

# Bethel Church

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



2023 ANNUAL  
2023 GENERAL  
2023 REPORT



# Bethel Church

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2022  
2023

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



# GOVERNANCE REPORTS

2022  
2023



## PASTORAL REFLECTION

### • LOOKING AHEAD •

*Daniel Critchlow, (new) Senior Pastor*

*On April 30, 2023, the last day of this fiscal year, Daniel Critchlow was voted in by the members of Bethel Church as our next Senior Pastor! Daniel began his ministry at Bethel on August 10, 2023, and while his pastorship does not fall within the time frame of this 2022-2023 Annual Report, we are including a short summary of his first two months in-situ.*

Dear Bethel Family,

In Matthew 16:18 Jesus promised His Disciples that, “I will build my Church and the gates of Hell shall not prevail against it.” The last 2000 years of Church history witness to the truth and fulfillment of this promise. I find it incredibly reassuring that Jesus Christ is the King of the Church, (not me and you!), and that He is faithful in honouring what He has said He will do. But equally it is an immense privilege for me, and I hope also for you, to be able to partner with King Jesus in the working out of His Plan to build His Church here in Kingston in 2023.

Since the beginning of September I have been teaching through a series entitled, “I will build my Church” in which we have examined various facets of the Lord’s Church. It is my hope and prayer that as a Church we will better understand our calling as His Church as we have examined such topics as, Jesus the King of the Church; The Church in the world; Serving in the Church; Entering in the Church; The Praying Church; the learning Church and the giving Church. It is my intention to continue this series until the beginning of Advent when we will “change gears” as we enter the Christmas period. At the start of the new year it is my plan to examine the seven letters to the seven Churches in Revelation 2-3 which I hope will provide practical examples of both the rewards and dangers presented to living (and dying) individual Churches. I appreciate your prayers as I prepare these talks and am praying that my teaching will be faithful to God’s Word and powerful and meaningful in edifying the Church body.

In my arrival letter in August I stated that I was hoping to inculcate more prayer into the life of the Church and I am slowly but surely working to implement that plan. We are purposefully trying to have concerted times of prayer on Sunday mornings and we have introduced a short yet poignant time of prayer every Thursday lunch time for people to pray for the Church. One of the things which is very close to my heart is evangelism. Hopefully you will have experienced on Sunday mornings an increase in Gospel invitations, and it is my hope that that focus will not just stay in the Church but will reach out to our family, friends and community wherever they may not be living under the Lordship of Christ. For Gospel outreach to be effective, prayer is absolutely essential, and I therefore ask you to commit to praying for the ministry of the Church, as we tell people the Good News of our Lord and Saviour Jesus Christ.

Over the last two months it has been an immense privilege for me to get to know and work with various ministry teams at Bethel; the Eldership, in providing spiritual and pastoral leadership; the Board, in providing accountability, oversight and vision; the Staff, in implementing both the daily needs of the Church and ministry amongst various groups. I would like to particularly thank the Staff for making me feel so welcome and encouraging me in the Lord. They are a great group and I enjoy spending time with them as friends as well as partners in ministry! I am looking forward to working with all three groups, Elders, Board and Staff, over the coming months as we discern together how the Lord is leading us.

In conclusion, it has now been over two months since I flew into Montreal Airport to begin this new adventure at Bethel Church! It’s been an intense but richly rewarding time. There have been many things for me to learn both about Canada in general and Bethel in particular, and I would like to thank all of those who have helped me settle into both Canadian and Church life! I would particularly like to thank Brian and Jan Marchant who so kindly allowed me to stay at their house until the end of September, Neil and Allyson Sheppard, who kindly lent me their car for six weeks until I bought my own, and Greg and Heather Losier who are allowing me to stay with them until we begin renting our own house from November 1st. Thank you also to all who have invited me for coffee or a meal or cared for me in a practical way. It’s much appreciated. Finally, I would like to thank all of you who have been praying for me and my family. Your love and care is greatly appreciated.

With love and blessings,  
Daniel

# ELDERS' COUNCIL

## • 2022-2023 REPORT •

### ELDERS' COUNCIL

Daniel Roy  
 David Dempster  
 David Saleh  
 Ken Vissers (*Chair*)

With the departure of Pastor Mark in June of 2022, the Elders continued moving forward with initiatives that were established the previous year, working through all things with dedicated prayer. Shepherding, leadership, doctrine and collaborating with the staff team continued as we attempted to fill in some of the gaps created by the absence of a senior pastor, associate pastor or interim pastor. We believe that this past year is a testimony to the Lord's provision when, despite the absence of a pastor, we heard inspiring sermons, participated in great worship each Sunday, and were able to celebrate several baptisms. Praise be to the Lord.

### PASTOR SEARCH

As the Search Team worked through possible candidates, our role in the process of pasto-

ral candidacy was continued communication with the AGC's Director of Doctrine and Credentials, as well as our Regional Director. We were grateful that Daniel Critchlow and his wife accepted the invitation to come to Bethel in February. It was our privilege as Elders to spend some time getting to know them as well as doing an in-depth doctrinal interview with Daniel. After much prayer, we are grateful to the Lord for His direction and clarity, and we unanimously recommended Daniel to the board of directors to be Bethel's next senior pastor. Thanks be to the Lord for Daniel's obedience to the Spirit's call to accept Bethel's offer.

### REBUILDING

Although COVID slipped into the background, we were still working through some of the results of the disruption it caused. Membership and rebuilding were themes that were discussed, but it was decided that strategy would be best left to our new pastor and the leadership team.

### STATEMENT OF FAITH

After many delays, we did begin to look at Bethel's statement of faith recognizing the need to perhaps clarify some of the statements. In the rapidly-changing culture in which we live, it is more important than ever that our members have a clear understanding of our faith statements and the truth of scripture from which they are derived. It is our recommendation that there be either a sermon series on these statements, or evening classes.

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**Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus.**

(1 Thessalonians 5:16-18)

We do rejoice for what the Lord has done, is doing, and for the plans He has for the future of Bethel!



## BOARD OF DIRECTORS • 2022-2023 REPORT •

The members of the Board of Directors (BOD) were approved by the church congregation at the 2021-2022 Annual General Meeting. This board provides governance on behalf of the Bethel Church membership and typically meets bi-monthly with additional meetings called as needed. We would like to thank the men and women who served so faithfully in this capacity over the past year:

### BOARD OF DIRECTORS

Steve Dickey (*Chair*)

Patricia Perkins (*Vice Chair*)

Jina Salomons (*Finance*)

Julia Brook (*HR & Risk*)

Ken Vissers (*Elders' Representative*)

Daniel Roy (*Elders' Representative*)

Carmen G.-O'Donnell (*acting Secretary/ Ex-officio*)

*\*The positions of Buildings & Grounds and Secretary remained vacant through the year.*

### MEETING HIGHLIGHTS & ACTIONS

#### November 2022

- Welcome Pat Perkins as new Board member.
- Elders continue to look at interim pastor options, looking to the BOD for financial guidance.
- With the church's bookkeepers resigning, direction given to pursue replacement.
- Beginning the re-introduction of offering plate into Sunday morning services this fall.
- Employment contracts to be updated for all current staff, at recommendation of our auditors.

#### January 2023

- Search Team reports that they have a very good candidate that, after a good Zoom interview, they would like to bring, along with his wife, to Kingston for a few days for in-depth interviews.
- Approval given to hire new bookkeeping firm.
- Motion passed to introduce a fundraising campaign to raise \$65,000 to help fund costs

of new pastor and other expenses in the short term while the congregation re-builds and finances grow.

- Nominating committee still looking for key positions – Secretary not found as of yet, so Carmen stepping in to carry out the tasks in a non-voting capacity.

#### March 2023

- The Pastoral Search Team has provided their recommendation to the Board. Motion passed to proceed with the process of calling Daniel Critchlow as Bethel's next Senior Pastor. Plans set in motion for a candidacy weekend, along with related communications and congregational meeting and vote.
- Budget development and meetings planned.
- Approved Sick Leave Policy update, with title change to Sick/Wellness Policy.

#### May 2023

- Lawyer retained to assist in immigration paperwork and process for Daniel.
- Draft of 2023-24 budget reviewed and voted to bring to congregation for approval.
- From the budget discussion – the concept of potentially partnering with Geneva House to use one of the Bethel Houses as a missional house – to be explored further.
- Discuss potential timing of new Senior Pastor arrival, and plans for teaching/worship to the end of the summer.
- Line of Credit to be approved with RBC, just to have in place as we re-build in the next few years.

#### July 2023

- Board voted to enter into a partnership agreement with Geneva House to turn one of the Bethel Houses into a missional house for male students, for an 8-month pilot beginning in September 2023.
- Nominating committee voted in at the May congregational meeting beginning its work – Julia Brook to chair as HR Director.

### THE YEAR IN REVIEW

We managed through the pandemic through much of the previous two fiscal years, and this fiscal year brought new challenges of working through the entire ministry year without a senior pastor. Sunday morning services and programs slowly returned as restrictions from the pandemic were gradually lifted in early 2022. The planning and coordination of the Sunday morning services and programs fell largely to staff, who did an excellent job of ensuring Sunday morning services and family/youth programming were the best possible, given the lack of a senior pastor and reduced volunteer support. Thank you to our Elders' chair, Ken Vissers, who stepped in to meet with the staff on a regular basis to support the decision making, and to pray with the staff. Bethel is very fortunate to have loving, committed and godly staff that put so much into their work – we don't know where we would be without them!

A large part of the focus for the leadership in this past year was the pastor search. Bethel was so blessed to have a strong and committed team leading that process. A huge thank you to the search team, made up of Brian Marchant, MJ Dempster, Julia Brook, Dan Roy and Ken Vissers. This team worked nearly a year and a half to guide the process, spending countless hours helping the church create a job description, developing the package of information available to candidates, networking with other churches, individuals and organizations to get the word out, screening all applications, interviewing candidates and submitting their recommendation to the Board. Thanks to all who prayed throughout this process and praise God for answering our prayers!

# Board of Directors' Report

## THE PRESENT & THE FUTURE

Praise God for sustaining Bethel through a challenging few years. Praise God for calling Daniel to be our new Senior Pastor, and to bring his strong faith and passion for the Gospel to lead and teach in the coming years. We look forward to welcoming the rest of Daniel's family to Kingston soon. We know God has a plan for the church, and He is re-building our congregation, our volunteer base, and our ministries and He sees fit.

Bethel leaders and congregation look forward to working with Pastor Daniel in the coming years, and to continue to be the hands and feet of Christ in the Kingston community and wherever else in the world where He has called us to be involved in spreading the gospel. We look forward to following God's leading as we see what he has in store for Bethel in the years ahead – 2024 will mark 150 years that Bethel has been a light in the Kingston community!

Thank you so much 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 God's work. Please continue to pray for our new pastor, for our current leadership, and that new leaders be developed and feel led to use their gifts in the future. Please pray that Bethel continues to be a light for Christ in a challenging culture, bringing the Truth to a thirsty world.

## GOVERNANCE REPORT

# FINANCE COMMITTEE

## • 2023-2023 REPORT •

### FINANCE COMMITTEE

Steve Dickey

Andrea Roy

Jina Salomons (*Director & Chair*)

Keri Oosterhof

### 2022-2023 YEAR-END FINANCIALS

The past three years have brought us many changes and challenges. We emerged from the pandemic as a different church from before. We have lost two pastors and about one-third of the congregation. The 2022-2023 fiscal year started with Pastor Mark's departure and ended with the calling of Pastor Daniel. We experienced a continued decline in church attendance and donations throughout the year. At the end of the year, our total revenue missed the budgeted target by \$149,700. However, the ministry cost also decreased in the absence of a senior pastor. As a result, we closed the 2022-2023 fiscal year with only a \$932 reduction in our cash balance. (See page 5 of the Financial Statement in Appendix I.) We entered this turbulent

year with the conviction that God would catch us at the bottom if we fell and finished the year resting on the shoulder of our good Lord!

