



**ERICKSON  
COVENANT  
CHURCH**

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**Annual Report  
2024**

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## **Erickson Covenant Church Behavioural Covenant**

*As a community, we commit to relate to each other as the Scripture tell us. Eight years ago, we created a "behavioural covenant" to state clearly what that looks like, reminding us of how we can love one another, especially in times when we may have different ideas or opinions. We read this Behavioural Covenant at all our congregational meetings, and Pastor Tom has preached on them, too, which you can find here.*

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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)

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

## **AGENDA – January 22 2024, 7:00pm**

Welcome

Reading of the Erickson Covenant Behavioural Covenant

Opening Prayer

Acceptance of 2024 AGM Agenda

Lead Pastor Report

Leadership Team Report

Treasurer's Report and 2024 Budget Presentation

Congregational Vote on 2024 Budget

Nominating Committee Report

Congregational Vote on 2024 Leadership Nominees

Appointing of Budget Committee members for 2024

Call for ECC Delegates to Canadian Covenant AGM

Looking Forward

Concluding Worship and Prayer



DECEMBER 2023

*Hello Covenant Family,*

Thank you for the many ways you have been partnering and praying with me and the Covenant denominational team this year. I send each of you my gratitude and thanks! We have been through a significant season of change and are just at the beginning of living into a new ministry structure. It is my hope and prayer that these changes will allow us to resource and partner with you more intentionally as together we join God in God's mission to see more disciples among more populations in a more caring and just world.

Please know that our denominational team is praying for you too! Each of our ministry teams has selected a regional conference to pray for this year. If you would like to send your prayer requests, we would love to receive them. We want you to know there is a concerted effort to lift you up in prayer. This is one of the many ways we can live into our Three Strand Strong commitment. I pray our good and faithful God will provide for all your needs and amplify the many ways you demonstrate the love of Christ in word and deed in your community. I pray you will be encouraged even when circumstances are challenging, knowing that God is always at work. I pray the joy of the Lord will be your strength.

The psalmist writes, "Your love, O Lord, forever will I sing; from age to age my mouth will proclaim your faithfulness" (Psalm 89:1). It is an honor, privilege, and joy to serve the Evangelical Covenant Church. This past year has been full of experiencing God's faithfulness to his beloved church; from the wonderful church anniversaries being celebrated to 100 years of the gospel coming to the Democratic Republic of Congo, God has been faithful. What a magnificent God we serve! Please continue to share your stories of how God is at work in and through your congregation with us. We love to celebrate these stories with you. They are a gift and encouragement to the whole church! Looking forward, I am excited to see how God will meet our youth as they gather for Unite 2024. I know there will be new and renewed commitments to Christ as well as responses to God's call to ministry and service.

I pray every blessing upon each of you this Advent and Christmas season. As you gather in your local church annual meetings, may you reflect and marvel at God's faithfulness to you this year.

*For God's glory and neighbor's good,*

Tammy Swanson-Draheim, PRESIDENT, EVANGELICAL COVENANT CHURCH



January 2024

Dear members and friends of the Evangelical Covenant Church of Canada,

We have much to be thankful for as we enter this new year! As your church gathers for its Annual Meeting, I trust that it offers a great time for you to give thanks for God's faithfulness in 2023 and to affirm the direction of your community in the year to come. What a gift to join God and one another on mission across Canada and around the world!

The Canada Covenant leadership board and I are thankful for your continued partnership in our shared work: churches, camps, initiatives, and ministries all play a significant role in advancing God's Kingdom from Montreal to Vancouver. **Together, we START and STRENGTHEN churches... SERVE and SUPPORT pastors and leaders.** I am encouraged by growing signs of health and hope across Canada and around the world.

We hope you have a chance to see the impact of our shared mission and ministry through the hope-filled stories we share. If you're not already subscribed to our Canada Covenant email list, or able to see the missional stories we're sharing on our Instagram and Facebook channels, we'd love to help you get connected. Please email us at [office@covchurch.ca](mailto:office@covchurch.ca). **We are grateful for the good things God is up to through our movement.**

Over the last three years, we have sought to be sensitive to the capacity and needs of all of our churches and the pace of our shared mission together. This past Fall, the Leadership Board continued a 12-month conversation discerning the Canada Covenant's vision for the future. We'll be sharing more of this vision as 2024 unfolds, but **two significant aspects of this vision are: a commitment to plant 30 churches in the next 10 years and the commitment to experiment with six regional Stronger Together events to serve as our annual meeting.** On May 4th, we'll gather across the country, from east to west, in Toronto, Winnipeg, Saskatoon, Alberta, the Kootenays, and the Lower Mainland. We're excited to see how God will encourage you and your churches through this experiment. A letter has been sent to your leadership and more details will be coming soon.

