



ERICKSON
Covenant Church

Helping people find and follow Jesus

Annual Report 2025

Table of Contents

ECC Behavioural Covenant.....	3
Annual General Meeting 2025 Agenda.....	4
Letter from the President, Evangelical Covenant Church.....	5
Letter from the President/Superintendent, Canadian Evangelical Covenant Church.....	6
Lead Pastor’s Report - Tom Greentree.....	7
Leadership Team Report - Jo-Ann Ewing.....	11
Treasurer’s Report - Dayle Wiens.....	13
Nominating Committee Report	14
Children’s Ministry Report - Bonny Bjarnason.....	15
Youth & Bible Basecamp Ministry Report - Brendan Mitchell.....	16
Media Ministries Report - Olin Bjarnason.....	19
Worship Ministry Report - Crystal Anderson.....	22
Hospitality Dream Team Ministry Report - Tom Greentree.....	23
Connect Group Ministry Report - Peter Hambrey.....	24
Covenant Missions Partner Report - Jan Gobert.....	25
Maintenance Ministry Report - Adrian Neufeld.....	26
Willing Hands Ministry Report - Suz Neufeld.....	27
Current Membership List 2025.....	28
2024 Budget - Proposed 2025 Budget.....	29

ECC Behavioural Covenant

At the Erickson Covenant Church, we recognize that our story is about relationships—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 2025 Agenda

AGENDA - JANUARY 27, 2025; 7:00 PM

Welcome

Reading of the Behavioural Covenant

Opening Prayer

Acceptance of 2025 AGM Agenda

Lead Pastor's Report

Leadership Team Report

Review of Ministry Reports and questions

Treasurer's Report and 2025 Budget Presentation

Congregational Vote on 2025 Budget

Nominating Committee Report

Congregational Vote on 2025 Leadership Nominees

Ballots counted

Appointment of Nomination Committee members for 2025/26

Appointment of Budget Committee members for 2025

Call for ECC Delegates to the Canadian Covenant AGM in Strathmore, AB May 2-3

Looking Forward

Doxology and closing prayer



DECEMBER 2024

Greetings Covenant Family,

I pray this finds you in a spirit of anticipation in this Advent season. As the year draws to a close, it is important to pause and reflect on the many things that God has done and is doing, and this annual letter helps me to be intentional about that pause. There is so much to rejoice over this year.

First and foremost, thank you for your prayers! When I visit your church or you send me a note, it really does mean the world to me that you are praying. I could not do the work of the church without these sustaining prayers. Second, thank you for inviting me to be part of your church services and celebrations. I love connecting with you and am so inspired by how you are responding to God's call in your local context. Your creativity as you care for your communities is encouraging and fills me with hope. Over the last year I have had the opportunity to participate in 17 local worship services and anniversary celebrations, attend four regional conference gatherings, and attend three international events. I have seen firsthand the movement of the Holy Spirit around the Covenant's multiethnic mosaic!

Additionally, I was grateful for the opportunity to engage with our students and student leaders this summer at Unite East and Unite West. What a beautiful experience to see the commitment of students and to enjoy worshipping with them. I left with a sense of great hopefulness for this generation. Thank you for sending your students to this impactful experience.

Looking forward, I am excited to invite you to Orlando, Florida, for Gather 2025. We will be celebrating 140 years of ministry as the Covenant Church, and I have invited Covenant presidents from around world to celebrate with us. What a joyful event this will be to celebrate all that God has been doing in, around, and through our collective mission. I hope that you will consider attending this celebration in June, either as a delegate from your church or as a general conference attendee. This is a unique opportunity to be able to bear witness to the global kingdom of God and to learn from leaders around the world in person. For the latest details and updates, visit covchurch.org/gather.

For God's glory and neighbor's good,

Tammy Swanson-Draheim, PRESIDENT, EVANGELICAL COVENANT CHURCH



January 2025

*May the God of hope fill you with all joy and peace in believing,
so that by the power of the Holy Spirit you may abound in hope. - Romans 15:13*

Dear Members and Friends of the Canada Covenant,

As you gather for your annual meetings this year, I join you in giving thanks to God for all that God has done among you and pray that in all your deliberations and decisions, God's faithfulness will be celebrated, and you will sense a new excitement for the year to come. What a gift it is to join God and one another on mission across Canada and around the world.

The Canada Covenant, as you know, is in a time of transition. In the fall of 2024 Glenn Peterson announced his resignation from his role as our President/Superintendent to respond to a call to be the Senior Director of Church Planting for the Evangelical Covenant Church. We are so grateful for his visionary leadership and love for the Canada Covenant and pray God's richest blessing on him in his new role. We will miss him dearly but believe God has continued good in store for us as we continue to pursue our common mission in Canada to **START and STRENGTHEN churches ... SERVE and SUPPORT pastors and leaders**. Thank you for your continued partnership.

The Canada Covenant is made-up of churches, camps, initiatives, foundations, global partners and personnel. All these ministries and people play a significant role in advancing God's Kingdom. This past year your prayer and financial support strengthened our mission making it possible, for example, to touch lives in Haiti and Ecuador, to gather at six regional sites for our AGM, assess potential church planters, invest in young leaders through internships, care for pastors in crisis, touch lives in urban Montreal, and develop church health coaching. (This list shares examples but is not exhaustive – fear of leaving people off a list like this). Together our ministry is stronger because of your generosity. Thank you.

The Canada Covenant Leadership Board and staff team look forward to joining together for **Stronger Together, the 121st Annual General Meeting, in Strathmore, AB on May 2-3, 2025**. Please watch for important details as we gather to seek God's Spirit on behalf our mission and to elect the next President/Superintendent of the Evangelical Covenant Church of Canada. If there is anything we can do to serve and support you, please let us know.

We are asking the Holy Spirit to fill us with hope and joy for our work together this year.

God's grace and peace be with you all,

Rob Peterson
Acting President/Superintendent, Evangelical Covenant Church of Canada

Lead Pastor's Report - Tom Greentree

When I was ordained in the Evangelical Covenant Church, I took sacred vows to serve the people of God. During the ordination service, I received both a Bible and a ministerial stole, which is a colourfully symbolic scarf. The Bible indicates that I am a consecrated servant of God's Word, who serves by the Word, with the promise to love and serve the church as God has revealed through his Word. The ministerial stole symbolizes the yoke of my service to the people of God, placed upon my shoulders both by God and by his people. During the ceremony, the stole was placed around my neck by a lay person from the Evangelical Covenant Church, a person representing all of you. At one moment in the consecration service, I was led through a series of sacred commitments, and at one point was asked to affirm the following:

Will you undertake to be a faithful pastor, caring for God's people whatever their needs, nourishing them in the preaching and teaching of the Word, administering the holy sacraments, bearing rule in the church, and in serving with the love and authority of Christ in bringing redemption and reconciliation? My response was: I will with the help of God.

