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Senior Pastor's Message

By Greg Anderson

2014 was a year of unexpected blessings. Oh, there were the expected blessings. The congregation voted by a large majority to proceed with redevelopment at a March congregational meeting. There was a great spirit of unity between the three church boards. The staff continued to grow into their ministry areas.

But I praise God for the unexpected blessings. There were a large number of people who became followers of Christ and their beginning faith has inspired me. Who would have thought the youth ministry would take off to new levels? You responded with amazing generosity to our low-key stewardship drive. The uncertainty of redevelopment forced us to focus on Christ in ways that were not planned.

I am so thrilled to be your pastor. God has his plans and we have our plans. God's plans are going to happen, some of ours will not. Praise be to God as we follow his Son in the power of his Spirit! What a future he has for us.



Gratefully,

A handwritten signature in blue ink that reads "Greg". The signature is stylized and fluid, written in a cursive-like font.

Trustees' Report

By Geoff Lovegrove, Chairman



The Trustees for 2014 were: Mr G Lovegrove (Chairman); Dr Rosanna Chan; Mr A Law; Mrs I. Morrison; Dr H. Ngan; Prof J. Nicholls; and Mrs M. Wulfram.

As described in our Ordinance, the Trustees are the body corporate of Union Church. The Corporation holds the church's property in trust for the purpose of a church: for the public worship of God; for preaching the Gospel of the Lord Jesus Christ according to the principles and usages of Protestant Christians for the sole object of spreading the knowledge of Christ; and for the instruction of children and adults; provided always that the Church shall accept as its primary standards the Word of God as witnessed to by the scriptures of the

Old and the New Testaments, the Trinitarian Doctrine of the Christian Faith and the Sacraments of Baptism and the Lord's Supper. A day to day function of the Trustees is to oversee the management of investments Union Church is fortunate enough to possess through the foresight and good stewardship of our predecessors.

The church has two main investment funds: the General Fund and the Three-Quarter Century Fund. There are no restrictions on the use of the former however there are on the latter. The Three-Quarter Century Fund was established shortly after the First World War, about 75 years after the foundation of the Church, and any income or capital can be used only for specified expenses and outgoings

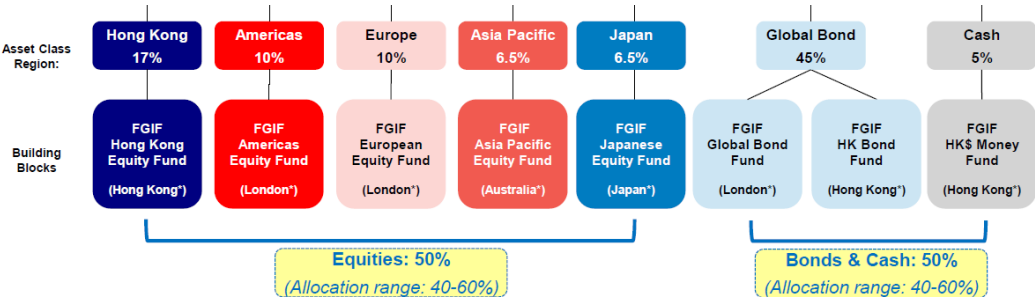
connected with maintenance of the church’s Ministry. In effect, the Three-Quarter Century Fund is the investment set aside to ensure that we can continue to employ a Minister should we ever be unable to pay our way.

At the end of 2014 the market value of the General Fund was approximately \$13.732M and the Three-Quarter Century Fund approximately \$7.753M showing losses for the year of 1.85% and 2.61% respectively. The General and (Three-Quarter Century) Funds have gained about 6% (5 %) in the past five years, 70 % (65 %) in the past 10 years and 72 % (64 %) in the past 15 years.

As reported in 2013, HSBC Global Asset Management informed the Trustees that they were no longer prepared to manage the church’s investments, thus ending our association with the bank that started in 1872. Their reasons for this were: HSBC makes no money from the church account; and, the church does not use HSBC for its day to day banking. HSBC set a deadline of 31 March 2014 for the migration of funds from HSBC to have commenced with

completion by 30 June 2014. The Trustees investigated fund managers willing to take on investment portfolios of the size of the church’s two Funds. No organisation could be found to manage the Funds on a discretionary basis leaving mutual funds as the only sensible option for third party fund management. Proposals were sought from three reputable companies and Fidelity [FIL Investment Management (Hong Kong) Ltd] was chosen on the basis of: performance of managed funds; reputation of the Hong Kong office; and, fees. Fees were not an over-riding factor in the selection of a fund manager however, FIL’s fees were the lowest of the three companies interviewed.

The Trustees objective for the two Funds continues to be to achieve long-term capital growth with income with a low to medium level of risk exposure. The two Funds are now invested in Fidelity Global Investment (FGI) Fund – Stable Growth Fund (Class A) which meets the Trustees’ criteria by having an asset mix of 50% equities, 45% bonds and 5% cash. Where it differs from the discretionary portfolio previously managed by HSBC is that



Source: FIL Limited

instead of all companies whose stocks are held being listed in Hong Kong, the FGI Stable Growth Fund combines FGI Funds with a broad geographical diversification (with a bias towards Hong Kong) as shown in the diagram below. Each of the FGI Funds is, in turn, governed by its respective investment guidelines and is authorised by the Securities & Futures Commission and complies with MPFA regulations.

A regrettable consequence of the change is that the Trustees no longer have personal oversight of the ethical nature of the companies in which the church's funds are invested so no longer are they able to screen out gaming or other stocks they consider inappropriate for the church to hold. However, the Trustees note that Fidelity is a signatory to the United Nations Principles for Responsible Investment (UNPRI), a voluntary framework for incorporating Environmental, Social and Governance (ESG) issues into investment decision-making and ownership practices. The Principles for Responsible Investment are consistent with FIL Limited's approach to Corporate Social Responsibility (CRS). The ESG concept evolves from Ethical Investing which started many years ago when religious organisations questioned their investments in companies that did not align with their faith and began making moral choices about where they invested their funds. FIL's approach to responsible investment is as follows:

- always act to protect its clients' economic interests and to maximise their investment returns;
- actively integrate ESG considerations into the investment decision-making process;
- incorporate ESG issues into ownership policies and practices;
- seek appropriate disclosure on ESG issues by entities in which FIL invests; and
- be proactive in strengthening its links within the investment industries, governments, regulators and exchanges around the world in order to determine the most effective ESG initiatives for its investment process and set out a clear marker as to its commitment to maintain a high ethical standard.

Migration of the Funds from HSBC GAM to FIL was completed by the end of May 2014.

In overseeing the management of the Church's investments during 2014, the Trustees summarise the situation as follows:

- (a) the aim of the church's investments is steady growth and income with low to medium risk;
- (b) the funds are managed by Fidelity: FIL Investment Management (Hong Kong) Ltd; and
- (c) the funds are invested 50% in equities in six regional (worldwide) pooled funds, 45% in bonds in two regional (worldwide) pooled funds and 5% cash.

The Chater (Union Church) Endowment Fund is an endowment fund that is too small to be managed alongside the General and Three Quarter Century Funds. Invested in HSBC shares (with a small amount of cash), the Fund was valued at approximately \$106,000 at the end of 2014 showing a loss of about 8% on the year. No disbursement was made from the Fund to Committee of Management which, in accordance with the Fund's Deeds, is responsible for the use of any income.

Being trustees for the church property, the Trustees have been represented in redevelopment discussions (through the BUFF committee as reported elsewhere) by Dr R. Chan, G. Lovegrove and Dr H. Ngan with professional advisors when required. Originally the intention was for redevelopment to be undertaken by means of a special purpose vehicle in order to separate the church from the developer however, after considerable research and consultation BUFF's tax and legal advisors concluded that this would be very costly in stamp duty. As a result, the Trustees have agreed to maintain control of the property up to the time when long leases are sold to third parties to pay the Developer's costs, profit and fees. Delays in Government approvals resulted in redevelopment not being as far advanced at the end of 2014 as had been hoped with the overall programme being set back by about six months. The Trustees wish to express their gratitude to members of the congregation who have contributed their skills and who have

worked extremely hard to overcome hurdles that are part and parcel of implementing a redevelopment such as the church is planning. Notwithstanding, the Trustees remain confident in the proposed redevelopment so that today's congregation can leave a church for future generations that is both financially secure and remains independent.

Deacon's Court

By Don Kanak, Clerk



2014 again reminded us that we live in a world of uncertainty. We learned about Ebola, and ISIS, and wondered whether those crises “over there” will come “over here”. We prayed for and shared the tears of families who worried while the world searched for the still lost flight MH370. Hong Kong’s future “occupied” our attention and that of our leaders as Hong Kong’s youth expressed worries about their uncertain future.

As Christians we know that we will never find certainty in our economic, physical or social lives---but that peace and assurance starts when we accept our own limitations and trust

our heavenly Father who offers us eternal lives through His grace. Neither earned nor deserved, that assurance is offered freely as it was bought with the precious blood of Christ, on a cross far away and a long time ago.

Amidst another year of uncertainty in the world, Union Church remains a beacon for Christ, a place for spiritual awakening, comfort, growth and fellowship. From the time of James Legge to the present day, Union has remained steadfast to its main mission of making mature followers of Jesus through witness, mission and discipleship.

