



WESTHEIGHTS COMMUNITY CHURCH
2019 BUSINESS REPORTS / 2020 BUDGET

AGM AGENDA - MARCH 29, 2020

1. Welcome
2. Procedures for meeting
3. Adoption of Minutes from March 31, 2019 Annual General Meeting
4. What's Happening in Student Ministries
5. Update on Worship Ministry
6. Strategic Planning and Next Steps
7. Mortgage Update
8. Board Report
9. Ministry Report
10. Facility Report
11. Policy and Procedures Update
12. Personnel Committee Nominations and Report
13. Financial Report 2019
14. Budget 2020
15. Closing Prayer

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AGM MINUTES 2019

March 31, 2019

Westheights Community Church Annual General Meeting Minutes March 31, 2019 - 6:00 p.m.

	Attendance	Members Present = 33 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 Annual General Meeting in 2018	Jenn Wiens made a motion to accept minutes from the March 25, 2018 Annual General Meeting. Shane Gallian 2 nd the motion. Minutes were carried without amendments.
4	Policy and Procedures-Housekeeping Update.	There were various questions to clarify some of the changes to the policy and procedures. Question whether we need to create a job description for the Bookkeeper. We agreed that we should create a job description for the Bookkeeper Terry Kreutzkamp made a motion that the updates documented in Apendix 1 of the AGM Reports be accepted as updates to the Policy and Procedures document effective March 31, 2019. David Wigg 2 nd the motion. Motion carried.
4	Staff Transitions update	Doug provided the update on the staff transition. Melanie and Tom have decided to leave the staff team, both have decided to accept career opportunities outside Westheights. Doug advised that the church has a plan to utilize volunteers to continue the Worship team ministry at this time until we find a new person to fill this role. Josh Mutter is going to be leading the senior high meeting on Thursday nights and junior high will be covered by a team of volunteers. Josh has posted for a part-time youth director position.
5	Lumina Update	Josh provided an update on Lumina. Josh was attracted to Westheights by the Lumina project. Josh liked the idea of reaching people who normally would not be attracted to the church. We have learned, from Tom's experience with the Lumina project, better ways to reach out and connect with our neighbours With Tom leaving the staff team we are taking a break from Lumina formally. The Church board is looking into what the next steps will be.
6	House Churches	Josh is excited and encouraged with our Westheights house church ministry and we should be proud of how successful our House Churches are House church plays such an important role in how we care for people and how we grow in our faith. Terry Kreutzkamp and Josh Mutter are looking for the next steps in our House Church ministry and how we can improve and grow this ministry.
7	Reports	Doug Braun discussed how we would handle the reports.
	a) Lead Pastor's Report	Josh Mutter presented his report.

		<p>Josh thanked the congregation for welcoming him and his family to the church family. He is grateful to be working with such great Staff, volunteers and Church Board.</p> <p>Pastor Josh Mutter made the motion to accept his Lead Pastor's Report. Christina Main 2nd the motion. Motion carried.</p>
	b) Church Board Report	<p>Jenn Wiens made the motion to accept the Church Board Report. Melanie Wigg 2nd the motion. Motion carried.</p>
	c) Staff Reports	<p>Children's Program Charlene Neuman discussed the encouraging energy of the children downstairs. Westheights is a church about family ministry. Charlene is thankful for how we embrace children and how kids have a special role in the church. Special thanks to all the leaders and volunteers who help in the Children's Programs.</p> <p>Charlene Neuman made the motion to accept the Children's Ministry report. Paul Slater 2nd the motion. Motion carried.</p> <p>Student Ministry Tom Fenske is very proud of the fact that the young people in the church are so much part of our church community. He loves the fact that students are already volunteering at Westheights and are encouraged to do so.</p> <p>Tom Fenske made the motion to accept the Youth Ministry Report. Terry Kreutzkamp 2nd the motion. Motion carried.</p> <p>Worship Ministry Melanie wanted to thank people for the kind words from the congregation during her transition. Melanie Wigg is so thankful for the people she serves with and she is excited to remain part of the Worship Team.</p> <p>Melanie Wigg made the motion to accept the Worship Ministry Report. Cindy Jantzi 2nd the motion. Motion carried.</p> <p>House Church Report Terry Kreutzkamp thanked the Gallians/Slaters for beginning their house church. Tim and Mimi Lee are hosting and Lisa Coates Cameron is leading a group. Terry is encouraged by people stretching themselves and helping to lead and serve in the House Church ministry.</p> <p>Terry Kreutzkamp made a motion to accept the House Church Report. Cyndy Cober 2nd the motion. Motion carried.</p>
	d) Personnel Committee Nominations and Report	<p>Melanie Wigg made the motion to accept the Personnel Committee Report. Cindy Jantzi 2nd the motion. Motion carried</p> <p>Doug outlined the Nominees for positions and outlined the ratification process for those interim positions that were filled in the year.</p>
	e) Other Ministry Reports	<p>Shane Gallian made the motion to accept the Other Ministry Reports from page 23 to 30 in the report. Christina Main 2nd the motion. Motion carried.</p>

9	<p>Finances</p> <p>a) Financial Report 2017</p> <p>b) Budget 2018</p>	<p>a) <u>Financial Reports 2018</u></p> <p>David thanked Jen King (Bookkeeper) and Jeannette Lam (Offering Assistant) and Mimi Lee for all their help over the year.</p> <p>Balance Statement David highlighted: -We carried \$90,000 to make sure we have a good cushion because giving has been down in the past year. -We carried a balance in the building fund so we can make a privileged payment against the mortgage and keep enough in the building fund to cover the mortgage payments for the year.</p> <p>Fund Summary David highlighted: -Donations line in the amount of \$366,982 was down from previous years. There have been a number of changes with people who were significant donors. Overall there are new people coming to the church and giving. This does not appear to be an overall trend downward.</p> <p>Actuals and Budget-Operating Fund David highlighted -2018 Misc line in the amount of \$4441 was high due to pastoral search expenses, and onboarding new pastor expenses -For 2019 Budget we budgeted as though we will have a full staff team.</p> <p>David Wigg made a motion to accept the 2018 Actuals. Shane Gallian 2nd the motion. Motion Carried. David Wigg made a motion to accept the 2019 Budget. Paul Slater 2nd the motion. Motion Carried.</p>
8	<p>Closing Prayer</p>	<p>Doug Braun closed the meeting and Josh Mutter closed in prayer.</p>

CHURCH BOARD REPORT FOR 2019

The Church Board Members for 2019 were: Doug Braun (Chair), Suzanne Isaac (Vice-Chair), David Wigg (Treasurer), Jenn Wiens (Secretary), Josh Mutter (Lead Pastor), Nicole Cotie (Member-at-Large), Shane Gallian (Member-at-Large), and Nel Slater (Member-at-Large).

