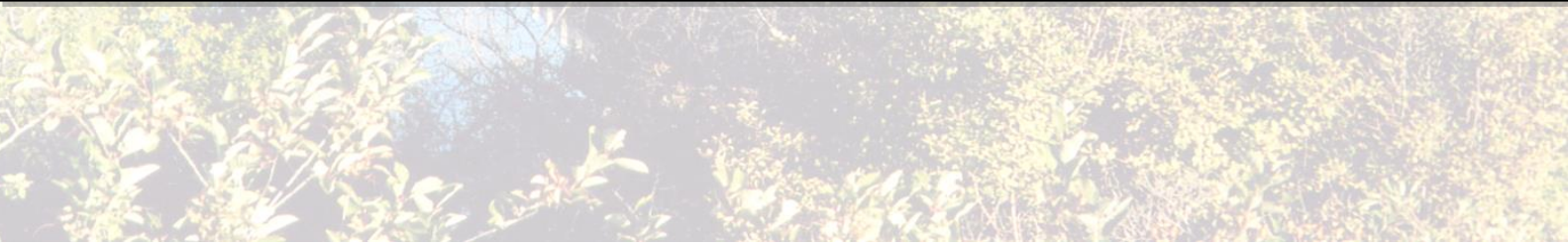


“Many Gatherings, One Church.”



**ANNUAL REPORT
2023**



AGENDA

Ebenezer Baptist Church Annual Meeting
October 25, 2023

1. Opening Remarks –Myron Johnson (Board Chair)
 - a. **Motion to approve the minutes from the April 2023 Congregational Meeting.**
2. Devotional and Prayer – Santosh Ninan & Chet Ingram (Co-Lead Pastors)
3. EBC Ministry Reports – EBC Ministry Staff
4. Partner Congregation Updates
 - a. **Motion to accept the Annual Reports as presented.**
5. Auditor Report Approval – Myron Johnson
 - a. **Motion to approve the Audited Financial Statements as presented in the Annual Report.**
 - b. **Motion to appoint the auditor as Buckberger, Baerg and Partners LLP for 2024.**
6. Close in Prayer – Santosh Ninan & Chet Ingram
7. Motion to adjourn

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Ebenezer Church Board

Colin Bruins
Nikita Ens
Myron Johnson - Chair
Ken McCullough
Ivan Olfert
Patti Read
Scott Unger
Ruth Whelan
Harvey Mathies



A. Lead Pastor

A lot has taken place in only a little over three months of functioning as lead pastors of Ebenezer Baptist Church, and even more in the few weeks that preceded our June 19th, 2023, start date. All transitions have their beautiful, exciting, and challenging moments of which can stir up varying emotions. With this said, we believe that due to the goodness and covering of God, there has been unity, love, and excitement in the church body and staff team through the transition of leadership and into this new ministry year.

Our prayer and desire in the transition of leadership was to stay focused on what our purpose, calling, and vision was as a church for this next year, and to help our church family and staff team navigate the leadership transition as best as possible; we believe God has been answering our prayers. We are seeing signs of spiritual growth, organizational health, and excitement for what God is doing among us. Some of these signs have included:

1. Wholeheartedly honoring Pastor Leyton well as he retired after 35 years of faithful service and leadership to the church family.
2. High affirmation in the selection of new lead pastors and new model of leadership.
3. Unity in the staff team, and healthy transition to some new ministry roles and organizational shifts.
4. Love, patience, understanding, and choosing to walk in unity by the church body, as our leadership transition took place.
5. Attendance of our Jr. & Sr. Youth and College & Career ministries continues to grow rapidly, and the stories of spiritual transformation within their lives as well.
6. The growing number of people calling Ebenezer home and experiencing the Holy Spirit prompting them to continue in their faith journey with us reveals that God is with us and desires to move among and through us.
7. The increasing stories of impact of around 200-250 people that are a regular part of our on-line church community that tune in weekly from across the province, nation, and abroad.
8. Increased volunteers to serve in ministry areas that impact lives within our church family and outwardly in our community speaks of the maturity of our people in Christ and the affirmation of our church's vision and direction.
9. Continuing Ebenezer's focus of biblical preaching by preaching through books of the bible and training up new communicators.

As a result of seeing these positive signs, it encourages us as lead pastors to steward the vision of our church well, as well as the gifts of our people as we further God's kingdom in our church family, Saskatoon, and province.

Our mission and focus for the future remain, to ***point people to Jesus and help them know and follow Him***. We will continue to keep discipleship at the center of all that we do, to grow smaller in discipling communities, and forge forward to **see everyone in our church family become someone who abides in Christ and takes on the character, ways and mission of Jesus and helps others do the same**.

Thank you for letting us serve and use our giftings as lead pastors alongside of our church family, as we engage in God's mission to make Him known to all those in the world around us. As we do our best to care for, serve, and pray for you, please continue to pray for God's guidance and direction for us and our staff team as we continue to transition and move forward in ministry.

Love and grace will see us through,

Pastor Chet Ingram & Pastor Santosh Ninan
Lead Pastors

B. Ebenezer Church Board

Message from the Board – Oct 2023

A lot has happened in our church family in this past year! Amidst all that has happened, in this season of Thanksgiving it seems only appropriate to give thanks to God for hearing our prayers and answering them – continuing to provide Ebenezer with a clear direction and with a strong leadership and staff team to lead us where God calls.

As a congregation-led church, we look back and are so thankful for how committed the congregation was in the process of discerning God’s plan for Ebenezer through the succession process. Last year, in our board update letter, we spoke to Thessalonians 5:18, which says, “give thanks in all circumstances; for this is God’s will for you in Christ Jesus.” As a church family, it is so encouraging to be able to reflect on that, with the knowledge of God’s faithfulness in directing us as a church through the succession process.

As we reflect back, we want to acknowledge and thank Pastor Leyton for his commitment and leadership right up until his last official day as our Lead Pastor, and we also want to acknowledge the significant amount of extra effort he put forth in working closely with us through the succession process. We are forever grateful to God for the way Pastor Leyton was a true servant-leader and pastor in serving Ebenezer so faithfully. He has been very gracious in the transition and has ensured that the new co-lead pastors begin their ministries as strong as possible.

After a very busy season for the board, focused primarily on succession, we were able to take some much needed time of rest this summer. As we come back together and enter a new season of ministry, it is already so exciting to see the new ways that God continues to reveal his plan for us, to see our staff team grow in their vision of ministry and the anticipation and excitement for what lies ahead.

Through a number of processes including succession, renewal of our strategic plan, engagement with our key leaders, and engagement with the congregation, God has clearly convicted us to remain focused on biblical truth and teaching centred on his Word. Over the last year the board worked through the second part of the ABIDE series entitled “Grow Character”. One of the key verses in this series is Romans 12:2, which says, “Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is – his good, pleasing and perfect will” (Rom. 12:2 NIV).

As we look ahead in anticipation of where God is leading us as a church, we ask you to please join with us in continuing to pray this verse for Ebenezer – for our leaders, for our staff, for our board and for us as a congregation. Please pray that we as a church would continue to be transformed by God’s word and as a result, test and approve God’s will for Ebenezer.

Sincerely,

Myron Johnson
Board Chair

C. Partner Congregations

In the process of discerning whether God was calling my family and I to Ebenezer, I was particularly drawn to the partner congregations that were in existence. Ebenezer is pioneering a unique approach to ministry in response to new Canadians arriving to Saskatoon. We have a model that other churches in Canada might well emulate in the coming years.

We currently have 4 partner congregations. They are:

Saskatoon Arabic Church – Pastor Shadi Saleh

Pastor Shadi continues to do an incredible work among the varied Arabic speaking immigrants coming in to Canada. He has a pastor's heart and is a gifted preacher and leader. This ministry is flourishing under his leadership. God has also opened up other doors of ministry in his role as an interpreter for the court system.

Meadowgreen House for All Nations – Pastors Spencer and Karen Van der Walt

This is one of the most unique churches in Saskatoon. Located in the Meadowgreen area, Pastors Spencer and Karen have displayed unusual sensitivity to the leading of the Holy Spirit as they minister there. This is one of our key ministries that we at Ebenezer can learn from as we follow God's call to minister to the "alien, widow and orphan."

Bhutanese Nepali Eternal Life Fellowship of Saskatoon – Pastor Ramesh Tamang

There are not many people who embody the word "pastor" as much as Ramesh does. He has a deep love for his congregation and a keen desire to see more people enter new life in Christ. Recently, God has been using Ramesh in raising up Nepali churches in other cities in Western Canada. This is a small but powerful congregation and it is an honor to partner with them.

Korean Vision Church – Pastor Hyoungwon Lee

Pastor Lee recently took over the lead pastor position from Pastor Chan. Pastor Chan is now serving overseas as a cross cultural missionary. Pastor Lee and his wife pray fervently for their congregation. God has been blessing them with growth and deep sense of community.

Our partner congregations are healthy and looking to grow. My weekly Thursday morning meetings with these precious brothers is a highlight of my week. Every week they share reports of individuals in who they are investing their lives. We enjoy deep fellowship and have been studying a leadership book together. I look forward to hearing more testimonies from our partner congregations. As we look to the future let us pray for these ministries and be open to where God might be leading us in future potential partner congregations.

Submitted by Pastor Santosh Ninan

D. Equipping Ministries

“So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to *equip* his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” (Ephesians 4:11 – 13)

I have had the joy and privilege of serving the Ebenezer family for just over nine years now and this past year has certainly been the most significant in terms of change and transition. Long serving Pastor and lead-Pastor Leyton has retired from the lead role and we move forward with the team of Pastor Chet and Pastor Santosh as our co-leads. The transition so far, overall has gone well and I am eagerly anticipating how and where God will lead us as we press on to be a true, discipling church.

