



**Australian Fellowship of Evangelical Students**

ABN 91 509 626 599

ACN 145 358 185

**Directors' Report**  
**For the year ended 30 September 2024**

# Directors' Report 2024

The Directors present their report, together with the financial statements of AFES Limited ("AFES"), for the financial year ended 30 September 2024.

## 1. The Mission of AFES

### Mission

In prayerful dependence on God, AFES proclaims Jesus Christ at university to present everyone mature in Him, by building student groups that, evangelise, encourage, train, and send.

### Values

#### 1. Lives Transformed by God's Grace

AFES rests on the saving and transforming riches of God's grace freely given through a personal faith in Jesus Christ as Lord.

#### 2. The Bible Shaping Our Mission, Message, and Methods

AFES values expository Bible teaching and study, Biblical theology, and humble submission to the Bible to shape our mission, message, and methods of ministry.

#### 3. National Gospel Unity and Local Distinctiveness

AFES values being a national movement united in the gospel as reflected in our Doctrinal Basis, and values the freedom to conduct our Mission with local distinctiveness.

#### 4. Training by Modelling

AFES values every activity in our mission as an opportunity to train others through modelling godly character, convictions and competency, particularly through apprenticeships.

#### 5. Students and Staff in Partnership

AFES values students leading our mission through partnership with long-term, campus-based AFES staff.

#### 6. Partnerships in Prayer and Finances

AFES values our partnerships in the cause of the gospel on campus with supporters, graduates, and churches.

#### 7. Local Churches

AFES values local churches as the primary expression of the body of Christ, and so values every student and staff-member having a love for, and a committed involvement in, a local church.

#### 8. Commitment to Christ's Global Mission

AFES is committed to raising up and sending disciple-making disciples for global mission in partnership with local churches and mission agencies.

### Vision

In prayerful dependence upon God, by December 2025, we long to:

- **Double our reach**
- **Double the number** offering themselves as missionaries to serve the nations with the gospel

### Our Strategy

In line with our Mission and Values, we have **four core national strategies** to progress towards our 2025 Vision.

1. **Evangelism** - Our core business will always be the prayerful proclamation of God's gospel from the Scriptures in a clear and compelling way that invites people to turn to Jesus in repentance and faith. We

will continue to prayerfully consider how to present the gospel as clearly as possible in our distinctive contexts across the nation.

2. **Apprenticeships** - Ministry Apprentices are some of the best placed in our fellowship to evangelise university students and if motivated and trained well can maximise that gift. We expect most of those from our fellowship offering themselves for missionary service will have completed a ministry apprenticeship and, if we are training well, will have been challenged during that apprenticeship to consider global mission.
3. **FOCUS (Fellowship of Overseas Christian University Students)** - Over one third of our student population are international students. Many of them come from countries that are considered Unreached or Unengaged. To see them saved, established in the faith and 'sent' back equipped to proclaim (and bear the fruit of) the gospel is greatly aligned with our Vision.
4. **Training and developing of staff** - By God's grace, AFES has **352 staff** partnering students to serve our **61 affiliates** in 2024. Having structures in place to prayerfully train them in gospel character, conviction, and competencies from recruitment to retirement is a key strategy towards our Vision.

## 2. Principal Activities

The principal activities of AFES to fulfil our vision are:

- evangelisation of university students
- selection of staff to be set apart as gospel workers, and their continuing training and development
- development of long-term mission partnerships with supporters, graduates and churches expressed through informed prayer, practical care and committed generosity
- provision of pastoral care to staff and students
- participation in global mission including FOCUS (refer for more detail above) and gospel partnership with the International Fellowship of Evangelical Students (IFES).

No change in the nature of these activities occurred during the year.

## 3. Financial Position and Operating Results

At the 2023 AGM, a motion was approved to appoint Pascoe & Co. as the new external auditor for AFES commencing 2024, following the relevant due diligence checks of their capabilities and capacity.

