



2019-20 Annual Report

Dear Friends,

Over the last few months, two images have captured my attention. The images are from Isaiah 6 and are of a throne and a stump.

Isaiah 6 begins by telling us that it was the year King Uzziah died. Uzziah was a beloved king of Judah who reigned for over 50 years. The year King Uzziah died was a turbulent year. There was economic disruption; there were wars; there were deaths. After 50 years of relative peace and property, Isaiah's world had turned upside down. It was a turbulent time. We know something about turbulent years, don't we?

“In the year that King Uzziah died, I saw the Lord, high and exalted, seated on a throne; and the train of the robe filled the temple.”

Isaiah 6:1

In a time of extreme turbulent, Isaiah has a vision in which he sees his God, YAHWEH, sitting on his throne. God is seated on his throne, while Isaiah's world has turned upside down; this is a significant moment for Isaiah and a meaningful image for us today.

If you've ever watched a medieval movie or even Lord of the Rings, you know that when a king is busy or at war, he doesn't have time to sit on his throne. In times of uncertainty, a king typically consult with his generals, shouting orders to servants, and maybe even pacing the throne room as he thinks about what to do. That's not the image Isaiah has; instead, he sees a king seated on his throne, not worried, not shouting orders, not consulting with angels or other beings. Amid a turbulent season, God is sitting on his throne, and he's not worried about what's going to happen; he has a plan.

Our 2019-20 ministry year has been a turbulent year. While the year started well, it ended with cancelled or at least drastically changed plans. As we look ahead to the future, it seems like there will be more of the same in this ministry year. In the midst of this, God is on his throne. God isn't worried, and if he isn't, we shouldn't be either. In this season of COVID19, we need to take our cue from God and look for the plan he has for Living Hope and each of us.

The second image that caught my attention is in verse 13. Isaiah ends with the prophet asking how long until people turn to God and how long it will be before the season of turbulence they are in ends. God responds,

“Until the cities lie ruined and without inhabitant,  
Until the houses are left deserted and the fields ruined and ravaged,  
Until the LORD has sent everyone far away, and the land is utterly forsaken.  
And though a tenth remains in the land, it will again be laid waste.  
But as the terebinth and oak leave stumps when they are cut down,  
so the holy seed will be the stump in the land.”

Isaiah 6:11-13

This doesn't seem like a great way to end a vision, does it? Cities are laid waste, houses are deserted, people are exiled, and only a tenth of the population remains; this is not very encouraging. Yet in verse 13, there is hope, a stump remains.

In the park near my house, they cut down a bunch of trees and just left stumps in the ground; it's depressing. I often think of stumps as symbols of death, but that's not what God sees. God says to Isaiah, while everything is cut down, there's still a stump, and because of that stump, there is hope and life.

Many years ago, we had a neighbour who cut down a tree in their front yard. They took it right down to the ground but didn't get rid of the stump. The next year a new tree began growing out of that stump. The old tree had been tall and beautiful, but it had stopped growing and started to die. The new tree that grew out of the stump was full of life and grew fast.

Friends, it may feel like everything has been cut back or cut down in this season we are in, but there is a holy seed in the stump that remains. God has a plan for your life and our church. God has something waiting for us that is better than what was if we'll trust that he has a plan and follow him. In Isaiah 6, the holy seed God speaks of is Jesus, from the root or stump of Jesse. I wonder what God might want to grow out of the root/stump that remains today?

In the pages that follow, I hope you will see the throne, places where God is in control and has a plan and a stump, places where God has placed a holy seed that is ready to grow if we'll follow him.

For his glory and our joy,

*Pastor Kirk*

# **Meeting Materials**

**Living Hope Alliance Church**  
**2019-20 Annual General Meeting Agenda**  
September 27, 2020, at 3 pm via Zoom

Call to Order

Adoption of Agenda

Naming of the Rules Committee

Adoption of Minutes for the 2018-19 Annual General Meeting

Board of Elders Report

Financial Report

Nominating Committee Report

Lead Pastor's Report

Question & Answer

Election (via online ballot within 24 hours)

Adjournment

**LIVING HOPE ALLIANCE CHURCH**  
**MINUTES OF THE 2019 ANNUAL GENERAL MEETING**  
Sunday, September 29, 2019

**1. CALL TO ORDER** at 1:03 pm by Mark Stefan (Chairman, Board of Elders).  
Mark opened with prayer.

**2. COUNTING OF MEMBERS**

- 58 members present, 73 total attendance

**3. ADOPTION OF THE AGENDA**

**Moved** by Victoria Corless, seconded by Kevin Miller to adopt the agenda. *Carried*

**4. NAMING OF THE RULES COMMITTEE**

- Brad Crassweller, Howard Wiebe were named as Rules Committee

**5. APPOINTMENT OF TELLERS**

- Gwendolyn Schroeder, Brian Armstrong, and Randal Schroeder were named as Tellers

**6. ADOPTION OF THE MINUTES OF 2018 ANNUAL GENERAL MEETING**

**Moved** by Ed Beggs, seconded by Lola Miller to adopt the minutes of the September 30, 2018 Annual General Meeting. *Carried*

**7. REPORT OF THE BOARD OF ELDERS** (Mark Stefan)

- Mark spoke to his report around the following themes:

**UP** – listening to God through prayer, discernment, Kirk’s messages

**OUT** – Shared Plan – reaching out to our community, hosting events, Community Groups, Global Leadership Summit, Gospel Eldership. Mission is not something we are doing, Mission is something God is doing. Colin Turner has joined our staff as our Missional Communities & Engagement Pastor.

**IN** – Truth – know our identity in Christ – healing the whole person – This is taking place through the Ministry Action Plans developed by the staff

**Moved** by Mark Stefan, seconded by Brad Crassweller to accept the report of the Board of Elders. *Carried*

- Mark reviewed the new Living Hope Membership Covenant which was circulated to those in attendance. Mark thanked Pastor Kirk for leading the Board through this process related to baptism and membership.

**8. FINANCIAL REPORT** (Jim Haney, Treasurer)

- Jim Haney reviewed the Financial Report and acknowledged Ed Beggs for his service as Treasurer
- This is the first year that our fiscal year has run from June to June.

**Moved** by Jim Haney, seconded by Rick Orban that the Financial Report be accepted. *Carried*

- Jim reviewed the 2019-2-2- Proposed Budget (July 1, 2019-June 30, 2020)

**Moved** by Jim Haney, seconded by Steven Munro that the budget for 2019 – 2020 be approved. *Carried*

### 13. GOING BEYOND REPORT

- Kevin Gatschene reviewed the Going Beyond Report and provided an update on the status of the Going Beyond Campaign. Over \$297,000 has been contributed already.
- \$378,486 is the total giving to the campaign to date (there has been some unpledged giving to the campaign). Parking lot cost was \$1.1 million, plus the electrical for a total cost of \$1.4 million.
- We are supporting Resurrection Church in Moncton and the C&MA work in Cuba.

**Moved** by Kevin Gatschene, seconded by Judi Thiessen that the Going Beyond Report be adopted. *Carried*

### 13. NOMINATING COMMITTEE REPORT

- Kirk presented the report of the Nominating Committee.

