



**JANUARY 24, 2016**  
**ANNUAL GENERAL MEETING**  
**BUSINESS & MINISTRY REPORTS FOR 2015**

Westheights Community Church, Kitchener, Ontario

# AGENDA

1. Welcome
2. Procedures for meeting
3. Adoption of Minutes from January 25, 2015 Council Meeting
4. Greater Things Update
5. Syrian Settlement Update
6. Reports
  - a) Senior Pastor's Report
  - b) Church Board Report
  - c) Staff Reports
  - d) Personnel Committee Elections and Report
  - e) Ministry Reports
7. Finances
  - a) Financial Report 2015
  - b) Budget 2016
8. Closing Prayer



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# CONGREGATIONAL COUNCIL MINUTES 2015

January 25, 2015

	Attendance	Members Present- 35 Adherents present-4 Quorum was reached with attendance.
1	Welcome	Doug Braun welcomed all those present.
2	Procedures for Meeting	Doug Braun highlighted the process the meeting would follow and how we would move through reports.
3	Adoption of minutes of Council meeting in 2014	<p>Jenn Wiens made a motion to adopt all of the meeting minutes in 2014. (Paul Slater 2<sup>nd</sup> the motion)</p> <ul style="list-style-type: none"> <li>a) January 26, 2014 Council Meeting</li> <li>b) June 1, 2014 Special Council Meeting (Greater Things Facilities)</li> </ul> <p>Confirmed that the vote count for Greater Things was the total vote afterwards and that the votes were counted twice for verification purposes and recorded in the minutes.</p> <p>All minutes were carried without amendments.</p>
4	Greater Things Update	<p>Pastor Todd spoke about the experience at Victoria Hills and how successful it was because of dedication of all the volunteers.</p> <p>Pastor Todd wanted to recognize some people:</p> <ul style="list-style-type: none"> <li>- Ryan Terpstra and his men's work groups- worked extra hard in the church to save costs on additional work rights.</li> <li>- Neil Slater- helped with design and decorating and took extra care to be cost effective.</li> <li>- Paul Hamel- helped with all the architects/builders/contractors and organizing the budget.</li> </ul> <p>Paul Hamel spoke regarding the Greater Things finances:</p> <ul style="list-style-type: none"> <li>\$638,453 --Approved Budget</li> <li>\$673,453 --HVAC revised Budget</li> <li>\$680,000 -- Project final</li> </ul> <p>Extra Costs Reasoning:</p> <ul style="list-style-type: none"> <li>-Had to extend the footings--additional \$6,000.</li> <li>-Flooring upgrade- last longer and easier to maintain.</li> <li>-Building Inspector found wiring that needed to be updated and new structural beam.</li> <li>- Extra painting and drywall for a more complete look.</li> <li>-Legal Fees for the line of credit</li> <li>- Cost of matching existing hardware to the new.</li> </ul> <p>Made savings in other areas- and we had volunteer workers and private donations.</p> <p>Overall without HVAC 1% variance was excellent.</p> <p>Ralph Westfall made a motion to accept the greater things update, Heather Gallian 2<sup>nd</sup> the motion. Motion carried</p>
	Deacons and Pastoral Care	-Pastor Todd spoke about what he has been thinking about pastoral care at Westheights. He feels pastoral support seems to be happening but it is more



		<p>informal. Over the past number of years the role of Deacons seem to be increasingly harder to fill. This year 3 of 4 deacons did not want to continue in the role. Pastor Todd proposes for 1 year to create a "support team" that would be called upon to help in pastoral care at the church when required. This results in leaving the Deacon roles vacant and Alex Wang will continue on the support team.</p> <p>Pastoral care is happening—in the house churches and within the church, people do a lot to help each other in this church. People seem to be more willing to help informally without attending meetings.</p> <p>-There was discussion about training for pastoral care and promoting an environment of caring for people.</p> <p>-House churches are a great example because people know what people need.</p> <p>-People can volunteer to help on the support team.</p> <p>Pastor Todd Lester made a motion on behalf of the board to create a 1 year support team instead of filling the vacant Deacon roles. Terry Wiens 2<sup>nd</sup> the motion. Motion carried.</p>
	Parking	<p>Doug Braun introduced the 2 topics</p> <ol style="list-style-type: none"> <li>1) The use of the parking lot during the Week by third parties</li> <li>2) The gap in the fence between the long term care facility and the church.</li> </ol> <p>This is the start of the conversation—no decisions will be made tonight just wanted people to start thinking about it.</p> <p>Pastor Todd spoke about things we should consider when the neighbours use the parking lot. During the week there is extra liability and the winter maintenance contractors suggest that we are required to use more salt.</p> <p>Liability concerns are when people walk through the gate they come out right behind parked cars. Many times the people coming through the gate are in wheelchairs and there is a concern here that there is risk of someone getting hit by a car. We have one example of someone falling out of their wheelchair on the large hill behind the church. We need to recognize that the gate exposes us to extra liability.</p> <p>Parking – at some churches you require a permit, sometimes parking is free or you are charged to park in the parking lot. We were encouraged to think about the direction our Church should take regarding parking during the week by third parties.</p>
	Reports	
	a) Senior Pastors Report	<p>Pastor Todd spoke about the experience at Victoria Hills and how he felt it was so successful because of all the volunteers.</p> <p>Terry Kreutzkamp - has agreed to an unpaid staff position, House Church Leader</p> <p>Pastor Todd Lester made the motion to accept his Senior Pastors Report. 2<sup>nd</sup> by Paul Slater. Motion carried</p>
	b) Church Board Report	<p>Paul Slater made the motion to accept the Church Board Report. 2<sup>nd</sup> by Carol Westfall. No questions. Motion carried.</p>

