



MEMBERS' MEETING

Monday 24 November 2025

AGENDA & ASSOCIATED PAPERS



PATHWAY AGENDA
MEMBERS' MEETING
Monday 24 November 2025

OPEN & WELCOME

Chair

APPROVAL OF MINUTES

Chair

Minutes of the 26 May 2025 Annual General Meeting

Motion: Minutes of 26 May 2025 Annual General Meeting be accepted.

BUSINESS

2026 Faith Budget

Chair

Motion: 2026 Faith Budget be accepted.

REPORTS

Director of Pathway Report

Mike Stevens

Finance Report

Garth Wilson-Roberts

BCAC update

Lee Haakmeester

Motion: Reports be accepted.

PRAYER & CLOSURE

NEXT MEETING

25 May 2026

Minutes of the 26 May 2025 AGM



Pathway Community Centre AGM Monday 26th of May 2025

Minutes

ATTENDANCE: 89 Members including 4 Absentees of 272 total members
68 Members required for quorum

APOLOGIES: 10 Members

MEETING OPENING AND WELCOME

Meeting opened at 8.52pm

Dylan welcomed the Members to the Pathway AGM and that quorum had been reached.

APPOINTMENT OF SCRUTINEERS

Dylan moved that Kylie Baynes (lead), Brian Billard, Elijah Hughes and Marie Brettig be appointed as scrutineers.

Moved: Mark Heard

Seconded: Chris Partington

Carried

APPROVAL OF MINUTES

Dylan called for the Minutes of 25 November 2024 Members' Meeting to be accepted.

Moved: Shamiah Ravesteyn

Seconded: Craig Hughes

Carried

BUSINESS

Amendments to the Pathway Community Centre Constitution

Dylan advised that Consumer and Business Services requested an administrative change to our constitution.

Dylan called for the approval of the following motion:

The Members of Clovercrest Baptist Church Incorporated adopt the amendments annexed and marked 'Constitution Amendments 2025 – Pathway Community Centre', pursuant with clauses 18.1 and 18.2 of the Constitution of Pathway Community Centre Incorporated.

Moved: Ashlee Jackson Seconded: Tim Goldney

Scrutineers collected the votes.

2024 Annual Impact and Auditor Reviewed Financial Reports

Dylan called for the 2024 Annual Impact and Auditor Reviewed Financial Reports to be accepted.

Moved: Shamiah Ravesteyn Seconded: Roger Filmer Carried

REPORTS

Director of Pathway Report

Noelle Wallis

There is so much to celebrate at Pathway this year. Two volunteers who are a part of Discovery Bible Study have made a commitment to Jesus and two have re-committed to Jesus. Thanks to Cathy Haakmeester we have been able to run a mental health first aid course for our volunteers. This is an expensive course but Cathy donated her time to run it.

Margriet Wooten has made massive improvements to the efficiency of Pathway. We are able to process the same amount of food and clients as we have before but finish the day 1.5 hours earlier. The members thanked Margriet. Pathway serves 150 households a day and collects from 15 supermarkets. We receive 2 pallets a day from Second Bite and get 3 deliveries a week from Oz Harvest. Pathway has distributed 16,592 hampers this year.

Noelle gave so much thanks to the church for the Heart for the House funds for the Wellbeing centre. She thanked Lee for his committed service, support, wisdom and many hours given to Pathway. She also gave thanks to the entire Tuesday Crew, especially David George and Werner Meinel. We couldn't afford the staff room but they made that happen. The Clovie Young Adults worked so hard to move furniture during the renovation. Stephen Probert and Andrew Young are professional painters who donated their time for weeks to paint the building.

The Filmer and Wiggins life group faithfully serve Pathway each term. The Heard and Boucher life group and Mel Walladge's life group served with cleaning, assembly of furniture, and blessing and feeding the team.

Philippians 1:3-5 Every time I think of you, I give thanks to my God. Whenever I pray, I make my requests for all of you with joy, for you have been my partners in spreading the Good News about Christ from the time you first heard it until now.

Noelle expressed she is so grateful for the generosity of church through its finances, prayer and service.

Pathway held its first big event in Wellbeing centre. The charity Onesight ran a vision clinic with a team of 4 optometrists plus other support volunteers. There were 86 clients who had their eyes tested for free, 73 clients received free glasses, 20 received free reading glasses, 10 were referred on as they had more significant needs and 5 didn't need glasses. There were so

many stories of lives touched. The Onesight clinic coordinator was so touched he would like to run it twice a year.