This year the Church Board has observed many positive things happening here at Westheights. We welcome many new people each week and we are continuing to see new opportunities to grow together as a church community. We have seen many people pull together to serve in new ways to support our ministries. Westheights has an excellent staff team and we have had a year of challenging messages and inspirational services. The Church Board is so appreciative of our committed staff team and dedicated volunteers.

This year Tom Fenske and Melanie Wigg left our staff team. We appreciated Tom's passion for student ministries and reaching out to the local community. We appreciated Melanie's extensive work in the worship ministry and are grateful she had developed such a dedicated worship ministry. We are so happy that both Tom and Melanie are continuing to serve and attend Westheights.

On July 14th 2019 Christina Main was welcomed onto our staff team as our Director of Student Ministries. Christina has already become a truly valued member of our staff team. We are impressed with her maturity, her passion for students and the vision she has for developing youth ministry. Christina has found opportunities to positively impact students in our community and in our church. We are looking forward to seeing Christina's energy and enthusiasm in both the youth and other ministries of the church.

We have been looking to fill the role of Worship Director over the past year; we still have not found a good fit for Westheights and continue the search to fill the role. The Church Board is truly grateful that the current volunteers are able to maintain such a vibrant worship ministry and their extra efforts have not gone unnoticed. The Church Board would like to thank Terry Kreutzkamp for all the additional work he does at worship team scheduling/administration, Lauren Doherty and Lisa Coates-Cameron for organizing the spring worship night, and Lisa Coates-Cameron for organizing and leading the Christmas Eve services.

This year the Church Board spent significant effort in strategic planning for the future of Westheights. We met several extra times for extended periods solely dedicated to collaborate and develop our continuing mission, vision and areas of focus. The staff was invited to one of these sessions so we could obtain additional ideas and feedback pertaining to the direction that our church should take. By the end of our sessions we decided to retain our existing mission and add the following vision and areas of focus:

OUR MISSION-(Why do we exist?): To help people find and follow Jesus.

OUR VISION-(Who do we want to be?): To be a vibrant community of followers of Jesus which serves our neighbours by meeting needs and showing love.

OUR AREAS OF FOCUS:

- Growing in our relationship with Jesus.
- Growing in our relationship with our internal community.
- Growing in our relationship with our neighbours.

During 2019, our congregation gave generously and our expenses were lower than expected (largely due to pastoral transitions.) As a result, we were in a position to transfer money to our building fund at the end of the year. Early in 2020, we paid down our loan balance to just over \$23,000. This means that we are in a position to completely retire our mortgage from the Greater Things project soon. Praise the Lord!

In 2019, the Board focused on understanding our vision and in 2020 we will be working to figure out how to put that vision into practice. Knowing that our mortgage is nearly done opens up many possibilities at our church, in our community and around the world. As a Board, we'll be considering what we can do best fulfill our vision and possibly working with professionals who can help us to review alternatives and estimate costs. To be prepared for that possibility, the 2020 budget includes a transfer to the 2020 Building Fund to cover some additional planning costs.

The Board is truly grateful for the generosity of so many people at Westheights in giving 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

MINISTRY REPORTS

I am excited to be able to introduce a new (and hopefully improved) ministry report format that will reflect on the life of Westheights Community Church in 2019 and anticipate what God will be doing at and through Westheights in 2020. This report incorporates the voices and input of both our staff and volunteers, forming a cohesive story with the common mission to help people find and follow Jesus.

Before we dive into our 2019 ministry story, let me first take a moment to say thank you.

- I am grateful for all of our volunteers. To be honest I am not sure how many people give themselves to our ministry but I know that it is a lot and that without people like you, giving your time, energy and gifts to our church, we would not be able to do what we do.
- I am thankful to our Board who I get the privilege of working with. These folks are invested in who we are as a church and have been a great source of wisdom and discernment as we dream about the future of Westheights Community Church.
- Last, but certainly not least, I am grateful for our staff team. This is a team that just works well together in so many ways. And, even more importantly, they love one another. It is an honour to lead this team!

In the spring, the Board decided that it was appropriate to have conversations about the direction we will be headed as a church. These conversations resulted in a renewed commitment to our mission “to help people find and follow Jesus” with a vision “to be a vibrant community of followers of Jesus which serves our neighbours by meeting needs and showing love.” As we discussed what it would mean to live out this mission and vision, three areas of focus emerged:

- A. Growing in our relationship with Jesus
- B. Growing in our relationships with one another
- C. Growing in our relationships with our neighbours

As we reflect on the story of Westheights in 2019 and look ahead to what is to come, we will be using these three areas of focus to organize our thoughts. In many ways, it is encouraging to see that while our vision and focus has been refined, we are already on track and are now ready to lean into where we sense God is leading us.

Respectfully Submitted,
Josh Mutter - Lead Pastor

A. RELATIONSHIP WITH JESUS

As a church, one of our areas of focus is to encourage the spiritual growth of those in our church community. It is our desire that there will be a variety of opportunities for people to learn about faith and to engage in spiritual conversations.

WORSHIP

One of the ways we grow in relationship with Jesus is through our Sunday morning worship services. Over the course of this year we have been blessed with a team of volunteers that has stepped in to lead our worship ministry. In many ways, this transition has felt seamless and Sunday mornings have continued to be a meaningful part of our experience of being in a relationship with Jesus.

In spring 2019, we had the joy of celebrating the baptism of three individuals. It was wonderful to hear the stories of how Jesus has been at work in the lives of Michelle Braun, Lydia Reid and Marcus Vela and to cheer them on as they demonstrated their commitment to Jesus through baptism.

In March, we experienced an evening of worshipping together. It was a powerful evening of connecting with God through song and even dance. What most people did not see was something inspiring that happened in the background where one of our older children organized the kids in attendance to spell out the words “God is Here” on pieces of paper and hold them up as a declaration of God’s presence with us in that time of worship. Kids are amazing!

On Good Friday, we had an experience called Journey to the Cross. The whole church was transformed into a series of self-guided stations that were visited in sequence, giving us moments to contemplate the story of Jesus’ betrayal, death and burial. 164 people attended this experience and the feedback was that it was a meaningful time. One person wrote, “I will remember this Good Friday service as a beautiful and unique experience that drew me closer to the Lord.”



In November, a small group of musicians and singers gathered together for a Worship Circle to sing praises to God in an intimate acoustic setting. We had people glorifying the Lord with their voices, accompanied by flute, harmonica, kahone, and a lot of guitars. We sang and played some favourite worship songs, old and new, interspersed with reflective readings and a homemade snack. This is an event open to everyone who is interested in worshipping God with any instrument, including their voice, and we look forward to doing this on an annual basis.

