



Baptist Churches
WESTERN AUSTRALIA

ANNUAL REPORT

2025

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Acknowledgement of Country

We pay our respects to the Elders, past and present, of the First Nations people on whose land we minister, for the way they have stewarded the Lord's good creation. We pray they continue this task, trusting that our Creator will continue reconciling all things to Himself in Jesus Christ.

Cover Image: Nathan Hurst (Unsplash). Perth, WA.

Vision

An empowering movement helping pastors, ministries, churches, and their communities say “Yes” to Jesus.

Mission

Building a Healthy Church

Values

We value living lives that are fully dependent on God in obedience to Christ and the Bible

We value building trust within Baptist churches of Western Australia

We value generous hearts that are committed to building the Kingdom of God

We value all people inside and outside the family of God – every generation, every culture

We value doing our best because it honours God and inspires others

We value integrity – committed to being honest, transparent and above reproach

We value community because we are stronger when we work together

Council Chair

Dr. Vanessa Chang

As I prepare this year's Assembly report, I do so with prayerful awareness of the urgent and complex challenges facing our world, and to live out Christ's peace, truth, and love. Amid these challenges, our faith assures us we are not alone. As God's people, we seek wisdom and courage to discern the way forward, trusting in the power of God's promises. May we reflect the heart of Christ in our Baptist distinctive by building healthy churches rooted in dependence on God and obedience to Him. We express this by honouring others, fostering trust, acting with integrity and generosity, and giving our best.



The Council continues to oversee the governance of the Union, recognising the responsibility entrusted to further its mission. We remain committed to equipping leaders in building healthy, missional churches, nurturing unity amongst our churches, and creating opportunities for churches to work together to advance God's Kingdom.

This year, the Council has been actively involved in shaping the Strategic Plan 2025–2030, which will guide the Union's mission and priorities in the years ahead. The plan focuses on developing pastors and leaders, strengthening church health, building young generations ministries, and reaching communities through intentional collaboration and faithful stewardship. This plan is the result of extensive consultation with key stakeholders, providing valuable insight into the current needs and realities of our churches and ministries.

We continue to manage the National Redress Scheme with care, compassion, and responsibility, while acknowledging the ongoing financial burden that related matters and civil claims place on the Union's funds and resources. The emotional burden of this work is also deeply felt by the Ministry Standards team. We ask for your continued prayers for the team and the Council as we navigate the complexities of our redress obligations. Despite the significant and ongoing financial demands, we remain thankful for the faithful support of our churches, which enables the Union to respond with integrity and compassion.

During the year, we welcomed Glenn D'Vauz, our new Head of Finance and Administration, bringing renewed leadership and expertise to this vital area. We farewellled Michael Buckmaster and Greg Holland who previously held the role and are deeply grateful for their faithful service and valued contributions. Their dedication has helped strengthen the Union's operations, and we wish them every blessing in their future endeavours.

The Baptist Ministry Centre has maintained its focus on key areas including Safe Church practices, Camping Centre operations, engagement with youth and emerging adults, and ministries that strengthen the growth and wellbeing of our churches. As Council, we express our sincere gratitude to the Director of Ministries, the Baptist Ministry Centre and Camping Centre staff for their dedicated service and the invaluable support they continue to provide to Baptist churches in Western Australia.

My thanks also to my fellow Council members - Martin Alciaturi, Pastor Phil Beeck, Pastor Wayne Field, Dr. Carolyn Tan, Brian McDonald and Pastor Victor Owuor; with special appreciation to Brian and Carolyn as they step down from Council. We are deeply grateful for their faithful service, wise counsel, and contributions they have made to the life and direction of the Union. Their commitment to prayerful leadership and discernment has been a blessing to us all, and we pray God's continued guidance and grace upon them in the seasons ahead.

I am truly thankful for your ongoing support and engagement with the Council and the Baptist Ministry Centre. Your partnership strengthens our shared mission. May you and your church be blessed with wisdom, grace, and unity, and know the enduring love, joy, peace, and hope of our unchanging God.

Baptist Churches Western Australia Council

Dr. Vanessa Chang Chair

Qualifications: PhD; MInfSys; PGDipIS; BSc; Fellow ACS.

Member Church: Woodvale Baptist
Role: Pro Vice-Chancellor, Curtin University

Vanessa has served on the BCWA Council since 2014.

Vanessa is a professor and is the Pro Vice-Chancellor, Business and Law at Curtin University.

Vanessa is an accomplished scholar and experienced university leader with strong business acumen and vision. She currently serves as an Independent Board Member on the Australian College of Theology (ACT). She has served as an external member on the ACT Academic Board and ACT Coursework Committee. She has also served on the Board of YouthCARE.

Vanessa is married to Ted, and they have four adult children.



Mr. Martin Alciaturi Vice-Chair

Qualifications: BSc(Eng) Hons; FCA; MAICD.

Member Church: Claremont Baptist
Role: Non-Executive Director

Martin has served on the BCWA Council since 2019 and is a member of Claremont Baptist Church.

Martin is a former senior mining executive who is now a non-executive director of a mining company with two operating mines in Australia.

Prior to his career in mining, Martin was senior executive of a major investment bank and a partner in an international accounting firm. He previously served on the Board of Activ and as a member of the Federal Government's Takeovers Panel.

Martin is married to Linda, and they have two adult children.



Mr. Brian McDonald

Qualifications: FAusIMM; GAICD, MBA(Exec); GradDipAppFin; BE(Met) Hons

Member Church: East Freo Baptist
Role: Technical Marketing

Brian has served on the BCWA Council from 2019 through to May 2025, and is a member of East Fremantle Baptist Church, where he previously served as their Council chairperson for 6 years and on its pre-kindy Board.

Having over 30 years' experience in the mining industry, Brian is well-regarded as an adept leader, and for his unique combination of commercial acumen, technical expertise and industry insight. He's worked extensively in the Asia-Pacific, including residing in Beijing for 2-years.

Brian is married to Nyree, and they have two children



Pastor Phillip Beeck

Qualifications: BSc; BMin
Member Church: Albany Baptist
Role: Senior Pastor

Phil has served on BCWA Council since 2021 and is the Senior Pastor of Albany Baptist Church.

Phil has been a Baptist Pastor at East Fremantle and Albany Baptist Churches for the past 22 years. He has had extensive experience in matters of governance in church and educational settings; including these two churches and Stepping Stones Child Development Centre, P&C president at Richmond Primary School, and is currently the Chair of Bethel Christian School Board.

Phil is married to Holly, and they have three children.



Dr. Carolyn Tan

Qualifications: MBBS; DMed; MBA; MDiv; ThD

Member Church: Perth Baptist
Role: Treasurer

Carolyn was working as a paediatric surgeon in Singapore when she discerned God's call to theological studies. She moved to Perth in 2005, enrolling with Vose Seminary, graduating in 2009 with a Master of Divinity and in 2017 completing a Doctor of Theology with her thesis investigating the role of the Holy Spirit at the cross subsequently being modified and published in the ACT Monograph series.

Carolyn previously taught New Testament Greek at the Vose Campus of Morling College and served on the BCWA Accreditation Panel. She looks after her aging parents and son and relaxes by growing veggies.



Pastor Wayne Field

Qualifications: BTh, MA (Lead), GradDipMin
Member Church: Riverton Baptist
Role: Senior Pastor

Wayne has served on the BCWA Council since 2021 and is the Lead Pastor of Riverton Baptist Community Church.

Wayne is an accredited Baptist pastor with over 30 years experience serving in both city and regional Baptist churches across Western Australia. He has also led the global learning and development function for Operation Mobilisation, gaining valuable missions experience over several years. His expertise includes church revitalization, establishing healthy leadership structures, and cross-cultural ministry. Wayne is a member of the Strategic Advisory Group with Baptist Mission Australia.

He is married to Jodie, and together they have three adult children.



Director of Ministries

Pastor Victor Owuor

As we reflect on the past year, we are grateful for God's faithfulness and mercy through our church community. It has been a year of reflection and renewed vision as we press on to spread the good news of Jesus Christ.

The 2024 Future Forum, a key event in our church's strategic planning, was held in June. The Forum addressed the question: "What is the future shape of the church and church planting?" More than 100 people participated in the Forum, which explored cultural and demographic shifts, bi-vocational ministry, multiculturalism, next-generation ministries, empowering emerging leaders, and more effective discipleship and evangelism. The insights from this Forum, along with those from past Future Forums, have been instrumental in developing a strategic plan for the next five years, aligning our efforts with the evolving needs of our community and our mission to spread the good news of Jesus Christ.



