



ANNUAL REPORTS

2024-2025



www.wellspring.org.au

Cnr Lord & Grosvenor St. Sandy Bay, Tasmania

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Senior Pastor

with John McQuillan

Dear brothers and sisters in Christ,

What a joy it's been settling into Wellspring and getting to know you over these past few months. Kim and I are deeply thankful for the way you have embraced and welcomed our family into the church community. We are so excited about what God is going to do amongst us in the years ahead as we seek to follow Jesus in the power of the Holy Spirit.


As I continue to get to know people more, I have been struck by the array and depth of gifts that God has given his people here at Wellspring. I'm also really encouraged by the spiritual maturity and love for God and his church evident in so many people's lives. I sense great potential for continued growth as we all seek to fan into flame the gifts of God.

There's a lot going on around the church and I encourage you to sit down and have a good read of the reports in this booklet. I cannot possibly cover everything, but as I think back over the past few months there's a few things I'd like to draw to your attention:

Staffing

At the end of 2024 Wellspring farewelled several key staff members and their families. On behalf of the church community I want to honour and thank the Imberger, Gough and Davy families, who gave so much and served so faithfully at Wellspring. They have all headed to the mainland as they continue in ministry, following God's leading in their lives.

I was delighted to be able to welcome Andrea Hensher and Millie Freckelton to the staff team earlier this year. Andrea has particular responsibility for prayer, growth groups and courses (including Alpha & The Prayer Course). She has already made significant inroads in these important areas in the life of our church. Millie is also off to a flying start as she heads up Children and Families Ministry. I have had several visitors say how impressed they are with the way our children's ministry is run, with a focus reaching beyond Spring Kids on Sunday mornings to partnering with parents as they raise their children as disciples of Jesus in their homes.



We are so ably served by Lara Nairn in her role as Administrator and by Andrew Charles in accounts. Lara keeps us all very organised, with so many things at this church running smoothly due to her work behind the scenes. We give thanks to God for Lara and Andrew's often unseen hard work. Noel Bowditch is also a great gift to this church as he continues to serve as an Associate Pastor with a particular involvement in the 8am congregation. Wellspring were also blessed by his willingness to lead the parish as locum during the interregnum. Georgina Humphrey continues her ministry placement with us as she discerns a calling to ordained ministry. We are thankful for the gifts she shares among us as a staff team and continue to pray with her.

In this new season, God has brought together a gifted, passionate and cohesive staff team with a deep desire to serve His people. It really is an exciting time!


The 4pm Service

In February, the Parish Council and I made a decision to bring the 4pm service to a close. This service ran for a little under a year after the conclusion of the longstanding evening congregation. With some significant leadership changes and congregation members moving away, the ongoing viability of this service became difficult to sustain. While stopping things can be hard, it enables new opportunities to emerge. I sensed a need for us to regroup, refocus and reunite in this new season. We were able to welcome the majority of the 4pm congregation into the 10am service, positively influencing the dynamic and demographic of this morning service.

Mission Partnerships

Earlier in the year, the Parish Council Missions Subcommittee conducted a review of our 'Handy 5' approach to mission and recommended a sharpening of our focus and reduction in the number of organisations we financially support. We resolved to limit our financial partnership to the Church Missionary Society and Pastor Abraham Hang's work in Cambodia. We continue to give thanks, pray for, and highlight mission activities our church members are involved in.

During the year we had a visit from the Carden family as they prepare to head overseas with CMS. It was a great opportunity to get to know them and begin to think about how we might be able to partner with them in years to come.



Teaching and Growth Groups

In our Sunday services we have spent the majority of 2025 in the Old Testament book of Habakkuk and the Gospel of Mark. In the midst of a troubled world, Habakkuk teaches us how we can have an abiding faith that God is ultimately in control and that He is powerfully at work even if we don't see it. In Mark we have been encountering the man, the mission and the message of Jesus. In Him we find fulness of life and I'm keen that we are a church focussed on helping people encounter the Lord Jesus.

