

ERICKSON
 Covenant Church

Helping People Find & Follow Jesus

Annual Report
2023

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Erickson Covenant Church Behavioural Covenant

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

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

In light of this, we commit to:

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

Annual General Meeting of the Erickson Covenant Church

AGENDA – January 30, 2023, 7:00pm

Welcome

Reading of the Erickson Covenant Behavioural Covenant

Opening Prayer

Acceptance of 2023 AGM Agenda

Lead Pastor Report

Leadership Team Report

Treasurer's Report and 2023 Budget Presentation

Congregational Vote on 2023 Budget

Nominating Committee Report

Congregational Vote on 2023 Leadership Nominees

Selection of 2023 Nominating Committee

Congregational Vote on 2023 Nominating Committee Nominees

Appointing of Budget Committee members for 2023

Proposed Bylaw Changes

Vote on Bylaw Changes

Call for ECC Delegates to Canadian Covenant AGM in Surrey, BC May 5-7

Looking Forward

Concluding Worship and Prayer



DECEMBER 2022

Hello Covenant Family,

Four months into serving as president I am both grateful and humbled by the gracious words of welcome and affirmation in this new call to serve. Thank you! As you gather in your local churches for your annual meetings, I send each of you greetings and my gratitude for all the ministries of the Evangelical Covenant Church. **It has been a particular joy to see how Covenant churches and affiliates are engaged with the many ways we see Jesus at work around the world. What a privilege to be co-laborers with Christ together!** Thank you for all of your efforts, prayers, and support both on the front lines and in our larger shared mission.

There is much to celebrate, but we also have challenges that need our care, consideration, and prayers. Transitions are challenging, and we have experienced many transitions throughout 2022, including Covenant Offices staff. I know you feel this on the local level too. As I continue to lean into Jesus, my prayer is to listen well and seek wisdom for this new season of leadership. It is my hope that as God's people, we can move into places of healing, generosity, and kindness with one another, and together move forward to do the missional work of being good news.

I am often asked, "How can I/we/our church be supportive?" My response is always, to please pray. Pray, pray, pray! It is the most powerful way we can connect with the heart of God. I genuinely believe prayer has the power to bridge us closer to God and closer to one another. As I reflect on Mark 4:35-41, I invite you to pray like you are one of the disciples being tossed about in the storm, asking Jesus to help. These prayers of desperation are also prayers of compassion. They show that we care about what happens to us, and that Jesus is the solution to all our challenges. Pray for me and the leadership of the Covenant as we work together to be good news in this season. **Pray that we listen well to you and to one another—and especially to what Jesus is calling us to.**

For God's glory and neighbor's good,

Tammy Swanson-Draheim, PRESIDENT, EVANGELICAL COVENANT CHURCH



January 2023

Mission Friends across Canada and around the World,

As you and your community continue to follow Jesus into 2023, I'd invite you to pray. Pray the short and deceptively simple words of Psalm 119:94 - "**Save me, for I am yours...**"

Save me... save us... from ourselves, from the struggles and challenges of these days, from sin and brokenness, from circumstance beyond our control, from paths that lead to temptation, from our compulsive need to provide for ourselves, from self-sufficiency and dependence, from busyness, from the doubts, fears, and anxieties that plague us, from evil, for your Kingdom - on earth as it is in heaven... from everything that we need saving from.

I am yours... we are yours... committed, faithful, responsive... we renew our longings and desire to love and serve you Father, to join you in and on mission Jesus, to receive the gift of depending on your Spirit and the peace that comes with it, to acknowledge and remember that everything we have comes from you... in every way that's possible for a person or a church... to be yours.

As you gather for your annual meeting, be reminded first and foremost that you are a community of the Spirit and that through the ongoing swirl, ups and downs, and realities of life there remains a constant - the invitation to seek the face of the Lord. I pray for a renewed sense of awe, wonder, intention, and practice of prayer in our family of churches and throughout our movement this year.

I am... we are... so grateful for your ongoing presence, partnership, and friendship in God's Kingdom mission. We regularly give thanks and pray for you. Please continue to join us in praying for our growing family of churches across Canada and our shared work around the world.

The Canada Covenant Leadership Board and team look forward to joining together May 5-6 in South Surrey, British Columbia for our annual meeting. Please watch for further details. As always, if there is anything we can do to serve and support you, your church or ministry, please let us know.

In prayer with and for you,

Glenn Peterson
President/Superintendent, Evangelical Covenant Church of Canada

Lead Pastor

I begin my report with gratitude to God for you. I consider it a privilege to be your pastor, and this last year has deepened my sense of that privilege. 2022 was a year of growth as we responded to the Spirit's call to us. It really is true that *every time I think of you, I give thanks to my God. Whenever I pray, I make my requests for all of you with joy, for you have been my partners in spreading the Good News about Christ...* (Philippians 1:3-5a NLT)

Our mission as the Erickson Covenant Church is to help people find and follow Jesus, so we all flourish in Christ and fulfill his mission in the world. When I reflect on this past year of ministry, I see many ways the Spirit has been leading us to do just that. As you read all these reports, written by core ministry leaders, I hope you'll receive them with gratitude and appreciation. God is up to something good, isn't he?

