

# Annual Report 2018



# Opening Remarks from the Team

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Fundamental to the work of Korus Connect / ACCESS ministries is a conviction that great potential exists in every one of us. This is potential that, when tapped into, can lead to communities coming together to change for the better. Our role in all this has been, and continues to be, as stewards who seek to equip, empower and release others to unlock their potential. It's an ambitious vision to be sure, but one that can only be fulfilled in collaboration with others.

In 2018, we shared in the joy of seeing people thriving in their communities through the support of Korus Connect. We embraced

the year as a 'family team' with a united heart and generous hands ready to serve others. Together, we courageously navigated the challenges of uncertainty, misunderstanding, and criticism, and collectively overcame these. Throughout the journey, we trusted in God's provision, which He supplied at the perfect time.

In reading the following Annual Review, we hope you might see the story of God's goodness and grace to us, woven through each page.

*The Korus Connect Family*



# Report from the CEO and Chair of the Board



We continue our journey to Korus Connect with a vision to see vibrant and connected communities where individuals and families are thriving.

Central to this vision is an understanding that we are being guided by wisdom and creativity far beyond our own human capacity.

God has been establishing our every step, leading us through a year of growth and transformation. We have only been able to sow hope into communities through the prayerful and practical support of our donors and friends.

2018 has been a year of notable milestones and events, including: our ongoing transition from ACCESS ministries to Korus Connect; the renewal of funding for school chaplaincy; a legal challenge in VCAT alleging religious-based discrimination in our hiring practices; building a clientele base for Korus Solutions and refining the working model; securing the [CMA Standards Council Governance Accreditation](#);

and our ongoing pursuit of new, sustainable initiatives to achieve our vision.

Through all of these, God has taught us some enduring lessons.

We have found that shared goals, approaches and solutions result in real and beneficial outcomes. We have learnt when making decisions, to be firm in our resolve and believe in the direction we are taking. As we continue on this journey, we have seen the importance of being receptive to innovation, open to constructive criticism and willing to embrace new ideas.

Though God has humbled us to trust in His leading, we also recognise the importance of operating effectively and efficiently as wise stewards of all that He gives. This has meant preserving the core competencies of our school-based services, while persisting with the exploration and development of new initiatives aligned with our purpose.

As we continue to move operations towards Korus Connect, we recognise that organisational structures and processes will need to reflect this change, while simultaneously responding to an everchanging external environment.

As we step forward, we do so in faith and with His Word in our hearts.

We close with these verses from Joshua 1:5-9 (NIV):

“No one will be able to stand against you all the days of your life. As I was with Moses, so I will be with you; I will never leave you nor forsake you. Be strong and courageous, because you will lead these people to inherit the land I swore to their ancestors to give them. Be strong and very courageous. Be careful to obey all the law my servant Moses gave you; do not turn from it to the right or to the left, that you may be successful wherever you go. Keep this Book of the Law always on your lips; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful. Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go.”

*Dawn Penney (CEO) and  
Elida Brereton (Chair of the Korus  
Connect / ACCESS ministries Board)*

# Community Impact Report

## School Chaplaincy

The landscape of school chaplaincy in 2018 was characterised by the enormous advocacy efforts that ultimately resulted in the Federal Government's ongoing funding commitment to the National School Chaplaincy Programme (NSCP). The State's commitment to roll over existing schools into 2019 was also welcome news to ensure consistency in the transition to 2019. This outcome testifies to the hard work of many who advocated for the program, the extraordinary value the program brings to school communities across Australia and the high regard it has amongst the broader community.

While we have lost and gained schools throughout 2018, a particular highlight was gaining a Christian school which was not required to utilise a chaplaincy provider, but chose Korus Connect / ACCESS ministries because of the level of service, support and professionalism that we provide.

## Training and Education

On the Training and Education front, the trial of professional development (PD) delivered via facilitated video at regional days was well received. As a result, there is now an opportunity to deliver PD much more effectively at a regional level without relying on chaplains travelling to Melbourne, or relying on experts delivering content face-to-face.

