

2024

CLAYTON CHURCH
OF CHRIST



ANNUAL REPORT



PART 1 MINISTRY REPORTS



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OUR VISION

To build disciples
who represent JESUS
to everyone,
everywhere,
with everything



ORGANISATIONAL IMPACT

PROVIDING STRONG
GOVERNANCE &
OPERATIONAL SUPPORT

We are passionate to make an impact by improving how organisations govern and operate, fostering growth, and ensuring resources are used efficiently to achieve God’s mission. We want to be a church above reproach, that faithfully stewards its resources and cultivates healthy accountability & empowerment of its people.



GATHERED CHURCH IMPACT

SEEING THE GATHERED
CHURCH GROW, FLOURISH &
MOBILISED

We are passionate about the body of Christ. We believe the church is the hope for the world. We aspire to see God’s people gather to grow in their faith, be empowered to serve and collectively contribute to God’s kingdom work. We gather a thriving church community centred on Jesus, where life groups and gatherings lead to transformation. Through God’s Word, the Holy Spirit, and deep relationships, we experience and reveal Jesus better together than alone.



EVERYDAY IMPACT

REPRESENTING JESUS IN
OUR EVERYDAY
MOMENTS

We believe our impact as a church is not just on Sundays, but also during our Mondays to Saturdays. Every moment is an opportunity to represent Jesus—turning mistakes into humility, promotions into servanthood, work into contribution, family into discipleship, hobbies into connection, and finances into stewardship. We are people disciplined in the everyday who make disciples in the everyday moments of life.

AS WE BUILD THESE DISCIPLES, WE BELIEVE WE WILL SEE



LOCAL IMPACT

WALKING ALONGSIDE
STAKEHOLDERS TO TRANSFORM
CLAYTON & BEYOND

We believe we are called to love our city. We aspire to walk alongside the community leaders of Clayton, seeking to make the city better together. To become a people through whom acceptance is given, hope is re-birthed, restoration discovered and Christ is found. A people who embrace our unique calling to be His light in the most multicultural suburb in one of the most multicultural nations. A people where Jesus has broken down our walls of prejudice so we can build a diverse, multicultural and united church that reflects our community. We embrace our community, partnering with local leaders to bring hope, restoration, and unity. By embodying Christ’s love in one of the most multicultural areas, we create a church that reflects and transforms the city.



GLOBAL IMPACT

REACHING THE UNREACHED
PEOPLE GROUPS

We are passionate about making a global impact on God’s kingdom, especially among the unreached people groups. We aspire to see the gospel spread to the ends of the earth by sending global workers and fostering mission partnerships that empower an indigenous disciple-making movement among the unreached populations, both globally and within diaspora communities.



PIONEERING IMPACT

PIONEERING NEW FRONTIERS
AND SPHERES FOR GOD’S
KINGDOM

We are committed to pioneering innovative ways to advance God’s kingdom, making a meaningful impact across diverse industries and reaching those who have not yet heard the Gospel. We raise and equip bold leaders who are ready to break new ground for the Kingdom. By multiplying disciples and shaping culture, we seek to influence various spheres of society with gospel-centred transformation.

SHARED IMPACT

A LETTER FROM OUR SENIOR PASTOR

2024 has been a year of affirmation, revealing the unmistakable ways God continues to guide and shape our church. Looking back to 2017, it is clear that while we make our plans, God directs our steps. This year, I returned to a full-time capacity as Senior Pastor after a season of transition within Different Co. This year I'm seeing more clearly how God is uniquely moving in our church. Attending Team Fest, a national gathering of churches, and the Lausanne Gathering in South Korea, has given a deeper conviction, confidence and clarity for the next season of our church's journey.

As we continue to build disciples who represent Jesus to everyone, everywhere, with everything, we have witnessed God stirring hearts toward new and diverse expressions of ministry. From Morris launching the Indian congregation, to James stepping into global mission, Clement equipping evangelism locally and abroad, Carmen leading Kids Church, and Shaun integrating faith into the marketplace—**God is at work.** It has been incredible to witness how the Holy Spirit leads and how these ministries have taken shape organically, both within and beyond our church walls.

GOD'S IMPACT FOR 2024

EVERYDAY IMPACT - the launch of our Heart Retreat has become the foundation of our discipleship pathway. This is key to achieving our vision. It's exciting to see Hope Church International using it for their global

training of 200 global leaders in Kuala Lumpur. Three other churches within their movement is wanting to explore this for their church.

GATHERED CHURCH IMPACT - Life groups, gatherings, and next-gen ministries are growing, with more people coming to faith, getting baptised, and engaging online. Our preaching team has expanded, prayer culture is strengthening, and our Chinese and English congregations are uniting.

ORGANISATIONAL IMPACT - Eight staff are completing CCVT endorsement, and our board earned CMA Standards Council accreditation, reinforcing our commitment to integrity. In a climate of mistrust in Australia, this keeps us 'above reproach.' Despite an expected deficit, God has provided through your generosity, allowing us to end in surplus and fund building maintenance.

LOCAL IMPACT - Our amazing volunteers are building trust and connections in the community, leading external organisations to seek collaboration. It was especially encouraging to see Shamilla's selection as the sole Christian representative on a 15–20-member community panel shaping Monash Council's strategy.

GLOBAL IMPACT - We sent our second Indian STM, raised over \$60K to support global workers and unreached people groups, expanded our Compassion Child Sponsorship and endorsed our first Indigenous global worker in China among their unreached people group.

PIONEERING IMPACT - It was encouraging to see Morris and his team launch our Indian service to reach those in the area. It's been personally encouraging to be part of developing a strategy for local partnership engagement with Waterman and churches, not-for-profit and other community organisations. Our church will be the first to join this partnership program that will take place at M-City Waterman. Additionally, it was great to see the completion of the church pilot program with the Different. Co.

I want to thank our incredible and dedicated staff team who always serve with heart and passion before God. A special thank you to Chong, Thomas and Evelyn as we bade farewell to them, for their faithful service and contribution to the church, and we pray for their next season in life. I want to thank each member of the church for your love for God and the people. I personally want to thank Eugenia, Judah and Micah for their love and support over the year. I am filled with gratitude and expectation for what God has in store.

Love in Christ,

PASTOR CHEE FAH
SENIOR PASTOR



ORGANISATIONAL IMPACT



CHURCH BOARD
TREASURER
BUSINESS OPERATIONS

CHURCH BOARD

2024 has been a busy and fruitful year for the church and equally for the Board. Through all things, God has been faithful and we give glory to Him for our continued unity, conviction and wisdom in governing our church. Echoing Paul's words in Philippians - as a Board we can do all things through Christ who gives us strength.

A huge milestone for the year was officially getting accredited under the CMA Standards Council. The criteria is rigorous and this ensures that we are above reproach in all that we do. We want to thank everyone involved in the process, including previous Board members.

In addition we completed a full 360-degree review of our Senior Pastor in June, which involved feedback from key leaders, staff and members of the congregation. In collaboration with the Nominations Committee, we ran the first of many Board Awareness Sessions to build a regular pipeline of disciples gifted in governance.

Throughout the year, we made sure we were constantly upskilling through events like the CMA Conference and were also privileged to learn directly from experienced leaders such as Greg Whittaker, Alan Meyer and Tim Costello.

A challenge of the year has been the financial stewardship of our church during a tumultuous economic climate. We've had to improve our communications to help the wider church understand our current situation; however, we are incredibly grateful for everyone's response and generosity in helping our church remain financially healthy. We acknowledge this is going to be a continuing issue heading into 2025 but trust God to keep providing.