### Financial Performance – Summary

	2024	2023	2022	2021
Net Assets (P4)	\$11,709,105	\$11,168,968	\$10,754,466	\$8,852,096
Operating Surplus/Deficit (P6)	\$540,137	\$414,502	\$412,370	\$1,257,276
Donations, Bequests, Grants (P16)	\$18,375,895	\$17,885,304	\$17,125,445	\$16,933,206
Application of Funds to Staff and Students (P16)	\$18,260,758	\$17,568,391	\$16,588,195	\$15,051,089

Please refer to the 2024 AFES Annual Financial Report for details.

The Directors give thanks to God for the continued generosity of supporters, graduates, and churches. AFES over the last five years has seen in each year:

- a progressive increase in Net Assets, Donations, Bequests & Grants and the Application of Funds to Staff and Students
- a positive operating surplus

## 2024 Financial Report

The 2024 Audited Financial Report provides a full account of all funds received and expended in the last Financial Year.

AFES's auditor follows the rules of the relevant professional bodies concerning independence. An extract of the declaration that the auditor has provided the Board of Directors regarding their independence is attached on the following page.

## Financial Governance

AFES is a not-for-profit Charitable Institution registered with the ACNC.

The ATO has granted AFES Income Tax Exemption, GST Concession and Fringe Benefit Tax Rebate status.

In prayerful dependence on God, AFES staff and apprentices are trained to raise ministry funds to fully cover the costs of undertaking their ministry.

The Directors monitor the financial performance of AFES in prayerful dependence on God at Board meetings and at the meetings of the Board's Audit, Finance and Risk Committee (AFR).

AFES has implemented a budgeting process. The process provides greater visibility and control of National funds to enable strategic priorities and resource the AFES Mission.

## 4. Principal activities during the year (1 October 2023 – 30 September 2024)

### Meet Jesus National Mission

The Meet Jesus National Mission was launched at the 2023 NTE and by February 2024, over 130 churches across the nation had formally signed up to be partners of the mission. This number had risen to over 190 partner churches by the end of the year. More than 70 events were held, from large rallies on campus and in churches, to Mark and John dramas, to dialogue dinners and more.

There were monthly prayer meetings on zoom, with some students even joining in from overseas, in the middle of the night for them. We even heard from a couple of 90 year olds who wanted to share John's gospel with their friends at their retirement village.

19,000 copies of Uncover John books were given out, along with an update to [uncover.org.au](http://uncover.org.au) website. Students across the country were reading John together to get to know who Jesus is and what he has done.

The National Mission brought many people to meet Jesus and they gave themselves up to follow him.

### Progressing our Core Strategies

AFES during the year made progress on each of the four national Core Strategies:

- Evangelism – the shared National Mission in 2024, launched at the 2023 NTE, saw over 190 churches partnering with our 61 Affiliates, resulting in more than 70 Meet Jesus events across the country.
- Stepping-Up Apprenticing – We developed a program for new trainers to encourage and equip them.
- Growing FOCUS – FOCUS groups are re-strengthening as international students have returned in large numbers to Australia.
- Staff Learning & Development – The focus during the year in staff development and training has been:
  - staff leaders responding to the ever-changing mission context by facilitating role change for themselves and those they supervise.
  - the skills of a ministry worker in proclaiming, envisioning and shepherding.

### Student Engagement Innovation Project

The Student Engagement Innovation Project became the umbrella program to oversee and coordinate the work of three Tactics Groups. The Tactics Groups were formed in 2021 to analyse and respond to strategic risks and opportunities by:

- Creating an effective digital / social media presence
- Diversifying pathways and connections with students in the context of reduced on-campus learning
- Maintaining local, in-person ministry even if not on campus

The data that came from the “test and learn” program in 2023 has given shape to the implementation plan which has just begun.

### NTE 2023

After our recovery from COVID with the first in-person NTE in 2022, even more students attended NTE in person in 2023.