A few new Growth Groups have started up and most groups are now following along studying the passages from the sermon series. It is great to have the opportunity to dig deeper and discuss how these passages apply to our lives.

The Prayer Course run by Andrea was well attended and is a small step forward in our strategy to a church that is passionate about bringing our needs to God in prayer.

Hospitality

Our hospitality and welcoming of newcomers on Sunday mornings remains a key focus. There are so many people who serve in these hospitality ministries and I'm very thankful for the way they share their gifts with us. You may have noticed some small changes with how we approach morning tea at 10am as we seek to give people a warm and generous welcome to Wellspring in a way that is manageable with the increased numbers we're seeing. It is wonderful that the 8am congregation have also restarted (monthly) morning teas after their service, too.

Hospitality is also a key part of the Alpha Course which we're planning to kick off in September. Throughout history, God has used hospitality to welcome the stranger and deepen the relationships within His church. Do plan to come along to Alpha!



Looking Forward

Over recent months, the staff team and Parish Council have been working to develop a Vision, Mission and Values booklet. In early July the staff team had a day away to pray, discuss and dream about what God could do in our midst over the coming years. The Vision Booklet is accompanied by a strategy document which outlines the steps we need to take to achieve the Vision. I'm very excited to be launching this renewed Vision in the coming months.

Thanks

As well as the fantastic staff team Wellspring has been blessed with, there are dozens of other people quietly serving and using their God-given gifts to bless us each week. Thank you to all of you, for the way you contribute to this church community. I want to particularly thank the Parish Council and the Wardens who had an increased responsibility during the parish vacancy and preparations for a new incumbent.

In my first sermon at Wellspring, I preached on Paul's prayer in Ephesians 3. Will you pray with me that God will do immeasurably more than we ask or imagine and that He will be glorified in all we do?

Safe Church Communities

Over the past 12 months Wellspring has had 6 programs endorsed to Under 18s : Spring Kids, Playgroup, Loft Youth, Energised, Cross Eyed and Mentoring Youth.

We currently have 72 actively endorsed volunteers working with Under 18s, leading Growth Groups and participating in highly visible sunday service ministry roles.



Associate Pastor

with Andrea Hensher

Since starting at Wellspring in mid-March this year, I have been aiming to get to know people, which ranges from learning and matching names to faces each week, to one-to-one conversations. It will take me a while, but I'm enjoying meeting regulars and visitors at both services. My main areas of work are Growth Groups, Prayer and Alpha, so here's a snapshot of what I've been doing.

Growth groups: Growth groups are a great way to do life together and form deeper friendships and I have been visiting the groups to see what they currently do and offer support to the leaders, as well as helping new people join a group. I've 3 left to visit at the time of writing.

Prayer: I aim to develop a vision for prayer at Wellspring that will see prayer as a natural component of our conversations, and a vital element of all our activity.

I ran a prayer course to give some of us some common language and experience. It ran online and in person from the end of April for 8 weeks. We got off to a strong start with 32 registrations, and about half that number seeing the course through to completion. It is really encouraging to see people share their own experiences in prayer as well as take on new ideas and approaches.

I saw from this that there is a strong culture of prayer among many at Wellspring, and the next goal is to establish a regular time to gather for corporate prayer in addition to Sunday morning services, as well as to recruit prayer groups for specific events and initiatives here, such as Alpha.

Alpha: Alpha is a tried and tested resource that makes it easy to invite non-believing friends and family to hear and respond to the gospel in a relaxed setting, and it will be a core component of our outreach at Wellspring. Promotion is well under way for our first Alpha which as I write is 7 weeks away. Team training will take place in August, and the course itself will begin in September. I'm excited!

It has been a great start. Thanks to everyone who has made me feel so welcome.



Children's and Families Ministry

with Amelia Freckelton

This year has been marked by new beginnings and steady growth across our Children's and Families Ministry. Since stepping into the role in early 2025, it has been a joy and privilege to lead our community in discipling the next generation.