It was a privilege to continue to serve with fellow deacons Terri Appel, Andrew Chua, Charles Caldwell, Shlivya Dhavale, Mike Witthoft, Catriona Woodrow, and Ewan Copeland (for whose wise counsel and service we are thankful, as he and Evelyn returned to US). It was a blessing to welcome two new deacons, Alexander Mak and Christine Wu, who have brought inspiring faith, wisdom and witness to the Deacons Court.

Under the Church Ordinance the Deacon's Court is charged with responsibility, with the Minister, for matters relating to the spiritual welfare of the Church. Deacons together with the Senior and Associate Pastor meet monthly for prayer, deliberation on a range of issues, and encouragement of each other and of the various Union ministries. Together with Pastors Greg and Michele, and in cooperation with the Committee of Management, the Deacons have focused on supporting the work of Union's amazing Ministry team (Chris Yorks, Pastor Matthew Fredericks, Brenna Dykman, Lee-Ann McFarlane, Ting Guevarra-Small) and Pastor Ruth Tablada, who leads the Filipino Fellowship. We also thank all the admin staff who keep those mentioned above organised and effective, and ensure the smooth operation of our church facility. Throughout the year, we continued to pray with thanks for Baptisms, for new members and for all the volunteers who lead and contribute to Small Groups, Youth, Missions, Sunday School, Worship (Choir, Musicians, Ushers and Rob and the Tech Team),

and for the Building for the Future Committee and teams---who continue their work to create a future facility that will glorify God and allow Union to serve and grow.

We trust that God's purpose for Union today remains as relevant and compelling as in generations past. By the power of the Holy Spirit working in all the Congregation we pray that Union will continue to be a beacon of hope, in an uncertain world, where all may seek and find Jesus' love and grow in faith together.

Committee of Management Report

By Roy Huang, Chairman



Putting Building Union for the Future (BUFF) to one side, about which you will find a very encouraging report elsewhere in this annual report, for the Committee of Management (COM) it has been back to business as usual in 2014.

I have been deeply impressed by how close each member of COM has stayed throughout the year to the ministries that they have chosen to look after and represent on COM. Eric Fung has kept us in touch with all that has been happening with Worship.

Shaun Dove attended nearly every meeting of the Missions Committee and served as the bridge back from that committee to COM with monthly reports on expenditure, activities and plans. Nicole Li and Rina Tan, our representatives to the Youth and Children respectively, shared every month the amazing things happening with those groups in terms of the growth, in numbers and learning. About Po Cheung, our Communications representative, one only need to look at our website today.

She has introduced possibilities that had not been considered before. She also chairs the BUFF Communications workstream. Kenneth Chiang, chair of our HR subcommittee, has been a stalwart advocate on behalf of the staff, in terms of their needs and concerns, before COM. Jane Arnett, Vice Chairman of COM and our Property representative, Kay Ian Ng and David Runciman, our BUFF representatives, and Gus Henderson, Stewardship, always kept the discussions on track, on top of ensuring that we stayed abreast of all the developments and intricacies of BUFF.

Our ex-officio members are Senior Pastor Greg Anderson, Honorary Treasurer Lily Ng McIntyre and Honorary Secretary Ellen Ahn Demunyk. Pastor Greg kept us encouraged with each month's pastor's report, Lily kept us mindful with each month's report on income and expenses versus budget, and Ellen kept us in good order and always moving forward.

Aside from staying in close touch with all the different ministries and staff of Union Church, and looking after the finances of the church, business as usual has also meant struggling with some of the same issues that have been around for some time. Streamlining governance so that we can be more responsive and effective, enhancing procedures to create more certainty and consistency in the daily operations of the church, improving safety and security particularly on Sundays, and looking after our Union

Church staff better have been matters that we continue to focus and work on.

In response to these issues, COM has authorized the hiring of a short-term contract staff to prepare a procedures and control manual that reflects not only our current practices but enhances existing procedures to ensure proper controls and tracking are in place. COM invited the Hong Kong Police to visit Union Church to survey the premises and recommend measures that we could take to improve security. Those measures are being evaluated and it is certain that some of those measures will be implemented. A comprehensive employee's manual, the first ever, has been issued. We are in the process of creating flow-charts for some of the processes, particularly HR processes, that have caused frustration in the past. As part of this exercise we will ensure that relevant roles and responsibilities, including authority to make decisions, are clarified. COM implemented a conflict of interest policy and process for itself. Last but definitely not least, all members of COM and all members of staff met for a wonderful time over lunch in September complete with ice-breakers courtesy of Brenna Dykman. We all asked why in the world we hadn't done it before and when would we do it again! All agreed that gatherings like this must become a regular feature at least a couple times a year!

COM often had the help, guidance and patience of staff and members of Union Church when working on these various initiatives. They have all given

of their time and effort cheerfully and with grace. To each of these persons and to each and every member of COM, whom I admire for their dedication and the joy with which they serve, “Thank You”.

Finally, the Trustees, Deacons and COM met six times in 2014 to discuss and pray about Union Church today and Union Church tomorrow. From one meeting to the next, together we could see God at work in Union. He continues to open doors when others are shut. As Pastor Greg says, God has His plans. Let us, in all that we do, always stay close to God.

Encourage

Associate Pastor's Report by Michele Bland



Rejoicing with a thankful heart

An area I was asked to focus on in 2014 was membership and baptism. What a privilege. Through classes and testimonies it was exciting and encouraging to hear stories of God transforming lives. This year there were 42 new members, 27 adult baptisms, six (6) children's baptisms, and three (3) children dedications. Thanks be to God.

In terms of teaching, frequent baptism and membership classes were offered, as well as a Grief-Share group. Small groups continue to provide

opportunities for learning and pastoral care. There are many leaders who continue to work hard to build up the body of Christ. Thank you for preparing bible studies, and opening your heart and home. This is an important ministry. Several new groups were added this year to accommodate growth.

The hospitality ministry provides opportunities for people to connect. I am very grateful to the hospitality team that consists of Sheri Wittoft, May Tang, Kwai Ying and Evelyn Copeland (who left HK this fall). With the help of the Men's Fraternity the hospitality

team hosted record numbers at the summer kick off BBQ in June, the Left Behind BBQ in July and the Fall Mexican Fiesta in August. The hospitality team also catered the Amnesty Lunch in the spring, the American Thanksgiving lunch in November, and three welcome lunches in February, May and September. This is a vital and active ministry.

The FIN (Family in Need) team plays a key role in helping those in need. I am very grateful for Charles Schmitt (chair) and Isabel Morrison who provide encouragement, prayer and support to those in need. We rejoice in answered prayer on behalf of those who are served in this ministry. God has been the provider and protector in many ways.



The Christmas Fair was a wonderful opportunity to reach out to the community. It was a pleasure to work with the team. Thanks to Lily Ng Chen, Lee-Ann McFarlane and Pastor Matthew.



Working with the deacons has been a very positive experience. In addition to regular meetings, there was a Saturday session in January 2014 with John Huffman and on several occasions there have been additional sessions to discuss Christian education strategies in preparation for the UC move. The deacons have also been intentional in prayer, with Charles Caldwell leading the way in hosting several evenings of prayer sessions.

“We rejoice in answered prayer on behalf of those who are served in this ministry. God has been the provider and protector in many ways.”

-MICHELE BLAND, ASSOCIATE PASTOR

My part-time position at Union also involves pastoral care and counseling, pre-marriage counseling, counseling and hospital visits.

Some personal highlights this year included a Skype U-Cafe service with Nick and Alison Miller who, thanks to technology, joined us from Singapore; being involved in helping form a new women's clergy group that connects women clergy throughout the city, as well as participating in the family mission trip to the Philippines.

I am particularly grateful to all who work hard to build up the body Christ here at Union. I am thankful for Judy Hon and her Playgroup team for providing a safe and happy environment to the community. I also would like to give thanks to the custodial staff who are very helpful and willing to go the extra mile to make events "successful."

I have enjoyed my second year at Union Church and am amazed at how quickly the time flies. I look forward to another year and see what wonderful things the Lord has in store for us.



Prayer Ministry by Charles Caldwell

“Devote yourselves to prayer, being watchful and thankful.”

(Colossians 4:2 NIV)

The Prayer Ministry serves to offer prayer and support to the members and attendees of Union Church. We are committed to the power of prayer and encourage you to give our team the opportunity to lift you up in prayer. Our goal is to make dependence on God through prayer a key cornerstone in Union Church. The backbone of the church's Prayer Ministry team is the Union Church Prayer Chain with over 125 individuals privately praying. Prayer requests or praise reports are emailed to this group who remember people in their prayers. The Union Church intercessors include people who have left Hong Kong thus the prayer chain provides global coverage. If you feel called to join the Union Church Prayer Chain please let us know. Throughout the year opportunities are held to learn more about prayer and become more effective at praying.

