



AGM REPORTS

**BUSINESS & MINISTRY REPORTS FOR 2017
BUDGET FOR 2018**

AGM AGENDA - MARCH 25, 2018

1. Welcome
2. Procedures for meeting
3. Adoption of Minutes from March 26, 2017 Annual General Meeting
4. Pastoral Committee Update
5. Lumina Update
6. Reports
 - a) Interim Pastor's Report
 - b) Church Board Report
 - c) Staff Reports
 - d) Personnel Committee Nominations and Report
 - e) Ministry Reports
7. Finances
 - a) Financial Report 2017
 - b) Budget 2018
8. Closing Prayer

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AGM MINUTES 2017

March 26, 2017

Westheights Community Church Annual General Meeting Minutes March 26, 2017 - 6:00 p.m.

	Attendance	Members Present = 31 Adherents present = 2 Quorum was reached with attendance.
1	Welcome	Doug Braun welcomed everyone to the Annual General Meeting.
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 2016	Jenn Wiens made a motion to accept minutes from the January 24, 2016 Annual General Meeting. Brenda Kumornik 2 nd the motion. Minutes were carried without amendments. It was noted that the spelling of Randy Buhrow should be changed on the Church Board report.
4	Changes to Policy and Procedures	Doug Braun outlined that over past 2 years we have tried a new process from that which is listed in our policy and procedures under the role of the Deacons. The transition to the new process seems to have been a successful transition. Pages 8-12 of the AGM reports indicate the exact items to be changed. Doug Braun proposed the following motion that was included on page 7 of the AGM Reports that Westheights Church amend our Policy and Procedures document to remove all occurrences to the office of Deacons and the Deacon Team job description with the understanding that pastoral care will be handled through the House Church ministry and the Senior Pastor as he coordinates an ad hoc team of volunteers. Chris McElroy accepted the motion, 2 nd by Stan Wigg. Motion carried. There was a question about Membership and Baptism and who will be handling this. Church Board will look into each of these 2 items individually and will confirm who is handling these responsibilities.
5	Reports	Doug Braun discussed how we would handle the reports.
	a) Senior Pastors Report	Pastor Todd Lester presented the report. Pastor Todd Lester made the motion to accept his Senior Pastors Report. 2 nd by Paul Slater. Motion carried.
	b) Church Board Report	Jenn Wiens made the motion to accept the Church Board Report. 2 nd by Dale Neuman. Motion carried.
	c) Staff Reports	Children's Program Charlene Neuman indicated her thankfulness to Westheights for the value put on children and young families. Charlene made the motion to accept the Children's Ministry report. 2 nd by Paul Slater. Motion carried. Student Ministry Tom Fenske thanked the congregation for their support and indicated that he loves to see how the teens are volunteering and getting involved in ministries in the other parts of the church. Tom Fenske made the motion to accept the Youth Ministry Report. 2 nd by Carol Westfall. Motion carried. Worship Ministry Melanie Wigg indicated her gratefulness for all the commitment of the people who are part of the Worship team Ministry. Also Melanie indicated that she

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		<p>started putting a blog post of the songs on YouTube. Melanie Wigg made the motion to accept the Worship Ministry Report. 2nd by Terry Kreutzkamp. Motion carried.</p> <p>House Church Report Terry Kreutzkamp spoke of how he felt honoured to be part of the staff at Westheights. House churches have been growing over the past year. Terry Kreutzkamp made a motion to accept the House Church Report. 2nd by Ralph Westfall. Motion carried.</p> <p>Comments were made about how the staff works together as a team. Thanks were communicated to all the Staff for their dedicated teamwork.</p>
	d) Personnel Committee Elections and Report	<p>Doug Braun indicated the New Church Board Nominee Shane Gallian and the new Library Coordinator Tonya Muise were omitted in the reports distributed at the meeting.</p> <p>We discussed the new timing of the Annual General meeting (March instead of January) and the resulting changes to the terms of service beginnings and endings. The timeframe for appointments will be April 1 to March 31,</p> <p>Discussion was held regarding the terms of Service for the treasurer and whether or not the new term of service dates made sense. The treasurer appointment will remain the same as the other positions of the Church. When there is a transition in this role we will implement a training and handover period to ensure a smooth transistion.</p> <p>Pastor Todd Lester provided copies of the complete list of the Terms of Service for elected positions of Westheights Church.</p> <p>Todd Lester made the motion to accept the Personnel Committee Report. 2nd by Gillian Fenske. Motion carried</p>
	e) Other Ministry Reports	<p>Cyndy Cober made the motion to accept the Other Ministry Reports from page 23 to 30 in the report. 2nd by Ralph Westfall. Motion carried.</p> <p>In regards to the fundraising of the Syrian Settlement Fund, the committee was proposed a budget of \$27,000. The Church Board has gone to the Syrian Settlement Team to find out where they are at regarding the budget.</p> <p>In regards to questions about the intent and accuracy of the first bullet point on the second page of the Syrian Settlement Report, the Church Board has confirmed they will look into this further with the Syrian Settlement team.</p>

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6	Finances a) Financial Report 2016 b) Budget 2017	<p>Paul Slater spoke about the 2016 Reports.</p> <p>Paul Slater expressed how grateful the Church Board was to the response in giving from the congregation in December of 2016.</p> <p>Paul highlighted the following in regards to the General Fund: 1) We received an estate settlement from Jeff Ball in the 2016 budget year. 2) Salaries were a little lower than expected because the custodian resigned mid-year. 3) We had some additional legal charges this year due to the closing of the Jeff Ball estate. 4) Telephone and internet charges were more than anticipated as we have switched over to a new system which is cheaper in the long run but had some upfront additional costs.</p> <p>Paul advised that the funds that came in from the Jeff Ball estate were moved over to the Building Fund and that the Short Term Greater Things loan has been closed as it is now paid in full.</p> <p>Paul Slater made a motion to accept the 2016 financials. Jay Cressman 2nd the motion. Motion Carried.</p> <p><u>2017 Budget</u></p> <p>David Wigg presented the 2017 Budget to the congregation.</p> <p>David Wigg made a motion to accept the 2017 Budget. 2nd by Carol Westfall. Motion Carried.</p> <p>The congregation indicated the desire to be updated more regularly about the financials of the Church.</p>
7	Closing Prayer	Doug Braun closed the meeting and Todd Lester closed in prayer.

INTERIM SENIOR PASTOR'S REPORT

It is a privilege to be able to serve Westheights during its time of transition, and to be a part of this unique chapter of your journey as a church.

Since arriving at Westheights after Thanksgiving of 2017, I have been introduced to many wonderful people, a church that God has been blessing and using in the community, and a group of staff and leaders who are a joy to work with. They include a strong and effective Leadership Team who are committed to serving the Lord and His church; an amazing Staff Team that produces high quality and highly effective programs, events, ministries and inspirational services; and an Administrator who can provide all the information and guidance needed for an Interim Pastor to understand a church's story, culture and context, and to help him feel at home in the midst of all the details.



It has been a blessing to experience some of your significant and helpful programs, like Halloween For Hunger and Project Give. In many ways Westheights Community Church is on the cutting edge of ministry; highly creative, always open to trying new things, and genuinely interested in being a contributing member of their neighbourhood.