We are grateful for God's work through your church and our movement.

In prayer with and for you,

Glenn Peterson  
President/Superintendent, Evangelical Covenant Church of Canada

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## **Lead Pastor Ministry Report – Pastor Tom Greentree**

We, the Erickson Covenant Church, are committed to helping people **find** and **follow** Jesus. *And why?* So that everyone can **flourish** in Christ and **fulfill** his mission in the world. *And how does that happen?* As we, his people, are being spiritually **formed** as disciples of Jesus (and yes, that's all part of following, flourishing, and fulfilling!).

2023 was a good year for us as a community, and I hope you've been able to read all the encouraging ministry summaries in this Annual Report with a deep sense of gratitude. God is up to something good among us. For 2023, I've focused much of my ministry through the lens of spiritual formation: how am I supporting, encouraging, and fostering our spiritual formation and the spiritual formation of others? With that focus, let me summarize my year as follows:

**First, I supported our spiritual formation by supporting others leading in ministry.** A big part of my ministry role here at ECC is to encourage and empower other ministry leaders, both volunteer and staff. This past year, I have walked alongside many of our ministers, providing guidance and help where I am able. For example, I regularly meet with Bonny and Brendan to support them as they lead our children and youth ministry; I've also been very involved in the design and execution of our Kids Sundays. I support Eileen and share some of the administration load, as needed (Bonny also has been helping there). I meet with the worship leaders, as well as sharing in some of the music leading on Sunday mornings. I am part of the Connect Groups team, led by Peter Hambrey, which is fostering this most critical ministry for our spiritual formation. I meet with various other ministry leaders as needed, such as the Covenant Mission Partners, Dream Team, Willing Hands, and Maintenance, again as needed and in the hopes to release them to lead as called. I am part of the budget and nominations committees. And of course I'm on the ECC Leadership Team, who is tasked with overseeing it all and leading us forward--I'm so grateful for our LT. And there are others, but this gives you a sense of how I focus a lot of my time and energy in the support of those who are leading others and who are doing the work of ministry among us.

**Second, I encouraged our spiritual formation by providing people with pastoral care and spiritual counsel.** Within healthy boundaries, I am available to meet with anyone who asks. And I do. By God's grace, I have been able to help people struggling through personal and family difficulties, spiritual questions, broken friendships, life changes, and traumatic events. While I do at times refer people to others more suited to help, I am often in the best position to provide what is needed. I been called to the hospital by doctors and nurses numerous times this year, to care for people who do not have a church or faith connection. I also meet with some of our Covenanters for more intentional mentoring and support, and I meet with interested people who want to know more about who we are as a church, what we believe and care about, and whether or not they could be a part of the Erickson Covenant Church.

## **Lead Pastor, continued**

### **Third, I fostered our spiritual formation through the preaching and teaching of Scripture.**

In 2023, we took a deep dive into the Gospel of Luke, using the metaphor of "apprenticeship" and approaching the gospel as a kind of "Masterclass" in the way of Jesus. Of the 52 Sundays in 2023, 31 of them were Masterclass Sundays, and the responses have been very good. These teaching sessions have motivated many to follow Jesus more faithfully and be spiritually formed under his leadership. Other than the four Kids Sundays and a some special days (like Easter and New Years Eve), the two other teaching series in 2023 were a meaningful summer in the Psalms (10 weeks) and the wonderful Advent season (4 weeks) we just enjoyed. God's Word is central to our spiritual formation, as we let the word of Christ dwell richly in us (Col. 3:16). This is of course happening as we personally read, pray, and study Scripture, and we are always urging and teaching about the importance of personal habits for spiritual formation. But, very significantly, much of how we let the Word of Christ dwells in us happens as we gather corporately to worship God, serve one another, and learn from Scripture, and then amplifies again many times when we gather corporately in smaller Connect Groups to pray and discuss how the Spirit is forming us further.

One important 2023 development was the creation of a more formalized ECC preaching team, consisting of Peter Hambrey, Cheryl Hambrey, Valerie Comer, and myself. I know you have all been blessed by them as they have taught us at various times last year. We meet as a preaching team once a month to pray, discuss, and prepare for the upcoming messages. I am grateful to these three and their willingness to serve us in this capacity (on top of other ministries they are involved in). We were also blessed by other gifted preachers this last year, such as Rob Peterson, Mark Hagen and our very own Terry Young.

As your pastor, I continue to give thanks to God for you. This is my 13th year as the pastor of ECC, and I count it a privilege to serve you as we are all being formed in Christ and fulfilling his mission together. May Jesus continue to lead us forward, unifying us by his Spirit and deepening us in his love, for the glory of the Father and for the good of his world.

