“You have heard of Job’s perseverance,” wrote James (5:11). We read of Anna and Simeon’s delight in seeing the baby Jesus after years of waiting, knowing that God is faithful in keeping his promises (Luke 1:25–38). Consider Caleb who, at 85 years of age, could say that he still “followed the Lord wholeheartedly” as he prepared to enter the Promised Land (Joshua 14:1–14). This kind of relentless perseverance inspires us.

As 2015 dawns, Crusaders enters its 85th year too. As current stewards of the ministry, we are so thankful for the faithfulness of those who went before us, and for their recognition that God is trustworthy. Crusaders’ pioneers knew that God’s promise of transformed lives through faith in Jesus applied to Australian school students. Recognising the need, they acted.

The fruit of that foundational work is growing each day. A record number of school visits took place in 2014 and we saw students and campers coming to faith, growing in their relationship with God, and introducing others to Jesus. You can read some great stories in this Annual Report. They will give you a taste of how God has been changing young lives and we want to thank you too for the part you have played in making this possible through your prayer, work and giving.

 Sadly, history is littered with organisations that have lost their focus. Over time, purpose has floundered, often because foundational truths have been forgotten. During 2014, Crusaders adopted an updated Basis of Belief, ensuring that Gospel truths are clearly expressed in language that is meaningful for the 21st century. This was carefully developed with input from senior clergy, Bible College lecturers, Council and staff and has been well received. Another Sydney organisation even wrote to ask permission to adopt it for themselves. As well as this, the foundations of studying the Bible and of prayer continue to be reflected in daily operations.

While praying and planning for the next decade, Council has simultaneously strengthened the current base by investing resources in the areas of Child Protection, Workplace Health and Safety, Risk Management and IT. As Crusaders enters its 85th year, we persevere in our mission. “We will tell the next generation the praiseworthy deeds of the Lord, His power, and the wonders He has done” (Psalm 78:4). Thank you for your fellowship in this vital task!

Gary Hill
Executive Director

Philip Bell
Chairman

“I always look forward to the next CRU Camp because they offer young people a fun, friendly environment to hear about Jesus and I’ve seen many kids come to faith in Christ.”

Andrew Drummond
CRU Camps Director

“I pray regularly for Crusaders, because it is such a worthwhile mission. For children to know Jesus when they are growing up gives them assurance of who they are in Christ and that they are loved and valued. It builds my faith too when I hear how God is answering prayers.”

Joan Hammond
Prayer Supporter

“We give to Crusaders because we have seen first-hand how God uses this ministry to bring kids into His kingdom. Crusaders has sown into our lives and we now consider it a blessing to support the ministry financially.”

Katherine & Matt Lockeridge
‘Crusader Friends’ (monthly giving program)
God + CRU + You in 2014

119,163 students in attendance at Crusaders’ camps and school events.

CRUSADERS’ VISION

To proclaim the Gospel of Jesus Christ to the students of the Independent Schools of Australia, to nurture Christians, encourage church membership and train young Christians for a life of servant leadership.

Crusaders is a Bible-based, interdenominational Christian youth organisation. With God’s faithfulness, and the vision and resources given to generations of Christians, Crusaders has shared the Gospel of Jesus Christ with hundreds of thousands of school students since 1930.

Our three core ministries – CRU Camps, Summit Educational Camps and Schools Ministry – are funded through income from our centres and the generosity of supporters, trusts and foundations.

To proclaim the Gospel of Jesus Christ to the students of the Independent Schools of Australia, to nurture Christians, encourage church membership and train young Christians for a life of servant leadership.

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Our three core ministries – CRU Camps, Summit Educational Camps and Schools Ministry – are funded through income from our centres and the generosity of supporters, trusts and foundations.

119,163 students in attendance at Crusaders’ camps and school events.