	c) Deacon's Report	Net Slater moved the motion to accept the Deacon's Report. 2 <sup>nd</sup> by Cindy Cober. Motion carried.
	d) Staff Reports	<p>Children's Program- Charlene made the motion to accept the Children's Ministry report. 2<sup>nd</sup> by Paul Slater. Motion carried</p> <p>Comments that children's ministry is awesome - The people on the hub are excellent and the people and all the workers in the Children's Program are kind and patient- to all workers thank you.</p> <p>Youth Ministry- Tom spoke about the fact that there are 25 kids in senior youth and 15 in junior youth. Numbers are growing and youth have found a place where they feel comfortable and connected to each other and their leaders.</p> <p>Tom Fenske made the motion to accept the Youth Ministry Report. 2<sup>nd</sup> by Shelly Green. Motion carried</p> <p>Worship Ministry - Melanie spoke about a great year, new Lent reflection service and the art gallery worship service. Good Friday experience was a new and meaningful way to reflect. Offsite at Victoria Hills was a lot of fun. Thanks to everyone who was involved</p> <p>Melanie made the motion to accept the Worship Ministry Report. 2<sup>nd</sup> by Terry Kreutzkamp. Motion carried</p>
	e) Personnel Committee Elections and Report	Rick Green made the motion to accept Personnel Committee Report. 2 <sup>nd</sup> by Terry Kreutzkamp. Motion carried
	f) Other Ministry Reports	Terry Wiens made the motion to accept the Other Ministry Reports from page 23 to 30 in the report. 2 <sup>nd</sup> by Melanie Wigg. Motion carried.
5	<p>Finances</p> <p>a) Financial Report 2014</p> <p>b) Budget 2015</p>	<p>Paul Slater spoke with regards to the 2014 Reports – Paul Slater thanked the Congregation for commitment to financial and other giving.</p> <p>Highlights</p> <p>Equipment- 3 lines changed into one</p> <ul style="list-style-type: none"> <li>- purchased new digital mixer</li> <li>-Photoscopier new- upfront costs will offset the cost benefits in future</li> <li>-Purchased new furnace for portable</li> <li>-Additional water expenses- \$600 over budget due to a problem valve and the water just running until problem found.</li> </ul> <p>Adult Ministry-great job because we did so much</p> <p>Total operating expenses \$323,266</p> <p>Clarification – The \$917,360 of expenses for Greater things in 2014 is not the total of \$980,000 because some of the expenses were incurred in 2013.</p> <p>Clarification – the \$30,000 for Nicaragua is part of the total \$980,000 Greater Things expense.</p> <p>Paul Slater made the motion to accept 2014 Financial Reports. 2<sup>nd</sup> by David Wigg. Motion carried.</p> <p><u>2015 Budget</u></p>



		<p>Highlights</p> <ul style="list-style-type: none"> <li>-Equipment reduced to \$8,000 with the plans of spending \$1,000 on another piece of cleaning equipment</li> <li>-Reduce phone costs to a more affordable solution</li> </ul> <p>Cooperative Ministry Discussion</p> <ul style="list-style-type: none"> <li>-Paul Slater explained the change in the cooperative ministry calculation-</li> <li>- Pastor Todd spoke to BIC office about the reduction to cooperative ministry donation and with our current building project and the desire to reduce the debt they understood our decision.</li> </ul> <p>Benevolence Fund Discussion:</p> <ul style="list-style-type: none"> <li>-Reduced the amount in the budget for the benevolence fund.</li> <li>-Less people have been requesting- perhaps some of these needs are being cared for in house churches.</li> </ul> <p>Terry Kreuttskamp made a motion to increase the benevolence fund to \$1000 for the 2015 budget. 2<sup>nd</sup> by Karl Cohen- there was further discussion. Pastor Todd spoke regarding how we have helped people in the past- motion not carried.</p> <ul style="list-style-type: none"> <li>-made commitment to look after the people if the need arises.</li> </ul> <p>Other comments</p> <ul style="list-style-type: none"> <li>- Question how house church funds will be used- most is childcare costs for the Thursday morning group and the rest is planned to be used on resources</li> <li>- There were comments about disappointment of eliminating Camp Kahquah donation as a line item on the budget and some discussion on how we can fund raise separately for the Camp.</li> </ul> <p>Paul Slater made the motion to accept 2015 Financial Reports. 2<sup>nd</sup> by Carol Westfall. Motion carried</p> <p>Discussion Regarding Balance Sheet 2015 transfers</p> <p>Building Fund</p> <ul style="list-style-type: none"> <li>- Transfer pledges committed to \$130,035 and \$50,000 from operating fund to building fund</li> </ul> <p>K2K Fund</p> <ul style="list-style-type: none"> <li>- Transfer K2K fund directly to Camp Kahquah for their benevolent fund</li> </ul> <p>Nicaragua Funds</p> <ul style="list-style-type: none"> <li>- Transfer \$6,000-\$8,000 from the allotted \$30,000 in the building fund to send to Nicaragua with the smaller team this year so we can get some of the funds to them.</li> </ul> <p>Paul Slater made the motion to accept balance sheet transfers expected for 2015. 2<sup>nd</sup> by Melanie Wigg. Motion carried</p>
?	Closing Prayer	Doug Braun closed the meeting and Pastor Todd closed in prayer

# SENIOR PASTOR'S REPORT

It has been another exciting year at Westheights. We continue to make excellent progress on Phase 1 of the Greater Things campaign. It is hard to believe but 2016 will be the final year of the three-year financial pledges campaign for Greater Things. It has been a large undertaking for our church and we are now experiencing the benefit of the cooperative effort as we enjoy the improved capacity of the new facilities for the benefit of the children's area (75% increase), the foyer (65% increase) and the extra seating (25% increase) in the main auditorium. The church is not a building but buildings are important because it is how we meet together as a church and provide a place for the ministries of the church. But I trust that we all understand that we have built a facility so that God can build his church ... here ... in the N2N postal code.

The heartbeat of our church is the volunteerism of our congregation. This was so aptly demonstrated by the Syrian Settlement program that began this fall. As this humanitarian crisis developed, many countries, including Canada, rose in response to meet the need. The leaders at Westheights Church wanted to do our part and presented the opportunity to the congregation. An amazing team of 30 volunteers stepped forward to help settle a Syrian family to a new life in Canada. Also, in the course of just one month we raised all of the funds required to help assimilate a Syrian family into Canadian living. This is an amazing story of God working through the people of Westheights Church to make a tangible and practical difference and to provide hope for this family that will soon arrive from Syria.