## Chaplaincy Conference

The Whole Conference was also organised with its greatest number of external delegates to date. It successfully transitioned from being an ACCESS ministries school chaplaincy conference to sitting under the Korus Connect banner, with broader appeal to pastoral care workers from across a variety of sectors. The Support Solutions team thoroughly enjoyed the opportunity to provide administrative support and hospitality to those who attended the Whole Conference as well. Thank you to our valued partners and sponsors.

## Publishing

In 2018, the decision was made to cease publishing resources for SRI interstate.

We reached this decision having concluded that it would be unwise stewardship to invest considerable resources to update the materials for today's students in a diminishing market. Our customers conveyed their appreciation for the quality of our materials and dismay that we would be ceasing their publication and distribution. A pleasing level of sales were made from interstate customers who purchased the remaining materials for use in 2019.

**“Being a Principal is an extremely rewarding job but at times very demanding. Having a person who listens, is non-judgmental and I know will only take the positives out of life, is someone who makes my day more enjoyable.”**

*Secondary School Principal*

**Special Religious Instruction (SRI)**

The work of our SRI Instructors continues to inspire us as well as the participating students, and we were fortunate enough to have the opportunity to recognise Instructors and hear their stories at an SRI Thank-You event in August. Instructors have continued to provide positive feedback regarding the quality of the training provided to them. Together with our Education and Training Manager, the SRI Team worked to develop video-based training modules for Instructors. Positive feedback was received on the trial materials. Further modules will be developed and filmed in 2019.

Congratulations to our longest serving SRI volunteers. Four volunteers have served their school communities for more than 50 years!

**“Children are very welcoming in regard to our lessons and readily share things they notice and think are important.”**

*SRI Instructor*

**Community Connectors**

Beyond our traditional school-based work, the Community Connector initiative made significant strides in 2018. During the year, the initiative was piloted at Chirnside Park and Montmorency. Although disappointing that those two positions did not progress to being fully funded, the data and learnings drawn from both programs are fundamental in the ongoing development of positions in both regional and urban settings, and the refinement of the overall working model.

In Greensborough, we have held fruitful conversations with the Combined Churches of Nillumbik and Banyule,

who presented the initiative to the local council and centre management at Greensborough Plaza, where a position has been established. In Box Hill, we have facilitated conversations with the newly formed Whitehorse Action Group (comprised of various stakeholders in the community) and have secured a commitment to a Box Hill Community Connector in 2019. The existing Community Connector position at an aged care centre in Colac also became our first fully funded position, with a further commitment for 2019 secured.

Conversations to grow the initiative continue, and we have commenced discussions with corporates regarding the engagement of Community Connectors in major shopping centre networks. Such conversations are an acknowledgement of the need for connections between people to be facilitated and supported by those committed to community growth and transformation.

This impact could not have been achieved on our own. Thank you to our sponsors and partners for your integral role in enabling us to serve communities in this way.

**“While the standout needs in shopping centre communities can vary significantly, if the Connector has the skills to engage with and effectively communicate with people, coupled with knowledge of local services and networks that they can refer people to for assistance, they can add great value to a shopping centre and the broader community.”**

*Shopping Centre Manager*

**Looking Ahead**

We humbly recognise that every aspect of how we operate, what we do and how we engage needs to reflect the heart and calling of Korus Connect.

Looking ahead to 2019, traditional core school initiatives - such as school chaplaincy and SRI - will continue to be key activities for the organisation. However, rather than these activities existing separately to new initiatives such as Community Connectors and Korus Solutions, our vision looks to bring the ‘traditional’ and the ‘new’ together to function within a framework of community impact and transformation.

We invite you to continue walking alongside us in the greater story of sowing into communities as God also sows into our own lives.