GROW

“On Your Mark!” is our Sunday morning kids program for preschool and elementary-aged kids up to Grade 5. This year we have been excited by some changes to “On Your Mark!” worship. Except for one extraordinary songleader - who always had a guitar or banjo in hand - worship leaders have traditionally led using worship recordings/videos. In the fall, our instrumentalist and vocalist teams exploded with adults and Jr Highs who wanted to lead, so that we’re now able to lead more often with live music. Their enthusiasm alone draws all of us more directly into a more focused worship experience! In addition, we are also excited that for the first time at Westheights Kids, toddlers are being introduced to

God with songs and stories in a weekly worship circle! They love watching their leaders model the joy of worship and hearing about someone special - Jesus - from so many people at once!

“On Your Mark!” teams are still teaching the “Big God Story” - showing and telling who God is and how all the stories are ultimately about God’s desire to rescue and redeem His people. Contemplative experiences continue to be encouraged for all our elementary kids, so they know what it feels like to slow down, be still, pray and connect with God about real-life circumstances. An old Persian rug is a great place to bring your drawings and words to God, to give Him problems, or ask Him for forgiveness.

Over this past year in Student Ministries (Jr and Sr Highs) there has been an invitation to be open with one another about how God is stretching and moulding each person. Through having volunteer leaders who bring their unique expressions of faith and their own anecdotes of walking with Jesus, both Jr and Sr Highs are able to glean immensely from leaders in their unique walks of life. Leaders have facilitated times of meditative reflection, worship nights, and shared their own practises of how they engage with God in their day to day lives. Big questions have surfaced around baptism, God’s thoughts on creation care, mental health issues, and how to discern God’s voice. These questions and more have spurred deep chats encouraging students to grapple with their faith and understandings of how God speaks to them individually.



For the adults of Westheights, we have nine small groups meeting in homes (or the church) on a weekly basis to learn and grow together; we call these groups “house churches.” A variety of formats and topics are explored, with prayer and the study of spiritual topics being a regular part of these gatherings. Some house churches have spent time studying specific books of the Bible, others have explored teachings through videos, and one group often discusses the message from the Sunday morning service that week. All of these conversations contribute to one of the core purposes of our house church groups which is to help people to grow in their relationship with God and to become more loving followers of Jesus.

One of the ways that we are encouraged to grow in our relationship with God is through our Resource Centre. In fact, it has not been unusual for Pastor Josh to point us to the Resource Centre to complement something he has spoken on. One of the more popular book series in the Westheights Church’s Resource Centre is the “Yada Yada Prayer Group” which is a great series for new Christians or those who are new to Christian Fiction. This story, of several women from different backgrounds who create a bond after being brought together as a prayer group at a Women’s Retreat, is told in a funny yet engaging way. Readers are able to identify with the characters and realize that they are not alone in what they may be thinking. Another enjoyable part of being involved in the Resource Centre is when the young children come in to pick up their books and DVDs for the week. They love to share the most interesting stories of their week and are always ready with a quick smile and shy wave. Seeing parents suggesting books or movies they enjoyed as a child is a wonderful thing.

One new initiative that we are excited about is for the women of Westheights. On May 8 & 9, 2020, we will be having a Westheights Women’s Conference. This idea was the result of having to cancel the Women’s Retreat the last two years, the feedback being that the overnight component made the retreat problematic. The desire is to have an opportunity where women from our church (and others) can gather to experience community and to grow in their faith. This two-day event will be held at Westheights and will be on Friday evening and all day Saturday. We are grateful for Lisa Coates-Cameron and her team who are organizing this event.

B. RELATIONSHIP WITH ONE ANOTHER

We believe that being a loving, thriving community is important and that being in healthy relationships with one another is key to our personal and spiritual growth. With this in mind, one of our focuses is that we will continue to grow in this area and that there will be a variety of ways for us to connect and dig deep in our relationships with one another.

PLAY TOGETHER

At Westheights, we love spending time together and some of the big ways that we do this have been through the hard work of Jen King, our Adult Ministries Coordinator.

In the winter, over 160 of us came to the Chili cook-off in search of the World's Best Chili (we think pretty highly of ourselves) and we weren't disappointed by the entrants. In the end Lisa Coates-Cameron was crowned 2019's chili champion.

In June, we spent time together at the church picnic in Petersburg. The day was beautiful, the kids enjoyed the inflatable castle and some of us even learned how to play ultimate frisbee.

As we were getting back into fall routines, we met for our annual Corn Roast at the Janzi's farm. This was a great opportunity to connect with one another. The corn roast had a great turnout of around 140 people with many new friendships formed and even more calories consumed (can we say crock-pot full of melted butter?). As Pastor Josh promoted, "Come for the butter, stay for the relationships." The silent auction bake sale in support of Camp Kahquah also raised \$701.50. One individual successfully bid \$60 for a delectable pie!



We are grateful to Jen King for her leadership and organization of these three large events and for the volunteers who came together to make these events happen. Thank you!

In the fall, the Patricia Ave. House Church initiated a monthly "Games Nights for Grownups" on Saturday evenings. These nights have been well-attended and are fun, relaxed gatherings that usually begin with a large group game. Then people break into smaller groups to play a variety of games brought by participants. These include classic games like Dominoes, Quiddler or Battleship, along with new ones such as Codenames or King of Tokyo. This event has been a great way to get to know people at Westheights in a casual setting.

In January of 2019, a group of women from our church started an informal monthly gathering at a local restaurant. These monthly gatherings have been a fun way to connect with other women at the church. Each event seems to bring out a different mix of women, some young-ish, some older-ish, some new-ish to Westheights, and some long-time attenders. The diversity of the group has made for interesting and engaging conversations as women get to make new friends, get to know each other better, and discover new things about one another. One woman, who is new-ish to Westheights, has remarked how these nights have been such a great way for her to meet other women and develop new friendships with those at church. These nights out together have allowed the women to connect about everyday life and have meaningful conversations that women don't often have time for on a Sunday morning. Not to be outdone, this fall the men organized a monthly Wing's Night with the similar aim of

connecting people together. What has been great about both of these events is that they have been organic initiatives in response to a desire to be better connected.

Looking forward, we will continue to look for ways that encourage us to be growing in our relationships with one another. Already, ideas are percolating and we are looking forward to experimenting with some new ideas in 2020. Teaser: Stay tuned for Potluck Palooza!

GROW TOGETHER

Can you envision that moment, right before you need to cough, when you are sitting in a crowded and extremely silent room? Admit it, you've all been there - it's all sorts of uncomfortable. As we hold our breaths and stifle the cough, we wonder what the people around us will think if we let out a scratchy, phlegmy cough. Forming groups can feel like this too, being cautious in a new space, wondering how the

people around will respond to what one has to offer. This silent cough experience has been shifting over the course of the fall in both Jr and Sr High alike. Students have been growing to know each other and the leaders in some incredible ways. The metaphorical silent room has grown into a vibrant space where conversations and laughter are becoming the norm.