~ Tom Greentree



## **Leadership Team Ministry Report – Jo-Ann Ewing**

Leadership Team members: Valerie Comer, Leslie LeBlanc, Tom Greentree, and Peter Boot

*“and let us consider how we may spur one another on toward love and good deeds, not giving up meeting together,” Hebrews 10:24-25a*

I was given the privilege to join the Leadership Team last year, the team by faith offered me the chair position. This is a new area of ministry and leadership for me, one I am honoured to hold. It has been a year of learning and leaning. Learning what it means to be the “chair” of the Leadership Team and leaning on the guidance of the Holy Spirit that I may accomplish these duties in accordance with God’s will.

Your Leadership Team is called to the management, administration and oversight of business and spiritual affairs of Erickson Covenant Church, a tall order.

Your Leadership Team and staff started the year with a team building retreat at the Harbour in Riondel, in March, with a main focus on prayer for our whole church community.

Monthly meetings are held, in order to stay on top of past, present and future concerns in all areas of ministry and church life. We encourage everyone to reach out with any concerns or issues you would like the Leadership Team to discuss. Minutes of all meetings are available for your review in the Minute Books maintained by the Administrative Staff.

We maintain a close working relationship with our treasurer, who prepares monthly financial snapshots and brings any concerns to our attention.

**Noticeable changes:** This year, we began hosting our morning worship services as Leadership Team members. Our plan is to put a face to the Leadership Team names so each and everyone of you know who your Leadership Team members are.

**Our main focus this year:** The “third leg” of the ministry stool. The first leg being our Sunday morning gathering times for service, worship and spiritual formation. Our second leg, small Connect Groups for growing friendships and further spiritual formation, (started up this past fall). Our third leg, the missional action leg, was presented at our November congregational meeting, which was the potential of running a Christian day care in our building. We received overwhelmingly positive support to move forward with this idea. We are still looking for a person or persons who would be willing to do the initial leg work of emails and phone calls with the proper authorities to put an action plan in place.

## **Leadership Team Report, continued**

One of the duties of the Leadership Team is setting goals for the upcoming year. During this first year on the team I discovered a few areas in need of improvement.

We have many areas of ministry and I'm embarrassed to say I was not aware of them all, or the many people involved in them.

Goal: Tabulate the active ministries and persons involved with them.

Another area in need of improvement brought to our attention was the care of our pastor and ministry staff.

Goal: Reactivate the Pastoral relations committee.

An area, I personally would like to focus on is a "check in" with leaders of each ministry team. I truly believe the body functions with greater effect when we know who and what each other is doing.

There are many areas the Leadership Team focuses, prays, discerns and discusses on a regular basis. I have not included all of them in this report as many are being presented in other reports. Rest assured that we work closely with the budget and nomination committees.

This has been a year of growth for me. I appreciate the church's faith in me to stand in this role. Please know, I faithfully pray for our community, and God's guidance.

Your servant, Jo-Ann

~Jo-Ann Ewing, ECC Leadership Team Chairperson

## **Treasurer's Report – Dayle Wiens**

Financial Stewardship: In the 2023 fiscal year at Erickson Covenant Church, our community demonstrated unwavering commitment despite a budget of \$210,000 and an income of \$198,477.24.

In the fall of 2023 we once again saw the faithful generosity of our congregation as they supported the Ecuador Missions Project, reflecting the heart of our congregation to extend our reach beyond our local boundaries raising \$5955 towards this project.

With an overall expenditure of \$203,000, we maintained responsible financial management while ensuring every dollar was a testament to our mission and values. Furthermore, a significant stride was made towards our ECC Loan. The leadership team and congregation approved a one time payment in early 2023 of \$10,000 from our existing bank balance, significantly reducing our balance owing.

Biblical Inspiration: Proverbs 11:25 reminds us of the essence of our giving: "A generous person will prosper; whoever refreshes others will be refreshed." This verse encapsulates the spirit of our congregation emphasizing that our generosity and selflessness not only benefit others but also bring abundance and spiritual fulfillment to ourselves. As we stand united in purpose, each act of giving, whether in finance or service, is a seed planted for a bountiful harvest, enriching both the giver and the receiver,

Gratitude and Vision: I'd like to extend a heartfelt gratitude to our congregation for your steadfast support and sacrificial giving. Your commitment has not only sustained our operations but also allowed us to further our mission and impact both locally and globally. As we move forward, guided by our faith and commitment to stewardship, we embrace the coming year with a vision of deeper community engagement, heightened service, and an unwavering dedication to the values that define us. Together, we stride into the future, fortified by faith, gratitude, and a shared commitment to be a beacon of hope and compassion in our world and community around us.