As always, it has been a pleasure working closely with Ps Chee and seeing his leadership and anointing continue to grow. As a Board, we want to keep enabling him to live out his calling and purpose both in the church and within the wider Kingdom. However, with this comes added complexity and an increased workload which can sometimes come at a cost. Therefore we also want to affirm the need for rest and healthy organisational rhythms in 2025.

It has been a blessing serving our church and we want to thank all the members for their continued support and prayers.

To God be the glory!

CHARLES SKADIANG
BOARD CHAIR



As a Board we can do all things through Christ who gives us strength.

Edmond Ng, Ahann Ker (Treasurer), Jun-Hoi Lok, Charles Skadiang (Chair), Anna Fernando (Secretary), Ps Chee Seng Fah (Senior Pastor)





Since 2023, the Church has expended a lot more resources on its Vision of discipleship-making. We framed our budget to align with our Vision and Strategic Plan. We had built up sufficient financial resources over the past years to enable the Church to run on a deficit budget for a few years.

Yet we are prudent in our financial management and have not expended some of the budgeted items. This has resulted in an operating **Cash Surplus** for 2024 of **\$200,855** compared to an Operating Budget Deficit of (\$282,605).

Despite the challenges we face, we want to be generous and be dependent on God. God has enabled us to conclude the year ended 2024 in a strong financial position. I would like to thank everyone who so faithfully gave and sowed into His Kingdom throughout the year and indeed, to God be the glory.

AHANN KER
TREASURER

SUMMARY OF THE ACTUALS FOR 2024 COMPARED TO ITS BUDGET & THE ACTUALS FOR 2023

	2024 CASH BUDGET	2024 ACTUALS	2023 ACTUALS
TOTAL OFFERINGS	\$1,472,100	\$1,554,181	\$1,401,940
TOTAL INCOME	\$1,659,700	\$1,821,271	\$1,671,280
TOTAL EXPENSES	\$1,942,305	\$1,620,416	\$1,671,038
OPERATING CASH SURPLUS (DEFICIT)	(\$282,605)	\$200,855	\$242
DEPRECIATION*	\$215,183	\$215,183	\$212,006
NET SURPLUS (DEFICIT)	(\$497,788)	(\$14,328)	(\$211,764)
CASH RESERVES		8 months @ monthly run rate of \$132,847	7 months @ monthly run rate of \$129,247
BUILDING MAINTENANCE FUND		\$399,000	\$289,000

*Depreciation is a non-cash expense and is therefore not included in the Cash Budget. For financial reporting, the Actuals are prepared on an Accrual Basis. Depreciation figure is inserted in the Budget column to enable a comparison of Actual to Budget Net Surplus (Deficit).

BUSINESS OPERATIONS

MINISTRY HIGHLIGHTS: GROWTH AND CHANGES:

The Business Operations team consists of 7 staff positions and many volunteers who assist in the financial, events, administration, IT, HR, Project, Facilities management, kitchen and risk & compliance areas.

2024 was a year of highs and lows for this team.

We saw several changes in the personnel. It was sad to have to say farewell to Sally, the bookkeeper. She is missed by all who knew her and we wish her well.

We welcomed Tracy to the bookkeeper role and if you have met her, you'd understand the comment, that she brings energy and joy to the first floor of the church.

During 2023/24 we conducted a full review of the resources available to and the roles within the Team. In conclusion, it was the sad realisation that a position had completed its portfolio and was no longer required. After 6 years, we farewelled Chong as a staff member. His contribution to the establishment of our compliance and risk requirements was very much appreciated.

The review highlighted an issue with support and cover for three areas. 2025 will see this essential requirement addressed.

We also welcomed more volunteers into the unsung area of administration. The areas of finance, IT, and building have benefited from these new, selfless people on the team.

We experienced the unfortunate impact of a Melbourne storm that hit our community extremely hard. Our Room 1 and part of the chapel were flooded. As a result, we have had to review our drainage system and conduct reviews of how we handle excessive water. More groundwork will see us better prepared in the future.

Twice this year we lost the use of our car park as bore holes were drilled in preparation for the new Suburban Rail Loop. The inconvenience to our community isn't over yet, but we strive to work with authorities to ensure the changes are as smooth as possible. We will do our best to keep you informed in advance of any impacts.



STORY OF GROWTH:

The impact of the growth and increased activities from all the ministries within the church hits all areas of Business ops. As the team embraced the year's Heart Change focus and with grace have taken on the challenges to ensure that the ministries of Clayton Church receive the best possible support.

2024/25 OVERALL:

The Business and Operations team in 2024 have strived to fulfil their roles. This small team with the help of those who volunteer with them has enjoyed the year.

Where to for 2025: Business and Operations is evolving to meet the needs of the growing ministries of the church. Its new structure will see more emphasis on ensuring this team is self-supported to ensure its health as it embraces the year ahead.

Our aim is always Best Practice as we serve this church and its ministries.

A lot of what is achieved within this team can not be seen or is not of any significant newsworthiness, but it is essential to ensure the vision shared each Sunday is supported.

Your Business / Operations team looks forward to serving you all.

STEPHEN GULLERY
BUSINESS OPERATIONS DIRECTOR

GATHERED CHURCH IMPACT



ENGLISH CONGREGATION
NEXT GEN
COMMUNICATIONS, SYSTEMS &
DESIGN
GATHERINGS
CHINESE CONGREGATION

ENGLISH CONGREGATION

As we reflect on 2024, I am filled with awe and gratitude for the ways God has worked in our Church. This year has been a testament to His faithfulness, power, and abundant grace. Through every ministry, gathering, and outreach effort, we have witnessed lives transformed, communities strengthened, and His Kingdom advanced.

Our theme - *More Than Able* - has been not just a declaration - it has been a lived reality. From moments of personal breakthroughs to stories of church-wide milestones, we have seen God do exceedingly more than we could ask or imagine. As a Church, we have witnessed the Holy Spirit moving powerfully in ways we could never have orchestrated ourselves.

The **Pentecost Pause** evening drew over 200 participants, experiencing a powerful move of the Holy Spirit. Weekly prayer gatherings and seasonal retreats led by Ron White and the prayer core team have deepened our focus on God's presence, bringing renewal and encouragement. Prayer and worship remain central as we align our hearts with God's purposes.

Life Groups, led by the Core Team of Moses Khor, Paul Cheng, and Ngoc Ng, are central to our vision. Revitalising the zone leader structure has set the stage for sustainable growth, with five to six new groups bringing the total to over 34 by year-end. Special gatherings like the Life Group Leaders' Gathering have united and equipped leaders to embody our GRACE values.



Our **Made for More** series and **Heart Retreats** have engaged over 160 participants this year, equipping them to live out their faith in everyday moments. By identifying spiritual gifts and empowering believers through courses and personalised follow-ups, we are seeing many step into new ministry opportunities aligned with their passions and God-given potential. To gain a deeper understanding, Frank Rühl led an online course on Spiritual Gifts and an Old Testament introduction, equipping participants to grow in biblical knowledge and apply it to their lives.

2024 saw significant steps toward building a thriving, Christ-centred community. With our volunteer team growing in numbers, we saw our doors opened to the wider community within Clayton and beyond with over 400 people attending our Christmas Block Party.



ENGLISH CONGREGATION

In 2024, we launched a **monthly Indian Service** on Sunday evenings. Pioneered by Morris Moses and his team, this ministry - with a heart to reach out to local Indian brothers and sisters while providing a 'taste of home' - has steadily grown.