With the transition of leadership my role has changed and shifted. I am privileged to continue serving on the lead team, as well as being part of the speaking team along with Pastors Santosh and Wes. I find great joy and passion discerning where God is leading us as a church as well as studying and sharing the truth of God’s Word. With the foundation of truth being compromised all around us it is more important than ever to remain grounded on the truth of God’s Word and I appreciate and value the dedication of our team’s commitment to this.

The significant shift in my role is now, I will be overseeing what we call our “equipping ministries.” Our role, as pastors and leaders in the church, is not primarily focused on DOING the work of the ministry. It’s to EQUIP you, the saints for the ministry. That doesn’t mean staff don’t DO as well, but we need to shift some of our energy and resources into ensuring each of you are being equipped for the ministries God has for you.

There are a few significant implications for this shift – not the shift in my role, but our shift towards focusing on equipping each of you. First, it means that God has called each and every one of us to a ministry He has for us. In Ephesians 2 Paul is clear that salvation comes not from our own works or efforts but solely by the grace of God and he says this in Ephesians 2:10, **“For we are God’s handiwork, created in Christ Jesus to do good works, which GOD PREPARED IN ADVANCE FOR US TO DO.”** Equipping you is not primarily about equipping you for tasks in the church building or volunteer/lay roles – although that is one of many forums in which you can serve and exercise your gift. Rather, it’s about helping you discover the ministry God has prepared in advance for you, for your family, for your faith or LIFE Group community, and then equipping you for that. Perhaps the “good works” God prepared for you is in your neighborhood. Maybe it’s in your school or workplace. Consider your sports teams or clubs. Wherever it might be – or more importantly, WHOEVER it might be with, we want to equip you for ministry.

Second, it means that not everything needs to happen in the church building or under the primary leadership of a staff member. We want to release you into your spheres of influence and support and encourage you wherever you are at. So, if you have a burden for ministry, if you have a context in which you want to be better equipped to point others to Jesus let us know how we can come alongside you.

For this coming year we will offer these equipping seminars:

Hearing God (begins October 17th – 6 weeks)

Hearing God helps us hear and discern the voice of God in our lives and challenges us to walk in obedience to what He says. It also helps us grow in our prayer life moving from prayer being too often a one-way conversation where we tend to speak AT God and become a true dialogue with Him

Alpha (tentatively to start end of January (2024) – runs approximately 10 weeks)

Alpha introduces participants to the basic, foundational beliefs of Christianity and helps answer questions such as, "Is there more to life than this?" "Who is Jesus?" and others. It is a safe place to ask any and all questions and is a journey of discovery together. Typically there is a meal and fellowship around the tables. Perfect for those seeking faith as well as Christ-followers who want to continue growing a firm foundation of faith.

Break Free (February 9 – 10, 2024)

A weekend (Friday evening, all day Saturday) seminar to help us identify anything in our lives that might be keeping us from fellowship and intimacy with God as well as to bring out any sinful patterns or behaviors that need to be addressed. Break Free is a time of identification, repentance, confession, and healing through teaching, smaller group sharing, and prayer.

Global Leadership Summit (August 2024)

The Global Leadership Summit (GLS) is a leadership focused conference put on by the Global Leadership Network and Ebenezer is a Premium Host Site. We believe everyone is a leader because everyone has influence and we can all grow in our effectiveness as a leader. Two days of current, relevant, and actionable leadership principles presented by a top-notch, world class faculty such as Patrick Lencioni, Dr. Henry Cloud, Liz Bohanan, and many others will leave you encouraged, and strengthened in your leadership, wherever that might be. "Everyone wins when a leader gets better!"

We are also looking to develop equipping ministries in a few other areas such as spiritual gifts and will keep you informed as to the progress of these.

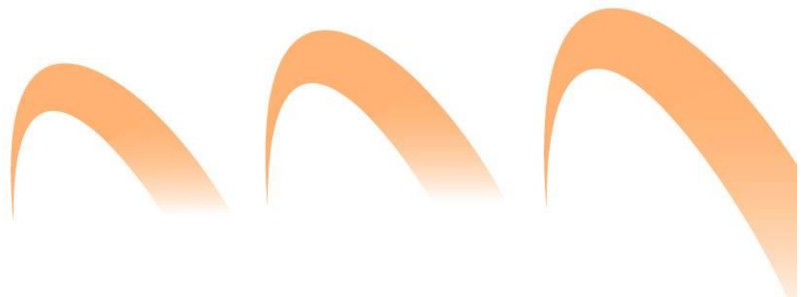
Part of my role will also be to oversee our newcomers, baptism, and membership luncheons and classes which we will offer three times a year and as needed. Our first one was scheduled for Oct. 15 and for this coming ministry year we have these lunches planned for January 21 and April 21, 2024.

Again, these are not meant to be seen as programs the church is offering but ways by which you can become better equipped for the ministries God has called you to. Looking forward to serving the Ebenezer family in this way.

In Him and for His Kingdom,

Pastor Cal Fong

Equipping Pastor & Teaching Pastor



E. Worship

I'm grateful to share, year after year, how blessed I've been to lead our church family in worship. From the vantage point of leading on stage, I can see and hear the outward expression of sincere faith in Jesus being expressed in heartfelt worship to God.

I'm also grateful for the incredibly strong and committed volunteer base of gifted worship leaders, musicians, sound & media operators that sacrifice significantly to serve our church body; their sincerity of heart before God, authenticity, and giftings enable us to come into God's presence and experience the spiritual realignment we often need as we gather.

In this past year, we have had four strong worship teams lead worship at our Sunday gatherings, as well as one team to lead worship for our Nights of Worship on Sunday evenings. Each of these gatherings have been impactful in their own way and encouraged devotion and realignment to God.

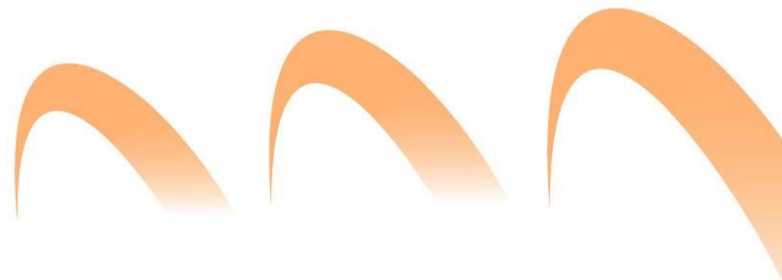
Due to my personal transition to Co-lead pastor, I was blessed and encouraged to have Reuben Van Der Walt respond positively to come on as our Worship Ministries Intern for this coming year. His time is limited as he's a U of S student, but he is excited to give time to serve our church in leading worship and managing certain areas of worship ministries. Reuben has been an answer to prayer and someone that leads with authenticity. As Reuben serves this year, one of the areas he will focus on is to develop a 'live' worship leader team and schedule for our children's ministry; I know that this is already and will be an ongoing blessing to our kids.

It's the joy of our staff team to gather as a family and turn our eyes upon Jesus in worship and prayer together, and we look forward to continuing to do that in this coming year. Please continue to pray for our worship leaders and volunteers as they grow in their own faith in Christ, create time to serve our church body, and obey the Lord's leading in their lives.

With gratitude,

Pastor Chet Ingram

Co-Lead Pastor & Former Worship Ministries Pastor



F. Children's Ministry

This past year has been an absolute blessing, and I feel so blessed to have been part of this church family as we grow and walk in faith together!

As I look back on this last year, there is so much that I am thankful for!

The first is to all the volunteers in all our children's ministry programs! Last fall we started the year with a relatively short roster of active volunteers, but then as the year went on our teams began to grow and we were blessed by a wonderful year of ministry together! This fall again, although it was a smaller start, we have had an overwhelming number of people step into a number of roles within our children's ministry programs, and I am so excited to see how God is going to work through us this year in the lives of our kids and families.

Having a growing team has been foundational for what we are able to do with and for our Ebenezer Kids! This is now our second year in a row, with all three children's ministry programs, Nursery, KidZone, and Kids Church, and it has been amazing getting to see our teams of volunteers so eager to lead and love on the kids of this church family and community so well!

Over the last year, we have had the amazing opportunity to welcome many new faces and families to our family and continually grow in our relationships with one another, dive into God's Word and the story of His Son together, and experience God in new ways.

There are so many things to be thankful for as I look back on this last year, and it makes me so excited for the year to come! I am excited to see how God is going to lead us this year!

Thank you for your prayers, encouragement, and support in this last year, and my first year of ministry, and in this year to come!

Respectfully Submitted by,

Pastor Ashlyn Feenstra

Children's Pastor



G. Let It Shine Christian Preschool

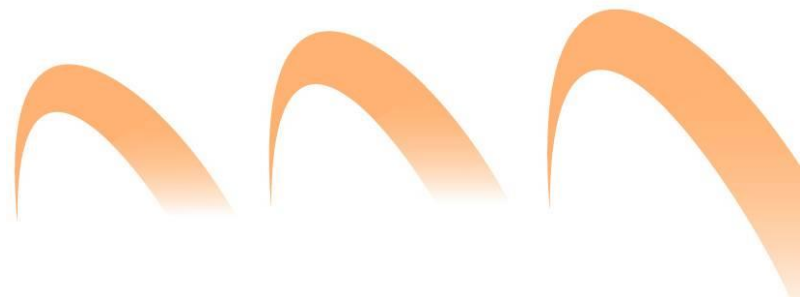
This Preschool year, I have the joy of teaching 36 students: 12 students in my morning Blue Class, 12 students in my morning Yellow Class, and 12 students in my afternoon Green class. Seven of the children are from our church family and the remaining children are from communities in and around Saskatoon.

I follow a basic Preschool curriculum while incorporating various themes each month. While Kindergarten readiness is a goal, my primary desire is that my students know that they are special, important, and that God loves them! This may be the first time that some students will be introduced to God's love for them. Many friendships are being made within the classroom as well as between families outside the classroom.