*See Appendix I for the Independent Auditors' Report and Financial Statements to be voted by the membership at our AGM.*

### 2023-2024 BUDGET

The biggest challenge for the finance team was to develop a workable 2023-2024 budget as we started rebuilding the church. Without a reliable reference point, we started the budgeting process by analyzing our current financial situation and projecting it into the next three years. The rebuilding of the church begins with calling the new senior pastor. Therefore, the priority of the 2023-2024 fiscal year is to find ways to support our new senior pastor. To this end, we initiated a fundraising campaign to help bridge the gap from without to with a senior pastor. We also decided to draw from the operating surplus accumulated from previous years to close the remaining gap. To reduce the costs

in non-priority areas, such as administration, we systematically reviewed all service contracts. Whether or not our best-effort budget can meet the ever-changing reality, we are confident that God will provide what is needed to build His church.

*See Appendix E for the 2023-2024 Budget to be ratified by the membership at our AGM.*

### OTHER COMMITTEE ACTIVITIES

- Reviewed/revised Finance-related policies: Speaker rate and compensation policy.
- Hired a new bookkeeper.
- Resumed passing offering plates and introduced prayer cards.
- Applied a \$50,000 line of credit from RBC.

Thank you all for your faithful support to our beloved Bethel church. God bless you all!

**But seek first his kingdom and his righteousness, and all these things will be given to you as well. (Matthew 6:33)**

## SENIOR PASTOR SEARCH • 2022-2023 REPORT •

Along with the Psalmist, we, the Bethel Church family can testify, **“The Lord has done great things for us, and we are filled with joy”** *Psalm 126:3*

### SENIOR PASTOR SEARCH TEAM

Julia Brook (*Board Representative*)  
M.J. Dempster (*Congregational Rep.*)  
Brian Marchant (*Cong. Rep. & Chair*)  
Daniel Roy (*Elder Representative*)  
Ken Vissers (*Elder Representative*)

After a rigorous search for our next Senior Pastor, God made clear to our Pastoral Search Team, our Board of Directors, our Elders, the AGC representatives, and Pastor Daniel Critchlow that he was the man chosen by the Lord to lead Bethel forward in the next phase of our story. Throughout the search process, our team kept the church apprised of our progress through a series of bulletin updates, commencing on January 23, 2023 and culminating on March 19, 2023, at which time the recommendation of Pastor Daniel was presented to the church. These reports are herein attached for your review, followed by a closing report from May 2023.

### UPDATE #1 - JANUARY 23, 2022

As was mentioned in our introductory video last Sunday, we resolve through regular updates to keep you apprised of our progress in Bethel's search for a new lead pastor.

Via Zoom, we have been meeting since late December to develop our action plan. We are also in the process of meeting with the lead pastors and pastoral search team members of three AGC churches that recently called new pastors; we are definitely learning from their experiences. We are preparing an information package about our church and our city to distribute to prospective candidates at the appropriate time. This week, we meet with Tom Lamshead, Regional Director for AGC East, (Tom spoke at Bethel on January 9, 2022) to tap into his expertise in church leadership and strategic development of ministry leaders.

#### Prayer Requests:

1. Tom Lamshead as he meets with us to share his expertise and to guide us through the recruitment phase of our search.
2. Ongoing learning for our team as we dialogue with Tom and the churches we are liaising with concerning their recent pastoral search process.
3. Wisdom in the selection and creation of material for our information package.

Thank you!

### UPDATE #2 - MARCH 6, 2022

Your Pastoral Search Team continues to meet, via Zoom, to work through its task plan. We have also met digitally with Tom Lamshead, Regional Director of AGC East.

Out of his expertise and experience with other AGC churches, Tom gave us valuable information to inform our process, and shared with us useful documents to guide us through the practical steps necessary during this time of transition at Bethel. Tom has graciously committed to being a resource for us throughout this process. In the near future, he will facilitate essential information gathering, using some tools developed by the AGC, particularly a “Growing in Church Health” survey to be given to a leadership group at Bethel. The purpose of the survey is to help us better understand our areas of strength and areas for growth. Tom will also lead us through analysis of the collected data. We are very grateful for his investment in Bethel. We are also in the process of preparing a church profile and information package to be shared with prospective candidates.

### UPDATE #3 - APRIL 3, 2022

On March 17, the Pastoral Search Team, in consultation with the Board of Directors and Elders' Council, and with the help of church staff, organized and hosted at Bethel a meeting of various church leaders, including Bethel staff. Those unable to attend in person joined via Zoom.

Tom Lamshead, the Regional Director of AGC East, led the group through a survey, the results of which will give the Search Team a better understanding of what Bethel is looking for in our next senior pastor, and also will help the team develop some objective measurements as a ministry posting is prepared. Prospective candidates for the position will take a “Ministry Match Assessment” that asks them to answer questions in the same seven constructs of ministry fitness addressed in the survey.

By April 1, the same group of leaders submitted a second on-line survey that focuses on areas of strengths and areas for growth at Bethel.

# Senior Pastor Search

The results of both surveys will be used to help the team determine competencies we need in our new senior pastor to facilitate further growth as a church. Tom will analyze the data and share it with the team when we meet with him again on April 25. We continue to work on the information package we will send to applicants.

We are grateful for the prayer team that has been formed, led by Jamie Stinson, Steve Dickey and David Saleh. We are also thankful for the “Bethel Prays” event the prayer team organized and for those of you who gathered to pray last Sunday evening. We appreciate those who are praying individually.

## **UPDATE #4 - MAY 8, 2022**

On April 25, the Pastoral Search Team met with Tom Lamshead to review the results of the two surveys completed by a group of church leaders. The information gathered was very useful in planning next steps in the process. Subsequently, on May 2, our team met again to discuss and process those results, and discern what God is doing and where he is leading at Bethel in these days of transition. We are noting areas of strength in our church and areas where improvement is needed, all of which we are using to help us create a pastoral posting and which will also be used to formulate valid interview questions in the future.

We are in the midst of writing our “Preferred Candidate Profile,” and a job description for our next Senior Pastor. We meet again on May 16, at which time those tasks will be completed. In collaboration with our governing Boards, we will move forward in setting up the logistics of posting our job description at various sites and begin to receive and review applications. We have developed an information package about Bethel, the City of Kingston, and other relevant information a prospective candidate may want to know. Applicants for the position will complete a “Ministry Match” with AGC and those results will be communicated to us at the appropriate time.

We continue to be thankful for the prayer team, led by Jamie Stinson, Steve Dickey and David Saleh, and for all who are praying regularly about this process. We are also thankful for the second “Bethel Prays” event that is organized for Wednesday, May 11, and look forward to seeing many of you there. We know this process must be bathed in prayer for, as Tom reminded us, “God is decisive in sending and placing a pastor, and we do good things in the process.” Praying is a good thing!

## **UPDATE #5 - JUNE 5, 2022**

The Pastoral Search team is pleased to announce that the “Position Description: Senior Pastor” and the “Preferred Candidate Profile” are written and have been approved by our Elders’ Council and Board of Directors. We thank both governing bodies for their careful consideration of both documents and for their input. Soon those documents will be available for your perusal on Bethel’s website, and we will inform you when that occurs. Your feedback is welcome.

Also completed and soon available for your perusal is an information package about our church and our city that will be distributed to eligible candidates. We are very thankful to have completed these significant steps in our search process. We are now finalizing the list of sites where we will post the information and are tapping into some helpful connections in the larger Christian community. We invite input from our congregation in terms of other appropriate posting sites or connections we could investigate.

We look forward to receiving, reviewing, assessing, and responding to applications as candidates apply for the position. We continue to look to God for the wisdom that will lead us to the man best suited to be the next senior pastor at Bethel.

On May 11, our prayer team (Jamie Stinson, Steve Dickey, and David Saleh) organized a second “Bethel Prays” event and part of the focus was on our pastoral search. We are grateful for the leadership team for hosting this time of collective prayer and for each of you who continues to support us prayerfully as we continue with this task. As we do so in this time of transition at Bethel, we remind ourselves of Philippians 4:6, “Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.”

Thank you, Bethel, for your patience and your prayers as we continue this work on your behalf and for the glory of God.

## **UPDATE #6 - JULY 3, 2022**

We are thankful to share with the Bethel family that the job description and ideal candidate profile for Bethel’s next Senior Pastor have been posted on our church’s website. We hope you have had an opportunity to peruse them; we welcome any feedback. We plan to do a short ministry feature on July 10 to share with you more details about the process and the package we have distributed.

The posting has also been published at various sites, nationally and internationally. Those sites include seminaries, Christian colleges and universities, Christian career centres, and some churches. If you know of sites that you feel would be appropriate for us to post our package of information, please inform us; we value your input. (Please reply to this email, or talk to one of the Search Team members.) Please feel free also to share the job posting by sending interested people to our website <https://bethelkingston.com/seniorpastorjob/>

We have also been networking with contacts in the larger Christian community and appreciate their investment in Bethel as, together, we

# Senior Pastor Search

seek to strengthen and advance the work of God's kingdom. This, too, is an area in which we welcome your input, should you know of some individuals or organizations that we should consider contacting.

Within days of posting, we began receiving applications, so reviewing and assessing those have begun. We look forward to continuing to receive submissions in the days and weeks ahead while we prayerfully wait on God to lead us to the man He has chosen to serve as our next Senior Pastor. We ask for your prayers that we would have wisdom and discernment as we review cover letters, resumes, and sermons of applicants.

As we continue to work through logistical details of the process, including networking opportunities and developing questions to be used when the time comes to meet with chosen candidates, both informally and formally, we thank you for your prayerful and encouraging partnership in this journey. Along with you, we are praying for God to sustain Bethel and cause our church to thrive even as we wait for the man of His choosing.

## **UPDATE #7 - AUGUST 21, 2022**

In response to our posting of the job description and ideal candidate profile for our new Senior Pastor, we have received eleven applications, some from Canada and others from various countries around the world. It's so encouraging to know that our posting is being seen nationally and internationally and is prompting interested candidates to apply. We continue to research more available sites where we can post our information and partner with contacts in the global Christian community who might offer us assistance in this regard. We are grateful for those who have already extended their aid, including some of our Bethel family, in sharing connections they have. We are being prayed for around the globe as we search for the man of God's choosing for Bethel, and that is such a great blessing.

Our process involves receipt and careful, prayerful examination of a candidate's written and audio submissions – a cover letter, a resumé and two samples of his sermons. To date, we have decided not to pursue eight of the applicants; they have been informed of our decision. Two submissions, received just days ago, are in the early stages of our review process. For one other applicant, we have entered into a time of focused prayer, after which we will meet to determine next steps. Please pray for us as we seek God's clear leading in this matter.

Should we find a candidate whom we believe God is directing us to take to the next level, we will organize a "Meet and Greet" event, via Zoom, so we can get a better sense of whom the man is and he can get a better sense of whom we are as a church. The next step in the process is for the candidate to meet with representatives of our association, the Associated Gospel Churches (AGC), to determine if he is eligible for further consideration by Bethel. If so, our team will check references, conduct two interviews, and may then recommend the candidate for an interview with our Elders' Board, who will affirm or reject the team's recommendation. If the decision is to affirm the candidate, he will be introduced to the Bethel community, practical details of his hire will be determined, and a congregational vote will be taken, according to the policies in our church constitution.

As you can see, this is a detailed and careful process. We want to be absolutely in sync with Bethel's policies and, most importantly, in step with the leading of the Holy Spirit in this important task, so we ask for your faithful support in prayer as we continue our search. We are grateful for the upcoming "Bethel Prays" event this Wednesday, August 17 at 7 p.m., led by Pastor Jamie; the search process will be a focus of that evening.

Our intention is to continue to keep our church family informed of our progress through these updates, but also please feel free to contact a member of our team should you have any questions.

## **UPDATE #8 - NOVEMBER 27, 2022**

It is almost one year since our search team was formed and began the process of looking for the next Senior Pastor for Bethel Church; the job description for the position was posted in June of this year. A detailed account of our work was included in the "2021/2022 Annual General Report."

Although we have not yet achieved our goal of finding our next senior pastor, we continue to work diligently to that end. Our posting has been renewed at several locations and has been sent to some new national and international sites. Again, we ask that if you have some suggestions concerning appropriate posting sites, please speak to a member of our team. Thank you also for sharing our job ad in your personal circles of kingdom workers. We also ask you to pray that our posting will be seen and eligible candidates will apply until such time as God makes it clear to us that we have found His choice for our church.