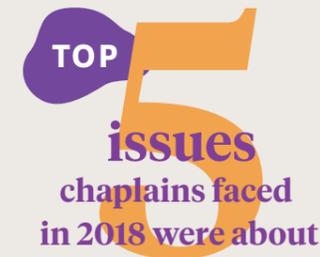
**School Chaplaincy**



Number of Informal Conversations with Students per Week

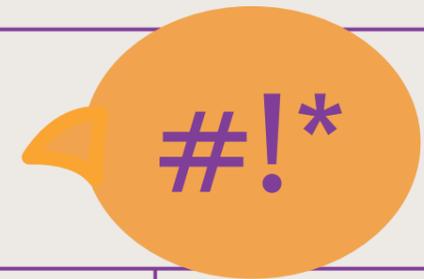


Number of Formal Conversations with Students per Week



1. Friendships / Peer issues
2. Mental Health (such as anxiety, depression etc.)
3. Educational Support
4. Self-Esteem
5. Bullying / Harassment

**In 2018 of the conversations chaplains have about bullying and harrasment in schools**



**SRI**



SOURCE: National Survey of Australians, McCrindle, April 2018

# Report from the Chief Financial Officer

The journey for 2018 has been eventful, like prior years, but we are pleased to have achieved a modest surplus for the year despite declining revenues.

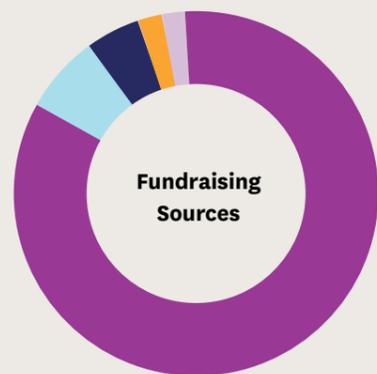
School chaplaincy, being a major contributor to our income, was a slightly declining performer in 2018, with income levels down by 2% from 2017 levels. This, together with a decline in fundraising of some 20%, and training of 70% (with the divestment of Lightstream in late 2017), has contributed to a decline in total income of some 4%.

With the decline in income, costs have continued to be carefully managed, resulting in a 2% decrease in total costs. The consequential impact of all of this is an operating surplus of \$15,109 (2017 surplus: \$230,500) - an acceptable result.

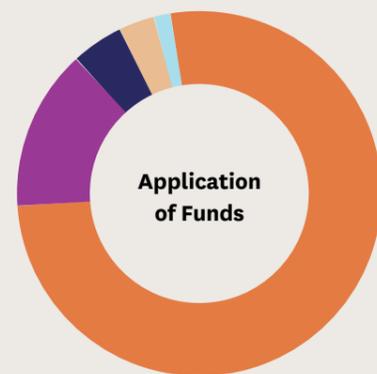
During the course of the year, with a change in Investment Managers, the share portfolio has been realigned resulting in a substantial realised share surplus. This, together with a number of share transactions by our Investment Managers, led to a realised surplus on the disposal of shares of \$243,795.

A large portion of this surplus was already in our Reserves, and a consequential decline in the share market has led to the net asset position of the company declining to \$1,554,494 (2017: \$1,627,590).

# Financial Data



- 87% - Chaplaincy Contributions
- 6% - Fundraising
- 3% - Other Income
- 2% - Publishing Sales
- 2% - Profit on Sale of Investments



- 77% - Employment Costs: Field Staff
- 15% - Programs Costs
- 5% - Office Costs
- 2% - Occupancy Costs
- 1% - Publishing Materials Costs

# Financial Outlook for 2019

Korus Connect / ACCESS ministries is on an ongoing journey of unpacking God's vision as we invest in our community initiatives and offer our Support Services.

Through this, we hope to diversify our income streams and improve our current financial position.

However, the uncertainty regarding the disbursements of government funding for chaplaincy in schools from July 2019 onwards may continue to muddy the waters in the latter part of 2019.

The focus will continue to be on efficient, effective and godly stewardship.

# Governance Report

In 2018 we were pleased to pilot a Board Internship Program, where over a year, we developed a training and mentoring program and provided board internships for three young professionals.

The Program provides young people with a unique professional development experience while also creating a talent pool of future directors and leaders for Australia's diverse and growing community, corporate and not-for-profit sectors.

Over the course of their 12-month internship, the participants attended board meetings and formed a working group with members of the Executive Team to strategically develop and drive an important new organisational initiative. The Interns conducted research and modelling, and developed measures for the initiative. This was in addition to ongoing mentorship each Intern received from their assigned Board Director around board dynamics and procedures.

