

Membership List (Continued)

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Davies Lyall	Kent Lucas	Usinger Sharon
Davis Sandra	King Dale	Van Koppen Loes
Desrochers Bev	King Peter	Vincent Nancy
Desrochers Jean	Kirton Jackie	Vincent Stewart
Dickson Mac	Ladouceur Léon	Wallace Helen
Doane Macrina	Laramée Julien	Wallace Steve
Dupuis Bea	Laurin Carmen	Weber Jamie
Dupuis Terry	Laurin Jean	Weber Joe
Ens Jolene	LeBlanc Henri	Weber Paige
Ens Jonathan	Madeley Dianne	Webster Dave
Finlay Vera	Madeley Randy	Webster Doris
Fisher Brad	Marchand Carrie	Weel Brigitte
Flesher Stan	Maurice Denise	Wishart Gibb
Ferguson Bonnie	McClure Doug	Wishart Susan
Forgie Brad	McClure Marlene	Young Dave
Freeman Janis	Paillé John	
Gadoury Kathy	Paillé Mary	

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Adams Lisa	Gardner Charlene	Peter Muriel
Baker Jeff	Garret Susan	Pinder Pauline
Bellisle Linda	Gignac Marie	Quesnelle Joyce
Brazeau Suzie	Gilmore Bryan	Quesnelle Ross
Brunelle David	Gilmore Linda	Rice Andra
Brunelle Nicole	Gordon Donna	Rice Ashley
Byer Bill	Grozelle Romeo	Robitaille Aimee
Byer June	Guitar Andrew	Robitaille Bob
Casselman Bruce	Guitar Nancy	Robitaille Debi
Clarke Peggy	Hahn Ursula	Robitaille Elise
Clarke Ted	Hahn Wilfried	Robitaille Gis�le
Contois Alex	Hamelin Monique	Robitaille Glenn
Copeland Penny	Harrison Cookie	Robitaille Joel
Copley Janette	Harrison Wayne	Robitaille Rita
Copley Peter	Hartford Jennifer	Rodbard Anne
Counahan Jackie	Hartford Shawn	Rodbard Matthew
Counahan Pat	Hilton Zoe	Sharp Janna
Coxon Juli	Joseph Rhoda	Sharp Kevin
Crawford Al	Kalle Harold	Sheers Jerry
Crawford Debi	Keefer Crystal	Sibbald Deb
Cronin Janis	Keefer Judy	Simons Erin
Darch Kelly	Keefer Ken	Simons Trent
Darch Rob	Keefer Timothy	Somers Marina
Davies Anna	Kent Amy	Tremble Janet

Nomination Report Continued

Position	Incumbents	Term ending	Candidates	# to elect
Maintenance Committee Chairperson 3 year term (elected by Church Board)	Wilfried Hahn	2018		0
Treasurer 5 yr term (elected by Church Board)	Dave Brunelle	2021		0
Canadian Conference 1 yr. term (Other delegates are selected by board (1) and deacons (1).)		2018		1

Minutes Annual Congregational Council Meeting for 2015

January 31, 2016

Present: Linda Bellisle, David Brunelle, Nicole Brunelle, Bill Byer, Peggy Clarke, Ted Clarke, Alex Contois, Penny Copeland, Janette Copley, Peter Copley, Bev Desrochers, Jean Desrochers, Bea Dupuis, Terry Dupuis, Jolene Ens, Jonathan Ens, Vera Finlay, Brad Fisher, Susan Garrett, Kathy Gidoury, Marie Gignac, Romeo Grozelle, Ursula Hahn, Wilfried Hahn, Cookie Harrison, Wayne Harrison, Judy Keefer, Ken Keefer, Jon Limmer, Carrie Marchand, John Paillé, Mary Paillé, Pauline Pinder, Joyce Quesnelle, Bob Robitaille, Debi Robitaille, Elise Robitaille, Glenn Robitaille, Rita Robitaille, Jerry Sheers, Dave Webster, Doris Webster, Gibb Wishart, Susan Wishart, Dave Young

Adherents: Yvette Contois, Nancy Durst, Kyle Francey, Angie Limmer, Marilyn Orr.

Welcome, Opening Comments – Peggy Clarke, Board Chair

Peggy welcomed the congregation to the 2016 ACC and called the meeting to order at 4:00 pm. She announced to the congregation that

- we had the required quorum to proceed with the meeting
- that Dave Brunelle and Brad Fisher would act as scrutineers.

1. ACC Meditation, Opening Prayer – Jon Limmer

Pastor Jon led the devotional and opened the meeting with prayer.

2. Agenda and Procedures

Motion # 1: To approve the Agenda.

Moved by Gibb Wishart; 2nd Ted Clarke. Carried

3. Review: Approval of Minutes from the 2015 ACC Meeting

Add to List of persons present: Terry & Bea Dupuis

Correction to Item #8 -

Deacons: Susan Garrett will serve a 1 year term. Mary Paille and Joyce Quesnelle will serve a 3 year term.

Motion # 2: To accept the minutes of January 25, 2015 ACC as amended

Moved by Alex Contois; 2nd Vera Finlay. Carried

4. Celebrating our mission - Peggy reviewed Covenant's Strategic initiatives accomplishments for 2015. A number of individuals shared stories of thankfulness for 2015.

Minutes Continued

5. Clarification on Building Rental

- Pastor Jon reviewed the Guidelines for Church Facility Usage.
- The requirement for the Certificate of Liability.
- There is no charge for Funerals but there could be charges for the lunch (if supplied) under certain circumstances.
- Members and adherents have to pay rental fees if the event is not a church function.
- AV Technicians do get paid.
- Custodian will also be paid if the cleaning of the facility exceeds the usual time required.

6. 2015 Financial Report and 2016 Budget Proposal – Wilfried Hahn, Treasurer

Motion #3: The congregation accepts the 2015 Financial Report.

Moved by Brad Fisher; 2nd Alex Contois. Carried

Motion #4: To accept the 2016 budget as presented.

Moved by Gibb Wishart; 2nd Jerry Sheers. Carried

Dave Webster, Nancy Durst, and the late Margaret Tippett, and the Sunday morning offering counters were thanked for their faithful service. The congregation was also thanked for their faithful giving's.

7. Elections

Debi Robitaille withdrew her candidacy for Congregational Rep.

2015 Nominations

Deacon - Susan Garrett was affirmed as Deacon for a 3-year term until the end of 2018.

Congregational Representative to the Church Board – Jonathan Ens was affirmed for a 3 year term until the end of 2018.