Leading up to the March 2014 AGM, Union Church held a Special Month of Prayer, with daily prayers and devotionals provided to the Union Church community. Throughout the year, the prayer chain fielded hundreds of prayer requests, praying with people at Union Church after services or during church events. We even prayed during U-Cafe via Skype with a Union Church overseas family! The theme of

prayer this past year has been to deepen our spiritual roots as a church, as we move forward with redevelopment plans. To that end, several mid-week prayer evenings have been held with approximately 30 - 40 people attending to pray for deepening our spiritual roots. These wonderful and special prayer sessions will continue and everyone is invited.

“Together, we are his house, built on the foundation of the apostles and the prophets. And the cornerstone is Christ Jesus himself. We are carefully joined together in him, becoming a holy temple for the Lord.”

(Ephesians 2:20-21)

Prayer is central to our relationship with God. It is a conversation, a communion with Him. God delights to hear our voices and our prayers. Prayer can be passionately intercessory or quietly meditative. The Bible teaches that 'the prayer of a righteous man is powerful and effective'. As a Prayer Ministry team, we are privileged to come alongside you in prayer. We encourage people to contact us with prayer requests or come and serve with us if they have a passion for prayer.

E-mail: prayer@unionchurchhk.org.

Educate

Assistant Pastor's Report by Matthew Fredericks



The stated mission of Union Church, 'to make mature followers of Jesus Christ,' would not place a premium on education without the adjective 'mature.' The inclusion of 'mature' elevates education alongside evangelism and encouragement to form the triumvirate of Union's approach to ministry. Education at Union is differentiated to help all ages along the road of faith.

Without Union's teachers, parents, small group leaders, and deacons sharing their wisdom, we may be like Alice in Wonderland. Alice asks the Cheshire Cat at a road juncture,

'Would you tell me please the way I ought to go from here?' The Cheshire Cat replies, 'That depends a good deal on where you want to get to.' When Alice says, 'I don't much care where,' the Cat says, 'Then it doesn't matter which way you go.' In 2014, the parents and teachers of Union Church, under the highly effectual leadership of Children's Ministry Director Ting Guevarra-Small, taught Union's children that the path and destination matter. They instilled the desire to walk God's Way and through Scripture based instruction.

James Legge frequently encountered in Confucius' *Analects* the character 道 and translated it as the 'way.' For instance, 'the Master said, If a man in the morning hear the right way, he may die in the evening without regret' (*Analects*, Book IV, Chapter 8). Judy Hon, Union's Playgroup Manager, worked tirelessly for young children to follow in a wholesome and joyful way at life's morning.

Jeremiah the prophet said, 'Thus says the Lord: Stand at the crossroads, and look, and ask for the ancient paths, where the good way lies, and walk in it, and find rest for your souls' (6:16). In modern societies, adolescence is a time at the crossroads, a restless soul phase. 'The young always have the same problem,' wrote Quentin Crisp, 'How to rebel and conform at the same time: they have solved this by defying their parents and copying one another.' Brenna Dykman, Youth Director extraordinaire, created a fun, safe, nurturing space for teenagers to play, hear the Gospel, and build Christian friendships in order that they may copy each other and yet walk in the way. Ryan Williams worked with Brenna as Co-Youth Director until June. Though he left to pursue ministry in Alaska, Brenna and he have helped a flood of youths find that ancient path and soul rest.

Jesus said, 'I am the way' (John 14:6). Oasis, Union's young adult ministry, aspired in 2014 to point university students, couples, and young professionals to Jesus through Christian talks, service events, parties, hikes, and kayaking trips.

C.S. Lewis writes in *The Abolition of Man*, 'The Chinese also speak of a great thing (the greatest thing) called the Tao... the Way, the Road.' Christians have the company of Christ's Church on the Tao/道 to maturity. Towards this end, Union's small group leaders, under the indefatigable leadership of Associate Pastor Michele Bland, created gatherings to explore Scripture and share the journey together. Ting Guevarra-Small also created a Lenten lecture series on 'The Problem of Suffering' and a summer lecture series on 'What is the Church?'

Looking ahead to 2015, Ting is transitioning out of her role as children's ministry director in February to what God has in store for her next. Ting is a dear friend and admired mentor and many on Union's staff. Finding a successor for such an unbelievable leader of children ministry will be a daunting task in 2015 for the HR Committee. In 2015 Brenna Dykman faces an exciting year, following up on the phenomenal growth of the youth ministry program. A combination of additional staff, volunteers, and student leaders will be needed. The playgroup, under Judy Hon's leadership, will continue in 2015 to make Union a magnetic centre for Mid-Level families. I am privileged to serve the Young Adults of Union Church. Development of a leadership team, revitalized attendance at Oasis, and support of the wonderful variety of Bible studies are 2015 priorities.

Children's Ministry by Ting Guevarra-Small

In 2014, our goal for Children's Ministry was to provide a place where children can grow in their relationship with God. We place Jesus Christ at the center of who we are and what we do, drawing closer connection between church and home, as we reach out to our community.

We had our first-ever **Easter Vacation Bible School**, "*Light of the World*," where 112 kids followed Jesus' journey to the cross in five interactive stations, experiencing what He has done to save us from darkness. We heard the Gospel so excitedly recounted from the very mouth of our children. In the summer, we reformatted our **Vacation Bible School**, "*Weird Animals*," into the Sunday School hour for five weeks, giving greater accessibility and immediate connection to our families. Nearly 100 kids and 40 volunteers came every week to experience Jesus' one-of-a-kind love through songs, skits, stories and snacks!

In July, several of our families joined us for a month of **service at the St. Mary's Home for the Elderly in Aberdeen**. Parents and kids helped to tend their garden, clean their facilities and do other manual tasks to show Christ's tangible love to this community in need.

Meanwhile, the foundational programs of our ministry continue to thrive as we infuse fun and thoughtfulness in our teaching and fellowship. Our Sunday School program hit a new record of



174 in attendance at the beginning of the school year and continued to thrive despite the city-wide disruptions related to Occupy Central. It was during this time that we celebrated our **Hallelujah Party**, where we welcomed around 140 kids and 40 visiting families from our community into our western-themed fair. Many commented that this joyful and carefree occasion is what Hong Kong children, and the city for that matter, truly needed.

In December, we staged the **James Legge Christmas Musical**, written and produced by our gifted and generous volunteer, Danielle Bradsher. "James Legge," our church founder told us the story of Jesus birth, and with the help of the joyful singing of our 150 kids, ably directed by our own Chris Yorks, reminded us of our unity in Christ. The musical kicked off the celebration of this pioneer's 200th birthday, not to mention raised funds for children at risk in China.

Moreover, in 2014, Kingdom Kids also led the church in finding answers to life's most difficult questions in the

Lenten Reflection Series, “Suffering.”

A six-part series of lectures by our Staff members that led to meaningful group discussions on the real-life implications of our faith, culminating in the sacraments that commemorate our Saviour’s own suffering for us. In July, we led the **Summer Reflection Series** on “Church,” a four-part lecture series that probed into the fundamentals of our purpose and identity.

It was a year of great blessings and cherished memories, and we are greatly indebted to our co-laborers in Christ, the many teachers and volunteers, our COM Representative, Rina Tan, who have shown remarkable servanthood and love in our ministry, not only to our children, but to our fellowship and to our community.

We are especially grateful for the many contributions of Elza Wong who ended her three-year internship in our ministry, we also greatly appreciate Adele Yip, who has stepped down from her service as our Crèche Manager and we welcome Michelle Borgeest to continue on with the ministry to our babies.



Youth Ministry by Brenna Dykman



Union Church's Youth Ministry program exists to develop lifelong disciples of Jesus Christ who love God with all their heart, soul, and mind, and who love their neighbours as themselves.

2014 has been a fruitful season for the Union Youth Program. While we did see some families and youth leave Union Church this year, we have also seen growth with an influx of youth from outside our church family.

Other major highlights from the 2014 Union youth program include, two very successful youth mission trips. The first trip was to Cambodia to work with Four Square Children of Promise (FCOPI). Our group of 24 youth and adults painted and made minor repairs to two of FCOPI's orphan and widow homes. In October we had a group of 37 youth and family members fly down to Manila, Philippines to work with Kids International Ministries (KIM). At KIM our group sponsored and helped build two houses in the local community. Our group also went out to help with distribution of meals, spent time working at a local children's home, and had a great pizza party at a

home for "at risk" girls. The youth also learned about local missions in Hong Kong as they participated in an overnight poverty simulation called 'Poverty X'. On several occasions, they also made cookies and wrote notes of encouragement for Sons and Daughters Ministry which works with night workers in Wan Chai.

The youth have had a lot of fun this year with different themed game and movie nights at Friday U'th. We also had our annual Amazing (G)race scavenger hunt around Hong Kong, went to the new trampoline park, held a drum night, a pizza-making night, an Art Jam and more!

In May 2014, we were very excited to welcome four new members into our church as we had four youth who went through the Confirmation course.

We are excited to see what God will do with Union's Youth Ministry program in 2015. We are committed to seeing the future growth of our students as they mature in their relationship with Jesus Christ and find joy in the gospel. We invite you to join the journey of faith our students are on!



Oasis by Matthew Fredericks



Oasis encompasses the young adult ministries of Union Church. The official 'Oasis' gathering on Wednesday nights at 8pm offers university students and young professionals fellowship space, mentorship opportunities, and education on the Christian life. Beyond Wednesday nights, there are twelve active young adult small groups and affinity groups at the close of 2014.

