

Annual Report



**Annual Congregational Council Meeting for 2020
February 28, 2021 at 3:00 pm**

1. Opening Worship
2. Welcome & Opening Comments - Wilfried Hahn, Board Chair
3. Review of Agenda & Procedures
4. Approval of 2019 ACC Minutes
5. Approval of Minutes of December 6, 2020 Congregational Meeting

6. Looking Back
 - a. Acceptance of Reports
 - b. Strategic Initiatives Review
 - c. 2020 Financial Reports
 - d. Thank-you's

7. Looking Forward
 - a. Presentation of 2021 Budget
 - b. Presentation of Nominees
 - c. Voting (online if requested; if so - motion to delete all votes)
 - d. Pastor Jon (Lead Team, Compassion Ministry & Fund)

8. Closing Worship and Prayer
9. Adjournment



Covenant Community Christian Church – 2020 ACC Minutes

Date: February 09, 2020

Attendance: 33 Member, 1 Non-Member, Total: 34

Meeting Opened @ 4:02pm

Opening Worship (3 songs) – Jon Limmer

Opening Prayer – Jon Limmer

Janette Copley welcomed everyone

Approval of Agenda for 2020 ACC:

(Change date of heading on Agenda to read “Annual Congregational Council Meeting for 2020”.)

Moved by Cookie Harrison, Gibb Wishart 2nd, carried.

Motion to approve 2019 ACC minutes:

Moved by Gibb Wishart, Pauline Pinder 2nd, carried.

Motion to approve minutes from December 15th business meeting:

Moved by Bill Byer, Bea Dupuis 2nd, carried.

Testimonials:

There were no testimonials as the scheduled person was absent.

Motion to receive reports as outlined in 2020 ACC Agenda:

Moved by Doris Webster, Jonathan Ens 2nd, carried.

Dave Webster made a comment that he has noticed a number of new families that are attending Covenant and gave praise. Dave also commented that he has noticed that some families are no longer attending Covenant and asked if there are any follow-up procedures in place for families who leave the church. Jon replied that there are follow-up conversations with families and or people who are no longer attending covenant, but will address with the Deacon's to further discuss.

The board would like to thank the following people:

- 1) Nancy Durst for her long-time and on-going leading of the Covenant Offering's count team
- 2) Jerry Sheers for his dedication for to making coffee on Sunday mornings
- 3) Dave Young for his time serving as a Deacon at Covenant

Minutes Continued

Dave Webster thanks Brad Fisher for all his work with the bookkeeping.

Motion to accept Financial Reports as outlined in the 2020 ACC

Agenda:

Moved by Susan Wishart, Bill Byer 2nd, carried.

Gibb Wishart made comment as to how well the reports and agenda booklet were put together.

Gibb Wishart asked where the shortfall from the 2019 budget came from. Jon Limmer replied that the shortfall was funded through the bank reserve.

Motion to accept reports as presented in the 2020 ACC Agenda:

Moved by Jerry Sheers, Terry Dupuis 2nd, carried

Motion to accept the budget as presented in the 2020 ACC Agenda:

Moved by Bill Byer, Judy Keefer 2nd, carried

Dave Webster suggested that the board consider using some of the \$123,000 in the capital fund to address capital needs at covenant

Motion to approve reports as presented in the 2020 ACC Agenda:

Moved by Kathy Gadoury, Peter Copley 2nd, carried

Nomination Report for 2020 Positions:

Add Elise Robitaille to the Deacon list for a 3 year term

Add Bill Byer as Congregational Rep. to serve on the Board for a 1 year term

Dave Webster makes a motion to accept the above affirmations, Gibb Wishart 2nd, carried

Jon Limmer provided an overview with regards to Ministry staff transitions over the year in 2019.

Jon provided insight with regards to Strategic Initiatives with a slide show.

Burkevale school hosted their 2019 Christmas concert, with over 370 students, it is very possible that as many as 1000 people came through our church at different schedules times through-out the day

Building Update:

Jon Limmer explained, on behalf of the board, that one idea to address building needs would be to address in a two phase approach:

Minutes Continued

Phase one: Remove the ramp at the side of the building and replace with an outdoor lift that would enable attendees with disabilities to better access our building. Replace the front doors at the front entrance to the church with wider doors that would also have an automatic option via a handicap button. Cost for this upgrade could potentially be \$50,000, although that is a rough estimate.

Phase two: \$500,000 renovation that would replace portables with an expansion out the side of the building which would include office space, storage space and an indoor lift/elevator that would allow attendees with disabilities to access all three levels of our building. A two or three year fundraising approach would be put into motion to help fund this renovation.

Dave Webster asked if Covenant has a legal obligation to make our building more accessible and if our building in current condition would be deemed to be safe. If they building is in "Safe" condition, is phase one necessary and maybe phase two should be considered immediately. Gibb Wishart replied that as it stands now, all buildings will have to be "Legally" accessible by the year 2025, but also mentioned that our building as it stands now, is not up to building codes. Gibb feels that the building is currently unsafe.

Bob Robitaille asked if there are plans to expand the Sanctuary, Jon Limmer replied no, that is not part of the buildings primary needs.

Dave Webster encourages the board to continue working on renovation needs.

Dave Webster asked why the "Refugee Sponsorship" is \$60,000 versus the \$19,000 sponsorship for the Hourieh family when they first arrived to Canada. Elise Robitaille replied that initially when we sponsored for the Hourieh family, the government was working in partnership with refugee sponsorships, that is no longer the case, the sponsorship now has to be 100% funded privately.