~Dayle Wiens, Treasurer

## **Media Ministries Report – Dan Mawson**

It's been a good year in the Technical Ministries at ECC, one of growth and transition. We have been blessed with several new people joining our team, sharing the ministry demands and building our community. This fall has also seen a leadership transition, with Olin taking the lead on Sunday technical demands when I moved to the coast in November. I remain involved with a part-time contract to manage media off-line (video editing, website and graphics). We have had several team meetings throughout the year to facilitate training of new members and building into our team.

Here are a few highlights in each area:

### Sound:

- Cheryl Hambrey has joined the sound team in a regular rotation
- We added additional microphone stands, cables and 2 choir microphones this year
- purchased a new Bass Amp to replace a loaner
- Thank you to our team of Olin, Jack & Cheryl

### Lighting:

- Upgraded our main stage lighting to brighter, more reliable fixtures
- We had a training night dedicated to the lighting system in October

### ProPresenter:

- Slides and video are an integral part of our services for worship and messages. ProPresenter is a software package that drives all our visuals on the in-house projection screen and to Church Online. Thank you to the team of Cameron, Jack, Eileen and Olin for directing that content.

### Video:

- The video team has done a tremendous job supporting the Church Online ministry, allow many to engage with our services who could not attend in person. Each Sunday we have a camera operator and a video switcher/director on board to broadcast our services. Our services are broadcast live via the Church Online platform. Video content from our services is then edited and uploaded weekly to our website. All our services are also archived and available on our website. Messages are available on our YouTube Channel and on Apple Podcasts.
- Thank you to our team of Tennille, Jody, Vikki, Jeremiah, Mike, and Anne

## **Media Ministries, continued**

### Church Online:

- In 2023 we had a total of 753 views (screens) representing approximately 1200 guests attending our services online. That's an average of 100 views per month, guests that are considered part of our church but unable to be with us in person. Weekly numbers range from 10-30 screens. We don't know specifically where they are attending from, but I suspect it's a combination of both local, regional and guests from a far.

### Website:

- Our website continues to be ministry hub, sharing information, links and audio and video versions our services. We receive an average of 400 visits to our site each month.

### YouTube:

- Full services are available on our website whereas our weekly messages are published on YouTube. These messages are viewed on average of 12 times over several months. Views will vary depending on the popularity of a series. Val Comer seems to have an online following and draws more views than average.

### Graphics:

- I work with Tom to create unique graphics for our Sunday services and message series. These graphics are used for slides in the service, service videos, Church Online, website and emails.

### Emails:

- Weekly emails are composed and designed and sent out to 175 email addresses. This email gives us a weekly connection to our members and followers sharing current information and promoting our services, message series and events. Thanks to Eileen and Tom for religiously getting these sent out (pun intended).

~Dan Mawson

## **Worship Team Ministry Report – Crystal Anderson**

*Come, let us worship and bow down. Let us kneel before the LORD our maker, for He is our God. We are the people He watches over, the flock under His care. – Psalm 95: 6-7*

Isn't it wonderful to know that the maker of Heaven and Earth watches over us and cares for us? It's one of many reasons to worship Him; the One True God!

At ECC, we mainly focus on worship through prayer and song, but our prayer is, (and many teachings encourage) that this is only a small part, and worship is meant to be expressed throughout our daily living.

This year, we have had three regular worship leaders: Tom Greentree, Amanda Gimby, and myself (Crystal Anderson). There is extensive planning that goes into each Sunday service. The leader chooses the songs, connects with musicians, forwards the information to church administration (and others involved), plans practice times, and connects with the sound team leader to ensure availability for the scheduled practice. There is also a lot of thought, prayer, and planning that happens throughout this process. And, of course, the credit needs to go to the Holy Spirit for enabling this all to happen. There have been countless times where various team members have not communicated prior, but the Holy Spirit was working all along, and we see how the music, sharing, and message all blend together to bring life and hope to our congregation. It's amazing!

This fall, Amanda worked hard to form a regular monthly choir. Although it was small, they sounded beautiful, and it was great to see some different faces involved. Amanda is planning to form a special Easter choir and we look forward to that.

As we move into the new year, we are hoping and praying that God will inspire more worship leaders and we can help raise them up. We would also like to see more kids' participating though singing up front and/or leading actions and participating in kids' Sundays.

Please pray that God will continue to strengthen our worship leaders and raise up more to be involved.

If you have any questions or would like to be involved in the worship services, please let me know.