Since the submission of our detailed annual report that outlined our tasks over the past year, we have received three more applications, making a total of eighteen applicants to date. Of those eighteen, after a "Getting to Know You" meeting, we referred one candidate to the AGC for their eligibility check; that resulted in a rejection for non-compliance with a few clauses of the AGC doctrinal statement. For another applicant, after our initial "Getting to Know You" session via Zoom, we had an on-line interview with him to review his resume.

# Senior Pastor Search

Pursuant to that, after prayerful consideration of all that we had learned, the decision was made not to pursue that applicant further. Having reviewed the most recent applicant's submission, we are now in the process of arranging an initial interview with him.

We rely on the direction of the Holy Spirit as we work through the necessary steps of this complex process. As mentioned previously, there are not a lot of eligible candidates and there are a lot of pastoral vacancies, but we know that God has the man for Bethel, so we continue to search for him. Please pray for us as we carefully and prayerfully review the written and verbal submissions we receive. We rely on God for wisdom and for unity on the team as we assess the suitability of candidates for the position. We are very thankful for those of you who have been praying faithfully for us since the outset of this task; please continue to do so. Please pray also for the man God has chosen that he will be prompted by the Holy Spirit to apply.

We know that this has seemed like a long process, but that doesn't come as a surprise, given the experience of other churches that have also recently been or are now seeking pastors. A one to two-year time frame is not unusual; one church we know of has been looking for four years. Clearly, this is not a sprint, but a long, slow distance run. Patience is not always one of our strengths as humans, but we remember the words of Solomon in Ecclesiastes, "There is a time for everything, and a season for every activity under the heavens" (Ecclesiastes 3:1). That, of course, includes God's perfect timing to send us a new senior pastor. Until then, we take to heart the words of 2 Chronicles 15:7, "But as for you, be strong and do not give up, for your work will be rewarded." Despite the time this is taking and the scarcity of applicants, may we all persevere in prayer and please know that your search team will continue to work diligently on behalf of our church to seek our next pastor. That is the reward for which we wait upon the Lord.

## UPDATE #9 - JANUARY 29, 2023

At the outset of this new year, our search for Bethel's next Senior Pastor continues. We wish to begin by thanking you for your faithful prayers over the past fourteen months and we ask that you would continue to partner with us in prayer as we continue in this task. For all of us, it has been an exercise in patience and learning to wait upon the Lord's clear leading. Like Isaiah of old, we are certain that God "... acts on behalf of those who wait for him" (64:5), so while we work, we are confident of his perfect timing in leading us to the man of God's choosing.

To date, we have had twenty-five applicants, some of whom we have taken to varying steps in our process. In our last update, we informed you that after carefully reviewing his audio and written submissions, we were in the process of arranging an initial interview with another candidate. We have completed some preliminary interactions and we are giving serious consideration to him. Please pray for wisdom for all parties involved in the next steps of the process.

Once again, thank you for your kind and prayerful support; we ask that you would persist in praying for our team as we continue to follow our search process, our church leaders and staff as they work hard to keep Bethel functioning well in the absence of a Senior Pastor, our guest speakers who have been filling the pulpit so excellently, and the man God has set aside to be our new pastor.

## UPDATE #10 - MARCH 19, 2023

In the book of Ecclesiastes, King Solomon writes, "There is a time for everything and a season for every activity under the heavens" (Ecclesiastes 3:1).

After approximately sixteen months of a prayerful and meticulous search process; dialogues with other Associated Gospel churches that recently called new pastors; regular communications with the AGC; review of all video and written submissions by applicants; Zoom interviews - often multiple - with eligible candidates; independent in-person interviews by the Elders and Search Team; detailed reference checks; and assessment of eligibility, competency, and doctrinal alignment by both our Elders and the AGC, by God's grace and direction, and upon the recommendation of the Pastoral Search Team, the Elders' Council, and with the endorsement of the AGC, **it is the delight of our Board of Directors at this time to present Reverend Daniel Critchlow for your prayerful consideration as Bethel's next Senior Pastor.**

Please enter with us into this season of great rejoicing for what God has done through this process and what we believe God has in store for Bethel!

Pastor Daniel originates from the United Kingdom; Daniel and his wife, Christiane, are parents to four daughters: Rebekah Grace, 8; Talitha Joy, 6; Elisabeth Hope, 3; and Naemi Faith, 10 months. Daniel has a Masters in Philosophy in Church History from The University of Cambridge and a Masters in Theology from Queen's University, Belfast. Pastor Daniel is ordained in the German Baptist Union and the Church of England.

Daniel has been in pastoral ministry for just under eleven years. His most recent pastorate was in Paderborn, Germany, where he served for approximately four years. Prior to that position, Daniel served for four years in the British army as a military chaplain and spent several months serving in Alberta. That position followed a three-year ministry as Associate Pastor in Manchester, England. Pastor Daniel has had

# Senior Pastor Search

missions experience with Operation Mobilization.

In addition to a strong commitment to prayer, Daniel is careful to nurture his personal spiritual growth through regular study of Scripture, of which he is a gifted, vibrant and effective preacher. He is committed to evangelism, discipleship, missions and Christian community.

In our meetings with him, his servant heart became evident and that, as well as his godly character, was affirmed by all ten reference checks. He is a kind, personable, relational, friendly, humble, and godly man. **After a doctrinal credentialing interview, the AGC has determined that Pastor Daniel will not only be credentialed but also ordained;** a subsequent and separate ordination process is not necessary.

On the basis of his godly character, affirmed giftedness in preaching and teaching the Word of God, commitment to prayer, academic qualifications, life experience, and clear calling of the Lord to continued ministry, we are delighted to recommend Pastor Daniel as the next Senior Pastor of Bethel Church, Kingston.

Our Board of Directors is now working diligently on the employment agreement for Pastor Daniel and the immigration process for the Critchlow family; however, that process will only be implemented after Pastor Daniel meets the Bethel community and our recommendation is accepted by way of a vote. A visit is being arranged where there will be a “Meet and Greet” opportunity, as well as the privilege to hear Pastor Daniel preach from God’s Word. Along with you, we will continue to pray for the logistical details to go well and for God’s wisdom for all as this important decision for Bethel Church is made.

As we conclude this chapter of the search process, we remind ourselves of a precious truth from the Word of God: “And my God will meet all your needs according to the riches of his glory in Christ Jesus” (Philippians 4:19). That has been a foundational promise from the beginning of our pastoral search. What a pleasure it has been to see God’s provision through all the stages of the journey and we are fully confident that He will walk with us the rest of the way! To God be all the glory.

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## CLOSING REPORT - MAY 5, 2023

On the weekend of April 29-30, 2023, Pastor Daniel visited Bethel to preach, enjoy an informal meeting with the Bethel family, and engage in a Q&A session, after which a vote was taken; Pastor Daniel was voted in as our next Senior Pastor. The entire church reverberated with joy on that occasion and many prayers of thanksgiving were offered up to God for his provision for us. We are confident that the Lord will continue to do great things for us that will gladden our hearts, grow our faith, and impact our community.

Daniel will assume his new role upon securing his work visa, which we hope will be in the next few months. The process is already underway. Please continue to pray for the logistical details of the Critchlow family’s immigration to Canada from Germany, for suitable accommodation for Daniel, Christiane, Rebekah, Talitha, Elisabeth and Naemi, and for a smooth transition to their new lives in Canada.

The Search Team thanks our church family for your prayerful and practical support throughout the process and for your partnering with us in warmly welcoming Daniel as our new pastor. We look to the Lord for the opportunities he will give us to serve together, seek to strengthen the Lord’s church in this place, and extend God’s kingdom beyond our walls.

Respectfully submitted,

Julia Brook

MJ Dempster

Brian Marchant

Daniel Roy

Ken Vissers





# MINISTRY & OFFICE REPORTS

2022  
2023



# DISCIPLESHIP

## • 2022-2023 REPORT •

*Jamie Stinson, Family Ministries Pastor*

Although my primary role at Bethel is Family Ministries, I have been overseeing Life Groups for the past few years. I want to say thank you to all of our Life group leaders who continue to lead faithfully week after week. Thanks for holding up our values which include:

**BE PRAYERFULLY ENGAGED** • We actively pursue spiritual intimacy with God through prayer, together.

**BE WORD CENTRED** • We engage in studies that bring deeper understanding of the Bible, striving to live under its' authority.

**BE A COMMUNITY GATHERED** • We create safe, conversational spaces, and encourage growth through practical application in all areas of life.

**BE A COMMUNITY SCATTERED** • We find ways to serve the community beyond Bethel's doors, serving as a group and/or as individuals.



community • word-centered • prayer • accountability

### LONG-TERM GROUPS

Our long-term life groups are hosted in homes usually on weeknights. Together, the group decides on a theme/topic to study. Many of our groups include social times, prayer times and service projects.

I'm thankful that our LIFE group leaders understand the importance of spiritual connection and community.

As of May 2023, we have seven active Life Groups, including four NextLevel Men's groups, and one Next Level Womens' group.

### SHORT-TERM LIFE GROUPS

We continue to offer short-term groups 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 for integrating people into our discipleship culture. These groups also allow the staff or key leaders to get to know new people as well. Through the past year we offered four different short-term groups:

#### “Patterns of Evidence: The Exodus”

Material by Tim Mahoney; led by Carmen O'Donnell. *(Fall 2022)*

#### “Christianity Explored”

Material by Rico Tice; led by Carmen O'Donnell. *(Winter 2023)*

#### “Parenting Through the Phases”

Material by Kristen Ivy & Reggie Joiner; led by Jamie Stinson. *(Winter 2023)*

#### “Patterns of Evidence: Red Sea Miracle, Part 1”

Material by Tim Mahoney; led by Carmen O'Donnell. *(Spring 2023)*

### 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.

#### BETHEL NEXTLEVEL MEN

As of May 2023, we had 4 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.

#### BETHEL NEXTLEVEL WOMEN

After completing our NextLevel Leadership group only 3 of the 6 women decided to continue with the launch of a Womens' NextLevel Group. We decided to launch one group with a group of 13 women in September 2022.

In January 2023 with 13 women, we began our first study. What an incredible group of women! We have grown together and are learning what it means to be a strong and vibrant community that does life together.

#### FUTURE OF NEXTLEVEL GROUPS

Brian and I hope to start new Nextlevel groups in the fall. The challenging part is finding men and women who are interested in leading a group. Please let me or Brian know if you are interested in committing to the Next Level Ministries Leadership Course.

### CLOSING THOUGHTS

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 never seem to have enough people to lead! If you are interested in leading a Life Group please let me know!

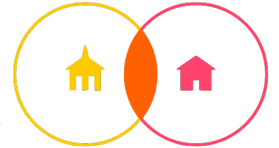


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[bethelkingston.com/rightnow-media](http://bethelkingston.com/rightnow-media)

## FAMILY • 2022-2023 REPORT •

*Jamie Stinson, Family Ministries Pastor*

Since 2009, 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)



Currently we have 10 babies and toddlers in our Nursery program and more due in 2023-2024! I was thankful for all the volunteers that stepped up to help take care of our littlest Bethelites!

### 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.

In the Waumba Land program, we have focused on the following themes this year:

- *Scavenger Hunt.* God's creation. (May 2022)
- *Making Waves.* Talking about kindness. (June & July 2022)
- *Awesome Artist.* The wonderful way God made us. (Aug 2022)
- *Always.* God's big, never-failing love for us. (Sept 2022)
- *Hole In One.* God's plan for us. (Oct 2022)

- *Donut Time.* God is our great big perfect God! (Nov 2022)

- *Pajama Party.* Why Christmas is so important. (Dec 2022)

- *Wonderful Workshop.* The amazing miracles of Jesus. (Jan 2023)

- *Candy Hearts.* Jesus is the one who loves us the most. (Feb 2023)

- *Confetti Toss.* Loving like Jesus did through serving in different ways (Mar 2023)

- *1...2...3.* The events leading up to and including Easter. (April 2023)

- *To the Rescue.* How to help others. (May 2023)

Our Waumba Land program has been busier this past year which makes me so happy. We had 12 kids on the roster and often had an average attendance of 7-8 kids each week.

We did manage to get enough volunteers to run the program for which I'm thankful!

