

2 0 2 4
ANNUAL
REPORT





**WINDSOR PARK
BAPTIST CHURCH**

SENIOR PASTOR
Grant Harris

ELDERS
Margaret Coyle
CHAIR
Stephanie Allison
John Tucker
Sharon Taylor
Doug Reid
Anna Yu
Caleb Waddell
Sonny Jing
Daniel Ho

EQUIP TRUST

CEO
Naomi Cowan

TRUSTEES
Iain Bradley
CHAIR
Amber Roper
John Woodward
Allan Grav
Lisa Haythornthwaite
Andrew Howie
John Marsden
Grant Harris
Anna Yu
ELDERS REPRESENTATIVE

WINDSOR PARK HUB LIMITED

GENERAL MANAGER
Shelley Thornton

DIRECTORS
Mike Mackay
CHAIR
Alan Ameye
Ben Harris
Joel Umali
Grant Harris
Sonny Jing
ELDERS REPRESENTATIVE

**WINDSOR PARK
LIFECARE TRUST**

MANAGER
Sarah Clark

TRUSTEES
Euan Philpot
CHAIR
Daniella Olivier
Jon Bradley
Caroline Wearn
Natasha Taylor
Grant Harris

**WINDSOR PARK
GROUP**
**GOVERNANCE
TEAMS 2024**



WINDSOR PARK BAPTIST CHURCH

PAID STAFF 2024

STAFF TEAM

Grant Harris
SENIOR PASTOR
Joyce Chang
FINANCE MANAGER
Holly Walton
PAYROLL
Nicky Wallace
RECEPTIONIST & ADMINISTRATOR
Jessica Harris
COMMUNICATIONS MANAGER

**CHILDREN &
FAMILY MINISTRIES**

Dylan Fortuin
PASTOR OF CHILDREN'S MINISTRIES
Jess Fortuin
PRE-SCHOOL CO-ORDINATOR
Sam Cheyne
PRIMARY SCHOOL CO-ORDINATOR

YOUTH MINISTRIES

Caleb Finlayson
PASTOR OF YOUTH MINISTRIES
Mikayla Reid
HIGH SCHOOL YOUTH
CO-ORDINATOR
Manaia Huakau
INTERMEDIATES YOUTH
CO-ORDINATOR

**YOUNG ADULTS
MINISTRIES**

Aidan Wivell
YOUNG ADULTS ENGAGEMENT
TEAM LEADER

**LIFE GROUPS AND
INTEGRATION**

Heather Ameye-Bevers
PASTOR OF LIFE GROUPS
AND INTEGRATION
Yangyang Wu
CHINESE MINISTRIES

CHURCH CARE

Sue Ogilvie
PASTOR OF CHURCH CARE
Mel Pavis
CHURCH CARE SUPPORT
Claire Horwood
CHURCH CARE SUPPORT

CREATIVE MINISTRIES

Jo Cheyne
PASTOR OF CREATIVE MINISTRIES
Tim Pavis
CREATIVE MINISTRIES SUPPORT/
VIDEOGRAPHER

**WAIHEKE ISLAND
CAMPUS**

Roi Nu Maran
PASTOR

**PROPERTY
/ HEALTH & SAFETY**

Jo Harris
PROPERTY MANAGER
/HEALTH & SAFETY OFFICER
Bryan Craig
CARETAKER

WINDSOR PARK GROUP STAFF 2024 PHOTO

(several staff members not present)

back row from left:

Holly Walton, Dylan Fortuin, Tim Pavis, Caleb Finlayson, Grant Harris, Joyce Chang,
Marina Young (Haven Pregnancy Support), Mel Pavis, Junie Jumig (WindsorCreative)

middle row:

Aidan Wivell, Jo Cheyne, Shelley Thornton, Manaia Huakau, Jess Fortuin, Sarah Clark,
Meishu Zhang (CAP Debt Centre), Claire Horwood

front row:

Nicky Wallace, Mikayla Reid, Yangyang Wu, Heather Ameye-Bevers,
Jo Harris, Roi Nu Maran, Jess Harris

**OUR VISION IS TO BUILD
STRONGER COMMUNITIES
BY PUTTING OUR FAITH
INTO ACTION.
WE ACHIEVE THIS
BY DOING LIFE AND FAITH TOGETHER,
ACKNOWLEDGING THAT NO PERFECT
PEOPLE ARE ALLOWED.**

OUR VALUES

CHRISTIAN

We're all about God as expressed through the Father, the Son and the Holy Spirit—it's not about us.

BIBLICAL

We believe that the Bible is the word of God through whom Jesus speaks and acts. When God's word is spoken, God speaks, and when God speaks, lives are changed.

GROWING

Living things grow—we welcome all people to do life and faith, together, so that our roots continually grow deeper.

INNOVATIVE

We'll be relevant and creative in our time—we're not scared to give things a go.

GENEROUS

God is generous to us—we'll be generous with our time, treasures and talents.



MESSAGE FROM THE CHAIR OF ELDERS



It is a great honour to introduce the 2024 Annual Report for Windsor Park Baptist Church and the Windsor Park Group. I am so proud to be a part of this community, and my heart fills right up to the tip-top with gratitude when I reflect on all the wonderful people who make up Windsor Park.

On behalf of the Elders and the wider congregation, I would like to extend heartfelt thanks to our Senior Pastor, Grant Harris, the rest of the pastoral staff, and the entire team across the Windsor Park Group. We see you. We see the effort and love and care you pour into your roles, serving the Lord and our community so faithfully and

wholeheartedly. Thank you for following the Lord's call into these roles.

I would also like to add my thanks to everyone who so generously volunteers in non-paid roles within all the different Windsor Park ministries. I know that volunteering comes with a cost, and that does not go unnoticed or unappreciated—thank you so much for being willing to invest in our church community in this way.

When I reflect on 2024, I see it as a year of stabilising and growing. After much turbulence in the previous years, I thank the Lord that we were granted a respite and the chance to re-establish our

normal rhythms for an entire uninterrupted year. However, this calm was not used as an excuse to sit back and relax... as you will read in this report, we used this much needed hiatus from disruption to really lean into our regular activities and see growth in our church life.

In this report you will be able to read all about the ways in which we have grown—may you be encouraged and inspired as you do so. So grab a cuppa, or curl up in bed, or stretch out in the sun, and enjoy reading and reflecting on 2024 at Windsor Park.



**MARGARET
COYLE**
CHAIR

**WE SEE YOU. WE SEE THE EFFORT AND LOVE AND CARE
YOU POUR INTO YOUR ROLES, SERVING THE LORD AND OUR
COMMUNITY SO FAITHFULLY AND WHOLEHEARTEDLY.**



MESSAGE FROM THE SENIOR PASTOR

Following the COVID-19 years and 2023 that was marked by the Auckland Anniversary Weekend floods that temporarily relocated us to Westlake Girls High School, 2024 didn't have any big pivot points that we'd become used to. It was great not having to pivot but enjoy a more settled year as we sought to get back into our normal rhythms that had been disrupted four years ago.

PREACHING & TEACHING

One of the foundation stones of Windsor Park is biblical preaching and teaching. In 2024, we heard 23 voices 'in the pulpit' with an excellent range of ages and stages! We're really blessed to have so many capable people as part of our community with only two 'guests' needed to fill out the year. Here's a breakdown of names/number of Sundays/% of the year.

- Grant Harris 24/52 (48%)
- Heather Ameye-Bevers 5/52 (10%)
- Caleb Finlayson 5/52 (10%)
- Aidan Wivell 5/52 (10%)

- Ethan Miller 1/52 (2%)
- Naomi Cowan 2/52 (4%)
- John Tucker 1/52 (2%)
- Ross Georgiou 1/52 (2%)
- Holly Walton 1/52 (2%)
- Sarah Clark 1/52 (2%)
- Helen Manson [Tear Fund] 1/52 (2%)
- Mikayla Reid 1/52 (2%)
- Matt Burrows [CBA /xvox] 1/52 (2%)
- Chris Grantham [Father's Day] 1/52 (2%)
- 3 x Speakers [Habits That Keep Us Growing] 1/52 (2%)
- 6 x Speakers [Philippines Exposure Trip] 1/52 (2%)

In between Sundays with a single focus, we had five series:

- Habits That Keep Us Growing (5 weeks)
- Essentials: The Building Blocks of Faith (5 weeks)
- The Power of Story (8 weeks)
- Exodus: Mission Possible (6 weeks)
- Practicing the Way (6 weeks)
- Advent (4 weeks)

We continued to work hard on providing a full script of our sermons each week that contains five questions for reflection and up to three further resources. This script is emailed on a Saturday morning to over 200 email addresses who opt-in to receive this. It is also translated into Mandarin and sent to a large WeChat database. A printed copy is also available at the Information Desk each Sunday.

Our Sunday preaching series are pre-recorded and used via video delivery at both our Waiheke Island campus and on our Online Campus. For Waiheke Island, live speakers are used in-between the Sundays that are in-series, providing local perspectives for that context.

STAFFING

Like most years, we had several staff changes, and I continue to be thankful for a wonderful team who worked hard to steward our skill and abilities towards the





health of the church. We're grateful for the generosity of the congregation who afford us this privilege.