By God’s grace students were transformed by, trained in, and sent with the gospel after:

- hearing talks from Phillip Jensen on ‘The Christ we Proclaim’
- being stretched in their strand groups
- participating in local missions with churches across the country.

### Ongoing effects of the COVID-19 pandemic

We continue to suffer from the effects of COVID having significantly impacted the forming and maintaining of our student groups. Student groups continue to rebuild and re-contextualise their mission.

## 5. Staffing

### General

The Directors praise God for our gospel centred campus-based and National Office AFES staff.

	2024	2023	2022	2021
Senior Staff	187	207	204	211
Apprentices	61	58	71	80
National Office *	23	16	16	14
<b>Total AFES Employees</b>	<b>271</b>	<b>281</b>	<b>291</b>	<b>305</b>
Associate Senior Staff	46	48	44	48
Associate Apprentices	35	44	40	34
<b>Total Associate Staff</b>	<b>81</b>	<b>92</b>	<b>84</b>	<b>82</b>
<b>TOTAL</b>	<b>352</b>	<b>373</b>	<b>374</b>	<b>387</b>

AFES Employees: Total FT\*\* = 125 | Total PT = 146 | Total FTE = 211

\* National Office now includes all staff who serve in a national role, regardless of the role or their location.

\*\* FT means 5 days per week.

Number of Australian Universities: **39**

Information from: <https://www.universitiesaustralia.edu.au/our-universities/>

### National Office Staff

The National Office is committed to providing excellent, cost-efficient support for all AFES ministries including:

- collecting all donations
- paying allowances and expenses
- promoting AFES nationally and internationally

- coordinating the National Training Event, Staff and Apprentice Conferences and AFES Wives conference each year
- providing administrative support to campus Affiliate groups.

### **Key Management Personnel**

Each AFES staff member serving God is critical in the AFES Mission. However, the following two key management roles in particular oversee the implementation of the AFES Mission:

#### Richard Chin – National Director

The ND provides spiritual and theological leadership to AFES, overseeing an Executive and National Leadership Team to progress the Mission and Vision of AFES in accordance with its values (See P1).

The ND is responsible for the overall strategic and financial oversight, and day to day management of the organisation.

#### Tony Rowbotham – Deputy National Director

The DND assists the ND with overall strategic and financial oversight, and day to day management of AFES.

## **6. Members**

AFES has two types of members:

- 1. Affiliate Members:** The current Student President of a Campus Affiliate group is a member. There are currently **61** Affiliate Members.
- 2. Supporter Members:** There can be 0.5 Supporter Members for each Affiliate Member within a Region (i.e. maximum of 30) for an appointed term of 3 years. On 30 September 2024 there were **18** Supporter members from:  
NSW/ACT 11; SA/NT 1; QLD 3; TAS 0; VIC 1; WA 2.

### **Members liability on winding up**

AFES is a company limited by guarantee. The Constitution specifies that in the event of a shortfall of funds upon a winding up, the Members guarantee the obligations of the Company to the extent of \$20 per member.

At 30 September 2024 there were **61** Affiliate Members and **18** Supporter Members. Therefore, the total amount guaranteed is **\$1,580**.

### **Proposed changes to the Constitution**

The Board proposes to update the Doctrinal Basis of AFES to remove references to a single gender where a statement applies to everyone. This requires a simple majority approval by the Vice Presidents (as per Constitution 10(a)) and they have given their unanimous approval to proceed with the proposal. The proposal will be brought to the AGM for the Members of AFES to consider and that will require a super-majority of 90% of votes cast to approve it (as per Constitution 10(b)).

## **7. Board of Directors**

### **Role**

The principal role of the Board is to, in prayerful dependence on God, on behalf of members:

- appoint the National Director (ND)
- oversee the ND's gospel servant leadership of AFES.

Key oversight areas include the ND's and wider Management's development of strategy, delivery of large projects and management of staff.