## 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 1-5<sup>th</sup> 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:

- *Resilience*. Getting back up when something gets you down. (May 2022)
- *Making Waves*. What you do today can change the world around you. (June/July 2022)
- *Love*. Showing others how much they matter to you. (Aug 2022)
- *Trust*. Putting your confidence in someone you can depend on. (Sept 2022)
- *Grit*. Refusing to give up when life gets hard. (Oct 2022)
- *Courage*. Being brave enough to do what you should do, even when you are afraid (Nov 2022)
- *Christmas*. Celebrating Jesus...God's great-

est gift. (Dec 2022)

- *Knowledge*. Learning something new so you can be better at whatever you do. (Jan 2023)
- *Respect*. Showing others they are important by what you say and do. (Feb 2023)
- *Forgiveness*. Deciding someone has wronged you doesn't have pay. (March 2023)
- *Humility*. Putting others first by giving up what you think you deserve. (April 2023)

I continued to operate the program this past year with myself and another volunteer each week. I had 3 volunteers that would take turns teaching with me. We averaged about 3-8 kids each week. Unfortunately, we did not have enough kids to implement our small groups, but hopefully the program grows and I will be able to implement the large group and small group format.

For July and August of 2022, I did not have any volunteers left so we did not run a Sunday morning Upstreet program during these summer months.

I remain hopeful as we rebuild the family ministries in this upcoming year.

## 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 this 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 February 2023, 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 2022 til end of December we scheduled get togethers at Lake Ontario and the church with our young moms. Unfortunately, due to Rob's extended stay in the hospital we did not resume this program in the winter of 2023.

And finally, we had 4 families in July 2022 dedicate their children to the Lord and make a commitment to raise them in a Christ-centered home.

## CLOSING THOUGHTS

Honestly, this past year has been challenging. I thoroughly enjoyed working with Pastor Mark for 14 years so saying good-bye to him was tough. And running a church without a Senior Pastor following a global pandemic is not a church growth strategy I'd recommend, lol.

Then in January, my husband Rob had emergency open-heart surgery. He had endocarditis and was in a life-threatening situation. The future held so many unknowns for us. It continues to be the most difficult season that Rob and I have ever faced...and yet it has been the most tender... I can honestly say that 'the Lord was and is still near.' We have once again experienced the Lords' provision in so many ways. I am so thankful for the way that Bethel has supported, prayed for and loved us for the past few months. My heart is full.

As we look forward to the arrival of a new leader for Bethel, I am hopeful and expectant for this new season.

It continues to be a privilege to work with such great staff, and serve in such a wonderful community!

## YOUTH • 2022-2023 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 Proverbs, where we learned that wisdom is a skill which must be sought after and learned. God wants us to seek it out like silver and to **“search it out like hidden treasure.”** The one who finds wisdom finds something of greater worth than rubies. The picture painted of the one giving these Proverbs is that of a loving father sharing valuable life lessons. Those who apply these lessons will be protected from all sorts of dangers. Ultimately, what the father desires most is that the reader has a relationship with the Son of God. **“Who has established all the ends of the earth? What is his name, and what is the name of his son? Surely you know!”**

*Proverbs 30:4*

We did a series on the book of Esther. An orphan who ends up married to the King of the world. The word Esther means star and throughout the book we see Esther shining with righteousness in the midst of the darkness of the Persian court. She is a beautiful picture of how followers of Jesus are to act in the midst of the darkness of this world. **“Those who are wise will shine like the brightness of the heavens, and those who lead many to righteousness, like the stars for ever and ever.”**

The dramatic moment from the book of Esther comes when the Queen bravely risks her

life to approach the king and petitions him to spare her people. Followers of Jesus are in a similar situation, we are also the bride of a great and powerful king. However, unlike in ancient Persia, our king desires us to approach his throne with our petitions. Jesus desires to hear what we have to say. **“Let us then with confidence draw near to the throne of grace, that we may receive mercy and find grace to help in time of need.”** *Hebrews 4:16*

### MIDDLE SCHOOL YOUTH

Tuesday night is Middle School night for Grades 6-8. This year we did a series on the book of Joshua. We spent time looking into the character of Israel's great general, the military genius named Joshua. His task was to bring a relatively small army into Canaan and to defeat seven significantly larger armies. This feat Joshua would accomplish not by his own skill or military might, but purely on his reliance on God. When he'd invite the Lord into his tactical decisions, and submit to God's guidance, he was always successful. Yet, Joshua still had massive blunders. They occurred over what appeared to be small decisions like fighting a barely defended town or making a peace treaty with a faraway nation. These decisions didn't seem important enough to bring before the Lord. Yet they were, and they nearly cost Joshua everything. In our lives, do we seek the Lord for guidance on small issues or only when we face massive obstacles?

Middle School also meets on Sunday mornings. Last year we studied the book of Daniel. We looked at how the kingdoms of the world were portrayed as wild beasts

like lions, leopards, and bears but how the kingdom of God will triumph over all such worldly dominions. Daniel even sees the king of the coming kingdom being **“given authority, glory and sovereign power; all nations and peoples of every language worshiped him. His dominion is an everlasting dominion that will not pass away, and his kingdom is one that will never be destroyed.”** *Daniel 7:12*

### RETREATS

Retreats are a big part of the Bethel youth experience. We did five last year, two with the AGC, two with camp IAWAH, and one specifically for Bethel. These are weekend experiences that create community and new friendships. Curious about what a retreat experience is like? Check out this video! <https://www.youtube.com/watch?v=Y0r-BlfmXvKE>



We would like to thank everyone who makes youth programming possible week after week. A special thanks to those who have been keeping us in your prayers!

# WORSHIP

## • 2022-2023 REPORT •

*Will Walker, Worship Coordinator*

It's hard to fathom that another year has come and gone and by God's grace He continues to be oh so good to us! One year ago we were entering a new ministry season without a lead pastor and today we celebrate God's provision in bringing us Pastor Daniel Critchlow (and family) this coming summer for a new season of ministry!

We are so thankful to all those who have served so faithfully both behind the scenes and on the platform this past year in this ministry. It has been especially encouraging to see how our church leadership really stepped up to help lead Bethel forward in the absence of a lead pastor. A special thanks to Ken Vissers, Steve Dickey and Keri Oosterhof for the additional care and support they

provided especially in helping to keep us unified and moving forward together. With the Lord's help and guidance, we were able to overcome the various challenges of helping to carry out the week-to-week ministry.

A huge THANK YOU also to our worship leaders Lori Domen, Jeff Babcock, Fidy Fiferana, and Rachel Trites, and to our worship team members who help to provide a consistent worship experience despite being thin in numbers at times.

Bethel Church, I am so grateful for the opportunity to oversee this integral ministry here helping to integrate students and adults to serve His bride together while growing in our love for God and one another. We

do not take for granted the tremendous responsibility and privilege it is to help lead the bride of Christ to worship and experience Jesus through musical worship.

As we enter a new ministry season and new year in 2023-2024 it is my prayer that we continue to keep the focus on Jesus in order that we become more passionate worshipers and followers of Jesus Christ. May we grow deeper in our desire to passionately worship Him in the sanctuary of the saints, to see Him more clearly, love Him more dearly and follow Him more nearly for as long as we have breath to praise Him!



# BETHEL HOUSE

## • 2022-2023 REPORT •

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 (through Prison Fellowship Canada) or treatment for addictions (through Salvation Army's Kingston Harbour Light, or other treatment centres). You can learn more at <http://bethelkingston.com/bethelhouse>

In the past year (May 2022-April 2023) Bethel House housed 14 men for various lengths of time. Many of the men have moved on to successful next steps in their lives - praise the Lord! Sadly though, we cannot deny that Bethel House continues to be a “messy ministry”. This year was no different as we found ourselves dealing with several relapses among our residents and, tragically, one death. Addictions are insidious indeed!

Our partnership with [Prison Fellowship Canada](#), which began last year, continued to grow this year. In the fall, several PFC leaders held a bible study at Bethel that was geared specifically to people who have been incarcerated. Many of the Bethel House residents attended this group and found great growth and encouragement from it!

PFC also approached Bethel in the fall about holding a baptism service for 5 men! After a few weeks of planning and preparation, including recording video testimonies for all 5 gentlemen, we held a special baptism service on Sunday, November 20, 2022! A



**BETHEL HOUSE COMMITTEE**  
 Steve Cousineau (*House Manager*)  
 Carmen Gauvin-O'Donnell  
 Bob Logan  
 Dave Stewart

special thanks goes out to Bob Logan from PFC, and to Bob Landry and Paul Kerns (local prison chaplains) for their leadership in this special event. If you'd like to hear the 5 testimonies and witness the baptisms, you can find the service online at <https://bethelkingston.com/sermon/november-20-2022/>

In December 2022, the church decided to show the Bethel House residents some extra love through the “Bethel House Big Give” initiative. Throughout the month, people donated stocking-stuffer gifts for the men, including toiletries, snacks, socks and gift cards. In total, 10 large gift bags were packed and given to the men! On top of that, \$2470 was raised to help support the financial cost of running the Houses. Thank you, Bethell!



This spring, our Bethel House Committee wished a fond farewell and retirement to Bob Logan, who has been sitting on the committee representing Prison Fellowship for several years. Bob - it has been a privilege working with you and the other ministry partners at

PFC! In his place, Philip Benjamin of PFC will join us occasionally at meetings and keep us apprised on goings on at PFC as they affect Bethel House.

And of course, we are also thrilled to hear about Pastor Daniel's imminent arrival at Bethel, as he will also become part of the Committee going forward.

Finally, as was reported by the Board, we recently agreed to let one of the houses go for the year so that Bethel could strike a new partnership with Geneva House in the creation of a missional living space for young male students. We also hope this will be an occasion for the development of a good relationship between the two houses. That having been said, we hope to be able to bring Bethel House back up to 11 residents in two houses in the future. Please pray for progress and resources in that direction.

We want to extend our thanks to all the men who function as support and accountability partners for the residents (BSAPs). We love how you're willing to stand with them in good times and bad as they recover! And thanks to Steve Cousineau of course - his dedication to the Church and Bethel House are noted and appreciated.

Anyone feeling drawn to joining the BH Committee, to becoming a Bethel House Support and Accountability Partner for the residents, or learning more about Bethel House in general, is encouraged to contact [bethelhouse@bethelkingston.com](mailto:bethelhouse@bethelkingston.com).

We thank the congregation for your continued prayer and financial support for this Ministry, and ask for continued prayer that God will guide us as we serve the men and our community.



## MISSIONS • 2022-2023 REPORT •

### MISSIONS COMMITTEE

*Committee on pause this year.*

### 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.

As was shared in last year's report, the Missions Committee is on pause due to previous members moving away, and Ken Vissers shifting 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 year. However, with Pastor Search wrapping up and the imminent arrival of our next Senior Pastor, we plan to relaunch the Missions Committee in the upcoming year!

In the meantime, our faithful Missionary Support Team continues to meet together 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!

Sunday morning church services continue to be a great opportunity for our missions partners to share updates, especially this year as we have had the need for weekly guest speakers in the absence of a senior pastor. Here are the different Sunday morning touch points with our missions partners throughout the year:

### 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.)

<a href="#">Mea Centre</a>	Kingston (formerly Kingston Pregnancy Care Centre)
<a href="#">nightlight Canada</a>	Kingston, plus Belleville, Cambridge & Sarnia
<a href="#">Camp IAWAH</a>	Westport

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

*May* - participated in KPCC's Change for Life Campaign

*May* - commissioning of Abby H. by video

*Jun* - Ken Vissers (Camp Iawah) preached

*Jun* - video update from Vera Ivakina regarding Ukrainian refugee work in Poland

*Jul* - Paul M. (Power to Change) preached

*Sep* - Liz Sacrey (Mea Centre) preached

*Nov* - Bethel House baptism service in partnership with Prison Fellowship Canada

*Jan* - highlighted Mea Centre on Sanctity of Life Sunday, and promoted their banquet

*Feb* - promoted Iawah's mission trip to Colombia

*Mar* - Steve Kooy (Geneva House) preached

*Apr* - testimony from Abby H. by video

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. After a 2.5 year wait, the family has an interview with Visa Office scheduled for July 14, 2023. This is a very important part of the process which aims to establish whether the applicant is eligible and admissible for resettlement to Canada. Please be praying for this upcoming interview!

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 and expanding these partnerships in the upcoming year!