Big picture: God knows exactly what He has in store for Westheights – and it involves you. Each of you brings unique gifts of service. Each of you enriches the culture that is the church. There is no other expression of the body of Christ like you! And God has brought you together as a community of faith to impact your neighbourhood like no other church could.

Your heart for Jesus, your desire to follow His lead, and your commitment to the local church, will be a great blessing and benefit to the next Sr. Pastor that God will bring your way. I am praying that God will confirm in the hearts of everyone involved in the search process the person He has for the role.

In the remainder of my time here, and as you entrust your future to the Lord, I would echo the words of the apostle Paul on your behalf – *“For I am confident of this very thing, that He who began a good work in you will perfect it until the day of Christ Jesus”* (Philippians 1:6). .

With a grateful heart,
Pastor Bill Johnston

CHURCH BOARD REPORT

The Church Board Members for 2017 were: Doug Braun (Chair), Suzanne Isaac (Vice Chair), David Wigg (Treasurer), Jenn Wiens (Secretary), Todd Lester (Senior Pastor), Bill Johnston (Interim Pastor), Lindsay Adamson (member at large), Shane Gallian (member at large), and Nel Slater (member at large).

In May of 2017 we began Todd Lester's End-of-Term review process as his 5-year term was coming to an end. Charlie Mashinter from the Be in Christ Church of Canada came and explained the End-of Term review process. The review was completed by all the Church Board members and by 10-15 active participants in the congregation. Pastor Todd Lester also completed a self-evaluation. On June 20th 2017 the Church Board met with Charlie Mashinter to discuss the results of Todd's End-of-Term review. His review was very positive and encouraging to him. Pastor Todd advised the Church Board that he felt led to consider moving in a different direction. Todd decided to resign as the Senior Pastor at Westheights and accepted the role of Director of Ministry Operations with the Be in Christ Church of Canada, beginning in October. Todd wanted to confirm that he was leaving for personal development reasons as he truly loves the people of Westheights and the Church.

Under the guidance of Charlie Mashinter from the Be in Christ Church of Canada, we decided to begin an active search for a new pastor after Todd's last service. In preparation for this, we created a Pastoral Search Committee and had the congregation fill out a pastoral search survey. On the advice of Charlie Mashinter, we made sure the search committee was diverse and included a proper demographic of gender and age. The committee includes Charlie Mashinter (Chair), the Church Board, Neusa Barbosa, Christina Main, and Joel Vanwyck.

After the preparation work was completed the Church Board then focused on encouraging and appreciating the Lester Family for their dedication and years of service at Westheights. We had an appreciation service for Todd and his family on October 1 2017. There, we presented Todd with an achievement award (gift), a length of service award (gift) and a Cash Bonus.

This year the Church Board and additional participants completed the Leadership Development program that was offered through the Be in Christ Church of Canada. There were three churches participating in the program: Wainfleet, Crossroads and Westheights. The participants who represented Westheights were Todd Lester, Doug Braun, David Wigg, Suzanne Issac, Charlene Neuman, Tom Fenske, and Nel Slater. The program was designed for personal growth and to provide development strategies for each of the participating Churches. The Church Board enjoyed the program and appreciated the dedication of the participants involved.

The team who participated in the Leadership Development Program felt there was a common goal that Westheights should begin taking steps to act on. The members of the Church Board who attended the program began teaching the other Board Members about what they learned at the program. The Church Board began considering a two-prong approach to equip Westheights to more effectively reach our neighbours in today's culture. One part would focus on equipping the entire Church and the other would focus on programs reaching out into the community led by Tom Fenske, partnering with the Be in Christ Church of Canada. When Todd decided to leave the Church, the Board felt the Church wide initiative should be put on hold until a new pastor was chosen, to see if this new initiative would still fall within the vision of the new pastor. At the same time the Church Board decided to scale back the community component, now called Lumina, to a 1 year pilot program.

In October, Pastor Bill Johnston joined our ministry team as Interim Senior Pastor until a new Lead Pastor begins at Westheights.

In November 2017, Melanie Wigg submitted a letter to the Church Board proposing changes to her role effective January 1, 2018. She had the desire to pursue a new opportunity and requested to reduce her hours from 10 hours weekly to 6 hours weekly. Over the years Melanie built a very strong worship ministry team. Melanie plans on transitioning some of her responsibilities to volunteers currently in the worship ministry. The Church Board accepted Melanie's proposed changes to her role as we have confidence the worship ministry will continue to excel under her continued leadership.

At Westheights, we support both local and global compassionate ministries and the Church Board is encouraged by the participation of the people of Westheights in these initiatives. Westheights continues to be active in local outreach through Project Give, the Christmas Candlelight Service and Halloween for Hunger. This year the foodbank of Waterloo Region recognized our efforts and honoured Westheights with the "Volunteer Group of the Year" award.

Westheights is also active in global outreach through our partnership with Nicaragua, and the settlement of the Syrian family. This year the Syrian settlement project officially ended in June of 2017. The Church Board would like to thank all the members of the Syrian Settlement team for their dedication to the Aldass family throughout the project.

The Board is truly grateful for the generosity of so many people 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

When I look back on 2017, I'm surprised by the fresh sense of expectation that has seeped into so much of what is "old and familiar" within Westheights Kids ministry. I'm thankful, because I suppose that's just what we needed for our kids and families. Familiarity, stability...With the ever-present excitement of knowing that God is always up to something new. That He wants and has more for each child, student or adult whose life somehow touches "kid min" on a given Sunday.

Our visits next door to Forest Heights Long Term Care Centre continue to be fascinating teaching opportunities that we simply can't reproduce when we stay within our walls! Our kids go there to learn about so many things: loving friends and strangers, mutual care and giving, the wonder of intergenerationality, important social skills and, perhaps most significantly, how to use spiritual gifts like helping, encouraging, serving, mercy, prayer, teaching and music to inspire those who need to be reminded of His good news. This year we invited children (as well as students and adult leaders) to lead/attend: 1) our SPA and Spring Clean-Up at FHLTCC (as part of Westheights' Good Neighbours Day); 2) our annual student-and-kid-run service; and 3) some shorter Sunday visits to lead worship songs. I'm so grateful that we're able to partner with community groups like FHLTCC, MCC and the Food Bank of the Waterloo Region, so that our children have hands-on opportunities to follow Jesus' mandate to visit the sick, help the hurting, and feed the hungry.

We enjoyed an especially rewarding summer with our elementary program! When one of our dedicated leaders felt led to share his vision for a nitty-gritty discipleship curriculum, large group leaders heartily pitched in to write lessons tailored especially for our Westheights Kids. And there really is no better curriculum than one that's created with the actual "student" in mind! There was certainly some serious summer fun to be had - along with some serious learning about hearing from God, trusting, repenting, surrendering...!! Never underestimate the desire of small humans to grasp BIG ideas about life in the Spirit.

Before and after, we've continued to use Willow Creek (Preschool-JK) David C. Cook Tru Story (SK - Grade 3) What's in the Bible? and the new Meeting House (Grades 4 & 5) curricula. Whichever we use, our current focus is to create an environment that gives kids overt opportunities to worship/connect with God, and where leaders use personal stories and authentic modelling to "show" and "tell" what that connection looks like.