~Crystal Anderson

## **Hospitality Dream Team Ministry Report – Pastor Tom**

Many people serve in our Sunday morning hospitality ministry. There are currently three “Dream Teams”, each serving two weeks in a row and then taking four weeks off, which seems to be a sustainable rhythm. The Dream Team fosters our Sunday morning experience--their ministry tasks include coffee time set up and clean up, greeting people as they arrive, praying together before the service for everyone coming, taking up offering, communion (set up, service, and clean up), giving our welcome bags, answering questions, and more. We are very grateful to all of them.

For the last couple years, Jan Gobert ably lead our Dream Team Hospitality Ministry. This past fall, she took up the added challenge of leading a Connect Group, along with already heading up our Covenant Mission Partners team (and then going on a mission trip!), so she stepped away from leading the whole Dream Team ministry. She continues to serve as one of the team leaders, however. A big thank you to Jan for her overall leadership, and continued service alongside the other teams. Currently, I (Tom) am overseeing the Dream Team ministry, but would love to empower someone more able than I to take over this important role. Is that you?

The Dream Team hospitality ministry is a vital way we welcome new people, encourage ongoing fellowship, and help the services run smoothly. What’s more, this ministry is a great way to include newer people as it is a ministry that provides hands on service and connection with others, in a low threatening environment. We hope to add more people to the teams this year. Please convey your thanks to our Dream Team members next time you see them serving Sunday morning.

~Tom Greentree

## **Children's Ministry Report – Bonny Bjarnason**

This past year has shown stable attendance in our Children's Ministry population. On average we have 12-15 children attending each week. We currently have 7 teachers that rotate through the month to teach the Kidzone class (ages 3-9).

We have continued to run our "Kid's Sunday" program on the months that have 5 Sundays. We are excited to continue this in 2024 with the help of a few new volunteers. It continues to be a proven, positive connection point with the congregation. We have a lovely bible story, a puppet play, worship songs and fun as a church. We finish the day together as a family with a meal by having a potluck.

The dates for the 2024 "Kid's Sunday" are March 24, June 30, September 29, and December 29 (TBD).

In July 2023 we hosted a very fun Vacation Bible School. Unfortunately we had to cancel the second week in August due to low enrollment, paired with the intense wildfire smoke we were experiencing at the time.

On reflection it was decided that we will not be hosting a Vacation Bible School for the younger kids in 2024. Instead I will be focusing on bringing more family friendly events to ECC that run all year long.

One of the new things I will be implementing this year is a couple of new family friendly fellowship opportunities.

On the first Friday of the month I am starting up a board game night. This event will be family friendly and have games for children as well as adults. This will be open to everyone in our congregation.

The other event I will be bringing back will be the Movie Nights, but with a twist. In talking with parents, I discovered that a Movie Matinee would be better so on the 3rd Saturday of the month we will be starting up our movies again!

It has been a pleasure to lead our children towards God. I feel so blessed to be in charge of leading such a dynamic group of volunteers whose hearts are for Jesus and helping our children grow further and deeper into their faith.

I am excited to see what the next year brings.

Sincerely,

~Bonny Bjarnason, ECC Children's Ministry Coordinator



# **Youth & Bible Basecamp Ministry Report – Brendan Mitchell**

As the Youth Ministry Coordinator, it has been a year of growth, engagement, and the successful implementation of new programs.

## **1. Bible Base Camp:**

Our Sunday school program for ages 9 and up, Bible Base Camp, has seen remarkable growth throughout the year. The program's success can be attributed to a combination of new members joining and the natural progression of our existing members into this age group. The unique approach of integrating games-based programming with a lesson has continued to resonate with the youth.

Throughout the year, we maintained a dynamic experience by rotating through three different teachers and incorporating a monthly service day where our youth actively participate in assisting the younger age groups. As of now, Bible Base Camp is thriving, providing a solid foundation for spiritual growth.

## **2. SPARK - JR. Youth Programming:**

SPARK, our Junior Youth program, has demonstrated consistent success in 2023. Operating youth-style nights twice a month, we have seen an average attendance of 20 enthusiastic young members. The dedicated team of volunteers has grown over the year, ensuring that the program remains vibrant and engaging. SPARK is currently in a stable state and has the potential for further expansion in the future.

## **3. Wandering through Creation - Summer Camp Program:**

Introduced in 2023, "Wandering through Creation" has been a highlight of our Youth Ministry. This summer camp program aims to take up to six Junior Youth members outdoors, providing them with an opportunity to experience God's creation while being deeply immersed in biblical teachings. The camps ran successfully for five days twice over the summer, with a total of nine kids participating. You can watch the recap videos [here](#) and [here](#).

The positive feedback and the evident impact on the participating youth indicate that "Wandering through Creation" has the potential for continued success. We are committed to refining and expanding this program in the coming years, fostering a deeper connection between our youth and the divine through the wonders of the natural world.