Parents help in the classroom on a rotational basis and are a valuable asset to the effective functioning of the Preschool program. I couldn't do this without them!

I would like to thank Ebenezer Staff for their incredible support and care for Preschool throughout our school year. I am so blessed to operate Let It Shine Preschool at Ebenezer.

Jennifer Dalton
Preschool Teacher



H. Youth Ministry

As I write this report, I am amazed at how God is at work in our wider church body of Ebenezer. I genuinely believe there is a move of God happening, and we see this reflected at Ebenezer Youth. This has been an incredible season, and as I am in my second year of pastoring our youth, I am humbled and in awe at what God is doing.

Here are a few of these things:

Our Tuesday and Wednesday youth nights have continued to be extremely fruitful. At the time of the last report (last October), between youth and leaders, we had about 75 people out at Jr youth on a given night and 35 at Sr youth out on a given night. As it stands now, we have about 130 people out at Jr youth and 80 people out at Sr youth. Numerically, this is exciting to see, but it is not everything. With the growth, we have created systems of sustainability to ensure discipleship is at the forefront of all happening. For instance, we have developed youth ministry coordinators responsible for overseeing different areas of youth, developed a Jr and Sr Youth Lead Team for accountability and decision making, increased our leadership team from 27 weekly/ direct youth leaders to 44 weekly/ direct youth leaders, and created a youth life group coach position to walk with our youth leaders.

We also have continued to develop our LIT (Leader in Training) program to develop youth we have identified who have leadership potential. We have added JR LIT's (grades 7-8) this season. Currently, we have 9 JR LIT's and 11 SR LIT's. This has been fruitful, and the LIT program has operated as a group within our group to develop the next generation of leaders in the way of Jesus.

We have continued our youth apprenticeship program for those who have graduated high school. This is for those who are discerning whether they want to enter into full-time ministry with 5 youth apprentices.

Regarding special events, we have done a Latenighter, SOAR Sask, Jr and Sr Youthquake, Grade 12 graduation night, and recently our fall retreat. These special events have created more community with a deep sense of belonging amongst our group.

We did a survey last June at the end of our youth year, and saw that 29 youth made a decision to follow Jesus for the first time, 20 were interested in baptism, and many of the youth described progression in their relationship with Jesus.

As the youth pastor at Ebenezer Youth, I am deeply committed to caring for our leaders. We went on our annual leader's retreat before the busyness of our fall season kicked off, and it was amazing. We also meet quarterly for training as leaders. At the end of the year, we have a leader's debrief retreat to reflect on how everyone's year went in ministry and other areas of life and how to begin looking forward to next year.

We are committed to partnering with our parents/ caregivers, so we have quarterly meetings to discuss what is going on, who our leaders are, and training/ equipping. I feel these meetings have been successful, and I am thankful for our partnership with our parents and caregivers. We also have a parent/ caregiver snack team who prepares our snacks, and we are so thankful for the 14 parents and caregivers on that team.

The things we have going on are thrilling. Still, the metrics, programs, events, and leadership development do not matter if true discipleship is not happening.

I want to highlight the stories of faith in our youth's lives being changed right before our eyes at Ebenezer, seeing that discipleship is actively happening amongst Ebenezer Youth.

Here are a few stories from youth captured at a time of sharing how God has been working at our youth retreat a few weekends ago:

"I have been struggling with suicidal thoughts and wondering if my life is even worth it, but being at Ebenezer Youth, I have found a place to belong to and through this place I am seeing God clearly, and I am no longer struggling with these thoughts."

"I did not even know Jesus or Christianity but was invited to Ebenezer Youth a year ago, and now I believe in Jesus and want to be baptized to make my faith public."

"I have struggled with mental health significantly this past year, and this place has been a lifeline, and I cannot be thankful enough for God for it."

"I have decided I need to follow God with my whole life, and now I am making my faith public to be baptized."

"I honestly did not believe in God but have actually seen that He is real through being here, I now believe."

"I realized this weekend I actually can talk to God and He hears me."

I read these comments in tears for how good God is. We can only attribute the credit to Him, and despite our culture being post-Christian, post-Christendom, and individualistic, God is still at work, and we see it happening at Ebenezer Youth day by day.

Lastly, I want to thank you for allowing me and my family to serve full-time in this leadership position as a pastor. It is truly a joy, and I am humbled to work with Ebenezer in the youth ministry context. Grace and peace,

Pastor Will Dmytrow
Jr/Sr Youth Pastor

I. College & Career Ministry

Hello to all and thank you for taking time to read through this letter pertaining to C&C here at Ebenezer. Over the past year, we have felt so blessed to have been entrusted with the leadership of this community, and it has been a blast to be a part of it!

This fall has been a great time for our C&C community! Since our Kickoff in Early September, we have seen our group grow to 130-140 a week on Thursday nights! We have maintained a strong core of students/young professionals while also being able to add many new students to the community, the bulk of whom are studying at the U of S or Sask Polytech. We are so grateful for not just the amount of people we have been seeing come out, but the hunger and depth that these young adults are desiring to move towards in a Christ-Centered Community.

We also, at the time of writing this have just returned from our annual fall retreat up to Christopher Lake. This has historically helped set the tone and been a great catalyst for community in the upcoming year. We took over 90 students up to Camp Kinasao and had a wonderful time of both fun and going deep with God together, so we praise God for his faithfulness and how He was working in our students lives over the weekend.

In line with the C&C, we have started a life group with our leadership team at C&C. Being able to invest and disciple these leaders more intentionally is a great blessing, and our hope is that they can help lead life groups in the future, both in C&C but also in the wider body of the church. In addition to my role with C&C, I am blessed and privileged to be a part of the preaching team here alongside Pastor Santosh and Pastor Cal. It is a deep honor to be a part of this team as we continue to preach and proclaim God's word here in Saskatoon.

Thank you deeply for your care, your trust and your encouragement to myself and my family as we seek to be faithful to God in this ministry, he has called us to. Blessings to you!

Thank you!

Pastor Wes Hodgson
College & Career Pastor

J. Welcome Ministries

September 2022 saw the birth of a new ministry at Ebenezer. That doesn't mean we didn't have people showing hospitality before, we just decided to be more intentional about hospitality and invite people to the vision of why hospitality is important in the church.

One quote by Carey Nieuwhoff, that speaks to this vision is this...

"It's hard to believe, but according to people who study these things, first time guests to your church make up their minds whether they're coming back or not in the first 10 minutes of their visit. Think about that. Before they hear the first note of music, before they hear the first word of a sermon or before anyone stands up and says "welcome" in the service, most first-time guests have already made a conscious or subconscious decision about whether they're coming back."

The determining factor? Hospitality...how they feel as they walk into the building and engage with people.

Hospitality is not about adding numbers to the church roster, it is about people staying so they can take the next step toward Jesus.

I have been so blessed by the dedicated and caring people that have served in this ministry for the past year. From young children to our more seasoned adults, our culture is becoming a place of welcome and belonging.

This past year, we had 80-90 people serving as greeters, ushers and coffee hosts, and they served with excellence. Thank you – you know who you are!

Blessings,

Pastor Grace Sawatzky
Welcome Ministry Champion

K. Women's Ministry

1. **Mom`s Group** – this group is open to moms of all ages, but has an emphasis on parenting in the early years. They welcome moms that are further on the journey to join them, so they can benefit from their perspectives and journeys with mothering as well.

This group has grown from a casual meet-up of 5-10 moms to an organized ministry that is currently reaching 20 plus moms and children. They now offer childcare, thanks to some older women and men who have come alongside to serve. The group is led by 4 busy women in the thick of mothering themselves – Emily Aspinall, Camille Siemens, Jessica Turgeon, and Anna Erickson. In addition to a weekly Thursday morning gathering, they also host a few evening/family events from time to time.

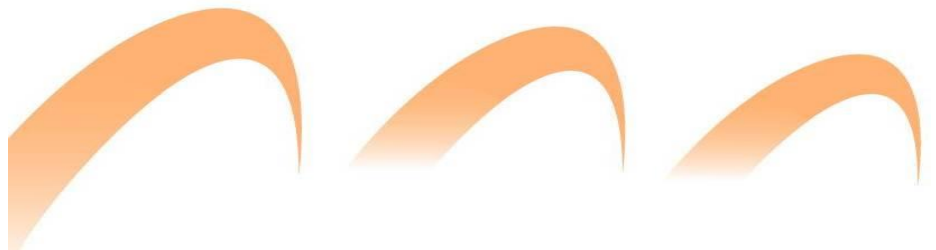
God is bringing women not only from our church to this group, but women from other churches and from the community.

2. **Tuesday morning Bible Study.** Carolyn VanEe is giving leadership to this group, and I am grateful for the wisdom and heart she has to lead. This is a group that enjoys a deeper dive into the Word of God and they are always open to more women joining their study times. Women of all ages are welcome around the expanding table.

There continues to be women that are coming forward to lead other women in various ways and I am excited to help support and equip them in what God is calling them to.

Pastor Grace Sawatzky

Women's Ministry Champion



L. Men's Ministry

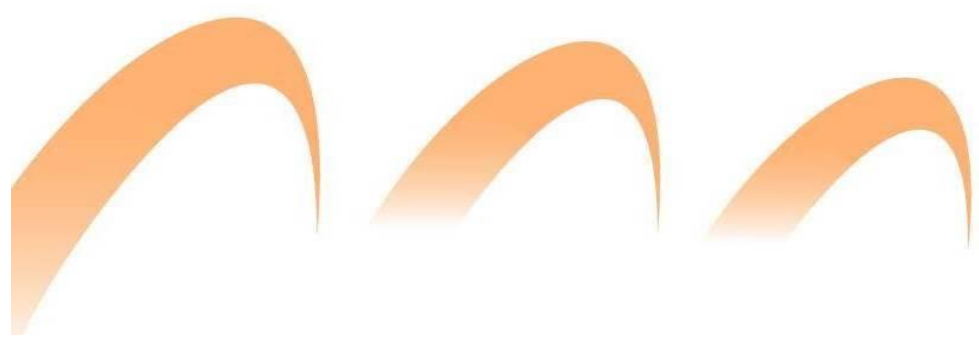
With the past year of transition and change we have not been able to make any significant progress in developing our men's ministries. The Wednesday men's prayer meeting hasn't resumed since the summer with one of the key members leaving Saskatoon. We hope to resume this time of dedicated prayer for men. The Tuesday evening men's fellowship and study group continues. Over this past year the group has been able to pray and support each other in times of need and encourage each other.