We farewelled Michael Buckmaster in September 2024 and welcomed Glenn D'Vauz as the Head of Finance and Administration in June 2025. We thank Michael for the twenty-one months he served the Union and pray for Glenn to settle well in his new role.

The second State Baptist Youth Camp was held at the Serpentine Baptist Camping Centre from 28 February to 3 March 2025. Leadership development and discipleship have been positive over the past two years through this camp. There is growing interest from other churches to join future camps, prompting expansion plans for 2026.

We launched Mission 25 at Inglewood Community Church in March 2025. Over 60 people attended the launch to pray for the raising of new believers in WA. Karl Faase shared how the Spirit is moving across the Western world with a wave of new people coming to say Yes to Jesus. Since the launch, over a dozen churches in WA have started running Alpha.

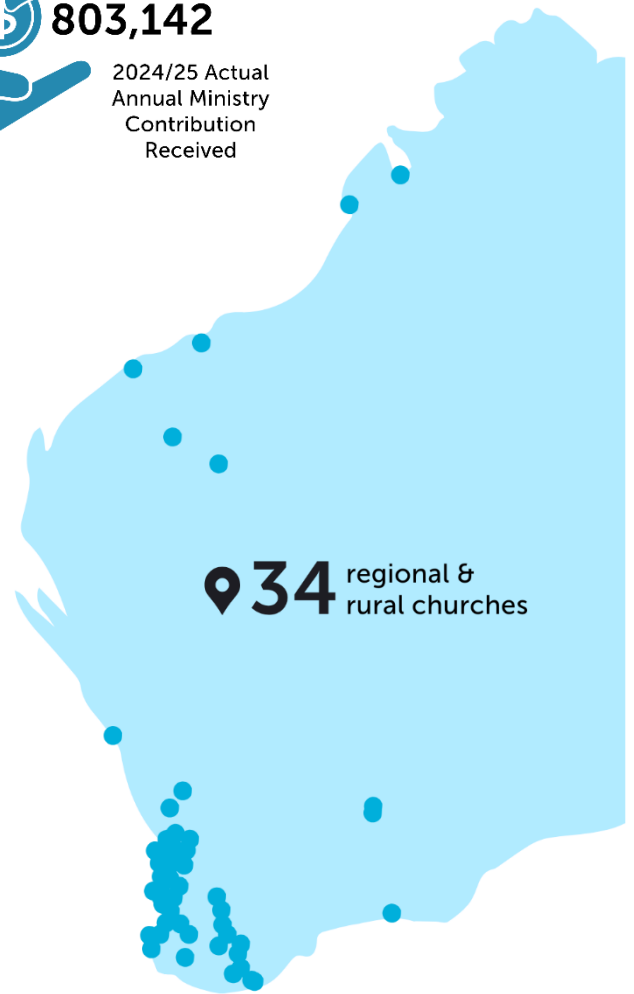
Our Baptist Pastoral Retreat in April 2025 was not just a gathering, but a transformative experience. It was a time of spiritual refreshment and growth, with Tim MacBride, Principal of Morling College, addressing the theme, "Shepherding like Christ". The retreat provided pastoral leaders and their spouses with an opportunity for renewal through reflection on the year's theme, inspiring and spiritually nourishing all who attended.

This is the first year that we have set aside funds for the Church Planting Fund, a crucial initiative that supports the establishment of new churches and the expansion of our ministry. These funds are reserved from the Annual Partnership Ministry Contribution, whereby the union of churches receives 5% from each church's general income to financially support shared ministries. Your continued support for this fund is vital in our mission to spread the good news of Jesus Christ.

We are deeply grateful to the Lord for the 336 baptisms in our churches this year. Each baptism is a testament to the growing faith in our community and a step towards a stronger, more vibrant church. We pray that the baptised will be mentored to become leaders in our movement, further strengthening our community and filling us with hope and encouragement for the future.

Soli Deo Gloria.

2024-2025 Snapshot



Ministry Support

Pastor Nathan Seinemeier

The year has been a year of transition and consolidation for the Ministry Support Team. In August, an internal restructure was put in place, establishing the Ministry Standards and Development Team. Both teams work closely together and we continue to support pastors, churches and ministries say Yes to Jesus.

Highlights of the year have included further developing the implementation of the Healthy Churches Framework and beginning work on a similar framework to support Healthy Pastors. Over the 12 months, we have been involved in distinct gatherings from Young Generation reflect gatherings and workshops, to sessions on Effective Bible Messages; Mission 25 launch and Church 101 workshops, as well as specialised workshops for Culturally and Linguistically Diverse leadership teams, the annual Baptist Pastoral Retreat and Future Forums.

Members of the team are also involved nationally, participating in specific Australian Baptist Ministry taskforces, as well various networks. This includes Crossover Australia, Standards, Next Gen, CALD, Women in Leadership, and Church revitalisation.

Membership

There are now 86 member churches (some with multiple congregations). This is two less than last year. At the 2024 Assembly we welcomed Harmony Baptist Church as a member, and in the year, three churches left membership: Waratah Christian Community Church (Feb 25 – resigned), Wagin Baptist Church (Jul 24 - now partnered with Morley Baptist Church) and Maida Vale Baptist (Jul 24 – now the High Wycombe congregation of Riverton Baptist Community Church).

There are 19 churches who are continuing to move towards full membership, some of whom hope to be welcomed into membership in 2026. The Training Framework developed last year, referred to as Church 101, has provided assistance to new groups in meeting the elements of the Relationship Agreement.

Throughout the last year, the team responded to 58 new requests for specific assistance, as well as continuing to serve existing needs. This has included helping with constitutions and beliefs, external regulations, complaints, standards, Registration, pastoral reviews, placements and/or vacancies, finance, and next steps. The requests reported here are for some form of ongoing assistance and are in addition to the general enquiries the team responds to throughout a working day, and those completed over the year.

Next Steps

Churches continue to be actively engaged in ‘next steps’ conversations. This includes exploring revitalisation, mergers, partnerships, or re-planting as a group of another Baptist church. Please pray for all of the churches concerned as they continue to walk in faith through significant change.

In June 2024, BCWA facilitated the Future Forum, asking the question “What is the future shape of church and church planting.” Over 100 people participated in the forum, exploring cultural and demographic shifts, bi-vocational ministry, multiculturalism, next generations ministries, empowering emerging leaders, and more effective discipleship and evangelism. BCWA also facilitated a Discipleship and Leadership Development Workshop in collaboration with City to City, as well as hosting Church Planting Fellowship gatherings.

Culturally and Linguistically Diverse (CALD)

Highlights of the year include gatherings specifically for CALD pastors and leaders covering topics such as language specific Safe Church, Governance and Administration, Baptist Mission Australia, and Pastors Group Supervision. We have also seen an increase in the number of CALD pastors attending the Pastoral Retreat, and this is a great joy. The majority of churches seeking membership are CALD churches, and the Church 101 training has assisted in building understanding of the complexities churches face.



Young Generations

In September 2024, Pastor Mim Hosking was welcomed to the position of Ministry Support Pastor (Young Generations). There have been a number of events for churches, pastors and leaders who are involved in ministry to children, youth and young adults. This has included participation in initiatives such as Children in Prayer, the Beyond Conference, State Baptist Youth Camp, and hosting Ministry with Children workshops and several reflect/prayer gatherings.

Registration and Accreditation

As reported last year, new systems have been put in place to assist the team in the support of pastors, and churches, through the Registration process. These changes continue to be rolled out to existing Candidates and Accredited Persons in Ministry, including Ongoing Accreditation requirements.

As of 30 June, there are 103 Accredited Persons in Ministry, 53 Candidates, and 2 Local Appointment registrations. Additionally, there are six candidates who are in the final steps towards becoming Accredited Persons in Ministry. Throughout the year there were 34 different enquiries, many of which are progressing through the application stages.

In Closing

It is always difficult to summarise the activities of a year in a few paragraphs. Whilst the things above are things we 'do', there is a team of people who 'are' – people who serve faithfully, pray regularly, hope fervently; a team committed to the vision of BCWA to help pastors, ministries, churches and communities say Yes to Jesus. How can we help you?

Standards and Development

Pastor Nathan Seinemeier

This last year has been a period of change and transition within the Standards area, as the BCWA Executive team sought to further define the focus areas for staff. Part of this process was the creation of a Standards and Development Team that works alongside the Ministry Support Team run by Pastor Jackie Smoker, but with an increased level of autonomy that helps with areas like the review of Accreditation candidates and where we are asked to assist with investigations in local churches.