## **Youth & Bible Basecamp, continued**

In conclusion, 2023 has been a year of growth, innovation, and spiritual development within the Youth Ministry at Erickson Covenant Church. We express our gratitude to the dedicated team of volunteers, the supportive parents, and, most importantly, the enthusiastic youth who actively participated in our programs. As we move forward into 2024, we remain committed to nurturing the spiritual well-being of our youth and creating a welcoming environment for them to grow in their faith.

~Brendan Mitchell, ECC Youth Ministry Coordinator

## **Connect Groups Ministry Report – Peter Hambrey**

Jeff Lockyer's book "*Finding our way*" is a challenge to see that the church is to be a Holy Spirit-empowered restorative force in our society, in our location, and that this requires three fundamental aspects to our Mission: Inspiration, Connection and Action.

It is the second of these, encouraging meaningful and helping connection amongst ourselves, so that life is better than if we were alone, that was the reason for our emphasis last year on our Connect Groups ministry.

We set up a team to help move this ministry forward, consisting of Pastor Tom, Peter Boot, Carey Morris, Amber Rice and myself (Peter Hambrey). We initially looked at having 6-7 groups last fall, and this settled to 4 that worked well, with encouraging reports from each of them:

Confident Prayers, led by Tom Greentree and Doris Staggs

Revelation Within (Women Only) led by Amber Rice and Cheryl Hambrey

Following the Steps of Jesus, led by Joe Gunderson and Jan Gobert

Learning from Luke, led by Peter Hambrey and Peter Boot

48 people signed up for groups, but not all of those ended up participating. Attendance was 30-40 per week, and then on top of this was the attendance at a few other groups that met but are not officially part of the Connect Group ministry.

Our goal is to slowly increase the number of groups, with the intention that they become as much a part of the experience of ECC as the Sunday worship. That may be more difficult for those of our community who participate on-line, but we welcome suggestions.

Likewise, if you have suggestions for topics that you would like to see covered in our groups in the future, please let us know.

~Peter Hambrey, ECC Connect Groups Ministry Coordinator

## **Maintenance Ministry Report – Adrian Neufeld**

This past year has been very smooth and uneventful for the most part. There were the normal bathroom repairs, and replacement of furnace filters, emergency light bulbs, and exit light bulbs.

One exception was on a Friday night the whole lighting in the church went crazy; come to find out Fortis found our power supply wire had rubbed a tree and shorted out one side of the main breaker panel. We had to remove all the trees under the wires from the church up the bank to the highway.

Thank you to Dean, Olin and Marvin for being so helpful, within hours we were back to normal.

We also built little canopies over the West exit doors so when the snow falls off of the roof it no longer blocks the doors from opening.

We were also thankful for some great ant bait that kept us almost ant free.

We do hope we will be able to develop a wheelchair washroom and an area for our custodian to keep cleaning equipment.

Thanks to helpers we were able to clean the covers over the sanctuary lights and replace fluorescent tubes.

Respectfully submitted,  
~Adrian Neufeld, Maintenance Ministry Team Coordinator

## **Covenant Mission Partners Report – Jan Gobert**

This past year the missions committee engaged itself in learning about God’s global mission through the Evangelical Covenant Church of Canada (ECCC). It shared a “Mission Moment” on Sunday mornings monthly to cast a vision to ignite passion in others for what God is doing in cross-cultural missions and encouraged people to pray, give and go. The committee met once a month to share what each had learned about global missions over the past month, to plan the next “Mission Moment” and pray for specific mission requests.

We got better acquainted with Argentina missionary, Colleen Nahnychuk, who we support as a church. The committee texted with her on ‘What’s App’ and met with her on Zoom. In November 2023, it was my (Jan Gobert’s) privilege to visit Colleen personally for 8 days and experience missionary life and ministry first-hand. This trip, along with the 10-day ECCC Mission Trip to Ecuador with Kevin Gimby, was made possible with the financial support and prayers of friends and family. Thank you for this opportunity to go to South America, we learned much and trust that God will use the outcomes of this trip for His glory!

Claus and Wanda Burchert also ministered cross-culturally in various places in the world through Samaritan’s Purse, participating in disaster relief. This included serving in Ethiopia for three months, mid-September to mid-December.

The current missions committee of five members is comprised of Laura Nelson, Mike Fitzpatrick, Jan Gobert, Leslie LeBlanc, and Wanda Burchert. We each completed year 1 of three-year terms on the committee. We would gladly welcome one or two more members to join us.

God is at work globally. We look forward to continuing to learn about, and share with you, the triumphs and struggles our brothers and sisters in Christ are experiencing cross-culturally, so we may more effectively pray, give, and go.