The Interns have provided valuable feedback for the Program and our learnings from the pilot will prove helpful as we continue to develop and scale it up for a new cohort in 2019.



## Board Members

Eligible Attended

**Ms Elida Brereton** - BA, DipEd, FACE (Chair - Appointed 15/05/13)

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Former High School Principal, former President Australian College of Educators; Director of Methodist Ladies College, Director Boroondara Cares Foundation, Director Mustard Leadership Australia, Director Hester Hornbrook Academy (Independent School of the Melbourne City Mission).

**Mr Peter Rawlings** - Dip of Financial Planning  
(Appointed 08/01/14, approved at AGM on 30/05/14)

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Knight of Honour in the order of Saint John of Jerusalem, Justice of the Peace, Certified Financial Planner, Rotary Chair and President, Principal of Rawlings Financial Planners, Director PG Rawlings & Associates Pty Ltd, Director Rawlings Management Pty Ltd, Chairman Liberal Party of Australia (VIC Div) Flinders Electorate, Chairman Liberal Party of Australia (VIC Div) State Finance Committee, President/Club Secretary/Public Officer Rotary Club of Mt. Martha Inc.

**Mr John Peberdy**- ANZIIF (Senior Associate), CIP, GAICD  
(Re-appointed 30/05/14)

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Chairman of Christian Ministry Advancement (CMA), Global Interaction Australia, EA Insurance Services Pty Ltd and Melbourne Prayer Breakfast Inc, Deputy Chair and Trustee of Christian Super, Director of EA Foundation, MMM Australia Ltd, Australia Reinsurance Pool Corporation and Prison Fellowship Australia.

**Mr Stephen Dickins** - BPros & Orth, MAOPA, MAICD  
(Appointed 08/09/16; approved at AGM on 27/05/17)

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Director Head to Foot Orthotics Pty Ltd, Director EzyAs ABC Pty Ltd.

**Mr Jorg Selhorst** - Dip in Project Management, Grad Cert in Business Management, BA in Management Science, Cert of Ministry (1988)  
(Appointed 08/09/16; approved at AGM on 27/05/17)

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Project Director for an ICT company, having held numerous roles in the ICT sector over the last 20 years.

**Mr James Hall** - BEng (Electronics), Lean Six Sigma Green Belt  
(Appointed 08/09/16; approved at AGM 27/05/17)

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Business Improvement, Engineering, Production, Quality Management, Internal Audit within Defence Industry, Director The Aldebaran Foundation Ltd.

**Mr Paul Turnbull** - BBusiness, Chartered Accountant  
(Appointed 22/02/17; approved at AGM 27/05/17)

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Manager at Chartered Accounting firm, 10 years of experience in business advisory services.

**Ms Karina Gurban** - MBA, BA, Cert IV in Human Resources, Cert IV in Training and Assessment (Appointed 22/02/17; approved at AGM 27/05/17)

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Human Resources Manager for the Seventh-Day Adventist Church (Victorian Conference).

## Audit Committee

Eligible Attended

**Ms Elida Brereton** (Appointed 15/05/13)

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**Mr John Peberdy** (Re-appointed 30/05/14)

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**Mr Peter Rawlings** (Appointed 08/01/14; approved at AGM 30/05/14)

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**Mr Paul Turnbull** (Appointed 22/02/17; approved at AGM 27/05/17)

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**Mr Stephen Dickins** (Appointed 08/09/16; approved at AGM 27/05/17)

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**Mr Jorg Selhorst** (Appointed 08/09/16; approved at AGM 27/05/17)

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## Governance Committee

Eligible Attended

**Ms Karina Gurban** (Appointed 22/02/17)

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**Ms Elida Brereton** (Appointed 19/08/15)

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**Mr James Hall** (Appointed 08/09/16)

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**The authority by which the Christian leader leads is not power but love, not force but example, not coercion but reasoned persuasion. Leaders have power, but power is safe only in the hands of those who humble themselves to serve.**

**John Stott**  
Christian Leader

Therefore  
**ENCOURAGE**  
one another and  
**BUILD**  
each other up,  
**just as in fact**  
**you are doing.**

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**1 Thessalonians 5:11**  
**(NIV)**

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