Oasis began in 2012. The first year attendance on Wednesday nights averaged 24 people. In 2013, Wednesday night attendance averaged 25. In 2014, from January to June, Oasis attendance grew 56% to an average of 39 people. Prayer for Union Church to share Christ's Gospel with the future leaders of Hong Kong helped hopefully. At least two additional things accounted for this growth. First, high caliber speakers: a corporate panel led by a global vice-chairman of Citibank, followed by a partner-level solicitors' panel, a barristers' panel with two Hong Kong judges, a forum of non-profit CEOs, and a gathering of several of Hong Kong's leading architects attracted a

large attendance; TED-Talk style lectures followed by Q & A with pilots, a martial arts world champion, a police superintendent, famous Christian authors, and renowned Hong Kong University professors drew people seeking interaction with Christian leaders in fields outside the corporate world. Second, events such as an Art Jam, several holiday celebrations, hikes, a trip to the Asia Society for a lecture on Caravaggio, and movie nights drew new people with particular affinities for the arts, the outdoors, and social engagements.

In the second half of 2014, Wednesday night average attendance returned to the 2013 level of 25 people. Many young adults no longer regard Wednesday nights as their primary means of fellowship and spiritual growth yet have remained in Union. Wednesday night Oasis is the entry point into young adult life at Union Church. Those who decided to commit their lives to Jesus Christ or make Union Church their home spiritually generally migrated to a small group or affinity group after several months. Young adult activity shifted in the third and fourth quarters of 2014 to small groups and affinity groups. Two young adult small groups began and died during 2014. On the other hand, ten young adult groups were founded in 2014 and have continued robustly into 2015.

There are three coherent sub-cultures within Oasis: 1) single or dating individuals, 2) university students, and

3) married or engaged couples. The singles are the most erratic attendees, but demonstrate the greatest willingness to volunteer time on Wednesday nights as emcees, greeters, speakers, and ushers, to participate in the Oasis Mongolia mission trip, and to serve at St. Barnabas' Homeless Society and Shelter. There are currently 48 'Oasis active' singles in Union Church. University students are the most exciting growth area for Oasis. This group is highly nomadic: some university students are only in Hong Kong during the recess months of December, June, July, and August. However, when present, this group participates most dynamically in kayak trips, hikes, dinners, and movie nights. There are 24 'Oasis active' university students as of 2015—a figure that excludes the 11 study abroad students who temporarily joined Oasis in 2014. The young married or engaged category affords stable bedrock for Oasis in terms of leadership and presence. They are also the least likely to interact with non-couples (i.e. people not within the couples' sub-culture). There are 21 'Oasis active' couples as of January 2015. The total regular participants count for Oasis in 2014 was 122. This figure excludes 150-250 young adults who visited Oasis on Wednesday nights or attended social gatherings, including non-believers exploring Christian faith.

In hindsight, several significant innovations occurred in young adult ministry in 2014. The frequent use of Union Church's kayak hut by the young adults during the summer

represents probably the best instance of a new affinity group formation: 48 young adults went kayaking this summer, many multiple times. Oasis founded young businesswomen, businessmen, and solicitors of Union Church affinity groups. These now meet monthly: sharing a profession, members encourage each other in their shared faith. Hikes in Sai Kung, Mui Wo, Shek-O, Tai-Tam, Clearwater Bay, and many other locales created a loose land adventure affinity group. Affinity groups by no means encompass the innovations of 2014. Union Church hosted two art jams in 2014, the first art jams in 170 years of its history. Union Church also hosted its first baptism at a mid-week service during Oasis Wednesday in 170 years. A higher number of young adults spoke on Wednesday nights than in previous years, in large part due to themed evenings wherein 4-8 young adults received 5-10 minutes to share a testimony or reflection. Union hosted its first Passover Seder meal in living memory. For the first season, Oasis members attended Alpha as a cohort.

Oasis gave three hundred young adults a Christ-centered community in 2014.



Evangelise

Senior Pastor's Report by Greg Anderson



From its founding Union has been about worship and witness. Let me thank Chris Yorks and his amazing team of volunteers for providing a variety of worship formats to meet the needs of our growing and diverse congregation. Well done, good and faithful servants!

On the witness front, we celebrated 20 years of Alpha at Union and in Hong Kong. People keep meeting Jesus Christ through this wonderful introduction to the Christian faith. Patrick Wilson and his team have

continued a servant ministry that is changing lives.

In our witness around the world, Union, guided by Lee-Ann McFarlane and her revitalized Mission Committee, supports a wide variety of mission partners. In addition, Union gave 6.7million dollars in special offerings and pass-through giving to support mission causes. What a generous congregation!

Thank you for your part in this amazing ministry. Please read the reports and prayerfully consider if you want to join the worship or missions team.

Alpha by Patrick Wilson

In 2014, we began Alpha Courses in March and September and around 60 guests and leaders completed the course. It has been exciting to see lives being changed and relationships being restored through people experiencing the Holy Spirit; it has also been encouraging to witness several guests go on to receive baptism. A highlight of the September course was Rebekah Nutland's catering. Fresh from a Leith's catering course in London, Rebekah spoiled us each week with some amazing dishes!

In October, we supported Alpha Hong Kong's fancy dress Partner's Dinner at Western Market and in November, we celebrated the 20th Anniversary of Alpha running at Union Church! Over 100 people joined the party which took place in the Fellowship Hall and front courtyard which were suitably decorated with helium balloons. Crystal Lo's photo booth and props were a great success and made for some fun photos! We were very grateful for the many written messages of support we received from previous guests around the world and especially for the video message from Steve and Hannah Miller in Florida!

Our next course is planned for April 2015; please remember that the most effective way to encourage new guests is through a personal invitation.

Once again, I would like to thank our Core Team members, group leaders and helpers, task-force members,



church staff and food donors who have all contributed so much to the success of Alpha this past year. Finally, we thank God for his faithfulness and give Him the glory for all He has done and continues to do through this ministry.

“It has been encouraging to witness several guests go on to receive baptism.”

-PATRICK WILSON, ALPHA COURSE ADMINISTRATOR

Worship by Chris Yorks

“But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who called you out of darkness into His marvelous light!” (1 Peter 2:9).

Proclaiming His praises you did so beautifully! It was a year of worship, fellowship, training, and new initiatives for Union’s music ministries. Thank you all for your support and inspiration throughout 2014!

Worship Services

The **8:30AM Communion Service** is in its fifth year and growing, averaging between 30 and 45 people. It continues to bless a committed group of members and guests who are nourished on a weekly basis. The vision for this worship is family communion with the inclusion of children and family members participating in the service in liturgy and music. There was also a new initiative for fellowship time and community building activities. This service is a joy to work with in its weekly celebration of the Lord’s Supper.

The **9:30AM Traditional Service** goes from strength to strength thanks to Forrest, Janice, and our gifted Choir which continues to expand in numbers welcoming new members on a regular

basis! The sense of community and commitment is nurtured through the common goals of worship, fellowship, and excellence in music. The Advent cantata continues to be a highlight with the presentation of “*Canticles in Candlelight*”. Once again we were treated to a full orchestral accompaniment! Highlights for 2014 also included, a symbolic Good Friday service, an Easter brass quartet, special Missions Worship, and a Jazzy Christmas with our very own ‘Union Gospel Choir’ and instrumental ensemble arranged by Tim Wilson. We are grateful for all our instrumentalists and singers who share their time and talent for the glory of God. If you sing or play an instrument, you are welcome to join us in 2015!



Our **11:00AM Contemporary Service** continues to grow and increase with new singers, players, and worship leaders. We are ever blessed with the commitment and excellence of their singing and playing. Our worship leaders and team of volunteers continue to expand our horizons with new songs and styles of worship

including jazz and gospel! Our youth continued to learn and grow in their worship leading and worked to integrate their gifts and skills into U-Cafe and Sanctuary worship. What a blessing it was to see our youth participate in worship! They also played and sang for the youth Christmas Banquet. It was a year of fellowship and worship events for our leaders with both in house worship gatherings and other conferences building up our skills for the Lord. We also enjoyed Union's fifth annual Christmas Musical thanks to Danielle Bradsher and her team! We celebrated and presented "The James Legge Christmas Musical" which brought to life the history of Union Church and the glory of the Christmas Story in the birth of Jesus. It was a great success thanks to our many volunteers!

The **U-Cafe Service** meets simultaneously with the 11:00AM service in the Fellowship Hall, led by a gifted team of musicians and coordinators. We also saw the advent of new worship leaders with individuals stepping out and leading as well as family led worships including parents and children. The attendance continues to be around 130 people on each Sunday. U-Cafe would not be possible except for the efforts of volunteers bringing together technical aspects, music, creative design, and the beautiful food and fellowship provided for all who attend. Our volunteers are loved and appreciated! We now have a consistent pastoral presence in U-Cafe thanks to Pastor Michele and Pastor Matthew. May U-Cafe continue to thrive in 2014!