- Roger Jensen completed almost six years as our accountant, concluding during February when we welcomed Joyce Chang to the team.
- After 26 ½ years, Bryan Craig concluded as our caretaker at the end of the year. There wouldn't be any little corner of this site Bryan doesn't know!
- Sue Ogilvie retired at the end of the 2024 as our Pastor of Church Care for the last 21 ½ years. We're so grateful for the way in which Church Care became so ingrained as core component of daily church life.
- We welcomed Mikayla Reid in January as she joined the youth team as our high school coordinator, and we welcomed Jess Fortuin to the team May as she joined the windsorKids team overseeing preschool.

| CAREY BAPTIST COLLEGE

- Dylan Fortuin completed his 2nd year of Pastoral Leadership training while still working as our Pastor of Children's Ministries.
- Aidan Wivell completed his 3rd and final year of Pastoral

Leadership training, while overseeing the continued development of our Sunday evening gathering, Lean In.

- A good cohort of people completed Carey's first Certificate in Christian Leadership, a new course that introduces people to the theology and practice of Christian leadership.
- We remain committed to encouraging people to continue equipping themselves to serve God through theological study and reflective practice, and love partnering with Carey—our 'family Bible college' as part of the Baptist Churches of NZ. In 2024, we have had approx. 20 people involved at Carey in various programmes.

In the rest of the 2024 Annual Report (our 74th), you'll see lots of activity and a width and depth of ministry that continues to inspire me. None of this is possible without hundreds of volunteers and the generosity of many who financially support the ministry of Windsor Park and its ministries. Overall, we seek to remain true to our vision

statement of building stronger communities by putting our faith into action.

It remains my deepest pleasure to serve this community of faith.



GRANT HARRIS
SENIOR PASTOR

YOU'LL SEE LOTS OF ACTIVITY AND A WIDTH AND DEPTH OF MINISTRY THAT CONTINUES TO INSPIRE ME.



CHURCH CARE

**THESE ACTS,
THOUGH
SOMETIMES
SMALL, HAVE HAD
A PROFOUND
IMPACT ON THOSE
WE SERVE.**

As I write this, my 22nd and final report, I find myself reflecting on over two decades of service as Pastor of Church Care. The journey has been rich with moments of deep compassion, faithful support, and countless examples of God's love expressed through our dedicated Care Team.

This year, our commitment to caring for the congregation and community has remained steadfast. Together, the team and I have:



Provided 200+ freezer meals and 500+ food parcels to individuals and families navigating difficult times.



Made visits to homes, hospitals, and care facilities, offering presence, companionship, and comfort.



Offered prayer and encouragement to those experiencing illness, grief, or life's many challenges.



Facilitated the Women's Prayer Breakfasts, Seniors Soup Social and Christmas Morning Tea, and Hymns & Communion mid-week services.

Every meal delivered, every prayer lifted, and every visit made represents not just an act of service but also a reminder of Christ's call to care for one another. These acts, though sometimes small, have had a profound impact on those we serve.

Part of caring for our community includes providing spaces for people to spend longer periods speaking with and listening to Jesus. We do this through offering Quiet Days, Silent Retreats, and Spiritual Direction. It is always a privilege to journey with people in this way as they go deeper in their relationship with Him.

I want to express my deepest gratitude to the entire Care Team, including both the church staff Melanie Pavis and Claire Horwood and the LifeCare Trust staff lead by Sarah Clark. This busy, dedicated team works tirelessly collaborating, cross-referring, and serving together to meet the needs of our congregation and the wider community. Team, through your collective efforts, you have embodied the vision 'to build stronger communities by putting our faith into action'. Your commitment



and teamwork have been an inspiration, and the impact of your service will continue to be felt for years to come.

I am immensely grateful to the volunteers, prayer warriors, and church members who have contributed to this ministry. Your dedication and compassion have been the heartbeat of our care efforts. You have shown what it means to be the hands and feet of Jesus.

As I retire, I do so with a heart full of gratitude and hope. I know that the Care Team will continue to flourish, carrying forward the spirit of love and service that defines Windsor Park Baptist Church. Thank you for the privilege of serving alongside you for 21 and a half years.



SUE OGILVIE
PASTOR OF
CHURCH CARE

132 PASSOVER MEAL PARTICIPANTS • 119 COWBOYS AND GAL'S AT THE BARN DANCE • 3 MEN'S BREAKFAST EVENTS
 2 ROUND THE TABLE, COMBINED LIFE GROUP EVENTS • 50 PEOPLE SERVING IN ENGAGEMENT TEAMS
 3 LIFE GROUP LEADERS RESOURCING LUNCHES
 39 LIFE GROUPS AND BIBLE STUDIES
 6 NEW LIFE GROUPS IN 2024 • 6 MINISTRY TEAMS • 2 NEW MINISTRY TEAMS
 3 MEN'S LAWN BOWL NIGHTS
 1 ENGAGEMENT TEAM TRAINING EVENT
 447 PEOPLE INVOLVED IN LIFE GROUPS AND MINISTRY TEAMS
 2 ALPHA COURSES WITH 18 PARTICIPANTS • 56 GUESTS IN 4 NEWCOMERS LUNCHES
 1 ENGAGEMENT TEAM TRAINING EVENT • 21 NEWCOMERS AT STEPPING INTO WINDSOR COURSE
 2 REAL MEN COURSES

LIFE GROUPS AND INTEGRATION

What a year it has been! We have witnessed God's hand in remarkable ways from people coming to faith in Jesus, new people being loved into the life of the church through their Life Groups and we've seen faith growing deeper as people serve, lead and honour God. This report is more than just numbers and events, it's a testimony of lives changed, prayers answered, and a community strengthened because of what Jesus is doing.

Life Groups saw so much growth this year as people catch the vision that "When people get together good things happen". We've had 6 new Life Group leaders putting their hands up to lead and many new people wanting to be in a Life Group. Two new Life Groups have really got me excited because they are both outward focused. One is called

Conversational Christianity and it's to help you to understand your faith and be confident to share it and then... learn to run an Alpha Course. The other one is called Flava and their desire is to be the flavour of Christ in our community. They're going to study the Bible and then say, "Lord where do you want us to go and serve?"

We had our first ever "Round the Table" events where all the Life Groups that wanted to, could gather together, yet at their own table, to discuss a really relevant topic. It was so good!

We also loved the explosion of Men's Ministry this year from nothing to something! We had three excellent Men's Breakfasts, three lawn bowl's competitions and two Real Men courses. It saw men have the space to connect with other men and build friendships that weren't there before.

Another new group we're celebrating is the Windsor Earth Team. It's headed up by Eleesa Jensen who had a vision to see Windsor understand we are called to care for the earth that God has entrusted to us. Inspired by Maori Kaitiakitanga—guardianship of the land, the team has started some great initiatives.

2024 has been a beautiful reflection of God's design for community—as strangers become friends, faith grown through fellowship as we walk alongside each other. Through our Life Group meetings, shared meals, and prayers for each other, we have seen how important that connection is. We look back on 2024 pretty thankful for what God is doing.



HEATHER AMEYS-BEYERS
 PASTOR OF LIFE GROUPS
 AND INTEGRATION





WINDSORKIDS

What an amazing year it's been for windsorKids! We were very sad to say goodbye to one of our staff members, Sam Cheyne, who has been such a delight and source of creativity and fun in the windsorKids Team! While we say goodbye to Sam, we also have the privilege of saying hello to two new team members—Melissa Philpot, who will be taking over Sam's role of our new Primary School Coordinator, and Jess Fortuin (my wonderful wife), who took over as our Preschool Coordinator back in April. I've always said that Windsor Park feels like family—and now in the windsorKids team, that's even truer!

| EVENTS

I've always believed that windsorKids is more than just a Sunday—and that was proven that last year by having five events! We started the year off by having a Beach Hangout with Tribe families, as well as having a Talent Show with Tribe where over 60 people came along to watch our

young people show off their amazing talents! We also had our movie event night where over 100 people signed up to watch a movie with their families. We had a preschool event called Noah's Ark where over the 30 kids joined us with their families to sing songs and do activities. But biggest of all, we had over 400 people join us for Light Carnival at the end of October—how amazing is that!

| VOLUNTEERS

We could not have done what we do without our amazing volunteers! We had nine volunteers in our preschool department and 25 in our primary school area. Across both areas, we had 26 youth volunteering in our spaces—it's so wonderful seeing the youth serving the next generation!

| BAPTISMS

We were very excited to witness two of our windsorKids be baptized this year! Cody Thornton and Juliette Holms took an amazing step in their journey with God and it was wonderful to be a small part of their journey!

| KIDS

We've had over 190 kids attend our Sunday morning service across both preschool and primary, with the average attendance being around 75 kids each Sunday. In preschool, they have been learning about amazing things like how to praise God and the lessons Jesus taught us! In Primary, Sam has been very creative teaching all about the lessons of God through series like Time Travelers, many dress-ups and so much attention to detail in her stage designs!

2024 has been a beautiful reflection of God's design for community—as strangers become friends, faith grown through fellowship as we walk alongside each other. Through our Life Group meetings, shared meals, and prayers for each other, we have seen how important that connection is. We look back on 2024 pretty thankful for what God is doing.