The Standards and Development team oversees a range of areas including Redress and Civil claims, Persons of Concern, Standards Checks, Safe Church Endorsements, Conflict Resolution and Mediation, Complaints Management and Investigations, as well as providing ongoing Safe Church training and a range of other development opportunities and resources for churches and leaders. Highlights include:

Church 101

As part of the ongoing desire to assist churches in the process of moving from church plants to full Member Churches, we have been developing a series of workshops and resources to help equip churches and leaders. Church 101 covers the basics of what it means to be a healthy church based on the BCWA Healthy Churches Framework and provides resources to assist churches in meeting the requirements of membership with BCWA. To date we have run two of these workshops with over twenty attendees at each workshop, however these resources are available to assist all churches.

New Development Website

In early 2025, BCWA launched a new Development website designed to be a one stop location for accessing online training and resources for our BCWA churches. To date the website (learning.baptistwa.asn.au) hosts Church 101 Workshops and the Safe Church training program, with the intention to continue developing new resources that will assist churches and leaders.

Updated Safe Church Training

At the time of writing this report, BCWA has launched new Safe Church training with updated materials, videos and resources that are accessible through the Development website. This training covers all new areas related to Safe Church including key topics such as domestic and family violence, dealing with power dynamics and a new leaders module designed for local church leaders.

Response Officer Training

Each year BCWA provides training for the Response Officers in churches; those who are filling the role of being the key contact and reporter for concerns that may be raised. The Response Officer training allows these people to invest in building the skills to respond well to very complicated situations and reporting requirements and to share their experiences with others in the same space. Every year we see more people registering for this training, with over 100 people attending this training in 2024.

Finance and Administration

Glenn D'Vauz

I am very grateful for the privilege to serve our Lord and Saviour Jesus Christ in this role as the Head of Finance and Administration. One of the things I am looking forward to in this role is to meet with members of our Baptist family and work together to advance God's Kingdom, helping people to say Yes to Jesus.

I acknowledge my predecessor Michael Buckmaster who left in September and thank Greg Holland for stepping back into the role temporarily from September to May and for his generosity with time and advice for me.



Starting a finance role on 30 June has upsides and down-sides but while it's been a busy time, it has also been a great opportunity to get to know the operations of BCWA through the budgeting, end of year financial preparations and auditing process. I have quickly realised that while I have had an ongoing relationship with BCWA through my role as treasurer and board member at Riverton Baptist Community Church, I didn't really know a lot about the background and history of BCWA.

While it is clear that BCWA faces several key challenges, I am also encouraged that the 2025-30 Strategic Plan addresses these challenges. These challenges include:

Civil and Redress claims

BUWA and Member Churches have been dealing with Redress and Civil claims since 2019. Over the past five years, BCWA has paid more than \$5 million in claims including \$480k in FY24-25. There are currently balance sheet provisions for further claim payments in excess of \$3.2 million over the coming years. The immediate challenge for BCWA is funding these claims.

Developing a sustainable operating model

Historically, BCWA has been able fund a significant proportion of its operations from income received from its assets. However, the strategic nature and size of BCWA assets have changed over time, and we now need to develop a sustainable funding model to enable BCWA to continue delivering its mission within our Baptist churches community in Western Australia.

Our People

"People are our most important assets". This mantra is now acknowledged across all industries and it's becoming more relevant each day as the competition for talent increases. In the church community, we are fortunate that our workforce is purpose driven and motivated to serve God.

However, as employers in the church community we need to nurture and look after our employees by recognising and embracing the changes in the community to ensure our people are not disadvantaged when compared to other industries.

This means we should:

- Provide fair and equitable remuneration.
- Explore opportunities for flexible working arrangements.
- Invest in our people through training and development.
- And most important, provide a safe work environment for our people. BCWA recognises the importance of our health and safety responsibilities and the commitment to promote a healthy and safe workplace culture is stated in our Health and Safety Policy. In the last 12 months a focus has been on the following items to improve our health and safety in the work we do.
 - Reporting of hazards and incidents and follow up actions:
 - 32 operational items were recorded in FY25
 - 63 hazard actions raised with 57 items closed.
 - BCWA is exploring opportunities to continually improve the psychosocial safety requirements and the way we manage this important health and safety requirement.

BCWA recognise that not only should we set the standard as an organisation but that we have a responsibility to support our church community to achieve these standards.

Financial results

BCWA posted a net deficit of (\$108,292) for the year. Excluding Redress and Civil claims, BCWA achieved an operational surplus of \$371,555. Key items that have impacted the financial results are:

Operating income

- Annual Ministry Partnership Contributions (AMPC) were \$803,142, an increase of 21% from the previous year. The AMPC is the largest source of operational income for the Baptist Ministry Centre and represents 44% of total operating income. We thank those churches who have continued their giving over the years and those who have increased their giving in recent years. BCWA relies heavily on the support of our members to allow us to continue to deliver on the objectives of BCWA.
- BCWA received grants of \$663,676 for the year representing 37% of operating income. Grants are received from:
 - Baptist Financial Services (BFS) – The grants received BFS come in two components, the first is based on the capital contribution made by BCWA to BFS and second an operating grant based on investments made by WA Churches with BFS.
 - Baptist Insurance Services (BIS) – This discretionary grant is provided to BCWA to support risk, safety and ministry-resilience initiatives. This grant is not a sponsorship, commission, fee, or dividend and is not contingent on services, endorsements, insurance placements, or financial performance.

Key Operating expense

- Employee benefit expenses which represent 52% of total expenses were \$2,309,992 an increase of 4% from the previous year.

Baptist Camping Centres and Events

Ben Jefferies

It is exciting to see God at work through the Baptist Camping Centres and Events. The teams of staff and volunteers do an amazing job of helping create spaces where churches can gather, people can connect and ultimately where people can say Yes to Jesus.

Highlights for this year have been:

- The continued connections between churches that have attended State Baptist Youth Camp. These connections have continued beyond the weekend to combined youth nights, and joint camps.
- Implementation of gathering feedback of ministry highlights from churches that hold camps at the Camping Centres. We are always encouraged by the stories of God working through these camps.
- Hearing about the numerous baptisms that have taken place at the beach in Busselton or the pool at Serpentine.
- Celebrating alongside churches when they let us know of the many people that have invited God into their hearts or made the decision to pursue baptism while on a camp at one of the sites.
- The number of churches and young adults participating in Sportsfest is continuing to rise, with more churches assisting smaller churches get involved by welcoming them to join their team.
- Allowing churches to completely self-cater utilising the kitchen at Serpentine has seen an increase of churches being able to utilise the site for their camps.



Baptist Camping Centres

There is a long history of Baptist camping in Western Australia. For more than 70 years, there have been places set aside for Baptist churches to be able to hold camps. We are privileged to have two centres where churches and ministries are given priority for bookings, allowing them the space where they can minister. In a world struggling for connection, it is well documented that churches and schools who hold camps, experience a higher level of connection.

Church camps can also have significant impact on spiritual growth. The National Church Life Survey identified the top three significant activities that newcomers recall helping them come to faith. Church camps are reported as second only to church services. Approximately 69% of people that had attended church camps reported that it had a positive impact on their lives. We continue to be blessed to hear about the stories of what God is doing through camps held at our camping centres. These centres are places where people say Yes to Jesus. The goal of the camping centres is to be places that enhance the ministry of Baptist churches and the wider Christian community of Western Australia.

We continue to hear stories from churches:

“Our recent youth camp at Serpentine was a powerful experience of spiritual growth and connection. The well-suited facilities allowed us to focus on engaging our youth with Scripture and worship. This past year at Serpentine, it was so clear that God was at work through his Scriptures. Over ten youth expressed a desire to grow in their faith beyond camp, several felt called to baptism, and one made the life-changing decision to follow Jesus. Youth camp at Serpentine this year was such an exciting opportunity to see the gospel of Jesus Christ at work in our youth.” - North Beach Baptist Church Youth Camp

If you are running or looking to run a church or youth group camp, please reach out to the team at Baptist Camping Centres. We are passionate about helping churches use camping as a way of impacting people for Jesus.

Events

The BCWA Events Ministry includes SportsFest, Leavers Green Team, Baptist Pastoral Retreat, and State Baptist Youth Camp (SBYC).