We also saw the beginnings of an evangelism team forming through Together for Clayton & Beyond represented by Clem Lo. The team conducted multiple street evangelism on Saturday mornings, organised training, hosted a stand at the Clayton festival, and engaged in door-knocking.

As we move into 2025, we are filled with anticipation and hope for what God will do in and through our church community. This new season invites us to build upon the foundations laid in 2024 and to focus on how God's power and faithfulness transcend time, uniting all generations in His mission.



Our theme - More Than Able - has been not just a declaration - it has been a lived reality. As a Church, we have witnessed the Holy Spirit moving powerfully in ways we could never have orchestrated ourselves.

I am personally thankful for the English Congregation leadership team consisting of Ps Kyle, Ps Phanin, Shamilla, and Stephen Gullery who work tirelessly and passionately to advance the church's mission. It is such a joy to work with you all. I appreciate Bill & Margaret in the care department who consistently touch the lives of those needing special attention. I am thankful to Steven Jacob who gave such focus to the Global department in Ps Sheron's year of maternity leave.

Thank you to April Tan who continues to amazingly support my day to day activities as we seek to enable and empower people and teams for ministry. And finally to Sim, Noah and Jada for your love, support and grace as we go on this journey closer to God's heart together. Thank you.

Let us step into 2025 with bold faith, knowing that as we Rest in Jesus, we will become Shaped like Jesus and grow to Live like Jesus.

PAUL TUCKER
ENGLISH & EXECUTIVE PASTOR



Over 600 hours of prayer took place during Sunday Morning Prayer. A consistent group of forty people gathered, with prayer around our Ministry Leaders, Global Workers, Sunday service leaders and speakers. The Prayer Core and Prayer Ministry Teams ministered after every service. Our Spring Prayer Retreat just managed to fit those registered into the venue. Ministries of Intercession, Prophecy and Healing Prayer also began (Psalm 118:3).

RON WHITE
PRAYER MINISTRY

NEXT GENERATIONS

2024 was a blistering year for the Next Generations Ministries. If you have been blessed to wander through the church at the right times then you will have heard the loud singing and laughing coming from Kid’s Church on Sunday mornings, heard the rowdy games and fun from Emerge Youth on Friday nights, or even bumped into the close-knit life groups from Emerge Campus and Young Adults chatting long into Wednesday nights.

Our teams were determined to be full of integrity, passion, and leaning on the Holy Spirit’s guidance; as we followed His lead, we saw God do great work in the lives of our leaders and attendees.

KID’S CHURCH steadily strengthened over the year under the leadership of Evelyn. We saw greater engagement with the Sunday Service, ran a mid-year Holiday program, and even had a great Mother-Daughter Day event that people from our community and other churches attended.



If I could choose a verse that feels like it sums up our year, it would be Hebrews 12:1, “Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles. And let us run with perseverance the race marked out for us...”

EMERGE YOUTH has been an incredible source of encouragement, faithfully led by Duc. Most weeks you will see 40-50 youth gathering together on Friday nights, growing in their understanding of their identity in Christ and what it means to be a disciple of Jesus.



This year was marked by opportunities for growth, multiple camps, sleepovers, social nights, worship nights, prayer events, and another successful Emerge Leadership program cohort.



NEXT GENERATIONS

EMERGE CAMPUS & YOUNG ADULTS spent a lot of time together this year, with Campus being led by Sharon, Mel, and Kyle, and Young Adults being led by Kenneth and Samantha.

For the first six months, we met together each week before meeting separately after that. Our numbers have steadily grown and we are so proud of how deep and inviting the faith lives of our young people are.

21 STAR KIDS **43** MIGHTY KIDS **50** EMERGE YOUTH

61 EMERGE CAMPUS **26** JI EN KIDS **7** JI EN YOUTH

We heard a testimony during the baptism of one of our Emerge Campus members about how they were able to connect in through hearing a powerful message on a Sunday Service, joined in with our C.YA community, and allowed God to slowly but surely transform their life. Joy, purpose, and courage has been found.

We ran our first C.YA Retreat in many years with 65 registrations and many demands that another retreat be planned ASAP. Our leader numbers have bloomed and our Campus Leadership program has led to the development and growth of many new leaders.

We are so grateful for the support and encouragement the wider church gives our Next Generations Ministries. It means so much to us, as often our ministries run out of sight and out of mind. But knowing that you think and pray for us, that you care for us and show such joy for us is a blessing.

KYLE SCHRODER
NEXT GENERATIONS PASTOR

43
YOUNG ADULTS



SERVICES, COMMUNICATIONS & DESIGN



This past season has been one of growth and blessing for our church as we've witnessed God move powerfully in various areas of ministry.

One of the standout moments was our **Pentecost Night**, where both the Chinese and English congregations came together in unity and worship. It was a powerful evening, filled with a palpable sense of the Holy Spirit, as we saw God work in and through His people in dynamic ways. The engagement from all parts of our congregation was deeply encouraging and a reminder of the strength that comes when we worship together as one body.

A significant addition to our team this year has been **Christine Wang**, who has joined us as part of our staff focusing on **communications and design**. Christine's talents and dedication have been a great asset to our ministry. Her creative input and attention to detail have helped us enhance our communication and visual presence, ensuring that we reach and engage our congregation in meaningful ways.



We also saw God move intensely during our **Heart Retreats**, which provided a time of deep ministry and refreshment to all who attended. It was an opportunity for people to connect with God in new ways, and the feedback has been overwhelmingly positive, with many testifying to the renewal and encouragement they received during this special time.

In partnership with our **Chinese Worship Team**, we hosted a **training night** to equip them in areas such as vocals, sound, bass, and guitar. It was a great opportunity for growth and collaboration, and the team left encouraged and more skilled in their respective roles.

The flow and rhythm of our **worship teams** have improved greatly this year, and we've seen a natural and smooth dynamic in our gatherings. This has allowed us more freedom in leading worship, responding to the Spirit, and serving the congregation where we feel God is leading us. The confidence and unity within the teams have been evident and impactful.



A highlight of our ministry was a **team night** this year, where our worship teams came together to share, pray, and get to know each other better. It was a wonderful time of fellowship, building deeper connections, and praying for one another.

“ *One of the most touching moments this year was when we gathered to pray for a family in need of a miracle. Afterwards, we received the incredible news that their child was healed and grew stronger. Witnessing God's miraculous power was a testament to His faithfulness and love.* ”

SERVICES, COMMUNICATIONS & DESIGN

We have received consistent feedback from the congregation that our **services** feel well thought out and seamless. From the welcome to the song selection and message, everything flows together in a way that creates a meaningful and cohesive worship experience.

A personal, special mention goes to **Vanessa Tay**, who has been invaluable in helping with **administration** in the area of worship and rosters. Her dedication and attention to detail have been a blessing to the entire team.

When we create space for people to encounter God without pressure or expectations, the response is powerful. Lives are transformed as His presence and grace bring healing, restored relationships, and radical change. This reminds us it's not about our efforts but about God working through us, a testament to His faithfulness and transformative power.

We are excited for what God has in store for the coming season and continue to trust Him to lead us in all things.

