



BETHEL
CHURCH
SINCE 1874

Bethel Church

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**Responding to the Heart of God;
Transforming the Heart of the City, the Nation, and the World.**

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GOVERNANCE

PASTORAL REFLECTION

• 2021-2022 REPORT •

Mark Kotchapam, (former) Senior Pastor

As I sit down to write, I am drawn to think back (not that long ago) to wonderful, challenging, growth filled years at Bethel Church. The culture, vision, teams, ministries, opportunities, and people were truly invigorating, soul stretching, faith building, and life giving. In reflecting upon my final months of ministry between last year's pastoral report in fall 2021 and the end of my time at Bethel on May 29, 2022, here are some things I would highlight.

EXEGETING WHAT HAPPENED

In my last months at Bethel, the church, like every church across Canada, was dialoguing about the shifts and changes seen in the Canadian church since the arrival of Covid. From podcasts to personal discussions, from team dialogue to prayerful thinking, we were trying to assess and interpret with the guidance of the Spirit what was, and still is, a steep uphill trek. Some observations were:

- Major shifts in some people's beliefs and commitment to the local church.
- The departure of many from Bethel, and from church in general.
- Fatigue and weariness of all leadership teams due to all of the shifts and changes. And yet...
- God was working.
- People were hungry for the Word.
- Corporate worship was being restored.
- New faces with new energy were arriving.
- A strong, committed core were leading well through the long haul.
- We were learning how to balance ministry both online and in-person.

It's clear that while we were all trying to exegete the times, God's hand was upon Bethel (and still is!), helping the church to grow into a new day and vibrant future.

PROCESSING TOUGH DEPARTURES

Leadership is hard.

Sometimes it is *really* hard.

In my 37 years of ministry, I have never had so many challenging conversations or received so many letters of disappointment with Bethel's position on various issues as I did in the past year.

However, from my understanding, Bethel has never been about winning a popularity contest, but rather it has been about keeping in step with the Spirit and remaining malleable, tender, and teachable.

So as those letters were read and conversations had, we (myself and our leadership teams) blessed and prayed for those who felt the need to find a new church home.

The losses were felt in a significant way, but we remained focused on trusting the Head of the Church to lead us onward.

HANDING OFF TO A GREAT TEAM

I am extremely indebted to a great Staff, Elders Team and Board of Directors. In the last several months of ministry I did my best to help the transition be as healthy as possible. I was very disappointed that I could not secure an interim pastor, but grateful that the church was in the hands of good leadership with the three key teams.

From January to May, we did experience the lifting of restrictions for public gatherings and began to see the rebuilding of the many essential teams at Bethel. Like a green shoot in spring that emerges from the garden soil, people were stepping up to serve, and for that we were greatly encouraged and grateful.

FINAL PRAYER

My closing prayer for Bethel is that you will:

- continue to respond to the heart of God;
- be open to the new day that is here for the church;
- courageously step forward to embrace the Great Commission;

- listen and learn in a posture of humility;
- not get stuck trying to preserve things the way they were;
- press into what God has for the church moving forward;
- and transform the heart of the city, nation and world!

Someone once said to me, "If you are not dead, then you are not done!" The last time I checked Bethel was not dead but very much alive! So, I bless you as a church body as you take the next steps forward and do your part in bringing the Kingdom of God to greater fullness in this beautiful city of Kingston!

*Respectfully submitted,
Mark Kotchapam*

ELDERS' COUNCIL

• 2021-2022 REPORT •

Ken Vissers, Chair

ELDERS' COUNCIL

Ken Vissers | Chair

David Saleh

Daniel Roy

This past year, the Elders have continued to serve in an environment of challenge and change in the absence of a senior pastor. Yet, it is within these challenges that we understand the greater need to depend on God in all that we do and to lead through prayer. It is also within challenge that we often see growth. As we begin to “rebuild” after COVID, we are encouraged to see new families, students and many others join our community to worship, learn and grow together in Christ.

In collaboration with the Board of Directors, we have been tasked with finding an interim pastor. Our first candidate was rejected by

the AGC, and as a team (Elders, BOD and staff), we felt it wasn't the right time for our second potential candidate. In speaking with other AGC churches, as well as the regional and national AGC offices, this is a difficult time in the church's history to not only find an interim pastor, but a senior pastor as well. Therefore, as a team, we understand the need to move forward with greater involvement and planning with the staff. Steve Dickey (Chair of the BOD) and Ken Vissers (Chair of the Elders' Council) are meeting with the staff weekly to give leadership in the absence of an interim, and to assist in the planning of pulpit supply for Sunday services as well as the day-to-day operations of ministry.

The Elders continue to work with the regional director of the AGC, reviewing the candidacy process and seeking a suitable interim.

Although this past year has been largely focused on the above tasks, we are still dedicated to following through with,

- *Prayer*
- *Shepherding*
- *Doctrine*
- *Leadership*
- *Great Commission Conscience*
- *Linkage and Collaboration with the Staff & Board of Directors.*

As we move into the next phase of ministry, we will be focusing on Doctrine – specifically our statement of faith with the goal of bringing greater clarity – as well as continuing to shepherd through prayer and collaboration as we seek God's beautiful plan for Bethel's future.

On behalf of the Elders' Council,
Ken Vissers

BOARD OF DIRECTORS

• 2021-2022 REPORT •

Steve Dickey, Chair

OVERVIEW

For the 2021-22 fiscal year, the Board of Directors was made up of the following people and positions, approved by the church congregation at the 2021 AGM:

BOARD OF DIRECTORS

Steve Dickey | Chair

Julia Brook | Vice Chair

Justine de Leyer* | Secretary

Jina Salomons | Finance & Treasurer

Dave Dempster | Building & Grounds
vacant throughout the year | HR & Risk

Broncos Lai* | Elders' Representative

Daniel Roy | Elders' Representative

Carmen Gauvin-O'Donnell | Ex-officio

Mark Kotchapaw* | Ex-officio

**Stepped down during the year.*

This board provides governance on behalf of the Bethel Church membership and typically meets bi-monthly with additional meetings called as needed. Prayer makes up a portion of every agenda, being the most important thing that Bethel leaders can do. I would like to thank the men and women who served so faithfully in this capacity over the past year.

BOARD MEETING HIGHLIGHTS

NOVEMBER 2021

- Discussed Bethel's vaccination program.
- Considered the potential for a vaccinated service. It was decided to poll the congregants to get feedback on this matter.

DECEMBER 2021

- Board orientation held.
- Results of survey regarding vaccinations reviewed and discussed. Based on the feedback, it was decided to trial two socially distanced services early in the new year, with the second one requiring proof of vaccinations.
- In the process of recruiting members for the pastoral search team.

JANUARY 2022

- Final government pandemic assistance has now been received.
- Second service requiring proof of vaccines to begin January 30. Processes for this were discussed.
- Pastoral Search team was struck; beginning their work.

MARCH 2022

- Elders overseeing process for transition during senior pastor search.
- Completed process to screen and approve offer to an AGC interim pastor. The pastor is living out west and decided not to accept the offer.
- Draft of 2022-23 budget reviewed and voted to bring to congregation for approval.
- Secretary needing to step down this Spring, beginning search for replacement.

MAY 2022

- Discussed ways to encourage more church membership. Elders provided an update on process to confirm agreement on statement of faith with current members.
- Draft senior pastor job description and candidate profile presented to Board for review and feedback.
- Decided on process for filling the pulpit during the interim period.
- Bethel finished the fiscal year with a small surplus – praise God!

JULY 2022

- Approved rates and authorities for hiring and paying Sunday morning speakers.
- Search team beginning to receive applications for senior pastor.
- Consultant has reviewed and provided a report of suggestions for improvement of security for Bethel Church – a sub-committee is being set up to review recommendations.
- Nominating Committee underway; looking

for HR Director, Secretary, Vice-Chair and 1-2 Elders.

SEPTEMBER 2022

- Discussed with staff plans/issues for fall season, including needs for volunteers.
- It was decided that Elders' Chair and/or Board chair will attend weekly staff meetings through the fall, to assist with communications and to support staff in prayer.
- Given the ongoing interim period without a senior pastor, the elders will continue to research options to provide consistent worship service and discipleship leadership.

REMARKS FROM THE CHAIR

THE PANDEMIC

The Covid-19 pandemic impacted church operations again during the 2021-22 year. The Board continued to govern during uncertain times and needed to spend much time in prayer and discussion around such matters as whether to approve a vaccine policy, when to open the church, whether to require proof of vaccinations to attend Sunday services, how long to maintain public health measures, etc.

To engage the congregation, the Board decided to conduct a poll in November regarding the potential of a service where proof of vaccination was required. After reviewing the results, the Board decided to implement a second Sunday service requiring proof of vaccination for a period of time, to enable as many people as possible to feel comfortable attending Sunday morning.

Knowing that there are differences of opinion regarding pandemic-related decisions, the leadership and staff have attempted to communicate carefully the rationale for the decisions made. We have appreciated the grace and understanding of many people

Board of Directors' Report

during this difficult time, even from those who may have wanted different decisions.

CURRENT SITUATION

The Board has spent significant time discussing and planning the pastoral search process. A committee was struck and approved by the Board and has been working diligently since they began their work in January 2022. Bethel is very fortunate to have such a qualified, committed team, who has spent many hours over the past months surveying leaders, consulting other churches, developing the job description and advertising material, making contacts and now reviewing applications as they come in.

At the end of May 2022, shortly after the end of the fiscal year, Pastor Mark finished his approximately 14 years of service as Bethel's senior pastor. We are so thankful for the years he and Rhonda spent with us, ministering to hundreds of people and making a

huge impact for Christ's kingdom. The Elders and Board have spent time interviewing and screening some potential candidates for interim pastor. For various reasons, we have not settled on a regular interim as of yet.

Bethel is very fortunate to have very qualified, conscientious staff who have stepped up to help fill the gaps and keep Sunday morning services and other ministries running while we are short-staffed. We really don't know how long it will take to bring in a new senior pastor, so please continue to pray for and encourage our staff as they have each taken on more responsibility during this interim period.

LOOKING AHEAD

Please continue to pray for Bethel staff and leaders – there is extra stress and strain that each person carries as they take on these extra responsibilities without the daily support of a senior pastor. Pray that the Elders would

find solutions to help during this interim period. Pray for the growth and rebuilding of Bethel's base in the months ahead, even as we wait on a new senior pastor. We know that God has someone in mind for Bethel, so we seek patience and peace as we await his timing.

Once again this year, the Board of Directors wants to say big thank you to all who continue to support the work that God is doing through Bethel Church. Thank you for your prayers, your financial giving, and for using your gifts and time to support the work. The last couple of years have been uncertain times for Bethel, as it has been for most churches, but we know we have a God who cares for us and knows what we need. So may we all be encouraged and continue to keep our eyes and hearts focused on Christ.

*On behalf of the Board of Directors,
Steve Dickey*

GOVERNANCE REPORT

FINANCE COMMITTEE

• 2021-2022 REPORT •

Jina Salomons, Director & Chair

FINANCE COMMITTEE

Jina Salomons | Director
Steve Dickey
Keri Oosterhof
Andrea Roy

FINANCIAL POSITION

We completed the 2021-2022 fiscal year while still in the pandemic, and found it financially more challenging. The government Canada Emergency Wage Subsidy (CEWS) support ended in the last quarter; in the same period, we also started to see a decrease in our donor base. Nevertheless, we were able to complete the two capital projects (sanctuary re-

freshment and Bethel House renovations) as planned and broke even in operating funds. Overall, the value of our assets remained stable, minus a conventional depreciation on the property.

COMMITTEE ACTIVITIES

- Worked with Withey Addison LLP to complete the Audited financial statements.
- Switched the payroll system to Ceridian at the recommendation of our bookkeeper.
- Converted the regular hourly staff to salaried staff.
- Coordinated and completed the 2022-2023 budget.

- Worked on the finances surrounding the Senior Pastor transition.

We close this fiscal year with a thankful heart and prayerful confidence that God knows Bethel's needs better than we do and that He will carry us through any uncharted waters. Thank you all for your faithful support.

*"But seek first the kingdom of God and his righteousness, and all these things will be added to you."
(Matthew 6:33, ESV)*

*On behalf of the Finance Committee,
Jina Salomons*

PASTORAL SEARCH

• 2021-2022 REPORT •

MJ Dempster, Committee Member

PASTORAL SEARCH TEAM

Brian Marchant (Chair) | Cong. Rep.

Julia Brook | Board Rep.

M.J. Dempster | Congregational Rep.

Daniel Roy | Elder Rep.

Ken Vissers | Elder Rep.

In the late fall of 2021, the Elders' Council of Bethel Church appointed a five-member team and commissioned us with the task of searching for a potential candidate, affirmed first by the Holy Spirit and then the Elders' Council and the church, to be the next Senior Pastor of Bethel. Shortly thereafter, our work began in earnest with our first meeting held on December 30, 2021.

On January 16, 2022, we introduced ourselves to the church via video and shared particular prayer requests for the search process. We resolved to keep the church informed of our progress and have done so through seven bulletin updates and a briefing to the church during the Sunday morning service on July 10, 2022.

Typically, the team has met approximately every two weeks with "breakthrough" meetings, as needed, between regularly-scheduled ones and, of course, shared lots of email communications.

From the outset of our work, we were reminded that "God is decisive in sending and placing a pastor, and we do good things in the process." (Acts 20:28; Ephesians 4:11,12; Matthew 9:37; Colossians 4:17; Acts 1:15-26; Acts 6:1-7; Acts 15:22-28.) We knew that for us to be able to do any good things in this process, it was necessary to pray regularly and fervently, so our initial meetings were largely devoted to prayer, and it has remained a key component of them.

