

Annual Report

2019

TENTHCHURCH

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Letter from Pastor Ken

As I look back over this past year, I am deeply grateful for God's faithfulness expressed through his people in our faith community.

One of our primary emphases at Tenth has been *With God for Others*. As you will see noted in this report, we are encouraging a *With God* emphasis through the launch of

- Soul Trios, which will offer more opportunities for people to grow deeper in their relationship with God through this ministry of group spiritual direction.
- More opportunities for people to experience God deeply in solitude and in community through training in spiritual practices, contemplative prayer nights and retreats, including times away at local monasteries. We continue to develop and offer courses which encourage Christ centered rhythms of life, spiritual leadership development, and emotionally healthy lives.
- Our new focus on wholistic leadership development/volunteering with Creo and other ministries, which help people grow in Christ and increase our overall ministry capacity.

We are also encouraging a *For others* emphasis, and give thanks for

- The strong launch of our new site at UBC Pt Grey.
- Our Christmas concerts, which continue to be opportunities to honour Christ's coming and reach out to thousands of people.
- Easter Weekends, including Good Friday, which also enable us to touch thousands of lives.
- Our ongoing engagement in ministries of hospitality and leadership development with some of the more vulnerable members of our community.
- Our commitments in Cambodia, as well as this spring's exploration of a possible mission partnership in Mexico with Rancho el Camino, a Christian community development ministry.
- Our opportunities to continue welcoming refugees to Canada, to our community and our abilities to offer hospitality, foster conversational English learning, and other practical supports as these families settle into new lives.

Thank you for your continued prayers and investment in God's work through our community. Gratefully,



Deeper & Wider By 2022

In June 2017, we began a process drenched in prayer to seek God's leading as we responsibly plan for Tenth's future. As we submitted to the guiding of the Holy Spirit, our Tenth leadership discerned a five-year plan that will take us both deeper and wider.

By God's grace by 2022, Tenth Church will exhibit:

DEEPER CONNECTIONS

DEVELOPING LEADERS

NEW SITES AND/OR SERVICES

FACILITIES FOR FUTURE GROWTH

We have seen movement with God's leading to be able to go deeper and wider in this second year of our strategic plan. This past year we focused on:

Multi-Site

In year one we established clarity on how we work together as a multi-site church. With this foundational framework in place, we were able to work collaboratively with our people and serve as good stewards of our financial resources. This foundation enabled us to plan, start preview services and fully launch our UBC Pt Grey site this September 2019, providing a model for future sites.

Ministry – Integrated & Aligned Teaching & Sunday Communication

This past year, we focused on integrating and aligning our teaching and messaging. 'With God for Others' became our prayer that as we go deeper with our relationship with God, we will go wider as we serve others. We have shifted our Sunday communications to a more story-based format of how being 'With God for Others' can transform us and impact those we connect with in our day-to-day lives.

Facilities

Our facilities plan developed in year one of our strategic plan allowed us this year to assess and better utilize our office space and to foster stronger collaboration within our staff team. We will continue to map out and plan for future upgrades particularly as it relates to our Mt. Pleasant site.

Volunteer Engagement & Development

We are so thankful for the hundreds of volunteers that serve on a regular basis within our Tenth community and we celebrated these volunteers at various Volunteer Appreciation events throughout the year. We will continually seek ways to develop leaders for kingdom work as we walk alongside our volunteers to help them deepen their spiritual growth and leadership.

Donor Engagement

We are so grateful for the generosity of our Tenth community. We want to be good stewards and this past year we reviewed the various giving options we offer and streamlined them to reduce costs both in how we collect and manage donations.

How God is leading us in this third year of our Strategic Plan:

The priorities of the last two years continue to allow us to make important and crucial decisions as they relate to how we go deeper and wider. As we begin the third year of our strategic plan, some of the past priorities have become

part of our regular practices at Tenth, such as our Multi Site Structure, Staff Development, Facilities Plan and Sunday Communication – the work done on these initiatives are now an integral part of how we work together at Tenth.

This coming year, we will continue to work on a few initiatives from the previous years including:

- Volunteer Engagement and Development
 - › *Empowering leaders for God's kingdom work*
- Integrated and Aligned Teaching
 - › *Connecting teaching to sermon themes*
- Donor Engagement
 - › *Understanding our donors and continuing to explore ways to donate and connect*

God has led us to focus on one key priority – Spiritual Renewal and Deepening. This starts with us as a staff team and while we have always been reliant on God and His leading, we want to go deeper and are beginning an exciting journey in following His leading to see how God transforms us further as we walk together. For example, some activities we began doing as a staff include Soul Trios, Daily Office rhythms where we break for 15 minutes each day and prayer days four times a year. We are excited to see how God will work within the Tenth Staff Team and how Spiritual Renewal and Deepening will become a focus for our entire Tenth community in this coming year.

Ken Shigematsu | Betty MacLeod



TENTH UBC Pt Grey

Excited to see the UBC Pt Grey site launched this past September. • Community spans many demographics, with students making up approximately 70% of our gatherings. We also love seeing families, seniors, and people from the surrounding Point Grey area as part of our community.

- Life Groups will begin in the coming months and we will continue building our volunteer teams.
- 25% volunteering in our community.

WELCOMED:

Jones Chan PASTORAL ASSISTANT/INTERIM WORSHIP COORDINATOR

Monica Lai KIDS DIRECTOR



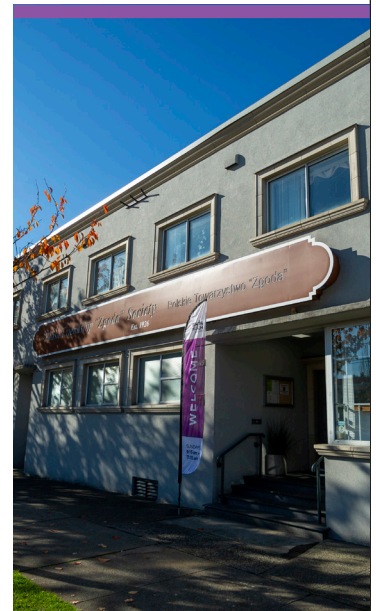
TENTH *east van*

Added an additional morning service and experienced growth of 25% in our average Sunday attendance. • 76 newcomers attended a Connections Dinner. • 43% volunteering in our community. • 67% actively involved in 12 life groups.

WELCOMED:

Jono Davis WORSHIP COORDINATOR

Julie Neufeld KIDS DIRECTOR





TENTH *evening*

Hosted a First Nations' Blanket Exercise for our community in February 2019. • Offered Arts Worship sessions, including painting and calligraphy workshops, as opportunities for people to learn new artistic skills and to enrich devotional lives. • 53% volunteering in our community. • 47% actively involved in life groups.

WELCOMED:

Laura Wiens SITE PASTOR





TENTH *kitsilano*



Kits Cares Café launched last October - a partnership with 4 other neighbourhood churches to host a weekly meal at the Kits Neighbourhood House. • Made preparations for a move from St. Mark's Place to Carnarvon Elementary, with the successful launch on October 6, 2019. • Hosted our 3rd annual Munroe House Summer Camp. • 78% volunteering in our community. • 42% actively involved in a Life Group.





TENTH *Mt Pleasant*



Over 81 adult congregants stepped into a new area of service. • 27 couples went through Tenth's pre-marriage mentoring program and are more prepared to enter into married life together. •

Our Creo program now serves a total of 95 (Grades 6 - Young adults) students, and many students are serving for the first time. • 34% actively involved in life groups and over 90 people from our community joined a life group in the last year.

Sean Wood, Craig Pagens, and Raymond Li are celebrating one year serving with our Mount Pleasant team. Getting to know all of you has been a highlight for us!

TENTH families

The Tenth Families Team launched a new integrated theme that spanned from toddlers to young adults, including parent ministries: “I am _____,” focusing on our identity in Christ. • 120 people attended our first Family Ministries Conference where we developed and equipped our Tenth Kids volunteers. • All of our new Family Ministries staff this year were internal Tenth Church hires, a testament to the leadership development pipeline within our community.

TENTH KIDS INFANTS - GRADE 5

Every Sunday we welcome an average of 250 kids to our 5 sites. • There are approximately 250 Tenth Kids volunteers across Tenth Church. • As a team, we helped launch our UBC Pt Grey site, adding Monica Lai to our team as UBC’s Tenth Kids Director.

CREO GRADE 6 - YOUNG ADULT

We rolled out a new Student Ministry model in 2018-2019, where we encouraged all students to “Join a Crew and Join a Team,” knowing that students discover God - and who they are in light of God - as they are relationally discipled in a Crew (Life Group) and as they discover their identity and purpose serving on a Team.

CREWS	179 students registered for a Crew in October. 282 students attended Crews weekly by the end of our year.
TEAMS	140 students serve on a team at their home service/location.
CREO CAMP	110 students from all sites attended.
JUSTICE JOURNEY	20 of our Youth & Young Adults went on a Justice Journey to Cambodia this Summer.
CREO LEADERS	67 volunteers faithfully serve as Crew Leaders or on Production, Worship, Social media, Film, Photo Exp Night, Creative, and Creo line teams.

PARENTS

Single & Parenting group meeting bi-weekly. • Weekly Moms groups (Momentum and Kitsilano Moms group) serving all Tenth Church sites. • Drop-in playgroup for babies - preschoolers with their parents and caregivers. • Parent nights covering topics such as “A Holistic Approach to Raising Kids” and “Listening Prayer for Parents of Teens.”



TENTH *transformation*



Soul Trios - 33 followers of Jesus stepped deeper into relationship with God as they wholeheartedly engaged in group spiritual direction together. • Alpha Film Series - 148 guests explored the meaning of life and the Christian faith together. • Contemplative Prayer Nights/Retreats - taught 139 people to pray more deeply. • Emotionally Healthy Discipleship Courses (EHS + EHR) equipped 116 participants to develop healthy relationships with Jesus and others. • Flourish Advanced Formational Leadership Course developed 20 emerging leaders' inner life and expanded their influence and love for others. • Summer Rhythms Workshop inspired 101 attendees to follow the example of Jesus and love their neighbours well.

WELCOMED:

Jay Ewing PASTOR OF SPIRITUAL FORMATION

Abraham Wu SPIRITUAL FORMATION MINISTRY ASSISTANT

TENTH *local*

OASIS CAFÉ

Shared 200+ meals a week in a welcoming, café-style setting. • Continued 200+ volunteer hours per week (set up, food prep, clean up, hosting, composting, housekeeping, harvesting in our Healing Garden). • Increased integration with our Tenth congregants, with 75% of our new volunteers coming from the Evening Service community. • Hosted workshops to equip and train congregants, pastors, and service group leaders on “How to Interact with those in Poverty.” • Partnered with JustCatering, a social enterprise that fosters dignified, paid work opportunities for people who face barriers to work in the traditional workforce. • Celebrated 20 years of community and bringing people together for a meal in the Mount Pleasant neighbourhood.

REFUGEE RESPONSE

Hosted annual Borders to Beginnings event and Refugee Awareness Sunday. • Continued engagement with 6 families. • Provided settlement for a new family of 8, as well as 3 individuals. • Began community meals in partnership with Killarney Park MB Church. • Began transitional housing in partnership with Killarney Park MB Church and 2 Tenth families. • Hosted 5 families at Tenth’s Weekend Away.

BENEVOLENCE

HELPING PEOPLE IN SHORT TERM NEED

Provided financial assistance to 73 (families and individuals) in the areas of groceries, rent, counselling, and medical expenses. • Supported the work of Inner Hope Youth Ministries Society, Florence Nightingale Elementary, JustWork Economic Initiative, CityGate Leadership Forum (Kits Cares Café), Vancouver Urban Ministries, First Funds Society (Lu’ma Native Housing Society), Salsbury Community Society (Co:Here Housing), Journey Home Community Association, The SA Foundation, Sanctuary Mental Health Ministries, Kinbrace Community Society, and World Vision.

LIVEWIRE AFTER SCHOOL FUN

16 grade five - grade eight students drop in after school to build healthy relationships and life skills through games, activities, field trips, cooking and eating meals together.

WELCOMED:

Josiah Waines LIVEWIRE COORDINATOR

Jon Ng PASTORAL SUPPORT - OASIS

TENTH *global*

Our global response is a natural expression of our commitment to seeking and doing justice in our local community.

CAMBODIA (OUR CENTRAL FOCUS)

Advanced goals and relationships with our 10 long-term partners: Alongsiders, Asian Outreach, Chab Dai, Christian and Missionary Alliance (CMA), Daughters, DOVE, Manna4Life, Precious Women, Ratanak, and World Vision. • Celebrated the opening of Shalom Valley, the Alongsiders' adventure camp for youth and children. • Helped facilitate the successful succession from DOVE founder to new Executive Director. • 40 people participated in 3 Justice Journeys in Cambodia.

MEXICO

Built on our relationships with Rancho el Camino, El Pozo de Vida and the CMA. • 16 people participated in our first Justice Journey in Mexico.

GLOBAL REFUGEES

Walked alongside the Free Evangelical Alliance of Lebanon (FEAL) as they empower Syrian refugees in Beirut and the Bekaa Valley in Lebanon as well as other Middle Eastern nations.

GLOBAL WORKERS

Continued to support 28 Tenth missionaries who serve full time in 13 countries. • Continued to support the Global Advance missions program of the CMA.

TENTH

worship & arts



DIVINE RADIANCE CHRISTMAS CONCERTS AND CHRISTMAS EVE

2,862 people attended 5 Christmas Concerts. • 88 performers and artists. • 7 technicians.
• 7 original songs/arrangements. • 1 original video. • 1 commissioned drama piece Divine Radiance. • 5 Christmas Eve services on Monday, December 24th.

LENT & EASTER

9 of our artists led us in Lent, with original artwork and prints at all sites. • 2 Good Friday services with strings, vocal ensemble and Darrell Johnson's message 'Father Forgive Them'.
• 2,778 people attended Easter services across all sites, an increase of 383 over last year.
• Children and youth joined in for finale with balloons and streamers.

TEAM BUILDING

Held a Worship & Arts mini-conference with 8 workshops for the development of our team, with 41 worship team members in attendance from our various sites. Workshops were in band leading, guitar, Mainstage/Nord, drums, bass, song-writing, voice, and ear-training. • Held a Worship & Arts retreat in September 2018 for worship team and choir at Camp Kawkawa, 60 people in attendance, with Darriel Menefee and worship staff. • Technical improvements included: balcony fill speakers and new processor at MP, new digital snakes, digital board for Kits, sound system, drums and keyboard for UBC Pt Grey.

WELCOMED:

Amy Jackson WORSHIP COORDINATOR (*during Jen's maternity leave*)

Jono Davis WORSHIP PASTOR EAST VAN

Jones Chan INTERIM WORSHIP COORDINATOR AT UBC PT GREY

Krys Lopez TECHNICAL COORDINATOR

TENTHCHURCH

2018

2018 REVENUE

\$4,469,738

2018 EXPENSES

\$4,286,847

Financial Summary

2019

2019 REVENUE

\$4,767,650

2019 EXPENSES

\$4,860,494

2019 Revenue Breakdown

GENERAL FUND	\$ 3,882,377
MISSION FUND (INCL. BOOK FUND)	\$ 538,688
BENEVOLENCE FUND	\$ 271,009
OTHER	\$ 75,576
TOTAL REVENUE	\$ 4,767,650

2019 Expenses Breakdown

SALARIES & BENEFITS	\$ 2,602,579
FACILITIES & PROJECTS	\$ 551,109
PASTORAL MINISTRIES	\$ 364,413
ADMIN & OFFICE	\$ 330,187
MISSIONS	\$ 624,730
BENEVOLENCE	\$ 387,476
TOTAL EXPENSES	\$ 4,860,494

Questions?

Contact betty@tenth.ca

Audited Financial Statements will be available during the Annual General Meeting on November 24, 2019.

Letter from the Chair of the Board

HOWARD LOUIE

As I reflect upon this past year - Tenth Church's growth, our position in the city, as well as our ability to respond to crisis (refugees, the vulnerable and broken, communities in immediate need of support, and polarity in the news) - I find myself encouraged and filled with hope.

Tenth continues to be an important church with an important voice on a challenging and sometimes confusing world stage. Praise God!

GROWTH

While there are many important examples of growth in our Tenth community, the launch of Tenth UBC Pt Grey continues to fill me, and the board, with a sense of humble gratitude to be participating in this important intersection of community, with young lives transitioning from student to career with the looming on-ramp into our global society. When Teresa and I first visited Tenth, we quickly realized that the Mt Pleasant site is located in an important location in the city. Tenth Church welcomes many sectors of society and provides for many great opportunities to serve. This is also how we have come to see UBC Pt Grey. Attending the first service at UBC Pt Grey was a profound experience, and for me, primarily one of gratitude, as I began to fathom the implications of God's hand in providing a church community in this important mission field.

BOARD FOCUS

Although our day-to-day activities at the board level might not make for interesting reading, some of the areas that might include

- Senior pastors and site pastor sermon roster, series and subject matter.
- Various Tenth programs in various stages of launch.
- Biblical quality of the sermons and its relevance.
- Site pastors' growth and connection with the congregation.
- Continuing to connect with a variety of generations and sub sectors of our society.
- How Tenth Church continues to adjust to changes in key personnel, locations, programs and services.

We continue to have confidence in our Tenth Church staff, from top to bottom, as they continue to outperform in all of these areas, in no small part due to the leadership process and structure provided by our senior pastor, executive director, site pastors and ministry heads.

PARTICIPATION

Many of our board members eagerly engage in various ministries/programs as volunteers, observers or advocates across our various sites, not only to engage in community, but to gain better empathy for decisions that may land on our agendas from time to time. To that end, you may find that we are quite accessible and able to share thoughts, hopes, and ideas with fellow congregants as we grow together in Kingdom community.

I hope you will join me in giving thanks to God for allowing us to serve him in this important Kingdom work!

In Christ,

Howard Louie TENTH BOARD CHAIR

good to know:

TENTH.CA/PROGRAM

- care for creation + see sermon notes
- read the paperless program

TENTH.CA/SUBSCRIBE

- stay in the know
- sign up for our newsletters

TENTH.CA/EVENTS

- get connected
- view our calendar

TENTHCHURCH