The fall had Jr Highs working on growing together to know and support one another, be it in small groups, in the practice of actions for songs to lead next door with the Westheights Kids program, or in the conversations had over highly competitive games at the foosball table. Friendships are building and camaraderie is felt in the space on a Sunday morning. A group of 9 students and 4 leaders spent a weekend at Camp Kahquah for the denomination's fall Jr High retreat. The weekend built friendships and inside jokes as they focused on the theme of being rooted in God's love alongside 150+ other Jr Highs and leaders. Sr High has likewise been growing together with new leaders and new students, and building deeper friendships in small groups. There has been an openness to new friends joining Sr High and a sense of belonging can be felt in the buzz of the room on a Thursday night.

It can be a weekly blast making old stories new for young hearts and minds, but it's the relationships nurtured by kids ministry caregivers and leaders that make for great "sticky faith" moments! The SK-Grade 1 leaders (On Your Mark! Sunday program), for instance, "met together" regularly - online - to discuss how to build community and a love for all things "Red Team." They were purposeful and tireless in their efforts to help specific kids - newer children, kids who needed exceptional care and attention, as well as kids who were going through difficult challenges at home or school - to adjust and engage. Talk about living out the love of Jesus on the front lines!

September and October were training months for our Kid Min leaders, as usual, but of note were the outstanding meetings that took place for our Infant-Toddler and Preschool Team leaders, when veteran leaders stepped up to train the rest! When experienced leaders are eager to teach their peers, barriers come down, trust and community grows, and the job gets done by people who really know their stuff. Strong teams get stronger when team members inspire each other.

One of the ways that we are seeing people connect with one another is in our Infant-Toddler Care ministry. It is heartwarming to see young families gather with new energy, in or outside the care areas, exchanging phone numbers and connecting with each other and ministry caregivers. Supporting each

other in friendship and care is so life-giving in the early years of parenting. Here's to lifelong support and family "playdates" long after the kids grow up!

Ten families attended the "Here is the Church" Take-It-Home Event, which gave Preschool parents an opportunity to learn with their kids about the value of learning, eating, and worshipping together. And what better way to demonstrate value than to do those very things together, in family-friendly ways? There were many smiles from our kids, thanks to a fantastic Take-It-Home team, and parents enjoyed a meaningful chance to evaluate their commitment to the church community.

The Great Room was abuzz for our eight Westheights Kids parties. They were planned to build excitement for our programs, to celebrate how holidays are about God's good news, and to give leaders an opportunity to get to know their kids in a less structured environment. All the elementary-aged kids jumping and screaming as they gathered around Heather Gallian and Nicole Cotie facing off for a "Suck It Up" game final was unforgettable. As was watching both adults and kids lifting their hands to Jesus together in worship for His birthday. "O come, let us adore Him..."

One of the current realities of how we have structured our Sunday morning time is that we are divided based on age. Recognizing that the body of Christ is represented by all ages, we have looked for opportunities to intentionally bring multiple generations together. One of the ways that we are trying to be intentional about growing in our relationships with one another is through special intergenerational services like Jubilee (Feb 10) and Project Give (Dec 8). Perhaps one of our favourite things to see is the excitement and joy of our children spread to others in our congregation when the kids are present.



On May 11, 2019, Westheights worked with three other area BIC churches to host a parent-equipping event featuring Brett Ullman. Twenty-two Westheights families attended the event, "Navigating Everything," which covered a surprising amount - a very helpful bit of "everything" - and provided parents of kids of all ages with useful ideas, strategies, and tools. This was an encouraging time of reflection and learning for parents wanting to be the best leaders they can be!

As we gather in house churches, sharing our lives, praying for each other, and spurring one another on to love and good deeds (Hebrews 10:24), we naturally develop deep relationships. Our small groups endeavor to create safe spaces where people can share at their comfort level and are able to feel loved and supported. And while our gatherings usually include serious discussions on a variety of topics, they are also characterized by great joy and laughter. Many house churches have regular times of intentional fellowship, which can include sharing a potluck meal or joining together to enjoy conversation or play games.

This year's Secret Sister program has provided a great opportunity for women in the church to lift each other up with encouragement and prayer. Women have been able to connect with other women at the church who may be outside of their normal social circles. It has given women a good excuse to find ways to connect with the woman they are supporting so that they can get to know her better and learn more about the areas of her life that can benefit from prayer. Some women have become dear friends as a result, in part, of the program. It brightens women's day/month when they receive thoughtful, creative handwritten or typed letters, cards, and gifts. One woman lost a loved family member and the letters, cards and notes of encouragement she received from her Secret Sister were heartwarming for her. It comforted her to know someone was praying for her through a very difficult time.

C. RELATIONSHIP WITH OUR NEIGHBOURS

We believe that following Jesus is not just about us, but needs to have an impact on those who don't attend Westheights. With this in mind, we want to be about doing things that make a difference in our neighbourhood, our city, our country and around the world. These are our neighbours.

OUR KW NEIGHBOURS

A number of our house churches regularly look for ways to serve the local community in Kitchener. These projects have included: providing and packaging food items for the Ray of Hope marketplace which distributes food to those in need; knitting hats and scarves, along with providing hygiene items, for local trafficking survivors; sorting donated goods at Thrift on Kent store; assisting MCC volunteers who support those transitioning out of homelessness; providing funds and gifts for families in the region's women shelter. These many acts of kindness on behalf of Westheights have shared the love of Christ with our community in caring and practical ways.

In February, the SK-Grade 1 Take-It-Home Event challenged parents and "special grown-ups" to help kids catch the serving bug! After we explored Jesus' upside-down way of living, Brenda Kumornik inspired us by sharing about the way she tirelessly serves those in need in the K-W area. And if you ever want to boost noise and energy in a room, give kindergarteners and Grade 1s a way to serve hands-on alongside their parents! It remains a "secret service," but suffice it to share that at the start, there were some 60 lbs of beans.

Over the course of the fall it has been fascinating to watch our Sr High students engage their home communities within the youth setting. A single Sr High student has brought out 6 additional friends at various times on Thursday nights (sometimes all of them at once) - most of these friends coming from a background of no formal church experience. Westheights students have proactively invited friends to our community outreach activities (e.g., volunteering at the thrift store, delivering Halloween for Hunger bags) and to weekly youth nights as well.

The week before Halloween for Hunger, when our Sr High students were handing out bags for collection, one Westheights Sr High student brought along a friend. This visiting student has since been coming regularly to Sr High Thursdays with her friend. She's been growing into the group and is known for sending messages each week to ask what the group will be doing on any given Thursday. Oftentimes, after asking, she would let us know that she was bringing along even more friends.