The **5:00PM Evening Service** continues to be led by gifted teams of musicians and worship leaders. We continue to see a number of new visitors and attendees changing the face of this established worship. We also featured special guests and Legge Lectures as well! The worship teams remain strong with new singers and players joining the teams. Look for more variety and experiences in 2015! Our 5:00PM service continues to be an integral worship service for Union Church.

Music Makers continued in the autumn in preparation for "The James Legge Christmas Musical". We had fun with all aspects of music and worship during that time. Stay tuned in 2015 for more music opportunities for our children in 2015!



Preaching by Greg Anderson



Our Senior Pastor, Greg Anderson preached 30 Sundays. Assistant Pastor Matthew Fredericks preached 14 Sundays.

We were blessed to listen to the following special speakers:

- Dr. Rod Wilson, President of Regent College
- Dr. Sam Tsang, NT scholar and author
- The Hon. Gregory Slayton, author and philanthropist
- Dr. Ray Bakke, Urban Ministry Pioneer
- Dr. Nick Perrin, Dean of the Wheaton Graduate School
- Sir Stephen Green, former Chair of HSBC
- Mr. Morgan Jackson, Faith Comes by Hearing
- Dr. Miroslav Volf, Professor of Theology, Yale University
- Dr. John Huffmann, Chair Christianity Today, Minister at Large

Missions by Lee-Ann McFarlane



The heart of missions in 2014 was to create opportunities for members of Union Church to support and partner with Christian nationals and Christ-centered organizations in Hong Kong, China, The Mekong Region, Mongolia, and the Philippines in **EVANGELISM, DISCIPLESHIP, and COMPASSION.**

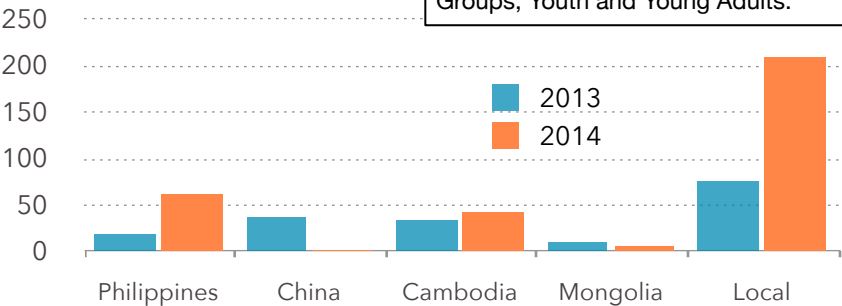
The team members of Missions take seriously the task of being good stewards of the allocated budget. Our 2014 budget was HK\$1,335,000 with a surplus from the 2013 budget of HK \$603,420, and a congregational gift of HK\$20,000 to give a total of HK \$1,959,020. The budget helped fund

several new opportunities locally and in China, as well as supporting existing partners.

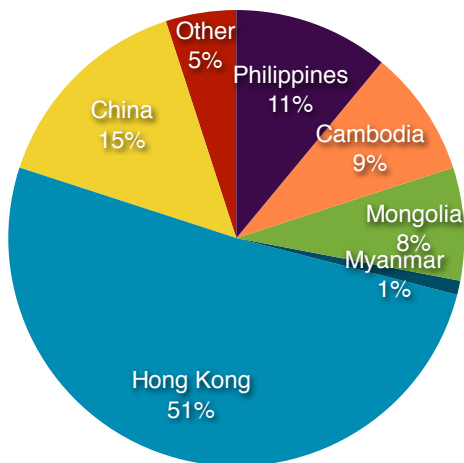
In Hong Kong, we continue to partner with **Inner City Ministries**, who serve the Nepalese and South Asian community in Jordan; **Chung King Ministries** - assisting the homeless and refugee community, and **St. Barnabas**, where a number of congregants faithfully serve the vulnerable elderly each month. We continued supporting **Hong Kong Kun Sun Association**, with over 10 people traveling to Stanley Prison each month to fellowship and worship with the prisoners.

2014 saw a greater involvement in local ministry overall and although trips were organized to all our supported regions, projects in the Philippines (ICM and KIM) and Cambodia (FCOPI) attracted a wider participation.

This graph reflects engagement by the congregation in outreach and missions activities organized by Missions, Small Groups, Youth and Young Adults.



Budget as allocated by country



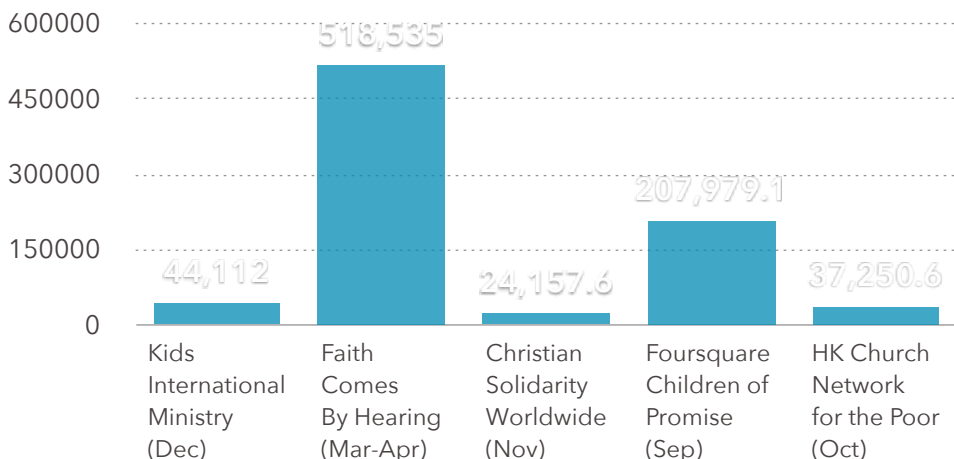
12 people travelled to the **Home of Loving Faithfulness (HOLF)** in September 2014, gathering around staff and the severely disabled residents, and listening to the founder's amazing story of faith and vision. 8 people likewise joined in the **Cross Roads Foundation** Refugee Run. It was an eye opening experience

as participants felt a tad of what the world's 50 million displaced people are facing on an unrelenting daily basis.

In what's growing into an annual tradition, Missions organized another fun Christmas cookie baking activity with **YWAM Sons and Daughters**, where 30 people cut, baked and decorated over 200 cookies to be handed out to Wanchai night workers along with the contents of donated airline toiletry bags. The report back was very positive with many workers touched by the individual gifts and cards of encouragement.

The Union congregation, always up to the task, donated a van load of clothes, toys and other household items to **Christian Action** in November 2014, which will be recycled and sold through their charity shops. This service supports CA's work with asylum seekers and mainland immigrants.

Missions Special Offerings



We got involved with two new local opportunities in 2014. Close to 100 people helped distribute meals to housebound and homeless individuals living in Sham Shui Po, and also donated lots of egg tarts and toiletry items. “**Exchange Square**” is a new Union initiative where we began partnering with a church in Tung Chung, which has a strategic ministry to people living in the Yat Tung Estate. In December, Union joined the Tung Chung Min Mun church in outreach events around Ngong Ping, Tai O and in Tung Chung.

“Do what only the Church can do”. With this challenge, Missions this year continued supporting bible school students from Cambodia, Pakistan, Laos and Myanmar attending the **Lutheran Theological Seminary** in Shatin, and from the Philippines (**Shekinah Bible College**). We also helped fund **Systematic Asian Leadership Training's** (SALT) work in creating bible curriculum courses, and sponsored **Faith Comes by Hearing's** work in Philippines, Cambodia, Myanmar and Mongolia for the distribution of new Proclaimers.



This was Missions third year to support **Flourishing Future** in Mongolia, and in April 2014, 22 people attended a lunch at Union for Troy and Shari Tvrdik to hear more about the joys and challenges of serving in Ulan Bator. At a dinner in August, **Christian Solidarity Worldwide** introduced us to a young woman who is quietly and faithfully working in a restricted country, and 34 people came out to hear more about what she is doing. In China, **International China Concern** is constantly expanding their work with abandoned and disabled children, and Missions continued funding the ICC girls' home in Hengyang.

Missions arranged several trips in 2014.

In April, several families travelled to Bacolod City, Philippines, with **International Care Ministries**. As well as undertaking minor painting on a recently constructed church, and engaging the children and families from a small coastal village in activities, crafts and sports, ICM also gave the team a firsthand look at how they initiate a Transform program in an impoverished community. In November, a group of 20 people flew



to Cambodia to visit children supported by **Foursquare Children of Promise** (FCOPI) and distributed much needed school uniforms. Our congregation also took two special offerings for FCOPI children this year, and it remains an organization that moves our community to generous giving.

One of the highlights of the year was the Missions Sunday in May, a day event which showcased 22 missions organizations, many supported in some way by Union Church. Church members were encouraged to look for opportunities to serve, and at the same time, given a wonderful cultural experience through food and dance.

Finally, who is the collective “Missions”? Outside of being committed to the vision of making Jesus known, members come together monthly to prayerfully and carefully make decisions regarding the allocation of the mission’s budget. 2014 team members included Dale Weathington, Dennis Hopton, Frank de Groot, Sheryl Nutland, May Tang and Rosemary Henderson. For 2015, we

welcome Teresa Fox, Nam Tsou, George Ding, Jimmy Phua and Kathy Maze Foley. For more information regarding missions, organizations we support or trips, please do catch up with any team member.