Being a pastor means that I am involved in many aspects of church life, and remembering my ordination vows--what I promised to do, with the help of God, for the church--helps me clear away the clutter and focus on what matters most. As we train and mentor new pastors, we often summarize the work of a faithful pastor under four, interrelated headings: **Faithful pastors preach well, teach well, lead well, and care well.** Lately, we've also been adding a fifth dimension of faithful pastoring, which is the responsibility to **be well.**

As I reflect on 2024, in which I entered my 14th year as the pastor of Erickson Covenant Church, I want to gather my reflections under these five areas.

Preach Well

As you know, I take my responsibility to serve the Word and the church very seriously. In an effort to preach well, I study hard and hone my craft through continual learning and practice. I want to be an excellent servant of the Word. I also want to help others grow in their preaching gifts, for the sake of the body of Christ.

We launched 2024 with a topical series of great cultural relevance: Human Identity. For six weeks, I preached out of Genesis, helping lay a Christian foundation for what it means to be a human being, in light of many challenging ideologies facing us today. There was a lot of response to this series, mostly positive but some mixed. Beginning in Lent and proceeding through June, we dipped back into our ongoing Masterclass in the Gospel of Luke (began during Advent 2022), covering chapters 8-9 and learning more about how to follow Jesus in his mission. For the summer of 2024, we became Wisdom Hunters and took to the three wisdom books of Proverbs, Job, and Ecclesiastes. Many people expressed how much they enjoyed this series; not only the teaching on Sunday but the larger "Wisdom Hunt" challenge helped everyone engage even more. When September hit, we launched a 3 month, 3 part series on the One, Great, Big Church. These months not only held up the beauty of being part of God's people (September), it helped us focus on how much we are formed by God's Word (October) and sent to serve in God's Mission (November). The result was a profoundly missional fall, with a lot of focus and giving toward God's work in

Bible translation and our Chosen Sunday with Covenant Kids Congo. We wrapped up the year with an Advent theme "Who's Coming for Christmas?" looking at three primary "guests" that first Christmas: the angels, the shepherds, and the Magi. Punctuating the year, we hosted several special services, such as Good Friday, Easter, and Christmas Eve, along with multiple Kid's Sundays.

As you also know, I did not preach all of these messages myself. We have a preaching team at ECC, and the gifted members of this team also served the Word and you this year. I'm so thankful for Cheryl Hambrey, Peter Hambrey, Valerie Comer, and now (newly added) Chase Hines. We regularly meet together to discuss the series, give each other input, and pray for the leading of the Spirit in upcoming messages. Part of how I preach well is by empowering others to preach well, too.

Due to the hard, faithful work of our marvelous tech team, all of these messages are available on our YouTube channel, Apple Podcasts, and website, and can be accessed at any time, which furthers the reach and impact of God's Word (see Olin's media ministry report for more on that).

Teach well

Preaching is, of course, closely related to teaching, and much of my preaching on Sundays doubles as teaching (sometimes triples or quadruples, depending on length, ha ha). Acknowledging that overlap, I also strive to faithfully teach God's Word, Christian theology, spiritual formation habits, Christian history, and biblically informed cultural engagement. I am committed to continual growth, study, reading, and reflection in my own personal life, so that I can effectively teach others what is true, warn them of what is false, and encourage people in the things of the Lord.

I not only teach in more formal settings, I do a lot of teaching in my day-to-day counseling and mentoring sessions, pastoral conversations, leadership coaching, and staff guidance. I strive to teach well also in the very shape of our common liturgy, as we share in communion, hear the Scriptures read publicly, lead God's people in worship, teach membership and baptism candidates, and encourage a diverse array of Connect Groups.

Lead well

Leading well is an ongoing pastoral challenge. I am so grateful for our committed and godly Leadership Team, and see my role in leading well and "bearing rule" in the church as a partnership with these commissioned leaders. I am committed to growing in my gifts and calling as a leader, and I continue to hold up our vision as a church--to help people find and follow Jesus, so they flourish in Christ and fulfill his mission in the world--so that we remain focused on what we are all about as a church. I provide ministerial leadership to the church in consort with the leadership team. I supervise and direct the work of our part-time staff, helping them define what is important and what is not, and encouraging them to follow Jesus as they lead. I work closely with many ministry teams in our congregation, trying to lead with a fairly light touch, dancing along that line between providing good pastoral direction but not exerting too much control--I really do want our leaders to lead! I've been closely mentoring Chase, our ministry intern, as he pursues a call to ministry among us, and that has been such a joy for me. Leadership is a privilege and a responsibility, and I pray daily for the church in my capacity as your pastor.

Care well

In the middle of all the preaching, teaching, and leading, I meet with anyone who asks to meet, spending a significant amount of time and energy with those who need help. I provide caring, biblical counsel to married couples, struggling parents, and people with mental health and/or addiction challenges. I visit people in hospitals and homes. I conduct funerals when I am able, as I have become one of the local pastors who often provide funeral services for community families with no religious affiliation. As in the other three areas, I try to learn and grow in this area, reading and studying on family systems, counselling practices, marriage books, grief, death, and dying. In spite of that, I often feel thrust into situations and circumstances that surprise me, and rely on the Holy Spirit to guide me so that I can care well.

As I meet with leaders and connect with you as a congregation, I try to care well by listening, encouraging, and (at times) challenging you in the things that will lead you to life and flourishing. But, if there is an area I feel that I never quite get ahead, it's in this area of care. Due to the demands of the other areas and my responsiveness to those who are in need and ask for help, I often don't feel I am present enough to those who don't ask for help or a visit or might not be experiencing an obvious crisis. Know that I do pray for all of you, and that I am always available to meet with anyone who asks. I also am very happy to just have a nice visit!

One of the key ways I care well is actually through other members of the body. When I am aware of someone who needs care, I will often tap someone else on the shoulder, who I think might be able to provide key support and love for that person. What's more, I am absolutely convinced that our Connect Groups, as well as other ministry or fellowship groups, are a key way that we, as a people, care well for each other. I see my leadership over the church, encouraging and ensuring that we are growing our groups and teams, as a critical way that I am caring well, by extension, for all of you. I may not always be the one showing up, but as long as God's people are present, we are caring well.

