

Australia Board Quarterly Report

Hillsong Church

July 2023



Contact: governance@hillsong.com



Message from the Chair

DR STEPHEN CROUCH

Dear Church,

I am delighted to present another quarterly report for this year. It is our commitment to communicate with you on progress the board has made over the past few months. Our Australian Board is fully focused on serving you through our vision:

A healthy church, changing lives through Christ

With our mission to build:

- ***Healthy church communities***
- ***Purpose-filled Jesus followers***
- ***Significant and sustainable social impact***

Hillsong Conference 2023 was a great time for joy, refreshing and vision for those who were able to attend.

This month we are pleased to welcome two more board members to our Australian Board: Dr Robyn Ober and David Thambiratnam. I am confident that they will both make a great contribution to our church. Having served in our church for many years, they bring key skills to our board table. I wish to thank Dane Gambrell who has chaired the Australia Nomination Committee, for his diligence and thoroughness in the selection process. You can read more about the ANC selection process in the below report.

During the past three months, Pastors Phil and Lucinda have made significant progress in appointing their Key Support Team for Australia. This team will work as an executive team helping to oversee the Australian church and our activities in Australia. Their first objective will be to set out a strategy to achieve our vision and mission, and I am pleased progress has already started. You can read more about this team and their function later in this report.

Earlier this year, Hillsong College became the subject of significant media scrutiny. The media attention [including social media] was relentless and often malicious. As a result, the Australian Skills Quality Authority [ASQA], commenced an audit into Hillsong College and its performance. After months of investigation, ASQA found no non-compliance with our practices or the law. I am grateful to our outstanding team of academics and teachers at our college who have worked tirelessly through this process whilst serving our students diligently.

As we complete various reviews, we will update you. We are still working through a review from the Australian Charities and Not For Profit Commission which commenced in March 2022. We don't expect this to be finalised for up to twelve months.

Religious freedom promised by our governments are important and necessary.

On behalf of our Board, I would also like thank you for your generosity and faithfulness in our Heart for the Mission giving. I am deeply grateful for the unwavering support and dedication that you have demonstrated to Hillsong Church.

May God's blessing saturate you, your family and our church.

Dr Stephen Crouch
Chair



Summary of progress

BOARD RENEWAL

In the Australia Board report published last December, we announced the appointment of Jessica Martin and Louise Markus as directors of the Australia Board. Today, we are delighted to confirm the appointment of two new directors Dr Robyn Ober and David Thambiratnam, expanding the Board to eight members. You can find more information of our newest directors in this report, and we encourage you to read a message from Dane Gambrill, the Chair of the Australian Nominations Committee (refer to page 6). We believe that the addition of Robyn and David will bring fresh perspectives, valuable insights and a wealth of experience to our Board.

AUSTRALIA KEY SUPPORT TEAM

In mid-March, Phil and Lucinda outlined a redesigned structure of our Australia operations to align to our mission. A comprehensive internal recruitment process for each of the eight (8) open roles was undertaken by a team of people, including help by external consultants. We are pleased to report the Key Support Team appointments on the following page, with one role pending.

COMMUNICATION TIMELINE

This past year as a church we have gone through a season of significant transition as we began to take steps towards our mission-focused future. We made a commitment to provide clear and transparent communication to our church. In this report, we have provided a timeline from July 2022 to June 2023 of all the key updates shared (refer to page 8).

HILLSONG COLLEGE

In March 2023, the college received advice from the Australian Skills Quality Authority (ASQA) informing it of an impending ad hoc audit. ASQA is the federal regulator for the vocational education and training sector. It is important to note that the college typically undergoes regular audits once every five years as part of the standard renewal process for its registration. However, ASQA has the authority to conduct unscheduled audits if they deem it necessary.

The audit initiated was in response to concerns raised in the media and a few complaints that ASQA had received. During the audit process, the college team diligently provided substantial amounts of information and willingly participated in extensive interviews. These efforts were undertaken to demonstrate the quality of the college's training and to showcase compliance with all the regulations governing registered vocational colleges.

ASQA auditors concluded that the college exhibited full compliance in all areas they investigated. Furthermore, they found no outstanding complaints or unresolved matters. ASQA has issued a statement which can be found below for reference:

“In March 2023, ASQA commenced a performance assessment (audit) of Hillsong College’s performance and compliance against the National Vocational Education and Training Regulator Act 2011 and Standards for Registered Training Organisations 2015.

ASQA sampled the training products delivered by Hillsong College’s scope of registration, reviewed key areas of their practice related to training and assessment strategies, student support and progression monitoring, marketing and enrolment practices, third party monitoring and complaint handling processes. ASQA considered a range of evidence including information provided by students in surveys and interviews and documentation, and other existing information and records held by ASQA including intelligence and complaints.