Jon Limmer asked that everyone divide into smaller groups to pray for all the discussions and needs that were discussed throughout the meeting.

Closing Worship: Jon Limmer (1 song)

Janette Copley Closed the meeting in prayer

Motion to adjourn the meeting moved by Bill Byer.

Congregational Meeting Minutes – December 6, 2020

Present: 24 Members, 1 non-member

Call to Order: Wilfried Hahn 2:08pm

Staff Salary Recommendations (Wilfred & Cookie)

Vote: Yes: 24 members + 1 non-member
 No: 0

Facility Presentation and Discussion

Jon talked about the idea of Flexibility and Multi-purpose use of our space at Covenant as opposed to costly renovations to upgrade our building space.

Notes:

Marie Hamelin: Happy to see an increase to Crystal's Salary

Zoe: Asked if Carmen has had an increase in responsibilities due to pandemic, Wilfried replied that "NO" she has not

Building:

Mac Dickson: Asked if it was possible to have more signage to let community know about on-line services. Also, asked if it was possible to do on-line services.

Mary Paille: Made a comment about using the sanctuary in the building as a "Multi-Purpose" space being a good idea, can we make it easier to "Clear Space" for multi-use.

Gibb Wishart: Made a comment about using the sanctuary as a multi-purpose space, we need to make sure that Sunday Morning services are the priority for the sanctuary and that it remains "Comfortable".

Dave Webster: Agrees "Flexibility" and not committing to expensive renovations would be a good idea.

Wilfried Hahn: Life has changed since the Pandemic, we will probably not go back to the normal that we were used to. Need to be open to doing things differently.

Dave Webster: On-line services gives Covenant an opportunity to people to attend services who may not feel comfortable to do so indoors.

Penny Copeland: May be a good idea to continue to look at what other churches are doing in order to get more ideas that we can use.

Closing Prayer: Jon Limmer

Adjournment: Wilfried 3:13 pm

Lead Pastor's Report

Let us hold unwaveringly to the hope we profess, for he who promised is faithful.

Hebrews 10:23

Covenant Family,

In September 2019 we adopted Hebrews 10:23 as our verse of the year. We could not have imagined all that would begin to unfold within six months. One year ago I wrote about events we were going to run and special projects we were going to pursue. Only a few months into 2021 we had to take the extraordinary step of laying off most of our staff because we didn't know how our finances were going to be impacted by COVID-19.

On a personal level, I was thrust into learning new technology. Strange tasks like *video editor*, *music producer*, and *production manager* became a part of my role. Administrative responsibilities changed and became heavier for a time. Like many others, I have vacillated between exhaustion and exhilaration, frustration and fascination, feeling hopeless and hope-filled. As we have moved into 2021 we continue to face most of the challenges that introduced themselves in 2020. We're still in the midst of a chaotic and constantly changing milieu.

Some of you may have noticed that we did not introduce a new verse of the year in the fall of 2020. There are two reasons for that.

1. Too many spinning plates. In the fall of 2020 we were working towards resuming smaller in-person services, we were discerning and executing extensive protocol for our building. We were figuring out our technological needs for live-streaming services from the church and then getting that equipment purchased and set up. We were pursuing a new staff hire. [*Yay, Brent!!! We are so glad to have welcomed you and Letitia into our Covenant family during this crazy time!*] We were welcoming Crystal and Carmen back to work. We were trying to create outdoor spaces for connection and worship. All of this was in addition to figuring out how to do the usual fall kick off stuff during a pandemic: creating a fall sermon series, preparing music, figuring out an emphasis on our children, and resuming the regular meetings of the board and deacons. The added consideration of a verse of the year just didn't make it anywhere near the top of the priority list!

Lead Pastor's Report Continued

2. The verse we'd had - the writing on the literal wall of our auditorium - was exactly what I, what we, need to hear and remember during this time.

Let us hold unswervingly to the hope we profess, for he who promised is faithful.

God has truly proven himself faithful. Well before the pandemic, he moved among our leadership team to prepare us to accept online giving. The timing worked out so that it was active exactly one week before we had to move to online gatherings. Years ago, when our family bought our house, he provided a space in our basement where I could prepare and present our initial spring and summer online services. As we moved through the summer, he brought together an amazing team of people with diverse skills to lead us in providing online services live from our main building. Our summer was amazing summer as many contributed to our services through children's lessons, music, and reading benedictions. God faithfully provided through all of those who have helped keep our facility safe for those gathered in person, those who have made phone calls or delivered meals, those who have delivered DVDs to those without internet, and those who have created online spaces for connecting - our virtual lobby, women's Bible study, and youth meetings.

Perhaps the greatest celebration of God's faithful love and provision was in our 40th anniversary celebration! Although we weren't able to celebrate in person, it was amazing to hear from the various pastors in our history and to share pictures and stories of God's faithfulness over the past 40 years.

Certainly, not everything over the past year has been wonderful. I've certainly made plenty of mistakes and things have been very challenging at times. There have been times over the past year when I *felt* on the verge of everything falling apart. I suspect I'm not alone in that. But God has been faithful. He's been faithful to me. He's been faithful to us.

As we now look to what is to come during our annual meeting, we normally have a sense of where we believe God is leading us in the coming year. This year, I really don't know where he is leading us. We don't even know something as basic as when we'll be ready to re-gather in person for any of our ministries. That being said, we do have some things that we're looking toward.

Lead Pastor's Report Continued

- Expanded Leadership Team Gatherings: In the fall (or when we are able to have in person gatherings again) we would like to initiate expanded bi-monthly leadership team gatherings where all the various ministry leaders can come together for conversation, accountability, and encouragement. Through this, we want to embrace an increasingly relational leadership model.
- Expanded Compassion Ministry: We have several great things already happening at Covenant that draw from the same fund, but don't clearly relate to each other. Our deacons do amazing compassion work overseeing congregational care. We have ministries run by Covenant Church people that serve our community (Water St. Community meals, Christian Island gifts). And we have relationships with different agencies doing Compassion work. We are exploring putting together a small oversight team to help support, connect, and empower these different ministries and to help empower more people into ministry areas where they are gifted and where they sense God leading. In this we would like to ensure we raise enough money to help these various compassion ministries to thrive!
- Facility Task Force: We are working to empower a small team of people to lead us forward in using, updating, and adapting our facility in order to help us emphasize *flexibility, accessibility, and stewardship*. This team is not meant to do all the work, but rather to help guide us in wise decisions and to help coordinate the rest of us in doing the work!!

Through these things, we are continuing to follow where we believe God is leading, but the road ahead isn't very clear. This is more about setting ourselves up well to discern where God leads us each step of the way. While our long term (or even short term) steps aren't very clear, what is clear is that God has been, and will continue to be, faithful.

And I think that excites me about where we are today. We don't have a roadmap for tomorrow. In fact, a roadmap for our future *does not exist*. No church anywhere in the world has gone through what we are going through right now. That is scary. But because it is unknown - because it is scary - it requires us to lean fully into trusting God's faithfulness. We need to be trust-filled now more than we have at perhaps any point in our history beyond our earliest days as a church. The unknown requires us to have humility and to listen well to each other. The unknown invites us to dream together about what could be and to courageously follow where it seems God is leading us each step of the way.

And as we do that, I am excited to see where we'll go. I'm confident that as we do it together with Jesus at the centre of everything, this next year and beyond will be amazing. *God is able to do immeasurably more than all we ask or imagine according to his power that is at work in us.* (Eph. 3:20)

Let's continue to trust in his faithfulness, *giving him glory in the church and in Christ Jesus throughout all generations, for ever and ever!* (Eph 3:21)

With gratitude and excitement,

Jon Limmer
Lead Pastor





Denominational Report to Local Congregations - 2020 Ministry Year -

“But we have this treasure in jars of clay to show that this all-surpassing power is from God and not from us. We are hard pressed on every side, but not crushed; perplexed, but not in despair” II Corinthians 4:7-8

The activity of orienteering is the challenge to find your way through rough and unfamiliar territory to get to a destination. This is really what 2020 was about and what shaped our church life this past year. I am proud of the things God has helped us to do as a denominational family in spite of all the obstacles that confronted us.

In early March, as the reality of Covid-19 took hold, our churches needed to suspend public gatherings for what we hoped might just be a few months. Since we are very much in the work of gathering people together, this represented a dramatic change of direction. Services were moved online and Zoom gatherings became an important tool for ministry. Overnight, our churches did a remarkable job of responding to new constraints, working creatively to minister to people. Our pastors rose to the challenge of caring for people while learning new skills for video production and communication. While at times this has been wearying, new opportunities to be the church and reach out have emerged. We have been amazed at how adaptive our communities of faith could be. I want to personally thank every leader and Pastor across all of our expressions for your efforts this past year. You have served so well!

As a denomination, we have also worked to adapt to the new realities. Our AGM in early May became a virtual event and most of our training events moved online. Virtual seminars on things like Psychological First Aid were offered. Our Fall online LEAD Day for Pastors addressed the issue of Racism and how we respond to our Black, Indigenous and People of Colour as followers of Jesus. Our Pastoral Clusters continued online throughout the year and a few of these groups were able to meet in person as restrictions eased in the Summer. We suspended a number of initiatives like our FLOW internship program and New Pastors Orientation with hopes of resumption of these ministries in 2021.

Our church camp - Camp Kahquah - was able to open for family camping but children's camps and retreats all were suspended for the year. The camp was able to offer a discount to Pastors for the Summer as a way of helping to provide a much needed break. Thanks to the remarkable work of our camp Directors Ryan & Amy Terpstra, the Camp Board, and generous donors, we were able to operate the camp with a small surplus. This was remarkable given the fact that many camps incurred significant debt. We are grateful and look forward to the future when operations can be normalized.

In spite of the pandemic restrictions, we continued to work in partnerships internationally through BIC Canada Global. We are able to fund our admin costs through our general budget enabling us to send 100% of donations that are given to projects. We are also grateful to be part of our wider Anabaptist family through Mennonite World Conference and MCC (Mennonite Central Committee). MCC turned 100 in 2020 and though some of the planned celebrations had to be adjusted, it was still wonderful to celebrate all that has been accomplished over a century of faithfulness.



Denominational Report to Local Congregations - 2020 Ministry Year Continued-

Church planting continues to be a strategic priority for us. In 2020 we worked at two new REUNION starts (Niagara and Kingston) and welcomed a new church in Colombia, South America that is affiliating with the REUNION Network. In the Fall, Matt Vincent and Dean Morris participated in the REUNION Run - a fundraiser for church planting. Our church planting is supported in part with giving from our General Budget and supplemented with support from our Growth Fund to allow us to do more. We continue to seek out and pursue new opportunities.

We have continued to work to be good stewards of the resources you have entrusted to us. In March we closed our office because of Covid-19 and our staff continue to work from home. This has proven to be effective and we have made the decision to no longer maintain a physical office space which will result in considerable savings. The constraints of 2020 afforded us opportunity to refresh our website and digital platforms which is a great blessing moving forward. Giving to our shared fund was somewhat down, but we were able to reduce spending as well. We are grateful for your continued generosity which funds our BIC Canada staff and ministries. Audited financial statements are available upon request from our office.

An important annual initiative that we sponsor as a denomination is our Advent devotional guide. This year we worked even harder to transform this into more of an Advent “experience” that our churches could use as a way to enhance their celebration of Christmas. The Advent guide is also a tremendous way for us to get to know each other better across our church family and to facilitate our gifted writers. The feedback on this project has been extremely positive and we will continue to develop this important initiative going forward.

Finally, near the end of 2020 our Board of Directors completed a year-long review of our strategic goals and leadership paradigm. This process resulted in affirmation of the direction we were heading in and the offer for me to become Executive Director commencing January 1, 2021. I am glad to have had the opportunity to work as Interim Director over the last 18 months and am glad to serve the church moving into the future. I thank the Board for their confidence, as well as Todd Lester and Matt Vincent for their support. Our staff team made up of Sheryl Clark, Melanie Wigg, Bobbi Vincent, Charmaine Stulp and Trevor Main work diligently on your behalf and are available to serve you in their respective areas of responsibility.

With the prospect of vaccines to confront Covid-19 in 2021, we will see a return to some of the normal patterns of church life. This will, however, be a “new normal” as we discern what we have learned through this time and the changes it has ushered in. Through it all, God is faithful and the church is resilient. The future holds new opportunities. May God help us to embrace them.

Every blessing in Christ,

Charles Mashinter
Executive Director - Be In Christ Church of Canada

Youth Ministry Annual Report (January - September; Angie's contribution)

In January, we certainly could not have anticipated all of the changes and challenges we would face throughout this past year but I am so thankful that none of it caught God off-guard and He continued to work in the hearts and lives of our students! Although the learning curve was steep and arduous, I am grateful for the opportunity it was to learn and grow in our relationship with Jesus and one another.

On Saturday, February 8th, we welcomed Natalie Frisk to lead a Raising Disciples Workshop for parents and leaders from Covenant and our broader community. Child-minding was provided by an amazing group of volunteers which allowed the adults to gather together to discover more of how we can intentionally invest well in Next Generations. Natalie stayed and taught during Covenant's service on the Sunday morning. It was an exciting, encouraging and inspiring weekend together!

After March Break, we transitioned all of our weekly youth gatherings to an online format (Zoom) to continue to be able to meet and grow in our faith together while honouring the restrictions put in place by our local health unit early in the pandemic. We continued to meet online through the end of June. Our Sr High retreat transitioned to a virtual format and was held on the May long weekend.

As leaders we were fortunate to connect with students each week through Midweek Online, and through text and social media platforms. We were also able to enjoy frequent drive-way visits with students and drop off various treats and goody packages to stay connected despite not being able to be together as we were accustomed to. One of the highlights of this odd year was being able to celebrate all of our grade eight and grade twelve graduates in a unique way with surprise gifts and decorated houses. It was a sweet joy to have the opportunity to encourage them, cheer for them, and pray for them as they embark on the next steps God has ahead of them!

(October – December: Brent’s contribution)

In October I (Brent) started the role as the Director of Next Generations and Worship. The first order of business was to start youth back on a consistent basis for the fall.

Since starting, Senior High has shifted nights and is now meeting on Monday nights while Junior High remains on Wednesday nights. Both groups have consistently been held in person since the fall. During October youth was held outside with active games, warm drinks and bonfires. We were also able to have one off-site event at Rounds Ranch. Now that the weather has shifted, both groups have headed inside the church where masks and social distancing rules have been in effect. Overall this transition has not been as challenging as once thought. The youth have been resilient and adaptable to these changes.

Senior High youth have also been invited to participate on Wednesday nights as leaders. Many have taken this responsibility, which has been so helpful to the core team. Speaking of the core team, I would like to especially thank Angie Limmer and Emily Adams for all of their contributions to youth as they have been such amazing, valuable, active leaders to our youth consistently. They have been such a great team to make sure that Next Generations remain a priority within the church and community.

Children’s Ministry Annual Report

As with many of our ministries, this has been a very different year. Children’s ministry was running very well with help from volunteers before March. Since the pandemic, we have had to be creative in our approach to working with our children. Before my arrival there were volunteers assisting in running virtual curriculum on Sunday mornings through stories and activities such as “flat Jesus”, among others. Since the fall we have been using Meeting House curriculum, which has received positive response. Beyond this, we have provided two activities for the kids and their family to participate in. The first was the Gratitude Pumpkin, where we delivered ~30 pumpkins and sharpies to our families and had them send in pictures. If we received a photo, we then baked pumpkin pies and delivered these as well. The second is in December we ran The Great Covenant Baking Show, where we dropped off a mason jar cookie recipe and ran a cooking show over Zoom. Some small Christmas crafts were provided as well.

Treasurer's Report 2020

This has been an extraordinary year for all of us. I, for one, had never heard of zoom but as a church we have managed to embrace it and we can only be grateful for the technology that has certainly been useful for us. We have made use of zoom for our Sunday morning services, bible studies, board meetings and just connecting with one another.

Because of new technology, we have made some major shifts in our approach to receiving financial contributions this year. In early March we began to use a medium called Emanant to receive online contributions and to help us with text communication. The board's willingness to move in this direction proved providential as, only weeks after we were up and running with Emanant, we were hit with the COVID Pandemic. As we moved through the spring and recognized that we were going to be transitioning some of our bookkeeping, we concluded that Tithely would be a better option for us. Tithely is integrated with a number of other tools - including an app, a church management software, a donor tracking/receipting system, a website provider - that would be helpful for us. In the long term, Tithely has proved not only administratively beneficial, it has been good for us financially. First, we were able to cancel our Emanant subscription. Also, our website provider began a merger process with Tithely last year and once it was completed our "all-access" Tithely subscription began to cover the cost of our website, too. (They even gave us a healthy credit for the website payments we'd made during the merger process!)

The bookkeeping transition mentioned above also led to some challenges as we were transitioning from Brad Fisher doing this work as a volunteer to Crystal Keefer taking it on as our office administrator. Brad was faced with the challenge of figuring out how to process our online giving. And Crystal didn't start back into the office until September. As a result of these challenges, we were not able to have up to date financial statements for most of the year. The board was able to keep a watchful eye on our bottom line through our monthly bank statements. Thankfully, giving was maintained through the summer and fall and our bank balance has remained strong throughout the year. Despite not having the full picture, this strong financial position enabled the board to be patient as Brad and Crystal have worked hard to get us caught up on our financial statements.

Treasurer's Report 2020 Continued

As we conclude 2020 (I am not sorry to see it end), I want to thank our tellers who take care of the offerings and deposits each week. Nancy Durst, Marilyn Orr, Debbie Lashbrook, Pat Counahan and Terry Dupuis have done a great job for us. A special thank you to Terry and Pat who have made themselves available every week, collecting and depositing these offerings. If you are able to count and balance money and might be interested in joining this team, please talk with me or with Nancy Durst. Thank you so much to Brad Fisher for his many years of service to maintain our books and issue the receipts as our envelope secretary. Brad has served us well by maintaining clear and transparent books, ensuring all our bills are paid, and submitting everything necessary to the government. Thank you Crystal for exceeding our expectation by learning a bookkeeping system and learning how to manoeuvre through the Tithely program. You are all greatly appreciated and we don't say thank you often enough.

Submitted By Cookie Harrison

Usher's Annual Report

2020 began very much like previous years, with 8 teams of ushers. Then, in late March, in-building services were cancelled due to the COVID-19 emergency lockdown measures. For the next 5 months services moved online, which of course meant that no ushers or greeters were required.

In September services could be held again in the sanctuary, as well as being able to continue virtually.

The duties and responsibilities of greeters have changed accordingly. We still give everyone a warm verbal welcome, but minus any handshaking or hugging. One greeter looks after entering a person's name into the computer system when the person arrives. The other greeter asks the obligatory health questions and directs the entrants to one of the seats, which are all appropriately distanced. Both greeters and participate in the cleaning protocols before and after the service.

I wish to extend a sincere thank you to my fellow greeters, Bea, Elise, Ingrid, Jill, Lucas, Nancy and Stewart for your conscientious work during this period of Covid.

Submitted by Terry Dupuis

Community Meal Annual Report

As with so many other things this year, the Community Meal program has had to pivot.

January, February, March continued as usual, with between 20 and 30 people coming for a hot meal at the All Saints Anglican Church Hall on Peel Street - the first Thursday of the month we serve breakfast, and the second we serve lunch. (A team from the Anglican church then did the same for weeks three and four). While some of the guests preferred to sit alone, eat quickly and leave within minutes, many lingered for an hour or more, enjoying the camaraderie and social connections, coming for seconds, or perusing the table of donated items available for anyone to take.

Then COVID arrived, and things had to change. For April, May, June and July, the doors were shut. To compensate, and make sure that no one went hungry, the Anglican Church set up a “Deacons’ cupboard” on the front lawn of the church, filled with donated non-perishable food items that anyone in need of a meal could access. Covenant contributed financially to this initiative.

In August we were given the green light to re-open, but with many necessary safety protocols in place. The biggest change was the limitation to take-out dining only – guests arrive, are screened, and one by one come to the kitchen counter where they are presented with menu options. A volunteer places their order in a (compostable) takeout container and they exit through a different door. While this method is safe and efficient, the number of people coming for food has declined – proof of the important role that the social aspect of the meals provided for our guests. Numbers are now around 10-20 per week. This smaller number has been in our favour, however, as the number of volunteers allowed in the kitchen is just 3. With less people to feed, we are not overwhelmed. We do look forward to the day when the hall will once again be bustling with people greeting one another, sitting to eat and freely visiting and connecting.

I am grateful for the good working relationship we have with the team from All Saints, for the financial and food donations received from the people of Covenant, and for our generous and amazing volunteer team: Linda Bellisle, Catharine Brassard, Guy Close, Barry Corbett, Bea and Terry Dupuis, Jill Denbutter, Ursula Hahn, Odette Reynolds, Gisèle Robitaille, Janet Tremble, and Jamie Wilson. In November Bea and Terry took over coordination of the breakfast and Guy is now coordinating the lunch.

Please continue to pray for this important ministry that keeps us in tune with our community.

Submitted by Elise Robitaille, Co-ordinator

Water Street Ministry Annual Report



A big hello from Vera, Elaine, Joe, Kathy, Laura and Carrie, The Water Street Ministry team.

It's been a very challenging year for the residents there. They lost their beloved Tom early in the year. We were grateful to be invited to attend alongside the family and say a few words. Shortly thereafter Tom's friend and housemate, Shelley, was diagnosed with cancer. We supported her with a care package with some pajamas, slippers and treats. She lamented about wishing she could go to a concert. The staff said she wasn't well enough to go to one so we arranged for a local band Gibbons and Figgs to donate a concert. The residents had so much fun and were skipping and dancing. Our

hearts swelled.

In March all visits to the home were suspended, including their social worker who spent most days there. Our visits were also suspended. Sadly Shelley passed away without any funeral, although we are waiting to do something. Unfortunately, they are still unable to even leave the property due to their congregate living classification. As you can imagine living in close quarters with 21 others with mental illnesses has been very difficult for them.

In August/September/October we resumed outdoor monthly visits from the parking lot and began bringing snacks such as apples, oranges, snack foods, and pop for every visit. We felt like we were returning to the family fold. We even enjoyed a costume party with snacks and treat bags.

Our dream for them going forward this year is to increase God's love flowing through us to help them feel seen, loved and cared for. The manager there feels that the idea of pairing up interested residents and with those interested in encouraging them via cards in the mail and phone calls for significant holidays and birthdays would offer huge value. It would help them feel some connection with the outside world while costing nothing. We would love to invite others to join us in this kind of endeavour. We're confident this would help them feel God's love and will bring so much mutual joy to all.



Submitted by Carrie Marchand

Deacons Annual Report

Covenant's Deacons for 2020 were:

Pat Counahan
Kathy Gadoury
Ursula Hahn

Zoe Hilton
Elise Robitaille
Janet Tremble

The role of the Deacon is to work alongside the Pastor in meeting the spiritual needs of the congregation, and to act as a sounding board for the Pastor. We meet monthly, in person when it was possible, and now through Zoom meetings.

While we were meeting in person at the start of the year, the Deacons were responsible for other hands-on aspects of the church ministry: preparing and serving communion, staffing the prayer room after each Sunday service, and visiting people.

Much of our work this year involved trying to ensure that no one was feeling isolated during a time when it was not possible for people to be together physically. In the forefront of our minds were people who do not have Internet access and so could not attend church services for all those months when we could only gather virtually. The congregation was divided up among the Deacons and we each connected with the people on our lists, as often as we deemed necessary, inquiring about well-being, asking for prayer requests, getting caught up. These phone calls and emails made it possible to stay connected in spite of the challenges the pandemic threw at us.

We are mindful that Covenant continues to be the church even when we do not gather together as we were used to doing. We are mindful that there are newcomers among us that we have never met. Kudos to the team for ensuring that newcomers are addressed on the web page and during worship services.

Continued...

Deacon's Report Continued

Other highlights –

- In January, the moving team made the difficult decision to discontinue their services when the Salvation Army was no longer available.
- We helped coordinate the potluck meal following the ACC (what a distant, cherished memory!).
- We participated in the 40th anniversary celebration, handing out mugs, pens and notebooks in a drive-by celebration in mid-June. It was so good to see people again!
- We oversee the distribution of the Community Care Fund – which took quite a hit this year, with no passing of the 'second plate'.

Please do not hesitate to communicate with any of us if you need prayer, or practical help, or someone to talk to.

Submitted by Elise Robitaille

Worship Ministry Report

Throughout the pandemic we had many of our musicians pre-record worship. At first much of this was recorded separately and then pieced together online. Recently we have been able to have the teams in to record together as a team within the church. As we are recording, we were able to have each team come in once and record multiple songs, which we have been able to use throughout Advent. We are so thankful for having so many talented musicians, this is a ministry full of so many willing volunteers. We did also host some in person worship during the pandemic. These include a few outdoor Sunday afternoon services that we held outdoors in the fall, as well we had a carolling night outdoors in December. Moving forward, we will continue to monitor the Covid-19 restrictions, but will focus on the continued use of recording of our worship volunteers when possible.

Submitted by Brent Jefkins

12:32 PM

2021-02-24

Accrual Basis

Covenant Christian Community Church

Balance Sheet

As of 31 December 2020

	<u>31 Dec 20</u>
ASSETS	
Current Assets	
Chequing/Savings	
10000 · General Bank Account	109,044.02
10100 · Petty Cash - Office	1,200.00
10110 · Petty Cash - Youth Ministry	40.00
12300 · Savings Held at TD Bank	41,782.45
Total Chequing/Savings	<u>152,066.47</u>
Total Current Assets	152,066.47
Fixed Assets	
15000 · Equipment	140,819.14
15200 · Worship Centre	306,025.33
15600 · Land	36,980.00
Total Fixed Assets	<u>483,824.47</u>
TOTAL ASSETS	<u>635,890.94</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 · Accounts Payable	-127.63
Total Accounts Payable	<u>-127.63</u>
Other Current Liabilities	
21000 · Accrued Payables	1,600.00
32100 · Brunch Program Fund	3,725.89
32200 · New Ministry Fund	8,681.08
32300 · Nicaragua Mission Fund	1,248.25
32500 · Student Mission Fund	1,000.00
32600 · Community Care Fund	4,762.00
33100 · Capital Fund	14,809.51
Total Other Current Liabilities	<u>35,826.73</u>
Total Current Liabilities	<u>35,699.10</u>
Total Liabilities	35,699.10
Equity	
31000 · General Equity	486,202.88
32000 · Retained Earnings	88,023.10
Net Income	25,965.86
Total Equity	<u>600,191.84</u>
TOTAL LIABILITIES & EQUITY	<u>635,890.94</u>