Kids on CRU Holiday Camps and CRU Day Camps

3,386

Students on Summit Educational Camps

7,194

Students in attendance at Schools Ministry events

108,583

Proclaiming the Gospel in Independent Schools

12,229 campers at Galston Gorge Conference & Recreation Centre

3,794 campers at Lake Mac Outdoor Recreation Centre

186 schools visited by Schools Ministry workers

280 schools with kids on CRU Camps

57 schools on Summit Camps (includes two public schools)

44 schools with students involved in Crusaders’ training

148 schools with CRU School Groups meeting at lunchtime

*Includes public and independent schools with two or more students attending CRU Camps.
“My school Summit Camp gave me the opportunity I was looking for to decide to follow Jesus,” said Darcy, a Year 5 student at Loquat Valley Anglican School.

Never having been to church, Darcy knew a little bit about God from what he had learned at school in Chapel and his lunchtime CRU Group. This made him curious and keen to know more but he didn’t know what the next step might be.

Then on his Year 5 school Summit Camp in Term 1, 2014, Darcy heard stories from the Bible and discussed them with his peers and his Summit leader, Aaron, each day. On the final day of camp, Aaron invited everyone to return after the discussion group if they wanted to talk more about making a decision to follow Jesus. This was exactly the opportunity Darcy had been waiting for! At morning tea, he and Aaron discussed what it means to be a Christian and how he could take that step to commit to following Jesus. Together, they prayed and Darcy knew that he was welcomed into God’s family as one of His children.

That day, Darcy was also given his very first Bible so he could read God’s Word for himself. “Now that I have my own Bible, I can understand much better what I learn at my CRU Group and Chapel. Before when the teacher giving the talk would say that you can find out more by reading the next part in the story at home, I could never do that but now I can keep learning about Jesus at home as well.”

“Being a Christian means believing in God, knowing Him and trusting Him and doing what He says,” said Darcy. “On that first day I became a Christian, Aaron told me not to be shy about believing in Jesus, even if it’s not always considered the ‘cool’ thing. Now I am a leader at my CRU Group and I want to help everyone at school know that Jesus is true.”
“You have truly helped me become a stronger Christian, how can I thank you? Camp has made me more confident in my faith and I want my friends at school to know about it.” – Grace, 13-year-old CRU Camper

Grace was just one of 3,209 CRU Campers in 2014 who heard of God’s amazing grace, enjoyed awesome activities and experienced the wonderful role-modelling care of our 974 leaders.

Significantly, 68%* of CRU Campers don’t regard themselves as Christians or were not yet connected into churches when they come on camp. We praise God that He, through the impact of leaders and Christian campers, brought 13%* of these campers to say that they now trust Jesus or have recommitted their lives to Him, plus many more have committed to start attending churches, youth groups or CRU Groups in schools.

In addition to celebrating the biggest ever winter camp season, we celebrated 50 years of Study Camps in 2014! It’s amazing to reflect back on the way God has led many thousands of individuals to these camps at such a significant point in their lives! We praise Him for the new camps established this year and that, consistently, students like Georgina share that they “now understand what Christianity really means”.

In 2014, 177 energetic young campers experienced fun activities run by caring leaders and heard the great news about Jesus on CRU Day Camps.

This year, new partnerships with churches and schools like Richard Johnson Anglican in Western Sydney, where a winter camp was held, have greatly increased the reach of CRU Day Camps. On these camps, infants and primary children are being led by CRU leaders as well as church-supported secondary school students, who receive training and mentoring from CRU Staff. Thank God that this new ministry is effectively reaching new kids. The majority of Day Campers are not able to experience overnight camps for personal, financial, age or other reasons. With God’s provision and your crucial support, new partnerships are being developed to help double the number of campers in 2015.

*From Camper Surveys across 2014
God often makes seemingly impossible promises. He tells Sarah and Abraham that they will have a child in their old age and He promises that, one day, one of Abraham’s descendants will become the Saviour of the whole world.

These very things were the focus of the Christian discovery time for the Kindergarten to Year 6 students at the winter CRU Day Camp. This camp was run in partnership with Richard Johnson Anglican School and St Mark’s Anglican, Oakhurst, to provide a mission opportunity to reach out to the students of the school.