Take-It-Home (family equipping) Events 2016-17 included Church-and-Home Advantage, Sabbath Snow Days, and Blessing Your Children. Jubilee and Worship Night provided families with even more worship-together moments, as well as an important platform for the kind of discussion and growth that comes out of shared experience. Early in the year, the Purposeful Families House Church also hosted a course - Spiritual Parenting - which provided some game-changing insights to young families. (What does it look like when you and God parent together? When your parenting begins to look like His?) And what a gutsy, enthusiastic group of parents! I've definitely heard more feedback than ever about how Westheights parents are looking at parenting and intentional family faith-building in radically new ways.

Years of dedication to our Westheights Protection Plan is paying off as we maintain compliance with our policies, and support other churches who are working on improvements to their implementation. Networking with other local kid min leaders has also allowed us in turn to be supported with excellent workshop material on such topics as millennial parents, kid min survival, and storytelling.

We could do none of this, of course, without our incredible teams...(Applaud with me!)

This year's all-star Hub and Hall Monitor Team can't help but lead with gusto! They're all in, with great ideas and a genuine desire to make every soul who comes down those stairs say, "I'm glad I came!" We're all sincerely glad YOU show up, H & HM crew!

And then there are our Large and Small Group leaders, who do the teaching, relational, and discipling work...Well, they are extraordinary. Extraordinarily caring ordinary people - busy, busy ordinary people - who sacrifice so much time and energy to own their teaching and their own spiritual growth. You who are kid-min lifers, and you who have started leading (circle times, songs, and small groups) for the very first time, and each of you somewhere in between...And to you who co-ordinate curriculum, or who jump in to direct on the occasional Sunday, I salute you!

Imagine with me: 50 hungry kids. 75 minutes - with no visual projection whatsoever. Yeah...Is there any point? Snacks, and AV support. Indispensable. We are wildly grateful for all of you!!

Once again, we have to acknowledge our truly outstanding Infant-Toddler Teams, who keep our rooms and all their adorable occupants - as well as our new moms and dads - feeling comfortable and cared for. We had a considerable number of volunteers leave before the summer, due to work situations, new babies, etc. and we continue to welcome new team members to both the scheduled teams and our (S.O.S.) Response Team! (Welcome, newbies!) A special thanks to our Sunday Co-ordinators, who've been keeping our rooms well staffed and our caregivers well supported.

Thanking God for our make-it-happen Take-It-Home Team, and for the generous House Churches and individuals who have loved on the young families of Westheights by prepping and serving Take-It-Home lunches - especially in this time of transition at Westheights, connecting with leaders and with other families has been an important occasion for encouragement and grounding.

Westheights Kids is always indebted to the talented Admin Team Trio who make me look like I keep our files and databases meticulously organized, I'm adept at research, formatting and graphic design, and I'm ingeniously creative...Yeah, SO not me. SO them...

Staff Team, and Team Neuman, thanks for being the Inspiration, the Sounding Board, the Troubleshooters...And infinite thanks to those precious hearts who are moved to pray for Westheights Kids. And to Jesus, of course...We give You all the Wow.

Respectfully submitted,
Charlene Neuman, Pastor of Children's Ministries

CHILDREN'S MINISTRY FINANCIAL REPORT

2017 Budget		\$4,500.00
Expenses		
Infant/Toddler	36.27	
Preschool/Elementary	1,661.98	
Snacks	563.49	
Training	484.03	
Volunteer Appreciation	313.43	
Holiday Programs	351.58	
Miscellaneous	228.47	
Small Equipment	61.28	
Take-It-Home Events	765.52	
Total Expenses		\$4,466.05

PASTOR OF STUDENT MINISTRY REPORT

2017 saw a lot of evolutions come to Westheights Students. As our Jr. High group continues to grow, the Sr. High group becomes a tighter-knit community, and Young Adults begins to thrive as a self-led group, we are seeing new chances for growth in both discipleship and outreach.

Our Jr. High group is bursting at the seams, adding over ten students year over year. We now have almost 20 students on a regular Sunday, with almost 35 on our roster. Their energy and enthusiasm is infectious. We've adapted our curriculum and now use the exceptional (and free!) material produced by The Meeting House, which allow us both a more flexible approach and the ability to send out the videos in our weekly email. This has increased engagement with families, and allows those students who aren't able to be at Westheights every Sunday a chance to stay engaged with this great material.

We had over 15 students attend our Jr. High Retreat in February of 2017, with many embracing the message of being more active in sharing the message of Jesus with others. We had other amazing events this year, including our second Block Party, a Camp In, and many other social events aimed at connecting both newcomers and regulars alike.

Our Sr. High group continues to impress me with the depth of their insights, intriguing questions, and passionate faith. Their mindful pursuit of an authentic and grounded relationship with Jesus makes sure that no two nights of Sr. High are ever the same!

Many of them were deeply impacted by our time at Pitch and Praise this year, which again proved to be a vital chance to form deeper relationships and ignite spiritual passion. They continue to be a vital part of making events like Halloween for Hunger and Jubilee happen. As always, our Sr. Highs continue to love to eat and play together, enjoying many nights of board and video games, intense discussion, and more pizza than I've ever eaten in my life!

I again want to thank our amazing team of volunteer Leaders: Heather Noble, Rhianne Byron, Gillian Fenske, and Josh Bacvar in Sr. High; Alisa Harder, Michelle Braun, Gillian Fenske, Jared Lee, and Josh Bacvar in Jr. High. Without their tireless work, humble spirits, and joyful attitudes, the number of relationships with students we have would simply not happen. It is a blessing to work with them and I am forever thankful for the ministry they do.

It is a privilege and a joy to minister in a church that truly values and embraces their young people. In a world that often segments off students and hopes they keep to themselves, it's inspiring to see so many of you engage in connecting with our students. Whether it's through missions trips, playing on a worship team, or working alongside them in Westheights Kids, our students have become a vital and integrated part of our congregation. You may not know it, but by making them a part of your life, you too are participating in ministering to their souls.

As we look to 2018, our goal is to continue to integrate our students into more ministries at the church. Their gifts and skills are essential to the spiritual life of our church, and I'm looking forward to finding new and interesting ways to let them shine. We're also looking forward to amplifying our connection between Westheights Kids and into young adults, so that we truly have a lifelong discipleship model.

Godspeed Westheights!

Tom Fenske, Pastor of Student Ministries

STUDENT MINISTRIES FINANCIAL REPORT

2017 Budget

\$5,500.00

Expenses

Events and Retreat *	3,190.88
Food	717.03
Supplies	217.73
Resources	271.10
Meals	487.82
Technology and Equipment	62.36
Young Adults	68.74
Miscellaneous	133.73

Total Expenses

\$5,149.39

*\$6,440.88 in expenses minus \$3,250 in payments



Canada's Wonderland



Pitch 'n Praise

PASTOR OF WORSHIP MINISTRY REPORT

Worship ministry at Westheights continues to be a strong part of our church, thanks to the sacrificial and enthusiastic commitment of a large group of volunteers. As musicians, sound techs, and projection techs, you are making a significant difference in the life of our church. I am grateful for each one of you. We couldn't do this without you.

I love the power of music to connect us to God. I believe it's a gift God has given to us. It pulls our thoughts and emotions toward God in a unique way. It gives us an avenue to respond to Him. As a worship team, we want to embrace this gift and offer our skills to the best of our ability.

In worship ministry we believe in continuing to grow and stretch ourselves. A significant chunk of the worship budget is used to provide online training options for worship team members to learn parts and develop their skills.