Spring Kids (Sunday Children's Ministry)

Throughout the year, our Sunday children's ministry has continued to thrive and expand. We've provided valuable training opportunities for leaders, including a Ridley Conference watch party and a Storytelling Workshop. A clear leadership recruitment and onboarding pathway has been established, ensuring both new and existing leaders are well-equipped and supported.

In June, we launched the Kids Read and Kids Pray initiative from Youthworks, complemented by a four-week family devotional. Building on this momentum, we are preparing to release themed monthly family devotional packs beginning in August.

Communication with families remains a priority, with regular updates shared via newsletters, term emails, Facebook posts, and in-person conversations. Behind the scenes, we have rolled out essential safety procedures, including a formal sign-in and sign-out system, clear protocols for allergies and first aid, and processes for behaviour and medical support. We are committed to creating a safe and welcoming environment for every child.

A highlight of the term has been the introduction of the Wellspring Kids Library—a curated collection of children's Bibles, devotionals, Christian storybooks, and resources for parents and leaders, ensuring every child has access to age-appropriate biblical materials.

Spring Chickens (0–4s) – Growth and New Additions

Our Spring Chicks program has experienced exciting growth and development this year. Building on our Easter prayer focus, we introduced simple and engaging prayer tools to help young children talk to God using the “Wow, Sorry, Thank You, Please” model. Our music and worship time has been revitalised with new welcome songs and interactive tools like parachutes and colourful scarves, encouraging joyful expression and participation.

We’ve made practical enhancements to the physical environment, including the addition of a soft sensory floor rug, floor cushions for mat time, and clear signage to help foster routine and independence as children transition into the space. The sensory table remains a key feature, offering a hands-on, play-based way to reinforce each week’s Bible message.

We’re also delighted to have welcomed and oriented new leaders into the Spring Chicks team, ensuring our youngest children continue to experience safe, consistent, and Christ-centred care.

Spring Tide (Primary, K–6) – Growth and Momentum

Spring Tide has continued to develop as a space where primary-aged children engage deeply with God’s word. A new kids' worship time has brought all K–6 children together to praise God through song, creating a shared rhythm of joy and reflection. Weekly “Car Questions” are now available for families to take home, encouraging ongoing spiritual conversations.

A new classroom location has helped streamline setup, enhance safety, and improve learning outcomes. We’ve also refined our end-of-service sign-out process, now returning children to parents during the final worship song to ensure accountability and comply with safe church requirements.



Playgroup Ministry (0–5s and Parents/Carers)

Our weekly Playgroup continues to be a vibrant outreach to local families with young children. It offers a warm and welcoming space where children can play, and adults can connect in a relaxed, caring environment that fosters friendship evangelism. Playgroup has become a key connection point for Wellspring to share the love of Christ with our wider community.

This year, we've seen strong and consistent attendance from both returning families and many new faces. Spiritual conversations have begun to emerge naturally, and our volunteers have embraced a missional mindset—engaging intentionally with parents and carers and praying regularly for them during our weekly leader prayer circle. A key highlight was our Playgroup BBQ, which created valuable opportunities to strengthen relationships between families and the broader church community.



Wellspring Kids Club (Grades 3–6) – Vision for Relaunch

Formerly known as *Energised*, our midweek discipleship group for primary-aged children is currently on pause as we refresh its vision and rebuild the leadership team. We're preparing to relaunch in Term 3 alongside Alpha, creating a vibrant, relational space for children to encounter the gospel through stories, games, discussion, and prayer.

The renewed vision includes welcoming unchurched children, fostering peer and leader relationships, and building connections into the wider church community. This initiative also forms a key link in our discipleship pipeline, leading children toward youth ministry. Alpha will be used as a launch tool to invite children and their families, particularly from local Anglican schools.

Youth Ministry (Years 7–12) – Launching Term 3

Our brand-new Youth Ministry will launch in Term 3, running on Wednesday evenings alongside Alpha. This group will offer a space where teenagers can explore the Bible, ask big questions, and grow in a lasting faith.

Using the Youth Alpha series as our teaching foundation, our vision is to create a safe, welcoming community where teens feel they belong. Fun and relational events will help youth connect deeply, while opportunities to serve and mentor will build links with the wider church. We're actively inviting students from local Anglican high schools and will host a termly parents' dessert night to encourage family engagement. Promotional material is being developed to share this vision broadly.