Eighty per cent of the children who attended this Day Camp were from families who do not attend church, so spending five days in a row teaching them about God’s love was a real blessing. And God was faithful and opened the hearts of at least four children who decided on camp to trust in Jesus and live for Him! One of these children was Tyler who said, “On camp I asked God to help me trust and live for Him more and I want to know more about reading the Bible.”

As well as helping the primary school kids learn about Jesus, the camp played an important role for the senior students in the school. With training and support from CRU staff, thirty-two Year 9 and 10 students served as Assistant Leaders, helping to run games and dramas and lead discussion groups. “Part of being a Christian is to take every opportunity to share God’s goodness with those around us,” said Stuart Rowe, a teacher at the school. “The CRU Day Camp was a wonderful way for these students to see that the Gospel is missional and to be given opportunities to develop their leadership skills and to grow in their own faith.”

In the six months since the CRU Day Camp took place, the relationships between older and younger students at the school have continued in the playground and the Junior CRU Group. Please pray that these relationships will continue to grow and strengthen as older students lead younger students to know and love Jesus.
On the last night of William Clarke College’s Year 8 camp, the students were challenged to take their relationship with God seriously and were invited to stay back if they wanted to follow Jesus. Immediately afterwards one young boy came up and said, “I want to follow Jesus from now on”.

God has done great things through Summit in 2014. Thousands of kids have been challenged and have grown in maturity and self-confidence, while tackling activities like rock-climbing, sailing and bivouacs. Many more have been equipped with study skills or have had the opportunity to learn about leadership, as well as putting their new ideas into practice. What’s more, over 390 students have given their lives to Jesus or have asked for a Bible, devotional resource or further information about Christianity.

In 2014, we ran 102 school camps with an average of 71 kids in attendance. We were grateful to welcome camps from some new schools including HopePoint Christian School and Mountain View Adventist College, while for other schools we ran their camps for the twentieth consecutive year. We’re now providing exceptional Christian camping experiences for schools from all corners of Sydney, as well as for schools coming from as far away as Scone and Canberra.

One challenge, in the face of the expansion we’ve experienced in recent years, is to grow not just numerically but also in the quality of what we do. This coming year we’re investing more of our time in meeting with schools and listening to what their aims are in order to provide the most exceptional, educational camping experience possible in the context of our chief aim – helping kids come to know and love the Lord Jesus.

The goal of Summit’s Ian Holt Memorial Fellowship program is to equip young people for long-term ministry within Crusaders and beyond and this year 20 young adults participated full-time. The training division has continued to run and facilitate training in a wide range of elements of Outdoor Recreation, which aims to complement Summit’s Bible and ministry training programs.

"This year I have learnt so many things, from understanding God’s bigger picture to the finer details of group facilitation. The best part is I’m always surrounded by people who support me at great heights, on a sailboat or deep in God’s Word.” – Anne Dudley, First Year Fellow

The goal of Summit’s Ian Holt Memorial Fellowship
“I love meeting together in fellowship with Christians from other schools at the InterCRU events to encourage each other and share ideas about how to spread God’s amazing love in our schools.” – Bree, Northern Beaches Christian School

We praise God for His work in 2014 in the 186 schools we support. We were privileged to help many kids come to know Christ and thousands of others to grow in their faith and maturity. Amazingly, our small team of 6 were able to conduct a record 902 visits to schools and had the opportunity to teach the Bible to a total of over 108,500 students. God has provided dedicated Christian teachers and chaplains in so many schools to oversee lunchtime CRU Groups, where over 4,600 students met each week, including in 22 new groups that were started this year. Each group provides a fantastic opportunity for Christian students to encourage one another, learn from God’s Word and invite their non-Christian friends to hear the Gospel. In God’s kindness, there have been many students who have given their lives to Christ through the CRU Group ministry in 2014.

A real highlight was the Inter-CRU events that were run around Sydney and in Canberra. These events have grown in attendance by over 25% to involve more than 800 students. It is a great encouragement for students to mix with students from other schools to sing, hear a challenging Bible talk and share about what God is doing in their school and in their CRU Groups.