I have had more and more conversations with men who have met different challenges. It has been good to share with them, pray with and for them, and share some of my own stories. As mentioned in last year's report, we are looking to develop this ministry with a Life Group approach. Continue to pray for the men of Ebenezer.

Respectfully Submitted,

Pastor Cal Fong

Equipping Pastor & Teaching Pastor



M. Seniors Ministry

We don't have a specific age category for Seniors – if you have the flexibility in your schedule to join us, please do.

The focus, Post-Covid, of our activities is connecting and building community. We have **Seniors Lunches** monthly from September to June. These happen on the 4th Thursday of each month (with some seasonal variations). The majority of the Ebenezer Staff Team join in so you'll be able to get to know our team as well as connecting with those you already know and meeting new folks.

Special thanks to Carolyn Dick, Debbie Conrad, Loreen Symon and Penney Peters that have worked together preparing the meals. Thanks as well to: Don Rice, Carson Laternus and Janice Loewen who have worked together to set the tables for our fellowship.

Forever in Motion exercise class (designed for those 55+) happens Monday and Thursday mornings at 10am. Special thanks to our team of leaders: Joanne Gartner, Helen Bennet and Rick Guenther. This is open to all, with 20+ attending most classes. There is a coffee time after each session which is well enjoyed. We are delighted to have friends and neighbours join us...

A new addition this year is: **2 Sparrows "Stitches to Share"** a group that meets in the Chapel on Wednesdays – 10am to 3pm. All are welcome to join in creating quilted, crocheted, or knitted items to benefit local charities. In their first 5 months they were able to donate approximately 50 quilts to various local charities.

The Saskatchewan Seniors Fitness Association has **Volleyball** (W & F mornings) and **Pickleball** (M,W & F afternoons) in our Gym. Many Ebenezer people are active in these opportunities, as well as people from throughout the city.

Submitted by,

Pastor Bryan Conrad

Seniors Pastor & Missions

N. Library Ministry

Towards the end of spring, a few women stated their interest in rejuvenating the library, which has been closed since covid. A committee comprised of Debra Melnychuk, Adrienne Banzet and Jane Glen was formed with an amazing amount of help from Loreen Symon, Carol Klassen, and Darla Hamn.

The first task was to do a thorough culling of dated or unused material. That material was donated to the symphony. We were then able to order some new material; trying to update the children's section, and to fill in some needed gaps. There will be much more to come.

The plan is to alert you through the on-line bulletin to new materials and lists of books available in a certain area of interest, i.e., apologetics. We welcome donations of used books in good condition, and we can always fit in a few more volunteers. Recommendations will also be considered.

We are grateful to those who are staffing the library between the hours of 10 and 11 on Sundays. Please come and check it out.

Respectfully submitted by,

Jane Glen



0. Operations & Mobilization – 2023

Operations and mobilization encapsulate what our support ministry staff do to serve our Ebenezer church family and staff team. The following people are the ones who help 'land the plane' of our vision and mission as a church. Serving in these positions can often be a thankless job because not everyone knows or sees what is required in these areas. I'm grateful for the team that we have and how they continue to adjust and grow in their abilities, to match our growing church ministry responsibilities and vision.

Chris Read continues to be the **Facilities Director**, managing evening staff, regular building maintenance, cleaning and custodial duties, and rental requests. We're thankful for his servant heart.

Tracey Meyer is our **Finance, Office, & Event Director**. This is a large role with many responsibilities, but each of these areas bring Tracey, 'life.' Together with her teams, she oversees our budget and daily finances for the church, coordinates key components of events and gatherings by recruiting, training, and working with volunteers, and helps guide our admin team. We're so thankful for her giftings and diligence to work hard and with excellence.

Kristin Heppner is serving our church family as an **Office Assistant & Support Ministry** staff. Kristin serves our mission well by being available to staff for various administrative tasks, but also is key in creatively adjusting our website, social media, and advertising, serving significantly in VBS, and care for people. We appreciate her willingness to serve us all and care for people she encounters along the way.

Darla Hamm is also an **Office Assistant & Support Ministry** staff. Darla is engaged with many areas of our ministry including administrative work, finances, rentals, and whatever is needed by our other staff. Her ability to welcome people in reception and make them feel 'at home,' is very impactful. Darla's heart to minister to children in VBS, our mom's group, as well as to pray for others and serve in our Break Free seminars, speaks of her heart to minister and not just doing administrative tasks. We're glad to have her on our team.

Adeana Webb is a **Bookkeeper**, on contract. Adeana has been a part of our church family for years, and faithfully serves us in a part-time basis behind the scenes in finance. Her expertise serves us well and she carries the load of financial details required to give us success in our mission as a church.

Diana Mark is our **Financial Consultant & Quickbooks Transitioner**, on contract. Diana has been a faithful member of our church, served on our board and staff team, and is currently serving us as a consultant as we transition our Financial Controller position, switch financial software, and train new staff. She has been an answer to prayer for our church and staff team and her expertise is greatly appreciated! Diana is highly detailed and thorough in all she does, but all her responsibilities are done with the ministry of the church at the heart.

Be praying for this operations and mobilization team as they selflessly serve us all. Encourage them as we move forward in this coming year; it makes a huge difference to them!

In His service,

Pastor Chet Ingram
Co-Lead Pastor

P. Facility & Media Production

We are involved primarily behind the scenes to help our family function effectively and reach out to impact the community around us. Those who serve in these areas may go unseen, but they play an important part in developing community and in the intentional bridge building into the community around us.

Facility – We have had a great year as we have been able to use our beautiful facility as an awesome ministry tool to its full potential! I would like to personally thank our awesome facility support staff of Jae Lim, Michael Theissen and Mike Kim who do a great job of caring for our facility daily! Say hi and thank them if you see them around in the evenings. We do have a combination of an aging and newer facility that will always have ongoing maintenance needed, I would like to personally thank Brent Read, Ken Dick, Steve Dick and Cam Drever who faithfully serve our church on an ongoing, as needed basis. We are in the process of reviving our Facility Maintenance (Trustees) Team. We had a great response during our Ministry Fair and will be reaching out to those who are interested. If your gifting and skill set leans towards this area, I would still love to hear from you!

Media – Our Worship Centre is busting at the seams on Sundays and our Livestream congregation has grown to, on average, two hundred screens watching each week. Thank you to our tech team on Sunday mornings who faithfully serve every week. We are continuing to utilize our studio multiple times a week to record content like “The Ebenezer Weekly Update”, media content for Youth Ministries & C&C, testimonies and stories and working with Kristin Heppner for social media content. I would also like to thank Jeff Bellows and Colin Vinter and others who generously give our Church Family literally **hours and hours** of their time and talents to ensure the ever- growing technology we need is working smoothly for us! Thank you.

I would personally like to thank all who have, and who continually serve faithfully, mainly - "behind the scenes", making facility and Sunday mornings amazing! We could not do it without your willingness to serve our Church Family with excellence!

Chris Read

Facility Director & Media Production Manager

Q. Mission

Ebenezer has a long history of supporting missionaries as they serve throughout the World. We presently support 5 missionaries in Saskatoon (our Jerusalem); 7 missionaries in other parts of Canada; and 6 missionaries serving Internationally – a total of 18 missionaries.

In 2022 – 2023, we had 2 of our missionaries leave their area of ministry. We added 2 International missionaries to our Budget effective May 1st.

Our priorities in supporting Missionaries are firstly, from our Ebenezer family and secondly, from our Baptist General Conference family, and then others that we feel called to support. There are numbers of our missionaries that we have supported through to retirement and several of our current missionaries have been serving for 40+ years.

In the near future, we would like to begin building a team to promote missions and enhance our care for our missionaries and facilitate having Life Groups adopt a missionary. Please contact me if this is of interest to you.

Submitted by,
Pastor Bryan Conrad
Seniors Pastor & Missions

R. Life Group Ministry

In last year's report, Pastor Chet wrote, "we desire to see a discipling culture formed at Ebenezer that shapes followers of Jesus into Christ's likeness, engaged in God's mission around them, where care and ministry happen naturally, and people are engaged with one another regularly, and enjoy one another."

This is still our desire, and that's why we continue to train leaders who will lead Life Groups and seek to place people into groups where they can experience true discipleship.

Last year we introduced Life Group Coaching, but with all the shifts of staff roles and change in our 'Lead' leadership, this has not had a chance to really get off the ground. We are still committed to supporting our Life Group leaders, and we hope to be more active in this role in this coming year.

Although we have been able to place some people into Life Groups, and a few more have started this past year, we are still in a leadership deficit and one of the ways we are addressing this need is with Life Leader Training (2/year) as well as the Taste of Discipleship (2/year). We have seen some real fruit from both of these events and pray that it will translate into new groups beginning to meet and many people being placed into these groups.

Please continue to pray for men and women to come alongside others to disciple and care for them.

Pastor Grace Sawatzky

Life Group Pastor & Welcome Ministry

Pastor Chet Ingram

Lead Pastor & Life Group Pastor

S. Marriage Ministry

After the challenges of the past few years the marriage ministry leadership team felt it best to step down and give a chance for this ministry to reset. I want to thank Andrew and Bev Geldart and the team for their heart and dedication to helping our marriages grow and be strong.