Be Well

On top of these four areas of ministerial competency--preach well, teach well, lead well, care well--we also talk about a fifth critical area: Faithful pastors need to be well, too. The health of the church is dynamically related to the health of the pastor. If a pastor is unhealthy, the church will not remain healthy. And we've seen how much damage is done to a church when a pastor is unhealthy or unsafe. I was recently mentoring a younger pastor, challenging him to engage in a personal growth plan that would include regular rest, personal learning, joyful activities, physical exercise, and spiritual formation habits (similar to my Luke 2:52 teaching to you in January/February 2023). Along the way, I asked him how long he thought he'd be able to pastor well and lead his church to health if he had a crumbling marriage, a fractious home, a weak body, an empty mind, destructive habits, a non-existent prayer life, a utilitarian engagement with the Bible (reading the Bible only for his work as a pastor, not for personal growth), no personal friendships, and no personal goals. The question, when put like that, is pretty obvious (it won't be long!), and I realize few pastors (thankfully) would have all these things going wrong at once. But the point still stands: in order to preach well, teach well, lead well and care well, pastors need to BE well. Too many are functioning sub par, barely living, let alone flourishing. I want to be a pastor who flourishes, both for my sake and for the glory of God, but also for your sake, too. And I know that my flourishing is connected to yours, to ours.

What's more, the people of God (I'm thinking of you, ECC, but this applies to any church that's somewhat healthy and Jesus-focused) want their pastors to be people who are personally flourishing in their lives, too, with healthy marriages and vibrant spiritual lives, people who pray and learn and grow, people who demonstrate proper discipline in their lives and who live as godly examples in what they say and do. I mean, that's the very stuff I'm trying to lead you toward and teach you about as your pastor, so my life better back it up! I'm not perfect, nor am I without struggles, but I am working hard to BE well so that I can fulfill my mission as your pastor, loving you well, serving you well, as I preach, teach, lead, and care well for you. I maintain and revise an intentional growth plan that crosses all the areas of my life, I meet monthly with a spiritual director, and I have spiritual friends with whom I can be honest and to whom I can confess sin and need.

With that, I'll close my pastoral report. I'm grateful to be your pastor, and thankful for all the ways God is at work among us. This annual report you are reading is testimony to the ministry the Holy Spirit is leading among us, for God's glory and neighbour's good. Let's keep in step with the Spirit, friends, as we continue helping people find and follow Jesus, so that we all flourish in Christ and fulfill his mission in the world.

Yours in service,

Pastor Tom

Leadership Team Report - Jo-Ann Ewing

Team Members: Jo-Ann Ewing, Leslie LeBlanc, Peter Boot, Jack Nelson, Peter Hambrey, and Tom Greentree

“For this reason, ever since I heard about your faith in the Lord Jesus and your love for all God’s people, I have not stopped giving thanks for you, remembering you in my prayers. I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know him better.”

—Ephesians 1:15-19

The Leadership Team (LT) is called to the management, administration, and oversight of the business and spiritual affairs of Erickson Covenant Church (ECC).

Team Activities in 2024

- **Team Building Retreat:**
In March, the LT and staff began the year with a retreat at The Harbour in Riondel. This time was dedicated to team building, studying scripture, praying, and seeking God’s guidance and wisdom, which has been a continual focus throughout the year.
- **Monthly Meetings:**
Regular meetings allow the team to address past, current, and future concerns across all areas of ministry and church life. Meeting minutes are available in the main office for those interested.
- **Financial Oversight:**
The LT maintains a close relationship with the church treasurer, who provides monthly financial reports and highlights any concerns for discussion.
- **Sunday Morning Services:**
The LT has continued to host services and looks forward to incorporating new team members into the rotation.

ECC’s mission, *“helping people to find and follow Jesus,”* is being fulfilled through the dedicated efforts of many leaders and volunteers across various ministries:

- **Children’s Ministry:** Thriving with evident growth.
- **Sparks and Junior Youth:** Transitioning under new leadership.
- **Dream Team:** Welcoming visitors and creating a warm, inviting atmosphere.
- **Maintenance Team:** Ensuring our worship space is well-cared for, including the addition of a new accessible bathroom.
- **Willing Hands Ministry:** Creating outreach opportunities for friends and family to discover Jesus.
- **Missions Team:** Extending our impact beyond our local community.
- **Financial Ministry:** Fostering awareness of needs and the joy of generosity.
- **Worship Team:** Providing safe, meaningful, and high-quality services for celebration and connection.
- **Technical Ministry:** Enhancing outreach to those unable to attend in person.
- **Behind-the-Scenes Servants:** Quietly serving through visitation, care, support, and companionship in both joyful and challenging times.

I would like to thank the budget committee and nomination committee for their prayerful time, energy and work they gave to these very vital areas of ministry.

Thank you for your trust in me and the leadership team, we do not take this job lightly. Please continue to pray that we will be filled with the spirit, and able to guide our community into 2025 as God would have us.

Your servant,

Jo-Ann Ewing, Chair

Treasurer's Report - Dayle Wiens

It is with great gratitude that I present this Treasurer's Report for the 2024 financial year.

Financial Overview

- **Total Giving Income:** \$221,867.12
- **Annual Budget (2024):** \$210,000.00
 - **Giving Above Budget:** \$11,867.12
- **Total Expenses:** \$194,265.08
- **Net Income:** \$27,602.04

We are thankful for the faithful and generous giving demonstrated by this church community. This year, not only did we see an increase in the total giving amount, but we also witnessed a growing number of individuals and families remaining faithful in their commitment to giving.

A Decade of Generosity and Growth

This marks our 10th year living in Creston and attending ECC and my 9th year serving as Treasurer. Over the years, we have seen tremendous growth and change. Through it all, the people of this church have consistently demonstrated a spirit of generosity.

While budgets have not always been met in the past, the needs of this church and its ministries have always been provided for. This year's surplus of \$11,867.12 above our budget reflects God's provision and the faithfulness of this congregation.

As we reflect on the year, let us remember these words of encouragement from Scripture:

“Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, for God loves a cheerful giver.” – 2 Corinthians 9:7

Thank you for your continued faithfulness and support. May we continue to grow in generosity and stewardship as we move forward together.

Respectfully submitted,

Dayle Wiens

Treasurer

Nominating Committee Report

After prayerful consideration and a time of spiritual discernment, we, the Nominating Committee of the Erickson Covenant Church, put forward these three leaders for election to our ECC Leadership Team for 2025. All of these leaders were approached and asked to prayerfully discern God's call into leadership in this church, and all have agreed to let their names stand for election. Two of them (Peter and Jo-Ann) have been nominated for a second term, while one (Kristen) is entering a first term, though she has served with excellence on the Leadership Team in past years.