ASQA did not make any findings of non-compliance against the National Vocational Education and Training Regulator Act 2011 and Standards for Registered Training Organisations 2015 in relating to this performance assessment and had notified Hillsong College of the outcome.”

As part of the audit’s outcome, the auditors offered constructive feedback on areas where the college could further enhance its operations. The college welcomes and values such feedback, as it aligns with the institution’s commitment to continuous improvement. For those interested, the audit report can be accessed through the provided [link](#).





Message from the Global Senior Pastors

PHIL & LUCINDA DOOLEY

Dear Church,

Over the past twelve months, we have experienced trials and challenges as a church that has at times tested our faith, our resilience, and our sense of community. Yet, we've also witnessed God's strength and grace guiding us through these times, as we move into a new era for our church.

On Mission Sunday earlier this year, we established a clear vision and mission for Hillsong Church. As we unite around this mission, your dedication and faithfulness as a church community have been inspiring to us. We are committed to better serving and supporting our church communities. To achieve this, we introduced a new Australia Structure after careful planning, designed to enhance support at each campus level.

Following a thorough process of nominations, applications, and interviews, we have now successfully filled most of our Key Support Team roles. Andrew Midson, Darren Kitto, Jay Jury and Nathan Mclean have since been appointed to the Head of Campus Support roles. These new roles will be vital in coming alongside our campus pastors as we seek to build healthy church communities. We're also thrilled to have now announced Katie Schrack as our new Head of Discipleship Support, leading the development of purpose-filled Jesus followers.

Let's warmly welcome these leaders as they dedicate themselves to serving our church community. We would like to thank Carl-Hugo Ander, our Interim Head of Operational Support and Kent Medwin, our Interim Head of Strategy Support, for continuing to play a crucial role in providing stability, leadership, and continuity during this time of transition. As we move forward, we will keep you updated with any announcements and news regarding the Head of Social Impact role.

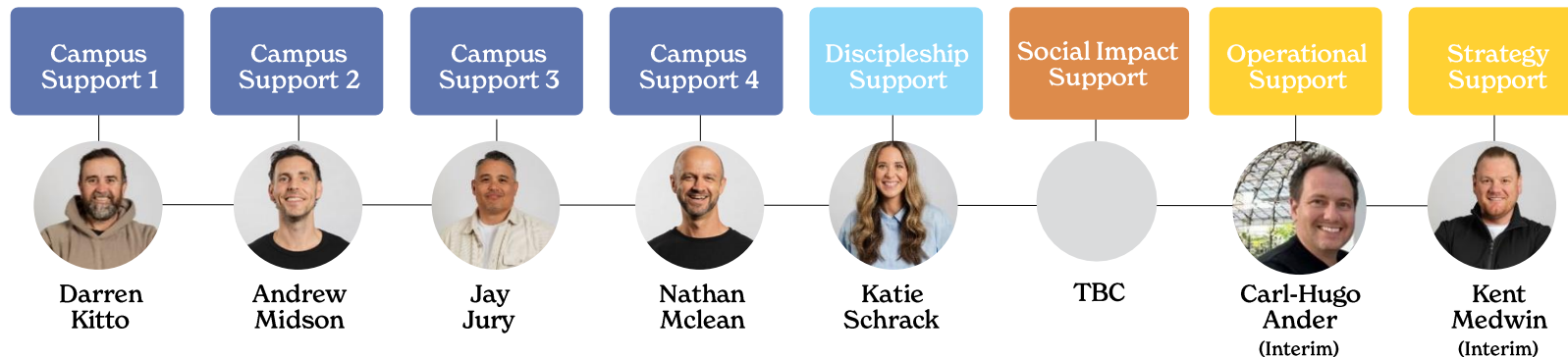
Additionally, we are filled with gratitude with the incredible success of the recent Hillsong Conference, where we experienced an outpouring of God's presence and the strengthening of our faith and unity as a community. We wish to thank those who attended and served, making it a truly memorable event.

Furthermore, we want to express our heartfelt gratitude for the unwavering support and sacrificial generosity displayed through the Heart for the Mission giving. Your contributions have enabled us to further extend our outreach in achieving our mission to impact lives, both locally and globally.

May God continue to bless our church, our staff, our team of volunteers, and each one of you.