DYLAN FORTUIN
PASTOR OF
CHILDREN'S MINISTRY



MAINLY MUSIC

mainly music has continued again this past year to create joy-filled opportunities for Jesus to be mainly music has continued again this past year to create joy-filled opportunities for Jesus to be revealed through song, friendship and caring to preschoolers and their caregivers. Approximately 45 families enrolled last year, 90% of whom don't attend church regularly. We held 38 themed sessions on Wednesday mornings.

Our close-knit team welcomes, nurtures and blesses our caregivers in many different ways and our sessions are full to the brim with a waiting list which keeps growing!

14+ volunteers have worked so well together supporting and encouraging each. mainly music creates a happy environment where little ones can sing and dance joyfully and also learn about God's love at the same time. Our amazing volunteers give pastoral care and support to struggling families and those in crisis and connect them if needed with the church team to provide wrap around care.

Special sessions such as those at Easter and Christmas help to share the love of Jesus to families who haven't heard the gospel.

It was another great year at mainly music!

PRISCILLA COLLINS

45 MAINLY MUSIC FAMILIES • 14 VOLUNTEERS
90% NON-CHURCH-GOERS • 38 THEMED SESSIONS

BOYS' BRIGADE (ICONZ)

2024 was a very successful year for Windsor Park BB with an unusual twist where we had over there 3 times as many boys in the older age groups!

We were able to share the BB way with a total of :

- 5 Adventure Boys (age 8 to 10 Years)
- 18 Delta Junior Boys (age 11 to 14)
- 1 Delta Senior (aged 15+)
- With a Leadership team of 6 leaders

These boys came from five different churches, as well as of no Christian affiliation before joining. What a great way to introduce these boys to a bit of Christian faith! Academically, these boys come from 11 different schools from Takapuna to Orewa.

As always, our programme was as varied as it ever could be! We had four weekend camps—Dacre Cottage, Michael Stead Lodge, Hunting/ Fishing Camp and Finlay Park. We placed sixteenth in the world in International Junior Team Games. And had a lot of firsts...



- visit from the Coastguard in exactly TEN years
- outdoor sea session with MERC at Long Bay
- Rock Climbing Experience at Northern Rocks
- visit to Takapuna Golf Range
- Windsor Park BB Biking Competition
- visit to North Harbour Stadium to see the All Whites

And seconds...

- Annual Windsor Park BB Fishing Competition
- visit to Browns Bay Bowling Club
- instructor-led kayaking course (pool session and out at sea)

A great year was had by all—both the boys and the leaders!

PHIL YEAMAN

24 BOY'S BRIGADE BOYS • 6 PARENT LEADERS
4 WEEKEND CAMPS • 11 DIFFERENT SCHOOLS

YOUTH

2024 was the opportunity for Windsor Park Youth to re-engage into some sense of normal rhythms. No pandemics and no floods meant that this would be a year where we could solely focus on pointing young people to Jesus, discipling them to take their next step in faith and growing leaders who would impact generations to come.

We had the privilege of adding Mikayla Reid to our staff team this year in the high school space, and what an excellent job she has done. Of course, being born-and-bred in Windsor Park helped Mikayla engage seamlessly into her work.

Discipleship was articulated into five areas that we focused intentionally on: Biblically engaged, rhythms of spiritual practices, active in service and mission, mentoring relationships, and committed to church community. Breaking that down:

| BIBLICALLY ENGAGED

4 BOOKS OF THE BIBLE STUDIED

Our Year 7-8's spent a term studying a book of the Bible of their choice. Each group chose

a book to study and read it verse-by-verse, following the SOAP format to engage with the Scripture. The books chosen were Mark, John, Romans and James.

1 NEW CURRICULUM CREATED

We asked the question, "If a young person consistently journeyed in our youth ministry from Year 7 to Year 13, what would we hope they would learn?" We then adopted the framework: to know Jesus (develop a Biblical worldview), to do what Jesus did (to be active participants in God's mission), and to be like Jesus (to grow in Christ-like character).

| RHYTHMS OF SPIRITUAL PRACTICES

13 BAPTISMS

This is the fruit of leaders working out our purpose, "pointing young people to Jesus and helping them take that next step in their faith." Young people were baptised in our pool, the beach—and waterfalls! One student shared his testimony via megaphone at a public waterfall for all our young people to hear while we were away at camp. This

meant that the space bustling with people got to hear the powerful way God had impacted his life.

1 FIRST EVER 24/7 PRAYER ROOM

In preparation for our High School and Intermediate camps we held a 36-hour, non-stop, prayer space. What an epic opportunity it was to have our whole community buy into this space, to cover our young people in prayer by name and as a collective. We can't wait to do this again!

| ACTIVE IN SERVICE AND MISSION

3 ACTIVATE YOUR FAITH NIGHTS

Our high school students had the opportunity to put their faith into action in a range of ways this year—from driving around diverse parts of Auckland reading Scripture, to serving three other church communities, to helping to move things and clean, serve food and pray around our buildings. They got to choose how they best could put their faith into action.





10+ ALL-IN AFTERNOONS OF SERVING OUR LOCAL COMMUNITY

The intermediates Wednesday afternoon programme became a space to serve. From cleaning up rubbish in the car park, moving chairs, cooking, helped with gardening and many more. It was a great year of seeing our young people develop their heart to serve.

| MENTORING RELATIONSHIPS

10 NEW "ADULT TO LEADER" MENTORING RELATIONSHIPS AND 200+ STUDENTS BEING REGULARLY MENTORED (INTERMEDIATE AND HIGH SCHOOL)

Doing life and faith together is key for us as a church. The need for older mentors investing into the lives of younger people is so important. Whether it is one-on-one or in small groups, we were encouraged by what God is doing in this space.

| COMMITTED TO CHURCH COMMUNITY

45+ STUDENTS ACTIVELY SERVING ON A SUNDAY MORNING

It is important for our young people to know that being a part of Windsor Park means they have a greater sense of

belonging that helps their faith to stick. This year, we saw young people commit to our church by serving on a Sunday morning in a range of places and spaces, from the worship team, intermediates, kids church and the unique one offs like Windsor Orchestral Worship. We look forward to seeing the commitment of our young people grow in the future.

2024 was a fantastic year of seeing God move in amazing ways!



CALEB FINLAYSON
YOUTH PASTOR





YOUNG ADULTS

YAGA24 YOUNG ADULTS GETAWAY

In 2024, 50 young adults gathered in Mangawhai for YAGA, a weekend dedicated to deepening connections with each other and with God. This YAGA was described by many as the best yet! And it was also noticeably a younger young adults crowd, which we believe demonstrates the increasing effectiveness of our youth-to-young adults transition.

LIFE GROUPS

In 2024 young adults life groups continued to be a source of strength for our community. At the end of the year, a long running young adults life group, *Shepherding*, called time on a wonderful chapter. The group, originally led by Bob and Sarah Shepherd, has been a place for deep conversations and friendships for so many. However, with one life group closing, two new ones sprung up this year.

SOCIALS

This year, we had four big YA events including the third edition of the inter-church young adults quiz, which this year was attended by over 100 YAs from five church communities!

Another highlight was the return of the always popular Mid-Winter Christmas dinner in July! On a more casual basis, summer soccer was a hit again with two mixed teams continuing to play on Monday nights from October onwards.

FAITH@WORK

In 2024, we rebranded Leadership Track under the new name, Faith@Work. The kaupapa (purpose) remains the same but the new name better represents the heart of the course. Ten young adults completed Faith@Work 2024, making them the third cohort to graduate from this year-long vocational discipleship program.

LEAN IN

2024 marked the first full year for Lean In! In total we held 29 Sunday nights, heard from 14 guest speakers, and over 20 voices from within our community held the mic! We managed to use every space on our Mairangi Bay site.

The variety of the content and form at Lean In is a real strength. In 2024, this included a movie night, apologetics, finger painting, meditative stretching, panel discussions on sexuality, and, of course, Holy Hip Hop 2!

Speaking of Holy Hip Hop, our Instagram reel from the night has been viewed over 35,000 times!



AIDAN WIVELL
YOUNG ADULTS
ENGAGEMENT
TEAM LEADER



50+ REHEARSALS • 3 TEAM NIGHT SOCIALS
6 SPECIAL SERVICES • 300+ EASTER REFLECTIVE JOURNEY PARTICIPANTS • 500+ EASTER SERVICE ATTENDEES
35 MEMBERS OF THE WORSHIP TEAM SERVING UP TO 10 HOURS PER WEEK
50 ORCHESTRA MEMBERS IN THE WINDSOR ORCHESTRAL WORSHIP (WOW)
2 GUEST GROUPS LEADING WORSHIP

CREATIVE MINISTRIES



This year has been one of renewal and growth as we have experienced an increase in Sunday service attendance following our years of disruptions. Our community has come together in a spirit of worship and dedication, and we are thrilled to share some of the highlights and statistics that defined our journey in 2024.