I believe that our church has a unique capacity to demonstrate the spirit of service in comparison to many other churches who are struggling in the area of volunteerism. I am constantly amazed at how many people volunteer in the children's ministry, and the worship ministry, student ministry, House Church ministry and many other programs.

If you have been around Westheights Church for any length of time you know that we consider the House Church ministry to be vitally important to the health of our congregation. House Church is where you will experience the best part of Westheights – the amazing people. Terry Kreutzkamp has finished his first year as an unpaid staff who oversees the House Church ministry and he has done an amazing work with the House Churches. It has been terrific having Terry on our staff team and I am greatly inspired by the passion Terry and his wife Beth have for the House Church ministry.

At our last AGM I presented the idea of retiring the Deacon's program. In their recent update of the BIC bylaws, the leaders of the BIC church made allowances for this change to our polity as a number of churches are interested in moving in this direction. Here at Westheights we have observed that as our House Church ministry has grown we have come to believe that the best way to provide pastoral care for our people is through the House Churches. We recognize that some people may choose not to join the House Church so we also want to address this need. As a result I have created a list of people who volunteer as a "Support Team" to help me with pastoral care when the need develops. This has worked very well and I have recruited a number of people willing to help with pastoral care but have no desire to serve on a committee. At our last AGM I suggested that this change to the Deacon's role should be tested over a one-year trial program. I am now ready to propose that we would update our Policy and Procedures manual during 2016 to make these changes permanent. I will ask the Church Board to present the required changes at our next AGM for ratification.





I would like to mention a couple of people who are serving faithfully behind the scenes. They are one of many examples of behind the scenes service that people may not even notice and might take for granted. One example of this is our coffee ministry. We have coffee and tea every Sunday due to the faithful efforts of Paul and Marjorie Brown. Each week they come early and start the java so it is warm and ready to go as people arrive for the service. Neusa Barbosa keeps our facility so wonderfully clean (and Joe helps too). We probably take it for granted but every week she is here taking care of the messiness the programs leave behind.

A highlight of my job is the wonderful people I get to work with. Westheights has a wonderful staff team. The staff team is wholeheartedly committed to serving and equipping the congregation at Westheights. I know many of the staff serve sacrificially beyond their remuneration. I am so grateful for each of them. This past year, I took the staff team to Mennonite World Conference in Harrisburg Pennsylvania. It was a once in a lifetime opportunity (since MWC only happens every six years and moves around the globe) to experience the full anabaptist tradition with people from all over the world.



I am so thankful for Mimi Lee who oversees the operations of the church and makes my life so much more manageable. She allows me to focus on the important long-term concerns for our church and works really hard to take care of the daily details of the operations. She is a wonderful blessing to our church and my life as a pastor.

As I end, I want to express a heartfelt thank you to everyone for your willingness to share your treasures and talents and time so that together we continue in our vision of “helping people to find and follow Jesus.”

Serving God and His Church,  
Pastor Todd Lester



# CHURCH BOARD REPORT

The Church Board Members for 2015 were: Doug Braun (Chair), David Wigg (Vice Chair), Paul Slater (interim-Treasurer), Todd Lester (Senior Pastor), Jenn Wiens (Secretary), Dale Neuman (member at large), Suzanne Isaac (member at large).

As the Greater Things Project was completed at the end of 2014, the 2015 calendar year marks our first full year in the newly renovated church. The new facilities are more modern and functional. The foyer is much more spacious and inviting. The children's ministry on the lower level has more capacity and additional classrooms.



After two years of our capital campaign, we have raised over \$460,000 towards our total committed pledges of \$600,000, with one year remaining to reach our goal. It is encouraging to see how people are faithfully fulfilling their pledges and some are even giving to Greater Things beyond their pledges. Based on this, we are confident that the congregation will be able to meet the campaign goals by the end of 2016. The Board continues to thank you for your generous giving to the Greater Things Project.

Together as a board we spent some time discussing and educating ourselves on some board governance models and Board Development. We familiarized ourselves with some CCCC (Canadian Council of Christian Charities) documentation regarding the roles and responsibility of Board Members. During these discussions we evaluated time management as a board and implemented some preparation practices so our meetings could be more productive and strategic. We discussed policy governance and purpose statements and ways to measure success.



This year Westheights Church tried our first all ages worship experience called "Jubilee". The Board is so thankful for the creative and dedicated staff and volunteers. Jubilee ran on all 5 Sundays in November prior to the regular service. It was a creative service where young and wise could come together and worship our Lord together in a new and meaningful way. As always the Westheights team put together an excellent program which incorporated music, teaching, dance, drama, games, and learning activities in a high energy experience for all.

In September Todd came before the congregation to outline the Syrian Crisis and the different ways in which our church could help.

He asked if there was any interest in

sponsorship of a family. Approximately 25 people came forward who were interested in being part of a team to bring a Syrian family to the Westheights area. The Board appreciates

the time, effort and commitment of the individuals on the Syrian Settlement team. Fundraising for the Syrian Settlement has begun and the results are encouraging. *(Update: Exciting news! As of January 2016, we have now collected all the required funds to sponsor a Syrian family.)*



Westheights continues to be active in local outreach through Halloween for Hunger, Project Serve and the Christmas Candlelight Services; and global outreach through ride for refuge, MCC health kits (completed in the Jubilee program) and the Nicaragua Short Term Mission trip. The Board supports both local and global compassionate ministries and is encouraged by the participation from the people of Westheights at these initiatives.

The Board is truly grateful for the generosity of so many at Westheights in giving of their time and talents to volunteer and financially support our ministries. God continues to use the ministry of Westheights to transform lives and help people develop a deeper relationship with Jesus. We continue to prayerfully seek the Lord's guidance for Westheights ministry in the future. Join us in prayer for God's direction as we strive to fulfill our vision to help people find and follow Jesus.