When 2022 began, we were still wrestling with COVID restrictions and how to emerge from these difficult years so that we could minister *to* one another and *with* one another. I'm thankful that we have seen significant openings throughout 2022, with increased opportunities to gather, to share meals, to launch small groups, to expand children and youth ministry, to bring on more part-time staff, to host outreach banquets and teas, to minister alongside each other in various initiatives as well as the other good ways we've re-connected after a long season of separation.

During our Leadership Team retreat in early 2022, we sensed the Spirit's invitation on a couple fronts. First, to lean harder into spiritual formation whenever we gather for worship and teaching, framing our times together more like a group fitness class than a group concert experience. To that end, we called people to learn new habits and integrate proven spiritual formation practices during our Sunday Bible teaching and worship gatherings, as well in spiritual friendships, through small groups, through focused discipleship experiences such as Covenant Companions, and in our personal lives. This focus has been bearing good fruit, and we anticipate more growth in 2023 as we apprentice under Jesus through the "MasterClass" of Luke's Gospel.

Second, we were challenged by the Holy Spirit to embrace a time of discernment, specifically asking for his direction in how we might minister, as a *whole* congregation, to a concrete need in our Valley. I'll be honest—nothing clear has emerged yet. This is something the Spirit is still working out within us. But here's the beautiful thing: the process of prayer itself, of questioning the Spirit for his insight, of looking at our Valley with fresh eyes, and then praying more together FOR the Valley -- this has been a special way the Spirit has been growing us in Christ. Again, more to come on this. How might the Spirit be leading us?

(continued on next page)

Lead Pastor, continued

There is so much more I could say, but I will hold myself back. My temptation is to wax verbose about all of the exciting ministry initiatives happening, most of which are already being detailed in other reports!! I do want to say how grateful I am for all those who are leading our ministry teams. Your tireless and spiritually discerning leadership among us is a testimony to your faith in Christ and love for his church. I also want to express my gratitude for our small staff team, all of whom serve part-time and yet go above and beyond (way, way beyond) what they are asked to do or paid for. Dan, who has served us so ably through these Covid years, will be leaving us soon, and he is actively training up new production and tech team members to serve in his absence. Eileen came on as our part-time administrator part way through the year and has been helping us get back on our feet and moving forward. And then most recently—in response to our growing children and youth ministry—Bonny (first thing in the fall at 5 hours per week) and Brendan (just before Christmas at 3 hours per week) have stepped up to coordinate our children and youth ministry. They are leading us into terrific new initiatives. These staff have been tasked with helping us in strategic ways—helping **us**—so that together we can fulfill Christ's mission to us and in the world. I'm grateful for them.

As your pastor, you should know that I've continued to serve on our local Creston Valley Ministerial Association, which includes monthly meetings, support for joint ministry initiatives (such as Christmas Hampers and the Carol Fest), as well as responding to ongoing requests for help from people in need from our Valley (usually a few requests per week). Within our larger Covenant family, I also serve as the Chair of our Canadian Covenant Ministerium (supporting all Canadian Covenant pastors) as well on the larger yet Evangelical Covenant denomination-wide Ministerium Executive Committee (because I'm the Canadian Chair). I appreciate how these roles pull me into the larger community and church context, as well as enabling me to serve others.

As I move into this New Year, I do so with anticipation. We are following a wonderful Saviour, a brilliant Teacher, and a trustworthy Master—where might he lead us this year? How might he transform us from within, grow us up, and send us out? Who might come to find and follow Jesus this year? What hearts might be healed, what people included, what love shared, what minds renewed, what marriages strengthened, what loneliness assuaged, what insights gained, what worship lifted, what old habits broken and new formed, what addictions overcome, what new steps taken, what good news proclaimed, all in the name of Jesus, for God's glory and neighbour's good. Lord Jesus, lead us!!

Tom Greentree

Leadership Team

Once again I feel that I am privileged to be a part of our fellowship. We have finished the year well, with many in small groups and more people attending on Sunday than they have since the pandemic first hit. We have lost a few people, but we have new people including many younger children, and there is a sense of life.

During the year, we dealt with a few administrative changes. In search of better service, we moved our banking from Creston & District Credit Union to CIBC. Our church secretary, Valerie White, resigned to meet family needs, and Eileen Fitzpatrick was hired to replace her. Then, as we began to meet together regularly, we replaced our pre-recorded on-line worship service with a live stream version.

The pandemic uncovered strengths and weaknesses. We have been overly dependent on our Sunday morning worship meeting to provide the bulk of our fellowship, outreach, discipling and identity. Efforts to move these to a virtual environment were only partially successful, and we were clearly weakened in mutual encouragement and outreach.