Cookie Harrison elected as Secretary by Church Board for a 3-year term until the end of 2018.

Wilfried Hahn elected as Maintenance Committee Chairperson by Church Board for a 3-year term until the end of 2018.

Dave Brunelle elected as Treasurer by Church Board for a 3 year term until the end of 2020.

Congregational Rep

Motion #5: For 2016 only, that the Board nominate a second person to attend Canadian Conference.

Moved by Pauline Pinder; 2nd Jerry Sheers. Carried

Nomination Report

As of 2017 BIC Canada mandated that we no longer run candidates against each other in an election. We are to nominate one qualified person for each available role. The congregation is asked to affirm the candidates for each position. Due to the late date we learned this from BIC Canada, Covenant's board served as the nominating committee this year.

In preparation for next years annual meeting the board will be putting together a separate nominating committee to lead this process on behalf of Covenant.

Position	Incumbents	Term ending	Candidates	# to elect
Deacon 3 yr. term	Mary Paillé	2018	Elise Robitaille	3
	Joyce Quenelle	2018		
	Susan Garrent	2019		
Congregatio nal Rep. 3 yr. term	Jonathan Ens	2019	Bill Byer	1 for a 1 yr term - completing a vacated term
				1 for a full term three year term.
Church Board Secretary 3 yr. term (elected by Church Board)	Cookie Harrison	2018	-----	0

Covenant Christian Community Church
Budget Draft 2017 Version 4

Minutes Continued

<u>INCOME</u>	<u>Amount</u>	<u>%staff</u>	<u>%other</u>	<u>% increase</u>
Regular Offerings	200000			
Discipleship	1250			
VBS	250			
Youth	3800			
Others	<u>2000</u>			
	207300			
 <u>EXPENSES</u>				
Lead Pastor Salary	55180	26.7		4.4
- Travel	1500	0.73		
- Professional Development	750	0.36		
- Meals	1250	0.61		
Youth Director Salary	23725	11.5		1.5
- Travel	1200	0.58		
- Professional Development	500	0.24		
- Meals	300	0.15		
Children's Director	9360	4.53		-
- Travel	500	0.24		
- Professional Development	250	0.12		
- Meals	125	0.06		
Admin Assistant	8060	3.9		1.5
- Travel	200	0.1		
Custodian	9145	4.43		1.5
Fringe Benefits – total \$15219				
- CPP employer contributions	4441	2.15		
- EI employer contributions	2363	1.14		
- Group Health Insurance – Lead Pastor	4000	1.94		
- BIC Pension Plan – Lead Pastor	4415	2.14		
Children	2500	1.21		
Discipleship	2000	0.97		
Hospitality	2500	1.21		
Library	300	0.15		
Outreach/Ads	1200	0.58		
VBS	2000	0.97		
- Student Team (4@\$500ea)	2000	0.97		
Worship	3000	1.45		
Youth	7500	3.63		
Building	8000	3.87		
Insurance	3500	1.69		
Office	3500	1.69		
Telephone	2800	1.36		
Utilities	11000	5.33		
Yard	5000	2.42		
Co-operative (10% of budgeted offerings)	20000	9.68		
Pastoral Care/Leader Development	<u>2500</u>	1.21		
	206564	61.6	38.4	
 <u>NET SURPLUS(SHORTFALL)</u>	 736			

8. Reports

Motion #6: To receive all the reports.

Moved by Ursula Hahn; 2nd Ted Clarke. Carried

Music Report (verbal) - Jolene Ens reported that the worship team leaders: Vera Finlay, Judy Keefer and herself work together to plan and execute worship music each Sunday. Jolene thanked Andrew Guitar for cleaning and repairing the keyboard.

Motion #7: To accept all the reports.

Carried

9. Motion to destroy the ballots

Motion #8: To destroy the ballots.

Moved by Wilfried Hahn; 2nd Jonathon Ens. Carried

10. Adjournment

Motion # 9: To adjourn ACC at 5:40 p.m.

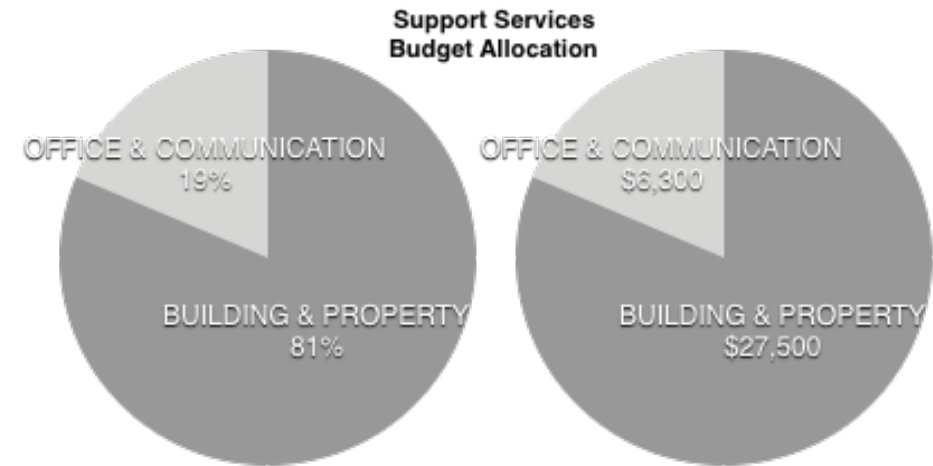
Moved by Bill Byer; 2nd Janette Copley. Carried

Lead Pastor Report

The Lord said [to Elijah, the prophet], “Go out and stand on the mountain in the presence of the Lord, for the Lord is about to pass by. Then a great and powerful wind tore the mountains apart and shattered the rocks before the Lord, but the Lord was not in the wind. After the wind there was an earthquake, but the Lord was not in the earthquake. After the earthquake came a fire, but the Lord was not in the fire. And after the fire came a gentle whisper. When Elijah heard it, he pulled his cloak over his face and went out and stood at the mouth of the cave.” (1 Kings 19:11-13)