Respectfully submitted,

Jenn Wiens on behalf of the Westheights Church Board

# PASTOR OF CHILDREN'S MINISTRIES REPORT

If I could summarize what I've loved about Westheights Kids 2015, I would have to say that I've seen two areas of focus cut loose in exciting ways: 1) people - kids, students and adults - stepping into ministry, feeling energized, and growing in the use of their gifts; and, 2) people meeting with God and with others, with a new level of relationship and engagement!

Sometimes I think our leadership teams are like the cast of Star Wars—or maybe more like its star fighters: punctuated by new appearances, often in flux, and grounded by a returning core! In this case, of dedicated kid-loving volunteers. It's awesome to work alongside experts who've stayed on with their favourite age groups for years, and just as thrilling to see someone pull out of one area of ministry and re-engage in another, finding their niche, and feeling their influence expand. Thank you, **Infant-Toddler Teams, Preschool-JK Team, SK through Grade 5 Small and Large Group Leaders!** Thank you **Welcoming Team, Songleaders, and Storytellers!** Thank you **Infant-Toddler Response Team, Hub Crew, Hall Monitors, A/V Techs, Snack Co-ordinators and Clean-up Crew!** I wish I could name and acknowledge each one of you, as your ministry, whether up-front or behind-the-scenes, is so kingdom-significant.

An express shout-out to our Team Co-ordinators, who plan, organize, troubleshoot and sub in—that is, when they're not caregiving or small-group leading themselves! Thanks, Brittany Lester (Infant Care), Carol Vanwyck (Toddler Care), Michelle Giberson (Preschool-JK), Dale Neuman (A/V Techs) and Marg Southern (Snacks). And a special mention to Core Leadership—Dave Wigg, Paul Slater, and Rick and Shelly Green—who step in at a moment's notice to do just about anything, and who keep the ship sailing smoothly during key seasons, i.e. Summer Sundays, holiday events, Jubilee! It's an absolute joy to work with all of you as you love on kids and go the extra mile to support your fellow team members.

In April, we registered for the Blown Away conference with our largest team yet (7), enjoyed some team-building time, and attended workshops on storytelling, small group leading, equipping families and working with kids with exceptional needs, to name a few. I'm grateful to have been able to attend a stream of leadership workshops that provoked what I felt was significant growth in personal and team management. (Later in the year, I also had the privilege of attending Christian Horizons' Belongingness Conference, as well as the World Mennonite Conference in Pennsylvania. What valuable, eye-opening experiences!)

Another spring highlight: the upgrades to our Check-In system, which allowed for 3 check-in devices and a more efficient process. "The Hub" continues to buzz with the friendly chatter and direction of our Hub Crew and Hall Monitors, who can now focus on connecting with leaders, parents and kids. In April, we trained Small Group leaders (those with a techie bent) to double as Check-In Troubleshooters. Many thanks to Tom Fenske, our resident expert and trainer!

The day after several of them participated in the SPA Day at Forest Heights Long Term Care Centre next door (for Project Serve), Westheights Kids and student leaders led their 9th Sunday service at the care centre. There are a few things in particular that "get" me every time we go:





- 1) How serious the kids—especially the seasoned participants—take their ministry: teaching each other how to lead in worship rather than to “perform,” asking God to speak to people through their work, praying for people who are feeling ill, sad or lonely.
- 2) Student/adult leaders, passionate about what it looks like to surrender to God, stepping out of their comfort zones and offering their arts training and leadership skills to teach kids to minister.
- 3) The response of the residents, especially the younger ones, a few of whom were beyond excited to feel the energy of the kids moving, singing and playing their instruments!



Thanks FHLTCC team leaders Shauna Richter, Katie Wiens, Laura Beth Neuman, Rhianne Byron, and Thomas Wigg, who choreographed, composed, rehearsed and led! Way to bring out the best in students and kids. And what a truly intergenerational experience! Students, you brought so much passion and energy to the mix. Thanks for being the glue.

You know who you are!—Yes, those of you (Preschool-JK and Elementary crew) who joined the Infant-Toddler teams by continuing as volunteers through Summer Sundays! Thank you. Similarly, our enthusiastic teams came together in Sept-Oct to re-group and train for ministry during our usual fall training/Plan to Protect Refresher Sundays. The Elementary Team has been specifically “working in” a newer curriculum as a springboard for transformational ministry.

While that curriculum lacks in cool graphics and trendy language, it stays true to its goal: to focus on who God is, and how His character remains consistent throughout the ongoing Big God Story; and to give leaders/parents/kids regular opportunities to observe, model and participate in a real, “live--in the moment” relationship with God. It assumes that virtues, morals and Bible application are best formed in the context of this authentic and motivating relationship, and so spotlights “sacred” space for prayer (of creative, kid-friendly kinds) listening for God, blessings, personal stories and other activities often considered “not entertaining enough” for kids!

The result is many more glimpses of the wonder of faith: Kids experimenting with how to express what they think and how they feel about God...Kids responding to God in worship that looks like any number of both quiet and noisy moments!

And of course we want to support parents as they express their faith in ways that kids can emulate, and as they lead “faith together” at home. With that in mind, the planning of our 5 fall Jubilee events was a tremendous enterprise! And Jubilee was yet another series of unique experiences that brought together staff and volunteers of all ages—with all kinds of giftings. My favourite part? (Other than watching families experiencing God together?) Encouraging individuals and teams who took on the challenge of choreographing, arranging, directing, and creating! You were all an inspiring Dream Team that only God could have brought together.

In my role as Plan to Protect Co-ordinator, I screen volunteers (through a 6-step procedure), rework policy, train teams and monitor compliance. A focal point this December has been getting to know the ever-growing Syrian Settlement Team, and participating in their training as they ready themselves for the Syrian family’s arrival! All the best, SST!

As always, my gratitude goes out to a wonderful staff—especially office administrators Mimi Lee and Gillian Fenske, who can’t help but make our teams look good—to Neusa Barbosa, Nel Slater and Ryan Terpstra, who keep our facilities in fine form, and to my crazy-supportive and in-there-like-dirty-shirts family!

All glory to Jesus, whose presence and Lordship makes it all so worthwhile.