Thank you for going and serving - for being the “*Beautiful Feet*” (Romans 10:14-15) and for giving so that others might be equipped for the task.



“The team members of Missions take seriously the task of being good stewards of the allocated budget.”

-LEE-ANN MCFARLANE, MISSIONS DIRECTOR

Filipino Ministry by Ruth Tablada

“The Spirit of the Sovereign Lord is on me, because the Lord has anointed me to preach good news to the poor. He has sent me to bind up the brokenhearted...” (Isaiah 61:1)

Along with the Leadership Team and the various Ministries, we declare it was a great year with God as our Good Shepherd!



Filipino Ministry is a ministry characterized by compassion, care and love. As a result of the 2014 Chinese New Year Conference, we have a new Motto: I am an equipper. I am empowered to equip and edify the church members to minister for the glory of God!

The Evangelism & Follow-up Team has been assiduously sharing Christ with others and diligently following up with them:



In preparation for the Evangelistic Meeting, we conducted a training course for counselors. We praise God for the many members who came along to be trained and used as counselors during the Evangelistic Meeting. We had a large turnout at the Evangelistic Meeting with 30 people responding to the invitation to receive Christ as their Saviour.

In total, we had 17 baptism in 2014. We are also blessed with the various talents God has given to the Fellowship: Tambourine Dance Team, Sacred Dance Team and The Hand Mime Team. “Surely goodness & love will follow us all the days of our life and we will dwell in the house of the Lord forever.” To God be the glory!

Administration

Property by Rosanna Chan

We thank God for a relatively quiet year on the property front, with minimal major repairs. As we continue to process our planning applications for our redevelopment, we have refrained from doing any major renovations. This year we had a reduced budget of HK\$250,000, of which about 80% was spent.



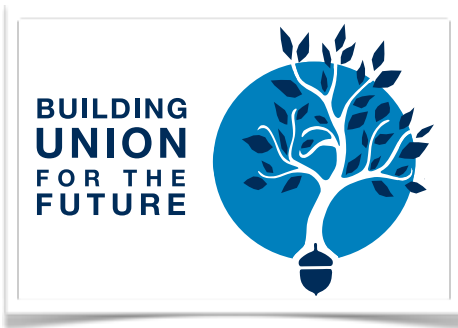
One of our major expenditures was for the air conditioning system with multiple repairs and the replacement of one of the split type units in the fellowship hall, totaling over HK \$55,000. With the aging of our pews, the repair of our rattan seats and backs has been significant, costing about HK\$25,000. We also completed our 5 yearly electrical inspection, WR2, in July and passed it after some minor repairs.

In March, the Civil Engineering and Development Department commissioned Jacobs, a geotechnical engineering consultant to carry out

regular slope inspections at our church under the Landslip Prevention and Mitigation Programme. The slopes were considered generally safe. We also received two letters from the District Lands Office in the latter half of 2014 concerning two trees around our property, requesting us to consider their safety. Earthasia, a landscape consultant, was employed to assess their safety. The one in the front is considered to be in reasonable health but trimming was advised to reduce the weight. This will be carried out shortly but ownership of the one by the tramline is still being investigated. We hope to have these trees sorted out before the rainy season arrives.

Once again, our committee would like to thank everyone who has helped with maintaining our church property this year including the various contractors, our church staff and our janitors. We are, of course, most grateful to our gracious God for protecting and blessing us throughout 2014.

Building Union for the Future by The BUFF Steering Group



By January 2014 the church leadership (Deacons, Trustees and Committee of Management) was in unanimous agreement that the redevelopment plan, that had been under consideration for some time, was spiritually and biblically sound, and, compared to the other options, was superior from the perspectives of stewardship duties as servants of Christ. Also, they firmly believed that we, the current generation of Union Church members, should build on the foundation of those who have gone before and should not saddle future generations either with debt or a building requiring expensive and prolonged maintenance. The leadership reaffirmed that the plan to work with reputable developers, consultants and contractors to build a Church that will glorify God and to fund that Church by selling long term leases in the adjacent flats, would be a wise and appropriate use of God's resources for His Kingdom.

Details of the proposed redevelopment were open for discussion during January and February both at a BUFF table in the courtyard after Sunday morning services and at two town-hall meetings. Following these, the leadership put a motion to the AGM in March 2014 which read:

"The Members of Union Church, seeking to glorify God, and to provide a church home for future generations, hereby authorise the Joint Leaders (comprising the Committee of Management and Deacons' Court of Union Church) and the Trustees to do all things fitting and proper (including without limitation, to finalise the design, seek external approvals, enter agreements, file applications, and appoint the appropriate experts, professionals and advisors, form a special purpose vehicle, grant leases, incur expenses) in order to complete the construction of new church facilities and associated flats at 22A Kennedy Road as generally described in the "Briefing Sheet" set out below (the "Project"). Considering that many steps remain to complete and optimize the design and seek approvals for the Project, and that ultimately there will need to be adjustments to the details or terms of the Project as currently set forth in the Briefing Sheet, the



Joint Leaders and Trustees are vested with all authority necessary to make adjustments to the details or terms of the Project as described in the Briefing Sheet and their approval shall be sufficient to ratify on behalf of the Members of Union Church any decisions so made. All authority granted pursuant to this Resolution by the Members of Union Church to the Joint Leaders and the Trustees shall be exercised in a manner consistent with the Union Church Incorporation Ordinance, Cap. 1052 (the "Ordinance"), and the Rules adopted under section 16 of the Ordinance"

The motion was approved by a margin well in excess of the two-thirds majority required.

The Joint Leaders established a BUFF Steering Group comprising of Rosanna Chan, Geoff Lovegrove, Kay Ian Ng, David Runciman and a Deacon

nominee (TBA) supported by Working Groups for: Prayer (Leader, Charles Caldwell); Design (Willem Jan De Hek); Legal & Tax (Alexander Mak); Finance (John Li); Stewardship (TBA); User Group (Patrick Wilson); Relocation (Clive Whittington); and, Communications (Po Cheung & John Jamison). Membership to these was open to any volunteer from the congregation. Architects were appointed to handle the design of the church facilities and our proposed temporary accommodation. A full time project manager (Georgianna Tse) commenced her duties on 1 September.

The Joint Leaders and Trustees approved in principle the proposed designs for the new church facilities in June and the temporary accommodation in September. Working closely with Henderson Land on all matters, three General Building Plan submissions were made to Government (April, June and October). Approval was received for the April submission; however, the June submission was rejected on a number of grounds relating to strict compliance with the 1997 Town Planning Board approval. Accordingly a basic design, conforming strictly to the 1997 design, was submitted in October and this was approved in December thus securing important design concessions for another two years. Several more submissions will be required to secure approval for the design we desire ultimately and these will proceed with a view to having final approval in time to move to temporary accommodation in the autumn of 2015.

Discussions with specialist consultants led the leadership to the view that instead of having a Special Purpose Vehicle to separate the church from the developer, the Trustees should take responsibility for the sale of flats (the proceeds of which would be passed on to the developer to reimburse the developer's costs and for its fees and profit). This is not what was originally envisaged but our consultant pointed to specifics of the trust enshrined in our Ordinance which otherwise would give rise to a potentially enormous Stamp Duty liability. The Trustees have accepted this role.

The BUFF Steering Group looks forward to the coming year with anticipation and will report specifics of the final design once it has been approved by Government.



Stewardship by Roy Huang

In our 2014 stewardship drive we heard from the pulpit Rod Wilson, President, Regent College, Vancouver, on *“The Conversion of the Hong Kong Wallet”*, and from our own Senior Pastor Greg Anderson on stewardship.

At the same time Pastor Greg, Don Kanak, Clerk of the Deacons, Geoff Lovegrove, Chairman of the Trustees, and I shared with the Joint Leaders, the following reflections on stewardship:

“This is a great opportunity to ‘lead by example.’” Pastor Greg

“Jesus’ teaching and his actions make it clear that core to God’s purpose for us is that we radically share our abundance with the poor, and others in need, and that we forsake our earthly treasures for treasures in heaven.” Don Kanak

“Jesus calls each of us to decide whether we are His, whether we will give up our lives to save our lives. But we find that letting go of the many things that bind us is not easy.” Roy Huang

“Naturally as leaders, [we] hope that Union Church will be the main

recipient of your charitable donations during the coming year but we know that it occupies just a small place in a world full of need - and of course, it should not be the only charitable organisation to benefit from your generosity. However, what makes Union Church special is that it is the place we have chosen as our spiritual home and to be the focus for our Christian activities. By making that choice we should be committing ourselves and encouraging others to support the church with offerings of money, time

and other talents needed to keep its staff, nurture its young, support its outreach and maintain its property.”

Geoff Lovegrove

And you, did the rest. Your generous giving and pledges will ensure continuing support for the diverse life-giving ministries that you can read about in this annual report.

2014 Commitment Card Result

PLEDGE		NO OF PEOPLE		AMOUNT (HKD)
New		25		799,000
Existing		91		4,882,020
				5,681,020
One-off		39		2,540,600
FOHKC				
New		7		453,600
Existing		8		860,400
				1,314,000
GRAND TOTAL		170		9,535,620

Human Resource by Kenneth Chiang

Committee Members: Greg Anderson, Roy Huang, Jane Arnett, Kenneth Chiang, Mike Witthoft, Lily Ng McIntyre.