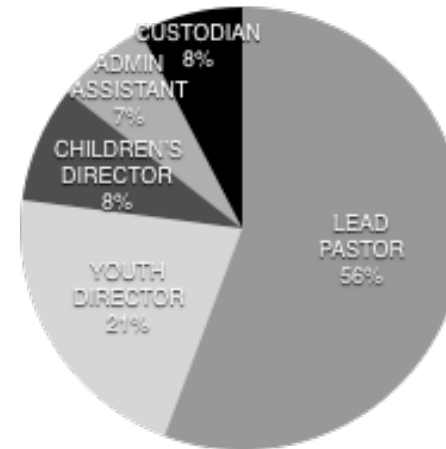
In looking back at a year and trying to reflect on where God has been present, it is tempting to believe that the big things are where God most shows himself. And, to be sure, we did have some “big” and exciting things happen during 2016. Our Easter service at École secondaire Le Caron had a great crowd. Our Advent and Christmas services had a great number of visitors hear the message of Jesus - perhaps for the first time. I believe that God was certainly present during those times together. But Elijah discovered that it is often in the still, small voice - unseen by most and difficult to discern by those closest to it - that God is most present. I believe that most of the ways that God worked among us during 2016 were these quiet ways. 2015 was a year of transition at Covenant. As one person described it, the ship got rocky for a time! 2016 was a year for things to settle down. For us to regain our bearings, to ensure that our course was still set for True North, and to settle in for the next stage of this journey we share together. Many of the areas for celebration over the past year are encompassed in other reports, but I want to bring particular attention to a couple of things.

- Refugee Family Sponsorship - In 2015 we began considering whether or not God was calling us to sponsor a refugee family from Syria. As financial commitments came in, it seemed God was confirming this call and we began to work with Mennonite Central Committee to bring a family here to Penetanguishene. After many hours of labour, led by Elise Robitaille and Sean Ouellet, an apartment was rented, furnished and stocked with food to welcome the Hourieh family to their new home. You can read more details in the sponsorship team report, but I want to celebrate what God has done through the many volunteers (from both inside and outside Covenant) and in the lives of many of the volunteers. We have had the opportunity to represent Jesus, not only to the Hourieh family, but to other people in the community as we have worked alongside them. And God has been at work in the lives of Covenant people as we have supported the Houriehs. It hasn't always been an easy ride supporting a family as they adjust to a new language, cultures, and customs. Offers of generosity have not always been received well. Those who have continued to support and befriend the family have learned about patience and grace. God has used our service to form us more and more into Jesus people - loving, even when it is sometimes hard to do so. It is so exciting to see how God has worked in the lives of so many people through our obedience to him.



New to the 2017 Support Services Budget:

- Increase in Building [Repairs and Maintenance] to accommodate for necessary upcoming repairs/renovation (such as new carpeting on the lower level; potential furnace repair or replacement; replacing other stairs at the portables; repairing drainage issues)



Notes regarding 2017 Staff expenses:

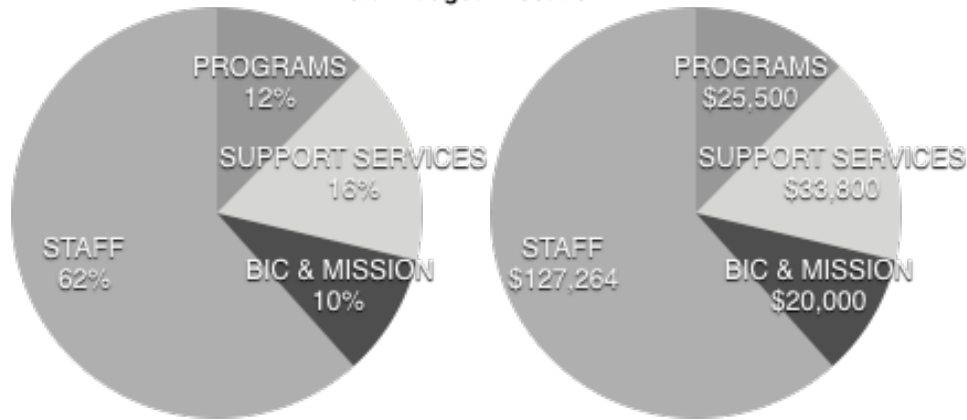
- Pastor Jon's salary and benefits are set by BIC Canada
- This will be the first year that we will be returning to having a Children's Ministry Director on staff (2016 was on contract). We have increased the rate of pay to correspond with BIC Canada's recommended starting point for ministry directors.
- The proposal for all other staff is a 1.5% cost of living increase, in line with provincial estimates for 2017

BIC & Mission Expenses (Co-operative Ministries):

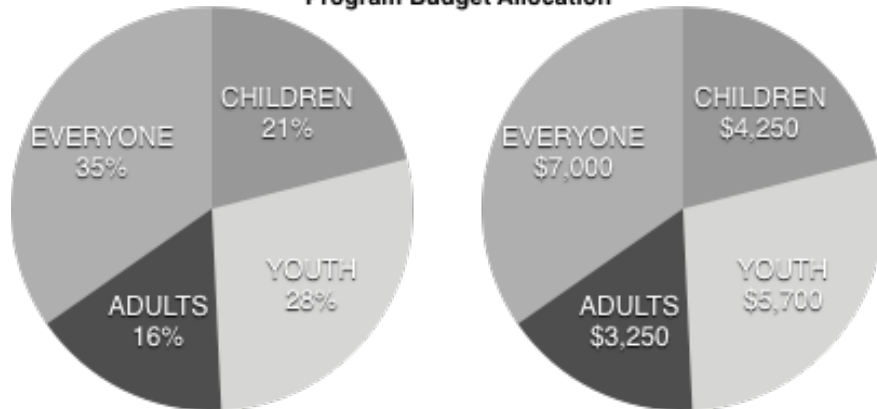
This money is our participation with BIC Canada and BIC Canada Global. The total of these expenses are set (by recommendation of BIC Canada) at 10% of our offerings.

2017 Budget Summary

Total Budget Allocation



Program Budget Allocation



New to the 2017 Program Budget:

- Pastoral Care/Leadership Development budget of \$2,000 to help invest in and develop volunteer leaders.
- VBS Student Lead Team budget of \$2,000 towards honouraria, for members of our VBS student leadership team.
- Some budget lines have corresponding income lines, which combine for a net budget amount.

Lead Pastor Report (Continued)

- Emotionally Healthy Spirituality - Last fall we had a group of about fourteen people go through a course called Emotionally Healthy Spirituality. Through it God began to do a special work in the lives of some individuals. It was hard work, for sure, as we were invited to consider some deep places we have tended to avoid or ignore in order to maintain the illusions that everything was okay. But it was in those hard places where we were encouraged to meet with God. We were invited to discover that God offers us his immeasurable love and grace even in - especially in - those places that we struggle to love ourselves. Only in acknowledging our brokenness can we begin to find healing. Only in letting go of our false peace, can we truly find the peace Jesus offers. Through the practices of the daily offices and coming together to reflect on the heart of God, we opened ourselves up to God's healing touch in our lives. I don't want to pretend that this course "fixed" anyone or that things are perfect for everyone who takes an eight week course! The course is really an introductory primer to a beautiful, lifelong journey of discovering all that we can be in Jesus and walking closely with him.