As well as helping students to grow, this year 93 Christian teachers and chaplains attended a CRU-organised professional development day, helping equip them with great ideas for ministering to the students at their schools.

In 2014, the Schools Ministry Associates program was expanded to four trainees! The Associates play a vital role getting alongside many teenage students to invest in them and encourage them to trust in Jesus, following them up on camps, in schools and online.

“The awesome thing about the program is that I get to form lasting relationships with teenagers and disciple them as they seek to live for Jesus in high school.” – Jessica Follers, 2013–14 Schools Ministry Associate

2014 SNAPSHOT

Students in Attendance at CRU Schools Events

108,583

- Number of Schools Supported: 186
- Number of School Visits: 902
- Number of Students in CRU Groups: 4,615
- Number of Students Trained in Christian Leadership: 1,074
CrossTrain was awesome! I was surrounded by so many amazing people whose hearts were on fire for God, like mine. I was so encouraged by leaders and campers alike.

I felt so convicted about the need to tell the kids at my school (Mamre Anglican School) about Jesus that I decided I should start up a new CRU Group for students in Years 5–6. This group would focus on helping them to really grow in their faith and share God’s love with the rest of the primary school. CrossTrain equipped me to actually do this!

So far the group is small, but God is giving me opportunities to use what I have learned on CrossTrain to help the students coming along to trust in God and I have faith that the group will continue to grow and thrive in the future.

I will be changing schools next year, but I am so pleased to have one more opportunity to share my faith with my fellow students. On CrossTrain camp, I learnt how to write a Bible talk and now I’m going to speak at my school for the first time at the Christmas Gingerbread House Night! On that night, I’m going to speak about hope: the hope God’s people had in the promise of Jesus, the hope that Jesus brought when He was born, and the sure hope we still have in Him today.

I pray that God will work through this talk and the new primary CRU Group at Mamre so that the students get heaps of opportunities to share His amazing love with their friends.
Imagine the sound generated by over 16,000 excited campers – laughing, squealing, giggling, singing, shouting encouragement, cheering their team and sharing animated dinner conversations. At Crusaders, we don’t need to imagine because we know exactly what that sounds like since over 16,000 campers visited our outdoor recreation centres this year.

For many generations, Christian camping has been recognised as being one of the most significant events in the development of faith for many young Christians. For this reason, our sites at Galston Gorge and Lake Macquarie are instrumental in achieving Crusaders’ mission of sharing Jesus with a new generation by providing the ideal environment for campers to get away and consider the claims of Jesus and Christian community.

Striving for constant improvement at our sites is founded on our desire for campers to have the best possible environment in which to hear and respond to the Good News of Jesus. This year, Lake Mac campers enjoyed a new boys’ toilet block that complements the new shower block installed last year. At Galston, we invested in a state-of-the-art laser-tag activity, which has proved tremendously popular. Galston campers also enjoyed a new meeting room called ‘The Hub’ as well as some upgraded ensuite bathrooms, a refurbished swimming pool, a new archery range and upgraded AV equipment in our meeting rooms.

In 2015, thanks to the generosity of donors, we are converting existing buildings into extra accommodation with ensuites for 30 campers as well as an additional meeting room so that we can take kids off waiting lists and onto camps, where they will hear the truth about Jesus.
Crusaders is blessed to be served by a group of dedicated, prayerful and godly men and women who oversee the ministry. In 2014 these servants were:

### Vice Presidents
- Roger Corbett AO, B Comm, FAICD
- Jean Rixon, PhC, MPS, FACPP
- The Rt Rev. Dr Paul Barnett, BD, ThL, ThSchol, MA, PhD, ASTC

### CRUSADER COUNCIL

#### Chairman
Philip Bell, OAM

#### Deputy Chairman
Jennie Ford, BEd, TC, CofGEd
Teacher for Learning Difficulties, Department of Education & Communities