Our 2025 nominations are:

Peter Boot (2nd term)

Jo-Ann Ewing (2nd term)

Kristen Mitchell (1st term)

These three leaders will join continuing leadership team members **Jack Nelson (middle of first term)**, **Peter Hambrey (middle of first term)**, and **Tom Greentree (ex-officio member)** for a total of 6 people. We also want to thank **Leslie Leblanc**, who is finishing her second term on the Leadership Team (and must, according to our bylaws, now go off the team for at least one year) for her outstanding service and leadership.

As always, voting for these leaders is a membership responsibility and an act of community affirmation, whereby we agree to uphold, support, and pray for these men and women as they seek to provide spiritual and strategic guidance for our church. We are not voting between them—we are asking that the congregation prayerfully affirm all three for the leadership team for 2025. May God continue to empower godly leadership for the sake of his church.

Prayerfully submitted by the Nominating Committee:

Laura Nelson

Amanda Terpstra

Adrian Neufeld

Tom Greentree

Children's Ministry Report - Bonny Bjarnason

This past year has shown a stable attendance in our Children's Ministry population. On average we have 12-15 children attending each week. We currently have 5 teachers that rotate through the month to teach the Kidzone class (ages 3-9). At times there has only been one teacher in the class and we could really use a few more volunteers. Our Nursery is staffed with 4 parents that rotate through the month and there are 2-3 infants in the nursery on any given Sunday.

We have continued to run our "Kid's Sunday" program in the months that have 5 Sundays. We are excited to continue this in 2025 with the help of a few new volunteers. It has proven to continue to be a fantastic congregation-wide connection point. 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 potluck meal. The planned dates for the 2025 "Kid's Sunday" are March 30, June 29, August 31, and Nov 30.

This year I had the pleasure of working with several dedicated volunteers and the entire Youth and Children Ministry population to put together a fantastic Christmas Pageant. To my knowledge the last play was in 2016, so in some respects we were starting with a blank slate. The church now has 3 packed and sorted bins of costumes to use in the future to hopefully make this an Annual production. If you want to help out next year please let me know; we would love to have you!

One of the new things I implemented this year were a couple new family friendly fellowship opportunities. On the first Friday of the month I started up a board game night. This event is family friendly and has games for children as well as adults. This is open to absolutely everyone in our congregation. It was well attended and will continue through in 2025. The other event I tried to bring back was the Movie Matinee, but I found that there was low community engagement and cancelled it after a few months.

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 heart is 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

Overview

This year has been one of growth, consistency, and new opportunities for our youth programs. Through intentional planning and dedication, we have seen progress in key areas of our ministry, including the Spark Program, Bible Base Camp, volunteer engagement, and involvement with KCBC, The Harbour, and Wandering Through Creation. Below is a summary of our activities and accomplishments.

Spark Programming

Our Friday night Jr. youth program has seen significant growth this year:

- Expanded from 2 nights per month to 4 nights per month.
- Attendance increased to an average of 20-30 kids per night, compared to 10-20 previously.
- While no new volunteers have joined the team, our existing leaders have remained steadfast and consistent.
- Developed a new attendance tracking mechanism to better understand engagement trends.

This growth is a testament to the dedication of our leaders and the relevance of this program in the lives of our Jr. youth.

Bible Base Camp

Our Sunday Jr. youth program, held during the service, has continued to flourish:

- Established a rotating schedule of consistent teachers and leaders, ensuring smooth operations and shared responsibilities.
- Teachers have demonstrated notable growth in their teaching skills and commitment to the program.
- Welcomed Adrian and Suz as new members of the teaching team, who have quickly become integral to the group.

This program continues to provide a space for spiritual growth and learning, equipping our Jr. youth with a strong biblical foundation.

KCBC and The Harbour

Our involvement with Kootenay Covenant Bible Camp (KCBC) and The Harbour has been a highlight of the year:

1. KCBC Youth Camp:
 - This year's camp was another resounding success, with all spots booked out in 30 minutes.
 - We are actively exploring strategic ways to expand and grow KCBC to accommodate more children and continue delivering exceptional programming.

2. KCBC Family Camp:
 - Introduced our first-ever KCBC Family Camp at The Harbour at the end of the summer.
 - Despite being planned last minute, the event was a remarkable success, demonstrating strong demand and enthusiasm.
 - Plans are underway to continue and refine this offering in future years.
-

Wandering Through Creation

This summer, we hosted another Wandering Through Creation camp, a week-long day camp focused on exploring God's creation:

- Adjusted the format to double the capacity while reducing the frequency from two camps to one.
- Accommodated up to 12 campers, with 11 kids signing up this year.
- The camp was a tremendous success, with positive feedback from participants and their families.

This program remains an impactful way to connect children with nature, foster community, and encourage a deeper appreciation for God's handiwork.

Volunteer Engagement

Although we did not see an increase in volunteers this year, our current team has displayed unwavering commitment, contributing to the stability and success of our programs. As we grow, recruiting and equipping new volunteers will be a key priority moving forward.

Looking Ahead

As we celebrate this year's achievements, we also look forward to opportunities for growth and improvement in the coming year. Key focus areas include:

- Expanding KCBC programming to serve more youth.
- Recruiting and training new volunteers to support our growing programs.
- Continuing to invest in the development of our teaching teams.
- Exploring new ways to expand the reach of Wandering Through Creation.

Thank you to everyone who has supported our youth ministry this year. Your prayers, time, and resources have made a lasting impact on the lives of our youth. Together, we are building a stronger, Christ-centered community for the next generation.

Cheers,

Brendan Mitchell

Closing Remarks and Transition

I want to express my heartfelt thanks to all members of the congregation, the parents, financial supporters, auction donors, and prayer warriors. Your contributions have made all of this possible, and I am deeply grateful.

As the 2024 year comes to a close, I (Brendan) will be stepping down as Youth Coordinator. I feel my life is pulling me in other directions for the time being. However, I will remain actively involved in these ministries as a teacher, activity leader, and KCBC liaison.

I step away confident that our programming is robust and will continue to thrive. I am humbled by the level of success God has allowed this ministry to achieve and trust that He will continue His good work here.

I am excited to pass the torch to Chase, whose open heart and passion for God's children are truly inspiring. Having worked closely with Chase, I know he is well-prepared to take on this role, and I encourage you all to offer him the same support you have shown me.

From the bottom of my heart, I love you all and thank you for supporting me in this journey. Let's continue to build and grow our youth programming in Christ under Chase's leadership.