The Wellbeing centre will have two Christian counsellors, support from Baptist Care, Anglicare and Uniting Care, refugee support, groups for those experiencing isolation, and groups helping clients advocate for themselves.

Treasured is run by Val D'arcy and she is not only incredibly fun but so caring and pastoral to her team. She runs a prayer meeting once a week for treasured volunteers. A volunteer who doesn't know Jesus has started to come to the prayer meeting

Val is also a fantastic businesswoman. When we moved back to the building at the end of 2023 after the renovations it took a long time to build back up. At the end of 2024 it looked like Treasured wouldn't make budget. She worked so hard and was so creative and at the end of 2024 they made budget. Noelle said it is an honour to serve with the Treasured team.

Questions – None received

Dylan shared he loves hearing from Noelle and the stories of what the team and what God is doing.

Finance Report

Garth Wilson Roberts

It is not always above the dollar figure as Pathway makes a huge difference to the community.

Income for the first quarter of this year was \$10,000 below budget. However, in 2024 Pathway had a very slow start to the year due to the difference in location and the income was \$20,000 less than the year before.

Pathway is controlling expenses very well as \$8000 under budget for expenses. Employment expenses are part of this. One area of concern is vehicle expenses which are \$7000 over budget due to major repairs for the Mercedes van. This vehicle has seen better days so looking at options for this. Garth called for the members to keep this in their prayers.

However, the net result is significantly up because of non-operating income with grants of \$85,000 received over the first three months. This is far more than budgeted.

Garth also noted depreciation was \$10,000 compared to a budget of \$3,000 due to the renovation works.

BCAC Report

Lee Haakmeester

It has been an amazing journey setting up the facilities and resources for an incredible ministry. It was quite a vision to become a community centre. The last stage is the Wellbeing centre.

The Wellbeing centre came in at \$275,000 compared to a budget of \$280,000. The renovations were commenced 5 years ago. This was achieved due to the volunteers and the regular commitment from Heart for the House. Lee cherishes this part of Clovie's culture. Major structural work was undertaken as the building was structurally unsound 5 years ago and we have completely reroofed it, so it is now watertight. When installing the external pergola and driveway renovations there were significant drainage works that had to be undertaken, which we didn't expect. However, this project was the key in making the

building and food services run more efficiently. It led to being able to open up the eastern side of tenancies to make one op shop. This is now a great place for volunteers to work in. There is now a renewed food services space and a new canopy that is the centre of it all. Now Pathway is well set up for the future with the Wellbeing centre.

Dylan called for the reports to be accepted.

Moved: Sean Boucher

Seconded: Ella Stevens

Carried

OUTCOME OF VOTE

Dylan advised that the amendments annexed and marked 'Constitution Amendments 2025 – Pathway Community Centre', pursuant with clauses 18.1 and 18.2 of the Constitution of Pathway Community Centre Incorporated were accepted unanimously with 84 votes in favour and 0 votes against. The Motion was carried.

Dylan advised the absentee votes endorsed the Minutes, but absentee votes were not sought on the Constitution updates.

PRAYER & CLOSURE

Dylan genuinely thanked members for attending. It is great to come and hear about the way God is moving in our church, the community and using the funds being given. Dylan encouraged the Members to share the stories heard tonight.

Dylan prayed

Meeting closed at 9.23pm

Next Meeting

The next Members' Meeting is to be held on the 24th November 2025.

MINUTES OF MEETING:

Minutes certified as a correct record: _____ (Chair)

_____ (Date)



Pathway Community Centre

JAN-DEC 2026 FAITH BUDGET

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Executive Summary

As we move into 2026, we are living out our call to shine brightly in this community. Jesus said, "You are the light of the world, like a city on a hilltop that cannot be hidden." While Pathway continues to serve our clients through food relief and essential items through Treasured Op Shop. We are now offering a wide range of holistic wrap around services to our clients. They are expressing their gratitude at being seen and supported and we are praying that they will be drawn to Jesus.

In our 2026 budget, we have moved from a renovation and expansion phase into an operational phase. All renovations have been or are currently planned to be completed in 2025. We are seeking to steward our resources to maximise our impact in the community. We are living in the fulfilment of the promises of God.