YOUTUBE	2023	2024
SUBSCRIBERS	1,156	1,314
VIEWS	32,134	31,488
% LOCAL VIEWS	61%	65%
% GLOBAL VIEWS	39%	35%
VIEWER TOP COUNTRIES	U.S.A INDIA MALAYSIA PHILIPPINES	MALAYSIA SINGAPORE U.S.A U.K.
VIEWER TOP DEMOGRAPHIC	35-44 YRS	25-34 YRS

PHANIN SOEUR
SERVICES & WORSHIP PASTOR

457

10 AM SUNDAY
SERVICE

66

MONTHLY CHAPEL
SERVICE

We give thanks to the Lord for His blessings in 2024, providing us with excellent speakers and a dedicated worship team. It is a privilege to have Cecylia Kee play the piano for us this year. Many lives were challenged, encouraged, and blessed through the messages—praise God! Opportunities also arose for our seniors to serve the Lord in various ways.

We were delighted to reconnect with some former members of Clayton Church of Christ, who rejoined us and renewed their friendships and fellowship with us. Our average attendance was 66. After each service, we enjoyed a wonderful afternoon tea, lovingly organised by our sister Lily Buyukcinar—thank you, Lily!

I would like to thank the MCS Committee, all the volunteers, and the Pastoral Team for their service, support and encouragement throughout 2024.

God willing, we will resume on Thursday, 6 March 2025.

To God be the glory!

WINSTON CHIN-LENN
MONTHLY CHAPEL SERVICE



36
SALVATIONS



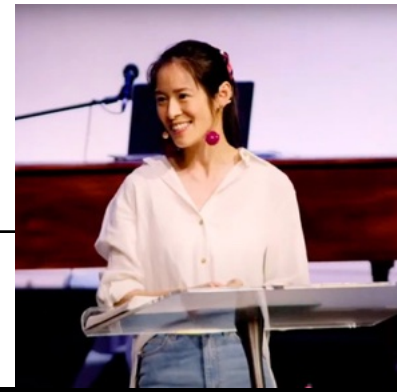
601
AVERAGE SERVICE



27
BAPTISMS



2024



MORE THAN ABLE



22

NEW MEMBERS



9

CHILD DEDICATIONS



NOW ALL GLORY TO GOD, WHO IS ABLE, THROUGH HIS MIGHTY POWER AT WORK WITHIN US, TO ACCOMPLISH INFINITELY MORE THAN WE MIGHT ASK OR THINK.

EPHESIANS 3:20 (NLT)

VITAL STATISTICS

BY **NGOC NG**
CONNECTIONS COORDINATOR

	ENGLISH	MANDARIN	CANTONESE
AVERAGE SERVICE	457	81 + (JE KIDS + YOUTH)	30 + (JE KIDS + YOUTH)
TOTAL VISITORS	434	129	49
NEW MEMBERS	18	4	0
JOINED A LIFE GROUP	56	68	13
SALVATIONS	11	20	5
BAPTISMS	14	8	5
CHILD DEDICATIONS	8	1	0
VOLUNTEER POSITIONS FILLED	369	75	25

WHOLE-OF-CHURCH

601

AVERAGE SERVICE

612

TOTAL VISITORS

22

NEW MEMBERS

36

SALVATIONS

137

JOINED A LIFE GROUP

9

CHILD DEDICATIONS

27

BAPTISMS

469

VOLUNTEER POSITIONS FILLED



Our gathered church creates intentional spaces for Men, Women, and Over-55s come together to grow, flourish, and be mobilised in their faith.

As these communities thrive, we aspire to see:

- **God’s people growing in their faith**—encountering more of Jesus together than alone.
- **A community of believers actively participating in God’s mission**—united and empowered to serve, spreading God’s love and transforming lives.

This vision is at the heart of our ministries, shaping their purpose and impact throughout the year.

EMPOWER (MEN’S MINISTRY)

2024 has been a year of growth and connection. The core team—Adrian Low, Joe Chen, and Simon Edgecombe—faithfully served to bridge generations of men in our church and foster a culture of discipleship.

Three key events brought men together across ages and stages:

1. Hike and Lunch at Marysville: In the serene Warburton Redwood Forest, men reflected on their roles as men of God, husbands, brothers, and friends. Many shared how the retreat-like setting fostered meaningful relationships.



2. Simply Connect Walk: A morning devotion and coffee walk before church provided an informal yet impactful way for men to engage in fellowship and spiritual reflection.

3. Indoor Soccer and Dinner: After soccer games at Mitcham Baptist Church, Tim Wong shared a heartfelt message about purpose, sparking meaningful group discussions, with men exchanging ideas and encouragement. The evening ended with laughter and camaraderie over dinner at Sophia’s.

Each event united men aged 18 to over 65, fostering intergenerational friendships and welcoming newcomers to faith and church. The dedication of Empower champions has been inspiring, and we look forward to continuing this momentum in 2025.



EMBRACE (WOMEN'S MINISTRY)

This year, we asked, “*What do we, the women in Clayton Church of Christ, need right now?*” Many felt overwhelmed by life’s demands, but gathering to share, pray, and support one another revealed the power of community.

From this, the **Women’s Table** was born—a culture of connection, inspiration, and growth. On 1 June, 108 women gathered to hear heartfelt stories from a panel of brave women. As they shared God’s work in their lives, walls came down, prayers were exchanged, and hearts were encouraged.



Participants said, “This is what church should be like,” and “Her story is my story.” The gathering affirmed that our women are not on the sidelines but central to what God is doing—able to achieve more than we could ask or imagine.

The year ended with our **Annual Ladies’ Dinner** on 27 October at Stamford Park Homestead. With delicious food, engaging games, and heartfelt stories, the event created lasting memories for all who attended.

Together, we celebrate how God is transforming lives and building His Kingdom through them.

We are grateful for Juliet Soeur’s leadership and her core team comprising Vivienne Ho, Sam Gan, Louise Cassar, Cecilia Au, Christine Wang and Karen Wong and look forward to 2025.



Together, Empower and Embrace embody our vision to grow, flourish, and mobilise God’s people for His glory.

SHAMILLA THIRUGANASELVAN
LOCAL & GATHERINGS DIRECTOR



CHINESE CONGREGATION

"I planted the seed, Apollos watered it, but God has been making it grow." - 1 Corinthians 3:6

As we look back on 2024, we give thanks to God for His faithfulness and guidance.

This year, we witnessed tremendous growth and blessings in our ministry as our members' faith matured. We celebrated these milestones and remained committed to serving Him.

KEY PERFORMANCE HIGHLIGHTS (MANDARIN AND CANTONESE - TOTAL)

(A) Sunday Worship Attendance

There was a 22% growth in 2024 compared to 2023.

(B) Financial growth

Weekly Offerings had a growth of 7.6% in 2024 despite a minor dip of 4% in 2023. The actual contribution is approximately 5% above the 2024 budget. In addition, by God's grace, Ji En was able to successfully raise \$5700 to support gospel workers in China.

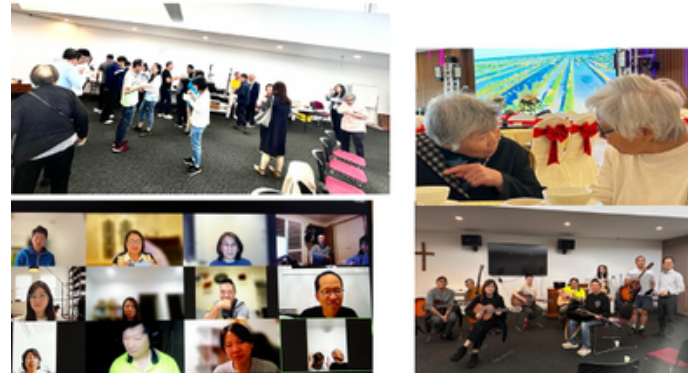
(C) Regular Bible Study participants had a growth of 208% in 2024

(D) Monthly Online Prayer Meetings attendance grew 25%



Ji En has partnered with a local missionary in China since 2018, and with the church board's approval of him becoming the church's global worker in 2024, it reflects the church's steadfast dedication to spreading the gospel, especially in unreached part of the world.