One of the keys we want to focus on in marriage building and marriage mentorship is relationships, and we want to get back to a grass-roots strategy in building those relationships.

We are currently in the process of re-visioning and re-strategizing this core ministry. I have engaged in several discussions as we figure out how to move this forward. I am excited as to the possibilities and trust there will be more to report in the spring and next fall. In the meantime please keep this ministry in your prayers and if you feel led to participate in any way don't hesitate to contact me.

Respectfully Submitted by,

Pastor Calvin Fong

Equipping Pastor & Teaching Pastor



T. Membership

Membership as of May 1, 2022	432
Members received	35
Total members received	467
Members Deleted/Transferred	1
Members Deceased	<u>4</u>
Total members deleted	5
Membership as of Apr. 30, 2023	462

Detail of Membership Changes

Received

Janice Loewen
 David Eskra
 Debbie Eskra
 Wendy Janzen
 Marcell Janzen
 Vic Hamm
 Darla Hamm
 Mike Glen
 Teresa Teigrob
 Matthew Teigrob
 Arielle Jacobson
 Warren McAuley
 Kim Chicoine
 Clinton Chicoine
 Justin Stirrett
 Kailey Baum
 Ashlyn Feenstra
 Jenna Giddings
 Keri Munchinsky
 Marley Fast
 Frank Friesen
 Karina Ivanyshchuk
 Bryce Neufeld
 Cort Dogniez
 Angela Dogniez
 Adrienne Banzet
 Jonathan Kruger
 Cara Ong
 Adewumi Oyelere
 Harvey Mathies
 Karon Mathies
 Besigwa Young-Tobore
 Carsen Laturnus
 Terry Hellquist
 Shirley Hellquist

Deleted/Transferred

Karen Huston

Deceased

Mona Merrett
 Kathy Geransky
 Clair Ziolkowski
 Ruby Rice

U. Ebenezer Giving Comparison – 2022 and 2021 (Calendar Years)

Ebenezer Giving Comparison - 2022 and 2021 (Calendar Years)

Donation Amount	2022				2021			
	No. of Donors	% of Donors	Amount Given	% of Total Amount	No. of Donors	% of Donors	Amount Given	% of Total Amount
\$0.01 - \$50	89	15.2%	\$ 2,487.95	0.14%	35	7.1%	\$ 1,059.00	0.05%
\$50.01 - \$100	46	7.9%	\$ 3,860.10	0.21%	32	6.5%	\$ 2,840.50	0.14%
\$100.01 - \$200	42	7.2%	\$ 6,579.93	0.36%	29	5.9%	\$ 4,756.00	0.24%
\$200.01 - \$500	71	12.1%	\$ 25,671.42	1.42%	50	10.2%	\$ 17,569.55	0.88%
\$500.01 - \$1,000	61	10.4%	\$ 49,094.88	2.71%	63	12.8%	\$ 48,330.56	2.42%
\$1,000.01 - \$5,000	169	28.9%	\$ 457,366.06	25.25%	162	32.9%	\$ 432,257.98	21.62%
\$5,000.01 - \$10,000	67	11.5%	\$ 478,852.81	26.44%	74	15.0%	\$ 538,662.33	26.95%
\$10,000.01 >	40	6.8%	\$ 787,100.48	43.46%	47	9.6%	\$ 953,489.59	47.70%
Total	585	100%	\$ 1,811,013.63	100%	492	100%	\$ 1,998,965.51	100%

Average Yearly Giving Per Person: \$ 3,095.75 Average Yearly Giving Per Person: \$ 4,062.94

Totals for both years include ChurchWatch, United Way, Canada Helps, Abundance Canada, and ST Missions revenue.

V. Finances

It's with continued thankfulness for our church family's generosity, that I give this report. The spiritual fruit that is produced because of the giving of our church, is beautiful to see. Thank you for your faithfulness in giving.

Internally, there has been many shifts with our staff in the financial department. At the end of June 2023, **Diana Mark** stepped down as our **financial controller**. She had served our church family very well for five years. Near the end of Diana's time on staff, we then shifted **Tracey Meyer's** role as a **bookkeeper**, to take on some of the financial responsibilities of Diana with budgeting. This would also allow us to utilize other giftings Tracey had in other areas of ministry. To replace Tracey as our bookkeeper, we then hired **Adeana Webb**, who is trained as a **bookkeeper**.

If this wasn't enough transition, through dialogue with Diana, we realized that we could be much more efficient, organized, and ready for a new financial controller, if we switched financial software. Upon making this decision, Diana offered her services to us to help consult on our finances and transition us to the new software. There is a lot of work that goes into this transition and it is going smoothly. There is still a lot of work to do before the transition is done, but things are well on the way.

Please be praying for our financial team as they continue to learn and adjust to their new roles and using new software.

The following reports describe our financial position and help explain the stewardship of our giving.

With thankfulness,

Pastor Chet Ingram
Co-Lead Pastor

W. Financial Report

This year has once again seen God's faithful provision for His church. Thank you for your faithful generosity in giving to the ministries at Ebenezer, both financially and through service.

Please review the audited financial statements. Additional commentary on the financial statements has been provided below.

Audit Report

Attached are the Audited Financial Statements as prepared by Buckberger Baerg & Partners LLP. In the audit report, the auditor explains their opinion on our financial statements and presents the responsibilities of both them and management. We have received a qualification related to tithes and offerings which is consistent with past years. This qualification is a result of the auditor not being able to test if all the cash tithes and offerings were recorded which is very common for not-for-profit organizations. Other than this qualification, we received a clean audit report.

Balance Sheet

Deposit on capital asset	2023	2022	Difference
General fund accounts receivable	\$28,189	\$0	\$28,189

The deposit on capital asset was a deposit for a new Kubota tractor that was covered by insurance.

Accounts payable and accrued liabilities	2023	2022	Difference
General fund accounts payable	\$133,943	\$79,895	\$54,048

There was an increase in accounts payable and accrued liabilities this year due to an accrual for the work done on the building's exterior during the year.

Long Term Debt	2023	2022	Difference
Total long-term debt	\$342,750	\$525,901	(\$183,151)

The remaining long-term debt related to the building expansion was \$342,750 on April 30, 2023. From the prior year \$183,151 was repaid on this loan. The repayment was a combination of set monthly payments (principal & interest) and a lump sum payment in January 2023 from funds collected at the Celebration Service in December 2022.

Canada Emergency Business Account Loan	2023	2022	Difference
Total CEBA loan	\$40,000	\$40,000	\$0

The Canada Emergency Business Account loan (also known as the CEBA loan) of \$40,000 remains outstanding on April 30, 2023. This loan has no interest if repaid by December 2023. The funds are in place to pay the loan in November 2023. Until that time, the funds are accruing savings interest.

Income statement

Excess of Revenues Over Expenses	2023	2022	Difference
General fund excess revenue over expenses	\$12,565	\$9,834	\$2,731
Benevolent fund excess revenue over expenses	(\$6,104)	\$23,279	(\$29,383)
Internally Restricted Fund excess revenue over expenses	(\$69,691)	(\$210,444)	\$140,753
Total excess revenues over expenses	(\$63,230)	(\$177,331)	\$114,101

Overall total revenues were \$63,230 less than the total expenses for the year. The expenses are more than revenue due to \$69,691 more expenses than the revenue received in the Internally Restricted Fund due to amortization. The benevolent fund had \$6,104 more expenses than revenues due to the payment of the first half of the Refugee Family Sponsorship.

Although Covid subsidies allowed us to continue operations as normal in 2022, it is positive to see the General Fund revenues were \$12,565 more than expenses, even without the subsidies in 2023. Looking ahead, it is important to note some of the pressures which will affect expenses; increase in the cost of goods, changes in interest rates as the mortgage is renegotiated (January 2024), increased need for the Benevolent fund as overall costs increase, and the eventual arrival of the Refugee family.

Tithes and Offerings	2023	2022	Difference
General Fund tithes and offerings	\$1,615,172	\$1,416,973	\$198,199
Benevolent Fund tithes and offerings	\$88,102	\$78,415	\$9,687
Internally Restricted Fund tithes and offerings	\$213,383	\$78,558	\$134,825
Total tithes and offerings	\$1,916,657	\$1,573,946	\$342,711

Overall tithes and offerings have increased by \$342,711 with offerings to all three Funds showing an increase.

Grant Revenue	2023	2022	Difference
General Fund grant revenue	\$182,427	\$123,946	\$58,481

The increase in grant revenue is a result of the increase in grants to run the drop-in centre out of the Meadowgreen location.

Ministry Revenue	2023	2022	Difference
General Fund ministry revenue	\$57,015	\$31,349	\$25,666

The ministry revenue increased by \$25,666 from 2022 due to Youth and College & Career starting retreats back up again after Covid.

Christian Education Expense	2023	2022	Difference
Christian Education expense	\$121,839	\$46,987	\$74,852

The increase in the Christian education expense is due to a number of factors. There was extra training for the Meadowgreen Drop-In Centre staff (paid for by grants), the retreats, and staff taking courses.

Occupancy Costs	2023	2022	Difference
Total occupancy costs	\$213,093	\$180,337	\$32,756

There has been an overall increase in occupancy costs due to general increase in goods and services. There were some events which required the hiring of casual labour. These expenses were recovered through the amount paid for the event.

Salaries and Related Benefits	2023	2022	Difference
Total salaries and related benefits	\$1,224,108	\$1,127,177	\$96,931

Overall salaries and benefits have increased \$96,931 from the prior year. The increase in the part time wage costs were a result of the Drop-In Centre staff. These wages were paid for with grant revenue.

Cash Flow Statement

The Cash Flow Statement shows where the church generates its cash and where it spends it. The cash flow is divided into three types of activities including operating, investing, and financing activities.