Cheers,

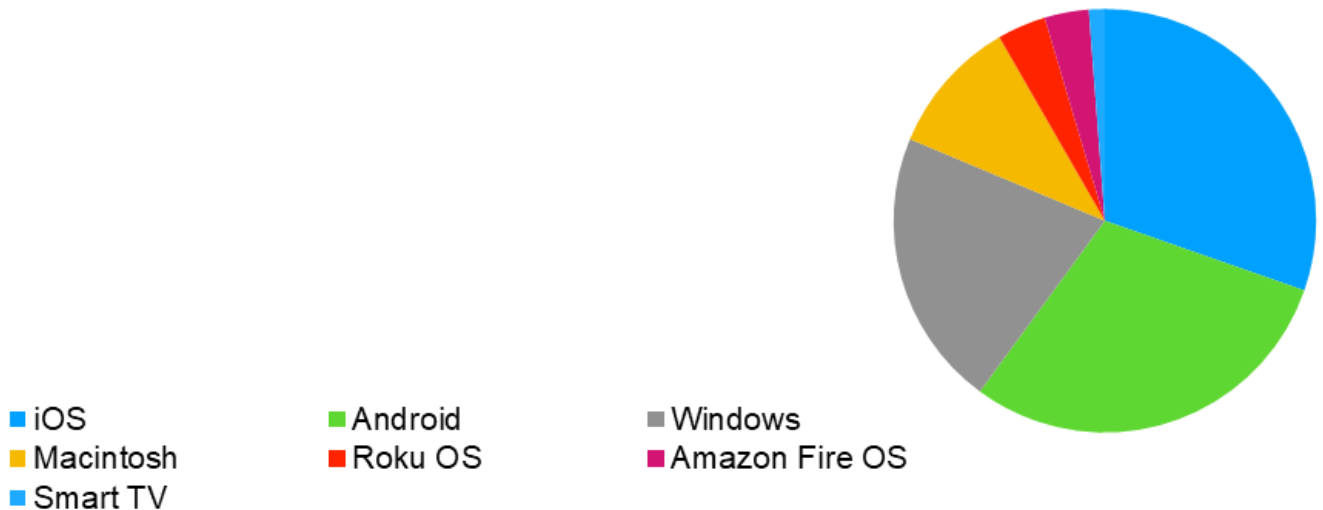
Outgoing Youth Coordinator
Brendan Mitchell

Media Ministries Report - Olin Bjarnason

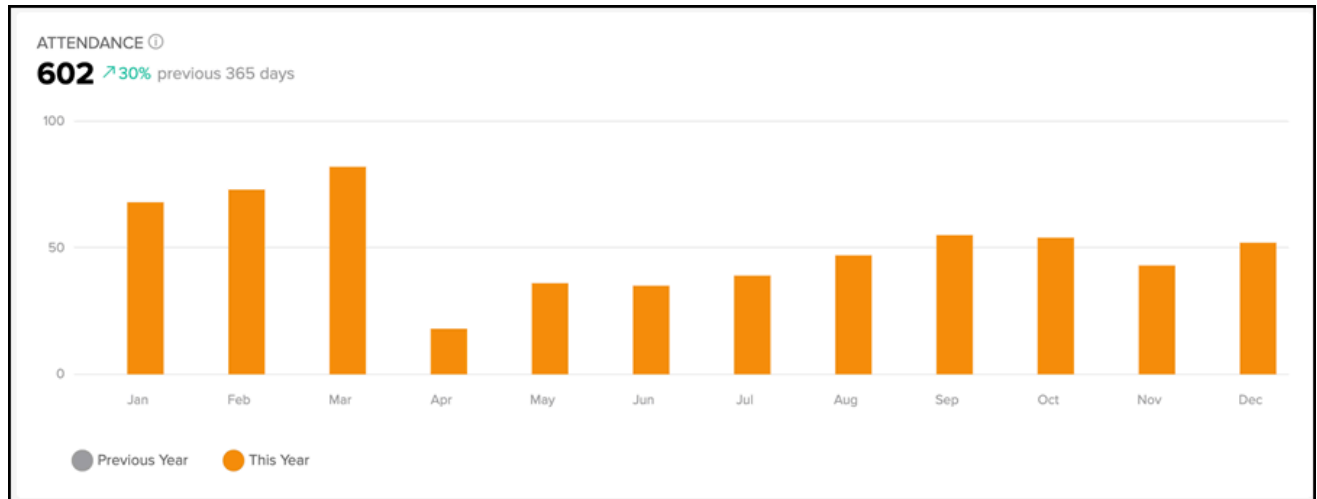
The Media Ministry is responsible for the technical aspects of both the in-person and live streamed services. The level we are currently operating at requires a minimum of four volunteers to run all positions for a Sunday service. These positions are media, sound mixing, cameras, and livestream production. To date we have been able to maintain a core of volunteers that has kept things running with some minimal ability to rotate volunteers. Recently we have begun training more volunteers to allow for more rotation among ministry team members. I'd like to thank all those who have served and continue to serve, making this all possible.

Engagement with recorded material has increased. The table below (from YouTube information) compares this year with last year and shows that overall engagement in the content has increased. The total views includes both live stream views and message videos each making up about 50% of the total. Most livestream views are actually views of the recorded livestream. The pie chart below shows the views by access method, with mobile devices accounting for 60% of users.

YouTube Views	2023	2024
Total Views	1204	2523
Watch Time	393.6 hrs	480.5 hrs
Subscribers	+12	+25
% Live	68.4%	50%



As a ministry we have seen a decrease in online engagement with our Church Online platform as compared to the beginning of the year. We have noticed that people are starting to access the livestream through YouTube. With Church Online we have seen 602 attendees over the full year (average of 11 attendees per week). Attendance was higher in the first quarter of 2024 and has been consistently in the range of 8-10 screens recently. If the access methods are consistent with the YouTube data most of these attendees would use mobile devices.



The web survey conducted in the fall indicates that a majority feel the livestream adds value to our church, and many who regularly access the livestream are unable to attend in person either due to circumstance or illness. In this regard the livestream has been an important tool helping keep people connected to the community.

Our website continues to be a major point of contact and communication for our church. In 2024 we had more than 5000 visits to our main page, with several months over 500. Our website is also the main portal to our Church Online platform. We have had over 200 contacts through the website contact page. In late November, our website host, Kootenay Employment Services (KES), had some technical difficulties causing our site to be down for several weeks. KES has informed us that they will no longer be hosting non-profit community sites. We are working on designing a new site and finding a new host. Our new site will be launched early in the New Year.

Along with the website, our weekly messages are also posted on Apple Podcast. The number of listeners is around 5-10 per month. With the transition to a new website, we are investigating the best way to manage our audio recordings.

An area where we are currently experiencing challenges is attracting volunteers to the sound mixing position. It is common to hear the comment that “the mixing console is intimidating”. Going forward I have some ideas on how things can be streamlined to make this position easier to train into that I will be discussing with the music ministry.