Yours respectfully,  
Charlene Neuman, Pastor of Children’s Ministries

## CHILDREN’S MINISTRY FINANCIAL REPORT

2015 Budget	\$5,000
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### Expenses

Infant/Toddler	171
Preschool/Elementary	2,143
Snacks	645
Volunteer Appreciation & Training	637
Holiday Programs	285
Miscellaneous & Small Equipment	690
Take-It-Home Events	21

Total Expenses	\$4,592
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# PASTOR OF STUDENT MINISTRY REPORT

Our goal this past year at Westheights Students was for students to **\*\*be known.\*\*** We wanted every student who walks through our doors to feel like their home, they can let their guard down, and be free from the expectations and burdens. I'm continually amazed at how, when they feel loved and supported, how alive a student can become in their faith.

It's clear that Westheights Students continues to be a place where students feel like they can be themselves. This past year, we've seen students, who have never spent any time in church or a youth group, come to our group and become "part of the family". What impresses me most is their openness and honesty with their lives - and their continuing willingness to ask questions. One of our goals has been that when a Jr. or Sr. High student walks in the door of our programs, they feel like they belong and matter. The level of ease and comfort many of them feel makes me ecstatic.



Sr High Prom 2015

A highlight as I look back on our year is our Study Hall event. Rather than fight the stress that comes with the flood of exams and project due every January, we've opened up our space on Thursday nights for studying, homework prep, tutoring, and a good amount of study food. It's amazing how hard students work when they're well fed! You can feel the strain of the season melt off when they come in. We're looking forward to increasing the capacity of this event in 2016.

Our students continue to love Jr. High Retreat and the ministry that it offers. Many come back from this event inspired and newly connected to friends and their leaders. The teaching and ministry of the BIC in Canada continues to feed our students in their growing faith and connect them to the wider body of Christ.

We tried a new event in the Spring with our Jr. Highs - a Camp In! We pitched tents in the auditorium, sat out under the "stars", watched movies, played games, and generally had an awesome time. It's hilarious seeing tents all over the floor in the middle of the church building. We see spiritual value in fun and our students know it - their joy is infectious! It is a gift to our community.



Other highlights this year include:

- The first batch of graduates to go from grade six all the way to grade twelve (we'll miss you guys!)
- Our Out of This World Sr High Prom
- Going to Pitch and Praise 2015
- Our Summer Pool Parties and great kick off Sr. High Retreat in the Fall
- All the long talks in small groups, games of Smash Brothers played, speculating about Star Wars, and random tangents during teaching time

More than anything though, I'm reflecting on the spiritual depth this group has. They long for truth and aren't afraid to ask hard questions - a vital component of faith. Our small groups times in both groups often go over time because a student has stuck their hand up. I continue to be inspired by their humility and willingness to not just buy into the easy answers.

It's been said that the most vital gift you can give a student in their faith journey is adult leaders to walk beside them. In our case, we've been blessed by some amazing people in 2015. Thanks to Brooklyn Lester, Jared Lee, Kyle and Christian Main, and Gillian Fenske for your work with our wild and wonderful Jr. Highs; and to Adam and Heather Noble, Rhianne Byron, and Gillian Fenske (again!) with our Sr. High program. I'm also thankful for the collective work of the many men and women, parents, and grandparents who continue to invest in the lives of our young people with their prayers, jokes, insights, encouragement, and vision.

Most of all, I'm thankful for the leadership and vision of Westheights for putting students so high up on our priority list. Young people are a vital and joyful part of our future, and I'm glad to see that Westheights is always working to learn and grow to embrace this generation. To the parents and families of these students - thank you for modelling a growing and daily faith. We can't wait to see where God takes us together in 2016! We're looking forward to finding new ways to help support you in this awesome and privileged task.

From the front lines of a great view of the future,

Tom Fenske  
Pastor of Student Ministries

## STUDENT MINISTRIES FINANCIAL REPORT

2015 Budget	5,000
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### Expenses

Events and Retreat	861
Food and Meals	1,866
Resources	1046
Supplies	552
Technology and Equipment	14

Total Expenses	4,339
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# PASTOR OF WORSHIP MINISTRY REPORT

This year has reinforced to me once again that we have an amazing group of volunteers involved in worship ministry. Our team continues to grow in numbers with 35 people involved this year. More than that, there is a tremendous level of commitment to grow in skill and give sacrificially of time. The strength of our ministry is built on the gifts and dedication of each person involved. I am grateful.

As we know, at Westheights we are always trying something new! This year our church experimented with an all-ages worship experience called Jubilee. It was a rewarding experience to see all ages in the room worshipping and learning and having fun together.

This experiment required a higher level of commitment from our worship team. A group of 6 people agreed to be the "Jubilee Worship Team" and attended many extra rehearsals. In order to free them up to focus on Jubilee, many others stepped up and served on additional Sundays so that we could still have a full worship team at our 10:30 services in November. With the extra full Sunday mornings, the worship team needed to arrive at 7:30am to rehearse! (Yes, extra coffee was made available.) Again, we cannot try things like Jubilee and keep our regular services going as well unless there are people willing to step up and make it happen. Many thanks to our worship ministry volunteers who did just that.

Our spring Worship Night was very well attended, and I continue to see this as a significant opportunity for extended worship through music. We did not have a Worship Night in the fall due to the efforts being put into Jubilee. There are plans for another Worship Night in the spring of 2016.



This year we once again offered three Christmas services on December 23 and 24 with a combined attendance of 651. An amazing team of people came together to make the services beautiful and meaningful. We continue to see these services as a significant outreach into our neighbourhood. It is always exciting to see how many people visit our church at this time of year. A special thanks to Mary Jane Winger and Nel Slater for creating the Christmas ambiance through the decorations.

As we know, worship is not just music. It is a way of life. We worship by loving God and honouring Him in all that we do. However, I believe that music is a powerful tool, a gift from God, that helps us to connect with Him. I pray that in greater and greater ways, we will see God more clearly, experience His presence, and respond wholeheartedly to Him through our times of corporate worship.