The overall operating cash flow is the cash that is generated and spent on regular operating activities. In 2023 our operating cash flow was \$215,986 compared to \$474,789 in 2022. This means that the church generated \$215,986 more cash then was spent on daily activities of the church in 2023.

In the year, there was \$36,235 spent on investing activities to invest in capital assets including the purchase of a Kubota tractor with mowing and snow blowing capabilities.

The financing activities in 2023 included \$183,152 payment of the mortgage.

Church Expansion Project

The Church Expansion Project is now complete. The project budget was \$3,699,816 and as of April 2023 there is only \$342,750 left to repay on the mortgage! This could not be done without your continued generosity. We continue to collect donations towards repaying the remaining mortgage and look forward to the day we can announce the expansion is fully paid for!

Tracey Meyer & Diana Mark
 Finance Director Finance Consultant

X Audited Financial Statements

bblp.ca

EBENEZER BAPTIST CHURCH INC.
FINANCIAL STATEMENTS
APRIL 30, 2023





BUCKBERGER BAERG
& PARTNERS LLP
CHARTERED PROFESSIONAL ACCOUNTANTS

Terry Baerg CPA CA
Kathryn Bankowski CPA CA
Ashley Buckberger CPA CA CFA
Jennifer Funk CPA CA
Tyler Kachur CPA CA
Alan Koop CPA CA
Paul Pastor CPA CA CBV

INDEPENDENT AUDITOR'S REPORT

To the Members of Ebenezer Baptist Church Inc.

Qualified Opinion

We have audited the financial statements of Ebenezer Baptist Church Inc. (the "organization"), which comprise the statement of financial position as at April 30, 2023, and the statement of operations, statement of changes in fund balances and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at April 30, 2023, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many not-for-profit organizations, Ebenezer Baptist Church Inc. derives a material amount of revenue from tithes and offerings, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of the Ebenezer Baptist Church Inc. Therefore, we were not able to determine whether any adjustments might be necessary to revenues, deficiency of revenues over expenses, and cash flows from operations for the years ended April 30, 2023 and 2022, current assets as at April 30, 2023 and 2022, and fund balances as at May 1 and April 30 for both the 2023 and 2022 years. Our audit opinion on the financial statements for the year ended April 30, 2023 was modified accordingly because of the possible effects of this limitation in scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT (continued)

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- ◆ Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ◆ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- ◆ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- ◆ Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- ◆ Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

SASKATOON, SASKATCHEWAN

August 25, 2023

Buchberger Bueg & Partners LLP

Chartered Professional Accountants

EBENEZER BAPTIST CHURCH INC.

STATEMENT OF FINANCIAL POSITION

APRIL 30, 2023

	General Fund	Missions Fund	Benevolent Fund	Internally Restricted Fund	Total 2023	Total 2022
ASSETS						
Current assets						
Cash	\$ 132,349	\$ -	\$ -	\$ 180,276	\$ 312,625	\$ 316,026
Accounts receivable	8,673	-	-	-	8,673	13,896
Deposit on capital asset	28,189	-	-	-	28,189	-
Prepaid expenses	13,171	-	-	-	13,171	-
Due from General Fund	-	27,905	65,664	-	-	16,497
Due from Internally Restricted Fund	550,556	-	-	-	-	-
	732,938	27,905	65,664	180,276	362,658	346,419
Capital assets (Note 3)	-	-	-	4,483,588	4,483,588	4,691,670
	\$ 732,938	\$ 27,905	\$ 65,664	\$ 4,663,864	\$ 4,846,246	\$ 5,038,089
LIABILITIES						
Current liabilities						
Accounts payable and accrued liabilities	\$ 132,258	\$ -	\$ -	\$ 1,685	\$ 133,943	\$ 79,895
Deposits	2,580	-	-	-	2,580	2,090
Due to Missions Fund	27,905	-	-	-	-	-
Due to Benevolent Fund	65,664	-	-	-	-	-
Due to General Fund	-	-	-	550,556	-	-
Canada Emergency Business Account loan payable (Note 4)	40,000	-	-	-	40,000	-
Current portion of long-term debt (Note 5)	-	-	-	342,750	342,750	525,901
	268,407	-	-	894,991	519,273	607,886
Canada Emergency Business Account loan payable (Note 4)	-	-	-	-	-	40,000
	268,407	-	-	894,991	519,273	647,886
FUND BALANCES						
Externally restricted	-	27,905	65,664	-	93,644	99,673
Internally restricted	-	-	-	3,768,873	3,768,873	3,838,564
Unrestricted	464,531	-	-	-	464,531	451,966
	\$ 732,938	\$ 27,905	\$ 65,664	\$ 4,663,864	\$ 4,846,246	\$ 5,038,089

See accompanying notes

Approved on behalf of the board

Director: 

Director: 

EBENEZER BAPTIST CHURCH INC.

STATEMENT OF OPERATIONS

YEAR ENDED APRIL 30, 2023

	General Fund	Missions Fund	Benevolent Fund	Internally Restricted Fund	Total 2023	Total 2022
Revenues						
Tithes and offerings	\$ 1,615,172	\$ -	\$ 88,102	\$ 213,383	\$ 1,916,657	\$ 1,573,946
Grant revenue	182,427	-	-	-	182,427	123,946
Ministry revenue	57,015	-	-	-	57,015	31,349
Other revenue	30,378	-	445	253	31,076	13,190
	<u>1,884,992</u>	<u>-</u>	<u>88,547</u>	<u>213,636</u>	<u>2,187,175</u>	<u>1,742,431</u>
Expenses						
Advertising and promotion	6,877	-	-	-	6,877	5,336
Amortization	-	-	-	263,508	263,508	261,291
Christian education	121,839	-	-	-	121,839	46,987
Counseling and benevolent activities	-	-	66,950	-	66,950	51,062
Interest and bank charges	15,602	-	-	685	16,287	13,688
Interest on long-term debt	-	-	-	19,134	19,134	26,932
Missions - Outreach	121,498	-	27,701	-	149,199	128,371
Occupancy costs	213,093	-	-	-	213,093	180,337
Office	122,205	-	-	-	122,205	82,681
Professional fees	55,787	-	-	-	55,787	63,993
Salaries and related benefits (Notes 6 & 7)	1,224,108	-	-	-	1,224,108	1,127,177
Travel and automotive	10,607	-	-	-	10,607	21,031
	<u>1,891,616</u>	<u>-</u>	<u>94,651</u>	<u>283,327</u>	<u>2,269,594</u>	<u>2,008,886</u>
Deficiency of revenues over expenses before undemoted items	(6,624)	-	(6,104)	(69,691)	(82,419)	(266,455)
Government assistance	-	-	-	-	-	89,124
Gain on sale of capital assets	19,189	-	-	-	19,189	-
Deficiency of revenues over expenses	<u>\$ 12,565</u>	<u>\$ -</u>	<u>\$ (6,104)</u>	<u>\$ (69,691)</u>	<u>\$ (63,230)</u>	<u>\$ (177,331)</u>

See accompanying notes

EBENEZER BAPTIST CHURCH INC.

STATEMENT OF CHANGES IN FUND BALANCES

YEAR ENDED APRIL 30, 2023

	<u>General Fund</u>	<u>Missions Fund</u>	<u>Benevolent Fund</u>	<u>Internally Restricted Fund</u>	<u>Total 2023</u>	<u>Total 2022</u>
Balance, beginning of year	\$ 451,966	\$ 27,905	\$ 71,768	\$ 3,838,564	\$ 4,390,203	\$ 4,567,534
Deficiency of revenues over expenses	<u>12,565</u>	<u>-</u>	<u>(6,104)</u>	<u>(69,691)</u>	<u>(63,230)</u>	<u>(177,331)</u>
Balance, end of year	<u>\$ 464,531</u>	<u>\$ 27,905</u>	<u>\$ 65,664</u>	<u>\$ 3,768,873</u>	<u>\$ 4,326,973</u>	<u>\$ 4,390,203</u>

See accompanying notes

EBENEZER BAPTIST CHURCH INC.

STATEMENT OF CASH FLOWS

YEAR ENDED APRIL 30, 2023

	<u>2023</u>	<u>2022</u>
Cash flows from operating activities		
Deficiency of revenues over expenses	\$ (63,230)	\$ (177,331)
Adjustments for		
Amortization	263,508	261,291
Gain on disposal of capital assets	(19,189)	-
Change in non-cash working capital items		
Accounts receivable	5,223	388,660
Prepaid expenses	3,326	(1,247)
Deposits	(28,189)	-
Accounts payable and accrued liabilities	54,047	4,166
Deposits	490	(750)
	<u>215,986</u>	<u>474,789</u>
 Cash flows used in investing activities		
Purchase of capital assets	(64,426)	(72,991)
Proceeds from disposal of capital assets	28,191	-
	<u>(36,235)</u>	<u>(72,991)</u>
 Cash flows used in financing activity		
Repayment of long-term debt	(183,152)	(335,627)
 Net (decrease) increase in cash during the year	(3,401)	66,171
 Cash, beginning of year	<u>316,026</u>	<u>249,855</u>
 Cash, end of year	<u>\$ 312,625</u>	<u>\$ 316,026</u>
 Cash consists of:		
General Fund cash	\$ 132,349	\$ 85,117
Internally Restricted Fund cash	<u>180,276</u>	<u>230,909</u>
	<u>\$ 312,625</u>	<u>\$ 316,026</u>

See accompanying notes

EBENEZER BAPTIST CHURCH INC.
NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2023

1. Nature of operations

Ebenezer Baptist Church Inc. (the "organization") was incorporated on June 12, 1958 in the province of Saskatchewan. The organization is dedicated to providing religious services to its members and the community. As a registered charity under the Income Tax Act, the organization is exempt from income taxes and may issue receipts for charitable organizations.