In September 2024, 21 teams representing more than 30 different churches participated in Sportsfest. Over 1100 young adults participated with close to a third of them indicating that they did not attend a church. Supporting them were over 200 volunteers who work to assist the team and provide a great witness to those from outside the church that they are cared for and welcomed by the whole church, not just the young adults. SportsFest continues to have a powerful impact on the connection and discipleship of young adults with churches taking the opportunity to spend the Saturday evening Team Time connecting and speaking into the lives of the young adults.

Leavers Green Team continues to be an opportunity to shine Christ's love in the Leavers community and amongst the team. This year's team was made up of 25 volunteers who worked hard to keep the leavers safe through the screening process and issuing of wristbands. It is always exciting to hear the questions from the leavers about why the team give up their time to come and serve them. It gives the opportunity to talk about why Baptist churches are involved in the event.

In March 2025, the second State Baptist Youth Camp (SBYC) was held. 83 youth and 28 leaders from nine Baptist churches joined for a weekend of fun, connection and discipleship. It continues to be a blessing to see the youth connecting from a range of backgrounds, geographical locations, and churches. There was a range of sizes of churches, from churches that brought two or five youth right through to churches that brought 30+ youth. When they gather for State Baptist Youth Camp, they are all one community, and the youth quickly connect. We continue to be encouraged by churches getting together for combined events after meeting and connecting at SBYC. Leadership development and discipleship continue to be a focus through SBYC and the broader Events ministry. We are passionate about helping youth and young adults grow into the leaders God has called them to be.



Baptist Churches Western Australia Staff

(FT) Full time (PT) Part time (C) Casual

Director of Ministries

Ps. Victor Owuor (FT)

Camping Centres and Events

Ben Jefferies (FT)
Sandra Tioke (FT)
Dianne Abbott (PT)
Daniel Jackson (FT)
Anthony Napoli (FT)
Camping Centres Staff
Event Staff/Volunteers

Finance and Administration

Glenn D’Vauz (FT)
Marianne Walker (FT)
Barbara Jamieson (PT)
Grace Merrells (PT)

Ministry Support

Ps. Jackie Smoker (FT)
Ps. Mim Hosking (FT)
Ps. Dan McGrechan (PT)
Ps. Cung Uk Lal (PT)
Ps. Michael Bullard (PT)
Matt Chapman (FT)
Anneliese Faase (PT)

Standards and Development

Ps. Nathan Seinemeier (FT)
Sue Ash AO (PT)
Laura Riessen (PT)

Associated National Ministries located in the Baptist Ministry Centre

Baptist Business Services

Shelley Bartels
Alissa Kok
David Field
Natasha Anderson
Charlotte Balyejjusa
Harm Barkhuizen
Gabby Bartels
Jo Gosen
Jey Jeyabalan
Deborah Leung
Lonely Nkhuwa
Daniel Staer
Tabea Wurster

Baptist Financial Services

Shelley Bartels
Pauline Phiri
Steve Groves

Baptist Insurance Services

Gail Maddocks

Baptist World Aid

Ps. Ed Devine

**As of 1 October 2025*

Baptist Historical Society of Western Australia Inc.

Grace Merrells | Archive Officer



Ross Woods, Gillian Walker, Grace Merrells, Philip Friend. (Absent: Josh Huggett)

President & Treasurer: Philip Friend
Secretary: Josh Huggett
Committee Members: Ross Woods; Gillian Walker
Archive Officer: Grace Merrells

This year celebrates the 40th Anniversary of the Baptist Historical Society of Western Australia (BHSWA). Over the past 40 years, BHSWA has established a dedicated archival facility, published works on Western Australian Baptist history and a journal of occasional papers. The most recent paper is expected to be available at Assembly. “The Growth and Life Cycle of a Migrant Church in Western Australia: The Next Chapter of a CALD (Culturally and Linguistically diverse) Church.” A paper by Pastor Cung UK Lal which was presented at the Myanmar Baptist Church 19 October 2024.

25 years ago, churches provided a copy of their Annual Report to the BHSWA to form a “snapshot of activity” in our WA churches. We invite churches to forward a copy of their Church AGM 2025 reports to the Archives to form a second “snapshot”.

Ann Harding retired from the BHSWA Executive Committee this year after 30 years of valuable service. Ann brought a range of skills, a wide circle of contacts and sound historical knowledge to the task and is missed. We are grateful for such valuable support from both Ann and Noel.

Gillian Walker joined the team in January providing us with new blessing.

On 2 August 2025, another member of our Committee, Kent Logie, went to be with His Lord and Saviour. We miss him deeply for his wit and wisdom, lively sense of humour, and service in the Committee and Archives over the past nine and a half years. We thank God and Swee for allowing Kent to assist us in this work.

We continue to look for new Committee members and new volunteers. If you are aware of anyone who may be interested in joining the team, please encourage them to have a chat with us.

As we come closer to filling the available space in our archives, we have put a proposal to the Morling College. We await a decision in due course, and we thank Morling College for continuing to host the archives facility on the Perth Campus and making us welcome.

Thank you to those churches which have deposited records with us or notified us that the church cares for its own records. We would love to encourage your church in some way as you seek to preserve your local story. You are welcome to visit the archives or simply have a chat. archives@baptistwa.asn.au



**Baptist Historical Society
of Western Australia Inc.**

Morling College

Rev Dr Tim MacBride | Principal

Morling College exists for the church and its witness in the world. This conviction continues to shape all that we do at Morling. Throughout the year, we have remained focused on equipping leaders to serve the local church, the wider Christian community, and the world beyond. We give thanks to God for the many ways He has sustained the College in this past year, and for the privilege of partnering with our Baptist churches in this essential work.



A National College

2025 has been significant in the wider college, with Malyon College (the Baptist college in QLD) becoming the third campus of Morling College, while Crossway Baptist Church in Melbourne also hosts a Morling teaching hub.

Across the country, research at Morling continues to grow, with seventeen candidates now engaged in postgraduate research. The pooling of resources has allowed us to supervise a wider range of research areas.

Campus Community Life

The past few years have taught us much about resilience and the importance of connection. After the disruptions of the COVID era, we are thrilled to see community life flourishing again on campus. Shared meals, chapel gatherings, and prayer have re-emerged as key components of formation. We remain deeply committed to shaping not only the minds but also the hearts and character of our students.

Graduation 2025

We joyfully celebrated as a new cohort of Western Australia graduates was sent out from Morling College in 2025. These men and women completed studies in Bible and Theology, Chaplaincy, and Counselling—joining the thousands now serving in pastoral ministry, cross-cultural mission, and other organisations such as schools, hospitals, aged care facilities, and the Armed Forces. A particular highlight this year was celebrating the first Perth graduates from the Initial Teacher Education program. These students represent a new approach to resourcing our Christian schools, with an innovative, embedded-practice model that gives the schools a key role in forming their future teachers.



Peter Scott (Master of Ministry) from Carey Baptist Church, Harrisdale, and Karen van Namen (Master of Theological Studies) were among our graduates in 2025.

Serving Our Churches

We continued our commitment to engaging, expository preaching with the third of our Preaching Skills Workshops, led by Dr Marc Rader, attended by 30 pastors and lay preachers from across the state.

A recent initiative from our Counselling, Chaplaincy and Spiritual Care (CCSC) faculty is the provision of certified Mental Health First Aid training, available as a two-day intensive taught on location. Please contact the College if your church or organisation is interested in equipping staff and volunteers to be qualified first responders in the context of a growing mental health crisis.

Scholarships

One of the most exciting ways we are partnering with local churches is through our matching scholarship program. Churches identify and support individuals sensing a call to ministry, with successful applicants having the church's investment matched by the student and by Morling's scholarship fund, typically in a "one third each" arrangement. This not only reduces the financial burden of study but also fosters a sense of shared responsibility and encouragement between churches, students, and the College as we invest in the next generation of pastors, ministers, and missionaries. For more information, or to participate in the

matching scholarships program, please contact our scholarships committee directly at: scholarships@morling.edu.au.

From the Principal

On a more personal note, I was given the privilege of speaking at the 2025 Baptist Pastoral Retreat, enjoying three days of connection and fellowship with many of our pastors, chaplains, and leaders. I was encouraged by the stories of what God is doing throughout our movement, and the collective sense that this is the start of an important season of ministry. I shared a challenge from Scripture to recommit to the high calling of being a shepherd of God’s flock, re-embracing the core of what being a pastor is all about. I also reminded ourselves of the importance of the unifying influences—such as the annual retreat and a shared, denominational training college—in our diverse association of independent churches as an antidote to the increasing polarisation of our culture. These need to be valued and actively maintained if they are to continue to contribute to the unity of our movement.