## Number

There are currently **8** AFES Board Directors (the Constitution specifies 8 to 12):

- 6 (currently 5) are appointed from their Region.
- Up to 6 are appointed for their skill set by Members.
- One Director must be a current student.

The profile of the Directors and their meeting attendance is shown in the Appendix to this Report.

Directors serve for a maximum of 9 years with 1/3 re-elected each year.

## Board Committees

Board Committees provide assurance to the Board by examining in greater detail Management actions in specific areas. The Board in 2023 reorganised the Committees by reducing their number and streamlining their roles. In 2024 we combined People, Culture & Safety and Ministry & Governance into one and added a National Director Succession Process Committee (NDSPC). The Board envisage the NDSPC will continue until the appointment of the next ND at some point during 2025, after which it will no longer be needed and the combined People, Culture & Safety and Ministry & Governance Committees will be separate again.

Committee membership as at 30 September 2024 was:

- **Audit, Finance & Risk Committee:** Tim Newans, Permanent Invitees: James Chik, Dave Dorman, Tony Rowbotham
- **Combined People, Culture & Safety and Ministry & Governance Committees:** Richard Chin, Daniel Hill-Brown, Clement Lo, Emma Wilkins (Chair), Permanent Invitees: James Chik, Tony Rowbotham
- **National Director Succession Process Committee:** Andrew Bain (Chair), Clare Deeves, Andrew Jackson

## Key Board Activities 2024

Key activities undertaken by the Board included:

- The primary focus of the Board during 2024 has been on National Director succession. Two additional Board meetings on top of the regular meeting cycle were held specifically to discuss this question, as well as considerable time at all regular Board meetings. This included consideration of potential timeframes for Richard Chin to conclude his time in the role, alongside preparatory work on what AFES might require in its next ND.
- Reviewing the AFES constitution – refer to discussion above.
- Engaging with staff at meetings in Perth, Sydney and the Gold Coast – please note that the full record of Board meetings is provided in the Appendix to this Report.
- Reviewing 16 policies and procedures to ensure their consistency with the AFES Mission and rescinding 25 obsolete policies and procedures. The few remaining policies and procedures that are due for reviewing will be updated before the end of the year. Future reviews of policies and procedures will be staggered over a 5-year period to better manage their relevance and currency.

## Indemnifying Directors or Officers

AFES has Directors' and Officers' insurance that includes professional indemnity. No other indemnity has been given or insurance premium paid during or since the end of the financial year for any person who is or has been an officer or auditor of the company.

## Environmental Regulation

The operations and activities of AFES are not regulated by any significant environmental regulation under any law of the Commonwealth or of any State or Territory.

## 8. Questions arising from 2023 AGM

### Inter-denominational vs Non-denominational

One of the Supporter Members asked the Board to review whether the term "interdenominational" in the Constitution should be updated to "non-denominational" to better reflect AFES as a Christian organisation.

From the Constitution:

#### 2.1 Objects

AFES is an Interdenominational Christian organisation that has been established for the following objects: ...

#### Definition (in Constitution)

Interdenominational in the AFES context refers to a unity across different Christian denominations based on the primacy of the fundamental truths of Christianity as contained in the Bible (see clause 2.2 Doctrinal Basis of AFES).

#### 1) Interdenominational

This term generally refers to an organization, activity, or group that intentionally includes and collaborates with members from various Christian denominations. The focus is on unity and cooperation across denominational lines, while still recognizing the distinct traditions and practices of each denomination.

#### Implications

- An interdenominational organization values and incorporates a diversity of beliefs and practices from different denominations, promoting cooperation without requiring members to abandon their denominational identities.
- But it could imply that there must be 'representatives' of the denominations, properly recognised if not chosen by the denominations, irrespective of the particular representative's commitment to our cause or theology. As such it could stifle committee decisions as we choose not the best person or programme, but one that fits the balance of denominations.

#### 2) Non-denominational

This term generally describes a Christian organization, church, or group that is not affiliated with any specific denomination. It generally seeks to avoid denominational distinctions, focusing instead on core Christian beliefs without emphasising particular denominational traditions.

While the notion of non-denominational churches dates back to the 1800s and the Restoration Movement, which supported "no creed but Christ," the widely used "non-denominational" term sprang up in the U.S. in the latter part of the twentieth century. Its emergence attracted followers who were looking to avoid the trappings of rigid dogmas of mainline denominations.

#### Implications

- Independence of any denomination implies that we make decisions on the basis of our theological convictions and can accept people from any denomination without fear or favour
- But it could also imply that we do not want to relate to any denomination, and stifle good potential gospel partnerships.

#### 3) Recommendation

**That AFES preserves the term "interdenominational" as defined in our Constitution.**

**If retained, AFES must continue to define the word "interdenominational" as per our Constitution to keep mitigating the risks listed above.**

On balance, everything depends on how we define the terms.

We are recommending that we preserve the current definition of "interdenominational" in our Constitution because it:

- clearly explains that our unity is based on "the primacy of the fundamental truths of Christianity as contained in the Bible";
- implies that our unity is not based on our affiliation with any denomination; and
- mitigates the risks of implying that we do not want to associate with any denomination.

## 2023 Financial Report

One of the Supporter Members asked a couple of clarifying questions at the 2023 AGM:

- 1) *Clarification in the explanatory section – note 8 which indicates that Area Conferences for campus events have recorded over \$100k deficits for the last two years running, which is intriguing, so would appreciate further explanation.*

Area Conferences (2023 AFES Annual Financial Report Report, P15, Note 8. Conferences and Events) refers to a combination of Campus camps (MYC/AnCon/Summit, etc.) and Campus events (regular meetings and larger events). Camps have fees to pay for expenses incurred and are usually cost-neutral. Events, on the other hand, do not charge fees, and with expenses only, result in a deficit.

- 2) *The more big picture financial policy that concerns the accumulated \$11.2M funds of which National holds 9%: is this a safe amount to have in reserve from a risk perspective, and is there a target level we are aiming for?*

'National' refers to the National Office which centrally supports campus teams with administration functions (IT, accounting, HR, insurance, etc.). The 9% of \$11.2M equates to \$1M and is adequate for normal business cashflow needs and a contingency reserve (for catastrophic situations e.g. to enable us to continue to pay staff for a period of time even if donations cease). Therefore, it is a safe amount from a risk perspective. There is no specific target level set for it beyond cashflow and the contingency reserve needs.

## 9. Conclusion - Praise God

Your Directors continue to praise God for what he is doing in bestowing his transforming grace on students, supporters, staff and directors. At the end of 2024, we are particularly thankful to God for the impact of the Meet Jesus mission and the many positive gospel stories that have come out of it around the country.

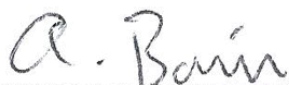
Jesus Christ is Lord of AFES. Yet under Australian law it is the members who are legally responsible as owners of AFES. We thank the members for their confidence and trust in appointing us as Directors.

We are thankful for the service and leadership of National Director Richard Chin and Deputy National Director Tony Rowbotham. Richard and Tony also provide valuable contributions to the meetings and work of the Board. In a year when the Board has spent more time than usual with the National Leadership Team, we would also like to express our gratitude to this wise and insightful group for their dedicated service.

We are thankful for the godly example provided to us whenever we engage with AFES students, supporters, campus staff and National Office staff. Please continue to pray for us as we pray for you at each Board meeting.

Praise God!

Signed in accordance with a resolution of the Board of Directors.



Andrew Bain  
Chair  
7 November 2024

## Appendix - Director Information

### Resignations

Chris Dalton resigned from the Board on 18 August 2024. We are thankful for his service to the Board and to the fellowship.

### Director Profiles

The details of each Director in office for at least part of the time since the beginning of the financial year (1 October 2023) are as follows:

#### Andrew Bain – QLD Director and Chair

- Elected as Queensland Board Representative 30 November 2018, re-elected 3 December 2021
- Elected Board Chair 2022
- Convenor of Business Committee and member of Nominations Committee until February 2023. Chair of Ministry & Governance Committee until February 2024. Chair of National Director Succession Committee.
- Vice Principal of Qld Theological College (QTC), lectures in Church History & Ethics. At QTC since 2008.
- Previously an assistant pastor (NSW Central Coast) and before that an economist and policy advisor
- Head of Department of Christian Thought for the Australian College of Theology (ACT) consortium of evangelical colleges since 2017
- Member of ACT Academic Board since 2016 & Chair of ACT Coursework Studies Committee
- BA (1<sup>st</sup> Class Hons, History), BEcon, PhD (History: Latin Church Fathers) at UQ, MSt at Cambridge Uni (History), BD (1<sup>st</sup> Class Hons) (Moore College), MBA (London), MEd (Adult), MRes & University Medal (Macquarie, Philosophy/Ethics)
- Graduate, Australian Institute of Company Directors (GAICD) (2020)
- Presbyterian Church of Australia recent service: member national Assembly since 2016, member Qld (PCQ) Assembly since 2008, member PCQ Commission of Assembly (denominational executive) since 2021, Moderator (Chair) Mowbray Presbytery 2019-2021, member Committee for Ministries Training since 2010, executive (staff) director on QTC Board since 2016
- Became a Christian when starting out studying at University of Qld, later student President (1994-95) and Treasurer (1993-1994) for UQES
- Married to Robyn with two daughters, attends Graceville Presbyterian Church

#### Christopher Dalton – Director (Resigned 18 August 2024)

- Appointed Board Director 26 February 2022 (casual vacancy)
- Member of Audit & Risk Committee and member of Property Committee until February 2023. Chair of Audit, Finance & Risk Committee.
- Qualifications in Business & Governance: Bachelor of Commerce (Uni of Melb), Postgrad Dip in Economics (Uni of Melb), Grad Dip Accounting (Monash Uni), CPA Program (CPA Aust.), Grad Dip Applied Finance and Investment (Financial Services Institute of Aust.), Grad Dip Applied Corp. Gov (Gov Institute of Aust.)
- Career in Business & Governance: roles in corporate regulation (ASIC), professional services (PricewaterhouseCoopers, Victorian Auditor General's Office) and executive/senior governance roles (Coliban Water, Goulburn-Murray Water, Airservices Australia)
- Professional Memberships in Business & Governance: Gov. Institute of Aust. (Fellow), The Chartered Governance Institute (Fellow), Financial Services Institute of Aust. (Fellow), CPA Australia (Fellow), AICD (Graduate)
- Current ministry roles in Bendigo Anglican Diocese: Sunday School Teacher (St. Peter's Elmore and Holy Trinity Flora Hill), Member of Bishop-in-Council, Chair of Diocesan Finance Committee, Diocesan Director (Bendigo Anglican Diocesan Corporation & Bendigo Diocesan Trust Corporation) and Diocesan Trustee
- Other role: Committee member for McDonald House Trust (appointed 2022)
- Married to Denyse and has three children
- Deep gratitude to God for AFES ministry he received at Uni of Melbourne