The most significant work of 2016 has been not been through the running of specific programs. It has been in the lives of individuals. I believe God has been at work in special ways in many people's lives at Covenant. Some who haven't been here for a long time have re-engaged and been embraced. Restoration has begun in other people's lives. The Healer of Souls is at work among us. As we move into 2017, I believe that God intends to continue his work among us. I don't believe that God wants us to settle for less than the abundant life he offers us. So how do we embrace that life? It starts being captured by just how much God loves us and wants us to thrive. Evangelical Christians talk about "giving our life to Jesus" and "asking Jesus into our heart." While these aren't totally wrong pictures, they are incomplete. We are to give our lives to Jesus in order to align with the one who gave his life up for us.

God is for us. God is for you.

And more than simply asking Jesus into our heart, we need to respond to God's invitation and work as he aligns our hearts with his. As we move through 2017, I want that to be more and more true for me, for you, and for us as a church.

There are some specific things I would love for our church to do in during 2017.

- I want to continue to share the principles of Emotionally Healthy Spirituality with more people. I am also looking forward to introducing the parallel course, Emotionally Healthy Relationships. These courses carry the potential to be transformative for us as we deepen our levels of personal wholeness in relationship with God and each other.
- During 2017 I would like us to work alongside BIC Canada Global to re-engage in international partnerships. As our world becomes an increasingly global community, I would like us to discern a place within the global BIC family that we could work with and serve for the sake of the kingdom.

Lead Pastor Report (Continued)

- We want to continue to invest in the children and youth - those who are a part of Covenant and those in the community we are privileged to meet.
- We are planning several fellowship events, some for all ages and some for specific age groups.
- We want to continue to improve our communication.
- Our deacons want to continue to find better ways to connect with and support you on your journey.
- We want to take advantage of Easter and Christmas seasons to provide compelling opportunities for you to invite your friends and family to come to church and discover Jesus.

There is a lot we want to do in the year to come. But more than what we do, it is my prayer that we will discover more of Jesus and the life he invites us into. Every Sunday I pray that we will hear a little more clearly about who God is. As we gather in house churches throughout the week, I hope our conversations focus on encouraging each other to live out the way of Jesus in our world. As we dig into the deepest parts of ourselves in Emotionally Healthy Spirituality, I long for us to discover the infinite love and grace of Jesus and be freed from what is holding us back. And as we discover freedom, we want to walk with you as you discover just how fearfully and wonderfully made you are and help you share the light of Jesus in ways that reflect your uniqueness.

So what do I ask of you? Simply put, I ask you to join me in this journey. It takes courage. Courage to let go of things you've been holding on to. Courage to be vulnerable. Courage to consider gifts and opportunities you've never dreamed of. Courage that I sometimes struggle to have. That's part of why we need each other! It is not always easy. Truthfully, I had to be broken before I truly began to move past "religion" and "ritual" into the abundant life Jesus offers. It can be hard, but it is worth it. Will you walk this road with me, and with the rest of the brothers and sisters at Covenant?

My prayer for us in 2017 and beyond is not original with me. St. Paul wrote this almost 2000 years ago, but this is my prayer:

For this reason I kneel before the Father, from whom every family in heaven and on earth derives its name. I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, may have power, together with all the Lord's holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God.

Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.

11:31 AM
2017-01-17
Accrual Basis

Covenant Christian Community Church Net Income Classes 2 - 5 January through December 2016

	2 Community	3 Brunch	4 Youth	5 Refugees	TOTAL
Ordinary Income/Expense					
Income					
40000 · Offerings	4,437	0	0	9,930	14,367
41200 · Student Missions	0	0	852	0	852
Total Income	<u>4,437</u>	<u>0</u>	<u>852</u>	<u>9,930</u>	<u>15,219</u>
Expense					
53100 · Youth Ministry	0	0	1,744	0	1,744
61100 · Community Care 60%	2,099	0	0	0	2,099
61150 · Community Care 40%	775	0	0	0	775
61200 · Community Brunch	161	865	0	0	1,026
61400 · Student Mission Trips	0	0	1,264	0	1,264
68200 · Refugee Food & Living Expense	0	0	0	24,396	24,396
71000 · Transfer to/from Funds	0	-865	-2,156	-14,466	-17,487
Total Expense	<u>3,035</u>	<u>0</u>	<u>852</u>	<u>9,930</u>	<u>13,817</u>
Net Ordinary Income	<u>1,402</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,402</u>
Net Income	<u><u>1,402</u></u>	<u><u>0</u></u>	<u><u>0</u></u>	<u><u>0</u></u>	<u><u>1,402</u></u>

Covenant Christian Community Church
Net Income (1 Regular) Budget vs. Actual
January through December 2016

BOARD CHAIRPERSON REPORT

	Jan - Dec 16	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
40000 · Offerings	182,411	197,600	-15,189	92%
41000 · Rental Income	690			
41100 · Interest Income	1,175			
41200 · Student Missions	100			
41300 · Miscellaneous Revenue	1,616			
42000 · Offerings - Capital	340			
Total Income	186,332	197,600	-11,268	94%
Expense				
51100 · Pastor - Lead	52,850	52,850	-0	100%
51120 · Travel/Ed - Pastor Lead	2,484	3,200	-716	78%
51121 · Travel/Ed - ER	746	1,200	-454	62%
51200 · Pastor - Associate Youth	25,956	31,200	-5,244	83%
51210 · Travel/Ed - Pastor Youth	954	2,000	-1,046	48%
51300 · Admin Assistant	8,288	7,956	332	104%
51310 · Travel/Ed - Admin Assistant	379	500	-121	76%
51400 · Custodian	9,000	9,000	0	100%
51500 · Fringe Benefits	14,312	15,000	-688	95%
51700 · Children's Ministry Director	7,140	9,360	-2,220	76%
52100 · Repairs and Maintenance	5,465	4,000	1,465	137%
52200 · Insurance Expense	3,500	3,500	0	100%
52300 · Office Supplies	3,241	3,500	-259	93%
52400 · Telephone Expense	2,501	2,800	-299	89%
52500 · Utilities	8,215	11,000	-2,785	75%
52600 · Yard Upkeep	709	5,000	-4,291	14%
52900 · HST Refunds, Dues, Etc	1,639			
53010 · Children's Ministry	2,793	2,250	543	124%
53020 · Cooperative Ministries	28,700	20,000	8,700	143%
53030 · Discipleship Ministry	3,088	2,500	588	124%
53040 · Hospitality Supplies	1,056	2,500	-1,444	42%
53050 · Library	0	300	-300	0%
53060 · Outreach Events & Ads	1,756	1,000	756	176%
53070 · Spice Child	0	230	-230	0%
53080 · Vacation Bible School	3,652	2,000	1,652	183%
53090 · Worship	2,497	3,000	-503	83%
53100 · Youth Ministry	2,166	4,000	-1,834	54%
Total Expense	193,085	199,846	-6,761	97%
Net Ordinary Income	-6,752	-2,246	-4,506	301%
Net Income	-6,752	-2,246	-4,506	301%