It is also apparent that we have several strengths. We had the flexibility to quickly move to video worship and business. We maintained an adequate financial base despite the paucity or difficulty of meetings. Our building and grounds were kept in generally good condition by a group of committed members. We have a pastor who faithfully served us through the difficulties, encouraging us through stimulating preaching and teaching, pushing for innovation, and setting an example in prayer, evangelism, service to the community, and service to our fellowship. We encouraged Tom in his desire to serve the wider church in such areas as teaching for a week at the Headwaters discipleship school at The Harbour, his involvement in the local ministerial, and pastoral support within the Canadian Covenant Churches.

At the Leadership Team retreat in March, we considered the value of our church engaging with the wider valley community in a specific area of service, as an important aspect of “who we are”. We found ourselves united in the Spirit to move forward with this, and have been bringing this before you regularly. So far no such “anchor” ministry has been identified but the conviction remains. As we pray together, we look forward to seeing how the Spirit leads us toward this goal in 2023.

Besides the regular giving received by the church in 2022, we received an estate gift of approximately \$21,000. The team is considering using half of this to pay off part of our loan from the Evangelical Covenant Church of Canada, and half to boost our children’s ministries in response to the opportunities there.

Peter Hambrey, Chair
on behalf of the Leadership Team:

Amanda Terpstra, Ken Wiens, Leslie LeBlanc, Tom Greentree, Valerie Comer

Treasurer

For a complete overview of the 2022 Financial Year, please refer to the Statement of Income and Expenses for the Calendar year ending 2022.

2022 had a proposed and approved budget of \$205,000. We received \$200,684.58 in actual tithes and offerings for 2022, with a shortfall of \$4315.42. Total expenses for 2022 was below our projected budget at \$194,849.37, with a net income of \$5835.21. These are great numbers and the closest to the budget in years. We are all very grateful for your faithfulness in your giving.

We were also very thankful for a gift of \$21,000 from the estate of Pauline Murray. Many ministries will be greatly blessed by this gift.

We are continuing monthly payments to ECCC for the staffing loan. The principal amount each month is \$430.00 with an annual expense of \$5160. As of Dec. 31st the outstanding balance was \$27,910.00.

The church continues to undergo many improvements and updates, with the addition of new carpet, professionally cleaned carpet and the painting of some of the offices.

The budget committee has met multiple times over the past couple of months to prepare the proposed budget for 2022. A lot of consideration was put into making some cuts in the budget in some areas, while also allowing room for growth and ministry cultivation. The biggest ministry change we will see this year in the budget is with the youth. We are also adding the p/t staffing of Bonny Bjarnason and Brendan Mitchell. They have been compensated for some of the many hours they have been pouring into our youth this year.

A condensed Budget, the Financial Statement and detailed Budget, as well as a current statement of our accounts are provided in this booklet for you (see Appendices A, B, and C).

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

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

1. Electronic Funds Transfer (e-transfer). Use this email: ericksoncovenantgiving@gmail.com
(This is set up for auto-deposit so you do not need to create a password.)
2. Online giving through Canada Helps. You can find the link on our giving page [here](#).
3. In person giving Sunday morning.
4. Mail your payment: *(please do not mail cash)*
Erickson Covenant Church
PO Box 77, Erickson BC V0B 1K0

Thank you for your continued giving, service and support!

Dayle Wiens

Production & Technical Ministries

It's been a successful year in the ministry of all-things-technical at the church. Technical ministries encompass audio systems, projection, lighting, stage design, graphic design, video production and website management.

Throughout the year we had a team of 11+ volunteers and myself as part-time staff working behind the scenes to ensure that we could hear and see our worship and teaching teams whether in-person or online. The team has had a spirit of creativity, continuing learning and constant improvement.

Technical ministries are often one of the thankless jobs in the church where we get recognition only when something goes wrong. With COVID mostly behind us, we were able to hold in-person services throughout the year with growing attendance; still many like the convenience and safety of watching our services online.

Our technical teams have grown as a result, now involved in video production for Church Online, website, YouTube, social media, email and podcasts as part of our normal routine.

My gratitude to Jack, Cheryl, Cameron, Eileen, Laura, Jeremiah and Anne for their dedication to serving on Sundays. I want to offer special recognition to Olin who is our technical champion who serves tirelessly with excellence and passion and who keeps us all sharp and up to date.

We are always looking for more volunteers to grow our team and we offer training in all areas. If you are interested please contact Eileen in the office or email us at: ericksoncovenant@gmail.com.

Dan Mawson

Church Online

Our Church Online ministry continues to serve those who choose not to attend in person, are away for a weekend or season, or are from a distant community.

This ministry includes live streaming of our services each Sunday, post-production video, website, YouTube, social media, email, podcasting and archiving.

Each Sunday we have up to thirty, and sometimes more, watching our services as we live stream. We have equal numbers watching or listening to recorded messages during the week.

Many who attended regularly online have expressed their gratitude that they can remain connected to our church even though they cannot attend in person. We now have over 425 messages and 155 videos online available to watch and listen to on-demand on our website and YouTube.

This ministry has extended our reach to many who have never attended a church in-person or who live outside of the Creston Valley and want to worship with us and hear our excellent teaching.

Thank you to Cannie and Valerie for hosting our live stream Sunday mornings.

This is a ministry with good growth potential and we are looking for more volunteers, especially camera operators and online hosts. If you are interested please contact Eileen in the office or email us at: ericksoncovenant@gmail.com.

Dan Mawson

Worship Ministry

It will be no surprise to any of you that our primary focus in worship ministry is worshipping as a group on Sunday mornings through music. Although I believe worship is much more than that (eg: prayer, serving, hospitality, etc.), when we meet together, singing songs is a great way to express worship corporately.

We see examples of the Israelites worshipping through song all throughout the Old Testament. This is not a new practice, but has existed for centuries. Many of the songs we sing have lyrics taken directly from Scripture.

This year (2022) we have not gone without music ministry for any service. There have been times where the leader got sick and someone else stepped up and there have been times where there were very few leaders in the rotation, but we always managed to make it work. God has always provided for us and I have been very grateful for His provision and for all of the wonderful musicians, vocalists, sound and tech people that we have.

It's great to see some new leaders stepping up. We now have a stringed trio who lead as well as a new all-men's singing group who will be taking their turn in the upcoming months. It's an exciting time and God is providing leaders and helpers who are talented and passionate about music.

This year, it has become a regular practice to include a song for the kids in every service. It is very important to involve the kids in worship ministry and have something special for them that makes them feel included and valued. Singing and praying with them before dismissing them to their class is something that I have been finding to be a wonderful and vital addition to the worship service. I am hoping to get more kids involved in worship ministry this year, especially with having a special kids' service every few months.

That concludes the worship ministry report for 2022.

Crystal Anderson

Dream Team Ministry

Community. Conversation. Connectedness. These words describe, in part, the experience we enjoyed in 2022 during coffee fellowship following our Sunday morning services. This community experience represents many things.

For some of us it may be a social lifeline, or a place where we find a voice of encouragement, an initial church connection, perhaps a sense of belonging, or an opportunity for a deeper engagement with others. In these ways and more we support the ECC vision of helping people find and follow Jesus.

In addition to providing a coffee fellowship time, the Dream Teams also act in the following capacities on Sunday mornings: as Welcome hosts, they count on-site service attendees, collect offering, prepare and serve Communion, give Welcome Bags to newcomers, provide papers/crayons for young families to use at the round tables, add more seating for congregants as required and other tasks when called upon. Also, we endeavour to have a short time of connection and prayer with one another prior to the service beginning.

This Ministry is comprised of three “Dream Teams” with a total of 18 people currently serving including two Team Leaders (Eileen Fitzpatrick and myself, Jan Gobert).

I wish to give my heartfelt thanks to the individuals that have been so dedicated in this work of service this past year. If you would like to be involved in this Ministry, please get in touch with me as there is a need for a few more helpers.

Respectfully,
Jan Gobert

Children's Ministry

We have seen tremendous growth in our Children's Ministry in 2022. As restrictions were removed, children started coming back in a small trickle that has crested into a mighty river. With this surge, our program has grown from a core group of 7 volunteers to a group of 28 volunteers. We have 78 children who are connected through ECC's Children and Youth Ministry. Most of these children attend quite regularly on Sunday mornings.

In the fall of 2022, I was brought on as a Children's Ministry Coordinator, as Brendan was also brought on as the Youth Ministry Coordinator. We have had a busy few months planning the future of what our joint Ministry will look like in 2023 and beyond.

In Fall 2022, we started a new Sunday program that runs every 3 months on our bonus 5th Sunday together. We called it "Kid's Sunday" and it has proven 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 meal together by having a potluck. The dates for the 2023 "Kid's Sunday" are January 29, April 30, July 30, and October 29.

One of the changes we will be making early this year will be reorganizing our Sunday classes to reflect the dynamic developmental levels represented in the population we serve. We will continue to have a Nursery, as well as adding in a Preschool class (ages 3-4), an Early Elementary Class (ages 5-6), and an Upper Elementary class (ages 7-8). We will continue to host the Bible Base Camp class for ages 9 and up. More information on this will be coming out soon!

Another fun item upcoming in our Ministry is that we will be hosting a VBS (Vacation Bible School) this summer! More information will be upcoming, however, we are planning on supporting ages 5-15 with this initiative. Brendan and I are busy ironing out the program before more details will be released.

I am so proud of our children as they have navigated the social and health challenges the last few years have brought on. I have witnessed their growth in faith during this last year as they have settled back into a routine. It has been a pleasure to lead them towards God. I feel so blessed to be leading such a dynamic group of volunteers whose hearts are for Jesus, and helping our children grow further and deeper into their faith. I am excited to see what the next year brings.

Sincerely,
Bonny Bjarnason

Youth & Bible Basecamp

As I write this, we are coming up on completing our first year of the Sunday morning youth initiative, Bible Basecamp. It has been a fun program that has also seen a lot of growth. We have had over 25 different attendees at Bible Basecamp, and attendance numbers have increased month over month.

We first started out with four volunteers—the Keims, Kevin Gimby and myself. As we gear up for the upcoming year we now have nine leaders. The Neufelds have also partnered with us as mentors for this leadership group. I have recently begun working a few hours a week in a paid position at ECC as we're getting ready for some exciting new things in our youth ministry.

Throughout 2022, Bible Basecamp served children from ages nine and up, although most of the participants were in the 9-12 age range.

As a class, we are currently working through the Old Testament stories. However, for the first half a year we studied basic, and sometimes challenging, concepts. Our lessons ranged from simple, such as how to navigate verses, to much bigger ideas. Some examples were: What does the Bible say about Hell? What are the Gospels? What is Salvation?

We also had a lot of lessons on reading the Bible—we looked at different ways to approach Bible reading, understanding elements of Scripture, and how to integrate it into your life.

I'm so proud of the students, who have become competent at navigating the Bible in several ways. We have practised quickly locating verses in the bible, often through "sword" drills, and familiarize ourselves with the Gospels. Most of our activities, lessons, and verse practices are games-based and kids can earn Bible Base Camp Dollars, and are able to spend them on silent auction items. There have been 2 auctions held in the 2022 year. I hope to continue doing this 2-4 times a year.

On the first Sunday of every month the Bible Basecamp class joins the Kid Zone group where they help out and read with younger children. This is a great leadership opportunity for our older kids. We have a few kids in particular that are thriving at the opportunity to be leading others.

(continued on next page)

(Youth & Bible Basecamp, continued)

In 2023 we are going to be focussing on the following areas. We would love it if you would keep our youth and our leaders in your prayers.

- Starting a youth group in 2023 (more info below)
- Starting “Bridging the Gap” in 2023 (more info below)
- Adapting to growth
- Visibility (social media, signage, website, emails.)
- Building into our leaders
- Focussing on relationships

I want to tell you a little bit more about the new programs underway.

Nadine Bala approached me several months ago to talk about starting a youth program. Together with our other volunteers we have planned out a schedule for a youth group starting January, 2023. For this season we will host this group twice a month on Fridays. We are so excited to begin engaging with our youth through this.

Bridging the Gap is the other new initiative to watch for. Once a month I will give a short presentation on Sunday morning. During this time I will talk about some of the ways that parents can engage with their kids regarding issues of faith. I know this is something that is relevant to me as I raise my own children; I’m eager to learn more and to join with other parents as we all do our best.

Thank you for your ongoing interest in and support of our youth here at ECC. I’m sure you’ve noticed the large number of children in our congregation; we are looking forward to making sure that we can encourage them and help them to grow in Christ as they mature.

Sincerely,
Brendan Mitchell

Maintenance

First of all I would like to thank the maintenance team; Peter Boot, Ken White, Jeremiah Warrington and Brad Bayley for all their help when things need to be done. Also all who helped with mowing grass and taking care of the flower beds. A special thanks to all the guys who came out to help clear the snow off the roof last winter. We have a snow removal contract for parking lot and for sanding.

We have three furnaces in our church and we did a lot of work to figure out which furnace heated which part of the building and which thermostat controlled which furnace. Happy to say all is working as it should.

We have started renos in the library and are waiting for direction on where to put the bookshelves, hopefully in the next few months. Thanks Terry Young for your willingness to paint, great job!

We are pleased to have new carpet in the hallways and some flashing repairs on the roof. We are presently looking at some ideas for roof extensions over the exterior doors of the sanctuary so snow does not block the doors when it falls off the main roof.

Still considering using part of the nursery for a wheelchair accessible washroom if budget allows.

Respectfully submitted,
Adrian Neufeld

Missions Committee

We had our first Missions Committee Meeting just before Christmas. There hasn't been a Missions Committee in our church for a very long time, so we are basically pioneering this Committee! There is a team of five members: Ryan Rice, Laura Nelson, Mike Fitzpatrick, Jan Gobert, and Leslie LeBlanc. We all bring something different to the table. We are all longing to see where the Holy Spirit leads us.

We decided to investigate where the Evangelical Church of Canada (ECCC) is currently serving in missions and digging deeper as we find things that catch our attention. We are looking to Jesus to guide us as we strive to engage further in Global Missions. Will you pray with us as we discern what God is calling Erickson Covenant Church to do?

We are in the process of contacting Colleen Nahnychuk, a missionary in Argentina, who we already support. We hope our team can set up a Zoom meeting with her at our February meeting. We are also contacting head office to find out what churches in Canada have a strong missions focus and what they are doing.

Communicating God's global mission with our congregation is an important part of what our team will be doing. We wish to keep ourselves well informed and want to be that go-to person when anyone of you have questions. We have a heart's desire to "Champion Missions" in our local church.

Respectfully,
Leslie LeBlanc

Nominating Committee

As the Nominating Committee, we nominate all of the following Erickson Covenant Church members as the next elected members of our Leadership Team.

1. Leslie Leblanc (second term)
2. Peter Boot (first term)
3. Jo-Ann Ewing (first term)

If elected, these three would join Valerie Comer (in the middle of her second term) and Pastor Tom Greentree (ex-officio) for a leadership team of 5 people.

We also want to extend our gratitude to these outgoing leadership team members, who have served us with integrity and faithfulness:

1. Peter Hambrey (4 years)
2. Amanda Terpstra (4 years)
3. Kenneth Wiens (2 years)

May we all continue to hold our Leadership Team up in prayer as they provide spiritual and strategic oversight of our congregation.

From the Nominating Committee Members:

Laura Nelson

Amanda Terpstra

Jan Gobert

Pastor Tom Greentree

Membership 2022

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

Appendix A – 2023 Budget -Condensed

REVENUE		EXPENSES	
TOTAL REVENUE	\$210,000.00	MINISTRY EXPENSES	\$48,276.32
General Offering		Children & Family Ministry	
Income for other sources	\$10,000.00	Camp Ministry	
<i>(bank balance surplus.</i>		Pastoral Ministry	
<i>does not need to be raised)</i>		Misc Expense	
		Pastor's Expenses	
		Pastor's Travel	
		ECCC Loan payments	
		STAFFING / PAYROLL EXPENSE	\$119,761.05
		Pastor's Salary	
		Children's Ministry Support	
		Administrative Staff Wages	
		Contract Online Service Production	
		EI Expense	
		CPP Expense	
		WCB Expense	
		Worker's Relief Fund	
		Health-Life Ins, Dep Life, AD&D, Ltd	
		Health Benefits - Sr. Pastor	
		Pension Benefits - Sr. Pastor	
		GENERAL ADMIN EXPENSES	\$32,828.68
		General & Administrative Expenses	
		Office Supplies	
		Media	
		UTILITIES	\$12,900.00
		CONTINGENCY FUND	\$6,233.95
TOTAL	\$220,000.00		\$220,000.00

Appendix B – 2023 Financial Report & Budget

	Actual Jan-dec 2022		Budget 2022		Proposed for Budget 2023	
Revenue						
Offerings - receipted	178,489.27		200,000.00			
Offerings - Non-receipted	19,733.36		0.00			
Offerings - US funds	48.74		0.00			
Willing Hands	112.27					
Rev. from other sources	2,200.00		5,000.00			\$10,000.00
Interest earned	60.94		0.00			
Total revenue		200,644.58		205,000.00		\$210,000.00
Expense						
Ministry Expense						
Children & Family Ministry					6,295.00	
Children & Family Ministry Total	264.08		1,000.00			\$6,295.00
Crowsnest Bible Camp	200.00		200.00		200.00	
Outreach	480.00		400.00		400.00	
KCBC	200.00		200.00		200.00	
The Harbour	0.00		2,000.00		2,000.00	
Employee Appreciation	0.00		200.00		200.00	
Leadership Team Development	688.72		1,000.00		1,000.00	
Cong. growth and Development	296.96		1,000.00		500.00	
Pastor professional growth and development	510.00		1,000.00		1,000.00	
Pastor prof growth & devel- sabbatical	3.05		0.00			
Guest speakers	0.00		600.00		300.00	
Responsible shares	18,000.00		18,000.00		18,000.00	
Trellis	600.00		600.00		600.00	
Missions: Colleen N.	600.00		600.00		600.00	
Missions - Other	0.00		1,000.00		1,000.00	
Total Missions Expense		600.00		1,600.00		\$1,600.00
Hospitality	935.85		500.00		500.00	
Sunday worship expenses - other	107.87		1,000.00		1,000.00	
Current portion of loan repayment	5,160.00		5,160.00		14,481.32	
Total Ministry Expense		28,046.53		34,460.00		\$48,276.32

Payroll Expense						
Pastor's salary	71,183.16		71,170.00		74,728.46	
Children's Ministry Support	1,967.34		6,000.00		10,000.00	
Administrative Staff Wages	7,025.52		8,400.00		8,400.00	
Total Wages and Salaries		80,176.02		85,570.00		\$93,128.46
EI Expense	1,743.42		1,527.44		1,500.00	
CPP Expense	3,759.12		3,799.62		4,100.00	
WCB Expense	2,348.68		300.00		500.00	
Worker's Relief Fund	720.00		720.00		687.60	
Total employer payroll expense		8,571.22		6,347.06		\$6,787.60
Health-Life Ins, Dep Life, AD&D, Ltd	125.30	<i>likely error</i>	845.00		845.00	
Health Benefits - Sr Pastor	9,307.50	<i>from Bookkeeping</i>	5,880.00		4,500.00	
Pension Benefits - Sr Pastor	7,119.96		7,120.00		7,500.00	
total pastor's benefits		16,552.76		13,845.00		\$12,845.00
Contract - On-line Service Production	14,571.96		19,080.00		5,000.00	
Contract - Janitorial	1,369.50		2,000.00		2,000.00	
Total Contractor Expenses		15,941.46		21,080.00		\$7,000.00
Total Payroll Expenses		121,241.46		126,842.06		\$119,761.06
General & Administrative Expense						
Accounting & Legal	6,422.77		9,000.00		9,000.00	
Advertising & Promotions	188.40		300.00		300.00	
Appreciation gifts	82.13		300.00		300.00	
Business fees and licenses	660.00		550.00		550.00	
Postage & Freight	287.50		400.00		400.00	
Unclaimable GST	0.00		700.00		1,600.00	
Insurance	6,141.00		5,000.00		6,200.00	
Interest & Bank charges	654.02		150.00		150.00	
Pastor's expenses	545.75		1,000.00		1,000.00	
Pastor's travel	1,038.96		500.00		500.00	
Kitchen supplies	267.06		70.00		150.00	
Interest Expense - ECC Loans	0.00		750.00		678.68	
Office supplies	1,149.35		800.00		800.00	
Janitorial Supplies	177.74		200.00		200.00	
Property Taxes	709.70		800.00		800.00	
Miscellaneous Expense	150.00		200.00		200.00	
Repairs and Maintenance	8,804.03		0.00		5,000.00	

Media Equip-Maintenance	52.99		900.00			
Media Subscriptions, software & Licenses	3,181.27		2,000.00			
Media Equipment	3,289.74		1,000.00		5,000.00	
Media Expense - Total		6,524.00		3,900.00		\$5,000.00
Telephone	1,430.40		1,400.00		1,500.00	
Internet	999.00		1,250.00		1,000.00	
Electricity	3,097.89		2,500.00		3,100.00	
Natural Gas	5,276.83		5,000.00		5,300.00	
Waste Disposal	469.00		500.00		500.00	
Water & Sewer	1,377.00		1,500.00		1,500.00	
Total General & Admin. Expenses		195,740.52		198,072.06		\$32,828.68
Total Utilities & Communications		12,650.12		12,150.00		\$12,900.00
Contingency / Misc Fund					6,233.94	
Total Expense						\$220,000.00
Total revenue		200,644.58		205,000.00		\$220,000.00
NET INCOME				-4,355.42		
						Jan 18 2023 dw

Appendix C – Statement of ECC Accounts

ECC Bank Account	Balance January 2023
Building Improvement Fund	\$29,477.18
Willing Hands	\$1,709.57
Youth	\$6,255.32
Ministry Account Totals	\$37,442.07
CIBC Closing Balance Dec 31, 2022	\$66,040.80
CDCU Closing Balance Dec 31. 2022 **	\$10,445.96
**account to be closed soon	
Total Cash Available Dec 31 2022	\$76,486.76
**Available General Funds Dec 31 2022	\$39,044.69
(minus Ministry Allocations)	
ECCC Loan Outstanding Balance (Dec 31)	\$27,910.00

Appendix D – Proposed ECC Bylaw Changes

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

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

With these changes we feel that the constitutions will reflect the ongoing operations of the church.

The process for constitutional changes is:

1. The proposed changes are put forward to the membership at the Annual General Meeting by the leadership team. This was done at our AGM of 2022.
2. The membership has one year to give feedback of these changes to the leadership team. We ask that the feedback is given in written format to the leadership chair to be discussed at the leadership meeting with follow up discussion for the members at the next congregational meeting.
3. At the Annual General Meeting of the next year (in this case 2023) the changes are put to a vote by the membership to be adopted as presented. We are doing this on January 30th.

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

Ken Wiens, Leadership team member

Erickson Covenant Church Constitution

PREAMBLE

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

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

The Evangelical Covenant Church adheres to the affirmations of the Protestant Reformation regarding the Bible. It confesses that the Holy Scripture, the Old and the New Testament, is the Word of God and the only perfect rule for faith, doctrine, and conduct. It affirms the historic confessions of the Christian Church, particularly the Apostles' Creed and Nicene Creed, while emphasizing the sovereignty of the Word of God over all creedal interpretations.

In continuity with the renewal movements of historic Pietism, the Evangelical Covenant Church especially cherishes the dual emphasis on new birth and new life in Christ, believing that personal faith in Jesus Christ as Savior and Lord is the foundation for our mission of evangelism and Christian nurture. Our common experience of God's grace and love in Jesus Christ continues to sustain the Evangelical Covenant Church as an interdependent body of believers that recognizes but transcends our theological differences.

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

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

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

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

Erickson Covenant Church Constitution

ARTICLE I

Name

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

ARTICLE II

Affiliation

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

ARTICLE III

Confession of Faith

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

ARTICLE IV

Purpose

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

ARTICLE V

Membership

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

ARTICLE VI

Officers

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

ARTICLE VII

Governance

The authority of the government of this church is vested in its membership acting through congregational meetings. The management, administration and oversight of business and spiritual affairs are delegated by the congregation to appropriate leadership as delineated in the Bylaws. All elected leadership specified in the Bylaws shall be members of the church.