Respectfully,

~Jan Gobert, ECC Covenant Missions Partner Chair

## **Willing Hands Ministry Report- Suz Neufeld**

Last year the Christmas banquet seemed to be a success. In 2022 we had 87 people, 1/3 from the community. This year for Friday, December 1, 2023 we sold 96 tickets and had a waiting list. Over a third of banquet people were community or un-churched people. So we consider this event such a huge outreach.

Again, a big thank you to all those involved: Mike Friesen was our MC, and Pastor Tom gave a devotion. This year's special music was Hannah Ryckman at the piano and Britney Harrington at the harp.

Then many, many willing hands helped (because it does take a village, a Covenant Church village) [from] the decorations set up and sound crew, lots of food prep, gals roasting six turkeys, and the carving skills of Gary Cote, to all the trimmings, (and I mean LOTS of trimmings) to kitchen crew and then take down.

A special thanks to my planning committee: Darlene Thiessen and Colleen Boot. Thanks for walking beside me and taking on extra duties.

In the past years we've also had a Spring Fling and a Ladies Tea, so we will see what 2024 holds.

Respectfully submitted,  
~Suz Neufeld, Willing Hands Ministry Coordinator

## **Nominations Committee Report – Laura Nelson**

The Nominating Committee members are: Thomas Greentree, Laura Nelson, Adrian Neufeld, and Amanda Terpstra.

Our Leadership Team for 2023 consisted of the following people;

**Thomas Greentree** (Ex-official voting member, because he is the Pastor of ECC)

**Jo-Ann Ewing** (now completed first year of first 2-year term)

**Peter Boot** (now completed first year of first 2-year term)

**Leslie Leblanc** (now completed first year of second 2-year term)

**Valerie Comer** (now completed second year of second 2-year term)

*Valerie Comer* has now completed her fourth consecutive year of service on the Leadership Team and we would like to thank her for her years of faithful service to our Leadership Team and ECC. According to our Bi-Laws she must rest from service on our Leadership Team for at least a year.

We would like to nominate the following people to the members of the Erickson Covenant Church for their consideration as candidates for the Leadership Team.

We are recommending that these people be asked to serve for a two-year term. (2024-2026)

**Jack Nelson**

**Peter Hambrey**

Respectfully,

~Laura Nelson, on behalf of the Nomination Committee

## Membership 2023

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



# Appendix A – 2024 Budget

<b>PROPOSED: Erickson Covenant Church -condensed budget 2024</b>			
<i>January 11, 2024</i>			
<b>REVENUE</b>		<b>EXPENSES</b>	
<b>TOTAL REVENUE</b>	<b>\$210,000.00</b>	<b>MINISTRY EXPENSES</b>	<b>\$35,050.00</b>
General Offering		Children & Family Ministry	
		Camp Ministry	
		Pastoral Ministry	
		Misc Expense	
		Pastor's Expenses	
		Pastor's Travel	
		loan payments	
		<b>STAFFING / PAYROLL EXPENSE</b>	<b>\$130,900.00</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	
		<b>GENERAL ADMIN EXPENSES</b>	<b>\$30,200.00</b>
		General & Administrative Expenses	
		Office Supplies	
		Media	
		<b>UTILITIES</b>	<b>\$13,850.00</b>