Key Headlines of 2026 Budget

- Total Income has risen by 10% from the 2025 budget.
- Extra income streams totalling \$66,000 including a \$3,000 per month donation from Uniting Communities (to support new client interviews) and \$30,000 from rental income from the completed Wellbeing Centre rooms.
- Staffing Costs have increased by 21% due to administration staff costs (funded by a grant in 2025) now being included and an allowance to fund a Social Worker 12 hours a week.
- While there have been some changes in individual expenses, the overall Operating Expenses have increased in line with the salary increases.
- Profit of \$518. The increase in staffing costs has been offset by the increased income from donations, Uniting Communities support and rental income from Wellbeing Centre rooms.

2026 Pathway Faith Budget Narrative

Thanks to the generous support of the Clovie community, we were excited to officially open the Wellbeing Centre in 2025 and have seen steady growth in the room rentals since the launch. We will benefit from Uniting Communities' support again in 2026, who will continue to fund the new client interview process.

As the cost of living crisis worsened in 2025, we continued to have new households come to Pathway seeking food relief. In the first seven months of the year, we blessed over 600 new households and gave out over 25,000 total hampers. Though client numbers continue to increase, we have been able to maintain the high level of support and quality of hampers for our clients.

The 2026 budget includes the ongoing operation of Wellbeing Centre, which has the following notable impacts on the budget:

- We have budgeted a conservative income from the rental of the Wellbeing Centre rooms based on the current occupancy rate. Although we could potentially charge more for the rooms, we will keep the rent low to allow the service providers to offer free and cost-effective services to our clients.
- We have budgeted for a Social Worker to support our clients for 12 hours per week. This will have a significant, positive impact on our community, many of whom don't have easy access to these services.

The services operating out of the Wellbeing Centre are already being utilised by our clients, with more services to be added soon. Please continue to pray that not only will God improve the lives of our clients through these services, but that he will draw them to himself.

Items to note in the 2026 Budget

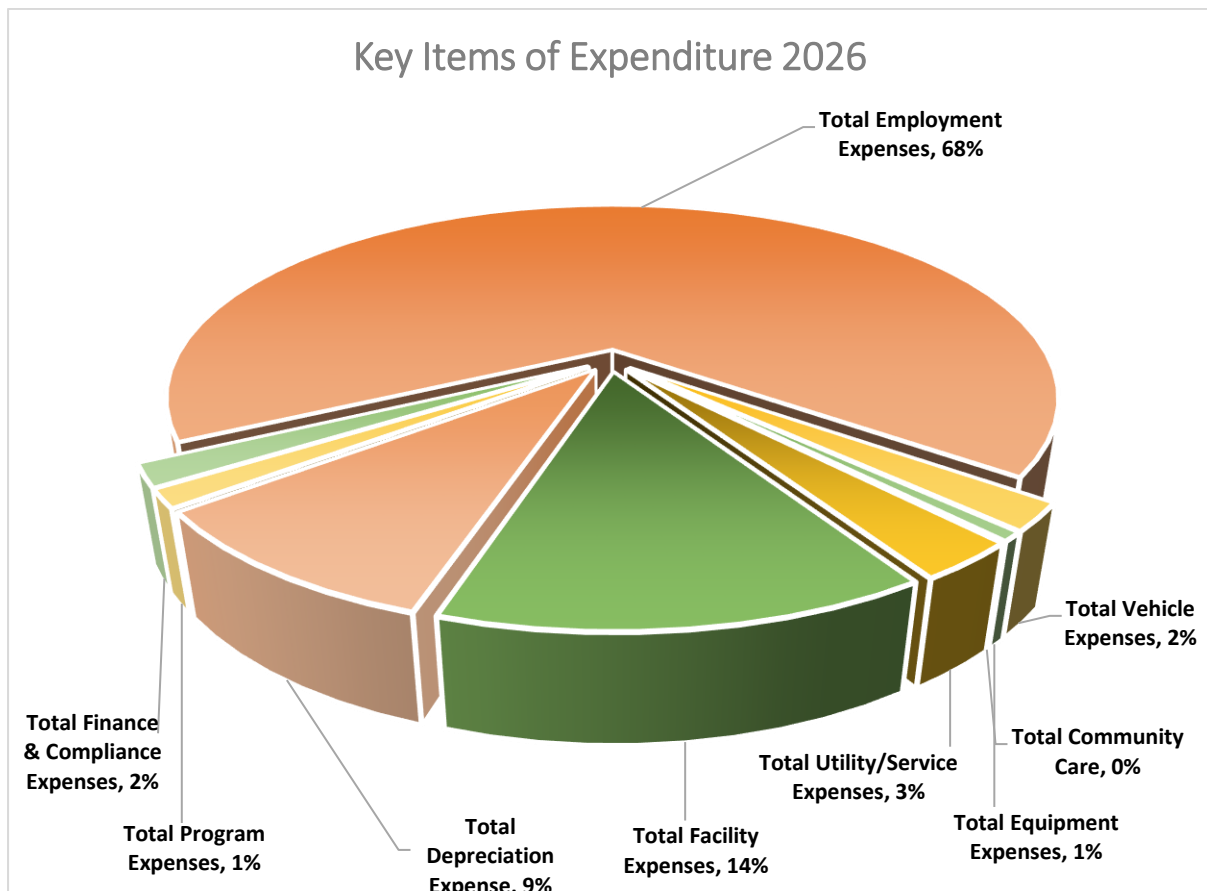
The 2026 Budget contains the following key variations from 2025:

- **Donations Income: \$127,000**
This has risen by 8.5% from the 2025 budget as, for the past three years, the actuals have been much higher than the budget projections. Although it is possible that this trend will continue in 2026, we have been conservative in our estimate, noting that there was a generous outpouring to support the completion of the Wellbeing Centre, which is now operating.
- **Staffing Costs: \$319,328**
This has risen by \$55,839 (21% increase from 2025) to cover the administrative staff costs previously covered by a grant and a Social Worker for 12 hours per week. Both roles are significant catalysts in maximising the impact of the Wellbeing Centre. These costs will be offset by the increased donations (\$10,000), the ongoing United Communities support (\$36,000) and Wellbeing Centre rental income (\$30,000).

- **Change in Operating Expense profile**
The most significant change to the Operating Expenses was the increase in Staffing Costs. While there have been some minor increases in other Operating Expenses, there has also been some notable budget drops for Electricity (due to the Tesla battery and the reduction in required number of fridges and freezers) and Vehicle Expenses (due to the provision of a new truck to replace the old van).
- **Depreciation for 2026 is set at \$0** due to how Pathway utilises Heart for the House to raise funds for various projects. In accounting terms, on page 8 depreciation is set for \$44,303. If you remove depreciation from the bottom line, then Pathway will have a small profit of \$518 for 2026 (seen in the EBITA line of page 8).
- **Profit: \$518**
Removing depreciation as mentioned above means the 2026 budget projects a small profit, based on conservative donations and room rental estimates, an increase in staff salaries tied to critical Wellbeing Centre activities and the reduction in several other expenses.

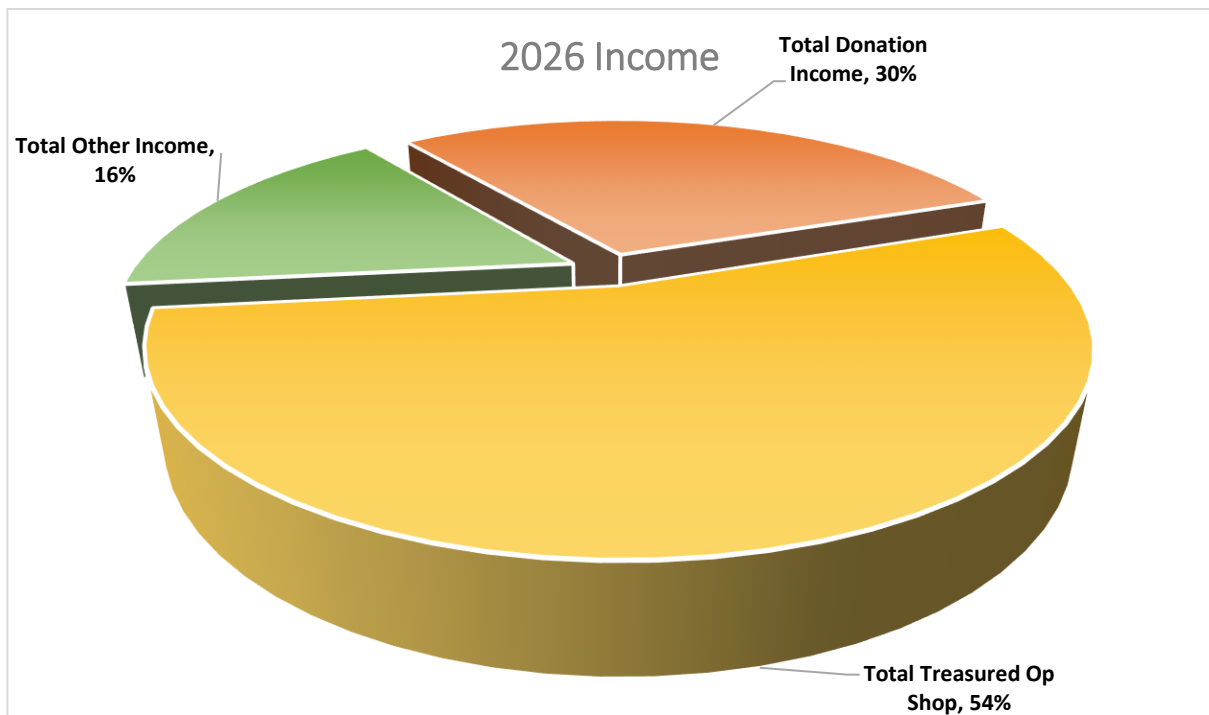
This will be the second year in a row that a profit has been projected, although the three financial years prior to 2025 have returned a surplus against the budgeted deficit.