SPECIAL SERVICES AND WORSHIP HIGHLIGHTS

We were privileged to hold six special services throughout the year:

- Easter Services: A significant and reflective journey to the cross was held in our auditorium, attended by over 300 people. Our Easter Sunday services were equally impactful, drawing over 500 attendees.
- Mother's Day Service
- Matariki Celebration Service
- Father's Day Service
- Windsor Orchestral Worship (WOW): A new initiative introduced in October, featuring 50

orchestra members under the direction of David Kay. This stunning worship experience was one of our highlights and marks the beginning of more orchestral worship services to come.

- Christmas Eve & Christmas Day Services.

Additionally, we welcomed three guest groups who led worship on Sundays:

- Across Cultures Choir
- Sherwood Primary School (led by Dennie Davidson)
- Auckland Gospel Choir

WORSHIP AND VOLUNTEER CONTRIBUTIONS

Our dedicated worship team of 35 members, including our tech team, have shown unwavering commitment throughout the year. The time invested in serving, including rehearsals and Sunday worship, can reach up to 10 hours or more per week.

Collectively, the team has accomplished:

- Over 50 rehearsals throughout the year.
- Three Team Night socials, providing an opportunity to connect and build relationships outside of rehearsals.

We are immensely grateful for the dedication, passion, and commitment of our volunteers, who contribute not just their talents but their time and hearts to the ministry.

Thank you to each and every person who has contributed to making this year a success. We couldn't do it without you!



JO CHEYNE
PASTOR OF
CREATIVE MINISTRIES

**OUR COMMUNITY
HAS COME
TOGETHER
IN A SPIRIT OF
WORSHIP AND
DEDICATION**



WAIHEKE ISLAND CAMPUS

As we reflect on the past year, we're grateful for God's unwavering faithfulness and grace. It was a very active year. One of the highlights was 112 women at the Goldie Estate Vineyard with Dr Christa McKirland teaching on "Thriving." We received encouraging feedback from participants. Another highlight were the Men's Breakfasts, which attracted 25-30 men at their monthly gatherings—including unchurched men—at various venues.

WORSHIP AND COMMUNITY

- Sunday Services featured pre-recorded sermons and onsite preaching, with three combined services uniting Waiheke Island churches. Pastor Grant Harris spoke at the Waiheke combined churches service in October. We have approximately 25-35 attendances each Sunday.
- The churches of the Island gathered together to celebrate two significant events—Good Friday Service and World Day of Prayer—with meaningful worship.
- Kids Church continues to operate each Sunday
- One of the issues we face

is that Waiheke Island's population is highly mobile and although our church attracts a good number of visitors, it's difficult to maintain a good number of long-term attendees. Therefore, we value long-term leaders who are committed to the life of the church.

DISCIPLESHIP AND GROWTH

- Monday night Women's Bible Study (Zoom): International group of 6-12 ladies met weekly.
- Tuesday night Prayer Meeting (Zoom): 4-8 attendees gathered weekly.
- Wednesday Onsite Prayer Meeting: Joined other Waiheke churches, with 8-15 attendees
- Thursday night Bible Study: 8-15 attendees, except holidays. This runs more like a discipleship and growth group as a number of our key leaders are take-part.
- Worship Team: Met Saturdays for song practice and fellowship (8 members).

OUTREACH MINISTRY

- Christmas Gift-Boxes: We distributed 15 boxes to local residents especially to single people and solo parents. This were greatly appreciated!
- Christmas Carols: We reached out to the Waiheke community, visiting public areas and elderly residents (20-35 participants). Our Christmas visit to the Retirement Village, where we took part in their Christmas lunch celebration was a major bridge building opportunity.

CELEBRATIONS

- Two young people baptised.

We're thankful for our dedicated members serving with passion, meaningful worship services and weekly events and effective community outreach initiatives.

Thank you for your support, prayers, and involvement.



ROI NU MARAN
PASTOR





ONLINE CAMPUS



Windsor Park's Online Campus was developed during the Covid years as a response to stay connected to our Windsor Park community. We discovered during this time that we were ministering to more people from outside the Windsor Park community and that online was becoming a more valid approach to ministry than we had thought. As a result, we formally launched and activated the Online Campus during 2022 following restrictions being lifted in

March. It is now just part of who we are. In 2024, our Online Campus was a valuable way for people to connect with Windsor Park, whether that be people who can't physically attend one of our campuses, or for people who don't connect with us at all.

We're grateful for our committed team of online hosts, Naomi Cowan, Kate Fuller and Howard Follas and our videographer/producer Tim Pavis for their commitment to the Online Campus.

2024 saw solid continuity in our online connection. While we still know we're at the early stages of this journey, we know that a hybrid church continues to be a valid and important way to engage with people.



GRANT HARRIS
SENIOR PASTOR

PROPERTY



While 2023 was a big year at Windsor Park as we recalibrated after the Auckland Anniversary Weekend floods, 2024 was a year of ongoing maintenance with the various things that come up at times. We started the year with a big team of wonderful volunteers planting out the big garden by Small Fries as part of continuing to try and make our facilities and surroundings look welcoming for our Windsor family and guests that come to our site.

After 26 years of working at Windsor, we farewelled our caretaker, Bryan Craig, who

resigned from his role at the end of November. A big thank you to Bryan for your long service to Windsor over these years.

Thanks to all our wonderful volunteers that have helped to maintain the big property that we have—it takes many helpers to do this, and you are very much appreciated for your contribution. If you would like to help with painting, gardening, or cleaning windows please contact me.

A big thanks to Andrew Gibson for volunteering his time and expertise in helping us with our increasing responsibilities and compliance requirements

in the Health and Safety area—we have no serious incidents to report in 2024. Thanks to everyone who helped keep Windsor safe by following the various protocols that apply not only to our physical site, but to all Windsor events that happen offsite. Quarterly site-wide Health and Safety meetings continued with Equip, Small Fries and the WP LifeCare Trust.



JO HARRIS
PROPERTY MANAGER/
HEALTH & SAFETY OFFICER



BEYOND THE WALLS

Windsor Park's Beyond the Walls (BTW) ministry reflects our ongoing heart to support the kingdom of God 'beyond the walls' of Windsor Park's local campuses. We've always been a church that has had a heart to pastorally and financially support people across New Zealand and around the world. In 2024, we formally supported 13 people and projects, most of which we've been involved with for many years, with a total budget of \$125,000. A full list of the people and projects we supported is below:

- Vanuatu Community Trust (Nasi Tuan)
- Tear Fund NZ: Child sponsorship through Compassion International
- The Baptist Union of NZ
- Northern Baptist Association
- 24/7 Youth Work (in partnership with the Windsor Park LifeCare Trust)
- Auckland Northland Regional Ecumenical Tertiary Chaplaincy Trust
- Zanistso Vero and family (Nepal)
- Dave & Denise Tims (UNOH, Randwick Park)
- Justin and Heather O'Malley (Tandem Ministries)
- Margaret Coyle (Tandem Ministries)

- Roula Georgiou (Tandem Ministries)
- Andrew & Christine Smith (SIM)
- Paul Windsor (Langham Partnership)

During 2024, several changes occurred . . .

- We received news that Zanietso Vero had passed away. Windsor Park has been supporting the Vero family who were missionaries in Nepal for approx. 20 years. Given Zanietso's passing, the wider family have now embarked on their own journeys and Windsor Park's partnership with the Chakhesang Baptist Church Council in India mutually concluded. We're grateful for this long-term relationship and the fruit for the kingdom that has been developed.
- Due to changes in the Nasi Tuan project in Vanuatu, we concluded our support for the Vanuatu Community Trust.
- We commenced support for Dave and Denise Tims, who lead the work on Urban Neighbours of Home in Randwick Park, South Auckland.

It was a great joy to experience our first Exposure Trip to Cebu, Philippines, in April. In conjunction with Tear Fund NZ and Compassion International it was a wonderful time to see the fruit of child sponsorship and establish connections with projects throughout the Cebu area and to physically meet the children they sponsor—a great privilege for both sides. We hope this will become a bi-annual experience for child sponsors.

On the third Sunday of every month, we've highlighted many of these ministries and have continued to ask for financial support that is included as part of our annual Windsor Park budget. The BTW monthly offering only contributes about one quarter of the overall support payments, but nonetheless it's an important part of how we fund and highlight the BTW ministry. The balance of the funds comes from our general giving.

Thanks to those of you who support Windsor Park financially—your generosity enables the BTW ministry to still remain effective and productive for the kingdom of God.

5 PEOPLE/PROJECTS • \$125,000 INVESTMENT



windsor park hub
LIMITED

**OUR VISION IS TO BUILD
STRONGER COMMUNITIES
BY PUTTING OUR FAITH
INTO ACTION.**

**WE ACHIEVE THIS BY OPERATING
SUSTAINABLE SOCIAL ENTERPRISES
THAT POSITIVELY IMPACT PEOPLE
AND THE ENVIRONMENT.**

OUR VALUES

WE PRACTICE RADICAL ENTREPRENEURSHIP

We make business decisions that have positive social and economic outcomes for all people, with a bias towards the disadvantaged.

WE INTENTIONALLY ACHIEVE IMPACT

Our Christian values inform our actions, and our actions transform our communities.

WE'RE BETTER TOGETHER

Diversity makes us stronger as we serve together.