“There is a time for everything and a season for every activity under the heavens” (Ecclesiastes 3)

2014 was a year of preparation after record growth in the last five years. With our congregation having voted for the BUFF project to move forward, the Human Resources Committee (HR COM) became formalized and systemized, in an effort to streamline human resources, administration and operations. The employee annual formal review process, in its second year, has been smooth in identifying needs and ways we can improve church management and procedures.

With Union Church having grown significantly over the last 5 years, the HR COM realized the importance of institutionalizing and codifying processes and procedures in an Employee Manual to enable its staff of 28 employees to better serve a larger church body of over 600 congregants. The Employee Manual, which went through multiple rewrites and additions by the HR COM, the staff, and Committee of Management, will become effective in 2015. Highlights of the manual were codifying responsibilities and expectations between the staff and the church;

explaining compensation policy; and addressing staff benefits such as healthcare, vacation and spiritual leave. In addition, we created policies regarding equipment procurement, joining and exiting the church with grace, codes of conduct and enforcement procedures for staff, and emergency procedures due to inclement weather.

Having reviewed the policy manuals of other churches with similar staff sizes, the HR COM has decided that the day to day administration and operations would be more effective if delegated to a dedicated human resources administrator, who will be empowered with management oversight of human resources and administration. We believe moving day to day administration and responsibility to the staff level will go a long way towards streamlining and accelerating decisions, allowing for the staff to feel more empowered and better able to focus on their day to day work.

There was little employee turnover in 2014 with the new staff settling in and learning to work with each other. Our youth program has continued to thrive under Brenna Dykman’s leadership while our children’s ministry has grown nearly to capacity under Ting Guevarra-Small and Judy Hon’s leadership. The worship team has grown significantly to over 100 volunteers under worship director Chris Yorks. Michele Bland’s care ministry continues to grow, and

Matthew Frederick's Oasis young adult has gained momentum. Anita Au, Executive Assistant to Pastor Greg has done a fabulous job in coaching families in need during significant periods in their lives as Union Church's wedding and funeral Coordinator. The administration department, unsung heroes at Union Church who makes the church run smoothly, has settled in with the addition of Zarifa Li who maintains Union Church's new website while Josephine Lee and Jessica Mak continue to support the church staff and administration. In accounting, we welcomed Irene Lau who is working through accounting processes and procedures in accounting and finance functions at Union Church. The janitorial staff continues to maintain our premises and work after hours supporting our various ministries which often meet over weekends, holidays and to late hours in the evening. Often our support staff only hear from us if the premises are dirty or if a deadline is unmet. Please do take time to say thank you along with us for a job well done to the staff.

We praise and thank God for the blessings he has bestowed upon Union Church in 2014 and look forward to following God's lead in 2015.

The Union Church Team



NAME	POSITION	JOB INTRODUCTION
The Rev. Dr. Greg Anderson	Senior Pastor	<ul style="list-style-type: none"> • Keeping the diverse parts of Union united • Head of staff • Primary Preacher • Represents Union to wider community
The Rev. Michele Bland	Associate Pastor	<ul style="list-style-type: none"> • Welcomes and integrates visitors into church life • Nurtures believers to disciples • Provides pastoral care and prayer support • Oversees Playgroup
The Rev. Matthew Fredericks	Assistant Pastor	<ul style="list-style-type: none"> • Leads/Organises Oasis & The Well • Manages Missions & Youth Ministry • Secondary Preacher • Staff Liaison with Alpha
Mr. Chris Yorks	Worship Director	<ul style="list-style-type: none"> • Designs and coordinates worship services • Serves as Worship Leader and support to volunteers • Directs children’s music and instrumental activities

NAME	POSITION	JOB INTRODUCTION
Mrs. Jacklien Lee	Interim Children's Ministry Director	<ul style="list-style-type: none"> Responsible for programmes for children between 0 to 10 years old
Mrs. Michelle Borgeest	Creche Manager	<ul style="list-style-type: none"> Responsible for the care of babies under two years old on Sundays
Miss Judy Hon	Playgroup Manager	<ul style="list-style-type: none"> Handles all matters related to playgroup, from lesson planning to classroom teaching
Ms. Brenna Dykman	Youth Director	<ul style="list-style-type: none"> Youth Ministry Programming
Ms. Lee-Ann McFarlane	Missions Director	<ul style="list-style-type: none"> Missions Ministry Programming
The Rev. Ruth Tablada	Filipino Ministry Pastor	<ul style="list-style-type: none"> Pastor for the Filipino Congregation. Provides counselling, Shelter-Pastoral care, and discipleship
Ms. Anita Au	Executive Assistant	<ul style="list-style-type: none"> Managing the day-to-day operations of the church and assistant to Senior Pastor.
Ms. Georgianna Tse	Internal Project Manager	<ul style="list-style-type: none"> Provide project management for the BUFF project, coordinating activities including budget control, user requirements & removal exercise etc.
Ms. Irene Lau	Accountant	<ul style="list-style-type: none"> Handles church accounting matters
Ms Josephine Lee	Office Administrator	<ul style="list-style-type: none"> General administration & church operations support
Ms. Zarifa Li Ms. Jessica Mak	Administrative Assistant	<ul style="list-style-type: none"> General administration & church operations support
Ms. Anita Au	Wedding Coordinator Calendar Co-ordinator	<ul style="list-style-type: none"> Co-ordinates wedding booking & arrangement process Facilitates ceremony arrangement on wedding day
Ms. Winnie Yuen Mr. Ming Chan	Janitors	<ul style="list-style-type: none"> Take care of the maintenance & cleaning of the church compound Perform & maintain the overall church housekeeping duties

The Union Church Family

27 ADULT BAPTISMS

1. Chan, Amy
2. Chan, Anson
3. Chan, Cheryl
4. Cheah, June
5. Chu, Karin
6. Cripps, Mark
7. Fishwick, David
8. Fishwick, Peter
9. Fok, Amy
10. Fok, Cindy
11. Fong, Richard
12. Lam, Anna Clover
13. Li, John
14. Loke, Simone
15. Ma Lau, Anna
16. Ng, Viola
17. Nodroum, Andrea
18. Odebjer, Kristian
19. Odebjer, Mimi Han
20. Suzuki, Miko
21. Tsang Bonzi, Yanice
22. Van Niekerk, Henjo
23. Vardhanabhuti, Vince
24. Widiawati, Luluk
25. Wong, Maeve Rita
26. Yen, Catherine
27. Zhang, Liang

1 YOUTH BAPTISMS

1. MacGeoch, Matthew



6 CHILDREN BAPTISMS

1. Cripps, Cooper
2. Hickman-Taylor, William Leo
3. Lam, Sophie
4. Perkins, Cara Wai-Tsing
5. Vardhanabhuti, Nathanael
6. Wilson, Evelyn Rose

4 CONFIRMATIONS

1. Funabashi, Rina
2. MacGeoch, Matthew
3. Mehta, Anjali
4. Tam, Tanya

3 CHILDREN DEDICATIONS

1. Chung, Chloe
2. Isaacs, Leah Yan Shan
3. Zhang, Gabriel

REGULAR ATTENDEES LEFT HONG KONG

1. Choi, Simon & Lee, Esther
 2. Copeland, Ewan & Evelyn
 3. Tantama, David
 4. Tan, Beng Ti & Kew, Claire
 5. Nebres, Karin & Robert
 6. Tith, Pisa
 7. Strong, Sandi
-

53 WEDDINGS

1. Chan, Michael & Ip, Joyce
-

42 NEW MEMBERS

1. Au, Janet
2. Bland, Glenn
3. Bobis, Evelyn
4. Cheung, Patrick
5. Chiang, Nadia
6. Choi, Enid
7. Cutrera, Jessica
8. De Pree, Anja
9. De Pree, Harry
10. Fok, Joseph
11. Fok, Lindy
12. Fox, Lyn
13. Fox, Teresa
14. Haller, Ruth
15. Haller, Thomas
16. Jamison, John
17. Johannes de Hek, Willem
18. Lau, Lily
19. Lee, Esther



20. Marwah, Phyllis
 21. Mehta, Lavina
 22. Mehta, Mickey
 23. Middleton, Alison
 24. Morin, Douglas
 25. Ng, Clarissa
 26. O'Brien, Maurice
 27. O'Brien, Sylvie
 28. Petkovic, Denis
 29. Phua, Jimmy
 30. Proctor, Ellen
 31. Proctor, Frank
 32. Rotmeyer, Jeff
 33. Rotmeyer, Juliana
 34. Simons, Adrienne
 35. Smith, Craig
 36. Smith, Jane
 37. Um, Joanne
 38. Wong, Felicia
 39. Wu, Ines
 40. Wu, Wendy
 41. Yeung, Eve
 42. Yip, Desmond
-

90 FUNERALS

Treasurer's Report

by Lily Ng McIntyre

Generosity, stewardship and volunteerism

God does amazing things and a little can seem a lot. While we budgeted conservatively for 2014, God spoke through our congregation members and allowed us to reach 91% of 2013 offerings.