In addition to leading worship through music each Sunday, we held a number of special events throughout the year: two Jubilee services (our all ages worship experience), services for Good Friday and Easter, a Worship Night in the spring, and three Christmas candlelight services. We also put extra effort into making the Farewell Service for the Lesters a meaningful tribute to them.

Each year we have new members join the team, which is fantastic. There is always room for more singers and musicians and techs, so if you have been thinking about it, don't be shy. This is your year! Come talk to me.

We look ahead with anticipation of all that God will do in and through our church in the coming year.

In His service,
Melanie Wigg, Pastor of Worship Ministry

WORSHIP MINISTRY FINANCIAL REPORT

2017 Budget	\$4,800.00
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Expenses

CCLI License Renewals	616.00
Christmas Candlelight	260.58
Seasonal Decorations	188.62
Miscellaneous	137.47
Music Library Subscription	119.88
Music Supplies	162.99
Supplies and Equipment	1061.78
Team Events and Supplies	430.27
Video Resources	637.65
Training	1078.42

Total Expenses	\$4,693.66
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DIRECTOR OF HOUSE CHURCH REPORT

2017 was definitely a year of transition for our House Churches at Westheights. We had to say goodbye to several of our group leaders this past year but we also were able to welcome some new leaders into this ministry.

After many years of hosting and leading the Winding Way House Church, Dave and Melanie Wigg decided to take a break in order to focus on some other ways of engaging with our congregation. We're thankful for their faithfulness in providing quality leadership for this group. With our pastoral transition this past fall we lost two other great leaders in Todd and Kim Lester. Kim led one of our ladies' groups for the past year and Todd oversaw the Bookends house church/book club. We're grateful for Dan Jennings taking over the leadership of the Bookends group this year.

Other changes during 2017 also included the discontinuation of the Band of Brothers house church. We've appreciated Tom Adamson's willingness to lead this group over the past few years. As well, with Tom Fenske's changing role at Westheights, the young adults house church has welcomed new leadership in Kyle and Natalia Main, for which we're very thankful.

I would also like to express my appreciation for the many House Church leaders and hosts who have continued to show great dedication in providing excellent care for their groups. Our current list includes the following:

- Purposeful Families (Women) – Kaylagh Vanwyck
- Purposeful Families (Men) – Joel Vanwyck
- Forest Hill – Stan & Wilma Wigg (hosted by Irene Pownall)
- Women's Drop In – Cindy Jantzi
- Circle of Sisters – Pamela Kennedy
- Winding Way – Terry & Jenn Wiens (hosted by Carol & Ralph Westfall)
- Bookends – Dan Jennings
- Downtown Kitchener – Kyle & Natalia Main
- Patricia Ave. – Terry & Beth Kreutzkamp

As well, it's been encouraging that a couple of new groups are in their formation stages recently and possibly will be able to develop into official house church groups.

As I've said before, House Churches at Westheights are safe spaces where you can develop meaningful relationships, explore your God-given gifts, grow a deeper prayer life, and serve the world in practical ways. If you have never visited a House Church, then I would encourage you to consider checking one (or more!) out – I'm confident that you'll find them to be warm, inviting groups where love is shared and God is honoured. Everyone participates at their own comfort level and all are welcomed to discover together what it means to follow Jesus in our world today. As well, you might also be interested in knowing that one of the keywords house church members use to describe being part of a small group is: FUN!

If you would like to learn more about joining, leading or hosting a House Church ministry at Westheights please feel free to speak to me directly, visit the church website, or send me an email.

Respectfully submitted,
Terry Kreutzkamp, House Church Director
terrykreutzkamp@westheights.org

PERSONNEL COMMITTEE REPORT

The Personnel Committee is responsible for coordinating the nominations of suitable individuals for various ministries that serve the church. Whenever there is a vacant position, the appropriate candidate is nominated. Whenever necessary, new or updated job descriptions are submitted to the Church Board. Two positions remain vacant - Missions Committee and Outreach Coordinator. After much discussion, the committee decided to hold off on nominating an Outreach Coordinator. The duties of the Outreach Coordinator are currently being done by the church staff. A few individuals were approached for the Missions Committee, but declined for various reasons. The current members of the Personnel Committee are Pastor Bill Johnston, Mimi Lee, Amy Terpstra, Randy Buhrow, Cindy Jantzi and Katie Buchnea. Thank you to the committee for all of their work this year!

Katie Buchnea
Chair, Personnel Committee

Nomination List from Personnel Committee for 2018

Position	Incumbent	Nominee	3 Year Term (ending Mar 31 of)
Church Board	Suzanne Isaac	Suzanne Isaac	2021
Church Board	Shane Gallian	Shane Gallian	2021
Adult Ministries	Jennifer King	Jennifer King	2021
Missions Committee	Karl Cober	Vacant	
Ushers Coordinator	Bev Cober	Randy Buhrow	2021
Outreach Coordinator	Kim Lester	Vacant	
BIC AGM Delegate	Meg Slater	Chris McElroy	(ending Dec 31 of) 2020
BIC AGM Delegate	Terry Kreutzkamp	Lindsay Adamson	(ending Dec 31 of) 2020

Nomination List from Church Board for 2018

Position	Original Incumbent	Interim Incumbent	Nominee	3 Year Term (ending Mar 31 of)
Personnel Committee (interim)	Kate Lavender	Mimi Lee	Mimi Lee	2019
Personnel Committee (interim)	Marcel Friedmann	Randy Buhrow	Randy Buhrow	2020
Personnel Committee (interim)	Carl Matthews	Cindy Jantzi	Cindy Jantzi	2020
Personnel Committee	Amy Terpstra	N/A	Paul Slater	2021

ADULT MINISTRIES REPORT

So many words and thoughts come to mind as I reflect back on 2017 and the wonderful events that took place.

Snow was, once again, lacking for our Winterfest event, but having two big and beautiful Clydesdale Horses in our parking lot certainly made up for that! Wagon rides throughout the neighbourhood brought smiles to our faces and a few looks of surprise on the faces of our neighbours!

Inside, folks were eager to get to the main event ~ the chili cook-off. We had 10

inspired and creative entries . . . How can we ever forget the now infamous “Bug Chili”! A comment overheard at the event sums it up wonderfully: “It’s not too bad, but I think there’s a leg stuck between my teeth”! The traditional and tasty chili entered by Lisa Coates-Cameron took home the grand prize.

The bouncy castle was back at our Church Picnic along with that wonderfully sticky and sweet cotton candy. It seems to me that our Picnic heralds in the Summer Season . . . burgers on the grill, lawn chairs, sunshine and an impromptu ball game. What a wonderful way to spend a Sunday afternoon in June.

The Jantzi Family graciously opened up their gates again to welcome us at the Corn Roast in September. Sitting amongst trees, with a large, warm campfire roaring, and laughter and smiles in abundance is what the Corn Roast is all about. Of course the big pot of dripping butter doesn’t hurt either!

My thanks to those of you who have helped along the way this year .. Cotton-candy spinners, parking attendants, chili competitors, BBQ transporters and corn huskers ... Your helping hands were greatly appreciated.

And I mustn’t forget my amazing ‘road crew’ – my great family! They pack, carry, set up, cook and I couldn’t do it without them!