If there are any new (or renewed) ways in which you would like to connect or partner with our denominational college, please don’t hesitate to contact me, as well as our Perth-based leadership: Michael O’Neil, Dean of Strategic Relationships; Lloyd Porter, Campus Director; and Gillian Dixon, Associate Dean of Counselling, Chaplaincy and Spiritual Care.



MORLING
COLLEGE

BaptistCare

Charles Moore | Chief Executive Officer

BaptistCare is one of Australia's largest for-purpose, Christian care providers, delivering aged care, community housing, and community services across NSW, VIC, SA, WA, TAS, and the ACT. Building on a shared legacy of care dating back to the 1970s in WA, our history is a rich tapestry of people and purpose.

This past year marked a defining moment in our organisation's history as BaptistCare (NSW, ACT, WA), Bapcare (VIC, TAS, SA), and Baptist Care SA became one national care provider. This milestone followed months of prayerful discernment, careful planning and shared commitment to better serve communities across Australia.



Our integration is more than structural. It is driven by a belief that we are stronger together. Our integration program is underway to unify our organisation, with teams collaborating across borders to align systems and improve outcomes for customers and employees. We are also strengthening our national voice, including CEO Charles Moore's appointment to the Federal Government's National Aged Care Advisory Council in February. Later this year, we will unveil our new Brand, Purpose, Vision and Values, which is a vital step in building unity and identity as one organisation.

The aged care sector is undergoing significant change. In June, the Federal Government delayed the new Aged Care Act to 1 November, following strong sector feedback, including from BaptistCare. We welcomed the decision, which allows time to prepare our people, support residents and clients, and strengthen systems for lasting, person-centred reform.

Our regional residential aged care homes in Western Australia continue to face significant challenges, including workforce shortages, financial pressures, and ageing infrastructure. Many regional homes operate at a loss, limiting the ability to invest in necessary upgrades or expansion. Ongoing staffing shortages further impact service delivery and long-term sustainability in these areas. BaptistCare has worked closely with other aged care providers and remains committed to advocating for sustainable solutions and better outcomes for older Australians.

Access to safe and affordable housing also remains a major national challenge. Many individuals and families, particularly older women and those on low incomes, face housing stress or homelessness. BaptistCare continues to seek to expand its housing portfolio and advocate for increased investment, recognising that stable housing is essential to wellbeing and dignity.

Amid sector challenges, we also paused to honour our past. In November 2024, BaptistCare marked 80 years of care across NSW, ACT and WA. With employees, supporters and community members, we reflected on our founders, our legacy, and the values that continue to shape our work.

During the year, we completed upgrades at several of our aged care homes, including William Carey Court (Busselton), Gracewood, (Salter Point), Gracehaven (Rockingham), and David Buttfield Centre (Gwelup). These improvements are part of our broader program to renew older assets and enhance the living environments for our residents, ensuring consistently high standards of comfort and care across all our sites.

We continued building strong community connections through our *Demystifying Aged Care* presentations, helping people better understand the aged care system and their options across home care, residential aged care, and retirement living. These interactive sessions covered topics like navigating aged care, finding the right support, and services offered by BaptistCare.

Our Home Care teams have spent significant time focusing on preparing for the new Support at Home program commencing in November, ensuring a smooth transition for clients and equipping staff to continue delivering person-centred care.

We celebrated ten years of our Pastoral Care Volunteer Program, which operates across NSW, ACT and WA. This program provides vital spiritual and emotional support to customers and reflects the important role volunteers play across our services. We continue to encourage interest and participation in the program. BaptistCare remains grounded in our Christian identity and deeply committed to holistic care, respecting the emotional, cultural, spiritual and social wellbeing of every person.

We extend our deep gratitude to our employees. Their resilience, dedication and compassion during a year of transition has been extraordinary. We also extend our gratitude to our supporters, partners and donors, and to our former Boards and current Directors across the country for their governance, leadership and wisdom. We look to the future with hope and confidence, grounded in our values, strengthened by our unity and shared purpose, and inspired by the communities we serve.

“Let your roots grow down into him, and let your lives be built on him. Then your faith will grow strong in the truth you were taught, and you will overflow with thankfulness.” — Colossians 2:7 (NLT)



The Baptist Union of Western Australia Inc.

Financial Report 2024-25

ABN: 59 739 180 494

Statement of Income and Expenditure and Other Comprehensive Income

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
OPERATING ACTIVITIES			
Income			
Camping fees		1,638,266	1,506,446
Grants and donations		916,173	811,671
Ministry partnership contributions		803,142	665,756
Workers compensation insurance premiums		575,675	523,469
Property insurance premiums		-	468,688
Conference and event registrations and sponsorships		337,483	327,656
Rental income		233,786	195,642
Interest income		108,326	105,116
Other income		225,426	258,478
Total income from operating activities		4,838,277	4,862,922
Expenses			
Employee benefits expense		(2,309,992)	(2,215,975)
Workers compensation insurance premiums		(592,034)	(529,234)
Property insurance premiums		-	(414,982)
Consultants and professional fees		(269,344)	(346,334)
Property outgoings, repairs and maintenance		(362,075)	(309,531)
Food, catering and cleaning expenses		(202,575)	(211,687)
Conference and event expenses (direct costs)		(133,865)	(184,791)
Depreciation expense		(124,757)	(136,131)
Interest expense		(17,295)	(25,876)
Other expenses		(454,785)	(575,278)
Total expenses from operating activities		(4,466,722)	(4,949,819)
Surplus/(deficit) from operating activities		371,555	(86,897)
CAPITAL ACTIVITIES			
Income			
Gains arising from the control of church property		-	872,870
Expenses			
Redress and civil legal claim costs		(479,847)	(1,960,243)
Surplus/(deficit) from capital activities		(479,847)	(1,087,373)
Surplus/(deficit) for the year		(108,292)	(1,174,270)
OTHER COMPREHENSIVE INCOME			
Items that will not be reclassified subsequently to profit or loss			
Revaluation changes for property, plant and equipment		1,921,289	-
Other comprehensive income for the year		1,921,289	-
Total comprehensive income for the year		1,812,997	(1,174,270)

The accompanying notes form part of these financial statements.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Statement of Financial Position

As at 30 June 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	3,292,924	3,234,524
Trade and other receivables	4	124,326	200,943
Financial assets	7	500,000	500,000
Non-current assets held for sale	5	-	345,574
Other assets	8	127,407	-
TOTAL CURRENT ASSETS		<u>4,044,657</u>	<u>4,281,041</u>
NON-CURRENT ASSETS			
Financial assets	7	1,650,000	1,700,000
Property, plant and equipment	6	10,385,738	8,479,136
TOTAL NON-CURRENT ASSETS		<u>12,035,738</u>	<u>10,179,136</u>
TOTAL ASSETS		<u>16,080,395</u>	<u>14,460,177</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	525,716	512,135
Borrowings	10	803	9,485
Provisions	11	3,608,676	3,708,381
Employee benefits	12	286,340	263,744
Other liabilities	13	160,510	250,092
TOTAL CURRENT LIABILITIES		<u>4,582,045</u>	<u>4,743,837</u>
NON-CURRENT LIABILITIES			
Borrowings	10	234,998	252,061
Employee benefits	12	44,381	58,305
TOTAL NON-CURRENT LIABILITIES		<u>279,379</u>	<u>310,366</u>
TOTAL LIABILITIES		<u>4,861,424</u>	<u>5,054,203</u>
NET ASSETS		<u>11,218,971</u>	<u>9,405,974</u>
EQUITY			
Reserves	14	4,513,217	5,092,478
Retained earnings		6,705,754	4,313,496
TOTAL EQUITY		<u>11,218,971</u>	<u>9,405,974</u>

The accompanying notes form part of these financial statements.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Statement of Changes in Equity

For the Year Ended 30 June 2025

2025

	Retained Earnings	Asset Revaluation Reserve	General Reserve	Total
	\$	\$	\$	\$
Balance at 1 July 2024	4,313,496	2,623,704	2,468,774	9,405,974
Surplus/(deficit) for the year	(108,292)	-	-	(108,292)
Revaluation increment/(decrement)	-	1,921,289	-	1,921,289
Total comprehensive income for the year	(108,292)	1,921,289	-	1,812,997
Transfer from asset revaluation reserve realised on property sold during the year	254,367	(254,367)	-	-
Transfers between retained earnings and reserves	2,246,183	-	(2,246,183)	-
Balance at 30 June 2025	6,705,754	4,290,626	222,591	11,218,971

