassion Australia Day with Tonya Peters helped children connect local faith with global mission, bringing generosity to life.

Pyjama Jams continued to be a powerful connection point, with many children inviting friends who do not yet know Jesus. These moments opened meaningful conversations with families new to church and became stepping stones into wider church life.

Throughout 2025 nearly 20 children received their own Bibles, and a handful made decisions to commit their lives to Jesus. Serving over 150 children each week and supported by approximately 73 leaders, NewHope Kids continues to invest faithfully in the next generation, trusting God to grow the seeds being planted.



Playspace

Throughout the year, NewHope Playspace has continued to provide a welcoming, joy-filled environment for children under five and their parents and carers. Playspace has become a trusted place where families can meet, connect, and belong, with many attendees coming from outside the NewHope community.

Four major family events were held across the year—Easter, Winter, Jungle, and Christmas parties, each averaging over 100 attendees, with the Jungle and Christmas parties welcoming approximately 120 people. These termly celebrations created accessible entry points for families, filled with energy, laughter, and age-appropriate fun.



Within these gatherings, space was intentionally created for Jesus to be shared through songs and stories that reflected the hope we have in Him, alongside familiar songs children already loved. These moments allowed faith to be introduced naturally and warmly, within a safe and inclusive environment. Through Playspace, families were also connected with a range of ministry areas, particularly Community Care, offering support beyond the sessions themselves.

Weekly Playspace sessions continued to grow, with Friday mornings often welcoming up to 70 people and Wednesday sessions averaging 43 attendees. These times provided opportunities for parents and carers to build meaningful relationships, particularly with others walking similar stages of early parenthood.

Earlier in the year, several mums brought friends to Playspace to show them the space that had become so significant in their own lives. What began as individual visits grew into a group of women who formed deep friendships, supporting one another through both highs and lows. While they do not yet identify as Christians, Playspace became a safe and sacred place where they felt known, supported, and valued.

Many parents and carers regularly express gratitude for Playspace and the sense of belonging it offers. Through hospitality, connection, and care, Playspace continues to be a bridge for families engaging with NewHope for the first time, fostering community and hope among young families.

mainly music

In 2025, mainly music continued to minister to young children and their families, maintaining a steady presence in the local community and making a positive impact. Through music, movement, and interactive play, children were able to learn and grow in a safe and joyful environment, while parents built relationships through shared experiences.

Throughout the year, sessions were held regularly as planned. Each program included free exploration time, group music activities, creative play, and shared refreshments. These elements supported children's early development and also provided parents with opportunities to relax, share, and support one another. Many families expressed feeling welcomed and cared for through their ongoing participation.

This year, mainly music connected with families from a variety of cultural and faith backgrounds. As relationships developed, some families became increasingly open to conversations about faith and were willing to participate in church-related children's programs. mainly music continued to serve as an important bridge between families and the wider church community.

The ministry would not have been possible without the faithful commitment of leaders and volunteers. Their love, patience, and dedication helped create a warm and stable environment at every session. While challenges such as fluctuating attendance and volunteer availability were present, the team supported one another and continued to learn and adapt.

Overall, 2025 was a year of steady growth, relationship building, and faithful service. We look forward to seeing mainly music continue under God's guidance, blessing more families and serving as a channel for sowing hope and love in the community.

NewHope Youth

2025 has been a year of clarity and growth for NewHope Youth as we refined our vision: Love God. Live by Faith. In Community. These values shaped our teaching, gatherings, and outreach, helping young people grow faith that is personal, practical, and shared together.

Throughout the year we focused on multiple teaching series including Witness, Alpha Life Essentials, The Armour of God (Ephesians 6), and the Holy Spirit. We have seen many youth actively seek God, growing in courage and curiosity, and integrating meaningful faith practices into their everyday lives.

This year saw the introduction of Outreach Nights, creating intentional opportunities for our young people to look beyond our walls to care, serve, and be a light in our community.

Our Grade 6 Transition Program in term 3 and 4 continued to help young people move confidently from Kids Church into Youth, forming strong relationships and a sense of belonging within the wider NewHope family.

Key events in our year included Year 7 Camp (Feb 28–Mar 2), Youth Camp (Apr 14–17), and State Youth Games (Jun 6–9).

Youth Camp was a huge highlight, with 129 youth and leaders spending four days pursuing God and building community. Many experienced renewed faith and transformation as we stepped through the final week of Jesus' life, reflecting on what it means to follow a King who chooses humility, service, and weakness again and again for the sake of love.



“I thank God for the new friendships I’ve made and how I have become more motivated with my relationship with God.”

“I have felt God’s presence through this camp and God showed me that he is always with me and that Jesus is King.”

We are deeply grateful to our dedicated leaders, volunteers, families, and the wider church for their prayer, generosity, and support. We thank God for His faithfulness and look ahead with expectation to what He will continue to do among our young people.

230+
YOUTH ATTENDED
OVER THE YEAR

17 Baptisms
OF BOTH YOUTH AND LEADERS

64
YOUTH COMMITTED TO
A NEXT STEP ON CAMP

NewHope Young Adults

Our vision is to form resilient disciples for the glory of God, and in 2025 we've continued to see young adults grow in faith, service, and community. Across 12 small groups, we've intentionally invested in discipleship, encouraging participation in both ministry and mission. This year, 155 young adults served in the life of the church, with many also joining summer missions with Red Frogs, SUFM, or CYC. We celebrated 19 young adult baptisms, a testament to lives being transformed by Christ.

Event highlights included kicking off the year at the Young Disciples Conference, a relaxed evening with food and teaching from Allan Demond, the friendly competition of the Pickleball Takeover, State Youth Games, our Young Adults Retreat, learning more about Baptist faith with Crossway young adults, and finishing the year with an epic Indian feast. At the retreat, guest speaker Rev. Liz Webster explored what it means to live fully surrendered to Christ, experience His grace, and walk in the power of the Holy Spirit, leaving a lasting impact on all who attended.

We are grateful for the commitment of our leaders and volunteers, the faithfulness of our young adults, and the ways God has moved among us this year. We look forward to another year of growth, service, and deeper discipleship.



155

YOUNG ADULTS
SERVING

12

SMALL GROUPS

9

LEADERS IN THE
EXPAND PROGRAM

Pastoral Care & Older Adults

Once again, Rosemary Castles led our pastoral care of the over-80s with great diligence, compassion, and humility. As many within our congregation continue to age, the complexities and challenges of later life increase, making this ministry both a privilege and a sacred responsibility.

Our pastoral care team of nine faithfully walks alongside those entrusted to them, offering regular phone calls, visits, prayer, and gentle encouragement. Through their quiet, consistent presence, they ensure our older members remain known, valued, and connected to the life of our church. We are deeply grateful for the commitment and care shown to our much-loved "Golden Oldies."

Prime Timers

Prime Timers continued to be a much-loved monthly gathering, drawing between 30 and 45 people at each meeting. As our community has grown older together, these mornings provided a meaningful space for connection, conversation, and encouragement, with morning tea shared and thoughtful speakers invited to enrich the time.

Highlights this year included Allan Demond, who together with Janet, shared beautiful memories from their years at NewHope; Murray Baird, who offered reflections spanning law, the not-for-profit sector, and poetry; and Tristan Ellet, Chair of Church Council, who shared his personal life story.

The atmosphere at Prime Timers was always full of warmth and life, the sound of people catching up on recent news sitting alongside stories and memories reaching back decades. The depth of connection was evident, and the love shared within the group was both genuine and encouraging.

After much prayerful discernment, the Prime Timers leadership team has decided that the group, in its current form, will not continue in 2026. Instead, there will be an open monthly invitation for coffee and conversation at the Middle Ground Café, while the pastoral team continues to prayerfully discern what God may be shaping in the older adult space in the seasons ahead.



NewHope Community Centre Events

Throughout 2025 NewHope continued to embrace new opportunities to connect with the community and showcase the vision and mission of NewHope, to make Jesus known and to shine a light in the community.

There have been increased demands all across the board as we continue to balance the logistics of our building, we have continued to support ministries, programs and initiatives with great success. The demand for our event spaces and services has remained strong, and we've hosted a wide variety of gatherings for people within our NewHope community, those in our local area and international organisations. From ministry events to graduations, community meetings, and conferences to concerts, we've worked diligently to ensure each occasion is memorable and runs smoothly.

The positive feedback from clients has been a consistent highlight. Many have praised the warm hospitality, attention to detail, and professionalism of our team. The ongoing trust and value placed in NewHope are reflected in repeated bookings and a steady stream of new inquiries.

Key highlights of the year include:

- Welcoming new clients and organisations, expanding the variety of events hosted in our building.
- Effectively balancing external bookings with increasing needs from internal ministry bookings and operational considerations.
- Maintaining high standards of safety, security, and exceptional service for every event.
- Our ability to pivot when challenges occur, such as essential Auditorium maintenance required in November.

As we reflect on 2025, we are grateful for the opportunity to serve our community through these events. We look forward to continuing to build relationships, welcome new people into our building, and find new ways to support the diverse needs of the local community through our wonderful building.



NewHope Community Care Inc.

2025 was a year marked by compassion in action across NewHope Community Care. In the midst of ongoing cost-of-living pressures and increasing social need, this special NewHope ministry continued to respond with practical care, relational support and a deep commitment to walking alongside people in vulnerable circumstances. Guided by the vision of generous care so that all may thrive, every initiative — from food relief and refugee settlement support to mentoring, language learning and community connection — sought to express dignity, welcome and hope in tangible ways.

Throughout 2025, new opportunities emerged alongside familiar rhythms of care. Programs expanded their reach, partnerships strengthened, and innovative approaches helped sustain vital services despite changing conditions. Volunteers, staff and community partners worked together to ensure that people were not only supported in times of crisis, but also welcomed into places of belonging and growth.

The following table provides a snapshot of the many ways NewHope Community Care has served our local community throughout 2025.

RELIEF CENTRE	<ul style="list-style-type: none"> Operates 10am - 2pm Monday to Wednesday Form relationships, establish trust, triage needs No. of Clients in 2025 = 368 (376 in 2024) Client visits = 469 (497 in 2024) Grocery cards distributed = 187 (value of \$8315)
FOOD	<ul style="list-style-type: none"> Food Parcels to other Organisations Monthly Food Swaps (neighbours sharing the abundance of their gardens) Successful Christmas is Giving campaign (value of \$8315) Community Food Cupboard (outside on Springfield Road)
ASYLUM SEEKER & REFUGEES	<p>Support for the Persian Congregation:</p> <ul style="list-style-type: none"> Monthly Food Vouchers Persian Food Pantry staples Emergency needs of people in hardship 1 Day a week for Pastor Sam Farbod
ENGLISH CLASSES	<ul style="list-style-type: none"> Average weekly attendance of 85 students in Friday English classes an increase of around 30% A Sunday morning English class for Farsi speaking students commenced 30-40% of English students stay on for Easy English Bible Study 14 LEAN students did Alpha, 5 baptised

COMMUNITY MENTORING

- COACH Program continued with a number of people expressing interest in being trained
- Collaborative partnership with Crossway LifeCare to recruit and train potential COACH mentors
- KidsHope at Kerrimuir Primary School grew to 14 volunteers in 2025

HOMELESSNESS

- Jubilee Housing - 41 units dedicated to low income housing
- David Taylor and Lance Blythe represent NewHope on the Committee of Management for Jubilee
- Direct support through the relief desk and staff team to individuals experiencing homelessness
- Regular triaging and assistance offered for those vulnerable to/ experiencing homelessness

MENTAL HEALTH

- Flourish Course ran with a total of 11 participants
- Mental Health Support offered through Total Wellbeing

MIDDLE GROUND CAFÉ

- 16,000+ coffees served in 2025.
- 5,000+ meals provided to the community.
- 93 events catered during the year.
- \$2,500 grant funded a new commercial freezer.

WHITEHORSE CHURCHES CARE

- Allan Demond chairs the board of WCC. Sally Agostino is a board member.
- Neighbours Making Change provides a fortnightly meal in Nunawading. An Empowered Faith Community supported in partnership with Crossway LifeCare.
- NewHope maintains volunteer involvement in the Forest Hill Chase Community Space
- Regular collaborative work between churches within Whitehorse
- The NHCC team participates in the Whitehorse Food Relief Network along with other churches, Whitehorse City Council, Foodbank Victoria and other local providers.
- NewHope volunteers support the WCC Christmas meal hosted in 2025
- NewHope continues to provide communications support through Kent Pittendrigh-Smith

NewHope Baptist Preschool Inc.

NewHope Baptist Preschool is thankful for another year of growth, service and connection with the church and local community. In 2025 we introduced a rotational 4-year-old kindergarten model, creating 11 additional kindergarten places and enabling more families to access high-quality early childhood education. Demand for places continues to remain strong and we are grateful to support more children and families in their early learning journey during these important early years.

Our team remained committed to ongoing professional growth and quality improvement, with two educators completing a coaching and mentoring course and one educator successfully completing their teaching capability assessment. We also strengthened our practices and policies around child safety in response to updated regulatory requirements, ensuring our service continues to provide a safe and supportive environment for every child in our care.

This year also involved significant planning for the long-term future of the Preschool, including continued work towards funding opportunities and improvements to our learning environments. We are deeply grateful for the ongoing support, prayers and encouragement from the church, committee, staff and families. It is a privilege to serve local families and to share Christian care, values and community with the many children and parents who connect with the Preschool each week.

Property Maintenance

2025 was a busy and fruitful year for facilities and maintenance at NewHope. Essential maintenance works were carried out to support the ongoing mission and the ministry of our Church, ensuring our buildings remained safe, welcoming, and compliant for all who use them.

One of the most encouraging highlights of the year was the largest working bee held to date, demonstrating the strength of community and servant-hearted commitment within our church family. The response from volunteers was so strong that all planned tasks were completed efficiently. A key improvement achieved during this time was the renewal of the front garden on Springfield Road, where existing shrubs were removed and replaced with new plantings, enhancing the presentation of the site and creating a more inviting space.

Throughout 2025, many projects were completed with the faithful support of a dedicated team of volunteers. Their willingness to serve plays a vital role in stewarding the facilities God has entrusted to us, helping ensure they continue to support ministry activities both inside and out.

Property Cleaning

It was a highly effective and rewarding year for the Cleaning Team at NewHope in 2025.

Key highlights included:

- Steam cleaning of the carpets. A significant undertaking across the Auditorium, Events Rooms, Preschool, and a much-needed deep clean of Event Room 6.
- Bringing cleaning for external events in-house, which resulted in significantly improved outcomes, greater flexibility, and a higher standard of cleanliness. This was particularly evident during the election voting period, when we were able to respond quickly to the needs of maintaining the building under unprecedented levels of community foot traffic.

The greatest gratification for our team comes from helping provide an environment that looks cared for and loved, for the benefit and blessing of all who use the facility, and to the glory of God. Supporting our ministries in ways that enable them to better serve and carry out God's work is a privilege we deeply value.

Beyond these practical achievements, we are also immensely grateful for the many meaningful personal relationships that have grown throughout the year. Often these are simple moments and small interactions, yet they build enriching fellowship with brothers and sisters in Christ.

Our Church Working Bees were once again a wonderful opportunity to meet others and grow in community while caring for our facilities. We are grateful to every person who volunteered their time. In particular, we remember Libby Conn, a beautiful mother who spoke with radical kindness and applied herself diligently and enthusiastically to the tasks at hand. We give thanks for Libby, and for the many others who serve in ways that continue to bless our community.

IT Services

2025 marked a year of meaningful progress for IT at NewHope, with a continued focus on reducing unnecessary costs and strengthening our digital infrastructure.

A key milestone this year was the elimination of legacy systems that were consuming both budget and staff time. We successfully decommissioned outdated email security services and completed significant steps in refreshing our networking infrastructure, freeing up resources for more strategic priorities. New contracts and service agreements with numerous service providers resulted in various cost savings.

We also made important strides in cyber security, progressing work across our ministry management platforms to better protect our data and systems. This includes ongoing review of staff and volunteer access to our SaaS tools, digital safety training essentials for the staff team, and improving MFA enrolment across key platforms.

We are grateful for the patience and partnership of the teams and ministries as this work is undertaken throughout the year as we have worked to facilitate NewHope's ministries behind the scenes.

NewHope Communications

In 2025, our Communications Ministry continued to serve the life and mission of NewHope.

Throughout the year, the team supported four major sermon series — Witness, Faithfulness, The Story, and The Way — by creating resources to help our church engage deeply. This included a wide range of supporting materials such as webpages, Bible Reading Plans, Alpha invitations and Sermon Study Guides. We also produced video content to encourage and equip our community, including the ‘How do you read the Bible?’ video series, which invited members of our church family to share their own practices and help people approach the Bible with greater confidence and curiosity.

A significant focus of 2025 was supporting our church through a season of leadership transition. The Comms team had the privilege of helping tell the story of God’s faithfulness as we thanked and farewelled Allan after 30 years as Senior Pastor. Through videos, photo slideshows and event resources, we supported celebration moments that honoured the past while prayerfully pointing toward the future. Alongside this, the team helped ensure clear, timely communication around key moments in the life of the church, including the 30 Years of Faithfulness Dinner, Celebration Sunday, and the Model Trust Deed meeting.

We also strengthened pathways for newcomers, recognising the importance of first impressions and clear next steps. This included new “Next Steps” cards on seats, an updated welcome map near reception, QR codes on Connect Team name tags, refreshed screen slides throughout the building, and follow-up text messages to help visitors feel seen, welcomed and connected.

The Comms team continued to support the wider staff in planning and developing strategic communications, including email campaigns, event promotions, design support and ministry resources. Behind the scenes, we also continued to refine our digital platforms. Website updates included a clearer and more streamlined Vision page, staff bios on the Our Team page, a brand new Resource Hub, an “i” information button for quick access to next steps, and dedicated webpages to support sermon series and significant moments such as 30 Years of Faithfulness.

NewHope continued to partner with Whitehorse Churches Care (WCC), providing Communications support through Kent Pittendrigh-Smith. This support involved an overhaul of communications for the monthly ‘Whitehorse Church Leaders Breakfast’ which resulted in a vastly improved look and increased engagement from leaders around Whitehorse. Additional support included annual report development, video content to support the work and share about the work of WCC with our local community, process development and implementation and continued website development support.

Looking back on 2025, we give thanks for the ways God has used these efforts to tell His story and equip our church as we follow Jesus together.

Office Management & Reception

2025 has been a year of adaptability and faithful service for the Office Management team. Much of what we do happens quietly behind the scenes, yet it plays an important role in helping NewHope remain a place where people feel welcomed, supported, and at home.

Throughout the year, we've focused on managing enquiries and helping with bookings, maintaining organised reports, and ensuring communication flows well across ministries. These consistent efforts help create an environment where both staff and volunteers are supported in the work they do.

Reception continues to be the first point of

contact for many. Whether greeting visitors, assisting our church family, or supporting ministry needs, our heart has been to reflect the care and hospitality that NewHope is known for.

We are especially grateful for our volunteers, whose willingness to serve brings both practical support and genuine kindness into the office each week. Their contribution makes a meaningful difference and helps foster the strong sense of community we value.

We're thankful for the positive feedback received this year, which reminds us that the small, faithful details matter. As we look ahead, we remain committed to serving.

Finance & Risk Management

2025 was a year of disciplined financial management for NewHope Baptist Church (NHBC), shaped by an extended transition period while awaiting the commencement of a new Senior Pastor. For approximately six months, the church operated in a deliberate holding pattern, with major decisions paced carefully while financial operations continued at full scale.

Throughout the year, regular financial reporting provided clear oversight of NHBC income, expenditure, cash flow, and loan positions. While overall revenue and expenses were closely aligned, monthly results fluctuated due to several large, irregular items rather than changes in underlying activity. A significant bequest received mid-year strengthened the church's financial position, while higher insurance costs late in the year and significant maintenance costs placed additional pressure on operating results toward year end.

Despite these pressures, careful cash management enabled NHBC to meet all loan obligations and make additional repayments during the year. This resulted in a reduction of the church's overall loan balance and a strengthening of its long-term financial position.

Expectations around financial governance and risk management increased during 2025, requiring more detailed reporting, deeper analysis, and stronger documentation. This included closer monitoring of expenditure, improved forecasting, and a more structured approach to identifying and managing financial and operational risks specific to the church entity.

This work was delivered by a small finance team and volunteers supporting NHBC, responsible for day-to-day accounting, payroll, compliance, and reporting, and required sustained focus and coordination throughout the year.

We are grateful for God's provision and the faithful generosity of the NewHope community, and we remain committed to stewarding these resources with care and diligence as we move into the next season.

Human Resources

As at 31 December 2025 the full time staff equivalent for the entities were:

NewHope Baptist Church	18.88 (2024) > 19.88 (2025)
NewHope Community Care Inc.	3.16 (2024) > 1.4 (2025)
NewHope Baptist Preschool Inc.	5.25 (2024) > 5.64 (2025)

NewHope Staff Members **commencing** in 2025, excluding occasional casuals:

NewHope Baptist Church:

- Katelyn Peeters (Kids Ministry Assistant - fixed term)

NewHope Baptist Preschool Inc.:

- Stephanie Thannhauser (Teacher)
- Wei Fen Lim (Educator)

NewHope Staff Members **concluding** their roles in 2025:

NewHope Baptist Church:

- Allan Demond (Senior Pastor)
- Kaylee Crous (Kids' Ministry Worker)
- Kobra Nazari (Cleaning Technician - fixed term)

NewHope Community Care Inc.:

- Billy Dyett (Café Barista)

NewHope Baptist Preschool Inc.:

- Gillian Liew (Teacher & Admin)
- Joanna Yang (Educator)
- Rachel Allsop (Educator)
- Teresa Leigh (Educator)
- Velisia Tejakusuma (Teacher)

Staff members who have six or more pastoral supervision sessions per year as part of the accreditation requirements with the Baptist Union of Victoria:

- | | | | |
|---------------------|------------------|------------------|---------------|
| • Allan Demond | • Sally Agostino | • Tim Spencer | • Rachael Lie |
| • Surette Southwood | • Edmund Hu | • Hannah Freeman | • Bec Burley |
| • Lance Blythe | • Sam Farbod | • Phil Gaudion | |
| | • Adam Southwood | • James Tong | |

Professional Development:

Our annual budget provides for professional development; each staff member has an allocated budget and attends external training based on their position requirements and development pathway. This year, some of the following courses were participated in:

- First Aid
- BUV Nourish
 - Thrive: The Ecosystem of a Flourishing Ministry
 - Hearing God's Voice
- BUV Professional Standards Workshops
 - Relating Interculturally with Respect
 - Healthy Feedback & Accountability
- Community of Practice
- Manual Handling
- Emergency Management
- Preaching workshops
- Family Violence Training for Church Leaders
- Empowered Faith Communities
- Creating Safe Spaces
- Mental Health Training
- Editing & Proofreading
- Seward Dawson webinars
- Moores Legal webinars
- CMA Annual Conference (Advancing Ministry Effectiveness)

Allan, Surette, Tim, Phil, Tam and Adam attended the Baptist World Congress in Brisbane in July. 4,200 people registered from more than 100 countries, mixing together, both in person and virtually, to encourage and challenge each other, and celebrate our unity in our broad diversity. We believe God was truly honored over that week as we sought to give expression to Living The Good News.

Staff members with particular responsibilities:

- Phil Gaudion was part of the worship band.
- Tam Gaudion was the Assistant Stage Manager and the personal assistant for Jenny Stewart the Director of Ministries | Chief Operating Officer, Baptist World Alliance.
- Surette Southwood attended the Women's and Mission conferences and hosted a breakout session.

- Allan Demond facilitated some breakout sessions and was part of panel conversations.
- Adam Southwood was on the planning team for the NextGen Summit, he led the NextGen Affinity Groups and was a speaker.

Staff Celebrations:

- Celebrated Allan Demond's faithful service of 30 years as Senior Pastor.
- Marilyn Sellan and Kent Pittendrigh-Smith were baptised.
- Billy Dyett got married to Phoebe Gaudion
- Phil and Tam Gaudion became grandparents to a beautiful baby girl, Caoimhe, on Christmas Day.
- Eva Gillam's youngest son, Alexander, got married to Persus.
- Surette Southwood's youngest son, Ruben, got married to Elisha.

Getting ready for 2026, as a staff team we had several opportunities to connect with Andrew Sercombe:

- Meet & Greet (May)
- Connecting at the Baptist World Congress (July)
- Several one-on-one meetings (July-Nov)
- Several meetings with the Acting Senior Pastors (July-Nov)
- Vision 2026 & Budget 2026 (Nov)
- Meeting with Megan (Nov)



NewHope Baptist Church

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