Our events are not just fun. They are a blessing and gift to each of us. The fellowship that permeates throughout Westheights is inspiring. A community that shares not only food and fun, but fabulous friendship. Thank you all for being a part of that gift.

Report on Women’s Retreat: In May, 29 women gathered together at Hidden Acres for a weekend retreat. Immersed in nature and beauty, the weekend always proves to be a time of rejuvenation, learning, sharing, deepening our faith and growing closer to each other. This year we examined the profound and inspiring teachings of Dr. Caroline Leaf, whose passion is to help us see the power of the



mind and the link between science and God as a tangible way of controlling our thoughts and emotions, learning how to think and learn and find our sense of purpose in life.

Blessings,
Jennifer King, Adult Ministries Director

ADULT MINISTRIES FINANCIAL REPORT

2017 Budget \$2,000.00

Expenses

Women's Retreat	-83.12
Adult Ministries	
Winterfest/Chili Cookoff	606.06
Picnic	728.28
Corn Roast	593.21

Total Expenses \$1,927.55



FACILITIES TEAM REPORT

It was another great year with the facilities team. What made this year better than others? Well, we had no major repairs that needed to be done. This is my 8th year looking after the facilities at Westheights and almost every year we get struck by a surprise repair in November or December. But this year we didn't have any major roof leaks, parking lot drains never backed up and the rooftop units are working well.

This year we did do a few improvements with some upgrading to the stage lighting system (it's still in progress). We rearranged some of the stage lights and installed new cabling to allow for future LED stage lighting. We also finished converting all the outside lights to LED and added a light to help light up the parking lot. Many other minor repairs were done this year to help keep the church in good working order - things like the front entrance doors, painting touch-ups, projector maintenance etc.

I would once again like to thank our facilities team, there are always ongoing repairs at the church and we have a great team of skilled guys willing to help out. From unclogging a toilet, crawling under the portable in the middle of winter to fix a heat trace cable, changing projector bulbs, every little bit of help goes a long way in helping us stay on budget. Thank-you to everyone who helped out on the men's work nights and work days this year.

Sincerely,
Ryan Terpstra, Facilities Team Coordinator

MISSIONS COMMITTEE REPORT

Extending peace through compassion. We will cultivate mutual and compassionate relationships with those locally and around the world. This is the direction of BIC Canada Global. The Mission's Committee purpose 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 BIC Canada Global and providing information concerning other selected mission programs.

In August 2017, Jamie and Arya Sanfilippo who are serving with Joel and Julianne Percy at the Macha International Christian School in Zambia, spoke at Westheights. Jamie works in facility management and Arya works in finance and administration. Arya is from Waterloo Region. The school and associated mission hospital provides important services to that region in Zambia. Info about their work can be found at the website micsitup.com. Keep both families in your prayers.

Westheights, with BIC Canada Global, continued its support and partnership with the Nicaragua BIC Church in 2017. Westheights Greater Things Campaign contribution helped our brothers and sisters in Nicaragua see the inauguration of their new National Church facility at San Antonio Sur. In October German Garcia, the leader of the Nicaragua BIC Church spoke at Westheights and thanked Westheights for its partnership and support.

In February 2018, five persons from Westheights participated as part of a short term mission team in Nicaragua and were able to attend the inauguration of the new facility at San Antonio Sur.

Thanks to everyone who supports the Missions Committee throughout the year in prayer and by helping or participating in various fundraising activities, including the purchase of Westheights' custom blended, fair trade Nicaraguan coffee.

Special thanks to those who served on the Missions Committee in the past year including Pastor Todd Lester, Lewis Winger, and Brenda Kumornik, whose efforts are all greatly appreciated. Also special thanks to Mimi Lee for her behind the scenes work in support of the committee. Please continue to support the Mission's Committee in prayer in 2018.

Sincerely,
Karl Cober, Missions Committee Coordinator

OUTREACH COMMITTEE REPORT

As Kim Lester, our Outreach Coordinator, left Westheights Church in October 2017 after faithfully serving in this capacity for several years, this Outreach Committee report will be a collaborative effort, written by people closely involved with our outreach events.

Football Sunday 2017 saw a big bump in attendance as many visitors came to hear the life stories of NFL players on the day of Super Bowl. Wearing favourite sports jerseys, we enjoyed a morning of salty snacks, a hilarious large-group coin toss game (Dwayne Cameron was a great sport when we spontaneously asked him to help out) won by Terry Wiens, and the emotional testimony of D'Brickashaw and Kirsten Ferguson. We encourage our Westheights folks to invite their friends, co-workers and family to this unique event highlighting God's movement in people's lives, in particular Super Bowl athletes.



Good Neighbours Day was so rewarding on a number of levels. What a pleasure to reach out to our "literal" neighbours by providing what has become an annual SPA morning for the residents of Forest Heights Long Term Care Centre! Westheights families who preferred an outdoor experience offered a practical clean-up of the FHLTCC facility grounds, which included refreshing their large outdoor pots - something our youngest volunteers especially enjoyed! Still other individuals and small groups joined the Forest Heights Community Association's Earth Day clean-up. What an amazing turnout from Team Westheights, and from the 35ish FHLTCC residents who came to be pampered, many of whom stayed for the entire morning to hang out with their "SPA attendants"!

Halloween for Hunger (otherwise known as H4H) was another rousing success, with over 70 volunteers and 2,481 pounds of food raised for our friends at the Food Bank of Waterloo Region. This event continues to be a catalyst for engaging with our neighbours and teaching us to learn generosity. We are thankful for the work Doug Braun and his team put into sorting all the food, as well as all the drivers, snack providers, and especially the food collectors who went door to door (in cold gusts and drizzle) to make it all possible. We look forward to continuing this partnership with the Food Bank of Waterloo Region who recognized Westheights Church as their Volunteer Group of the Year in 2017.



At our 9th annual Project Give in December, we stretched the event into our main worship service during which the entire messaging was on the theme of working collaboratively to have a powerful influence. The children joined us for the first half of the service for music, a hilarious skit involving non-functioning Christmas lights, and a unique interactive singing of the 12 Days of MCC. The main message was from Kim Lester who spoke about MCC and its global work. After the service most of us stayed in order to participate with Project Give projects including making 50 postcards and crafts for our FHLTCC neighbours, knotting two comforters, and filling 162 hygiene kits. This blended service format with the children joining us for the first half of the service created a celebratory and anticipatory atmosphere and we hope to use this format again.

Our Christmas Candlelight services are a significant opportunity for connecting with our neighbourhood and our city. People who do not regularly attend church choose to join us for these services. In advertising for the Christmas Candlelight services this year, we decided to try a new approach. For the past number of years we sent out postcard invitations to the N2N neighbourhood. This year we instead tried two other approaches. First, we rented a React sign for one month, which was placed on the boulevard in front of the church. This sign is much more effective than our permanent church sign, as it allows for significantly more text. Our second new approach to advertising was exciting and very positive in its results. We ran ads on Facebook, targeting people in the KW area. The results showed that people clicked through to our website from these ads over 1200 times, which is highly encouraging. Many thanks to Gillian Fenske for the significant amount of time that she invested in running this Facebook advertising.



We continued to offer our all-ages Jubilee experiences in several of our Sunday morning services during 2017. It has been exciting to see the involvement of different groups and individuals to enhance these events – our action team/song leaders, dramatic presenters, bucket drummers, and creative movement team all made Jubilee very special this past year. Our hope is that Jubilee experiences will be an entry point for families in our neighbourhood to come as a family and explore spirituality.