ARTICLE VIII

Congregational Meetings

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

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

ARTICLE IX

Property

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

ARTICLE X

Amendments

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

BYLAWS -LEADERSHIP TEAM MODEL

ARTICLE I

Membership

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

Section 2. Procedure for Admission.

- a. Membership is open to all who have made a personal profession of faith in Jesus Christ and have been baptized.

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

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

Section 4. Discipline.

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

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

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

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

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

ARTICLE II

The Leadership Team

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

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

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

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

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

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

Section 7. Responsibilities of the Leadership Team.

- a. The Leadership team shall be responsible for building, maintaining and overseeing the spiritual welfare of the local body and for directing and overseeing all ministries and business affairs of the church. They shall present yearly ministry goals and objectives to the congregation.
- b. The leadership team shall act as the trustees of the church and its assets. They shall designate those Leadership Team members and any other members of the church who shall be authorized to sign legal documents on behalf of the church.

- c. The Leadership Team shall elect from among themselves a chair, a vice chair, and a secretary.
 - i. Chair. The chair shall preside at all business meetings of the church and of the board. The chair shall confer with the senior pastor in preparing the agenda for such meetings and shall utilize the counsel that the pastor ~~can give~~ gives by virtue of his or her training, experience, and calling. The chair shall be responsible for leadership of the church services in the absence of the pastor.
 - ii. Vice-chair. The vice-chair shall assume the duties of the chair in the chair's absence, and assist in the chair's duties.
 - iii. Secretary. The secretary shall keep and preserve the minutes of all business meetings of the church and of the Leadership Team and shall conduct and preserve all official correspondence as shall be delegated and shall be responsible for the official seal and documents of the church.

- d. The Leadership Team shall be responsible for overseeing the preparation and submission of a proposed budget for each fiscal year to the membership for approval. Upon approval of the budget by the membership, the Leadership Team shall be responsible for seeing that the budget is carried out as approved. The Leadership Team shall have the authority to appropriately adjust budget items and amounts where ministry objectives necessitate but in no event shall total expenditures exceed the total authorized budget or available funds without prior approval of the membership. The Leadership Team shall appoint a member of the church as financial secretary (not necessarily a Leadership Team member) who shall be authorized to receive monies on behalf of the church and shall appoint and remove a treasurer (not necessarily a Leadership Team member) to disburse funds for church purposes in accordance with established policy. The Leadership Team shall annually appoint auditors to audit the financial records of the church and report such findings to the congregation. Neither the treasurer nor financial secretary shall serve more than 4 consecutive years unless approved by the leadership team in conjunction with the use of an external bookkeeping service.

- e. The Leadership Team shall be responsible for representing the congregation in certain staff relationships including:
 - i. Annual appraisal of the ministry of the senior pastor and of the ministry of other staff, and provide Godly counsel or discipline as required;
 - ii. Annual review and approval of staff compensation and approval of compensation for new staff; approval of other personnel expenses for any staff member or activity, all subject to overall budget approval.
 - iii. Establishment of personnel policies.
 - iv. Approval of changes in staff job descriptions and approval of job descriptions for new staff positions.
 - v. Maintenance of current job descriptions for all staff members.
 - vi. Hiring of support staff.

- f. The Leadership Team shall be responsible for approving or rejecting applications for membership.
- g. The leadership Team shall be responsible for dealing with members who neglect their duties to the church and who err in doctrine and conduct, and shall do so in such a manner as to restore such members to full and complete fellowship, if possible, and if not possible, to take such action as may be appropriate under the Holy Scriptures and the Constitution and Bylaws of the church, including expulsion from membership. Discipline shall be administered in the spirit of Christ with due regard for the welfare of the individual disciplined as well as the welfare of the church. The Leadership Team shall not consider any grievance against a member unless such grievance is submitted in writing and supported by the evidence of two or more witnesses.
- h. The Leadership Team shall hear and respond appropriately to concerns of members.
- i. The Leadership Team shall determine Ministry Teams needed to carry out the church's mission and appoint appropriate leadership.

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

ARTICLE III Ministry Teams

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

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

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

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

Section 4. Leadership.

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

ARTICLE IV

Pastoral and Ministry Staff

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

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

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

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

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

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

Section 7. Charges against a pastor. Charges against a pastor shall be submitted in writing to the Leadership Team, charging a pastor with indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the Covenant (Matthew 18:15-18). If in the judgment of the Leadership Team of the church there is substance to the charges, the case shall be referred to the regional conference superintendent. The superintendent shall confer with the Covenant executive secretary of the ministry. These two officers shall confer and determine the order of responsibility in pursuing the matter according to the Rules and Regulations of the Board of Ministry of the Covenant regarding discipline, prior to further action by the church. However, any minister who fails to become licensed with the Evangelical Covenant Church within 90 days

of beginning service or who loses a license may be dismissed at any time without prior notice by the Leadership Team.

ARTICLE V

Nominating Committee

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

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

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

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

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

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

ARTICLE VI

Meetings

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

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

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

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

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

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

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

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

ARTICLE VII Amendments

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