Many hands make light work, and Halloween for Hunger is one such event which would not be possible without the agile hands and feet of Westheights volunteers. From the single Sr High student who helped staple flyers onto 800 collection bags, to the young families that



came out in the rain to collect food donations, it was not a one-person job. Sr High students trekked the cold to deliver the collection bags with the support of several individual families and house churches who stepped up and handed out flyers the week before. As a church, we reached over 800 homes. In total, we raised 2,932 lbs of food alongside an additional \$87 dollars in funds. In real meal numbers, that is 2,552 meals in support of our community. The weather was less than pleasant, but that didn't stop our volunteers from smiling and warming each other with humour and camaraderie!

Our Christmas Eve service continues to be an opportunity to connect with our neighbours. This year we had 550 people attend our three services. What is always interesting is seeing some of the same faces from our neighbourhood year to year, who make our Christmas Eve service a part of their family celebrations.

Looking ahead, we will continue to look for a variety of opportunities for us to grow in our relationship with our neighbours. One way that we are looking to grow in this area is through intentionally pursuing relationships with local organizations that are serving our neighbours. Currently Pastor Josh is in conversation with two groups who work out of the Forest Heights Community Centre, to learn more about what they are doing and if there are ways that Westheights Community Church can come alongside them.

OUR NEXT-DOOR NEIGHBOURS AT FOREST HEIGHTS L-T CARE CENTRE

What a great turnout we had for Good Neighbours Day 2019! Thirty-four men, women, students and kids worked together to provide a spa day to residents of the Forest Heights Long Term Care Centre next door. Some 40+ residents enjoyed a variety of “personal care” stations (coffee, facials, manicures, gifts etc.) along with cheerful conversations from our own Westheights crowd - spa enthusiasts, wheelchair pushers, coffee refillers, sit-around-and-smile hanger-outers. One of our Westheights guys wowed us by taking over a manicure station! What a pro! (He does have 2 sisters, a wife, and 2 daughters who taught him everything he needed to know...)



As they prepped for their three visits at Forest Heights Long Term Care Centre, our SK-Grade 5 kids learned about community worship - What is it? Why is it important? - and about leading others to worship. They gained worship skills in reading music, playing instruments (bells, drums, percussion, guitar, and keyboard), drama and creative movement. At rehearsals, they discussed concepts like humility, authenticity and personal worship, and prepared to lead with songs, prayers, Scripture readings, and performances meant to inspire. They took the time to pray for each other and for those they were serving - heartfelt prayers about real concerns. When asked after our December visit what the special moments were, most children reflected on the joy their personal interactions brought to residents!

OUR GLOBAL NEIGHBOURS

Our Project Give Sunday was an opportunity to hear about the good work that Mennonite Central Committee (MCC) is doing on our behalf and we were moved by the message that Heather Gallian shared. In response around 100 of us stuck around to contribute to projects that will make a difference for both our neighbours at the long term care home and around the world through MCC. This year we assembled 187 hygiene kits, packed gifts for offenders re-integrating into the community after release from prison, completed a quilt that will be given to comfort someone in a refugee camp as well as created cards and gifts for residents at Forest Heights Long Term Care.

FACILITIES TEAM REPORT

The facilities team at Westheights has had a smooth 2019 with standard repair expenses, stable summer maintenance expenses but substantial increase in winter maintenance expenses. This increase in winter maintenance cost is not totally unexpected as salt and insurance costs trend upward.

The most significant items impacting our facilities budget for 2019 were items that required contractors to complete the work. Those items included repairing a leak in the office building roof, the Stormceptor drainage system required servicing and one of the panes of glass in the front foyer required replacement.

We at Westheights are blessed to have capable, generous and willing volunteers who address tasks as they arise. There are numerous tasks completed by our team that some organisations might need to hire contractors to complete. A big thank-you to all of the volunteers who help us to maintain a stable building repair and maintenance budget over the course of many years.

As Ryan Terpstra and I swapped roles on the facilities team, numerous people have stepped up to help with a smooth transition. The staff have also been patient as I take on the tasks that Ryan had previously spearheaded.

A wide range of tasks are scheduled for completion in 2020 and we will continue to call on the facilities team to assist as they are able. I look forward to a continuation of maintenance and repairs as required.

Sincerely,
Shane Gallian, Facilities Team Coordinator

POLICY AND PROCEDURES UPDATE

We believe that the church is both a family and an organization. Our "Policy and Procedures" document provides structure for the organization of the church. This structural organization provides vision and oversight to provide the resources that the ministries require.

In 2019, Be In Christ Church of Canada distributed updated policies for local churches and asked local churches to adopt the applicable updates into their local policies. Changes 1 and 2 are from these updates. Change 3 is from the Church Board.

1. Change 1: The denomination requests that our team which deliberates and generates nominations each year be called the Nominating Committee. Our current committee is called the Personnel Committee. Since this group does not manage all personnel, such as staff and volunteers, this name change to the Nominating Committee is a good fit since the group's main task is the managing of nominations each year.
2. Change 2: There are changes for the Members-at-Large of the Church Board, as follows:
 - there are new qualifications (see the marked-up job description in Appendix 1)
 - the term is for two years (not three years)
 - the maximum term is four consecutive two-year terms before a break of at least one year
 - these changes apply to new incumbents; no changes to existing Members-at-Large
3. Change 3: The number of voting members on the Nominating Committee is being increased from 5 to be a range of 5-7. This change is to allow for more people on this team as they deliberate on who from the congregation would be a good fit for upcoming position vacancies. Additional people will provide more coverage of the congregation.

Job descriptions for Church Board, Personnel Committee, and Finance Team can only be amended by an action at an AGM. A marked-up version (showing the old and new text) of the Church Board and Personnel/Nominating Committee job descriptions has been included as Appendix 1. We will be taking any questions about these changes and a motion to approve the changes at our upcoming AGM on March 29, 2020.

DRAFT MOTION

That the Policy and Procedures be updated as follows: (a) that all occurrences of the words "Personnel Committee" be changed to be "Nominating Committee"; and (b) that the revisions in the marked-up pages in Appendix 1 be used to update the Church Board and Nominating Committee job descriptions.

PERSONNEL COMMITTEE REPORT

The Personnel Committee is responsible for coordinating the nominations of suitable individuals for various ministries that serve the church. The Church Board is responsible for coordinating the nominations for the Personnel Committee. Whenever there is an upcoming vacant position, an appropriate candidate is nominated. The members of the Personnel Committee were Randy Buhrow, Cindy Jantzi, Mimi Lee, Christina Main, Pastor Josh Mutter, and Paul Slater.