#### Hon. Treasurer
Santino Dimarco, BEc, CA
Executive Pastor, St Andrew’s Anglican Church, Roseville

- Alan Barnwell, BBldg(Hons)
  Chief Estimator, AGP Pty Ltd
- Rev. Patrick Benn, BSc(Hons), BTh
  EU Graduates Fund Senior Staff Worker (Evangelism) & AFES Sydney Area Director
- Helen Burgess, BA, LLB (Hons), FCIS, FAICD
  EGM Corporate Relations & Governance, NRMA
- Victoria Hayman, BDes, MA Comm
  Marketing Executive, IBM
- Clare Pendlebury, BComm, CA
  Manager - Business Services, CIB Accountants and Advisers
- Rev. Mark Rundle, BA, DipEd, BD (Hons), DipMin, MA Theol.
  Chaplain, Arden Anglican School
- James Ward, MABus, BAdes
  Associate Director, NBRS+PARTNERS
- Annette Ware, BEd, DipTh
  Head of Senior College, Abbotsleigh
- Dr. Timothy Wright, PhD, DipEd, BSc(Hons), FACE, MRACI, CChem
  Headmaster, Shore School

### FURTHER OFFICE BEARERS

#### Hon. Solicitor
Mr David C. Ford, BA, LLM (Hons)

#### Hon. Secretary
Elizabeth White, DipBusAdmin, Cert IV CMin
Praise God for His provision for the ministry of Crusaders in 2014. It is a great privilege to share the Gospel with a generation of young people and we thank God for your generosity, which makes all this possible.

Around 80% of Crusaders’ revenue is generated from camps, campsites and other activities. The remaining 20% is donated by supporters and foundations investing in the lives of school students through Crusaders’ ministry and facilities.

Crusaders’ financial reports are regularly reviewed by our Finance Committee and Crusader Council. They are also audited annually by Thomas GLC in accordance with Australian Accounting Standards and the Corporations Act.

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**Statement of Comprehensive Income**
**For the year ended 31 August 2014**

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<tr>
<th>2014 ($)</th>
<th>2013 ($)</th>
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<tr>
<td>Revenue and other income</td>
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<tr>
<td>Employee benefits expense</td>
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<tr>
<td>Camp expenses</td>
<td>(872,982)</td>
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<td>(827,476)</td>
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<tr>
<td>Catering expense</td>
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<td>Depreciation &amp; amortisation expense</td>
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<tr>
<td>Rental expense</td>
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<tr>
<td>Finance costs</td>
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<tr>
<td>Other expenses</td>
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<td><strong>CURRENT YEAR (DEFICIT)/SURPLUS</strong></td>
<td><strong>(11,029)</strong></td>
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<table>
<thead>
<tr>
<th>2014 ($)</th>
<th>2013 ($)</th>
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<td>Depreciation &amp; amortisation expense</td>
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<td>Other expenses</td>
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<tr>
<td><strong>CURRENT YEAR (DEFICIT)/SURPLUS</strong></td>
<td><strong>(11,029)</strong></td>
</tr>
</tbody>
</table>

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**Where the Money Came From**
Income $7,062,164

- Galston 33%
- Donations 24%
- Holiday Camps 18%
- Summit 16%
- Lake Mac 8%
- Other (inc Schools Ministry & Training) 1%

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**Where the Money Was Spent**
Expenses $7,073,193

- Galston 20%
- Holiday Camps 18%
- Summit Camps 16%
- Admin & Governance 13%
- Schools Ministry 8%
- Lake Mac 8%
- Fundraising 7%
- Depreciation 5%
- Marketing 4%
All thanks and praise to God our Father for His faithfulness and for working to bring kids into His kingdom through Crusaders’ ministry in 2014.

A big thank you also to everyone who played a part in sharing the message of Jesus with students in schools and on camps – volunteers, Crusader Council and Committees, staff, supporters and friends – it’s because of you that over 119,000 kids have heard the Good News of Jesus this year.