It is always our desire at Westheights to equip people to use their gifts and see them plugged into the ministry area that is right for them. If you are interested in being involved in the worship ministry in any way, or know of someone who is, please come talk to me!

May God continue to guide us as a church, and may we love Him above all else.

In His service,  
Melanie Wigg, Pastor of Worship Ministry

## WORSHIP MINISTRY FINANCIAL REPORT

2015 Budget	4,800
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### Expenses

Subscriptions	520
Christmas Candlelight	135
Seasonal Decorations	240
Drumming	425
Miscellaneous	30
Supplies and Equipment	1999
Team Events and Supplies	343
Video Resources	752
Resources	47
Training	299

Total Expenses	4,790
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# DIRECTOR OF HOUSE CHURCH REPORT

As Pastor Todd has mentioned many times, House Churches (HC) are vital for living out what we believe, in community. They are one of the best ways we can grow in our faith – by learning, praying and serving together.

It's been exciting to see the growth of our House Churches in 2015. More people than ever have become part of this important ministry. Average weekly attendance in the fall was 72 but it did go as high as 96. While one of our small groups made the difficult decision to disband in the spring, the fall brought the launch of two new House Churches.

We now have HC gatherings that meet literally every day of the week. There are 11 in total, and there is an interesting variety of groups – we have House Churches that are made up of men, women, families, young adults, seniors, along with people at all ages and stages in their lives. As well, there are a variety of formats offered – some groups discuss the Sunday message or a book, others utilize a prepared study on a particular topic, and still other leaders develop a personalized curriculum or format.

I would like to take this opportunity to thank our House Church leaders and hosts who have contributed so much to making small group ministry thrive at Westheights. It is wonderful to see the many lives that are impacted by the commitment of these leaders.

During the past year a HC Leaders' Guide was developed and distributed. The leaders met together twice, to encourage one another and brainstorm ideas on how to make HC ministry become even more effective. In October we had a House Church Emphasis Sunday, which gave an opportunity for people to interact with our HC leaders and check out the variety of small groups offered at Westheights.

I feel that it is also appropriate to thank the many participants who come out regularly to our House Churches (some people even attend more than one!). Your commitment to sharing in the lives of your brothers and sisters helps to make Westheights a caring, growing community.

My prayer is that everyone would be able to experience the love and support of a House Church. If you are interested in learning more about the different groups available at Westheights, then pick up one of the brochures that are available by the mail slots in the lobby of the church. Or feel free to speak to me on a Sunday morning or contact me at [terrykreutzkamp@westheights.org](mailto:terrykreutzkamp@westheights.org)

Respectfully submitted,  
Terry Kreutzkamp, House Church Director

## HOUSE CHURCH FINANCIAL REPORT

2015 Budget	\$1,100
Total Expenses	\$ 603



# PERSONNEL COMMITTEE REPORT

This year we had a group of people who worked well together. We were able to find individuals who were in various positions in the past as well as find some new individuals who will bring something new to the church in their position. We focused not only on what was needed for the church but also followed the way the Lord was directing us to individuals who could fill the various positions.

Thanks for letting me work with a great bunch of people.

Rick Green  
Chair, Personnel Committee

## Nomination List from Personnel Committee for 2016

Position	Incumbent	Nominee	3 Year Term (ending Dec 31 of)
Church Board	Doug Braun	Doug Braun	2018
Church Board	Vacant	Lindsay Adamson	2018
Treasurer	Paul Slater	Paul Slater *	2016
Deposit Assistant	Frank Isaac	Frank Isaac	2018
Facilities Coordinator	Ryan Terpstra	Ryan Terpstra	2018
Offering Assistant	Vanessa Wang	Jeannette Lam	2018
BIC AGM Delegate	Doug Winger	Sheree Friedmann	2018
BIC AGM Delegate	Frank Isaac	Cindy Jantzi	2018

\* For the last two years, Paul Slater has been a Member-at-Large on the Board and also been acting Treasurer on a year by year basis. For 2016, he has accepted the position of Treasurer which is now in the 3rd year of a 3-year term.

## Nomination List from Church Board for 2016

Position	Incumbent	Nominee	3 Year Term (ending Dec 31 of)
Personnel Committee	Rick Green	Kate Lavender	2018
Personnel Committee	Katie Buchnea	Katie Buchnea	2018





# SYRIAN SETTLEMENT TEAM REPORT

Westheights Church has called on the congregation to help with the Syrian crisis. There's a flood of refugees that need help. This could be the greatest humanitarian crisis of our time.

A group of roughly 30 individuals have volunteered their time and resources to bring a Syrian family over to Kitchener. These individuals come from various backgrounds and have unique skills to offer the family, such as health care, finance, social work, and communications. Each individual has chosen specific roles that they'd like to contribute to the family. These roles were broken down into generalized teams to help focus efforts. These teams include: The Application Process, Fundraising, Housing, Budgeting, Social Integration, Wellness, and Employment.

The team has accomplished many things in the couple of months since we initially came together. Major highlights include:

- Fundraising over \$16k (our target is roughly \$30k)
- Creating a budget that will help set the Syrian family up for success (our contributions are only for one year)
- Finding and closing an apartment at a good location (walking distance to amenities) and at a reasonable cost
- Furnishing the apartment with donations (roughly 90% furnished already)
- Many other achievements, including finding volunteers for translation if necessary, finding a dentist that will do work for the family pro-bono (we found 2!), learning the culture of Syria, etc.

Lastly, our goal along with helping this family is to make this bigger than our immediate cause - to reach out to others in the community and raise awareness around this crisis and what people can do about it. We are writing on many social fronts such as Facebook, Twitter, and blogging via Medium, to tell the world what we're doing and how we're doing it. Our writings have already received heavy attention, and we hope that it will help others follow in our footsteps.

The team is now ready for the family's arrival, which could be imminent. There's much more to do once the family arrives. We are looking forward to continuing this journey, and appreciate all the support and donations from the community that is making this effort possible.