Nomination List from Personnel Committee for 2020

Position	Incumbent	Nominee	2- or 3-Year Term (ending Mar 31 of)
Church Board (2 yr)	Jenn Wiens	Lindsay Adamson	2022
Church Board (2 yr)	Nel Slater	Nel Slater	2022
Treasurer (3 yr)	David Wigg	David Wigg	2023
Resource Centre (3 yr)	Tanya Muise	Tanya Muise	2023
BIC AGM Delegate (3 yr)	Christina Main	Christina Main	2023

Nomination List from Church Board for 2020

Position	Incumbent	Nominee	3 Year Term (ending Mar 31 of)
Personnel Committee (3 yr)	Randy Buhrow	Thomas Wigg	2023
Personnel Committee (3 yr)	Cindy Jantzi	Cindy Jantzi	2023

NOTE: All terms are 3-year terms except Church Board Members-at-Large positions which are 2-year terms

Terms of Service for Officers of Westheights Church (2020)

<u>Position</u>	<u>Incumbent</u>	<u>Term Started</u>	<u>Term Ending March 31 of</u>
Church Board	Doug Braun	2012	2022
Members-at-Large	Nicole Cotie	2019	2022
	Shane Gallian	2017	2021
	Suzanne Isaac	2015	2021
	Nel Slater	2017	2022
	Lindsay Adamson	2020	2022
Treasurer	David Wigg (Treasurer)	2017	2023
Personnel Committee	Thomas Wigg	2020	2023
	Cindy Jantzi	2018	2023
	Mimi Lee	2017	2022
	Christina Main	2019	2022
	Paul Slater	2018	2021
Adult Ministries	Jennifer King	2012	2021
Deposit Assistant	Frank Isaac	2015	2022
Facilities Committee	Shane Gallian	2019	2022
Resource Centre Coordinator	Tanya Muise	2017	2023
Missions Committee	Vacant		
Offering Assistant	Jeannette Lam	2015	2022
Ushers	Randy Buhrow	2018	2021
BIC AGM Delegate	Nel Slater	2019	2022
	Paul Slater	2019	2022
	Christina Main	2017	2023
	Lindsay Adamson	2018	2021
	Chris McElroy	2018	2021

NOTE: All terms are 3-year terms except Church Board Members-at-Large positions which are 2-year terms

FINANCIAL REPORTS

Westheight Community Church Unaudited Balance Statement for year ending December 31, 2019

ASSETS	2019	2018
Current Assets		
Cash - Operating Fund	83,230	90,082
Cash - Building Fund	92,490	49,992
Cash - Short Term Missions Fund	7,337	7,328
Undeposited Funds	0	413
Accounts Receivable	0	1,099
GST Recoverable	8,184	6,842
Total Current Assets	191,241	155,756
Capital Assets	2,144,217	2,144,217
TOTAL ASSETS	2,335,458	2,299,973
LIABILITIES		
Payables	5,909	5,177
Loan Outstanding	117,774	157,808
TOTAL LIABILITIES	123,683	162,985
EQUITY		
Fund Balances		
Operating Fund	-32,269	-64,549
Building Fund	92,490	49,992
Short Term Missions Fund	7,337	7,328
Funds Total	67,558	-7,229
Equity in Capital Assets	2,144,217	2,144,217
TOTAL EQUITY	2,211,775	2,136,988
TOTAL LIABILITIES & EQUITY	2,335,458	2,299,973

Westheights Community Church
Fund Summary
for year ending December 31, 2019

	Operating	Building	Missions	2019 Total	2018 Total
Opening Balance	-64,549	49,992	7,328	-7,229	-68,446
Income					
Donations	383,056	4,000	0	387,056	379,251
Other Income	<u>1,975</u>	<u>10</u>	<u>9</u>	<u>1,994</u>	<u>3,881</u>
Total Income	385,031	4,010	9	389,050	383,132
Expenses					
Staff Expenses	180,219			180,219	181,828
Operating Expense	71,244			71,244	73,365
Ministry Expenses	24,028	5,602	0	29,630	34,223
Cooperative Ministries	<u>33,170</u>	<u></u>	<u></u>	<u>33,170</u>	<u>32,499</u>
Total Expenses	<u>308,661</u>	<u>5,602</u>	<u>0</u>	<u>314,263</u>	<u>321,915</u>
Net Income	76,370	-1,592	9	74,787	61,217
Transfers					
General to Building	-86,000	86,000			
Building to Loan	<u>41,910</u>	<u>-41,910</u>	<u></u>	<u></u>	<u></u>
Net Transfers	-44,090	44,090	0	0	0
Net Change to Balance	<u>32,280</u>	<u>42,498</u>	<u>9</u>	<u>74,787</u>	<u>61,217</u>
Closing Balance	<u>-32,269</u>	<u>92,490</u>	<u>7,337</u>	<u>67,558</u>	<u>-7,229</u>
Consisting of:					
Cash	83,230	92,490	7,337	183,057	147,403
Non-Cash	8,184			8,184	8,353
Liabilities	-123,683			-123,683	-162,985

Closing Balance = Opening Balance + Net Income + Net Transfers

Westheights Community Church
Unaudited Statement of Cash Flows
for year ending December 31, 2019

Net Income	74,787
Adjustments to reconcile Net Income to net cash provided by operations:	
Loan Reduction	-40,034
Net change to GST Recoverable	-1,342
Net change to A/R and A/P	1,830
Net cash increase	35,241
Cash at beginning of period	147,816
Cash at end of period	<u>183,057</u>

Westheights Community Church
Actuals and Budget - Operating Fund
for year ending December 31, 2019

	2018 Budget	2018 Actual	2019 Budget	2019 Actual	2020 Budget
Staff Expenses					
Salaries	175,280	137,721	184,940	151,583	185,780
Benefits	34,360	37,839	35,380	25,872	37,300
Travel	2,200	2,209	2,200	521	2,200
Service Related Exp	1,500	4,059	2,800	2,243	2,800
Total Staff Expenses	213,340	181,828	225,320	180,219	228,080
General					
Bank Fees	500	449	500	371	1,150
Conferences/seminars	6,500	6,508	6,500	-	6,500
Communication Services	6,400	-	6,400	6,615	6,900
Equipment	8,000	8,725	8,000	1,301	8,000
Insurance	5,500	6,090	7,200	6,285	7,200
Legal	-	-	-	-	-
Membership Dues	2,100	1,703	2,100	1,574	2,100
Miscellaneous	500	4,441	500	1,017	500
Office Supplies	2,800	2,595	2,800	2,349	2,800
Photocopier	3,650	2,381	2,200	2,967	2,200
Plan to Protect	200	-	200	549	400
Resources & Subscriptions	1,850	1,577	1,850	2,011	1,850
Total General	38,000	34,469	38,250	25,039	39,600
Repairs & Maintenance					
Custodian	7,800	7,425	9,360	7,982	9,400
Custodial Supplies	500	688	550	623	550
R&M - Building	9,500	7,812	9,500	8,250	9,500
R&M - Summer Grounds	3,500	1,983	3,500	3,121	3,000
R&M - Winter Grounds	10,000	10,221	10,000	15,432	12,000
Total Repairs & Maintenance	31,300	28,129	32,910	35,408	34,450
Utilities					
Telephone & Internet	1,500	887	1,000	865	1,100
Electricity	9,000	6,042	7,000	6,400	7,000
Gas	2,600	3,359	3,400	2,956	3,400
Water	900	479	900	576	700
Total Utilities	14,000	10,767	12,300	10,797	12,200
Westheights Ministries					
Adult Ministries	2,000	2,061	2,000	1,936	3,000
Benevolence	500	409	500	570	500
Children's Ministry	4,500	4,530	4,500	4,497	5,000
Community Outreach	4,000	1,449	2,000	1,254	2,500
House Church Ministries	650	436	650	561	600
Lay Leadership Training	1,500	810	1,500	-	1,500
Library	1,000	1,064	1,000	967	1,000
Lumina		1,099	2,000	162	-
Missions Committee	400	97	400	319	300
Special Services	1,000	1,574	1,000	2,292	2,500
Student Ministries	5,000	5,767	5,000	5,189	5,000
Sunday Refreshments	2,500	2,631	2,500	2,208	2,500
Worship Committee	4,800	4,824	4,800	4,073	4,800
Young Adult Ministries	500	-	500	-	-
Total Westheights Ministries	28,350	26,751	28,350	24,028	29,200
Total Operating Expenses	324,990	281,944	337,130	275,491	343,530
Cooperative Ministries	32,499	32,499	33,713	33,170	34,353
Transfer to Building Fund	50,000	45,000	30,000	86,000	30,000
General Fund Budget Total	407,489	359,443	400,843	394,661	407,883

**Notes to the unaudited financial statements of Westheights Community Church
for the year ended December 31, 2019**

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

At the end of 2019, we carried over a large cash balance in the Building Fund with the intention to make a privileged payment on the mortgage early in the year. (In January 2020, we paid \$93,000 down on our mortgage, bringing the balance to \$23,000 though this is not reflected in the statements which end in December.)

As in previous years, we have budgeted to transfer \$30,000 to the Building Fund. Servicing our mortgage will require about \$4,400 (both interest and capital). The Building Fund will also cover exploratory expenses for investigating future building projects (not to exceed \$15,000 in 2020). At the end of the year, additional funds will be carried over into 2021 for a lump-sum payment towards the mortgage.

Notes on Staff Budget

The Worship Director position is still open. To provide budget continuity between years, we have budgeted for the Worship Director for the full year assuming Worship as part-time (20 hours per week). Because of this we expect the actual staffing expenses will be lower than the budget.

**Westheights Community Church
Staffing Summary**

	2020	2019
Josh Mutter	Full-time	Full-time
Christina Main	30 hr/week	30 hr/week
Charlene Neuman	24 hr/week	24 hr/week
Mimi Lee	30 hr/week	30 hr/week
Worship Director	20 hr/week	

Accredited staff are eligible for the BIC pension fund. Westheights contributes 8% of salary to the BIC pension fund for each participating employee. Participating employees are also required to contribute 5% of their salary to their pension.

FINANCIAL REVIEWER'S REPORT

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, 2019.

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 projects 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

February 20, 2020

APPENDIX 1: POLICY & PROCEDURES UPDATE

Governance Structure Job Description Church Board

Name:	Church Board
Purpose:	Provide for administration of the local congregation in all its ministries.
Accountable To:	Congregational Council
Objectives:	Provide leadership in developing long range plans and in setting congregational goals.
Specific Duties:	<ol style="list-style-type: none"> 1. Meet regularly (minimum of 10 times per year). 2. Plan and implement strategies for short and long range goals. 3. Convene at least one Annual General Meeting (AGM) each year. 4. Prepare an annual report for AGM including significant activities and expenditures. 5. Supervise the preparation of the annual budget, for presentation at the AGM. Practice good stewardship in the implementation of the budget. 6. Approve all special financial appeals to the congregation, outside the budget. 7. Be responsible, in consultation with the Team Leader of Community Churches, Be In Christ Church of Canada, for serious matters of membership and discipline. 8. Fulfill all responsibilities for church boards outlined in the Articles of Government and Articles of Faith and Doctrine. 9. The Chair, Vice-chair and Secretary will each serve as a trustee of the church and property as defined in the Articles of Government.
Method of Appointment:	Members--at--Large nominated by Nominating Committee Personnel Committee and approved by Congregational Council. Others by virtue of their position.
Qualifications:	<p>Personal commitment to Jesus Christ.</p> <p>Member in good standing of Westheights congregation.</p> <p>Screened in accordance with the Westheights Protection Plan.</p> <p>Must be minimum 18 years of age.</p>
Length of Term:	<p>Members--at--Large - 23 years</p> <p>Others, as per their respective positions</p> <p>Maximum of 8 consecutive years (four consecutive 2-year terms)</p>
Structure Membership:	<p>At least 25% of the Members-at-Large must be male, and at least 25% of the Members-at-Large must be female.</p> <p>The Board will not have two or more members from the same family (either immediate or extended).</p> <p>The Board shall organize annually. The Board shall elect a chair (other</p>

	than a person employed by the church (congregation), a vice-chair and a secretary. There will be seven voting members: six members-at-large and the Treasurer. The Lead Pastor will participate in all Board meetings as a non-voting member.
Revision Date:	March 2020 2019

Governance Structure Job Description

Nominating Personnel Committee

Name:	Nominating Committee Personnel Committee
Purpose:	Determine and coordinate appropriate personnel for various ministries as described in the Policies and Procedures Manual.
Accountable To:	Congregational Council
Accountable For:	N/A
Objectives:	<ol style="list-style-type: none"> 1. Affirm the character and giftedness of all persons in the congregation for specific areas of service. 2. To arrange the appointment of appropriate individuals to the defined leadership roles of the congregation.
Specific Duties:	<ol style="list-style-type: none"> 1. Nominate candidates as described in the Policies and Procedures manual. 2. Fill vacant positions as described in the Policies and Procedures manual. 3. Encourage the involvement of all members and adherents in specific areas of service.
Method of Appointment:	Nominated by the Church Board and approved by Congregational Council.
Qualifications:	Personal commitment to Jesus Christ. Member in good standing of Westheights congregation. At least 18 years old.
Length of Term:	Members at-Large - 3 years Others, as per their respective positions
Committee Membership:	Lead Pastor and 5-7 five Members at-Large .
Revision Date:	March 2020 2019

APPENDIX 2: MINISTRY FINANCIAL REPORTS

STUDENT MINISTRIES - 2019 Budget \$5,000

Event Income	6.75
Events and Retreats	6,356.37
Food	550.85
Meals	98.43
Miscellaneous	-18.46
Retreat Income	-1,850.00
Supplies	<u>45.40</u>
Total	\$ 5,189.34

CHILDREN'S MINISTRY - 2019 Budget \$4,500

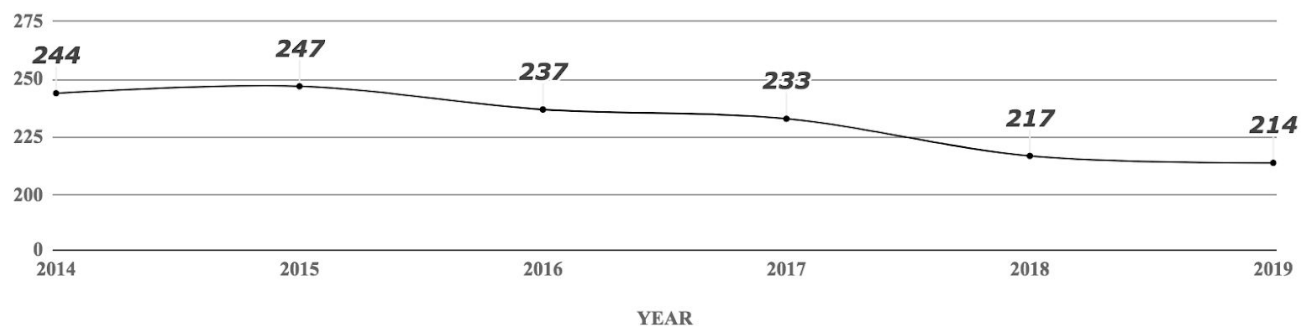
First Steps (Infant/Toddler)	157.47
Holiday Programs	371.02
Miscellaneous	188.43
On Your Mark! (Elementary)	1,509.57
Snacks	467.20
Take-It-Home Events	1,020.61
Training	505.70
Volunteer Appreciation	<u>276.77</u>
Total	\$ 4,496.77

ADULT MINISTRIES - 2019 Budget \$2,000

Chili Cookoff	377.39
Picnic	1,069.81
Corn Roast	<u>489.15</u>
Total	\$ 1,936.35

APPENDIX 3: STATISTICS

AVERAGE ATTENDANCE



Note: Over 400 people, including children, consider Westheights Church their home church.

GENERAL FUND GIVING

2014	2015	2016	2017	2018	2019
397,420	389,559	474,778	411,368	377,982	385,031

APPENDIX 4: WAYS TO CONNECT

WESTHEIGHTS CHURCH

Westheights General

Website: <http://connect.westheights.org/>

Facebook: <https://www.facebook.com/Westheights/>

Twitter: <https://twitter.com/westheights>

Instagram: <https://www.instagram.com/westheightschurch/>

Westheights Weekly email opt-in: emailsignup.westheights.org

Westheights Students

Facebook: <https://www.facebook.com/WestheightsStudents/>

Instagram: https://www.instagram.com/westheights_students/

Westheights Church Sermon Podcasts

<https://podcasts.apple.com/ca/podcast/westheights-teaching-podcast/id1149511610>

Westheights Other

House Church website: <http://connect.westheights.org/house-church/>

Sunday app: <https://sundays.westheights.org/>

Giving: https://tithe.ly/give_new/www/#/tithe/give-one-time/4228

BE IN CHRIST CHURCH OF CANADA

Website: <http://www.canadianbic.ca/>

Facebook: <https://www.facebook.com/BICCanada>

Twitter: <https://twitter.com/biccanada>

Instagram: <https://www.instagram.com/biccanada/>

Appetizer bite-sized e-news updates: <http://www.canadianbic.ca/theappetizer/>

The Dinner Table biannual print newsletter: <http://www.canadianbic.ca/thedinnertable/>

BIC Canada Global: <http://www.canadianbic.ca/global-projects/>

APPENDIX 5: BIC ANNUAL REPORT TO CHURCHES

Be In Christ Church of Canada Report to 2020 Annual Meetings of Congregations For the ministry year 2019



*What, then, shall we say in response to these things? If God is **for us**, who can be against us? Romans 8:31*

Greetings to all of you who make up our Be In Christ church family across Canada.

The verse above makes a very simple yet profound statement – God is “for” us. As a denominational Leadership Team, we want you to know that we are very much “for” you as a local church. Thank you for the part you play in the story God is writing through us together.

2019 was a year of blessing for our denomination. With your support, we were able to:

- See the good news of Jesus proclaimed, resulting in people coming to faith, renewing their faith, and taking important steps of discipleship in following Jesus
- Plant 2 new churches and welcome in one new established congregation
- Recruit and orient 12 new credentialed Pastors from across our expressions
- See the ministry of Camp Kahquah grow and become much more healthy financially
- Host our International BIC leaders for their annual meeting
- Bless the world through our missions partnerships such as the Nepal Peace Project and the many ways we participate in the work of Mennonite Central Committee
- Extend our influence in the global resurgence of interest in Anabaptist values and thinking through our partnership with The Meeting House in launching The Jesus Collective
- Provide opportunities for a new generation of ministry leaders through our FLOW internship summer program, peer mentoring, and our Pastoral Residency initiative
- Provide inspiration and training for Pastors through our LEAD days
- Support our Pastors in the work of ministry through credentialing, our Cluster network, payroll and benefits services, strategic thinking, and direction through dialogue
- Guide churches through Pastoral and congregation transition
- Bless the church with our Advent and Lent devotional guides

This is just a small sampling of the good things that have happened. In a world where bad news is often the order of the day, we give thanks for all we can give thanks to the Lord for.

2019 was also a year of change in our leadership of Be In Christ Canada. In September, Doug Sider transitioned out as our Executive Director and I took over as Interim Director. We are grateful for Doug’s time of service and wish him all the best in the future. I am grateful to Todd Lester and Matt Vincent for their strong work as we work in a much more shared leadership model while the Board of Directors takes this year to think through our leadership direction. We look forward to gathering for our AGM in Oakville on Saturday May 2. We invite all of you to this gathering as well as to our LEAD Day on Friday, May 1 with guest Scot McKnight speaking. As always, registration information for this event as well as other news is available through our website canadianbic.ca.

May 2020 be a year of growth for both you and your congregation.

Yours In Christ,

Charlie Mashinter (Executive Director – Be In Christ Church of Canada)

.... On behalf of our Staff team: Todd Lester, Matt Vincent, Sheryl Clark, Melanie Wigg

.... And our Board of Directors: Jenn Carkner, Stephen Roy, Heather Fretz, Ron Shirton,
Fiona Miles, Natalie Frisk, John Gilmore, Judy Maranta