I would like to thank you, the Congregation, for granting me the privilege of being part of our Covenant Church Board for six consecutive years. This year, the Board entrusted me as Chairperson. It was a great experience.

This year was a year to refocus and regroup. As 2015 was a very exhausting year for the Board, we felt it best to let the 'dust settle' if you will. Our new Pastor was excited about his first full year in his new church as our new Leader, and we felt it important to let him spread his wings. We wanted him to be him, and not feel that he had to be a copy of past Leaders. However, decisions such as officially retiring Resonate and re allocating the funds, hiring our Youth Director Kyle Francey and Children's Ministry Coordinator Jenn Lashbrook to permanent part-time positions, followed by sadly but understandably accepting our Administrative Assistant Carrie Marchand's resignation and happily welcoming Crystal Keefer to this role were distinct items.

We also regretfully accepted board member Dave Young's resignation as his work demands increased. We were thankful to Debi Robitaille who accepted to sit as interim. Their contributions were significant and valued. All in all, there have been many tasks and decisions, big and small, that have stretched us, tested us and united us. We in fact, on a couple of occasions saw 11:00pm and often everything in between the usual 9:00pm end time, to hash out items. This my friends in Christ, is dedication

As my Board commitments have come to an end, please allow me to give you an inside look to the people who will be representing you again in 2017.

Pastor Jon Limmer: Encouraging Pastor Jon to "spread his wings" has given the Board front row seats in watching Jon's heart and vision unfold for God's people at Covenant Church. His desire that he and his sheep know their true potential in order to live life to the fullest as God has created us, is evident in the programs he has studied and introduced in the Emotionally Healthy Spirituality and the Leadership Coaching courses. The Covenant Weekly newsletter and our new, more user friendly website are Jon's initiatives. Our verse for the year, 2nd Corinthians 13:11 'Finally, brothers and sisters, rejoice! Strive for full restoration, encourage one another, be of one mind, live in peace. And the God of love and peace will be with you' is being live out. Pastor Jon has been a leader in this as he has encouraged us, sought unity, and peace for us on the Board as well as all who attend Covenant. I have no doubt, we are in good (Godly) hands.

As for the following individuals, I can assure you that they all have a strong faith, love for God and strive for the heart of Jesus in all they do. None shy away from speaking their thoughts and perspective; even when the opinion differs from all others. This is what is required on such a committee. They are wise, deep thinkers and very respectful of each other.

BOARD CHAIRPERSON REPORT (Continued)

Treasurer Dave Brunelle has completed his first year on the Board. Not only does it take awhile to get into the groove of any new 'organization', but the role of Treasurer brings its' own multi-faceted challenges. Thank-you Dave, for persevering through challenging budget meetings. Your gift of 'numbers' and experience with accounting are assets. I appreciate your dedication to keeping Covenants finances in order.

Secretary Cookie Harrison is tiny but mighty. She keeps impeccable notes, and is punctual with their release to the rest of us. She has great computer skills and is detail oriented. She has a great sense of humor and can lighten some tense moments.

Congregational Representative Jonathan Ens has been Vice chair this year also. He has a long history at Covenant and the Board of Directors. He has been Chair on different occasions. He has great understanding of Roberts Rules and knows protocol well.

Trustee Representative Wilfried Hahn is a man of many, many talents. Our former Treasurer, he has a respect of the finances and saves the church a lot of money by doing projects with his team in a very timely manner that otherwise would need to be hired out. Wilfried's team are the unseen angels. I feel very secure in this building because of Wilfried and his co-trustees.

A special thank you to Deacon Representative Peggy Clarke as she is stepping down as Deacon. Peggy has such a great heart for the well being of people from all walks of life. She is compassionate and most welcoming. Her love of literature and the written word have blessed people with lovely hand written letters and cards in times of most need. Peggy, you will be missed, but I know God must want you helping out in other areas.

Once again, thank you for allowing me to serve God and His Kingdom in such a way. I look forward to seeing what next God has in-store for us at Covenant.

Please remember to keep your Church Board and Leaders high on your prayer list.

God Bless,

Nicole Brunelle

Worship Teams Report

This past year the worship teams provided us with a variety of songs and special services that allowed to us praise God to the highest with all of you. The glorious sounds of music resound with so many, and so many of you have connected with all of us to share the joy that we bring you on a Sunday morning! We may seem humble, but we certainly appreciate all your praise of our skills.

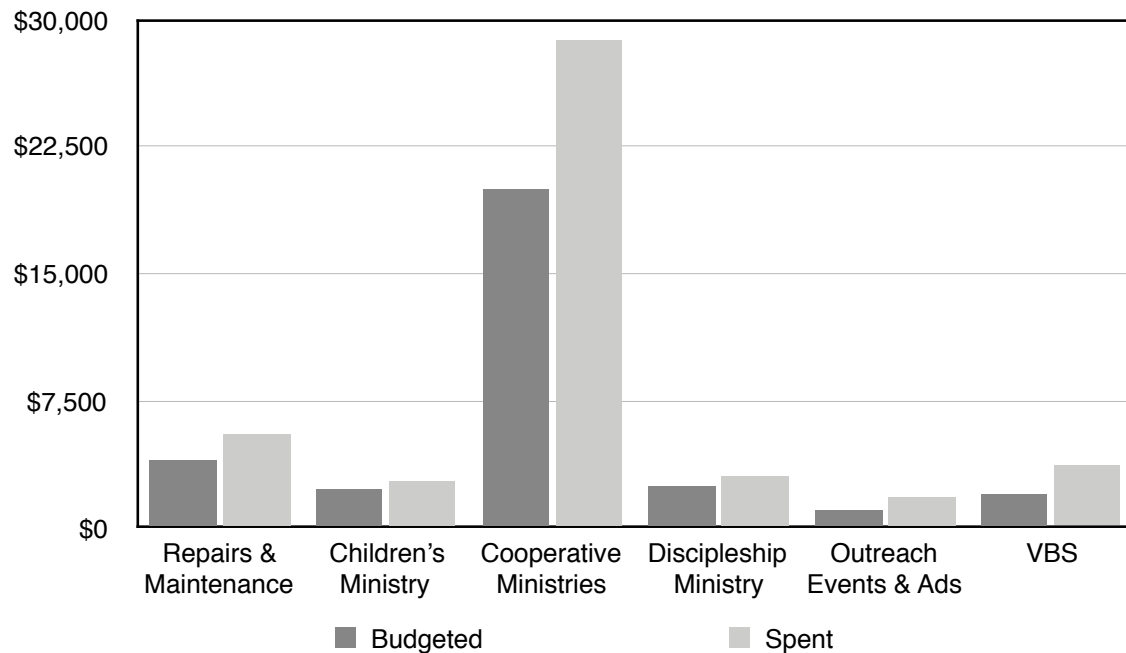
Like most other ministries, we dream of growing as teams, strengthening our skill sets and providing as much ministry as we can!