As you have noticed, at the end of 2017 we were able to put up new wayfinding signage in the Westheights foyer. The signs point to our lower level children's ministry (Toddlers - Grade 5), Infant Care, Grade 6-8 ministry in the portable, as well as the Resource Centre. There is also a decal on the front window pointing to the portable as the church office. Our hope is that this signage will help newcomers to our building to feel more at home and comfortable in our space, and remove stress for those with children looking for our Sunday morning programming.

We encourage people at Westheights to initiate their own ministries. We call those ministries "Circles" which are programs that are envisioned, birthed and maintained by congregants who have a passion for a ministry. Secret Sisters and Greeters are two examples of this kind of ministry. God has blessed Westheights with a wide variety of people with different passions and gifts. Please speak to our leadership if you have a calling to start something new. We are always open to new ideas so feel free to make suggestions on new ways we can share the love of God to the N2N postal code.

Respectfully,
The Westheights Church Staff

RESOURCE CENTRE REPORT

It has been a busy year in the Resource Centre. With the help of the very talented Mimi Lee, we introduced the "RESOURCEful News" letter to inform the congregation of new arrivals in the Centre which has brought in some new Patrons.

A very successful tie-in with the sermon series "Grace" saw a number of previous Patrons returning and is something we hope to do again. After several years of low interest, the Children's books for ages 5-10 became one of our most popular areas which was very exciting for us avid readers to see.

The installation of the Resource Centre sign (finally!) has proven useful for reminding people where we are. Marg Simpson has decided to step away from the Resource Centre after many years that included the role of Head Librarian. I am grateful for all she has taught me and she will be missed.

Special thank you to Katie Buchnea for her years as Head Librarian, for making my transition so seamless and her continued support. A huge thank you to the other ladies that help out each month - Joanne McElroy, Wilma Wigg, Meg Slater and Carol Warkus. Their enthusiasm, support, laughter and friendship are a wonderful blessing.

Respectfully submitted,
Tanya Muise, Resource Centre Coordinator

FINANCIAL REPORTS

Treasurer's Report

Looking through the church expenses for the year provides an encouraging picture of what we are doing together. Here at home, the many ministries of the church continue to flourish led by a strong staff team. We contributed the final gifts to the Nicaraguan church from the Greater Things campaign which will assist our brothers and sisters there in developing the work of the church. The Syrian Settlement Committee completed its work and we had money left over that we were able to contribute back to MCC to assist other new Canadians. And we were able to contribute towards our mortgage, so that at the end of the year our mortgage is less than \$200,000 and the Building Fund has funds to reduce it still further. Considering that we undertook a \$900,000 building project in 2013, that is absolutely amazing.

I would like to thank all the people who have assisted with the financial team in 2017: our offering counters who count our offering during the service each week; Jeannette Lam, our offering assistant, who handles the recording of all donations; Frank Isaac, our deposit assistant, who coordinates and trains our offering counters; and Mimi Lee, who coordinates the automatic withdrawals.

I want to say a special thank-you to Carol Westfall, our bookkeeper, who has done amazing work at Westheights over the last decade and more. Her generous contribution of her time and expertise has made our financial systems run smoothly. (If you've had to wait for an expense cheque this year, I guarantee you that the delay is my fault. Carol is never slow.) This is Carol's retirement year, and she and Ralph will be leaving Westheights to spend their summers at the trailer and their winters somewhere warm. We will miss them both, and wish them all the best and God's blessings in the lives. Thankfully, they still have family in Kitchener, so I'm sure we will see them visiting us a few times a year.

I am very pleased that Jen King has agreed to take over as bookkeeper. She will be training with Carol over the next few months and I am looking forward to working with her.

Thanks as well to Valerie De Porto who conducted a thorough review of our 2017 books. I really appreciate her willingness to put her skills to use in assisting Westheights in this manner.

It has been my pleasure to serve as treasurer in 2017.

David Wigg
Treasurer

Westheight Community Church
Unaudited Balance Statement
for year ending December 31, 2017

ASSETS	2016	2017
Current Assets		
Cash - Operating Fund	59,423	54,571
Cash - Building Fund	82,009	47,383
Cash - STM Fund	8,133	8,464
Cash - Syrian Settlement Fund	13,684	0
Undeposited Funds	0	19,573
GST Recoverable	6,075	5,245
Total Current Assets	169,324	135,236
Capital Assets	2,139,245	2,139,245
TOTAL ASSETS	2,308,569	2,274,481
LIABILITIES		
Payables	7,243	2,951
Loan Outstanding	267,146	199,013
Payroll Liabilities	3,195	1,718
TOTAL LIABILITIES	277,584	203,682
EQUITY		
Fund Balances		
Operating Fund	-212,086	-124,293
Building Fund	82,009	47,383
STM Fund	8,133	8,464
Syrian Fund	13,684	0
Funds Total	-108,260	-68,446
Equity in Capital Assets	2,139,245	2,139,245
TOTAL EQUITY	2,030,985	2,070,799
TOTAL LIABILITIES & EQUITY	2,308,569	2,274,481

Westheights Community Church
Fund Summary
for year ending December 31, 2017

	Operating	Building	Missions	Syrian	2017 Total	2016 Total
Opening Balance	-212,086	82,009	8,133	13,684	-108,260	-302,000
Income						
Donations	408,181	6,918	323	100	415,522	583,428
Other Income	3,187	224	8	7	3,426	3,624
Total Income	<u>411,368</u>	<u>7,142</u>	<u>331</u>	<u>107</u>	<u>418,948</u>	<u>587,052</u>
Expenses						
Staff Expenses	216,265				216,265	224,526
Operating Expense	66,945				66,945	76,054
Ministry Expenses	25,758	6,523		9,800	42,081	52,708
BIC Canada	32,741				32,741	33,533
Nicaragua Partnership		17,111			17,111	6,491
MCC Ontario				3,991	3,991	0
Total Expenses	<u>341,709</u>	<u>23,634</u>	<u>0</u>	<u>13,791</u>	<u>379,134</u>	<u>393,312</u>
Net Income	69,659	-16,492	331	-13,684	39,814	193,740
Transfers						
General to Building	-50,000	50,000				
Building to Loan	68,134	-68,134				
Net Transfers	<u>18,134</u>	<u>-18,134</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Net Change to Balance	<u>87,793</u>	<u>-34,626</u>	<u>331</u>	<u>-13,684</u>	<u>39,814</u>	<u>193,740</u>
Closing Balance	<u>-124,293</u>	<u>47,383</u>	<u>8,464</u>	<u>0</u>	<u>-68,446</u>	<u>-108,260</u>
Consisting of:						
Cash	74,144	47,383	8,464		129,991	163,249
Non-Cash	5,245				5,245	6,075
Liabilities	-203,682				-203,682	-277,584

Closing Balance = Opening Balance + Net Income + Net Transfers

Westheights Community Church
Unaudited Statement of Cash Flows
for year ending December 31, 2017

Net Income	39,815
Adjustments to reconcile Net Income to net cash provided by operations:	
Loan Reduction	-68,134
Net change to GST Recoverable	830
Net change to A/R and A/P	-5,769
Net cash increase	-33,258
Cash at beginning of period	163,249
Cash at end of period	<u><u>129,991</u></u>