WINDSOR PARK HUB LIMITED

496 PERSONAL CONNECTIONS • 49 EMPLOYEES

139 CHILDREN IN SMALL FRIES MAIRANGI BAY • 32 CHILDREN IN SMALL FRIES BEACHLANDS



Windsor Park Hub Ltd (WPH) continues to thrive in this space with a total of 496 meaningful personal connections in 2024. The biggest change within WPH was the sale of Small Fries Beachlands in September which had struggled financially, placing significant pressure on our other entities. With market conditions in this area projected to become even less favourable, along with the challenges of managing from afar, the difficult decision was made to sell this centre.

Forty-nine people are employed across WPH. This is made up of 30 permanent employees and 19 casual support staff. Windsor Funerals remains stable with a team of three, WindsorCreative continues with one, and Small Fries Mairangi Bay has 20 permanent and 12 casual staff. Small Fries Beachlands had six permanent and seven casual staff before we sold this business; all staff retained their jobs in the sale process.

We continue to be incredibly grateful for the commitment of our staff teams to the wider vision and heartbeat of who we are, consistently going above and beyond to make a difference, they are the heart and soul of what we do and our impact within our community.

139 children attended Small Fries Mairangi Bay with 55% having some form of church affiliation and 17% calling Windsor Park Baptist their home church. We continued to work closely with Windsor Park LifeCare Trust and Windsor Park Baptist Church to connect numerous families with extra support. Small Fries Beachlands had 32 children.

Windsor Funerals supported a total of 232 families in 2024.

A total of 36 clients/organisations worked with WindsorCreative with 23 belonging to not-for-profits, academic or faith-based sectors.

Interns and volunteers were also supported by the Hub through the provision of mentoring and workplace experience—five through WindsorCreative and three through Small Fries Mairangi Bay.



SHELLEY THORNTON
GENERAL MANAGER

CUSTOMER/CLIENT FEEDBACK

SMALL FRIES MAIRANGI BAY

“Our little guy has been at Small Fries for the last year, and we are so, so happy with them. We heard about Small Fries from a teacher who used to work there, and she only had good things to say—including about their staff leadership. Our boy settled in quickly and they were so understanding in those first few weeks for a worrying mama. The teachers genuinely love him, and he loves them. I’m so thankful for their team and their gentle and loving ways.”

“Small Fries has been a wonderful second home for our little boy. The teachers are very attentive to the kids—they genuinely see and enjoy them. It’s been such a joy sharing our child with the Small Fries whanau. Thanks, team!”



232 FAMILIES SUPPORTED BY WINDSOR FUNERALS • **36** CLIENTS/ORGANISATIONS WORKED WITH WINDSORCREATIVE
8 INTERNS/VOLUNTEERS SUPPORTED BETWEEN SMALL FRIES AND WINDSORCREATIVE

WINDSORCREATIVE

“We have worked with WindsorCreative for more than five years and, without a doubt, we give them 5/5 stars! It’s more than just business—they have always delivered quality content and fresh ideas in a professional and efficient mannner. We couldn’t be more impressed with the quality of work they produce.”

—Scripture Union NZ

“Great work, as always, with printing the booklets and teaching brochures. I heard many staff and attendees remarking about the quality. Appreciate your excellence and value you bring through your work to our organisation!”

—The Navigators NZ

WINDSOR FUNERALS

“We highly recommend Windsor Funerals because they explained everything very clearly and gave us an accurate idea of cost of their services in a patient and sympathetic manner and never became flustered with our questions about the many details! The total cost of our funeral arrangement was very competitive compared to others and we saved a good deal without affecting the quality and dignity of the ceremony, they co-operated in allowing a religious group to play a part in the proceedings and allowed us to take a significant role in the presentation, we are truly satisfied with this company and their approach to dealing with the bereaved at such a sensitive time.”

“From the time I contacted Windsor Funerals to help me arrange for my daughter’s funeral, I was supported and assisted by Rod, Lynn and Hazel. Their help was invaluable and the lounge setting made for a smaller family ceremony with her friends. Having access to audio and video screening and live feed online during the service was an essential part of the funeral proceedings. Without their help I would have been lost. I also felt Windsor Funerals were very well priced compared to other homes I initially contacted. Thank you.”



**OUR VISION IS TO BUILD
STRONGER COMMUNITIES
BY PUTTING OUR FAITH
INTO ACTION.**

**WE ACHIEVE THIS BY PROVIDING
SUPPORT AND CARE SERVICES
THAT MEET THE NEEDS OF PEOPLE:
PHYSICAL, MENTAL,
EMOTIONAL AND SPIRITUAL.**

OUR VALUES

WE'RE HOLISTIC IN OUR APPROACH

Our Christian heart means we affirm life in all of its joys and challenges and we provide a broad array of services with compassion and grace.

WE'RE PRACTICAL IN OUR WORK

Faith is action and action shows faith; we're prepared to get our hands dirty and meet people where they're at, providing practical and workable solutions to the complexities of life.

WE'RE INDIVIDUAL IN OUR NATURE

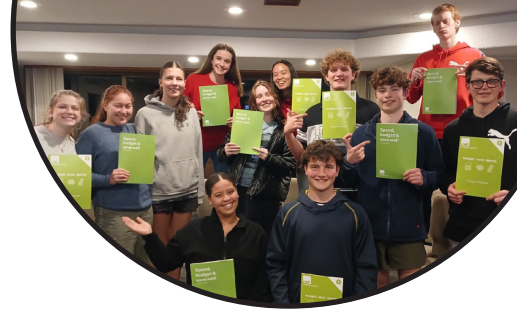
Building stronger communities starts with one person and we'll treat each person with the respect they deserve. Yes, we'll have group options because we believe we're better together, but a group is just a collective of individuals contributing to each other. Each person is important to us.

WE'RE COMMITTED TO THE LONG-TERM

Nothing of value comes easily, so we're committed to growing sustainably and responsively as we change with the ebbs and flows of our community.



WINDSOR PARK LIFECARE TRUST



951 COUNSELLING CLIENTS • 278 FINANCIAL CARE SUPPORTS • \$1M DEBT AND BILLS PAID OR WRITTEN OFF
549 HOLISTIC CARE CONTACTS • 1,511 COUNSELLING SESSIONS
831 PREGNANCY CARE CONTACTS • 166 BABY GEAR

For the Windsor Park LifeCare Trust, 2024 was an exciting year of ongoing growth and building stronger communities through the continuation of our five key pillars of support—pregnancy support, financial care, counselling, family care, and youth work.

HAVEN PREGNANCY SUPPORT

We provided 831 care contacts and 166 baby gear or other practical support parcels to families struggling with unintended or unsupported pregnancies, baby loss or struggling post-termination. We ran our first Baby Loss Awareness Week event, which we named Cherish. This was a beautiful morning where those affected by baby loss could seek solace together over a delicious morning tea, create a precious string art keepsake, hear some words of encouragement and support, share stories and cherish the memories of their little ones.

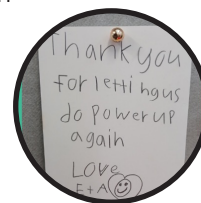


FINANCIAL CARE

278 financial care supports were provided through free budgeting and money management courses and debt help. Our debt help service, in partnership with Christians Against Poverty (CAP), supports people by developing sustainable budgets and debt repayment plans that allow them to journey out of debt. In 2024 we celebrated an exciting milestone of \$1 Million of total debt and bills being paid or written off across the clients we have journeyed with since this service started just over five years ago.

FAMILY CARE

We provided 549 holistic care contacts across a range of services including Refresh (supporting women after separation), PowerUP (separation recovery course for children), Family Law Clinic (free initial consultation to help with family law issues) as well as individual pastoral care support. It is so encouraging



after every event and course to hear the feedback of the transformation and healing that happens in the lives of those who attend, just like these snippets of PowerUP feedback from parents:

“My children shared the breathing techniques and stress-relieving activities with me. There was a change in their positivity—much happier and outgoing.”

“Both my kids are very different from the norm and they were so welcome here! They were both very happy and started sharing their thoughts again. Thank you very much from the bottom of my heart! Thank you!!!”

COUNSELLING

The number of sessions provided through our counselling centre was slightly



lower in 2024 due to two of our long serving counsellors taking much desired periods of longer leave. Despite this we still supported 951 clients with 1,511 counselling sessions, helping them to unpack and overcome challenges in life. There have been amazing examples of how this services has been interwoven with our other services and practical supports to enable holistic care to be outworked.

| 24-7 YOUTHWORK

As it is every year, 2024 was a fun-filled space for our youth workers, participating in school events, camps and sports, as well as working with students in small groups and individual mentoring students. Through these initiatives, at both Rangitoto College and Murrays Bay Intermediate, our youth workers provided 4,720 of youth mentoring sessions. Alongside students they worked towards their goals of supporting students, building positive relationship, cultivating school spirit, leadership development and integrating students with out-of-school activities.

| OTHER UPDATES FROM 2024

Changes in the economic and the funding sector saw philanthropic grants become a lot more competitive throughout 2024, and as such LifeCare has had to pivot,

adapt and continue to ramp up our efforts in the fundraising space. This included our first LifeCare Sunday, the sale of our first three cars through our Cars for Lives initiative and our Preloved Market Day which raised \$9,500! Whilst we still finished the year with a small loss as a result of this changing landscape, we were well-prepared thanks to the prudent finance reserves strategy adopted by our board. We are so grateful to all those who supported our fundraising initiatives throughout 2024 and to the many donors who generously support the work we do.