Final Word

We are deeply thankful for the dedication of our volunteers, the involvement of families, and the grace of God in this season of growth. As we look ahead, we remain committed to seeing young lives transformed by the gospel and built up in faith that endures. "He established a testimony... that the next generation might know... so they should set their hope in God."— Psalm 78:5–7

Prayer Points

- That God would raise up new leaders with a heart for gospel ministry to children and youth
- For spiritual growth in our kids as they engage with God's Word each week
- That our team would remain energised, united, and joyful in service
- For continued connection with families through playgroup, kids and youth groups, and Sunday programs

Multicultural Conversations

Did anyone notice anything odd about the pictures?

Yes, they're AI! We forgot to take any photos this last year but thankfully our discussion last time was 'Living with Artificial Intelligence' and we learned a thing or two ...maybe not very well though! This got us out of the tricky situation of using last year's photo and gave us the idea of using AI images instead. Indeed, living with AI has some positive impacts on our lives and the group identified the introduction of OneAccord live AI translation to Wellspring services has helped some of our EASL friends connect better with the service. AI also causes some major problems and social disconnection was raised as a common concern. Discerning truth from falsehood is a challenge for all of us and following Jesus the good Shepherd who goes ahead of us and learning to recognise his voice of truth is an important part of the Christian walk.



As most people are aware, this group meets about monthly and welcomes anybody who wants to join us after the 10am service to have good conversations with people from different backgrounds. In the last year we've had discussions centred around success and failure, different worldviews (honour-shame, fear-power, pleasure-pain, guilt-innocence), different aspects of our health (physical, emotional, relational and spiritual), and reflected on church culture. We've had about a dozen different people facilitate the discussion so it's been a rich and enjoyable experience for everybody and also provides a safe space for our EASL brothers and sisters to grow in their confidence to share and lead in English. If you've been thinking about popping in then please do - grab a cuppa and join the conversation!

Emma & Tim Wherrett

Wednesdays at Wellspring

On Wednesday mornings, Wellspring hosts a café-like environment and opportunity for those within our community and with Wellspring connections to connect with others over tea, coffee, water and snacks and soft background music.

All are welcome. The fellowship and venue are warm. Conversation is open to any topic and the aim is to challenge and strengthen faith and provides a venue for those with questions about faith to be able to ask these questions. Prayer backing is essential for the operation of this ministry and thanks go to those who regularly pray for this venture.

W@W caters for those not working on Wednesday mornings during school terms. It also caters for neighbours and those passing by or coming into the Wellspring complex. Numbers have steadily increased over the four years since W@W, started, with more than 20 attending each week.

This ministry is run by volunteers who all operate within safe ministry guidelines. Thanks to all who volunteer and praise for the many who have received hospitality and caught a glimpse of our Lord.

Helen Lord and Kathy McQuillan

John 4:13

"...whoever drinks the water I give him will never thirst. Indeed the water I give him will become in him a spring of water welling up to eternal life"





Bushwalking

Hidden Tarn, Secret Falls and Split Rock were some of the intriguing places Wellspring walkers ventured to in the past year, exploring the beauty of Creation and sharing in fellowship on the way.

We had shorter walks suitable for kids and families, longer walks for fitter, more adventurous types, and one multi-day trip to climb the mountains around Pelion Hut on the Overland Track.

A summer visit to Newdegate Hut on the Tarn Shelf was held in memory of Derek Walter, a keen walker and faithful member of our church.

A Wellspring record was set when some 45 walkers, both children and adults, followed the Cascades Track to Myrtle Gully Falls and then returned for a picnic in the Cascades Gardens.

Experiencing the breadth of God's creation is just one of the many aspects of life at Wellspring - life with Jesus. *Richard Lord*



Parish Council and Warden's Report

It has been a joy to be part of the 2024–25 iteration of Parish Council. At each meeting, the Council received reports from the Rector, Treasurer, and Wardens.