讓我們見證神的大能



CHINESE CONGREGATION

CHALLENGES AND PRAYERS

As we celebrate God's blessings and growth, we also recognise the challenges and opportunities He has placed before us. We invite you to join us in prayer as we navigate these important areas:

(a) Rapid Growth in Next Gen Ministry / Life Groups

The remarkable growth in our life groups, particularly among young adults and campus members, presents a challenge in providing sufficient leadership and mentorship.

Prayer Request: May God raise up leaders and discipleship mentors to guide young people in their faith journey and help them navigate daily challenges with wisdom and grace.

(b) Next-Generation Leaders

To ensure the future strength and sustainability of our ministry, we seek to identify, train, and empower the next generation of leaders.

Prayer Request: Pray for the Spirit to inspire and equip young men and women to take on leadership roles with boldness and humility.

(c) Cantonese Ministry Leaders

The Cantonese ministry continues to grow, but we face a need for committed leaders who can shepherd and nurture this community.

Prayer Request: Pray for God to provide faithful individuals with visions to serve and lead in this important area of ministry.



(d) Mandarin Ministry Leaders

Similarly, our Mandarin ministry has seen increased participation, requiring capable and passionate leaders to meet its spiritual and practical needs.

Prayer Request: May God guide us to faithful and Spirit-led leaders who can build up the Mandarin-speaking congregation.



ACKNOWLEDGEMENTS

As we reflect on 2024, we are reminded of God's faithfulness in raising up and sustaining the leaders of our ministry. Their tireless service, humility, and passion have been a blessing to our community. We would like to express our deepest gratitude to our ministry leaders :

Ps. Lin Hai, Enya, Eric, Wei Hua, Tian Sui, Shi Shi, Xiao Min, Shaun, Feng Feng, Jane, Terence, Felix, Alan, Keith, and Anita (Tam) and many life group leaders. Your unwavering commitment has been instrumental in advancing God's work among us. You have not only served faithfully but have also inspired many to grow in their faith and service. We pray for God's continued strength and guidance for each of you as you lead with love and grace in the coming year.

PHOEBE CHAN
CHINESE CONGREGATION PASTOR



EVERYDAY IMPACT



HEART RETREAT

HEART RETREAT

BY **PASTOR CHEE**
SENIOR PASTOR

This year, we launched a pivotal step in our discipleship journey—Heart Discipleship. It represents our vision of building a whole-of-life discipleship church, integrating faith into the fabric of everyday life. After years of refining and articulating this core approach, we took the first step of piloting it through the Heart Retreat.

LIVING OUT FAITH IN EVERYDAY MOMENTS

We believe discipleship isn't about adding more to our schedules; rather, it's about integrating our faith into the routines and rhythms of daily life. Everyday moments become meaningful opportunities to reflect Christ's love, values, and compassion. By focusing on real-life interactions, challenges, and opportunities, we foster deeper connections with our community and grow in our spiritual journey beyond Sundays.

HEART RETREAT – A TRANSFORMATIVE PILOT

To test this approach, we ran two pilot groups through the Heart Retreat, with over 160 participants experiencing this journey. This involved a ten-part devotional journey, prayer coverage, and a weekend retreat. The retreat provided a space to explore how God discipled the heart for life change. It was deeply moving to witness how the Holy Spirit brought His truth into the complexity of our lives. The feedback was overwhelmingly positive—participants saw real transformation as they walked with the Spirit in the context of everyday life, shaping their hearts for mission.



“Guard your heart because it determines the direction of your life” (Proverbs 4:23)

The Holy Spirit is THE disciple maker in our life. He takes God's truths and helps us live it out in the complexity of our lives

EXPANDING THE VISION BEYOND CLAYTON

The impact of the Heart Retreat extended beyond our local church. Two key Christian leaders—one a church pastor and the other a marketplace leader—joined the retreat and immediately recognised its broader potential. Their enthusiasm led to an exciting opportunity: **Hope Church International expressed interest in using this approach for their annual leadership conference in Kuala Lumpur, training 200 leaders across Thailand, the Philippines, Malaysia, the UK, and Australia.** To support this expansion, we developed a licensing agreement, and three additional churches—Hope UK, Hope Chiang Mai, and Hope PuChong—have expressed interest in exploring this discipleship approach.

LOOKING AHEAD

As we move forward, we trust in the Lord's leading. In 2025, we will bring our entire church on this journey, ensuring that Heart Discipleship is not just a retreat experience but a foundational part of how we grow as disciples who live out their faith in the everyday. The response so far has affirmed that this is a crucial step in shaping a church where discipleship is woven into life itself, and we are excited to see where God leads next.

2

HEART RETREATS

160

PARTICIPANTS

LOCAL IMPACT



LOVE LOUD

BY SHAMILLA THIRUGANASELVAN
LOCAL & GATHERINGS DIRECTOR



God's heart beats for our city. Like Nehemiah's burden for Jerusalem, we are called to see Clayton through God's eyes—embracing its brokenness while believing in its renewal.

When God places a burden on our hearts, it's not merely to observe but to pray, act, and persevere. He invites us to partner with Him in reclaiming what's been lost, bringing healing, restoration, and hope.

Our local impact begins with disciples who love and serve the city. By walking alongside stakeholders, we strive to see our people connect with the city—fostering relationships within the community and building trust with its leaders to work together for the common good.

OUR IMPACT IN 2024

Three New Stakeholder Collaborations: Our 2024 Love Thy Neighbour - Christmas Block Party led to the formation of three valuable new partnerships—with Coles Clayton, Victoria Police, and our newly appointed local Councillor, Cameron Little from Banksia Ward.

Two Stakeholder Partnerships Inspired by Our Work:

- **Toyota Finance:** Inspired by our community impact, Toyota Finance sought to involve their employees in meaningful service. As a result, five employees joined us to serve in our *Encounter English* and *Playgroup* ministries, contributing their time and skills to give back to the community.
- **Monash University Master of TESOL Department:** For the second consecutive year, Monash University partnered with us to have their student-teachers complete their practicum at Clayton Church. This year, five student-teachers participated, not only teaching English to our students but also engaging with our broader church community. Two of them attended our *Together for Clayton Vision and Prayer Night* and shared their reflections:

"This was my first time participating in a church event, and it provided me with a valuable opportunity to broaden my understanding of the culture. The event was interesting, allowing me to see how the community comes together to share their vision and offer support through prayer."



Toyota employees volunteering their time to teach English in our Encounter English class

One New Community Initiative: Reflecting God's heart for stewardship and renewal, we launched **LOVE LOUD - BOTTLES TO BLESSINGS** this year. Inspired by the efforts of a young congregation member to turn recycling into hope, this initiative transforms 10-cent bottles into community support. Clayton Church is now an official Over-the-Counter Partner with Victoria Container Deposit, empowering everyone to reduce waste while supporting vital local causes. All proceeds go directly to our Love Loud community initiatives.

Shaiden Lawrence, 11 years old, shared his inspiring journey:

"I was determined to finish what I started. It didn't happen in a flash—there were steps to take to reach the bigger picture. By recycling 10-cent bottles, I learned to save and saw how one small step can lead to something big. What motivated me was knowing I could save for my running shoes and still donate 10% back to the community."