**Thank you
Phil & Lucinda**

Australia Key Support Team



Australia Board Progress Report

- In progress
- Action completed
- To be commenced
- Progress delayed

Australia Board Review

1. Provide ongoing support and leadership development to both of the Global Senior Pastors
2. Further separate the membership of the Australia and Global Boards whilst leveraging the Church's global governance improvement plans and actions
3. Align the Australia Board's plan to improve Hillsong Church's governance to the global plan, and provide leadership in that pursuit
4. Align the development of a new strategic plan, clear goals and priorities for Australia with that of Hillsong Church globally
5. Align how the Australia Board understands, measures and rebuilds trust and health from the inside out with that of the church globally

Responsibility

Progression

Australia Board



Australia Board



Australia Board



Australia Board



Australia Board





Message from the Australia Nominations Committee Chair

DANE GAMBRILL

Dear Church,

As the Chair of the Australia Nominations Committee (ANC), along with members, Australia Board Directors Louise Markus and Jessica Martin, we are delighted to share promising progress. Since establishing the Australian Nominations Committee and the Charter, the ANC has dedicated substantial time and effort to establish and diligently manage a comprehensive nomination process.

To ensure a comprehensive assessment and to involve more people in the selection and appointment of directors, the ANC invited both campus pastors and directors to identify candidates, that were reviewed using various evaluation tools, including the skills and attributes matrix. This approach identified the specific skills, experience, and diversity requirements for the Hillsong Australia Board and governing committees. After establishing the online Hillsong Governance portal, which provided vital information about the Board, director roles, our church mission, and values, an initial candidate pool was invited to submit expressions of interest. Applicants then completed an application form, addressing their qualifications, experience, behavioural attributes, and alignment with the Hillsong Church mission and values.

The ANC reviewed short-listed applications and invited selected candidates to engage in a multi-round interview process. Afterward, the recommendations from the interview panellists, which included Board Directors, Executives, and Pastors, were taken into consideration. These thorough evaluations led to the current recommendations.

The pipeline of current nominees will be considered for upcoming vacant roles in governing committees and future positions on the Australia Board. Additionally, ANC remains committed to continuous recruitment efforts aimed at sustaining a diverse pool of qualified candidates.

We are delighted to announce the appointment of Dr Robyn Ober and David Thambiratnam as directors of the Australia Board. They will join our roster of Australia Board members, as listed on the following page.

Moving forward, our objectives include facilitating a smooth onboarding process for our new directors, finalising the remaining Australian appointments through the nomination process, and proactively providing individual and collective board development plans for directors throughout the upcoming year.

Dane Gambrill



Australia Board and New Director Appointments



Amanda Tay
GAICD, B.Bus



Phil Dooley
Global
Senior Pastor
B.Bus



Dr Stephen
Crouch
GAICD, FCA,
B.Bus,
MEc, DBA
Chair



Louise
Markus
BSocWk
Deputy Chair



Dane
Gambrill
GAICD, PMC



Jessica
Martin
BCom/LLB,
GDLP



DR ROBYN OBER
PhD, MA, BA

CHURCH & SPIRITUAL LEADERSHIP

Robyn, a Mamu/Djirribal woman from North Queensland, possesses a strong foundation in Biblical theology due to her upbringing as the child of Pentecostal pastors in the ACC. As a highly qualified and experienced indigenous women, she serves as a service pastor in the Darwin Hillsong campus whilst working in various roles in the community.

CAREER & INDUSTRY

Robyn has been a Lecturer in teacher education at the Batchelor Institute since 1991. With a deep interest in learning, communication and knowledge creation, she recently completed her doctorate work, exploring these subjects extensively. Her expertise extends to research, indigenous research methodologies, both-ways education, Aboriginal English as an academic discourse, staff development, leadership development, organisational development and teaching.

Her education background includes a Masters in Applied Linguistics with a focus on Education and Social Linguistics.

Currently she holds the position of Doctoral Fellow under Batchelor Institute's Research Collaborations programs and is actively engaged in the higher education industry.

BOARD AND GOVERNANCE EXPERIENCE

Robyn has been a Member of the Hillsong Racial Equity Committee for the past two years. She is also an active member of Australians Together and their Indigenous Advisory Committee. Currently, Robyn serves as a Director of the Adult Learning Australia Board and acts as an education consultant for the Government.



DAVID THAMBIRATNAM
MEng, GDipMngt

CHURCH & SPIRITUAL LEADERSHIP

David has been an integral member of Hillsong Church for over 20 years. He has a strong passion for serving others and has volunteered across various parts within the church. He has been a significant contributor and consultant on The Hillsong IT committee. David integrates his Christian convictions with his corporate responsibilities and brings a servant-shaped leadership style that treats others with dignity and care.

CAREER & INDUSTRY

David has an engineering background and over 20 years' experience as a respected technology leader who has driven transformational change across various industries in communications, medical devices and industrial automation. He is well regarded for strategic thinking and building strong leadership teams to enable high performing organisations.