Though the number of pledges were substantially the same, the actual amount pledged was 11% lower than 2013. Pledges are highly correlated to donation income and we generally assume that pledges comprise 65-70% of our income budget for the year.

Offering and Donations Income	AMOUNT (HKD in thousands)	
	2014	2013
Pledge Commitments	7,724	8,681
General Offerings Not Pledged	3,888	4,028
	11,612	12,709

Income from the Use of Facilities

Playgroup

Our playgroup, led by Judy Hon, reaches out to non-Christian families in the community, introducing basic

Christian concepts and values to preschool children, their parents and caregivers. Over 100 children attend the sessions offered five days a week over three terms in the year. The curriculum is based on Early Years Foundation Stage Principles and encourages participation in Union events and small groups. Net income in 2014 from the playgroup was consistent with 2013 at \$0.3M.

Weddings and Funerals

Anita Au coordinates weddings and funerals for congregation members and others in our community. Weddings are usually officiated by Pastor Greg, but couples may also request their own pastor. Other staff may assist as needed for music, AV and housekeeping. 53 weddings were held at Union in 2014, the same as 2013. Significantly more funerals were held at Union in 2014, 90 compared to 50 in the prior year. This resulted in an increase in net Wedding and Funeral income to \$2.1M in 2014, up from \$1.4M in 2013.

To date, COM has approved the use of facilities up to August 2015 and 14 weddings have been booked to date. On this basis, the 2015 budget for Wedding and Funeral income is budgeted at \$0.9M.

Operating a Church

	AMOUNT (HKD in thousands)	
	2014	2013
Ministry Costs	1,315	1,463
Operating Costs	9,349	9,402
	10,664	10,865

Ministry costs stayed the same while overhead was slightly lower than the previous year as we continued to be practical and cautious in the way we spent our funds and slowed hiring or left positions unfilled.

Operating costs cover salaries and overhead for the church and comprise the bulk of its expense. The funds needed to provide ministry services are surprisingly little compared to its reach and impact.

Evangelism Through Seven Services A Week

Nearly 700 adults attend seven services each week on Sundays and mid week at Oasis. The volunteer roster for these services, which includes readers, greeters, and ushers is over 180 people. In addition, Worship leaders, musicians and singers number over 100. This amazing level of volunteerism and service makes it possible for Union to reach the many people as it does. The

cost to deliver Sunday services 52 weeks a year is approximately \$0.8M.

Evangelism	AMOUNT (HKD in thousands)	
	2014	2013
Worship	854	958
Filipino Ministries	72	87
Adult Ministries	86	105
	1,012	1,150

Education

Education	AMOUNT (HKD in thousands)	
	2014	2013
Children	113	125
Youth	62	80
Discipleship	14	14
	189	219

The Children's Ministry serves 150 kids with nearly 220 kids registered. 16 classes are held during two services for 10 months of the year and children's church is held over the summer. Nearly 50 people are rostered as volunteer Sunday School teachers with 22 needed every Sunday. This year we spent \$0.1M for Children's Ministry and will slightly increase the

budget for 2015 to add a middle school curriculum.

16 kids will graduate from Children into Youth in 2015.

Youth continues to offer Friday evening fun and acceptance to teenagers from junior and senior high, as well as Sunday School. While the program cadence is the same, the content has shifted from lecture format to experiential learning and fellowship. Fridays see 20-25 junior high youth attend, along with 5-8 senior high youth against a total roster of 70. Sunday attendance is 10-15 with most of the growth in Youth from kids bringing friends. The volunteer roster numbers between 30-40 who provide food and act as supporting staff for Fridays and Sunday School. This ministry spends under \$0.1M annually and raises its own funds for mission and outreach trips from the annual Youth Banquet.

Discipleship represents costs for the Lenten and Summer Spiritual Refreshment series, food and costs of booklets.

Encouragement

Small Groups, Prayer, Pastoral Care and Fellowship are led by Pastor Michele working part-time. The budget for Encouragement is approximately \$0.1M annually.

- There are presently 30 small groups at Union (up from 21 in 2013) and this expense includes group study materials, as well as training lunches

for leaders. 50% of small group costs are offset by the sale of study books.

- Prayer Ministry covers the expense associated with church wide prayer events.
- The Fellowship budget primarily represents the cost of food at Union events that are open to the entire congregation and guests. Regular Welcome Lunches and Get Connected events are important aspects of building up the body of Christ. Other connecting events include the Thanksgiving Lunch, Kick Off BBQ, and the Left Behind Lunch.
- Pastoral Care is an important part of the ministry at Union Church. This involves funds for hospital visits, coffees, flowers for the sick and bereaved. Union also gives 'baptism' candles for infant baptisms as well as devotional books to those who are baptized.

Encouragement	AMOUNT (HKD in thousands)	
	2014	2013
Small Groups	31	49
Pastoral Care, Prayer & Fellowship	82	44
	113	93

In 2015, additional funds have been budgeted for the speaker and other costs associated with the planned church retreat in March.

Missions

Missions	AMOUNT (HKD in thousands)	
	2014	2013
Offerings and Donation Income	11,612	12,709
Ministry Costs	1,315	1,463
Operating Costs	9,349	9,402
	10,664	10,865
Church Surplus Available for Missions	948	1,844
Missions Donation @ 15%	2,108	2,161
Net Church Operating Loss	(1,160)	(317)

The church donates 12% of its total income to Missions, a volunteer team led by Lee-Ann McFarlane. In both 2013 and 2014, COM voted to increase Missions giving to 15% of total income resulting in a net operating loss before income from the use of facilities.

In addition to this giving in 2014, the people of the church were further moved to give generously to designated donations and special offerings by another \$6.7M, totaling \$8.8M in giving from and through the church.

Building Union for the Future

	AMOUNT (HKD in thousands)	
	2014	2013
Net Church Operating Loss	(1,160)	(317)
Income from Use of Facilities	2,443	1,700
Net operating income before BUFF	1,283	1,383
BUFF	2,060	765
Net operating loss after BUFF	(778)	618

At the annual general meeting of the members of the church held on 16 March 2014, a motion was passed authorizing the church to proceed with the potential re-development of its premises at 22A Kennedy Road working with a potential developer. The church has engaged certain professional parties to provide advice on various aspects of the re-development plan. BUFF related spending increased significantly to \$2M in 2014, partially defrayed by income from the use of facilities.

A Brief History

by Greg Anderson, David Bunton, Brooke Himsworth
and Geoff Lovegrove

Union Church was founded in 1844 by the Rev. James Legge, a Scottish member of the London Missionary Society. Then known as Union Chapel, the first building was constructed in 1845 on Hollywood Road. An English service was held in the morning and a Chinese service in the afternoon.

Legge served as pastor from 1844-1867 and from 1870-1873. He began translating the Chinese classics into English. His translations are used to this day and still in print. He was a major figure in early Hong Kong and the founder of the very first government school (now called Queens College). The Legge Lectures have been named in memory of James Legge.



The Rev. Dr. James Legge

In 1866, Union Church relocated to a new site on Staunton St. near Hollywood Road and Lyndhurst Terrace. It was called “the handsomest building in the colony.” Dr. Legge returned to the UK in 1873, where he became Oxford’s first professor of Chinese.

In 1890, the church was moved stone by stone to the present Kennedy Road site. Meanwhile the Chinese service became a sister church, Hop Yat, which has produced over 1000 daughter churches. Union’s only daughter church is Kowloon Union (1924).

The Japanese occupation of Hong Kong during WWII saw the forced closing of Union. The events surrounding its total physical destruction remain a mystery. (The



Union Church on Staunton Street (c.1868)

most intriguing thesis is that it was used to rebuild Government House especially the Japanese tower.)

The survivors began fund-raising and the existing fellowship hall was built in 1949, then used for worship until the sanctuary was finished in 1955. The education annex was built in 1970 and later named after the 1977 death of the Rev. Dennis Rogers, perhaps the most significant 20th century Union pastor.



The Annex and the Bell Tower

Since the handover in 1997, Union has changed from a predominately European expatriate congregation to a church that is 60% Asian. Union has gained a reputation for strong lay leadership and launching new ministries (Alpha, Emmaus) that have greatly blessed the wider community.

Gregory Anderson, arriving in 2007, is Union's 21st senior pastor. Michele Bland is Union's 3rd associate pastor, and Matthew Fredericks is the 2nd assistant pastor; Ruth Tablada is the 1st pastor to the Filipino fellowship.



First non-royal to be depicted on a HK postage stamp

Union has gone from a ministry of the London Missionary Society to an independent congregation. Three boards govern the church: The Deacons Court, Committee of Management, and Trustees. A charter member of the Hong Kong Christian Council and active in the Network of International Churches, Union faces the future with a firm sense of its founding charter:

“We differ in small matters, we agree in great realities. We trust that we are one in Christ Jesus. We all love him Who died for us. On the fact of this great unity, our Union as a church is based.”

-JAMES LEGGE 1849

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Ellen Ahn

(Honorary Secretary)



**BUILDING
UNION
FOR THE
FUTURE**

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JAMES LEGGE 1849