Respectfully submitted,  
Anthony Fellbaum, Syrian Settlement Team Leader



# ADULT MINISTRIES REPORT

As I thought about what to write for this year's annual report, I thought I could let everyone know the 'stats' of this past year's events: the attendance, the weather, the menu etc., but those particulars are not what comes first to my mind when I think of our great Westheights events.

What really stays in my mind, time and time again, is the incredible sense of community and fun that exists when we all get together! What do I remember most from this past year? Well . . . I remember the senior high girls spinning the cotton candy at our Annual Picnic; I remember Gini Mae having a great ride on the 'pushers' during our Old Fashioned Skating Party; I remember seeing the trail of people follow Jason Jantzi into the bush after our Corn Roast.



These moments are what make our events great! Yes, it does take team work, organization and planning to make these events occur, but they come to life when we all share in the experience. As Matthew 18:20 says, "For where two or three gather in my name, there am I with them." Westheights' mission is to help people find and follow Jesus. I certainly believe that Jesus can be found at our events - in the love, fellowship and kindness that are shown.



As Cindy Janzti and I finished the last of the dishes after our Corn Roast, she shared with me a conversation she had had as people were leaving that night. She told me that the person she had been talking with said to her that this event – our Corn Roast – was one that she felt really comfortable inviting friends to. That she knew that her friends would be welcomed and find it fun! Cindy and I both agreed that this was probably one of the highest compliments or ‘thanks’ that we had heard. And it was a shared ‘thanks’ . . . . It was the Westheights Family that provided the great atmosphere.

As I look forward to 2016, I am excited about the new Winter Event we have planned for February. I’m not going to share many details right now, but this will likely be the only January that I pray for snow! After our event in February it can then all melt away!

Thank-you to all of you for making this past year another year filled with laughter, friendship and fun!

Blessings,  
Jennifer King, Adult Ministries Director

## 2015 Men’s Retreat Report

The Men’s Retreat was held on October 16-18 this year at Hidden Acres Camp. This year, 19 men from Westheights spent the weekend in fellowship, learning together and challenging each other. The curriculum was Andy Stanley’s “Future Family” video series. We learned how to understand the dynamics of a family and how God wants us, as men to contribute to the relationships with our wives and children. We watched four videos in large group sessions and broke out into smaller groups where deeper conversations could take place.



It was a cold weekend with snow falling for Sunday morning. Due to the cold, wet weather, we did not bond around the fire pit or in any outdoor sports. We did manage to stream the Blue Jays game on the Saturday afternoon for our sports fix. The board games and movies came out for Saturday night. Many thanks to those men who helped plan the retreat. It is my hope and vision that other events throughout the year will enable the men to stay connected and seek to be closer to God throughout the entire year.

Submitted by Randy Buhrow

## 2015 Women's Retreat Report

On May 22-24, 31 women from Westheights ventured off once again to Hidden Acres for our annual Westheights Women's Retreat. The weather was beautiful and we enjoyed times of teaching, worship, reflection, small group discussion, eating meals made by someone else....and just hanging out together. The theme this year was on "Finding Balance"....as we try and juggle the many responsibilities we have as women – from our homes, to our workplaces to our relationships. We listened to a video series by Shaunti Feldhahn on the "Life Ready Woman" that explored principles from scripture to help us make wise choices throughout all the seasons of our lives.

Although our theme and our activities always vary from year to year, the women who participate in the retreat consistently reflect that what they enjoy the most is the opportunity to spend time with each other. Every year new friendships are formed and a deeper sense of community at Westheights is developed. We look forward to our next retreat!

Submitted by Kim Lester

## ADULT MINISTRIES FINANCIAL REPORT

2015 Budget	\$2,000
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### Expenses

Women's Retreat	208
Men's Retreat	(143)
Adult Ministries	1,302

Total Expenses	\$1,367
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Financial Report submitted by Jen King



# FACILITIES TEAM REPORT

It's been another great year with the facilities team. Not as busy as last year with the Greater Things renovation, but another very successful year. There were many minor projects that were not able to be completed last year because of a lack of time or money in light of the Greater Things project. We have caught up on many of those projects this year, and now have landscaping around the portable and new addition, shelving in all the closets and storage rooms, and organized materials left over from the renovation and the list goes on.

We also had a couple of larger projects that needed to be completed this year. The existing flat roof was repaired, and the entire perimeter of the existing flat roof was redone. The roof had reached its lifespan, so we repaired the perimeter at a cost of \$5000 in hopes to get another 4-5 more years out of it before we will have to replace the entire roof. I was glad to get this repair done as the biggest leak was over the sound booth causing great concern for all the equipment. The roof on the shed was also in much needed repair, so this past Fall a group of volunteers worked together to complete this task. Thanks to everyone who helped.

Unfortunately, in the summer one of our rooftop compressor units failed. This was due to a fire damper falling closed and restricting the air-flow and thus burning out the compressor. This was an unexpected repair of \$2500, as these units were only 5 years old. This is what ended up pushing the R&M expenses over budget this year.

Again, thanks to all the people who have helped maintain and care for our facility at Westheights. On average the facilities team takes care of 40-50 repairs/improvements/requests a year. Many more than one person could handle. Thanks to all who have helped.

Sincerely,  
Ryan Terpstra, Facilities Team Coordinator





# MISSIONS COMMITTEE REPORT

The purpose of the Missions Committee is to lead the Westheights Church family in following God in His global mission. The committee's objectives include promoting awareness, support and involvement in Brethren in Christ World Missions and providing information concerning other selected mission programs.

One of the highlights in 2015 included the short term mission team trip to Nicaragua in February. During the trip, the team conducted children's programs at six different BIC churches or church plants (La Cabeita 1, La Cabeita 2, La Montanita, La Sabanita, Indiri, and Managua church plant). Over 200 children attended the programs and school supplies were distributed to the children who participated. The team also helped with the construction of a storage building at the San Antonio Sur project site. This was part of a multi-year project to build a central meeting facility for the BIC church in Nicaragua which could be used for training and larger group gatherings. It is a priority project for the BIC church in Nicaragua. The Nicaraguan church leadership shared with us the progress that had been achieved in developing plans for the project and in obtaining required government approvals. A financial donation for the project from Westheights was also made.