# COMMUNICATIONS & MEDIA

## • 2022-2023 REPORT •

*Keri Oosterhof, Communications & Media Coordinator*

### NO PASTOR. NOW WHAT?

A year ago, the reality of working with guest pastors for who-knows-how-long was starting to sink in. Pastor Mark was leaving at the end of May 2022...and then what?! My weekly routine of sitting with our pastor to coordinate services would shift overnight to emailing with guests, many who were unknown to Bethel or to me at the time. But there's nothing like diving into the deep end to get used to the water!

Using a rotation of guest pastors was not the original plan or prayer of our Elders, but when the option of an interim pastor did not work out, they moved forward with building a list of pulpit supply pastors. In fact, Pastor Mark was instrumental in gathering most of the names and making initial connections before his departure, for which we are very grateful!

Scheduling dates and coordinating details with our guests was my responsibility. And after the first few weeks of doing this, I quickly saw patterns in the questions the pastors were asking, so I developed a rather lengthy document of "FAQs of Guest Preaching at Bethel." For example: our aver-

age sermon length is 37 minutes, and wearing a suit and tie is overkill at Bethel. Yes – these are questions that guest pastors have!

Overall, scheduling pulpit supply has worked out smoothly - expect for one particular date where literally no one was available. (Queue a video sermon...) And coordination with the pastors has been fairly seamless too – expect for one particular time when the person went radio-silent for a week and I wasn't sure they would show up on Sunday. (They did...)

As the year progressed, the challenge that I didn't see coming was the feeling of disjointedness in church service planning week after week. However, this makes sense in retrospect as we were missing a pastor to give long-range vision, purpose and intentionality to our plans. But even as I acknowledge that disconnectedness, I also need to give glory to the Holy Spirit who I saw so clearly putting all the pieces together Sunday after Sunday, turning our human plans into something much better than the sum of its parts.

Lastly, I want to thank Ken Vissers (Elder Chair) and Steve Dickey (Board Chair) who joined many staff meetings this year, espe-

cially in the first few months. They were so helpful in listening, brainstorming, planning, encouraging and praying. Thank you!

### PLEASE WELCOME...

As I mentioned earlier, we had no idea how long we would be without a senior pastor, and it turns out, through God's provision, that it will be approximately 15 months. Needless to say, I am very excited for the arrival of Pastor Daniel in August 2023! At the same time, I am very thankful for God's provision of the men and women who have taught His word at Bethel this year – 19 different people in total.

Over half of these 65 weeks of pulpit supply (Jun 5, 2022 – Aug 27, 2023) were covered by five amazing people:

- *Doug Schonberg (20)*, introduced to us by our previous pastor.
- *Steve Ahlberg (11)* from our own church family.
- *Peter Lublink (7)* from BethanyKids; introduced to us through Pastor Connor.
- *Carmen Gauvin O'Donnell (5)*, our beloved staff "paper pusher" and Apologist.
- *Howard Edwards (5)* from A Cross Mission, and a long-time friend of Bethel.



### ADOPT-A-STUDENT IS BACK!

After a 2-year Covid pause, Bethel's Adopt-A-Student program returned in September 2022! This ministry invites first year Queen's, St. Lawrence, and RMC students to be connected with Bethel families, and is designed to welcome them into the community through hospitality and friendship.

Students are connected with hosts from Bethel, and are invited by their hosts to meals, coffees, outings or activities at least four times during the school year. This program has been creating connections and showing hospitality to students for over 60 years!

To mark this re-launch, I redesigned the brochure and graphics, and created digital sign-ups using QR codes for both hosts and students. I love the new look!

Host sign-up was promoted starting in August, and student sign-up began in September. The "matches" were made in early October, and in total we had 14 students connected with 13 different host families, couples and individuals.

Thank you to all the Hosts for blessing Bethel's young adult community in this way!



Many others preached only once, but we are just as grateful for them!

- *Ken Vissers*, one of our Elders and the Camp Iawah Director.
- *Paul M.*, one of our international Missionaries.
- *Jeff Hackett* from Compassion Canada, introduced to us by Will Walker.
- *Jamie Stinson*, our beloved Family Pastor.
- *Liz Sacrey*, Mea Center Director.
- *Dave Guretzki*, Evangelical Fellowship of Canada President.
- *Jeff Friesen*, a long-time friend of Bethel.
- *Byron Wheaton (2)* a local connection through our Elders.
- *Steve Kooy*, Geneva House Director.
- *Ed Gregorich*, connected through our Elders.
- *Deane C.*, one of our international missionaries.
- *Bob Landry, Bob Logan, & Paul Kerns*; a collaboration between Prison Fellowship Canada, local prison chaplaincy, and Bethel House for a special baptism service.

Special mentions also go out to *Bridgetown Church* in Portland Oregon who allowed us to use two video sermons from their pastor, Tyler Staton, and to our new pastor, *Daniel Critchlow*, who preached twice for us as well!

I can truthfully say that I enjoyed working with each one of these men and women. They truly cared about our church and understood the season we were in, even those who hadn't met us before or were only here for a day. Each pastor has also told us that they felt very welcomed and appreciated by you, the congregation. So, thank you for making our guest pastors feel at home!

And finally, as I look through this list of names, I'm struck by the number of ministry partners that are represented. Some long-standing and some brand new; some local and some global. Bethel is so blessed to have such a wide network of Christ-centered partners who support us as we serve God's church here in Kingstons!

## SPECIAL SERVICES & EVENTS

Throughout the year we had a number of special services to mark important occasions,

as well as special events encourage church family connections. It's always my privilege and pleasure to have a hand in all of these events – whether it be brainstorming with staff, planning with volunteers, designing digital and print media, and executing on the day-of. Here are the highlights of the year!

### *Celebration Service & Farewell Luncheon, June 12*

• In coordination with Pat Perkins and many others, we created a thank-you service full of laughter and reflection to honour Pastor Mark & Rhonda for their many years of ministry at Bethel. You can (re)watch the celebration online [https://youtu.be/6V\\_Vx-JsZV1c](https://youtu.be/6V_Vx-JsZV1c). This was followed by a delicious luncheon in the gym, planned and executed by the incomparable Christine Lambert.

### *Picnic in the Park, last Sunday of June, July & August*

• This annual summer tradition continued with people bringing their lunches and picnic blankets to City Park after the church service. Attendance this year was smaller in size than in previous years for various reasons, but it's always a delight to see people chatting with friends and make new ones. (Also, I personally love Picnic in the Park because there is no planning required!)

### *Two-Service Sundays, September – November*

• This wasn't a special event, but it's important to add to our year-in-review. As a staff, with the support of our leadership teams, we decided to try a 2-service Sunday schedule, which hasn't been done since before Covid. (Not counting the 2-service schedule we held for a few weeks in the pandemic for other reasons which you can read about in last year's report.) With all Covid-related restrictions removed and post-secondary students returning en masse to in-person classes, we anticipated an increase in attendance on Sunday mornings. We are grateful to all our volunteer teams for adjusting to this plan and putting in extra hours. We tracked attendance during this time and while attendance did increase, we ultimately decided that two services wasn't needed, and so we returned to a 1-service schedule near the end of Nov.

## SUNDAY STATS

In the fall we started counting the number of people attending during Sunday morning service, as requested by the Elders. Thank you to the Greeter Team for adding this into their routine! While tracking attendance isn't a true measure of church health or spiritual growth, it is useful information for planning and decision making, and it provides an interesting picture of the ebbs and flows of life at Bethel.

• *These stats cover 6 months from October 2022 - April 2023; next year we will have a full year of data.*

*\*These numbers do not include Nursery, Waumba Land, UpStreet or Middle School Youth; attendance is tracked separately for those programs.*

**190** - Avg. attendance over 25 weeks.

**202** - Avg. attendance *excluding* 7 weeks that students were generally away for holidays and reading weeks.

**140** - Avg. attendance *on* the 7 weeks that students were away.

## LIVE STREAM

Our live stream continues to be a great way for people who are at home or travelling to engage with our church service.

*\* This statistic includes all 52 weeks of the year (May to April).*

**20** - Avg. number of households online. A "household" is usually 1-2 adults; we don't often see families with children online.

*Newcomers Lunch, October 16* • A soup lunch was organized in October to invite newer Bethelites to learn about the church and meet our staff and leaders, and for longer standing people to get reacquainted with what's happening at Bethel. Thanks to the team of women and men who made delicious soup and desserts for this lunch! Approx. 45 people meet in the Upper Room for lunch – half of whom were "newcomers" and half who were staff, leaders and other members.

*Bethel House Baptism Service, November 20* • In the fall, Bob Logan approached the staff on behalf of Bethel House and Prison Fellowship Canada about holding a baptism service

# OFFICE REPORT

for five men! You can read about this special day in the Bethel House report. For my part, I was honoured to record and edit the testimonies of the five gentlemen, and to help plan and execute the service with Bob Logan and others.

*Bethel House Big Give, December* • Inspired by the exciting things happening at Bethel House, the staff decided to launch a “Bethel House Big Give” initiative in December. Again, you can read about this project and the gifts received in the Bethel House report. Thank you to everyone who participated!

*Christmas Eve, December 24* • In coordination with Jamie Stinson, Steve Ahlberg and Will Walker, we had a lovely Christmas Eve service planned. Unfortunately, a major blizzard swept through Ontario, closing roads and cancelling plans for thousands of people. So, we put away our Christmas Eve service plans and maybe we’ll pull them out this year!

*Pancake Breakfast, January 1* • With January 1 landing on a Sunday, the staff knew that a regular church service would not work out for a number of reasons. So, we were inspired with the idea of a pancake breakfast! This fun idea was very well received, and we had 99 people gather to share the first meal of the new year together, including a communion and special message from Howard Edwards. We could not have done this breakfast without Christine Lambert at the helm, plus an amazing crew of cooks and servers.

*Meet the Pastor Potluck, April 29* • On the last weekend of the year (the fiscal year, that is) we welcomed pastor-candidate Daniel Critchlow to our church! A potluck was held on Saturday night to give everyone an opportunity to meet Daniel. This was very well attended, and all the potluck dishes and desserts were delicious! Thanks to Donna Dickey for taking the lead on setting up the

gym. And we were blessed the next day to have Daniel preach for us, followed by the membership voting YES on bringing Daniel on as our next Senior Pastor!

## **NEW PASTOR. NOW WHAT?**

As we await the arrival of our next Senior Pastor, the reality of working with a new leader is starting to sink in...in the best way possible! I’m curious and excited to see what the Lord has in store for me and for Bethel in this new chapter – and if God’s faithfulness in the past is any indication of the future...it’s going to be great!

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

# CHURCH ADMINISTRATION

## • 2022-2023 REPORT •

*Carmen Gauvin-O'Donnell, Church Administrator*

Well, what a year it's been! As I've joked with my colleagues, my job description got narrowed down to that catch-all statement, "Such further duties as may be reasonably assigned", which smart HR people (to wit, ME!) make sure to include in employment contracts, LOL! But it's been a lot of fun doing things I'd never before done in my soon-to-be-17-years at the church, none of which law school prepared me for - a memorable one being me running from the office to Waumba Land with a hammer so I could hammer in a sticking-out nail head before the kids hurt themselves on it!

### 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 Senior Pastor hiring process.

I couldn't agree more, and we hope to have that chapter complete by 2024 (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/paternity leave... to reimbursement for employment expenses etc. The list never ends!

### TRAINING

#### *Carter's Annual Charity Law Update*

Among many others, this year we dealt with the following topics of relevance or interest to me and our leadership here at the church:

- Qualifying Disbursements - the government has changed who charities can give their money to, and this was to help us understand how the new system will work in theory.
- Wrongful Dismissals - and how to avoid them (no, before you ask, we haven't wrongfully dismissed anyone or anything!)

- The ABCs of Gift Agreements - for when someone finally decides to give us a Million Dollars! Contact the office if this idea crosses your mind.

#### *Canadian Council of Christian Charities*

- Reading Financial Statements for Boards and Leaders - to help those of us who aren't Accountants or Church Treasurers! You know me and numbers, sigh...

#### *Evangelical Fellowship of Canada*

- Being a Trauma-Friendly Church - how to help the Vulnerable as we Plan to Protect

- Supporting Canadians to Live - MAiD and How the Church Can Engage" - We heard from the EFC and the Christian Medical and Dental Association of Canada about advocating for changes to the law, supporting alternatives to MAiD, and practical ways to reach out. You can watch a recording here:

<https://www.evangelicalfellowship.ca/Resources/Webinars/Supporting-Canadians-to-live-An-update-on-MAiD-and>

#### *Reading*

PRO-TIP! You'd be amazed how much reading you can do when you use audiobook formats and read while you walk every day! These are only three work-related of the 55 books I read last year!

- Broken Trust - "A Practical Guide to Identify and Recover from Toxic Faith, Toxic Church, and Spiritual Abuse" by F. Remy Diederich. Always useful to me in my work as your Plan to Protect Administrator.

- Speaking Truth in Love - "Counsel in Community" by David Powlison. Again, practical as well as well all live together in community.

- Why Social Justice Is Not Biblical Justice - "An urgent appeal to Fellow Christians in a Time of Social Crisis" by Scott David Allen. This book was given to me at Christmas by the Elders' Council (thanks guys!) and it was *outstanding* in showing how to keep us from falling headlong into well-meaning-but-ultimately-unbiblical views of the ideology called "Social Justice".

### VOLUNTEERING

#### *Bethel Apologetics Track*

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

- "Patterns of Evidence: The Exodus" by Tim Mahoney. Looking at archaeological evidence for the Israelite exodus from Egypt, and why this evidence matters to our faith. (*Fall 2022*)

- "Christianity Explored" by Rico Tice. Looking at the Who? Why? and So what? of Jesus. (*Winter 2023*)

- "Patterns of Evidence: The Red Sea Miracle, Part 1" by Tim Mahoney. Looking at archaeological evidence for the Israelite's journey through the Red Sea, and why this evidence matters to our faith. (*Spring 2023*)

## *Mea Centre*

On a personal note, I was also able to join the Board of the Mea Centre (formerly Kingston Pregnancy Care Centre) where I now function as Board Chair on 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 Mea, although we are continuing to see an increase in the number of clients which is wonderful news.

## **IN CONCLUSION**

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!) usu-

ally has nothing to do with my own. 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!

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

# APPENDICES

2022  
2023





## APPENDIX A

# MEMBERSHIP RECORD

• AS OF APRIL 30, 2023 •

Sue Barham Vissers	Mark Fathers	Bev Miller	Jamie Stinson
Michael Barrett	Sally Fathers	Ron Miller	Lyn Stockdale
Tamara Barrett	Carmen Gauvin-O'Donnell	Keri Oosterhof	Connie Taylor
Art Bartlett	Christine Lambert	Jennifer Patelli	Brent Thomson
Kay Bartlett	Ron Lambert	Brian Perkins	Tracey Thomson
Brenda Batson	Bob Landry	Pat Perkins	Phyllis Turrell
Neil Batson	Yvonne Leach	Connor Price	Deborah Valliant
Martha Blair	Heather Logan	Eric Prost	Lew Valliant
Julia Brook	Robert Logan	Mary Prost	Ken Vissers
Dave Dempster	Heather Losier	Lilian Revell	Bob Willis
MJ (Mary Jane) Dempster	Elaine Ma	Dan Roy	Nancy Willis
Donna Dickey	Ewen Mackenzie	Ginette Roy	Brent Wolfrom
Ron Dickey	Sharon Mackenzie	Raymond Roy	Stacey Wolfrom
Shirley (Tooty) Dickey	Brian Marchant	David Saleh	Simone Wylie
Steve Dickey	Jan Marchant	Greg Salomons	Natalie Zhang
Jan Ditmore	Ken Maynard	Jina Salomons	
Steve Ditmore	Sandy Maynard	Neil Sheppard	(66 members)

## APPENDIX B

# CHURCH FAMILY RECORDS

• MAY 1, 2022 - APRIL 30, 2023 •

### BAPTISMS

Marton Pandy (*October 16, 2022*)  
Murray Baker (*November 20, 2022*)  
Douglas LaFleur (*November 20, 2022*)  
Thomas Mortensen (*November 20, 2022*)  
Jay Serson (*November 20, 2022*)  
Marcus Walsh (*November 20, 2022*)  
Loretta Okuw dili (*December 4, 2022*)  
Kashy Antonio (*April 23, 2023*)

### CHILD DEDICATIONS

Jon & Justine de Leyer, with daughter Florence (*July 24, 2022*)  
Ryan & Heidi Gignac, with daughter Skylar (*July 24, 2022*)  
Thomas & Eunice Ndaro, with daughters Jolyne & Jianna (*July 24, 2022*)  
Yutian & Stacey Zhao, with daughter Hallie (*July 24, 2022*)

### DEATHS

Neil Barber (*July 29, 2022*)  
Lois Duffy (*September 5, 2022*)  
Dart Clark (*December 19, 2022*)

# ELDER & DIRECTOR NOMINATIONS

**Date:** October 17, 2023

**To:** Membership of Bethel Church, Kingston

**From:** 2023-2024 Nominating Team

**Subject:** Recommendations for Board of Directors and Elders' Council

The members of the Nominating Committee are:

- Julia Brook (*Director of HR & Risk*)
- Daniel Critchlow (*Pastoral & Elder Rep.*)
- Keri Oosterhof (*Member*)
- Pastor Jamie Stinson (*Pastoral Rep.*)
- Sue Vissers (*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	TBD	Up to 3 years through to October 2026
Elder	TBD	Up to 3 years through to October 2026

## BOARD OF DIRECTORS

Position	Nominee	Term
Secretary	Cherry To	Up to 3 years through to October 2026
Buildings & Grounds	open	Up to 3 years through to October 2026

### Important Notes:

1. The Nominating Team, despite considering and discussing the various leadership opportunities, was unable to secure nominees for the vacant position of Director of Buildings & Grounds. The Board will establish a Buildings and Grounds Committee to oversee this portfolio chaired by a member of the BOD. We will continue to consider candidates through this next year, and the nominating process will resume in advance of the next AGM.

2. At the time of this report, the men we approached to serve on the Elders' Council were still praying through this decision.

## SUMMARY

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

### Elders' Council\*

Position	Name	Term	1 <sup>st</sup> or 2 <sup>nd</sup> Term
Elder/Senior Pastor	Daniel Critchlow	n/a – Staff	n/a
Elder	Daniel Roy	Up to October 2024	1 <sup>st</sup>
Elder	David Dempster	Up to October 2025	1 <sup>st</sup>
Elder	TBD	Up to October 2026	1 <sup>st</sup>
Elder	TBD	Up to October 2026	1 <sup>st</sup>

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

# Elder & Director Nominations

**Board of Director** (8 positions, plus 2 Ex-officio)

Position	Name	Term	1 <sup>st</sup> or 2 <sup>nd</sup> Term
†Chair	Steve Dickey	Up to October 2025	2 <sup>nd</sup>
†Vice Chair	Patricia Perkins	Up to October 2025	1 <sup>st</sup>
†Secretary	Cherry To	Up to October 2026	1 <sup>st</sup>
†Director, Finance and Treasurer	Jina Salomons	Up to October 2026	2 <sup>nd</sup>
Director, HR & Risk	Julia Brook	Up to October 2024	1 <sup>st</sup>
Director, Building & Grounds	vacant		
†Church Administrator	Carmen Gauvin-O'Donnell	n/a - Staff, Ex-officio	n/a
Senior Pastor/Elder	Daniel Critchlow	n/a - Staff, Ex-officio	n/a
Elder/Director	Daniel Roy	Up to October 2024	1 <sup>st</sup>
Elder/Director	David Dempster	Up to October 2025	1 <sup>st</sup>
Elder/Director	TBA		

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

## APPENDIX D

# MOTIONS FOR THE AGM

• SUNDAY, OCTOBER 29, 2023 •

**MOTION #1** On a motion duly made, seconded and carried, be it resolved that **Cherry To** be admitted to membership in Bethel Church, Kingston.

**MOTION #2** On a motion duly made, seconded and carried, be it resolved that the **2021-2022 AGM Minutes** from October 25, 2022, be approved as printed.

**MOTION #3** On a motion duly made, seconded and carried, be it resolved that the **Special Members' Meeting Minutes** from April 30, 2023 be approved as printed.

**MOTION #4** On a motion duly made, seconded and carried, be it resolved that the **Budget Meeting Minutes** from June 13, 2023 be approved as printed.

**MOTION #5** On a motion duly made, seconded and carried, be it resolved that the **2023-2024 Annual Budget**, previously approved by the congregation, be ratified.

**MOTION #6** On a motion duly made, seconded and carried, be it resolved that the **Audited Financial Statements** for Year ended April 30, 2023 be approved.

**MOTION #7** 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, 2024.

**MOTION #8** On a motion duly made, seconded and carried, be it resolved that **Cherry To** 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, 2026.

# 2023-2024 BUDGET

• MAY 1, 2023 - APRIL 30, 2024 •

*Approved by vote at Congregational Meeting on June 13, 2023.*

	2022-23 Actual	Proposed 2023-24 Budget
<b>Total Income</b>	<b>\$532,863</b>	<b>\$613,750</b>
<b>4010000 Donation Income</b>	<b>\$454,407</b>	<b>\$457,810</b>
<b>4020000 Other Income</b>	<b>\$7,532</b>	<b>\$7,690</b>
<b>4030000 Benevolence income</b>	<b>\$2,894</b>	<b>\$1,500</b>
<b>4040000 Special Project income</b>	<b>\$29,793</b>	<b>\$80,550</b>
4041000 - Building income	\$9,455	\$9,790
4042000 - Refugee project income	\$5,761	\$5,760
4044000 - Future pastor fund income	\$14,577	\$65,000
<b>4050000 Bethel House Income</b>	<b>\$38,237</b>	<b>\$33,200</b>
<b>4060000 Transfer from previous surplus</b>	<b>\$0</b>	<b>\$33,000</b>
<b>Total Expenses</b>	<b>\$542,438</b>	<b>\$613,750</b>
<b>6010000 Salaries, Benefit, &amp; Allowances</b>	<b>\$274,035</b>	<b>\$365,330</b>
6011000 - Pastoral	\$142,621	\$228,360
6011010 -- Salaries	\$122,337	\$177,500
6011020 -- Benefits	\$17,980	\$25,110
6011030 -- Development & Education	\$362	\$3,000
6011040 -- Allowances	\$1,942	\$22,750
6012000 - Administration	\$114,308	\$117,950
6012010 -- Salaries	\$103,323	\$104,370
6012020 -- Benefits	\$10,392	\$10,730
6012030 -- Development & Education	\$150	\$1,750
6012040 -- Allowances	\$443	\$1,100
6013000 - Payroll Cost	\$17,106	\$19,020
<b>6020000 Worship &amp; Teaching</b>	<b>\$20,105</b>	<b>\$16,760</b>
6021000 - Music & Sound	\$2,904	\$2,510
6022000 - Service Supplies	\$586	\$500
6023000 - Guest Speakers & Worship Leaders	\$16,616	\$13,500
6024000 - Volunteer Appreciation & Training (Worship)	0	\$250
<b>6030000 Discipleship &amp; Community</b>	<b>\$5,053</b>	<b>\$4,900</b>
6031000 - Life Groups	\$1,975	\$2,300
6033000 - Volunteer Appreciation & Training (Discipleship)	0	\$200
6034000 - Hospitality & Care	\$3,078	\$2,200
6035000 - City Events & Outreach	0	\$200
<b>6040000 Family &amp; Youth Ministries</b>	<b>\$12,655</b>	<b>\$12,850</b>
6041000 - Family	\$3,457	\$3,850
6041010 -- Upstreet (Gr. 1-5)	\$2,132	\$2,200
6041020 -- Waumba Land & Nursery (Age 0-5)	\$1,141	\$1,400
6041030 -- Volunteer Appreciation & Training (Family)	\$184	\$250
6042000 - Youth	\$9,197	\$9,000
6042010 -- Sr. Youth (Gr. 9-12)	\$4,677	\$4,000
6042020 -- Jr. Youth (Gr. 6-8)	\$3,872	\$3,000
6042040 -- Volunteer Appreciation & Training (Youth)	\$648	\$2,000

# 2023-2024 Budget

<b>6050000 Administration</b>	<b>\$56,802</b>	<b>\$55,620</b>
6051000 - Office Supplies & Expenses	\$1,549	\$1,200
6052000 - Equipment & Hardware	\$3,283	\$3,400
6053000 - Software Programs	\$6,437	\$4,580
6054000 - Accounting & Legal	\$17,592	\$20,050
6055000 - Memberships & Affiliations	\$22,647	\$21,190
6056000 - Staff Team Expenses	\$567	\$700
6057000 - Service Charges	\$4,726	\$4,500
<b>6060000 Operations and Maintenance</b>	<b>\$63,755</b>	<b>\$60,890</b>
6061000 - Maintenance	\$11,648	\$9,700
6061010 -- Building	\$6,284	\$4,400
6061020 -- Ground	\$5,364	\$5,300
6062000 - Repairs	\$6,574	\$6,700
6062030 -- Mechanical	\$4,502	\$4,500
6062040 -- Other	\$2,072	\$2,200
6063000 - Utilities & Insurance	\$45,533	\$44,490
6063010 -- Utilities	\$30,623	\$29,410
6063020 -- Internet & Phone	\$1,271	\$1,380
6063030 -- Insurance	\$13,639	\$13,700
<b>6070000 Missions</b>	<b>\$61,760</b>	<b>\$61,800</b>
6071000 - Ongoing Supported Missions	\$61,760	\$61,800
6071010 -- Africa Inland Mission	\$3,000	\$3,000
6071020 -- BCM International	\$6,000	\$6,000
6071030 -- Geneva House	\$4,800	\$4,800
6071040 -- Inter-Varsity Christian Fellowship	\$6,000	\$6,000
6071050 -- Latin America Mission	\$2,400	\$2,400
6071060 -- Navigators	\$12,000	\$12,000
6071070 -- OMF	\$3,600	\$3,600
6071080 -- The Dale Ministries	\$3,600	\$3,600
6071090 -- Power to Change	\$10,800	\$10,800
6071100 -- Camp lawah	\$2,400	\$2,400
6071110 -- Kingston Pregnancy Care Centre	\$2,360	\$2,400
6071120 -- nightlight	\$1,200	\$1,200
6071130 --SIM Canada	\$3,600	\$3,600
<b>6080000 Benevolence Expenses</b>	<b>\$1,090</b>	<b>\$1,500</b>
<b>6090000 Special Project Expenses</b>	<b>\$5,885</b>	<b>\$5,760</b>
<b>6100000 Bethel House Expenses</b>	<b>\$41,300</b>	<b>\$25,340</b>
6101000 - Repairs & Maintenance	\$3,189	\$1,350
6102000 - Utilities & Insurance	\$21,577	\$19,710
6103000 - Loan Repayments	\$16,184	\$3,980
6103030 -- 318 Mortgage - principal payment	\$4,948	\$1,250
6103040 -- 318 Mortgage - interest payment	\$220	\$10
6103050 -- 324 Mortgage - principal payment	\$10,536	\$2,700
6103060 -- 324 Mortgage - interest payment	\$481	\$20
6104000 - Other	\$349	\$300
<b>6200000 Contingency fund expenses</b>	<b>\$0</b>	<b>\$3,000</b>
<b>Surplus(deficit)</b>	<b>-\$9,575</b>	<b>\$0</b>

# ANNUAL GENERAL MEETING

• TUESDAY, OCTOBER 25, 2022 •

*Membership Meeting Minutes*

BETHEL CHURCH, KINGSTON

ANNUAL GENERAL MEETING – 25 OCT 22

IN-PERSON/ZOOM

**ATTENDANCE:** 17 in person, of which 16 members  
12 via Zoom, of which 8 members  
**29 Total**, of which 24 members

## 1.0 WELCOME

1.1 *Call to Order* by Steve Dickey, Chair of the Board

1.2 *Review of Agenda* – no changes

1.3 *Confirmation of quorum* (at least 10 members required), by Carmen Gauvin-O'Donnell.

## 2.0 DEVOTIONAL

2.1 *Elders* – Dan Roy: challenges are not new to the Church. Paul wrote to the various churches about them in his day. In 2 Cor 4:16 we are reminded to maintain the perspective of Eternity despite those challenges.

## 3.0 OLD BUSINESS

3.1 **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.” **CARRIED.**

3.2 **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.” **CARRIED.**

## 4.0 REPORTS (NOTE: See the [2021-22 Bethel Church Annual Report](#) for complete reports)

### 4.1 *Ministry Reports – Highlights*

4.1.1 Family Ministries/Discipleship – Jamie Stinson, prayed for by Phyllis Turrell & Ken Vissers

4.1.2 Youth – Connor Price, prayed for by David Saleh.

4.1.3 Communication & Media – Keri Oosterhof, prayed for Jamie Stinson

4.1.4 Church Administration/Bethel House (Dave Stewart away due to illness) – Carmen

# Minutes - Annual General Meeting

Gauvin-O'Donnell, prayed for by MJ Dempster

4.1.5 Elders/Missions – Ken Vissers, prayed for by Steve Dickey

4.1.6 Board of Directors – Steve Dickey, prayed for by Dave Dempster

4.2 *Financial* – Treasurer highlights and presentation of motions – Steve Dickey (Jina Zhang-Salomons away due to illness)

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

4.2.2 **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.” **CARRIED.**

4.2.3 **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.” **CARRIED.**

## 4.3 NOMINATING COMMITTEE

4.3.1 **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.” **CARRIED.**

4.3.2 **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.” **CARRIED.**

5.0 **OTHER BUSINESS:** None.

6.0 **BETHEL PRAYS** – Jamie Stinson

7.0 **MOTION TO ADJOURN** by David Dempster. Seconded by Phyllis Turrell. **CARRIED.**

## MINUTES DRAFTED BY:

Carmen Gauvin-O'Donnell

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**STEVE DICKEY**

**BOARD CHAIR**

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**CARMEN GAUVIN-O'DONNELL,**

**ACTING SECRETARY**

# SPECIAL MEMBERS' MEETING

• SUNDAY, APRIL 30, 2023 •

*Membership Meeting Minutes*

BETHEL CHURCH, KINGSTON  
SPECIAL MEMBERS' MEETING  
SUNDAY 30 APRIL 2023, 12:00 pm  
IN THE SANCTUARY, AND LIVE STREAMING

## 1. WELCOME AND PRAYER – STEVE DICKEY (BOARD CHAIR)

- a. Call to Order
- b. Review and approval of the Agenda, moved by Brian Marchant, seconded by Michael Barrett. **CARRIED.**
- c. Confirmation of quorum – the Acting Secretary confirmed that a quorum of the membership was present and that the vote could take place. The vote would also include 15 votes received electronically prior to the meeting, and one proxy vote.

## 2. INTRODUCTION OF DANIEL CRITCHLOW AND QUESTION AND ANSWER PERIOD (1 HOUR)

## 3. SENIOR PASTOR CALL: SECONDED MOTION FROM THE BETHEL BOARD OF DIRECTORS:

*“MOVED, that the Reverend Daniel Critchlow be called to serve as Bethel Church, Kingston’s Senior Pastor, with a start date to be mutually agreed upon between himself and the Board of Directors.”*

## 4. SECRET BALLOT VOTE, AND COUNT BY THE ACTING SECRETARY (Carmen Gauvin-O’Donnell), A STAFF MEMBER (Jamie Stinson), AND A BOARD-ELDERS’ COUNCIL MEMBER (Daniel Roy)

1. 66 members were eligible to vote
  1. 36 (35 members + 1 proxy) voted in person
  2. 15 voted online
  3. 15 did not vote

## 5. REPORT OF VOTE RESULTS TO THE CONGREGATION – STEVE DICKEY

The motion **CARRIED**. *There was loud congratulatory applause and rejoicing by all present.*

## 6. EXPLANATION OF NEXT STEPS TO THE CONGREGATION – STEVE DICKEY

- a. Prayer by David Dempster, Dave Saleh and Daniel Roy



## Minutes - Special Members' Meeting

1. For Daniel and his family: That the Lord prepare his heart and that he stay close to the Lord in these days; that the Lord prepare our church family for his arrival.
  1. Preparations to move – that the Spirit would help them finish well in Germany.
  2. Housing and other necessities in Kingston
- b. Daniel is to meet individually with the staff and the lawyer next week – pray for productive meetings and a quick immigration process and an end to the Public Service strike.
- c. Pray for the budget process to be completed successfully and all pledges to be received
- d. Staff and leaders – pray for them to continue keeping our church ready to worship in Spirit and in Truth every Sunday.

**7. MOTION TO ADJOURN** by Carmen Gauvin-O'Donnell, seconded by Phyllis Turrell. **CARRIED.**

The meeting closed at 1:30 pm.

# BUDGET MEETING

• TUESDAY, JUNE 13, 2023 •

*Membership Meeting Minutes*

**Bethel Church**

**Congregational Meeting – Via Zoom**

**Tuesday, June 13, 2023**

Attendance: 19 members, 3 adherents, 8 proxy votes

1.0 **OPENING REMARKS AND PRAYER:** Steve Dickey (Board of Directors, Chair) chaired the meeting and Ken Vissers (Elder’s Chair) opened in prayer.

2.0 **APPROVAL OF MINUTES**

Motion: *On a motion duly made, seconded, and carried, be it resolved that the minutes from the May 3, 2022, Congregational Meeting, are approved.* Carried.

3.0 **2023/24 BUDGET – Overview of operating budget** - Jina Salomons (Treasurer):

- This budget will look different from our “pre-Covid” budget reports as staffing and attendance losses have changed our needs and our financial resources. It is expected that our congregation and income will increase with a Senior Pastor in place, however, this is unlikely to happen immediately, so this budget reflects our *current* priorities and is based on last year’s income. We expect to evolve towards a “new normal” with increased resources and as we incorporate the priorities of our new pastor.
- Staff salaries make up 60% of the budget. The proposed increase in “Salaries, Benefits, & Allowances” reflects the hiring of a new Sr. Pastor, while the decrease in “Worship & Teaching” is due to less need for pulpit supply fees. Other department budgets have stayed much the same.
- “Total Income: Future Pastor Fund Income”: A congregational appeal is underway to raise \$65K to help transition us financially through the hiring of a new pastor; \$42K has been raised to date. The budgeted \$33K shortfall is proposed to be transferred from previously banked surpluses. Praise the Lord that God was preparing us for this financial drought during an earlier time of plenty!

A new \$50K line of bank credit is being established as a safety net, should finances not improve as quickly as expected.

- “Bethel House (BH) Expenses” has a reduced budget as both mortgages will be paid off during the year.

# Minutes - Budget Meeting

- Note: To avoid confusion, and because this special project was *not* part of the Operating Budget, this report does not include the CERB donation provided by the government during Covid. This involves a \$60K loan, 20K of which would be forgiven, and free of interest charges, provided the remainder is paid back by Dec 31, 2023. The \$20K “forgiven” was reported as income last year, and the \$40K used for a BH Special Project: 324 Johnson’s 3<sup>rd</sup> floor renovation and bathroom addition. The plan is to pay the \$40K off at the end of this year. (If the \$40K is *not* paid off by then, in full, Bethel would be expected to pay back the full \$60K which would convert to a government loan with interest.)

## Discussion

Q. Can we keep deferred items in the budget as “place holders”, so we don’t forget about them?

A. This budget does not include past programs (e.g. Constance Lake) that cannot currently be supported due to lack of financial and volunteer resources, although there’s every hope that past projects will return to the budget as resources allow. To allocate monies to deferred items would mean funds can’t be used for current needs and would artificially inflate the budget.

Q. Why is Nightlight being supported (Missions) when they are no longer running?

A. They continue to be supported as they are in the process of rebuilding with plans to re-open,

however, this, and all the Bethel-supported missionaries/agencies, will be reviewed this year to determine which still meet our funding criteria.

Q. Have solar panels been considered for the church roof to reduce electricity costs?

A. Unfortunately, the one-time government incentive subsidy offered in past is no longer available. It is not felt that it would pay for itself should we absorb the full installation expense, nor can we afford it at this time. This might be something for future consideration.

Motion: ***On a motion duly made, seconded, and carried, be it resolved that the Annual Operating Budget for the 2023/24 fiscal year in the amount of \$613,750, as presented, be approved.*** Carried.

Appreciation was expressed to Jina for her many hours of hard work in putting this budget together.

## 4.0 NOMINATIONS FOR BETHEL’S 2023 NOMINATING COMMITTEE – Steve Dickey:

The HR Director, 1 Elder, the Sr Pastor + 2 members make up this committee. It’s only responsible for finding candidates for vacant Board & Elders Council positions in time to be voted on at the next fall AGM. Committee members must be, or must be willing to become, church members, as do prospective leaders.

Motion: ***Julia Brook moved that Keri Oosterhof and Sue Vissers serve as members of the Nominating Committee.*** (Both were approached prior to this meeting and agreed to have their names brought forward). Pat Perkins seconded. Carried.

## 5.0 OTHER REPORTS

# Minutes - Budget Meeting

## 5.1 Elders –Immigration status update for our new senior pastor - Ken Vissers:

Bethel is providing documents as needed with a predicted 6-week immigration processing timeframe, which is on track with our desired start for Pastor Daniel Critchlow this August.

## 5.2 Board of Directors – Steve Dickey:

- Appreciation was expressed for the strong, positive members of this Directors’ team. Pray for a secretary as this position was not filled last year; thanks to Carmen Gauvin-O’Donnell for filling in.
- In the absence of a Senior Pastor, much of the Board’s focus was following up on the Pastoral Search Team’s recommendation, the results of which culminated in an offer of employment to Pastor Daniel Critchlow, which he accepted. The Board looks forward to future strategic planning with the new pastor, and HR policies are currently being updated.
- Elder’s Chair, Ken Vissers, was thanked for his role in supporting the staff, in the absence of Sr Pastor.

## 6.0 **NEW BUSINESS**

**6.1 Bethel House Pilot Project:** For several reasons, the Bethel Houses have not been at full capacity for a few years which has negatively affected cash flow. There is an exciting new proposal underway to run a pilot project for 318 Johnson as a “young adult missional house”, like Geneva House, to be overseen by Steve Kooy and Momentum ministries. This will run from Sept ‘23 – April ‘24 and be connected with Bethel’s students and young professionals. In addition to providing more stable income, it was felt that this would help Bethel be better stewards of our house resources at this time. Because it is only in its formative stages, this budget does not reflect this project.

7.0 **CLOSING** - David Dempster (Elder) closed in prayer.

8.0 **ADJOURNMENT** – Motion: ***Julia Brook motioned for adjournment.*** Ken Visser seconded. Carried.

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STEVE DICKEY

Chair, Board of Directors

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Minutes prepared by

DONNA DICKEY for Carmen Gauvin-O’Donnell

# INDEPENDENT AUDITORS' REPORT

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**BETHEL CHURCH, KINGSTON**  
**FINANCIAL STATEMENTS**  
**APRIL 30, 2023**

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## WITHEY ADDISON

The Royal Block  
366 King Street East, Suite 320  
Kingston, ON K7K 6Y3  
Tel: 613-544-5010  
Fax: 613-544-6106

### 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, 2023 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, 2023 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, 2023 and 2022, current assets as at April 30, 2023 and 2022, and net assets as at May 1 and April 30 for both the 2023 and 2022 year ends. Our conclusion on the financial statements as at and for the year ended April 30, 2022 was also 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**

Withey Addison LLP

Kingston, Canada  
September 26, 2023

Chartered Professional Accountants  
Licensed Public Accountants

# Independent Auditors' Report

## BETHEL CHURCH, KINGSTON STATEMENT OF FINANCIAL POSITION

APRIL 30,	GENERAL FUND	BUILDING IMPROVEMENT FUND	2023	2022
<b>ASSETS</b>				
<b>CURRENT</b>				
Cash - note 3	\$ 135,834	\$ -	\$ 135,834	\$ 136,766
Accounts receivable	5,970	-	5,970	13,120
	141,804	-	141,804	149,886
<b>CAPITAL ASSETS</b> - note 4	315,997	333,853	649,850	683,306
	\$ 457,801	\$ 333,853	\$ 791,654	\$ 833,192
<b>LIABILITIES</b>				
<b>CURRENT</b>				
Accounts payable	\$ 21,624	\$ -	\$ 21,624	\$ 12,003
Demand loans payable - note 5	3,913	-	3,913	19,688
Designated funds - note 6	52,325	-	52,325	37,726
<b>TOTAL LIABILITIES</b>	77,862	-	77,862	69,417
<b>FUNDS EQUITY</b>				
<b>INVESTED IN</b>				
<b>CAPITAL ASSETS</b>	312,084	333,853	645,937	663,618
<b>UNRESTRICTED</b>	67,855	-	67,855	100,157
	379,939	333,853	713,792	763,775
	\$ 457,801	\$ 333,853	\$ 791,654	\$ 833,192

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	2023	2022
<b>REVENUE</b>				
Donations				
Building improvement	\$ -	\$ 9,455	\$ 9,455	\$ 10,475
Church programs	2,954	-	2,954	4,034
Offerings	453,021	-	453,021	541,899
Interest and other income				
- note	7,022	-	7,022	8,595
Rental income	38,257	-	38,257	29,260
	501,254	9,455	510,709	594,263
<b>EXPENDITURES</b>				
Christian education	36,490	-	36,490	29,384
Schedule A				
Building improvement	-	29,377	29,377	29,377
Church programs	1,090	-	1,090	2,993
Mission	61,760	-	61,760	65,360
Schedule B				
Operating	133,989	-	133,989	129,109
Rental buildings	23,902	-	23,902	24,767
Salaries and benefits	274,084	-	274,084	343,599
	531,315	29,377	560,692	624,589
<b>DEFICIENCY OF REVENUE OVER EXPENDITURES</b>	(30,061)	(19,922)	(49,983)	(30,326)
<b>FUND - BEGINNING</b>	400,545	363,230	763,775	794,101
<b>INTERFUND TRANSFERS</b>				
- note 7	9,455	(9,455)	-	-
<b>FUND - ENDING</b>	\$ 379,939	\$ 333,853	\$ 713,792	\$ 763,775

See accompanying notes to financial statements

# Independent Auditors' Report

## BETHEL CHURCH, KINGSTON STATEMENT OF EXPENDITURES - SCHEDULE A

FOR THE YEAR ENDED APRIL 30,	2023	2022
<b>BUILDING IMPROVEMENT</b>		
Amortization - church building improvements	\$ 29,377	\$ 29,377
<b>CHURCH PROGRAM</b>		
Bethel Benevolent Fund	\$ 1,090	\$ 2,424
Refugee Fund	-	569
	\$ 1,090	\$ 2,993
<b>MISSION</b>		
Africa Inland	\$ 3,000	\$ 3,100
Bible Club Movement	6,000	6,100
Camp Iawah	2,400	2,400
Geneva House	4,800	4,900
Inter-Varsity Christian Fellowship	6,000	6,200
Latin America	2,400	2,500
Mea Pregnancy Support Services	2,160	2,160
Navigators	13,200	14,300
Other missions	3,600	3,900
Overseas Missionary Fellowship	3,600	3,700
Power to Change Ministries	10,800	11,100
Short-term missions	200	1,300
The Dale	3,600	3,700
	\$ 61,760	\$ 65,360

See accompanying notes to financial statements

# Independent Auditors' Report

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## BETHEL CHURCH, KINGSTON

### STATEMENT OF EXPENDITURES - SCHEDULE B

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FOR THE YEAR ENDED APRIL 30,	2023	2022
<b>OPERATING</b>		
Amortization - church building, furniture and computer hardware	\$ 13,971	\$ 12,176
Bank charges and interest	4,811	5,436
Dues and fees	22,647	23,963
Insurance	14,910	12,968
Office and general	11,213	10,966
Professional fees	17,592	21,301
Repairs and maintenance	18,222	16,360
Utilities	30,623	25,939
	<hr/>	<hr/>
	\$ 133,989	\$ 129,109
<b>RENTAL BUILDINGS</b>		
Insurance	\$ 2,613	\$ 2,500
Interest on mortgage	708	1,258
Repairs and maintenance	1,268	4,755
Utilities	19,313	16,254
	<hr/>	<hr/>
	\$ 23,902	\$ 24,767

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	2023	2022
<b>CASH PROVIDED FROM (USED FOR):</b>				
<b>OPERATING ACTIVITIES</b>				
Deficiency of revenue over expenditures	\$ (30,061)	\$ (19,922)	\$ (49,983)	\$ (30,326)
Items not requiring a cash payment				
Amortization	13,971	29,377	43,348	41,553
Change in non-cash working capital				
Accounts receivable	7,151	-	7,151	(5,976)
Accounts payable	9,622	-	9,622	1,293
Designated funds	14,599	-	14,599	12,776
	15,282	9,455	24,737	19,320
<b>FINANCING ACTIVITIES</b>				
Demand loan repayments	(15,776)	-	(15,776)	(12,689)
<b>INVESTING ACTIVITIES</b>				
Purchases of capital assets	(9,893)	-	(9,893)	(128,496)
<b>INTERFUND TRANSFERS - note 7</b>				
	9,455	(9,455)	-	-
<b>NET CASH USED</b>	(932)	-	(932)	(121,865)
<b>CASH - beginning</b>	136,766	-	136,766	258,631
<b>CASH</b>	\$ 135,834	\$ -	\$ 135,834	\$ 136,766

See accompanying notes to financial statements

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## BETHEL CHURCH, KINGSTON NOTES TO THE FINANCIAL STATEMENTS

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APRIL 30, 2023

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### 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

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 reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the year. These estimates are reviewed periodically and as adjustments become necessary, they are reported in operations in the period in which they become known. Significant items subject to such estimates and assumptions include useful lives of capital assets as well as accrued liabilities. Actual results may differ because of uncertainties relates to these estimates. These financial statements reflect management's best estimates taking into account all the information available at the balance sheet date.

#### (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%.

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## BETHEL CHURCH, KINGSTON

### NOTES TO THE FINANCIAL STATEMENTS

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APRIL 30, 2023

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#### 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 liabilities measured at amortized cost include accounts payable, demand loans payable and designated funds.

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, 2023

### 3. CASH

	2023	2022
Cash in bank	\$ 179,063	\$ 186,675
Outstanding cheques net of deposits	(3,229)	(9,909)
CEBA CreditLine	(40,000)	(40,000)
	<b>\$ 135,834</b>	<b>\$ 136,766</b>

### 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 and is non-interest bearing. On November 30, 2021 the outstanding balance on the revolving line of credit was 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, 2023 is \$60,000. Loan forgiveness of \$20,000 has been included in income in 2021 under interest and other income.

### 4. CAPITAL ASSETS

	Cost	Accumulated Amortization	2023	2022
Land	\$ 78,500	\$ -	\$ 78,500	\$ 78,500
Building - Church	244,902	172,262	72,640	67,839
- Church expansion	881,319	547,466	333,853	363,230
- Rental buildings	383,623	236,552	147,071	155,815
Computer hardware	23,728	21,887	1,841	2,465
Furniture/Equipment	92,963	77,018	15,945	15,457
Computer software	4,818	4,818	-	-
	<b>\$ 1,709,853</b>	<b>\$ 1,060,003</b>	<b>\$ 649,850</b>	<b>\$ 683,306</b>

Cost and accumulated amortization for the year ended April 30, 2022 were \$1,706,015 and \$1,022,709, respectively.

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## BETHEL CHURCH, KINGSTON

### NOTES TO THE FINANCIAL STATEMENTS

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**APRIL 30, 2023**

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#### 5. DEMAND LOANS PAYABLE

	<b>2023</b>	<b>2022</b>
Royal Bank demand instalment loan #1	\$ 2,688	\$ 13,515
Royal Bank demand instalment loan #2	1,225	6,173
	<b>\$ 3,913</b>	<b>\$ 19,688</b>

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 -

2024	<b>\$ 3,913</b>
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#### 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, 2023 of \$632,064.

#### 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.

	<b>2023</b>	<b>2022</b>
Future Pastor	10,163	-
Refugee	42,162	36,400
Youth Retreat Fund	-	1,326
	<b>\$ 52,325</b>	<b>\$ 37,726</b>



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## **BETHEL CHURCH, KINGSTON**

### **NOTES TO THE FINANCIAL STATEMENTS**

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**APRIL 30, 2023**

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#### **7. 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.

#### **8. 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, 2023:

##### **(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 2022.

# 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

# Vision Pathway

*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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