We also need to investigate replacing the media computer. Recently, the presentation software received an update that did not function properly, and it had to be returned to a previous version of the program. While investigating the reasons for this, I encountered a notice that support for Windows 10 (which we currently run) will be ending October 2025. After this date, the computer will no longer receive security updates, and newer versions of software that we currently use will eventually drop support for Windows 10. The computer hardware does not support the upgrade to Windows 11 so we will have to acquire a new computer for that station or investigate alternate solutions for the livestream that would remove the need for another computer. We have time to investigate solutions for this.

Sincerely,

Olin Bjarnason

Worship Ministry Report - Crystal Anderson

Our focus in the Worship Ministry is mainly to worship through music, although we do see the whole service as an act of worship.

This past year, we have started to include even more children/youth in our worship services and this is a great delight and encouragement to me, and, I hope, to the whole body and especially to the children involved. My passion is to see youth more involved in the worship service.

“Start children off on the way they should go, and even when they are old they will not turn from it.” (Proverbs 22:6) We believe there is much value in having the children actively involved in our worship services. Jesus didn’t want anything to stand in the way of children flourishing and following him when he told his disciples to let the children come to him (Matthew 19) and when they asked who was the greatest in the Kingdom of Heaven and Jesus answered, “...unless you change and become like little children, you will never enter the kingdom of heaven. Therefore, whoever takes the lowly position of this child is the greatest in the kingdom of heaven. And whoever welcomes one such child in my name welcomes me.” (Matthew 18:3-5)

A lot of planning goes on behind the scenes, and our current 3 worship leaders put in a lot of volunteer time to make sure the music services are continuing to occur on a regular basis. We have another leader up and coming. I want to give thanks to God for bringing this person to us, as we know stepping into this role is no small feat.

We are still actively looking for more people to step up and be willing to lead in this ministry area.

This past year, we had a very successful Easter choir and Christmas choir. These opportunities are always special and also take a great deal of planning. I want to give a special thanks to Amanda Gimby for the hard work she put into these events, as well as an extended thank you to all the others involved. We’d love to see more and hope and pray we have willingness for someone to lead chorale opportunities in the coming year.

We also had a special worship night, Songs of Wisdom as part of our summer message series, hosted by Cheryl Hambrey. We’d appreciate feedback and to know the interest in having more nights like these in the future.

One of our greatest goals is to create a space where those who join us in-person and online can freely worship our Creator and King, Jesus. We want the Holy Spirit to use the gifts He’s given us to draw people into a closer relationship with Him. This is our prayer and why we do what we do.

Thank you,
Crystal Anderson
Worship Music Coordinator

PS from Pastor Tom: A huge thank you for all those who've designed and decorated our stage and backdrop, making our worship space attractive and thematic. We want to especially thank Dan Mawson, Steve & Julie McCaughey, Olin & Bonny Bjarnason, Adrian & Suz Neufeld, and Chase Hines for their many hours of work, as well as the Riehl family army who provided, decorated, and then removed our glorious Christmas tree. We are very grateful!!

Hospitality Dream Team Ministry Report - Tom Greentree

We are very grateful for our three Sunday morning Hospitality "Dream Teams", serving our congregation each time we gather. The Dream Teams not only host our after-service coffee time, fostering a homey atmosphere to connect with friends new and old, they also greet people as they arrive and manage the service logistics such as offering, communion, chair set up, and attendance counting. They also receive new people's information cards and gift them with our ECC Welcome Gift. These teams are filled with gracious servants committed to making our gatherings welcoming and warm to all.

The Dream Teams serve two weeks on/four weeks off rotationally, and are open to adding new members at any time. With three teams currently serving, that means members serve twice every six weeks, making for a manageable time commitment. As a hospitality ministry, these teams are ideally suited for people with warm hearts, servant hearts, and a "let's-get-it-done-with-grace" attitude. Each team is led by a key member, and they gather to pray for our service and fellowship each Sunday before we begin.

Join me in thanking our Dream Team members for their important ministry. And as the Spirit leads, consider joining them on a team this year.

Gratefully submitted,

Pastor Tom

Connect Group Ministry Report - Peter Hambrey

The goal of the Connect Group Ministry is that the Connect Groups should come to be as much a part of the ECC experience as the Sunday Morning Worship, in order to promote more meaningful connections with one another and with God. We are not there yet, but edging closer! In the Fall of 2023, we had 4 groups and 48 signed up. In the Winter/Spring of 2024, we had 6 groups, with 50 signed up. In the Fall of 2024, we had 6 groups, with 72 signing up. That compares with an average adult Sunday Morning attendance of 90 that fall.

2024 Winter/Spring Groups:

- Reframing our Worldview
- Crayons, Coffee and Christ
- The Gospel of Matthew
- Revelation Within
- The Origins and Trustworthiness of the Bible.
- The Book of James

2024 Fall Groups:

- Biblical studies
 - A study of Galatians
 - A study of Romans
 - A study of Philippians
- Book discussions
 - C. S. Lewis and the Christian Life
 - Life's Healing Choices
 - The Envy of Eve

There were a few observations from the leaders:

- Location is important. For example, several went to the Wynndel group, because it was in Wynndel.
- Time of day is important. Some do not like to be on the roads after dark, especially in Winter.
- Communal prayer needs to be developed. In some of the groups there was a reluctance to pray out loud.
- All groups reported deepening connections within the group

We're thrilled to share that a new round of Connect Groups is launching in February! We encourage everyone in the congregation to sign up and get involved.

Peter Hambrey

Covenant Missions Partner Report - Jan Gobert

This has been an exciting year, as you, the congregation, have engaged in the various cross-cultural missions that were shared during “Mission Moments” on Sunday mornings!

The Kernels of Hope virtual field project was very impactful, as your local contributions were joined with many others to produce canola and wheat crops. These crops were sold and the funds from the grains were sent to partner churches in Africa to provide training and tools, and to help them produce crops that can withstand excessively hot seasons. We look forward to partnering with Kernels of Hope again in Spring 2025.

Colleen Nahnychuk, our friend and dedicated missionary in Argentina, continues to work alongside the Covenant Churches in Argentina. Part of your regular offerings go toward Colleen’s financial support. Let’s continue to pray for Colleen as she considers when to take her home assignment. Colleen hales from Nelson, and we look forward to inviting her to Erickson Covenant while she’s in Canada.

In October, the missions committee, along with other ministry leaders, helped to organize a Wycliffe Bible Translators weekend with Bruce & Raewyn Wiebe. Events included: A Junior Youth Evening, a Church Family Supper, and a Sunday morning service. We focused on the meticulous process of Bible translation and how a written language is created when there is none. These events were very insightful and engaging. As a result of the weekend, some of you have begun to financially support Bruce and Raewyn in this important work of Bible Translation.