The committee is also involved in inviting and organizing missionaries who may be visiting the area, to speak at Westheights. In April 2015, Jay Smith spoke to the congregation regarding his ministry in engaging radical Islam in London, England.

In 2015, the committee also conducted a survey of the Westheights congregation to gather information on how the congregation felt about the work of the Mission Committee and interest in the Short Term Mission Team. The survey results indicated that there was fairly broad interest in participating in a short term mission trip. Also there was interest in a shorter one week format. Cost was also expressed as a matter of concern.

The committee organized a number of fundraising activities (meat sale, two BBQs) to raise funding for the Short Term Mission Team. We were hoping to send a team to Nicaragua in 2016. However, we have not had enough individuals commit in order to send a group in February 2016. We will continue to review the opportunities to provide financial support to the priority projects of the Nicaraguan BIC Church with appropriate measures to provide assurance of how the funds would be spent.

Thanks to every member of the Missions Committee including Pastor Todd Lester, Christina Main, Jenn Winger, Lewis Winger, and Brenda Kumornik for their support of the work of the Missions Committee. During 2015 Christina Main resigned from the committee to pursue an international mission endeavour (please remember her in prayer) and Jenn Winger also resigned to concentrate on her studies. Brenda Kumornik has been a great addition to our committee in 2015. Also special thanks to Mimi Lee for her behind the scenes work in support of the committee. Please continue to support the Missions Committee in prayer in 2016.

Sincerely,  
Karl Cober, Missions Committee Co-ordinator





# OUTREACH COMMITTEE REPORT

In 2015 the Outreach Committee tried some new things.

In 2015 we decided not to offer a kids club as has been our tradition at Westheights but rather to try a new approach to family and children's ministry. After many many months of brainstorming Jubilee emerged as that vision. The vision for Jubilee was conceived as an outreach program. After much discussion, we decided to narrow promotion of it to our church family because we felt that we needed to develop and

evaluate the program before we intentionally invited others. Having offered Jubilee for the month of November we see the potential for it to be an outreach program for Westheights in the future. In fact, some non-churched people attended Jubilee and spoke very highly of it.



Also new in 2015 was the Jody Cross concert. We sent fliers to our community inviting them to a special Christmas concert with a professional musician from Barrie. The Cross family are well known to our church staff and the Outreach Committee believed it would be a fun event to try that would bless our congregation and also offer a Christmas program to our neighbours.

With the candlelight services we tried a new time option for the early service on December 24th. And as we do every year, we sent out postcard invitations to the N2N neighbourhood as an invitation to the three service times. While we try to connect with our community in a variety of ways, the Candlelight services are a highlight for many people who do not regularly attend church.

Once again in 2015, Westheights offered Project Serve in April. This is an outreach to our neighbours where we showed our neighbours the love of God in practical ways. There were two ways to be involved: 1) providing free yard work and spring clean-up to our neighbours; or 2) pampering the residents of the Forest Heights Long Term Care Centre with a spa day. The response this year was the highest but the Westheights volunteers rose to the occasion and made sure that we responded to every neighbour who asked for yard work help.

As always, Halloween for Hunger brought together many Westheights people of diverse ages, all willing to brave the cold and walk door-to-door, collecting donations from 900 neighbours for the Waterloo Region Food Bank. Thanks to our amazing Westheights volunteers and our generous Forest Heights neighbours, we collected 2,165 pounds of food for Waterloo region families facing food insecurity. Over nine years of Halloween for Hunger collections, we have collected just over 19,000 pounds! The Food Bank calculates that this is equivalent to 14,844 meals which Westheights Church and our neighbours have provided over the last nine years. This year alone, we provided 1,691 meals for food insecure households! That's enough to feed a family of four for approximately 1.2 years! This event continues to be an important initiative as we bring Westheights Church and the neighbours in cooperation together.





Halloween for Hunger volunteers bundled up for the cold!

We are always open to new ideas (in fact 2015 proves we like to try new things) so feel free to make suggestions on new ways we can share the love of God to the N2N postal code.

Respectfully submitted,  
Kim Lester, Outreach Coordinator

## OUTREACH FINANCIAL REPORT

2015 Budget	\$5,000
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### Expenses

Project Serve	433
Halloween for Hunger	62
Jubilee	1,992
Jody Cross	527
Unaddressed admail	1,959

Total Expenses	\$4,973
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# RESOURCE CENTRE REPORT

2015 marked the first full year of our new Resource Centre. The early days were spent learning to use the new computer system. Many thanks to everyone for their patience as we navigated our way around ResourceMate. All items in the Resource Centre have now been added to the database, as well as all patrons. In May, Tanya Muise and I attended our first Church Library Association of Ontario conference. It was a great opportunity to connect with other Librarians and to learn more about running a church library.

Many new items have been added to our collection, including movies, CDs and audiobooks. Non-fiction works by some of our favourite authors were purchased, as well as works by new authors. Lots of fiction was added as well. This year, we also started a Junior Fiction section with books geared towards tweens and teens. There are also non-fiction resources available for this age group and for parents of this age group. As always, we are open to your suggestions for new material. And we love to hear what you think of the resources we already have on our shelves.

Westheights is blessed to have a wonderful team of volunteers helping out in the Resource Centre. A special thank you to each one of them – Wilma Wigg, Joanne McElroy, Meg Slater, Marg Simpson and Carol Warkus. And an extra special thank you to the Assistant Resource Co-Ordinator, Tanya Muise. Her support and valuable input helps to make the Resource Centre what it is today.

Sincerely,  
Katie Buchnea, Resource Centre Coordinator

## RESOURCE CENTRE FINANCIAL REPORT

2015 Budget	\$1,500
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### Expenses

Administration	280
Materials	780
Miscellaneous	182

Total Expenses	\$1,242
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## FINANCIAL REPORTS

With all of the additional financial activity and accounting related to the Building Fund and the Greater Things project that came to fruition at the end of 2015, we were unable to have all of the church's financial reports completed in time for this printing.

Therefore, the church's financial reports will be distributed separately on Sunday, January 17th.