Our needs are few, our prayers are for peace, and friendships, and for our music ministry to lead people into the presence of God.

Your Worship Teams

	31 Dec 16
ASSETS	
Current Assets	
Chequing/Savings	
10000 · General Bank Account	27,590
10100 · Petty Cash - Office	1,300
10110 · Petty Cash - Youth Ministry	40
Total Chequing/Savings	28,930
Other Current Assets	
12100 · Savings Held in BIC Fund	39,709
Total Other Current Assets	39,709
Total Current Assets	68,639
Fixed Assets	
15000 · Equipment	139,691
15200 · Worship Centre	306,025
15600 · Land	36,980
Total Fixed Assets	482,696
TOTAL ASSETS	551,336
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 · Accounts Payable	1,613
Total Accounts Payable	1,613
Other Current Liabilities	
21000 · Accrued Payables	5,100
25500 · GST/HST Payable	-566
32100 · Community Brunch Program	4,435
32200 · Resonate	13,577
32300 · Nicaragua Mission	748
32400 · Refugee Sponsorship	532
32500 · Student Mission Fund	2,000
33100 · Growth Property Fund	22,405
Total Other Current Liabilities	48,231
Total Current Liabilities	49,843
Total Liabilities	49,843
Equity	
31000 · General Equity	486,203
32000 · Retained Earnings	20,640
Net Income	-5,350
Total Equity	501,493
TOTAL LIABILITIES & EQUITY	551,336

Spending Areas 5%+ Over Budget



- **Repairs & Maintenance** - *Necessary emergency repairs and work needed to be done through the year. (e.g. rebuilding the entrance to the youth portable after it collapsed, and dealing with flooding in the church basement.)*
- **Children's Ministry** - *We began using a three year curriculum and had extra expenses related to visual aids. These will not be recurring expenses.*
- **Cooperative Ministries** - *We missed a payment in 2015 and made fulfilled our 2015 commitments to our BIC Canada family in 2016.*
- **Discipleship Ministry** - *The \$588 overspending in this area was made up for by money given into miscellaneous revenue to cover resources.*
- **Outreach Events & Ads** - *There is a great explanation for this, which I will get to you as soon as I get the information from our financial people!*
- **Vacation Bible School** - *Early in 2016, the board approved an unbudgeted honouraria for a team of youth to help lead our VBS.*

Deacon Report

Pastor Jon has re-introduced us to the old-fashioned habit of sending cards. Yes, we actually have a tangible card in which each of us write a greeting and send it via Canada Post to an ailing, or bereaved, or troubled person or family. It has become a monthly meeting highlight for each of us to gift others with good wishes and God's blessings. Many thanks to Nancy Durst for the donation of her lovely cards!

At Christmas time our congregation had been in the habit of remembering those who have passed away during the year by decorating the sanctuary with poinsettias and gifting them to the family members of those bereaved during the past year; a fine ceremony indeed. This year we opted to forego the plants and instead set out candles that could be lit in remembrance of any person missed this year; either a recent or distant loss. Both those participating in the candlelighting and those observing were deeply touched. It helped many acknowledge a missed loved one, and help put meaning into a difficult Christmas. Thanks to Nathaniel Fisher-Hilton for his guitar accompaniment during the lighting of candles.

Neither Ted nor I will be serving as deacons this coming year, but I have a dream for the new deacon board of 2017: I have a dream that you will support our pastor well with your attendance at meetings and your diligence to your responsibilities. I have a dream that you will look back to the way things have been done in the past and learn from them; to glean all the good and eschew the things that are no longer necessary. I have a dream that you will look forward to new and better ways to serve our congregation. I dream that you will have an open mind and listen to each other. I dream that you will feel comfortable enough to speak your mind thoughtfully and respectfully. I dream that you will ask questions of each other, listen to each other, and pray for each other so that you may serve others in the way of Jesus.

The deacon board has much to do to support the Covenant Family and could use more people willing to serve in this capacity. Do not think that one must be perfect, know all there is to know, or be capable of doing all the things deacons do. One must only be willing to serve in the ways God has gifted them. Please, pray that others—perhaps even you—will consider serving in this capacity. And lastly, please pray for the deacons! It is a responsibility we do not take lightly and we need to know we are covered in prayer. If being a deacon is not your calling, yours is the duty to pray for those who are so called. Thank you to all who served alongside Pastor Jon Limmer and me this year: Ted Clarke, Susan Garret, Mary Paille and Joyce Quesnelle. Bless you all!

Respectfully submitted,

Peggy Clarke

TREASURER'S REPORT FOR 2016

I would like to start my report by thanking Dave Webster, Brad Fisher, Nancy Durst and Wilfried Hahn for all their advice and guidance through my first year as treasurer, their wisdom and patience have been appreciated. It was great to see 2016 being a year of stability after having 2015 as a year of many changes and uncertainties. There was a full calendar year with Pastor Jon, the decision of having a permanent youth director, hiring a permanent children director and implementations of a new accounting software program and new website.

We did not meet our 2016 budget on the income side. But we were able to spend money very carefully and make up for missing our 2015 final payment of \$8,700 in Cooperative Ministries. Because of this payment, we show a shortfall of \$6,752, but without it would have achieved a surplus of \$1,948. After extensive discussions and the town hall meeting held in December of 2016, the board has decided to present a financial budget for 2017 as reflected in the statement attached. To accommodate for changes in ministries and streamline for accounting purposes, there have been some technical changes in the categories of expenditure figures this year.