As well, under the leadership of Jamie Stinson (Family Ministries Pastor), Steve Dickey (Board of Directors, Chair) and David Saleh (Elder), the church has been called together four times to pray collectively for the search process, and on several Sundays, prayer for our team and the task has been offered from the church platform.

We cannot emphasize enough how grateful we are for the faithful prayers of the Bethel family. The Apostle Paul prayed for the Colossian church: *"We continually ask God to fill you with the knowledge of his will through all the wisdom and understanding that the Spirit gives..."* (Colossians 1:9). That, too, is our prayer for our church, our team, and prospective candidates through this search process.

After establishing clear working guidelines for our team – "In essentials unity, in non-essentials liberty, in all things charity" (Rupertus Meldenius, German theologian) - and after developing a detailed task chart throughout January 2022, we arranged to meet via Zoom with representatives from the pastoral search teams of four other Associated Gospel Churches (AGC) that had recently undergone the same process. On separate occasions, we also met with the pastors of three of those churches. The shared wisdom of the search team members and pastors was both a challenge and an encouragement to us; one common refrain was that the process would be demanding yet inspiring, as we saw the Spirit of God at work in directing us, in His time, to the man of God's choosing.

On January 25, 2022, in order to learn from his expertise in church leadership and the strategic development of ministry leaders, we had a meeting with Tom Lamshead, Regional Director, AGC (East). Tom presented to us two key documents – "Growing in

Church Health," a survey that helps a church better understand its areas of strength and areas for growth, and the "Preferred Candidate Profile."

On March 17th, our team, in consultation with the Board of Directors and Elders' Council, and with strategic help from our church staff, hosted a session for various church leaders and, led by Tom Lamshead, we worked through the two documents, the results of which our team used to gain a better understanding of what Bethel is looking for in our next Senior Pastor, and which also helped us develop objective measurements as we prepared our job posting. By April 1, the same participants submitted a second, on-line survey that focused on areas of strength and growth at Bethel. Both survey results helped us determine the competencies we need in our new Senior Pastor in order to facilitate growth as a church.

Tom analyzed the data and shared it with us in an April 25th meeting. That material was used as we carefully and prayerfully wrote our "Position Description: Senior Pastor" and the ideal candidate profile, "The Man God Has Planned For Us," which were approved by our Elders' Council and Board of Directors. In late June, those were posted on Bethel's website (<https://bethelkingston.com/seniorpastorjob>), and we invited our church family to offer feedback and to share the information with prospective candidates, as well as suggest other potential posting sites.

For applicants, we also prepared an information package about our church and our beautiful city. We researched a list of sites for posting our information and networked with contacts in the larger Christian community. Our package of information was posted

nationally and internationally at various sites: Christian colleges and universities, seminaries, Christian career centres, and churches.

Within days of posting our position description, we began receiving applications from Canada and various countries around the world. As of September 28, 2022, we have received fifteen applications, which include written and audio submissions – a cover letter, resumé, and two samples of the candidate's sermons.

We immediately acknowledge receipt of the material, and allow the team fifteen days to review the submissions, pray, research further, and attend to the leading of the Holy Spirit concerning the application. We have decided not to proceed further with twelve of the applications and notified each applicant of that decision. For one candidate, we have had a "Meet and Greet," at which time we asked questions concerning background and family, personal testimony and calling, leadership, previous pastoral and ministry experience, education, and self-care, all designed to enable us to get to know the candidate better and for him to get to know the church better. We referred the candidate to the AGC for their credentialing process and that is still underway as of the time of writing this report at the end of September 2022. For one other candidate, we are prayerfully considering next steps, and the final candidate on the current list recently submitted his material, which is presently under review.

As the process has unfolded, we have felt the need and been given the opportunity to meet with our Regional Director, representatives of the Doctrine and Credentials branch of the AGC, and the President of the AGC for some clarification of the vetting process of recommended candidates. That meeting occurred on September 28th.

Should a recommended candidate meet the compatibility requirements of the AGC, they would assess further eligibility requirements with the candidate. Upon successful completion of those, the team would then consider reference checks, schedule at least two further interviews with the candidate, at least one of which would include his spouse, if applicable, and, depending on the outcome of those criteria, recommend him for an interview with our Elders, who will affirm or reject the team's recommendation. An affirmation would lead to the congregation meeting the candidate, determination of the practical details of his hire, and a membership vote taken in accordance with Bethel's By-Law.

As you can see, the process is an intricate one, involving many tasks, all requiring significant investments of time and prayer. While the speed at which applicants respond to our posting is out of our control, we wait upon the Lord to do as He will while we remain committed to giving our timely and best efforts to help Bethel find the man who will lead us in the next chapter of our church's story.

We have learned that there are many churches currently seeking senior pastors, and there does not seem to be a large pool of qualified applicants, but we also know that it just takes the right one. We are confident that God will provide for our need; He loves Bethel even more than we do, and we know that it is His will that the work here continues and prospers as we seek to be the gospel.

Please continue to pray for the AGC, the Bethel team, the process, and the man God has chosen for us as he, too, has important decisions to make in his ministry journey. Please be patient with the process as we follow the required steps and carefully and prayerfully assess each application we receive. Pray, too, that God will protect our precious church in this season of transition and change, and keep us in harmony with the leading of His Spirit.

We remind you of this precious promise: *"But they who wait for the Lord shall renew their strength; they shall mount up with wings like eagles; they shall run and not be weary; they shall walk and not faint"* (Isaiah 40:31). While we work, we also wait upon the Lord.

*Respectfully Submitted,
The Senior Pastor Search Team*

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MINISTRY & OFFICE

DISCIPLESHIP

• 2021-2022 REPORT •

Jamie Stinson, Family Ministries Pastor

Although my primary role at Bethel is Family Ministries, I have been overseeing the Life Groups in this season.

Many of our Life Groups have survived all the transitions that Bethel has experienced over the last 3 years. I want to say thank you to all of our Group leaders who continue to lead faithfully week after week. Thanks for being intentional about your spiritual growth and for encouraging others in your group to grow their faith as well. You have done a tremendous job this past year.



SHORT-TERM LIFE GROUPS

We continue to offer short-term groups as a way to provide spaces for new people (either new to Bethel, or new to discipleship) to connect with Bethel on a deeper level, aside from Sundays. They also provide a way to integrate people into our discipleship culture. These groups also allow the staff or key leaders to get to know new people as well.

This past year we offered 3 different short-term groups: two in the fall and one in the winter.

FALL 2021

PARENTING THROUGH THE PHASES
Course material by Kristen Ivy & Reggie Joiner
Led by Jamie Stinson

CULTURE SHOCK

Course material by Chip Ingram
Led by Carmen Gauvin-O'Donnell

WINTER 2022

PERSON OF INTEREST
Course material by J. Warner Wallace
Led by Carmen Gauvin-O'Donnell

LONG-TERM GROUPS

Over the 2021-22 calendar year, many of our Life Groups moved to in-person gatherings. I'm thankful that their leaders understood the importance of spiritual connection and community.

We currently we have 11 active Life Groups, including five Nextlevel Men groups, and one Launch group for Nextlevel Women.

NEXTLEVEL MINISTRIES

Nextlevel groups are a newer branch of our Life Group and discipleship programs. The goal of Nextlevel is to engage in life-transforming relationships through the involvement in a Nextlevel Covenant Group.

 Nextlevel Ministries, based out of Ottawa, Ontario, trains leaders within a local church. Those leaders then invite groups of men and groups of women to a 10-week Launch course. The Launch course introduces the foundations of connection, community, accountability and covenant, with the end goal of participants continuing on in self-run, covenant-based, life-transforming Life Groups.

BETHEL NEXTLEVEL MEN

We currently have four Nextlevel Men's groups meeting regularly and growing in their walk with Christ.

Brian Marchant oversees the men's groups and meets with the leaders on a regular basis. Brian will also be launching a recruiting campaign this October 2022 to get more men

involved in these groups and hopefully birth some new ones.

BETHEL NEXTLEVEL WOMEN

In September 2021, we started our first Nextlevel Women's leadership training with six women.

The leadership training was completed by December 2021, which a hope to start a 10 week Launch course in the spring. Unfortunately that was delayed due to Covid. Finally, in September 2022 with 12 women, we began our first Launch Group.

It is really going well and I'm excited to see this group flourish and grow into a strong and vibrant Life Group.

It takes many people to keep a thriving Life Group ministry happening each week. I'm thankful for all the leaders who give their time and energy to step up and lead, facilitate and welcome people into our groups.

Please continue to pray for our leaders and for future leaders. We are always looking for more people to lead groups!

*Respectfully submitted,
Jamie Stinson*



DID YOU KNOW? Most of our Short-Term Life Group material is available on RightNow Media, along with thousands of other discipleship videos and study materials that you can use at home or with a Life Group. Learn more and get your **FREE** account.

bethelkingston.com/rightnow-media



FAMILY • 2021-2022 REPORT •

Jamie Stinson, Family Ministries Pastor

The last couple of years have been challenging for Bethel's Family Ministries. There has been lots of change, with families moving on or moving away, as well as children "aging out" of the program - we are definitely rebuilding our family ministry! That is especially true in UpStreet (our elementary-aged program for grades 1-5).

However, since 2009, despite all the change and transition, Bethel has tried to remain faithful to our **ORANGE** vision. **ORANGE** is far more than just a colour. It's a strategy to help build faith and character in people. You see, **ORANGE** represents the idea that two forces working together will have exponentially more influence than either entity alone. For us, that means parents and churches working together to make a difference in the lives of children. We see the **red** part of **ORANGE** as representing the heart of a family and the **yellow** part as representing the church and the light of Christ. When you combine the two you have an **ORANGE** strategy.



Our Sunday morning environments are part of something bigger! We really believe that what happens at home is more important than what happens at church. We want to partner with you, the parents, to help engage in meaningful dialogue with your children about faith and character at home.

OUR VISION

To create **ORANGE** families.

OUR MISSION

To encourage, partner with, and empower families, because *what happens at home is more important than what happens at church*.

OUR STRATEGY

Integrate Strategy (*Two combined influences create synergy.*) • Align leaders and parents to lead with the same end in mind.

Refine the Message (*Two combined influences amplify what's important.*) • Craft core truths into engaging, relevant, and memorable experiences.

Reactivate the Family (*Two combined influences build an every-day faith.*) • Parents actively participate in the spiritual formation of their own children.

Elevate Community (*Two combined influences increase the odds.*) • Everyone is connected to a caring leader and a consistent group of peers.

Leverage Influence (*Two combined influences mobilize generations.*) • Create consistent opportunities for younger generations to experience personal ministry.

NURSERY (AGE 0-2)



We began to offer the Nursery program again in September 2021. We had very few families attending in person at that time and most Sundays we saw no babies in our Nursery.

In February 2022, we slowly began to see some children in the Nursery as people signed up ahead of time to attend the service. Most of the time there were only 1 or 2 children on any given Sunday.

Currently we have 11 babies/toddlers on our Nursery list, and we are starting to see an increase in the number of families who are taking advantage of the Nursery.

WAUMBA LAND (AGE 3 - 5)



"Waumba" means *Creator* in Swahili. So, Waumba Land, means *the land of the Creator*.

Waumba Land is our Sunday morning environment for kids age 3-5 (SK). It is the place where parents bring their preschoolers and volunteers arrive every Sunday ready and excited to introduce these little ones to God using the First Look curriculum.

The mission in Waumba Land is to make a **FIRST IMPRESSION** of the Heavenly Father in such a way that it makes a **LASTING IMPRESSION** on the heart of a child.

We want our children coming out of Waumba Land to understand that:

- God made them;
- God loves them;
- Jesus wants to be their friend forever.

We began to offer our Waumba Land program in person again in September 2021. At first, we had very few families coming on Sunday mornings but gradually by the end of April 2022, we were seeing a handful of preschoolers most Sundays.

By the end of April, 2022 we had 10 children on the roster in Waumba Land.

UPSTREET (GRADES 1-5)



UpStreet is our Sunday morning environment for our Gr. 1-5 kids.

But here's what we really believe is important for you to know about UpStreet: When our kids show up on Sunday morning, we believe that the Bible should NEVER be boring, and that the best leaders ALWAYS care. In other words, we want to make sure that our kids experience the acceptance and joy of knowing their Heavenly Father.

We want our kids to know:

- I need to make the wise choice;
- I can trust God no matter what;
- I should treat others the way I want to be treated.

Everything that we teach flows from these three Basic Truths.

The purpose of UpStreet is to connect our 1-5th graders into a small group where they will begin to unpack what it means to have a growing relationship with Jesus Christ. We want our kids to see how God's word applies to their life, how His truth really tells them how to live. The goal is to connect our kids to the same small group leader every week, giving them another trusted relationship that will help connect them to a relationship with God.

In UpStreet, we have focused on the following themes this year:

- *Commitment.* Making a plan and putting it into practice. (May 2021)
- *Confidence.* Learning to see yourself the way God sees you. (June/July 2021)
- *Wisdom.* Imagining what you could do because you're made in God's image. (August 2021)
- *Initiative.* Seeing what needs to be done and doing it. (September 2021)
- *Individuality.* Discovering who you're meant to be so you can make a difference. (October 2021)
- *Contentment.* Learning to be okay with what you have. (November 2021)
- *Christmas.* Celebrating Jesus...God's greatest gift! (December 2021)

- *Self-Control.* Choosing to do what you should even when you don't want to. (January 2022)
- *Compassion.* Caring enough to do something about someone else's need. (February 2022)
- *Cooperation.* Working together to do more than you can do alone. (March 2022)
- *Hope.* Believing that something good can come out of something bad. (April 2022)

We re-opened our in-person UpStreet program in September 2021. As I've said, that program has been the most challenging to run. We continue to operate the program with just 3 volunteers. This is feasible because we have less than 10 kids each week. We have not yet had enough kids to implement our small groups yet, but that's still the goal!