During 2024 we said farewell to our Board Chair, Debbie Trent, who has served as a trustee on the LifeCare board since its establishment in 2018. We are so grateful to Debbie for her contribution over the years, her investment into our fundraising events, and her heart for those we serve. Thanks to Naomi Cowan who acted as interim chair for a short period before the appointment of Euan Philpot as the new chair. We are excited for what Euan will bring to the chair role. Euan is also a founding trustee and so brings a wealth of organisational knowledge alongside his rich leadership and governance skills. He also did a great job cooking up

the sausages at our LifeCare market day!

I am grateful to my wonderful staff team and celebrate with them all the ways that we, together with our service users, volunteers and supporters, have built stronger communities together in 2024.



SARAH CLARK
TRUST MANAGER



**OUR VISION IS TO BUILD
STRONGER COMMUNITIES
BY PUTTING OUR FAITH
INTO ACTION.**

**WE ACHIEVE THIS BY SUPPORTING
PEOPLE TO GROW BY PROVIDING
HIGH-QUALITY SERVICES
THAT MEET NEEDS AND
EXCEED EXPECTATIONS.**

OUR VALUES

WE PUT OUR FAITH IN ACTION

We are a Christian response to need in our community. We are not here to judge, we are here to help.

We will always do what we can to address people's needs and provide the momentum for them to move forward in their lives.

This is more than a job.
As a team, we are driven by a deep commitment to Christian faith and values.
I am committed to doing my part.

IF WE CAN SAY 'YES', WE WILL

We look for solutions, not problems.

We have a 'can do' attitude.

When we have to say 'no', we will do it respectfully.

We are team players. We serve with openness and positivity.

OUR PEOPLE MATTER

At Equip, we are each part of a bigger picture. We value other roles as much as our own.

We will do everything we can to raise each other up to achieve outcomes greater than any of us can imagine.

We will treat each other well and share the load.

We work through issues face-to-face and, when necessary, get support from our leaders. I will do my part to build a team culture that is inclusive, safe and positive.



EQUIP TRUST

2024 has been a challenging year for the mental health and addiction sector. Equip is in good shape, however, we too have had to work in an environment where the cost-of-living challenges have impacted our tāngata whai ora (clients) and kaimahi (staff). The uncertainty around funding and contracts remains—with all contracts nationally due to expire in June 2025. Early indications are that these will be rolled over for another year, however, we are preparing and expecting that there will be major funding decisions made in regards to both the Hospital, Primary Care and NGO providers. Equip is doing its best to be ready and responsive. One way we are doing that is focussing on our data—to what it is telling us and responding to that quickly. We have also been strategically focussing on sustainability within the organisation in the way we organise ourselves.

Equip has amazing kaimahi who continue to live out its core value of “putting our faith into action” through bringing hope and support into the lives of many tāngata whai ora, their whānau and their community with professionalism and compassion and even deliver more—with significant increases being seen by our respite, Awhi Ora and Adult wrap-around support services in particular.

As you look at the themes coming through in this report, I hope you see it reflects the hope found and the difference made to the tāngata whai ora we walk alongside.

A special thanks to our Board, led by Iain Bradley, who lead Equip so well. We have farewelled Lisa Haythornthwaite who has served for approximately 15 years and brought important perspectives to her governance role. We are grateful for all her input. Thank you to Grant Harris, the Elders and Windsor Park community for your continued support of Equip—we are better together.



NAOMI COWAN
CEO

WE RESPOND TO THE NEED IN OUR COMMUNITY

12 SPECIALISED TEAMS

Our 12 specialised teams serve tāngata whai ora (people seeking health) in three Whatu Ora health districts with a total population of 1,654,611 people (Census, 2023)

1,476 REFERRALS

We were sent 1,476 new referrals for tāngata whai ora from our network of over 30 different community and health service provider groups.

We said “yes” to 1,282 referrals and as some remained open from previous years, we actively supported 1,926 referrals during the year.

PROVIDED MENTAL HEALTH WRAP-AROUND SUPPORT

Of tāngata whai ora supported by our wraparound mental health, older adults and respite teams, 56.32% have more than one health condition, 37.66% have more than one mental health condition, 27.15% have co-existing mental

health and physical health conditions, and 20.90% have co-existing mental health and substance use conditions. The most frequent conditions experienced by tāngata whai ora we supported were Depression (39.43% of tāngata whai ora), Anxiety Disorder (24.44%), Alcohol – substance use (11.81%), Bipolar Disorder (11.57%), Cannabis – substance use (10.63%), Schizophrenia (10.63%), and Post Traumatic Stress Disorder (10.39%).

IF WE CAN SAY 'YES' WE WILL

1,494 PEOPLE SUPPORTED

We supported 1,494 people across our services. 406 were provided with wraparound community mental health support, 261 people aged 65+ were supported by our three Older Persons Community services, 263 adults were helped while staying at our Respite Service, Koromiko House, and 373 people received short-term assistance to help deal with challenges through our Awhi Ora Walk Alongside support service.

127 people were helped to make healthier food choices through sessions with our dietician, 58 people attended our Dementia Day Care programme, Tōtara Club, and 187 whānau members of tāngata whai ora were supported by our unique Family/Whānau service.

37,459 HOURS OF SUPPORT

We provided 37,459.06 hours of support for tāngata whai ora and their whānau, averaging over 720 hours a week—that includes 28,952.43 hours of client contact and 8,344.30 hours of travel. On average, those leaving our services over the year had been supported for just over six months.

42,114 HOURS OF SUPPORT

Our hours of support comprised 42,114 activities with tāngata whai ora – 41,969 individual activities and 145 group activities. We supported tāngata whai ora with 1,673 goals, and as part of our

work we created or reviewed 991 risks, uploaded 6,453 attachments, and completed 2,161 PRIMHD reviews and 2,345 Outcome Tools.

WE PUT OUR FAITH INTO ACTION AND WE MAKE A DIFFERENCE

2,893 VISITS TO TOTARA CLUB

58 people with dementia *mate wareware* visited Tōtara Club 2,893 times over 240, 5-hour, interactive day care sessions. That's 14,465 hours of individualised activities for people with dementia and time out for their family caretakers, and 2,893 lunches.

16 COGNITIVE STIMULATION THERAPY SESSIONS

Following a successful pilot programme in 2023, we delivered a Cognitive Stimulation Therapy programme aimed at improving cognitive and social functioning for people living with dementia *mate wareware* over 16 sessions with 68 attendances.

447 CUPPAS

Over 440 cuppas were enjoyed during 447 attendances at the 70 social group meetings we hosted in Orewa and Franklin for older adults experiencing or recovering from mental illness.

187 WHĀNAU MEMBERS SUPPORTED

We supported 187 whānau members of people experiencing mental illness with 1,126.33 hours of support and provided 88

group activities with 304 attendances, including 42 virtual coffee drop-in sessions, 16 in-person support groups, 11 Family Connections training sessions, 7 Family, Whānau and friends group training sessions, 8 Waves suicide bereavement group sessions, and 4 Whānau voice meetings.

11 OUR VOICE EVENTS

Our Voice consumer network which provides support and an independent voice for people with lived experience held 11 events and has a member list of 162 people.

1,725 NIGHTS IN A HOME-LIKE ENVIRONMENT


263 tāngata whai ora had short-term, intensive, 24-hour support at our respite service, Koromiko House, staying 1,725 nights in the homelike environment. Some stayed more than once and there were 360 admissions during the year with tāngata whai ora staying an average of 4.41 days.

2 FULL-TIME STAFF WITH LIVED EXPERIENCE

2 full-time staff with lived experience have used their wisdom and skills to provide 2,081.57 hours of peer support to 102 people.

1,005 SAFE BEDNIGHTS

19 tāngata whai ora spent 1005 safe bednights in our 2 two-bedroom, transitional housing flats while we helped them source permanent housing. Our housing lead community support worker checked in

 [My support worker] stepped in and made me feel like I'm valued, that I'm not alone, that she will be there for me."

“I want you to know that your care has made a profound impact on my life.”

with tāngata whai ora in our flats 358 times and spent over 185 further hours supporting tenancies for tāngata whai ora in transitional and community housing.

14 PAID EMPLOYMENT SECURED

Our specialised, supported employment service ran 5 Employment Café sessions on relevant topics and provided individual support for 47 people. With their help at least 14 tāngata whai ora secured paid employment, 1 secured voluntary work, and 3 undertook training or study.

5,078 CONTACTS

Our mobile medication service has made 5,078 contacts (2,827 visits and 2,251 phone or virtual contacts) supporting 70 tāngata whai ora to take their medication.

22 TĀNGATA WHAI ORA QUIT SMOKING

Of tāngata whai ora supported by our adult and older adult community support teams, 96 were given brief advice about smoking and 93 were offered other smoking support, as part of our Smoke-free champions programme. Follow-up assessments showed 22 quit smoking and 13 reduced their smoking amount.

77 MENTAL HEALTH FIRST AID COURSE COMMUNITY PARTICIPANTS

We helped 77 community participants understand mental illness and how to support someone experiencing distress by delivering two-day Mental Health First Aid courses to 6 groups.