Sowing in Obedience:

- With the support of the City of Monash Community Grants, we secured \$6,900 to run Love Loud - You Fit, a program designed to build a healthier community by fostering both physical fitness and meaningful connections.

This year, we ran 32 Let's Work Out sessions, creating a space where participants could exercise regularly, form friendships, and experience a sense of belonging. The program became a safe and welcoming environment for people from all walks of life—single parents, new migrants, and individuals struggling with loneliness, mental health challenges, or relationship issues. Over the 12 months, we witnessed participants building resilience, gaining self-confidence, and finding hope to start their week afresh, supported by a community that sweats, laughs, and encourages each other together.

The ripple effects of this initiative extended beyond fitness. Inspired to give back, three participants, along with their families, stepped up to serve as Love Loud drivers. Others joined in by volunteering at our Together for Clayton Vision and Prayer Night and Christmas Block Party.

Through You Fit, we have not only strengthened bodies but also built bridges of hope, connection, and joy in our community.



- Since COVID, our **MEAL DELIVERY** program has expanded its reach to support individuals facing financial, mental, or physical challenges, as well as those displaced or in crisis, helping them regain stability and hope. To date, we have delivered over 20,000 meals. This year, we welcomed 77 new recipients—29 referred by Notting Hill Neighbourhood House, Café Care, and other organisations, and 48 self-referrals from community members who applied online and were assessed and onboarded into our program. We offer not just weekly meals but hope, love, and connection.

One recipient shared: "I am so grateful for your kindness, and I hope that one day I will repay this kindness in the future."

Another recipient expressed: "I am so happy to have received this hamper and food. It brings me so much joy and especially helpful during this difficult time. I am incredibly thankful. A big thank you to everyone who has helped me."

- For over 40 years, our **PLAYGROUP** has been a nurturing space where parents of toddlers find belonging, support, and encouragement. Parents, particularly first-timers, find vital support for the challenges of parenthood while building lasting connections with other families. This year, we welcomed 21 new families and over 24 children to Playgroup.

Jeannie, a mother of four, shared: "Playgroup is always the highlight of our week. Zion and I look forward to every Thursday meeting with other families with whom we have become family now - in Christ. Zion has made firm friendships this year as he has grown in maturity. Two things he loves about Playgroup are his friends and the big red car! It is a space where he can explore, and I can chat with other mums, sharing life."

For Itsuka, a Japanese mum: "We look forward to joining your Playgroup every week. It has given me the opportunity to interact with other mothers with children of the same age and church staff, which has allowed me to raise my children without feeling isolated."



Seed to Harvest:

For over a decade, **ENCOUNTER ENGLISH LEARNING** has empowered newcomers to Australia by equipping them with essential English skills, fostering meaningful connections, and helping them settle into their new community. Classes also explore Australian culture, customs, and practical life skills and include some Christian teaching. This year, we welcomed 40 students from diverse countries, including China, Egypt, Russia, and Japan. Praise God that 8 to 10 of these students have committed to staying weekly to study the Bible together!



Monash University Master of TESOL students

Joining the Dots of Life: In 2022, TW, an international student from China, arrived in Melbourne and was invited to Clayton Church. She later joined Ji-En Church and the Navigators Bible Study group, where genuine community turned her faith exploration into a personal relationship with Jesus.

In 2023, TW accepted Christ as her Saviour. After completing her studies and returning to China, she came back to Melbourne in December 2024 to be baptised before returning home.

What a beautiful testament to God's faithfulness and guidance in TW's journey of faith. Praise God!



Encounter English End-of-Year Christmas Celebration

Church Inside Out:

Our **2024 LOVE THY NEIGHBOUR - CHRISTMAS BLOCK PARTY** was a remarkable testament to community spirit and resilience. Over 200 volunteers rallied together across 16 projects to make the event unforgettable. Despite Melbourne's unpredictable weather, our team swiftly adapted, moving the celebration indoors. Rain or shine, our love for the community continued to shine brightly.

The event welcomed 500 attendees, with one-third being first-time visitors—many from the local area. The day was filled with joy and connection as we celebrated with face painting, carnival games, vibrant multicultural performances, and soul-stirring carols.

A standout moment was the performance by our Kids Church leaders, who brought the true spirit of Christmas to life. Through their heartfelt presentation, they reminded everyone of the greatest gift of all—Jesus.

**Snippets of Impact:**

"It was my first time attending, and I felt so welcomed. The performances were beautiful, and it reminded me of the warmth of community."

"Seeing so many people come together, especially the volunteers, inspired me to get involved next year."

"My children loved the carnival games and face painting. They haven't stopped talking about it!"

A single parent rejoiced as her 12-year-old invited friends to church for the first time.

A teen facing challenges found love and belonging among us.

New migrants found a home—one even served for the first time!

A performer saw a vibrant church, transforming her view of faith and community.

A mother and son, healing from trauma, rediscovered joy at the Block Party.

The **Christmas Block Party** was more than an event—it reflected God's heart for the city, bringing healing, hope, and joy to Clayton and beyond. Many thanks to the amazing 118 volunteers who helped make it a success!

THANK YOU FOR YOUR GENEROSITY

DONATIONS: CONGREGATION & PUBLIC

- **\$3,494.57** raised for Love Thy Neighbour
- **\$502.50** from Kids Church Bake Sale, funding 42 Christmas hampers
- **\$330.65** raised through Bottles to Blessings for Meal Delivery
- **\$27,427.45** raised for Meal Delivery
- **\$21,537.41** raised for Sow a Seed

GRANTS:

- **\$4,050** grant from Bendigo Pinewood Community Bank for Meal Delivery
- **\$2,600** grant from CareWorks, Churches of Christ for Victoria and Tasmania, for Meal Delivery
- **\$6,900** grant from City of Monash for You Fit
- **\$2,000** grant from Bendigo Pinewood Community Bank for Love Thy Neighbour - Christmas Block Party

Others:

- **Coles Clayton**, who donated over 350 sausages and drinks to the Love Thy Neighbour - Christmas Block Party
- **Darras & Zervas Real Estate**, who sponsored 3 promotional billboards
- **Woolworths Wheelers Hill**, who sponsored our weekly bread for Meal Delivery
- **Phil's Pies & Bakery**, Berwick
- **Alexander's Market**, Oakleigh

We are deeply grateful for the incredible generosity and support from our volunteers, community, partners, and donors. Your contributions make a lasting impact!



GLOBAL IMPACT



GLOBAL IMPACT REPORT
SAKAL & ANGE with SONYA
CECILIA AU
DEREK & ROSEMARY SNIBSON
MEGUMI CRITTLE
DEREK & ESTHER TUCKER

GLOBAL IMPACT

We thank God and are pleased to share the achievements and progress of our mission efforts this year.

GRATITUDE, ACHIEVEMENTS AND CHALLENGES

The **Activate Mission Conference** was a significant success, serving as a platform for learning, collaboration, and inspiration.

We also witnessed God's provision through the **Global Projects Fund**, which exceeded expectations and demonstrated the generosity of our community.

Praise the Lord, for the **Global Project Fundraising during Global Month that exceeded \$60,000!**

The amount was used for supporting:

- Two students at **TheRiver.Asia Ministry College** (Thailand) - \$17.5k
- **Campus Crusade Cambodia** church planter and office refurbishment - \$25k
- **Ps Skinner's Church Community Support Fund** in India: Supporting students and providing medical support - \$17.5k
- The remainder of which was used to encourage all our other global workers.