Highlights from our meetings over the past 12 months include:

September 2024

- Welcomed Ruth Charlton, Peter Kleywegt, and Grace Ren as new Parish Council members.
- Established the Executive Committee, Risk Management Committee, and Missions Sub-Committee.
- Formed the Safe Church Communities (SCC) Working Group.

October 2024

- Honoured and farewelled Rob Imberger (Rector). Each Council member expressed words of thanks and appreciation to Rob acknowledging his faithful leadership of Wellspring since 2014.
- Received the SCC report.

November 2024

- Noel Bowditch (Locum) shared from Philippians 1:3–25, encouraging us to live lives passionate for Jesus.
- Welcomed Scott-Doran Sargent from CMS, who shared the vision of CMS and introduced the Cardens as prospective link missionaries.
- Received the Book Stall report. Thank you, Christine Duggan, for your time and effort in trialling this ministry.
- Reviewed and updated several Wellspring policies.

December 2024

- Noted and discussed a dip in offertory giving. Reintroduced the 'Giving' slide in Sunday announcements.
- Honoured and farewelled Sam Gough (Assistant Minister), acknowledging his gifts and tireless work for the gospel in action at Wellspring since 2018.

June 2025

- Ruth Charlton, Richard Lord, and David McQuillan (Synod Representatives) presented an engaging Synod report.

January 2025

- Honoured and farewelled Anna Davy (Children's and Youth Ministry), recognising her Christlike character, organisational ability, and heart for U18s at Wellspring.
- Acknowledged and thanked Noel Bowditch (Locum) for his extensive pastoral care, management of personnel transitions, and preparations for John McQuillan's arrival as our new Rector.

February 2025

- Welcomed John McQuillan (Rector).
- Supported the appointment of Millie Freckelton as Children's and Families Minister.
- David McQuillan resigned as Treasurer. Thank you, David, for your diligent service!
- Made the decision to close the 4pm Sunday service.
- Received a thought-provoking Poverty Paper from parishioner Emma Wherrett.

March 2025

- Welcomed Thomas Rolf as a newly appointed Parish Council member and Treasurer.
- Received a refugee ministry update.
- Thanked Anna Folkerts, Richard Lord, and Brett Reid (Wardens) for their extensive work in organising rectory upgrades.

April 2025

- Accepted the updated Missions Policy, with a focus on Cambodia and CMS mission partnerships.

May 2025

- Welcomed and heard from Andrea Hensher (Associate Minister) regarding the development of prayer culture, evangelism, and discipleship through growth groups.
- Received and passed the draft 2025-26 budget.

Thank you to Matthew Bowditch, Ruth Charlton, Wendy Falloon, Anna Folkerts, Peter Kleywegt, David McQuillan, Richard Lord, Brett Reid, Grace Ren, and Thomas Rolf for your service as Parish Councillors.

Special thanks to Lara Nairn (Wellspring Administrator), who generously volunteered her time to attend meetings and serve as Parish Council Secretary.

This past year has certainly been eventful, marked by significant staffing changes and the consolidation to two Sunday services. We have much to thank God for, with many prayers answered.

Our God is indeed faithful and mighty, holding each one of us in His hand.

Property matters

Wellspring complex: Significant works this year were the replacement of the rear video screen in the auditorium, the installation of a childproof gate at the end of the Lord Street drive, and the installation of a glass door between the two office spaces, which was done as a gift to the parish.

A \$4000 quote has been accepted for the replacement of the damaged overhead heaters in the hall, and the replacement of two failed overhead heaters in the auditorium.

With the Wellspring complex having been redeveloped some 12 years ago, we are now seeing increasing maintenance and replacement issues arising. Parish Council has established a Sinking Fund to make some provision for these expected future expenses.

Parish Council would like to thank those who faithfully mow the Wellspring lawns and keep all the garden beds pruned and tidy.

32 Fitzroy Place: The decision by our incoming Rectory family to live in the Fitzroy Place property meant that substantial renovations were required. Internal repainting and plastering, recarpeting and floor sealing, installation of automatic opening gates and an electric car charging outlet, major garden clearing and tree removals, and other minor works, all came close to \$50,000. One final task was the eviction of a family of possums who had taken up residence in one of the chimneys.