Westheights Community Church
Actuals and Budget - Operating Fund
for year ending December 31, 2017

	2016 Budget	2016 Actual	2017 Budget	2017 Actual	2018 Budget
Staff Expenses					
Salaries	192,168	187,832	185,718	180,601	175,280
Benefits	34,693	34,095	34,296	31,040	34,360
Travel	2,200	1,242	2,200	2,326	2,200
Service Related Exp	1,500	1,358	1,500	2,298	1,500
Total Staff Expenses	230,561	224,527	223,714	216,265	213,340
General					
Advertising	500	-	-	-	-
Bank Fees	500	459	500	578	500
Conferences/seminars	6,500	5,260	6,500	1,764	6,500
Communication Services	-	-	-	-	6,400
Equipment	8,000	7,882	8,000	8,016	8,000
Insurance	5,500	6,228	5,500	6,034	5,500
Legal	500	833	-	-	-
Membership Dues	1,500	2,151	1,500	2,101	2,100
Miscellaneous	500	34	500	256	500
Office Supplies	2,500	3,111	2,500	2,324	2,800
Photocopier	3,500	3,666	3,500	3,666	3,650
Plan to Protect	200	224	200	961	200
Resources & Subscriptions	1,850	1,897	1,850	2,191	1,850
Total General	31,550	31,745	30,550	27,891	38,000
Repairs & Maintenance					
Custodian	300	3,143	7,800	7,541	7,800
Custodial Supplies	1,000	242	500	427	500
R&M - Building	9,500	11,812	9,500	6,284	9,500
R&M - Summer Grounds	3,000	2,782	3,000	2,222	3,500
R&M - Winter Grounds	10,000	10,670	10,000	11,195	10,000
Total Repairs & Maintenance	23,800	28,649	30,800	27,669	31,300
Utilities					
Telephone & Internet	3,715	4,207	1,500	892	1,500
Electricity	9,000	7,764	9,000	6,849	9,000
Gas	3,800	2,377	2,600	2,676	2,600
Water	900	862	900	967	900
Total Utilities	17,415	15,210	14,000	11,384	14,000
Westheights Ministries					
Adult Ministries	2,000	1,717	2,000	1,928	2,000
Benevolence	500	39	500	495	500
Children's Ministry	5,000	4,535	4,500	4,410	4,500
Community Outreach	5,000	3,227	4,000	4,084	4,000
House Church Ministries	1,300	137	650	428	650
Lay Leadership Training	1,500	1,500	1,500	203	1,500
Library	1,200	959	1,000	839	1,000
Missions Committee	400	400	400	99	400
Special Services	1,000	1,017	1,000	870	1,000
Student Ministries	5,000	5,069	5,500	4,923	5,000
Sunday Refreshments	2,500	2,469	2,500	2,800	2,500
Worship Committee	4,800	4,785	4,800	4,680	4,800
Young Adult Ministries	-	-	-	-	500
Total Westheights Ministries	30,200	25,854	28,350	25,759	28,350
Total Operating Expenses	333,526	325,985	327,414	308,968	324,990
Cooperative Ministries	33,353	33,533	32,741	32,741	32,499
Transfer to Building Fund	50,000	109,907	50,000	50,000	50,000
General Fund Budget Total	416,879	469,425	410,155	391,709	407,489

**Westheights Community Church
Staffing Summary**

	2017	2018
Lead Pastor	Full-time	Full-time
Tom Fenske	Full-time	Full-time
Charlene Neuman	24 hr/week	24 hr/week
Mimi Lee	30 hr/week	30 hr/week
Melanie Wigg	10 hr/week	6 hr/week

**Staff Compensation
Budgeted Salaries and Benefits**

	2017	2018
Full-time Staff	\$145,400	\$142,540
Part-time Staff	\$74,613	\$67,100
Total	\$220,013	\$209,640

Compensation amounts for accredited staff included a 8% contribution by Westheights Community Church to the BIC pension fund for each employee. Full-time accredited employees are also required to contribute 5% of their salary to their pension.

**Notes to the unaudited financial statements of Westheights Community Church
for the year ended December 31, 2017**

Designated Giving Policy

The Church Board has adopted the following Designated Giving Policy: "Spending of funds is confined to programs and projects approved by the Church Board. Each restricted contribution designated towards such an approved program or project will be used as designated with the understanding that when the need for such a program or project has been met, or cannot be completed for any reason determined by the Church Board, the remaining restricted contributions will be used where needed most."

Donations are received into the Operating Fund unless they are designated as restricted contributions to the Building Fund or the Short-term Missions Fund. Any donor wishing to designate a gift to any other particular purpose should present the proposal to the Church Board for their consideration. These policies are in accordance with the practices required by the Income Tax Act and the Charities Accounting Act of Ontario.

Cooperative Ministries

Westheights is part of the Be In Christ Church of Canada. As a support to the denomination's initiatives and ministries, Westheights budgets 10% of the total operating expenses to Cooperative Ministries.

Cooperative Ministries represents the collective effort of the BIC congregations in Canada to provide funding for and investment in ministries beyond the local church that we have decided to do together. It also is a significant way as BIC that we practically show our commitment to being a community together. Together through Cooperative Ministries we start new churches, fund a variety of global and compassionate partnerships, equip and encourage a new generation of leaders, support ministries to youth and children, and we strengthen the connecting fabric of the BIC church across Canada. As a family of BIC churches we believe there are some important ministries that we can do better together than alone and through our collective efforts have a more significant impact on our world for Jesus.

Notes on the Building Fund

As part of our Greater Things project we budgeted to give \$30,000 for the mission work in Nicaragua. This money is given through BIC Global Canada. In 2017, we completed this commitment with a final gift of \$17,111.

At the beginning of 2018, we carry a large cash balance in the Building Fund with the intention to make a privileged payment on the mortgage early in the year.

Notes on the Syrian Fund

The Syrian Settlement Committee completed their responsibilities with the Aldass family in June 2017. At that time there were still donations remaining in the fund. In keeping with the intent of the donations, the Board authorized the donation of the remaining \$3,991 to MCC Ontario for the purpose of assisting with refugee settlement in Canada.

Notes on the 2018 Budget

The Lead Pastor role is budgeted for 12 full months. The interim pastoral costs are paid from that budget.

Work formerly done by Gillian Fenske on a part-time basis out of the staff budget will now be done on an outsourcing basis. As a result a new line item for "Communication Services" has been added and the staff budget has decreased by a similar amount.

FINANCIAL REVIEWER'S REPORT

March 1, 2018

To the members of Westheights Community Church

I have conducted the following review procedures on the books and records of Westheights Community Church for the year ended December 31, 2017.