2. Significant accounting policies

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant policies are detailed as follows:

Fund accounting

The General Fund reflects the receipts of tithes and offerings, plus expenses associated with the primary offerings of the church. The church also operates various programs in support of its mission statement and core values. Revenues and expenses from these programs are reflected in the General Fund.

The Mission Fund reflects the receipt of contributions to undertake mission trips and projects that are undertaken by the various groups.

The Benevolent Fund reflects the receipt of contributions to be used for benevolent purposes.

The Internally Restricted Fund reflects the amounts that the organization has restricted for certain purposes and includes those used to fund capital asset purchases.

Certain amounts from time to time are transferred between funds in order to fund disbursements for purchases and operations. An interfund receivable and payable represents amounts received in the general fund for expenses not yet incurred in the restricted fund.

Capital assets

Capital assets are recorded at cost, less accumulated amortization. The organization provides for amortization using the straight-line method at rates designed to amortize the cost of the capital assets over their estimated useful lives. The annual amortization rates are as follows:

Buildings	25 years
Computer equipment	3 years
Equipment	10 years
Paving	25 years
Vehicles	10 years

EBENEZER BAPTIST CHURCH INC.

NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2023

2. Significant accounting policies (continued)

Impairment of long-lived assets

Long-lived assets, which comprise capital assets subject to amortization, are tested for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected undiscounted future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent carrying value exceeds its fair value.

Revenue recognition

The organization follows the restricted fund method, whereby externally restricted contributions are recognized in the fund corresponding to the purpose for which they were contributed. Unrestricted contributions are recognized as revenue in the General Fund. Contributions, tithes and offerings, ministry revenue, and grant revenue are recognized as revenue when received or receivable, if the amount received has been committed, can be reasonably estimated, and collection is reasonably assured.

Government assistance is presented as gross revenue, and is recognized when there is persuasive evidence that an arrangement exists, the price is fixed or determinable, and collection is reasonably assured. The organization has complied, and will continue to comply, with all of the conditions of the government assistance.

All other revenues are recognized as goods are provided and services are performed.

Contributed services

The organization would not be able to carry out its activities without the services of the many volunteers who donate a considerable number of hours. Due to the difficulty of determining their fair value, contributed services are not recognized in these financial statements.

Financial instruments

The organization initially records a financial instrument at its fair value, except for a related party transaction, which is recorded at the carrying or exchange amount depending on the circumstances.

Transaction costs are recognized in net income in the period incurred. However, transaction costs associated with financial instruments carried at cost or amortized cost are recorded as adjustments to the initial fair value recognized and amortized over the expected life of the instrument.

Financial assets and financial liabilities subsequently measured at amortized cost include cash, accounts receivable, accounts payable and accrued liabilities, Canada Emergency Business Account loan payable, and long-term debt.

EBENEZER BAPTIST CHURCH INC.
NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2023

2. Significant accounting policies (continued)

Financial instruments (continued)

When there is an indication of impairment and such impairment is determined to have occurred, the carrying amount of financial assets measured at amortized cost is reduced to the greater of the discounted future cash flows expected, the proceeds that could be realized from the sale of the financial asset, or the amount that could be realized by exercising the right to any collateral held to secure repayment of the asset. Such impairments can be subsequently reversed to the extent that the improvement can be related to an event occurring after the impairment was recognized.

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. By their nature, these estimates are subject to measurement uncertainty. The effect of changes in such estimates on the financial statements in future periods could be significant. Accounts specifically affected by estimates in these financial statements are capital assets, as it relates to the estimate of their useful lives.

3. Capital assets

	<u>2023</u>		<u>2022</u>	
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net book value</u>	<u>Net book value</u>
Buildings	\$ 5,601,665	\$ 1,746,104	\$ 3,855,561	\$ 4,024,202
Computer equipment	19,093	19,093	-	2,383
Equipment	246,206	165,293	80,913	99,692
Paving	431,345	240,391	190,954	208,208
Vehicles	10,246	4,098	6,148	7,173
	6,308,555	2,174,979	4,133,576	4,341,658
Land	350,012	-	350,012	350,012
	\$ 6,658,567	\$ 2,174,979	\$ 4,483,588	\$ 4,691,670

EBENEZER BAPTIST CHURCH INC.
NOTES TO THE FINANCIAL STATEMENTS
APRIL 30, 2023

4. Canada Emergency Business Account loan payable

In 2021, the organization applied for, and received, a loan in the amount of \$60,000 under the Canada Emergency Business Account ("CEBA") program through the Royal Bank of Canada ("RBC"). The loan has 0% interest with no repayment required until December 2023. If the loan is not repaid in full by December 2023, then the loan will start bearing interest at 5% per annum, with monthly interest only payments required. The balance of the loan is fully repayable by December 2025. As at year end, the organization has complied with all conditions and requirements of the program, which will forgive \$20,000 of the original loan if it is repaid by December 2023. Accordingly, this \$20,000 has been reflected in the statement of operations as government assistance in the year received, and the liability has been reduced by the forgivable amount to \$40,000.

Should the organization not repay the loan by December 2023, the forgivable \$20,000 would be reflected as an increase to this liability and a reduction of revenue in the 2024 fiscal year.

5. Long-term debt

	<u>2023</u>	<u>2022</u>
5.99% TCU Financial Group Credit Union mortgage, payable in blended monthly instalments of \$2,276 due February 2024, secured by a general security agreement representing a first and second charge on the land and building, held in the organization, with a carrying value of \$4,205,573 (2022 - \$4,374,214)	\$ 342,750	\$ 525,901
Less current portion of long-term debt	342,750	525,901
	\$ -	\$ -

Canadian accounting standards for not-for-profit organizations require all term debt expiring within the upcoming year to be presented as current. It is management's intent that the loan be refinanced and payments to continue past the upcoming year. However, as the loan has not yet been refinanced, the entire amount has been presented as current.

The organization has access to an RBC line of credit with an authorized upper limit of \$50,000, bearing interest at prime (April 30, 2023 - 6.7%; April 30, 2022 - 3.2%) plus 1%, secured by a general security agreement. At April 30, 2023, no amount was outstanding on the line of credit. Included in the credit facility with RBC is a VISA Business facility authorized to a maximum of \$40,000.

EBENEZER BAPTIST CHURCH INC.
NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2023

6. Pension plan

The organization's employees participate in the retirement plan of the Canadian Council of Christian Charities, which is a multi-employer defined contribution plan. The organization's financial obligation to the plan is limited to making required payments for a specified percentage of employees salaries for current services. The pension expense for the year was \$53,539 (2022 - \$53,027).

7. Related party transactions

The spouse of a board member is a paid employee of the organization. The spouse's wage is included in salaries and related benefits.

These transactions are in the normal course of operations and have been valued in these financial statements at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

8. Lease commitments

The organization has entered into various operating leases for equipment, as well as a rental agreement for the Meadowgreen building. Future minimum lease payments under the operating leases are as follows:

	<u>Lease payments</u>	<u>Occupancy</u>
2024	\$ 38,964	\$ 14,343
2025	26,586	9,562
2026	1,830	-
2027	1,220	-

9. Financial instruments

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge a liability. The organization's main credit risk relates to its accounts receivable.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in interest rates. The organization is exposed to interest rate risk on its fixed and floating interest rate financial instruments. Fixed interest instruments, which includes the fixed rate long-term debt, subjects the organization to fair value risk, since the fair value fluctuates based on changes in the market interest rates. Floating rate instruments, which includes the line of credit, subject the organization to a cash flow risk based on changes in the prime interest rates.

EBENEZER BAPTIST CHURCH INC.
NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2023

9. Financial instruments (continued)

Liquidity risk

Liquidity risk is the risk that the organization cannot repay its obligations when they become due to its creditors. The organization's main liquidity risk relates to its accounts payable and accrued liabilities, long-term debt, and the CEBA loan payable. The organization reduces its exposure to liquidity risk by ensuring that it documents when authorized payments become due, maintains an adequate line of credit to repay trade creditors and repays long-term debt interest and principal as they become due.

Y.

Minutes from Past Meetings

EBC Annual Congregational Meeting – April 26, 2023

7:00 pm

MINUTES

1. Opening Remarks and Prayer – Myron Johnson (Board Chair)
 - a. Updates from the Board
 - i. Succession Planning (focused report later in agenda)
 - ii. Abide Series Part 2 – Grow Character: spiritual development, accountability, and community. Theme of perseverance.
 - iii. Policy Governance Manual updates – stewarding relationship with Leyton and Church
 - iv. Membership interviews – 20 added. Thanks to Niki for work on this.
 - v. Thankful for Leyton and staff team for leadership
2. Devotional and Lead Pastor Report – Leyton Erickson
 - a. Reflection on 2021 vision: what seems and looks dead is not; life will return; EBC will flourish and bear fruit again! 2023 = good godly energy.
 - b. John 15:1, 4, 5, 7, 8 – what is the key to fruitfulness?
 - i. The Vine (Jesus) – gives Life
 - ii. The Gardener (The Father) – prunes us to make us more fruitful
 - iii. The Branches (Us) – remain in the Vine (ABIDE)
 - c. Increased attendance – some are coming from other churches; lack of footing found in the world (church is foundation of truth).
 - d. EBC's 2023 Strategic Ends
 - i. We covenant to love God and pursue Him with all our heart, mind, and strength.
 - ii. We covenant to be a spiritual family – loving, serving, and caring for each other as we walk through life.
 - iii. We covenant to engage in the mission of God together.
 - iv. We covenant to pursue unity together.
 - e. EBC's 2023 Strategic Plan
 - i. Growing Smaller
 - ii. Leadership Development
 - iii. Hearing God
 - iv. Setting People Free
 - v. Corporate Prayer
 - vi. Outreach
 - vii. Strategic Partnerships
 - f. Partner Congregations
 - i. HFAN Drop-In Center – pulled out of partnership; refocus on spiritual ministry
 - ii. Saskatoon Arabic Church – Family Sponsorship (arrival end of 2023); Outreach events have had impact
 - iii. Nepali Church – continues to do well
 - iv. Ukrainian Ministry – services are being translated every Sunday; Saturday services