96.15% POSITIVE RESPONSE

Across our Adult, Older Adult, and Awhi Ora Support services, 96.15% of survey respondents agreed or agreed strongly that they would recommend the support they received to friends and family/whānau if they needed similar support. 94.64% of respondents were totally satisfied or satisfied most of the time with the Koromiko House environment and 100% of respondents were totally satisfied or satisfied most of the time with the Tōtara Club Programme.

9 BOARD MEMBERS

We are grateful for the support of an experienced, knowledgeable, and caring board of 9 members who, between them, have given 76 years of dedicated service.

83 KAIMAHI (STAFF MEMBERS)

As well as caring for our community, we care for and value the 83 kaimahi (staff members) we employ as clinical and non-clinical community support workers, team leaders, administrators, specialists, and leaders, all of

whom are generous with their time, treasures and talents. 21 new kaimahi have joined our Equip team and 22 have left.

60 NET PROMOTER SCORE

As an employer, we were rated with a Net Promoter Score of 60, well above the Health care and social assistance industry benchmark of 27, demonstrating kaimahi are more likely to be willing to recommend Equip as a good place to work. The overall staff engagement score of 8.2 was also higher than the industry benchmark and Equip rated higher than benchmarks for similar industries and across all industries on all 10 component scores contributing to overall engagement. Our DEIB (Diversity, Equity, Inclusion and Belonging) survey score of 8.4 out of 10, reflects our commitment to creating a diverse and inclusive workplace that values the perspectives and experiences of every individual.

“It was good to have someone to walk alongside me.”

“Thank you for being the guiding light in my journey towards safety and healing. I’m really grateful to have you by my side.”

The background is a textured gradient of red and orange. A large white circle is centered on the page. Several dashed white lines are scattered around the circle: one diagonal line from the top-left, one horizontal line on the left, one vertical line at the top, and one diagonal line from the bottom-left. Another vertical dashed line is at the bottom.

2 0 2 4 FINANCIAL REPORT

During 2024, the regulatory environment continued to evolve within the charitable sector as it relates to financial reporting requirements to Charities Services. This change meant that any charitable entity that has a control relationship over another charitable entity must present a consolidated financial statement to Charities Services.

Under the constitutional requirements of Windsor Park entities, the Elders of Windsor Park Baptist Church appoint the trustees and directors of our other charitable organisations (Equip Trust, Windsor Park LifeCare Trust, and Windsor Park Hub

Limited), which means a control relationship exists. In many ways this has been reflected in our internal language for many years as we talk about the Windsor Park Group.

Given that the three other Windsor Park Group entities were birthed as ministries of Windsor Park Baptist Church, the consolidated accounts reflect the bigger picture of the growth of Windsor Park and give members confidence that the greater strength of Windsor Park is in the family—or the group—that we have grown into. We're grateful for God's leading and the vision that has been materialised through many people over 74 years.

RESULT

The consolidated accounts show a deep and strong organisation including approximately 160 staff positions and hundreds of volunteers. The net asset base shows a foundation underpinned by sound ongoing stewardship across our various governance teams.

For those who have been part of the Windsor Park journey for many decades, we're grateful for your generosity, prayers, ongoing support and empowerment of the Windsor Park Group. It is true that we are better together.

STATEMENT OF COMPREHENSIVE REVENUE AND EXPENDITURE

For the year ended 31 December 2024

	2024 \$	2023 \$
REVENUE		
Donations, fees, subscriptions and other revenue from members	1,519,224	1,532,626
Donations, fundraising and other similar revenues	67,370	118,542
Revenue from providing goods or services	10,294,566	9,851,865
Interest, dividends and other investment revenue	61,653	28,620
Other Revenue	258,918	342,133
Total Revenue	12,201,731	11,873,786
EXPENSES		
Volunteer and employee related costs	8,128,673	7,972,321
Costs related to providing goods or services	2,268,421	2,113,328
Grants and donations made	86,843	109,550
Other expenses	1,686,676	1,526,522
Total Expenses	12,170,613	11,721,721
Surplus for the Year	31,118	152,065

STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

	2024 \$	2023 \$
ASSETS		
Current Assets		
Cash and Cash Equivalents	1,066,676	860,477
Receivables & Prepayments	872,276	899,343
Inventories	5,206	4,216
Prepayments and Other Assets	74,834	54,410
Investments (Current)	301,848	443,106
Other Current Assets	29,373	22,733
Loans to Other Parties - Current	6,990	6,924
Total Current Assets	2,357,203	2,291,209
Non-Current Assets		
Property, Plant and Equipment	33,737,609	33,483,722
Other Non-current assets	135,000	135,000
Total Non- Current Assets	33,872,609	33,618,722
Total Assets	36,229,812	35,909,931
LIABILITIES		
Current Liabilities		
Payables from Exchange Transactions	465,860	490,311
Employee Entitlements	444,650	403,845
Loans	226,992	201
Unused Donations and Grants with Conditions	134,140	156,665
Other Current Liabilities	177,229	303,491
Total Current Liabilities	1,448,871	1,354,513
Non-Current Liabilities		
Other Non-Current Liabilities	5,668,663	5,486,687
Total Non-Current Liabilities	5,668,663	5,486,687
Total Liabilities	7,117,534	6,841,200
Net Assets	29,112,278	29,068,731
ACCUMULATED FUNDS		
Accumulated Comprehensive Revenue and Expenses	5,588,723	5,557,606
Special Purpose Reserves	72,000	59,570
Revaluation Reserve	23,451,555	23,451,555
Total Accumulated Funds	29,112,278	29,068,731

FINANCIAL REPORT

In 2024 we saw a 5.9% increase in personal giving, improving 10.3% from what was achieved in 2022. Our income from rental of property was also up 4%, due largely to a catchup of insurance proceeds received as a result of the floods in 2023 and the resultant and loss of income. At the same time, facility rentals have come back to a strong position during 2024 with room bookings being strong and consistent.

Operating expenses, including personnel costs and ministry expenses were well constrained in 2024 which

helped offset significant increases in property costs (including R&M and a large increase in insurance premiums) and the effect of higher interest rates, which started to ease towards the end of 2024.

RESULT

Once depreciation is deducted, we recorded a deficit of \$31,160, compared to a small surplus in 2023.

Although our total equity again reduced this year, this was solely due to depreciation of assets. In a rising market,

this depreciation effect is negated by the revaluation of our property assets every four years (due in 2025).

The investments shown are mainly loans to Windsor Park Hub Limited. These have helped the Hub through the COVID years and now that the Hub is returning to profitability these loans be progressively repaid over the coming years.

Overall, Windsor Park Baptist Church is still in an extremely strong financial position, especially given the few difficult years we've experienced since 2020.

STATEMENT OF COMPREHENSIVE REVENUE AND EXPENDITURE

For the year ended 31 December 2024

	2024 \$	2023 \$
REVENUE		
Offerings	1,405,822	1,328,066
Windsor Park Centre Income	711,208	683,594
Ministry Income	122,427	112,004
Total Revenue	2,239,457	2,123,664
EXPENDITURE		
Employee remuneration and other related expenses	1,135,709	1,131,959
Volunteer related expenses	8,631	5,291
Expenses related to operation	139,324	176,690
Other expenses related to service delivery	112,738	109,294
Grants and donations made	114,059	139,735
Property Costs	351,121	274,805
Interest on Loans	433,669	380,382
Total Expenditure	2,295,251	2,218,156
Operating Deficit	(55,794)	(94,492)
Plus Other Income	24,634	98,176
Less Depreciation	265,767	263,608
Deficit	(296,927)	(259,924)

STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

	2024 \$	2023 \$
ASSETS		
Current Assets		
Cash and Cash Equivalents	147,400	186,308
Receivables & Prepayments	27,751	19,696
Total Current Assets	175,151	206,004
Non- Current Assets		
Fixed Assets	30,652,283	30,897,519
Investments	775,000	779,000
Total Non-Current Assets	31,427,283	31,676,519
Total Assets	31,602,434	31,882,523
LIABILITIES		
Current Liabilities		
Cash and Cash Equivalents	47,917	48,911
Receivables & Prepayments	65,707	62,648
Fixed Assets	125,498	30,319
Total Current Liabilities	239,122	141,878
Non-Current Liabilities		
Loans	5,474,600	5,586,687
Total Non-Current Liabilities	5,474,600	5,586,687
Total Liabilities	5,713,722	5,728,565
Net Assets	25,888,712	26,153,958
ACCUMULATED FUNDS		
Retained Earnings	2,590,783	2,850,707
Current Earnings	(296,927)	(259,924)
Restricted Reserves	143,301	111,620
Revaluation Reserve	23,451,555	23,451,555
Total Accumulated Funds	25,888,712	26,153,958

FINANCIAL REPORT

The 2024 financial year represents another steady year of progress for Windsor Park Hub, Ltd., with a recorded profit of \$94,904. The increase of \$24,401 from the 2023 result reinforces the positive trajectory of the our organisation's financial performance. We are pleased to report that we have now achieved two years of sustained profits, a significant milestone in our journey towards financial stability. This continued improvement is testament to the ongoing dedication and resilience of our team and board.

CAFÉWINDSOR

This business remains in hibernation, with minimal revenue generated in after-church sales. In the 2024 year, the after-church cafe operation transitioned from Windsor Park Hub to full church management.

SMALL FRIES

In 2024, in response to the ongoing risks associated with Small Fries Beachlands, the board made the strategic decision to divest from this business. After careful and prayerful consideration, we successfully negotiated the sale of Small Fries Beachlands in September 2024, marking a positive step toward reducing financial uncertainty.

In 2024, Small Fries Mairangi Bay experienced a slowdown in business, which led to the key decision to consolidate operations into a single building and refurbish the space. With the support of significant volunteer hours, we were able to revitalise our environment, resulting in a positive uptake in enrolments. We are excited about the

long-term potential of Christian childcare in our area and remain committed to its growth. We also continue to explore new opportunities to strengthen the business and review strategies to optimise performance.

WINDSORCREATIVE

2024 proved to be a challenging year for graphic design agencies, with tough economic conditions impacting clients across the board. This was reflected in WindsorCreative, which saw a decline in sales. Despite these challenges, the team continued to support the church with sponsored projects and we remain optimistic about future prospects.

WINDSOR FUNERALS

Windsor funerals experienced significant growth, with revenue increasing 31% from the prior year. This expansion reflects increase in service delivery and the impact of strategic initiatives aimed at building the business. The continued focus remains on providing quality services and continuing to support future growth.

SHARED SERVICES

Each of these businesses contribute to shared services (accounting support, IT services, audit fees, subscriptions, insurances, etc) in our 'Hub Central' cost structure. These contributions are reflected in the above results. We were able to make some savings in our costs which represented a small overcontribution of \$2,993.

These results can be reconciled to the total surplus of \$94,904:

BUSINESS UNIT	SURPLUS/DEFICIT
Small Fries Mairangi Bay	17,370
Small Fries Beachlands	(108,558)
WindsorCreative	(9,154)
Windsor Funerals	192,253
Hub Central	2,993
TOTAL	\$94,904

** Note - These results are unaudited. A formal review will be conducted as part of the year-end audit process.*

STATEMENT OF COMPREHENSIVE REVENUE AND EXPENDITURE

For the year ended 31 December 2024

	2024 \$	2023 \$
REVENUE		
caféwindsor	4,018	5,240
WindsorCreative	81,227	147,036
Windsor Funerals	1,503,309	1,143,624
Small Fries Windsor Park	2,316,719	2,482,078
Small Fries Beachlands	360,195	480,835
Other Income	22,068	2,448
Total Income	4,287,536	4,261,261

EXPENDITURE		
Employee & Volunteer Costs	2,205,911	2,335,482
Costs of providing goods or services	883,088	827,231
Property Costs	744,817	741,170
Other expenses	358,816	286,874
Total Expenditure	4,192,632	4,190,757

Surplus/(Deficit)	94,904	70,504
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	2024 \$	2023 \$
ASSETS		
Cash and cash equivalents	262,689	233,825
Trade Debtors & Prepayments	252,803	269,900
Property and Equipment	82,351	151,527
Total Assets	597,843	655,252

LIABILITIES		
Current Liabilities	466,954	615,266
Non Current Liabilities	640,000	644,000
Total Liabilities	1,106,954	1,259,266

Net Assets	(509,111)	(604,014)
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EQUITY		
Retained Earnings	(604,014)	(663,201)
Current Earnings	94,904	70,504
Correction of prior year error		(11,317)
Total Equity	(509,111)	(604,014)

REVENUE AND EXPENDITURE

In 2024, Windsor Park LifeCare Trust continued to see the effects of a tightening economy and limited funds in the charitable grant sector. We pivoted towards increased activity in the fundraising space to compensate and finished the year with just 6% lower revenue than in 2023. With careful management of expenses, and relatively stable costs we were able to keep our loss for the year to just over \$26,000.

In 2024, our team was made up of 14 staff/contractors across our five project areas.

FINANCIAL POSITION

Despite having a small deficit, Windsor Park LifeCare Trust finished 2024 in a strong financial position with \$158,000 of cash and term deposits. We are thankful for the wisdom of our board who established a sound reserves policy which is supporting us through this challenging financial period.

The church remains one of the key supporters of the Trust in both monetary and non-monetary terms. We are grateful for contributions from The Lion Foundation, COGS, Four Winds, Hibiscus and Bays Local Board, Lotteries, Foundation North, Woolworths. We are so grateful to all these organisations and the many individuals who volunteer or donate and enable us to build stronger communities together.

STATEMENT OF COMPREHENSIVE REVENUE AND EXPENDITURE

For the year ended 31 December 2024

	2024 \$	2023 \$
REVENUE		
Donations, fundraising and other similar revenue	158,424	121,913
General grants	67,369	118,542
Fees, subscriptions and other revenue from members	17,087	20,000
Revenue from providing goods or services	23,354	20,850
Interest, dividends and other investment revenue	1,970	3,511
Total Revenue	268,204	284,816
EXPENDITURE		
Employee remuneration and other related expenses	197,316	167,764
Volunteer related expenses	430	811
Expenses related to fundraising	6,912	11,547
Expenses related to providing goods and services	18,575	21,401
Other expenses related to service delivery	71,067	81,761
Total Expenditure	294,300	283,284
Deficit	(26,096)	1,532

STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

	2024 \$	2023 \$
ASSETS		
Current Assets		
Cash and Cash Equivalents	158,056	113,621
Receivables & Prepayments	1,200	108,046
Total Current Assets	159,256	221,667
Non- Current Assets		
Fixed Assets	9,215	11,337
Total Non-Current Assets	9,215	11,337
Total Assets	168,471	233,004
LIABILITIES		
Current Liabilities		
Payables & Accruals	5,133	3,047
Employee Entitlements	10,441	5,964
Unused Specific Grants and Donation	8,245	53,245
Total Current Liabilities	23,819	62,256
Total Liabilities	23,819	62,256
Net Assets	144,652	170,748
ACCUMULATED FUNDS		
Retained Earnings	170,748	169,216
Current Earnings	(26,096)	1,532
Total Accumulated Funds	144,652	170,748



FINANCIAL REPORT

Equip is a ministry of Windsor Park Baptist Church, but operates through a stand-alone trust with surpluses being reinvested into the continued growth of Equip and the adding of programmes and services that enhance its ministry.

Equip leases their office block and the Totara Club premises from Windsor Park Baptist Church—the lease is reviewed every second year.

2023/2024 saw a continuance of sound financial results being achieved. Note that Equip's

financial year is 30th June, so these accounts are for the year ending 30th June 2024.

STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSES

For the year ended 30 June 2024

	2024 \$	2023 \$
REVENUE - EXCHANGE TRANSACTIONS		
Te Whatu Ora Contracts	5,668,988	5,278,303
Net Rental Income	68,335	50,366
Interest, dividends and other investment revenue	33,534	8,455
Other revenue	33,835	38,354
Total Revenue - Exchange Transactions	5,804,692	5,375,478
REVENUE - NON-EXCHANGE TRANSACTIONS		
Donations received	5,124	140,595
Total Revenue - Non-Exchange Transactions	5,124	140,595
Total Revenue	5,809,816	5,516,073
EXPENSES		
Salaries	4,070,121	3,816,532
Staff Related	314,275	288,945
Client Services	36,738	33,506
IT and Phone	245,129	213,825
Administration	205,609	275,069
Audit Fees	5,210	3,880
Property	266,682	248,273
Motor Vehicles	332,002	288,693
Total Expenses	5,475,766	5,168,723
Earnings Before Interest & Depreciation	334,050	347,350
INTEREST AND DEPRECIATION		
Interest Expense	4,608	220
Depreciation	53,834	50,865
Net Surplus	275,609	296,265

STATEMENT OF FINANCIAL POSITION

As at 30 June 2024

	2024 \$	2023 \$
ASSETS		
Current Assets		
Bank	1,184,248	564,174
Term Deposits	325,070	307,758
Receivables	685,959	537,258
Prepayments	2,441	-
Total Current Assets	2,197,718	1,409,190
Non-Current Assets		
Property, Plant and Equipment	2,462,489	2,439,784
Total Non-Current Assets	2,462,489	2,439,784
Total Assets	4,660,206	3,848,974
LIABILITIES		
Current Liabilities		
Payables	290,758	219,741
GST Payable	114,866	104,472
Funds Held for Third Parties	51,970	59,821
Employee costs payable	204,690	189,639
Current Portion of Borrowings	120,000	-
Other current liabilities	65,424	-
Total Current Liabilities	847,708	573,672
Non-Current Liabilities		
Borrowings	261,588	-
Total Non-Current Liabilities	261,588	-
Total Liabilities	1,109,296	573,672
Total Assets less Total Liabilities (Net Assets)	3,550,911	3,275,302
ACCUMULATED FUNDS		
Accumulated Surpluses or (Deficits)		
Retained Earnings	3,275,302	2,979,037
Current Year Earnings	275,609	296,265
Total Accumulated Surpluses or (Deficits)	3,550,911	3,275,302
Total Accumulated Funds	3,550,911	3,275,302

**WINDSOR PARK
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