A big Thank You is extended to all those who put so much effort into the two garden working bees that were held as part of the project.

There was only a short time frame to get all this work done, and God certainly had His hand on the enabling of this.

Earl Street property: Following John and Kim's decision to live at 32 Fitzroy Place, our Earl Street property has been leased as a long-term rental. Major expenses this year were engaging an arborist to cut back the front garden silver elm tree and getting the sewer line cleared of tree roots. The property is in good repair at present.

Wellspring's Parish Council Chair, John Schuringa and Wardens Richard Lord, Anna Folkerts and Brett Reid.

Finance Report 2024-2025

with Thomas Rolf

This year has been a season of transition for Wellspring.

Wellspring has been through a period of change this past year, with the departure of Rob from our church, and John being appointed as our new Rector. This transition has meant that the Wellspring budget has been impacted throughout the year, with greater variability seen in our budget compared to our estimates.

We have a reported budget surplus of \$23,743 for the financial year. Compared to the budget estimated deficit of -\$25,833. However, there are some key figures underpinning the reported surplus, that reflect the fluctuations we have experienced over the past year. Such as:

- A reduction in total staff expenses of \$46,539 for the year. This was achieved by a reduction in the Rector recruitment cost, and a change in our leadership team and the structure underpinning it.
- A reduction in income, of our estimated offerings by \$36,801. This reflects the uncertainty we have faced during the transition of our leadership team. However, we have seen a positive increase in offerings since our new leadership team commenced.
- We received the return of \$73,600, which was a grant from Wellspring to East Coast Anglican (ECA) that was made during the peak period of COVID-19. This money was given to ECA from Wellspring's JobKeeper funding. ECA were unable to expend those funds in line with the intent of the grant and the Parish Council is yet to consider what will be done with the money that has been returned. Without this grant return, we would have a net budget deficit of -\$49,857.
- Much needed maintenance and repairs were undertaken on the Rectory, ahead of John and his family moving in, increasing property expenses by \$36,031 above the budgeted amount.

Our finances have reflected the season Wellspring has been in this year. Whilst we have been going through significant uncertainty over the last year, it is clear that God continues to provide for us, so that Wellspring can continue its gospel mission.

I would like to take this opportunity to extend my thanks to everyone who has been supporting our community through this season, especially our transitional leadership team.

God has provided for us through the challenges of the last year, allowing us to focus on living life with Jesus.

Budget 2025-2026

with Thomas Rolf

For the 2025-26 financial year, we are budgeting a net surplus of \$715.

The budget is focused on living life with Jesus, and aims to ensure that we are able to continue focusing on that mission. It is with this in mind that we want to ensure that we are operating in a sustainable manner. We have forecasted a reduction in income for the financial year, and have equally budgeted to reduce expenditure, ensuring that we are utilising our resources sustainably.

The budget enables us to continue our ministry work, in a sustainable way. However, it is still focused on spreading the Gospel and growing community.

There are some notable changes in the 2025-26 budget, which reflect the new season for Wellspring.

- A focus on community building, with a budget for running Alpha, and a new Hospitality budget, to provide for morning teas after service.
- The consolidation of several Ministry and Service budget lines into the Sundry Ministry budget, reflecting the united nature of our ministry service.
- An estimated increase in offerings from the 2024-25 FY, forecasting offerings to grow modestly by \$16,801 on those received in the previous year. However, this is a reduction in the total forecast offerings compared to amounts budgeted for in previous years.
- A notable reduction in total staff expenses, due to the implementation of the new staffing structure.
- A new sinking fund for property expenses, to ensure we have money put away for large maintenance expenses that may arise. This will aid in managing unexpected property expenses in future years.

This budget also includes the Diocesan Redress Levy which commenced on 1 July 2025, at a rate of 10 per cent on all investment income.

As we step into the new season for Wellspring, I pray that we can continue to focus on living life with Jesus.