- v. Vision Korean – independent church Pastor Chan leaving end of June to be missionary. Youth pastor will take over leadership.
- g. Current Initiatives
 - i. EBC Theological and Positional Statements (transgender; MAID; other social issues) must be embedded in policies and practices in case of legal challenges.
 - ii. EBC Membership Covenant to be rolled out in the near future.
 - h. Thank you!
 - i. Diana Mark (stepping down as Financial Controller)
 - ii. EBC Board
 - iii. Succession Planning and Pastoral Search Team
 - i. Retirement – why now?
 - i. Understanding a Leader’s shelf life – passing the baton while there is still excitement
 - ii. No one is pushing LE out
 - iii. Has full confidence in the future of EBC
3. 2023-24 Board
- a. Departing Board Member: Ricky Lam
 - b. Election to 4-year term: Harvey Mathies
 - c. One-year extensions: Nikita Ens and Ivan Olfert
 - d. Second-year extension: Scott Unger
 - e. Others in mid-term: Myron Johnson, Ivan Olfert, Patti Read, Colin Bruins, Ken McCullough, Ruth Whelan
 - i. Motion: to accept the 2023-24 Board as presented: Trevor Thiessen. 2nd Bobby Mark. Carried.
4. 2023-24 Budget Approval
- a. Thank you to EBC Admin team – Darla Hamm, Tracey Meyer, Kristin Heppner – and EBC Staff – fun working together about ministries and vision. Thankful for growth: God is at work. Inflation and Transition!
 - b. 2023 at a Glance – Thank you to faithful givers. Revenue and Expenses increased. Surplus anticipated at April 30, 2023 = \$57,020.
 - c. 2024 Big Picture: Increased budget
 - i. Celebration Service (Prairieland)
 - ii. Refugee family sponsorship
 - iii. Increase in salaries with transition (succession co-leads)
 - iv. Budget by Category presented: Salaries, Occupancy Costs, Outreach, Office/Supplies/Consumables; Education and Training; Professional and Consulting Fees; Interest; Travel; Advertising, Licenses and Dues; Capital assets;
 - v. Total - \$2,186,585
 - d. Motion: to accept the fiscal year 2023-24 budget as presented: Fred Entz. 2nd Ivan Olfert. Questions? [See below] Carried. **NOTE on Voting: Members 85. Family 31. In-person 116. Online 39. Total 155.**
 - i. What goes into Education category? Pre-school, Staff development, Hospitality
 - ii. Amount for Refugee Family? \$39,000. Giving is already at \$12,000 for that.
 - iii. What is role of Life Group Coach? Chet is coordinating. Two-day training. Taste of Discipleship. More people want life groups than we have trained leaders.

- iv. Why is sponsorship in budget instead of benevolent giving? EBC made a commitment, so we have to cover that if we don't get enough donations to it.
- v. What is in the Interest category? Credit card fees, debit transactions.
- vi. What is the assumption on pastoral salary increase? Depends on composition of transition/succession. ~\$50,000 on extra position, plus increases for staff.
- vii. Is Tech Hire (part-time) still in staff budget? Not specifically allocated. Not acted on last year.
- viii. Why was Kelly's FTE not hired? Freedom for new pastors to hire as needed. Wes Hodgson was hired for FTE with .5 of Kelly's position.

5. Capital Fund Update

- a. Total mortgage as of April 1, 2023 - \$342,750. 90% of total cost is paid off.
 - i. Monthly payments \$2,275.83
 - ii. Interest rate = 5.99%

6. Succession Planning Update

- a. Timeline to date: April-June 2023 = Candidating and Vote
- b. Members of Committee (5 board members and congregational members)
- c. Co-Leadership Model and engagement sessions
- d. Committee Co-chairs Ivan and Trevor will take questions:
 - i. How many applicants? Can't disclose due to confidentiality.
 - ii. Will the candidates actually be presenting at the church? Yes.
 - iii. How will candidates be presented to the congregation? Various points of engagement. Involvement in church life throughout a week.
 - iv. Will we see the applicants co-leading together? The intent of the process is to see that, yes.
 - v. Organic connection as co-leads? Board supporting development of foundation with co-leads.
 - vi. What if matchmaking two people doesn't work? What happens if you need a second choice? Congregation needs to pray for discernment and that those who are brought forward will be called.
 - vii. If we've been praying, shouldn't we have faith that the right people will be brought forward? Yes.
 - viii. Will the vote be for both candidates together or separately? To be determined.
 - ix. Comment: Justin Stirrett and Rick Guenther had only met 3 times before HFAN. Is there a plan that the Board will be protected? Policies have and are being reviewed to manage the new dynamic of support for co-leads. Governance Policy Board structure will remain unchanged.
 - x. Will members be able to read Board Governance Manual? Manual is a living document with constant revision for alignment. Hasn't typically been shared. Can be discussed.
 - xi. Carver Model of Governance doesn't always serve well. Will this be reviewed? Board is modified version. All operational matters are with Lead Pastors.

7. Closing Prayer – Myron

8. Motion to Adjourn: Murray Glen

EBC Annual General Meeting – October 26, 2022

7:00 pm MINUTES

1. Opening Remarks and Prayer – Myron Johnson (Board Chair)
 - a. Motion to approve the AGM Agenda as presented. Chris Read. 2nd Ivan Olfert. Carried.
 - b. Motion to approve the minutes from the 2021 Annual General Meeting and April 2022 Congregational Meeting. Niki Ens. 2nd Scott Unger. Carried.
 - c. Update from the Board – 1 Thess 5:18 Be thankful in all circumstances.
2. Devotional and Prayer – Leyton Erickson (Lead Pastor)
3. EBC Ministry Reports – EBC Ministry Staff
4. Partner Congregation Updates
 - a. Motion to accept the Annual Reports as presented.
5. Auditor Report Approval – Diana Mark
 - a. Motion to approve the Audited Financial Statements as presented in the Annual Report.
 - b. Motion to appoint the auditor as Buckberger, Baerg and Partners LLP for 2023.
 - c. Election to 4-year term: Ken McCullough and Colin Bruins
 - d. One year extension: Ricky Lam
 - e. Others in mid-term: Nikita Ens, Myron Johnson, Diana Mark, Ivan Olfert, Arlen Olson, Patti Read, Scott Unger, Ruth Whelan
 - i. Motion: to accept the 2021-22 Board as presented: Ivan Olfert. 2nd: Ricky Lam. Carried.
 - f. Thanks to departing Board Members: Trevor Thiessen and Art Cooke
6. 2021-22 Budget Approval
 - a. Thank you for faithful giving
 - i. Revenue in the general fund increased by 3% from 2020
 - ii. Expenses decreased 2% from 2020
 - b. 2022 – Increase budget of 6% in revenue and 4% in expenses
 - i. Budget highlights by category
 - ii. \$1.8M budgeted expenses to revenue
 - c. Motion: to accept the fiscal year 2021-22 budget as presented. Scott Unger. 2nd: Nikita Ens. Carried.
 - d. Building Mortgage update
 - i. Rolled construction financing into a commercial mortgage April 1, 2021
 - ii. Total mortgage as of April 1, 2021 - \$861,528
 1. Expect to pay down another 15% in May (sale of portable)
 2. Initial pledge period ends December 31, 2021
7. Succession Planning Projects – Trevor
 - a. Good practice for organizations to rethink the future: Leyton's future role or retirement
 - b. Engaged consultant Merin Coutts to walk us through this. Where is God leading? Honor the staff. Group engagement over a several year process.
 - c. Leyton's perspective – passing on the baton; age 57; transitions and discernment of the right time
8. Adjournment – Motion: Ken McCullough



EBENEZER BAPTIST CHURCH 2024 BUDGET WORKSHEET

	2023 Projected to April 30*	2023 Budget	Actual vs Budget	2024 Budget	Increase (Decrease) From Prorated	Increase (Decrease) From PY Budget
Total Tithes & Offerings	1,592,067	1,882,100	-290,033	2,083,720	491,653	201,620
Total Other Income	30,020	11,900	18,120	11,900	-18,120	-
Total Ministry Income	55,751	55,190	561	70,975	15,224	15,785
Grant Revenue	192,316	150,000	42,316	20,000	-172,316	-130,000
Total receipts	1,870,154	2,099,190	-229,036	2,186,595	316,441	87,405
Advertising, licenses, and dues	8,392	9,770	-1,378	9,770	1,378	-
Professional & Consulting Fees	21,666	34,000	-12,334	35,000	13,334	1,000
Office, supplies, & consumables	112,692	130,809	-18,117	149,390	36,698	18,581
Education & training	90,480	90,230	250	137,950	47,470	47,720
Total interest expense	16,234	15,570	664	15,570	-664	-
Occupancy Costs	211,765	258,470	-46,705	276,720	64,955	18,250
Travel and Automotive	10,058	13,700	-3,642	15,520	5,462	1,820
Outreach	122,468	173,967	-51,499	172,852	50,383	-1,115
Salaries - pastoral and office staff	918,079	1,013,324	-95,245	1,081,614	163,535	68,290
Salaries - facility, summer workers and drop in centre	172,340	171,000	1,340	90,425	-81,915	-80,575
Cost of salaries (EI, CPP, WCB, benefits, pension)	156,077	187,494	-31,417	201,774	45,697	14,280
Total disbursements	1,840,251	2,098,334	-258,083	2,186,585	346,334	88,251
Total receipts less disbursements	29,903	856	29,047	10	-29,893	-846

* Based on current year to date internal financial statements - not final

Capital asset purchases

15,000

20,000

Notes: