

Bethel Church
 • 314 JOHNSON STREET •

Bethel Church

Annual Report (2018-2019)

From There To Here

Bethel Church (c. 1874)
 Artist Unknown

Bethel Church (c. 1999)
 A.R. Cooke

Bethel Church (2019)
 Michaella Fortune



Bethel Church

2018-2019 Annual Report

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Governance Reports

PASTORAL REPORT

• 2018-2019 REPORT •

Mark Kotchapam, Senior Pastor

Are we there yet?

One writer said that we suffer from destination impatience. We rush through life, always in a hurry. To get to where, we do not know. The late cardiologist Meyer Friedman coined the phrase “hurry sickness” to describe this rushed, worried, preoccupied, time-poor quality of our lives after his upholsterer noted the unusual pattern of wear on the chairs in his waiting room. Apparently, they had only become worn out along the front edge. With nothing to do other than wait to meet with their cardiologist, people were literally sitting on the edge of their seats. Are we there yet? (John Ortberg)

I am not sure if you have been sitting on the edge of your seats, or sleeping in your seat, but in case you haven't noticed, Bethel has moved...

From There to Here!

Incorporation (which the congregation voted on in 2012) has finally arrived! As you read this report, the switch will have been flipped on May 1st. Yet as we look back just upon 2018 we have made great progress. It is not nebulous or random, but very intentional, prayerful, and in line with a biblical blueprint. More on that in a moment!

We certainly have hit some real celebratory destination points along the way in a number of areas in the past year. Here is a sample (there is more in-depth reporting in the following pages):

- Incorporation (in process since 2012)
- Discipleship
- Stewardship
- Refugees
- Family and Youth Ministry
- Bethel Houses
- Missions – Local and Global
- Salvation – people coming to Christ
- Volunteerism – people stepping up, which has been encouraging
- Leadership – leaders stepping up
- Healing and restoration

As you read the reports, thank God for what He is accomplishing in your church.

However, along the way, we have also experienced some real learning curves:

- For example, culture is shifting at break-

neck speed (I mentioned this in last year's report) which can make pastoring, shepherding and leading in the local church tricky business. “Are we there yet?” can sometimes be replaced by the question, “Do we know what we are doing yet?”

- We have people who are now occasional participants who, at one time, were knee-deep in the Gathered Church. This is something that is happening across Canada. This makes it hard to know at times who is in and who is out... who is in need, and who just wants privacy? Challenging people to take the next step in their discipleship can be like herding cats, or pushing water uphill.

- We have had some people exit Bethel, not because they have moved, but simply because they have moved on from Bethel. This can happen for all kinds of reasons. This can affect our church culture. We have tried to learn from some of these departures with exit interviews. We learn and gain invaluable insights from our wins, and we learn from our losses. Believe you me, there is lots to be incredibly encouraged about in leadership... and there is lots to keep one humble.

- We are in the midst of a sexual revolution - have you noticed? Observers of culture say we are in the midst of a very militant,

secular, sexual revolution that involves all parts of society.

- Social media was supposed to connect us, but at times, we must wonder if it is an instrument for tearing us (as a culture) apart.

- Our culture unfortunately seems to mirror more and more the ominous situation described at the end of the Book of Judges: “In those days Israel had no king; everyone did as they saw fit.” (Judges 21:25).

- We are not only experiencing greater marginalization, but even hostility and intolerance toward expressions of a Christian worldview.

- There is unending pressure for people to compromise their core beliefs under the guise of adaptation. To not do so means that you will pay a price.

- We also have a new generation rising up called Gen Z (age range from 13-18), described as having no religious identity / truly post-Christian. They are self-proclaimed atheists at a rate which is double that of the general population. They are also described as fluid regarding gender.

I think you perhaps can understand why the question is not always, “Are we there yet?”, but perhaps “Do we know what we are doing yet?”

SENIOR PASTOR REPORT

Here is another question, “Do we know who we are becoming?” The answer is an emphatic yes!

When Jesus stood up and spoke in the synagogue 2000 years ago, he was stating the direction every local church should head - the Gospel Vision. At Bethel we believe that vision is already established by these visionary words of Jesus:

“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 4:14-19).

It is in this reading that we are confronted with the Gospel Vision - literally the “good

news” vision. On the one hand, the poor include those in bondage caused by lack of education, or because of gender, religion, ethnicity, lack of economics, and the need for justice. But there is another aspect to what Jesus said - it is that the heart of every single person is sentenced to the poverty of sin, and of death, that can only be dealt with by the Person, the Truth, and the Power of Jesus the Christ. So like two sides of a coin, there are two sides to the Gospel Vision, justice and forgiveness. Without both sides, you don’t have a Gospel Vision. We are to become more and more like Christ in living out this Gospel Vision.

As your Senior Pastor I can say that your leadership team (the staff, Board of Directors and Elders’ Council) are committed to a biblically-centered church, whose Head is

Christ and whose strength is the work and ministry of the Holy Spirit. Our ambition is not numbers but discipleship, not budgets but people, and not more programs, but more people coming to faith and growing in that faith, and with increasing measure reflecting the image of Jesus!

So... “Are we there yet?” We’re on the way! “Do we know what we are doing yet?” Yes and no! We continually need God’s wisdom as we travel on this journey together. “Do we know who we are becoming?” The answer is an emphatic yes!

*Respectfully submitted,
Mark Kotchapaw*

INTERIM BOARD OF DIRECTORS • 2018-2019 REPORT •

Brian Marchant, Interim Board Chair

OVERVIEW

The latest iteration of the Interim Board of Directors (IBoD) was inaugurated at the September 2018 IBoD meeting. The IBoD was made up of the following people and positions:

- Tiffany Nazareth: Board Secretary and First Director*[^]
- Chris Ellis: Vice Chair and First Director*
- Brian Marchant: Chair
- Steve Ditmore: Buildings and Grounds and First Director*
- Dave Dempster: Finance
- Stacey Wolfrom: HR and Risk
- Amos Cohoe: Elder
- Dirk Bouma: Elder
- Doug Brown: Elder and First Director*
- Carmen Gauvin-O'Donnell and Pastor Mark Kotchapaw are ex-officio members of the IBoD

*The First Directors are those persons appointed by the membership in 2018 with legal directorship responsibilities under the new corporation.

[^]Tiffany has since resigned from the IBoD but retains her First Director status

The IBoD has operated in a governance role on behalf of the Bethel membership, overseeing the “business” of the church this past year. Below are the highlights from the IBoD’s meetings.

SEPTEMBER 2018

- Confirmation of the new IBoD design and operations, creation of IBoD sub-teams
- Assigning people to IBoD positions on an interim basis
- Confirmation of the existing Nominating Committee
- Review of newly-developed policies that are either needing to be created or are in development

OCTOBER 2018

- Reports from sub-teams
- Review of status of pathway to incorporation
- Review of financial report and other financial matters
- Ongoing meetings schedule development and discussion

NOVEMBER 2018

- Update on sub-team status, reports from various sub-teams
- Review of status of pathway to incorporation
- Approval of various Buildings and Grounds matters
- Discussion re: Pastor Mark’s 10 year anni-

versary celebration plans

- Review of financial report and other financial matters

JANUARY 2019

- Review and approvals re: Bethel House interim plan
- Review of status of pathway to incorporation
- Approval of Board meetings schedule
- Review and discussion re: HR sub-team direction and activities
- Discussion re: B&G large funding items for upcoming budget process
- Review of financial report and other financial matters including creation of a budget team and process
- Discussion and approvals re: Nominating Committee make-up and process

MARCH 2019

- Review of status of pathway to incorporation including plans for April membership meeting
- Review and discussion re: ongoing policy development
- Review and discussion re: HR sub-team and

participation in staff performance reviews

- Review and discussion re: various Building and Grounds items
- Review of financial report and other financial matters including ongoing budget process

APRIL

- Board oversight of the Membership meeting (minutes available separately)

MAY

- Board oversight of and participation in matters related to resignation of Pastor Curtis

LOOKING FORWARD

The IBoD has primarily concerned itself with getting the governance structure and policies organized through the creation of positions, defining the scope of those positions, creating sub-teams for each operational category and enabling those sub-teams to undertake work necessary for the healthy functioning of the IBoD.

In addition, the IBoD has shepherded well the process that is leading us to the completion of the incorporation process.

Most recently, we were actively engaged in all matters associated with the resignation of Pastor Curtis from our staff.

The Lord has blessed Bethel Church in so many ways this past year, helping us to be effective in our ministry efforts and pursuits. We are truly thankful and humbled by His love for this congregation. Thanks to each of you for your prayers on our behalf. It has been our privilege to serve the membership and adherents at Bethel throughout this past year. We wait with anticipation to see what He will do to us and through us in the coming year!

On behalf of the IBoD members,

Brian Marchant,

DEACONS' BOARD

• 2018-2019 REPORT •

Steve Ditmore, (former) Deacon Board Chair

This has been a transition year for the Deacons' Board. Steve Ditmore (chair), Tiffany Nazareth, Stacey Wolfrom, Ron Lambert, Scott Wylie and Brian Perkins greatly appreciated the help of Carmen and Keri as well the guidance of Pastor Mark. Direction and assistance by Steve Dickey was crucial in assisting us with financial matters prior to the Interim Board of Directors taking on the Finance portfolio in the Fall.

FINANCIAL REVIEW

One of the greatest tasks for the Deacon's Board is predicting and balancing the financial needs of the church (i.e. ministry, facilities, supporting resources) with the expected income and occasional unknown expenditures. This year there were no major projects completed. The Deacons anticipated and planned for upcoming major expenses such as roof repairs, etc. The usual unexpected property and infrastructure repairs were met including the need to place railings in the balcony area. And after years of prayer and searching, the Deacons were able to transfer the financial budgeting to David Dempster and his team midway through this fiscal year. The process of building the fiscal budget for 2019 was coordinated and processed by the IBoD's Financial Team.

BETHEL HOUSE

This valued ministry has been led by Lisa Porter with the assistance of Steve Cous-

ineau. This ministry continues to deliver exceptional service to those in need. We want to thank Lisa for her time served as coordinator of this ministry. She will be difficult to replace.

FACILITIES AND MAINTENANCE

This year we again enjoyed the benefits of a successful Cleaning Bee. We are thankful to Donna Dickey for coordinating the arrangements, and to all who participated.

In anticipating likely future needs, we have identified top facility priorities such as budgeting funds for major roof repairs. It is expected that within the next few years we will need to replace the roof of the main church building, either repair or replace the roof over the Upper Room and replace the sanctuary eavestroughs. As with any "mature building" there are many needs for upkeep as well as multiple repairs. Our plan is to make these repairs while diligently monitoring our expenditures. These duties of the Deacons will be transferred to the new Board. The Building and Grounds committee of the new Board will look after these needs as this transition occurs and into the future.

In anticipating our future physical plant needs, we have prioritized a major roof repair and are building up our savings accordingly.

LEGAL AND POLICY

The Interim Board of Directors has been diligently working to lay the groundwork for incorporation. We appreciate the dedication and efforts of Tiffany Nazareth and Scott Wylie as Deacon representatives on the IBoD.

BOARD HUMAN RESOURCES

With this year being a transition from the Deacons to the Interim Board of Directors, the Deacon members have been adapting as required. The new Board required 3 current members of the Deacons to volunteer for its formation. Stacey Wolfrom, Tiffany Nazareth and Steve Ditmore transferred to the new Board. We are grateful to Ron Lambert, Brian Perkins and Scott Wylie for the wisdom and dedication that has helped to guide our decisions and for their continued help during this transition.

I.T. AND RELATED EQUIPMENT

The Deacons continue to be grateful to Jeff Babcock for all of his assistance in guiding the maintenance, purchases and installations of our audio/visual equipment.

CLOSING THOUGHTS

As the leadership team at Bethel continues to work together towards incorporation, we ask for your prayers of wisdom and unity.

*Blessings,
Steve Ditmore, on behalf of the former
Deacons' Board*

FINANCE COMMITTEE

• 2018-2019 REPORT •

Dave Dempster, Treasurer

Since our committee's formation in the fall of 2018, we have met several times and communicated regularly on-line. Over the course of a number of meetings and on-line communications, we have accomplished the following:

- Defined roles for each team member and prioritized tasks;
- Conducted a review of Bethel's lengthy financial policy as we prepared for incorporation of the church and made necessary revisions to update the policy. The final eighty-page document has been submitted to our church administrator and the Board of Directors for approval;
- Set up a new bank account to accept corporate share donations, which is a first for Bethel. That was an intensive process involving regular dialogue with the bank and careful investigation into U.S. tax laws since the shares are from a U.S. holding company. This was a sharp learning curve for all of

2018/2019 FINANCIAL TEAM

The first financial team of Bethel Church as an incorporation consists of:

- Dave Dempster: Treasurer
- Jina Salomons: Assistant Treasurer
- Heather Losier: Envelope Steward
- Lisa DeVries: Head Teller
- Sophie Sage: Financial Consultant
- Steve Dickey: Financial Consultant

Sandy Sheahan also provided valuable input at the outset of the committee in the fall.

us, but we have a solid base from which to operate on this front;

- Submitted monthly financial updates via the church bulletin to keep all apprised of the financial status of Bethel;
- Organized a regular spotlight on stewardship;
- Did a thorough analysis of a church app that has the potential to save costs and make it easier for adherents and members to donate;

- Formed a sub-team (financial committee members and church members) to strike the 2019/2020 budget;
- Streamlined and simplified the Chart of Accounts for the incorporated church (i.e. all the different categories that we use to track our income and expenses);
- Transitioned to QuickBooks online from QuickBooks Desktop at a savings of \$2500 annually;
- Reduced the number of bank accounts to save bank administration costs.

On behalf of our financial team, we wish to thank Bethel's adherents and members for their generosity in giving to the work of the Lord here. We are thankful for what has been accomplished through the faithful giving, and we look forward to seeing how God will continue to bless as we commit our resources to Him.

*Respectfully Submitted,
Dave Dempster, Treasurer*

HUMAN RESOURCES

• 2018-2019 REPORT •

Stacey Wolfrom, HR Director

As with all of the new portfolios in our interim Board of Directors, there has been a concerted effort this inaugural and interim year to review past processes and prioritize areas of focus in order to best support the upcoming incorporation of Bethel Church.

The first priority area identified for the HR portfolio was the standardization of annual pastoral performance reviews. As the HR Director, I had the opportunity to work with Pastor Mark and participate in the performance reviews with Pastors Amanda, Curtis, and Jamie. A new goal-setting and evaluation tool was designed and trialed during this time. Once the staff have an opportunity to complete the tool and review it with Pastor Mark, they will provide feedback on its utility.

As the performance reviews for the Senior Pastor have historically been completed by the Elders, a decision was made to wait until the new Elders' Council is in place before proceeding with Pastor Mark's review. Moving forward, this process will be co-lead by the Elders and HR Director.

The second focus area for HR has been the review and revision of existing policies. All existing HR related policies have been reviewed and prior to finalizing any revisions, staff will be engaged to ensure that our internal policies and processes are accurate and supportive of the required operations.

In addition to this planned work, I worked closely with the interim Board Chair, Brian Marchant, and Pastor Mark at the end of the fiscal year in addressing concerning allegations that were brought forward regarding Pastor Curtis. The Board explored this with Curtis and ultimately determined that there was irreparable damage to the trust that had been bestowed upon him as Youth Pastor. The Board asked for, and received, Curtis' resignation on May 2, 2019 and this was communicated first to the parents and volunteers involved with Youth Ministry on May 6, 2019 and second to the broader church body on May 12, 2019. This report is being written prior to significant discussions having taken place regarding a new search process but it is anticipated that a new committee will be struck with the intent of recruiting to the position of Youth Pastor.

Finally, one of the key goals for fall and winter of fiscal 2020 will be building the HR sub-team portfolio. Although there have been a number of highly experienced and qualified individuals offer consultative services to the HR Director, there is no current sub-team that meets with regularity.

NOMINATING COMMITTEE

This year's nominating committee was made up of 5 members:

Tiffany Nazareth,

Jennifer Ellis,

Tracey Thomson,

Brian Marchant (co-chair)

Stacey Wolfrom (co-chair)

We were able to find willing and able candidates for all three Elder positions along with the positions of Board Secretary and Vice-Chair. These five members will be voted on at the AGM in June 2019.

I am deeply grateful for the way that God has brought together our interim Board this past year and look forward to welcoming our new members.

*Blessings,
Stacey Wolfrom*



Ministry & Office Reports

DISCIPLESHIP & WORSHIP

• 2018-2019 REPORT •

Amanda Van Halteren, Associate Pastor

There.

Almost five years ago I came to Bethel where there were a few small groups running under the leadership of a volunteer team of wise people with a heart for discipleship. In the past four years I have seen the long-term life group ministry grow substantially in terms of participation and depth. Particularly in the area of prayer, I have seen immense growth: prayer is more and more part of WHO we are, and not just something we DO. We have seen more people engage with our short-term groups and core discipleship curriculum than ever before, including more student leaders. (More below.) Transformation is catching!

Here.

This past year held some of the most surprises and stretching seasons in my leadership journey at Bethel Church. It has been filled with some amazing “firsts” and some unexpected situations that have challenged me to grow as a leader but also in my dependence on Christ.

Discipleship: From There to Here.

This year marks the FIFTH year of my ministry time here at Bethel, and this season I have seen a shift in people’s expectations and desire for growth and direction in their spiritual lives. I have seen this in a few tangible ways (much of the work of ministry is intangible!) and so I celebrate some of these:

- The expectation that short-term groups will be offered in the fall, winter and spring
- The core curriculum developed into the life of the church (including preaching)
- New people to Bethel plugging into discipleship quickly
- Seekers and new believers engaging with studies alongside mature believers
- Growing intergenerational interaction through these groups
- People taking ownership of their own growth
- Three new initiatives, as detailed below

1. RIGHTNOW MEDIA • EASIER ACCESS TO QUALITY RESOURCES. (A NEW LAUNCH!)

This year we launched a great online discipleship resource called RightNow Media – which makes thousands of quality resources (teaching, bible studies, kids’ videos, leadership training etc.) available at

people’s fingertips. From the initial launch last summer until now – we have had about 300 users overall (150 people who regularly engage with this tool). We also were able to incorporate this app with our Sunday teaching series at Easter – using a six-week series titled the “Easter Experience” (on RNM) and developing our own questions and prayer focus that was available through the app. This was also the first time we asked as many people as possible at Bethel to journey together, focusing on one theme at one time. The following are some numbers from this study:

- 100 40-day devotionals taken home
- 25 people (on average) attended our Easter Experience Thursday night LIFE Group
- 100 new users joined RightNow Media (part of online discipleship)
- Over 75% of our long-term LIFE Groups participate in this study!!
- Many new faces on Easter morning!

2. SHORT-TERM GROUPS

These groups are offered with a specific focus or theme for a specified time. They usually take place at the church and tend to be more teaching-based. We have established a framework for short-term Life Groups that are offered in three seasons: Fall, Winter, and Spring. This is exciting because it allows us to:

- Consistently create connections for new

Apprenticeship

When talking about discipleship at Bethel we use the analogy of “apprenticeship” (borrowed from Dallas Willard with influence from others). Just as an apprentice is a novice in a trade, and so must learn the skills and gain experience through practice, so it is when we follow Jesus. We are new to Kingdom Living (which is the trade of an apprentice of Jesus) and we must learn the skills, the mindset and the posture of an apprentice of the Kingdom. We do this through studying the Word (the handbook) and living in relationship with the WORD (the Master – Jesus Himself) who empowers us through the Holy Spirit. The relationship with the Master is cultivated through prayer as well as reading the Word. The family trade, kingdom living, is learned as we practice living in this world with the same heart and priorities as Christ. The majority of discipleship resulting in personal transformation will happen (and needs to happen!) in relationship with other apprentices and this is the importance of walking closely with a few. And as we live this out, we want to share this love with our neighbours.

people to Bethel in a smaller setting

- Create space to mix different life stages, ages, and people in different places in their faith
- Provide core curriculum or curriculum that re-enforces Sunday teaching or other

seasonal initiatives

- Address specific skills, doctrine, or address pastoral and cultural issues through discussion and teaching

We ran a number of Short-Term Groups this year, covering a wide variety of discipleship topics. (Attendance is noted in brackets).

FALL 2018 GROUPS

- *5 Things God Uses To Grow Your Faith* (20) | language for growth
- *Contagious Christianity* (15) | sharing faith
- *Laugh Your Way To A Better Marriage* (40) | relationships
- *SHAPE* (15) | spiritual gifts
- *ALPHA* | for seekers; launched in partnership with Geneva House

WINTER 2019 GROUPS

- *Foundations of the Faith* (12) | biblical thinking
- *Financial Fitness* (15) | stewardship
- *Battle Plan for Prayer* (30) | prayer

Many long-term life groups continue to meet together in homes across the city. This year I asked home groups to go deeper on learning how to share their faith with their friends and colleagues through studying *Contagious Christianity*. We are seeing a growth in the number of seekers in our community as a result, with people growing in confidence to share their stories with their non-believing friends. Many groups engaged with our Easter Experience as well, which was another first.

I am thankful for the people who continue to step up and lead, facilitate, and make others welcome in our discipleship groups. Please continue to pray for our current leaders and for future leaders as we are always in need of more leaders.

3. TEDD TALKS: THEOLOGY. EDUCATION. DISCUSSION. DISCIPLESHIP (A NEW LAUNCH!)

TEDD Talks are special events throughout the year featuring practical tools, skills, and knowledge to help you grow as a disciple of Jesus. Various pastors, teachers, and trusted

leaders within the Bethel community lead these 60-90 min. talks, followed by a time for discussion and questions. We had a great turn-out for these events, from 15-40 people. Below were some of the topics that were covered:

- Postmodernism: “I do not think that word means what you think it means”
- Hearing God Through Scripture
- All About Baptism
- Won’t You Be My Neighbour: Embracing Refugees
- Just for the Fun of It: Reading in the Age of Netflix
- TEDD Becomes A Member: Why Membership Matters

We are looking forward to continuing to develop quality teaching and discussion on a variety of topics and how they intersect with faith. Stay tuned for more details!

IN PROCESS: MEN’S DISCIPLESHIP INITIATIVE

Behind the scenes (and still in the growth-and- development stage) we have been working to create space for men to develop community, prayer, study, and accountability for their gender and life stage. There are currently a few groups in the launch phase, and the community is growing in depth and vulnerability. We are excited to see what God does, and how He uses this ministry to build men of faith and strength in our community. We are also looking to multiply these groups to include more men in the future.

Worship: From There to Here.

There is a phrase in ministry that goes something like: “Sunday comes around every week.” And it does – but it wouldn’t happen without the dedication and heart of our worship leaders, team leaders and musicians. Many people working behind (and in front of) the scenes to make our Sunday services a space to re-align our affections and hearts to the beauty and wonder of

God and His Kingdom. I am thankful for all our volunteers, and our team leaders.

Team Leaders

- Julia Brook | **Visual Team**, 8 members
- Mark Babcock | **Sound Team**, 6 members
- Jeff Babcock | **Tech Advancement**
- Steve Gammon, Broncos Lai & Jeannie Prinsen | **Worship Leaders**, approx. 20 vocalists and musicians
- Mike & Tamara Barrett | **Coffee & Conversation**, 20 members
- Janet Lee, Caroline Cuthbert, & Monica Stewart (retired) | **Greeter Teams**, 40 members
- Lisa deVries | **Teller Team**, 12 members

All these individuals give of their time, their money, their heart and their skills to our community so that we can continue to worship and grow together and respond to God’s heart.

A FEW “FIRSTS”

(At least in my time at Bethel!) Thanks to Steve Gammon’s leadership and initiative this year, we had a few services lead by our youth. We had a lot of positive feedback from these services as many people were encouraged by their presence and energy in worship. The youth also had a great experience as they lead the church in worship. We are looking forward to more services that integrate our community.

We also had a prayer & praise evening of worship for our music teams. We had many of our musicians and vocalists come out and spend an evening together singing, praying, & fellowshiping with each other. This was a time of great encouragement for our team, but also where we were able to worship together without the pressure of a service. We are hoping to be able to do this again in the future.

I continue to be thankful for the prayer and support of the Bethel community as we journey from *here* to wherever “*there*” is in the future!

*Respectfully submitted,
Amanda Van Halteren*

FAMILY MINISTRY • 2018-2019 REPORT •

Jamie Stinson, Family Ministries Pastor

The Orange Strategy has been the vision for Family Ministries since I began at Bethel in 2009. This annual report reflects how we've gone *from there to here* in the last 10 years! I will also be giving some *shout outs* along the way to people who that helped us get from there to here!

NURSERY (AGE 0-2)

The Nursery continues to be a busy place on Sunday mornings! There are lots of new babies and toddlers running around our church. We currently have 23 babies and toddlers on the roster and 4 more on the way including another set of twins!

This past year we have had to increase our volunteer staff again in the nursery each Sunday. We now have 4 people who are eager to look after your little ones.

The video and audio feed in the library is getting lots of use in both services and has been helpful for those who need another space to participate in the service.

Shout Out!

We have a wonderful team of Nursery volunteers who look after our babies and toddlers and make them feel welcomed and loved at Bethel. Be sure to thank them if you see them!

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 to Sr. Kindergarten. 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

Orange Strategy

At Bethel we love the colour ORANGE; however, 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 | Five fold:

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 everyday 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.

it makes a LASTING IMPRESSION on the heart of a child.

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

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

We have had a wonderful team of leaders who teach this age group. The Waumba Land is decorated each month with our monthly theme. We currently have 15

preschoolers on our attendance roster in Waumba Land. Thanks so much to each and every one of our teachers for your commitment to this ministry.

Shout Out!

Shout out to **Katherine Harini** for teaching Waumba Land on many of the holiday Sundays, and jumping in on many Sundays when our student volunteers are away. Like all of our volunteers, Katherine loves the preschoolers in Waumba Land, and her willingness to fill the gaps is greatly appreciated!!

UPSTREET (GRADES 1-5)

When our elementary aged kids show up to UpStreet on Sunday morning, we want them to know that the Bible is NEVER 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.**

Everything that we teach flows from Three Basic Truths:

- 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

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

Sarah Kreick continued to do a great job leading our children in worship. She has been leading our kids in worship for the past 4 years. We also have 9 volunteers for our Large Group teaching time, as well as a team of 10 Small Group Leaders who are committed to building relationships with a small group of children. This model continues to work really well. These leaders love and care for our kids and desire to see them grow up into totally-devoted followers of Christ.

We use the "252 Basics" curriculum and have focused on the following themes this year:

- *Initiative*: seeing what needs to be done and doing it (September)
- *Contentment*: deciding to be okay with what you have (October)
- *Cooperation*: working together to do more than you can do alone (November)

- *Compassion*: caring enough to do something about someone else's need (December)
- *Self Control*: choosing to do what you should do even when you don't want to (January)
- *Service*: lending a hand to help someone else (February)
- *Individuality*: discovering who you are meant to be (March)
- *Hope*: believing something good can come out of something bad (April)
- *Perseverance*: refusing to give up even when life gets hard (May)
- *Power Up*: putting our trust in Jesus gives us the amazing gift of the Holy Spirit (coming up in June/July)

In July and August, we will once again be scaling back our program in order to give our volunteers a little break. Starting June 30, 2019, children will join their parents in the service for worship and will be dismissed during the offering. We will resume our regular format on September 8, 2019.

Shout Out!

Shout out to **Amos Cohoe** who has been a volunteer in UpStreet for 10 years! For 8 years he was a small group leader to grade 3-5 boys. Last year he became a father to sweet little Bea, but he continues to teach Large Group once a month, and he has jumped in as small group leader for our boys when regular leaders are away. Amos has also been an Elder for 6 years and is involved in the Kingston community. Thank you so much, Amos, for your many years of coming alongside this ministry and being another voice in the lives of our children. May you be encouraged today knowing that you are making a difference in the next generation!

FAMILY MINISTRIES COORDINATOR: RUTH GAUCHER

Ruth has become a wonderful colleague and a valued member of our staff team. She does a great job of keeping the UpStreet program running each Sunday with all of its responsibilities. She continues to hone her leadership skills and I've appreciated her wisdom and thoughtfulness on many occasions. She is so great and I'm grateful that I get to work with her!

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

We have a monthly UpStreet Update and Waumba Land Update to better inform parents about what we are teaching the children and what events are coming up.

In an effort to help parents to continue teaching what we are teaching at UpStreet, we have also been handing out the "Family Take Home Experience." Each month Ruth and I brainstorm together to come up with something engaging that families can do together to help drive home the monthly Life app. Our Family Experience Take Home included:

- September: "Back to School" Salvation Army Initiative
- October: "The Contentment Game" Wristbands
- November: "Cooperation Challenge"
- December: "Christmas Countdown"
- January: "The Chocolate Bar Challenge"
- February: "Service with a Smile"
- March: "Individuality Clings"
- April: "Light in the Dark" Flashlights
- May: "My Great Perseverance Interview"
- June/July: to be determined

PARENTING WITH PARENTS INITIATIVES

- On June 3rd, 2018 we hosted a Mother/Daughter Brunch at Megalos Restaurant. We had 25 moms and daughters attend our flower-themed breakfast date. Everyone brought in items for the Kingston Pregnancy Care Centre. This year's event will be held on June 1st, 2019 at Megalos again. It will be our 6th year of this mom and daughter breakfast!
- We continued our Coffee 'n Kids program on Wednesday mornings for parents and

FAMILY MINISTRY

babies/toddlers. This provides a space for new parents to connect.

- In September, families brought in back-to-school items for the Salvation Army after school program.
- We offered the “Laugh Your Way to a Better Marriage” course for all married couples at Bethel.
- In December we joined with big church and brought in socks and underwear drive to give it different organizations around the city.
- Christmas Eve, we offered a family friendly Christmas Eve service.
- In February, we had a Family Fiesta Night for all our families in UpStreet and Jr. Youth. We had a potluck meal, and did some fun games in the gym.
- We dedicated 11 babies to Lord this past year and prayed for the families.

We will continue to experiment with different ways to partner with parents!

CLOSING THOUGHTS

There are so many other initiatives I get to be a part of here at Bethel. I enjoyed preaching a couple of times this past year. Being involved and facilitating the different LIFE groups including, “5 Things God Uses to Grow Your Faith”, “Laugh Your Way to a Better Marriage”, “The Battle Plan

A Message from Jamie to all Family Ministry Volunteers!

Dear Volunteers,

It never ceases to amaze me how many people it takes on a Sunday morning to run our children’s programs and to offer a well-staffed Nursery. It takes about 50 volunteers. Not every volunteer works every Sunday but on any given Sunday we need 16 volunteers for our programs to run well. If you are one of those volunteers, here is what I’d like you to know:

- You are not babysitting. Everything you do, from teaching Bible lessons to 4th graders to rocking babies, flows from your relationship with Jesus.
- I hope you are serving where you are thriving. Let me know if you think there might be a better fit somewhere else.
- The kids look forward to seeing you each week!
- Bethel could not fulfill its mission and vision without your sacrificial and loving ministry to children and families. To say that I so appreciate all of you feels like an understatement!

I appreciate you more than you’ll ever know! Thank you for showing up week after week to make a difference in the lives of our children.

Sincerely, Jamie

for Prayer”, “The Easter Experience” and “The Book of James” have also been on my highlight reel.

Being on leadership teams to plan the special events and services like: The “Socks and Underwear” Christmas Series, The Easter Experience Series, The Women’s Discipleship Event, are some of the other initiatives that I’ve thoroughly enjoyed. This year as I celebrate 10 years as the Family Pastor at Bethel, I’m thankful for all the different ways I get to grow in my leadership.

I know that I say this every year but I so appreciate working with such a great staff. We have gone through a lot.... but together we have navigated all the twists and turns with grace and truth.

I am just as excited about the upcoming year as I was when I began 10 years ago.

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



YOUTH MINISTRY • 2018-2019 REPORT •

Ruth Gaucher, Family & Youth Coordinator

Although I am saddened by the recent situation with Curtis, I am confident that, even in the brokenness, God has been faithfully present. As the school year comes to close, I am able to see all the places where He has been at work, not only in the youth's lives but also in the youth leadership team, the parents, and the Bethel community. There has been so much time spent together in various events and in learning more about the Bible and God. From the opening night with families where we had to guess between "Who said it: Ecclesiastes or Taylor Swift?", to the end of the year where families once again came together to eat and play and enjoy each other's presence, God has been shaping and growing numerous individuals.

The beauty of being created uniquely in God's image is that we all see the same things in different ways. Throughout this report, you will read a number of firsthand *testimonies* from youth leaders, parents, and students. As you read the unique views on what has been learned and seen over the past year, I hope you are as blessed by their insights as I was.

Youth Ministries

SERIOUS FAITH • GR. 6-8, SUN. MORNINGS

Serious Faith takes place on Sunday mornings, following Serious Fun on Friday nights! The aim of the program is to take our Grade 6-8 students and acknowledge what they already know: they're not really "children" any more, but intelligent young adults who are starting to ask their own questions about faith and following Christ. So our aim is to help them understand not only WHAT we believe as Christians, by WHY we believe it, and why it makes sense to follow Christ as they start to make their own way into the world (and also because "because I said so!" just doesn't cut it anymore!)

This year was no different: we were in Year 3 of a 3-year curriculum we've developed with a focus on what other faith systems/religions believe (and why Christianity can compete with them in the marketplace of ideas) and such other topics as Decision Making and the Will of God, as well as Spiritual Disciplines. We'll also be talking soon about "Teens on a Tightrope" (Big Idea Hint: "Emotions Make Life Delicious; Thinking Makes Life Safe." We need a balance of both! Can I get a witness?!) Can we just take a second to give a Shout Out to the Browns? Folks, Doug and

Maureen Brown have been with these kids, helping teach and lead them for YEARS! Their love and care for the young folk is a crown to them, and we thank God for them as we wrap up another year.

(Submitted by Carmen Gauvin-O'Donnell)

SERIOUS FUN • JR. HIGH, FRIDAY NIGHT

Serious Fun was seriously fun this year. We averaged about 10 junior highs throughout the year and were able to develop strong relationships with the kids who came consistently. We studied several different topics throughout the year, including: friendship, identity, the meaning of Christmas, authority, wisdom, prayer, and the Bible. We spent April and May delving deeper into the Bible by breaking into mixed small groups studying several passages of scripture and encouraging the youth to ask questions and really dig deep into what the Bible is saying. The youth leaders encouraged the youth to

ask questions, no matter how hard.

As the year progressed, we had lots of fun growing in relationship with each other and developing a strong community. One way did this was through some out of Bethel expeditions: we braved the Wolfe Island corn mazes, conquered giant snow mountains, and scavenged for silly situations like finding our (fictional) pet llama "Gertrude". We also went bobbing for pickles in a kiddie pool full of water and spaghetti; the youth and youth leaders all had to break out of their comfort zone for that particular night!

SENIOR HIGH • FRIDAY NIGHTS

Senior high also had a great year of growing and learning about being in community and being Christ followers. We averaged about 15 to 20 senior highs throughout the year. Several of our small groups within senior high developed relationships that only grew stronger as the year went on. One particular

Cole | Junior High Boy, 7th Grade

Some of the ways that youth has impacted me are, the people there, some of the stories I hear, and most importantly, my relationship with God. The teachers, like Ruth, tell a clear message that really shows that they care about us and, above all, about God's grace and perfect will. This has impacted me because how much they care shows me how much I need to care about those things. My favourite memory at Bethel is by far the IAWAH retreat. At first, I didn't really know anybody at Bethel too well. Then, when I heard we were going on a retreat, I thought, a) this is pretty awesome and b) now I can actually get to know everybody there. When I woke up at IAWAH on Saturday morning, I watched the sunrise for a good 45 minutes and I just felt so calm and warm watching it, and it made me think, "wow, to think that we wouldn't have had time otherwise to appreciate this." So that's some of the ways that Bethel has made an impact on me and some of the cherished memories I have in my life.

leader was a source of strength for a youth going through a particularly tough time of life. We said goodbye to the leader in April and have definitely felt her absence since. We praise God for sending the right youth leaders at the right time. He is doing great things in the next generation. You will get to read some of this youth leader's words later as she shares her perspective on this year. Senior high also studied many of the same topics as junior highs which are: relationships, identity, the meaning of Christmas, authority, wisdom, prayer, and the Bible. In April and May, junior and senior highs joined together to dig deeper into the Bible by studying in groups with both junior and senior, boys and girls to study scripture passages.

Senior highs also got to express their rebellious side by playing pumpkin foosball and turkey bowling. They hit the town by embarking on a photo scavenger hunt and hid from the junior highs in Missing at the Mall. We all joined together in building a barricade in the gym and trying to escape to the other side without being caught. There were also nights with less structure to allow for connecting and experiencing Christian community through video games, board games, or coffee and conversation with other youth and youth leaders. Friday nights truly became a time and space for questions and growth in a safe space.

MERGE • MULTI-CHURCH YOUTH EVENTS

Bethel youth were also involved in a monthly youth event with Bay Park Baptist Church, Bay Ridge Alliance Church, Kingston Chinese Alliance Church, and the Salva-

Praisie | Senior High Leader

The past year, I had the pleasure of volunteering as a leader in Senior Youth at Bethel. Although I felt a bit insecure at first, as I was facing some personal circumstances of my own, I know God drew me to volunteer for youth for a reason. This experience allowed me to appreciate how much the staff and volunteers were doing for the students as I reflected on my teenage years. I never committed to attending youth group in my teens as I never felt my faith grew stronger by being part of the ones I was exposed to. However, at Bethel, I learned that youth group means enjoying time together and feeling encouraged to grow stronger in faith – whether that is by asking questions, hearing testimonies, touching base with leaders, and more. Over the year, I got the chance to witness a student not only come to Christ but also see God's blessings in their life. I had the pleasure of volunteering alongside some amazing leaders and staff that I have been blessed to call friends, who have been there for me through so many things that went on in the past year beyond youth group. Connecting with the students this past year has shown me how attending youth group has helped them flourish in their walk with Christ. Those who kept to themselves at the beginning ended up bringing friends to youth as the months passed. In short, my experience as a leader gave me the chance to not only see the students grow in faith but allowed me to receive God's healing as I used my personal experiences to help students who were dealing with similar circumstances.

tion Army. The last Friday of each month we joined in with these other youth groups to play games like Humans Vs Zombies, participate in a church led Trunk-or-Treat, and Christmas event with cookie decorating, A Charlie Brown Christmas movie, and ice skating. Merge was also a time for Bible-based teaching as well as challenges for the youth. They were given the Lunch Table Challenge: to sit with other Christians to discuss God and invite non-Christians into a conversation about faith at school. They were equipped for this challenge with a four weeks worth of questions to discuss together and with non-Christian friends. And since we realize that this is a tough society to be a Christian in, we also offered text message Bible plans to provide constant reminders and encouragement to stay in the Word.

In addition to regular Merge nights, we had a special event called The Great Escape in February. This night was aimed for youth,

parents, and those who care as a night of conversation about drugs and cannabis. As drugs are prevalent in our society, we wanted youth and parents to be aware of what the Bible says about drugs and how to have conversations about it. We had an excellent turn out that night.

EVEN MORE EVENTS!

Throughout the year, we offered several boys' nights and girls' nights. The boys usually played video games and ate junk food. The girls switched it up between a Bring-Your-Own-Topping pizza and movie and later in the year went to a local pool. There were also a few junior and senior bowling nights, not to mention the night we played laser tag!

TOQUE RETREAT AT CAMP IAWAH.

Senior highs went to Camp IAWAH in February and junior highs went in March for a retreat with churches from Kingston, Ottawa, and other nearby areas. Praise the Lord we had a student come to Christ during the Senior High Toque Retreat!

YEAR-END RETREAT

Though it has yet to happen at the time where I am writing this, we are gearing up for Bethel's Year-End Retreat. Several senior high students are stepping up to plan and lead various parts of the retreat such as

Mark & Jane | Cole's Parents

How youth has impacted our family - we have been amazed by the variety of questions that our son has asked since attending Bethel youth group. From eschatology, to God's will, to why bad things happen, we have had many conversations prompted by youth talks and Bible studies, which makes it clear that the leaders care deeply about the spiritual formation of young people, in addition to providing a fun environment to hang out on Friday nights and Sunday mornings. These topics and questions have led to deep conversations that foster even greater openness and closeness within our family, and which encourage the adults to dig even deeper in our faith too! Thank you for all you do to help bring our youth up in the way they should go so that when they are older they won't depart from it (Proverbs 22:6)

YOUTH MINISTRY

worship, games, the banquet, and hosting. Joey Malloy, a vocational youth pastor and missionary with Canadian Youth Network, will be teaching a series called Explicit which deals with sexuality. More specifically, he will be talking about sexuality as created by God, marriage and divorce, LGBT, and purity of the heart. I am looking forward to seeing the work of the Holy Spirit in this time together as a youth group.

THE GREAT EXCHANGE

The Great Exchange is a yearly city-wide

Jonathan | Senior High Leader

I love hiking, especially in the mountains. It is not always fun, but it is oh-so-rewarding. Often, about midway through the hike, I find myself trudging on - gasping for air - legs burning - struggling to find the reason for this endeavour. It is at this point where I give in. Standing up I inhale a deep breath and survey the whole valley before me. I am struck by how far I've actually come, all the way from there to here.

Youth ministry is a bit like a long mountain hike. There are times when you are in the thick of things and it feels like you aren't making any progress; when it takes all the energy you can muster to even show up on Friday. But these moments are accompanied with those which cause you to pause and realize how far we have come. I am constantly reminded through conversations with students that God is alive and hard at work pursuing them. When students ask incredibly deep questions, when there is searching for truth, I see evidence of God maturing them. When students are curious about what we mean when we say "God", I see God wooing them, yearning for them to come to Him. When students engage in Bible study, pushing each other to figure out what God's word is saying, I see God developing a generation strongly rooted in Him. Evidence of God's work becomes apparent in students' lives as you remember back years, months, and even weeks from where we came from. As you look back down the trail into the valley, God's steadfastness becomes apparent, walking with you all along the way. It is by God's grace that we are where we are today, and it is also by God's grace that we will continue on, climbing higher.

youth retreat on Good Friday. Youth and leaders got together after lunch and learned more about being anchored in Christ with our excellent speaker Zak Gazdik. About 80 youth from various churches in Kingston attended and heard the Gospel. Praise God for this event that has been happening for eight years now.

LOOKING FORWARD

As this school year draws to a close, we pray and look forward to September. Though we do not know how youth group will

look exactly, we do know that there will be something. Youth ministry is of the utmost importance to Bethel, and we will not abandon our youth. We ask that you keep Bethel leadership in your prayers as we seek wisdom from the Holy Spirit, the elders, the board of directors, and the staff. James 1:5 says, If any of you lacks wisdom, let him ask God, who gives generously to all without reproach, and it will be given. This is our stance as we plan for the future. We are praying and seeking God's will while fully trusting that He will bring His plans to fruition for His glory. He treasures each one of the youth more than we can imagine and we can confidently say that He will take care of them.

In closing, I would like to thank all of the individuals and the parents who have been so willing to help as we finish the year strong. Your love and support for the youth, the youth leaders, and the Bethel leadership team has been amazing and a testament to the vibrant Christian community within Bethel. As Paul said in Philippians 1:3, I thank God in all my remembrance of you.

*Respectfully yours,
Ruth Gaucher*



PRAYER MINISTRY

• 2018-2019 REPORT •

Jamie Stinson, Family Ministries Pastor

“Prayer is the conversational part of the most important relationship in our lives, our love relationship with the Father, the Son and the Holy Spirit.” Dr. Alin VanderGriend

We know that prayer is important, but all of us admit that we struggle with prayer and are not always convinced that we are spending enough time praying in a way that is building a good relationship with Jesus. At Bethel we continue to experiment with creative prayer initiatives, with the goal of helping people build a strong relationship with Him. Below are some of the highlights from this past year to engage people more in prayer.

HIGHLIGHTS FROM THE YEAR:

- We have moved from having occasional entire Sunday morning services dedicated to prayer to integrating more prayer into our services. We had extended times of prayer in our Sunday morning services during our “Gospel Vision” series, and in our “Easter Experience” series.
- Although we have not run the Redemption Reel course this past year, we have been responding to requests for prayer as needed.
- We ran “The Battle Plan for Prayer” LIFE group at the beginning of the year, which was led by Mark and Rhonda.
- Several LIFE Groups ran “The Easter Experience” which offered extended prayer times in the curriculum
- Rather than trying to get everyone to attend a prayer meeting at Bethel, we have been sending out a list of prayer requests and praise items every couple of months. The list is intended to help the staff, LIFE Groups, Elders, and the Board of Directors to pray both corporately and individually for the needs and vision at Bethel. This offers us a creative way to pray together as a church even though we may not be ‘physically’ together in the same place at the same time.
- The staff has been making prayer more of

a priority this year and extending our prayer times before we get into our agenda.

DREAMS FOR THE FUTURE

As we move into another year, here are some of the things that we are dreaming and praying about:

- We would like to see prayer times before and/or during Sunday morning services
- We would like to offer prayer after the services. A team needs to be built of people who would be available after the services
- Redemption Reel is in the midst of looking different as we are changing to a module format in order to create more ‘on ramps’ for people to engage with the material.
- We would like to grow the Prayer Ministry Team in order for the team to be involved

in more individual prayer times with people

- We would love to have a prayer presence on the website
- We are continuing to explore creative ways to integrate more prayer into the Sunday morning services
- We are hoping to bring in the Greater Ontario House Of Prayer (GOHOP) for a staff prayer retreat on discernment

As we continue to grow, before you move on to read the next report, why don’t you take the time using the prayer provided here (adapted from Tiece L. King, *Pray the Word for Your Church*) to pray that the Lord would help us to devote ourselves to prayer.

*Respectfully submitted,
Jamie Stinson*

Lord, as we come before You today, we are very aware of our own prayerlessness. We think and worry about so much, but pray about so little in comparison. Forgive us Lord. By the work of the Holy Spirit within us, teach us to pray without ceasing.

(Be still before the Lord. Pray as the Holy Spirit leads you.)

May we here at Bethel, be full of joy as we wait on You in the midst of trials that many of us are experiencing.

(Pray for those in your community of faith who are in difficult circumstances. Ask God to strengthen their faith.)

Remove from our lives all things that hinder our prayers, unbelief, sin that we have not turned from, unforgiveness and, may we respond to every prompting of the Holy Spirit that we might be free to pray with all of our hearts.

Father, I ask that fervency in prayer and intercession be released on us that we might become a true “house of prayer for all nations.”

Replace prayerlessness with a passionate longing to see Your Church revived. May prayer become the fuel of the Holy Spirit among us. In the name of the Lord Jesus Christ, we ask that Bethel would become as those who always pray and never give up. May we be found faithful when You come, Lord Jesus!

I ask that You stir our hearts with an urgency to pray and give us full-of-faith, God-sized dreams and requests. Teach us to pray Your heart. Teach us to pray Your Word.

May our hearts and minds be set on the things of Your kingdom. Teach us to pray, Lord! From youngest to oldest, teach us to pray! Do these things we ask so that we might come alive by the Spirit and be allowed the privilege of participating in the harvest that is coming.

In the name of Him who lives to intercede for us, Jesus Christ. Amen.

BETHEL HOUSE MINISTRY • 2018-2019 REPORT •

Lisa Porter, Ministry Lead

Initially, the Bethel House Ministry was set up in partnership with the Salvation Army Harbour Light here in Kingston, with that agency being the sole feeder for the Houses. During the summer of 2018, however, Bethel House experienced a low occupancy rate which lasted several months because Harbour Light has undergone staffing and program changes over the last year - the 2017-18 Bethel House report alluded to these changes, and there is now a greater understanding that those changes have adversely impacted the Bethel Houses.

After a meeting with Pastor Mark in the summer of 2018, it was decided that other suitable intake sources would be sought. With much consideration it was deemed appropriate to keep a focus on transitional housing, as there is such a great need in the Kingston area - vacancy rates in the city are at an all-time low, especially within low-income clientele.

Contact was made with Kingston Street Mission, Ryandale House, Prison Fellowship, and Rustle Church. While Rustle Church has some promising Christian-based programs for the chemically addicted, their “fruit” will not be seen until late 2019/20 and beyond. Neither Kingston Street Mission nor Ryandale House can provide a suitable and consistent clientele for the Bethel Houses. However, Prison Fellowship did have a need, and currently delivers Christian-based programs and teachings that would be desired in a Christian-based transitional house. In addition, one of Bethel church’s members, Bob Logan, is directly involved in the Prison Fellowship Ministry.

In January, 2019, Pastor Mark and I presented a proposal to the Board of Directors, that we form a partnership between Prison



Fellowship and Bethel House. The Board approved this as a move-forward initiative.

In alignment with Bethel Church’s strategic direction regarding Restorative Justice, an intake partnership with Prison Fellowship Ministry will be established, as well as continued partnership with Harbour Light. By adding an additional intake source to the Houses, we can mitigate risk of low occupancy in the future by not limiting ourselves to a single intake source.

The clientele will remain consistent, as many of the men in the houses have been incarcerated in either provincial or federal institutions. Bethel House will also have access to Prison Fellowship’s Christian courses and volunteer resources, something that will add to the ministry. Thanks to Bob Logan for identifying programs that we can utilize in the Bethel Houses.

In February 2019, my two-year term as the Ministry Lead, Bethel House concluded. I am continuing my involvement with the Bethel House residents as it pertains to their spiritual growth; however I am no longer the Bethel House lead. The process of finding a new Ministry Lead is underway.

Dave Stewart has agreed to help us to update the Bethel House policies and procedures, as we get organized to move forward with Prison Fellowship. The initial focus will be on strengthening the Ministry by redeveloping the Bethel House Committee. The vision is that Prison Fellowship and

others within the congregation will take on roles to properly support an incoming Bethel House Ministry Lead. In the meantime the Committee will take on these roles as they are able to until a new Leader is found. A big thanks to Dave for taking on this role. Anyone feeling drawn to taking a role on the Committee, or assuming leadership of the Ministry is encouraged to contact Dave (davestewart51@gmail.com) or Pastor Mark at the Church for a chat.

I would like to thank Donna Dickey who organized and participated in a cleaning “bee” while one of the Houses was vacant. It was a huge undertaking. Thanks to all who helped with that initiative.

Thanks to Pastor Mark who has trusted me with this ministry, who has always supported decisions, and who has helped with strategic direction.

As always, I would like to thank Steve Cousineau for his servanthood to this ministry. Steve truly is the heart of the Bethel Houses, the “poster child” of why Bethel House works, and why it is still needed. God bless always.

I have also met some amazing people through this ministry who have had a great impact on me.

I ask for prayers that God will provide a new leader for this important ministry. I want to thank you for the leadership opportunity, entrusting me with such an important position. I will continue to pray for this precious ministry.

*In God's Love,
Lisa Porter*

MISSIONS COMMITTEE

• 2018-2019 REPORT •

Maureen Brites, Committee Member

“This gospel of the kingdom will be preached in the whole world.”

Matthew 24:14

We are thankful for God’s faithfulness as we work in support of missions. The present committee of Martha Blair, Kay Bartlett, Maureen Brites and Mark Kotchapaw met in June, September, November, January and March. We communicated with supported missionaries, disbursed funds to short-term applicants and interns and responded to other requests.

MISSIONARY FAMILY NEWS

- Vera Ivakina (I.V.C.F.) spoke at Bethel about her work at the St. George Campus of the University of Toronto.
- Jonathan and Cara Holden and son Charles were also at Bethel - they informed us about their work with Navigators in Angola. A luncheon followed their sharing.

- In August we met with Deane, Mari and Fraser Clark (Navigators). They discussed their work in East Asia.
- Tom and Abbie Desloges (Africa Inland Mission) welcomed baby Sylvie on Aug. 29th
- On October 26th OMF Heart for Asia was held at Bethel.
- Paul Malicki and family (P2C) have settled in North Africa for 5 years.
- Will and Jessica Versteeg (P2C) are expecting baby No. 3 in May

MISSIONARIES LEADING SHORT-TERM TEAMS

- Angela Gray, North Africa, P2C
- Will and Jessica Versteeg, Denmark, P2C

INTERNSHIPS

- Zach McIver, Calgary, Navigators
- Michaella Fortune, Guelph, P2C

Financial support from our Short-Term Missions Budget was given to Alan Thorimbert, Ashley Chan, Ashley Rodericks-Schulwach to assist with her move to Thunder Bay, the Malicki Family for their move to North Africa, the Holden Family, Isabelle Leaitch, Joanna Moons, the Clark Family, Vera Ivakina, the Noble Family, and Angela Gray.

MISSIONARY PRAYER LETTERS

We remain grateful for the very helpful compiled quarterly newsletters that Sandy Maynard prepares, giving us news from our missionaries.

See also the 2019-2020 Missions Budget in the Appendices.

*Respectfully submitted on behalf
of the Missions Committee,
Maureen Brites*

REFUGEE PROJECT REPORT

• 2018-2019 REPORT •

Dave Lenton, Project Lead

Well, we started 2018 with no Refugee Program... we approved the existence of one in August 2018 with a family in mind... and we received that family in Canada in March 2019! The family is doing well and thriving within the supportive community the church is building around them.

One learning curve for us was the administrative/governance slowdowns on the church side, and how to get a major project off the ground, although watching paper-work flow faster through multiple governmental and third-party groups was a real joy!

And where to begin to tell you of prayers

answered?! It’s clear that the Lord’s hand was on this, as our application was processed and handled in record time (seven months from submission to arrival.) Beyond this, a massive outpouring of financial and social support has been part of their story, both from the Church in Thailand, to Bay Park’s participation in the success of this endeavour. The teams came together quickly, and carried out their responsibilities with excellence; the quality and quantity of assistance was truly a gift.

So the family is on-track to independence, scheduled for the start of April 2021.

In the nearer future, the kids are joining

sports programs this summer, the family is learning to ride bikes, Dad is studying for his G1 license, and everyone’s enjoying school (language and otherwise!)

Can we speak yet of a “future” of the ministry? Well, my own commitment is to this particular family - after the family is independent, I’ll be looking to hand off this work to someone else. That having been said, who knows what might be in the heart of God through Bethel Church?

*Respectfully submitted,
Dave Lenton*

ADOPT-A-STUDENT MINISTRY • 2018-2019 REPORT •

Christine Lambert, Program Coordinator

The aim of the Adopt-A-Student program is to link up freshman students at RMC, Queen's University and St. Lawrence College with various families in the church. The idea is that adoptive families have their adopted student(s) over (or some other activity) once in the fall and perhaps twice more between January and April. This program has been very beneficial as new students arrive in Kingston, come into their first year and are overwhelmed at times with school, pressures, temptations etc.

- In August we began promoting the Adopt-a-Student Program via the bulletin and verbal announcements on Sunday mornings. There was a tremendous response of 23 Host/Families and 36 Students. Thankfully many of the Host/Families requested or were willing to adopt multiple students. Priority was giving to 1st Year Students of Queens, St. Lawrence and RMC. Thankfully there were enough Host/Families, so 2nd and 3rd Year Students were matched as well.

- Hosts and Students responded via 'sign up sheets', located in the front lobby or to Keri or my email, and were then matched up according to information given on the Sign up Forms—taking note of allergies, gender, special requests/interests. Students were also asked if they would like to be placed with a friend(s), and numerous Students did request this.

- 95 x \$5 Starbucks gift cards were purchased and attached to a 'Welcome to Kingston and to Bethel's Adopt-a-Student

Ministry' Pamphlet. These were then given to any 1st year Students attending on Sept 9th and 16th, 2018 during the morning Services. The Adopt-a-Student Ministry was also promoted during the Fall Ministry Fair.

- A deadline was given for the end of October.

- It was suggested that another Announcement be made on the 2nd Sunday in October, specifically inviting RMC first year Students to join this Ministry, as they are in a Training Program until after Thanksgiving. 3 RMC Students were adopted as a result of this later announcement.

- In January 2019 a Student informed us that the Host Family that she had been placed with had not been contacting her. I reached out to the Host Family but did not hear back from them. They also had 2 other Students which they had adopted—I did not hear back from any of them. The Student who reached out, was then placed with

another Host Family and for the remainder of the school year, I did hear very positive feedback from the Student.

- Reminder emails were sent periodically throughout the year to all Students and Host/Families. These emails thanked them for participating and encouraged them to be in touch with each other and reminded the Host Families to be 'reaching out' and especially praying for their Students.

- In future, all forms that are filled out will hopefully be completed in black ink only—as when scanned and sent via email, the lighter inks, along with the Student's hand writing were often very difficult to read.

- Keri suggested that if possible, by next year all sign ups/forms for Students and Hosts will be done exclusively online.

Thank you to all who participated!

*Respectfully Submitted,
Christine Lambert*



Sue Janzen with adopted student Kate Bartel. Photos by Gord Janzen.

CHURCH ADMINISTRATION

• 2018-2019 REPORT •

Carmen Gauvin-O'Donnell, Church Administrator

PLAN TO PROTECT

Our care for the young and vulnerable among us continues. This year, 67 people were either trained or re-trained. This coming summer, I will be getting re-certified as Bethel's trainer, which will mean a complete review of the policies and procedures we've had in place for the last three years.

POLICY DEVELOPMENT

As I mentioned last year, Keri's arrival on staff was what allowed me to really start to "dig into" the Bethel Church Policy Manual, with the help of a fantastic resource Bethel purchased called "Not-for-Profit Policy Pro" that provides all the templates and forms we need in a lot of important categories.

As a result, and the fact that a new Board has started working together means that:

- A draft Financial Policy is ready
- Stacey Wolfrom (Director HR) and I will undertake a review of all the Human Resources policies over the next year
- The Missions Policy has been approved
- The new Board of Directors have various Corporate Administration and Governance policies (e.g. privacy, whistle-blowing, IT etc.) that they will review and approve once they begin their work later this summer.
- The Elders' Council will also have some policies to review with respect to regards how they operate.
- Etc., etc.!

The plan is to (theoretically!) have a mostly-complete manual ready to go for vote and approval by the Board on or after November 1st of this year.

Many thanks to Trevor Lewis who has kindly agreed to help me out by being the "final eyes" on each policy before it makes its way over to the Board Members.

And of course, along with that will come the "training" aspect of policy development – making sure that everyone knows what applies to them, and what to do to in dealing with all the various circumstances that pop up in a church like Bethel. Even something like the events surrounding Curtis' resignation, something we had never dealt with before, will now be reviewed and become part of the Human Resources Manual, should something similar happen again in years to come.

What a blessing it is to now have Board director teams that can each take a small piece of the bigger pie as I work on it! Many hands really do make light work!

TRAINING/READING

I finished reading *The Highly Sensitive Person* – what an eye-opening book! Did you know that even medically-speaking, HSPs react differently to pharmaceuticals than non-HSPs?! Generally speaking, dosing for an HSP should always be at the lowest possible dose because their sensitivity (which has a physical basis) may cause them to react badly to a higher dose. The book even included an appendix with a guide for employers of Highly Sensitive people, and another for their doctors. Cool!

I am now reading *Quiet: The Power of Introverts in a World That Can't Stop Talking* by Susan Cain – to better understand where I'm coming from... that's right people... I may talk a lot, but I'm an introvert nonetheless! And there are some awesome introverts working and volunteering at the Church!

Training maintained its regular course this year, as I attended another great Global Leadership Summit at Bay Park back in October and of course, the thrill-a-minute Annual Charity Law Update offered by our

lawyers at Carter's Professional in Ottawa in February. Some standout notes from the event:

- The Ontario law has finally come into force, and now we are to call Children's Aid to report anyone *under the age of 18* that may require assistance. You'll recall it used to be 16, which made no sense since these young people weren't otherwise adults who could fend for themselves legally.
- The fact that the government has relented, and will now permit certain "political activities" by charities, provided that it furthers our stated charitable purposes (another thing that made no sense – how could we be advocates for change if we weren't allowed to ADVOCATE?!)

VOLUNTEERING:

I am still at the Salvation Army Pantry every week - this year, because of (yet more) restrictions of funds, the staff there have really had to crack down on people who only come to the pantry to get food. They have had to explain to them that the pantry is an EMERGENCY food pantry, and that their primary destination should be the Partners in Mission Food Bank on Hickson Avenue. Once they've seen them, they can come see us, if they are still in need. And of course, here at the church, I've had the pleasure of still helping out occasionally with the wonderful young people at Serious Faith, and participating in the Teaching Team's work as it develops preaching themes for the church.

CLOSING WORDS

I take great joy in my work here at the church! I hope and pray that, as Bethel embarks on a new, incorporated, chapter in her life (145 years!) that God will be always be found here and continue to bless Kingston, Canada and the World, through all of us.

*Respectfully submitted,
Carmen Gauvin-O'Donnell*

CHURCH OFFICE • 2018-2019 REPORT •

Keri Oosterhof, Office Assistant

It continues to be a pleasure and a joy to work for Bethel! Being on staff for over a year and a half now, I have learned the ebbs and flows of church life, which is good for planning and anticipating my days and weeks. Becoming efficient in routines has also given space to better handle the inevitable curveballs that God likes to send our way!

Much of my job is focused on supporting other people - our pastors (primarily Amanda), Sunday morning volunteer teams, and other ministry leaders. It's been a busy year, and many of the projects, events, and ministries I've supported behind the scenes are covered in other areas of this Annual Report. I would, however, like to share a few of the larger projects and highlights of the year.

Last summer the Bethel staff collaborated with a hired web designer, Wai-Lam Liu, to redesign our very outdated website. Wai has created many church websites, so she had a lot of insight and very helpful in guiding us through the process of developing vision, content, and style. The end result was a fresh new website to welcome our online visitors, for which we've received many compliments and positive feedback. Go check it out at www.bethelkingston.com! Maintaining our site falls to me, and while I have zero HTML or coding knowledge, the process is fairly user friendly and I'm having fun learning how to edit, update, and add new features.

In the summer, I also implemented an office re-design project that I had created in the spring. Formerly, the open concept office space where I work was taken up by a very large desk with no room to receive visitors. I knew it was time to redesign when a gentleman who had recently had surgery

came in to sign some papers. He got on his knees beside my desk because there were no chairs. (And yes, I did offer my chair!) The redesigned space now includes two comfy chairs and a coffee table. Come visit me anytime! The style and placement of my new desk was also purposefully chosen (I'll tell you if you ever care to ask), and a huge shout out goes to my Life Group last summer who built the desk with me one evening. And lastly, the old desk is now in the foyer as a larger greeter station. I'm nothing if not thrifty!

In early November, Bethel hosted the We Are Free concert, featuring professional worship musicians Josh McCabe, Jon Neufeld, and their band. Over 100 people of all ages came to this high-calibre worship night, complete with a full staging of lights and even a fog machine! Jon and Josh also invited worship leaders from Bethel and the community to a worship leadership workshop before the show. To make the night even more special, we invited Bethel's own artists David Gilmore (watercolour painting) and Phoebe Cohoe (print & mixed-media art), along with Sue Vissers (with Honduran pottery), to showcase their art in the gym for everyone to enjoy. The night went extremely well, and I took special joy in seeing it come to fruition after two long months of organizing and preparation, which was predominantly my responsibility. And the "day-of" could not have happened without my amazing volunteers, including three Sr. High students and one youth leader, the Babcock/DeVries Family, and the entire Bethel staff who paused their regular schedules to spend the day and night doing whatever I asked of them! It was a really fun day, but very exhausting, and afterward the entire staff agreed that we would not repeat this for a long, long, time!

Another plan that I implemented in the fall was offering online sign-ups for Life Groups, with the purpose of reducing e-mail administration for both myself, Amanda and the other pastors. With our new website, and with the use of the Forms tool in MyBethel (our church management platform), interested people can head to www.bethelkingston.com/life-groups to read about upcoming Short-Term Life Groups, and sign-up for a group using a form that is linked directly in MyBethel. Over 75 people have used this method of signing-up since September, and it has greatly reduced the amount of administration surrounding Life Group management. This use of sign-ups has also branched out to other ministries and events, including TEDD Talks, a Women's Discipleship event, a Greeter Luncheon, and more. It is a great tool that I will continue to use and build on in the future!

I mentioned a Greeter Luncheon a moment ago, which I will highlight further! On Sun, April 14, over 30 greeters (out of approx. 40) came to a lunch hosted by me, Amanda, and our Greeter Team Leaders, Caroline Cuthbert and Janet Lee. The idea of getting all the greeters together in one room for fellowship, team building, and food had been on my heart and mind for a while, and I finally found the time to make happen! This was the first event of its kind (in many years, at least) and the response was overwhelmingly positive. After eating good food, we had a fun and productive hour of talking about hospitality, what it means to be a greeter, and brainstorming ideas for the future. It was so great to see the energy and commitment our greeters have to serving the congregation at Bethel!

Spring also brought with it the Easter Ex-

perience, a 6-week sermon and Life Group series that slowed down the story of Jesus' journey to the cross. You can read more about the purpose and push behind doing the Easter Experience in Amanda's report. My involvement was in a) publishing our Life Group curriculum into RightNow Media every week for everyone to access, and b) ensuring that everyone knew where and how to access it. This was the first time that Bethel has run a church-wide Life Group online, and it was the first time that many people had used RightNow Media. Keeping that in mind, I created detailed step-by-step instructions, visuals, and FAQ sheets to make the process as easy as possible for everyone who participated. I even went to visit one couple in their home to help them

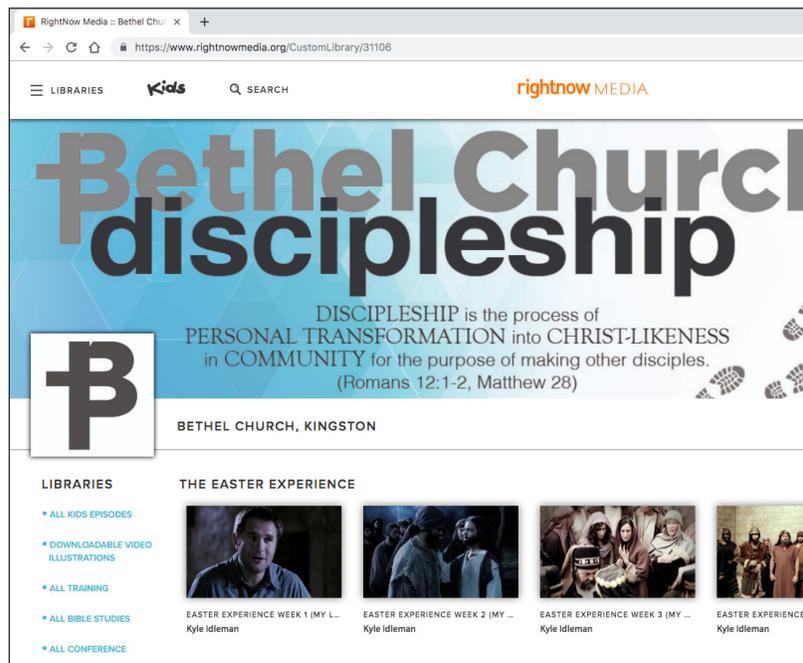
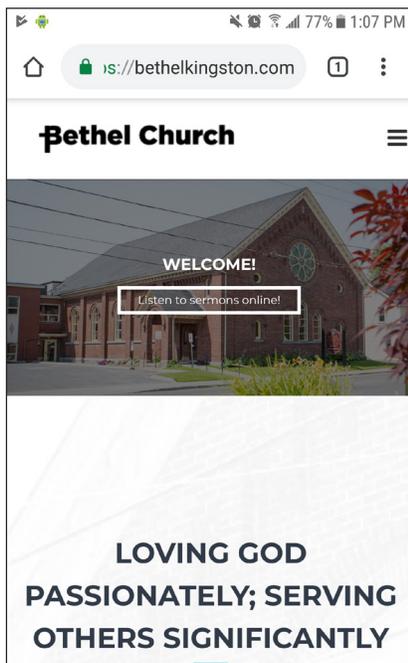
learn the system, so they could lead their Life Group with confidence! In this entire process I was also reminded on several occasions that technology does not always work as it's supposed to. But as frustrating as it is, there's always a work-around!

My last highlight of the year (and sometimes "lowlight") has been working through various financial-related changes that have come with incorporation – changes that affect our day-to-day operations in the office. I am grateful that I am not a decision maker in many of these things, and am extremely thankful for people like Dave Dempster, Jina Salomons, Steve Ditmore, our book-keeper, our bank reps, and even Carmen, despite her loathing of numbers! Since the

beginning of April (and still on-going into June), we have worked some long hours on creating a new chart of accounts, deciding on (and learning) new accounting software, and transitioning from old bank accounts to new. I have learned a lot, to say the least, and sometimes at times it has felt like slogging through mud when I want to sprint. But I understand the purpose and vision, and slowly but surely, we're getting there!

As we look ahead to the new year, my prayer is that God will continue to use me to serve and support the amazing pastors, staff, leaders, and congregation of Bethel!

*Serving in Christ,
Keri Oosterhof*







Appendices

CHURCH FAMILY RECORDS

• MAY 1, 2018 - APRIL 30, 2019 •

FAMILY DEDICATIONS

Josh & Rachel Doornekamp, with twins William & Sofie (*July 29, 2018*)
Matt & Liz Beirnes, with daughter Abigail (*October 21, 2018*)
Connor & Victoria Laframboise, with son Thomas (*October 21, 2018*)
Jason & Kittiya Upton, with daughter Trillium (*October 21, 2018*)
Amos & Phoebe Cohoe, with daughter Beatrice (*March 2, 2019*)
Franklin & Kim Sim, with daughters Mary & Ariella (*April 7, 2019*)
Chris & Jenn Ellis, with son Bexton (*April 7, 2019*)
Broncos & Jen Lai, with daughter Anelle (*April 28, 2019*)

MARRIAGES

Sarah Makin & James Morris (*July 1, 2018*)
Jen Baran & Brad Revell (*July 7, 2018*)
Heidi Domen & Ryan Gignac (*October 27, 2018*)
Anna MacDonald & Richard Wand (*February 9, 2019*)

DEATHS

Verna Bridgen (*July 16, 2018*)
Stephanie Maunder (*April 28, 2019*)

BAPTISMS

Harini Katherine Haridas (*December 2, 2018*)
Julia Kruizinga (*December 2, 2018*)
Julia Patelli (*December 2, 2018*)
Brock Wylie (*December 2, 2018*)
Janise Kameka (*April 7, 2019*)
Wenjie Li (*April 7, 2019*)
Sydney Robinson (*April 7, 2019*)
Alison Wright (*April 7, 2019*)

MEMBERSHIPS

Ratified June 26, 2018 at the Annual General Meeting:
Matthew Northey
Jenny Northey

Ratified April 9, 2019 at a Special Members' Meeting:
Greg Salomons
Jina Salomons
Ross Van Vuuren
Julia Van Vuuren
Broncos Lai
Jen Lai
Keri Oosterhof

MEMBERSHIP LIST

• AS OF JUNE 18, 2019 •

Babcock, Mark	Lambert, Ron	Taylor, Stan
Barham Vissers, Sue	Leach, Yvonne	Thomson, Brent
Barrett, Michael	Leuprecht, Christian	Thomson, Tracey
Barrett, Tamara	Leuprecht, Meghan	Turrell, Phyllis
Bartlett, Art	Logan, Heather	Unsworth, Gord
Bartlett, Kay	Logan, Robert	Valliant, Deborah
Batson, Brenda	Mackenzie, Ewen	Valliant, Lew
Batson, Neil	MacKenzie, Meredith	Van Halteren, Amanda
Blair, Martha	Mackenzie, Sharon	van Vuuren, Julia
Bouma, Dirk	Marchant, Brian	Vissers, Ken
Bouma, Sylvia	Marchant, Jan	Wight, Gordon
Briand, Pam	Maynard, Ken	Wight, Julie
Briand, Steve	Maynard, Sandy	Willis, Bob
Brown, Doug	Miller, Ben	Willis, Nancy
Brown, Maureen	Miller, Ron	Wolfrom, Brent
Carnegie, Dawn	Myers, Betty (Elizabeth)	Wolfrom, Stacey
Carnegie, Sheila	Nazareth, Tiffany	Wylie, Scott
Chan, Roy	Newcombe, Audrey	Wylie, Simone
Cohoe, Amos	Northey, Jenny	
Cohoe, Phoebe	Northey, Matthew	<i>(104 members)</i>
de Vries, Lisa	Oosterhof, Keri	
Dempster, Dave	Patelli, Jennifer	
Dempster, MJ (Mary Jane)	Perkins, Brian	
Dickey, Donna	Perkins, Pat	
Dickey, Ron	Pettingill, Wilma	
Dickey, Shirley (Tooty)	Prost, Eric	
Dickey, Steve	Prost, Mary	
Ditmore, Jan	Revell, Lillian	
Ditmore, Steve	Roy, Ginette	
Ellis, Chris	Roy, Raymond	
Ellis, Jennifer	Rusk, Chris	
Gauvin-O'Donnell, Carmen	Rusk, Sharon	
Haddad, Lucien	Sage, Sophie	
James, Suchetan	Salomons, Greg	
Jansen-van Vuuren, Ross	Salomons, Jina	
Jewell, Susan	Sheahan, John	
Kotchapaw, Mark	Sheahan, Sandy	
Kotchapaw, Rhonda	Stinson, Jamie	
Laframboise, Candice	Stockdale, Lyn	
Laframboise, Mike	Sutherland, Dale	
Lai, Broncos	Sutherland, Linda	
Lai, Jen	Taylor, Alexandra	
Lambert, Christine	Taylor, Connie	

DIRECTOR & ELDER NOMINATIONS

Date: June 18, 2019

To: Membership of Bethel Church, Kingston

From: 2018-2019 Nominating Committee

Subject: Recommendations for Board of Directors and Elders Council Positions

The members of the Nominating Committee were:

- Brian Marchant: Acting Chair, IBoD
- Stacey Wolfrom: Director – Human Resources and Risk, IBoD
- Tracey Thomson: Elected member
- Jen Ellis: Elected member
- Tiffany Nazareth: Secretary, IBoD and First Director
- Pastor Mark: Ex officio

The Nominating Committee and, subsequently, the Interim Board of Directors (IBoD) and the First Directors recommend that the Bethel Church, Kingston membership approve the following individuals into the positions as indicated.

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

ELDERS COUNCIL

Position	Nominee	New (N) or Agreed to stay on (A)*	Term
Elder	Eric Prost	N	Up to 3 years
Elder	Ken Vissers	N	Up to 3 years
Elder	Broncos Lai	N	Up to 3 years
Elder	Dirk Bouma	A	Up to 1 year

BOARD OF DIRECTORS

Position	Nominee	New (N) or Agreed to stay on (A)	Term
Chair	Brian Marchant	A	Up to 1 year
Vice Chair	Steve Dickey	N	Up to 3 years
Secretary	Jenn Ellis	N	Up to 3 years
Director, Human Resources and Risk	Stacey Wolfrom	A	Up to 2 years
Director, Property	Steve Ditmore	A	Up to 1 year
Director, Finance and Treasurer	Dave Dempster	A	Up to 2 years

*Agreed to stay on for incorporation transition/continuity purposes.

PROPOSED 2019-2020 BUDGET

• MAY 1, 2019 - APRIL 30, 2020 •

The Budget will be distributed
as a separate document.

APPENDIX E

PROPOSED MISSIONS BUDGET

• MAY 1, 2019 - APRIL 30, 2020 •

ORGANIZATION	INDIVIDUAL(S)	MONTHLY GIFT	ANNUAL TOTAL
Africa Inland Mission	Tom & Abbie Desloges	\$250	\$3,000
BCM International	Isabelle Leaitch	\$500	\$6,000
InterVarsity (IVCF)	Vera Ivakina	\$300	\$3,600
InterVarsity (IVCF)	Ashley Chan (Chu)	\$200	\$2,400
Latin America Mission	Sue Vissers	\$200	\$2,400
Navigators	Jonathan & Cara Holden	\$300	\$3,600
Navigators	Deane & Mari Clark	\$300	\$3,600
Navigators	Dan & Sue McIver	\$425	\$5,100
OMF International	Tim & Brenda Noble	\$300	\$3,600
The Dale Ministries	Joanna Moon	\$300	\$3,600
Power to Change	Angela Gray	\$400	\$4,800
Power to Change	Paul & Marilyn Malicki	\$200	\$2,400
Power to Change	Willy & Jessica Versteeg	\$300	\$3,600
Geneva Fellowship	Nancy Smith	\$400	\$4,800
	<i>Missionary-Specific Sub-Total</i>	<i>\$4,375</i>	<i>\$52,500</i>
Camp Iawah	-	\$200	\$2,400
Kingston Pregnancy Care Centre	-	\$180	\$2,160
Nightlight	-	\$100	\$1,200
	<i>City-Focus Sub-Total</i>	<i>\$480</i>	<i>\$5,760</i>
	MISSIONARY + CITY TOTAL	\$4,855	\$58,260

Note: The Missions Budget of \$58,260 is included in the overall 2019-2020 Budget as noted in Appendix D.

MOTIONS FOR THE AGM

• TUESDAY, JUNE 18, 2019 •

- MOTION #1 **On a motion duly made**, seconded and carried, be it resolved that:
Stacey Wolfrom be appointed as **Secretary of the Board**, for the purposes of this annual general meeting only.
- MOTION #2 **On a motion duly made**, seconded and carried, be it resolved that:
Eric Prost be elected to the position of **Elder**, sitting on the Elders' Council and Board of Directors, for a period of up to 3 years
- MOTION #3 **On a motion duly made**, seconded and carried, be it resolved that:
Ken Vissers be elected to the position of **Elder**, sitting on the Elders' Council and Board of Directors, for a period of up to 3 years
- MOTION #4 **On a motion duly made**, seconded and carried, be it resolved that:
Broncos Lai, be elected to the position of **Elder**, sitting on the Elders' Council and Board of Directors, for a period of up to 3 years
- MOTION #5 **On a motion duly made**, seconded and carried, be it resolved that:
Dirk Bouma, be elected to the position of **Elder**, sitting on the Elders' Council and Board of Directors, for a period of up to 1 year
- MOTION #6 **On a motion duly made**, seconded and carried, be it resolved that:
Brian Marchant, be elected to the position of **Director**, holding the office of **Chair of the Board** on the Board of Directors, for a period of up to 1 year.
- MOTION #7 **On a motion duly made**, seconded and carried, be it resolved that:
Steve Dickey, be elected to the position of **Director**, holding the office of **Vice Chair of the Board** on the Board of Directors, for a period of up to 3 years.
- MOTION #8 **On a motion duly made**, seconded and carried, be it resolved that:
Jennifer Ellis, be elected to the position of **Director**, holding the office of **Secretary of the Board**, on the Board of Directors for a period of up to 3 years.
- MOTION #9 **On a motion duly made**, seconded and carried, be it resolved that:
Stacey Wolfrom, be elected to the position of **Director**, holding the position of **Director, Human Resources and Risk**, on the Board of Directors for a period of up to 2 years.
- MOTION #10 **On a motion duly made**, seconded and carried, be it resolved that:
Steve Ditmore, be elected to the position of **Director**, holding the position of **Director, Property**, on the Board of Directors for a period of up to 1 year.
- MOTION #11 **On a motion duly made**, seconded and carried, be it resolved that:
Dave Dempster, be elected to the position of **Director** on the Board of Directors, holding the office of **Treasurer**, on the Board of Directors for a period of up to 2 years.
- MOTION #12 **On a motion duly made**, seconded and carried, be it resolved that:
The 2019-2020 budget, as presented, be approved by the Membership.

2017-2018 AGM MINUTES

BETHEL ASSOCIATED GOSPEL CHURCH

***DRAFT* MINUTES OF THE ANNUAL GENERAL MEETING**

Tuesday, June 26, 2018

1. **CALL TO ORDER**

Brian Marchant opened the meeting and, having confirmed a quorum, gave instruction as to how the meeting would proceed.

2. **DEVOTIONAL**

Pastor Mark provided a devotional, highlighting portions of his recent “This Is Us” sermon series. Those present took part in a short time of small group prayer afterwards.

3. **NEW MEMBERS**

Seconded motions from the Elders’ Board with regard to the following individuals becoming members were presented and processed:

- 3.1 **Brian Marchant moved that Mark Babcock be admitted to membership in Bethel Church. Vote: Carried**
- 3.2 **Brian Marchant moved that Lisa de Vries be admitted to membership in Bethel Church. Vote: Carried**
- 3.3 **Brian Marchant moved that Matthew Northey be admitted to membership in Bethel Church. Vote: Carried**
- 3.4 **Brian Marchant moved that Jenny Northey be admitted to membership in Bethel Church. Vote: Carried**

4. **OLD BUSINESS**

- 4.1 Approval of Minutes – **Steve Dickey moved that the June 20, 2017 AGM minutes be accepted as printed.** Chris Ellis seconded. Vote: **Carried.**

5. **REPORTS**

- 5.1 *Elders* – Doug Brown reported: At last year’s AGM a motion was made for the Elders to approach the AGC leadership to ask if their stance on the role of women in spiritual leadership had changed. The outcome was that the AGC has *not* changed its position, and in accordance with the AGC doctrine, no women Elders or Senior Pastors are permitted. Given that the AGC welcomed further dialogue on this topic, Doug presented the following seconded motion from the Elders’ Board:

***INITIAL MOTION:* Doug Brown moved that an informal working group be created, made up of persons interested in establishing ongoing communications with the proper person, persons or leadership group with the AGC, for the purpose of continuing the dialogue on the topic of women in leadership, eldership and ministry roles.**

Discussion:

- *There were expressions in favor of pursuing women as Elders.
- *Given we are an AGC church, some wondered why we are pursuing this when we already know their answer.
- *It was noted that 2 AGC churches have female elders. The AGC views these churches as being out of bounds
- *There was question as to whether we’re already ‘offside’ with the AGC position, given we have women participating in a broad range of leadership and ministry roles (e.g. program & Life Group leaders, and as Associate Pastor). The Elders confirmed that these are acceptable under the AGC’s current position.
- *There was interest in knowing what the Biblical stand is on the position of women Elders. It was acknowledged that there are arguments for both sides. It was suggested that the working group could lay out the scriptural support for both views.

*It was felt that the Working Group should include representatives for both views. Maureen Brown volunteered to be part of the group.

*Given there are two conflicting views, there was concern that continuing to pursue this will create greater division within the church.

*The Working Group would have no formal authority (that is, cannot change Bethel's doctrine), but its purpose is to continue the dialogue, as welcomed by the AGC. The Elders could have created this group on their own, but wanted to establish congregational support first.

*It was proposed that the motion be amended to take out "leadership" and "ministry roles" since this is not the point of contention. (Note: Senior Pastor is not listed as it is deemed to be an Elder position).

AMENDED MOTION: Brent Wolfrom moved that an informal working group be created, made up of persons interested in establishing ongoing communications with the proper person, persons or leadership group with the AGC, for the purpose of continuing the dialogue on the topic of women in Eldership.

Lisa de Vries seconded. Vote: **Carried.**

5.2 *Deacons* - Steve Ditmore reported:

a) 2017-2018 Budget –

With regards to last year's budget, income was less than expected; however, expenses were lower as well. At year end, there was a deficit of ~ \$12,000. Regarding liabilities, current loans outstanding at year end were \$55,000. Since that time, the \$18,000 West Wing expansion loan was paid off in full; as a result, the Build bank account has been closed. Going forward, any offering designated towards the building will be deposited into the General Account but tracked separately. This saves bank fees and the need to reconcile an additional account. The Bethel House repair loan of \$37,500 remains. The church sidewalk and railings were replaced using memorial donations from Russell Perkins and Hope Carnegie, respectively. Despite ongoing efforts, a Treasurer is *still* needed. Bethel is offering to pay for this service. Steve thanked the Deacons' Board for all their hard work this past year.

b) 2018-2019 Budget – There is a slight increase from last year's budget of \$656,200 to \$660,822.

Motion: **Steve Ditmore moved that the 2018-2019 Budget be accepted by the membership.**

Discussion:

*The increase in salaries reflects the inflationary increase for all the staff; a full year's salary for our Youth Pastor, Curtis Dyck, (as compared to 9 mos. last year) and a raise for Amanda Van Halteren of 10% to reflect her increased responsibilities as Associate Pastor.

*Regarding the lack of detail in the proposed budget document: This year's financial report was more of a summary, appropriate for the AGM. A Q&A session had been held for congregants, just before the AGM, to answer any detail questions about the budget.

Vote: **Carried.**

5.3 *Nominating Committee* – There was no official Nominating Committee this year. With the likelihood of Incorporation looming, those holding positions are being asked to stay in their role until the Board of Directors is selected. The AGM Nominating Committee Report (Appendix C; p 43) is for information purposes only, rather than a final report. It was noted that Bob Logan resigned as an Elder in June; this was accepted with regret.

6. INCORPORATION

Doug Brown, Chair of the Interim Board of Directors (iBoD), presented a brief summary of what was presented at the two Town Hall meetings – the reasons for Bethel's incorporation, and now, the need to approve the articles of incorporation, the by-laws, and the first directors of the Board, for us to proceed with the legal paperwork. It was acknowledged that the motions being presented were filled with legal terms because it is a legal issue.

Carmen Gauvin-O'Donnell read out the three sections of the motion as follows:

BETHEL ASSOCIATED GOSPEL CHURCH OF KINGSTON, ONTARIO ("the Church")

RESOLUTIONS OF THE MEMBERS OF THE CHURCH FOR THE AGM MEETING ON JUNE 26, 2018

Motion: Part A - APPROVING THE ARTICLES OF INCORPORATION OF THE CHURCH

WHEREAS the Members of the Church have previously agreed in principle to incorporate the Church;
AND WHEREAS the Board of Deacons and the Board of Elders have approved the attached Articles of Incorporation, including Schedule 1;
AND WHEREAS the attached Articles of Incorporation, including Schedule 1, were submitted to Members of the Church and discussed;

BE IT RESOLVED THAT:

The attached Articles of Incorporation of the Church, including Schedule 1, be approved.

Any of the first Directors of the new Corporation of the Church may sign the Articles of Incorporation and file them with Corporations Canada.

In the event that minor amendments are required to be made to the provisions in the Articles of Incorporation, any one of the first Directors of the new Corporation of the Church is hereby authorized to make such minor amendments as may be necessary, subject to first obtaining advice from legal counsel.

Discussion: No questions or comments presented.

Vote: All in favor. None opposed. **CARRIED.**

Motion: Part B - APPROVING THE BY-LAW OF THE NEW CORPORATION OF THE CHURCH

WHEREAS the proposed By-law of the new Corporation of the Church, which establishes the governance and organizational structure of the Church as a corporation, was approved by the Board of Deacons and Board of Elders;
AND WHEREAS the attached By-law was submitted to Members of the Church and discussed;

BE IT RESOLVED THAT:

1. The attached By-law of the new Corporation of the Church be approved.
2. In the event that minor amendments are required to be made to the provisions in the By-law any one of the first Directors of the new Corporation of the Church is hereby authorized to make such minor amendments as may be necessary, subject to first obtaining advice from legal counsel.

Discussion: No questions or comments presented.

Vote: All in favor. None opposed. **CARRIED.**

Motion: Part C - APPROVAL OF FIRST DIRECTORS OF THE NEW CORPORATION

WHEREAS the Board of Deacons and the Board of Elders approved the list of proposed first Directors of the new Corporation;
AND WHEREAS the Members reviewed the list of proposed first Directors of the new Corporation;

BE IT RESOLVED THAT:

The following members of the Church be approved as the first Directors of the new Corporation: Tiffany Nazareth, Doug Brown, Chris Ellis and Steve Ditmore.

Discussion: (Doug Brown and Tiffany Nazareth fielded questions).

Q. At the Town Hall meeting, it was mentioned that there would be 9 Directors on the Board, but only 4 names were listed in the resolution. According to the Corporations Canada "Not for Profit Act," there is a minimum number of directors, being 3 (Chair, Vice-Chair, Secretary), but we decided to set the maximum number of directors to 9, to allow for proper representation of the Church, but also to minimize difficulty scheduling meetings. There is no intention of there only being 4 directors on the Board, as there is much work to be done. It will be the job of the Nominating Committee and first Directors to elect other Board members to serve with them.

Vote: All in favor. None opposed. **MOTION CARRIED.**

7. NEW BUSINESS

- 7.1 *2017-2018 Annual Report: Corrections/Omissions* – p.11 - "Facilities and Maintenance": Regarding the walking ramp renovation, memorial donations from the late Hope Carnegie went towards the purchase of new railings. ; p.44 – "Family Dedications" - It should read "Bruno," not Broncho.

- 7.2 *Congregational Meetings* - It was noted that there have been no congregational meetings since last year's AGM. It is expected that special meetings will occur as the new Board of Directors develop their role and policies. In the absence of these, regular congregational meetings were felt to be important for improved communication.
- 7.3 *Expression of Appreciation* - Bethel was recognized as a vital church, able to move forward. Special thanks and gratitude were extended to the Elders, Deacons and Interim Board of Directors.
- 7.4 *Membership* - There was an inquiry into the total number of Bethel members, which is 107.

8. ADJOURNMENT

Brian Marchant adjourned meeting.

Attendance: 47 members + 2 proxy votes; 7 adherents

MINUTES PREPARED BY DONNA DICKEY

SPECIAL MEMBERS' MEETING MINUTES

BETHEL ASSOCIATED GOSPEL CHURCH OF KINGSTON, ONTARIO

MINUTES OF THE SPECIAL MEMBERS' MEETING HELD ON APRIL 9TH, 2019

1. WELCOME (BRIAN MARCHANT/ACTING CHAIR OF THE INTERIM BOARD OF DIRECTORS)

1.1 Call to order:

Brian called the meeting to order, reminding everyone that this was the last meeting of the unincorporated church.

1.2 Confirm that a quorum is present:

There were 26 members present at the start of the meeting; a quorum of 16 was required: voting could proceed.

1.3 Review of agenda

Brian reviewed the evening's agenda.

2. CONFIRMATION OF QUORUM & ADMINISTRATIVE INSTRUCTIONS (BRIAN)

- Carmen confirmed that a quorum was present, and Brian presented the administrative instructions for the evening (voting, speaking etc.)

3. MOTION TO APPROVE THAT CARMEN GAUVIN-O'DONNELL BE APPOINTED AS ACTING SECRETARY FOR TONIGHT'S MEETING ONLY (BRIAN)

- Doug Brown moved that Carmen Gauvin-O'Donnell should be appointed Acting Secretary for the purposes of this meeting. Phyllis Turrell seconded. **CARRIED.**

4. VOTING IN NEW MEMBERS (BRIAN)

4.1 Motions from the IBOD to approve into membership:

- | | | |
|-------|-----------------------------------|----------------|
| 4.1.1 | Motion #1: Ross Jansen-van Vuuren | CARRIED |
| 4.1.2 | Motion #2: Julia van Vuuren | CARRIED |
| 4.1.3 | Motion #3: Broncos Lai | CARRIED |
| 4.1.4 | Motion #4: Jen Lai | CARRIED |
| 4.1.5 | Motion #5: Keri Oosterhof | CARRIED |

4.1.6 Motion #6: Greg Salomons

CARRIED

4.1.7 Motion #7: Jina Salomons

CARRIED

Note from the Church Administrator: this now brings our membership to 106 members.

5. PRAYER (PASTOR MARK KOTCHAPAW)

- Mark reminded us to welcome our new members if and when we see them as they have publically planted their flag at Bethel. He also prayed for our new members, and for the meeting.

6. REVIEW OF INCORPORATION PATHWAY (TIFFANY NAZARETH)

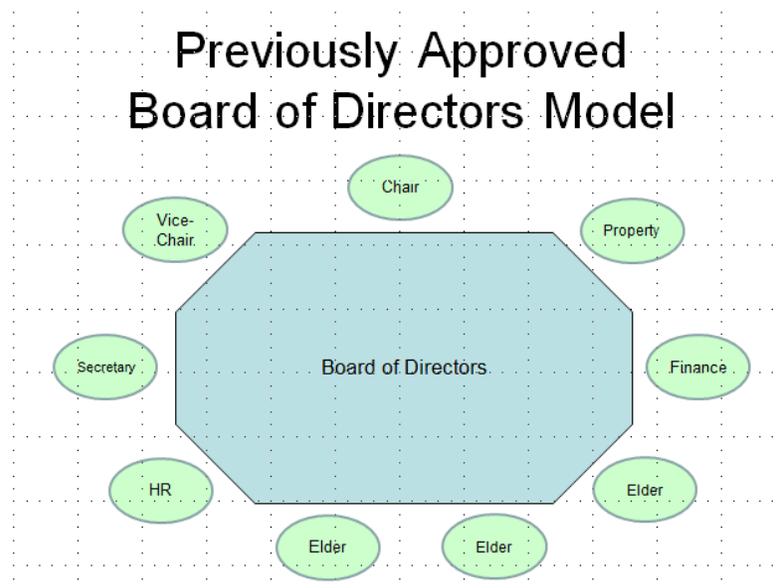
6.1 Past history:

- Several incorporation committees were created from 2012 on, and which completed research on the incorporation process
- Several years ago, we obtained legal counsel from Carters Professional Corporation, and following the 2017 AGM, the Interim Board of Directors made significant progress with the legal process for federal incorporation with the collaboration of the Elders, Deacons, and Pastoral Teams.

6.2 Recent history:

- At the June 2018 AGM, the Membership approved several actions, resulting in the filing of Articles of Incorporation and By-laws (including revised Statement of Faith).
- We now possess a Certificate of Incorporation as of June 28, 2018 which is currently **inactive**.
- We are currently an Unincorporated Church is functioning with an Interim Board of Directors (iBoD)

6.3 Previously approved Board model:



6.4 Items for tonight

- Authorizing certain roles to attend to certain activities
- Effective May 1, 2019:
 - o Member approval of the Transfer Agreement – authorizes all of the Unincorporated Church's assets/liabilities to the Incorporated Church
 - o Dissolution of the Unincorporated Church as of April 30, 2019
 - o Lawyers authorized to give notice to CRA with respect to the above

6.5 Items between now and June 18th (AGM)

- Transfer Agreement signed and actioned
- Our Lawyer
 - o Interacts with Canada Revenue with respect to things like a new Charitable Number for the church and so forth
 - o Begins process of registering property deeds under the Incorporated Church
- First Directors (as part of the iBoD) pass motions to:
 - o Approve the Transfer Agreement
 - o Approve the fact that members of the Unincorporated Church are now deemed to be members of the Incorporated Church.

6.6 Items at the June 18th AGM

- Membership approves the proposed slate of new members of the Board of Directors and the Elders' Council
- Membership approves the 2019-20 Budget

6.7 Tonight's documents:

- The Membership has had copies of the following made available to them upon request:
 - o The Transfer Agreement from the Trustees to the New Board of Directors
 - o The Resolutions of the Members of Bethel Associated Gospel Church of Kingston, Ontario, attached as **Appendix A to these Minutes.**

7. READING OF MOTIONS ASSOCIATED WITH THE TRANSFER OF ASSETS AND LIABILITIES OF UNINCORPORATED CHURCH TO INCORPORATED CHURCH (TIFFANY)

- Tiffany read, and then explained each of the paragraphs of the resolutions
- Some questions were asked about the definition of “intangible property” – it was explained that these are things like our website, trademarks, copyrights etc.

8. VOTE ON THE MOTIONS (BRIAN)

- There being no further questions, Brian called for the vote. **CARRIED.** This includes the 8 votes received by e-mail.

- Brian also asked everyone to stand and recognize Tiffany on the amount of outstanding hard work she has put into this whole process, as she steps off the Board.

9. BRIEF COMMENT ON THE WORK OF THE FINANCE TEAM (BUDGET) AND NOMINATING COMMITTEE (SLATE OF BOARD OF DIRECTORS AND ELDERS' COUNCIL) (BRIAN)

- The initial budget has been completed and now requires further work by the iBOD before being given to the membership
- The Nominating Committee has also finished its work and is happy to report that a full slate of new Directors and Members of the Elders' Council has been found. Details to follow.

10. NOTICE RE: APPROVAL OF MINUTES (BRIAN)

- The Draft Minutes of the June, 2018 AGM as well as those from this meeting will be sent to the members with instructions for voting to approve those minutes.

11. ATTENDANCE REPORT (CARMEN)

There were 33 people present at the meeting:

- 32 members
- 1 adherent
- PLUS 8 members who had sent in votes by e-mail

12. CLOSING PRAYER (DOUG BROWN)

Doug closed the meeting with a prayer.

13. MEETING ADJOURNED (BRIAN)

There being no further items, Brian adjourned the meeting at 7:26 pm.

APPENDIX “A” TO THE BETHEL CHURCH MEETING MINUTES DATED APRIL 9TH 2019

RESOLUTIONS OF THE MEMBERS OF
 BETHEL ASSOCIATED GOSPEL CHURCH OF KINGSTON, ONTARIO
 (“the Unincorporated Church”)

TRANSFER OF ASSETS AND LIABILITIES OF UNINCORPORATED CHURCH TO INCORPORATED CHURCH

WHEREAS Bethel Associated Gospel Church of Kingston, Ontario is currently an unincorporated association carrying on religious activities in Kingston in the Province of Ontario;

AND WHEREAS the Members of the Unincorporated Church agreed on June 26, 2018 to incorporate under the name Bethel Church, Kingston (the “Corporation”) and to continue its religious charitable purposes through the Corporation;

AND WHEREAS the Unincorporated Church was incorporated under the *Canada Not-for-Profit Corporations Act* by Certificate of Incorporation dated June 28, 2018;

AND WHEREAS the Unincorporated Church wishes to transfer all of its assets and liabilities to the Corporation as its successor trustee to carry out its ministry and charitable activities, effective May 1, 2019;

AND WHEREAS the Unincorporated Church wishes to dissolve as an unincorporated association;

BE IT RESOLVED THAT:

1. The Trustees be authorized to approve the final financial statement of the Unincorporated Church for the period as of April 30, 2019.
2. The Unincorporated Church is authorized effective May 1, 2019 to transfer, convey, grant, and assign all of its right, title and interest in all of its assets, properties and rights in favour of the Corporation whether real, personal or mixed, tangible or intangible, of every nature and kind and description, and wheresoever situated including, but not limited to, all real and personal property, leasehold interest, monies, bank accounts, pledges, securities, accounts receivables, leases and intangible property, as more particularly set out in the Transfer Agreement, dated effective May 1, 2019 (collectively referred to as the “Assets”).
3. The Chair of the Deacons’ Board and the Chair of the Elders’ Board, together with the Trustees of the Unincorporated Church, are authorized to sign the Transfer Agreement, dated effective May 1, 2019, subject to such minor amendments as may be required, together with any other documentation required to complete the transfer of Assets, either now or in the future including, but not limited to, transfers/deeds of land, assignment of leases, bills of sales, as well as assignments of book debts, intangibles, intellectual property, and securities.
4. The Unincorporated Church is authorized to transfer its Charitable Registration with Canada Revenue Agency in favour of the Corporation.

5. In consideration of the transfer of Assets by the Unincorporated Church in favour of the Corporation, the Corporation is required to assume all of the liabilities, debts and obligations of the Unincorporated Church, as more particularly set out in the Transfer Agreement, effective May 1, 2019, subject to such minor amendments as may be required, (collectively referred to as the “Liabilities”).
6. In consideration of the transfer of the Assets of the Unincorporated Church in favour of the Corporation, the Corporation is required to indemnify and save harmless every past pastor, associate pastor, trustee, deacon, officer, elder and member and any other persons who have undertaken any liability on behalf of the Unincorporated Church in relation to any claims, demands, actions, causes of actions, judgments, orders, penalties, losses, damages, costs and expenses, including legal fees on a substantial indemnity basis, associated with the Unincorporated Church in accordance with the indemnification provisions contained in the Transfer Agreement effective May 1, 2019, subject to such minor amendments as may be required.
7. In consideration of the continuation of the religious charitable purposes of the Unincorporated Church through the entity of the Corporation, effective May 1, 2019, the Unincorporated Church shall be deemed to be dissolved and cease to exist effective May 1, 2019, save and except for such residual authority as may be required by the Trustees and authorized signing officers of the Unincorporated Church to complete any outstanding matters arising out of the Transfer Agreement.
8. The solicitor for the Corporation is hereby authorized to advise Canada Revenue Agency and the Office of the Public Guardian and Trustee of Ontario that the charitable work of the Unincorporated Church will continue through the Corporation effective May 1, 2019.

BETHEL'S VISION PATHWAY



THE STRATEGY - HOW ARE WE ORGANIZED?

GROWING IN INTIMACY WITH GOD

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

GROWING IN INTIMACY WITH OTHERS

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

GROWING IN ACTS OF SERVICE

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

THE MISSION – WHAT DO WE DO?

Love God Passionately, Serve Others Significantly

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

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

DILIGENTLY SEEKING GOD (FATHER, SON, HOLY SPIRIT)

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

BIBLICALLY MEASURED (EVERYTHING BY THE BOOK)

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

PRAYERFULLY ENGAGED

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

RELATIONALLY HEALTHY

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

FULLY COMMITTED TO THE WHOLE GOSPEL FOR THE WHOLE WORLD

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

THE VALUES – WHAT DOES RELATIONAL INTEGRITY LOOK LIKE?

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

TEAMWORK (WE vs. ME)

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

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

EXCELLENCE (NOT ‘SO-SO’ BUT ‘BRAVO’)

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

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

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

AUTHENTICITY (PERMISSION TO SPEAK FREELY)

Real not slick | Live what you say | Genuine

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

RELEVANCE (UPDATED VS. OUTDATED)

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

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

SOLIDARITY (BEING FOR PEOPLE, BEING WITH PEOPLE)

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

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

NOTES

NOTES

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β Bethel Church

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