As a passionate people leader, he is committed to focusing on an individual's potential and their growth.

Currently, he is the CEO at Veridapt, a commodity management and monitoring company serving the broader commodities ecosystem including producers, traders and bankers.

BOARD AND GOVERNANCE EXPERIENCE

Previously, David was a member of the Hillsong IT sub-committee. He has previously served as a Board Director of IT business Its-fixed and AVEVA, a multinational information technology consulting company.

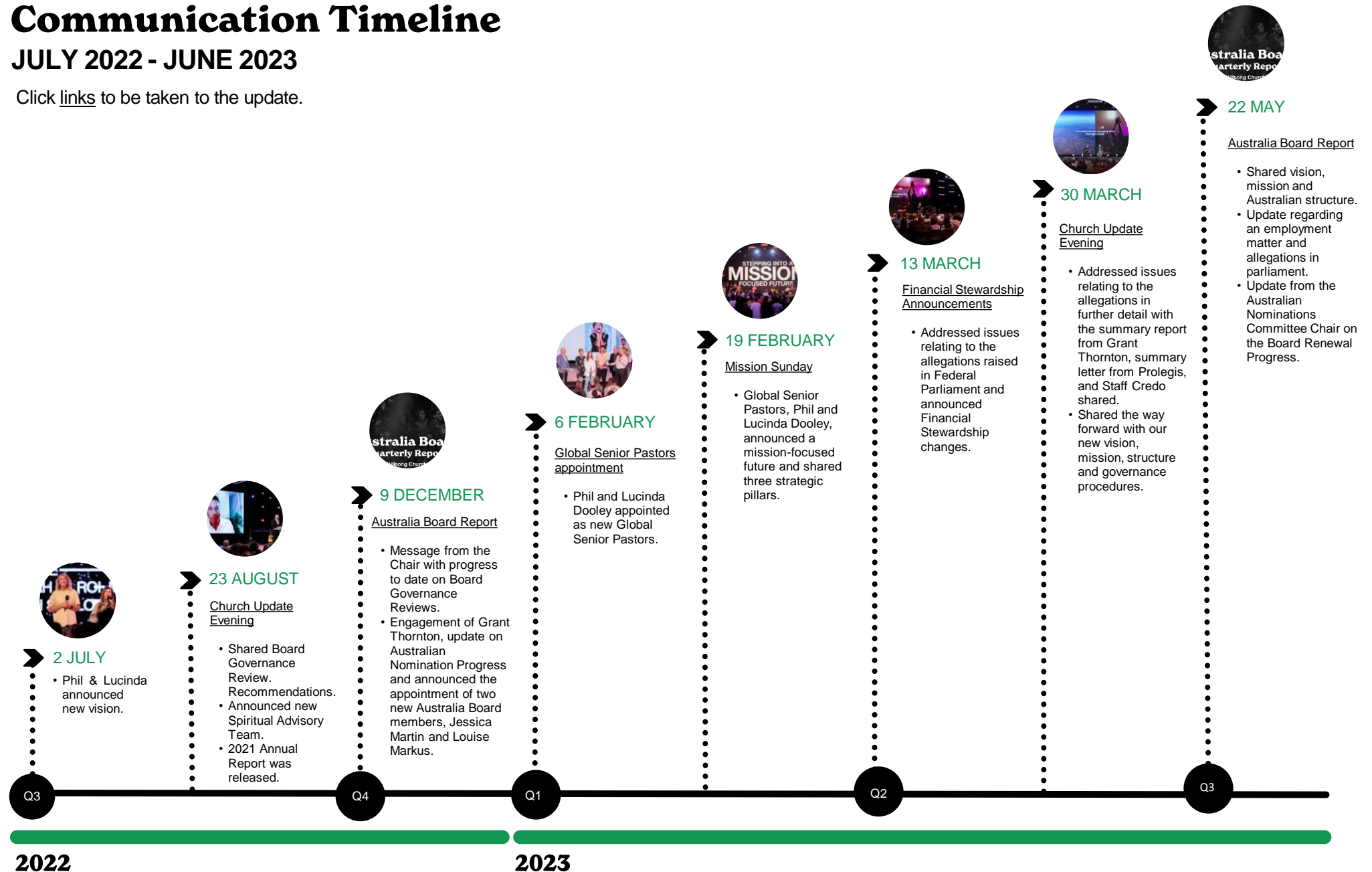
Please note that the profiles of our Australia Board Directors are now available for viewing on the Hillsong Website, click link [here](#).



Communication Timeline

JULY 2022 - JUNE 2023

Click [links](#) to be taken to the update.





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