I believe this budget will continue to provide stability and growth for 2017. There are increases in expenses in key areas for growth in our ministries and for essential maintenance of the church while having a slight increase in annual giving's from the previous year. Something to wish for in 2017 is a creation of a finance team that would help in ensuring timely and accurate reporting of the finances throughout the year and in putting together a budget for the following year.

I would like to say a big thank you to our church board, especially Pastor Jon, for their continued support this year. And to all the ministry/department leaders for their efforts in providing a budget for this year. Let's pray for them to spend the allocated funds wisely.

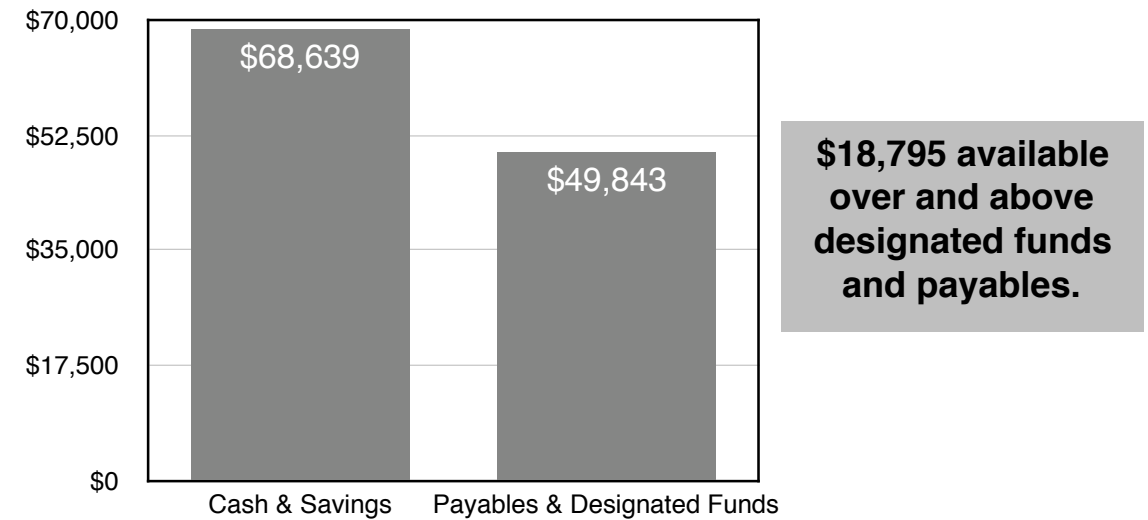
Thankfulness to God for providing for the financial needs of Covenant and for the continued generosity of our congregation. Your consistent sacrificial giving's enables the church to preach the Gospel bountifully.

Blessings,

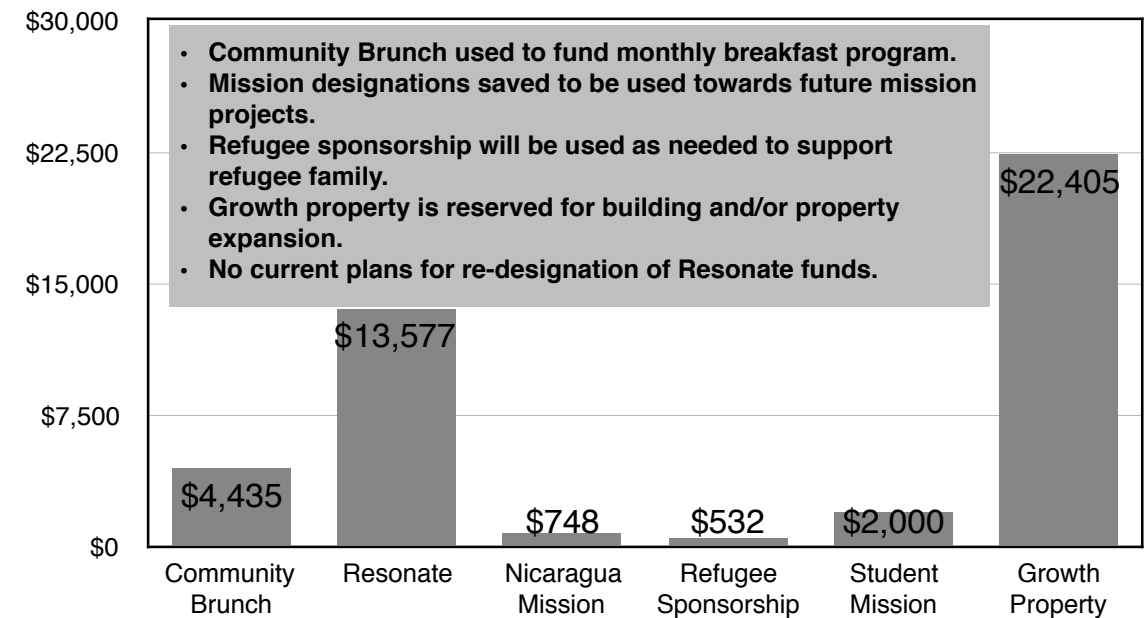
Dave Brunelle

2016 Financial Highlights

2016 Year End Cash Flow



Designated Fund Summary



Usher/Welcome Report

Once again we find ourselves at the end of another year in ministry. I have felt honored to serve as part of this wonderful group of people. They continue to serve our congregation each and every week with dedication and reliability. This group of volunteers continues to make that ever-important first impression on all newcomers to Covenant. They are great ambassadors for both Covenant and the Lord. They should be celebrated.

While we could always use more volunteers for this important ministry, we presently have a reliable and hard-working group. It is my wish that we will continue to serve faithfully in the future.