For July and August of 2022, I did not have any volunteers left so for the first time in the 13 years I've been at Bethel, we did not run a Sunday morning UpStreet program during these summer months.

I am really hoping that we see an increase in families coming to Bethel this year. I would love to see the program return to its pre-pandemic numbers, and will continue to do my best to rebuild the family ministries in this season of transition.

PARENTING WITH PARENTS

Being intentional when it comes to empowering parents continues to be an important part of our vision. It's our desire to help parents really win with their kids so we continue to provide different initiatives each year. The following represents what we've been doing to engage parents.

COMMUNICATION

For the last 2 years I've been sending out weekly newsletters to our parents. Each newsletter included links to our music and weekly videos, family activity ideas to teach the UpStreet and Waumba lessons at home. I will continue to send out this weekly correspondence.

"PARENTING WITH PARENTS" INITIATIVES

- In October 2021, I facilitated another "Parenting Through the Phases" short-term life group. We had 7 parents attend on Zoom and we enjoyed our time together.
- In September 2021 until mid-November we scheduled get-togethers at Lake Ontario park with our young moms. We took a winter break and started back up in April of 2022.
- In December 2021, I got 4 families together and filmed a video for the Christmas Eve service, and it was a big hit.
- We had our first baby dedication in 2 years this past August. It was so exciting to dedicate the children of 4 families!

As the pandemic winds down, and I try to rebuild our Sunday morning programs, I look forward to working with a new Senior Pastor and am hopeful that it won't take too long!

In the meantime, I continue to enjoy the different initiatives I get to be a part of here at Bethel. I've preached a few times, led some Life Groups, am involved in service planning, and I enjoy leading our Bethel Prays events, and using my creativity in lots of ways.

As I enter my 14th year here at Bethel, it's a privilege to work with such great staff and lay leaders.

*Respectfully submitted,
and because children & families matter,
Jamie Stinson*

YOUTH • 2021-2022 REPORT •

Connor Price, Youth Pastor

It has been a huge privilege serving at Bethel these past few years. This community, from the youth, to the parents, to the church as a whole, has been incredibly welcoming.

HIGH SCHOOL YOUTH

Our High School youth from Grades 9 - 12 meet on Friday evenings. At these events we have a nice blend of teaching, worship, small groups, and games.

This past year we have been studying through many different books. We did a series in Isaiah, the second most quoted book in the New Testament. We looked at why the early church was so captivated by this piece of Scripture, and highlighted the fulfilled messianic prophecies such as being conceived in Galilee, being called a Nazarene, being from the lineage of David, yet not coming in royal clothing, being crucified, and being resurrected from the dead. Throughout the series this question was posed: **If Jesus can fulfill prophecies written seven hundred years before he was born, wouldn't it make sense for you to put your faith in Him?**

We did a series on the book of 2 Kings, where we grappled with the concept of loving your enemies. This book involves constant warfare between the nation of Israel and the nation of Syria. A highlight is when God chooses to supernaturally heal the enemy general, because He loves the Syrian people. This story encapsulates Jesus' vision for bringing healing to the nations so He begins His ministry by referencing it: *"There were many in Israel with leprosy in the time of Elisha the prophet, yet not one of them was cleansed—only Naaman the Syrian."* (Luke 4:27) **Jesus didn't just come into the world to save you and your friends. He came into the world to save you and your enemies.**

We also studied through the book of Jude. Jude was a man who wanted to write a simple letter about the salvation believers share in Jesus Christ, the Son of God. Instead, he wrote a masterpiece of metaphor, detailing the rise of false teachers within the community. These individuals denied Jesus' kingship, they rebelled against the decisions of the elders, they were filled with envy, and greed. Jude compares these people to savage wolves in a sheep pen, to wild waves that sink ships, to planets that pretend to be bright stars, but in reality, are in the darkness of space. Yet, despite the evil, **God is able to keep His people from stumbling and to present them 'before His glorious presence without fault and with great joy.'** (Jude 24)

MIDDLE SCHOOL YOUTH

Tuesday night is Middle School night for Grades 6-8. This year we taught through the book of Acts, where Paul and Barnabas encountered a lot of grumpy people, like sorcerers, idol makers, philosophers, and Pharisees on their journeys through Cyprus, Turkey and Greece. Their goal was to spread the fragrance of Jesus everywhere they went. This meant they received constant opposition, while simultaneously seeing slaves of sin being released from their chains:

"Thanks be to God, who always leads us as captives in Christ's triumphal procession and uses us to spread the aroma of the knowledge of him everywhere. For we are to God the pleasing aroma of Christ among those who are being saved and those who are perishing. To the one we are an aroma that brings death; to the other, an aroma that brings life."

2 Corinthians 2:14

Middle School also meets on Sunday mornings where we're studying the book of Numbers and looking at how God was faithful to the Israelites during their forty years wandering around the desert without air conditioning. We conclude this time by spending time in prayer as a group.

RETREATS

Retreats are a big part of the Bethel youth experience. We did four last year, two with the AGC at Muskoka Woods, and two with Camp IAWAH. These are weekend experiences that create community and new friendships.

I would like to thank everyone who makes youth programming possible week after week, including our amazing team of volunteer youth leaders. A special thanks also to those who have been keeping us in your prayers.

*Respectfully submitted,
Connor Price*

WORSHIP • 2021-2022 REPORT •

Will Walker, Worship Coordinator

As we reflect on this past year of worship ministry at Bethel, it is best described as a continued season of redefining, restructuring and rebuilding. Despite losing our much-loved senior pastor Mark (and Rhonda) in June, we have so much to be thankful for and have clearly seen God's love and care for us.

Amidst the challenges we can be proud of the work we have accomplished together, with the Lord's leading, as we have given Him our small loaves of bread and tiny fishes every week.

In the area of worship ministry much of the continued challenge has been rebuilding teams. Thankfully, we had a good number of new worship team members come from our student population who have returned to study and work in Kingston. We are so thankful to everyone who voluntarily gives of their time and talents to serve so well in this ministry. We couldn't do this without them!

Despite the many Covid-related challenges at the start of the year, the Lord has allowed us to stay strong in our effort of helping the Bethel community engage in meaningful, impactful, and Christ-centered worship services. It has been a blessing to see Covid restrictions and regulations ease in our city so we can once again open to full capacity and freely enjoy worshipping and fellowshiping together.

I am also so thankful to the people who have helped restructure some of the technical side of worship ministry, including the Sound Team. This year we updated our stage equipment from an analog snake to a digital snake. (These are the cables under the floor that send sound from the platform at the front to the AV booth at the back.) This upgrade has allowed for in-ear monitoring for all musicians, which improves how we rehearse and produces better quality music. These upgrades have been very helpful and we are so thankful to everyone who made this happen!

As we move into 2023, the biggest focus is the need for deep rooted discipleship within our ministry team members in order to see others become more passionate worshipers and followers of Jesus Christ. We will also be continuing to recruit, build, and grow our worship teams.

My prayer is that all of us at Bethel Church will continue to seek the Lord in these days, to passionately worship Him in the sanctuary of the saints, and to see Him more clearly, love Him more dearly, and follow Him more nearly.

*Shalom,
Will Walker*

BETHEL HOUSE • 2021-2022 REPORT •

Bob Logan, Committee Member

Bethel House is a ministry of Bethel Church providing stable, secure, abstinence-based (drug-and-alcohol-free) transitional housing for men who are in various types of recovery, moving back into the community from a time of incarceration or treatment for addictions.

Many people leaving institutional settings benefit from a stabilizing step in their recovery process before transitioning fully back into the community. Bethel House provides this step through residency for a period of 8 – 12 months. It allows men safe, affordable, housing that allows them to avoid old life-style patterns, and create new, healthy ones.

Bethel House has a long-standing history of receiving resident referrals from Harbour Light - an addictions treatment & recovery center under the umbrella of the Salvation Army. Within the past year, a new partnership was formed with Prison Fellowship Canada which gives men coming out of incarceration the opportunity to continue their reintegration journey in a safe environment.

In the past year (May 2021-April 2022) Bethel House, specifically 318 Johnson, has housed 10 men for various lengths of time. Most men have moved on to successful next steps in their lives - praise the Lord! Sadly, though, a few men did experience setbacks,



BETHEL HOUSE COMMITTEE

Bob Landry

Bob Logan

Dave Stewart

Brent Thompson | BOD Liason

Steve Cousineau | House Manager

Carmen Gauvin-O'Donnell

requiring a move to an appropriate support center with our continued prayers.

The second house, at 324 Johnson, remained closed for most of the year. It was used as a Covid-quarantine house as needed, and renovations were also planned and approved to reconfigure the third floor and install a second bathroom in the home. Renovations began in the winter and wrapped up in March 2022. As new residents arrive, we will now be able to fill up both houses!

Another newer aspect of Bethel House is the BSAP program, which continues to grow, thanks to the involvement of the Bethel con-

gregation. For residents of Bethel House, a key part of their journey back to healthy living is learning how to build friendships and establish connections within the community. With that in mind, the Bethel Support & Accountability Partners program (BSAP) was developed to pair men from Bethel Church with men from Bethel House for friendship, support, accountability and encouragement in all areas of life while the men live at Bethel House. This proven to be a huge blessing to everyone involved!

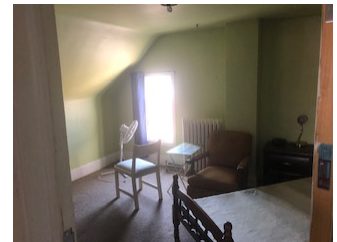
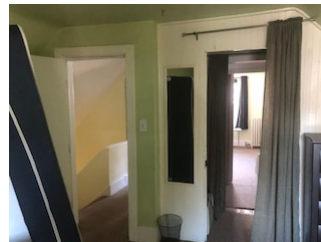
Anyone feeling drawn to joining the BH Committee, to becoming a BSAP, or learning more about Bethel House in general is encouraged to contact bethelhouse@bethel-kingston.com.

We thank the congregation for getting behind this Ministry, and ask for continued prayer that God will guide us as we serve the men and our community, and especially as we continue to seek a new leader for this important ministry.

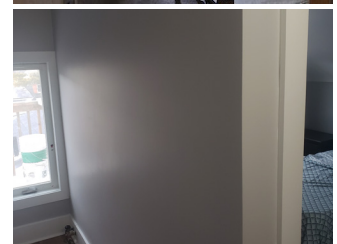
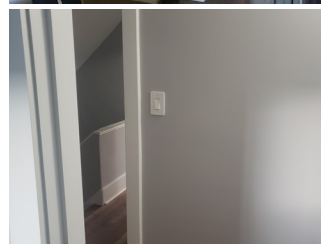
And as always, the biggest thanks goes out to Steve Cousineau for his servanthood to this ministry.



BEFORE North Room AFTER



BEFORE South Room AFTER



MISSIONS • 2021-2022 REPORT •

Ken Vissers, Committee Chair

MISSIONS COMMITTEE

Ken Vissers | Chair
Sue Barham

MISSIONARY SUPPORT

Kay Bartlett
Maureen Brites
Martha Blair
Sandy Maynard

We would like to thank all those who have generously given – both financially and in prayer – to support our local, national, and international missionaries and partners. Bethel continues to actively support 16 local and global workers, as well as several local Christian ministries.

There have been some changes on the Missions Committee this year as several members moved away, and the Chair, Ken Vissers, shifted his focus to the Senior Pastor search. This means that longer-term goals, such as exploring new missions partnerships, have been put on pause for the time being.

Our Missionary Support Team continues to meet regularly with a focus on prayer and communication with our supported missionaries. Quarterly updates are compiled and printed to keep the congregation up to date on the work happening around the world, along with praise items and prayer requests. Keep an eye on the desk in the Foyer for these updates!

The Missionary Support Team also oversees short-term missions funding. In summer 2021 we were blessed to be able to support two young women: Kathleen Ferns in an internship with Power to Change, and Julia Pattelli in a leadership role at Friends of Beacon camp.

Sunday morning church services continue to be a great opportunity for our missions

SUPPORTED WORKERS IN OUR CITY, NATION, & WORLD

Sue Barham	Kingston	<i>Latin America Mission</i>
Dan McIver	Kingston	<i>The Navigators</i>
Nancy Smith	Kingston	<i>Geneva House</i>
Ashley Chu (n. Chan)	Toronto, ON	<i>Inter-Varsity Christian Fellowship</i>
Joanna Moon	Toronto, ON	<i>The Dale Ministries</i>
Angela Gray	Guelph, ON	<i>Power to Change</i>
Jessica & Willy Versteeg	Montreal, QC	<i>Power to Change</i>
Tim & Brenda Noble	Winnipeg, MB	<i>OMF International</i>
Zach McIver	Calgary, AB	<i>The Navigators</i>
Isabel Leaitch	Spain	<i>Bible-Centered Ministries International</i>
Vera Ivakina	Poland	<i>Inter-Varsity Christian Fellowship</i>
Paul & Marilyne M.	North Africa	<i>Power to Change</i>
Abby H.	North Africa	<i>Org. withheld for security</i>
Tom & Abbie Desloges	DRC (Congo)	<i>Africa Inland Mission</i>
Jonathan Holden	Angola	<i>The Navigators</i>
Deane & Mari Clark	Asia	<i>The Navigators</i>

SUPPORTED MINISTRIES IN OUR CITY & NATION (Click the names to learn more.)

