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# Annual Report 2022

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Helping People Find & Follow Jesus

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| <b>Table of Contents</b>                                                                            | <b>1</b> |
| Behavioural Covenant                                                                                | 2        |
| Agenda                                                                                              | 3        |
| President Evangelical Covenant Church - John S. Wenrich                                             | 4        |
| Canadian Conference of the Evangelical Covenant Church<br>President/Superintendent – Glenn Peterson | 6        |
| Leadership Team Chair Report – Peter Hambrey                                                        | 7        |
| Pastor’s Report – Tom Greentree                                                                     | 8        |
| Online Ministry Report – Dan Mawson                                                                 | 12       |
| Congregational Survey Results – Val Comer                                                           | 14       |
| Children’s Ministry Report – Bonny Bjarnason                                                        | 18       |
| Treasurer’s Report – Dayle Wiens                                                                    | 19       |
| Condensed Budget                                                                                    | 21       |
| Detailed Financials/Budget 2022                                                                     | 22       |
| Facilities Report – Amanda Terpstra                                                                 | 25       |
| Nominating Committee Report – Ken Wiens                                                             | 27       |
| Constitutional Amendments – Ken Wiens                                                               | 28       |
| Erickson Covenant Church Constitution (with suggested revisions)                                    | 29       |
| Current Membership List                                                                             | 40       |

## **Erickson Covenant Church Behavioural Covenant**

At the Erickson Covenant Church, we recognize that our story is about relationship—with Christ, our world and each other.

The journey together is exciting and challenging, providing opportunities along the way.

In light of this, we commit to:

- **Fully accept each other as Christ has accepted us.** (Rom. 15:7)
- **Intentionally believe the best in each other.** (Phil. 4:8; Rom. 14:13)
- **Listen wholeheartedly and patiently.** (James 1:19)
- **Communicate with clarity, compassion and truth.** (Eph 4:15, 25-27)
- **Use words that honour each other and build each other up.** (Eph 4:29)
- **Forgive each other and ourselves, understanding and accepting our capacity to make mistakes.** (Col. 3:13; Eph 4:32)
- **Be humble in all we say and do.** (Col. 3:12; Phil. 2:3-8)

# **Agenda of the Annual General Meeting of the Erickson Covenant Church**

**January 24, 2022 7:00 pm**

Annual General Meeting -- 7:00pm

Welcome/Sign

Behavioural Covenant

Agenda Acceptance

Leadership Team Report

Pastoral Report

Treasurer's Report

Congregational Vote on 2021 Budget

Nominating Committee Report

Congregational Vote on 2022 Leadership Nominees

Concluding Worship and Prayer



**December 9, 2021**

***Dear Mission Friends,***

**Greetings in the name of our Lord Jesus Christ.**

As you gather for your congregational annual meeting, I want you to know how much I appreciate you and our partnership in the Gospel. Together we share and tell more of God's story. Thank you for the many ways you have proclaimed and demonstrated the love of Christ. This is who we are: a Gospel-centered people, grounded in the Scriptures, and unified in our shared mission.

Our mission is to join God in God's mission to see more disciples in more populations in a more caring and just world. **This mission advances through the mosaic of churches of which we are all a part. Together we bring hope and transformation to a world weary with despair and confusion.**

Missional traction flows from our relationship with Jesus and with each other. The Holy Spirit continues to do amazing things on, in, and through the Evangelical Covenant Church. Yes, we have many challenges, we are working through those challenges, and we will emerge stronger on the other side.

I recently visited two vibrant Covenant churches on a Sunday morning. Although the churches were 22 miles apart and different in ministry style, I was delighted to hear both pastors preaching on the Holy Spirit. A conscious dependence on the Holy Spirit is one of our Covenant Affirmations. As a mosaic of mission friends, we continue to listen to what the Spirit is saying to churches. May we have ears to hear and hearts to respond.

As we navigate the days ahead, let us hold fast to the enduring promises of God's kingdom. May we remain centered by asking the three Covenant questions:

- **Where is it written?**
- **How goes your walk?**
- **Are you alive in Christ?**

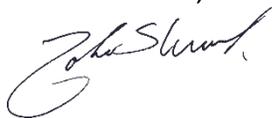
I am confident that these questions will help to keep us focused on what matters most and on mission.

Remember that you are not alone. You are part of a union of churches, over 900 strong throughout North America. Together we share the Gospel in word and deed in more than 50 countries. Together we see more people transformed by the love of Christ. Thank you for all the ways you remain faithful in giving to our shared mission. We can do more with God and for God as we join our hearts and hands for mission. I encourage you to stay connected and encouraged by signing up for Covchurch Now, a weekly email communicating the stories of God's work among us. You can sign up online [here](https://bit.ly/ECCCOVNOW). (https://bit.ly/ECCCOVNOW)

I pray that in the coming year, God blesses you and your congregation in every way. May your congregation overflow with joy and thanksgiving as you celebrate the work of God in your midst.

**May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit (Romans 15:13).**

In Christ's love,

A handwritten signature in black ink, appearing to read "John Wenrich". The signature is fluid and cursive, with a large initial "J" and "W".

John Wenrich, PRESIDENT, EVANGELICAL COVENANT CHURCH



January 2022

New Year's Greetings!

As you gather as friends and family to review the year behind us and to plan for what's ahead, I'd encourage you to consider these two questions:

- As Christ followers, how do we engage in a hope-filled, realistic, review of a difficult year that's past - neither sugar-coating the pain, nor falling prey to cynicism or despair?
- How can we participate in shaping a better future?

In his opening words to the church in Philippi, the Apostle Paul uses two words to greet these faithful friends - grace and peace. As you look back at 2021 as a church, may the Spirit help you to see expressions of God's undeserved favour, his unmerited presence, expressions of faithfulness and fruitfulness that we can celebrate - even in the mess. May you also long for the shalom, the wholeness, the healing that only the Prince of Peace can offer.

In that same opening chapter, Paul gives thanks for his friends and their partnership in and for the Gospel. Canadian Covenant friends, please hear this - I am... we are... so grateful for your ongoing presence, partnership, and friendship in God's Kingdom mission. We regularly give thanks and pray for you. Please continue to join us in praying for our growing community of churches across Canada and our shared work around the world.

The Canada Covenant Leadership Board and team are hope-filled and realistic as we look forward to joining together April 29-30 in Strathmore, Alberta for our annual meeting. Please watch for further details.

As always, if there is anything we can do to serve and support you, your church or ministry, please let us know.

Strength for today. Bright hope for tomorrow.  
All love.

Glenn Peterson  
President/Superintendent, Evangelical Covenant Church of Canada

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## Leadership Team Report: Peter Hambrey, Chair

Greetings on behalf of the Leadership Team, which for 2021 consisted of:

Valerie Comer  
Tom Greentree (ex officio)  
Peter Hambrey (Chair)  
Leslie Leblanc  
Kristen Mitchell  
Amanda Terpstra (Vice chair)  
Ken Wiens (Secretary)

In November hope was in the air. We were able to meet personally for worship, even though masked when standing, and it seemed that the pandemic was running out of steam. Then came news from South Africa of this variant called Omicron, and in a matter of days we were groaning under new restrictions. Yet again. So for a full second year the Leadership Team found itself constantly trying to adapt church functions to the ups and downs of Covid-19. Although we continued to ponder our nature as a church, long-term planning seemed impossible. Rather the question each month was “how can we *best* live as a community of Christ with *this* month’s restrictions?” Sometimes we were able to address that question in person, sometimes we met by Zoom.

I am thankful for our team. We share sorrows and joys (including new-borns: two quietly attended our meetings this year!), volunteer freely for work that needs to be done, move easily to prayer, act in unity and commitment. Meetings are encouraging and absenteeism is remarkably low.

Despite this year’s challenges, our church survived well. Some were lost from our community, but others joined us. Giving to the general fund was down again, but still exceeded expenses, and we were able to proceed with kitchen renovations thanks to special gifts. God is as good as He ever was!

We made a significant change to our financial system this year as we moved from hiring our own bookkeeper to using a bookkeeping service. There were a few hiccups in the process, but now things seem to be settling down.

We want to give many thanks to all the staff and volunteers who put in so much time this year under trying situations with little encouragement. The musical and technical teams who had to do double duty, our office and financial staff working under ever-changing situations, and everyone else who made the necessary, and beyond, happen. And then, pastor Tom, a special thank you for your encouragement, commitment and visionary leadership.

Best wishes, and prayers, for the new year.

Peter Hambrey  
Chair

## Pastor's Report: Tom Greentree

*Unless the Lord builds the house, the builders labor in vain. (Psalm 127:1 NIV)*

Wow, is this ever true. Almost daily during 2021, the Holy Spirit reminded me of this fact: we are *his* church, and that he *is at work*, building *his* house. That assurance has kept me grounded, holding God's work called the Erickson Covenant Church with open, gracious hands. In spite of the uncertainty and the frailty of our days, the church of Jesus Christ *will* prevail. I don't need to detail out all the challenges we've been facing as a church--you are well aware of them. What I'd like to do is draw your attention to the work of God that is happening among us and through us, as well as share a bit of what 2021 has been for me.

**First, would you prayerfully engage all the reports you hold in your hands?** Read them with a sense of holy awe, for they bear witness to the Spirit's work among us. From our children's ministry to our kitchen upgrades to our financial giving to our worship gatherings and many more behind the scenes -- all point to Jesus, who is building his house. And therefore the builders (that's us!) do not labour in vain!! Read with gratitude and praise for his faithfulness!

And then, **second, I would like to highlight a few more areas myself**, some connected to other reports and some that may not be.

### **Our Worship Gatherings**

We have continued to gather, both online and onsite, for worship, teaching, communion, and connection. Yes, it's been challenging, in ways we haven't even quite realized. And our leadership, worship, and production teams have navigated the changing restrictions and challenging dynamics with grace, serving with a faithful and creative consistency that honors Jesus. We receive consistent and grateful reports from our online attenders about the importance and value of church online, and those who have been able to gather physically are grateful to do so. (Please see Dan's Online Ministry report for more.)

I know how thankful you are for our worship leaders. They have served with such heart during these long months. In preparation for this report, I asked our worship leaders to share some of their joys and challenges from 2021, as well as their hopes for us in the coming year. Here's how they responded:

**What has been your greatest joy leading worship for us this year?**

- *Seeing the faces of people at church and getting to hear their voices. Also being able to send links of the services to family from out of town.*
- *I just love it! I enjoy doing it; it's a nice break from my day-to-day and from my kids. I don't know how to describe my "greatest joy" necessarily, I just love it all!*
- *My greatest joy is praising God with His people in corporate worship. I sing praises all the time but there is something special about singing together and having a dedicated time of praise with other believers.*
- *My greatest joy has been just being able to be a part of encouraging others in worship.*
- *I've enjoyed getting to know a few more people as I have included them in worship.*

## **What has been most challenging for you?**

- *The constantly changing restrictions, as well as needing to practice and record the services in one session can feel a bit tight and stressful.*
- *Finding it harder to connect and hear people singing when the congregation has to wear masks constantly.*
- *Having to practice and record on the same night is not ideal, but it's not exactly "challenging". Sometimes it's hard to get a sound person and it would be great if more people would volunteer to do sound.*
- *Time commitment is most challenging, because of the two services, recording and live.*
- *The most challenging has been navigating my own busy schedule to be more available. Which I have been working on. It is coming together a lot smoother lately.*
- *Finding time and energy to put together songs and pull a consistent team together.*

## **What are your hopes for us as a worshipping community this year?**

- *What are your hopes for us as a worshipping community this year?*
- *More participation from the congregation. That music ministry would be seen as one component of a multi faceted approach to worship.*
- *I don't know, honestly. I just hope that people enjoy the music and really connect with God and with each other through singing. I hope it opens them up to explore other facets of worship as well.*
- *My goal is to lead worship for the congregation and to help our community worship together. It's very difficult to do that without having the congregation present singing along. (And finding enough musicians.)*
- *My hope for the upcoming year is to be more available to lead and just continue giving it to the Lord. I want to grow in Him more and more this year and leave my burdens to him. Also to be more encouraging to our local body.*
- *To be able to be together as a church again.*

We re-launched children's ministry this summer (with morning camps) and then later this fall on Sunday mornings. We've also been more intentional about incorporating children into our in-person services, with story and song and activities. It has been so wonderful to see our children worshipping and learning together. Our children's ministry team has been serving Jesus and our children with such integrity, but we are still working with a small team--more of us must join them in this crucial work. (Please see our Children's Ministry report for more.)

Over the year, we not only worshiped Jesus, we also engaged Scripture during all our gatherings. Throughout the year, we explored 1 John, Romans 8, and selections from John's Gospel, as well as specific topics such as Lament (during Lent), our Summer Road Trip Series, a late summer exploration of Deeper Friendships, a fall invitation to Reimagine our Lives, and then most recently the Divine Set-Up of Advent. We were grateful to host some guest speakers, both local and beyond, which also widened our experience of our Covenant family.

## **Formation in Christ**

Beneath the soil and hidden from view, the kingdom of God grows. Like a mustard seed, like yeast, it plants and spreads and influences, often without notice or fanfare. And yet, like a dandelion pushing through pavement, the kingdom brings life and effects change. During 2021, we have taken some "beneath the soil" initiatives that are worth mentioning here.

- We've been encouraging everyone to initiate "Spiritual Friendships", defined as someone with whom you regularly connect to discuss your walk with Christ and pray for each other. I have taught on this in my messages and brought it up regularly in conversation. I've also offered a workshop and then follow up support for those who are willing to give it a try. Through our congregational survey, we were happy to discover that many Covenanters have taken up this challenge, and are now walking in intentional spiritual friendship with someone. We hope more will do so in 2022.
- In August, we hosted a Prayer Retreat at The Harbour in Riondel. Twenty-one people participated, and this was very well received by all. Getting away, like Jesus with his disciples, is a key way that we grow in Christ, deepening friendship with him and with each other. We will do more of these retreats this year, so please watch for those opportunities as they come.
- And then, more and varied things that we aren't even aware of -- ongoing walks and talks, praying with each other and for each other, serving one another in practical ways, Zoom studies, coffee dates, impromptu lunches, and everyday connections have been key to our life together, forming us in Christ in ways that are critical and yet often hidden. Praise the Lord for his hidden work in us.
- At the tail end of last year, Cannie Mawson and I initiated a spiritual formation group called Covenant Companions. These Covenant Companions have committed to a monthly gathering (Zoom or in person, Covid restrictions depending) and a monthly spiritual friendship, along with the regular incorporation of spiritual formation practices into their personal lives. More on that to come, but it's evidence of yet more kingdom growth happening among us.

### **Congregational Survey.**

As I mentioned, we invited you to participate in an online survey last fall, and we had around 35 people respond. Valerie Comer, one of our Leadership Team members, summarized the many pages of results into a succinct four pages, which you will find interesting. Thank you for responding. As a Leadership Team, and as your pastor, we want to listen. This survey is not the sum total of that listening, but it was able to offer us some specific feedback on a variety of areas, which was very helpful. Perhaps as you read it, it will give you a greater sense of where we are at as a community, and where the Spirit might be leading us as we listen to each other.

### **My Pastoral Work**

As your pastor, my year was a full one, though I have tried to stabilize my schedule so that I am not pastoring in a flurry but rather at a sustainable pace. I walked with many people this year (literally, walked) as a way of helping people find and follow Jesus. Some were leaders, some were believers, a few were really struggling, others were seeking, but I was privileged to walk with many and (hopefully) encourage them in their life. It's been a hard year for many. I also continued to study, pray, and prepare weekly messages (with some breaks) so that we are a church that is growing in Christ, under the authority of his life-giving Word. You know I take my role and responsibility as a Bible teacher seriously, and it is one of my greatest desires that we all let our lives be formed by this sacred story. If my role helps you do that, even a little, then it's worth all the work. I also served

with our worship leaders, as well as Dan Mawson, to oversee and direct (and sometimes lead) our online and onsite worship gatherings. I provided pastoral care and counseling as I was able and asked, as well as strove to encourage and empower our key ministry leaders as they served (though not enough, and this is an area I will be focusing on more in 2022). On top of that, I covered some of our own church's administration and served on our Creston Valley Ministerial Association. Denominationally, I also chaired the Canadian Covenant Ministerium and served as a member of the Executive Ministerium Committee for the whole Evangelical Covenant Church (normally, these would involve travel, but thankfully they've all been on Zoom).

When I look into 2022, my simple hope is this: that we would be formed more deeply in Christ, more closely in friendship with each other, and more meaningfully engaged in our community, for God's glory. May we truly help people find and follow Jesus, so they flourish in Christ and fulfill his mission to the world.

### **My Personal Life**

In order to stay healthy and vibrant in life and ministry, I have been rigorous about my personal rhythms. I follow a daily Bible reading, prayer, and journaling protocol. I meet with a spiritual director monthly for reflection and prayer. I take retreats. I enjoy spiritual friendship. I exercise almost daily, sometimes twice a day! I eat carefully and fast regularly. I read widely and I work with Tennille on our little farm. Tennille and I walk together almost daily, and we are often joined by our sons and our neighbours (and dogs!). In a season when many pastors are burning out, quitting ministry, or getting disqualified, I am more aware than ever of how tenuous and fragile I am and how much I need the grace and power of the Spirit. And so I am doing everything I can to hold on to Jesus, to stay healthy, to remain connected to friends and Tennille and my family and my sons. So, next time you see me out for a run, know that I'm running for my life (and as I might just be praying for you right then, I'm running for yours, too).

We may not know what 2022 holds for us, but the Lord is building his house. And because of that, we keep serving, keep growing, keep following, keep loving. I think the Apostle Paul may have had Psalm 127 in mind when he left us this encouragement: "Therefore, my dear brothers and sisters, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain." It's not, friends. It's not.

Tom Greentree

## **Online Ministry Report: Dan Mawson**

Back in March of 2020 when our services were suspended due to Covid-19, we made a quick transition to offer our Sunday worship services online and on-demand, fully intending it to be a temporary measure until things got back-to-normal. Well as we now know, normalcy has been elusive and after nearly two years and over 100 services, we continue to offer services online. Although the transition to online was part of our long-term plan, the pandemic forced us into action sooner than expected. A considerable investment was made in late 2020 and early 2021 when camera, computer and lighting equipment were purchased.

For most of 2020 we delivered video content exclusively on our website. If services were to be delivered online, then the opportunity arose to develop an online community who watch and share online during our Sunday worship time. In fall 2020 we launched the Church Online Platform (provided by our Covenant flagship church, LifeChurch) in addition to posting on-demand video. This platform has allowed us to offer scheduled, online services at our regular time of 10 am Sunday morning as well as simultaneously to our in-person services when PHO's allow us to meet. As well the platform allows interaction between attendees and a service host(s). This has encouraged regular attendance at our traditional time (something that's normal). We started with an additional Sunday evening online service but after a few months of low attendance we stopped that service but still provide on-demand services for those who can't attend on Sunday morning.

The Church Online platform has worked extremely well with high quality video, easy connection, engagement features, all contributing to good attendance numbers each week. While we were all isolated, we averaged 50-60 screens weekly (representing approx. 80-100 people) and when we met in-person again, the number dropped to 20-30 (representing 40-50 people) screens each week. After our Sunday worship experience, we archive the service on our website allowing on-demand viewing. The number of views on-demand is surprising high often with more views than the live service on Sunday. In 2021 we also started a YouTube Channel and post our Sunday messages each week. To increase our visibility, we share our weekly messages, services and promotions on social media, posting on both Facebook and Instagram. This expands the reach beyond our membership and promotes our ministry and the gospel. This has shown promising results with views and clicks continuing to grow weekly.

I would like to commend our worship and sound teams that have gone the extra mile to facilitate the recording of our services mid-week in addition to their Sunday morning commitment for in-person services. Many other volunteers have helped support us with construction, electrical, stage designs, communion, repairs etc. Thank you.

### **Learnings from 2021**

- Our hope was that the Church Online platform would help facilitate a strong online community. We do have a core group of faithful attendees but admittedly, the level of engagement is lower than expected. As we continue to integrate online ministry into the life of our church, we want to encourage greater engagement and connection.

- We have received some positive feedback from many who do attend online. In this time of isolation our online services and community has been a vital link to those who can't join us in-person. These are difficult days, and we don't want to exclude anyone from our church who wants to stay connected.
- Our congregational survey showed good support to this ministry and was almost unanimous that we continue even if we are fully back to in-person worship.
- Our online ministry has allowed us to reach beyond our local congregation. Regularly we have guests join our services from across the province, from other provinces and even as few international visitors.
- We are recognizing that Church Online is a vital part of our Church and there is no need to differentiate between online or in-person, we are all the church.
- Our website continues to be the main hub of information sharing and we recognize the importance of keeping it current.
- We initiated Planning Center Online as a planning tool in late 2021. We will continue to learn this tool to better plan and communicate with our teams.

#### **Goals for 2022**

- Increase production team volunteers and technical training
- Increase worship team members
- Invest in our worship teams – offering leadership, training and coaching
- Continue to improve our website (i.e. adding Tom's weekly emails)
- Continue to look for social media opportunities

Dan Mawson

## **ECC Survey Highlights Fall 2021: summarized by Valerie Comer**

This document is a roundup of the recent survey results and does not include every reply to every question.

### **Pandemic Response**

#### **What we missed the most about church during Covid:**

Corporate worship, fellowship, and face-to-face connections

#### **What we missed the least:**

The time commitment/volunteering, sermons (since they were available online), awkward conversations, going out for meetings, over-activity

#### **Main things learned during this time:**

- That not everyone has the same opinions
- That we weren't as connected as we thought
- That God is good/faithful no matter what
- That growth (prayer, reaching out, reading/learning) is up to individuals
- That there is something special about meeting physically

#### **How supported did we feel by ECC during the pandemic?**

76% gave the church a medium-low > medium grade, 15% a failing grade, 9% a good grade

#### **How did we fail specifically?**

- Inactive/disconnected care groups
- Failure to prevent people from getting caught in "alternative truth"
- Not enough contact/ support

#### **How has our walk with Christ changed through this time?**

- 17% feel like they've drifted
- 31% about the same
- 52% feel they've grown deeper

#### **Have we gotten involved in intentional spiritual friendships?**

- 47% say yes
- 44% say they'd still like to

#### **How has the return to in-person services gone?**

- 52% say they've returned already
- It's been awkward with protocols
- Loving the corporate worship, seeing people reconnecting
- Wish we could have coffee time
- Breath of fresh air
- Amazing, encouraging

**Have we appreciated the investment in themed stage design?**

- 52% think it is moderately or very important
- 35% think it's okay
- 13% think it's unnecessary

**What are our main strengths as a church?**

- Being welcoming
- Music
- Preaching/teaching/leadership/Tom
- Innovation (i.e. online)
- Members using gifts
- Young families
- Respectful/loving
- Authentic

**Where can we improve?**

- Become better known in the valley
- Remove backdrops, reinstate cross at stage center
- Less focus on liturgy
- More balance with musical styles
- Balance with children/ families
- Building a strong community of believers
- More personal touch/ delegation/ congregation involvement
- More counseling
- More male interconnectedness
- Better contact with those who don't have computers/internet
- More online Bible study in absence of in-person options
- Better communication

**How do we feel about messages delivered occasionally by guest speakers via video?**

60% are moderately or fully in favor, 9% are against, and 31% are not enthused

**Church Online**

**Have we been engaging with Church Online regularly?**

67% of respondents said yes, 33% said occasionally

**How do we feel about keeping the online services going?**

80% say yes, 20% have no opinion

**Do we prefer our current style of online services?**

38% would prefer an actual livestream  
15% prefer the current pre-recorded style  
47% don't have a preference

**Do we access the archived recordings other ways? (more than one answer for some respondents)**

64% access them on our website

32% access them on YouTube  
17% access them via podcasts  
15% don't access the archives

**Would we participate in a midweek online study/fellowship?**

40% say no, 60% say yes

**Visibility in valley and online**

**How we perceive our current profile in the valley:**

17% said well-known and favoured  
54% said known and positive  
3% said negative  
25% are unsure

**Should we increase our engagement in the Creston community?**

64% said increase, the rest say stay the same

**How important is it that we have an active presence on Facebook and Instagram?**

57% say moderately or very much  
29% say neutral or not very  
14% say no

**Is social media important to our identity and mission?**

47% say moderately or very much  
35% say neutral or not very  
18% say no

**Future Visioning**

**Your ministry priorities over the next 1-2 years**

- Children's ministry: high/medium: 94
- Small groups: high/medium: 91
- On-site worship services: high/medium: 88
- Prayer ministry: high/medium: 88
- Seniors care/visitation: high/medium: 85
- Community service: high/medium: 83
- Mentoring leaders: high/medium: 83
- Online worship services: high/medium: 77
- Alpha/outreach: high/medium: 77
- Hospitality high/medium: 77
- Retreats: high/medium: 43
- Cross-cultural missions: high/medium: 34

**Moving forward, what needs to change? What do you wish we would do?**

- Be more evangelistic in the community
- Offer more social opportunities

- Variety in music (choirs, special music)
- More information of community events supported by church/ ministerial
- More information about our church's missionaries
- Testimonies from congregation members
- A church calendar of events
- Encourage small groups, Bible studies, Alpha
- Revival
- Reinstate the pickers' lunch
- Hold cross-cultural events, seminars, community events
- Online Q&A forum (no question too silly)
- Visitation (to seniors and others)
- Monthly potlucks after church again
- Systematic exegetical preaching
- Weekly bulletin

Valerie Comer

## **Children and Youth Ministry Report: Bonny Bjarnason**

This summer we managed to pull together a Vacation Bible Camp for the children in the church. Several people worked together and we utilized the “Jesus Christ Storybook Bible” as the base and added a snack, a song and a craft. The children loved it! It was a great first introduction of getting the children back together after such a long break.

Using the Storybook Bible was so well received by the children that the Children’s Ministry team decided to purchase the curriculum that goes with it and utilize it for our Sunday school. It took some time for organizing and cleaning the children’s classrooms up after the extended period of it being vacant. This was beneficial as it gave teachers time to thoughtfully and prayerfully purge and organize the space to allow for the children to be back in the classroom. This time between VBC and Sunday school starting at the beginning of November was full of locating, Plan to Protect training, and getting criminal record checks back for volunteers.

As of right now, we have the Nursery that is ages 0-2, Blue group that is 3-5, Orange group that is 6-9, and Green group (Bible Base Camp) that is for 10+. All the programs are currently running, however there is still a shortage of teachers for the Blue/Orange groups to the point that we have been compelled to combine those two classes to still be able to implement both Sunday school classes. We are happy to say that the children are doing very well together in the combined classroom! The children are engaged in the lessons and enjoy their time with each other. We have learned about Creation, the fall of Eden and Jesus is our rescuer. We will be continuing through the Old Testament and are really looking forward to watching the Children continue to grow in their knowledge of bible stories and seeing their faith multiply like the smallest mustard seed planted in fertile rich loam.

There are plans to run another Plan to Protect training session in the near future. If you are interested in volunteering please contact the Office. Once we have an idea of how many people are wanting the training a date will be scheduled.

Bonny Bjarnason

## Treasurer's Report: Dayle Wiens

For a complete overview of the 2021 Financial Year, please refer to the Statement of Income and Expenses for the Calendar year ending 2021.

2021 had a proposed and approved budget of \$195,000. We received \$177,573.07 in actual tithes and offerings for 2021, with a shortfall of \$17,426.93 Total expenses for 2021 are not available due to the December Books not being available at the time of printing this report. Expenses up until Nov 30 for 2021 are \$164,004.65.

As COVID is still an ongoing concern, it does require us as a church to be able to pivot how we operate and meet together. Some of the limited in person gatherings have affected the giving on Sunday mornings and we rely heavily on our online or automated giving as alternate options.

A large part of our Sunday Worship is our online service and this has added additional expenses to upgrade our current equipment to be able to continue to provide our high quality online services.

The allotted support staff expense was lower this year as our reception had limited hours for the first half of 2021. We are now budgeting for 12 hours per week for this position in 2022.

In September our Bookkeeper, Jan, had retired. We are thankful for her many hours of work and assistance to our financial team. Due to the growing scope of this position, we felt that we needed to hire a local bookkeeping firm to complete this service for us on a monthly basis. This does increase our budget for bookkeeping, however we no longer have the need to purchase the accounting / payroll software each year and we can use that budget line to offset the additional cost of our bookkeeping services. Changing bookkeepers required changes at the bank and accounting software company that again disrupted our automatic payments for a couple of months at the end of this year.

We are continuing monthly payments to ECCC for the staffing loan starting Nov 1 2018. The principal amount each month is \$430,00 with an annual expense of \$5160. In November of 2022 we will begin to pay a low interest rate on this loan at 2.625% for 3 years before increasing to 5.25% for 2 final years.

The kitchen renovation continued into 2020 as donations came in. Adrian Neufeld worked tirelessly getting this done. In the Fall we were the recipients of a generous donation from the Francis Edey Estate of \$29, 471.00 to be used towards the building as the leadership/congregation deemed necessary. Thanks to this donation the kitchen project now has all the funding needed to complete. I do not have a total expense amount for the kitchen at this time as the December Books have not been completed and we have not received all invoices for cabinets etc. The current expense amount for the kitchen for Nov 30 is \$13,381. For more information regarding the kitchen, please see the Facilities Report by Amanda Terpstra.

The budget committee has met multiple times over the past couple of months to prepare the proposed budget for 2021. A lot of consideration was put into making some cuts in the budget in some areas but also being aware of allowing room for growth and ministry cultivation. The complete Proposed Budget for 2022 is provided in this booklet for you.

On behalf of the budget committee, I want to extend my thanks and gratitude for your faithful giving and also for your patience as we have had a few hiccups with some of the banking changes this year.

If you need information on giving, I will post a few links for you.

1. Electronic Funds Transfer (e-transfer). Use this email: [ericksoncovenantgiving@gmail.com](mailto:ericksoncovenantgiving@gmail.com)  
(This is setup for auto-deposit so you do not need to create a password.)
2. Contact Dayle about automatic withdrawal from your bank. This can be set up weekly, monthly, etc. You can email [Dayle](mailto:ericksoncovenanttreasurer@gmail.com) (ericksoncovenanttreasurer@gmail.com) for more information regarding automatic monthly giving.
3. Online giving through Canada Helps. You can find the link [here](#) or use <https://www.ericksoncovenant.ca/donate/>
4. In person giving or  
Mail your payment (*please do not mail cash*)  
Erickson Covenant Church  
PO Box 77  
Erickson BC V0B 1K0

Thank you for your continued giving, service and support!

Dayle Wiens  
Treasurer

**Erickson Covenant Church -condensed budget 2022**

**January 21, 2022**

| <b>REVENUE</b>       |                     | <b>EXPENSES</b>                      |                     |
|----------------------|---------------------|--------------------------------------|---------------------|
| <b>TOTAL REVENUE</b> | <b>\$205,000.00</b> | <b>MINISTRY EXPENSES</b>             | <b>\$34,460.00</b>  |
| General Offering     |                     | Children & Family Ministry           |                     |
|                      |                     | Camp Ministry                        |                     |
|                      |                     | Pastoral Ministry                    |                     |
|                      |                     | Misc Expense                         |                     |
|                      |                     | Missions and Outreach                |                     |
|                      |                     | <b>STAFFING / PAYROLL EXPENSE</b>    | <b>\$126,211.06</b> |
|                      |                     | Pastor's Salary                      |                     |
|                      |                     | Children's Ministry Support          |                     |
|                      |                     | Administrative Staff Wages           |                     |
|                      |                     | Contract Online Service Production   |                     |
|                      |                     | EI Expense                           |                     |
|                      |                     | CPP Expense                          |                     |
|                      |                     | WCB Expense                          |                     |
|                      |                     | Worker's Relief Fund                 |                     |
|                      |                     | Health-Life Ins, Dep Life, AD&D, Ltd |                     |
|                      |                     | Health Benefits - Sr. Pastor         |                     |
|                      |                     | Pension Benefits - Sr. Pastor        |                     |
|                      |                     | Pastor's Expenses                    |                     |
|                      |                     | Pastor's Travel                      |                     |
|                      |                     |                                      |                     |
|                      |                     | <b>GENERAL ADMIN EXPENSES</b>        | <b>\$28,895.00</b>  |
|                      |                     | General & Administrative Expenses    |                     |
|                      |                     | Office Supplies                      |                     |
|                      |                     | Media                                |                     |
|                      |                     | <b>UTILITIES</b>                     | <b>\$12,150.00</b>  |
|                      |                     |                                      |                     |
|                      |                     | <b>CONTINGENCY FUND</b>              | <b>\$3,283.94</b>   |
|                      |                     |                                      |                     |
| <b>TOTAL</b>         | <b>\$205,000.00</b> |                                      | <b>\$205,000.00</b> |

## Erickson Covenant Church - Budget Proposal 2022

Jan 11 2022

|                                       | 2021 Actuals<br>(Estimated) | 2021 Totals         | Budget 2022         | 2022 Totals         | %<br>Change |
|---------------------------------------|-----------------------------|---------------------|---------------------|---------------------|-------------|
| <b>REVENUE</b>                        |                             |                     |                     |                     |             |
| <b>Income</b>                         |                             |                     |                     |                     |             |
| Offerings - Received                  | \$177,573.00                |                     | \$205,000.00        |                     |             |
| Offerings - Non-Received              | \$0.00                      |                     | \$0.00              |                     |             |
| Rev. from Other Sources               | \$936.19                    |                     | \$0.00              |                     |             |
| Interest Earned                       | \$90.36                     |                     | \$0.00              |                     |             |
| <b>TOTAL REVENUE</b>                  | <b>\$178,599.55</b>         | <b>\$178,599.55</b> | <b>\$205,000.00</b> | <b>\$205,000.00</b> | 14.78%      |
| <b>EXPENSES</b>                       |                             |                     |                     |                     |             |
| <b>Children &amp; Family Ministry</b> |                             |                     |                     |                     |             |
| Children & Family Supplies            | \$132.04                    |                     | \$0.00              |                     |             |
| Children & Family Curriculum          | \$281.52                    |                     | \$800.00            |                     |             |
| Youth Expense                         | \$190.40                    |                     | \$200.00            |                     |             |
| <b>Camp Ministry</b>                  |                             |                     |                     |                     |             |
| Crowsnest Bible Camp                  | \$200.00                    |                     | \$200.00            |                     |             |
| The Harbour                           | \$6,000.00                  |                     | \$2,000.00          |                     |             |
| KCBC                                  | \$200.00                    |                     | \$200.00            |                     |             |
| <b>Pastoral Ministry</b>              |                             |                     |                     |                     |             |
| Employee Appreciation                 | \$0.00                      |                     | \$200.00            |                     |             |
| Leadership Team Development           | \$0.00                      |                     | \$1,000.00          |                     |             |
| Congr. Growth & Development           | \$1,271.19                  |                     | \$1,000.00          |                     |             |
| Counselling Services                  | \$1,123.63                  |                     | \$400.00            |                     |             |
| Pastoral Prof. Growth & Dev.          | \$324.47                    |                     | \$1,000.00          |                     |             |
| Guest Speakers                        | \$350.00                    |                     | \$600.00            |                     |             |
| <b>Misc. Expenses</b>                 |                             |                     |                     |                     |             |
| Responsible Shares                    | \$15,000.00                 |                     | \$18,000.00         |                     |             |
| Trellis                               | \$500.00                    |                     | \$600.00            |                     |             |
| Loan                                  |                             |                     | \$5,160.00          |                     |             |
| <b>Total Ministry Expenses</b>        | <b>\$25,573.25</b>          | <b>\$25,573.25</b>  | <b>\$31,360.00</b>  | <b>\$31,360.00</b>  | 22.63%      |
| <b>Missions &amp; Outreach</b>        |                             |                     |                     |                     |             |
| Missions - Colleen N.                 | \$500.00                    |                     | \$600.00            |                     |             |
| Missions - Other                      | \$0.00                      |                     | \$1,000.00          |                     |             |
| Hospitality                           | \$71.73                     |                     | \$500.00            |                     |             |
| Sunday Worship Expenses - Other       | \$1,086.38                  |                     | \$1,000.00          |                     |             |
| <b>Total Mission Expense</b>          | <b>\$1,658.11</b>           | <b>\$1,658.11</b>   | <b>\$3,100.00</b>   | <b>\$3,100.00</b>   | 86.96%      |

**Erickson Covenant Church - Budget Proposal 2022**

Jan 11 2022

|                                                    |                    |                    |                     |                     |                |
|----------------------------------------------------|--------------------|--------------------|---------------------|---------------------|----------------|
| <b>Staffing / Payroll Expenses</b>                 |                    |                    |                     |                     |                |
| Pastor's Salary                                    | \$68,760.00        |                    | \$71,170.00         |                     | 3.50%          |
| Children's Ministry Support                        | \$0.00             |                    | \$6,000.00          |                     |                |
| Administrative Staff Wages                         | \$4,189.54         |                    | \$8,424.00          |                     |                |
| Contract - Online Service Production               | \$18,432.00        |                    | \$19,080.00         |                     | 3.52%          |
| EI Expense                                         | \$1,810.30         |                    | \$1,527.44          |                     |                |
| CPP Expense                                        | \$3,906.04         |                    | \$3,799.62          |                     |                |
| WCB Expense                                        | \$232.21           |                    | \$300.00            |                     |                |
| Worker's Relief Fund                               | \$685.82           |                    | \$720.00            |                     |                |
| <b>Total Staffing/ Payroll Expense</b>             | <b>\$98,015.91</b> | <b>\$98,015.91</b> | <b>\$111,021.06</b> | <b>\$111,021.06</b> | <b>13.27%</b>  |
|                                                    |                    |                    |                     |                     |                |
| <b>Pastor's Benefits</b>                           |                    |                    |                     |                     |                |
| Health-Life Ins, Dep Life, AD&D, Ltd               | \$688.70           |                    | \$720.00            |                     |                |
| Health Benefits - Sr. Pastor                       | \$5,642.30         |                    | \$5,850.00          |                     |                |
| Pension Benefits - Sr. Pastor                      | \$8,370.96         |                    | \$7,120.00          |                     |                |
| Pastor's Expenses                                  | \$744.81           |                    | \$1,000.00          |                     |                |
| Pastor's Travel                                    | \$582.93           |                    | \$500.00            |                     |                |
| <b>Total Pastor's Benefits</b>                     | <b>\$16,029.70</b> | <b>\$16,029.70</b> | <b>\$15,190.00</b>  | <b>\$15,190.00</b>  | <b>-5.24%</b>  |
|                                                    |                    |                    |                     |                     |                |
| <b>General &amp; Administrative Expenses</b>       |                    |                    |                     |                     |                |
| Contract - Janitorial services                     | \$382.50           |                    | \$2,000.00          |                     |                |
| Contract - Janitorial Supplies                     |                    |                    | \$200.00            |                     |                |
| Accounting /Bookkeeping & Legal                    | \$950.00           |                    | \$9,000.00          |                     |                |
| Advertising & Promotions                           | \$278.75           |                    | \$300.00            |                     |                |
| Appreciation Gifts                                 | \$0.00             |                    | \$300.00            |                     |                |
| Business Fees & Licenses                           | \$0.00             |                    | \$550.00            |                     |                |
| Postage & Freight                                  | \$364.32           |                    | \$400.00            |                     |                |
| Amortization Expense                               | \$3,936.00         |                    | \$4,000.00          |                     |                |
| Unclaimable GST                                    | \$0.00             |                    | \$700.00            |                     |                |
| Insurance                                          | \$4,782.08         |                    | \$5,000.00          |                     |                |
| Interest & Bank Charges                            | \$101.39           |                    | \$675.00            |                     |                |
| Kitchen Supplies                                   | \$0.00             |                    | \$70.00             |                     |                |
| Interest Expense - ECCC Loans                      | \$0.00             |                    | \$0.00              |                     |                |
| Property Taxes                                     | \$751.11           |                    | \$800.00            |                     |                |
| <b>Total General &amp; Administrative Expenses</b> | <b>\$11,546.15</b> | <b>\$11,546.15</b> | <b>\$23,995.00</b>  | <b>\$23,995.00</b>  | <b>107.82%</b> |
|                                                    |                    |                    |                     |                     |                |
| <b>Office Supplies</b>                             |                    |                    |                     |                     |                |
| Consumables                                        |                    |                    | \$400.00            |                     |                |
| Software / hardware (under \$1000)                 |                    |                    | \$200.00            |                     |                |
| Miscellaneous Expense                              | \$368.84           |                    | \$200.00            |                     |                |
| Repairs & Maintenance                              | \$2,186.61         |                    | \$200.00            |                     |                |
| <b>Total Office Supplies</b>                       | <b>\$2,555.45</b>  | <b>\$2,555.45</b>  | <b>\$1,000.00</b>   | <b>\$1,000.00</b>   | <b>-60.87%</b> |

**Erickson Covenant Church - Budget Proposal 2022**

*Jan 11 2022*

|                                           |                   |                     |                    |                     |               |
|-------------------------------------------|-------------------|---------------------|--------------------|---------------------|---------------|
| <b>Media</b>                              |                   |                     |                    |                     |               |
| Media Subscriptions (software & licences) |                   |                     | \$2,000.00         |                     |               |
| Media Equip - Maintenance                 | \$667.70          |                     | \$900.00           |                     |               |
| Media Equipment                           | \$2,399.28        |                     | \$1,000.00         |                     |               |
| <b>Total Media</b>                        | <b>\$3,066.98</b> | <b>\$3,066.98</b>   | <b>\$3,900.00</b>  | <b>\$3,900.00</b>   | <b>27.16%</b> |
|                                           |                   |                     |                    |                     |               |
| <b>Utilites</b>                           |                   |                     |                    |                     |               |
| Telephone                                 | \$1,328.30        |                     | \$1,400.00         |                     |               |
| Internet                                  | \$1,224.00        |                     | \$1,250.00         |                     |               |
| Electricity                               | \$1,121.05        |                     | \$2,500.00         |                     |               |
| Natural Gas                               | \$3,584.12        |                     | \$5,000.00         |                     |               |
| Waste Disposal                            | \$270.45          |                     | \$500.00           |                     |               |
| Water & Sewer                             | \$1,146.00        |                     | \$1,500.00         |                     |               |
| <b>Total Utilities</b>                    | <b>\$8,673.92</b> | <b>\$8,673.92</b>   | <b>\$12,150.00</b> | <b>\$12,150.00</b>  | <b>40.08%</b> |
|                                           |                   |                     |                    |                     |               |
| <b>TOTAL EXPENSES</b>                     |                   | <b>\$167,119.47</b> |                    | <b>\$201,716.06</b> | <b>20.70%</b> |
|                                           |                   |                     |                    |                     |               |
| Contingency Fund                          |                   |                     |                    | <b>\$3,283.94</b>   |               |
|                                           |                   |                     |                    |                     |               |
| <b>TOTAL</b>                              |                   | <b>\$167,119.47</b> |                    | <b>\$205,000.00</b> |               |
|                                           |                   |                     |                    |                     |               |
| <b>NET INCOME</b>                         |                   | <b>\$11,480.08</b>  |                    | <b>\$0.00</b>       |               |
|                                           |                   |                     |                    |                     |               |

## **Facilities Report: Amanda Terpstra**

It is such a blessing to have a church building where we can gather to worship our Lord, and where a lot of the business of the church can be accomplished. Our church building plays an important role in our collective mission to helping people find and follow Jesus. Even though not as many people as we would usually see have set foot in the building over the past two years, our church building has still been an important place and resource for our Erickson Covenant Church community. It has been maintained and looked after by a dedicated and hardworking group of people. Special thanks to Adrian Neufeld, Brad Bayly, Ken White, and Peter Boot who went above and beyond to maintain our building.

The maintenance team is working on creating a schedule for regular maintenance to make sure important tasks are not overlooked. i.e. changing furnace filters; checking emergency lights, smoke detectors, and fire extinguishers; making sure the septic system is maintained, and other regular maintenance items.

Here are some of the projects that the maintenance team has taken care of this year:

### **Outdoors:**

A new push lawn mower was purchased and was put to good use. The septic system was pumped, and efforts were made to make sure the access point will be easier to find in future years. The roof has been cleared of snow and volunteers have been making sure the sidewalks are shovelled and salted for the safety of our congregation.

### **Kitchen Renovation:**

In the Spring of 2021, the old kitchen was gutted, and the renovation process was started. It involved expanding the footprint of the kitchen to make more room, upgrading the wiring, changing the lightings, adding new circuits, changing the plumbing, moving the dishwasher, adding a handwashing sink, creating efficient storage solutions, and cosmetic upgrading with beautiful cabinets, drawers, new finishes, new hardware, and paint. The kitchen looks beautiful and was designed with our community's needs and comfort in mind. The hope is that it will help to serve our community and be used for many years to come. This project involved a huge investment in time and resources and could not have been done without the work of our team of volunteers.

A generous donation from the estate of Francis Edey was given to the church with directions that it be used for building and maintenance projects. Some of the funds were allocated to the kitchen renovation project; the plan is to replace the carpet in the hallway as well, and there is a significant amount of money remaining for further maintenance expenses and building projects.

There is always room for more people to help take care of the building and grounds and this is a great place to serve the community. Please talk to Adrian Neufeld if you are interested in helping in this area.

We are very thankful for all the hard work, time, and effort that has been put into taking care of the church building and grounds by the dedicated volunteers that serve God and our community through their work on the church building and grounds. Thank you for your service!

Amanda Terpstra

## **Nominating Committee Report – Ken Wiens**

This last year's nominating committee consisted of Diana Wedge, Ken Wiens, Jan Gobert , Laura Nelson, and Tom Greentree. Diana Wedge came off the committee part way through the year. The remaining 4 members of this committee met, prayed and discussed possible people for leadership team roles from our current membership list. Leadership qualities, church involvement and biblical discernment were considerations in our discernment process. Our constitution states that the leadership team must have at least 5 members and no more than 10.

We would like to thank Kristen Mitchel for the 4 consecutive years she has served on the leadership team, this made her ineligible for re-nomination.

As a nominating committee we would like to recommend that Valerie Comer be re-elected to the leadership team. She has just completed a first term of 2 years on the leadership team.

A number of possible candidates were approached to see if they would let their names stand. They thanked us and graciously declined at this time. Therefore, it was determined by the nominating committee that existing members plus Valerie Comer should constitute the leadership team going forward as the minimum number of people on the team would be met. We recommend that in the year coming up we prioritize looking at those serving in the church and those on the membership list and we work together to know each other better in our congregation. As we work through the difficult stages of this pandemic we hope to see new leaders arise among us that are ready to serve on the leadership team that can be recommended for next year.

Respectfully submitted

Ken Wiens  
Nominating Committee member

## Constitutional Amendments – Ken Wiens

### Proposed Constitutional Changes

After a thorough look at the current Erickson Covenant Church constitution by the Leadership Team it was deemed that a number of changes should be made. These changes include a few grammar errors as well as two other updates. The proposed changes are highlighted in the constitution provided. The two bigger changes are:

1. A formalized process of people being removed from membership. This process did not exist before in the constitution. Article I Section 7 has been added.
2. In Article II Section 7, part d, a line was added to allow treasures and financial secretaries to stay on for longer than 4 consecutive years, with safeguards in place. We felt this was needed as these positions can be difficult to fill, need special skills and it takes some time to learn the role well. If someone is gifted in this position and want to continue serving in these ways, we want to allow it, but have a safeguard in place.

With these changes we feel that the constitutions will reflect the ongoing operations of the church. The process for constitutional changes is:

The proposed changes are put forward to the membership at the Annual General Meeting by the leadership team.

1. The membership has one year to give feedback of these changes to the leadership team. We ask that the feedback is given in written format to the leadership chair to be discussed at the leadership meeting with follow up discussion for the members at the next congregational meeting.
2. At the Annual General Meeting of the next year (in this case 2023) the changes are put to a vote by the membership to be adopted as presented.

I want to thank all the leadership team members of 2021 for input and contributions to these proposed changes.

Ken Wiens, Leadership team member

# **Erickson Covenant Church Constitution, with suggested amendments in yellow and removes struck through**

## **PREAMBLE**

(An historical statement from the Preamble of the Constitution and Bylaws of the Evangelical Covenant Church as adopted by the Evangelical Covenant Church in 2002.)

The Evangelical Covenant Church is a communion of congregations gathered by God, united in Christ, and empowered by the Holy Spirit to obey the great commandment and the great commission. It affirms its companionship in faith with other church bodies and all those who fear God and keep God's commandments.

The Evangelical Covenant Church adheres to the affirmations of the Protestant Reformation regarding the Bible. It confesses that the Holy Scripture, the Old and the New Testament, is the Word of God and the only perfect rule for faith, doctrine, and conduct. It affirms the historic confessions of the Christian Church, particularly the Apostles' Creed and Nicene Creed, while emphasizing the sovereignty of the Word of God over all creedal interpretations. In continuity with the renewal movements of historic Pietism, the Evangelical Covenant Church especially cherishes the dual emphasis on new birth and new life in Christ, believing that personal faith in Jesus Christ as Savior and Lord is the foundation for our mission of evangelism and Christian nurture. Our common experience of God's grace and love in Jesus Christ continues to sustain the Evangelical Covenant Church as an interdependent body of believers that recognizes but transcends our theological differences.

The Evangelical Covenant Church celebrates two divinely ordained sacraments, baptism and the Lord's Supper. Recognizing the reality of freedom in Christ, and in conscious dependence on the work of the Holy Spirit, we practice both the baptism of infants and believer baptism. The Evangelical Covenant Church embraces this freedom in Christ as a gift that preserves personal conviction, yet guards against an individualism that disregards the centrality of the Word of God and the mutual responsibilities and disciplines of the spiritual community.

The Evangelical Covenant Church has its roots in historical Christianity, the Protestant Reformation, the biblical instruction of the Lutheran Church of Sweden, and the great spiritual awakenings of the eighteenth and nineteenth centuries. These influences, together with more recent North American renewal movements, continue to shape its development and distinctive spirit. The Evangelical Covenant Church is committed to reaching across boundaries of race, ethnicity, culture, gender, age, and status in the cultivation of communities of life and service.

The Evangelical Covenant, in order to accomplish its mission and purposes, has formulated and adopted this Constitution and Bylaws. The Constitution recognizes that the highest constituted authority of the Evangelical Covenant Church is the convention of delegates known as the Annual Meeting, which alone can adopt and amend the Constitution and Bylaws. The Evangelical Covenant Church shall be governed by this Constitution and Bylaws, its Articles of Incorporation, and all applicable laws.

This document, which is in harmony with the above preamble, is the Constitution and Bylaws of the Erickson Covenant Church of Erickson, BC.

## **Erickson Covenant Church Constitution**

### **ARTICLE I**

#### **Name**

The name of this church shall be the Erickson Covenant Church of Erickson, BC.

### **ARTICLE II**

#### **Affiliation**

The church is a member of the Evangelical Covenant Church of Canada and is pledged to work in harmony with the Covenant and its decisions and to support its programs, policies and institutions.

### **ARTICLE III**

#### **Confession of Faith**

The Church believes in the Holy Scriptures, the Old and New Testament, as the Word of God and the only perfect rule for faith, doctrine, and conduct.

### **ARTICLE IV**

#### **Purpose**

We covenant to cultivate a community of worship committed to prayer, preaching and study of the Word of God, the celebration of the sacraments, and fellowship across gender, race, age, culture, and class. We covenant to equip loving, giving, growing' Christians to reach out with the good news of Jesus Christ - evangelizing the lost, ministering to those in need, and seeking justice for the oppressed.

### **ARTICLE V**

#### **Membership**

Membership in the church is granted on application to those who through faith in God's Son, our lord Jesus Christ, have been born anew to a living hope, have been baptized according to the Holy Scriptures, desire to live a Christian life, and promise to support the total ministry of the church and to share its fellowship and obligations.

### **ARTICLE VI**

#### **Officers**

The officers of the church shall be a chair, a vice-chair, a secretary, a treasurer, and a member at large.

### **ARTICLE VII**

#### **Governance**

The authority of the government of this church is vested in its membership acting through congregational meetings. The management, administration and oversight of business and spiritual

affairs are delegated by the congregation to appropriate leadership as delineated in the Bylaws. All elected leadership specified in the Bylaws shall be members of the church.

## **ARTICLE VIII Congregational Meetings**

**Section 1.** Congregational business meetings shall be held at stated intervals, but not less than semiannually. The annual congregational meeting shall be held as near the first of the year as feasible. At the Annual Meeting written progress reports shall be submitted by the pastor, the officers, and the ministry teams. Audited financial reports shall be submitted by the treasurer for the church and each of its organizations. Election for offices shall be held. The church budget shall also be submitted for action.

**Section 2.** Notice of all congregational business meetings shall be announced to members not less than two weeks prior to the meeting and shall include the date, time of the meeting, and purpose.

## **ARTICLE IX Property**

In the event of schism within the church, from which we earnestly pray God to spare us, the title of all church property, real or personal, shall remain with the group which abides by this constitution and bylaws, as determined by the executive board of the conference. In the event of dissolution, the property **and** all assets of the church shall become **and be** the property of The Evangelical Covenant Church of Canada.

## **ARTICLE X Amendments**

Amendments in harmony with this constitution and the Model Constitutions for local Covenant Churches, and not in conflict with Covenant principles and policies may be adopted by a two-thirds vote of those present and voting in an annual meeting of the congregation, providing the proposed amendment was presented in written form at the preceding annual meeting. Articles IX and X may be amended only with the approval of the executive board of the regional conference.

## **BYLAWS -LEADERSHIP TEAM MODEL**

### **ARTICLE I Membership**

**Section 1. Responsibilities.** The members of this church do covenant together by God's grace to live lives in a manner consistent with the standards of biblical teaching, including the support of this local ministry in attendance, prayer, service, and giving, to live lives in word and deed that are an encouragement to others to know and be like Jesus Christ, to reflect in all our relationships the servant love of our Lord, and to support the broader mission of Christ through the Regional Conference and Covenant.

**Section 2. Procedure for Admission.**

- a. Membership is open to all who have made a personal profession of faith in Jesus Christ and have been baptized.
- b. Persons desiring to apply for membership shall submit their application to the Pastor or to the Leadership Team. Applicants will normally meet one or two time with the leadership team or the Pastor for informal sessions preceding their application.
- c. Applicants shall meet with the Pastor to give testimony to personal faith in Jesus Christ. Upon completion of such fellowship, the Pastor shall submit its recommendations on the applications to the Leadership Team who shall notify members of the church of the recommendations. Any member objecting to or having concerns over the granting of membership to an applicant shall communicate in writing such objection or concern to the Leadership Team within 10 days after notification by the Leadership Team.
- d. Final action on applications for membership shall be taken by the Leadership Team within sixty (60) days of receiving the recommendations of **an interview committee or a Pastor.**
- e. Applicants who are voted into membership of the church shall be publicly welcomed at the first opportunity.

**Section 3. Children.** Children of members of the church and its constituency shall be nurtured under its spiritual care. When they have reached confirmation age, they shall receive instruction from the pastor(s) in the Word of God, Christian doctrine, and the history of the church, using the confirmation material of the Covenant Church. Following confirmation, they may apply for church membership as outlined under Section 3 of this Article.

**Section 4. Discipline.**

- a. Discipline of members. The Leadership Team shall be responsible for admonishing members who willfully neglect their responsibilities to the church or who err in doctrine or conduct.
- b. Erring members. Any member known to err in doctrine or conduct shall be counseled according to the procedure outlined in Matthew 18:15-18 and Galatians 6:1. Any member having knowledge of such error shall, in the spirit of Christian love, seek to restore the erring member. If he or she does not heed this counsel, the matter shall be brought to the attention of the Leadership Team in writing, which shall in meekness and gentleness seek to restore the member.
- c. After the above process has been completed, dismissal of a member remaining in gross error in doctrine or conduct may result by a two-thirds vote of all current Leadership Team members. Such action may be appealed by the member to the congregation for consideration at the next congregational meeting.

**Section 5. Transfer of Members.** Any member desiring to transfer or withdraw from membership shall make such request in writing to the Pastor or Leadership Team. Letters of transfer shall be issued by the Pastor.

**Section 6. Recording.** The names of those joining and terminating membership shall be duly recorded and reported to ~~to~~ **at** the congregational meeting following action.

**Section 7. Termination of Membership.** Membership can be terminated by any of the following

- a. Member requesting to be removed from membership.
- b. The member requesting a transfer of membership.
- c. The member moving to a location greater than 100 km away from Erickson Covenant Church and a two-thirds vote of all current Leadership Team members.
- d. The member not participating in any Erickson Covenant service or event over a minimum of two years, during which time the church pastor(s) or a member of the leadership team has made efforts to connect with them, and a two-thirds vote of all current Leadership Team members.
- e. The Leadership Team deems it appropriate according to Article II, section 7, part g.
- f. Death.

## **ARTICLE II The Leadership Team**

**Section 1. Composition.** The Leadership Team shall be comprised of not less than 5 nor more than 10 Leadership Team members, one of whom shall be the Senior Pastor (ex officio).

**Section 2. Qualification.** A Leadership team member shall be a member of the church and shall meet the biblical standards of character for church leaders.

**Section 3. Election.** Leadership Team members shall be elected by a 67% vote of those members voting at a meeting of the congregation called for that purpose.

**Section 4. Term of Office.** Leadership Team members shall be elected for a term of two years and shall not be elected for more than two consecutive terms. The terms of the first Leadership Team members elected pursuant to these Bylaws shall be alternated in order that equal Leadership Team members shall be elected each year. Initial Leadership Team member serving an abbreviated term shall not be precluded from being elected thereafter to two full consecutive terms except by a specific decision by congregational members.

**Section 5. Vacancies.** A Leadership Team member may resign. A Leadership Team member may be removed from office by a 67% vote of congregational members voting at a meeting called for that purpose. Vacancies created by resignation or removal shall be filled by a vote of the membership in the same manner as set forth in Section 3 above. A Leadership Team member elected to serve an unexpired term shall not be precluded from being elected thereafter to two full consecutive terms.

**Section 6. Quorum.** A majority of Leadership Team members shall constitute a quorum.

**Section 7. Responsibilities of the Leadership Team.**

- a. The Leadership team shall be responsible for building, maintaining and overseeing the spiritual welfare of the local body and for directing and overseeing all ministries and business affairs of the church. They shall present yearly ministry goals and objectives to the congregation.
- b. The leadership team shall act as the trustees of the church and its assets. They shall designate those Leadership Team members and any other members of the church who shall be authorized to sign legal documents on behalf of the church.
- c. The Leadership Team shall elect from among themselves a chair, a vice chair, and a secretary.
  - i. Chair. The chair shall preside at all business meetings of the church and of the board. The chair shall confer with the senior pastor in preparing the agenda for such meetings and shall utilize the counsel that the pastor ~~can give~~ gives by virtue of his or her training, experience, and calling. The chair shall be responsible for leadership of the church services in the absence of the pastor.
  - ii. Vice-chair. The vice-chair shall assume the duties of the chair in the chair's absence, and assist in the chair's duties.
  - iii. Secretary. The secretary shall keep and preserve the minutes of all business meetings of the church and of the Leadership Team and shall conduct and preserve all official correspondence as shall be delegated and shall be responsible for the official seal and documents of the church.
- d. The Leadership Team shall be responsible for overseeing the preparation and submission of a proposed budget for each fiscal year to the membership for approval. Upon approval of the budget by the membership, the Leadership Team shall be responsible for seeing that the budget is carried out as approved. The Leadership Team shall have the authority to appropriately adjust budget items and amounts where ministry objectives necessitate but in no event shall total expenditures exceed the total authorized budget or available funds without prior approval of the membership. The Leadership Team shall appoint a member of the church as financial secretary (not necessarily a Leadership Team member) who shall be authorized to receive monies on behalf of the church and shall appoint and remove a treasurer (not necessarily a Leadership Team member) to disburse funds for church purposes in accordance with established policy. The Leadership Team shall annually appoint auditors to audit the financial records of the church and report such findings to the congregation. Neither the treasurer nor financial secretary shall serve more than 4 consecutive years unless approved by the leadership team in conjunction with the use of an external bookkeeping service.
- e. The Leadership Team shall be responsible for representing the congregation in certain staff relationships including:
  - i. Annual appraisal of the ministry of the senior pastor and of the ministry of other staff, and provide Godly counsel or discipline as required;

- ii. Annual review and approval of staff compensation and approval of compensation for new staff; approval of other personnel expenses for any staff member or activity, all subject to overall budget approval.
  - iii. Establishment of personnel policies.
  - iv. Approval of changes in staff job descriptions and approval of job descriptions for new staff positions.
  - v. Maintenance of current job descriptions for all staff members.
  - vi. Hiring of support staff.
- f. The Leadership Team shall be responsible for approving or rejecting applications for membership.
- g. The leadership Team shall be responsible for dealing with members who neglect their duties to the church and who err in doctrine and conduct, and shall do so in such a manner as to restore such members to full and complete fellowship, if possible, and if not possible, to take such action as may be appropriate under the Holy Scriptures and the Constitution and Bylaws of the church, including expulsion from membership. Discipline shall be administered in the spirit of Christ with due regard for the welfare of the individual disciplined as well as the welfare of the church. The Leadership Team shall not consider any grievance against a member unless such grievance is submitted in writing and supported by the evidence of two or more witnesses.
- h. The Leadership Team shall hear and respond appropriately to concerns of members.
- i. The Leadership Team shall determine Ministry Teams needed to carry out the church's mission and appoint appropriate leadership.

**Section 8. Unity.** Action by the Leadership Team shall be taken in such manner as to preserve the unity of the Spirit in the bond of peace.

### **ARTICLE III Ministry Teams**

**Section 1. Purpose.** Ministry Teams shall be formed as required to implement the varied ministries of the church.

**Section 2. Organization.** Ministry Teams shall be chartered by the Leadership Team to implement specific ministries. The charter for a Ministry Team shall include: the statement of purpose; strategies; leadership structure; qualifications for ministry; and a provision that the ministry team shall terminate fifteen months from the most recent Leadership Team review. The list of ministry teams shall be determined annually by the Leadership Team, upon recommendation of the church staff, in accord with the church's purpose, strategies, objectives, and as consistent with organizational and functional effectiveness.

**Section 3. Duties.** The duties of Ministry Teams shall be to:

- a. Develop and annually review its charter for submission to the Leadership Team.

- b. Recruit and train ministry personnel.
- c. Define and provide the necessary materials required for ministry.
- d. Submit annually to the Leadership Team proposed budgets and objectives for the forthcoming year and manage consistent with approved budgets.
- e. Meet as required to plan and execute specific ministry objectives.
- f. Review and provide a written report, at least semiannually, of progress against objectives to the Ministry Staff and leadership Team.
- g. Each Ministry Team shall normally have at least one Leadership Team member as an ex-officio member, who may also serve as that ministry team's leader.

#### **Section 4. Leadership.**

- a. The leader of a Ministry Team shall be approved by the Leadership Team in consultation with the pastor(s). The team leader will serve as liaison to the Leadership Team.
- b. Ministry Team members may be selected by the Ministry Team leader in accord with guidelines in its ministry charter.
- c. Each Ministry Team shall organize itself as required to perform its ministry.

### **ARTICLE IV Pastoral and Ministry Staff**

**Section 1. Qualifications.** Pastors of the church shall meet the qualifications set forth in the Holy Scripture. The Senior Pastor shall be an ordained pastor in good standing with the Evangelical Covenant Church. Other pastors shall or become ordained, licensed, or commissioned by the Evangelical Covenant Church in accordance with their qualifications and duties for pastoral office, staff ministry, or lay ministry. A pastor shall be a member of the church by virtue of the call to serve the church.

**Section 2. Call of the Senior Pastor.** The Senior Pastor shall be called at a regular or special congregational business meeting, the purpose of which shall be announced two weeks in advance. The Senior Pastor shall be nominated by a pastoral search committee. This committee shall be elected ~~by~~ **at** a congregational business meeting. It shall be representative of the congregation and have five to nine members, including the Leadership Team chair. It shall work closely with the regional conference superintendent. The Senior Pastor shall be called by ballot with a two-thirds vote required for a call. The call shall be for an indefinite period of time with a minimum of six-week notice required by the church or the Senior Pastor for termination of pastoral duties except as provided in Section 8.

**Section 3. Call of other Pastors.** Other Pastors may be called by a two-thirds vote of a congregational business meeting upon recommendation of the Leadership Team. The congregation by two-thirds vote delegate authority to call other ministers to the Leadership team acting unanimously. In such a case, the Leadership Team shall give notice to the congregation of the recommendation for minister 10 days prior to the Leadership Team issuing a call. If the Leadership Team receives written objection or concerns, the recommendation shall be submitted to a congregational business meeting. The duration of minister's tenure and the notice required for termination of service shall be set forth in the letter of call.

**Section 4. Cooperation.** The pastor(s) shall, both in word and precept, work in harmony with the Covenant, the regional conference, and other Covenant Ministers.

**Section 5. Duties of the Senior Pastor.** The Senior Pastor shall preach and teach the Word of God, administer the sacraments, and faithfully carry out pastoral work. The Senior Pastor shall direct the church staff, providing counsel, encouragement, and Christian discipline so as to assist in the accomplishment of objectives for each staff member. All staff is responsible to the Senior Pastor. The Senior Pastor shall be a member of the Leadership Team and an ex officio member of all ministry teams and committees and in such capacity shall strive to establish and accomplish objectives and strategies in conjunction with the mission and purpose of the church.

**Section 6, Other Pastors.** Other Pastors shall will carry out specific areas of ministry under the direction of the Senior Pastor. They may be designated by the Leadership Team to be the leader or member of one or more Ministry Teams.

**Section 7. Charges against a pastor.** Charges against a pastor shall be submitted in writing to the Leadership Team, charging a pastor with indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the Covenant (Matthew 18:15-18). If in the judgment of the Leadership Team of the church there is substance to the charges, the case shall be referred to the regional conference superintendent. The superintendent shall confer with the Covenant executive secretary of the ministry. These two officers shall confer and determine the order of responsibility in pursuing the matter according to the Rules and Regulations of the Board of Ministry of the Covenant regarding discipline, prior to further action by the church. However, any minister who fails to become licensed with the Evangelical Covenant Church within 90 days of beginning service or who loses a license may be dismissed at any time without prior notice by the Leadership Team.

## **ARTICLE V Nominating Committee**

**Section 1. Composition.** The nominating committee shall consist of one Leadership Team member designated by the Leadership Team, the Senior Pastor and at least two members at-large elected by a majority of the members voting at a meeting called for that purpose. The Leadership Team shall designate one of the committee members to serve as Chair of the nominating committee.

**Section 2. Term.** The terms of the member from the Leadership Team shall be at the pleasure of the Leadership Team. The at-large members shall serve two-year terms. The initial terms of the at-large members shall be alternated so that at least one at-large member shall be elected each year.

**Section 3. Quorum.** A majority of members shall constitute a quorum of the nominating committee.

**Section 4. Responsibilities.** The nominating committee shall be responsible for nominations to fill the offices of Leadership Team, the at-large members of the nominating committee and any other positions assigned to it either by the Leadership Team or congregation.

**Section 5. Nominating procedure.** One or more candidates for the office of Leadership Team shall be nominated by the nominating committee. One or more candidates for the office of at-large members of the nominating committee shall be nominated. Any member of appropriate character, giftedness, and call may be considered for any position.

**Section 6. Unity.** Actions by the nominating committee shall be taken in such manner as to preserve the unity of the Spirit in the bond of peace.

## **ARTICLE VI Meetings**

**Section 1. Annual Meetings.** The Annual Meeting shall be held within one month of the end of the fiscal year. If in the judgment of the Leadership Team the meeting cannot be held within such time it shall be held as soon thereafter as feasible. The Leadership Team shall be responsible for overseeing the preparation and submission of a written annual report to the membership at the annual meeting.

**Section 2. Special meetings.** Special meetings may be called by the Leadership Team or by written request signed by 10% of the membership.

**Section 3. Notification of meeting.** All meetings shall be announced to the membership of the church at least two weeks prior to the meeting date.

**Section 4. Conduct of meeting.** The Chair of the Leadership Team or such other person as may be designated by the Leadership Team in the Chair's absence, shall serve as Chair of any meeting of the membership.

**Section 5. Voting.** Each member, and only members, shall be entitled to cast one vote at any election on any subject at any annual or special meeting of the membership. Such votes must be cast in person. Vote by proxy shall not be allowed. All votes shall be by secret ballot. The Chair of the meeting may call for open balloting where no objection is raised.

**Section 6. Quorum.** Ten percent of the membership shall constitute a quorum for any special meeting, with a minimum of 20 members. Twenty percent of the membership shall constitute a quorum for the annual meeting, with a minimum of 20 members.

**Section 7. Rules of order.** All business meetings of the church and of any other committees or organizations shall be conducted according to Robert's Rules of Order.

**Section 8. Final voice.** The congregation reserves for itself final authority in any matter of its choice.

**ARTICLE VII  
Amendments**

**Section 1. Procedure.** These Bylaws may be amended by a vote of two-thirds of the members present at a meeting called for that purpose. A proposed amendment to the Bylaws must be presented in writing to the members at the meeting not less than 30 days prior to the meeting called for the purposed of voting on bylaws changes.

## Current Membership List

|    |   |                     |    |                    |
|----|---|---------------------|----|--------------------|
| 1  | N | ALDERSON, Dorothy   | 41 | MCBLAIN, Delaney   |
| 2  |   | ANDRUCHIW, Shannon  | 42 | MCBLAIN, Jody      |
| 3  |   | BALA, Dean          | 43 | MCNICHOLAS, Leroy  |
| 4  |   | BALA, Nadine        | 44 | MEIDL, Jason       |
| 5  |   | BATES, Keith        | 45 | MEYER, Faye        |
| 6  |   | BJARNASON, Bonny    | 46 | MEYER, Gerald      |
| 7  |   | BOHN, Margaret      | 47 | MILLER, Mary       |
| 8  |   | BOHN, Robert        | 48 | MITCHELL, Kristen  |
| 9  |   | BRENNAN, Sharon     | 49 | NELSON, Jack       |
| 10 |   | CHAPMAN, Valerie    | 50 | NELSON, Laura      |
| 11 |   | CHERFILS, Brooke    | 51 | NEUFELD, Adrian    |
| 12 |   | COMER, Jim          | 52 | NEUFELD, Suz       |
| 13 |   | COMER, Valerie      | 53 | NICOLAJSEN, Diane  |
| 14 | N | COONS, Becky        | 54 | NICOLAJSEN, John   |
| 15 |   | EWING, Erin         | 55 | PLANT, Bill        |
| 16 |   | EWING, Jo-Ann       | 56 | PLANT, Roswitha    |
| 17 |   | FITZPATRICK, Eileen | 57 | PRIER, Meme        |
| 18 |   | GREENTREE, Tennille | 58 | RIEHL, Christopher |
| 19 |   | GREENTREE, Thomas   | 59 | RIEHL, Doug        |
| 20 |   | GIMBY, Kevin        | 60 | RIEHL, Karen       |
| 21 |   | GIMBY, Amanda       | 61 | RIEHL, Laurie      |
| 22 |   | GOBERT, Jan         | 62 | RIEHL, Sangeun     |
| 23 | N | GOULDER, George     | 63 | RYCKMAN, Shane     |
| 24 | N | GOULDER, Terri      | 64 | RYCKMAN, Micheline |
| 25 |   | HALLADAY, Nellie    | 65 | SHURMER, Paddy     |
| 26 |   | HALLADAY, Nonnie    | 66 | SPROULE, Dana      |
| 27 |   | HAMBREY, Cheryl     | 67 | STAGGS, Doris      |
| 28 |   | HAMBREY, Peter      | 68 | THIESSEN, Darlene  |
| 29 | N | HARDY, Eunice       | 69 | THIESSEN, Marvin   |
| 30 | N | HUSBAND, Lois       | 70 | TERPSTRA, Bryan    |
| 31 |   | JOHNS, Doug         | 71 | TERPSTRA, Amanda   |
| 32 |   | JOHNS, Yvonne       | 72 | TRUSCOTT, Chuck    |
| 33 |   | JOHNSON, Mark       | 73 | WHITE, Ken         |
| 34 |   | LEBLANC, Leslie     | 74 | WHITE, Valerie     |
| 35 |   | LEBLANC, Michael    | 75 | WIENS, Ken         |
| 36 |   | LOUGHRAN, Becky     | 76 | WIENS, Dayle       |
| 37 |   | LOUGHRAN, Bryce     | 77 | WOOD, Darlene      |
| 38 |   | MACDONALD, Sherry   | 78 | WOOLSEY, Trudy     |
| 39 |   | MAWSON, Cannie      |    |                    |
| 40 |   | MAWSON, DAN         |    |                    |

Total Members = 78

Non-residents = 6