Ross Quesnelle

Annual Youth Report

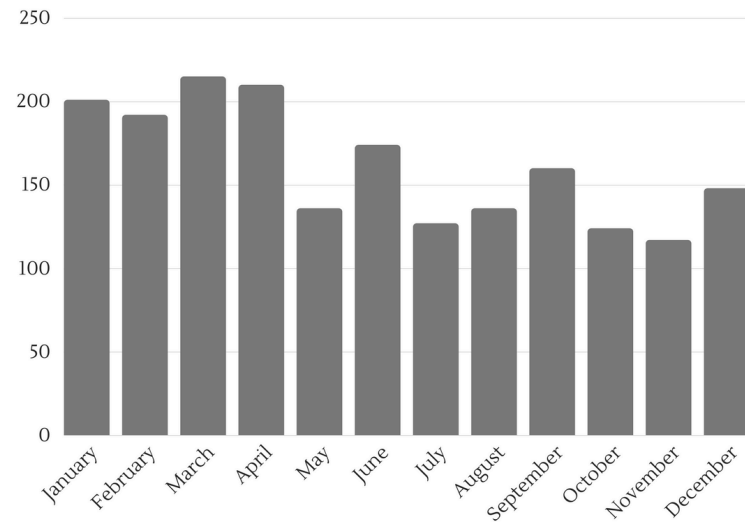
This past year was a very exciting year for our youth programs. In 2016 we gave our high school students their own night where we cook a meal together, eat, learn, and grow. Having a separate night meant more leaders and the kids were very excited to welcome Joyce Quesnelle and Nicole Brunelle. A highlight for many of our high school students was our fall retreat, Souled Out. Retreats can be a great place to hang out, have fun and meet new people but when asked about their favourite parts on the retreat most of them said the sessions and the creative worship service. It is not just our Sr. high students who are going deep with their relationship with God. Our Jr. high students have impressed me so much this year. They have such an openness to go deeper in their relationship with God. We've seen this in many different forms, one being baptism. In October Ben Simons was ready to take the plunge and publicly profess his faith. Another way we've seen this is through the grade 6 girls. We have had almost every grade 6 student from Burkvale come to Midweek. This is because of the passion of a core group of grade 6 girls. They saw the need to not just invite their friends but even a girl who they didn't get along with. I can proudly say that all of the students are constantly encouraging me.

Reflecting on all the great things that happened last year gets me so excited for 2017. As I said our students' relationships with God are developing very well and I would love to see them strengthen even more. My biggest dream for 2017 is to connect students with people from our congregation. I'd love to see congregants be involved in the lives of our students; supporting, mentoring and loving. Right now our students do get support, financially and prayer, from the church but having someone come along side of them to be a spiritual influence is something completely different for them. The way that I see this working out is students would be paired with someone who has a similar personality. That person creates a relationship with the student by being a friend, someone they can trust. This can be done so many different ways; taking them out for coffee or lunch, going to their sports games, even just hanging out.

My request for prayer is a simple one that fits with the theme of my report, prayer for our students' relationship with God.

Kyle Francey, Youth Director

Average Monthly Attendance



The decrease in attendance from April to May depicts when the Penatanguishene Soup Kitchen adjourned.

Children's Ministry Annual Report

The Sunday School classes were asked to participate in the Advent celebration this year. They spent about 6 weeks learning and practicing a song to share at the end of the one of the services. They all worked hard and did an excellent job getting up in front of everyone and singing their best.

Parents who have not attended in awhile have commented on some of the changes we have made in the past year in the Sunday School program. She was very happy and impressed with how much more organized and structured the Sunday School program is, especially in regards to signing children in and out of the classes.

Starting in February, we are going to begin training and mentoring some of the Jr. High, students to become teachers in the children's classes. I would love this new endeavour to take off and have the Jr. High students develop their gifts and talents as they learn to become teachers and leaders while sharing their energy and excitement with the children as only they can do.

We are in need of people willing to help teach the children. We have had several teachers step down from teaching since the summer. We also need to find a teacher to replace Kyle so he is able to focus on teaching the Jr. High class. At the moment we really need two teachers for the Grade 1-5 class. I would love to have enough teachers so we can be on a monthly rotation instead of every three weeks.

Jenn Lashbrook, Children's Ministry

Community Breakfast Report

February 2017 will mark the second anniversary of the Community Breakfast that Covenant offers to hungry people in Penetanguishene at the All Saints Anglican Church Hall on Peel St. This ministry is a partnership with All Saints, where they have a team that serves on the 3rd Thursday, and Covenant covers the first. We feed around 20 people between 8:30 and 10:30. We celebrate the relationships that have been forged with people in the community that we might never have met. For example, there is J, a single mother who attends faithfully each month, bringing her photographs and her stories and her cares to share to all who will sit with her and listen. There is A, an energetic and eccentric man who always takes note of who is and who isn't 'here yet', and 'who's cooking?'. There is M, who brings her children for breakfast before school. And D, who is always game to take any leftovers. All people who matter to God, and who matter to us.

We have a good team of faithful servants – thanks to Bea and Terry Dupuis for taking the lead, choosing the menu, going in the day before to set everything up, and so much more - and to Brenda Bachle, Linda Bellisle, Romeo Grozelle, Barry Corbett, Bob Robitaille and Roger Moreau. It was a joy to serve alongside you.

Elise Robitaille, Coordinator

Water Street Outreach

This year has been an exciting year at the Water St. Home for specialized care. Covenant began attending every other week to sing from song books to try and spread joy there to the residents at the request of one of the staff about 3 years ago. She regularly prayed for the clients there and listened to Christian music and preaching on the radio also. She retired in September leaving a big prayer void and godly presence there. This year we've had two new people come out from Covenant and we regularly have a guitarist, which attracts more residents as well as more of the men. There are currently 21 residents and we have an average of 8 residents participating and 3-4 just listening.

I think the residents would say their highlights are when we mess up and start laughing or on any special event possible, we host a party with all kinds of snacks, complete with T-shirts on Canada day and Timmy's gift cards at Christmas. A big highlight is leaving after a night when a resident who rarely speaks opens up or says hi or stops to chat out in the community and asks excitingly when we are coming back. One of the singers biggest highlights was at Christmas time a resident asked for us to sing "Good King Wenceslas" but we didn't have the words. One Covenant singer recited the entire song having memorized years ago. Let me tell you it has many verses to remember! When she was done, she paused and repeated the last verse for emphasis for us to pay attention to; "Therefore Christian men, be sure Wealth or rank possessing, You who now will bless the poor, Shall yourselves find blessing". The unanimous comment shared was that we go there to try and bring joy to the residents who do not have a very easy or joyful life and we in turn leave there feeling blessed to have seen them smile and laugh and share their burdens or triumphs too.

Our wishes and prayer needs there this year is to update and add newer music, grow in numbers and grow and deepen in our relationships there to continue to spread joy by being Jesus' hands and feet there. We pray For God's strong presence there to comfort and guide when the clients are struggling and for a godly staff to rise up to take the others place. In the words of Good King Wenceslas we want to continue to bless "the poor" and truly find blessing. If you are having difficulty finding any significance or purpose in your days and want to feel that you've made a difference in someone life, we suggest you come out a few times to be a blessing, but in turn be blessed.

Your Water Street Team