HATCHED
Cynthia Ong-Ricketts and Scott Ricketts, a boy, Ashton Thomas, born 14th November
Tanya and James Lane, a girl, Olive Sandra, born 14th November
Tania and Mike Snowdon, a boy, Samuel Peter, born 22nd November
Davo and Megan Gunning, a girl, Susannah Maree, born 3rd December
Jill and Will Ford, a daughter, Elizabeth Michelle, born 1st December
Tim and Alyssa Arnold, a girl, Zoe Alyssa, born 8th December

HOOKED
Sarah Wall and Andrew Pearson

HITCHED
Claire Mead and James Rusin, 31st August
Helen Knight and Chris Mann, 27th September
Kristy Linton and James Kinene, 1st November
Emily Sandrussi and Tom French, 2nd November
Nicola Ballings and Alex Lane, 6th December
Judy Douglas and Gary Walls, 6th December
Chelsea Hartmann and Tim Sillar, 6th December

As we move into 2015, and celebrate our 85th birthday, we have a bold vision to reach even more kids with the Gospel.

Will you give a special birthday gift to support this vision?

Happy Birthday CRU
APPENDIX: A GLIMPSE BEHIND THE SCENES
Praise God for His amazing provision for Crusaders’ ministry in 2014. We have enjoyed inviting kids to come on camps; growing relationships with schools; promoting Crusaders’ campsites and sharing the stories of how God has transformed kids’ lives with the supporters who make it all possible.

Thank you to all who enabled us to share the Gospel with students on camps and in schools by attending our events and giving to our two major appeals in June and December. Praise God that these donations have raised enough to fund extra accommodation and a meeting room at the Galston Gorge Centre, increasing the number of students we can bring on camps, especially Study Camps, which are often booked out. This project is scheduled to be completed in 2015.

A number of grants from generous foundations were also received, which are enabling us to share the message of Jesus with a wider audience. Thanks to this funding we have been able to employ a Donor Relations Manager and a Bequest Manager, continue to grow our CRU Day Camps ministry, renovate bathrooms at our Galston Gorge campsite and employ young adult interns through the Schools Ministry Associates program and Holiday Camps Internship program, providing improved follow up and discipleship for students.

All of these wonderful steps forward would not have been possible without your generosity in giving, praying and volunteering. As always, God has faithfully provided everything needed to continue sharing the Gospel with the next generation. Thank you for the part you played.

Over the past year, the Finance team has continued with the implementation of software to support the daily operations of Crusaders. The new accounting system ‘Xero’ which interfaces with our database ‘CRUForce’ allows Divisional Managers direct access to their monthly P&L along with the ability to view the source transaction so information can be seen and validated in real-time.

In addition, ‘EnableHR’ software has been implemented to Divisional Head level and above. This is an online service that ensures Crusaders comply with current legislation surrounding human resources and Workplace Health and Safety reporting.

IT has continued to integrate Crusaders’ various divisions into CRUforce with the addition of CRU Camps and Schools Ministry. CRU Camps launched a new website in November 2014, which interacts with CRUforce to enable the direct, automatic recording of camper information into the database. This has removed the need to perform many manual tasks including those relating to leader lists, volunteer registration and training and provision of camper medical information for camp directors.

These results are only possible with God’s grace and the combined efforts of staff across a number of divisions. It is wonderful to start to see the returns from investing in IT systems.
Thank you to all who helped govern Crusaders by serving on committees and providing strategic direction to increase our impact as we share the Gospel with Aussie kids. These committees are formed by, and report to, either the Crusader Council or the Divisional Heads management team.

**COUNCIL COMMITTEES**

**BUILDING**
Alan Barnwell (Chair)
James Carroll
Len Hedges
Gary Hill
Andrew Reeves
Garry Tenkate

**FINANCE**
Santino Dimarco (Chair)
Peter Coomber
Gary Hill
Nathan McElveney
Clare Pendlebury

**GOVERNANCE AND RISK MANAGEMENT**
Helen Burgess (Chair)
Philip Bell
Paddy Benn
Peter Coomber
Jennie Ford
Len Hedges
Gary Hill

**LAKE MAC TASKFORCE**
James Ward (Chair)
David Attenborough
Alan Barnwell
Philip Bell
Len Hedges
Gary Hill
Nathan McElveney
Chris Pitt