12:30 PM
 2021-02-24
 Accrual Basis

Covenant Christian Community Church
Net Income (1 Regular) Budget vs. Actual
 January through December 2020

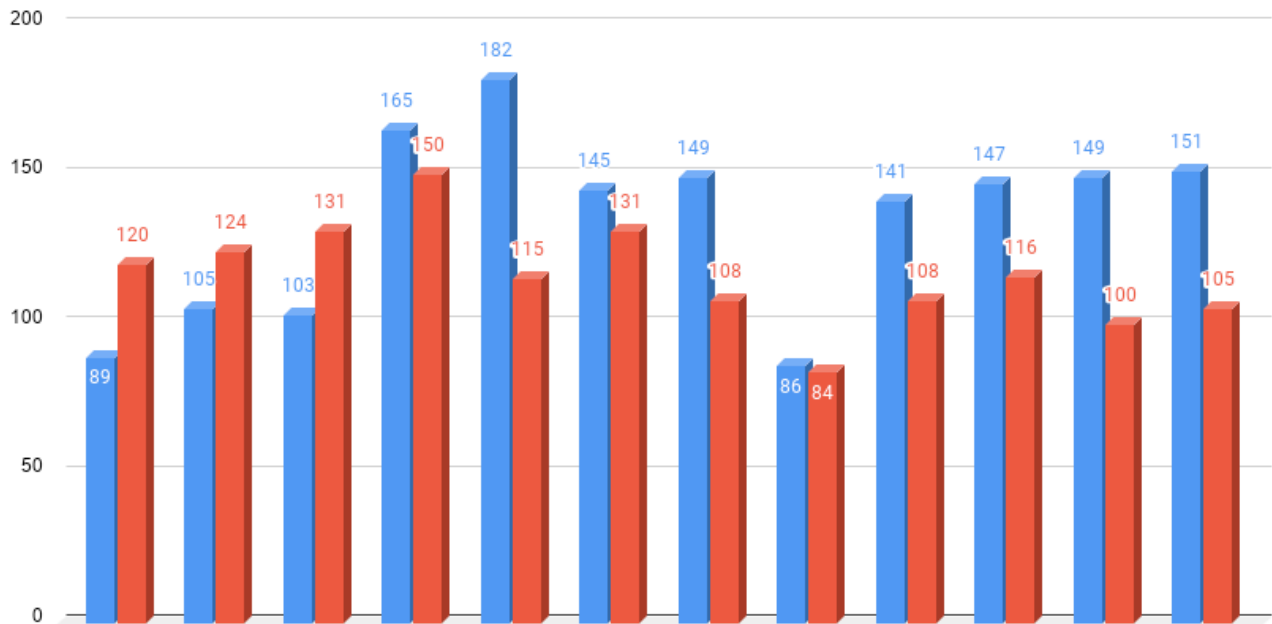
	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
40000 · Offerings	186,416	210,000	-23,584	89%
41000 · Rental Income	650			
41100 · Interest Income	150			
41200 · Student Missions / Youth Group	1,442	6,000	-4,558	24%
41300 · Miscellaneous Revenue	187	2,500	-2,313	7%
41500 · Summary Ministry Apprentice	0	10,000	-10,000	0%
42000 · Offerings - Capital	80			
Total Income	188,925	228,500	-39,575	83%
Gross Profit	188,925	228,500	-39,575	83%
Expense				
51100 · Pastor - Lead	60,909	60,909	-0	100%
51120 · Travel/Ed - Pastor Lead	1,628	3,500	-1,872	47%
51200 · Pastor - Associate Youth	17,705	26,000	-8,295	68%
51210 · Travel/Ed - Pastor Youth	43	2,000	-1,957	2%
51300 · Admin Assistant	6,749	11,583	-4,834	58%
51310 · Travel/Ed - Admin Assistant	0	200	-200	0%
51400 · Custodian	4,987	9,703	-4,716	51%
51500 · Summer Ministry Apprentice	0	10,000	-10,000	0%
51900 · Fringe Benefits	15,268	17,254	-1,986	88%
52100 · Repairs and Maintenance	6,640	8,000	-1,360	83%
52200 · Insurance Expense	1,096	4,300	-3,204	25%
52300 · Office Supplies	2,814	5,000	-2,186	56%
52400 · Telephone Expense	3,605	3,000	605	120%
52500 · Utilities	4,866	11,000	-6,134	44%
52600 · Yard Upkeep	0	7,000	-7,000	0%
52900 · HST Refunds, Dues, Etc	3,410			
53010 · Children's Ministry	820	3,000	-2,180	27%
53020 · Cooperative Ministries	22,000	21,000	1,000	105%
53030 · Discipleship Ministry	971	2,500	-1,529	39%
53040 · Hospitality Supplies	1,634	2,000	-366	82%
53060 · Outreach Events & Ads	2,172	2,000	172	109%
53070 · Spice Child	0	600	-600	0%
53080 · Vacation Bible School	-266	3,000	-3,266	-9%
53090 · Worship	2,484	4,500	-2,016	55%
53100 · Youth Ministry	2,422	11,000	-8,578	22%
61100 · Community Care 60%	0			
61200 · Brunch Program	0			
61400 · Student Mission Trips	1,000			
Total Expense	162,959	229,049	-66,090	71%
Net Ordinary Income	25,967	-549	26,516	-4,730%
Net Income	25,967	-549	26,516	-4,730%