2024

	Retained Earnings	Asset Revaluation Reserve	General Reserve	Total
	\$	\$	\$	\$
Balance at 1 July 2023	5,475,766	2,434,130	2,480,774	10,390,670
Surplus/(deficit) for the year	(1,174,270)	-	-	(1,174,270)
Revaluation increment/(decrement)	-	-	-	-
Total comprehensive income for the year	(1,174,270)	-	-	(1,174,270)
Transfers between retained earnings and reserves	12,000	-	(12,000)	-
Balance at 30 June 2024	4,313,496	2,434,130	2,468,774	9,216,400

The accompanying notes form part of these financial statements.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Statement of Cash Flows

For the Year Ended 30 June 2025

	2025	2024
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from churches, donors and others	5,113,313	4,878,812
Payments to suppliers and employees	(5,021,272)	(4,433,326)
Payments for redress and civil settlements	(386,206)	(930,254)
Interest received	108,398	102,130
Interest paid	(17,295)	(25,876)
Net cash provided by/(used in) operating activities	19 <u>(203,062)</u>	<u>(408,514)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Proceeds from disposal of non-current assets held for sale	345,574	750,552
Proceeds from disposal of property, plant and equipment	2,727	2,750,033
Payments for property, plant and equipment	(111,094)	(52,691)
Proceeds from repayments of loans advanced	50,000	50,000
Net cash provided by/(used in) investing activities	<u>287,207</u>	<u>3,497,894</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Borrowings procured/(repaid)	(17,063)	(8,076)
Net cash provided by/(used in) financing activities	<u>(17,063)</u>	<u>(8,076)</u>
Net increase/(decrease) in cash and cash equivalents held	67,082	3,081,304
Cash and cash equivalents at the beginning of the year	<u>3,225,039</u>	<u>143,735</u>
Cash and cash equivalents at the end of the financial year	3(a) <u><u>3,292,121</u></u>	<u><u>3,225,039</u></u>

The accompanying notes form part of these financial statements.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(a) Basis of preparation

The financial report covers The Baptist Union of Western Australia Inc ('the Association'). The Baptist Union of Western Australia Inc is an Association, incorporated in the State of Western Australia under the Incorporated Associations Act 2015 (WA). The Association is a not-for-profit entity for reporting purposes under Australian Accounting Standards.

The principal activities of the Association during the financial year were to provide support to the Baptist churches in WA and affiliated ministries through; pastoral and church leadership, governance and advice, running camps and operating camping centres for the benefit of the churches and the general community.

In the opinion of the council members, the Association is not a reporting entity since there are unlikely to exist users of the financial statements who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared in accordance with the material accounting policies disclosed below. Such accounting policies are consistent with the previous period unless otherwise stated. The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Statement of Compliance

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards, except those specifically described below, and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows*, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors*, AASB 124 *Related Party Disclosures* and AASB 1054 *Australian Additional Disclosures*. The following recognition and measurement requirements of Australian Accounting Standards have not been applied:

- The Association has not assessed whether it complies with the recognition and measurement requirements specified in AASB 15 *Revenue from Contracts with Customers* and AASB 1058 *Income of Not-for-Profit Entities*. This is due to income from premiums collected for property and workers compensation insurance (that is charged to churches and re-insured through third-party insurers) being recognised on a gross receipts basis (rather than net of the related insurance expense), without making an assessment as to whether the Association is a principal or agent with respect to the underlying transactions.
- Employee benefits that are expected to be settled more than one year after the end of the financial year (consisting principally of long service leave benefits) have been recognised at the gross undiscounted value of estimated future cash outflows to settle these obligations based on the accrued units of entitlement for each employee at the end of the financial year. This basis of recognition also applies the assumption that all employees that have not yet reached the required service period for entitlement, will do so in the future. As such, this treatment does not comply with AASB 119 *Employees Benefits*.

The Association does not comply with the requirements of AASB 10 *Consolidated Financial Statements* as subsidiaries have not been consolidated into the financial report. Instead, subsidiaries have been recognised at cost, less accumulated impairment losses.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(a) Basis of preparation

The Association has concluded that AASB 128 *Investments in Associates and Joint Ventures* is not applicable as the assessment on its interests in other entities indicated that it does not have any associates or joint ventures.

(b) Revenue and other income

Revenue from contracts with customers

The Association provides services to customers principally through:

- The operating of camping centres hosting large groups, including from churches and schools.
- The facilitation of conferences and events.
- Ministry partnership contributions, which member churches are required to provide annually in accordance with the constitution of the Association, and the Relationship Agreement between the Association and each church. These contributions confer to member churches the benefit of ongoing affiliation with Baptist Churches Western Australia, and access to ministerial and administrative support services provided by the Association.
- Insurance premiums collected from churches and schools for property and workers compensation protection for which the Association arranges re-insurance cover with applicable insurers.

Revenue is recognised when performance obligations under its contract with the customer have been satisfied, as follows:

- In relation to sessions held for groups, this is at a point-in-time, which is generally at the completion of the camping session.
- In relation to conferences and events, this is at a point-in-time, which is generally at the completion of the relevant seminar or event taking place.
- In relation to ministry partnerships contributions, revenue is recognised over time, as affiliation benefits are generally considered to be received evenly across the year.
- In relation to insurance premiums, these are recognised over time, which is generally the period of time over which the insurance cover is provided.

Revenue is only recognised to the extent that there is a high probability that a significant reversal of revenue will not occur.

A receivable will be recognised when the service has been completed. The Association's right to consideration is deemed unconditional at this time as only the passage of time is required before payment of that consideration is due. Consideration paid by the customer in advance of the completion of the service being provided is recognised as a contract liability.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(b) Revenue and other income

Interest income

Interest is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument.

Grants, donations and bequests

When the Association receives grants, donations and bequests it assesses whether a contract exists and whether that contract is enforceable and has sufficiently specific performance obligations.

When these conditions are satisfied, the Association:

- identifies each performance obligation relating to the grant, donation or bequest
- recognises a contract liability for its obligations under the contract; and
- recognises revenue as it satisfies its performance obligations.

When the contract is not enforceable or does not have sufficiently specific performance obligations, the grant, donation or bequest is recognised immediately in profit or loss.

Gains arising from the control of property assets

The Association acts as the corporate trustee of some church property for affiliated churches in Western Australia. Additionally, when an affiliated church closes and is required to be wound-up, it may also become the beneficiary of the surplus property of the church. The Association does not recognise a beneficial interest in church property assets when these assets continue to be in use by an active congregation affiliated with Baptist Churches Western Australia.

If a church congregation using Baptist Churches Western Australia property assets becomes inactive and the church closes (or for any other reason relinquishes control of its property in use), the property may vest with (or may be transferred to) the Association. At this point, the Association, is then able to re-assign the property to another congregation, sell or continue to hold the property.

Gains are recognised from the control of church property assets at the point in time control of the property vests (or is transferred to the Association, provided the property is not immediately re-assigned to another congregation.

(c) Income tax

The Association is a charity registered with the Australian Charities and Not-for-profits Commission. Accordingly, it is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(d) Property, plant and equipment

Land and buildings

Land and buildings are carried at fair value, less where applicable, any accumulated depreciation for buildings.

Land and buildings are measured at their fair value based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. In periods when land and buildings are not subject to independent valuation, the board members review the valuation to ensure the carrying amount for land and buildings is not materially different to its fair value. Land and buildings are carried at fair value, less where applicable, any accumulated depreciation.

Increases in the carrying amount arising on revaluation of land and buildings recognised at fair value are recognised in other comprehensive income and accumulated in the asset revaluation reserve in equity. Revaluation decreases that offset, and previous increases of the same class of assets shall be recognised in other comprehensive income. All other decreases are recognised in profit or loss.

Any accumulated depreciation at the date of the revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset

Plant and equipment

Plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the Association, commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The depreciation rates used for each class of depreciable asset are shown below:

Asset class	Depreciation rate
Buildings	2.5%
Plant and Equipment	5% - 20%
Furniture, Fixtures and Fittings	5% - 20%
Motor Vehicles	12.5%
Office Equipment	10% - 33%
Computer Equipment	25%
Leasehold improvements	7% - 10%

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(e) Non-current assets held for sale

Non-current assets are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use and a sale is considered highly probable. They are measured at the lower of their carrying amount and fair value less costs to sell. Assets classified as held for sale are not amortised or depreciated.

Non-current assets classified as held for sale and any associated liabilities are presented separately in the statement of financial position.