**PRESIDENTS AND VICE PRESIDENTS TASKFORCE**
Philip Bell (Chair)
Helen Burgess
Jennie Ford
Gary Hill
Mark Rundle

**STRATEGIC PLANNING**
Paddy Benn (Chair)
Philip Bell
Peter Coomber
Peter Crawford
Len Hedges
Gary Hill
Nick Hood
Rob Mackay
Nathan McElveney
James Ward
Annette Ware
Anna Wood

**BASIS OF BELIEF TASKFORCE**
Annette Ware (Chair)
Philip Bell
Peter Crawford
Gary Hill
Edwina Murphy

**MANAGEMENT COMMITTEES**

**CAMPS**
Mick Hall (Chair)
Dale Brown
James Gribble
Nick Hood
Helen Mann
Rob Warner
Sarah Wearne
Dan Wong

**GIRLS NIGHT OUT COMMITTEE**
Bridget Carroll
Heather Hargreaves
Karen Kightley
Helen Mackay
Leanne Rogers
Juliet Ward
Anna Wood

**CRU SAFE**
Sarah Holder (chair)
Renier du Plessis
Samuel Martin-Thomas
Jess Mullen
Dan Odell
Steph Smith
Garry Tenkate
Marty van Lierop
Clare Wimble

**IT STEERING COMMITTEE**
Peter Coomber (Chair)
Len Hedges
Gary Hill
Nick Hood
Steve Jones
Anna Wood
**Permanennt Staff (Sept 2013 to Aug 2014)**

**Executive Director**
Gary Hill

**Divisional Heads**
- Andrew Reeves - Galston
- Anna Wood – Marketing and Development
- Chris Pitt – Lac Mac
- Curtis Sylvester - Lake Mac
- Len Hedges – Camping Ministry
- Nathan McElveney – Summit
- Nick Hood – CRU Holiday Camps
- Peter Crawford – Schools Ministry
- Peter Coomber – General Manager
- Sarah Holder – Assistant to ED

**Campsite Staff - Galston**
- Dave Herrington
- Garry Tenkate
- Heath Carter
- Julie Pollock
- Kevin Prince
- Megan Strachan
- Nicole Schabort
- Renier Du Plessis
- Roby Budyman
- Tania Hawkins

**Campsite Staff – Lake Mac**
- Martin Van Lierop
- David Phillips

**CRU Holiday Camps**
- Angela Cook
- Cat Gillies
- Jenny Cheetham
- Jessica Mullen
- Veronica Polhill
- Helen Knight (Intern)
- Sarah Cochrane (Intern)

**Finance & IT**
- Eric de Beer
- Melanie James
- Steve Jones

**Marketing & Development**
- Bridget Carroll
- Emma Robinson
- Georgina Andrews
- Katherine Roberts
- Linda Newman
- Mark Mitchell

**Schools Ministry**
- Clara Wimbale
- Daniel Odell
- Nigel Vaux
- Sally Crook
- Tom French
- Ami Phillips (Associate)
- Ben Purdy (Associate)
- Jessica Follers (Associate)
- Matthew Steele-Smith (Associate)
- Zac Masters (Associate)

**Summit Educational Camps**
- *Aaron Rootes
- Alice Henderson
- Alice Winter
- Bethany McLeod
- *Brooke Linton
- *Cameron Isacs
- Dion Jaeschke
- *Emma Bennett
- *Heather Hunt
- James Carroll
- Jeff Mann
- *Kathryn Swaifsland
- Kristy Horton
- Kristy Linton
- Lisa Mason
- Michael (Frank) Leonarder
- *Nathan Gray
- Samuel Martin-Thomas
- Stephanie Smith
- Tim Sillar
- Ian Holt

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^ = Finished during the year
+ = Started during the year

* Summit staff members continuing their training as Outdoor Leaders.

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**IAN HOLT MEMORIAL FELLOWS**

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<tr>
<th>2013</th>
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<tr>
<td>Aaron Rootes</td>
<td>Adam Houghton</td>
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CRUVIEW Annual Report 2014 • Appendix 4