Kingston Pregnancy Care Centre	Kingston
nightlight Canada	Kingston, plus Belleville, Cambridge & Sarnia
Camp IAWAH	Westport

[Salvation Army Harbour Light](#) and [Prison Fellowship Canada](#) are also supported through strategic partnerships with Bethel House.

partners to share updates, especially with the addition of video features. This past year we heard updates from Willy Versteeg, Tom & Abbie Desloges, Angela Gray, Vera Ivakina, and Abby H. (including her Commissioning!), plus representatives from KPCC, Prison Fellowship, Bethel House and Lionhearts. We were also blessed to have Paul M. join us in-person to preach this past July.

Lastly, Bethel continues to be involved in a second refugee support initiative, in partnership with Bay Park Baptist Church, to bring another family to Canada. The project's Core Team consists of members from both churches working together in prayer and action to see this vision become a reality. We are now close to two years of waiting and praying since the application process

was completed for a Pakistani family. In the meantime, the Core Team is in communication with the displaced family to give prayer and encouragement as they live with instability and uncertainty.

The importance of spreading the Gospel beyond Bethel's walls continues to be a key part of Bethel's vision and mission. We look forward to continuing these partnerships in the upcoming year!

COMMUNICATIONS & MEDIA

• 2021-2022 REPORT •

Keri Oosterhof, Communications & Media Coordinator

It has been a challenge to sit down and write this annual report. I've procrastinated the task for a while, feeling a sense of "writer's block" – not knowing where to start or what to say. And I finally understand why: *this has been a tough year.*

Of course, that is not new information. The tough year of continual pandemic-related challenges, the departure of our Senior Pastor, and the pending interim season were not a surprise to myself or anyone! So why the writer's block? I'm realizing that the year has been spent working with my "nose to the grindstone" because things just have to get done, whereas today I'm pausing to reflect and write, which is allowing my heart to catch up and finally experience the emotions of the year all at once. So, please excuse me for a moment while I process and pray through what my heart is feeling, before returning to write!

I have been on staff for almost 5 years now! I've been reading through my previous annual reports, which is a trip down memory lane to say the least. But what stands out to me the most is that in each report I say something to effect of this: the skills that I bring to the table are not in leading from the front, but rather in leading from behind through implementing the vision of those who are at the front, allowing them to be better leaders.

With that in mind, my increasing challenge over the past two years is that Bethel's "leaders at the front", namely our Associate Pastor and Senior Pastor, have left, leaving me without a leader whose vision I can catch and move forward with. Yes, I know that God is my ultimate leader and visionary to follow, and I know that we have amazing leaders on our staff, Elders, Board, and volunteer teams. But it's just not the same at the day-to-day level without our pastor(s). So, as I wait prayerfully and expectantly, along with the rest of you, for the new pastor that God has in store for Bethel, I am learning, slowly, to adjust my working style and expectations to better serve our current teams, to grow in new areas while we wait, and to be ok with letting go of things we cannot do until we are at full strength again.

THE ROLLER COASTER

Speaking of not being at full-strength, this year (May 2021-April 2022) we continued to see evolving limitations and guidelines about in-person gatherings. It has been a roller coaster year for church service coordination!

We started the year with pre-recorded, on-line-only services in the spring and summer during sanctuary renovations. Each week I spent a lot of time recording videos and editing sermons, announcements, and ministry features, putting all the pieces together to create a single church service video. This video was uploaded to the internet on Sunday mornings and our congregation "gathered" on Church Online Platform to watch the service together and engage in a bit of conversation through the chat box. This way of doing church was not ideal, but I really enjoyed producing the videos each week!

In August, in-person church resumed with one Sunday service. This was an exciting development, but it required new administration routines due to capacity limitations, advance registration, and check-in procedures. In-person church services also require a lot of volunteers, regardless of how many people actually attend the church service. We did not have full volunteer teams (and still do not) and it was a struggle some weekends to fill all positions. That being said, God somehow always provides, and I am SO grateful to the pre-pandemic Greeting, AV, and Worship volunteers who returned to serve, as well as new people who joined the teams. These people serve more often than they probably expected to, and they do so very graciously.

During this time, our capacity limit was around 100 people (30%), and for the first month we had around 60-70 people in attendance. That changed quickly in September 2021 as students returned to school. It was

a blessing to have them back, but it meant that church started "selling out" within a few hours of registration opening up, even with the capacity limit increased to 120 people. As a staff, we were very aware of how frustrating this was to the people who could not get a "ticket" for church. (What an odd thing to say!) We often talked about opening a 2nd Sunday service, but it was simply not feasible with the lack of volunteers, particularly in Greeting. It takes about 40 Greeters to fully staff two Sunday services in one month! Another reality is that Bethel relies heavily on post-secondary students to fill a lot of volunteer roles, however we were noticing that students were just as tired as the rest of us and were not responding to volunteer requests as quickly as they did in the past. So, unfortunately, adding a second service in the fall of 2021 did not happen.

In October 2021, the question of vaccination requirements for church attendance was on the table. I am so glad that this decision was in the hands of the Board, not the staff. However, the number of discussions and debates we had about it at staff meetings was overwhelming. (I'm sure this was the case in many of your workplaces, families and friend groups too.) And truthfully, there were tears shed on a few occasions as we saw and felt the tension in our church community over the vaccine debate.

In November, as per the Board's directive, we started planning for the addition of a 2nd Sunday service in the new year that

would have a vaccine requirement. This added new layers of administration, communication, policies, procedures and logistics to those that already existed for the 1st service. Eventually the administration of it became routine, but sometimes the sheer amount of administration needed every week took away the joy of planning for the actual worship service.

I need to acknowledge the leadership of Caroline Cuthbert, our Greeter Leader, during this time, and in fact throughout this whole year. She was involved in many discussions with Carmen and myself about registration, check-in, and other building procedures, and she always provided great insight and advice. The changes that the Greeters had to absorb were almost weekly at some points, but Caroline always communicated them really well. She was also at church on most Sundays to support the Greeters in their evolving role, as was Carmen. A huge thank you to both of these ladies!

In December 2021, as student left for Christmas and covid took a turn for worse, weekly in-person church attendance dropped to as low as 25-30 people. We understood the reason for this, but it was sometimes a challenge to get excited about planning church services. Online church attendance increased, of course, but it's just not the same when you can't see everyone's faces.

At the end of January, attendance was still low, but we added the 2nd church service with the proof of vaccination requirement. The implementation was a bit bumpy at times, but our volunteer teams, as well as the congregation, were gracious and understanding. During this time, we saw about 40 people at each service.

In the middle of February, we stopped the need for advanced registration and attendance lists, which was a welcome change! I had spent the previous 12 months creating and managing weekly registration forms and was very happy to stop doing so. At the beginning of March, we stopped the need for proof of vaccination at the 2nd service, but

we still held two services until Easter Weekend in the middle of April.

The plan is to stay at one service for the rest of the spring & summer, and add a second service in September 2022 when students return again. And our prayer is that covid-related restrictions will not return, so that the roller coaster year of changes can smooth out to a steady track!

WE'RE LIVE!

As in-person church was getting off the ground in late summer 2021, pre-recorded church services continued for those attending church online. As I mentioned previously, I really enjoyed producing pre-recorded services, however, the addition of in-person church was causing my weekly work load to expand past the point of sustainability. It was clear that pre-recorded services had to stop, and live streaming had to start, however we were not ready to live stream due to a stale-mated project the year prior, and I could not pick up the project on my own.

Pastor Mark brought this need to the Board, and in September, Greg & Jina Salomons volunteered to get live streaming up and running. We already had the equipment and computer software, thankfully, but it took many hours of fiddling with settings, learning by trial and error, deciding how to best set it up for Bethel's needs, and creating a system that was easy to use and unintimidating for future volunteers. On Thanksgiving Sunday 2021 we successfully live streamed our first service! We have not looked back since then, and it brought my week back to a normal pace by not having to create a pre-recorded service video.

Live streaming is going really well, overall. I continue to make little changes here and there to the visual elements of the stream... most of which probably aren't noticed by the people at home, but I enjoy playing around with the program and learning new ways of doing things. The audio aspect of live streaming proves to be the most troublesome element. Whenever something goes wrong, there are at least six different places

where the problem could be, and this takes time and knowledge of the systems to troubleshoot during the middle of a church service in progress. I am grateful to the online congregation for their patience and encouragement during these moments, as well as to the in-house congregation as they can probably hear us whispering and scrambling at the back as we figure out the problem.

Attendance for church online services, whether they were pre-recorded or now live streamed, has been steady, but slowly decreasing as people make the move to attending in-person. In spring and summer 2021 we saw 62 households in attendance online, on average. This is mostly comprised of couples or singles, plus a handful of families with kids. By December the average was 52, and in January it increased to 61 due to a resurgence of covid. In February, when we added a 2nd service with proof of vaccination, the online attendance dropped to 45 households and this has held fairly steadily through to the end of April. We expect that online church attendance will continue to slowly decrease over time, but the plan is to continue live streaming even if attendance online gets really low. Live streaming has become part of our "new normal," and it offers a way for people to connect online in real-time if they are sick or traveling.

One thing we have stopped is uploading full church services to YouTube and our website. As of April 2022, I am only uploading the sermon, not the full church service recording. This decision was made by the staff after looking at YouTube stats and hearing anecdotally that people who are catching up on church during the week are usually skipping through most of the service and only watching the sermon.

SPECIAL SERVICES

In addition to coordinating and supporting the logistical and technical aspects of church services, I'm also involved in the creative planning and preparation of service itself. This is the more fun part of my job as I'm able to engage my creative side in different ways, from designing sermon series tem-

plates, weekly sermon slides, recording and editing ministry feature videos, and more.

I regularly join the “Design Team” which consists of Pastor Mark, Pastor Jamie, Rhonda Kotchapaw, and Will Walker. The Design Team’s purpose is to plan ahead, vision, and design services throughout the year. While I’m not much of a vision person, my job is to listen to the ideas and plans of the others and then start thinking about how to get their ideas off the ground, both creatively and logistically.

This year we held a number of special services that I particularly loved being a part of. It’s gift to see plans and hard work come to fruition on a Sunday morning, and to see and hear the response from the congregation. Here’s a quick walk down memory lane, and I hope these services had an impact on you too.

In October 2021 we invited guest speaker Brett Ullman to talk about mental health with a message called “[The Walking Wounded](#).” His talk resonated with a lot of people, and hopefully prompted some good discussions.

On Christmas Eve we held an evening service with special music, a super cute [nativity video featuring Bethel kids](#) (Jamie takes all the credit for that video!), and we highlighted the ministry of Compassion Canada. Also, through the Compassion Giving Tree Campaign in December, Bethel members raised \$2870 and sponsored 5 children. Thank you!

In January & February we had our annual [Crucial Conversations](#) series, this year with guest speakers Andy Bannister and Andy Steiger. We partnered with Bay Park Baptist Church for the 2nd year, collaborating on worship and various technical aspects. I had a really fun time filming Pastors Mark & Paul at various places in the city each week! Sadly, that was probably the last Crucial Convo series as we currently know it, as it was started by Pastor Mark 15 years ago and it will be hard to keep it going without pastoral oversight.

In early March, as the war between Russia & Ukraine was beginning, we took time to hear

CAMPUS GROUPS | As a side note, I want to mention the various campus groups that used the church building in the 2021-2022 school year. At the beginning of the school year, groups and clubs were not allowed to meet in-person on campus, so the church office received a lot of requests from campus ministries looking to use rooms at Bethel. We were able to host two weekly Power 2 Change groups, Praise & Power returned for weekly practices and monthly events, and Geneva House birthed a brand-new event called “The Well” on Wednesdays which included worship, student life groups, and a grad & beyond group. I heard countless anecdotes of what a blessing it was for these students to have a place to meet in person, after a year of online classes and social isolation. We were happy to be able to provide the space for these students...and I only had to send one “warning” email for leaving all the doors unlocked!

[testimonies](#) of the impact of the war for two people in our church community, and we spent time in prayer for this crisis. Let’s continue to pray for these two countries and the millions of people affected by the war.

On Good Friday we invited creative artist and actor Jason Hildebrand to share his play “Jesus Stories” which brought a new perspective to Jesus’ counter-cultural interactions with people during his time on earth. It was a really special service!

YOU’RE INVITED...

The re-emergence of social gatherings, both indoors and outdoors, was a much-needed positive point to this year. As a staff, we aimed to have a fun community event every few months, and my role typically involves promotion, communication, registration, and logistic-type arrangements.

In September 2021 we held two Picnics in the Park for the first time since 2019, and we had around 100 people at the first one! These are always fun and casual social events, and they require almost no planning, which is a win in my books!

In October, the Lamberts invited us to a BBQ at their farm. After delaying a week due to weather, we had 100 people come out for a beautiful fall afternoon of hamburgers and campfires. A huge thanks goes out to the Lamberts and their team of volunteers for organizing and preparing almost everything for this event – I had almost no involvement, which was such a gift!

In December, the staff planned our 2nd

Christmas on Songbird Lane event, which was intended to be a day of exploring the trails and woods on Songbird Lane. Unfortunately, the weather was bad and the event had to be canceled.

In February 2022, we took advantage of Camp Iawah’s Great Winter Escape day, and encouraged Bethel families to book a specific day and time so we could enjoy the winter activities together. It was a beautiful, sunny winter day for the 25 people who came out to play in the snow!

In March we held a Bethel Prays evening, which was our first in-person prayer event in two years! This wasn’t planned as a social event, as the previous events were, but it was definitely an important community event as we gathered to pray for the Senior Pastor search process. These prayer nights will continue in the future, and we invite everyone to come out and pray with us!

MOVING FORWARD

As I think about the year ahead, I know that challenges will continue to present themselves – probably less connected to covid, and more connected our lack of a Senior Pastor. But I also know that God will continue to provide, as I’ve already seen him do! He is our perfect leader and has perfect vision of our future... and I’m looking forward to the day when that future is our present.

Commit to the Lord whatever you do, and he will establish your plans. (Proverbs 16:3)

*Serving in Christ,
Keri Oosterhof*

CHURCH ADMINISTRATION

• 2021-2022 REPORT •

Carmen Gauvin-O'Donnell, Church Administrator

I think this past year, for me, came closest to “Normal Life After Pandemic” (even while it continues and I did manage to get COVID in the Spring, sigh...): I worked in the office most of the time (well, except when I'd escape to Denny's or Smitty's for a morning to REALLY get things done!). And of course, we've been back in church and dealing with the challenge of rebuilding teams for Sunday services. On a personal note, I was also back playing soccer again with my friends, both indoors and out. To top it all off, in September, I taught a Plan to Protect Orientation seminar in person to a church outside of town for the first time in about 3 years. What a pleasure that was!

Of course, we still find ourselves in some “pivot” situations, even with a return to the so-called “routine”. Things being as they still are means that we've had to adapt and overcome as we've gone along.

POLICY DEVELOPMENT

This was an area of “pivot”. Although our leadership's initial goal last year was to get me to work on the “Membership” aspect of our policy manual, the Board also realized that, in view of Pastor Mark's departure, it was more important to revamp our Human Resources policies to reflect and update how we do everything as we go through the hiring process.

I couldn't agree more, and we hope to have that chapter complete by the end of 2022-23 (unless we pivot again!) This is one of the most extensive chapters in our church manual – with over *40* individual policies pertaining to everything from being hired, to working in the office or at home, to renting cars if we travel, to vacation and sick leave and other benefits, to serving on a jury or in the (military) reserves, to maternity and paternity leave, to reimbursement for employment expenses etc. The list never ends!

TRAINING

Carter's Annual Charity Law Update • The pandemic forced this event to pivot to an online format which has certainly come in handy since I am now able to attend it in November online at home instead of the following February by traveling to Ottawa, with savings in the accompanying travel expenses. Highlights for me this year were things to think about as we draft employment contracts, and insurance issues we need to be aware of as regards our volunteers with the church.

Reading • One of the personal pivots for me during the pandemic was discovering the joy of walking every day, specifically because a) I had no choice and b) as I age I've become a very “auditory” learner (anyone else?). This allowed me to read 55 books last year as I added audio books to my walking... woohoo! Some of them were highly relevant to my “church work” writ large, even if not dealing specifically with Church Administration (I often tell the staff that we are not all “pastors”, but that doesn't mean we're not all shepherds in one way or another):

Person of Interest, J. Warner Wallace – see the apologetics track below. This book was one of the best I read all year.

Culture Shock, Chip Ingram – see the apologetics track below.

When Harry Became Sally, Ryan Anderson – all about the Transgender Moment we find ourselves in.

The Rise and Triumph of the Modern Self, Carl Trueman – about why, when the Transgender (or other) Moments happen, we don't even blink or question it anymore.

Addictions – A Banquet in the Grave, Edward Welch – this helped me in my work on the Bethel House Committee by giving me a more biblically-grounded Christian perspective on addictions.

Another Gospel, Alisa Childers – about the Progressive Christianity movement.

VOLUNTEERING

One aspect of my job that HAS temporarily changed because of the pandemic, and our smaller staff now, has been the fact that I now work on Sundays. “Huh...?”, you ask, “Haven't you always worked on Sundays?” Actually... no! As an administrative staff member, Sunday morning duties, other than volunteering (for example by doing the announcements in the past), have not been part of my actual job description.

But naturally, this last year back in church, with us rebuilding our volunteer base has meant that, for now, I “formally” DO work on Sundays, usually helping with our greeters before doing some office work, or in Waumba Land or the Nursery if someone has called in sick, or whatever else has needed doing, quite frankly (this is what “Such other duties as the Board may reasonably assign” means in my job description!) I haven't minded mind at all... it's all part and parcel of being a Bethel team member!

Bethel Apologetics Track • Of course, I have continued to oversee a track in Christian Apologetics, the defense and reason behind our Christian Faith. This past year we once again offered a few short-term life groups:

The Story of Reality from the book by Greg Koukl, attempting to explain God's plan for our world from a biblical perspective. (*Spring 2021*)

Culture Shock by Chip Ingram, where we learned how to stand biblically against the many hot-button issues of today. (*Fall 2021*)

Person of Interest, from the book by J. Warner Wallace – about what we can learn about Jesus without even using the Bible, just by his impact in our world on literature, art and science! This was awesome! (*Winter 2022*)

Kingston Pregnancy Care Centre • Lastly, on a personal note, I was also able to join the Board of the Kingston Pregnancy Care Centre where I am now part of a great team of

men and women who love life in all its stages and want to stand up for it in a Culture of Death. Please keep the centre in your prayers – you can well imagine that these are difficult times for centres such as KPCC, although we are continuing to see an increase in the number of clients which is wonderful news.

And so the work goes on. Like you, I wait impatiently for our new Pastor but know that God's timing (being perfect 'n all!) usually has nothing to do with mine. In the meantime, He steers the Bethel ship as we seek to

walk in His light every day. God bless you all who have continued to walk with us during this time. Your encouragement and support make it so easy for me to get out of bed every morning and come back in and do it all again every day!

*Respectfully and in Christ,
Carmen Gauvin-O'Donnell*

2 0 2 1

APPENDICES

APPENDIX A

MEMBERSHIP RECORD

• AS OF SEPTEMBER 30, 2022 •

Sue Barham Visser	Steve Ditmore	Ken Maynard	Jina Salomons
Michael Barrett	Mark Fathers	Sandy Maynard	Neil Sheppard
Tamara Barrett	Sally Fathers	Bev Miller	Jamie Stinson
Art Bartlett	Carmen Gauvin-O'Donnell	Ron Miller	Lyn Stockdale
Kay Bartlett	Lucien Haddad	Keri Oosterhof	Connie Taylor
Brenda Batson	Suchetan James	Jennifer Patelli	Brent Thomson
Neil Batson	Christine Lambert	Brian Perkins	Tracey Thomson
Martha Blair	Ron Lambert	Pat Perkins	Phyllis Turrell
Julia Brook	Bob Landry	Wilma Pettingill	Deborah Valliant
Jonathan de Leyer	Yvonne Leach	Connor Price	Lew Valliant
Justine de Leyer	Heather Logan	Eric Prost	Ken Visser
Dave Dempster	Robert Logan	Mary Prost	Bob Willis
MJ (Mary Jane) Dempster	Heather Losier	Lilian Revell	Nancy Willis
Donna Dickey	Elaine Ma	Dan Roy	Brent Wolfrom
Ron Dickey	Ewen Mackenzie	Ginette Roy	Stacey Wolfrom
Shirley (Tooty) Dickey	Sharon Mackenzie	Raymond Roy	Simone Wylie
Steve Dickey	Brian Marchant	David Saleh	Natalie Zhang
Jan Ditmore	Jan Marchant	Greg Salomons	(71 members)

APPENDIX B

CHURCH FAMILY RECORDS

• MAY 1, 2021 - APRIL 30, 2022 •

BAPTISMS

Andrew Fryer (*April 24, 2022*)

MEMBERSHIPS

Julia Brook (*October 25, 2021*)

Daniel Roy (*October 25, 2021*)

Ningjing (Natalie) Zhang (*April 25, 2022*)

DEATHS

Rosemary King (*July 6, 2021*)

Stanley Taylor (*October 22, 2021*)

Trevor Lewis (*December 19, 2021*)

Audrey Newcombe (*January 2, 2022*)

DIRECTOR & ELDER NOMINATIONS

Date: October 13, 2021

To: Membership of Bethel Church, Kingston

From: 2022-2023 Nominating Team

Subject: Recommendations for Board of Directors and Elders' Council

The members of the Nominating Committee were:

- Steve Dickey (*Board Chair*)
 - his delegated Committee Chair: Carmen Gauvin-O'Donnell (*Church Administrator*)
- Sue Vissers (*Member*)
- Stacey Wolfrom (*Member*)

The Nominating Team and, subsequently the Board of Directors (BOD), recommend that the Bethel Church, Kingston membership approve the following new individuals into the positions as indicated below.

(Note: on advice from counsel, these nominees will be voted on individually by the members.)

ELDERS' COUNCIL

Position	Nominee	Term
Elder	David Dempster	Up to 3 years through to October 2025

BOARD OF DIRECTORS

Position	Nominee	Term
Vice Chair	Patricia Perkins	Up to 3 years through to October 2025
Secretary	open	Up to 3 years through to October 2025
Buildings & Grounds	open	Up to 3 years through to October 2025

Important note: The Nominating Team, despite considering and discussing the various leadership opportunities with a number of individuals, was unable to secure nominees for the vacant positions of Secretary and Buildings & Grounds. The Board will continue to consider candidates through this next year and the nominating process will resume in advance of the next AGM.

SUMMARY

If the above noted nominees are approved by the membership, the next iteration of the Board of Directors and Elders' Council will be as follows:

Elders' Council*

Position	Name	Term	1 st or 2 nd Term
Elder/Senior Pastor	vacant	n/a – Staff	n/a
Elder	Ken Vissers	Up to October 2022	2 nd
Elder	David Saleh	Up to October 2023	1 st
Elder	Daniel Roy	Up to October 2024	1 st
Elder	David Dempster	Up to October 2025	1 st

*3 of the above council members, plus the Senior Pastor, will be appointed to the Board of Directors by the Elders' Council.

(Continued next page.)

Director & Elder Nominations

Board of Directors

(8 positions, plus 2 Ex-officio)

Position	Name	Term	1 st or 2 nd Term
†Chair	Steve Dickey	Up to October 2025	2 nd
†Vice Chair	Patricia Perkins	Up to October 2025	1 st
†Secretary	vacant		
†Director, Finance and Treasurer	Jina Salomons	Up to October 2023	1 st
Director, HR & Risk	Julia Brook	Up to October 2024	1 st
Director, Building & Grounds	vacant		
†Church Administrator	Carmen Gauvin-O'Donnell	n/a - Staff, Ex-officio	n/a
Senior Pastor/Elder	vacant	n/a - Staff, Ex-officio	n/a
Elder/Director	Daniel Roy	Up to October 2024	1 st
Elder/Director	Ken Vissers	Up to October 2025	2 nd
Elder/Director	David Dempster	Up to October 2025	2 nd

†These are also the Officers of the church, holding that term for one year (renewable), except for Carmen who is on staff.

APPENDIX D

MOTIONS FOR THE AGM

• TUESDAY, OCTOBER 25, 2022 •

MOTION #1 On a motion duly made, seconded and carried, be it resolved that the **2020-2021 AGM Minutes** from October 26, 2021, be approved as printed.

MOTION #2 On a motion duly made, seconded and carried, be it resolved that the **Congregational Meeting Minutes** from May 3, 2022, be approved as printed.

MOTION #3 On a motion duly made, seconded and carried, be it resolved that the **2022-2023 Annual Budget**, previously approved by the congregation, be ratified.

MOTION #4 On a motion duly made, seconded and carried, be it resolved that the **Audited Financial Statements** for Year ended April 30, 2022 be approved.

MOTION #5 On a motion duly made, seconded and carried, be it resolved that the firm of **Withey Addison LLP** be appointed as Bethel Church, Kingston's auditors for the year ended April 30, 2023.

MOTION #6 On a motion duly made, seconded and carried, be it resolved that **David Dempster** be elected to the position of Elder, sitting on the Elders' Council, for a period of up to 3 years, through to October, 2025.

MOTION #7 On a motion duly made, seconded and carried, be it resolved that **Patricia Perkins** be elected to the position of Director, holding the office of Vice Chair, on the Board of Directors for a period of up to 3 years, through to October, 2025.

2022-2023 BUDGET

• MAY 1, 2022 - APRIL 30, 2023 •

Approved by vote at Congregational Meeting on May 3, 2022.

	2021-22 budget	Proposed 2022-23 budget
Income		
4010000 Donation Income	\$ 603,460	\$ 597,780
4020000 Other Income	\$ 6,245	\$ 1,950
4030000 Benevolence income	\$ 5,000	\$ 5,000
4040000 Special Project income	\$ 17,328	\$ 12,000
4041000 - Building income	\$ 15,828	\$ 10,500
4042000 - Refugee project income	\$ 1,500	\$ 1,500
4050000 Bethel House Income	\$ 28,380	\$ 43,680
Total income	\$ 660,413	\$ 660,410
Expenses		
6010000 Salaries, Benefit, & Allowances	\$ 377,211	\$ 377,020
6011000 - Pastoral	\$ 222,963	\$ 231,190
6011010 -- Salaries	\$ 188,234	\$ 192,620
6011020 -- Benefits	\$ 23,980	\$ 27,820
6011030 -- Development & Education	\$ 3,000	\$ 3,000
6011040 -- Allowances	\$ 7,750	\$ 7,750
6012000 - Administration	\$ 135,090	\$ 124,970
6012010 -- Salaries	\$ 122,272	\$ 111,290
6012020 -- Benefits	\$ 9,468	\$ 10,330
6012030 -- Development & Education	\$ 2,250	\$ 2,250
6012040 -- Allowances	\$ 1,100	\$ 1,100
6013000 - Payroll Cost	\$ 19,158	\$ 20,860
6020000 Worship & Teaching	\$ 15,750	\$ 13,980
6021000 - Music & Sound	\$ 9,975	\$ 8,000
6022000 - Service Supplies	\$ 800	\$ 500
6023000 - Guest Speakers & Worship Leaders	\$ 3,500	\$ 4,000
6024000 - Volunteer Appreciation & Training (Worship)	\$ 1,475	\$ 1,480
6030000 Discipleship & Community	\$ 9,450	\$ 8,550
6031000 - Life Groups	\$ 3,300	\$ 3,300
6032000 - Prayer Ministry	\$ 500	\$ 500
6033000 - Volunteer Appreciation & Training (Discipleship)	\$ 1,250	\$ 750
6034000 - Hospitality & Care	\$ 2,400	\$ 3,000
6035000 - City Events & Outreach	\$ 2,000	\$ 1,000
6040000 Family & Youth Ministries	\$ 15,600	\$ 15,600
6041000 - Family	\$ 6,600	\$ 6,600
6041010 -- Upstreet (Gr. 1-5)	\$ 3,600	\$ 3,600
6041020 -- Waumba Land & Nursery (Age 0-5)	\$ 1,800	\$ 1,800
6041030 -- Volunteer Appreciation & Training (Family)	\$ 1,200	\$ 1,200

2022-2023 Budget

6042000 - Youth	\$ 9,000	\$ 9,000
6042010 -- Sr. Youth (Gr. 9-12)	\$ 3,000	\$ 3,000
6042020 -- Jr. Youth (Gr. 6-8)	\$ 3,000	\$ 3,000
6042030 -- Youth combined	\$ -	
6042040 -- Volunteer Appreciation & Training (Youth)	\$ 3,000	\$ 3,000
6050000 Administration	\$ 68,324	\$ 68,330
6051000 - Office Supplies & Expenses	\$ 2,600	\$ 1,900
6052000 - Equipment & Hardware	\$ 5,600	\$ 5,200
6053000 - Software Programs	\$ 6,700	\$ 6,500
6054000 - Accounting & Legal	\$ 23,180	\$ 24,540
6055000 - Memberships & Affiliations	\$ 24,344	\$ 23,550
6056000 - Staff Team Expenses	\$ 1,000	\$ 1,000
6057000 - Service Charges	\$ 4,900	\$ 5,640
6060000 Operations and Maintenance	\$ 51,000	\$ 49,000
6061000 - Maintenance	\$ 14,000	\$ 6,000
6061010 -- Building	\$ 11,000	\$ 4,000
6061020 -- Ground	\$ 3,000	\$ 2,000
6062000 - Repairs	\$ 10,000	\$ 8,500
6062010 -- Structural	\$ 3,000	\$ 2,000
6062020 -- Electrical	\$ 1,500	\$ 1,500
6062030 -- Mechanical	\$ 4,000	\$ 3,000
6062040 -- Other	\$ 1,500	\$ 2,000
6063000 - Utilities & Insurance	\$ 27,000	\$ 34,500
6063010 -- Utilities	\$ 14,000	\$ 22,000
6063020 -- Internet & Phone	\$ 2,000	\$ 1,500
6063030 -- Insurance	\$ 11,000	\$ 11,000
6070000 Missions	\$ 72,208	\$ 69,100
6071000 - Ongoing Supported Missions	\$ 61,208	\$ 62,100
6071010 -- Africa Inland Mission	\$ 3,090	\$ 3,000
6071020 -- BCM International	\$ 6,180	\$ 6,000
6071030 -- Geneva House	\$ 4,944	\$ 4,800
6071040 -- Inter-Varsity Christian Fellowship	\$ 6,180	\$ 6,000
6071050 -- Latin America Mission	\$ 2,472	\$ 2,400
6071060 -- Navigators	\$ 12,669	\$ 12,300
6071070 -- OMF	\$ 3,708	\$ 3,600
6071080 -- The Dale Ministries	\$ 3,708	\$ 3,600
6071090 -- Power to Change	\$ 11,124	\$ 10,800
6071100 -- Camp Iawah	\$ 2,472	\$ 2,400
6071110 -- Kingston Pregnancy Care Centre	\$ 2,225	\$ 2,400
6071120 -- nightlight	\$ 1,236	\$ 1,200
6071130 ---SIM Canada	\$ 1,200	\$ 3,600
6072000 - Mission Projects	\$ 11,000	\$ 7,000
6072010 -- Short-Term Missions/Special Needs	\$ 7,000	\$ 4,000
6072020 -- National Focus Projects	\$ 4,000	\$ 3,000

2022-2023 Budget

6080000 Benevolence Expenses	\$ 5,000	\$ 5,000
6090000 Special Project Expenses	\$ 1,500	\$ 10,050
6091000 - Building project expenses		\$ 8,550
6092000 - Refugee project expenses	\$ 1,500	\$ 1,500
6100000 Bethel House Expenses	\$ 44,370	\$ 43,780
6101000 - Repairs & Maintenance	\$ 7,845	\$ 6,500
6102000 - Utilities & Insurance	\$ 18,975	\$ 19,730
6103000 - Loan Repayments	\$ 15,200	\$ 15,200
6103030 -- 318 Mortgage - principal payment	\$ 4,000	\$ 4,200
6103040 -- 318 Mortgage - interest payment	\$ 700	\$ 500
6103050 -- 324 Mortgage - principal payment	\$ 9,000	\$ 9,500
6103060 -- 324 Mortgage - interest payment	\$ 1,500	\$ 1,000
6104000 - Other	\$ 2,350	\$ 2,350
Total expenses	\$ 660,413	\$ 660,410
Surplus(deficit)	0	0

2020-2021 AGM MINUTES

Annual General Meeting Minutes

Bethel Church
Tuesday, October 26, 2021
7:30 p.m.
Zoom meeting

Members Present: Sue Barham Visser, Tamara Barrett, Julia Brook, Roy Chan, Amos Cohoe, Jonathan + Justine de Leyer, Dave + MJ Dempster, Donna + Steve Dickey, Steve + Jan Ditmore, Jenn + Chris Ellis, Carmen Gauvin-O'Donnell, Mark + Rhonda Kotchapaw, Broncos + Jen Lai, Heather + Bob Logan, Heather Losier, Ewen Mackenzie, Brian Marchant, Keri Oosterhof, Brian + Pat Perkins, Connor Price, Eric + Mary Prost, Dan Roy, Ginette + Raymond Roy, David Selah, Greg + Jina Salomons, John + Sandy Shehan, Neil Sheppard, Jamie Stinson, Phyllis Turell, Deborah + Lew Valliant, Ken Visser, Bob + Nancy Willis

1.0 Welcome

- Call to Order
- Review of Agenda
- Confirmation of quorum - yes, over 40% of members present.

2.0 Devotional – Pastor Mark

3.0 Prayer time - in breakout rooms

4.0 Old Business

- Approval of Minutes from the October 20, 2020 Annual General Meeting. Moved by Donna, seconded by Raymond. Carried
- Approval of Minutes from the April 27, 2021 congregational meeting. Moved by Keri, seconded by Steve. Carried.

5.0 New Members

- On a motion duly made, seconded and carried, be it resolved that Julia Brook be admitted to membership in Bethel Church, Kingston. Carried.
- On a motion duly made, seconded and carried, be it resolved that Daniel Roy be admitted to membership in Bethel Church, Kingston. Carried.

6.0 Reports

6.1 Financial

- Overall, we are doing well + we are grateful to God for providing through this pandemic.
- On a motion duly made, seconded and carried, be it resolved that the 2021-2022 Annual Budget and two capital projects, previously approved by the congregation, be ratified. Carried.

- *On a motion duly made, seconded and carried, be it resolved that the Audited Financial Statements for Year ended April 30, 2021 be approved. Carried.*
- *On a motion duly made, seconded and carried, be it resolved that the firm of Withey Addison LLP be appointed as Bethel Church, Kingston's auditors for the year ended April 30, 2022. Carried.*

6.2 Human Resources - Nominations

- *On a motion duly made, seconded and carried, be it resolved that Daniel Roy be elected to the position of Elder, sitting on the Elders' Council, for a period of up to 3 years, through to October, 2024. Carried.*
- *On a motion duly made, seconded and carried, be it resolved that Julia Brook be elected to the position of Director, holding the office of Vice-chair, on the Board of Directors for a period of up to 3 years, through to October, 2024. Carried.*
- *On a motion duly made, seconded and carried, be it resolved that Justine De Leyer be elected to the position of Director, holding the office of Secretary, on the Board of Directors for a period of up to 3 years, through to October, 2024. Carried.*

7.0 Elders Update

7.1 Women in Leadership Update

- *On a motion duly made, seconded and carried, be it resolved that the church membership affirms the position taken by the Elders' Council on Oct 6th, 2021, the elders affirmed Bethel's current position on women in various roles of leadership, which is in alignment with the AGC. Yes -50, No - 16, Abstain - 2. Carried.*

7.2 Pastoral Search Process - *elders are waiting until after the vote tonight to see where the church is heading on the issue of women in leadership before asking individuals to join the committee.*

8.0 Other Business

- ***Question was asked about vaccine passports being mandatory to attend in-person church services - this issue needs to be explored further (in discussion with the AGC) and the BOD also needs to discuss this in more depth.***

9.0 Closing Prayer - Mark

x _____
Stephen Dickey
Board Chair

x _____
Jennifer Ellis
Board Secretary

Bethel's Mission Statement

Responding to the heart of God; transforming the heart of the city, the nation, and the world.

CONGREGATIONAL MEETING MINUTES

Bethel Church, Kingston

Congregational Meeting – Minutes

Date: Tuesday, May 3, 2022

Time: 7:00 pm

Via Zoom

- 1.0 Welcome
- 2.0 Opening prayer
- 3.0 Overview of agenda
- 4.0 Confirmation of quorum – *Yes, confirmed, 23 attended.*
- 5.0 Devotion/Prayer Time – Pastor Mark – *Hebrews 10*
- 6.0 Reports – verbal updates
 - 6.1 Pastoral Search Team – MJ Dempster: *Using survey information from the congregation to come up with a preferred candidate profile and job description for next senior pastor. Then will post that to various job boards. Candidate will be approved by the AGC. Also will post a package of information about our church, city, etc. Prayer team is praying regularly, as are others – important to soak this process in prayer.*
 - 6.2 Elders – Mark Kotchapaw: *It's the elders' job to search for interim pastor candidates. If they give the green light, it gets passed to the board. This process has happened twice and neither candidate has worked out. The elders board will be meeting soon to discuss this, because if an interim pastor doesn't work out, we need to fill the pulpit weekly until someone is found. Hoping to do this for a few months to give the elders more time to find someone. It's been a difficult process since there aren't a lot of candidates out there looking for this kind of role.*
 - 6.3 Board of Directors – Steve Dickey: *Board is talking and praying a lot about the transition to a new senior pastor. Set up and supporting the search team, and been involved with reviewing the two interim candidates. Reviewed the draft budget which we'll see tonight. Policy development and administration, including updating the HR policy. Looking to fill a few roles on the boards.*
- 7.0 New member
 - 7.1 Motion: On a motion duly made, seconded and carried, be it resolved that Natalie Zhang be accepted into the membership of Bethel Church – *Carried*
- 8.0 2022/23 Budget - Overview of operating budget – *Very similar to last year's budget. There is a drop in income from last year by around \$10,000 per month so far, because of*

less donations and some decreased government support. Trusting God and praying that will increase. Made the budget in February, at that time didn't know what to expect for the new pastor. If we don't have an interim for a few months and just hire speakers, we could save some money there, and we could use that money to hire a new pastor (moving costs, etc.).

8.1 Motion: On a motion duly made, seconded and carried, be it resolved that the Annual operating budget for Bethel Church for 2022/2023 in the amount of \$660,410 be approved – *Carried*

9.0 Nominating committee

9.1 Receive names from the floor of potential members for the 2022 Nominating Committee – *Sue Vissers will stay on from last year. Stacey Wolfrom willing to help out. Came up with a few people to ask who aren't at the meeting.*

9.2 Motion from the floor to approve members of the nominating committee: On a motion duly made, seconded and carried, be it resolved that Sue Vissers and Stacey Wolfrom be a part of the nominating committee, and that the following members at large be approached as potential members: Mike Barrett, Mark Fathers, Tamara Barrett, Frank Domen, Lori Domen, or Christine Lambert. – *Seconded and carried*

10.0 Other Business – *On Sunday, June 12, we'll have a farewell event for Mark.*

11.0 Adjournment

INDEPENDENT AUDITORS' REPORT

BETHEL CHURCH, KINGSTON
FINANCIAL STATEMENTS
APRIL 30, 2022



WITHEY ADDISON LLP

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors of Bethel Church, Kingston

Opinion

We have audited the financial statements of Bethel Church, Kingston (the Church), which comprise the statement of financial position as at April 30, 2022 and the statements of revenues and expenditures and changes in fund balances, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the effects of the matters described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Bethel Church, Kingston as at April 30, 2022 and the results of its operations and cash flow for the year then ended, in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Qualified Opinion

In common with many charitable organizations, the organization derives part of its revenue from donations and fundraising activities, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our audit of these revenues was limited to the amounts recorded in the records of the organization and we were not able to determine whether any adjustments might be necessary to revenues, excess of revenues over expenditures, and cash flows from operations for the years ended April 30, 2022 and 2021, current assets as at April 30, 2022 and 2021, and net assets as at May 1 and April 30 for both the 2022 and 2021 year ends. Our conclusion on the financial statements as at and for the year ended April 30, 2022 was modified accordingly because of the possible effects of this limitation in scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Church in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Responsibility of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Church's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Church or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Church's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Church's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Church's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Church to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Church to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

WITHEY ADDISON LLP



Chartered Professional Accountants
Licensed Public Accountants

Kingston, Canada
September 14, 2022

Independent Auditors' Report

BETHEL CHURCH, KINGSTON STATEMENT OF FINANCIAL POSITION

APRIL 30,	GENERAL FUND	BUILDING IMPROVEMENT FUND	2022	2021
ASSETS				
CURRENT				
Cash - note 3	\$ 136,766	\$ -	\$ 136,766	\$ 258,631
Accounts receivable	13,120	-	13,120	7,142
	149,886	-	149,886	265,773
CAPITAL ASSETS - note 4	320,076	363,230	683,306	596,362
	\$ 469,962	\$ 363,230	\$ 833,192	\$ 862,135
LIABILITIES				
CURRENT				
Accounts payable	\$ 12,003	\$ -	\$ 12,003	\$ 10,706
Demand loans payable - note 5	19,688	-	19,688	32,378
Designated funds - note 6	37,726	-	37,726	24,950
TOTAL LIABILITIES	69,417	-	69,417	68,034
FUNDS EQUITY				
INVESTED IN				
CAPITAL ASSETS	300,388	363,230	663,618	563,984
EXTERNALLY				
RESTRICTED - note 7	-	-	-	-
UNRESTRICTED	100,157	-	100,157	230,117
	400,545	363,230	763,775	794,101
	\$ 469,962	\$ 363,230	\$ 833,192	\$ 862,135

See accompanying notes to financial statements

Independent Auditors' Report

BETHEL CHURCH, KINGSTON STATEMENT OF REVENUES AND EXPENDITURES AND CHANGES IN FUND BALANCES				
FOR THE YEAR ENDED APRIL 30,	GENERAL FUND	BUILDING IMPROVEMENT FUND	2022	2021
REVENUE				
Donations				
Building improvement	\$ -	\$ 10,475	\$ 10,475	\$ 13,533
Church programs	4,034	-	4,034	3,647
Offerings	541,899	-	541,899	588,258
Interest and other income				
- note 10	8,595	-	8,595	21,725
Rental income	29,260	-	29,260	24,026
	583,788	10,475	594,263	651,189
EXPENDITURES				
Christian education	29,384	-	29,384	20,724
Schedule A				
Building improvement	-	29,377	29,377	64,093
Church programs	2,993	-	2,993	3,647
Mission	65,360	-	65,360	58,660
Schedule B				
Operating	129,109	-	129,109	120,798
Rental buildings	24,767	-	24,767	27,264
Salaries and benefits - note 10	343,599	-	343,599	296,721
	595,212	29,377	624,589	591,907
(DEFICIENCY) EXCESS OF REVENUE OVER EXPENDITURES				
	(11,424)	(18,902)	(30,326)	59,282
FUND - BEGINNING	401,494	392,607	794,101	734,819
INTERFUND TRANSFERS				
- note 8	10,475	(10,475)	-	-
FUND - ENDING	\$ 400,545	\$ 363,230	\$ 763,775	\$ 794,101

See accompanying notes to financial statements

Independent Auditors' Report

BETHEL CHURCH, KINGSTON STATEMENT OF EXPENDITURES - SCHEDULE A

FOR THE YEAR ENDED APRIL 30,	2022	2021
BUILDING IMPROVEMENT		
Amortization - church building improvements	\$ 29,377	\$ 29,377
Roof repair	-	34,716
	\$ 29,377	\$ 64,093
CHURCH PROGRAM		
Bethel Benevolent Fund	\$ 2,424	\$ 2,940
Refugee Fund	569	707
	\$ 2,993	\$ 3,647
MISSION		
Africa Inland	\$ 3,100	\$ 3,000
Bible Club Movement	6,100	6,000
Camp Iawah	2,400	2,400
Geneva House	4,900	4,800
Inter-Varsity Christian Fellowship	6,200	6,000
Kingston Pregnancy Care Centre	2,160	2,160
Latin America	2,500	2,400
Navigators	14,300	13,500
Other missions	3,900	-
Overseas Missionary Fellowship	3,700	3,600
Power to Change Ministries	11,100	10,800
Short-term missions	1,300	400
The Dale	3,700	3,600
	\$ 65,360	\$ 58,660

See accompanying notes to financial statements

Independent Auditors' Report

BETHEL CHURCH, KINGSTON

STATEMENT OF EXPENDITURES - SCHEDULE B

FOR THE YEAR ENDED APRIL 30,	2022	2021
OPERATING		
Amortization - church building, furniture and computer hardware	\$ 12,176	\$ 8,959
Bank charges and interest	5,436	6,722
Dues and fees	23,963	23,683
Insurance	12,968	11,827
Office and general	10,966	9,362
Professional fees	21,301	20,891
Repairs and maintenance	16,360	18,028
Utilities	25,939	21,326
	\$ 129,109	\$ 120,798
RENTAL BUILDINGS		
Insurance	\$ 2,500	\$ 2,397
Interest on mortgage	1,258	2,684
Repairs and maintenance	4,755	7,031
Utilities	16,254	15,152
	\$ 24,767	\$ 27,264

See accompanying notes to financial statements

Independent Auditors' Report

BETHEL CHURCH, KINGSTON STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED APRIL 30,	GENERAL FUND	BUILDING IMPROVEMENT FUND	2022	2021
CASH PROVIDED FROM (USED FOR):				
OPERATING ACTIVITIES				
(Deficiency) excess of revenue over expenditures	\$ (11,424)	\$ (18,902)	\$ (30,326)	\$ 59,282
Items not requiring a cash payment				
Amortization	12,176	29,377	41,553	38,336
Change in non-cash working capital				
Accounts receivable	(5,976)	-	(5,976)	662
Accounts payable	1,293	-	1,293	(7,973)
Designated funds	12,776	-	12,776	1,623
	8,845	10,475	19,320	91,930
FINANCING ACTIVITIES				
Demand loan repayments	(12,689)	-	(12,689)	(42,365)
INVESTING ACTIVITIES				
Purchases of capital assets	(128,496)	-	(128,496)	(18,339)
INTERFUND TRANSFERS - note 8				
	10,475	(10,475)	-	-
NET (USED) CASH PROVIDED	(121,865)	-	(121,865)	31,226
CASH - beginning	258,631	-	258,631	227,405
CASH	\$ 136,766	\$ -	\$ 136,766	\$ 258,631

See accompanying notes to financial statements

BETHEL CHURCH, KINGSTON

NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2022

1. PURPOSE OF THE ORGANIZATION

Bethel Church, Kingston ("the Church") serves the Kingston, Ontario community providing spiritual guidance and delivering programs and support to individuals and families. The Church was incorporated on June 28, 2018 and the assets were transferred to the corporation effective May 1, 2019. Prior to incorporation the Church operated as an unincorporated not-for-profit organization, as Bethel Associated Gospel Church. The Church is a registered charity under the Income Tax Act.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Church prepares its financial statements in accordance with Canadian accounting standards for not-for-profit organizations, which includes the following significant accounting policies:

(a) Use of estimates

These financial statements have been prepared by management with Canadian accounting standards for not-for-profit organizations. The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. These estimates are reviewed periodically and as adjustments become necessary, they are reported in operations in the period in which they have become known. Actual results could differ from those estimates. These financial statements have, in management's opinion, been properly prepared using careful judgment within reasonable limits of materiality and within the framework of the significant accounting policies summarized below.

(b) Fund accounting

The Church follows the restricted method of accounting for contributions.

The General Fund accounts for the Church's program delivery and administrative activities. This fund reports unrestricted resources and includes the administration of the rental properties owned by the Church.

The Building Improvement Fund initiated in 1999 reports the assets, liabilities, revenues and expenses related to the building expansion campaign, as well as donations for ongoing building improvements and renovations.

(c) Capital assets

Capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution. Amortization is calculated on a straight-line basis over the assets' estimated useful lives.

Buildings	- 30 years
Computer hardware	- 5 years
Computer software	- 1 year
Furniture/Equipment	- 10 years

In the year of acquisition of an asset, the above rates are reduced by 50%.

BETHEL CHURCH, KINGSTON

NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - (CONTINUED)

(d) Revenue recognition

Unrestricted contributions are recognized as revenue of the General Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Designated funds are recorded as revenue in the year in which they are received, and are deferred until the funds are expended as designated.

Restricted contributions related to the Building Improvement Fund are recognized as revenue in this fund in the year it is received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Investment income earned on assets of the General Fund are recognized as revenue when earned. Investment income earned on assets of the Building Improvement Fund are recognized in that fund when earned.

(e) Contributed services

Volunteers contribute work hours to assist the Church in carrying out its service delivery activities. Because of the difficulty of determining their fair value, contributed services are not recognized in these financial statements.

(f) Financial instruments

The Church initially measures its financial assets and financial liabilities at fair value. Subsequently, all financial assets and financial liabilities are measured at cost or amortized cost, except for investments in equity instruments which are measured at fair value. Changes in fair value of these financial instruments are recognized in net income.

Financial assets measured at amortized cost on a straight-line basis include cash and accounts receivable.

Financial assets measured at fair value include temporary investments.

Financial liabilities measured at amortized cost include accounts payable.

The Church has not identified any contracts that meet the requirements for classification as derivatives, nor has it identified any arrangements that contain embedded derivatives.

Financial assets measured at amortized cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of any improvement, provided it is no greater than the original impairment amount. The amount of the reversal is recognized in net income.

(g) Government assistance

Government assistance is recognized when it is received or receivable and is netted with the expenses to which it relates.

Independent Auditors' Report

BETHEL CHURCH, KINGSTON NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2022

3. CASH

	2022	2021
Cash in bank	\$ 186,675	\$ 308,342
Outstanding cheques net of deposits	(9,909)	(9,711)
CEBA CreditLine	(40,000)	(40,000)
	\$ 136,766	\$ 258,631

RBC CEBA CreditLine

The Church signed an agreement to open a revolving line of credit through the RBC CreditLine for small businesses under the Canada Emergency Business Account ("CEBA"). The line of credit is authorized at \$60,000, is non-interest bearing and is available as needed until November 30, 2021. After November 30, 2021 any outstanding balance on the revolving line of credit is converted into a non-revolving term loan, which bears interest commencing January 1, 2024 at 5% per annum, payable monthly. The full amount of loan is due and payable on December 31, 2025. If \$40,000 of the \$60,000 loan is repaid by December 31, 2023 then loan forgiveness of \$20,000 will apply.

The amount drawn on the line as of April 30, 2022 is \$60,000. Loan forgiveness of \$20,000 has been included in income in the prior year under interest and other income.

4. CAPITAL ASSETS

	Cost	Accumulated Amortization	2022	2021
Land	\$ 78,500	\$ -	\$ 78,500	\$ 78,500
Building - Church	237,554	169,715	67,839	-
- Church expansion	881,319	518,089	363,230	392,607
- Rental buildings	383,623	227,808	155,815	107,918
Computer hardware	25,410	22,945	2,465	1,543
Furniture/Equipment	94,791	79,334	15,457	15,794
Computer software	4,818	4,818	-	-
	\$ 1,706,015	\$ 1,022,709	\$ 683,306	\$ 596,362

Cost and accumulated amortization for the year ended April 30, 2021 were \$1,577,519 and \$981,157, respectively.

BETHEL CHURCH, KINGSTON NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2022

5. DEMAND LOANS PAYABLE

	2022	2021
Royal Bank demand instalment loan #1	\$ 13,515	\$ 22,227
Royal Bank demand instalment loan #2	6,173	10,151
	\$ 19,688	\$ 32,378

Although the Royal Bank loans are of a demand nature, management does not expect the loans to be called. Therefore, future principal payments are expected to be as follows -

2023	\$ 14,541
2024	5,147
	\$ 19,688

Royal Bank demand instalment loan #1 - 324 Johnson Street

The Royal Bank demand instalment loan is repayable on demand and in the absence of demand for payment, the loan is repayable in blended monthly payments of \$870 and bears interest at 5.15% per annum. The loan matures in August 2023.

Royal Bank demand instalment loan #2 - 318 Johnson Street

The Royal Bank demand instalment loan is repayable on demand and in the absence of demand for payment, the loan is repayable in blended monthly payments of \$398 and bears interest at 5.15% per annum. The loan matures in August 2023.

The credit facilities with the Royal Bank are secured by a general security agreement and the properties at 314, 318 and 324 Johnson Street owned by the Church with the carrying value at April 30, 2022 of \$665,383.

6. DESIGNATED FUNDS

The Church administers certain programs for which donations can be designated. These programs are listed on Schedule A under Church Programs. When donations are designated for use in these programs, the money is deposited in the general fund, but is set up as owing specifically to the designated program. The donations are recognized as revenue when the funds are expended.

	2022	2021
Refugee	36,400	21,598
Youth Retreat Fund	1,326	3,352
	\$ 37,726	\$ 24,950

BETHEL CHURCH, KINGSTON

NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2022

7. EXTERNALLY RESTRICTED NET ASSETS

In 1999, Bethel Church initiated a building improvement fund to raise funds for the west wing expansion of the Church. Since that time donations made to the fund and investment income earned on fund assets have been invested in GICs. While some expenses for planning and design of the wing were incurred from 1999 to 2002, the actual construction of the expansion did not begin until 2003 when the foundation was poured. The construction of the west wing expansion was completed in 2005. The building improvement fund cash balance and receivables total \$Nil (2021 - \$-) and are restricted for use to improve or renovate the buildings and pay down debts related to improvements or renovations.

From time to time funds are created for minor projects that recur on an annual basis. These funds are maintained as restricted or designated funds within the general fund balances.

8. INTERFUND TRANSFERS

Transfers between the general operating fund and the building improvement fund occur because the weekly offerings are deposited to the general fund first and then transferred to the appropriate fund. Other transfers can occur between funds as loans when a fund is lacking in cash flow.

9. FINANCIAL INSTRUMENTS

The Church is exposed to various risks through its financial instruments. The following analysis provides a measure of the Church's risk exposures and concentrations at April 30, 2022:

(a) Liquidity risk

Liquidity risk is the risk that the Church will be unable to fulfil its obligations on a timely basis or at a reasonable cost. The Church's exposure to liquidity risk is mainly with respect to its accounts payable and demand loans payable and is dependent upon the continued contributions from its members and adherents, as well as being able to maintain sufficient working capital to cover its operating program costs.

Management is of the opinion that liquidity risk does not represent a significant risk to the Church, and that there has been no change to risk exposure from 2021.

10. GOVERNMENT ASSISTANCE

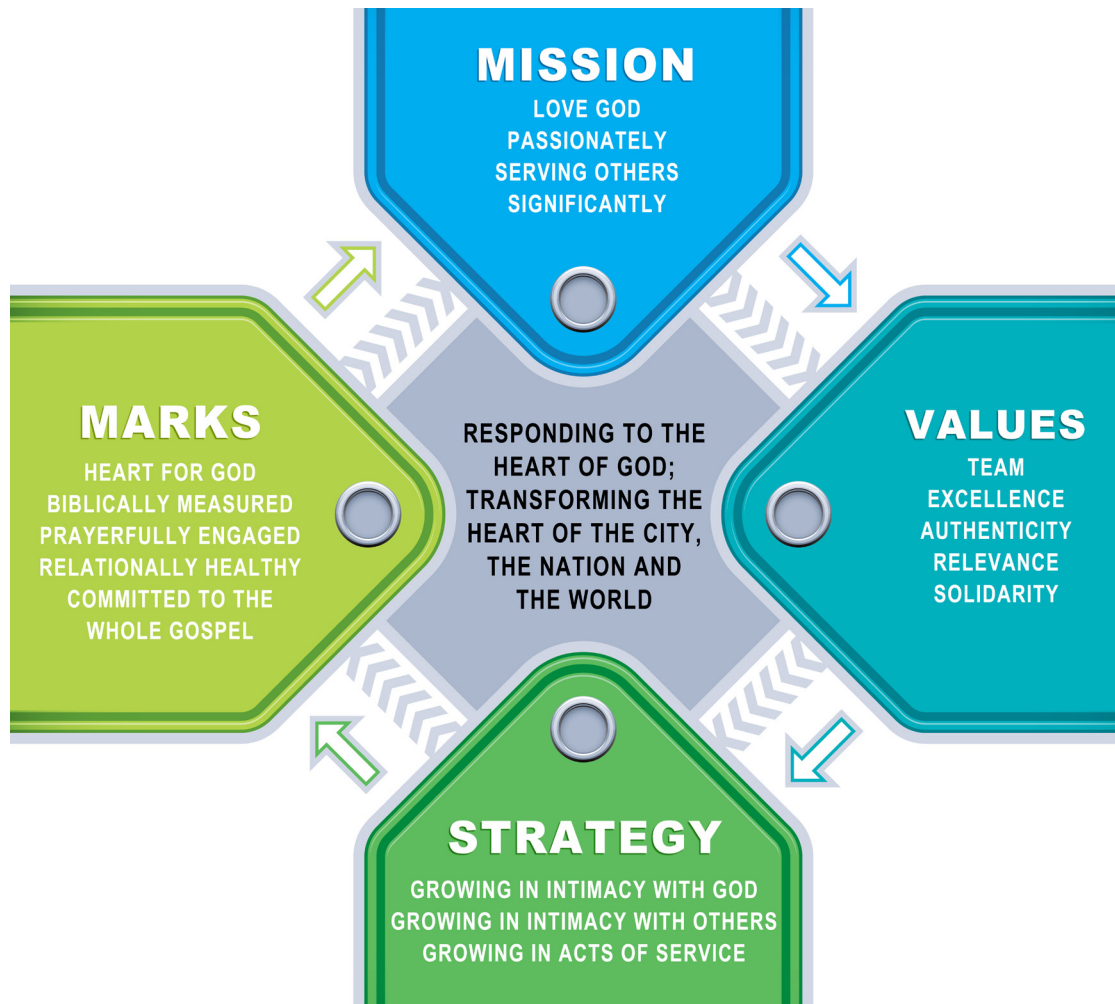
During the year the Church recognized government assistance of \$24,559 (2021 - \$53,697) under the Canada Emergency Wage Subsidy ("CEWS") program. The amounts were credited directly to salaries and benefits expense and therefore increases net income.

During the year the Church recognized government assistance of \$0 (2021 - \$20,000) under the Canada Emergency Business Account ("CEBA") related to forgivable loans. The amounts have been recorded as interest and other income and therefore increases net income.

11. SUBSEQUENT EVENT

During the year, there was a global outbreak of COVID-19 (coronavirus), which has had an impact on businesses through the restrictions put in place by the Canadian, provincial and municipal governments. At this time, the extent of the impact is not determinable and will depend on future developments. These impacts may negatively affect the Church's financial condition in the coming years.

BETHEL'S VISION PATHWAY



THE STRATEGY - HOW ARE WE ORGANIZED?

GROWING IN INTIMACY WITH GOD

The upward direction of our lives in connecting with God is the most important relationship of all. Our Sunday mornings, while meeting many needs, are primarily a GG experience. However, a deepening relationship with Christ should have the affect of moving people deeper into community with others.

GROWING IN INTIMACY WITH OTHERS

The inward direction of our lives involves connecting deeper into community. We believe that community is key to transformation. One of our primary ministries that facilitates this kind of movement is our small groups. LIFE groups can range in size from 2-15, can be somewhat traditional in their format or have a much more open agenda. The key issue is life change around the Word and in community.

GROWING IN ACTS OF SERVICE

The outward direction involves living out the values of the Kingdom in society. There are a number of ministry teams in the Church that are GS directed. While we encourage and need people to be involved in these teams to make the gathered church function, we also value what is done beyond the walls of the gathered Church Monday thru Saturday.

THE MISSION – WHAT DO WE DO?

Love God Passionately, Serve Others Significantly

THE MARKS OF A DISCIPLE – WHAT ARE WE TRYING TO PRODUCE?

We have identified our marks which describe a maturing disciple: Diligently Seeking God, Biblically Measured, Prayerfully Engaged, Relationally Healthy, and Fully Committed to the Whole Gospel for the Whole World. Each mark is outlined below and allows an individual to evaluate where they are at and where they need to grow.

DILIGENTLY SEEKING GOD (FATHER, SON, HOLY SPIRIT)

This speaks of passion, intellect and priorities. “But seek first his kingdom and his righteousness, and all these things will be given to you as well.” Matthew 6:33

BIBLICALLY MEASURED (EVERYTHING BY THE BOOK)

While the world attempts to shape us, the Word of God is what transforms us by the work of the Holy Spirit. We need to submit to the whole counsel of God. *“For the word of God is living and active. Sharper than any double-edged sword, it penetrates even to dividing soul and spirit, joints and marrow; it judges the thoughts and attitudes of the heart.”* Hebrews 4:12

PRAYERFULLY ENGAGED

This refers to times of formal and informal prayer, where our hearts are attuned to the promptings of God 24/7. Adoration, confession, thanksgiving and supplication often shape our prayers. *“And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the saints.”* Ephesians 6:18

RELATIONALLY HEALTHY

As one looks to all the spheres of relationships, there needs to be a growing sense of health. We must take responsibility to keep short accounts; it is up to the other party to do the same. *“If it is possible, as far as it depends on you, live at peace with everyone.”* Romans 12:18

FULLY COMMITTED TO THE WHOLE GOSPEL FOR THE WHOLE WORLD

The Gospel has two sides, like two sides of a coin. One deals with the soul, the eternal state of a person, and the other deals with the temporal needs. We are committed to the whole Gospel for the whole person! *“The scroll of the prophet Isaiah was handed to him. Unrolling it, he found the place where it is written: ‘The Spirit of the Lord is on me, because he has anointed me to preach good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to release the oppressed, to proclaim the year of the Lord’s favor.’”* Luke 4:17-19

THE VALUES – WHAT DOES RELATIONAL INTEGRITY LOOK LIKE?

We have also outlined 5 values in our vision pathway: Teamwork, Excellence, Authenticity, Relevance and Solidarity. Value focus ensures that the movement of the church does not neglect the relational integrity of the community.

TEAMWORK (WE vs. ME)

All for one and one for all | Greater safety in teams, not working alone

“As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit, just as you were called to one hope when you were called; one Lord, one faith, one baptism;” Ephesians 4:1-5 (NIV)

EXCELLENCE (NOT ‘SO-SO’ BUT ‘BRAVO’)

A misunderstanding of excellence causes us to default to one of two extremes—mediocrity or perfectionism—both of which dishonour God.

“A son honors his father, and a slave his master. If I am a father, where is the honor due me? If I am a master, where is the respect due me?” says the LORD

Almighty. It is you priests who show contempt for my name. But you ask, 'How have we shown contempt for your name?' 'By offering defiled food on my altar. 'But you ask, 'How have we defiled you?' 'By saying that the LORD's table is contemptible. When you offer blind animals for sacrifice, is that not wrong? When you sacrifice lame or diseased animals, is that not wrong? Try offering them to your governor! Would he be pleased with you? Would he accept you?' says the LORD Almighty. 'Now plead with God to be gracious to us. With such offerings from your hands, will he accept you?'—says the LORD Almighty. 'Oh, that one of you would shut the temple doors, so that you would not light useless fires on my altar! I am not pleased with you,' says the LORD Almighty, 'and I will accept no offering from your hands. My name will be great among the nations, from where the sun rises to where it sets. In every place incense and pure offerings will be brought to me, because my name will be great among the nations,' says the LORD Almighty. 'But you profane it by saying, 'The Lord's table is defiled,' and, 'Its food is contemptible.' And you say, 'What a burden!' and you sniff at it contemptuously,' says the LORD Almighty. 'When you bring injured, lame or diseased animals and offer them as sacrifices, should I accept them from your hands?' says the LORD. 'Cursed is the cheat who has an acceptable male in his flock and vows to give it, but then sacrifices a blemished animal to the Lord. For I am a great king,' says the LORD Almighty, 'and my name is to be feared among the nations.' Malachi 1:6-14

AUTHENTICITY (PERMISSION TO SPEAK FREELY)

Real not slick | Live what you say | Genuine

"We have spoken freely to you, Corinthians, and opened wide our hearts to you. We are not withholding our affection from you, but you are withholding yours from us. As a fair exchange—I speak as to my children—open wide your hearts also." 2 Corinthians 6:11-13

RELEVANCE (UPDATED VS. OUTDATED)

We speak to today's generation in today's language with God's unchanging truth

"Then they took him and brought him to a meeting of the Areopagus, where they said to him, 'May we know what this new teaching is that you are presenting? You are bringing some strange ideas to our ears, and we would like to know what they mean.' (All the Athenians and the foreigners who lived there spent their time doing nothing but talking about and listening to the latest ideas.) Paul then stood up in the meeting of the Areopagus and said: 'People of Athens! I see that in every way you are very religious. For as I walked around and looked carefully at your objects of worship, I even found an altar with this inscription: TO AN UNKNOWN GOD. So you are ignorant of the very thing you worship—and this is what I am going to proclaim to you. 'The God who made the world and everything in it is the Lord of heaven and earth and does not live in temples built by human hands. And he is not served by human hands, as if he needed anything. Rather, he himself gives everyone life and breath and everything else. From one man he made all the nations, that they should inhabit the whole earth; and he marked out their appointed times in history and the boundaries of their lands. God did this so that they would seek him and perhaps reach out for him and find him, though he is not far from any one of us. 'For in him we live and move and have our being.' As some of your own poets have said, 'We are his offspring,' 'Therefore since we are God's offspring, we should not think that the divine being is like gold or silver or stone—an image made by human design and skill. In the past God overlooked such ignorance, but now he commands all people everywhere to repent. For he has set a day when he will judge the world with justice by the man he has appointed. He has given proof of this to everyone by raising him from the dead.' When they heard about the resurrection of the dead, some of them sneered, but others said, 'We want to hear you again on this subject.' At that, Paul left the Council. Some of the people became followers of Paul and believed. Among them was Dionysius, a member of the Areopagus, also a woman named Damaris, and a number of others." Acts 17:19-34 (NIV)

SOLIDARITY (BEING FOR PEOPLE, BEING WITH PEOPLE)

Being with people, not us vs. them | Compassion & Justice | Looking out for the least

"Who, being in very nature God, did not consider equality with God something to be used to his own advantage; rather, he made himself nothing by taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself by becoming obedient to death - even death on a cross!" Therefore God exalted him to the highest place and gave him the name that is above every name, that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue acknowledge that Jesus Christ is Lord, to the glory of God the Father." Philippians 2:6-11

Bethel Church

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