Another significant milestone was the successful onboarding of a **new Global Worker through our Ji En Congregation**, equipping them to step into their God-given calling with confidence.

We also partnered with **Compassion Australia** to release children from extreme poverty in Jesus' name. In 2024, through Clayton Church, there were:

- **76+ children sponsored.**
- **145+ exchanges.**

In January 2024, we also sent a **short-term team** of 7 to visit Ps Skinner in **India**, and we look forward to sending more teams in 2026 and beyond.



STRENGTHENING PARTNERSHIPS

A highlight of this year was facilitating both visiting and local Global Partners to actively participate in our Sunday services.

They were prayed over during our Sunday Morning Prayer sessions. These moments strengthened the bond between our congregation and global partners, while also increasing awareness of their vital contributions to global missions.

We also achieved progress in formalising required Support agreements, ensuring our partnerships are grounded in clarity and mutual trust.

LOOKING AHEAD

As we reflect on these accomplishments, we see God's hand at work in every step. Moving forward, we are committed to deepening our engagement in global missions and praying fervently for new opportunities, including short-term mission trips.

We trust that the seeds planted this year will bear fruit for His glory.

STEVEN JACOB
INTERIM GLOBAL DIRECTOR

4

GLOBAL PARTNERS

5

GLOBAL WORKERS



SAKAL & ANGE WITH SONYA

CAMBODIA CAMPUS CRUSADE FOR CHRIST



We thank our partners at Clayton Church of Christ for their prayer and financial support of our mission with Cambodia Campus Crusade for Christ. Their partnership enables us to share the gospel and build faithful Christian communities in Cambodia. We've seen many lives transformed.

MINISTRY HIGHLIGHTS

Our small team of two part-time field staff (Sakal and Ange), seven key volunteers and 32 involved disciples are running weekly bible study groups, monthly family fellowship day trips and one-on-one spiritual mentoring across Phnom Penh and Battambang. The team celebrated 187 people hearing the gospel presentation with 47 personal decisions made to receive Christ through our direct activities.

Through partnerships, we ran evangelism training, family life seminars and biblical living seminars across Cambodia. We also ran a Christian cross-cultural marriage and family community group for Cambodian husbands married to foreign wives, and Sakal conducted a "How to Discern God's Will for Your Life" seminar with 25 Cambodian church leaders and missionaries from Japan and Singapore in Kampong Chhnang.

UNIVERSITY CAMPUS MINISTRY

This year, the campus team of seven full-time and five part-time field staff celebrated 4,303 conversations about Jesus, 2,317 gospel presentations, 657 people who prayed to receive Christ and 225 students trained in evangelism and discipleship skills with the help of short term teams from the United States, Singapore, South Korea, and Philippines.

CHURCH PLANTING

Our church planting team made significant strides in rural villages, using water filters to open doors for the gospel. Digital tools like the Jesus Film and Godtools apps helped spread the message widely.

From January to December 2024, the church planting team of 15 fulltime field staff celebrated that 23,905 people viewed an evangelistic video clip and 5,061 people prayed to receive Christ through digital media.

Furthermore, around 6,300 people mainly in rural villages heard the gospel presented using The Four or The Four Spiritual Laws gospel tracts with 933 praying to receive Christ. This year, there were 165 follow up groups of seekers and new believers eager to learn more about Jesus. Praise God!



Evangelism training for uni students at a Christian dormitory



Church planting water filter project

FamilyLife bible study group



MINISTRY TO INTERNATIONAL STUDENTS AT MONASH UNIVERSITY WITH POWER TO CHANGE

At the start of 2024, we had only two international students loosely involved with Power to Change at Monash.

GROWTH IN FAITH AND GOD'S PROVISION

By the end of 2024, we witnessed seven international students—hailing from Hong Kong, Malaysia, Mainland China, Vietnam, and South Korea—either pray to receive Christ or renew their relationship with Him.

In January, Yu arrived from Hong Kong for a one-year mission at Monash, helping to reach international students with fresh ideas, including launching English Corner where students were welcomed to practise English and learn about Aussie culture.

NEW BELIEVERS AND DISCIPLESHIP

A mission team sent from the US were integral in helping us finding new students to join English Corner in February. Through them, we met students like Ming from Malaysia.

Ming was very shy but he enjoyed the hospitality at English Corner so much that he even signed up to our Winter Conference for uni students in Victoria. There, he learnt more about the gospel and eventually gave his life to Jesus. He is now back in Malaysia and joined an on-campus Christian fellowship there.



We also met a Sri Lankan girl named Hansi, and Keziah (an Indian girl I'm discipling) and I started meeting her for an exploratory Bible Study. Hansi also eventually decided to follow Jesus, and Keziah and I have had the pleasure (and challenge) of discipling this new believer and journeying with her as she navigates being the first Christian in her family.



MISSION TEAMS AND IMPACT

In July, a mission team sent from Hong Kong helped us to do outreach across the campus, and we were able to meet Amelia, a student from Vietnam. Amelia was a very young Christian who wasn't very sure about her relationship with Jesus. I was able to invite Amelia to study the Bible with me and some other girls. Through this, Amelia became certain of her faith in Jesus and began to boldly follow Him, even sharing about Him with her friends back home and inviting them to read the Bible with her.



LOOKING AHEAD

I am constantly in awe of how God answers our prayers for Monash. I am looking forward to seeing what He will do through us in 2025.



DEREK & ROSEMARY SNIBSON

INDIGENOUS MINISTRY IN DARWIN WITH CMS



By next August, we would have been in the Territory for 7 years, focusing on sharing life and faith with First Nations communities. Our partnership with Clayton Church and other link churches is vital, enabling us to support people from diverse language, cultural, and denominational backgrounds in urban and remote settings.

SUPPORT OF INDIGENOUS CHRISTIANS AND CHURCHES

At Bagot Community, we attend evening fellowship and coordinate weekly Bible studies. Over the years, we have grown to know and love them, and to share more deeply in their lives and faith journeys.

Pastoral care extends to regular discussions in person and by phone with individuals across Darwin and remote areas. Through the year, we engage with Christian people who come to study at Nungalinga College, and join us for pastoral visits while they are in Darwin.

In August, a visit to Ngukurr and Numbulwar allowed us to engage in fellowship, Bible studies, and community life. Sunday mornings are spent at St James Sanderson, where we provide leadership and coordinate support and transport for Aboriginal worshippers.



DISCIPLING, SUPPORTING, AND EQUIPPING LEADERS

We continue to hold a regular Bible Study with an Aboriginal couple who teach at Nungalinga. Other college students sometimes join us when in Darwin.

During the remote visits in August 2024, Derek, with 2 CMS colleagues, gathered 4 Aboriginal men Katherine for a 3 day retreat at Katherine for church leaders. Another retreat was held in November 2024 in Darwin.



NETWORKING AND TRAINING

We have continued to assist in coordinating a monthly network for support and learning for Indigenous and non-Indigenous leaders from different Churches and groups around Darwin.

CHAPLAINCY AND BIBLE STUDIES

Our week also involves Chaplaincy at the Royal Darwin Hospital, including training for Nungalinga Chaplaincy course Students. Where possible, we visit with Aboriginal friends keen to gain experience or visit those they know. Other visits include Bible Studies at a rehab centre, the Prison as well as monthly service for the women.



LOOKING AHEAD TO 2025

- **Leadership Development:** Expand and develop ministry retreats for men and women church leaders.
- **Team Building:** Develop sustainable ministry teams in new urban communities in partnership with residents and organisations like Mission Australia.
- **Mentorship:** Support new mission workers heading to Alice Springs and Groote Eylandt to serve, while encouraging Indigenous ministry in local churches.

In all this, please give praise to God with us for faithfully guiding and providing throughout the year, and for our Lord's work of grace in peoples' lives through their many challenges. We continue to pray that we all may continue to grow in grace and fruitfulness, to encourage us in our partnership of making Jesus known among the nations.

MEGUMI CRITTLE

MINISTRY TO JAPANESE DIASPORA IN MELBOURNE WITH OMF INTERNATIONAL



HIGHLIGHTS

The inaugural Rejoice Together conference on 1-2 March brought together Japanese Christians with a heart for evangelism from all over Australia, New Zealand, and Japan for worship, fellowship, and powerful testimonies of how many had come to faith outside of Japan.

It was also a joy to celebrate several baptisms this year. It is a momentous step of faith for these young Japanese to profess their faith publicly.

Furthermore, the launch of monthly Japanese bilingual services created a welcoming space for seekers to explore Christianity in a warm, inclusive environment.

REGULAR ACTIVITIES

- On the first Sunday of each month at “The Gathering”; a seeker-friendly service for Japanese people, I was at the welcome desk and helped with the kids’ ministry. During the afternoon tea, I had been able to make many good contacts and had invited some to my home.
- On the second and fourth Sundays, I was part of a team that hosted a small English conversation group and guided them through a Bible study appropriate for beginners.
- On the third Sunday of the month, I assisted the pastor’s wife in the children’s ministry of a Japanese Bilingual church service which we hoped and prayed would grow in 2025.
- I continued to host Zoom sessions with five Japanese ladies who had come to know the Lord through our Diaspora ministries over the years. It had been a challenge to maintain consistency as several had gone back to work. Despite this, I praise God that they were happy to receive ‘pearls of wisdom’ from the Bible.

CHALLENGES AND CONTINUED MINISTRY

2024 has been a year of challenges with having to move again and several health issues. Yet I am thankful I was able to remain in ministry through God’s enabling and the many prayers and support of others.



DEREK & ESTHER TUCKER

WORKING WITH THERIVER.ASIA

In 2024, we celebrated a significant milestone as our first cohort completed their journey with TheRiver.Asia Ministry College in Chiang Mai. This cohort included young leaders representing several countries across Asia, equipped and empowered to impact their communities for Jesus.



PROGRAM FOCUS

The program developed the participants holistically through:

- **Head:** Building knowledge and theological understanding.
- **Heart:** Deepening discipleship and character formation.
- **Hands:** Cultivating practical ministry skills.
- **Feet:** Clarifying and pursuing their unique callings.

Eight participants earned a certificate through Alphacrucis University College, marking their academic and spiritual achievements.

OUTCOMES

Graduates have already begun making a tangible difference by:

- Launching new ministries.
- Planting churches.
- Expanding the reach of the gospel in their respective communities.

LOOKING AHEAD

With great anticipation, we prepare to welcome a new group of young leaders in 2025. We are excited to continue fostering growth, equipping, and sending out individuals who will transform lives and communities for the Kingdom of God.

Thank you Clayton for your wonderful support of prayer and finance.

Derek & Esther



PIONEERING IMPACT



HEART DISCIPLESHIP
WATERMAN LOCAL
PARTNERSHIPS PROGRAM
TOGETHER FOR CLAYTON & BEYOND
INDIAN CONGREGATION

PIONEERING IMPACT

BY **PASTOR CHEE FAH**
SENIOR PASTOR

As a church, we are committed to following the Holy Spirit's apostolic leadership, extending our influence beyond our local congregation into His broader kingdom. A pioneering spirit keeps us relevant, dynamic, and aligned with God's mission. Without it, we risk stagnation and limiting leadership to pastoral and teaching gifts alone. I am grateful to our church board and members for creating space to explore and advance pioneering initiatives that shape the future of our ministry. This impact will continue to evolve as God raises disciples and places new convictions on their hearts.

PIONEERING IMPACT FOR 2024

HEART DISCIPLESHIP

God has opened doors for our Heart Discipleship framework to have a broader impact, both nationally and globally. In January 2025, Hope Church International (a movement of churches globally) used this framework in their annual leaders gathering in Kuala Lumpur, equipping 200 global leaders.

This led to interest from three church leaders in the UK, Thailand, and Malaysia, who are exploring this further in their congregations. Through key discussions on licensing agreements, we have gained valuable insights on adapting this framework cross-culturally and within our church. Furthermore, we were invited to Cross Culture Church's staffing retreat to speak on whole-of-life discipleship.

WATERMAN LOCAL PARTNERSHIPS PROGRAM

Over the years, I have been privileged to contribute to Waterman's community engagement strategy, culminating in the launch of the Local Partnerships program. This initiative connects churches, nonprofits, and community organisations to partner with Waterman to better serve the community. A key milestone has been God reopening doors at M-City, allowing us to re-engage in that space through our partnership with Waterman M-City. We are also encouraged to see Shaun Collins step into a volunteer role as a Community Partner, representing our church in that co-working space.



PIONEERING IMPACT

TOGETHER FOR CLAYTON & BEYOND

Our Together for Clayton & Beyond network continues to strengthen through our weekly prayers, monthly breakfast gatherings, annual vision prayer/dinner, and training sessions. Our annual pulpit swap continues to foster camaraderie with our congregations, strengthen our collaboration and now champion each other's ministries within our congregations. A key highlight has been the Together for Clayton & Beyond evangelism efforts initiated by Clement, Paul and Alex, where our churches have united to share the gospel in meaningful ways. Greig Whittaker's encouragement further affirms the significance of this initiative in our city.



INDIAN CONGREGATION

It has been a joy to witness the launch and growth of our **Indian congregation** under Morris's leadership. This initiative reflects the beauty of diverse expressions of faith within our church and highlights the potential for further church-planting opportunities. We are excited to see how God continues to raise up and equip **other church planters** to reach different communities.



DIFFERENT CO. CHURCH PILOT

As my journey with Different Co. concludes, we celebrate the Church Pilot program's impact on whole-of-life discipleship churches across 17 churches nationally. Scott Morrison's PhD research on this initiative will provide a future methodology for integrating discipleship into church life, with the potential to shape how churches make disciples especially in a faith and work context.

LOOKING AHEAD

Pioneering is not just about innovation—it is about faithfully responding to God's leading. As we step into the next season, we remain committed to **breaking new ground, equipping leaders, and creating space for the Spirit to move in fresh ways**. Thank you for your continued faith, support, and willingness to journey together as we embrace God's calling to pioneer new expressions of church and discipleship.



**"Not to us, Lord, not to us but to
your name be the glory, because
of your love and faithfulness."**

PSALM 115:1

As we reflect on the past year, we give thanks to God, for all that has been accomplished is by His grace and for His glory. Every ministry, every act of service, and every moment of fellowship has been a testament to His faithfulness. We acknowledge the dedication of our church family—volunteers, leaders, and members—who have poured their time and talents into serving His Kingdom. But above all, we recognise that it is God who sustains, empowers, and blesses His Church. May all that we do continue to glorify His name and advance His Kingdom.



**CLAYTON CHURCH OF CHRIST
FELLOWSHIP INC.
A0037112C**

25 BURTON AVE, CLAYTON VIC 3168
(03) 9544 2155
CLAYTONCHURCH.ORG.AU