**Moved** by Kirk Cowman, seconded by Judi Thiessen that the report be adopted. *Carried*, with one vote against.

**Moved** by Kirk Cowman, seconded by Kevin Gatschene that Renae Eldred, Gwendolyn Schroeder, and Jan Popescu be elected to serve on the Nominating Committee. *Carried*, with one vote against.

### 11. ELECTION OF BOARD

- 58 ballots cast – All names on the ballots were elected: Brad Crassweller, Deji Oyetuga, Warren Mills and Rene Handoc for the terms specified in the Nominating Committee Report. **Moved** by Tim Archer that the ballots be destroyed. *Carried*

### 12. LEAD PASTOR'S REPORT

- Pastor Kirk's Ministry Report is recorded in the Annual Report 2018-19 on p. 17.
- Pastor Kirk reviewed his report and provided an update on what God has been doing in our church in the last year.
- One in four Canadians have no relationship with a church. Missional communities is our strategy to reach those communities in our city that do not have a vibrant gospel witness. Our first Missional Community will be in Glencairn where Colin and Kristi Turner live. Over half of the people who call Living Hope their church come from outside the Arcola East area where our church is located. Our church was started 91 years ago with people meeting together in homes.

**Moved** by Kirk Cowman, seconded by Tim Archer that the Lead Pastor's report be adopted. *Carried*

### 13. Q & A

- Question – How do we screen renters who want to use our facility? Kirk gave an explanation of how the process works at present. Any requests that involve religious or faith-based activities must be approved by Pastor Kirk.
- Question – How are monies allocated for Canadian Ministries, Worship Ministries, Outreach Ministries used? Kirk provided an explanation.
- Question – Why do we have no women on the Board? Mark Stefan responded that the denomination has given local churches the freedom to consider appointing women as elders. Our church has done discernment on this issue in the past and didn't feel that the Holy Spirit was calling us to go in that direction. The Board is open to reconsidering if people in the congregation discern that the Spirit is calling us to revisit this issue.
- Marion Radu expressed praise and appreciation for the services our church has been holding at Green Falls Landing (Revera) complex adjoining our property.
- Question – Are we willing to support other churches in Glencairn area that might be struggling? Pastor Kirk indicated that what we are looking at doing is quite different than a bricks and mortar church.
- Question – Will we have more of an international Missions focus in the coming year? Pastor Kirk indicated that in every Pray*First* session on Sunday mornings we pray for our International Workers, and would take it under advisement to do so in the services as well. We already have a quarterly emphasis on missions.

### 13. MOTION TO ADJOURN

- 2:03 pm – **Moved** by Jim Haney that we adjourn the meeting.



# 2020-21 Proposed Budget

July 1 to June 30

		2020-21 Proposed Budget	% of 2021- 21 Proposed Budget	2019-20 Budget	% of 2019 Budget	2019-20 Actual	% of 2019- 20 Actual
<b>Ministry Fund</b>							
<i>Revenue</i>							
	Giving	\$ 750,000	86.9%	\$ 850,000	83.8%	\$ 745,211	83.8%
	Preschool & Childcare	\$ 62,700	7.3%	\$ 56,695	5.6%	\$ 38,187	4.3%
	Rentals	\$ 5,000	0.6%	\$ 75,000	7.4%	\$ 36,420	4.1%
	Ministry Cost Recovery	\$ 45,300	5.2%	\$ 25,853	2.5%	\$ 19,734	2.2%
	Employment Grants (District, Government)	\$ -	0.0%	\$ 6,452	0.6%	\$ 49,731	5.6%
	<b>Total Revenue</b>	<b>\$ 863,000</b>		<b>\$ 1,014,000</b>		<b>\$ 889,283</b>	
<i>Expenses</i>							
Ministries	Children's & Family Ministry	\$ 14,825	1.7%	\$ 23,295	2.3%	\$ 16,019	1.8%
	Youth & Young Adult Ministry	\$ 6,135	0.7%	\$ 13,425	1.3%	\$ 6,364	0.7%
	Adult Ministry	\$ 11,995	1.4%	\$ 16,418	1.6%	\$ 15,494	1.7%
	Worship Arts & Outreach	\$ 22,076	2.6%	\$ 41,413	4.1%	\$ 41,758	4.6%
	Preschool & Childcare	\$ 4,840	0.6%	\$ 3,200	0.3%	\$ 10,980	1.2%
	Boards & Teams	\$ 9,090	1.1%	\$ 2,802	0.3%	\$ 3,688	0.4%
	<b>Subtotal Ministries</b>	<b>\$ 68,961</b>	<b>8.0%</b>	<b>\$ 100,553</b>	<b>9.9%</b>	<b>\$ 94,304</b>	<b>10.5%</b>
Operations	Administration & Information Technology	\$ 44,000	5.1%	\$ 48,600	4.8%	\$ 36,846	4.1%
	Facilities (Occupancy Costs)	\$ 164,858	19.1%	\$ 185,850	18.3%	\$ 160,640	17.9%
	Rentals (event staff, marketing, etc.)	\$ -	0.0%	\$ 21,000	2.1%	\$ 9,447	1.1%
	Other (DOB, Outbound Support)	\$ 23,500	2.7%	\$ 26,500	2.6%	\$ 36,409	4.1%
	<b>Subtotal Operations</b>	<b>\$ 232,358</b>	<b>26.9%</b>	<b>\$ 281,950</b>	<b>27.8%</b>	<b>\$ 243,342</b>	<b>27.1%</b>
Personnel	Salaries & Benefits	\$ 548,831	63.6%	\$ 599,577	59.1%	\$ 544,900	60.7%
	Other (Allowances, Staff Development, Assembly, etc.)	\$ 12,850	1.5%	\$ 31,920	3.1%	\$ 15,844	1.8%
	<b>Subtotal Personnel</b>	<b>\$ 561,681</b>	<b>65.1%</b>	<b>\$ 631,497</b>	<b>62.3%</b>	<b>\$ 560,744</b>	<b>62.4%</b>
	<b>Total Expenses</b>	<b>\$ 863,000</b>		<b>\$ 1,014,000</b>		<b>\$ 898,390</b>	
	Over(Short)	\$ 0		\$ (0)		\$ (9,108)	
<b>Building Fund</b>							
<i>Revenue</i>							
	Giving	\$ 85,000	99.4%	\$ 110,000	93.6%	\$ 42,624	99.5%
	Transfer from Ministry Fund (10% of Rental Revenue)	\$ 500	0.6%	\$ 7,500	6.4%	\$ 224	0.5%
	<b>Total Revenue</b>	<b>\$ 85,500</b>		<b>\$ 117,500</b>		<b>\$ 42,847</b>	
<i>Expenses</i>							
	Mortgage Payments	\$ 78,000	91.2%	\$ 108,000	91.9%	\$ 65,007	93.8%
	Capital Reserve & Replacement	\$ 7,500	8.8%	\$ 9,500	8.1%	\$ 4,261	6.1%
	Other	\$ -	0.0%	\$ -	0.0%	\$ 21	0.0%
	<b>Total Expenses</b>	<b>\$ 85,500</b>		<b>\$ 117,500</b>		<b>\$ 69,289</b>	
	Over(Short)	\$ -		\$ -		\$ (26,441)	
<b>Missions Fund</b>							
<i>Revenue</i>							
	Giving	\$ 107,000		\$ 116,000		\$ 90,161	100.0%
	<b>Total Revenue</b>	<b>\$ 107,000</b>		<b>\$ 116,000</b>		<b>\$ 90,161</b>	
<i>Expenses</i>							
	Global Advance	\$ 75,000	70.1%	\$ 85,000	73.3%	\$ 59,761	66.3%
	New Ventures (formerly called Canadian Ministries)	\$ 18,000	16.8%	\$ 17,000	14.7%	\$ 15,760	17.5%
	Seamless Link	\$ 11,600	10.8%	\$ 11,600	10.0%	\$ 13,241	14.7%
	Living Hope Missions	\$ 2,400	2.2%	\$ 2,400	2.1%	\$ 1,369	1.5%
	<b>Total Expenses</b>	<b>\$ 107,000</b>		<b>\$ 116,000</b>		<b>\$ 90,131</b>	
	Over(Short)	\$ -		\$ -		\$ 30	
<b>Compassion Fund</b>							
<i>Revenue</i>							
	Giving	\$ 30,000		\$ 35,000		\$ 37,392	100.0%
<i>Expenses</i>							
	Compassion Connection (Salvation Army, Shayil House & Arcola)	\$ 5,000	16.7%	\$ 5,000	14.3%	\$ 15,794	33.4%
	People Care (Emergency Expenses, Counselling etc.)	\$ 25,000	83.3%	\$ 25,000	71.4%	\$ 31,333	66.3%
	Other	\$ -	0.0%	\$ 5,000	14.3%	\$ 158	0.3%
	<b>Total Expenses</b>	<b>\$ 30,000</b>		<b>\$ 35,000</b>		<b>\$ 47,285</b>	
	Over(Short)	\$ -		\$ -		\$ (9,893)	