Key Items of Expenditure



- As expected in a service organisation, employment expenses are the major expenditure
- Note: Community care has a small amount of \$300 which doesn't equal a full percent which is why it came out on the graph as 0%.

Where does the 2026 Faith Income come from?



2026 vs 2025 Budget Comparison EBITDA - Pathway General

Pathway Community Centre Incorporated
For the year ended 31 December 2026

	2026 OVERALL BUDGET	2025 OVERALL BUDGET	VARIANCE	% CHANGE	ACTUAL JAN-JUL
Income					
Donation Income	127,000.00	141,000.00	(14,000.00)	-9.93%	87,522.82
Treasured Op Shop	230,000.00	224,004.00	5,996.00	2.68%	139,611.75
Other Income	34,480.00	21,352.00	13,128.00	61.48%	5,097.37
Relief Funds	36,000.00	-	36,000.00	-	107,050.00
Heart for the House	-	-	-	-	83,471.00
Total Income	427,480.00	386,356.00	41,124.00	10.64%	422,752.94
Gross Surplus / (Deficit)	427,480.00	386,356.00	41,124.00	10.64%	422,752.94
Operating Expenses					
Community Care	(300.00)	-	(300.00)	-	(222.09)
Facility Expenses	(64,312.00)	(63,589.00)	(723.00)	1.14%	(35,675.09)
Utility/Service Expenses	(14,188.00)	(18,956.00)	4,768.00	-25.15%	(8,230.23)
Equipment Expenses	(2,100.00)	(1,504.00)	(596.00)	39.63%	(773.32)
Vehicle Expenses	(10,200.00)	(12,504.00)	2,304.00	-18.43%	(13,850.72)
Employment Expenses	(319,328.00)	(263,489.00)	(55,839.00)	21.19%	(152,503.20)
Finance & Compliance Expenses	(8,604.00)	(7,796.00)	(808.00)	10.36%	(3,205.98)
Program Expenses	(6,730.00)	(4,378.00)	(2,352.00)	53.72%	(1,558.96)
IT Expenses	(1,200.00)	(120.00)	(1,080.00)	900.00%	(439.91)
Total Operating Expenses	(426,962.00)	(372,336.00)	(54,626.00)	14.67%	(216,459.50)
EBITDA	518.00	14,020.00	(13,502.00)	-96.31%	206,293.44
Interest Tax Depreciation & Amortisation					
Depreciation	(44,303.00)	(13,656.00)	(30,647.00)	224.42%	(25,104.79)
Total Interest Tax Depreciation & Amortisation	(44,303.00)	(13,656.00)	(30,647.00)	224.42%	(25,104.79)
Operating Surplus / (Deficit)	(43,785.00)	364.00	(44,149.00)	-12,128.85%	181,188.65
Other Income					
Other Income	-	-	-	-	85,472.57
Total Other Income	-	-	-	-	85,472.57
Net Surplus / (Deficit)	(43,785.00)	364.00	(44,149.00)	-12,128.85%	266,661.22