<b>TOTAL</b>	\$210,000.00		\$210,000.00
		as of Jan 11 2024~dw	

	Actual Jan-dec 2023	Budget 2023	Proposed for Budget 2024
<b>Revenue</b>			
Offerings - receipted & non Receipted	\$198,477.24	210,000.00	210,000.00
Mission Donations (designated, not in offering total)	\$5,955.00		0.00
Willing Hands (not in budget totals)	\$1,955.00	0.00	0.00
Rev. from other sources		0.00	0.00
Interest earned		0.00	0.00
<b>Total revenue</b>	<b>\$204,432.24</b>	<b>210,000.00</b>	<b>210,000.00</b>
<b>Expense</b>			
<b>Ministry Expense</b>			
Children & Family Ministry	3,740.95	1,000.00	6,200.00
Crowsnest Bible Camp	200.00	200.00	200.00
Outreach	111.36	400.00	400.00
KCBC	200.00	200.00	200.00
The Harbour	2,000.00	2,000.00	2,000.00
Employee Appreciation	233.55	200.00	200.00
Leadership Team Development	3,507.67	1,000.00	1,500.00
Cong. growth and Development	301.88	1,000.00	500.00
Pastor professional growth and development	1,021.88	1,000.00	1,000.00
conferences and retreats	542.34		850.00
Guest speakers	0.00	600.00	300.00
Responsible shares	18,000.00	18,000.00	18,000.00
Trellis	600.00	600.00	600.00
<b>missions</b>			
Missions: Colleen N.	600.00	600.00	600.00
Missions - Other	0.00	1,000.00	1,000.00
<b>Total Missions Expense</b>	<b>\$600.00</b>	<b>1,600.00</b>	<b>\$1,600.00</b>
Hospitality & Sunday worship expense other	2,087.20	1,500.00	1,500.00
<b>Total Ministry Expense</b>	<b>\$33,146.83</b>	<b>29,300.00</b>	<b>\$35,050.00</b>
<b>Payroll Expense</b>			
Pastor's salary	\$74,873.44	\$74,728.44	76,970.00
<b>Additional staffing</b>			
Children's Ministry Support (15hrs per week)	\$9,200.88	9,360.00	14,460.00
Administrative Staff Wages (6hrs per week)	\$5,337.36	8,424.00	5,785.00
<b>Total Wages and Salaries</b>	<b>\$89,411.68</b>	<b>92,512.44</b>	<b>\$97,215.00</b>
El Expense	\$1,792.95	1,527.44	1,800.00
CPP Expense	\$4,031.55	3,799.62	4,200.00
WCB Expense	\$0.00	300.00	300.00
Worker's Relief Fund	\$720.00	720.00	770.00
<b>Total employer payroll expense</b>	<b>\$6,544.50</b>	<b>6,347.06</b>	<b>\$7,070.00</b>
Health-Life Ins, Dep Life, AD&D, Ltd	845.00	845.00	845.00
Health Benefits - Sr Pastor	5,880.00	5,880.00	6,318.00
Pension Benefits - Sr Pastor	7,120.00	7,120.00	8,452.00
<b>total pastor's benefits</b>	<b>\$13,845.00</b>	<b>13,845.00</b>	<b>\$15,615.00</b>
Contract - On-line Service Production	12,967.48	19,080.00	10,000.00
Contract - Janitorial	633.00	2,000.00	1,000.00
<b>Total Contractor Expenses</b>	<b>\$13,600.48</b>	<b>21,080.00</b>	<b>\$11,000.00</b>
<b>Total Payroll Expenses</b>	<b>\$123,401.66</b>	<b>133,784.50</b>	<b>\$130,900.00</b>
<b>General &amp; Administrative Expense</b>			
Accounting & Legal	5,660.16	9,000.00	7,000.00
Advertising & Promotions	258.06	300.00	300.00
Appreciation gifts	1,118.74	300.00	500.00
Business fees and licenses	333.00	550.00	400.00
Postage & Freight	282.90	400.00	400.00
Unclaimable GST		700.00	700.00
Insurance	6,500.00	5,000.00	6,500.00
Interest & Bank charges	223.68	150.00	225.00
Pastor's expenses	1,299.47	1,000.00	1,000.00
Pastor's travel	2,897.73	500.00	500.00
Kitchen supplies	111.35	70.00	150.00

Office supplies	3,078.46		800.00		1,500.00	
Janitorial Supplies	0.00		200.00		200.00	
Property Taxes	629.47		800.00		700.00	
Miscellaneous Expense	75.00		200.00		75.00	
Repairs and Maintenance	2,014.44		0.00		3,650.00	
<b>media</b>						
Media Equip- Maintenance	683.12		900.00		700.00	
Media Subscriptions, software & Licenses	1,637.71		2,000.00		1,700.00	
Media Equipment	2,656.50		500.00		800	
<b>Media Expense - Total</b>		<b>\$4,977.33</b>		<b>3,400.00</b>	3,200.00	<b>\$3,200.00</b>
Communications: Office Phone/Fax/Internet	\$1,749.24		1,400.00		1,750.00	
Telus Mobility	1,295.50				1,300.00	
Electricity	2,401.78		2,500.00		2,500.00	
Natural Gas	5,726.44		5,000.00		6,500.00	
Waste Disposal	297.12		500.00		300.00	
Water & Sewer	1,487.00		1,500.00		1,500.00	
<b>Total Utilities &amp; Communications</b>		<b>\$12,957.08</b>		<b>10,900.00</b>		<b>\$13,850.00</b>
<b>Total General &amp; Admin. Expenses</b>		<b>\$42,416.87</b>		<b>34,270.00</b>		<b>\$44,050.00</b>
<b>Total Expense</b>		<b>\$198,965.36</b>		<b>197,354.50</b>		<b>\$210,000.00</b>
<b>Total revenue</b>		<b>\$198,477.24</b>		<b>210,000.00</b>		
<b>NET INCOME / LOSS</b>		<b>-\$488.12</b>		<b>12,645.50</b>		

mission expense to come yet and we will be at a loss this year.

210,000.00

Jan 11 2024