In November, many of you took advantage of an opportunity to bring hope, health, education and safety to children/families in Karawa, DR Congo. DR Congo Kids is a joint venture between World Vision and the Covenant Church. We held two major events: a ‘Chosen’ Sunday, with World Vision representative Sean Wood, and a ‘Reveal’ Sunday, where we discovered who had chosen us as their sponsor. There were OVER 21 NEW World Vision Child Sponsorships resulting from these events! We praise the Lord for this, and once again thank you for the difference you are making in the lives of these children and their families!!

In 2023, with your monetary investment and prayerful support, Kevin Gimby and I (Jan Gobert) engaged in the Ecuador Adventure/Argentina Mission. Kevin and I discovered that our visits with, and prayer support for, these brothers and sisters in Christ brought them immense encouragement. In 2025, it is our hope to send at least two on a cross-cultural mission. Will it be YOU?

The current missions committee is composed of Laura Nelson, Mike Fitzpatrick, Leslie LeBlanc, Wanda Burchert, Jan Gobert and new member: Rhonda Pisony. Chase Hines also joined, jumping in with both feet!! The first five committee members listed above have completed 2 years of three-year terms on the committee. If you are passionate about missions, please consider joining us. We generally meet once a month to plan future “Mission Moments” and pray. We continue to learn about the triumphs and struggles our brothers and sisters are experiencing cross-culturally, so we may more effectively champion their Missions and encourage you to pray, give, and go.

Respectfully,
Jan Gobert,
Covenant Missions Partner

Maintenance Ministry Report - Adrian Neufeld

Big thanks to everyone who takes such good care of our yards—it always looks so well-groomed, from the lawns to the flowerbeds, and of course, the clear sidewalks in the winter.

Also, thank you to all the volunteers who help with repairs and emergency tasks, such as:

- A. Hunting down squirrel passages
- B. Cutting down trees
- C. Putting tin and trim on overhangs above exit doors
- D. Working on the wheelchair-accessible washrooms and janitor room
- E. Checking emergency lights, exit lights, furnace filters, and fire extinguishers
- F. Replacing burned-out lightbulbs, cleaning eavestroughs, painting, and extra general cleaning

You know who you are—thank you so much. It takes a lot of people to keep our church, God's house, running smoothly.

Respectfully submitted,

Adrian Neufeld, Maintenance Ministry Team Coordinator

Willing Hands Ministry Report - Suz Neufeld

Wow, it seems like the clock is in fast forward, and we're already embarking on 2025!

Willing Hands had two major events in 2024: the Spring Fling, reported on earlier, and the Christmas Banquet.

For this year's Christmas Banquet, we used the same theme, *Sleigh Bells Ring*. Including our volunteers, we had 102 people—a full house! We served our traditional turkey supper but added fresh green salad, mixed veggies, and homemade pies to the menu.

Special music came from Hannah Greentree and Arne Sahlen, who played piano duets. Hannah ended with an amazing piano solo. *The Twelve Days of Christmas* seems to have become quite a tradition—though we may never get "a partridge in a pear tree" out of our heads! It was lots of fun for everyone. Pastor Tom wrapped up the evening by using the song *I'll Be Home for Christmas* to provide a meaningful Christmas reflection. He then led us in carols to close out the evening.

Thank you to everyone who came alongside to make the event a success—from MCing and preparing apple cider, to carving turkeys, cooking, and serving the meal, to making and selling tickets, doing dishes, washing pots and pans, decorating, setting up, and so much more. Your contributions were so appreciated, and it truly took everyone to make this event a success.

We're very grateful for our Willing Hands community and are pleased to have added Julie McCaughey and Clarabell Wenzel to our team. They've brought a wonderful boost to our existing team: Darlene Thiessen, Colleen Boot, and Suz Neufeld.

This continues to be a meaningful outreach opportunity. A number of unchurched individuals attended our banquet again this year, and some have expressed interest in our church and its other activities. Our Heavenly Father is at work in our church and community.

A special thanks to the Riehl family for the annual Christmas tree! Beautiful!

Respectfully submitted.

Suz Neufeld, Willing Hands Ministry Coordinator

Current Membership List 2025

Count	Name	N/R	Count	Name	N/R
1	ALDERSON, Dorothy		43	MAWSON, Dan	Yes
2	ANDERSON, Crystal		44	MCBLAIN, Delaney	
3	ANDERSON, Josh		45	MCBLAIN, Jody	
4	ANDRUCHIW, Shannon		46	McCaughey, Julie	
5	BALA, Dean		47	McCaughey, Steve	
6	BALA, Nadine		48	MCNICHOLAS, Leroy	
7	BATES, Keith		49	MEIDL, Jason	
8	BJARNASON, Bonny		50	MERKLEY, Joanne	
9	BJARNASON, Olin		51	MEYER, Faye	
10	BOHN, Margaret		52	MEYER, Gerald	
11	BOHN, Robert		53	MILLER, Mary	
12	BOOT, Colleen		54	MITCHELL, Kristen	
13	BOOT, Peter		55	NELSON, Jack	
14	BRENNAN, Sharon		56	NELSON, Laura	
15	CHAPMAN, Valerie		57	NEUFELD, Adrian	
16	CHERFILS, Brooke		58	NEUFELD, Suz	
17	COMER, Jim		59	NICOLAISEN, Diane	
18	COMER, Valerie		60	NICOLAISEN, John	
19	COONS, Becky	Yes	61	PLANT, Meme	
20	EWING, Erin		62	PLANT, Rosewitha	
21	EWING, Jo-Ann		63	RIEHL, Christopher	Yes
22	GREENTREE, Tennille		64	RIEHL, Doug	
23	GREENTREE, Tom		65	RIEHL, Laurie	
24	GUNDERSON, Esther		66	RIEHL, Sanguen	Yes
25	GUNDERSON, Joe		67	RYCKMAN, Shane	
26	GIMBY, Kevin		68	RYCKMAN, Micheline	
27	GIMBY, Amanda		69	SPROULE, Dana	Yes
28	GOBERT, Jan		70	STAGGS, Doris	
29	GOULDER, George		71	THIESSEN, Darlene	
30	GOULDER, Terri		72	THIESSEN, Marvin	
31	HALLADAY, Nonnie		73	TERPSTRA, Amanda	
32	HAMBREY, Cheryl		74	TERPSTRA, Bryan	
33	HAMBREY, Peter		75	TIMLER, Vikki	
34	HARDY, Eunice	Yes	76	WHITE, Ken	
35	HUSBAND, Lois	Yes	77	WHITE, Valerie	
36	JOHNS, Doug		78	WIENS, Dayle	
37	JOHNS, Yvonne		79	WIENS, Ken	
38	JOHNSON, Mark		80	WOOD, Darlene	
39	LEBLANC, Leslie		81	WOOLSEY, Trudy	
40	LEBLANC, Michael				
41	LOUGHRAN, Becky				
42	MAWSON, Cannie	Yes			
				Non-Resients(N/R) - 8	
				Total Membership - 81	

