



**Information Package
for Annual General Meeting**

AGM – Sunday, March 8, 2026

6:30 p.m.

Ross Road Community Church

Annual General Meeting

March 8, 2026

6:30 pm

1. Prayer around tables
2. Call to Order/Approval of the Agenda
3. Approval of Minutes from Annual Ministry Meeting on May 25, 2025
4. Presentation of the 2025 Financial Statements
 - a. Motion to accept 2025 Financial Statements
 - b. Motion to engage Webster & Assoc. for 2026
5. Presentation of the 2026 Ministry Budget
 - a. Review of the budget process
 - b. Review of the proposed 2026 budget
 - c. Motion to accept the 2026 budget & vote by ballot
6. Recommendations for Ministry Team positions
7. Bylaw change proposal discussion
8. Update on Extending Our Impact project
9. Motion to Destroy Ballots
10. Motion to Adjourn

Ross Road Community Church
Annual Ministry Meeting Minutes
May 25, 2025
6:00 pm

57 members present; quorum (28) has been reached.

1. Prayer Encounter - Craig
 - a. Prayers for the persecuted church
 - b. Prayers for the unity of our church
 - c. Prayers for the elder team

2. Ministry testimony - Sherry Heidebrecht

3. Approval of Agenda - AI
 - a. 1st: Jake Epp, 2nd: Vic Martens. Carried.

4. Approval of the Annual General Meeting minutes (April 6, 2025) - AI
 - a. 1st: Karen Stobbe, 2nd: Doreen Froese. Carried.

5. Ministry Reports - Craig
 - a. Sharing prompt: What have you appreciated about people and/or ministry in the church this year?
 - i. Jake Konrad - 27 years on the Tabor Village Board.
 - ii. Vic Martens - 9 years on the Tabor Village Board.
 - iii. Derek Janzen - 15 years on the Hospitality Team.
 - iv. Jenn Martens - 3 years as elder

6. Overview of Discernment and Affirmation Process - Craig
 - a. Discernment Team - Karen, Elaine, Brian, Craig
 - b. Meet in January to look at our spreadsheet with each ministry team (20 ministry teams). Those who serve on these teams serve 2-year terms.
 - c. Contact each ministry leader and ask them to check with those whose terms are expiring - are they willing to serve again? We also ask them to check in with their team as to if they have any ideas on new members for their ministry team.
 - d. We put forward a nomination form to the church asking you to help us by nominating others (or yourself) for the ministry teams. This has generally not been received many responses.
 - e. After we receive the answers we know how many spots need to be filled, and we have the ideas of the congregation for nominations.
 - f. We prayerfully discern together as a team and start to approach people ourselves, or, ask ministry team leaders to approach people to ask if they'd be willing to serve.
 - g. We're always grateful for those who are willing to serve.

10. Results of the votes - AI

- a. All elder candidates were affirmed.

11. Commissioning of Elder and Ministry Team Members - Davis

12. Motion to Destroy Ballots - AI

- a. First: Gord Bergen, Second: Jeremy Hein. Carried.

13. Motion to Adjourn - AI

- a. First: Joel. Carried.

Ross Road Community Church

Financial Statements

Year Ended December 31, 2025



WEBSTER & ASSOCIATES*

Chartered Professional Accountants

300 - 2955 Gladwin Road, Abbotsford, B.C. V2T 5T4
Tel & Fax: (604) 853-6122 Toll Free: (844) 345-1898

COMPILATION ENGAGEMENT REPORT

To the Members of Ross Road Community Church

On the basis of information provided by management, we have compiled the statement of financial position of Ross Road Community Church as at December 31, 2025, and the statements of operations and changes in net assets for the year then ended, and Note 1, which describes the basis of accounting applied in the preparation of the compiled financial statements ("financial information").

Management is responsible for the accompanying financial statements, including the accuracy and completeness of the underlying information used to compile it and the selection of the basis of accounting.

We performed this engagement in accordance with Canadian Standard on Related Services (CSRS) 4200, *Compilation Engagements*, which requires us to comply with relevant ethical requirements. Our responsibility is to assist management in the preparation of the financial statements.

We did not perform an audit engagement or a review engagement, nor were we required to perform procedures to verify the accuracy or completeness of the statements provided by management. Accordingly, we do not express an audit opinion or a review conclusion, or provide any form of assurance on the financial statements.

Readers are cautioned that the financial statements may not be appropriate for their purposes.

Abbotsford, British Columbia
February 19, 2026

Chartered Professional Accountants

Ross Road Community Church

Statement of Financial Position

December 31, 2025

	2025	2024
Assets		
Current		
Cash	\$ 177,138	\$ 566,348
Goods and services tax receivable	12,447	23,457
Prepaid expenses	10,793	5,468
	<u>200,378</u>	<u>595,273</u>
Tangible capital assets <i>(Net of accumulated amortization)</i>	1,994,126	2,017,381
Long term investments	<u>1,690,921</u>	<u>564,458</u>
	<u>\$ 3,885,425</u>	<u>\$ 3,177,112</u>
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 14,312	\$ 10,869
Net Assets		
General fund	2,531,175	2,530,745
Designated funds	1,312,335	607,895
Endowment fund	27,603	27,603
	<u>3,871,113</u>	<u>3,166,243</u>
	<u>\$ 3,885,425</u>	<u>\$ 3,177,112</u>

_____ Elder

_____ Elder

The accompanying note is an integral part of this financial information.

Ross Road Community Church

Statement of Operations

Year Ended December 31, 2025

	Budget 2025	2025	2024
Revenue			
Donation receipts	\$ 1,020,000	\$ 983,856	\$ 1,035,440
Rent and other	8,000	20,301	9,183
	<u>1,028,000</u>	<u>1,004,157</u>	<u>1,044,623</u>
Expenses			
Administrative expenses	38,580	31,401	33,523
Amortization	162,240	72,577	68,431
Children's Ministries	13,400	8,149	9,903
Church Ministries	30,296	24,772	21,299
Loan interest and bank charges	31,000	7,017	6,409
Hospitality Ministries	9,600	9,854	8,039
MB Conference and Ministry	77,670	77,669	76,709
Missions	92,476	90,956	84,948
Music and Worship Ministries	11,420	9,763	13,756
Property and facilities	102,800	84,915	81,959
Salaries, wages and benefits	592,474	596,790	572,327
Staff expenses	16,800	6,965	9,724
Youth Ministries	22,400	18,737	22,947
	<u>1,201,156</u>	<u>1,039,565</u>	<u>1,009,974</u>
Excess (deficiency) of revenue over expenses from operations	<u>(173,156)</u>	<u>(35,408)</u>	<u>34,649</u>
Other income (expenses)			
Capital projects	(19,400)	-	-
Designated fund receipts	-	759,356	677,992
Designated fund disbursements	-	(19,078)	(23,939)
	<u>(19,400)</u>	<u>740,278</u>	<u>654,053</u>
Excess (deficiency) of revenue over expenses	<u>\$ (192,556)</u>	<u>\$ 704,870</u>	<u>\$ 688,702</u>

The accompanying note is an integral part of this financial information.

Ross Road Community Church

Statement of Changes in Net Assets

Year Ended December 31, 2025

	General Fund	Designated Funds	Endowment Fund	2025	2024
Net assets, beginning of year	\$ 2,530,745	\$ 607,895	\$ 27,603	\$ 3,166,243	\$ 2,477,541
Excess of revenue over expenses	(35,408)	739,205	1,073	704,870	688,702
Endowment fund expenses	-	1,073	(1,073)	-	-
Capital asset purchases	35,838	(35,838)	-	-	-
Net assets, end of year	\$ 2,531,175	\$ 1,312,335	\$ 27,603	\$ 3,871,113	\$ 3,166,243

The accompanying note is an integral part of this financial information.

Ross Road Community Church

Note to Financial Statements

Year Ended December 31, 2025

1. **Basis Of Accounting**

The basis of accounting applied in the preparation of the statement of financial position of Ross Road Community Church as at December 31, 2025, and the statements of operations and changes in net assets for the year then ended is the historical cost basis and reflects cash transactions with the addition of:

- the restricted fund method of accounting for contributions, with all funds, other than the endowment fund, combined in the statement of operations;
 - accounts receivable;
 - significant disbursements and/or deposits representing expenses of future periods recorded as prepaids;
 - long term investments recorded at cost and any investment income accrued in the period in which it is earned;
 - capital assets recorded at historical cost and amortized on a systematic basis; and,
 - accounts payable and accrued liabilities.
-

Designated Funds

(Schedule 1)

Year Ended December 31, 2025

	2025								
	Deacons	Summer Missions	Scholarship	Building	Refugee	Camp Ministry	Seek and Find	E. Olfert Bursary	
Beginning balances	\$ 14,177	\$ 10,380	\$ 4,296	\$ 521,369	\$ 42,547	\$ 3,448	\$ 11,677	\$ -	\$ 607,894
Receipts	16,644	1,000	250	713,908	-	-	100	5,000	736,902
Interest earned	-	-	-	20,231	1,149	-	-	-	21,380
Disbursements	(7,458)	(4,127)	(1,237)	-	-	-	(3,254)	(3,000)	(19,076)
Transfers	-	-	1,073	-	-	-	-	-	1,073
Capitalized	-	-	-	(35,838)	-	-	-	-	(35,838)
Ending balances	\$ 23,363	\$ 7,253	\$ 4,382	\$ 1,219,670	\$ 43,696	\$ 3,448	\$ 8,523	\$ 2,000	\$ 1,312,335

Ross Road Community Church
Proposed Budget
2026

	2025 Budget	2026 Budget	Budget Variance 2026 to 2025
REVENUE			
Donations	1,020,000	1,030,000	10,000
Other Receipts			
Church Rent	5,000	3,500	(1,500)
Parsonage Rent			-
Interest & Miscellaneous	3,000	6,700	3,700
Bus Income			-
	8,000	10,200	2,200
Reserves from 2025 Operations		2,200	
TOTAL REVENUE	1,028,000	1,042,400	12,200
EXPENSE			
Church Ministries/Adult	31,796	34,330	2,534
Missions/GO Team	90,976	89,452	(1,524)
Loan Interest & Bank Charges	31,000	7,000	(24,000)
MB Conferences & Ministries	77,670	83,400	5,730
Staff Expenses	16,200	13,450	(2,750)
Staff Salaries & Benefits/Executive	592,474	597,004	4,530
Property & Facilities	102,800	103,700	900
Children's Ministries	14,000	14,400	400
Administrative Expenses	38,580	38,270	(310)
Music and Worship Ministries	8,770	8,770	-
Creative Media Ministry	2,650	3,450	800
Hospitality Ministries	9,600	12,750	3,150
Youth Ministries	22,400	20,224	(2,176)
Amortization	162,240	162,240	-
Principal Loan payment			-
TOTAL OPERATING EXPENSES	1,201,156	1,188,440	(12,716)
MINISTRY EXCESS (DEFICIT)	(173,156)	(146,040)	24,916
Extra contribution			
TOTAL EXCESS (DEFICIT) OF REVENUE	(173,156)	(146,040)	24,916
CASHFLOW			
Annual budgeted surplus (deficit)	(173,156)	(146,040)	
Add back: Amortization	162,240	162,240	
Less: Principal Loan payment	-	-	
Less: Capital Expenditures	(19,400)	(67,100)	
BUDGETED CASHFLOW	(30,316)	(50,900)	

2026 Capital Budget Requests

<u>Worship Arts</u> - Lighting System in Sanctuary	5,000.00
<u>Administration</u> - Scheduled Computer replacement	6,600.00
<u>Hospitality</u> – new pots, pop-up tents to replace the remainder of those stolen out of the storage container.	1,500.00
<u>Property</u>	
Janitorial - New Floor Cleaning Machine	4,000.00
Maintenance – roof repairs and upkeep	40,000.00
Manse – deck repair, drainage system	5,000.00
Fire Protection System – Replace obsolete smoke sensors	<u>5,000.00</u>

Total Capital Expenditures - \$ 67,100.00

RRCC ELDER TERM LIMITS CHANGE PROPOSAL FOR DISCUSSION AT THE AGM, MARCH 8, 2026

The following document explores RRCC's practice of term limits for its elders and proposes a bylaw change for RRCC members to consider.

Below, you'll find:

- **Our Current Bylaw**
- **Initial Rationale for Exploring Change**
- **Feedback Received from the Congregation**
- **A Revised Proposal for Congregational Consideration**
- **Communication Strategy & Next Steps**

Our Current Bylaw:

Currently, RRCC bylaws on elder terms reads as follows:

Bylaw 4.2.B: Term of Elders

An Elder shall normally be affirmed for a three-year term, and is eligible for a second three-year term. After a second consecutive three-year term, an Elder shall be required to wait at least one year before being eligible for re-affirmation. This limitation may be waived by the Members on a yearly basis if no suitable replacement has been found.

Initial Rationale for the Exploring Change:

Please note the following was initially distributed by the Elder Team in early January in preparation for congregational dialogue. The initial proposal suggested no limits on the number of terms an elder could serve consecutively.

A few convictions guide any exploration of change in this matter:

- Term limits are not a biblical idea, but rather an idea incorporated from the business world.
- Spiritual leaders don't cease to be spiritual leaders after 3 or 6 years.
- Elder turnover reduces the effectiveness of the team because the team is continually onboarding new members. Consider this: In 8 years of service as Lead Pastor at RRCC, Craig has worked with 19 elders.
- Onboarding new elders takes time; it usually takes a year or two for new elders to be comfortable. This means that, at any given point, several elders may be unsure of exactly how to function, and, once they learn how their first term is half over.
- Term limits force out leaders who may be happily and effectively serving as an elder, causing mature Christ-followers who are using their gifts effectively in this position to leave.
- Elders who serve for a long time develop institutional memory, have knowledge of how things work, provide consistency and stability, and embody mission, vision, and values.

A few caveats:

- Term limits can be helpful if an elder is causing conflict, dug in on an issue, or isn't a good fit. A limit provides a natural way to remove such elders. However, these issues should be dealt with regardless of if a term is ending or not.
- Turnover on the elder team is a good thing in that it brings fresh perspective and new ideas to the team.
- While not included in the official bylaw proposal, the elders recognize that a "sabbatical" break after 6 years is a good idea. Elders in their sixth year of service will be given three months of rest before continuing in their term.

The elders believe that the potential positives outweigh the potential negatives. This proposal seeks to address the challenge of onboarding while allowing flexibility so that elders can serve for longer than six years. An initial three-year term gives new elders enough time to acclimate to the position and decide whether it is a good fit for them. Two-year terms after the initial term are not so long as to be intimidating and not so short as to be insignificant. Having no limit on these terms allows elders who are serving enthusiastically to continue serving for longer periods of time. The Discernment Team, along with the elders themselves, are tasked with removing elders in the case of conflict or a bad fit and will review each elder before re-nomination.

Feedback Received from the Congregation

The Elders thank everyone who contributed feedback in response to the initial proposal. Approximately a dozen people attended a feedback meeting in person on February 8, and a few more contributed feedback in writing or directly to an Elder. Two main themes emerged in gathering feedback:

- The term 'unlimited' was challenging for some, raising concerns that Elders could hold onto and abuse power and/or that the Elder Team could stagnate and lack fresh vision. It was also stated that most other churches and organizations have limits for their Board members.
- There was also concern about burning out our leaders and removing the need for a break after six years may contribute to doing this.

It is worth noting some discussion about the robustness of our current process for discerning and affirming Elders both before their initial terms and when it is time to re-affirm them for a subsequent term. These processes do need to be strengthened, and they are being addressed by the Discernment and Elder Teams. However, since they are tangential to the bylaw proposal they are only noted briefly here.

The Proposed New Bylaw, revised by the Elder Team on February 17 after receiving initial feedback:

Bylaw 4.2.B: Term of Elders

An elder shall normally be affirmed for an initial three-year term followed by subsequent two-year terms, up to a maximum of nine years of continuous service. After reaching this limit, an Elder shall be required to wait at least one year before being eligible for re-affirmation. Elders returning to the team after a period away may serve an initial two-year term instead of the standard three-year term. This limitation may be waived by the Members on a yearly basis if no suitable replacement has been found.

Notes:

- Nine years of continuous service is common to some organizations, including some churches.
- Nine years of continuous service also helps to address some of the rationale for exploring this change while not opening up unlimited terms.
- Two-year terms (after the initial three-year term) feel more manageable to current Elders as they reflect on the commitment it takes to serve as an Elder.
- There is no stated provision in this bylaw for a 'sabbatical break' after six years, however, a provision for a three or four-month sabbatical can be stated in our Elder Ministry policies and made part of our practice.

Communication Strategy & Next Steps

The elders welcome feedback and questions regarding this proposed change through the following channels:

- By email, to elders@rossroadcc.ca
- In person with any of the individuals listed below
- At the AGM on March 8th around tables

For this amendment to be officially adopted into our bylaws, RRCC members must approve the proposal by a special resolution at a membership meeting. Such a vote requires 75% approval from the congregation. The elders are tentatively prepared to bring this proposed amendment to the RRCC Annual Ministry Meeting on May 31 provided there are no amendments to be made or further discussions to be had.

Humbly submitted by the RRCC Elder Team

Al Stobbe (Moderator), Davis Friesen (Assistant Moderator), Dan Stark, Joel Nickel, Jeremy Hein, Susan Dick, Art Birch, Craig Thiessen (ex-officio), Bobby Rau (ex-officio)