Notes

## NOMINATING COMMITTEE REPORT

**Members:** *Renae Eldred, Jan Popescu, Gwendolyn Schroeder, Kevin Gatschene, Mark Stefan, Howard Wiebe, Kirk Cowman*

The Nominating Committee, as selected by the election of the members and the Board of Elders, has finalized its selection of nominees for various offices to fill the vacancies for the upcoming term.

The process of seeking God's chosen leaders for Living Hope Alliance Church requires earnest prayer, a study of Biblical qualifications of church leadership, assessment of Living Hope's essential leadership needs, spiritual scrutiny of and dialogue with nominees.

During its deliberations, the Nominating Committee received a recommendation from the Board of Elders asking the committee to shrink the board's size from 9 elected members and the lead pastor to 7 elected members and the lead pastor (who is an ex-officio member). While not obligated to consider the Board's recommendation, after careful consideration, the committee affirmed the request and is only putting forward two people for election.

As a result, we are pleased to advise the Membership of the following:

Nominated for an additional term:

- Brad Crassweller (1-year term - October 1, 2020, to September 30, 2021)
- Oladimeji (2-year term - Deji Oyetuga (October 1, 2020, to September 30, 2022)

Elders continuing service:

- Mark Stefan (2-year term - October 1, 2019, to September 30, 2021)
- Howard Wiebe (2-year term - October 1, 2019, to September 30, 2021)
- Kevin Gatschene (3-year term - October 1, 2019, to September 30, 2022)
- Jim Haney (3-year term - March 1, 2018, to September 30, 2022)
- Ken Thiessen (2-year term - March 1, 2018, to September 30, 2021)

Concluding service and transition to Elders & Shepherding Team:

- Rene Handoc (October 1, 2019, to September 30, 2020)
- Warren Mills (October 1, 2019, to September 30, 2020)

We are pleased with the slate of nominees we have the privilege of bringing forward to the Membership of Living Hope and trust you will join us in praying regularly for those individuals whom we elect.

# Reports

## **Board of Elders Report**

This has been a year that will not soon be forgotten and I will apologize now for this lengthy report. As your Board of Elders (BOE) here at Living Hope, we were faced with many interesting challenges. As we leaned in, God provided everything we needed to discern His Spirit's leading, to learn to trust His Son, to grow in our faith and to steward His resources. Our fiscal year began with an average attendance of over 410 people per Sunday, over 45% of Going Beyond pledges received and a Ministry Budget of \$1,014,000.

We were inspired through our time of Soul Care to support Resurrection Church in New Brunswick with some of our Going Beyond funds as planned. We welcomed three new board members, established our Annual BOE Workplan and immediately created a Succession and Continuity of Leadership Plan for our pastoral team. We approved a proposal for our Lead Pastor (Kirk) to enjoy a sabbatical (April to August 2020) time of study and restoration. As you may know, COVID-19 forced his sabbatical to be deferred to 2021.

We were presented with the Fall Kickoff Plan by the pastoral team. We were privileged to invest time together in listening prayer and learn that missional living comes from a spirit-filled life. We then revised our Living Hope Membership Covenant to follow UP/IN/OUT. Part of our responsibility was to update our personnel policies. I must admit that this is tedious but necessary work. During our discernment time, we identified the need for clarity regarding Baptism & Membership and our position with respect to the TRC (Truth & Reconciliation Commission). We hosted our AGM with an engaged group of members. Our focus moving into the fall was on gratitude... "it helps us to see what is there instead of what is not."

We were blessed through hosting another successful Global Leadership Summit (GLS). Then, came one of the most difficult challenges in our denomination that impacted the C&MA locally and all the way to our national office as a blog post and podcast reported allegations of abuse and harassment involving a C&MA pastor. After many days of investigation, prayer and discernment, our pastoral staff and board responded by standing with the survivors of harassment and abuse. This culminated in a public declaration on stage in our auditorium and a request for the C&MA National Leadership to review their policy on discipline, restoration and appeal for their official workers. We were reminded that "Life is often lived forward but understood backward. It is not until we are down the road and we stand on the mountain looking back through the valley that we can appreciate the terrain God has allowed us to scale and the spiritual deposits He has made in our life while we were there".

In November, we hosted over 200 indigenous and non-indigenous participants at MINO-MAAWANJI'ITIWAG – Coming Together in a Good Way (TRC 94 Calls to Action). We invested more time in prayer and discernment regarding requirements for serving at Living Hope and Women as Elders with a strategy to have group discernment times in 2020 and a decision in the spring of 2021. We were also well into our monthly reading of an amazing book called "The Church as Movement" as a call to excellence as your board of elders. We focused on the fact that we are all "mirrors of Christ." Kirk continues to provide godly leadership in challenging us with thought-provoking questions through our reading of this important book.

In December, we celebrated the completion of our parking lot project and a new consolidated mortgage. Kirk provided us with a pastoral coverage plan and expectations when he will be on his sabbatical (2021).

We focused on Matthew 18 relationships. We completed revisions to our bylaws. Once again tedious but necessary work. We reviewed the Ministry Action Plans that were presented by the pastoral staff. We continued in times of prayer, reflection and confession. We learned, "root yourself in Christ...this is your identity!"

The new year began with our Finance Committee Workplan. We were also led by Al Fedorak in a meaningful time of discernment, a prayer of surrender, asking God and listening to His Spirit regarding Baptism & Membership and requirements for serving at Living Hope. We continued in February with a prayer of surrender, discussion and learning regarding Women as Elders. We learned the "discover – learn – define" method that was very helpful. We believe that a new model of governance will be revealed to us by God when we as Living Hope are ready. We, as board members, participated in the "DreamTeam" strategy discussions. Our focus was to "listen to hear, not listen to respond."

As you all know, an unprecedented global crisis called COVID-19 became very real in March of this year. On March 13 & 14, we held our BOE & Pastors Retreat at Living Hope. We continued in a time of discernment on three major issues (Baptism & Membership, requirements for serving and Women as Elders). Discussions also began regarding a five-year strategic plan. Kirk and his team demonstrated their strong leadership in quickly developing an Online Church Strategy and a detailed four-level Pandemic Response Plan, which encompassed leadership, staffing, ministry gatherings and financial continuity.

We finished our fiscal year with our NCD (National Church Development) results. These results were very encouraging, with 6 of 9 staves above average and 3 of 9 staves as average (no staves below average). We voted on our Landscaping Plan. We reviewed our Strategic Planning Thematic Goals, Staffing Plan, 2020-21 Budget and the return to on-site-in-person gatherings plan. We signed a Memorandum of Understanding (MOU) between Moose Jaw Alliance Church (MJAC), Living Hope and the C&MA Mid-West District for a one-year term June 30, 2020, to June 30, 2021. This means that MJAC has been placed under the supervision of the Living Hope BOE with Kirk as Lead Pastor. We praise God for all that He is doing in and through His church.

In conclusion, this has been an extraordinary year in many ways. I continue to learn that God is forever faithful. When we felt that the challenges were too many, He provided strength and wisdom. We, as your Board of Elders, are so very privileged to serve with you as we serve the Creator of the universe. These men continue to bless me and others in so many ways. Thank you. We look toward this new fiscal year with our eyes on He who is our Living Hope.

In His Service,

Mark G Stefan  
Chair

## Treasurer's Report

As perhaps an understatement, this has been an interesting year. Much has been said about how 'unprecedented,' 'unfamiliar,' 'extraordinary, (insert descriptive word here....) this year has been. In reflecting on this period of time, I have been drawn to Psalm 37:3:

“Trust in the LORD and do good; dwell in the land and enjoy safe pasture.” (NIV)

As a church, we can (and should) expect turbulent times in the present world, but we must trust in our LORD as we live and do good in the land he has given us. To me, this has taken the practical form of our Board closely working with the Pastoral Team to monitor the finances of the church, adjust as we go under prayerful guidance of our father, and remembering as paramount what we exist for: loving the Lord and doing good in our community (and beyond!).

More than in recent memory, I have been asked about the health of the finances of our church. As you can see below, our Lord continues to provide safe pastures for our church.

Financial highlights for the 12-month period July 1, 2019, to June 30, 2020:

Giving	2019/20 Budget	2019/20 Actual Received	2019/20 Actual Expenditures	2019/20 Received Expenditures	Actual -
Ministry Fund	\$1,014,000	\$889,283	\$898,390	(\$9,107)	
Building Fund	\$ 117,500	\$ 42,847	\$ 69,289	(\$26,442)	
Missions Fund	\$116,000	\$ 90,161	\$ 90,131	\$ 30	
Compassion Fund	\$ 35,000	\$ 37,392	\$ 47,285	(\$ 9,893)	
<b>Total</b>	<b>\$1,282,500</b>	<b>\$1,059,683</b>	<b>\$1,105,095</b>	<b>(\$45,412)</b>	

Looking at the above, I have structured this table with a (social distanced) split in it to help illustrate how the Board and Pastoral Team have navigated the past year. At the start of the fiscal year (July 2019), we as a church set out with a budget of approximately \$1.282 Million. When the COVID Pandemic hit, the Pastoral Team worked with the Board to focus and adjust expenditures based on the actual funds being received (in a very uncertain time). In approaching the budget this way, the Church, over the full fiscal 2019/20 year, was able to adjust to the ~17% gap in the original budget versus the actual giving received. At the end of the year, through prudent prayer (and at times very challenging decisions), the church was able to adjust and align expenditures with actual funds received, resulting in only a modest deficit of \$45,412 for the year.

The above is much more of a description than I had planned to provide, but I wanted to openly illustrate how the church has been addressing the challenges presented by the COVID Pandemic. That said... God has been faithful, and work and progress continue at our church. For example, in the last year, the church has been able to complete the parking lot as part of our multi-year Going Beyond Campaign. The going Beyond Campaign had \$189,487 in congregational giving over the last year, which is above and beyond all of the listed funds above. Praise the Lord!

As some last comments, I would like to thank everyone involved for their hard work and attention to detail for the Finances of the church. In particular – our Bookkeeper Kevin Sykes, Rick Orban, Kirk Cowman (and all of the Pastoral Team), and our Finance Committee members: Shelley Reddekopp, Shannon Vinter, and Tim Eldred.

Summary Notes on Fiscal Year 2019/20

- The 2019/20 Church Budget was closely monitored and adjusted so that the church only had a modest deficit of ~4% for the year. Praise the Lord!
- The Church membership contributed more than \$90,000 to Missions locally and around the world.
- The Church provided over \$47,000 to Compassion activities in and around our community.
- We have trusted the Lord to provide funds for our Going Beyond Campaign as an unbudgeted item. Through his faithfulness, our congregation contributed \$189,487 this year – over and on top of our regular church budget.
- Total giving (including Going Beyond) exceeded our total expenses by \$144,075. Praise the Lord for his faithfulness!
- This past year the Board of Elders implemented the LHAC Campus parking lot development. Funding for this project consisted of donations to the Going Beyond Campaign, use of LHAC savings, and an increase to our mortgage.
- I would like to extend a sincere appreciation to:
  - All of our tellers for their dedicated effort in processing the offering each week.
  - The Pastoral Team and support staff for their ongoing efforts in controlling expenditures
  - Pastor Kirk for his leadership and guidance on behalf of the staff in developing and administering the budget.

LHAC Total Debt:

	June 30, 2019	June 30, 2020
LHAC Mortgage	\$ 450,847	\$1,376,352 (parking lot)
Internal Loan / Investment Program	\$ 26,276	\$ 26,276
<b>Total Debt</b>	<b>\$477,123</b>	<b>\$1,402,628</b>

As we look ahead, our Lord has positioned our church to firmly and confidently step forward with Christ into 2020/21 and continue our outreach into our surrounding community and city (and even the world). As we look to ‘Go Beyond’ and bless others as Christ has blessed us, it is through Christ and your generous support that the ministries and activities for LHAC are possible.

Respectfully submitted,

Jim Haney  
Treasurer

## Going Beyond

Last April marked the three year anniversary of the Going Beyond campaign; what should have been a time to get together and celebrate what God is doing, we found ourselves scattered because of COVID-19. Don't let the fact that we are still scattered several months later discourage you; we only need to look at the way that God has been using our Church to give us hope. Who would have thought that three years ago, a plan to finish a parking lot and landscape our property would give us the opportunity to continue to Bless people here in the city of Regina and around the world.

Three years ago, not only did we have a vision of finishing our property, but it was also part of the Going Beyond campaign to multiply our church into house churches in and around Regina and surrounding communities as well as to have a global impact in places like Cuba and the Canadian Maritimes. At the beginning of the campaign, no one could have foreseen the impact of this global pandemic, but God had His plan.

Through the many prayers and faithful giving of all of you, we are able to support the family of LivingHope spiritually through our plan for house churches. Although it might not be what we envisioned, we were more prepared because of the Going Beyond vision. We have also been able to financially support places like Cuba during a time when they have needed it the most. So thank you for your sacrificial giving, your endless prayers, and unwavering faith. We have also been able to finish paving the East side of the parking lot and will soon landscape the grounds as well with money that has already been set aside from funds given to Going Beyond.

To date, we have seen 70% of the pledges raised through your giving. We still have a little ways to go, and although we are at the end of our 3-year campaign journey, the need for us to be the Acts 1:8 church in this unprecedented time is so apparent. We ask that you would faithfully consider your continued giving to Going Beyond so that we can continue to support our church family here and around the world.

Thank you

Kevin Gatschene  
Going Beyond Campaign Chair

Total pledges	\$668,107.23
Giving to date (pledged and unpledged giving)	\$ 46,8312.19
Outstanding pledges	<b>\$199,795.04</b>
Going Beyond Expenses to Date:	
Campus Completion \$	978,519.09
Impacting the world \$	30,888.01
Church multiplication \$	203.58



## **Property Development Committee**

The property development committee was tasked with developing a landscaping plan for the main areas around the church, as well as the planting beds in the parking lot.

The committee was comprised of Rick Orban, Dean Popil, James McCullough and Brad Crassweller. I would like to thank each of them for the time and effort in coming to meetings to get this project off the ground.

The committee secured the landscaping design services of a professional landscape designer, Heather Lowe Landscape Design. Heather has over 30 years of experience in landscaping and design. Heather drew up plans for all the areas around the church, including all the parking lot planting beds. With her extensive understanding of plants and landscape design, she was able to complete drawings with all the appropriate plants selected based on plant preferences for sun, shade and hardiness for our landscaping zone.

Due to COVID19, our meetings were cut short once we had secured the services of Heather Lowe Landscape Design and had some preliminary drawings. Once the drawings were completed, Heather tendered the plan to three different landscapers in the city with whom she has worked extensively. We received three quotes for the entire scope of the project. Those quotes were given to the board of elders to discuss and decide as to which company would be awarded the contract.

After extensive discussion and a thorough understanding of all the quotes involved, the board of elders unanimously awarded the contract to Stones Edge Landscaping.

Due to my close relationships with two of the three companies quoting the job, I, Brad Crassweller, abstained from the voting.

The landscaping should start the first week of October and be completed by the end of the month. It will be very nice to see some green in place of dirt around our beautiful church facility. There will be a few more areas to landscape in the coming years.

Keep in mind this landscaping was for just around the building and the planting beds in the parking lot; the extra acre parcel will be decided upon at a later date as it was not a part of the scope of this project.

Sincerely,

Brad Crassweller  
Committee Chair

# Ministry Report

Each year in our annual report, we typically look back on the year to see how we have progressed towards the plans we set out and the goals we have agreed upon. We also look forward to the directions and goals God has placed on our hearts. This year many of the plans we spoke about a year ago were scrapped or drastically changed because of COVID, and we are not where we expected to be 12 months ago. Yet if we look carefully, we can see that God was still faithful and had a plan all along. And as we look to the future, we see lots of uncertainty and challenges ahead of us, making it hard to say where we will be a year from now. Yet, again, if we look carefully, we can see God is doing something new and leading to a new life in the midst of the uncertainty and challenges.

As a church, we have structured our initiatives, our staff and our plans around six core behaviours that we believe will help us become what Jesus envisions. These core behaviours are expressed in the following commitments:

- We will be Prayer-Focused people.
- We will live Spirit-Empowered lives.
- We will be constant Disciple-Makers.
- We will have Loving Relationships with everyone.
- We will Creatively Engage those who are far from God.
- We will have a Meaningful Impact in the lives of our family, friends, city and world.

In the pages that follow, you will find a brief description of each core behaviour and my thoughts on how we are doing as a church family in developing these behaviours. I have assigned one of four gradients to each behaviour to help us identify how we are doing in each area. The gradients are:

- Sprouting - the behaviour is just starting to develop in us.
- Growing - the behaviour is developing and growing in strength.
- Bearing Fruit - the behaviour is an area of strength, is evident in all we do, and we see the fruits of this behaviour.
- Pruning - actions may need to be taken in order to prepare to bear more fruit.

You'll also find in the pages that follow a description of the challenges or changes we need to make to move ahead in each area.

## **Prayer Focused -- *Bearing Fruit -> Pruning***

Being Prayer-Focused means that we live each moment in a continual conversation, talking with and listening to God. It means that prayer is as natural to us as breathing, and we have learned to hear God's voice through the many ways that he speaks, continually seeking his presence and guidance before all else.

- In 2018-19 we began an initiative called PrayFirst, which was a gathering of people every Sunday morning at 9:30; we listened to God and interceded for the church, our ministry partners and each other. In 2019-20 we consistently had 30-40 people participating before COVID19 restrictions required us to move PrayFirst online. From April to June, we used Zoom and YouTube to connect people in prayer, and we saw over upwards of 60 people connecting each week.

- In 2019-20 we discovered new and engaging ways to connect with God through our Elevate and Encounter ministries.
- Our pastors began offering prayer ministry for those seeking physical and inner healing as well as deliverance.
- As we look to the future, we have to consider what prayer ministries when we can't gather as we used to (at least for the near-term). We've moved from a season of our Prayer Ministries beginning to bear fruit to a time of pruning so that we can experience new growth and fruit.
- In a COVID19 world where we can't gather in large groups, our Community Groups and Serving Groups need to become centers for prayer ministry, not just places where we take our prayer requests. Our groups need to become places where we listen to God together, pray for healing, seek the Spirit and find freedom through prayer.

### **Spirit-Empowered -- *Bearing Fruit***

Spirit-empowered refers to living each day in the fullness, power and presence of the Holy Spirit. It means letting Holy Spirit guide us, change us, and empower us to live increasingly free from sin and on mission with God as Jesus envisions.

- In February, we hosted our annual Holy Spirit Encounter with Dr. Ron Walborn of Alliance Theological Seminary. Dr. Walborn helped us explore Spirit-empowered living by teaching us about Spiritual Gifts and leading us in going out into the community and using the gifts we had learned about with the strangers we encountered.
- In February, we also launched a season of Spirit-led strategic planning. Each month a group of 30 people met together to listen to what Spirit had to say about the goals and plans the church should have over the next five years. The results of this Spirit-led planning will be revealed at our Annual General Meeting.
- Over the past few ministry years, we have witnessed a growing number of people experience deeper intimacy with Jesus and be filled with the Holy Spirit. This year a group of those who have tasted and experienced the Spirit-led Life began seeking to help others engage in the Spirit-empowered and Spirit-led Life they are experiencing.
- Typically, we host a Holy Spirit Encounter on the first weekend of February with 75 to 100 in attendance. This year we will be offering two Holy Spirit Encounters using Zoom. We will be dividing up the teaching and practicum sessions into five 90-minute sessions spread over five consecutive Tuesday nights. Each of the 5-week Holy Spirit Encounter will feature different speakers, teachings and practicums. We believe this format will allow more people to participate in the Holy Spirit Encounter and perhaps even make it possible for Community Groups to experience it together.
- In 2020-21 we will begin to refer to our Hearing God, Holy Spirit Encounter and Soul Care ministries under the banner of River Practices. River Practices are practices we can take part in regularly to lead us deeper into the river of the Spirit's presence and power.

### **Disciple-Making – *Sprouting***

Jesus invites every believer to join him in making disciples. As disciples, we are to help others become disciples by baptizing them and teaching them everything we have learned about Jesus (Matthew 28:19-20). Over the past year, we have been refining our discipleship strategy for each age group.

- In 2019-20 our MidWeek ministry night, which features discipleship opportunities for kids (K-Grade 6), youth (Grade 7-12) and adults, grew to over 100 participants each week. In response to COVID19, our MidWeek offerings moved online in the spring and continued until mid-June.
- COVID19 has highlighted the importance of Community Groups for many in our church. For many, the isolation experienced during the spring lock-down was made easier because of the care and support they experienced in their Community Group (well-done leaders!). COVID19 also revealed a weakness in this area as the majority of our church family are not in groups. In the coming year, greater emphasis and effort will be placed on connecting people with groups.
- The spring-lockdown due to COVID19 challenged us to reconsider what discipleship looks like and how we make disciples when we can't be physically present with each other. Early in April, our youth and children's team began to make a shift from providing programs to equipping parents to disciple their children and youth at home. One of the key tools our teams created is the "Parenting with Hope" video-podcast available on the Church App, which seeks to help parents lead and disciple their family.
- In the spring, we experimented with teaching one Big Idea from Scripture to the whole church (adults, youth and children). This fall, we have continued the experiment with the principles from "The Way" series being taught to every age group in ways specifically tailored to them. We believe our Big Idea strategy will help parents disciple their families and for families to become what Jesus envisions together.

### **Loving Relationships – Bearing Fruit**

In the Gospel of John, we read that Jesus is both human and God and that his actions and relationships are characterized by grace and truth. Grace is the free and unmerited favour of God; it is love that never gives up. Truth is about being authentic, speaking and holding to what is true even when difficult. A truly loving relationship is one where grace and truth are evident; this is the Life Jesus models for us.

- We continued to offer Connect Lunches(monthly) and MidWeek meal(weekly) throughout 2019-20 as ways for people to connect and build relationships over a great meal.
- Our Community Groups have started to become places where people are cared for and have an opportunity to care for others.
- Our Compassion Fund is used to care for the physical needs of our church family and the greater community; this includes buying groceries, helping with emergency expenses and paying for counselling services provided by professional counsellors. In any given month, we are caring for 5-10 families through this fund, and in 2019-20 a team was organized to assist the pastors in caring for the families that approach us each month.
- Besides experiencing Loving Relationships within our church, we also seek to have Loving Relationships with our greater church body. In the spring, we came alongside a sister church, Moose Jaw Alliance Church, that was in need of assistance after a season of challenges. As mentioned in the Board's report, last fall, our church chose to stand with a group of women who had been harassed and abused. While this group is not part of Living Hope, under the leadership of Pastor Shauna, we have continued to walk alongside them, providing counselling and care as able.
- The challenge we will face in 2020-21 is how to foster community and fellowship when we cannot gather in large groups, and even smaller group gatherings are being discouraged by public officials. While we can survive for a while on our own, growing in faith requires a connection with

community, and we will need to seek out new ways to fellowship and grow together as a church family.

### **Creative Engagement** *Growing -> Pruning*

Creative Engagement refers to how we engage those around us with the message of hope found in Jesus Christ. We live in a world that is increasingly post-Christian. The common sentiment is "God is irrelevant. We have heard it all before and aren't interested." As a church family, we need to be creative in how we reach out and engage those who have "heard it all before" and see faith in God as irrelevant. While we continue to develop in this area, there is still much to be done if we are to engage with those who God is calling us to reach.

- In 2019-20 we had over 900 people attend our Christmas Eve services, and almost 700 people attended our Easter service. These services tend to be the creative highlights of our year as they present the Gospel in unique and new ways. At this point, it is uncertain what restrictions will be in place for Christmas and even Easter because of the pandemic. As a result, we have decided to move our Christmas Eve service online only for 2020. We will be encouraging people to gather in family groups and worship together at the usual times (4 and 7) in your homes via a high quality and engaging Christmas Eve experience. As for Easter, we will see what is allowed in the New Year.
- Even though the pandemic caused us to put aside many of our outreach plans in 2019-20, our ministries were able to creatively engage with people who were exploring their faith. When we moved our Youth Ministry online in April, we were not sure what the impact would be, but thanks to the creativity and ingenuity of our youth leaders, we saw our youth show up and bring their friends. Some of our highest attended youth gatherings last year were not Big Events, but our discipleship nights hosted on Zoom in April and May. While a challenging way to minister, we are grateful to Pastor Daniel and his team, who have learned new ways to preach the Gospel to teens in this season.
- Moving to online-only worship services for three months forced us to explore new and creative ways to gather and engage people in worship. Pastor Eric and his team are to be commended for the way they quickly adapted, often putting in long hours and always going above and beyond. Each week we created engaging services that reach hundreds and often more than double what would attend in person each week. We have even received thanks from other churches who patterned what they are doing after our service or just pointed their church to us during the lockdown. I am deeply grateful to the pastoral team and worship and tech teams who have served with excellence during this challenging time.

### **Meaningful Impact** *Growing -> Pruning*

It is our desire to transform relationships and our world by communicating the Gospel of Jesus Christ in word and deed. We are intentional about the actions we do in order to fulfill this goal. We cannot do everything. We choose to be intentional in all that we do and invest our time, talent and treasure in things that will make a meaningful and lasting impact in the lives of the people around us and in our community.

- Over the past five years, our church has been steadily growing at making a meaningful in our City. We have provided lunches to students at Arcola School, meals for women at Shayil House, and amongst those struggling with poverty in downtown Regina. When a state of emergency was declared because of the pandemic, the doors to these opportunities closed to us and are likely to

remain closed for some time. As such, we need to envision new ways to have make a meaningful impact for the Kingdom in Regina.

- During the pandemic, we began offering outside worship gatherings for the seniors living at Green Falls Landing. While we had to remain at a distance, the smiles on the faces of the seniors living there, many of whom had not had visitors in months, made it all worthwhile.
- In the fall, Pastor Colin began planning a series called "A Beautiful Day in the Neighbourhood." When the pandemic hit, we knew that God had been behind this practical series, which taught the art of Gospel neighbouring and living on mission with God right where we lived.

In my opening remarks to this annual report, I spoke of two images from Isaiah 6 that have captivated me in recent months, a throne and a stump. In between the images of a throne and stump in Isaiah 6 stands Isaiah. This vision takes place at the beginning of Isaiah's Life, he's not the great prophet we know and love yet. Isaiah is just a man who's upset by the uncertainty around him. At this moment, Isaiah has to choose whether to believe that God is in control and has a plan or not; his entire future hinges on this decision. Verse 8 tells us what Isaiah chose:

Then I heard the voice of the Lord saying, "Whom shall I send? And who will go for us?" And I said, "Here I am. Send me!"  
Isaiah 6:8

Isaiah chooses to believe that God is in control and has a plan, and he also chooses to be a part of God's plan.

When we look back on 2019-20, we see turbulent times and a stump where a tree used to stand. While things have changed in our lives and in our church, and there is much uncertainty ahead, God has not changed, and he is still on his throne. As we look ahead to 2020-21, things are going to look different and be different for what has been. Yet I believe that God has left a stump with a holy seed in it—there is a new life waiting for us if we'll turn to him. These are unprecedented times, yet we have a God who is seated on his throne and is still asking the question, "Whom shall I send?" How will you respond? Will you be part of what he is doing in Regina and in Living Hope?

For His glory and our joy,

Kirk Cowman  
Lead Pastor

## **5-Year Thematic Goals**

The following Thematic Goals were discerned through a four-month process involving various members and volunteers of Living Hope.

### **UP – Passionate Spirituality**

We desire to live lives of continual communion with God through the indwelling of the Holy Spirit, where prayer is as natural as breathing, and we regularly hear God's voice as we would a friend's voice. We believe Jesus is inviting us to integrate communion with him into every aspect of our life. Over the next five years, we will seek to:

- Inspire and equip adults, teens, and children to move deep into the river of the Holy Spirit's presence and leading.
- Teach, practice, and model listening prayer in every program and gathering of the church.
- Graciously and lovingly deal with sin and the baggage in our soul that keeps us from encountering God.
- Create engaging and relevant worship experiences that model passionate devotion to God and can be experienced online and in person, through an online campus, house churches, and onsite gatherings.

### **IN – Discipleship & Leadership Development**

We desire to be disciples who make disciples who make disciples by creating an environment where everyone is being discipled and is discipling someone else. Jesus wants us to be intentional in what we do, to model a lifestyle of disciple-making, to take risks of faith and call each other to go deeper and farther with Jesus. Over the next five years, we will seek to:

- Develop and communicate a discipleship pathway for every age-group that makes use of large, mid-size, and small group training, mentoring triads, and experiential learning, which can be engaged with in-person and virtually.
- Create a thriving network of inter-generational community groups that gather to dig deeper into the weekend worship gathering's BIG IDEA. The number of people engaged in a weekly or bi-weekly community group will exceed the average weekly worship gathering.
- Transform our serving and task groups to become wholistic groups where people serve, find community, and grow in Christ together.
- Create a leadership pathway that develops leaders by helping them to identify their SHAPE (Spiritual Gifts, Heart, Abilities, Personality and Experience), build character, and increase leadership proficiencies through classroom and mentoring experiences that can be experienced in-person and virtually.
- Provide opportunities within and outside the church for people to put their SHAPE into action in challenging and stretching ways.

### **OUT – Outreach and Community Engagement**

We desire to live out Jesus' vision in Acts 1:8 and become Spirit-empowered people who are witnesses of Jesus' presence, power, and purpose where we are and wherever we go. Jesus is inviting us to follow him into places and situations that are uncomfortable and to join him as he invites everyone into a

relationship. Jesus has uniquely placed us where we live, work, and play to be his messengers and fulfill his vision and mission. Over the next five years, we will seek to:

- Equip, apprentice, and send everyone into the local mission and/or global mission to which Jesus is inviting them.
- Begin to reach out to the international students within our neighbourhoods and the University of Regina to help them find community and, ultimately, a relationship with Jesus.
- Form strategic partnerships with businesses and community organizations to eradicate poverty and domestic violence in our city.
- Create a network of missional communities that are reaching into the communities they are in.

In addition to the Thematic Goals presented above, we have aligned all of our staff with the UP, IN, and OUT emphasis they and their ministries primarily fulfill (see Appendices for more details). Pastor Kirk will present these goals as well as the alignment of our strategy with these goals at the Annual General Meeting.



# Appendices

## **Lead Staff Responsibilities**

### **Lead Pastor (Kirk Cowman)**

Vision and Strategy  
Board of Elders  
Staff Leadership  
Administration and Facilities  
Finance, Generosity & Stewardship Ministries  
Moose Jaw Alliance Church Partnership  
Primary Preacher

### **Associate Pastor – UP Ministries / Worship & Prayer (Eric Miller)**

Worship Gatherings  
Prayer Ministries  
Worship Teams  
Technical Arts Team  
Marketing & Communications

### **Associate Pastor – IN Ministries / Discipleship & Family (Shauna Archer)**

Kid's Ministry (led by Chandra Hollands)  
Youth Ministry (led by Daniel Ngo)  
Adult Ministry (in partnership with Colin & Kirk)  
Global Missions  
River Practices

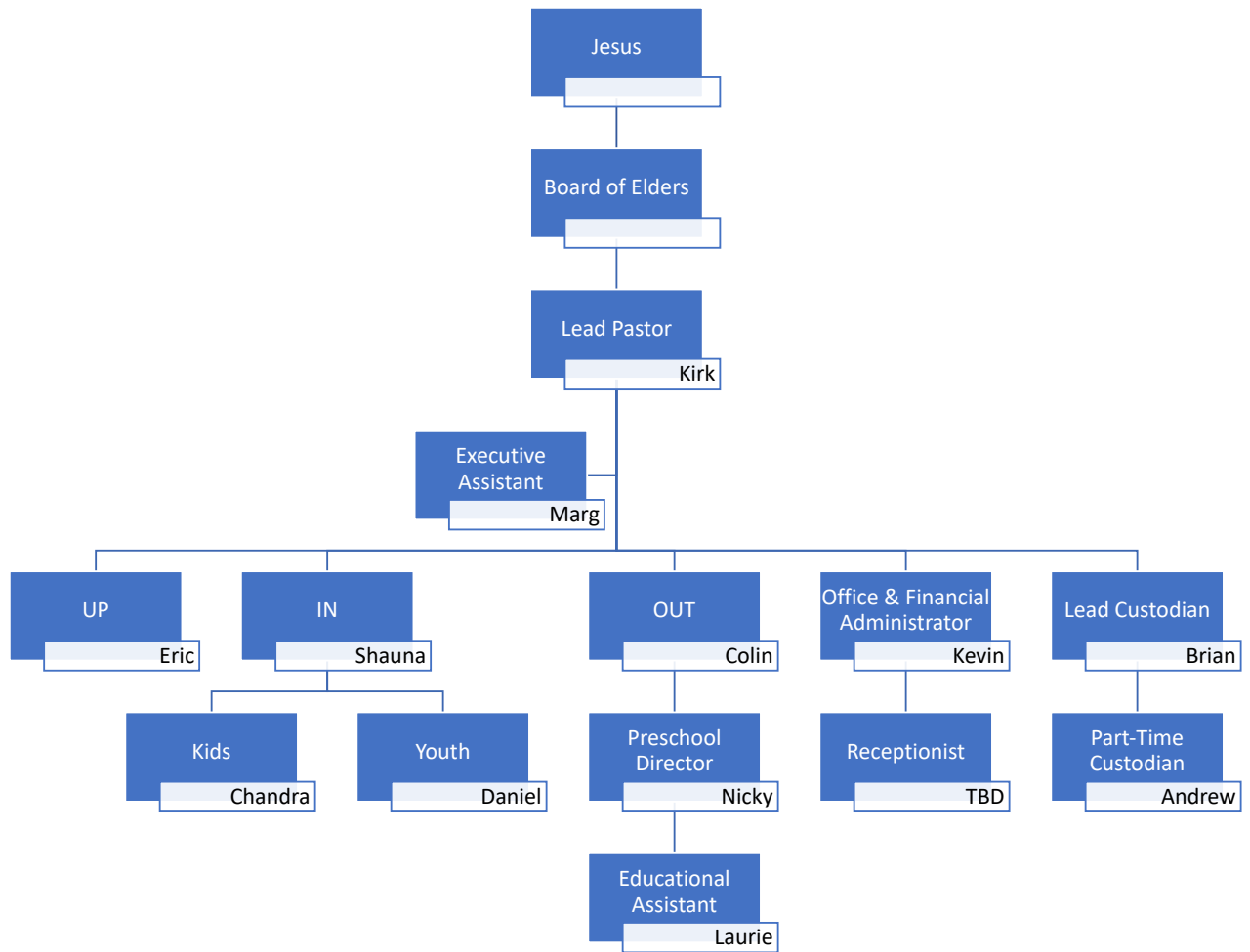
### **Associate Pastor – OUT Ministries / Outreach & Community Engagement (Colin Turner)**

Community Groups (in partnership with Shauna)  
Micro-Church Planting (House Churches and Missional Communities)  
Leadership Development  
Local Missions / Community Engagement  
Compassion Ministry  
Preschool

### **Shared Ministry Roles**

Volunteer Mobilization  
Visitation  
Pastoral counselling (including referrals to professional counsellors)  
Weddings  
Funerals

# Staff & Ministry Organizational Chart



## Member and Adherent Activity

July 1, 2019 – June 30, 2020

Births, Dedications, Baptisms, Marriages and Passings

### Births -

HEIN, Grace	
AJALA, Oluwanimilokan	09/29/19
CESHIRE, Emma	02/26/20

### Dedications –

MWELWA, Taizya Nathaniel	08/18/19
HEALY, Jameson Jackson	10/20/19
AKINTADE, Ilerioluwa Ivanna	01/12/20
AJALA, Oluwanimilokan	03/01/20

### Baptisms –

SOTOMI, Timothy	02/09/20
NEMETH, Rory	02/09/20
HORNOI, Josh	02/09/20
TANDOC, Brenda	02/16/20
DOMINGO, Oliver	02/16/20

### Marriages/Weddings –

PYLATUK, Marty & Chelsea	07/20/19	Regina	Brad Crassweller/Kirk Cowman
TANGJERD, Steven & Rochelle	08/25/19	Regina	Deb Ash
WILLCOX, Luke & Caitlin	06/27/20	Strasbourg	Kirk Cowman

### Passings, Funerals -

KLEIN, Elsie	09/25/19	10/03/19	Kirk Cowman
SCHROEDER, Leigh	10/25/19	11/03/19	Kirk Cowman
GRABARCZYK, Ethan	06/07/20	06/13/20	Kirk Cowman

## Members of Living Hope – August 31 2020

Shauna Archer  
Tim Archer  
Daryl Arendt  
Rowena Arendt  
Shaya Arendt  
Brian Armstrong  
Carolyn Armstrong  
Ed Beggs  
Lynda Beggs  
Brendan Bernakevitch  
Danelle Bernakevitch  
Marjorie Bernakevitch  
Wayne Bernakevitch  
Bernie Brandt  
Lynda Brandt  
Debbie Buchkowsky  
Jane Charles  
Victoria Corless  
Britton Cowman  
Kirk Cowman  
Brad Crassweller  
Sandy Crassweller  
Chrissy Dhinell  
Don Ditson  
Janet Ditson  
Paula Doke  
Bonita Douglas  
Ross Douglas  
Margaret Dowkes  
Liz Dul  
Carol Eaton  
Wayne Eaton  
Amanda Eldred  
Bob Eldred  
Michael Eldred  
Renaë Eldred  
Allen Fedorak  
Joan Fedorak  
Bruce Fenske  
Darlee Fenske  
Kirsten Gaddie Jahnke  
Marcel Gaddie Jahnke  
Karen Gatschene  
Kevin Gatschene  
Braden Giblett  
Ron Gladysz  
Stephanie Gladysz  
Corrie Glascock  
Randy Glascock  
Sharon Gogel  
Katherine Haensel  
Robin Haensel  
Susan Hamilton

Mila Handoc  
Rene Handoc  
Cathy Haney  
James Haney  
Bill Heywood  
Danaë Heywood  
Chandra Hollands  
Clinton Huber  
Nikki Huber  
Harry Huebner  
Chantelle Irvine  
Eldon Irvine  
Bassim Khzym  
Miranda Khzym  
Dale Knelsen  
Ruth Knelsen  
Valerie Kowula  
Nicole Lamers  
Christine Lett  
Ryan Lett  
Jane Linner  
Laura Loewen  
Della Magnus  
Michael Magnus  
Fawzia Makar  
Charlie McIntyre  
Janet McMurray  
Danielle Miller  
Eric Miller  
Kevin Miller  
Lola Miller  
Blair Mills  
Carol Mills  
Warren Mills  
Jazmin Munro  
Steven Munro  
Adelle Ngo  
Daniel Ngo  
Al Nordin  
Edna Nordin  
Doug Olson  
Lorna Olson  
Elaine Ong  
Tinueke Oparinde  
Luana Orban  
Rick Orban  
Dele Oyeboode  
Tolu Oyeboode  
Deji Oyetuga  
Olabisi Oyetuga  
Dom Pascua  
Mila Pascua  
Bev Patterson

Bill Patterson  
Shelley Patterson  
Janet Popescu  
Joanna Popescu  
Marion Radu  
Laura Ravndahl  
Agnes Reimer  
Tracy Rempel  
Doug Richards  
Pat Richards  
Todd Robbins  
Janessa Robertson  
Jan Ross  
Girma A. Sahlu  
Gwendolyn Schroeder  
Lauren Schroeder  
Randal Schroeder  
Rudy Schroeder  
Marilyn Smith  
Lola Sotomi  
Samson Sotomi  
Janice Stefan  
Mark Stefan  
Elroy Taylor  
Marlene Taylor  
Bev Thiessen  
Judi Thiessen  
Ken Thiessen  
Mary Thomas  
T.V. Thomas  
Abe Toews  
Dorothy Toews  
Janelle Trachsel  
Kelly Trachsel  
Colin Turner  
Donald Turner  
Kristi Turner  
Helen Vatamaniuck  
Rod Verity  
Shannon Vinter  
Howard Wiebe  
Penny Wiebe  
Garnet Williams  
Sharon Williams  
Andrew Wilson  
Cathy Wilson  
Janelle Wilson  
Kevin Wilson  
Dave Wintemute  
Donna Wintemute

**Count - 156**