### **Clare Deeves – WA Director and Deputy Chair**

- Elected 2 December 2022
- Member of People, Culture & Safety Committee until February 2024. Member of National Director Succession Process Committee.
- Qualifications: BSc(Statistics) / BA(History) (Hons) (UNSW); Dip Divinity and Missions (SMBC); MDiv (SMBC); ThM(CHurch History) Thesis: “The Search for Pentecostal Identity: 1980-2013” (TEDS); PhD (Pastoral Ministry) Thesis: “Working Together: A Phenomenological Study of the Working Relationship between Women Employed in Complementarian Local Churches in Australia and the Senior Pastors with Whom They Work”
- Current Work: Assistant Minister – Women, Kallaroo Anglican Church and part-time lecturer in Christianity in History, Trinity Theological College
- Previous relevant work experience: Academic Dean and lecturer in Christianity in History, Trinity Theological College, Perth; Senior Staff, Australian Fellowship of Evangelical Students
- Current positions held: Member Evangelical Fellowship in the Anglican Communion (EFAC) WA Executive Committee; Board of Reference Southern Christian Church; Steering committee for the introduction of Trinity Equip, a program to equip Christian women for non-vocation ministry
- Previous positions held: Member AFES Code of Conduct Working Group 2020-2021; AFES Board member 2010-2014; Member Perth Women’s Convention Committee (2009-2010, 2013-2015); Member Coursework Committee of Australian College of Theology (2015-2019); AFES Vice President 2019-2022
- Selected Preaching Experience: Trinity Women Enrichment Day; Perth Women’s Convention; Northwest Women’s Conference (Karratha); Geraldton Women’s Conference; GROW Women’s Conference (Brisbane); Equip Women Leaders (Sydney); Great Southern Women’s Conference (Albany); and a host of church-based events.

### **Daniel Hill-Brown – Student Director**

- Elected 2 December 2022
- Member of People, Culture & Safety Committee until February 2024. Member of combined People, Culture & Safety and Ministry & Governance Committees.
- Currently an undergraduate, in his 4th year of a Bachelor of Laws and Legal Practice combined Bachelor of International Relations and Political Science at Flinders University, South Australia.
- Member of Flinders Evangelical Students (2019 – present), Treasurer (late 2019 -2021), President (2022 – present). Other roles, Jesus Week Team member, Worship Coordinator, Small Group leader, Regional SA/NT NTE worship leader.
- Hospitality Attendant Adelaide Oval (2017-2022), Hospitality Supervisor Adelaide Oval (2022-present).
- Current member of St Bart’s Church, Norwood, South Australia. Previously involved with Kids and Youth Ministry as part of GAN. Currently involved with St Bart’s worship ministry, as a band leader and St Bart’s Community Meals.
- Outside of Church and University studies, is currently in the Elder Conservatorium Wind Orchestra and Unley Concert band, playing clarinet.

### **Andrew Jackson – SA/NT Director**

- Elected SA/NT Representative 4 December 2020
- Convenor of Property Committee until February 2023. Member of the People, Culture & Safety Committee until February 2024. Member of National Director Succession Process Committee.
- CMS SA/NT Board member 2008-2020, serving as Vice-President (2014-2018) & President/Board chair 2019 & 2020 (retired Oct 2020)
- Student President Adelaide University Evangelical Union 1996
- Warden at Holy Trinity Church Adelaide 2002-2019
- Committee member / conference facilitator, CV Conference 1998 – present
- Lay Synod Representative - Adelaide Diocese 2013-2015
- Australian Institute of Company Directors – Governance Foundations for Not-For-Profit Directors
- Bachelor Engineering (Civil), University of Adelaide 1993-1996
- Structural Engineer / Manager / Principal at GHD 2000-present

### **Clement Lo - Director**

- Elected Board Director 1 December 2017, re-elected 4 December 2020, 1 December 2023
- Member of Constitution & Policy Committee and Property Committee until February 2023. Member of People, Culture & Safety Committee until February 2024. Member of combined People, Culture & Safety and Ministry & Governance Committees.
- BA (Hons) (American History) (University of Sydney), Bachelor of Laws (UNSW)
- Involved with Sydney University Evangelical Union and UNSW Campus Bible Study campus missions, leading bible study groups and on an SUEU short-term overseas mission trip to Kenya and Tanzania
- Senior Associate (Commercial, Construction, Property and Strata Litigation) at Sachs Gerace Lawyers, previously at mid-tier and top-tier firms and in-house including Brown Wright Stein, McCabes, Clayton Utz and the Clarendon Residential Group
- Married to Anna with 2 sons
- Attends St John's Anglican Church, Maroubra, serving in music ministry and 10am service hospitality leader, and previously on Parish Council for a number of years

### **Timothy Newans – Director**

- Elected Student Board Director 29 November 2019, re-elected as General Director 2 December 2023
- Member of Audit & Risk Committee and Investments Committee until February 2023. Member of Audit, Finance & Risk Committee until August 2024. Chair of Audit, Finance & Risk Committee.
- Completed PhD at Griffith University (2019-2023)
- Lecturer at Griffith University (2022-present)
- Bachelor of Exercise Science and Master of Medical Research at Griffith University (2014-2018)
- Arundel Presbyterian Committee of Management (2022-present)
- Griffith Christian Students Executive – President (2016)
- Currently attends Arundel Presbyterian Church (2014-present)
- Married to Breeana with 1 son (Theodore)

### **Di Warren – NSW/ACT Director**

- Elected NSW/ACT Representative Director 1 December 2023
- Member of Engadine and Heathcote Anglican Church, where Di's husband James Warren is the Senior Minister
- Serves in hospitality and pastoral visits, leads the Women's Discipleship Team, a growth group, a creche for young mums, and Moore College PTC courses for women
- Currently Senior Lecturer at the University of Sydney in the School of Mathematics and Statistics, and Deputy Director of First Year Studies
- Previously lectured at Macquarie University, Australian Catholic University and the University of Wollongong
- VC Award for Outstanding Teaching (2021); Science Faculty Award for Outstanding Educational Engagement and Innovation (2021)
- Executive – EQUIP Women
- Governing Board and Academic Board - Moore College
- Advisory Board – Sydney University Evangelical Union

## **Emma Wilkins – TAS Director**

- Elected Tasmanian Representative Director 30 November 2018, re-elected 3 December 2021
- Member of Constitution & Policy Committee and Nominations Committee until February 2023. Member of Ministry & Governance Committee until February 2024. Chair of combined People, Culture & Safety and Ministry & Governance Committees.
- Attends Crossroads Presbyterian Church (has helped with: children's ministry, communications, Bible study leading) (since 2003)
- Married with three sons
- Journalist and freelance writer, (HR Daily/Specialist News/OHS Alert) (2009 - present)
- Associate then Fellow with the Centre for Public Christianity (2020-present)
- Coordinator, Philanthropy & Corporate Partnerships, Tasmanian Symphony Orchestra (full-time) (2008 - 2009)
- Development Assistant, Tasmanian Symphony Orchestra (part-time) (2007 - 2008)
- Promotions and Publications Officer, Vision 100 (voluntary) (2007 - 2009)
- School Scripture teacher at Albuera St Primary (voluntary) (2007 - 2009)
- Graduated from the University of Tasmania - Bachelor of Arts/Fine Arts degree and First Class Honours in English (2006)

## **Meetings of Directors 1 October 2023 to 30 September 2024 (including 2023 AGM)**

<b>Director</b>	<b>Eligible to Attend</b>	<b>Meetings Attended</b>	<b>Appointed/Re-appointed</b>	<b>Re-election</b>
Andrew Bain	8	8	30/11/2018, 3/12/2021	2024
Clare Deeves	8	8	2/12/2022	
Daniel Hill-Brown	8	8	2/12/2022	
Andrew Jackson	8	8	4/12/2020	
Clement Lo	8	8	1/12/2017, 4/12/2020	
Tim Newans	8	7	29/11/2019, 2/12/2022	2024
Di Warren	6	6	1/12/2023	
Emma Wilkins	8	8	30/11/2018, 3/12/2021	2024
<b>Resigned in 2024</b>				<b>Resigned</b>
Christopher Dalton	7	7	26/2/2022, 2/12/2022	18/8/2024
<b>Retired in 2023</b>				<b>Retired</b>
Yvette McDonald	2	1	29/11/2019, 2/12/2022	1/12/2023
Susan Shiner	2	1	5/12/2014, 1/12/2017, 4/12/2020	1/12/2023