12:36 PM
 2021-02-24
 Accrual Basis

Covenant Christian Community Church
Net Income Classes 2 - 5
 January through December 2020

	2 Community	3 Brunch	4 New Ministry Fund	TOTAL
Ordinary Income/Expense				
Income				
40000 · Offerings	5,527	0	250	5,777
Total Income	5,527	0	250	5,777
Gross Profit	5,527	0	250	5,777
Expense				
52100 · Repairs and Maintenance	0	63	0	63
52300 · Office Supplies	0	86	0	86
53090 · Worship	0	0	115	115
61100 · Community Care 60%	765	0	0	765
61200 · Brunch Program	0	1,021	0	1,021
61300 · New Ministry Account	0	0	5,031	5,031
70000 · Transfer Between Classes	0	-1,170	0	-1,170
71000 · Transfer to/from Funds	4,762	0	-4,896	-134
Total Expense	5,527	0	250	5,777
Net Ordinary Income	-0	-0	0	-1
Net Income	-0	-0	0	-1

Monthly Engagement (Sundays) - 2020 (Blue) vs 2019 (Red)



2021 Draft Budget

	2021 Draft	2020 Budget	% Difference
Estimated Income			
Regular Offerings	\$210,000	\$210,000	100.00%
Youth Director Transfer	\$15,600	\$0	
Discipleship	\$0	\$1,000	0%
VBS	\$0	\$0	
Youth	\$3,500	\$6,000	58%
Summer Ministry Apprentice		\$10,000	
Other	\$1,500	\$1,500	100%
Total	\$230,600	\$228,500	101%
Budget Expenses			
Lead Pastor Salary	\$62,409	\$60,909	102%
LP - Travel, PD, & Meals	\$3,500	\$3,500	100%
Youth Director Salary	\$41,600	\$26,000	160%
YD - Travel, PD, & Meals	\$2,000	\$2,000	100%
Office Administrator	\$13,260	\$11,583	114%
Office Administrator - Travel	\$200	\$200	100%
Custodian	\$10,176	\$9,703	105%
<i>Fringe Benefits</i>			
CPP Employer Contributions	\$6,129	\$5,680	108%
EI Employer Contributions	\$2,674	\$1,603	167%
Group Health - Lead Pastor	\$4,950	\$4,970	100%
BIC Pension - Lead Pastor	\$4,993	\$5,000	100%
Total Fringe Benefits	\$18,746	\$17,254	109%
Total Staff Expenses	\$151,891	\$131,149	116%
Children	\$1,500	\$3,000	50%
Discipleship	\$1,000	\$2,500	40%
Hospitality	\$2,000	\$2,000	100%
Outreach/Ads	\$1,000	\$2,000	50%
Spice Child (Nepal PEACE)	\$600	\$600	100%
VBS	\$3,000	\$3,000	100%
Summer Ministry Apprentice		\$10,000	
Worship	\$2,500	\$4,500	56%
Youth	\$7,000	\$11,000	64%
Co-operative Ministries (10%)	\$21,000	\$21,000	100%
Total Ministry/Mission Expense	\$39,600	\$59,600	66%
Building	\$8,000	\$8,000	100%
Insurance	\$4,709	\$4,300	110%
Office	\$5,000	\$5,000	100%
Telephone	\$1,800	\$3,000	60%
Utilities	\$13,000	\$11,000	118%
Yard	\$10,000	\$7,000	143%
Total Support Expense	\$42,509	\$38,300	
Total Expense	\$234,000	\$229,049	102%
Surplus/(-Defecit)	-\$3,400	-\$549	

Nomination Report for 2021 Positions

Position	Incumbents	Final Full Year of Term	Candidates	# to elect
Congregational Rep. 3 yr. term	Judy Keefer (1st term)	2021	John Caldwell* (completing the final two years of a three-year term)	1 for two remaining years of a three-year term. 1 for a full three-year term. (Candidates may be re-elected for up to three consecutive terms.)
			Joel Robitaille (for a three-year term)	
Church Board Secretary 3 yr. term	Cookie Harrison (1st term)	2021		Appointed by Church Board
Maintenance Committee Chairperson 3 year term			One still needed for 2021.	Appointed by Church Board
Treasurer 3 yr term	Pat <u>Counahan</u> (2nd term)	2023		Appointed by Church Board
Canadian Conference 1 yr. term (Other delegates are appointed by board (1) and deacons (1).)			Brent Jeffkins	1 for a one-year term.
Nominating Committee 1 yr. term (Other members are selected by the board (1) and deacons (1).)			Wayne Harrison Susan Wishart	2 for a one-year term.

*John Caldwell's affirmation is pending the completion of his membership application process which is currently underway.

Beginning in 2019 the Be In Christ Church of Canada no longer required deacons to be affirmed/elected at congregational meetings. This year we have joined the rest of the BIC Canada in this, however, we are still doing careful work to consider and invite qualified people to join our deacons in congregational care work. Our deacons for 2021 *so far* are Zoe Hilton, Janet Tremble (who will also serve as our deacons rep on the board), Kathy Gadoury, Linda Bellisle, and Aileen Uram.