(f) Impairment of non-financial assets

At the end of each reporting period the Association determines whether there is evidence of an impairment indicator for non-financial assets.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated. The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit. Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss.

(g) Financial instruments

Financial instruments are recognised initially on the date that the Association becomes party to the contractual provisions of the instrument. On initial recognition, all financial instruments are measured at fair value plus transaction costs.

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Association classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss

Amortised cost

The Association's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(g) Financial instruments

Financial assets

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment. Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Financial assets through profit or loss

All financial assets not classified as measured at amortised cost or fair value through other comprehensive income as described above are measured at fair value through profit or loss. Net gains or losses, including any interest or dividend income are recognised in profit or loss.

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Association renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Financial liabilities

The Association measures all financial liabilities initially at fair value less transaction costs. Subsequently, financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Association comprise trade payables, bank and other loans.

(h) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and subject to an insignificant risk of change in value.

Bank overdrafts also form part of cash equivalents for the purpose of the statement of cash flows and are presented within current liabilities on the statement of financial position.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(i) Employee benefits

Provision is made for the Association's liability for employee benefits, those benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the gross undiscounted value of estimated future cash outflows to settle these obligations, based on the accrued units of entitlement for each employee at the end of the financial year, applying the assumption that all employees that have not yet reached the required service period for entitlement will do so in the future. Changes in the measurement of the liability are recognised in profit or loss.

(j) Provisions

Provisions are recognised when the Association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Long service leave fund obligations

A provision is recognised for the Association's obligations as the operator of the Long Service Leave Fund (the Fund) for Baptist Churches in Western Australia. The Fund operates as follows:

- Members churches participating in the Fund make contributions (at a set monthly amount) to the Fund for applicable employees.
- Ongoing fund contributions establishment an entitlement for member churches to receive a benefit payment where an eligible employee meets the required service period under the Fund rules. This benefit is calculated by multiplying the number of months of service by the current monthly fund contribution rate.
- Where fund contributions to a particular individual cease for an extended period (usually 12 months or more), unless otherwise advised, it is assumed that this is break in the continuity of service under the Fund rules. In this case, the entitlement balance is suspended. After a period of 10 years, any suspended entitlement balance is treated as lapsed.

The provision for long service leave fund obligations has been measured at the probability-weighted value of the estimated future cash outflows to be made to churches under the Fund rules. This estimate considers the likelihood of whether applicable individuals will meet the required service period. The provision is written-back to nil for suspended balances.

Fund contributions are initially recognised as an increase to fund liability balance and benefit payments are recognised as a decrease to the fund liability balance. At the end of each reporting period, the value of the fund is estimated, with any change in the fund value taken to profit or loss.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Critical Accounting Estimates and Judgments

Land and buildings recognised at fair value

The Association owns several properties, which are classified as property, plant and equipment (land and buildings), and are recognised at fair value. The fair value of the properties have been estimated based on the following information:

- Properties that are currently in use as commercial office space (with associated car parking space) and recreational camping centres have been valued based on independent valuations provided by licensed property valuers.
- Other properties, which consist of vacant land, residential properties, and former church land and buildings have principally been valued based on appraisals performed by local real estate agents. Where a former church building is heritage listed and has restrictions on use, the council members have a adopted valuation which represents a modest discount on the underlying estimated land value, as the restrictions of use on the buildings may impact the ability for the property to be sold at its land value.

Provisions for redress and civil liability claims

As described under material accounting policy information, provisions are measured at the council members' best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained. Quantified estimates of legal liability have been based on past history and advice from lawyers acting on behalf of the Association.

Liability is only recognised when a present obligation related to a legal case is probable, and can be estimated reliably. Judgement is applied based on the amount of information available in respect of each case, and whether it is sufficient to form an assessment that a liability is probable. Where liability associated with a case is possible but not probable, or is probable but the amount is unable to estimated reliably, a provision will not be recognised and instead a contingent liability will be disclosed.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

3 Cash and Cash Equivalents

	2025	2024
Note	\$	\$
Cash on hand	1,034	620
Cash deposits held at-call	3,031,858	2,986,854
Short-term deposits	259,017	246,749
Debit and credit card balances	1,015	301
	<u>3,292,924</u>	<u>3,234,524</u>

(a) Reconciliation of cash

Cash and Cash equivalents reported in the statement of cash flows are reconciled to the equivalent items in the statement of financial position as follows:

Cash and cash equivalents		3,292,924	3,234,524
Bank overdrafts	10	<u>(803)</u>	<u>(9,485)</u>
Balance as per statement of cash flows		<u>3,292,121</u>	<u>3,225,039</u>

4 Trade and Other Receivables

CURRENT

Trade receivables		122,862	187,566
Provision for impairment		<u>(10,546)</u>	<u>(8,705)</u>
		<u>112,316</u>	<u>178,861</u>
Interest income receivable		12,010	12,082
Other receivables		<u>-</u>	<u>10,000</u>
		<u>124,326</u>	<u>200,943</u>

5 Non-Current Assets Held for Sale

Property, plant and equipment		-	345,574
		<u>-</u>	<u>345,574</u>

Non-current assets held for sale consisted of land and buildings located at 23 Hopkins Street, Boulder WA. This property was sold, with settlement taking place in July 2024.

The Baptist Union of Western Australia Inc

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Notes to the Financial Statements

For the Year Ended 30 June 2025

6 Property, Plant and Equipment

	2025	2024
	\$	\$
Land and buildings		
At fair value	9,550,000	7,628,711
Total land and buildings	9,550,000	7,628,711
Plant and equipment		
At cost	494,976	451,556
Accumulated depreciation	(400,230)	(375,350)
Total plant and equipment	94,746	76,206
Furniture, fixtures and fittings		
At cost	265,239	274,857
Accumulated depreciation	(243,390)	(245,970)
Total furniture, fixtures and fittings	21,849	28,887
Motor vehicles		
At cost	83,838	31,841
Accumulated depreciation	(14,865)	(8,913)
Total motor vehicles	68,973	22,928
Office equipment		
At cost	68,687	75,473
Accumulated depreciation	(58,450)	(61,513)
Total office equipment	10,237	13,960
Computer equipment		
At cost	25,763	51,558
Accumulated depreciation	(9,586)	(37,886)
Total computer equipment	16,177	13,672
Leasehold Improvements		
At cost	1,019,970	1,017,920
Accumulated depreciation	(396,214)	(323,148)
Total leasehold improvements	623,756	694,772
Total property, plant and equipment	10,385,738	8,479,136

The Baptist Union of Western Australia Inc

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Notes to the Financial Statements

For the Year Ended 30 June 2025

6 Property, Plant and Equipment

(a) Movements in carrying amounts

	Land and Buildings	Plant and Equipment	Furniture, Fixtures and Fittings	Motor Vehicles	Office Equipment	Computer Equipment	Leasehold Improvements	Total
Balance at the beginning of the year	\$ 7,628,711	\$ 76,206	\$ 28,887	\$ 22,928	\$ 13,960	\$ 13,672	\$ 694,772	\$ 8,479,136
Additions at cost	-	43,420	-	51,996	-	13,627	2,051	111,094
Revaluation increase/(decrease)	1,921,289	-	-	-	-	-	-	1,921,289
Depreciation expense	-	(24,880)	(6,098)	(5,952)	(5,119)	(9,642)	(73,066)	(124,757)
Disposals	-	-	(940)	-	-	(84)	-	(1,024)
Balance at the end of the year	9,550,000	94,746	21,849	68,972	8,841	17,573	623,757	10,385,738

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

7 Financial Assets

Financial assets at amortised cost

	2025	2024
	\$	\$
CURRENT		
Term deposits	500,000	500,000
	<u>500,000</u>	<u>500,000</u>
NON-CURRENT		
Loan to Atlantis Beach Baptist College	150,000	200,000
	<u>150,000</u>	<u>200,000</u>

Financial assets at fair value through profit or loss

NON-CURRENT		
Investment in Baptist Financial Services Australia Ltd	1,500,000	1,500,000
	<u>1,500,000</u>	<u>1,500,000</u>

Total non-current financial assets

	<u>1,650,000</u>	<u>1,700,000</u>
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8 Other Assets

CURRENT		
Prepayments	127,407	-
	<u>127,407</u>	<u>-</u>

9 Trade and Other Payables

CURRENT		
Trade payables	234,919	44,138
GST, PAYG and FBT payable	52,462	79,897
Sundry payables and accrued expenses	238,335	388,100
	<u>525,716</u>	<u>512,135</u>

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

10 Borrowings

	Note	2025 \$	2024 \$
CURRENT			
Bank overdrafts	(a)	803	9,485
		<u>803</u>	<u>9,485</u>
NON-CURRENT			
Bank loans	(b)	234,998	252,061
		<u>234,998</u>	<u>252,061</u>

(a) Bank overdrafts

The Association has a bank overdraft facility with Baptist Financial Services with a facility limit of \$2,000,000. Baptist Financial Services has first registered mortgages over property located at 19 and 21 Rowe Avenue, Rivervale WA, and 32 Transit Road, Jarrahdale WA, as security for this facility.

(b) Bank loans

The Association has a loan facility with Baptist Financial Services that was established on 29 April 2019 with an original loan amount of \$285,813. This loan has a 20-year term, expiring in 2039. Baptist Financial Services has a first registered mortgage over property located 32 Transit Road, Jarrahdale WA, as security for this facility.

11 Provisions

	Note	2025 \$	2024 \$
CURRENT			
Redress and civil liability claims	(a)	3,103,253	3,194,165
Long service leave fund obligations	(b)	505,423	514,216
		<u>3,608,676</u>	<u>3,708,381</u>

(a) Redress and civil liability claims

The Association has joined the National Redress Scheme for people who have experienced institutional child sexual abuse. In participating in this scheme the Association will be liable for redress payments awarded to persons who experienced abuse whilst under the care of institutions that the Association is taking responsibility for. Provisions have been recognised where the Association becomes aware of known cases that will likely result in an application for redress under the scheme.

In addition to the National Redress Scheme, the Association is also a party to several ongoing civil liability proceedings arising from allegations of historical sexual abuse. Provisions have been recognised where the likelihood of liability is probable, and the liability can be reliably estimated.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

11 Provisions

(b) Long Service Leave Fund obligations

The Association operates the Baptist Union of WA Long Service Leave Fund (the Fund), which was established in 1974 and is operated in accordance with the governing rules of the Fund. The Fund provides a savings scheme for member churches to assist with funding their long service leave obligations to their employees.

12 Employee Benefits

	2025	2024
	\$	\$
CURRENT		
Provision for employee leave entitlements	260,223	249,976
Employee benefits payable	<u>26,117</u>	<u>13,768</u>
	<u>286,340</u>	<u>263,744</u>
NON-CURRENT		
Provision for employee leave entitlements	<u>44,381</u>	58,305
	<u>44,381</u>	<u>58,305</u>

13 Other Liabilities

CURRENT		
Camping fee income received in advance	160,510	177,620
Grant income received in advance	<u>-</u>	<u>72,472</u>
	<u>160,510</u>	<u>250,092</u>

14 Reserves

Asset revaluation reserve

The asset revaluation reserve records fair value movements on property, plant and equipment measured at fair value.

General reserve

The general reserve records funds set aside for future operational and strategic development expenditure.

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

15 Contingent Liabilities

Atlantis Beach Baptist College Loans and Guarantee

In November 2017 a long-term loan of \$250,000 was provided to Atlantis Beach Baptist College Ltd (ABBC), a foundation school that commenced in February 2017. This loan was part of a financial rescue package provided by the Association in conjunction with Baptist Financial Services (BFS).

In September 2022, the Association approved the Australian Baptist Education (ABE) proposed takeover of the school, with approval from the BFS. ABE agreed to pay a guarantee fee to Baptist Churches Western Australia in return for continuing support. ABE also agreed to repay the interest free loan of \$250,000 over five years.

The Association is currently guarantor for the Dept of Education Low Interest Loan currently totalling \$1,301,466 as at 30 June 2025. A contingent liability exists if ABBC fails to meet the requirements of its loan agreement with the Department of Education.

National Redress Scheme and Civil Liability Claims

In addition to the current estimates of liability based on known and ongoing National Redress Scheme (NRS) applications, the Association has contingent liabilities for payments for unknown NRS applications that may be submitted to the NRS in future, up to the deadline date for the close of applications, which is currently set for 30 June 2027.

As of 30 June 2025, one new civil action has commenced and is progressing through the legal process, including discovery and mediation. This matter may result in further significant liability. However, the Association currently has insufficient information available to reliably estimate this liability.

16 Auditors' Remuneration

	2025	2024
	\$	\$
Remuneration of the auditor (fees invoiced during the year), for:		
- audit of the financial report (Shreeve & Carslake)	-	11,330
- audit of the financial report (Saward Dawson)	26,461	7,500
- accounting assistance (Saward Dawson)	4,090	-
- taxation services (Saward Dawson)	3,200	2,100
	<u>33,751</u>	<u>20,930</u>

17 Key Management Personnel Disclosures

The aggregate remuneration paid (or payable) to key management personnel of the Association during the year ended 30 June 2025 amounted to \$ 366,533 (2024: \$ 376,794).

The number of key management personnel receiving remuneration during the year ended 30 June 2025 was 3 (2024: 2).

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

18 Related Parties

The Association's main related parties are as follows:

- Baptist Relief Fund Inc is a registered charity and association incorporated in Western Australia under the *Associations Incorporation Act 2015 (WA)*. The Association exerts control over this entity.
- Baptist Historical Society of Western Australia Inc is a registered charity and association incorporated in Western Australia under the *Associations Incorporation Act 2015 (WA)*. The Association exerts control over this entity.
- Key management personnel - refer to Note 17.

Transactions with related parties

The following transactions occurred with related parties:

	2025	2024
	\$	\$
Other Income (for administrative services)		
Baptist Historical Society of Western Australia Inc	11,628	10,013
	<u>11,628</u>	<u>10,013</u>

19 Cash Flow Information

Reconciliation of result for the year to cashflows from operating activities

Surplus/(deficit) for the year	(108,292)	(1,174,270)
Non-cash flows in surplus/(deficit):		
- depreciation	124,757	136,131
- (gain)/loss on disposal of property, plant and equipment	(1,703)	88,017
- (gain)/loss on disposal of non-current assets held for sale	-	(552)
- gains arising from the control of church property (non-cash assets)	-	(785,000)
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	76,617	120,228
- (increase)/decrease in other assets	(127,407)	415,005
- increase/(decrease) in trade and other payables	13,581	398,113
- increase/(decrease) in provisions and employee benefits	(91,033)	928,607
- increase/(decrease) in other liabilities	(89,582)	(534,793)
Cashflows from operations	<u>(203,062)</u>	<u>(408,514)</u>

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Notes to the Financial Statements

For the Year Ended 30 June 2025

20 Events After the End of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

21 Statutory Information

The registered office and principal place of business of the association is:

The Baptist Union of Western Australia Inc
21 Rowe Avenue
Rivervale WA 6103

The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Council Members' Declaration

In accordance with a resolution of the council members of the Association, the council members have determined that the Association is not a reporting entity and that these special purpose financial statements should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The council members declare that in the council members' opinion:

- there are reasonable grounds to believe that the Association is able to pay all of its debts, as and when they become due and payable;
- the financial statements gives a true and fair view of the Association's financial position as at 30 June 2025 and of its financial performance for the year ended; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulations 2022*.

Council member 

Dated: 22 September 2025



The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Auditor's Independence Declaration to the Council Members of The Baptist Union of Western Australia Inc and Controlled Entities

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025, there have been:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in blue ink that reads 'Saward Dawson'.

Saward Dawson

A handwritten signature in blue ink that reads 'Peter Shields'.

Peter Shields
Partner

Blackburn

Date: 22 September 2025

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The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Independent Audit Report to the members of The Baptist Union of Western Australia Inc

Opinion

We have audited the financial report of The Baptist Union of Western Australia Inc (the Association), which comprises the statement of financial position as at 30 June 2025, the statement of income and expenditure and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the council members' declaration.

In our opinion the financial report of The Baptist Union of Western Australia Inc has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Association's financial position as at 30 June 2025 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Association's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Council Members for the Financial Report

The council members of the Association are responsible for the preparation of the financial report financial report that gives a true and fair view, and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The council members' responsibility also includes such internal control as the council members determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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The Baptist Union of Western Australia Inc

ABN 59 739 180 494

Independent Audit Report to the members of The Baptist Union of Western Australia Inc

In preparing the financial report, the council members are responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the council members either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

The council members are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: https://www.auasb.gov.au/auditors_responsibilities/ar3.pdf. This description forms part of our auditor's report.

A handwritten signature in blue ink that reads 'Saward Dawson'.

Saward Dawson

A handwritten signature in blue ink that reads 'Peter Shields'.

Peter Shields
Partner

Blackburn


Date: 22 September 2025


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