2024 Budget - Proposed 2025 Budget

	Actual Jan to Dec31	Approved Budget for 2024	Proposed Budget for 2025
Revenue			
Offerings - receipted & non Receipted	<u>\$221,860.51</u>	210,000.00	\$229,000.00
Mission Donations (designated, not in offering total)	\$3,930.00	0.00	\$0.00
Willing Hands (not in budget totals)	\$2,580.00	0.00	\$0.00
Rev. from other sources		0.00	\$0.00
Interest earned	\$6.61	0.00	\$0.00
Total revenue	\$221,867.12	\$210,000.00	\$229,000.00
Expense			
Ministry Expense			
Children & Family Ministry	\$2,067.02	6,200.00	\$4,500.00
Crowsnest Bible Camp	\$200.00	200.00	\$200.00
Outreach	\$250.00	400.00	\$400.00
KCBC	\$200.00	200.00	\$200.00
The Harbour	\$2,000.00	2,000.00	\$2,000.00
Employee Appreciation (added to appreciation gifts)	\$0.00	200.00	\$200.00
Leadership Team Development	\$1,374.00	1,500.00	\$3,000.00
Cong. growth and Development	\$1,023.84	500.00	\$500.00
Pastor professional growth and development	\$1,068.74	1,000.00	\$1,000.00
conferences and retreats	\$540.00	850.00	\$850.00
Guest speakers	\$300.00	300.00	\$300.00
Responsible shares	\$18,000.00	18,000.00	\$18,000.00
Trellis	\$600.00	600.00	\$600.00
Missions: General Missions / Support for Colleen/ Events	\$1,438.72	1,600.00	\$3,500.00
Hospitality and Sunday Worship			
Hospitality & Sunday worship expense other	\$2,592.85	1,500.00	\$2,000.00
Total Ministry Expense	\$31,655.17	\$35,050.00	\$37,250.00
Payroll Expense			
Pastor's salary	\$76,970.00	76,970.00	\$79,279.00
Ministry Intern Tution Support			\$2,000.00
Ministry Intern	\$1,864.00		\$14,000.00
ECC Portion of Chase's Wage			<i>4 hr per week at 40 weeks</i>
Additional staffing			
Children's Ministry Support (15hrs per week)	\$8,723.10	14,460.00	\$12,480.00
Administrative Staff Wages (6hrs per week)	\$4,965.50	5,785.00	\$9,828.00
Total Wages and Salaries	\$92,522.60	\$97,215.00	\$117,587.00
EI Expense	\$1,760.44	1,800.00	\$2,200.00
CPP Expense	\$4,260.49	4,200.00	\$4,700.00
WCB Expense		300.00	\$300.00
Worker's Relief Fund	\$747.42	770.00	\$760.00
Total employer payroll expense	\$6,768.35	\$7,070.00	\$7,960.00
Health-Life Ins, Dep Life, AD&D, Ltd	\$929.16	845.00	\$1,000.00
Health Benefits - Sr Pastor	\$4,737.96	6,318.00	\$5,000.00
Pension Benefits - Sr Pastor	\$7,472.76	8,452.00	\$8,000.00

total pastor's benefits		\$13,139.88	\$15,615.00	\$14,000.00
Contract - On-line Service Production		\$11,102.75	10,000.00	\$7,000.00
Contract - Janitorial		\$2,473.00	1,000.00	\$4,160.00
Total Contractor Expenses		\$13,575.75	\$11,000.00	\$11,160.00
Total Payroll Expenses		\$126,006.58	\$130,900.00	\$150,707.00
General & Administrative Expense				
Accounting & Legal		\$6,831.43	7,000.00	\$6,800.00
Advertising & Promotions		\$284.04	300.00	\$300.00
Appreciation gifts		\$448.00	500.00	\$500.00
Business fees and licenses		\$125.00	400.00	\$400.00
Postage & Freight		\$103.95	400.00	\$400.00
Insurance		\$6,825.00	6,500.00	\$6,825.00
Interest & Bank charges		\$140.90	225.00	\$150.00
Pastor's expenses		\$855.33	1,000.00	\$1,500.00
Pastor's travel & Mileage		\$1,940.37	500.00	\$2,000.00
Kitchen supplies			150.00	\$150.00
Office supplies		\$1,458.56	1,500.00	\$1,500.00
Janitorial Supplies		\$98.42	200.00	\$200.00
Property Taxes		\$882.47	700.00	\$885.00
Miscellaneous / contingency Expense			75.00	\$83.00
Repairs and Maintenance		\$2,979.41	3,650.00	\$3,650.00
Total General & Admin. Expenses		\$22,972.88	\$23,100.00	\$25,343.00
media				
Media Equip- Maintenance			700.00	\$500.00
Media Subscriptions, software & Licenses		\$1,143.37	1,700.00	\$1,700.00
Media Equipment			800	\$500.00
Media Expense - Total		\$1,143.37	3,200.00	\$2,700.00
Communications: Office Phone/Fax/Internet		\$1,618.39	1,750.00	\$1,500.00
Telus Mobility		\$1,377.39	1,300.00	\$900.00
Electricity		\$2,480.99	2,500.00	\$2,500.00
Natural Gas		\$4,938.76	6,500.00	\$6,000.00
Waste Disposal		\$495.55	300.00	\$500.00
Water & Sewer		\$1,576.00	1,500.00	\$1,600.00
Total Utilities & Communications		\$12,487.08	\$13,850.00	\$13,000.00
Total Expense		\$194,265.08	\$210,000.00	\$229,000.00
Total revenue		\$221,867.12	\$210,000.00	\$229,000.00
NET INCOME / LOSS		\$27,602.04	\$0.00	

Contingency/ surplus of 2024 budget	\$27,602.04
Consolidation of the 2 lots 2025 budget	
est. Professional costs for surveying and prep	\$8,350.00 Plus GST
deposit paid January	-\$4,000.00
cost of LTO plans and Doc;pins approx	\$290.00
est balance (plus gst)	\$4,640.00 plus GST

Contingency/surplus of 2024 budget	\$22,962.04
---	--------------------