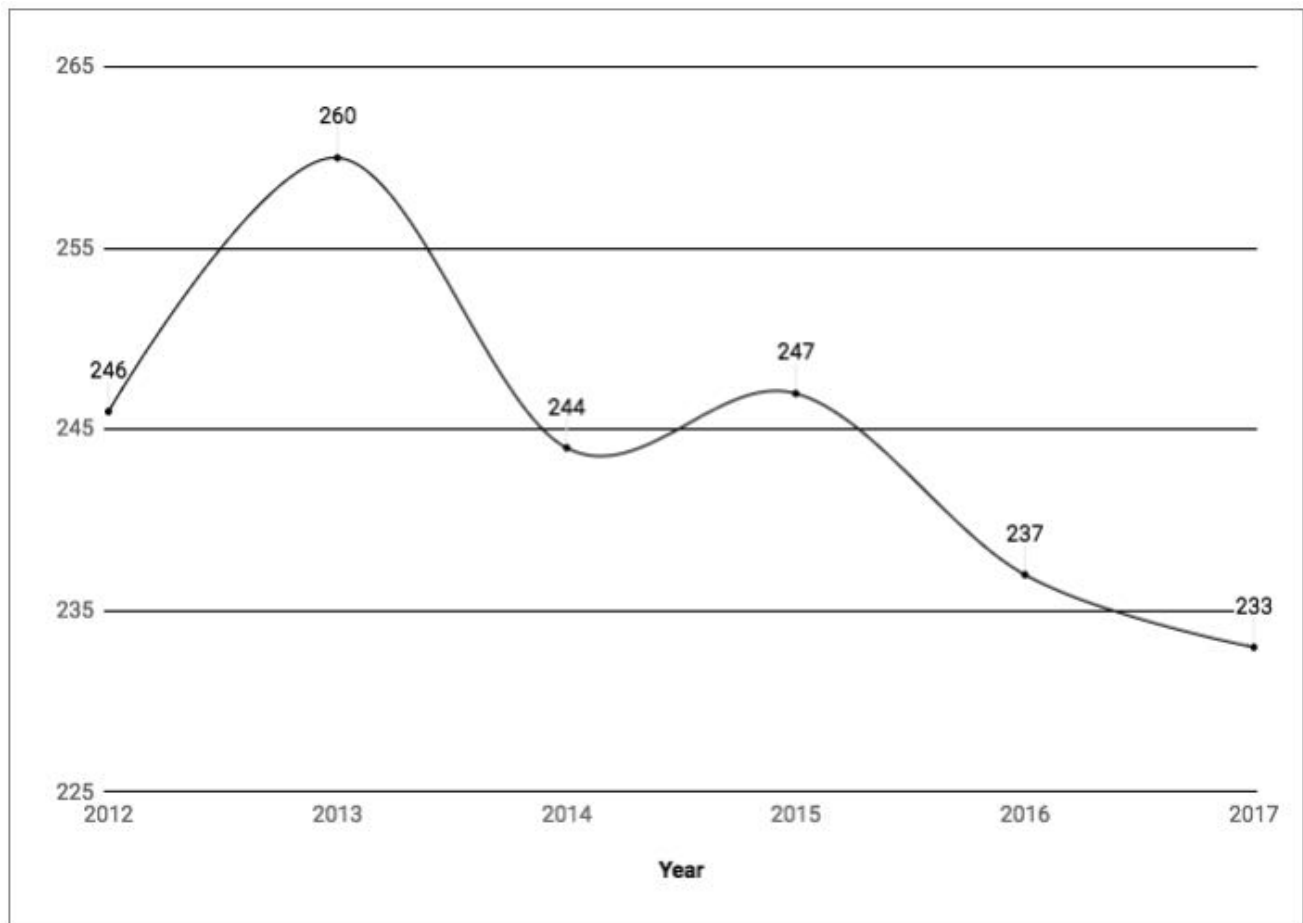
1. Reviewed the year end bank reconciliations
2. Reviewed the payroll records and approved rates
3. Reviewed the general ledger and examined supplier invoices on a test basis
4. Reviewed the cash receipts on a test basis and determined that they
 - a. reconciled to the deposit book;
 - b. were exclusively for board-approved purposes and programs;
 - c. were properly used or set aside according to the donor's designations;
 - d. were acknowledged with official receipts where appropriate; and
 - e. were recorded in the appropriate general ledger accounts.



Valerie De Porto

APPENDIX 1: STATISTICS

Attendance



General Fund Giving

2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
364,726	420,420	398,978	393,374	394,682	405,137	397,420	389,559	474,778	411,368

APPENDIX 2: IN APPRECIATION OF THE LESTERS' 16 YEARS AT WESTHEIGHTS



APPENDIX 3: BE IN CHRIST ANNUAL REPORT 2017



“They who be in Christ are a new creation; the old is gone and the new has come.”

- II Corinthians 5:17



Be In Christ Church of Canada is a network of churches across Canada committed to being a growing faith community, **following Jesus**, **sharing his message** and **extending his peace around the world**.

This work is carried on as people in local churches love their neighbours, pray together, disciple one another, live in healthy community together and commit to following Jesus fully. This work happens when local churches intentionally work towards impacting their surrounding neighbourhoods and the people who live within them. It happens when we together, as churches across Canada, mobilize our resources for our work nationally and internationally.

In 2017 we continued to work to advance our 4 strategic initiatives:

Renew, innovate and multiply expressions of church.

- New sites were launched or are preparing to launch in Brockville, Hamilton, and Richmond, BC.
- The Meeting House continues to explore the potential of a site in the Niagara region.

Get behind young and emerging leaders. (Let's get a bunch of new, great leaders.)

- We worked over the summer to develop and invest in 9 interns through the Flow Internship program.
- Dozens of young adults took part in a series of daily development days focused on spiritual and skill development.
- We launched the Be In Christ Residency program. In partnership with a local church (shared costs), we place a young emerging pastor for up to two years in a local church to learn under the tutelage of a seasoned leader. We currently have four residents.

Mobilize creative, compelling communicators.

- Our social media presence continues to grow and today most of our churches across Canada are engaging in some type of social media effort.
- On our webpage we now offer a link to resources that highlight a number of communicators talking about different themes. www.canadianbic.ca/category/resources



Cultivate mutual, compassionate partnerships.

- Together we completed the main worship building and training centre for the church in Nicaragua.
- We supported pastors in Malawi through tuition grants.
- We supported pastors in Venezuela due to hyperinflation and government instability.
- We supported a missionary from the Zambian Church to the Kenyan Church for 6 months.
- We continued to support church planting in Cuba, India and Nepal.
- Immediate disaster relief was provided for places impacted by drought, flooding or storms.
- And hundreds of children were supported through the SPICE program in India and Nepal, providing an education and proper nutrition.

These are just small pictures of what we do together. What each of these bullet points highlights is but one example of many that could be given. Each day in our local churches, lives are touched and people's futures transformed by Christ.

All of this is possible in part because of the generosity of our local churches. So, thank you! Thank you for your giving as people and local churches to the work of the broader family of churches known as the Be In Christ Church of Canada. Together a difference is being made! Thank you.

As you know, in 2017 we have adopted a new name. It has been a joy to see that work its way out at the congregational level. I am proud of the way that we as a national church together navigated this significant change.

In 2018 at our May Annual General Meeting, we will now be talking about a new strategic plan to guide us over the next 3–5 years. I am excited. This plan is geared around two key initiatives:

Transformational Leadership and Incarnational Churches.

I look forward to talking with you about these key ideas.

It's a privilege to serve alongside local churches passionate about being the people of Jesus.
Thank you!

Yours in Christ's love,
Doug Sider

P.S. Join us for the Be In Christ AGM on May 5, 2018. It's an event you don't want to miss and you don't have to be a delegate. For more information visit: www.canadianbic.ca/AGM2018

P.S.S. Check us out and follow us on social media:

www.facebook.com/biccanada | www.twitter.com/biccanada | www.vimeo.com/biccanada